

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

Document Date: 8/21/2024

Work Package ID: ECATS-2024-307729

Date Received: 8/21/2024

Package Due Date: 9/20/2024

JMD Team: JMD-BUD

From: Scott Leverty, Director, JMD Budget Staff, 950 Pennsylvania Avenue NW

To: ,

Mail Type: Action Memorandum (JMD)

Sub Mail Type: Budget Letter

3rd Mail Type: Congressional Reports

Service Code: AAGA Signature and Approval

Description: FY 2023 BOP Q4 Inmate-to-CO Ratio CRPT

Comments: OMB – 5/31/2024
OLA – 4/3/2024
ODAG – 4/2/2024
ALO – 3/28/2024

JMD POC: Toni Johnson



U.S. Department of Justice

Justice Management Division

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 fourth quarter.

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

Sincerely,

Jolene Ann Lauria
Assistant Attorney General
for Administration

Enclosure



U.S. Department of Justice

Justice Management Division

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 fourth quarter.

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

Sincerely,

Jolene Ann Lauria
Assistant Attorney General
for Administration

Enclosure



U.S. Department of Justice

Justice Management Division

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 fourth quarter.

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

Sincerely,

Jolene Ann Lauria
Assistant Attorney General
for Administration

Enclosure



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, 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 fourth quarter.

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

Sincerely,

Jolene Ann Lauria
Assistant Attorney General
for Administration

Enclosure

Federal Bureau of Prisons (BOP)
Inmate to Correctional Officer Ratio
FY 2023 Fourth 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 fourth quarter of FY 2023.

Report

During the fourth quarter of FY 2023, there were eight institutions with an inmate-to-Correctional Officer ratio greater than 15:1. The institutions were FCI Fort Dix, FCI Big Spring, FPC Bryan, FCC Forrest City, FCI Seagoville, FCI Aliceville, FCI Edgefield, 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 two of the eight institutions staffing has increased during the quarter. However, the inmate population at three of the eight 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 Fort Dix, there were 192 Correctional Officers on-board and 3,735 inmates as of September 30, 2023, producing the 19.5:1 ratio.

A search of all Report of Incidents revealed there was no use of deadly force from July 1, 2023, to September 30, 2023.

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

Inmate to Correctional Officers Ratio (as of September 30, 2023)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
MID-ATLANTIC			
	MINIMUM		
		ALDERSON	13.7
		MORGANTOW	9.2
	LOW		
		ASHLAND	10.7
		MEMPHIS	9.2
	MEDIUM		
		BECKLEY	12.6
		CUMBERLAND	8.0
		GILMER	12.9
		MANCHESTER	8.2
		MCDOWELL	10.8
	HIGH		
		BIG SANDY	6.9
		LEE COUNTY	6.2
		MCCREARY	6.9
	COMPLEX		
		BUTNER COMPLEX	8.9
		HAZELTON COMPLEX	9.8
		PETERSBURG COMPLEX	12.2
	MEDICAL		
		LEXINGTON	8.0
NORTH CENTRAL			
	MINIMUM		
			14.1
		YANKTON	12.5
	LOW		
		ENGLEWOOD	8.7
		MILAN	11.4
		OXFORD	8.4
		SANDSTONE	12.1
		THOMSON	5.7
		WASECA	11.1
	MEDIUM		
		GREENVILLE	10.2
		LEAVENWORTH	12.3
		MARION	10.6
		PEKIN	13.0
	COMPLEX		
		FLORENCE COMPLEX	5.7
		TERRE HAUTE COMPLEX	7.2
	MEDICAL		
		ROCHESTER	5.0
		SPRINGFIELD	4.7
	DETENTION		
		CHICAGO	5.8

Inmate to Correctional Officers Ratio (as of September 30, 2023)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
NORTHEAST			
	LOW		
		DANBURY	8.9
		ELKTON	14.0
		FORT DIX	19.5
		LORETTO	8.3
	MEDIUM		
		BERLIN	8.8
		FAIRTON	7.2
			4.8
		MCKEAN	12.8
		OTISVILLE	10.3
		RAY BROOK	7.5
		SCHUYLKILL	11.3
	HIGH		
		CANAAN	5.4
	COMPLEX		
		ALLENWOOD COMPLEX	6.8
	MEDICAL		
		DEVENS	5.7
	DETENTION		
		BROOKLYN	7.0
		NEW YORK	0.0
		PHILADELPHIA	8.2
SOUTH CNTRAL			
	MINIMUM		
		BRYAN	20.3
	LOW		
		BASTROP	12.9
		BIG SPRING	15.9
		LA TUNA	6.7
		SEAGOVILLE	15.1
		TEXARKANA	12.1
		EL RENO	11.4
		THREE RIVES	12.2
	COMPLEX		
		BEAUMONT COMPLEX	12.5
		FORREST CITY COMPLEX	16.2
		OAKDALE COMPLEX	9.4
		POLLOCK COMPLEX	8.8
	MEDICAL		
		CARSWELL	7.1
		FORT WORTH	12.4
	DETENTION		
		HOUSTON	6.2
		OKLAHOMA CITY	9.5

Inmate to Correctional Officers Ratio (as of September 30, 2023)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
SOUTHEAST			
	MINIMUM		
		MONTGOMERY	13.8
		PENSACOLA	12.5
	LOW		
		ALICEVILLE	15.7
		ATLANTA	9.8
		MIAMI FCI	9.0
		TALLAHASSEE	7.9
	MEDIUM		
		BENNETTSVILLE	13.6
		EDGEFIELD	16.6
		ESTILL*	1.0
		JESUP	11.0
		MARIANNA	8.6
		TALLADEGA	9.9
		WILLIAMSBUR	13.2
	COMPLE		
		COLEMAN COMPX	9.9
		YAZOO CITY COMPLEX	14.1
	DETENTION		
		GUAYNABO	8.8
		MIAMI FDC	8.4
WESTERN			
	LOW		
		DUBLIN	8.2
		SAFFORD	6.6
		TERMINAL ISLAND	7.9
	MEDIUM		
		HERLONG	14.5
		MENDOTA	10.1
		PHOENIX	10.6
		SHERIDAN	12.7
	HIGH		
		ATWATER	6.2
	COMPLEX		
		LOMPOC COMPLEX	16.5
		TUCSON COMPLEX	5.5
		VICTORVILLE COMPLEX	9.3
	DETENTION		
		HONOLULU	3.1
		LOS ANGELES	5.1
		SAN DIEGO	6.3
		SEATAC	9.6

*As of September 30, 2023, there were 60 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 2023 is below. The BOP is actively recruiting and hiring throughout the Bureau and undertaking staff retention efforts. The BOP expanded and increased retention incentives to staff eligible to retire as of December 21, 2022. In September 2022, the 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.

- FCI Fort Dix - Low: Inmate population decreased by 22 and Correctional Officer staffing decreased by eight during quarter four of FY 2023. This resulted in an increase of inmate to Correctional Officer ratio from 18.8 to 19.5 (0.7 increase).
- FCI Big Spring - Low: Inmate population decreased by 19 and Correctional Officer staffing decreased by five during quarter four of FY 2023. This resulted in an increase of inmate to Correctional Officer ratio from 15.1 to 15.9 (0.8 increase).
- FPC Bryan - Minimum: Inmate population increased by 56 and Correctional Officer staffing decreased by one during quarter four of FY 2023. This resulted in an increase of inmate to Correctional Officer ratio from 18.1 to 20.3 (2.2 increase).
- FCC Forrest City - Complex: Inmate population decreased by 30 and Correctional Officer staffing decreased by ten during quarter four of FY 2023. This resulted in an increase of inmate to Correctional Officer ratio from 15.6 to 16.2 (0.6 increase).
- FCI Seagoville - Low: Inmate population decreased by 31 and Correctional Officer staffing decreased by one during quarter four of FY 2023. This resulted in a decrease of inmate to Correctional Officer ratio from 15.2 to 15.1 (0.1 decrease).
- FCI Aliceville - Low: Inmate population decreased by 20 and Correctional Officer staffing remained the same during quarter four of FY 2023. This resulted in a decrease of inmate to Correctional Officer ratio from 15.9 to 15.7 (0.2 decrease).
- FCI Edgefield - Medium: Inmate population increased by 27 and Correctional Officer staffing increased by two during quarter four of FY 2023. This resulted in a decrease of inmate to Correctional Officer ratio from 16.7 to 16.6 (0.1 decrease).
- FCC Lompoc - Complex: Inmate population increased by 481 and Correctional Officer staffing increased by five during quarter four of FY 2023. This resulted in an increase of inmate to Correctional Officer ratio from 14.2 to 16.5 (2.3 increase).

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 2023.



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2023 Q4**

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
AldersonFPC	5	14	5	5	7	5
Ashland FCI	19	33	23	19	23	23
Beckley FCI	21	55	31	21	40	31
Big Sandy USP	34	78	52	34	60	46
Butner Med I	19	35	21	19	26	21
Butner Med II	16	46	27	16	30	26
Butner Low	13	27	19	13	18	19
Butner FMC	24	58	34	24	33	29
Cumberland FCI	14	37	22	14	27	21
Gilmer FCI	16	39	26	16	31	26
Hazelton USP	37	65	50	37	52	49
Hazelton FCI	15	37	28	15	33	26
Hazelton SFF	09	20	14	9	17	14
Lee County USP	34	56	52	33	47	43
Lexington FMC	22	60	31	23	34	29
Manchester FCI	15	40	20	17	27	24
McCreary USP	34	63	46	34	55	44
McDowell FCI	22	53	38	22	34	37
Memphis FCI	16	48	27	14	26	26
Morgantown FCI	9	19	11	9	13	11
Petersburg Med	15	51	31	15	33	16
Petersburg Low	17	31	22	17	28	17



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2023 Q4**

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Chicago MCC (8-Hour)	15	31	18	16	23	18
Chicago MCC (12-Hour) *	N/A	2	N/A	N/A	N/A	N/A
Duluth FPC (8-Hour) *	N/A	1	N/A	N/A	N/A	N/A
Duluth FPC (12-Hour) *	5	5	5	5	6	5
Englewood FCI	18	39	24	18	29	23
Florence ADX	31	85	47	32	50	47
Florence USP (8-Hou) *	6	45	23	8	28	21
Florence USP (12-Hour) *	19	20	N/A	19	20	N/A
Florence FCI	13	41	23	13	31	23
Greenville FCI	15	38	23	15	26	22
Leavenworth USP	19	59	31	19	37	31
Marion USP	20	40	25	20	32	25
Milan FCI	22	44	29	23	33	28
Oxford FCI	19	42	23	19	29	23
Pekin FCI	14	36	22	15	28	21
Rochester FMC	19	39	23	18	24	21
Sandstone FCI	16	34	22	16	25	22
Springfield MCFP	27	74	35	28	43	35
Terre Haute USP	36	83	51	36	59	50
Terre Haute FCI	21	39	30	21	35	28
Thomson AUSP	13	34	23	13	27	22
Waseca FCI	12	24	15	13	18	14
Yankton FPC	5	11	6	5	7	5

*The following institutions are utilizing 12-hour and 8-hour shifts to cover all posts: MCC Chicago, FPC Duluth, USP Florence



**CORRECTIONAL
PROGRAMS DIVISION CORRECTIONAL
SERVICES BRANCH
CUSTODY POST REVIEW 2023 Q4**

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 (8-hr) *	23	79	18	7	20	23
Brooklyn MDC (12-hr) *	26	26	N/A	26	26	N/A
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

*The following institution is utilizing 12-hour and 8-hour shifts to cover all posts: MDC Brooklyn



**CORRECTIONAL
PROGRAMS DIVISION CORRECTIONAL
SERVICES BRANCH
CUSTODY POST REVIEW 2023 Q4**

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	31	75	44	31	52	40
Beaumont Med	15	44	22	15	34	16
Beaumont Low	16	35	24	16	32	18
Big Spring FCI	17	37	21	17	27	22
Bryan FPC	6	16	6	6	9	6
Carswell FMC	18	39	27	20	29	27
El Reno FCI	15	35	26	15	25	25
Forrest City Med	15	48	24	15	29	23
Forrest City Low	16	36	26	17	28	24
Fort Worth FMC	16	40	22	16	26	20
Houston FDC	15	39	24	15	26	19
La Tuna FCI	14	36	18	15	22	17
Oakdale FCC	26	67	45	25	54	44
Oklahoma City FTC	25	52	32	22	31	28
Pollock USP	33	71	50	33	53	33
Pollock FCI	14	44	26	14	31	25
Seagoville FCI	20	38	26	20	32	24
Texarkana FCI	14	32	19	15	27	19
Three Rivers FCI	14	36	24	14	28	22



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2023 Q4**

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 (8-hour) *	9	33	21	10	7	19
Edgefield FCI (12-Hour) *	7	12	12	6	12	12
Estill FCI (8-hour) *	6	25	8	7	18	8
Estill FCI (12-hour) *	1	N/A	N/A	1	N/A	N/A
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	4	15	4	4	7	4
Pensacola FPC	5	17	6	5	9	6
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

*The following institutions are utilizing 12-hour and 8-hour shifts to cover all posts: FCI Edgefield and FCI Estill



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2023 Q4**

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Atwater USP (8-Hour) *	1	43	10	1	21	10
Atwater USP (12-Hour) *	N/A	31	31	N/A	33	31
Dublin FCI	12	30	19	12	20	18
Herlong FCI (12-hour) *	15	38	7	15	30	7
Honolulu FDC	12	31	18	12	19	18
Lompoc USP (Med) (12-hour) *	1	45	24	1	31	25
Lompoc Low (12-hour) *	1	20	13	1	16	12
Los Angeles MDC	15	36	22	14	24	22
Mendota FCI	15	29	25	15	42	25
Phoenix FCI	17	44	23	17	30	23
Safford FCI	14	26	17	14	18	17
San Diego MCC	17	37	22	16	26	21
SeaTac FDC	15	31	35	15	24	20
Sheridan FCI (12-hour) *	N/A	23	32	N/A	39	31
Sheridan FCI (8-hour) *	2	19	3	4	5	2
Terminal Island FCI	29	52	38	25	33	29
Tucson USP	35	68	48	35	50	43
Tucson FCI	11	24	42	11	21	17
Victorville USP	32	68	45	34	49	46
Victorville I	15	42	27	15	32	28
Victorville II	14	44	26	14	32	27

*The following institutions are utilizing 12-hour and 8-hour shifts to cover all posts: USP Atwater, FCI Herlong, FCC Lompoc, and FCI Sheridan