



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, DC 20510

Dear Madam Chairwoman:

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2022 (P.L. 117-103) 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 third quarter.

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

Sincerely,
**JOLENE
LAURIA**

 Digitally signed by
JOLENE LAURIA
Date: 2022.10.06
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Jolene Ann Lauria
Acting Assistant Attorney General
for Administration

Enclosure

**Federal Bureau of Prisons
(BOP) Inmate to Correctional
Officer Ratio
FY 2022 Third Quarter Report**

Legislative Summary

The Joint Explanatory Statement accompanying the Consolidated Appropriations Act, 2022 (P.L. 117-103), 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.*”

The following report is provided to address the request for inmate-to-correctional officer ratios for the Third Quarter of FY 2022.

Report

During the third quarter of FY 2022, there were six institutions with an inmate-to-correctional officer ratio greater than 15:1. The institutions were FCI Fort Dix, FPC Bryan, FCI Seagoville, FPC Montgomery, FCI Edgefield, and FCC Lompoc. Additional details are provided in this report.

The BOP has made the hiring of additional Correctional Officers a system-wide priority, and at one of the institutions, (FCI Edgefield) staffing has increased during the quarter. The inmate population at five of the six 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 Edgefield, there were 122 Correctional Officers on-board and 1,901 inmates as of June 30, 2022, producing the 15.6:1 ratio.

A search of all Report of Incidents revealed there was no use of deadly force from April 1, 2022, to June 30, 2022.

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

Inmate to Correctional Officers Ratio (as of June 30, 2022)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
MID-ATLANTIC			
	MINIMUM		
		ALDERSON	13.9
		MORGANTOWN	8.7
	LOW		
		ASHLAND	11.2
	MEDIUM		
		BECKLEY	12.9
		CUMBERLAND	11.4
		GILMER	13.1
		MANCHESTER	9.0
		MCDOWELL	11.1
		MEMPHIS	10.9
	HIGH		
		BIG SANDY	6.7
		LEE COUNTY	6.2
		MCCREARY	6.9
	COMPLEX		
		BUTNER COMPLEX	7.8
		HAZELTON COMPLEX	9.4
		PETERSBURG COMPLEX	11.0
	MEDICAL		
		LEXINGTON	8.0
NORTH CENTRAL			
	MINIMUM		
		DULUTH	12.0
		YANKTON	9.6
	LOW		
		ENGLEWOOD	9.5
		MILAN	12.1
		SANDSTONE	13.4
		WASECA	11.0
	MEDIUM		
		GREENVILLE	10.7
		LEAVENWORTH	10.6
		MARION	11.5
		OXFORD	10.1
		PEKIN	12.5
	HIGH		
		THOMSON	3.4
	COMPLEX		
		FLORENCE COMPLEX	5.5
		TERRE HAUTE COMPLEX	7.3
	MEDICAL		
		ROCHESTER	5.2
		SPRINGFIELD	5.0
	DETENTION		
		CHICAGO	7.0

Inmate to Correctional Officers Ratio (as of June 30, 2022)				
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO	
NORTHEAST	LOW	DANBURY	8.9	
		ELKTON	13.1	
		FORT DIX	15.4	
		LORETTO	9.0	
	MEDIUM	BERLIN	9.6	
		FAIRTON	7.0	
		MCKEAN	10.7	
		OTISVILLE	5.0	
		RAY BROOK	9.7	
		SCHUYLKILL	10.0	
		HIGH	CANAAN	5.6
			LEWISBURG	5.3
	COMPLEX	ALLENWOOD COMPLEX	7.1	
		MEDICAL	DEVENS	6.0
	DETENTION		BROOKLYN	7.0
		NEW YORK	0.0	
		PHILADELPHIA	8.0	
	SOUTH CENTRAL	MINIMUM	BRYAN	19.1
			LOW	BASTROP
		BIG SPRING		11.3
FORT WORTH		12.8		
LA TUNA		6.9		
SEAGOVILLE		15.6		
TEXARKANA		12.1		
MEDIUM		EL RENO	10.4	
		THREE RIVERS	12.8	
		COMPLEX	BEAUMONT COMPLEX	13.7
FORREST CITY COMPLEX			14.2	
OAKDALE COMPLEX			10.4	
POLLOCK COMPLEX			9.4	
MEDICAL			CARSWELL	8.5
		DETENTION	HOUSTON	6.7
ADMIN			OKLAHOMA CITY	8.1

Inmate to Correctional Officers Ratio (as of June 30, 2022)			
REGION	SECURITY LEVEL	INSTITUTION	INMATE TO CORRECTIONAL OFFICERS RATIO
SOUTHEAST			
	MINIMUM		
		MONTGOMERY	15.3
		PENSACOLA	10.0
	LOW		
		ALICEVILLE	14.6
		MIAMI FCI	10.3
		TALLAHASSEE	6.2
	MEDIUM		
		ATLANTA	5.0
		BENNETTSVILLE	13.2
		EDGEFIELD	15.6
		ESTILL *	0.8
		JESUP	9.9
		MARIANNA	9.0
		TALLADEGA	9.3
		WILLIAMSBURG	12.2
	COMPLEX		
		COLEMAN COMPLEX	9.0
		YAZOO CITY COMPLEX	13.5
	DETENTION		
		GUAYNABO	9.9
		MIAMI FDC	9.3
WESTERN			
	LOW		
		DUBLIN	9.8
		SAFFORD	10.0
		TERMINAL ISLAND	8.6
	MEDIUM		
		HERLONG	13.2
		MENDOTA	12.6
		PHOENIX	11.8
		SHERIDAN	13.2
	HIGH		
		ATWATER	5.9
	COMPLEX		
		LOMPOC COMPLEX	18.4
		TUCSON COMPLEX	5.3
		VICTORVILLE COMPLEX	8.6
	DETENTION		
		HONOLULU	3.9
		LOS ANGELES	6.3
		SAN DIEGO	8.2
		SEATAC	9.2

*As of June 30, 2022, there were 56 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 third quarter of FY 2022 is below. BOP is actively recruiting and hiring throughout the Bureau. The BOP has offered a five percent retention incentive to staff eligible on or before December 31, 2019 to retire to retain staff. Additionally, the BOP offers recruitment and relocation incentives and contracted with Accenture to market and brand the BOP to attract more candidates.

- FCI Fort Dix - Low: Inmate population decreased by 121 and Correctional Officer staffing decreased by 14 during quarter three of FY 2022. This resulted in an increase of the inmate to Correctional Officer ratio from 15.0 to 15.4 (0.4 increase).
- FPC Bryan - Minimum: Inmate population increased by 17 and Correctional Officer staffing decreased by eight during quarter three of FY 2022. This resulted in an increase of the inmate to Correctional Officer ratio from 14.3 to 19.1 (4.8 increase). Due to a temporary moratorium on designations to another facility, FPC Bryan experienced more than normal inmate arrivals.
- FCI Seagoville - Low: Inmate population increased by 91 and Correctional Officer staffing decreased by two during quarter three of FY 2022. This resulted in an increase of the inmate to Correctional Officer ratio from 14.6 to 15.6 (1.0 increase).
- FPC Montgomery - Minimum: Inmate population increased by 33 and Correctional Officer staffing decreased by two during quarter three of FY 2022. This resulted in an increase of the inmate to Correctional Officer ratio from 13.0 to 15.3 (2.3 increase).
- FCI Edgefield - Medium: Inmate population increased by 57 and Correctional Officer staffing increased by two during quarter three of FY 2022. This resulted in an increase of the inmate to Correctional Officer ratio from 15.4 to 15.6 (0.2 increase).
- FCC Lompoc - Complex: Inmate population increased by 247 and Correctional Officer staffing remained the same during quarter three of FY 2022. This resulted in an increase of the inmate to Correctional Officer ratio from 17.0 to 18.4 (1.4 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 third quarter of FY 2022.



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2022 (Updated)**

FACILITY	MID-ATLANTIC REGION (MXR)									
	WEEK DAYS			WEEKENDS						
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH	
Alderson FPC	5	14	5	5	7	5	5	7	5	
Ashland FCI	18	33	21	18	22	23	18	22	23	
Beckley FCI	21	58	36	21	43	36	21	43	36	
Big Sandy USP	33	63	48	33	54	46	33	54	46	
Butner Med I	19	35	21	19	26	21	19	26	21	
Butner Med II	18	51	31	17	32	26	17	32	26	
Butner Low	12	29	18	12	21	18	12	21	18	
Butner FMC	24	58	33	24	35	29	24	35	29	
Cumberland FCI	14	37	22	14	27	21	14	27	21	
Gilmer FCI	16	39	25	16	31	25	16	31	25	
Hazelton USP	37	67	49	37	55	49	37	55	49	
Hazelton FCI	15	37	27	15	33	27	15	33	27	
Hazelton SFF	09	20	14	09	17	14	09	17	14	
Lee County USP	34	56	51	33	47	43	33	47	43	
Lexington FMC	30	63	38	23	30	29	23	30	29	
Manchester FCI	15	45	22	14	28	21	14	28	21	
McCreary USP	34	63	46	34	55	44	34	55	44	
McDowell FCI	22	55	39	22	40	37	22	40	37	
Memphis FCI	16	48	27	16	26	26	16	26	26	
Morgantown FCI	09	19	11	09	13	11	09	13	11	
Petersburg Med	14	30	29	14	29	24	14	29	24	
Petersburg Low	16	19	21	17	21	17	17	21	17	



**CORRECTIONAL PROGRAMS DIVISION
CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2022**

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Chicago MCC	16	38	21	16	20	19
Duluth FPC	05	07	05	05	07	05
Englewood FCI	18	38	23	18	28	21
Florence ADX	30	80	45	30	50	47
Florence USP	25	60	41	26	48	42
Florence FCI	15	37	23	15	28	23
Greenville FCI	13	33	20	13	25	21
Leavenworth USP	19	55	32	18	34	31
Marion USP	21	44	26	20	33	25
Milan FCI	21	41	26	20	28	25
Oxford FCI	19	38	23	19	29	23
Pekin FCI	20	38	21	20	25	21
Rochester FMC	18	41	23	18	23	21
Sandstone FCI	15	32	20	15	24	20
Springfield MCFP	33	72	36	28	38	34
Terre Haute USP	47	59	48	34	65	48
Terre Haute FCI	28	39	28	22	32	28
Thomson A USP	32	109	63	32	68	63
Waseca FCI	12	25	24	13	18	14
Yankton FPC	05	07	05	05	07	05



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CORRECTIONAL SERVICES BRANCH
CUSTODY POST REVIEW 2022**

FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Allenwood USP	25	62	38	25	43	35
Allenwood Med	17	48	24	17	29	25
Allenwood Low	13	32	20	13	20	20
Berlin FCI	12	37	21	12	25	20
Brooklyn MDC	35	82	57	35	52	47
Canaan USP	34	74	47	34	54	47
Danbury FCI	19	38	23	19	29	23
Devens FMC	22	68	33	22	44	32
Elkton FCI	20	48	24	20	31	23
Fairton FCI	17	47	26	17	30	25
Fort Dix FCI	31	79	40	31	51	37
Lewisburg USP	30	87	46	30	59	45
Loretto FCI	14	32	19	14	24	17
McKean FCI	13	33	21	13	26	21
New York MCC	0	0	0	0	0	0
Otisville FCI	16	47	25	16	31	26
Philadelphia FDC	17	40	24	17	28	22
Ray Brook FCI	16	34	19	16	27	21
Schuylkill FCI	15	40	21	15	27	21



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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



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FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Aliceville FCI	16	34	26	16	29	26
Atlanta USP	27	64	39	25	41	36
Bennettsville FCI	16	41	28	17	32	28
Coleman USP I	33	69	48	32	51	47
Coleman USP II	33	69	48	33	51	45
Coleman Med	15	45	27	15	30	26
Coleman Low	16	40	29	16	25	30
Edgefield FCI	16	45	31	16	33	30
Estill FCI	07	20	08	07	11	08
Guaynabo MDC	23	46	30	21	30	28
Jesup FCI	21	48	29	21	38	31
Marianna FCI	18	42	28	17	33	28
Miami FCI	15	31	22	14	24	22
Miami FDC	19	45	31	19	29	32
Montgomery FPC	04	14	04	03	07	04
Pensacola FPC	04	10	04	05	06	04
Tallahadega FCI	16	40	29	15	28	27
Tallahassee FCI	20	45	25	20	30	24
Williamsburg FCI	17	46	29	17	32	24
Yazoo City USP	11	45	23	11	26	21
Yazoo City Med	16	41	25	15	31	25
Yazoo City Low	17	39	28	17	32	28



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FACILITY	WEEK DAYS			WEEKENDS		
	MORNING WATCH	DAY WATCH	EVENING WATCH	MORNING WATCH	DAY WATCH	EVENING WATCH
Atwater USP	26	71	45	26	58	45
Dublin FCI	12	28	17	12	17	17
Herlong FCI (12-hour)	16	43	13	16	32	12
Honolulu FDC	12	29	18	12	19	18
Lompoc USP (Med) (12-hour)	01	49	24	01	30	24
Lompoc Low (12-hour)	01	17	14	01	16	13
Los Angeles MDC	16	37	22	16	24	22
Mendota FCI	16	46	28	16	34	28
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	37	26	15	27	25
Sheridan FCI (8-hour)	19	46	27	19	35	26
Sheridan FCI (12-hour) Currently using	05	75	48	05	57	48
Terminal Island FCI	20	41	22	20	28	22
Tucson USP	34	68	49	34	51	44
Tucson FCI	11	25	23	11	22	17
Victorville USP	34	63	46	34	37	47
Victorville I	15	38	27	15	27	27
Victorville II	14	39	28	14	25	27