

**Federal Bureau of Prisons (BOP)
Hiring and Staffing
FY 2021 Second Quarter Report**

Legislative Summary

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2021 (P.L. 116-260), 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.*”

Further, the House Report (H. Rept. 116-455) accompanying the Consolidated Appropriations Act, 2021 (P.L. 116-260), states, “*The Committee directs BOP to continue to submit quarterly reports on the inmate-to-correctional officer ratio at each facility, using the OPM definition of a corrections officer, broken out by security level and shift, including confirmation that at least two correctional officers are on duty for each shift at BOP facilities that house high security inmates, as specified in the fiscal year 2020 Appropriations Act.*”

The following information is provided to address the Committee’s request for inmate-to-correctional officer ratios for the second quarter of FY 2021.

Report

During the second quarter of FY 2021, there was one institution with an inmate-to-correctional officer ratio greater than 15:1. Please see separate explanation below the table of inmate-to-correctional officer ratios.

The BOP has made the hiring of additional Correctional Officers a system-wide priority, and combined with a downward trend in the inmate population, the BOP’s progress in improving the inmate-to-correctional officer ratio at institutions is already evident. At the end of the first quarter of FY 2021, there were two institutions with an inmate-to-correctional officer ratio greater than 15:1. As of March 31, 2021, those institutions improved their staffing ratio and only one institution remains with a higher than 15:1: Federal Prison Camp (FPC) Bryan. That same institution has improved its staffing ratio from 15.7:1 to 15.3:1.

As requested, this report provides staffing by shift on the final pages of this report. 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 FPC Alderson, there were 46 Correctional Officers on-board and 527 inmates as of March 31, 2021, producing the 11.5:1 ratio.

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

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

2nd Quarter FY 2021 (as of March 31, 2021)

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
MID-ATLANTIC			
	MINIMUM		
		ALDERSON	11.5
		MORGANTOWN	8.1
	LOW		
		ASHLAND	7.6
	MEDIUM		
		BECKLEY	12.0
		CUMBERLAND	10.2
		GILMER	12.1
		MANCHESTER	8.0
		MCDOWELL	10.7
		MEMPHIS	9.1
	HIGH		
		BIG SANDY	6.0
		LEE COUNTY	5.1
		MCCREARY	5.8
	COMPLEX		
		BUTNER	6.8
		HAZELTON	8.3
		PETERSBERG	9.8
	MEDICAL		
		LEXINGTON	6.9
NORTH CENTRAL			
	MINIMUM		
		DULUTH	10.6
		YANKTON	8.7
	LOW		
		ENGLEWOOD	8.6
		MILAN	9.7
		SANDSTONE	8.5
		WASECA	9.3
	MEDIUM		
		GREENVILLE	10.8
		LEAVENWORTH	11.2
		MARION	10.5
		OXFORD	7.3
		PEKIN	10.8
	HIGH		
		THOMSON	5.5
	COMPLEX		
		FLORENCE	5.2
		TERRE HAUTE	6.2
	MEDICAL		
		ROCHESTER	5.5
		SPRINGFIELD	3.6
	DETENTION		
		CHICAGO	5.7

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
NORTHEAST			
	LOW		
		DANBURY	6.5
		ELKTON	9.4
		FORT DIX	13.6
		LORETTO	7.7
	MEDIUM		
		BERLIN	7.1
		FAIRTON	6.7
		MCKEAN	7.9
		OTISVILLE	5.1
		RAY BROOK	6.9
		SCHUYLKILL	9.7
	HIGH		
		CANAAN	5.4
		LEWISBURG	5.3
	COMPLEX		
		ALLENWOOD	5.8
	MEDICAL		
		DEVENS	4.3
	DETENTION		
		BROOKLYN	5.8
		NEW YORK	5.2
		PHILADELPHIA	7.1
SOUTH CENTRAL			
	MINIMUM		
		BRYAN	15.3
	LOW		
		BASTROP	14.1
		BIG SPRING	11.7
		FORT WORTH	10.4
		LA TUNA	7.2
		SEAGOVILLE	15.1
		TEXARKANA	9.2
	MEDIUM		
		EL RENO	8.0
		THREE RIVERS	10.5
	COMPLEX		
		BEAUMONT	12.8
		FORREST CITY	11.7
		OAKDALE	8.0
		POLLOCK	8.6
	MEDICAL		
		CARSWELL	10.9
	DETENTION		
		HOUSTON	5.2
	ADMIN		
		OKLAHOMA CITY	7.9

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
SOUTHEAST			
	MINIMUM		
		MONTGOMERY	11.8
		PENSACOLA	9.7
	LOW		
		ALICEVILLE	10.5
		MIAMI FCI	8.3
		TALLAHASSEE	7.7
	MEDIUM		
		ATLANTA	9.2
		BENNETTSVILLE	9.3
		EDGEFIELD	12.2
		**ESTILL	1.3
		JESUP	8.2
		MARIANNA	5.3
		TALLADEGA	8.0
		WILLIAMSBURG	12.0
	COMPLEX		
		COLEMAN	7.2
		YAZOO CITY	13.1
	DETENTION		
		GUAYNABO	8.5
		MIAMI FDC	9.8
WESTERN			
	LOW		
		DUBLIN	12.1
		SAFFORD	9.3
		TERMINAL ISLAND	5.2
	MEDIUM		
		HERLONG	8.7
		MENDOTA	7.4
		PHOENIX	8.9
		SHERIDAN	11.9
	HIGH		
		ATWATER	5.1
	COMPLEX		
		LOMPOC	11.5
		TUCSON	5.0
		VICTORVILLE	6.7
	DETENTION		
		HONOLULU	3.0
		LOS ANGELES	4.3
		SAN DIEGO	6.5
		SEATAC	6.3

**As of March 31, 2021, there were 110 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. Repairs at FCI Estill are ongoing.

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

As required, below is an accounting of institutions with a staffing ratio greater than 15:1 during the second quarter of FY 2021. For the institution listed below, the BOP continually recruits and is actively hiring throughout the BOP. 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.

- The Federal Prison Camp (FPC) Bryan, Texas, a minimum security institution, was staffed at 15.3:1.

Inmate-to-Correctional Officer Ratio by Shift

The following information is provided to address the Committee's request to provide information on Staffing 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.

Below is the listing of 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 second quarter of FY 2021.



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2021**

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Alderson FPC	105	38	105	105	75	105
Ashland FCI	51	28	40	51	37	40
Beckley FCI	99	34	59	99	46	59
Big Sandy USP	41	30	27	41	25	27
Butner Med I	34	21	29	34	28	31
Butner Med II	87	30	44	87	44	50
Butner Low	53	23	31	57	38	31
Butner FMC	33	14	24	33	23	27
Cumberland FCI	75	28	44	75	35	48
Gilmer FCI	92	40	59	92	49	59
Hazelton USP	47	28	34	48	30	34
Hazelton FCI	91	35	47	91	41	55
Hazelton SFF	38	18	26	43	23	27
Lee County USP	37	22	27	37	25	27
Lexington FMC	45	19	29	45	32	32
Manchester FCI	73	30	48	73	36	48
McCreary USP	43	22	32	42	27	32
McDowell FCI	79	33	51	79	40	51
Memphis FCI	61	20	35	61	32	37
Morgantown FCI	49	23	40	49	34	40
Petersburg Med	92	37	45	92	43	57
Petersburg Low	37	29	25	35	26	33



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FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Chicago MCC	36	14	24	34	22	30
Duluth FPC	60	33	299	60	50	150
Englewood FCI	51	23	38	48	28	40
Florence ADX	12	5	9	12	8	9
Florence USP	32	12	17	32	17	18
Florence FCI	84	33	53	84	47	56
Greenville FCI	93	29	55	93	48	55
Leavenworth USP	81	33	50	81	57	51
Marion USP	61	28	47	61	38	111
Milan FCI	58	30	49	58	41	53
Oxford FCI	48	23	42	48	15	20
Pekin FCI	84	25	37	84	38	50
Rochester FMC	35	15	27	35	25	30
Sandstone FCI	57	24	41	57	36	43
Springfield MCFP	30	11	22	28	18	23
Terre Haute USP	8	10	15	22	14	15
Terre Haute FCI	23	9	12	23	13	13
Thomson A USP	22	11	18	52	37	48
Waseca FCI	130	54	130	130	93	130
Yankton FPC	21	8	13	19	12	17



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FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Allenwood USP	21	12	15	21	8	13
Allenwood Med	64	26	45	64	36	45
Allenwood Low	69	30	45	69	45	45
Berlin FCI	48	17	31	48	23	31
Brooklyn MDC	46	19	27	54	32	37
Canaan USP	17	29	25	21	54	26
Danbury FCI	39	20	32	39	24	32
Devens FMC	34	11	22	37	17	22
Elkton FCI	71	34	49	71	44	55
Fairton FCI	52	20	37	52	28	37
Fort Dix FCI	98	38	61	98	60	65
Lewisburg USP	20	9	15	20	12	15
Loretto FCI	60	26	44	56	38	50
McKean FCI	53	18	31	53	27	33
New York MCC	33	13	20	33	22	24
Otisville FCI	39	17	24	39	23	24
Philadelphia FDC	51	21	36	51	33	39
Ray Brook FCI	57	23	34	57	31	34
Schuylkill FCI	79	27	49	79	36	52



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	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Bastrop FCI	102	45	61	102	61	61
Beaumont USP	36	15	28	36	22	26
Beaumont Med	101	35	56	101	45	59
Beaumont Low	103	50	66	103	50	83
Big Spring FCI	72	28	53	72	40	53
Bryan FPC	110	46	92	110	61	92
Carswell FMC	45	25	35	62	41	46
El Reno FCI	61	28	39	61	39	41
Forrest City Med	73	44	47	73	40	47
Forrest City Low	101	71	68	101	62	68
Fort Worth FMC	59	29	48	65	43	57
Houston FDC	32	12	18	32	15	22
La Tuna FCI	53	18	36	53	30	38
Oakdale FCC	73	29	44	73	39	44
Oklahoma City FTC	51	26	47	54	42	47
Pollock USP	36	16	25	36	23	34
Pollock FCI	93	29	50	93	39	50
Seagoville FCI	92	43	73	92	56	79
Texarkana FCI	72	33	56	72	39	56
Three Rivers FCI	71	28	42	71	37	42



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	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Aliceville FCI	74	34	49	74	39	27
Atlanta USP	71	28	40	71	36	42
Bennettsville FCI	80	33	51	80	43	51
Coleman USP I	35	18	25	35	26	25
Coleman USP II	27	15	20	27	19	20
Coleman Med	88	33	51	88	42	51
Coleman Low	117	44	62	110	67	64
Edgefield FCI	91	32	54	91	41	54
Estill FCI	7	3	5	7	4	5
Guynabo MDC	68	30	41	68	44	42
Jesup FCI	64	25	45	64	34	45
Marianna FCI	22	9	15	22	12	15
Miami FCI	67	28	43	67	32	43
Miami FDC	52	22	34	52	34	34
Montgomery FPC	85	26	85	85	38	85
Pensacola FPC	48	20	36	48	41	48
Tallahadega FCI	60	25	37	60	30	37
Tallahassee FCI	42	19	34	42	27	34
Williamsburg FCI	85	30	52	80	44	52
Yazoo City USP	81	22	38	81	35	38
Yazoo City Med	89	27	50	89	39	50
Yazoo City Low	75	38	48	75	42	48



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FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Atwater USP	34	19	43	34	34	45
Dublin FCI	61	30	45	61	54	48
Herlong FCI	61	21	37	61	31	39
Honolulu FDC	20	10	14	20	15	17
Lompoc USP (Med)	69	36	73	69	59	73
Lompoc Low	91	70	91	91	70	91
Los Angeles MDC	31	14	23	31	21	23
Mendota FCI	57	19	34	57	26	35
Phoenix FCI	58	22	43	58	34	45
Safford FCI	62	31	68	62	47	68
San Diego MCC	37	17	24	37	26	25
SeaTac FDC	44	18	26	44	25	27
Sheridan FCI	72	27	53	72	39	53
Terminal Island FCI	35	16	32	35	24	34
Tucson USP	54	32	54	56	59	54
Tucson FCI	22	16	25	23	23	23
Victorville USP	37	15	23	37	22	24
Victorville I	72	21	39	72	30	39
Victorville II	67	21	34	67	29	34