



# Department of Corrections and Community Supervision

Department of Corrections and Community Supervision

Report of Security Staffing

Annual Legislative Report

2025

**New York State Department of Corrections and Community Supervision  
Report on Security Staffing  
Pursuant to Correction Law Section 29 (subdivision 4)**

**TABLE OF CONTENTS**

---

	PAGE
INTRODUCTION .....	1
DAILY CLOSED POSTS.....	2
TABLE A.....	3
Average Daily Closed Posts	
PLOT PLAN SECURITY POSITIONS.....	4
TABLE B .....	5
Net Change for Correction Officer and Correction Sergeant Plot Plan Positions and Incarcerated Individual Population	
OVERTIME HOURS AND COSTS.....	6-7
TABLE C.....	8
Annual Overtime Hours/Costs for Correction Officers and Correction Sergeants	
TABLE D.....	9
Number of Beds and Empty Beds per Facility	

## Introduction

In accordance with Correction Law § 29(4)(a) and (4)(b), the purpose of this annual report is to provide information to the Legislature on the staffing of correction officers and correction sergeants in state correctional facilities. The report provides information about post closures, plot plan positions, security overtime for correction officers and correction sergeants and the number of beds and empty beds in New York State correctional facilities.

The numbers in this report reflect that numerous correction officers and correction sergeants of the New York State Department of Corrections and Community Supervision (DOCCS) represented by the New York State Correctional Officers and Police Benevolent Association, (NYSCOPBA) engaged in an illegal and unauthorized strike commencing on February 17, 2025, and concluded on March 9, 2025. A Memorandum of Agreement (MOA) was signed between the State of New York and NYSCOPBA to effectively end the illegal and unauthorized strike. The illegal strike had a direct impact on staffing the correctional facilities, as the number of security staff was dramatically reduced due to numerous resignations and terminations. The deployment of the New York National Guard to correctional facilities in a support posture to assist with essential operations, conjoined with the implementation of 12-hour shifts for correction officers and correction sergeants at most correctional facilities was required. The MOA provided that DOCCS would maintain 12-hour shifts for correction officers and correction sergeants until pre-strike staffing levels returned. The current Security Information Staffing Unit (SISU) computer system does not allow the proper tracking of security staff working 12-hour shifts. The current facility plot plans are based on three (3) tours of 8-hour shifts and not two (2) 12-hour shifts. The Department is currently evaluating the benefits of 8-hour schedules versus 12-hour schedules, and a blended 12/8-hour schedule. The Department is also evaluating updates to the current staffing system to accommodate the current operating schedules.

Closed post and plot plan information is provided for the report period of October 1, 2024, through September 30, 2025. Overtime data is provided for the prior fiscal year, since that is how such funding is appropriated. Information for prior time periods may be found in earlier reports on security staffing issued since 2003. As mandated, information regarding total beds and empty beds reflects totals on December 31, 2025.

The information provided in this report is based on data collected and maintained by DOCCS Central Office SISU and Classification and Movement Unit. The plot plan system produces work charts for tracking correction officer workload in each correctional facility on a daily basis. At the conclusion of each workday, chart data is transferred electronically to the SISU data base. The information in this report originates from the SISU database. The Classification and Movement Unit's locator system monitors facility populations and bed availability.

## Daily Closed Posts

Closed posts occur as a result of a function ceasing which allows staff to be utilized to offset staff vacancies, absences, additional services or overtime expenditures. Facility plot plans are designed to detail the security staff necessary for facility security and routine coverage of the incarcerated individual population. Posts (jobs) are created for security functions that must be performed such as coverage in housing units, mess halls, infirmaries, classrooms, shops, and other areas that incarcerated individuals access.

The closing of posts or utilization of overtime to staff necessary security functions are options usually reserved to accommodate unexpected situations, such as staff absences, facility emergencies, emergency medical trips, etc. The system is well managed, documented by the fact that, since 2010, the system averaged around 3% of officer posts being closed per day. For this report period, the statewide daily average number of closed posts is 38%. This number is inflated due to the illegal strike and because the current SISU system does not have the capability to accommodate the 12-hour schedules that most facilities are operating on. Generally, facilities that average a significantly higher number than the statewide daily average had either a reduction in incarcerated individual population or posts were located in an area that was temporarily closed. In this case, due to most facilities operating on two (2) 12-hour shifts instead of three (3) 8-hour shifts, and the limited programs facilities could offer because of the decreased staffing levels, facilities closed a majority of posts.

It is the Superintendent's responsibility to evaluate and adjust staff resources to maintain safety and security in an efficient and cost-effective manner. As a result, posts may be closed when job functions cease. This allows staff from the closed posts to offset staff vacancies, absences, or overtime when possible. No posts are closed that would jeopardize the safety and security of the facility.

Sergeant closed posts for this report period had a daily average of less than one and a half per facility and a statewide daily average of 10% of total sergeant posts.

Closed post data originates from facility work chart entries that are created daily. The SISU database captures the total number of hours that posts are closed daily and computes the average number of posts closed based on an eight-hour shift. It does not provide the total number of posts closed in whole or part. For example, four posts may be closed for two hours each, which computes to an average of one post closed.

Table A displays correction officer and correction sergeant total posts and the average daily full-time equivalent closed posts for each facility by security classification for the period October 1, 2024, through September 30, 2025.

<b>TABLE A</b>					
<b>DEPARTMENT OF CORRECTIONS AND COMMUNITY SUPERVISION</b>					
<b>AVERAGE DAILY CLOSED POSTS</b>					
<b>OCTOBER 1, 2024 - SEPTEMBER 30, 2025</b>					
<b>FACILITY CLASSIFICATION</b>	<b>FACILITY</b>	<b>CO PLOT PLAN POSTS</b>	<b>AVERAGE CLOSED POSTS</b>	<b>SGT PLOT PLAN POSTS</b>	<b>AVERAGE CLOSED POSTS</b>
MAX	ATTICA	333	96.25	26	2.09
MAX	AUBURN	308	178.24	26	2.76
MAX	BEDFORD HILL	227	40.01	18	1.34
MAX	CLINTON	357	212.26	26	2.89
MAX	COXSACKIE	186	109.18	17	1.57
MAX	EASTERN NY	205	46.99	15	1.36
MAX	ELMIRA	291	179.99	20	2.04
MAX	FIVE POINTS	239	145.31	19	10.98
MAX	GREEN HAVEN	318	28.65	28	4.67
MAX	SHAWANGUNK	144	4.54	9	0.18
MAX	SING SING	331	112.42	25	2.21
MAX	UPSTATE	213	83.92	19	0.79
MAX	WENDE	279	77.82	19	0.42
MED	ADIRONDACK	80	48.87	6	0.28
MED	ALBION	196	70.47	15	0.42
MED	ALTONA	70	7.57	8	0.62
MED	BARE HILL	167	100.91	13	0.82
MED	CAPE VINCENT	105	27.50	8	0.08
MED	CAYUGA	151	92.30	10	0.12
MED	COLLINS	212	136.22	17	1.13
MED	FISHKILL	403	77.19	28	4.07
MED	FRANKLIN	174	50.89	13	0.13
MED	GOVERNEUR	146	83.64	11	1.32
MED	GREENE	249	139.56	21	1.12
MED	GROVELAND	159	65.70	15	2.89
MED	HALE CREEK	53	3.81	4	0.01
MED	HUDSON	86	12.73	8	0.04
MED	MARCY	183	60.06	14	1.20
MED	MID-STATE	269	79.31	19	2.33
MED	MOHAWK	242	66.26	21	1.85
MED	ORLEANS	147	28.63	10	0.21
MED	OTISVILLE	121	33.73	9	0.39
MED	RIVERVIEW	107	24.33	8	0.04
MED	TACONIC	66	12.78	6	0.95
MED	ULSTER	149	84.15	15	1.41
MED	WALLKILL	75	31.66	7	0.37
MED	WASHINGTON	132	46.57	8	1.14
MED	WOODBOURNE	145	89.06	10	1.11
MED	WYOMING	180	109.14	14	0.49
MIN	EDGECOMBE	32	2.35	5	0.13
MIN	LAKEVIEW SHO	163	70.80	11	0.36
MIN	QUEENSBORO	73	4.26	8	0.61
<b>TOTALS</b>		<b>7,766.00</b>	<b>2,976.07</b>	<b>609</b>	<b>58.98</b>
<b>Percentage of Closed Posts</b>			<b>38%</b>	<b>10%</b>	

## Plot Plan Positions

Plot Plan documents organize security staff by posts that provide routine coverage for facility security and supervision of the incarcerated individual population. Plot Plans are unique to each correctional facility and designed to support the mission, security level designation, incarcerated individual capacity, physical plant configuration, and operational and program schedules. Plot Plans identify each post by function, shift, and the number of days per week the post is necessary. Plot Plans also reflect the number of correction officers assigned to a facility's resource pool. This group of officers is intended to cover unanticipated workload; and predominantly utilized to offset absences and securing coverage for unfunded mandates. The current plot plans do not accurately reflect the 12-hour schedules of which most facilities are operating, and almost all facility plot plans have remained the same since the beginning of the strike. The Department is evaluating updates to the current staffing system to accommodate the current operating schedules.

Facility Plot Plans are adjusted to reflect both increased and decreased numbers of security posts to meet staffing needs for statewide initiatives and individual facility adjustments. For example, if a correctional facility acquired an Intermediate Care Program (ICP) to address the mental health needs of the incarcerated population and six (6) correction officer posts were required to staff the housing and program areas, the facility Plot Plan and Budgeted Fill Level would increase by 11 in order to staff the areas daily on all necessary shifts.

From January 2000 through September 2025, the incarcerated individual population declined by 53.44% while correction officer and correction sergeant plot plan positions declined by a combined 27.69% due to consolidations and facility closures. The fact that these are not proportionate is due to the security needs which exist in the facilities regardless of the incarcerated individual population. This is most often attributed to the physical layout of the correctional facility.

Table B displays the net change in positions added to or eliminated from correction officer and correction sergeant plot plans by facility for the report period of October 1, 2024, through September 30, 2025. To best represent the population requiring security supervision, the data includes incarcerated individuals in general confinement, residential rehabilitation units, infirmary, and outside hospitals. Incarcerated individuals out to court or on temporary release are excluded because supervision is provided by other agencies, or by non-uniformed staff.

**TABLE B  
DEPARTMENT OF CORRECTIONS AND COMMUNITY SUPERVISION  
NET CHANGE FOR CORRECTION OFFICERS AND CORRECTION SERGEANTS  
PLOT PLAN POSITIONS AND INCARCERATED INDIVIDUALS POPULATION  
OCTOBER 1, 2024-SEPTEMBER 30, 2025**

FACILITY	TOTAL CO NET +/-	TOTAL SGT NET +/-	TOTAL INCARCERATED INDIVIDUAL NET * +/-
ADIRONDACK	0	0	112
ALBION	-3	0	74
ALTONA	0	0	-7
ATTICA	0	0	-50
AUBURN	7	0	49
BARE HILL	0	0	-108
BEDFORD HILLS	0	0	-4
CAPE VINCENT	0	0	-54
CAYUGA	0	0	-20
CLINTON	26	-3	58
COLLINS	0	0	-325
COXSACKIE	0	0	48
EASTERN NY	38	-5	4
EDGECOMBE	0	0	-8
ELMIRA	0	0	41
FISHKILL	3	0	-43
FIVE POINTS	0	1	295
FRANKLIN	0	0	51
GOUVERNEUR	-1	0	-25
GREEN HAVEN	1	0	70
GREENE	9	0	26
GROVELAND	0	0	6
HALE CREEK ASACTC	0	0	35
HUDSON	1	0	0
LAKEVIEW SICF	0	0	-40
MARCY	-5	0	-84
MID-STATE	10	0	-37
MOHAWK	-5	0	-15
ORLEANS	0	0	-30
OTISVILLE	0	-2	-61
QUEENSBORO	0	0	-8
RIVERVIEW	-1	0	-38
SHAWANGUNK	4	0	15
SING SING	0	0	-83
TACONIC	0	0	-3
ULSTER	0	-1	36
UPSTATE	0	0	-131
WALLKILL	0	0	47
WASHINGTON	19	0	73
WENDE	0	0	49
WOODBOURNE	4	0	51
WYOMING	0	0	104
<b>Net Change</b>	107	-10	70
<b>% Change</b>		<b>-4.54%</b>	<b>-1.11%</b>

\*  
Excludes out to court and temporary release

## Overtime Hours and Costs

DOCCS administrators have the option to authorize overtime to meet their obligation to maintain facility safety and security. Overtime is an option when there are either too few personnel or there is too much work to be accomplished by existing staff.

In fiscal year 2024-2025, the State, recognizing the need to maintain facility safety and security through the use of overtime, appropriated a state operations overtime base of approximately \$311 million for the supervision of incarcerated individuals. That paid for approximately 6,748,569 hours of overtime at the average correction officer overtime rate of \$62.58 per hour and the average correction sergeant overtime rate of \$76.30 per hour.

Funding for staff does not cover all absences. Workers' Compensation, or situations where employees may be in work status but not at their assigned posts (i.e., detached assignment correction officers detailed to the Training Academy), travel status, union business, military leave and jury duty are examples of absences not funded.

The five highest correction officer absence categories are Workers' Compensation, personal sick leave, family sick leave, detached assignment, and other leave. These absences have the biggest impact on overtime. During the last fiscal year, approximately 1.7 million staff hours were charged to sick leave absences. The funding assumes a maximum of 11 days of sick leave for each correction officer annually. During fiscal year 2024-2025, 23.5 days of sick leave were taken per correction officer, 12.50 days or 1,290,758 hours of which were unfunded using overtime expenditures.

In relation to the aforementioned leave categories, there were 4,719,132 correction officer vacancy hours for the period of October 1, 2024, through September 30, 2025, an increase of 9% compared to the same period the prior year, which had 4,287,519 vacancy hours. Vacancies are permanent positions that were not filled because of shortages of assigned staff. Since vacancies in permanent positions present a potential security risk, both post closures and overtime were used to cover the vacancies in the system to safeguard employees, the incarcerated individual population, visitors and the surrounding communities.

DOCCS used 1,882,391 staff hours to cover Workers' Compensation absences in 2024-2025, an increase of 6.38% from the prior fiscal year and an increase of 29.84% since fiscal year 2014-2015 through fiscal year 2024-2025.<sup>1</sup>

1. Absence percentages for fiscal year comparison are based on the staff hours used, divided by 8 hours per day, divided by total average correction officer resources.

## Overtime Hours and Costs (continued)

Coverage for military leave required 185,289 staff hours. The Department has long supported its employees serving in the military.

To a much lesser extent, additional workload also impacts overtime. Construction overtime was funded by capital monies but still requires significant use of staff resources. In fiscal year 2024-2025, a total of 381,225 hours was used to cover construction projects, a decrease of .32% from the prior year. These hours are far fewer than the absence hours spent on sick leave and Workers' Compensation.<sup>2</sup>

The delivery of health care to incarcerated individuals required the use of an additional 341,474 staff hours for medical trips and 365,957 hours for outside hospital posts beyond the established plot plan posts. In 2024-2025, medical trip hours decreased by 8.5% from the prior fiscal year. On-going agency efforts to contain costs include combining various clinics within a Hub, use of Telemed for medical assessments and consolidating medical trips within the Hub to use fewer officers to transport the same number of incarcerated individuals to medical appointments.

Overtime is monitored daily by the Security Information Staffing Unit in Central Office and facility superintendents. Mid-shift overtime reviews are conducted at the supervisory level on all shifts at the Hub and facility levels.

Facility reviews are continuously conducted by the Security Information Staffing Unit to evaluate overtime, staff utilization, additional services usage, preplanning practices, leave policies and schedules, local agreements, supervisor charts and post descriptions. Hub managers are trained in techniques to monitor and prioritize workload, improve staff utilization, and reduce overtime. Time and attendance audits are conducted by Central Office Personnel to monitor and improve attendance.

In addition to the daily, bi-weekly, and multiple other periods by which overtime is monitored by the Security Information Staffing Unit; overtime is also monitored by the Department's Office of Budget and Finance. Data is provided by both offices to the Department's Executive Team.

2. Workload percentages for fiscal year comparison are based on the staff hours used, divided by total average correction officer resources.

Table C displays fiscal year 2024-2025 overtime hours and costs for correction officers and correction sergeants by correctional facility security classification. Overtime rates for correction officers and correction sergeants are based on the average hourly overtime rate paid last fiscal year.

**TABLE C**  
**APRIL 1, 2024 - MARCH 31, 2025**

<b>FACILITY CLASSIFICATION</b>	<b>TOTAL CO OT/HOURS</b>	<b>CO OT Rate \$62.58</b>	<b>TOTAL SGT OT/HOURS</b>	<b>SGT OT Rate \$76.30</b>
MAX	2,851,410.50	\$178,441,269.09	254,603.45	\$19,426,243.24
MED	3,157,610.42	\$197,603,260.08	287,732.00	\$21,953,951.60
MIN	178,019.00	\$11,140,429.02	19,193.25	\$1,464,444.98
<b>TOTAL</b>	<b>6,187,039.92</b>	<b>\$387,184,958.19</b>	<b>561,528.70</b>	<b>\$42,844,639.81</b>

<b>Total Hours (CO &amp; SGT)</b>	<b>6,748,568.62</b>
<b>Total Cost (CO &amp; SGT)</b>	<b>\$430,029,598.00</b>

**TABLE D**  
**\* TOTAL NUMBER OF BEDS AND EMPTY BEDS AS OF 12/31/25**

<b>FACILITY CLASSIFICATION</b>	<b>FACILITY</b>	<b>TOTAL NUMBER OF BEDS</b>	<b>TOTAL NUMBER OF EMPTY BEDS</b>
MAX	ATTICA	2136	158 (100)
MAX	AUBURN	1713	94 (423)
MAX	BEDFORD HILLS	836	165 (12)
MAX	CLINTON	1960	173 (132)
MAX	COXSACKIE	870	38
MAX	EASTERN NY	972	28
MAX	ELMIRA	1762	101
MAX	FIVE POINTS	1445	44
MAX	GREEN HAVEN	2057	143
MAX	SHAWANGUNK	524	39
MAX	SING SING	1708	82
MAX	UPSTATE	1143	98 (177)
MAX	WENDE	911	70
MED	ADIRONDACK	405	10 (89)
MED	ALBION	1077	79 (396)
MED	ALTONA	414	19 (150)
MED	BARE HILL	1434	121 (700)
MED	CAPE VINCENT	734	36 (200)
MED	CAYUGA	938	27 (100)
MED	COLLINS	1118	104 (307)
MED	FISHKILL	1876	72 (141)
MED	FRANKLIN	1449	32 (450)
MED	GOUVERNEUR	932	42 (100)
MED	GREENE	1564	33 (200)
MED	GROVELAND	996	40 (226)
MED	HALE CREEK ASACTC	420	131 (84)
MED	HUDSON	276	109
MED	MARCY *	1028	126 (100)
MED	MID-STATE	1459	84 (160)
MED	MOHAWK **	1316	50 (108)
MED	ORLEANS	954	54 (142)
MED	OTISVILLE	618	24
MED	RIVERVIEW	742	40 (200)
MED	TACONIC	387	45 (118)
MED	ULSTER	674	82 (50)
MED	WALLKILL	536	16
MED	WASHINGTON	728	39
MED	WOODBOURNE	848	59
MED	WYOMING	1430	20 (250)
MIN	EDGECOMBE	25	11
MIN	LAKEVIEW SICF	882	275 (79)
MIN	QUEENSBORO	256	69 (8)

\* Marcy RMHU is included in these figures

\*\* Walsh RMHU is included in these figures

( ) These represent additional empty beds that are currently unstaffed and consolidated, can be used if necessary, with staff assignment

Prepared by:

Security Information  
Staffing Unit  
January 2026