

**Federal Bureau of Prisons (BOP)
Hiring and Staffing
FY 2021 Fourth 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 Fourth Quarter of FY 2021.

Report

During the Fourth quarter of FY 2021, there were no institutions with an inmate-to-correctional officer ratio greater than 15:1.

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.

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 47 Correctional Officers on-board and 643 inmates as of September 30, 2021, producing the 13.7:1 ratio.

A search of all Report of Incidents revealed there was no use of deadly force from July 1, 2021, to September 30, 2021.

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

4th Quarter FY 2021 (as of September 30, 2021)

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
MID-ATLANTIC			
	MINIMUM		
		ALDERSON	13.7
		MORGANTOWN	7.6
	LOW		
		ASHLAND	10.1
	MEDIUM		
		BECKLEY	11.5
		CUMBERLAND	10.2
		GILMER	11.3
		MANCHESTER	7.6
		MCDOWELL	10.3
		MEMPHIS	9.9
	HIGH		
		BIG SANDY	5.9
		LEE COUNTY	5.2
		MCCREARY	5.9
	COMPLEX		
		BUTNER	7.0
		HAZELTON	7.9
		PETERSBERG	9.6
	MEDICAL		
		LEXINGTON	6.7
NORTH CENTRAL			
	MINIMUM		
		DULUTH	10.1
		YANKTON	9.3
	LOW		
		ENGLEWOOD	8.8
		MILAN	11.6
		SANDSTONE	9.3
		WASECA	11.1
	MEDIUM		
		GREENVILLE	10.6
		LEAVENWORTH	11.7
		MARION	10.4
		OXFORD	8.2
		PEKIN	10.6
	HIGH		
		THOMSON	3.6
	COMPLEX		
		FLORENCE	5.2
		TERRE HAUTE	6.7
	MEDICAL		
		ROCHESTER	5.3
		SPRINGFIELD	4.3
	DETENTION		
		CHICAGO	7.1

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
NORTHEAST			
	LOW		
		DANBURY	9.1
		ELKTON	10.3
		FORT DIX	14.4
		LORETTO	7.8
	MEDIUM		
		BERLIN	8.1
		FAIRTON	7.1
		MCKEAN	8.8
		OTISVILLE	5.1
		RAY BROOK	7.8
		SCHUYLKILL	9.6
	HIGH		
		CANAAN	5.4
		LEWISBURG	3.6
	COMPLEX		
		ALLENWOOD	6.3
	MEDICAL		
		DEVENS	4.5
	DETENTION		
		BROOKLYN	7.6
		NEW YORK	1.3
		PHILADELPHIA	7.0
SOUTH CENTRAL			
	MINIMUM		
		BRYAN	13.6
	LOW		
		BASTROP	9.8
		BIG SPRING	9.5
		FORT WORTH	9.8
		LA TUNA	8.0
		SEAGOVILLE	12.7
		TEXARKANA	9.9
	MEDIUM		
		EL RENO	8.0
		THREE RIVERS	11.0
	COMPLEX		
		BEAUMONT	12.8
		FORREST CITY	12.4
		OAKDALE	8.4
		POLLOCK	9.1
	MEDICAL		
		CARSWELL	9.7
	DETENTION		
		HOUSTON	6.9
	ADMIN		
		OKLAHOMA CITY	9.6

REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
SOUTHEAST			
	MINIMUM		
		MONTGOMERY	8.5
		PENSACOLA	9.3
	LOW		
		ALICEVILLE	11.4
		MIAMI FCI	9.3
		TALLAHASSEE	6.9
	MEDIUM		
		ATLANTA	4.2
		BENNETTSVILLE	12.0
		EDGEFIELD	13.9
		**ESTILL	0.7
		JESUP	8.9
		MARIANNA	6.4
		TALLADEGA	7.7
		WILLIAMSBURG	12.5
	COMPLEX		
		COLEMAN	8.3
		YAZOO CITY	13.4
	DETENTION		
		GUAYNABO	8.6
		MIAMI FDC	9.3
WESTERN			
	LOW		
		DUBLIN	8.9
		SAFFORD	9.8
		TERMINAL ISLAND	6.6
	MEDIUM		
		HERLONG	13.0
		MENDOTA	11.8
		PHOENIX	9.7
		SHERIDAN	12.0
	HIGH		
		ATWATER	5.1
	COMPLEX		
		LOMPOC	12.1
		TUCSON	4.8
		VICTORVILLE	7.5
	DETENTION		
		HONOLULU	3.3
		LOS ANGELES	5.1
		SAN DIEGO	7.1
		SEATAC	7.0

**As of September 30, 2021, 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. 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 fourth 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.

- No Bureau of Prisons facility had an Inmate to Correctional Officer ratio greater than 15:1 for Fourth Quarter.

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 fourth quarter of FY 2021.



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

FACILITY	MID-ATLANTIC REGION (MXR)						
	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	35	24	19	26	24	
Beckley FCI	15	43	25	15	32	25	
Big Sandy USP	32	43	49	32	53	49	
Butner Med I	19	36	24	20	26	21	
Butner Med II	18	51	33	16	33	28	
Butner Low	13	29	18	11	17	18	
Butner FMC	24	58	33	24	35	29	
Cumberland FCI	14	37	25	14	28	22	
Gilmer FCI	16	39	25	16	31	25	
Hazelton USP	31	52	43	30	48	43	
Hazelton FCI	14	36	27	14	31	23	
Hazelton SFF	10	21	15	9	17	14	
Lee County USP	35	60	48	35	52	48	
Lexington FMC	25	59	38	25	35	35	
Manchester FCI	14	34	21	14	28	21	
McCreary USP	34	66	46	35	55	46	
McDowell FCI	16	38	25	16	32	25	
Memphis FCI	17	51	30	17	33	28	
Morgantown FCI	9	19	11	9	13	11	
Petersburg Med	16	40	33	16	34	26	
Petersburg Low	17	22	25	18	24	19	
TOTAL MXR	413	883	623	409	690	585	



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

FACILITY	NORTH CENTRAL REGION (NCR)									
	WEEK DAYS			WEEKENDS						
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH				
Chicago MCC	16	39	23	16	25	18				
Duluth FPC	5	9	1	5	6	2				
Englewood FCI	18	39	24	18	31	22				
Florence ADX	26	77	37	26	41	42				
Florence USP	23	60	40	23	42	38				
Florence FCI	14	36	22	14	25	21				
Greenville FCI	13	36	22	13	25	22				
Leavenworth USP	19	47	31	19	27	30				
Marion USP	21	41	31	20	33	25				
Milan FCI	21	44	26	21	29	25				
Oxford FCI	19	40	23	19	30	23				
Pekin FCI	13	43	30	13	29	22				
Rochester FMC	18	42	23	18	25	21				
Sandstone FCI	15	36	21	15	24	20				
Springfield MCFP	27	72	36	28	44	34				
Terre Haute USP	156	121	78	56	87	78				
Terre Haute FCI	45	120	83	45	78	77				
Thomson AUSP	33	107	62	33	70	62				
Waseca FCI	5	12	5	5	7	5				
Yankton FPC	15	38	23	16	25	18				
TOTAL NCR	507	1021	618	407	678	587				



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

FACILITY	NORTHEAST REGION (NER)								
	WEEK DAYS				WEEKENDS				
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Allenwood USP	26	47	37	26	68	41			
Allenwood Med	17	42	24	17	30	24			
Allenwood Low	13	30	20	13	20	20			
Berlin FCI	13	36	20	13	27	20			
Brooklyn MDC	28	69	48	24	40	35			
Canaan USP	68	40	46	54	21	44			
Danbury FCI	21	41	26	21	35	26			
Devens FMC	22	68	33	20	43	33			
Elkton FCI	20	42	29	20	32	26			
Fairton FCI	17	43	24	17	32	24			
Fort Dix FCI	28	73	45	28	46	42			
Lewisburg USP	29	63	39	29	51	39			
Loretto FCI	14	33	19	15	22	17			
McKean FCI	16	47	27	16	31	26			
New York MCC	18	45	30	18	27	25			
Otisville FCI	15	34	24	15	25	24			
Philadelphia FDC	17	41	24	17	26	22			
Ray Brook FCI	13	32	22	13	24	22			
Schuylkill FCI	13	38	21	13	29	20			
TOTAL NER	408	864	558	389	629	505			



**CORRECTIONAL PROGRAMS DIVISION
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FACILITY	SOUTH CENTRAL REGION (SCR)								
	WEEK DAYS			WEEKENDS					
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH			
Bastrop FCI	12	27	20	12	20	20			
Beaumont USP	32	78	41	32	53	44			
Beaumont Med	14	40	25	14	31	24			
Beaumont Low	16	33	25	16	33	20			
Big Spring FCI	14	36	19	14	25	19			
Bryan FPC	5	12	6	5	9	6			
Carswell FMC	29	51	37	21	32	28			
El Reno FCI	16	35	25	16	25	24			
Forrest City Med	15	25	23	15	27	23			
Forrest City Low	16	23	24	16	26	24			
Fort Worth FMC	21	43	26	19	29	22			
Houston FDC	15	41	27	15	31	22			
La Tuna FCI	13	38	19	13	23	18			
Oakdale I	11	36	19	11	21	19			
Oakdale II	13	25	21	13	24	21			
Oklahoma City FTC	23	45	25	22	28	25			
Pollock USP	33	72	47	33	52	35			
Pollock FCI	14	44	26	14	33	26			
Seagoville FCI	19	41	24	19	31	22			
Texarkana FCI	14	31	18	14	26	18			
Three Rivers FCI	14	36	24	14	27	24			
TOTAL SCR	359	812	521	348	606	484			



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

FACILITY	SOUTHEAST REGION (SER)									
	WEEK DAYS			WEEKENDS						
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH	
Aliceville FCI	17	37	26	17	32	46				
Atlanta USP	20	62	37	24	38	37				
Bennettville FCI	17	42	27	17	32	27				
Coleman USP I	33	62	46	33	44	46				
Coleman USP II	34	62	46	34	48	46				
Coleman Med	15	40	26	15	31	26				
Coleman Low	16	42	30	17	28	29				
Edgefield FCI	16	45	27	16	36	27				
Estill FCI	18	35	22	18	28	22				
Guaynabo MDC	18	41	30	18	28	29				
Jesup FCI	21	54	30	21	40	30				
Marianna FCI	26	60	37	26	48	37				
Miami FCI	13	31	20	13	27	20				
Miami FDC	19	46	29	19	29	29				
Montgomery FPC	4	13	4	4	9	4				
Pensacola FPC	6	14	8	6	7	6				
Tallahadega FCI	15	36	24	15	30	24				
Tallahassee FCI	19	41	23	19	29	23				
Williamsburg FCI	16	45	26	17	31	26				
Yazoo City USP	14	51	30	14	33	30				
Yazoo City Med	14	47	25	14	32	25				
Yazoo City Low	18	35	28	18	32	28				
TOTAL SER	389	941	601	395	692	617				



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

FACILITY	WESTERN REGION (WXR)									
	WEEK DAYS			WEEKENDS						
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH	
Atwater USP	47	95	24	31	31	23				
Dublin FCI	14	34	19	14	16	18				
Herlong FCI	16	47	26	16	31	25				
Honolulu FDC	15	31	21	15	20	18				
Lompoc USP (Med)	17	33	16	17	20	16				
Lompoc Low	10	13	10	10	13	10				
Los Angeles MDC	16	37	22	16	24	22				
Mendota FCI	16	42	27	16	35	26				
Phoenix FCI	17	46	24	18	31	23				
Safford FCI	13	25	11	12	16	11				
San Diego MCC	17	38	26	17	24	25				
SeaTac FDC	15	37	26	15	27	25				
Sheridan FCI	19	46	27	20	37	27				
Terminal Island FCI	20	40	22	20	29	21				
Tucson USP	34	69	24	23	22	24				
Tucson FCI	11	25	11	12	12	12				
Victorville USP	32	79	50	32	52	48				
Victorville I	14	40	26	14	34	26				
Victorville II	14	43	30	15	35	30				
TOTAL WXR	325	820	442	333	509	430				