

Inmate to Correctional Officer (CO) Ratio

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2024 (P.L. 118-42), states, *“The agreement adopts the directive in the Senate report on "Hiring and Staff Reports." In addition, the agreement directs the Department to coordinate with the Office of Personnel Management (OPM) to enable expedited hiring for BOP facilities with vacancy rates exceeding 10 percent and to make use of recruitment and retention bonuses. The agreement instructs BOP to describe such efforts in the report.”*

The FY 2024 Senate Report (Report 118-62) accompanying the Consolidated Appropriations Act, 2024 (P.L. 118-42), states, *“The Committee directs BOP to submit quarterly hiring and staffing reports, including correctional 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. As BOP previously notified the Committee that it does not currently record staffing by shift (i.e., morning watch, day watch, and evening watch), the Bureau shall start recording this data and include these metrics in this report by the end of the current fiscal year. For any institution with a staffing ratio greater than 15:1 and in which there has been an incident involving deadly force, 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.”*

Report

During the fourth quarter of FY 2024, there were nine institutions with an inmate-to-CO ratio greater than 15:1. The institutions were FPC Duluth, FCI Fort Dix, FCC Beaumont, FPC Bryan, FCI Seagoville, FCI Edgefield, FPC Montgomery, FPC Pensacola, and FCC Lompoc.

The BOP has made the hiring of additional COs a system-wide priority, and at three of the nine institutions staffing has increased during the quarter. However, the inmate population at six of the nine 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 COs during peak operational times.

The overall inmate-to-CO ratio is calculated using the number of onboard COs and the number of inmates at the institution. For example, for FCI Fort Dix, there were 188 COs on-board and 4,021 inmates as of September 30, 2024, producing the 21.4:1 ratio.

A search of all Report of Incidents revealed there was no use of deadly force from July 1, 2024, to September 30, 2024.

The BOP will publish this data on its website: www.bop.gov.

Inmate to Correctional Officers Ratio (as of September 30, 2024)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
MID-ATLANTIC			
	MINIMUM		
		ALDERSON	13.9
		MORGANTOWN	6.6
	LOW		
		ASHLAND	10.9
		MEMPHIS	13.2
	MEDIUM		
		BECKLEY	12.3
		CUMBERLAND	8.2
		GILMER	10.4
		MANCHESTER	8.2
		MCDOWELL	11.2
	HIGH		
		BIG SANDY	5.6
		LEE COUNTY	5.7
		MCCREARY	6.2
	COMPLEX		
		BUTNER COMPLEX	9.2
		HAZELTON COMPLEX	9.8
		PETERSBURG COMPLEX	11.0
	MEDICAL		
		LEXINGTON	9.1
NORTH CENTRAL			
	MINIMUM		
		DULUTH	22.8
		YANKTON	14.5
	LOW		
		ENGLEWOOD	9.0
		MILAN	11.1
		OXFORD	10.8
		SANDSTONE	10.7
		THOMSON	11.4
		WASECA	12.6
	MEDIUM		
		GREENVILLE	11.0
		LEAVENWORTH	11.8
		MARION	10.2
		PEKIN	11.3
	COMPLEX		
		FLORENCE COMPLEX	5.5
		TERRE HAUTE COMPLEX	7.5
	MEDICAL		
		ROCHESTER	6.9
		SPRINGFIELD	5.2
	DETENTION		
		CHICAGO	6.0

Inmate to Correctional Officers Ratio (as of September 30, 2024)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
NORTHEAST			
	LOW		
		DANBURY	10.5
		ELKTON	13.4
		FORT DIX	21.4
		LORETTO	7.8
	MEDIUM		
		BERLIN	10.1
		FAIRTON	6.5
		LEWISBURG	6.1
		MCKEAN	11.3
		OTISVILLE	7.9
		RAY BROOK	10.0
		SCHUYLKILL	13.6
	HIGH		
		CANAAN	5.6
	COMPLEX		
		ALLENWOOD COMPLEX	6.8
	MEDICAL		
		DEVENS	6.2
	DETENTION		
		BROOKLYN	5.2
		NEW YORK	0.0
		PHILADELPHIA	8.6
SOUTH CENTRAL			
	MINIMUM		
		BRYAN	20.1
	LOW		
		BASTROP	14.3
		BIG SPRING	10.4
		LA TUNA	5.9
		SEAGOVILLE	15.8
		TEXARKANA	12.0
	MEDIUM		
		EL RENO	10.4
		THREE RIVERS	11.8
	COMPLEX		
		BEAUMONT COMPLEX	15.3
		FORREST CITY COMPLEX	15.0
		OAKDALE COMPLEX	9.9
		POLLOCK COMPLEX	8.3
	MEDICAL		
		CARSWELL	8.2
		FORT WORTH	12.1
	DETENTION		
		HOUSTON	6.9
		OKLAHOMA CITY	9.8

Inmate to Correctional Officers Ratio (as of September 30, 2024)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
SOUTHEAST			
	MINIMUM		
		MONTGOMERY	23.5
		PENSACOLA	15.4
	LOW		
		ALICEVILLE	14.9
		ATLANTA	9.9
		ESTILL	0.6
		MIAMI FCI	9.1
		TALLAHASSEE	9.1
	MEDIUM		
		BENNETTSVILLE	14.5
		EDGEFIELD	16.9
		JESUP	10.7
		MARIANNA	9.3
		TALLADEGA	12.4
		WILLIAMSBURG	11.0
	COMPLEX		
		COLEMAN COMPLEX	9.2
		YAZOO CITY COMPLEX	12.6
	DETENTION		
		GUAYNABO	6.6
		MIAMI FDC	7.0
WESTERN			
	LOW		
		DUBLIN	0.0
		SAFFORD	7.4
		TERMINAL ISLAND	7.7
	MEDIUM		
		HERLONG	12.7
		MENDOTA	6.2
		PHOENIX	9.8
		SHERIDAN	12.0
	HIGH		
		ATWATER	5.4
	COMPLEX		
		LOMPOC COMPLEX	15.7
		TUCSON COMPLEX	4.3
		VICTORVILLE COMPLEX	9.0
	DETENTION		
		HONOLULU	2.5
		LOS ANGELES	5.8
		SAN DIEGO	6.8
		SEATAC	7.5

*As of September 30, 2024, there were 42 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

The BOP is actively recruiting and hiring throughout the Bureau and undertaking staff retention efforts. On May 13, 2024, the BOP was approved for Nationwide Direct Hire Authority by the Office of Personnel Management for Correctional Officers, GL-0007-05/06/07/08. The BOP offers recruitment and relocation incentives ranging from 10 to 25 percent of salary for Correctional Officers. Since March 26, 2023, a nationwide recruitment incentive for Correctional Officers of \$10,000 or 25 percent of base salary (whichever is greater) has been offered. Further, the BOP has contracted with a consultant to market and brand the BOP to attract more candidates. In Q4 of FY 2024, 51 local recruitment events have been attended, specifically targeting the nine institutions with a staffing ratio greater than 15:1. The two areas with the highest amounts of events were FCC Lompoc and FCI Fort Dix, with 21 and 18 events, respectively. At FCI Edgefield, FCI Fort Dix, and FCC Lompoc, all staff receive a 10 percent in retention incentive.

Information on the institutions with a staffing ratio greater than 15:1 during the fourth quarter of FY 2024 is below.

- FCI Fort Dix - Low: Inmate population decreased by 77 and Correctional Officer staffing increased by six during quarter four of FY 2024. This resulted in a decrease of inmate to Correctional Officer ratio from 22.5 to 21.4 (1.1 decrease).
- FPC Bryan - Minimum: Inmate population decreased by 18 and Correctional Officer staffing remained the same during quarter four of FY 2024. This resulted in a decrease of inmate to Correctional Officer ratio from 20.6 to 20.1 (0.5 decrease).
- FPC Duluth - Minimum: Inmate population increased by 58 and Correctional Officer staffing increased by 3 during quarter four of FY 2024. This resulted in a decrease of inmate to Correctional Officer ratio from 23.2 to 22.8 (0.4 decrease).
- FPC Montgomery - Minimum: Inmate population increased by 31 and Correctional Officer staffing decreased by 1 during quarter four of FY 2024. This resulted in an increase of inmate to Correctional Officer ratio from 21.9 to 23.5 (1.6 increase).
- FCI Edgefield - Medium: Inmate population decreased by 74 and Correctional Officer staffing decreased by 3 during quarter four of FY 2024. This resulted in a decrease of inmate to Correctional Officer ratio from 17.1 to 16.9 (0.2 decrease).
- FCC Lompoc - Complex: Inmate population increased by 32 and Correctional Officer staffing increased by 16 during quarter four of FY 2024. This resulted in a decrease of inmate to Correctional Officer ratio from 17.0 to 15.7 (1.3 decrease).
- FCC Beaumont - Complex: Inmate population increased by 122 and Correctional Officer staffing decreased by 13 during quarter four of FY 2024. This resulted in an increase of inmate to Correctional Officer ratio from 14.4 to 15.3 (0.9 increase).
- FCI Seagoville - Low: Inmate population increased by 19 and Correctional Officer staffing decreased by 6 during quarter four of FY 2024. This resulted in an increase of inmate to Correctional Officer ratio from 14.8 to 15.8 (1.0 increase).
- FPC Pensacola – Minimum: Inmate population increased by 50 and Correctional Officer staffing remained the same during quarter four of FY 2024. This resulted in an increase of inmate to Correctional Officer ratio from 13.9 to 15.4 (1.5 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, based on the Correctional Officer Roster as of the end of the fourth quarter of FY 2024.



**CORRECTIONAL PROGRAMS
DIVISION CORRECTIONAL SERVICES
BRANCH
CUSTODY POST REVIEW 2024 Q4**

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	23	19	23	23
Beckley FCI	21	55	32	21	40	32
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	25	59	36	25	33	29
Cumberland FCI	14	37	22	14	27	21
Gilmer FCI	16	39	26	16	31	26
Hazelton USP	31	56	41	31	41	41
Hazelton FCI	15	37	27	15	28	26
Hazelton SFF	9	20	14	9	17	14
Lee County USP	35	65	48	35	52	48
Lexington FMC	20	60	27	19	28	25
Manchester FCI	15	40	20	17	27	24
McCreary USP	34	63	47	34	54	46
McDowell FCI	16	53	29	16	32	26
Memphis FCI	17	33	24	17	23	24
Morgantown FCI	9	19	11	9	13	11
Petersburg Med	15	51	31	15	33	16
Petersburg Low	17	31	22	17	28	17

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Chicago MCC (8-hr)*	10	30	18	10	25	16
Chicago MCC (12-hr)*	0	2	0	0	0	0
Duluth FPC (8-hr)*	0	1	0	0	0	0
Duluth FPC (12-hr)*	5	5	5	5	6	5
Englewood FCI	18	43	26	18	22	23
Florence ADX	32	83	45	33	51	44
Florence USP (8-hr)*	25	65	42	25	46	40
Florence FCI	13	46	24	13	29	22
Greenville FCI	15	39	23	15	26	22
Leavenworth USP	19	54	32	19	38	32
Marion USP	21	43	25	20	33	25
Milan FCI	25	47	30	24	33	28
Oxford FCI	14	39	21	14	29	21
Pekin FCI	14	39	22	14	27	23
Rochester FMC	18	42	23	18	26	21
Sandstone FCI	17	33	21	17	24	21
Springfield MCFP	28	74	36	28	42	36
Terre Haute USP	37	86	54	36	62	50
Terre Haute FCI	21	47	30	21	35	29
Thomson AUP	18	64	37	18	39	35
Waseca FCI	12	25	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 and USP Florence.

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Allenwood USP	30	85	50	41	48	41
Allenwood Med	18	52	25	17	28	26
Allenwood Low	14	35	20	13	19	20
Berlin FCI	16	50	31	16	36	25
Brooklyn MDC (8-hr)*	4	40	25	8	21	17
Brooklyn MDC (12-hr)*	27	27	0	27	27	0
Canaan USP	35	78	53	34	54	47
Danbury FCI	20	48	24	18	33	22
Devens FMC	24	75	47	22	42	28
Elkton FCI	21	62	27	19	30	22
Fairton FCI	16	45	29	16	31	26
Fort Dix FCI	30	76	38	29	51	36
Lewisburg FCI	27	73	42	30	56	39
Loretto FCI	14	33	19	14	21	17
McKean FCI (8-hr)*	12	27	23	13	20	15
McKean FCI (12-hr)*	0	8	0	0	8	0
New York MCC	0	0	0	0	0	0
Otisville FCI	16	50	28	16	26	26
Philadelphia FDC	17	42	27	17	26	24
Ray Brook FCI (8-hr)*	0	6	0	0	0	0
Ray Brook FCI (12-hr)*	40	0	28	40	0	28
Schuylkill FCI	14	45	25	18	27	21

*The following institutions are utilizing 12-hour and 8-hour shifts to cover all posts: MDC Brooklyn, FCI McKean and FCI Ray Brook.

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

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 FCI	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	43	29	16	32	27
Estill FCI	7	20	8	7	11	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	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

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Atwater USP (8-hr)*	35	74	46	35	57	45
Dublin FCI	12	30	19	12	20	18
Herlong FCI (12-hr)*	15	27	7	15	27	7
Honolulu FDC	12	31	18	12	19	18
Lompoc FCI II	22	39	26	22	27	26
Lompoc FCI I	10	21	12	10	13	11
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	25	22
SeaTac FDC	15	31	35	15	24	20
Sheridan FCI (8-hr)*	4	19	2	4	5	2
Sheridan FCI (12-hr)*	0	49	42	0	39	31
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	34	71	50	35	49	48
Victorville I	15	43	28	15	33	27
Victorville II	15	44	28	14	32	27

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