

**Federal Bureau of Prisons
BOP Hiring and Staffing Report
FY 2020 4th Quarter Report**

Legislative Summary

The Senate Report (S. Rept. 116-127) accompanying the Consolidated Appropriations Act, 2020 (P. L. 116-93) states, “The Committee directs BOP to submit quarterly hiring and staffing reports, including corrections officer-to-inmate ratios from Pay Period 26–2016 to the present for the OPM position classification standard Correctional Officer Series GS–0007, broken out by region; institution, to include an additional subset for each facility within an institutional complex; and security level no later than 90 days after enactment of this act. For further transparency, this data is also directed to be published on BOP’s website. BOP previously notified the Committee that it does not currently record staffing by shift [morning watch, day watch, evening watch], but is directed to start recording this data and include these metrics in this report by the end of the fiscal year. For any institution with a staffing ratio greater than 15:1, or an incident involving deadly force in any such report, BOP shall provide a separate, detailed explanation of the role staffing may or may not have played in the incident along with a corrective plan to ensure it will not happen again.”

The following information is provided to address the Committee’s request for the Fourth Quarter of FY 2020.

Report

During the fourth quarter of FY 2020, there was one institution with an inmate-to-correctional officer ratio greater than 15:1. Please see separate explanation below the table of inmate-to-correctional officer ratios.

The BOP has made the hiring of additional Correctional Officers a systemwide priority. Combined with a downward trend in the inmate population, the BOP’s progress in improving the inmate-to-correctional officer ratio at institutions is already evident. At the end of the third quarter of FY 2020, there were five institutions with an inmate-to-correctional officer ratio greater than 15:1. As of September 30, 2020, all five of those institutions have improved their staffing ratio: Federal Prison Camp (FPC) Alderson, FPC Bryan, Federal Correctional Institution (FCI) Elkton, Federal Correctional Complex (FCC) Lompoc, and FPC Montgomery. Of those, four institutions had a staffing ratio lower than 15:1 at the end of the fourth quarter: FPC Alderson, FCI Elkton, FCC Lompoc, and FPC Montgomery. There were zero institutions that had a staffing ratio greater than 15:1 at the end of the fourth quarter that did not at the end of the third quarter.

As requested, this report provides staffing by shift on the final pages of this report. Many of the by-shift staffing ratios are higher than the institution-level ratios, due to how the different ratios are calculated and the critical need to staff more Correctional Officers during peak operational times.

The overall inmate-to-correctional officer ratio is calculated using the number of on-board

Correctional Officers and the number of inmates at the institution. For example, for FPC Alderson, there were 40 Correctional Officers on-board and 553 inmates as of September 30, 2020, producing the 13.8:1 ratio. The by-shift ratio is based on the number of Correctional Officers on the roster for each shift and the number of inmates at the institution. For example, there were five Correctional Officers on the roster for the FPC Alderson Morning Watch and 553 inmates at the institution, producing the 111:1 ratio; there were 14 Correctional Officers on the roster for the FPC Alderson Day Watch and 553 inmates, producing the 40:1 ratio; and so forth.

A search of all Report of Incidents revealed there was no use of deadly force from July 1, 2020, to September 30, 2020.

The BOP will publish this data on its website: <https://www.bop.gov/>.

FY 2016 (as of September 30, 2016)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
MID-ATLANTIC			
	MINIMUM		
		ALDERSON	19.7
		MORGANTOWN	14.8
	LOW		
		ASHLAND	10.2
	MEDIUM		
		BECKLEY	12.6
		CUMBERLAND	10.1
		GILMER	9.9
		MANCHESTER	8.8
		MCDOWELL	9.7
		MEMPHIS	9.4
	HIGH		
		BIG SANDY	5.5
		LEE COUNTY	5.9
		MCCREARY	6.3
	COMPLEX		
		BUTNER	8.2
		HAZELTON	8.3
		PETERSBERG	10.9
	MEDICAL		
		LEXINGTON	8.2
NORTH CENTRAL			
	MINIMUM		
		DULUTH	18.7
		YANKTON	16.3
	LOW		
		ENGLEWOOD	7.8
		MILAN	11.3
		SANDSTONE	11.8
		WASECA	9.7
	MEDIUM		
		GREENVILLE	10.9
		LEAVENWORTH	11.4
		MARION	9.6
		OXFORD	7.9
		PEKIN	10.9
	HIGH		
		*THOMSON	N/A
	COMPLEX		
		FLORENCE	4.7
		TERRE HAUTE	6.9
	MEDICAL		
		ROCHESTER	5.0
		SPRINGFIELD	4.9
	DETENTION		
		CHICAGO	5.8

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
NORTHEAST			
	LOW		
		DANBURY	9.0
		ELKTON	14.0
		FORT DIX	18.7
		LORETTO	9.4
	MEDIUM		
		BERLIN	8.3
		FAIRTON	9.0
		MCKEAN	9.6
		OTISVILLE	5.8
		RAY BROOK	5.8
		SCHUYLKILL	11.1
	HIGH		
		CANAAN	5.5
		LEWISBURG	5.3
	COMPLEX		
		ALLENWOOD	7.2
	MEDICAL		
		DEVENS	5.3
	DETENTION		
		BROOKLYN	6.4
		NEW YORK	6.4
		PHILADELPHIA	6.6
SOUTH CENTRAL			
	MINIMUM		
		BRYAN	20.8
	LOW		
		BASTROP	15.0
		BIG SPRING	14.3
		FORT WORTH	13.8
		LA TUNA	8.1
		SEAGOVILLE	14.7
		TEXARKANA	11.9
	MEDIUM		
		EL RENO	9.0
		THREE RIVERS	10.5
	COMPLEX		
		BEAUMONT	11.6
		FORREST CITY	13.9
		OAKDALE	10.0
		POLLOCK	7.3
	MEDICAL		
		CARSWELL	10.7
	DETENTION		
		HOUSTON	7.9
	ADMIN		
		OKLAHOMA CITY	10.6

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
SOUTHEAST			
	MINIMUM		
		MONTGOMERY	19.2
		PENSACOLA	20.0
	LOW		
		ALICEVILLE	10.8
		MIAMI FCI	14.2
		TALLAHASSEE	8.4
	MEDIUM		
		ATLANTA	9.8
		BENNETTSVILLE	9.7
		EDGEFIELD	11.8
		ESTILL	9.2
		JESUP	9.2
		MARIANNA	9.4
		TALLADEGA	8.3
		WILLIAMSBURG	10.9
	COMPLEX		
		COLEMAN	9.1
		YAZOO CITY	10.0
	DETENTION		
		GUAYNABO	8.4
		MIAMI FDC	8.3
WESTERN			
	LOW		
		DUBLIN	11.6
		SAFFORD	9.6
		TERMINAL ISLAND	9.4
	MEDIUM		
		HERLONG	7.9
		MENDOTA	6.5
		PHOENIX	9.6
		SHERIDAN	10.4
	HIGH		
		ATWATER	5.0
	COMPLEX		
		LOMPOC	12.5
		TUCSON	6.3
		VICTORVILLE	7.5
	DETENTION		
		HONOLULU	3.8
		LOS ANGELES	6.1
		SAN DIEGO	8.0
		SEATAC	4.5

FY 2017 (as of September 30, 2017)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
MID-ATLANTIC			
	MINIMUM		
		ALDERSON	19.1
		MORGANTOWN	17.2
	LOW		
		ASHLAND	11.1
	MEDIUM		
		BECKLEY	11.9
		CUMBERLAND	10.0
		GILMER	10.1
		MANCHESTER	8.5
		MCDOWELL	7.6
		MEMPHIS	9.6
	HIGH		
		BIG SANDY	5.4
		LEE COUNTY	5.9
		MCCREARY	6.3
	COMPLEX		
		BUTNER	8.4
		HAZELTON	8.2
		PETERSBERG	11.4
	MEDICAL		
		LEXINGTON	8.8
NORTH CENTRAL			
	MINIMUM		
		DULUTH	22.1
		YANKTON	17.5
	LOW		
		ENGLEWOOD	9.2
		MILAN	11.9
		SANDSTONE	12.2
		WASECA	8.4
	MEDIUM		
		GREENVILLE	12.5
		LEAVENWORTH	12.3
		MARION	10.3
		OXFORD	8.9
		PEKIN	9.7
	HIGH		
		*THOMSON	N/A
	COMPLEX		
		FLORENCE	5.4
		TERRE HAUTE	6.9
	MEDICAL		
		ROCHESTER	5.3
		SPRINGFIELD	4.9
	DETENTION		
		CHICAGO	6.8

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
NORTHEAST			
	LOW		
		DANBURY	9.9
		ELKTON	15.3
		FORT DIX	20.1
		LORETTO	9.8
	MEDIUM		
		BERLIN	8.5
		FAIRTON	8.2
		MCKEAN	9.6
		OTISVILLE	5.2
		RAY BROOK	6.3
		SCHUYLKILL	12.2
	HIGH		
		CANAAN	5.2
		LEWISBURG	4.2
	COMPLEX		
		ALLENWOOD	7.3
	MEDICAL		
		DEVENS	5.3
	DETENTION		
		BROOKLYN	7.3
		NEW YORK	6.3
		PHILADELPHIA	8.0
SOUTH CENTRAL			
	MINIMUM		
		BRYAN	25.1
	LOW		
		BASTROP	15.8
		BIG SPRING	13.5
		FORT WORTH	14.1
		LA TUNA	10.9
		SEAGOVILLE	15.1
		TEXARKANA	11.8
	MEDIUM		
		EL RENO	9.5
		THREE RIVERS	11.7
	COMPLEX		
		BEAUMONT	11.7
		FORREST CITY	14.2
		OAKDALE	10.0
		POLLOCK	7.2
	MEDICAL		
		CARSWELL	11.4
	DETENTION		
		HOUSTON	6.7
	ADMIN		
		OKLAHOMA CITY	11.3

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
SOUTHEAST			
	MINIMUM		
		MONTGOMERY	21.5
		PENSACOLA	19.2
	LOW		
		ALICEVILLE	11.6
		MIAMI FCI	12.2
		TALLAHASSEE	7.3
	MEDIUM		
		ATLANTA	9.8
		BENNETTSVILLE	9.7
		EDGEFIELD	11.9
		ESTILL	10.1
		JESUP	9.9
		MARIANNA	9.3
		TALLADEGA	9.2
		WILLIAMSBURG	10.1
	COMPLEX		
		COLEMAN	8.9
		YAZOO CITY	13.7
	DETENTION		
		**GUAYNABO	N/A
		MIAMI FDC	10.1
WESTERN			
	LOW		
		DUBLIN	13.3
		SAFFORD	10.6
		TERMINAL ISLAND	9.5
	MEDIUM		
		HERLONG	7.9
		MENDOTA	6.5
		PHOENIX	10.2
		SHERIDAN	12.3
	HIGH		
		ATWATER	5.5
	COMPLEX		
		LOMPOC	12.1
		TUCSON	6.2
		VICTORVILLE	7.9
	DETENTION		
		HONOLULU	3.9
		LOS ANGELES	12.1
		SAN DIEGO	7.8
		SEATAC	6.2

FY 2018 (as of September 30, 2018)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
MID-ATLANTIC			
	MINIMUM		
		ALDERSON	21.3
		MORGANTOWN	18.6
	LOW		
		ASHLAND	11.3
	MEDIUM		
		BECKLEY	13.0
		CUMBERLAND	10.4
		GILMER	11.3
		MANCHESTER	9.0
		MCDOWELL	9.4
		MEMPHIS	11.1
	HIGH		
		BIG SANDY	5.6
		LEE COUNTY	5.7
		MCCREARY	6.4
	COMPLEX		
		BUTNER	8.6
		HAZELTON	8.7
		PETERSBERG	10.8
	MEDICAL		
		LEXINGTON	9.0
NORTH CENTRAL			
	MINIMUM		
		DULUTH	21.7
		YANKTON	19.8
	LOW		
		ENGLEWOOD	9.0
		MILAN	11.8
		SANDSTONE	12.1
		WASECA	8.9
	MEDIUM		
		GREENVILLE	12.3
		LEAVENWORTH	11.9
		MARION	10.4
		OXFORD	8.4
		PEKIN	10.1
	HIGH		
		*THOMSON	N/A
	COMPLEX		
		FLORENCE	4.9
		TERRE HAUTE	7.4
	MEDICAL		
		ROCHESTER	5.9
		SPRINGFIELD	5.0
	DETENTION		
		CHICAGO	7.4

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
NORTHEAST			
	LOW		
		DANBURY	9.7
		ELKTON	16.9
		FORT DIX	21.7
		LORETTO	10.6
	MEDIUM		
		BERLIN	10.5
		FAIRTON	8.5
		MCKEAN	10.3
		OTISVILLE	7.4
		RAY BROOK	7.1
		SCHUYLKILL	11.8
	HIGH		
		CANAAN	5.9
		LEWISBURG	5.4
	COMPLEX		
		ALLENWOOD	7.8
	MEDICAL		
		DEVENS	6.3
	DETENTION		
		BROOKLYN	7.8
		NEW YORK	6.6
		PHILADELPHIA	8.7
SOUTH CENTRAL			
	MINIMUM		
		BRYAN	24.2
	LOW		
		BASTROP	15.7
		BIG SPRING	16.7
		FORT WORTH	15.8
		LA TUNA	8.0
		SEAGOVILLE	16.7
		TEXARKANA	12.1
	MEDIUM		
		EL RENO	9.8
		THREE RIVERS	12.2
	COMPLEX		
		BEAUMONT	12.5
		FORREST CITY	13.7
		OAKDALE	10.2
		POLLOCK	8.0
	MEDICAL		
		CARSWELL	12.3
	DETENTION		
		HOUSTON	6.8
	ADMIN		
		OKLAHOMA CITY	11.9

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
SOUTHEAST			
	MINIMUM		
		MONTGOMERY	24.7
		PENSACOLA	20.2
	LOW		
		ALICEVILLE	13.1
		MIAMI FCI	14.6
		TALLAHASSEE	7.6
	MEDIUM		
		ATLANTA	10.4
		BENNETTSVILLE	10.6
		EDGEFIELD	13.7
		ESTILL	11.2
		JESUP	10.9
		MARIANNA	8.8
		TALLADEGA	9.5
		WILLIAMSBURG	10.3
	COMPLEX		
		COLEMAN	10.0
		YAZOO CITY	11.0
	DETENTION		
		GUAYNABO	10.0
		MIAMI FDC	9.3
WESTERN			
	LOW		
		DUBLIN	16.1
		SAFFORD	11.8
		TERMINAL ISLAND	10.1
	MEDIUM		
		HERLONG	10.4
		MENDOTA	8.1
		PHOENIX	10.8
		SHERIDAN	12.7
	HIGH		
		ATWATER	6.0
	COMPLEX		
		LOMPOC	15.7
		TUCSON	7.3
		VICTORVILLE	6.9
	DETENTION		
		HONOLULU	4.7
		LOS ANGELES	6.9
		SAN DIEGO	8.0
		SEATAC	6.4

FY 2019 (as of September 28, 2019)

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
MID-ATLANTIC			
	MINIMUM		
		ALDERSON	18.7
		MORGANTOWN	16.2
	LOW		
		ASHLAND	10.7
	MEDIUM		
		BECKLEY	12.8
		CUMBERLAND	11.8
		GILMER	12.4
		MANCHESTER	8.4
		MCDOWELL	10.1
		MEMPHIS	9.6
	HIGH		
		BIG SANDY	5.9
		LEE COUNTY	6.3
		MCCREARY	6.3
	COMPLEX		
		BUTNER	9.4
		HAZELTON	6.9
		PETERSBERG	12.1
	MEDICAL		
		LEXINGTON	9.2
NORTH CENTRAL			
	MINIMUM		
		DULUTH	15.0
		YANKTON	14.9
	LOW		
		ENGLEWOOD	9.7
		MILAN	13.3
		SANDSTONE	12.5
		WASECA	
	MEDIUM		
		GREENVILLE	13.5
		LEAVENWORTH	11.8
		MARION	11.2
		OXFORD	9.1
		PEKIN	11.8
	HIGH		
		*THOMSON	N/A
	COMPLEX		
		FLORENCE	5.3
		TERRE HAUTE	7.4
	MEDICAL		
		ROCHESTER	5.7
		SPRINGFIELD	4.6
	DETENTION		
		CHICAGO	6.8

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
NORTHEAST			
	LOW		
		DANBURY	8.3
		ELKTON	16.1
		FORT DIX	18.2
		LORETTO	9.9
	MEDIUM		
		BERLIN	7.9
		FAIRTON	9.2
		MCKEAN	9.1
		OTISVILLE	6.5
		RAY BROOK	6.1
		SCHUYLKILL	11.1
	HIGH		
		CANAAN	6.0
		LEWISBURG	3.7
	COMPLEX		
		ALLENWOOD	8.1
	MEDICAL		
		DEVENS	5.8
	DETENTION		
		BROOKLYN	7.4
		NEW YORK	7.4
		PHILADELPHIA	8.5
SOUTH CENTRAL			
	MINIMUM		
		BRYAN	23.8
	LOW		
		BASTROP	15.8
		BIG SPRING	13.5
		FORT WORTH	13.6
		LA TUNA	8.7
		SEAGOVILLE	16.2
		TEXARKANA	11.8
	MEDIUM		
		EL RENO	10.1
		THREE RIVERS	12.6
	COMPLEX		
		BEAUMONT	12.2
		FORREST CITY	13.2
		OAKDALE	9.2
		POLLOCK	7.9
	MEDICAL		
		CARSWELL	12.5
	DETENTION		
		HOUSTON	6.8
	ADMIN		
		OKLAHOMA CITY	8.3

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
SOUTHEAST			
	MINIMUM		
		MONTGOMERY	24.7
		PENSACOLA	20.0
	LOW		
		ALICEVILLE	13.9
		MIAMI FCI	12.3
		TALLAHASSEE	7.6
	MEDIUM		
		ATLANTA	10.3
		BENNETTSVILLE	10.7
		EDGEFIELD	14.7
		ESTILL	11.6
		JESUP	11.2
		**MARIANNA	N/A
		TALLADEGA	10.0
		WILLIAMSBURG	10.3
	COMPLEX		
		COLEMAN	10.0
		YAZOO CITY	12.2
	DETENTION		
		GUAYNABO	10.3
		MIAMI FDC	7.5
WESTERN			
	LOW		
		DUBLIN	16.2
		SAFFORD	11.5
		TERMINAL ISLAND	11.2
	MEDIUM		
		HERLONG	9.4
		MENDOTA	9.9
		PHOENIX	10.7
		SHERIDAN	14.1
	HIGH		
		ATWATER	5.8
	COMPLEX		
		LOMPOC	17.2
		TUCSON	5.5
		VICTORVILLE	9.6
	DETENTION		
		HONOLULU	4.8
		LOS ANGELES	17.2
		SAN DIEGO	9.6
		SEATAC	8.2

1st Quarter FY 2020 (as of December 8, 2019)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
MID-ATLANTIC			
	MINIMUM		
		ALDERSON	18.9
		MORGANTOWN	15.0
	LOW		
		ASHLAND	10.5
	MEDIUM		
		BECKLEY	11.4
		CUMBERLAND	10.9
		GILMER	12.4
		MANCHESTER	8.5
		MCDOWELL	10.3
		MEMPHIS	10.2
	HIGH		
		BIG SANDY	6.0
		LEE COUNTY	6.4
		MCCREARY	6.6
	COMPLEX		
		BUTNER	9.0
		HAZELTON	7.3
		PETERSBERG	11.9
	MEDICAL		
		LEXINGTON	8.5
NORTH CENTRAL			
	MINIMUM		
		DULUTH	14.1
		YANKTON	15.6
	LOW		
		ENGLEWOOD	10.1
		MILAN	11.2
		SANDSTONE	12.9
		WASECA	8.3
	MEDIUM		
		GREENVILLE	12.8
		LEAVENWORTH	12.0
		MARION	11.2
		OXFORD	8.9
		PEKIN	10.7
	HIGH		
		THOMSON	4.4
	COMPLEX		
		FLORENCE	5.3
		TERRE HAUTE	7.2
	MEDICAL		
		ROCHESTER	5.8
		SPRINGFIELD	4.6
	DETENTION		
		CHICAGO	6.8

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
NORTHEAST			
	LOW		
		DANBURY	8.4
		ELKTON	15.8
		FORT DIX	16.2
		LORETTO	9.3
	MEDIUM		
		BERLIN	8.0
		FAIRTON	9.1
		MCKEAN	7.3
		OTISVILLE	5.5
		RAY BROOK	5.8
		SCHUYLKILL	10.2
	HIGH		
		CANAAN	5.6
		LEWISBURG	2.3
	COMPLEX		
		ALLENWOOD	7.7
	MEDICAL		
		DEVENS	5.4
	DETENTION		
		BROOKLYN	7.7
		NEW YORK	7.6
		PHILADELPHIA	7.5
SOUTH CENTRAL			
	MINIMUM		
		BRYAN	23.3
	LOW		
		BASTROP	14.9
		BIG SPRING	13.6
		FORT WORTH	13.6
		LA TUNA	5.5
		SEAGOVILLE	15.4
		TEXARKANA	12.8
	MEDIUM		
		EL RENO	10.5
		THREE RIVERS	11.1
	COMPLEX		
		BEAUMONT	11.8
		FORREST CITY	13.4
		OAKDALE	8.8
		POLLOCK	8.0
	MEDICAL		
		CARSWELL	12.1
	DETENTION		
		HOUSTON	6.5
	ADMIN		
		OKLAHOMA CITY	7.9

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
SOUTHEAST			
	MINIMUM		
		MONTGOMERY	23.0
		PENSACOLA	17.4
	LOW		
		ALICEVILLE	12.8
		MIAMI FCI	12.3
		TALLAHASSEE	7.1
	MEDIUM		
		ATLANTA	10.4
		BENNETTSVILLE	9.6
		EDGEFIELD	14.7
		ESTILL	10.8
		JESUP	10.9
		**MARIANNA	N/A
		TALLADEGA	8.9
		WILLIAMSBURG	10.5
	COMPLEX		
		COLEMAN	9.3
		YAZOO CITY	11.4
	DETENTION		
		GUAYNABO	8.8
		MIAMI FDC	8.3
WESTERN			
	LOW		
		DUBLIN	16.1
		SAFFORD	10.1
		TERMINAL ISLAND	10.4
	MEDIUM		
		HERLONG	10.4
		MENDOTA	9.1
		PHOENIX	11.4
		SHERIDAN	14.3
	HIGH		
		ATWATER	5.4
	COMPLEX		
		LOMPOC	17.0
		TUCSON	5.6
		VICTORVILLE	9.9
	DETENTION		
		HONOLULU	4.8
		LOS ANGELES	6.2
		SAN DIEGO	8.7
		SEATAC	8.3

2nd Quarter FY 2020 (as of March 29, 2020)

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
MID-ATLANTIC			
	MINIMUM		
		ALDERSON	19.3
		MORGANTOWN	14.1
	LOW		
		ASHLAND	11.1
	MEDIUM		
		BECKLEY	12.3
		CUMBERLAND	11.2
		GILMER	11.9
		MANCHESTER	8.4
		MCDOWELL	9.9
		MEMPHIS	10.5
	HIGH		
		BIG SANDY	6.3
		LEE COUNTY	6.0
		MCCREARY	6.3
	COMPLEX		
		BUTNER	9.3
		HAZELTON	7.7
		PETERSBERG	12.2
	MEDICAL		
		LEXINGTON	8.8
NORTH CENTRAL			
	MINIMUM		
		DULUTH	13.9
		YANKTON	15.2
	LOW		
		ENGLEWOOD	10.3
		MILAN	11.4
		SANDSTONE	13.0
		WASECA	8.9
	MEDIUM		
		GREENVILLE	12.0
		LEAVENWORTH	12.6
		MARION	11.0
		OXFORD	9.4
		PEKIN	12.0
	HIGH		
		THOMSON	5.3
	COMPLEX		
		FLORENCE	5.5
		TERRE HAUTE	7.1
	MEDICAL		
		ROCHESTER	6.0
		SPRINGFIELD	4.5
	DETENTION		
		CHICAGO	6.4

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
NORTHEAST			
	LOW		
		DANBURY	8.8
		ELKTON	15.4
		FORT DIX	13.8
		LORETTO	9.3
	MEDIUM		
		BERLIN	8.3
		FAIRTON	8.5
		MCKEAN	6.9
		OTISVILLE	5.6
		RAY BROOK	5.5
		SCHUYLKILL	10.2
	HIGH		
		CANAAN	5.6
		LEWISBURG	2.6
	COMPLEX		
		ALLENWOOD	7.6
	MEDICAL		
		DEVENS	5.6
	DETENTION		
		BROOKLYN	8.3
		NEW YORK	7.4
		PHILADELPHIA	8.8
SOUTH CENTRAL			
	MINIMUM		
		BRYAN	23.4
	LOW		
		BASTROP	15.9
		BIG SPRING	14.0
		FORT WORTH	14.6
		LA TUNA	6.5
		SEAGOVILLE	15.2
		TEXARKANA	11.1
	MEDIUM		
		EL RENO	10.6
		THREE RIVERS	11.9
	COMPLEX		
		BEAUMONT	12.2
		FORREST CITY	14.5
		OAKDALE	8.0
		POLLOCK	8.4
	MEDICAL		
		CARSWELL	12.5
	DETENTION		
		HOUSTON	7.1
	ADMIN		
		OKLAHOMA CITY	9.9

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
SOUTHEAST			
	MINIMUM		
		MONTGOMERY	22.2
		PENSACOLA	17.2
	LOW		
		ALICEVILLE	13.1
		MIAMI FCI	11.7
		TALLAHASSEE	8.0
	MEDIUM		
		ATLANTA	10.6
		BENNETTSVILLE	9.3
		EDGEFIELD	13.8
		ESTILL	10.7
		JESUP	10.0
		**MARIANNA	N/A
		TALLADEGA	9.3
		WILLIAMSBURG	10.4
	COMPLEX		
		COLEMAN	9.0
		YAZOO CITY	12.3
	DETENTION		
		GUAYNABO	7.6
		MIAMI FDC	8.0
WESTERN			
	LOW		
		DUBLIN	14.9
		SAFFORD	10.7
		TERMINAL ISLAND	9.6
	MEDIUM		
		HERLONG	10.2
		MENDOTA	7.7
		PHOENIX	10.8
		SHERIDAN	15.1
	HIGH		
		ATWATER	5.6
	COMPLEX		
		LOMPOC	16.5
		TUCSON	5.9
		VICTORVILLE	8.6
	DETENTION		
		HONOLULU	4.7
		LOS ANGELES	6.5
		SAN DIEGO	8.7
		SEATAC	7.6

3rd Quarter FY 2020 (as of June 30, 2020)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
MID-ATLANTIC			
	MINIMUM		
		ALDERSON	16.1
		MORGANTOWN	9.9
	LOW		
		ASHLAND	9.4
	MEDIUM		
		BECKLEY	11.6
		CUMBERLAND	9.5
		GILMER	11.3
		MANCHESTER	8.0
		MCDOWELL	8.7
		MEMPHIS	9.8
	HIGH		
		BIG SANDY	5.8
		LEE COUNTY	5.3
		MCCREARY	5.8
	COMPLEX		
		BUTNER	8.4
		HAZELTON	7.0
		PETERSBERG	11.3
	MEDICAL		
		LEXINGTON	7.6
NORTH CENTRAL			
	MINIMUM		
		DULUTH	11.6
		YANKTON	11.9
	LOW		
		ENGLEWOOD	8.8
		MILAN	10.5
		SANDSTONE	12.2
		WASECA	11.9
	MEDIUM		
		GREENVILLE	10.5
		LEAVENWORTH	11.0
		MARION	10.1
		OXFORD	7.2
		PEKIN	9.9
	HIGH		
		THOMSON	5.6
	COMPLEX		
		FLORENCE	5.1
		TERRE HAUTE	6.9
	MEDICAL		
		ROCHESTER	5.5
		SPRINGFIELD	4.1
	DETENTION		
		CHICAGO	5.6

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
NORTHEAST			
	LOW		
		DANBURY	7.0
		ELKTON	15.1
		FORT DIX	12.5
		LORETTO	8.7
	MEDIUM		
		BERLIN	7.4
		FAIRTON	7.8
		MCKEAN	6.4
		OTISVILLE	5.3
		RAY BROOK	5.2
		SCHUYLKILL	9.4
	HIGH		
		CANAAN	5.0
		LEWISBURG	6.5
	COMPLEX		
		ALLENWOOD	7.0
	MEDICAL		
		DEVENS	5.2
	DETENTION		
		BROOKLYN	7.1
		NEW YORK	7.5
		PHILADELPHIA	9.0
SOUTH CENTRAL			
	MINIMUM		
		BRYAN	18.0
	LOW		
		BASTROP	13.4
		BIG SPRING	13.2
		FORT WORTH	13.2
		LA TUNA	5.2
		SEAGOVILLE	14.3
		TEXARKANA	9.6
	MEDIUM		
		EL RENO	9.2
		THREE RIVERS	10.3
	COMPLEX		
		BEAUMONT	11.1
		FORREST CITY	13.2
		OAKDALE	7.5
		POLLOCK	7.9
	MEDICAL		
		CARSWELL	10.5
	DETENTION		
		HOUSTON	4.0
	ADMIN		
		OKLAHOMA CITY	8.2

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
SOUTHEAST			
	MINIMUM		
		MONTGOMERY	16.3
		PENSACOLA	10.0
	LOW		
		ALICEVILLE	11.8
		MIAMI FCI	9.6
		TALLAHASSEE	7.8
	MEDIUM		
		ATLANTA	9.1
		BENNETTSVILLE	8.9
		EDGEFIELD	11.3
		**ESTILL	N/A
		JESUP	8.5
		***MARIANNA	N/A
		TALLADEGA	7.6
		WILLIAMSBURG	9.9
	COMPLEX		
		COLEMAN	8.4
		YAZOO CITY	12.5
	DETENTION		
		GUAYNABO	7.2
		MIAMI FDC	8.2
WESTERN			
	LOW		
		DUBLIN	12.6
		SAFFORD	9.5
		TERMINAL ISLAND	8.0
	MEDIUM		
		HERLONG	8.6
		MENDOTA	7.7
		PHOENIX	8.8
		SHERIDAN	13.7
	HIGH		
		ATWATER	5.4
	COMPLEX		
		LOMPOC	15.6
		TUCSON	5.3
		VICTORVILLE	6.8
	DETENTION		
		HONOLULU	3.6
		LOS ANGELES	5.6
		SAN DIEGO	7.1
		SEATAC	6.4

4 th Quarter FY 2020 (as of September 30, 2020)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
MID-ATLANTIC			
	MINIMUM		
		ALDERSON	13.8
		MORGANTOWN	7.7
	LOW		
		ASHLAND	9.7
	MEDIUM		
		BECKLEY	10.5
		CUMBERLAND	9.5
		GILMER	10.1
		MANCHESTER	8.1
		MCDOWELL	9.3
		MEMPHIS	9.0
	HIGH		
		BIG SANDY	6.1
		LEE COUNTY	5.3
		MCCREARY	6.0
	COMPLEX		
		BUTNER	7.9
		HAZELTON	6.9
		PETERSBERG	10.8
	MEDICAL		
		LEXINGTON	7.5
NORTH CENTRAL			
	MINIMUM		
		DULUTH	9.5
		YANKTON	10.8
	LOW		
		ENGLEWOOD	8.1
		MILAN	9.9
		SANDSTONE	10.8
		WASECA	8.0
	MEDIUM		
		GREENVILLE	11.2
		LEAVENWORTH	11.4
		MARION	9.9
		OXFORD	7.1
		PEKIN	10.5
	HIGH		
		THOMSON	6.1
	COMPLEX		
		FLORENCE	5.2
		TERRE HAUTE	6.4
	MEDICAL		
		ROCHESTER	5.4
		SPRINGFIELD	4.0
	DETENTION		
		CHICAGO	5.8

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
NORTHEAST			
	LOW		
		DANBURY	6.8
		ELKTON	13.1
		FORT DIX	12.1
		LORETTO	7.5
	MEDIUM		
		BERLIN	6.7
		FAIRTON	6.8
		MCKEAN	6.5
		OTISVILLE	5.3
		RAY BROOK	5.8
		SCHUYLKILL	9.3
	HIGH		
		CANAAN	4.7
		LEWISBURG	6.5
	COMPLEX		
		ALLENWOOD	6.3
	MEDICAL		
		DEVENS	4.8
	DETENTION		
		BROOKLYN	6.4
		NEW YORK	6.6
		PHILADELPHIA	8.7
SOUTH CENTRAL			
	MINIMUM		
		BRYAN	17.2
	LOW		
		BASTROP	12.5
		BIG SPRING	13.3
		FORT WORTH	11.9
		LA TUNA	5.7
		SEAGOVILLE	14.9
		TEXARKANA	10.4
	MEDIUM		
		EL RENO	8.5
		THREE RIVERS	9.4
	COMPLEX		
		BEAUMONT	10.9
		FORREST CITY	12.1
		OAKDALE	7.9
		POLLOCK	7.7
	MEDICAL		
		CARSWELL	10.0
	DETENTION		
		HOUSTON	4.1
	ADMIN		
		OKLAHOMA CITY	9.8

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
SOUTHEAST			
	MINIMUM		
		MONTGOMERY	13.2
		PENSACOLA	8.2
	LOW		
		ALICEVILLE	12.3
		MIAMI FCI	9.5
		TALLAHASSEE	7.5
	MEDIUM		
		ATLANTA	8.9
		BENNETTSVILLE	9.5
		EDGEFIELD	11.2
		**ESTILL	1.1
		JESUP	8.3
		***MARIANNA	1.5
		TALLADEGA	8.3
		WILLIAMSBURG	10.4
	COMPLEX		
		COLEMAN	7.6
		YAZOO CITY	13.8
	DETENTION		
		GUAYNABO	8.5
		MIAMI FDC	8.9
WESTERN			
	LOW		
		DUBLIN	11.8
		SAFFORD	8.8
		TERMINAL ISLAND	7.2
	MEDIUM		
		HERLONG	9.1
		MENDOTA	8.1
		PHOENIX	7.6
		SHERIDAN	11.5
	HIGH		
		ATWATER	5.3
	COMPLEX		
		LOMPOC	13.4
		TUCSON	5.1
		VICTORVILLE	6.6
	DETENTION		
		HONOLULU	3.4
		LOS ANGELES	4.9
		SAN DIEGO	4.8
		SEATAC	6.3

*Facility not yet fully activated.

**As of September 30, 2020, there were 117 Camp Inmates at FCI Estill. Only Camp inmates have returned to FCI Estill. All other inmates were relocated to other BOP facilities due to damages sustained during a tornado in April 2020. Repairs at FCI Estill are ongoing.

***Inmates are gradually returning to FCI Marianna. Other inmates were relocated to other BOP facilities due to damages sustained during Hurricane Michael.

Facilities with Inmate-to-Correctional Officer Ratio Over 15:1

As required by the Senate reporting requirement, below is an accounting of institutions with a staffing ratio greater than 15:1 during the fourth quarter of FY 2020. For the institution listed below, the BOP continually recruits and is actively hiring throughout the BOP. The BOP has offered a 5% retention incentive to staff eligible to retire in an effort to retain staff. Additionally, the BOP offers recruitment and relocation incentives and has contracted with Accenture to market and brand the BOP in an effort to attract more candidates.

- The Federal Prison Camp (FPC) Bryan, Texas, a minimum security institution, was staffed at 17.2:1.

Inmate-to-Correctional Officer Ratio by Shift

The following information is provided to address the Committee's request to provide information on Staffing by Shift.

The system-wide inmate-to-Correctional Officer ratio of 9:1 has a very different meaning in an operational context. Given daily shifts, the number of staff present in an institution varies based on the time of day and the day of the week.

The BOP has six total shifts, including three Weekday and three Weekend shifts. Morning Watch is from 12 a.m. to 8 a.m., Day Watch is from 8 a.m. to 4 p.m., and Evening Watch is from 4 p.m. to 12 a.m.

Below is the listing of Correctional Officer to Inmate ratio by each watch (or shift). Each number indicates an X:1 inmate-to-Correctional Officer ratio for that shift. This information is based on the Correctional Officer Roster as of the end of FY 2020.



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2020**

FACILITY	MID-ATLANTIC REGION (MXR)											
	WEEK DAYS			WEEKENDS								
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Alderson FPC	111	40	111	111	79	111	111	79	111	111	79	111
Ashland FCI	57	31	45	57	42	45	57	42	45	57	42	45
Beckley FCI	98	34	59	98	46	59	98	46	59	98	46	59
Big Sandy USP	40	30	26	40	24	26	40	24	26	40	24	26
Butner Med I	36	22	32	36	30	32	36	30	32	36	30	32
Butner Med II	87	30	44	87	44	44	87	44	44	87	44	50
Butner Low	69	29	40	74	49	40	74	49	40	74	49	40
Butner FMC	35	14	25	35	24	25	35	24	29	35	24	29
Cumberland FCI	79	29	46	79	37	46	79	37	50	79	37	50
Gilmer FCI	80	34	51	80	43	51	80	43	51	80	43	51
Hazelton USP	43	26	31	45	28	31	45	28	31	45	28	31
Hazelton FCI	81	32	42	81	37	42	81	37	49	81	37	49
Hazelton SFF	40	19	27	44	24	27	44	24	29	44	24	29
Lee County USP	37	22	27	37	25	27	37	25	27	37	25	27
Lexington FMC	50	21	33	50	35	33	50	35	35	50	35	35
Manchester FCI	73	30	49	73	36	49	73	36	49	73	36	49
McCreary USP	43	22	32	41	26	32	41	26	32	41	26	32
McDowell FCI	70	29	45	70	35	45	70	35	45	70	35	45
Memphis FCI	64	21	36	64	33	36	64	33	39	64	33	39
Morgantown FCI	50	24	41	50	35	41	50	35	41	50	35	41
Petersburg Med	94	37	45	94	44	45	94	44	58	94	44	58
Petersburg Low	48	37	32	45	34	32	45	34	43	45	34	43



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2020**

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Chicago MCC	38	15	25	36	23	32
Duluth FPC	59	33	73	59	49	147
Englewood FCI	51	23	38	48	29	40
Florence ADX	12	5	8	12	8	8
Florence USP	31	12	17	31	16	18
Florence FCI	87	34	55	87	48	58
Greenville FCI	96	30	57	96	50	57
Leavenworth USP	83	33	51	83	58	52
Marion USP	60	28	46	60	38	110
Milan FCI	62	32	52	62	43	56
Oxford FCI	47	22	41	47	14	19
Pekin FCI	89	27	39	89	40	53
Rochester FMC	34	15	27	34	25	29
Sandstone FCI	66	27	47	66	41	49
Springfield MCFP	32	12	24	30	19	25
Terre Haute USP	8	11	17	23	15	17
Terre Haute FCI	24	9	13	24	14	14
Thomson A USP	19	9	16	45	33	42
Waseca FCI	119	49	119	119	85	119
Yankton FPC	22	9	15	21	13	19



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2020**

FACILITY	NORTHEAST REGION (NER)									
	WEEK DAYS					WEEKENDS				
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH	
Allenwood USP	24	13	17	24	9	15				
Allenwood Med	60	24	43	60	34	43				
Allenwood Low	76	33	50	76	50	50				
Berlin FCI	45	16	29	45	22	29				
Brooklyn MDC	49	20	29	58	35	40				
Canaan USP	16	28	24	21	53	25				
Danbury FCI	40	20	32	40	24	32				
Devens FMC	38	12	26	42	20	26				
Elkton FCI	94	45	65	94	59	73				
Fairton FCI	54	21	38	54	28	38				
Fort Dix FCI	92	35	57	92	56	62				
Lewisburg USP	44	20	33	44	25	33				
Loretto FCI	59	25	44	55	38	49				
McKean FCI	49	17	29	49	25	30				
New York MCC	34	13	20	34	22	24				
Otisville FCI	39	17	25	39	24	25				
Philadelphia FDC	58	24	41	58	38	45				
Ray Brook FCI	48	20	29	48	26	29				
Schuylkill FCI	79	27	49	79	35	51				



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2020**

FACILITY	SOUTH CENTRAL REGION (SCR)							
	WEEK DAYS			WEEKENDS				
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH		
Bastrop FCI	99	44	59	99	59	59		
Beaumont USP	34	14	26	34	20	25		
Beaumont Med	99	35	56	99	45	58		
Beaumont Low	113	55	72	113	55	90		
Big Spring FCI	76	30	56	76	43	56		
Bryan FPC	117	49	98	117	65	98		
Carswell FMC	44	25	35	61	40	46		
El Reno FCI	65	30	42	65	42	43		
Forrest City Med	71	42	46	71	39	46		
Forrest City Low	109	76	73	109	67	73		
Fort Worth FMC	61	30	49	67	44	58		
Houston FDC	30	11	17	30	15	21		
La Tuna FCI	57	20	39	57	32	42		
Oakdale FCC	73	30	40	73	33	41		
Oklahoma City FTC	57	29	53	60	47	53		
Pollock USP	36	16	25	36	23	34		
Pollock FCI	96	31	52	96	41	52		
Seagoville FCI	92	43	73	92	57	80		
Texarkana FCI	78	35	60	78	42	60		
Three Rivers FCI	75	29	44	75	39	44		



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2020**

FACILITY	SOUTHEAST REGION (SER)									
	WEEK DAYS					WEEKENDS				
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH	
Aliceville FCI	75	35	49	75	40	28				
Atlanta USP	68	26	39	68	35	40				
Bennettsville FCI	79	32	50	79	42	50				
Coleman USP I	32	17	23	32	24	23				
Coleman USP II	29	16	22	29	21	22				
Coleman Med	94	35	54	94	45	54				
Coleman Low	119	45	64	112	68	66				
Edgefield FCI	93	33	55	93	42	55				
Estill FCI										
Guaynabo MDC	63	28	38	63	41	39				
Jesup FCI	64	25	45	64	34	45				
Marianna FCI										
Miami FCI	76	32	49	76	36	49				
Miami FDC	57	23	37	57	37	37				
Montgomery FPC	96	29	96	96	42	96				
Pensacola FPC	51	22	38	51	43	51				
Tallahadega FCI	61	25	38	61	31	38				
Tallahassee FCI	44	21	37	44	29	37				
Williamsburg FCI	80	28	49	75	41	49				
Yazoo City USP	79	22	37	79	34	37				
Yazoo City Med	95	28	53	95	42	53				
Yazoo City Low	93	48	60	93	52	60				



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2020**

FACILITY	WESTERN REGION (WXR)									
	WEEK DAYS			WEEKENDS						
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH	
Atwater USP	33	19	43	33	33	45				
Dublin FCI	66	32	49	66	58	51				
Herlong FCI	62	21	38	62	32	40				
Honolulu FDC	21	10	15	21	15	17				
Lompoc USP (Med)	70	36	75	70	60	75				
Lompoc Low	97	75	97	97	75	97				
Los Angeles MDC	34	15	25	34	23	25				
Mendota FCI	57	19	34	57	26	35				
Phoenix FCI	53	20	40	53	31	42				
Safford FCI	60	30	66	60	45	66				
San Diego MCC	32	14	21	32	22	21				
SeaTac FDC	43	17	25	43	24	26				
Sheridan FCI	74	27	55	74	40	55				
Terminal Island FCI	43	19	39	43	30	41				
Tucson USP	60	36	60	63	65	60				
Tucson FCI	17	12	20	18	18	18				
Victorville USP	37	15	23	37	22	24				
Victorville I	70	21	37	70	29	37				
Victorville II	76	23	38	76	33	38				