



U.S. Department of Justice

Justice Management Division

Washington, D.C. 20530

The Honorable Matt Cartwright
Chairman
Subcommittee on Commerce, Justice,
Science, and Related Agencies
Committee on Appropriations
U.S. House of Representatives
Washington, DC 20515

Dear Mr. Chairman:

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2022 (P.L. 117-103) directs the federal Bureau of Prisons to continue providing quarterly reports on hiring, staffing, and inmate-to-officer ratios. Enclosed is the report for the first quarter.

The Office of Management and Budget does not object to transmittal of this report.

Sincerely,

**JOLENE
LAURIA**

Digitally signed by
JOLENE LAURIA
Date: 2022.06.23
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Jolene A. Laura
Acting Assistant Attorney General
for Administration

Enclosure

**Federal Bureau of Prisons (BOP)
Hiring and Staffing
FY 2022 First Quarter Report**

Legislative Summary

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2022 (P.L. 117-103), states that the Federal Bureau of Prisons (BOP) should continue to follow the directive in the Joint Explanatory Statement accompanying Public Law 116-260 on “Hiring, Staffing, and Inmate to Officer Ratios”. The Joint Explanatory Statement accompanying Public Law 116-260 says: *“BOP shall continue to submit quarterly reports on inmate-to-correctional officer ratio as required by the explanatory statement accompanying Public Law 116-93, and to publish these reports on the BOP website. To the extent BOP does not currently record staffing by shift, it is directed to begin doing so and include such metrics in this report by the end of fiscal year 2021. Separately, BOP shall submit a report to the Committees regarding any incident involving the use of deadly force at an institution with a staffing ratio greater than 15:1, explaining any role staffing levels may have played in the incident, and describing a detailed plan to prevent recurrence of such incidents.”*

The following report is provided to address the request for inmate-to-correctional officer ratios and staffing by shift for the First Quarter of FY 2022.

Report

During the first quarter of FY 2022, there were three institutions with an inmate-to-correctional officer ratio greater than 15:1. The institutions were FCI Edgefield, FCI Fort Dix, and USP Lompoc. Additional detail is provided in this report.

The BOP has made the hiring of additional Correctional Officers a system-wide priority, and at two of the three institutions (Fort Dix and Lompoc) staffing increased during the quarter. However, the inmate population at all three institutions increased during the quarter. The BOP continues to strive to maintain the desired levels between inmate populations and staffing at each institution.

This report also includes data on staffing by shift. 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 Fort Dix, there were 212 Correctional Officers on-board and 3,350 inmates as of December 31, 2021, producing the 15.8:1 ratio.

A search of all Report of Incidents revealed there was no use of deadly force from October 1, 2021, to December 31, 2021.

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

Inmate to Correctional Officers Ratio (as of December 31, 2021)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
MID-ATLANTIC			
	MINIMUM		
		ALDERSON	15.0
		MORGANTOWN	8.3
	LOW		
		ASHLAND	11.0
	MEDIUM		
		BECKLEY	11.6
		CUMBERLAND	10.8
		GILMER	12.0
		MANCHESTER	7.9
		MCDOWELL	11.1
		MEMPHIS	10.9
	HIGH		
		BIG SANDY	5.8
		LEE COUNTY	5.5
		MCCREARY	6.4
	COMPLEX		
		BUTNER COMPLEX	6.8
		HAZELTON COMPLEX	8.1
		PETERSBURG COMPLEX	10.5
	MEDICAL		
		LEXINGTON	7.3
NORTH CENTRAL			
	MINIMUM		
		DULUTH	10.3
		YANKTON	9.9
	LOW		
		ENGLEWOOD	9.9
		MILAN	13.1
		SANDSTONE	11.3
		WASECA	10.7
	MEDIUM		
		GREENVILLE	11.3
		LEAVENWORTH	10.2
		MARION	11.2
		OXFORD	9.2
		PEKIN	10.9
	HIGH		
		THOMSON	3.5
	COMPLEX		
		FLORENCE COMPLEX	5.5
		TERRE HAUTE COMPLEX	7.0
	MEDICAL		
		ROCHESTER	5.2
		SPRINGFIELD	4.6
	DETENTION		
		CHICAGO	6.4

Inmate to Correctional Officers Ratio (as of December 31, 2021)				
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO	
NORTHEAST	LOW	DANBURY	10.3	
		ELKTON	11.0	
		FORT DIX	15.8	
		LORETTO	8.1	
	MEDIUM	BERLIN	8.6	
		FAIRTON	7.5	
		MCKEAN	9.5	
		OTISVILLE	5.2	
		RAY BROOK	8.2	
		SCHUYLKILL	9.3	
		HIGH	CANAAN	5.4
			LEWISBURG	4.2
	COMPLEX	ALLENWOOD COMPLEX	6.4	
		MEDICAL	DEVENS	5.1
	DETENTION		BROOKLYN	7.7
		NEW YORK	0.0	
		PHILADELPHIA	6.7	
	SOUTH CENTRAL	MINIMUM	BRYAN	13.9
			LOW	BASTROP
		BIG SPRING		10.1
FORT WORTH		10.2		
LA TUNA		8.2		
SEAGOVILLE		13.6		
TEXARKANA		11.0		
MEDIUM		EL RENO	8.5	
		THREE RIVERS	11.8	
		COMPLEX	BEAUMONT COMPLEX	12.6
FORREST CITY COMPLEX			12.6	
OAKDALE COMPLEX			9.3	
POLLOCK COMPLEX			9.3	
MEDICAL		CARSWELL	9.2	
		DETENTION	HOUSTON	7.1
ADMIN			OKLAHOMA CITY	7.7

Inmate to Correctional Officers Ratio (as of December 31, 2021)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
SOUTHEAST			
	MINIMUM		
		MONTGOMERY	9.1
		PENSACOLA	9.1
	LOW		
		ALICEVILLE	12.0
		MIAMI FCI	10.0
		TALLAHASSEE	7.8
	MEDIUM		
		ATLANTA	4.3
		BENNETTSVILLE	12.3
		EDGEFIELD	15.3
		ESTILL	0.6
		JESUP	8.9
		MARIANNA	7.9
		TALLADEGA	8.4
		WILLIAMSBURG	12.6
	COMPLEX		
		COLEMAN COMPLEX	8.8
		YAZOO CITY COMPLEX	12.9
	DETENTION		
		GUAYNABO	8.8
		MIAMI FDC	10.7
WESTERN			
	LOW		
		DUBLIN	8.7
		SAFFORD	10.0
		TERMINAL ISLAND	6.8
	MEDIUM		
		HERLONG	12.9
		MENDOTA	10.4
		PHOENIX	10.3
		SHERIDAN	12.2
	HIGH		
		ATWATER	5.1
	COMPLEX		
		LOMPOC COMPLEX	15.4
		TUCSON COMPLEX	5.1
		VICTORVILLE COMPLEX	8.4
	DETENTION		
		HONOLULU	3.6
		LOS ANGELES	5.3
		SAN DIEGO	7.6
		SEATAC	7.8

**As of December 31, 2021, there were 80 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.

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

Information on the institutions with a staffing ratio greater than 15:1 during the first quarter of FY 2022 is below. The BOP is actively recruiting and hiring throughout the Bureau. 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.

- FCI Edgefield – Medium – Inmate population increased by 65 during quarter 1 of FY 2022, and Correctional Officer staffing fell by 7. This resulted in an increase in the inmate to Correctional Officer ratio of 1.4, from 13.9:1 to 15.3:1.
- FCI Fort Dix– Low - Inmate population increased by 340 during quarter 1 of FY 2022, and Correctional Officer staffing rose by 3. This resulted in an increase in the inmate to Correctional Officer ratio of 1.4, from 14.4:1 to 15.8:1.
- USP Lompoc – Complex - Inmate population increased by 698 during quarter 1 of FY 2022, and Correctional Officer staffing rose by 8. This resulted in an increase in the inmate to Correctional Officer ratio of 3.3, from 12.1:1 to 15.4:1.

Inmate-to-Correctional Officer Ratio 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.

The following chart lists the 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 the first quarter of FY 2022.



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2022**

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Alderson FPC	07	14	07	06	07	05
Ashland FCI	19	33	25	19	24	24
Beckley FCI	21	60	37	18	37	31
Big Sandy USP	40	65	46	43	54	53
Butner Med I	19	35	21	19	26	21
Butner Med II	20	53	34	19	34	29
Butner Low	12	29	18	12	21	18
Butner FMC	24	58	33	24	35	29
Cumberland FCI	16	39	24	16	27	23
Gilmer FCI	16	39	25	16	31	25
Hazelton USP	39	69	49	36	54	49
Hazelton FCI	15	37	27	15	33	27
Hazelton SFF	09	20	14	09	17	14
Lee County USP	34	56	51	33	47	43
Lexington FMC	30	63	38	23	30	29
Manchester FCI	21	52	32	17	34	29
McCreary USP	34	66	45	34	57	46
McDowell FCI	22	55	39	22	40	37
Memphis FCI	16	48	25	16	28	25
Morgantown FCI	09	19	11	09	13	11
Petersburg Med	14	30	29	14	29	24
Petersburg Low	16	19	21	17	21	17



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CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2022**

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Chicago MCC	16	38	21	16	20	19
Duluth FPC	05	07	05	05	07	05
Englewood FCI	18	37	23	18	30	21
Florence ADX	30	80	45	30	50	47
Florence USP	25	60	41	26	48	42
Florence FCI	15	37	23	15	28	23
Greenville FCI	13	33	21	13	26	21
Leavenworth USP	19	49	32	18	34	31
Marion USP	21	39	26	20	33	25
Milan FCI	21	41	26	20	28	25
Oxford FCI	19	37	23	18	23	21
Pekin FCI	20	38	21	20	25	21
Rochester FMC	18	41	23	18	23	21
Sandstone FCI	15	32	20	15	24	20
Springfield MCFP	33	72	36	28	38	34
Terre Haute USP	47	59	48	34	65	48
Terre Haute FCI	28	39	28	22	32	28
Thomson A USP	32	109	63	32	68	63
Waseca FCI	12	25	24	13	18	14
Yankton FPC	05	07	05	05	07	05



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CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2022**

FACILITY	WEEK DAYS			WEEKENDS		
	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	0	0	0	0	0	0
Otisville FCI	39	17	25	39	24	25
Philadelphia FDC	58	24	41	58	38	45
Ray Brook FCI	22	45	31	16	26	24
Schuylkill FCI	79	27	49	79	35	51



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FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Bastrop FCI	12	30	19	12	22	19
Beaumont USP	32	52	43	32	38	41
Beaumont Med	14	41	25	14	30	17
Beaumont Low	16	31	26	16	30	20
Big Spring FCI	15	34	19	14	26	19
Bryan FPC	11	20	11	11	12	11
Carswell FMC	20	47	29	20	34	29
El Reno FCI	16	35	26	16	25	25
Forrest City Med	22	61	33	20	28	27
Forrest City Low	23	55	33	20	28	27
Fort Worth FMC	16	38	18	16	27	18
Houston FDC	15	40	24	15	21	19
La Tuna FCI	13	36	19	13	20	18
Oakdale FCC	33	72	89	25	54	44
Oklahoma City FTC	26	47	29	22	27	26
Pollock USP	33	72	47	33	52	35
Pollock FCI	14	45	26	14	33	26
Seagoville FCI	19	39	24	20	44	25
Texarkana FCI	14	32	18	14	26	19
Three Rivers FCI	14	26	23	14	28	22



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FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Aliceville FCI	16	34	26	16	29	26
Atlanta USP	27	52	38	25	41	34
Bennettsville FCI	17	43	28	17	32	29
Coleman USP I	46	60	58	46	58	51
Coleman USP II	46	60	58	46	58	51
Coleman Med	15	45	27	15	43	26
Coleman Low	17	46	32	17	47	31
Edgefield FCI	16	44	29	16	36	29
Estill FCI	06	17	07	06	09	07
Guaynabo MDC	23	48	32	23	30	28
Jesup FCI	25	66	44	24	43	43
Marianna FCI	18	41	28	17	29	28
Miami FCI	14	35	22	14	25	22
Miami FDC	19	44	30	19	30	30
Montgomery FPC	03	12	03	03	07	03
Pensacola FPC	05	10	05	05	06	05
Tallahadega FCI	15	36	26	14	26	24
Tallahassee FCI	21	44	27	21	26	27
Williamsburg FCI	17	49	30	16	32	30
Yazoo City USP	11	48	22	11	26	21
Yazoo City Med	16	47	37	16	30	21
Yazoo City Low	17	38	28	17	31	28



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FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Atwater USP	35	63	38	25	45	32
Dublin FCI	14	34	19	14	22	19
Herlong FCI (12-hour)	16	43	13	16	32	12
Honolulu FDC	15	32	20	15	20	20
Lompoc USP (Med) (12-hour)	01	47	24	01	30	25
Lompoc Low (12-hour)	01	17	12	01	15	12
Los Angeles MDC	16	37	22	16	24	22
Mendota FCI	16	46	27	16	34	27
Phoenix FCI	17	44	23	17	30	23
Safford FCI	12	28	14	12	18	12
San Diego MCC	16	37	24	16	24	24
SeaTac FDC	15	37	26	15	27	25
Sheridan FCI (8-hour)	19	46	27	19	35	26
Sheridan FCI (12-hour) Currently using	05	75	48	05	57	48
Terminal Island FCI	20	41	22	20	28	22
Tucson USP	34	68	49	34	51	44
Tucson FCI	11	25	23	11	22	17
Victorville USP	31	79	53	31	51	42
Victorville I	14	40	27	15	33	26
Victorville II	14	43	28	16	32	27