

**Department of Justice  
Judicial Management Division  
eCATS Summary Sheet**

Document Date: 10/20/2023

Work Package ID: ECATS-2023-230816

Date Received: 10/20/2023

Package Due Date: 11/20/2023

JMD Team: JMD-BUD

From: Eric Kleppinger, Deputy Director, JMD Budget Staff, 950 PENNSYLVANIA AVE NW,  
WASHINGTON, DC, 20530-0009

To:

Mail Type: Action Memorandum (JMD)

Sub Mail Type: Budget Letter

3<sup>rd</sup> Mail Type: Congressional Reports

Service Code: AAGA Signature and Approval

Description: FY 2023 BOP CRPT Q1 Hiring, Staffing and Inmate-to-CO Ratio - Hill Letters

Comments:

**Clearance Dates:**

OMB: 9/30/2023

ODAG: 5/3/2023

OLA: 5/3/2023

ALO: 6/6/2023

JMD POC: Charisse Hayman



**U.S. Department of Justice**

**Justice Management Division**

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*Washington, D.C. 20530*

The Honorable Matt Cartwright  
Ranking Member  
Subcommittee on Commerce, Justice,  
Science, and Related Agencies  
Committee on Appropriations  
U.S. House of Representatives  
Washington, D.C. 20515

Dear Congressman Cartwright:

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2023 (P.L. 117-328) 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 first quarter.

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

Sincerely,

Jolene Ann Lauria  
Acting Assistant Attorney General  
for Administration

Enclosure



**U.S. Department of Justice**

**Justice Management Division**

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*Washington, D.C. 20530*

The Honorable Jerry Moran  
Ranking Member  
Subcommittee on Commerce, Justice,  
Science and Related Agencies  
Committee on Appropriations  
United States Senate  
Washington, D.C. 20510

Dear Senator Moran:

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2023 (P.L. 117-328) 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 first quarter.

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

Sincerely,

Jolene Ann Lauria  
Acting Assistant Attorney General  
for Administration

Enclosure



**U.S. Department of Justice**

Justice Management Division

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*Washington, D.C. 20530*

The Honorable Hal Rogers  
Chairman  
Subcommittee on Commerce, Justice,  
Science, and Related Agencies  
Committee on Appropriations  
U.S. House of Representatives  
Washington, D.C. 20515

Dear Mr. Chairman:

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2023 (P.L. 117-328) 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 first quarter.

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

Sincerely,

Jolene Ann Lauria  
Acting Assistant Attorney General  
for Administration

Enclosure



**U.S. Department of Justice**

Justice Management Division

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*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, 2023 (P.L. 117-328) 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 first quarter.

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

Sincerely,

Jolene Ann Lauria  
Acting Assistant Attorney General  
for Administration

Enclosure

**Federal Bureau of Prisons  
(BOP) Inmate to Correctional  
Officer Ratio  
FY 2023 First Quarter Report**

**Legislative Summary**

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2023 (P.L. 117-328), states that the Bureau of Prisons (BOP) should continue following the Joint Explanatory Statement accompanying Public Law 117-103 on the topic “Hiring, Staffing, and Inmate-to-Officer Ratios”. Per this language, “*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 first quarter of FY 2023.

**Report**

During the first quarter of FY 2023, there were twelve institutions with an inmate-to-correctional officer ratio greater than 15:1. The institutions were FPC Alderson, FCI Elkton, FCI Fort Dix, FPC Bryan, FCI Big Spring, FCI Seagoville, FCC Forrest City, FPC Montgomery, 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, FCI Fort Dix, USP Yazoo and FCC Lompoc, staffing has increased during the quarter. However, the inmate population at nine of the twelve 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.

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 Elkton, there were 125 Correctional Officers on-board and 1,955 inmates as of December 31, 2022, producing the 15.6:1 ratio.

A search of all Report of Incidents revealed there was no use of deadly force from October 1, 2022, to December 31, 2022.

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

<b>Inmate to Correctional Officers Ratio (as of December 31, 2022)</b>			
<b>REGION</b>	<b>SECURITY LEVEL</b>	<b>INSTITUTION</b>	<b>INMATE TO CORRECTIONAL OFFICERS RATIO</b>
MID-ATLANTIC			
	MINIMUM		
		ALDERSON	15.2
		MORGANTOWN	9.8
	LOW		
		ASHLAND	11.6
	MEDIUM		
		BECKLEY	12.9
		CUMBERLAND	9.7
		GILMER	13.6
		MANCHESTER	9.6
		MCDOWELL	10.3
		MEMPHIS	12.1
	HIGH		
		BIG SANDY	6.7
		LEE COUNTY	6.5
		MCCREARY	6.8
	COMPLEX		
		BUTNER COMPLEX	8.5
		HAZELTON COMPLEX	10.0
		PETERSBURG COMPLEX	12.1
	MEDICAL		
		LEXINGTON	8.1
NORTH CENTRAL			
	MINIMUM		
		DULUTH	11.8
		YANKTON	11.3
	LOW		
		ENGLEWOOD	10.9
		MILAN	10.2
		SANDSTONE	12.9
		WASECA	11.2
	MEDIUM		
		GREENVILLE	12.2
		LEAVENWORTH	13.1
		MARION	10.6
		OXFORD	11.7
		PEKIN	12.3
	HIGH		
		THOMSON	3.0
	COMPLEX		
		FLORENCE COMPLEX	4.6
		TERRE HAUTE COMPLEX	7.3
	MEDICAL		
		ROCHESTER	5.7
		SPRINGFIELD	5.2
	DETENTION		
		CHICAGO	7.0

Inmate to Correctional Officers Ratio (as of December 31, 2022)				
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO	
NORTHEAST	LOW	DANBURY	8.9	
		ELKTON	15.6	
		FORT DIX	18.5	
		LORETTO	10.7	
	MEDIUM	BERLIN	8.5	
		FAIRTON	6.8	
		MCKEAN	12.3	
		OTISVILLE	7.9	
		RAY BROOK	9.4	
		SCHUYLKILL	11.0	
		HIGH	CANAAN	5.9
			LEWISBURG	5.0
	COMPLEX	ALLENWOOD COMPLEX	7.5	
		MEDICAL		
	DETENTION	DEVENS	6.3	
		BROOKLYN	6.7	
		NEW YORK	0.0	
		PHILADELPHIA	8.4	
	SOUTH CENTRAL	MINIMUM		
		LOW	BRYAN	17.0
			BASTROP	14.5
			BIG SPRING	16.3
			FORT WORTH	14.9
LA TUNA			7.4	
SEAGOVILLE			15.8	
MEDIUM		TEXARKANA	13.9	
		EL RENO	11.2	
		THREE RIVERS	12.9	
		BEAUMONT COMPLEX	13.7	
		FORREST CITY COMPLEX	15.3	
COMPLEX		OAKDALE COMPLEX	10.0	
		POLLOCK COMPLEX	9.4	
		MEDICAL		
DETENTION		CARSWELL	9.2	
		HOUSTON	7.5	
ADMIN		OKLAHOMA CITY	9.6	



Inmate to Correctional Officers Ratio (as of December 31, 2022)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
SOUTHEAST			
	MINIMUM		
		MONTGOMERY	15.2
		PENSACOLA	11.6
	LOW		
		ALICEVILLE	17.8
		MIAMI FCI	10.1
		TALLAHASSEE	7.4
	MEDIUM		
		ATLANTA	6.7
		BENNETTSVILLE	14.0
		EDGEFIELD	17.2
		ESTILL	1.3
		JESUP	10.5
		MARIANNA	9.9
		TALLADEGA	9.8
		WILLIAMSBURG	13.4
	COMPLEX		
		COLEMAN COMPLEX	9.6
		YAZOO CITY COMPLEX	15.8
	DETENTION		
		GUAYNABO	9.5
		MIAMI FDC	10.4
WESTERN			
	LOW		
		DUBLIN	5.1
		SAFFORD	10.3
		TERMINAL ISLAND	10.0
	MEDIUM		
		HERLONG	14.6
		MENDOTA	12.0
		PHOENIX	11.7
		SHERIDAN	14.4
	HIGH		
		ATWATER	6.1
	COMPLEX		
		LOMPOC COMPLEX	17.2
		TUCSON COMPLEX	5.7
		VICTORVILLE COMPLEX	8.6
	DETENTION		
		HONOLULU	4.1
		LOS ANGELES	6.9
		SAN DIEGO	7.5
		SEATAC	10.6

\*As of December 31, 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 first quarter of FY 2023 is below. BOP is actively recruiting and hiring throughout the Bureau, and undertaking staff retention efforts. BOP recently expanded and increased retention incentives to staff eligible to retire as of December 21, 2022. In September 2022, BOP offered the Correctional Officer job-series to extend to a GS-8. Additionally, the BOP offers recruitment and relocation incentives and has contracted with a consultant to market and brand the BOP to attract more candidates.

- FPC Alderson - Minimum: Inmate population increased by 40 and Correctional Officer staffing decreased by one during quarter one of FY 2023. This resulted in an increase of inmate to Correctional Officer ratio from 14.0 to 15.2 (1.2 increase).
- FCI Elkton - Low: Inmate population increased by 88 and Correctional Officer staffing decreased by eight during quarter one of FY 2023. This resulted in an increase of inmate to Correctional Officer ratio from 14.0 to 15.6 (1.6 increase).
- FCI Fort Dix - Low: Inmate population increased by 512 and Correctional Officer staffing increased by 2 during quarter one of FY 2023. This resulted in an increase of inmate to Correctional Officer ratio from 16.1 to 18.5 (2.4 increase).
- FPC Bryan - Minimum: Inmate population decreased by 14 and Correctional Officer staffing remained the same during quarter one of FY 2023. This resulted in a decrease of inmate to Correctional Officer ratio from 17.5 to 17.0 (0.5 decrease).
- FCI Big Spring - Low: Inmate population decreased by 1 and Correctional Officer staffing decreased by sixteen during quarter one of FY 2023. This resulted in an increase of inmate to Correctional Officer ratio from 13.4 to 16.3 (2.9 increase).
- FCI Seagoville - Low: Inmate population increased by 8 and Correctional Officer staffing decreased by one during quarter one of FY 2023. This resulted in an increase of inmate to Correctional Officer ratio from 15.6 to 15.8 (0.2 increase).
- FCC Forrest City - Complex: Inmate population increased by 44 and Correctional Officer staffing decreased by four during quarter one of FY 2023. This resulted in an increase of inmate to Correctional Officer ratio from 14.8 to 15.3 (0.5 increase).
- FPC Montgomery - Minimum: Inmate population increased by 8 and Correctional Officer staffing remained the same during quarter one of FY 2022. This resulted in an increase of inmate to Correctional Officer ratio from 14.9 to 15.2 (0.3 increase).
- FCI Aliceville - Low: Inmate population increased by 14 and Correctional Officer staffing decreased by eleven during quarter one of FY 2023. This resulted in an increase of inmate to Correctional Officer ratio from 15.8 to 17.8 (2.0 increase).
- FCI Edgefield - Medium: Inmate population increased by 38 and Correctional Officer staffing decreased by nine during quarter one of FY 2023. This resulted in an increase of inmate to Correctional Officer ratio from 15.6 to 17.2 (1.6 increase).
- USP Yazoo City - Complex: Inmate population increased by 135 and Correctional Officer staffing increased by eleven during quarter one of FY 2023. This resulted in a decrease of inmate to Correctional Officer ratio from 15.9 to 15.8 (0.1 decrease).
- FCC Lompoc - Complex: Inmate population decreased by 68 and Correctional Officer staffing increased by two during quarter one of FY 2023. This resulted in a decrease of inmate to Correctional Officer ratio from 17.8 to 17.2 (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 first quarter of FY 2023.



**CORRECTIONAL PROGRAMS DIVISION  
CORRECTIONAL SERVICES BRANCH  
CUSTODY POST REVIEW 2023**

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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



**CORRECTIONAL PROGRAMS DIVISION  
CORRECTIONAL SERVICES BRANCH  
CUSTODY POST REVIEW 2023**

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FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Chicago MCC	15	38	21	15	20	17
Duluth FPC	05	06	05	05	06	05
Englewood FCI	18	38	24	18	30	22
Florence ADX	31	86	44	32	50	44
Florence USP	25	66	42	27	48	40
Florence FCI	13	40	22	13	27	21
Greenville FCI	13	36	22	13	26	21
Leavenworth USP	19	59	32	19	37	31
Marion USP	21	41	25	20	33	25
Milan FCI	23	45	30	23	34	28
Oxford FCI	19	40	23	19	29	23
Pekin FCI	14	36	21	15	28	21
Rochester FMC	18	40	24	18	24	21
Sandstone FCI	16	33	22	16	23	22
Springfield MCFP	27	73	35	28	43	35
Terre Haute USP	37	85	53	36	57	50
Terre Haute FCI	21	40	29	21	35	28
Thomson A USP	30	102	58	31	59	56
Waseca FCI	12	24	15	13	18	14
Yankton FPC	05	11	06	05	07	05



**CORRECTIONAL PROGRAMS DIVISION  
CORRECTIONAL SERVICES BRANCH  
CUSTODY POST REVIEW 2023**

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Allenwood USP	27	72	40	27	50	39
Allenwood Med	17	45	24	17	29	24
Allenwood Low	13	31	20	13	21	20
Berlin FCI	13	37	27	13	27	27
Brooklyn MDC	38	82	31	38	53	21
Canaan USP	34	74	48	35	49	45
Danbury FCI	19	45	24	19	33	23
Devens FMC	23	68	35	22	44	32
Elkton FCI	20	46	24	20	31	24
Fairton FCI	17	44	27	17	30	29
Fort Dix FCI	30	74	39	30	50	37
Lewisburg USP	28	43	35	28	43	34
Loretto FCI	15	32	19	14	24	17
McKean FCI	14	35	22	13	25	22
New York MCC	0	0	0	0	0	0
Otisville FCI	16	31	20	17	28	24
Philadelphia FDC	17	40	26	17	28	24
Ray Brook FCI	16	47	32	18	31	28
Schuylkill FCI	15	40	21	15	27	21



**CORRECTIONAL PROGRAMS DIVISION  
CORRECTIONAL SERVICES BRANCH  
CUSTODY POST REVIEW 2023**

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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



**CORRECTIONAL PROGRAMS DIVISION  
CORRECTIONAL SERVICES BRANCH  
CUSTODY POST REVIEW 2023**

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FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Aliceville FCI	17	53	30	17	39	30
Atlanta USP	28	65	42	27	39	42
Bennettsville FCI	17	47	29	17	33	29
Coleman USP I	33	71	49	33	52	48
Coleman USP II	33	69	48	33	51	45
Coleman Med	15	50	27	15	32	26
Coleman Low	16	46	30	16	28	30
Edgefield FCI	16	45	33	16	19	31
Estill FCI	07	25	08	07	18	08
Guaynabo MDC	23	47	32	21	33	30
Jesup FCI	22	59	31	22	40	31
Marianna FCI	19	52	28	19	34	28
Miami FCI	16	42	22	16	27	22
Miami FDC	19	47	32	19	30	32
Montgomery FPC	04	15	04	04	07	04
Pensacola FPC	05	17	06	05	09	06
Talladega FCI	16	45	28	16	28	28
Tallahassee FCI	21	49	27	21	29	27
Williamsburg FCI	17	55	29	17	38	29
Yazoo City USP	16	58	30	16	35	30
Yazoo City Med	16	46	26	16	39	26
Yazoo City Low	17	44	30	17	35	30





**CORRECTIONAL PROGRAMS DIVISION  
CORRECTIONAL SERVICES BRANCH  
CUSTODY POST REVIEW 2023**

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	29	18	12	19	17
Herlong FCI (12-hour)	21	37	N/A*	16	26	N/A*
Honolulu FDC	12	31	18	12	19	18
Lompoc USP (Med) (12-hour)	1	44	25	N/A*	33	30
Lompoc Low (12-hour)	1	17	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	30	61	43	30	34	43
Victorville I	15	37	26	15	23	26
Victorville II	14	40	26	14	24	26

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