



U.S. Department of Justice

Justice Management Division

Washington, D.C. 20530

The Honorable Jeanne Shaheen
Chairwoman
Subcommittee on Commerce, Justice,
Science and Related Agencies
Committee on Appropriations
United States Senate
Washington, D.C. 20510

Dear Madam Chairwoman:

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

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

Sincerely,

**JOLENE
LAURIA**

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JOLENE LAURIA
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Jolene Ann Lauria
Acting Assistant Attorney General
for Administration

Enclosure

**Federal Bureau of Prisons (BOP)
Inmate to Correctional Officer
Ratio
FY 2022 Fourth Quarter Report**

Legislative Summary

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2022 (P.L. 117-103), states, “*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 for the Fourth Quarter of FY 2022.

Report

During the fourth quarter of FY 2022, there were seven institutions with an inmate-to-correctional officer ratio greater than 15:1. The institutions were FCI Fort Dix, FPC Bryan, FCI Seagoville, FCI Aliceville, FCI Edgefield, USP Yazoo City and FCC Lompoc. Additional detail is provided in this report.

The BOP has made the hiring of additional Correctional Officers a system-wide priority, and at some of the institutions, (FPC Bryan and FCI Seagoville) staffing has increased during the quarter. However, the inmate population at six of the seven institutions has also increased during the quarter. The BOP continues to strive to maintain the desired levels between inmate populations and staffing at each institution. The BOP is actively recruiting and hiring throughout the Bureau. The BOP has offered a 5% retention incentive to staff eligible to retire on or before December 31, 2019. Additionally, the BOP offers recruitment and relocation incentives and has contracted with Accenture to market and brand the BOP to attract more candidates.

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 FCI Edgefield, there were 122 Correctional Officers on-board and 1,907 inmates as of September 30, 2022, producing the 15.6:1 ratio.

A search of all Report of Incidents revealed there was no use of deadly force from July 1, 2022, to September 30, 2022.

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

Inmate to Correctional Officers Ratio (as of September 30, 2022)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
MID-ATLANTIC			
	MINIMUM		
		ALDERSON	14.0
		MORGANTOWN	8.4
	LOW		
		ASHLAND	11.4
	MEDIUM		
		BECKLEY	12.4
		CUMBERLAND	11.3
		GILMER	13.2
		MANCHESTER	9.0
		MCDOWELL	11.2
		MEMPHIS	11.8
	HIGH		
		BIG SANDY	6.7
		LEE COUNTY	6.5
		MCCREARY	6.7
	COMPLEX		
		BUTNER COMPLEX	8.3
		HAZELTON COMPLEX	9.7
		PETERSBURG COMPLEX	12.7
	MEDICAL		
		LEXINGTON	8.4
NORTH CENTRAL			
	MINIMUM		
		DULUTH	11.1
		YANKTON	11.2
	LOW		
		ENGLEWOOD	10.5
		MILAN	12.1
		SANDSTONE	13.4
		WASECA	11.2
	MEDIUM		
		GREENVILLE	12.5
		LEAVENWORTH	11.9
		MARION	10.9
		OXFORD	10.9
		PEKIN	13.0
	HIGH		
		THOMSON	3.3
	COMPLEX		
		FLORENCE COMPLEX	4.9
		TERRE HAUTE COMPLEX	7.2
	MEDICAL		
		ROCHESTER	5.2
		SPRINGFIELD	5.0
	DETENTION		
		CHICAGO	7.1

Inmate to Correctional Officers Ratio (as of September 30, 2022)				
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO	
NORTHEAST	LOW	DANBURY	9.7	
		ELKTON	14.0	
		FORT DIX	16.1	
		LORETTO	11.6	
	MEDIUM	BERLIN	10.1	
		FAIRTON	7.2	
		MCKEAN	11.6	
		OTISVILLE	3.7	
		RAY BROOK	10.7	
		SCHUYLKILL	10.5	
		HIGH	CANAAN	5.8
			LEWISBURG	4.8
	COMPLEX	ALLENWOOD COMPLEX	7.3	
		MEDICAL	DEVENS	6.2
	DETENTION		BROOKLYN	7.2
		NEW YORK	0.0	
		PHILADELPHIA	8.6	
	SOUTH CENTRAL	MINIMUM	BRYAN	17.5
			LOW	BASTROP
		BIG SPRING		13.4
FORT WORTH		13.9		
LA TUNA		7.1		
SEAGOVILLE		15.6		
TEXARKANA		12.9		
MEDIUM		EL RENO	11.2	
		THREE RIVERS	13.5	
		COMPLEX	BEAUMONT COMPLEX	13.9
FORREST CITY COMPLEX			14.8	
OAKDALE COMPLEX			10.1	
POLLOCK COMPLEX			9.2	
MEDICAL			CARSWELL	8.4
		DETENTION	HOUSTON	6.3
ADMIN			OKLAHOMA CITY	6.6

Inmate to Correctional Officers Ratio (as of September 30, 2022)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
SOUTHEAST			
	MINIMUM		
		MONTGOMERY	14.9
		PENSACOLA	10.3
	LOW		
		ALICEVILLE	15.8
		MIAMI FCI	10.2
		TALLAHASSEE	7.2
	MEDIUM		
		ATLANTA	5.5
		BENNETTSVILLE	13.6
		EDGEFIELD	15.6
		ESTILL	1.2
		JESUP	10.2
		MARIANNA	9.7
		TALLADEGA	9.3
		WILLIAMSBURG	13.3
	COMPLEX		
		COLEMAN COMPLEX	9.3
		YAZOO CITY COMPLEX	15.9
	DETENTION		
		GUAYNABO	10.1
		MIAMI FDC	10.0
WESTERN			
	LOW		
		DUBLIN	8.1
		SAFFORD	10.5
		TERMINAL ISLAND	9.3
	MEDIUM		
		HERLONG	13.3
		MENDOTA	12.2
		PHOENIX	12.1
		SHERIDAN	13.5
	HIGH		
		ATWATER	5.8
	COMPLEX		
		LOMPOC COMPLEX	17.8
		TUCSON COMPLEX	5.6
		VICTORVILLE COMPLEX	8.9
	DETENTION		
		HONOLULU	3.8
		LOS ANGELES	6.5
		SAN DIEGO	7.3
		SEATAC	10.0

*As of September 30, 2022, there were 85 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 fourth quarter of FY 2022 is below. BOP is actively recruiting and hiring throughout the Bureau. The BOP has offered a 5% retention incentive to staff eligible on or before December 31, 2019 to retire to retain staff. Additionally, the BOP offers recruitment and relocation incentives and has contracted with Accenture to market and brand the BOP to attract more candidates.

- FCI Fort Dix - Low: Inmate population increased by 10 and Correctional Officer staffing decreased by eight during quarter four of FY 2022. This resulted in an increase of inmate to Correctional Officer ratio from 15.4 to 16.1 (0.7 increase).
- FPC Bryan - Minimum: Inmate population increased by 24 and Correctional Officer staffing increased by four during quarter four of FY 2022. This resulted in a decrease of inmate to Correctional Officer ratio from 19.1 to 17.5 (1.6 decrease).
- FCI Seagoville - Low: Inmate population increased by 72 and Correctional Officer staffing increased by five during quarter four of FY 2022. The inmate to Correctional Officer ratio remained the same at 15.6.
- FCI Aliceville - Low: Inmate population increased by 61 and Correctional Officer staffing decreased by four during quarter four of FY 2022. This resulted in an increase of inmate to Correctional Officer ratio from 14.6 to 15.8 (1.2 increase).
- Edgefield FCI - Medium: Inmate population increased by six and Correctional Officer staffing remained the same during quarter four of FY 2022. The inmate to Correctional Officer ratio remained the same at 15.6.
- USP Yazoo City - Complex: Inmate population increased by 530 and Correctional Officer staffing decreased by nine during quarter four of FY 2022. This resulted in an increase of inmate to Correctional Officer ratio from 13.5 to 15.9 (2.4 increase).
- FCC Lompoc - Complex: Inmate population decreased by 174 and Correctional Officer staffing decreased by four during quarter four of FY 2022. This resulted in a decrease of inmate to Correctional Officer ratio from 18.4 to 17.8 (0.6 decrease).

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 by shift. This information is based on the Correctional Officer Roster as of the end of the fourth 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	5	14	5	5	7	5
Ashland FCI	19	33	24	19	23	23
Beckley FCI	21	58	35	21	43	35
Big Sandy USP	33	63	48	33	54	46
Butner Med I	19	35	21	19	26	21
Butner Med II	17	46	27	17	30	26
Butner Low	13	27	19	13	18	19
Butner FMC	24	58	33	24	35	29
Cumberland FCI	14	37	22	14	27	21
Gilmer FCI	16	39	25	16	31	25
Hazelton USP	34	65	47	35	52	46
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	22	60	31	23	34	29
Manchester FCI	15	45	22	14	28	21
McCreary USP	34	63	46	34	55	44
McDowell FCI	22	53	38	22	34	37
Memphis FCI	17	48	24	14	26	26
Morgantown FCI	09	19	11	09	13	11
Petersburg Med	15	45	28	15	32	25
Petersburg Low	17	22	20	17	24	19



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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	39	22	16	21	18
Duluth FPC	05	07	05	05	07	05
Englewood FCI	18	39	24	18	30	22
Florence ADX	30	82	45	31	50	44
Florence USP	25	65	41	27	48	42
Florence FCI	13	40	22	13	27	21
Greenville FCI	13	36	22	13	26	21
Leavenworth USP	19	56	32	19	37	31
Marion USP	21	41	25	20	32	31
Milan FCI	23	44	30	23	32	25
Oxford FCI	19	40	23	19	29	23
Pekin FCI	14	34	22	15	27	20
Rochester FMC	18	40	24	18	24	21
Sandstone FCI	15	30	21	15	23	21
Springfield MCFP	27	74	35	28	43	35
Terre Haute USP	37	83	53	36	56	51
Terre Haute FCI	21	39	29	21	34	28
Thomson A USP	34	118	70	34	73	67
Waseca FCI	12	24	15	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	28	59	36	25	41	33
Allenwood Med	17	35	24	17	27	22
Allenwood Low	13	20	19	13	19	19
Berlin FCI	14	37	27	13	27	24
Brooklyn MDC	52	105	49	45	59	23
Canaan USP	34	74	47	34	54	47
Danbury FCI	19	38	23	18	29	22
Devens FMC	23	68	35	22	44	32
Elkton FCI	21	48	24	20	31	23
Fairton FCI	17	47	24	17	30	25
Fort Dix FCI	31	80	40	31	53	37
Lewisburg USP	36	72	39	30	53	40
Loretto FCI	15	32	19	14	24	17
McKean FCI	14	35	21	13	26	21
New York MCC	0	0	0	0	0	0
Otisville FCI	16	40	22	15	28	24
Philadelphia FDC	17	40	24	17	28	22
Ray Brook FCI	16	35	19	16	28	21
Schuylkill FCI	13	30	21	13	26	21



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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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CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2022**

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Aliceville FCI	16	36	28	16	29	26
Atlanta USP	28	67	41	27	42	38
Bennettsville FCI	16	40	28	17	32	28
Coleman USP I	33	69	48	32	51	47
Coleman USP II	33	69	48	33	51	45
Coleman Med	15	45	27	15	30	26
Coleman Low	16	40	29	16	25	30
Edgefield FCI	16	45	31	16	33	30
Estill FCI	07	20	08	07	11	08
Guaynabo MDC	23	47	30	21	31	28
Jesup FCI	21	48	29	21	38	31
Marianna FCI	18	42	28	17	33	28
Miami FCI	15	31	22	14	24	22
Miami FDC	19	45	31	19	29	32
Montgomery FPC	04	14	04	03	07	04
Pensacola FPC	04	10	04	05	06	04
Tallahadega FCI	16	40	29	15	28	27
Tallahassee FCI	20	45	25	20	30	24
Williamsburg FCI	17	46	29	17	32	24
Yazoo City USP	11	45	23	11	26	21
Yazoo City Med	16	41	25	15	31	25
Yazoo City Low	17	39	28	17	32	28



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FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Atwater USP	25	70	44	26	58	45
Dublin FCI	12	28	17	12	18	17
Herlong FCI (12-hour)	21	37	N/A *	16	26	N/A *
Honolulu FDC	12	29	18	12	19	18
Lompoc USP (Med) (12-hour)	N/A *	45	25	N/A *	33	30
Lompoc Low (12-hour)	N/A *	18	12	N/A *	15	12
Los Angeles MDC	15	36	22	14	24	22
Mendota FCI	15	36	27	16	31	26
Phoenix FCI	17	44	23	17	30	23
Safford FCI	12	30	16	12	18	13
San Diego MCC	17	37	22	16	24	23
SeaTac FDC	15	31	35	15	24	20
Sheridan FCI (8-hour)	N/A *	41	27	N/A *	32	28
Sheridan FCI (12-hour) Currently using	18	39	20	18	24	20
Terminal Island FCI	34	68	49	34	51	44
Tucson USP	11	25	23	11	22	17
Tucson FCI	27	55	43	26	50	38
Victorville USP	15	53	37	15	32	37
Victorville I	14	42	28	14	30	25
Victorville II	25	70	44	26	58	45

* The following institutions are utilizing 12-hour shifts to cover all posts: FCI Herlong, FCC Lompoc, FCI Sheridan