

Message from the Attorney General

Crime rates in the United States have been dropping significantly for more than 6 years. While criminologists tell us that this trend is due to many factors, surely one of the most important is the hard work and dedication of thousands of law enforcement officers across the Nation. These brave and dedicated men and women, representing Federal, State, local, and tribal law enforcement agencies, have made enormous strides—in basic police work, investigation technologies and techniques, sharing of information among agencies, gathering and preserving evidence to ensure successful prosecutions, and incarcerating dangerous and violent offenders.

While I am extremely proud of all of these enforcement efforts, I am equally proud of our efforts to head off future criminality by breaking the cycles of crime and violence. We are striving to eliminate the child abuse, spouse abuse, and hate crimes that not only cause terrible suffering, but teach children that violence is a way to solve problems. We are providing alternatives to the gangs that inculcate our youth into a subculture of drugs and violence. We are enhancing drug treatment efforts. We have created and expanded programs that target those individuals most at-risk for crime. And, through the national background check system, we are continuing our efforts to keep firearms out of the hands of criminals.

The Federal Bureau of Prisons (BOP) plays a vital role in Federal law enforcement, not only by incarcerating offenders, but also by helping to break the cycle of crime. First and foremost, the BOP protects public safety by ensuring that Federal offenders serve their sentences. Through imprisonment, the BOP helps deter criminal activity by showing actual, as well as potential offenders the consequences of crime. To help break the cycle of crime, the BOP provides a range of education and self-improvement programs to help inmates adopt a crime-free lifestyle when they return to the community.

For example, the BOP offers education, vocational training, and prison industries programs to build offenders' knowledge and skills and increase the chances that they will find and keep legitimate employment in the community after release. Sound research has shown that these programs significantly reduce recidivism. Research also shows that they help prison staff operate safe and secure institutions, because inmates participating in such programs are much less likely to be involved in serious misconduct.

In addition, the BOP offers a variety of programs to help inmates develop the social and family skills they need to break the cycle of violence in their personal lives. These include anger management programs to help inmates find appropriate ways to express themselves and deal with problems, parenting programs to teach male and female inmates appropriate ways to raise and interact with their children, and counseling programs to help inmates avoid the relationships and lifestyles that may have contributed to their criminal activity.

One initiative I want to highlight is the BOP's residential substance abuse treatment program. The BOP operates 42 residential substance abuse treatment programs. These are designed to help offenders with moderate to serious substance abuse histories break their dependence on drugs or alcohol, which in turn will help to break the cycle of drug use and crime. Preliminary data from a long-term study conducted by the Bureau with the support of the National Institute on Drug Abuse shows that released inmates who participated in the residential drug abuse program were substantially less likely to be re-arrested or take illegal drugs than inmates who did not undergo residential treatment. Specifically, Federal inmates who underwent treatment were 73 percent less likely to be re-arrested in the first 6 months after release than untreated inmates. Inmates who received treatment were also 44 percent less likely than those who had not received treatment to be detected for drug use within the first 6 months of their release. The findings are especially encouraging because the first 6 months of an offender's release to the community may be the time at which he or she is most likely to resume a criminal or drug abusing lifestyle. The findings suggest that drug abuse treatment assists inmates during this period of reintegration into the community.

These are just some examples of what BOP staff are doing to preserve public safety, both while offenders are in prison and after they return to the community. The employees of the BOP—the officers, secretaries, counselors, teachers, work supervisors, health care professionals, and the many others—deserve our thanks and our praise for the work they perform every day to ensure that our communities are safe and to break the cycle of crime.

Janet Reno

Message from the Director

The *State of the Bureau: Accomplishments and Goals* provides the reader with a review of the Bureau of Prisons' major accomplishments during fiscal year 1998 and our goals and objectives for fiscal year 1999. It also provides an overview of our facilities and some general data on our inmate population and our staff. As in past years, the *State of the Bureau* begins purposefully with our mission statement and our core values.

Our mission statement relates, in as concise a way as possible, what we do in the Bureau of Prisons. All of our accomplishments over the last year, and all of our goals and objectives for the future, are related to our mission. Our core values provide a further understanding of who we are. They represent the fundamental values to which we, as an agency, historically have been committed. Our goals and objectives are also related to how we expect the Bureau to function in the future.

This year, we add our vision statement to the *State of the Bureau*. The vision statement will serve as a constant reminder of the need to move forward, toward what we aspire to become as an organization. It is designed to help us challenge ourselves to strive for a level of accomplishment that is currently out of reach, but that we know we can and should pursue. The Bureau's vision includes eliminating violence, predatory behavior, gang activity, and inmate use of drugs and weapons in our facilities; creating a respectful, safe, ethical, and discrimination-free work environment for staff; being the best value provider of efficient, safe, and humane correctional services and programs in America; and being regarded as a model of outstanding public administration.

Part of our mission is to operate safe, secure institutions. The accomplishments related to the security part of our mission include the things we need to have happen, such as prison construction, as well as those things we want to prevent from happening, such as inmate violence. In 1998, we completed the year without any escapes from our secure institutions, without any major disturbances, without any life-threatening injuries or fatalities to our staff in the line of duty,

and with significantly fewer inmate assaults. The absence of problems related to public safety and to the safety of staff and inmates was *created* through a lot of hard work from our employees, and it was accomplished while our inmate population was growing faster than at any time in our history. The safety and security that prevailed at our institutions is attributable to the consistently outstanding work and professionalism of the employees of the Bureau of Prisons.

It is through the professionalism and hard work of our staff and the major accomplishments I have just noted that we earn the trust and confidence of the public. We further that public trust and confidence by providing inmates with a range of appropriate work, education, vocational training, substance abuse treatment and other life skills programs while they are in our custody. The vast majority of Federal prisoners will return to the community at some point. We provide programs to help inmates develop the personal and work-related skills they will need to return to the community as productive, law-abiding citizens. This is the second major component of our mission—providing inmates with opportunities for self-improvement. The *State of the Bureau* provides a more detailed description of all of our goals and accomplishments.

Another way that we earn public trust is by keeping the public informed about our programs, services, and operations. We accomplish this by providing accurate and informative responses to inquiries from the Congress, the media, and other constituencies; by sponsoring community relations boards at our institutions, by inviting volunteers into our prisons, by organizing facility tours, and by updating and enhancing our Internet website. Through all of these means, and through this publication, we invite the American people to become better acquainted with the Federal Bureau of Prisons.

Kathleen Hawk Sawyer

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Bureau of Prisons Fundamentals

Mission Statement

The Federal Bureau of Prisons protects society by confining offenders in the controlled environments of prisons and community-based facilities that are safe, humane, cost-efficient, and appropriately secure, and that provide work and other self-improvement opportunities to assist offenders in becoming law-abiding citizens.

Cultural Anchors/Core Values

■ *Bureau Family*

The Bureau of Prisons recognizes that staff are the most valuable resource in accomplishing its mission, and is committed to the personal welfare and professional development of each employee. A concept of “family” is encouraged through healthy, supportive relationships among staff and organization responsiveness to staff needs. The active participation of staff at all levels is essential to the development and accomplishment of organizational objectives.

■ *Sound Correctional Management*

The Bureau of Prisons maintains effective security and control of its institutions utilizing the least restrictive means necessary, thus providing the essential foundation for sound correctional management programs.

■ *Correctional Workers First*

All Bureau of Prisons staff share a common role as correctional worker, which requires a mutual responsibility for maintaining safe and secure institutions and for modeling society’s mainstream values and norms.

■ *Promotes Integrity*

The Bureau of Prisons firmly adheres to a set of values that promotes honesty and integrity in the professional efforts of its staff to ensure public confidence in the Bureau’s prudent use of its allocated resources.

■ *Recognizes the Dignity of All*

Recognizing the inherent dignity of all human beings and their potential for change, the Bureau of Prisons treats inmates fairly and responsively and affords them opportunities for self-improvement to facilitate their successful re-entry into the community. The Bureau further recognizes that offenders are incarcerated as punishment, not for punishment.

■ *Career Service Orientation*

The Bureau of Prisons is a career-oriented service, which has enjoyed a consistent management philosophy and a continuity of leadership, enabling it to evolve as a stable, professional leader in the field of corrections.

■ *Community Relations*

The Bureau of Prisons recognizes and facilitates the integral role of the community in effectuating the Bureau’s mission, and works cooperatively with other law enforcement agencies, the courts, and other components of government.

■ *High Standards*

The Bureau of Prisons requires high standards of safety, security, sanitation, and discipline, which promote a physically and emotionally sound environment for both staff and inmates.

Vision Statement

The Federal Bureau of Prisons, judged by any standard, is widely and consistently regarded as a model of outstanding public administration, and as the best value provider of efficient, safe and humane correctional services and programs in America. This vision will be realized when...

The Bureau provides for public safety by assuring that no escapes and no disturbances occur in its facilities. The Bureau ensures the physical safety of all inmates through a controlled environment which meets each inmate’s need for security through the elimination of violence, predatory behavior, gang activity, drug use, and inmate weapons. Through the provision of health care, mental, spiritual, educational, vocational and work programs, inmates are well prepared for a

productive and crime free return to society. The Bureau is a model of cost-efficient correctional operations and programs.

Our talented, professional, well trained, and diverse staff reflect the Bureau's culture and treat each other fairly. Staff work in an environment free from discrimination. A positive working relationship exists where employees maintain respect for one another. The workplace is safe, and staff perform their duties without fear of injury or assault. Staff maintain high ethical standards in their day-to-day activities. Staff are satisfied with their jobs, career opportunities, recognition, and quality of leadership.

Customer Service Plan

President Clinton signed Executive Order 12862 "Setting Customer Service Standards" on September 11, 1993. This order required each agency to develop service standards in order to carry out the principles of the National Performance Review.

Customer Service Standards

The Federal Bureau of Prisons protects society by confining offenders in the controlled environments of prisons and community-based facilities that are safe, humane, cost-efficient, and appropriately secure. Committed to maintaining a healthy partnership with the community, the BOP will:

■ In the event of an inmate escape from a Federal institution, notify Federal and local law enforcement officials immediately and furnish them with the details of the escape and the identity of the escapee.

■ At least 5 days prior to releasing an inmate with prior convictions for a drug trafficking crime or a crime of violence, notify the State and local law enforcement officials of jurisdiction.

■ Notify the victim/witness of the following inmate activities within the specified time frames:

⇒ Initial designation: 30 days.

⇒ Death: 30 days.

⇒ Parole hearing: 60 days prior to the hearing.

⇒ Release to the community: 60 days prior.

⇒ Furlough: as early as possible before the actual furlough date (by phone if necessary).

⇒ Transfer to a halfway house: upon acceptance at the halfway house with the acceptance date.

FY 1998: The Year in Review

Introduction

The Federal Bureau of Prisons (BOP) uses a strategic planning approach to management. Strategic planning is driven by the BOP's Mission and Vision Statements, which are supported by six broad correctional goals. Each of the six goals is supported by specific objectives. The Bureau's Executive Staff holds quarterly planning sessions to review the organization's progress toward meeting its annual goals and objectives. The planning sessions ensure that the agency's strategic goals continue to meet the needs of society and reflect the vision and mission of a modern correctional agency and the challenges confronting the Bureau. The BOP's current strategic plan reflects major issues that face the agency, both today and for years to come.

The following is an overview of the Bureau's FY 1998 accomplishments, arranged according to the Bureau's six national goals.

Population Management

The BOP will proactively manage its offender population to ensure safe and secure operations.

■ At the end of FY 1998, the Bureau's inmate population was 122,316. Of this total, 108,207 were housed in BOP facilities, and 14,109 were housed in contract correctional and detention facilities.

Through its ongoing construction and expansion program, the Bureau added 3,029 beds at facilities it operates, for a total rated capacity of 86,051. However, the growth of the inmate population outpaced the increase in bedspace, and the BOP's crowding rate increased for the first time in several years. The overall crowding rate increased by 4 percent from 22 percent to 26 percent during FY 1998. (Crowding at the high- and medium- security institutions was significantly higher at 56 percent and 48 percent, respectively.)

The majority of new BOP bedspace was added through the construction and opening of satellite camps in Beaumont, Texas; Coleman, Florida; and Edgefield, South Carolina; and through the continued activation of the Federal Correctional Institution (FCI) in Yazoo City, Mississippi; FCI Elkton, Ohio; FCI Forrest City, Arkansas; the United States Penitentiary (USP) in Beaumont, Texas; the Federal Detention Center (FDC) in SeaTac, Washington; and the Federal Medical Center (FMC) in Carswell, Texas.

Also activated were 2,048 beds at the Correctional Institution in Taft, California, which is owned by the BOP but managed by a private contractor.

There were 19 facilities under some phase of development at the Fiscal Year's end; these will provide an additional 21,163 beds by the year 2003.

Construction continues at: FMC Butner, North Carolina; FDC's in Brooklyn, New York; Philadelphia, Pennsylvania; and Houston, Texas; and an FCI in Victorville, California.

Other projects include: FMC Devens, Massachusetts; FCI Beaumont, Texas; FCI Edgefield, South Carolina; USP Pollock, Louisiana; FCI Petersburg, Virginia; USP Coleman, Florida; USP Lee County, Virginia; FDC Hawaii; USP Atwater (formerly Castle AFB), California; FCI Glenville, West Virginia; USP McCreary County, Kentucky; USP Canaan, Pennsylvania; USP Big Sandy, Kentucky; and an FCI in South Carolina.

■ During FY 1998, the BOP continued its efforts to comply with the National Capital Revitalization and Self-Government Improvement Act of 1997. Part of this statute mandates that all DC Code felony offenders sentenced to a term of imprisonment (approximately 7,000 individuals) be transferred from facilities operated by the District of Columbia Department of Corrections (DC DOC) to correctional facilities operated or contracted for by the BOP by December 31, 2001.

During FY 1998, the BOP accepted 173 female inmates, 40 minimum-security male inmates, 201 low-security male inmates, and 30 special management cases from the DC DOC. The BOP agreed to confine 200 high-security inmates until DC DOC's contract beds in Virginia

Department of Corrections facilities become available. Including approximately 450 DC offenders the BOP previously agreed to accept at the request of the DC DOC, the BOP has accepted more than 900 DC offenders into its custody since August 1997.

During FY 1998, the BOP initiated the process of procuring 2,200 private sector beds to house a portion of the DC felony offender population. The National Capital Revitalization and Self-Government Improvement Act of 1997 stipulates that the BOP must house at least 2,000 of the DC sentenced felony population in private contract facilities by December 31, 1999.

■ The BOP has actively encouraged non-citizen inmates to apply for international treaty transfers to their native countries. This allows foreign national inmates to serve their prison terms in facilities nearer their families while, at the same time, decreasing the U.S. Government's cost of housing noncitizen offenders.

In FY 1998, under the auspices of the Department of Justice (DOJ) Prisoner Exchange Program, the BOP worked with the Office of Enforcement Operations and the U.S. Marshals Service to return 208 foreign inmates from BOP facilities to 12 different countries and 47 American citizens from foreign prisons to the United States. Transferred inmates will complete their sentences in their native countries.

■ The number of offenders in community corrections centers increased from 6,250 at the end of FY 1997 to 6,765 at the end of FY 1998, an increase of 8 percent. During FY 1998, more than 75 percent of all BOP releases (some 21,000 offenders) went through community-based transitional programs; approximately 90 percent completed the programs successfully.

Human Resource Management

The BOP will have a competent and representative workforce meeting the organization's needs up to and beyond the year 2000.

■ To keep pace with its ever-expanding inmate population and adequately staff new facilities, the BOP hired more than 2,500 new employees in FY 1998, bringing the total staff complement to 32,602 by year's end.

■ During the fiscal year, 2,044 employees completed the Introduction to Correctional Techniques course at the Staff Training Academy in Glynco, Georgia; 10,008 completed courses at the Management and Speciality Training Center in Aurora, Colorado; 758 completed courses at the Staff Training Academy in Artesia, New Mexico; and 30,114 completed Annual Refresher training at their offices or institutions.

■ The BOP established a Diversity Management Workgroup in FY 1998 to de-

termine the best method of providing staff with a greater understanding of the benefits of a diverse workforce. The BOP's specialty training objectives, policies, and procedures were adjusted to institutionalize diversity management as a core principle of effective correctional management. Each institution now has a certified diversity management instructor.

■ The BOP continues to work diligently to support the Welfare-to-Work Program. Ninety-eight percent of FY 1998 Welfare-to-Work positions have been filled.

■ In FY 1998, the BOP created a new position for full-time ombudsman. This person will manage an informal, confidential process through which employees can explore resolutions to work related concerns.

■ In accordance with the National Capital Revitalization and Self-Government Improvement Act of 1997, the BOP established a Priority Consideration Program for DC Department of Corrections (DC DOC) employees who will be displaced as a result of the transfer of DC Code felons to the custody of the BOP. Under this program, the BOP will give DC DOC employees priority consideration for BOP vacancies, as long as they meet the same standards as other new hires.

■ In FY 1998, the BOP established a Human Resource Automation Section to select, customize, and maintain human resource software that will automate and

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significantly streamline essential personnel tasks. The software is expected to improve customer service while decreasing the demands on human resource professionals to complete routine, paper intensive tasks.

■ During the fiscal year, the BOP was tasked with providing clear, relevant information to its more than 4,800 employees who were eligible to transfer from the Civil Service Retirement System (CSRS) to the Federal Employees Retirement System (FERS) during an open season mandated by Congress. Two national training sessions were held for human resource professionals; these staff returned to their institutions and held local training sessions so that eligible staff could make an informed decision regarding the transfer. More than 12 percent of eligible staff elected to transfer from CSRS to FERS. This was well above the governmentwide average of 1 percent.

■ The BOP's Management Preference Profile System (MPPS), an automated system developed in-house, continued to provide the Bureau's Executive Staff with a "BOP resume" on 4,000 mid-level and upper-level employees (grades 12 and above). This unique system provides the BOP's Executive Staff with ready access to position histories, mobility preferences, position preferences, performance evaluations, and other personnel data so that informed decisions can be made when selecting senior agency staff.

Security and Facility Management

The BOP will maintain its facilities in operationally sound conditions and in compliance with security, safety, and environmental requirements.

■ During FY 1998, the BOP's total inmate population grew by more than 10,000 inmates—the largest 1-year increase in the history of the agency. Despite this fact, there were no escapes from secure (low-, medium-, high-, and administrative-security) BOP institutions during the year, there were no major disturbances at any of the BOP's institutions, and no staff suffered life-threatening injuries or lost their lives in the line of duty.

The Bureau's escape rate from secure institutions has shown a steady and significant decline over the past several years. The rate per 5,000 inmates has dropped from 16.2 in 1982, to 2.3 in 1987, to 0.2 in 1992 to zero in 1997 and 1998. The significant reduction of escapes is the result of a long-term emphasis on security enhancements at all BOP institutions. The Bureau has improved lighting patterns, fortified fences, enhanced escape detection systems, modified patrol patterns, improved key and tool control, increased staff training, and made countless other modifications to increase security and protect the safety of staff, inmates, and the general public.

■ While prevention has an enormous impact on the safety and security of BOP institutions, preparation for actual emergencies is also critical. The BOP continues to take a proactive approach to crisis management through training programs for its Special Operations Response Teams (SORT's), Disturbance Control Teams (DCT's), and Hostage Negotiation Teams (HNT's).

To enhance its ability to deal with potential internal disruption in its operations, intensive, week-long crisis management maneuvers and training were held in each of the Bureau's 6 regions, involving all 53 SORT's and 69 HNT's. During these training exercises, wardens, associate wardens, captains, and SORT and HNT leaders received training in command and control operations during a crisis situation. All DCT's received training and certification at their respective institutions.

The BOP maintains a Memorandum of Understanding with the Federal Bureau of Investigation (FBI) concerning hostage situations or other criminal actions that require FBI presence at a BOP institution. In October 1997, the BOP and FBI conducted a mock emergency exercise involving an escape attempt/hostage situation at the Federal Correctional Complex in Florence, Colorado. During the 40-hour mock exercise, BOP and FBI intelligence experts, hostage negotiators, and tactical staff managed the situation and brought it to a successful resolution. State and local law enforcement agencies also participated in this training.

■ Utilizing a \$1.6 million grant from the Office of National Drug Control Policy (ONDCP), the BOP purchased and began pilot testing 28 ion spectrometry drug detection systems at various Federal prisons in 1998. The BOP uses this equipment to test for trace amounts of drugs (on visitors' hands, clothing, or possessions), which would indicate recent handling or use of illegal drugs. Those who test positive are not permitted to visit inmates. During a small-scale pilot at two institutions, approximately 4,000 visitors were tested, and about 200 tested positive. An additional 450 potential visitors departed the institutions without being tested upon learning that the device was in use. The National Institute of Corrections is awarding an additional \$4.4 million in ONDCP funds to State departments of corrections to demonstrate a variety of drug interdiction strategies.

■ During FY 1998, the Bureau enhanced its efforts to prevent inmates from continuing their criminal activities while incarcerated. A major focus was placed on reducing inmate telephone abuse.

The BOP records all inmate telephone calls (except those protected by attorney-client privilege) for institution security purposes. This can result in law enforcement officials gaining access to intelligence and/or evidence of criminal activity. The BOP dramatically increased its monitoring of inmate telephone calls, especially for inmates whose criminal backgrounds suggest the potential to conduct criminal activity over the phone. The

BOP formalized a process through which law enforcement agencies may request transactional data (time and date, number called, duration of the call, etc.) on inmate telephone calls. The BOP also formalized a process through which Federal prosecutors and law enforcement officials can notify the BOP regarding "inmates of greatest concern," so that the BOP can provide extra scrutiny of these offenders' telephone calls and mail.

In FY 1998, the BOP created two new disciplinary offenses: one for using telephones for criminal activity, and one for serious, but noncriminal abuses of the telephones. The BOP is currently developing rules language for implementation.

■ In response to a BOP request, Congress provided funding for 22 additional BOP intelligence positions in its FY 1998 appropriation. This will allow the BOP to establish two-person intelligence teams to work with Safe Streets Task Forces in nine metropolitan areas, to assign two positions to the Intelligence Section in the Bureau's Central Office, one position to the interagency Sacramento Intelligence Unit in California, and one position to the FBI's Counterterrorism Section.

The permanent intelligence liaison position in the FBI Counterterrorism Center at FBI Headquarters provides a means of identifying the capabilities and backgrounds of terrorists coming into BOP custody, and more effectively deter their continued activity once incarcerated.

Through its Sacramento Intelligence Unit, the BOP provides continuing support to and liaison with Federal, State, and local law enforcement and correctional agencies, with a special focus on prison and street gang activities.

The BOP also maintains a position at the National Drug Intelligence Center, which provides a similar focus on drug cartels, street-level drug trafficking organizations, and gangs that use drug distribution as a primary criminal enterprise.

These interagency efforts will greatly improve the BOP's ability to identify the capabilities and backgrounds of inmates coming into BOP custody, while also providing liaison with Federal, State, and local law enforcement staff in support of their efforts to fight crime.

During FY 1998, the Bureau conducted several national training events for BOP intelligence staff and other law enforcement personnel.

Correctional Leadership and Effective Public Administration

The BOP will manage its operations and resources in a competent and effective manner which encourages creativity and innovation in the development of exemplary programs, as well as excellence in maintaining the basics of correctional management. The BOP continually strives toward improvements in its effective use of resources and its efficient delivery of services.

■ During FY 1998, 18 General Accounting Office (GAO) or DOJ Office of Inspector General (OIG) audits were initiated, and 15 were successfully closed. A total of 38 GAO or OIG audits were active during FY 1998. Through successful resolution of these audits, the BOP demonstrated that it continues to function at acceptable levels of fiscal responsibility and effective public administration.

The BOP conducted 25 Institution Character Profiles in FY 1998. Institution Character Profiles, which are derived from interviews of staff, inmates, non-BOP law enforcement officials, and citizens, provide administrators with feedback on constituents' perceptions about the management, safety, and community presence of each institution.

During FY 1998, a total of 485 program reviews (internal audits) were conducted to assess program performance and compliance with established policies and procedures in community corrections offices, institutions, regional offices, and the Central Office. The program review process allows each division to evaluate its progress toward the accomplishment of the BOP's mission.

■ In FY 1998, 27 institutions received initial accreditation or reaccreditation from the American Correctional Association (ACA). ACA accreditation provides external certification that Federal prisons provide decent living conditions, offer adequate programs and services, and accommodate inmates' constitutional

rights, by ensuring compliance with more than 450 adult correctional standards developed by corrections professionals. Currently, 66 institutions maintain accreditation status, and another 16 are pursuing accreditation.

■ In FY 1998, the BOP continued to serve victims of crime through Victim/Witness notification. Under the Victim/Witness program, certain inmates are identified as potential ongoing threats to specific victims or witnesses in the community. In order to protect their safety, the BOP keeps these victims and/or witnesses informed about significant changes in these inmates' incarceration status, such as the date and location of initial incarceration, and any release plans, such as a parole decision, a community corrections center placement, or an expiration of sentence. Through September 1998, the BOP monitored 3,959 inmates, with a total of 12,659 identified victims.

■ The BOP has initiated victim awareness pilot projects at community-based comprehensive sanctions centers in Baltimore, Maryland, and Tampa, Florida. These programs use a variety of techniques, including discussions with panels of crime victims, to help offenders understand the enormous impact that crime has on individual victims and the community at large.

■ In FY 1998, nearly \$5.9 million in court ordered obligations was collected from inmates through the Inmate Financial Responsibility Program. The major-

ity of these funds are distributed, through U.S. Attorney's Offices and the Department of Justice's Crime Victims Fund, to victim assistance and support groups or as direct compensation to victims for losses resulting from crimes.

■ During FY 1998, the BOP made significant progress in its efforts to make its policies available to the public via the Internet. Almost all BOP Program Statements (policies) are posted on the BOP website, providing the public with faster, easier access to important information, and reducing costs associated with responding to individual Freedom of Information Act (FOIA) requests. The FOIA/Policy section of the BOP website also contains an electronic FOIA request form. By using this form, individuals can transmit their FOIA requests instantly and at no cost.

■ The BOP provides essential medical, dental, and mental health care to all inmates in Federal prisons. In FY 1998, there were 1.1 million medical encounters between inmate patients and BOP or contract health care professionals.

The care provided in BOP institutions is consistent with community standards. In FY 1998, 3 BOP institutions received initial accreditation from the Joint Commission on Accreditation of Healthcare Organizations (JCAHO), bringing the total number of JCAHO accredited facilities to 90.

■ Over the past 3 years, the BOP has participated in a cooperative effort with

the National Institute of Justice's Office of Science and Technology, the Department of Defense's Advanced Research Projects Agency, and the Veterans Administration (VA) Hospital in Lexington, Kentucky, to study telemedicine technology as a means of reducing costs and enhancing security by reducing the need to transport inmates to community healthcare facilities.

During the pilot, inmates at FCI Allenwood (Medium), USP Allenwood, USPLewisburg, and FMC Lexington received medical consultations from specialists at the VA Hospital in Lexington. These consultations were carried out remotely, using videoconferencing technology. During the demonstration period, 1,321 consultations were conducted.

Independent researchers who studied this pilot program found that 35 trips to local specialists were avoided; 13 to 14 transfers by air charter were averted; the initial financial commitment for equipment and telephone lines was recovered during the pilot program; and monthly savings would presumably accrue thereafter (particularly in psychiatric and dermatology consulting). Based on the results of this demonstration, the BOP will study the feasibility of implementing telemedicine more broadly.

■ By the end of FY 1998, more than 9,600 community volunteers were working in BOP institutions and contract community corrections centers. Community volunteers augment BOP programs by

teaching literacy skills, providing spiritual guidance, sponsoring music and art programs, and modeling mainstream community values.

Realizing that volunteerism is a two-way street, BOP staff spend thousands of hours volunteering in the communities that host BOP institutions. BOP staff are involved in literacy campaigns, church activities, blood drives, little league, scouting, food and clothing drives, efforts to help young people avoid drugs and crime, and many other charitable and community service activities in their home communities. Through the Combined Federal Campaign, BOP staff give hundreds of thousands of dollars each year to local, national, and international charities.

Inmates also participate in volunteer programs, such as quilting, crocheting, and knitting items to donate to hospital and rehabilitation facilities; and designing, building, and donating toys to needy children. By working with national organizations, such as Habitat for Humanity, offenders build or repair homes for families and senior citizens with limited incomes.

Inmate Programs and Services

The BOP provides services and programs to address inmate needs, providing productive use-of-time activities, and facilitating the successful reintegration of inmates into society, consistent with community expectations and standards.

■ Federal law requires all sentenced inmates in Bureau custody to work (with the exception of those who for security, educational, or medical reasons are unable to do so). One of the Bureau's most important correctional programs is Federal Prison Industries (FPI), a wholly-owned Government corporation that produces goods and services for sale primarily to the U.S. Government. Inmates who work in prison industries factories learn marketable job skills, develop a strong work ethic, and are less likely to engage in prison misconduct. Research has demonstrated that inmates who were employed by FPI are less likely to revert to criminal behavior after release.

During FY 1998, FPI employed approximately 20,000 inmates, representing about 25 percent of the sentenced Federal inmate population that is eligible to work in prison industries. The Post Release Employment Project (PREP), a 12-year comprehensive study of the long term impact of prison industries and vocational training, found that FPI training programs improve institution behavior, lower recidivism rates, and increase job-related success for prisoners after their release. Specifically, the study found that inmates who worked in industries were 24 percent less likely to recidivate and inmates who participated in vocational training were 33 percent less likely to recidivate within 8 to 12 years after release.

During FY 1998, FPI activated five new factories at the following locations to keep pace with the population growth and

to keep inmates productively occupied: FCI Edgefield, FCI Elkton, FCI Waseca, FMC Carswell, and the Correctional Institution at Taft, California. This brought the total number of factories to 101. Initial figures for FY 1998 show that FPI's net sales reached \$534 million, compared to \$512 million for FY 1997 and \$495 million for FY 1996.

FPI continues to offer its diverse line of products and services to Federal Government customers. By employing as many inmates as possible, FPI contributes significantly to the safety and stability in BOP institutions. At the same time, through product diversity and other measures, it strives to minimize any undue adverse impact on private sector businesses.

■ During FY 1998, BOP inmates spent more than 11 million classroom hours in such programs as literacy, occupational and vocational training, English-as-a-Second-Language, parenting, health promotion/disease prevention, release readiness, and adult continuing education. On a typical day, approximately 35 percent of the inmate population is involved in one or more of the programs listed above.

The Bureau has had a 40-percent increase in GED enrollments since August 1997. In November 1997, the Bureau implemented provisions in the Violent Crime Control and Law Enforcement Act and the Prison Litigation Reform Act. These two laws make good conduct time awards for inmates without a high school diploma or GED credential contingent

upon enrollment and satisfactory progress in the GED program. In August 1997, 9,971 inmates, or 11 percent of the designated inmate population, were enrolled in the GED program. As of December 1998, 13,987 inmates, or 14 percent of the designated inmate population, were enrolled.

■ The BOP's Inmate Placement Program coordinated mock job fairs in 14 different Federal prisons during FY 1998. More than 550 inmates and 213 volunteers (company recruiters and other community agencies) participated. To date, roughly 1,200 Federal prisoners and more than 300 community partners have been involved in the mock job fairs since the program's establishment in October 1996.

■ Approximately 30 percent of Federal inmates have histories of moderate to severe drug abuse. In order to reduce the number of inmates who return to drug abuse and criminal lifestyles upon release, the Bureau operates drug treatment programs for inmates who need them. Included are residential programs (where inmates live in housing units devoted to drug treatment activities), a variety of nonresidential programs (for inmates in the general population), and aftercare programs.

During FY 1998, the BOP provided residential drug abuse treatment to 10,006 inmates, for a total of 38,402 inmates since 1990. An interim report from an ongoing evaluation of BOP residential drug abuse treatment showed that indi-

viduals who completed residential treatment were 73 percent less likely to be arrested for a new offense and 44 percent less likely to test positive for drug use during the first 6 months after release.

Approximately 37 percent of all inmates in BOP contract community corrections centers are enrolled in transitional drug abuse treatment programs. A total of 6,951 inmates participated in community-based drug treatment programs during FY 1998; this represents a 31 percent increase over the FY 1997 figure of 5,315.

■ Encouraged by the positive results from the evaluation of its residential drug abuse treatment programs, the Bureau designed three new unit-based programs for special inmate populations. The cognitive-behavior approach, the theoretical model used in the Bureau's drug treatment programs to reduce criminal thinking and behavior, was carried over as the foundation for changing criminal patterns in inmates in high-security institutions and in young offenders with long sentences. A special program was also designed in recognition of the need to accommodate inmates who have cognitive and social learning deficits. Each new program was developed with an assessment and evaluation component to ensure the program meets the goals of promoting positive behavior change in the most cost-effective manner.

The CODE (Challenge, Opportunity, Discipline, and Ethics) program for high-security offenders targets the reduction

of antisocial attitudes and behaviors, and emphasizes the values of respect for self and others, responsibility for personal actions, honesty in relationships, and tolerance. CODE programs have been activated at USP Atlanta, USP Beaumont, USP Florence, USP Leavenworth, and USP Lompoc.

In May 1997, the BOP approved the implementation of a program designed for young male offenders who are serving their first significant term of Federal incarceration (5 years or more). The Bureau's evaluation of the inmates involved in the October 1995 disturbances indicated that most of them were from this younger offender group. The BOP devised a strategy for introducing a structured program to these offenders at the earliest stage of incarceration, in order to enhance the management of these inmates. The program's activities are designed to bring about a significant increase in the quantity and quality of interactions between staff and inmates, with the goal of strengthening the ability of staff to have a positive influence over the inmates. Housed at the Federal Correctional Institution in Beckley, West Virginia, this initiative is known as the BRAVE (Beckley Responsibility and Values Enhancement) program.

The Federal Correctional Institution for medium-security inmates in Coleman, Florida, will administer the Skills Building Program for inmates who have cognitive and social learning needs. Inmates from institutions throughout the Southeast Region can transfer to Coleman for

this 6-month program that is designed to assess inmates' educational needs, learning problems, and level of social functioning, and to develop appropriate strategies to meet those needs. The goals of the program are to increase each participant's education level, strengthen his social skills, and improve his ability to satisfactorily adjust to a correctional environment.

■ During FY 1998, 240 chaplains, assisted by approximately 8,000 contractors and volunteers, provided more than 86,000 religious services programs for inmates. Approximately half of these were worship services for adherents of the 31 faith groups represented among BOP inmates. Regular activities include Protestant services, Catholic Mass, Islamic and Nation of Islam Jumah Prayer, Native American sweat lodge ceremonies, Jewish Sabbath services, and various services and rituals prescribed for other religious groups. Seminars and retreats (for inmates of all faiths) include weekend Prison Fellowship seminars, Christian retreats, Islamic seminars, parenting classes, marriage enrichment workshops, revivals, Yokefellow gatherings, Cursillos, and choir presentations.

During the year, all supervisory chaplains in the BOP received at least 32 hours of training on inmate religious beliefs and practices, and participated in 6 hours of training in professional ethics.

■ The number of female offenders in the BOP's inmate population continues to increase. Recognizing that women of-

fenders have different social, psychological, educational, family, and health care needs, the BOP continues to design and implement special programs for women offenders. An agency plan, issued in July 1998, disseminated the BOP philosophy on managing female offenders.

The "Bridge" Program at the Federal Correctional Institution in Danbury, Connecticut, is a residential program that helps female inmates with histories of chronic sexual, physical, or emotional abuse overcome trauma and learn ways to avoid future victimization. The SHARE (Sharing Hope About Recovery Experiences) Program at the Federal Medical Center in Carswell, Texas, enables female offenders with histories of substance abuse, domestic violence, or sexual assault to interact with young "at risk" women in the community. By sharing their experiences, the inmates try to help the youths avoid similar mistakes and cope with trauma in their lives. FMC Carswell also has implemented a 72-bed residential program called CHANGE (Choosing Healthy Alternatives and New Growth Experiences). In this program, incarcerated women explore such issues as childhood abuse, domestic violence, sexuality, spirituality, stress management, and wellness.

The Federal Correctional Institution in Tallahassee, Florida, has a multi-faceted approach to the treatment of victims of domestic violence, physical abuse, and/or sexual abuse, recognizing the diverse needs of women who have been victimized by others. A 9-month, nonresiden-

.....

tial program for female offenders who have a history of physical, emotional, or sexual trauma is being developed at the Federal Correctional Institution in Dublin, California. The New Pathways Program will address coexisting disorders such as substance abuse and trauma, as well as other issues such as incest, eating disorders, and domestic violence.

■ All Bureau facilities have parenting programs that provide inmates with opportunities to learn more about children, child development, and family skills. Children's centers, adjacent to visiting rooms, provide a warm, child-centered setting, where inmates can spend part of their visiting time working to strengthen their relationships with their children. Video-to-Child programs allow inmates to videotape themselves reading books or telling stories and send the tapes to their children.

■ Federal law expressly criminalizes sexual activity between correctional workers and inmates in Federal prisons, and it establishes harsh penalties for those who engage in this type of behavior. BOP policy prohibits staff members from showing partiality toward or becoming emotionally, physically, sexually, or financially involved with inmates. Although only a handful of the more than 30,000 people who work for the BOP have ever been involved in sexual activity with inmates, it is an issue that the BOP takes very seriously.

The BOP has zero tolerance for sexual abuse of inmates. Those who abuse in-

mates are prosecuted vigorously. During fiscal year 1998, 14 Bureau staff were prosecuted for sexual abuse of inmates. Thirteen of them were convicted.

During FY 1998, the BOP issued a revised policy on Sexual Abuse/Assault Prevention and Intervention. This policy provides guidance to help prevent sexual assaults on inmates by inmates or staff, and it addresses the safety and treatment of inmates who have been sexually assaulted.

During the fiscal year, an agency plan on sexual abuse/assault prevention and intervention was issued, and all staff received training on the issue of sexual abuse during annual refresher training. A pre-service training program was implemented at the Staff Training Academy in Glynco, Georgia, to ensure all new staff are fully aware of their duties and responsibilities related to this issue.

Staff who would be directly involved in responding after an allegation has been made received specialized training on implementing the national policy.

The Bureau is also educating inmates about sexual abuse/assault. All inmates have received a pamphlet about sexual abuse, and all receive information about sexual assault during the Admission and Orientation Program. Inmates are taught that sexual contact between staff and inmates is illegal, that there are procedures for reporting an assault, and that they will be safeguarded against reprisals from staff or inmates. They also learn about the process they will go through once a report is made.

Through training, prompt intervention, and prosecution, the Bureau hopes to eradicate all sexual misconduct by its staff.

Building Partnerships

The BOP will continue to seek opportunities for expanding the involvement of community, and local, State, and Federal agencies, in improving the effectiveness of the services it provides to offenders and constituent agencies. The active participation by BOP staff to improve partnerships will allow the BOP to carry out its mission within the criminal justice system and to remain responsive to other agencies and the public. The BOP will develop partnerships to focus the shared responsibility for the establishment of a supportive environment promoting the reintegration of offenders into the community.

■ During the past decade, the Federal detainee population has experienced unprecedented growth. To help provide for detention needs of the U.S. Marshals Service (USMS) and other Federal law enforcement agencies, the BOP operated 10 detention centers and 20 other facilities with designated jail bedspace for USMS prisoners. During FY 1998, the BOP housed approximately 10,000 USMS prisoners each day in these facilities.

The BOP also assisted the Immigration and Naturalization Service (INS) in housing some of its criminal alien detainees. During FY 1998, the BOP housed approximately 1,000 Mariel Cuban detain-

ees in its facilities, providing substance abuse treatment and release programming for detainees with release notices. An additional 900 non-Marinel INS detainees who require secure confinement were also housed in BOP facilities. Finally, the BOP accepted an additional 30 nonreturnable criminal aliens who had engaged in significant disruptive behavior in INS facilities.

■ In March 1996, the Director of the BOP, the Commissioner of INS, and the Director of the Executive Office for Immigration Review (EOIR) signed a memorandum of understanding that implemented the Enhanced Institutional Hearing Program (IHP). This program is designed to provide deportation hearings to criminal aliens while they are still serving their Federal sentences, thus avoiding the need for costly post-sentence detention.

By the end of FY 1998, the BOP had activated 15 IHP hearing sites (to provide space for INS and EOIR administrators and judges to perform hearings) and an additional 13 IHP release sites (to facilitate transfer of deportable aliens to INS custody) in BOP facilities around the Nation.

■ During FY 1998, the BOP's Associate General Counsel for Criminal Litigation supported the prosecution of several inmates who committed crimes while in Federal correctional facilities. During the

year, the U.S. Attorney's Office for the Middle District of Pennsylvania successfully prosecuted inmate David Hammer for the 1996 murder of a fellow inmate. Inmate Hammer received the death sentence and is currently awaiting execution. Also during the fiscal year, staff from the United States Penitentiary in Lompoc, California, helped the U.S. Attorney's Office for the Central District of California secure the indictment of inmate Roy Green, who allegedly murdered Senior Officer Specialist Scott J. Williams and assaulted four other staff members at USP Lompoc in April of 1997. The Attorney General has authorized the pursuit of the death penalty in this case.

■ During FY 1998, the National Institute of Corrections (NIC) continued to assist Federal, State, and local correctional agencies in improving their management, operations, programs, and services. During FY 1998, NIC provided training to 15,685 executives, managers, trainers, and specialists working in adult corrections, and conducted five satellite videoconferences on different correctional topics, which were viewed by approximately 59,000 criminal justice professionals and others nationwide. NIC also provided technical assistance in response to 472 requests from State and local adult corrections agencies in all 50 States, the District of Columbia, Puerto Rico, American Samoa, Guam, and the Northern Mariana Islands. The NIC

Information Center responded to 8,358 requests for information from corrections practitioners, policymakers, judges, legislators, and others from throughout the U.S. and abroad.

NIC also became a partner with several other Federal agencies via interagency agreements during FY 1998. The Office of Justice Programs (OJP) transferred \$650,000 to NIC to assist OJP applicants and grantees in the areas of correctional facility construction/expansion, residential substance abuse programs, and boot camps. The Office of Juvenile Justice and Delinquency Prevention transferred \$450,000 to NIC to enable the NIC Academy to provide training and technical assistance to 654 juvenile justice practitioners.

■ NIC's Office of Correctional Job Training and Placement provided three training programs for 88 offender employment specialists, most of whom work at the State and local levels, and workshops at three national professional conferences for 75 practitioners. It entered into an interagency agreement with the Department of Labor's National Occupational Information Coordinating Committee to develop a training program for vocational counselors who work with offenders.

Strategic Planning Objectives for FY 1999

Introduction

The Bureau has established national objectives in support of its six long-term strategic goals. The Bureau's Executive Staff reviews these objectives and modifies them as necessary. Each level of management (the Central Office, regional offices, training centers, and institutions) has its own set of local plans and action steps in support of these goals and objectives.

Below is a list of the national objectives that support the Bureau's six goals:

Population Management

Objective 1.01

Complete construction and begin activation of six new facilities, which will add 5,077 beds in rated capacity.

Objective 1.02

Part 1 - Continue construction of six new facilities, which are expected to be completed and begin activation in FY-99 and which will add 4,320 beds in rated capacity.

Part 2 - Complete design, bidding, and award of contracts to begin the major construction of two new facilities, which are expected to be completed and begin activation in FY-2000. This will add 1,088 beds in rated capacity.

Part 3 - Continue or begin environmental review, design, or construction activi-

ties for seven new facilities, which are expected to add 3,934 beds in rated capacity between FY-2001 and FY-2002.

Objective 1.03

Design and implement a 5-year evaluation of the cost effectiveness and operational success of the private prison operations at the Taft correctional facilities, a 3-year evaluation of the private medical services provided at the Beaumont facilities, and a 1-year study of the cost effectiveness and feasibility of private sector and governmental operation of prisons at all security levels, including a review of relevant literature and related legal issues.

Objective 1.04

Increase the use of cost effective community based placements (1) by expanding the network of comprehensive sanction centers to include one in each CCM office and to pursue additional comprehensive sanctions centers if requested by Federal Probation or the courts, and (2) by maintaining 20 percent of the overall community corrections center population on home confinement.

Objective 1.05

Within budgetary resources, make maximum use of community corrections bed space, particularly by consistent placement of inmates from secure facilities, using target utilization rates for institutions of at least the following:

Minimum - 80 percent
Low - 70 percent
Medium - 65 percent

Objective 1.06

Unless there is a compelling reason to the contrary in a particular case, all juveniles in BOP custody sentenced on or after June 1, 1998, shall be housed within 250 miles of their families by September 30, 2000, in facilities that provide appropriate rehabilitative programs. In addition, absent a compelling reason to the contrary in a particular case, all juveniles in BOP custody shall, whenever possible, serve the final portion of their incarceration in community-based facilities within 75 miles of their intended place of residence.

In order to phase in the 250-mile requirement, 50 percent of juveniles in BOP custody shall be housed within 250 miles of their families by September 30, 1998, and 75 percent of such juveniles shall be housed within 250 miles of their families by September 30, 1999. The 75-mile requirement shall take effect immediately.

A "compelling reason" shall include a determination by the sentencing court or by BOP that the interests of justice or of the juvenile would be better served by housing the juvenile farther from his or her family or, in the case of the 75-mile requirement, in a non-community-based facility.

Human Resource Management

Objective 2.01

Administer a recruitment program which focuses on the objectives identified in the Affirmative Action Plans, while targeting hard-to-fill positions and wage grade positions.

Objective 2.02

Monitor management (institution department head) vacancies for all disciplines to ensure sufficient pools of qualified staff are available to fill managerial positions.

Objective 2.03

Establish, educate, and maintain a diverse workforce at every level of the agency that works together in harmony and is able to communicate with and effectively manage a demographically diverse inmate population.

Objective 2.05

Evaluate, develop/modify, and deliver training programs to meet the evolving organizational needs of the agency.

Objective 2.06

Implement Executive Order 12871, Labor Management Partnership, at all Bureau of Prisons facilities in accordance with guidelines established by the National Partnership Council.

Objective 2.08

Eliminate all instances of sexual harassment and inappropriate staff sexual behavior from the workplace.

Security and Facility Management

Objective 3.01

Increase staff and inmate awareness of and compliance with methods and practices currently used to control the spread of infectious diseases.

Objective 3.02

This objective involves ongoing efforts either to complete projects for which funds already have been allocated or to complete already identified Life Safety recommendations. The two initiatives are being pursued as one objective because they need to be viewed as being equally important.

A) During FY-99, complete at least 90 percent of the line item projects identified in the B&F Line Item Report, which regions previously had indicated would be completed prior to or by the end of FY-97.

B) Increase the completion rate to 99 percent for all Life Safety recommendations (5,976) identified prior to FY-93.

Objective 3.03

Maintain an effective Crisis Management Program through the training of all Bureau of Prisons staff.

Objective 3.04

Increase staff and inmate involvement in environmental concerns such as recycling,

decreased toxic chemical use, hazardous waste reduction, and hazardous chemical spill prevention by enhancing programs. Continue to provide instruction and guidance to field locations on the implementation of environmental regulations and prevention of potential violations.

Objective 3.06

The Bureau will seek compliance with applicable disability laws and regulations by ensuring physical accessibility to Bureau facilities and programs in all new construction projects and in renovation projects at existing institutions; by use and monitoring of physical ability testing for correctional workers; by periodic training of new and current employees to enhance staff recognition and response to disability issues; and by increasing the completion rate to 50 percent at each facility for all accessibility projects funded prior to the end of FY-97.

Correctional Leadership and Effective Public Administration

Objective 4.01

The Bureau of Prisons will continue to focus on reducing costs by utilizing the most efficient and cost effective methods to perform every task. This will be accomplished by reducing costs and ensuring good resource management for all functions and programs. We will be able to accomplish this through continued emphasis on financial planning, analyzing,

ing workload and staffing requirements, using consolidated and shared services, increasing the use of technology, and refining the processes of the Bureau of Prisons.

Objective 4.04

Establish an automated mechanism to account for the number of inmate transfers as well as the transportation costs associated with those inmate transfers.

Objective 4.05

Reduce the average time it takes to issue policy to 5 months for changes that do not require rules and 11 months for changes that do require rules.

Objective 4.07

By December 2000, reduce yearly Bureau Workers' Compensation charge-back costs by enhancing the Workers' Compensation Program through policy development and implementation, training, and case management.

Objective 4.08

Ensure information is protected and controlled through education and compliance with applicable security regulations and policy.

Objective 4.09

The Federal Bureau of Prisons will strive to maintain the highest integrity and ethical standards for its workforce. Through

increased training, appropriate discipline and prosecution, and a thorough review of operational procedures, sustained misconduct will be reduced for FY-99.

Objective 4.10

Eliminate the introduction of drugs and drug paraphernalia into BOP institutions through the use of programs, technology, and administrative and legal sanctions.

Objective 4.11

Develop and implement policies and programs designed to support and protect all rights and interests of crime victims/witnesses in the community and among correctional staff and their families. Provide victims/witnesses with information regarding the Bureau's programs and policies.

Inmate Programs and Services

Objective 5.01

Provide productive work, education, occupational training and recreational activities which prepare inmates for employment opportunities and a successful reintegration upon release, and have a clear correctional management purpose which minimizes inmate idleness. Increase the participation of inmates in community service to foster good community relations and decrease inmate idleness.

Objective 5.02

Ensure community based transitional drug services are available for 100 percent of the residential/unit based drug treatment graduates. The quality of these services shall be closely monitored and evaluated.

Objective 5.03

Implement an Inmate Health Promotion and Disease Prevention Program as an integral component of health services by encouraging inmate responsibility for personal health care.

Objective 5.04

Provide for an efficient and effective plan of health care delivery in the Federal Bureau of Prisons utilizing system-wide approaches that incorporate restructuring and innovative strategies such as telemedicine, electronic health records, and pre-certification.

Objective 5.05

In FY-99, provide residential drug abuse treatment to all inmates with a substance abuse problem (as defined by the Bureau of Prisons) who volunteer for treatment. Encourage treatment participation.

Objective 5.07

Implement the BOP's agency plan on the management of female offenders.

Objective 5.09

Develop and implement plans to address the special program needs of physically disabled, chronically ill, mentally ill, geriatric, and hospice patients.

Objective 5.10

Ensure reasonable opportunities exist for all recognized faith groups.

Objective 5.11

Prevent inmates from engaging in or continuing criminal activity during incarceration through an enhanced emphasis on training and intelligence gathering (identification, detection, and deterrence).

Objective 5.12

Develop and implement a centralized and integrated “deganging” program to be initiated throughout the BOP during FY-99.

Objective 5.14

“Revitalize” unit management through a return to basics in various areas, including the initial classification and program review of inmates; establishment of meaningful programs for inmates; and daily interaction/communication with the inmate population.

Objective 5.15

Develop a strategy to activate FMC’s Butner and Devens, with an anticipated additional inpatient capacity up to 782 beds. With the activation of FMC’s Butner and Devens, implement a plan for inpatient/outpatient stratification throughout the Bureau of Prisons.

Building Partnerships

Objective 6.01

Recognizing the cost and scarcity of prison capacity as a resource, the BOP will attempt to learn, as early as possible, about Federal law enforcement initiatives in order to estimate their impact on the Federal prison population. Additionally, the Bureau will provide its law enforcement partners, the Judiciary, the Sentencing Commission, and the Congress, information about the prospective impact on prison resources of law enforcement and legislative initiatives.

Objective 6.02

Engage community resources in the reintegration of offenders into the community through expansion of current institution volunteer programs as well as draw upon new, non-traditional services.

Objective 6.04

The Federal Bureau of Prisons and the National Institute of Corrections will work together to build effective partnerships and linkages with Federal, State, and local criminal justice/correctional agencies and organizations. This cooperative effort would enhance systematic processes to keep abreast of emerging trends/issues, innovations, and changes in corrections and related fields.

Bureau of Prisons Offices

While the primary business of the Bureau of Prisons is operating correctional facilities, certain administrative, support, and policy functions are carried out by the Central Office, six regional offices, and two training centers.

Central Office

The Bureau of Prisons, which is a component of the U.S. Department of Justice, has its headquarters, or Central Office, at 320 First Street N.W., Washington, DC 20534. The Central Office is divided into 9 divisions and the National Institute of Corrections.

The Administration Division develops and administers the Bureau's budget, oversees financial management, and is responsible for the Bureau's capacity planning initiatives, site selection activities, acquisition and construction of new Bureau institutions, and facilities management programs.

The Community Corrections and Detention Division is responsible for the confinement of selected Federal offenders in contract facilities, including community-based programs, detention centers, juvenile facilities, State prisons, and local jails. The Division is responsible for coordinating the implementation of the Bureau's newly-acquired responsibility for confining sentenced felony offenders from the District of Columbia. The Division's National Office of Citizen Participation promotes and coordinates programs for citizen, inmate, and staff

volunteerism in Bureau institutions and local communities.

The Correctional Programs Division manages the correctional services and security-related operations in Bureau institutions, as well as inmate case management, unit operations and management, religious programs, psychological services, counseling programs, drug treatment programs, programs for special needs offenders, inmate records management and sentence computation, and Federal Witness Protection Program implementation.

The Health Services Division manages the health care programs of the Bureau and ensures that Federal inmates receive essential medical, dental, and psychiatric services. It is also responsible for the Bureau's environmental and occupational health services and food services.

The Human Resource Management Division is responsible for recruitment, selection, training, and development of Bureau staff members, as well as employee pay and position management, security and background investigations, labor/management relations, diversity management, and equal employment opportunity services.

The Industries, Education, and Vocational Training Division oversees Federal Prison Industries, also known by its trade name UNICOR. UNICOR is a wholly owned Government corporation that provides employment and training opportunities for inmates confined in Federal correctional facilities. The divi-

sion also has managerial oversight of the Bureau's education, recreation, and vocational training programs.

The Information, Policy, and Public Affairs Division is responsible for managing the Bureau's information resources, research and evaluation programs, security technology programs, public affairs, congressional affairs, and policy review.

The Office of General Counsel provides legal advice, assistance, and representation to Bureau officials in the areas of legislation regarding correctional issues, commercial law, inmate litigation, administrative complaints, ethics issues, equal employment opportunity law, Freedom of Information Act and Privacy Act issues, and labor law.

The Program Review Division provides review oversight for all programs and operations of the Bureau through the development of strategic planning initiatives, and the administration of program reviews to measure performance and evaluate the strength of internal control systems and compliance with laws, regulations, and standards.

Regional Offices

The Bureau of Prisons has six regional offices, which directly oversee the operations of the facilities within their respective regions of the country.

Staff in a regional office include a regional director and deputy regional director, as well as administrators in such

areas as human resource management, education, health services, financial management, unit/case management, correctional services, psychology services, chaplaincy services, facilities development and operations, food service, and community corrections. The staff maintain close contact with institution staff in all facets of Bureau operations.

Regional office staff provide management and technical assistance to institution and community corrections personnel. They conduct workshops, conferences, and specialized training programs; give technical assistance to State and local criminal justice agencies; and contract with community agencies to provide offender placement in community corrections centers.

The following is a list of the six regional offices and their addresses.

Mid-Atlantic Regional Office

10010 Junction Drive, Suite 100-N
Annapolis Junction, Maryland 20701
301-317-3100 Fax: 301-317-3119

North Central Regional Office

Gateway Complex Tower II, 8th Floor
4th and State Avenue
Kansas City, Kansas 66101-2492
913-621-3939 Fax: 913-551-1130

Northeast Regional Office

U.S. Customs House, 7th Floor
2nd and Chestnut Streets
Philadelphia, Pennsylvania 19106
215-597-6317 Fax: 215-597-1893

South Central Regional Office

4211 Cedar Springs Road, Suite 300
Dallas, Texas 75219
214-767-9700 Fax: 214-767-5059

Southeast Regional Office

3800 Camp Creek Parkway, SW.
Building 2000
Atlanta, Georgia 30331-5099
678-686-1200 Fax: 678-686-1229

Western Regional Office

7950 Dublin Boulevard, 3rd Floor
Dublin, California 94568
925-803-4700 Fax: 925-803-4809

Staff Training Centers

Staff training is an integral part of Bureau of Prisons staff development. Introductory training is conducted at the Bureau's Staff Training Academy in Glynco, Georgia; specialized professional training is conducted at the Management and Specialty Training Center in Aurora, Colorado, as well as the Staff Training Academy's Specialty Training Center in Artesia, New Mexico.

National Institute of Corrections

The National Institute of Corrections (NIC) provides technical assistance, training, and information to State and local correctional agencies throughout the country. NIC has four divisions (Jails, Prisons, Community Corrections, and Academy) and it operates a clearinghouse known as the NIC Information Center. NIC provides training to State and local correctional personnel and to Bureau

employees at its Academy in Longmont, Colorado.

NIC Headquarters

Prisons Division/Community

Corrections Division

320 First Street, NW.
Washington, DC 20534
800-995-6423 Fax: 202-307-3361

NIC Jails Division/Academy

1960 Industrial Circle, Suite A
Longmont, Colorado 80501
800-995-6429 Fax: 303-682-0469

NIC Information Center

1860 Industrial Circle, Suite A
Longmont, Colorado 80501
800-995-6429 Fax: 303-682-0558

Bureau of Prisons Facilities

This section provides a brief profile of each of the 94 institutions that the Bureau operated as of September 30, 1998 (92 of those institutions housed inmates; the other 2 provided shared services to correctional complexes). A number of categories of information are provided for each currently operating facility.

Security Level

The Bureau operates institutions of several different security levels to house a broad spectrum of offenders in an appropriate manner. Security levels are based on such features as the presence of external patrols, gun towers, security barriers, or detection devices; the type of housing within the institution; internal security features; and the staff-to-inmate ratio. Each facility is placed in one of five groups—minimum, low, medium, high, and administrative.

Minimum-Security

Minimum-security institutions, also known as Federal Prison Camps (FPC's), have dormitory housing, a relatively low staff-to-inmate ratio, and no fences. These institutions are work- and program-oriented, and many are located adjacent to larger institutions or on military bases, where inmates help serve the labor needs of the larger institution or the base.

Low-Security

Low-security Federal Correctional Institutions (FCI's) have double-fenced perimeters, mostly dormitory housing, and strong work and program components. The staff-to-inmate ratio in these institutions is higher than in minimum-security facilities.

Medium-Security

Medium-security FCI's have strengthened perimeters (often double fences with electronic detection systems), cell-type housing, a wide variety of work and treatment programs, and an even higher staff-to-inmate ratio than low-security FCI's, providing even greater internal controls.

High-Security

High-security institutions, also known as United States Penitentiaries (USP's), have highly secure perimeters (featuring walls or reinforced fences), multiple- and single-occupant cell housing, the highest staff-to-inmate ratio, and close control of inmate movement.

Administrative

Administrative facilities are institutions with special missions, such as the detention of noncitizen or pretrial offenders, the treatment of inmates with serious or chronic medical problems, or the containment of extremely dangerous, violent, or escape prone inmates. Administrative facilities include Metropolitan Correctional Centers (MCC's), Metropolitan Detention Centers (MDC's), Federal Detention Centers (FDC's), and Federal Medical Centers (FMC's), as well as the Medical Center for Federal Prisoners (MCFP) and the Administrative-Maximum (ADX) U.S. Penitentiary in Florence, Colorado. Administrative facilities are capable of holding inmates in all security categories.

Correctional Complexes

A number of BOP institutions are parts of Federal Correctional Complexes (FCC's). At FCC's, which the Bureau began constructing in the late 1980's,

institutions with several different missions and security levels are located in close proximity to one another. With institutions grouped in this way, FCC's increase cost-efficiency through the sharing of services, enable staff to gain experience at institutions of many security levels, and enhance emergency preparedness by having additional staff and resources close by.

Some FCC's—such as FCC Allenwood, FCC Butner, and FCC Florence—are essentially stand-alone institutions that make limited use of shared services arrangements. Others—such as FCC Beaumont and FCC Coleman—rely on shared services much more extensively; they have a centralized business office, personnel office, warehouse, and training center. They view all of their staff as employees of the complex, rather than employees of the component institutions, and staff rotate between posts at each of these facilities.

Capacity

Capacity refers to the number of inmates the institution is designed to hold.

Population

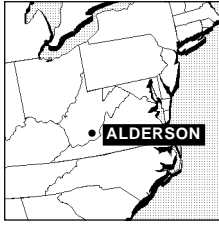
Population refers to the number of inmates the institution actually held on September 30, 1998.

Staff

Staff refers to the actual number of employees at an institution on September 30, 1998.

For more information on a particular facility, contact that facility or the Bureau of Prisons Office of Public Affairs at 202-307-3198.

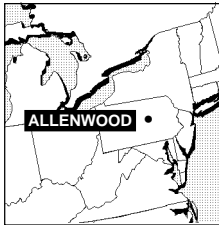




FPC Alderson
 Glen Ray Road, Box B
 Alderson, West Virginia
 24910
 304-445-2901
 Fax: 304-445-2675
Mid-Atlantic Region

Security level: Minimum/Female.
 Judicial District: Southern
 West Virginia.
 Capacity: 838.
 Population: 803.
 Staff: 181.

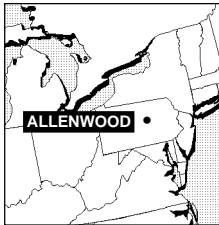
Location: In the foothills of the Allegheny Mountains, 270 miles southwest of Washington, DC, 12 miles south of Interstate 64, off State Highway 3. The area is served by airports in Lewisburg and Beckley, as well as Roanoke, Virginia. It is also served by Amtrak and commercial bus lines.



FCI Allenwood (Low)
 P.O. Box 1500
 White Deer,
 Pennsylvania 17887
 540-547-1990
 Fax: 540-547-0342
Northeast Region

Security level: Low/Male.
 Judicial District: Middle
 Pennsylvania.
 Capacity: 992.
 Population: 1,299.
 Staff: 227.

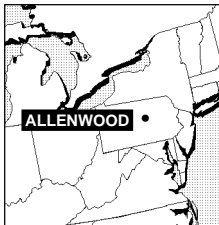
Location: 197 miles north of Washington, DC, and 11 miles south of Williamsport, Pennsylvania, 2 miles north of Allenwood, on State Highway 15. The area is served by the Williamsport-Lycoming County Airport and commercial bus lines.



FCI Allenwood (Medium)
 P.O. Box 2500
 White Deer,
 Pennsylvania 17887
 540-547-7950
 Fax: 540-547-7751
Northeast Region

Security level: Medium/Male.
 Judicial District: Middle
 Pennsylvania.
 Capacity: 839.
 Population: 1,049.
 Staff: 302.

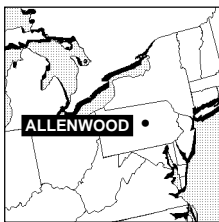
Location: See FCI Allenwood (Low).



FPC Allenwood
 P.O. Box 1000
 Route 15
 Montgomery,
 Pennsylvania 17752
 540-547-1641
 Fax: 540-547-1504
Northeast Region

Security level: Minimum/Male.
 Judicial District: Middle
 Pennsylvania.
 Capacity: 567.
 Population: 711.
 Staff: 120.

Location: 200 miles north of Washington, DC, and 7 miles south of Williamsport, Pennsylvania. The area is served by the Williamsport-Lycoming County Airport and commercial bus lines.



USP Allenwood
 P.O. Box 3500
 White Deer,
 Pennsylvania 17887
 540-547-0963
 Fax: 540-547-0983
Northeast Region

Security level: High/Male.
 Judicial District: Middle
 Pennsylvania.
 Capacity: 640.
 Population: 1,007.
 Staff: 368.

Location: See FCI Allenwood (Low).



FCI Ashland

P.O. Box 888
Ashland, Kentucky
41105-0888
606-928-6414
Fax: 700-358-8552

Mid-Atlantic Region

Security Level: Low/Male
(adjacent Minimum/Male Camp).
Judicial District: Eastern Kentucky.
Capacity: FCI: 662, Camp: 296.
Population: FCI: 1,014, Camp: 286.
Staff: 326.

Location: In the highlands of northeastern Kentucky, 125 miles east of Lexington and 5 miles southwest of Ashland. Off State Route 716, 1 mile west of U.S. 60.



USP Atlanta

601 McDonough Blvd., S.E.
Atlanta, Georgia 30315-0182
404-635-5100
Fax: 404-331-2137

Southeast Region

Security Level: High/Administrative/Male (adjacent Minimum/Male Camp).
Judicial District: Northern Georgia.
Capacity: USP: 1,429, Camp: 488.
Population: USP: 2,152, Camp: 384.
Staff: 724.

Location: In the southeast quarter of Atlanta, at the junction of Boulevard and McDonough Boulevard. Off Interstate 20 (Exit 26) or Interstate 285 (Exit 39). Atlanta is served by the Hartsfield International Airport, Amtrak, and commercial bus lines.



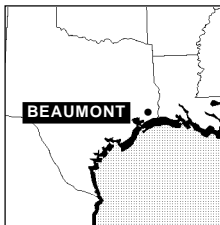
FCI Bastrop

Box 730
Highway 95
Bastrop, Texas 78602
512-321-3903
Fax: 512-304-0117

South Central Region

Security Level: Low/Male
(adjacent Minimum/Male Camp).
Judicial District: Western Texas.
Capacity: FCI: 793, Camp: 122.
Population: FCI: 1,091, Camp: 133.
Staff: 266.

Location: 30 miles southeast of Austin, 8 miles south of Elgin, and 8 miles north of Bastrop. Off Highway 95. The area is served by the Robert Mueller Municipal Airport in Austin (27 miles from the facility).



FCC Beaumont (Administrative)

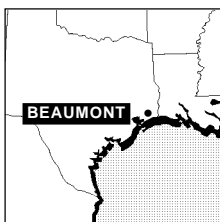
P.O. Box 26015
Beaumont, Texas 77720
409-727-8187
Fax: 409-626-3401

South Central Region

FCC Beaumont's administrative facility provides various administrative services to the Beaumont Complex.

Staff: 208.

Location: In the southeast Texas Gulf coast, about an hour away from Houston. Off U.S. 10. The street address is: Route 4, Box 5000, Hebert Road, 77705. Beaumont is served by the Beaumont Port Arthur regional airport, Amtrak, and commercial bus lines.



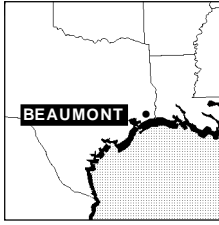
FCI Beaumont (Low)

P.O. Box 26025
Beaumont, Texas 77720
409-727-8172
Fax: 409-626-3500

South Central Region

Security Level: Low/Male.
Judicial District: Eastern Texas.
Capacity: 1,536.
Population: 1,585.
Staff: 193.

Location: See FCC Beaumont (Administrative).

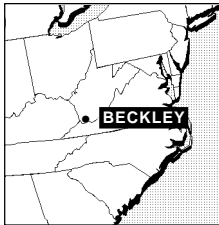


USP Beaumont (and Camp)

P.O. Box 26035
Beaumont, Texas 77720
409-727-8188
Fax: 409-626-3700
South Central Region

Security Level: High/Male
(adjacent Minimum/Male Camp).
Judicial District: Eastern Texas.
Capacity: USP: 960, FPC: 256.
Population: USP: 1,444, FPC 357.
Staff: 288.

Location: See FCC Beaumont
(Administrative).



FCI Beckley

P.O. Box 1280
Beaver, West Virginia
25813
304-252-9758
Fax: 304-256-4955
Mid-Atlantic Region

Security Level: Medium/Male
(adjacent Minimum/Male Camp).
Judicial District: Southern
West Virginia.
Capacity: FCI: 1,152, Camp: 192.
Population: FCI: 1,354, Camp: 196.
Staff: 415.

Location: The City of Beckley is approximately 51 miles southeast of Charleston, West Virginia; and 136 miles northeast of Roanoke, Virginia. The institution's street address is 1600 Industrial Park Road. The area is served by airports in Charleston and Beckley, and by Amtrak, and commercial bus lines.



FCI Big Spring

1900 Simler Avenue
Big Spring, Texas
79720-7799
915-263-6699
Fax: 915-268-6860
South Central Region

Security Level: Low/Male
(adjacent Minimum/Male Camp).
Judicial District: Northern Texas
Capacity: FCI: 468, Camp: 144.
Population: FCI: 915, Camp: 154.
Staff: 255.

Location: Midway between Dallas and El Paso, on the southwest edge of Big Spring. At the intersection of Interstate 20 and U.S. Highway 80. The area is served by Midland/Odessa Airport, a small municipal airport, and commercial bus lines.



FPC Boron

P.O. Box 500
Boron, California 93596
760-762-5161
Fax: 760-762-6230
Western Region

Security Level: Minimum/Male.
Judicial District: Central
California.
Capacity: 324.
Population: 318.
Staff: 108.

Location: In the Mojave Desert, 37 miles west of Barstow and 75 miles north of San Bernardino. On State Highway 395, 6 miles north of Kramer Junction. The area is served by airports in Ontario/San Bernardino and Los Angeles, as well as Amtrak and commercial bus lines.



MDC Brooklyn

100 29th Street
Brooklyn, New York 11232
Phone: 718-832-1039
Fax: 718-832-4225
Northeast Region

Security level: Administrative/
Male/Female.
Judicial District: Eastern
New York.
Capacity: 564.
Population: 1,195.
Staff: 301.

Location: In the Sunset Park section of Brooklyn, one of the five boroughs of New York City. Brooklyn is served by LaGuardia, Kennedy, and Newark Airports; Amtrak (Pennsylvania Station); and commercial bus lines (42nd Street Port Authority).

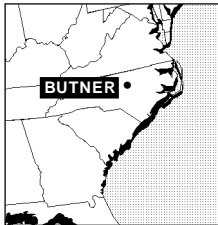


FPC Bryan

P.O. Box 2197
1100 Ursuline
Bryan, Texas 777805-2197
409-823-1879
Fax: 409-775-5681
South Central Region

Security level: Minimum/Female (adjacent Minimum/Female Intensive Confinement Center).
Judicial District: Southern Texas.
Capacity: FPC: 720, ICC: 82.
Population: FPC: 678, ICC: 112.
Staff: 158.

Location: 95 miles north of Houston and 165 miles south of Dallas. In the town of Bryan at the intersection of Ursuline Avenue and 23d Street. The area is served by Easterwood Airport in College Station, as well as by commercial bus lines.

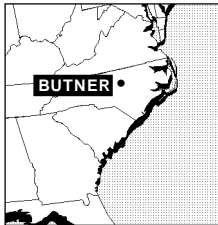


FCI Butner (Low)

P.O. Box 999
Butner, North Carolina 27509
919-575-5000
Fax: 919-575-5023
Mid-Atlantic Region

Security level: Low/Male.
Judicial District: Eastern North Carolina.
Capacity: 992.
Population: 1,198.
Staff: 244.

Location: Near the Research Triangle area of Durham, Raleigh, and Chapel Hill, 5 miles off Interstate 85 on old Highway 75. The area is served by the Raleigh-Durham Airport, Amtrak, and commercial bus lines.



FCI Butner (Medium)

P.O. Box 1000
Butner, North Carolina 27509
919-575-4541
Fax: 919-575-6341
Mid-Atlantic Region

Security level: Medium/Administrative/Male (adjacent Minimum/Male Camp).
Judicial District: Eastern North Carolina.
Capacity: FCI: 513, Camp: 296.
Population: FCI: 769, Camp: 261.
Staff: 387.

Location: see FCI Butner (Low).

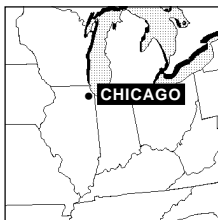


FMC Carswell

P.O. Box 27066
"J" Street, Building 3000
Fort Worth, Texas 76127
817-782-4000
Fax: 817-782-4875
South Central Region

Security level: Administrative/Female (adjacent Minimum/Female Camp).
Judicial District: Northern Texas.
Capacity: FMC: 716, Camp: 148.
Population: FMC: 680, Camp: 192.
Staff: 426.

Location: In the northeast corner of the Naval Air Station, Joint Reserve Base, 1 mile from Highway 183 and 3 miles from Interstate 30. The area is served by Dallas-Fort Worth Airport, the Fort Worth Transportation Authority, Amtrak, and commercial bus lines.

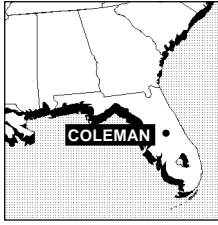


MCC Chicago

71 West Van Buren
Chicago, Illinois 60605
312-322-0567
Fax: 312-322-0565
North Central Region

Security level: Administrative/Male/Female.
Judicial District: Northern Illinois.
Capacity: 411.
Population: 734.
Staff: 222.

Location: In downtown Chicago, at the intersection of Clark and Van Buren Streets. Chicago is served by Midway and O'Hare Airports, Amtrak, and commercial bus lines.

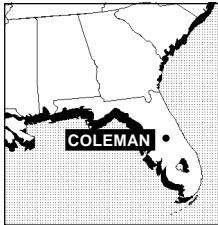


**FCC Coleman
(Administrative)**

846 N.E. 54th Terrace
Coleman, Florida
33521-8999
352-330-3003
Fax: 352-330-0653
Southeast Region

FCC Coleman's administrative facility provides various administrative services to the Coleman Federal Correctional Complex. These include a centralized business office, personnel office, training center, and warehouse, as well as Federal Prison Industries, and other basic services. Staff: 232.

Location: In central Florida, approximately 50 miles northwest of Orlando, 60 miles northeast of Tampa, and 35 miles south of Ocala. The Complex is located south of the town of Coleman, off Highway 301 on State Road 470 in Sumter County.

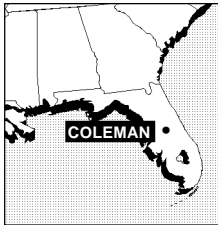


**FCC Coleman
(Low)**

846 N.E. 54th Terrace
Coleman, Florida
33521-8999
352-330-3100
Fax: 352-330-0259
Southeast Region

Security level: Low/Male.
Judicial District: Middle Florida.
Capacity: 1,536.
Population: 1,660.
Staff: 217.

Location: see FCC Coleman (Administrative).

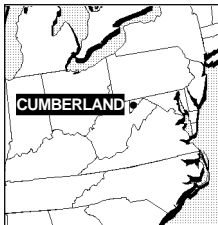


**FCC Coleman
(Medium)**

846 N.E. 54th Terrace
Coleman, Florida
33521-8997
352-330-3200
Fax: 352-330-0552
Southeast Region

Security level: Medium/Male (adjacent Minimum/Female Camp).
Judicial District: Middle Florida.
Capacity: Medium: 1,146,
Camp: 384.
Population: Medium: 1,616,
Camp: 334.
Staff: 278.

Location: see FCC Coleman (Administrative).

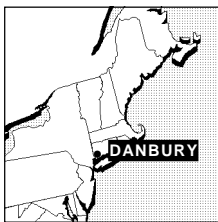


FCI Cumberland

14601 Burbridge Road, S.E.
Cumberland, Maryland
21502-8771
301-784-1000
Fax: 301-784-1008
Mid-Atlantic Region

Security level: Medium/Male (adjacent Minimum/Male Camp).
Judicial District: Maryland.
Capacity: FCI: 768, Camp: 256.
Population: FCI: 1,011, Camp: 260.
Staff: 328.

Location: In western Maryland, 130 miles northwest of Washington, DC, 6 miles south of Interstate 68, off State Route 51 South. The area is served by the Cumberland regional airport, Amtrak, and commercial bus lines.



FCI Danbury

Route 37
33 1/2 Pembroke Road
Danbury, Connecticut
06811-3099
203-743-6471
Fax: 203-312-5110
Northeast Region

Security level: Low/Female (adjacent Minimum/Female Camp).
Judicial District: Connecticut.
Capacity: FCI: 508, Camp: 178.
Population: FCI: 998, Camp: 173.
Staff: 297.

Location: In southwestern Connecticut, 70 miles from New York City, 3 miles north of Danbury on State Route 37. The area is served by Westchester County Airport (45 minutes away), New York City airports (90 minutes away), and commercial bus lines.

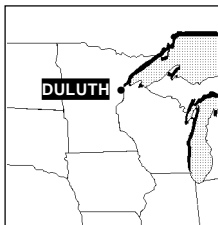


FCI Dublin

8th Street—Camp Parks
Dublin, California 95468
925-833-7500
Fax: 925-833-7599
Western Region

Security level: Low/Female and Administrative/Male (adjacent Minimum/Female Camp).
Judicial District: Northern California.
Capacity: FCI: 810, Camp: 299.
Population: FCI: 1,078, Camp: 297.
Staff: 280.

Location: 20 miles southeast of Oakland. Off Interstate 580 (Hopyard/Dougherty Road exit, proceed east to the Camp Parks Army Base). The area is served by the San Francisco and Oakland airports and by commercial bus lines.

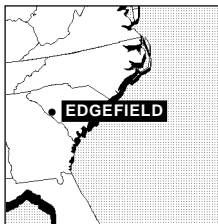


FPC Duluth

6902 Airport Road
P.O. Box 1400
Duluth, Minnesota 55814
218-722-8634
Fax: 218-733-4701
North Central Region

Security level: Minimum/Male.
Judicial District: Minnesota.
Capacity: 881.
Population: 553.
Staff: 112.

Location: On the southwestern tip of Lake Superior, halfway between Minneapolis-St. Paul and the U.S.-Canadian border. 7 miles north of Duluth, off Highway 53 at Stebner Road. The area is served by Duluth International Airport and commercial bus lines.



FCI Edgefield

501 Gary Hill Road
P.O. Box 723
Edgefield, South Carolina 29824
803-637-1500
Fax: 803-637-9840
Southeast Region

Security level: Medium/Male (adjacent Minimum/Male Camp).
Judicial District: South Carolina.
Capacity: FCI: 0,* Camp: 256.
Population: FCI: 0, Camp: 224.
Staff: 333.

Location: On the border of South Carolina and Georgia, northeast of Augusta. The FCI is located approximately 30 miles northeast of I-20, on Highway 25. The area is served by airports in Augusta, Georgia, and Columbia, South Carolina, and by commercial bus lines.

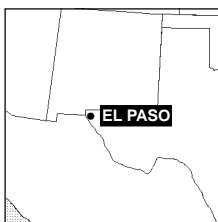


FPC Eglin

Federal Prison Camp
P.O. Box 600
Eglin AFB, Florida 32542-7606
850-882-8522
Fax: 850-729-8261
Southeast Region

Security level: Minimum/Male.
Judicial District: Northern Florida.
Capacity: 800.
Population: 828.
Staff: 132.

Location: In the Florida panhandle, 65 miles east of Pensacola, on Eglin Air Force Base. The area is served by Okaloosa County Air Terminal, Pensacola Regional Airport, and commercial bus lines.



FPC El Paso

P.O. Box 16300
SSG Sims Road, Bldg. 11636
El Paso, Texas 79906-0300
915-566-1271
Fax: 915-724-3432
South Central Region

Security level: Minimum/Male.
Judicial District: Western Texas.
Capacity: 308.
Population: 197.
Staff: 72.

Location: On Fort Bliss, about 15 miles northeast of downtown El Paso via Interstate 54. The city of El Paso is located on the southwest border of Texas near New Mexico and Mexico. The area is served by El Paso International Airport, Amtrak, and commercial bus lines.

* This facility is currently being activated. When fully operational, FCI Edgefield will have a capacity of 1,152, and the Camp will have a capacity of 512.



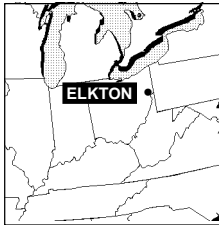
FCI El Reno

P.O. Box 1000
Highway 66 West
El Reno, Oklahoma
73036-1000
405-262-4875
Fax: 405-262-6266

South Central Region

Security level: Medium/Male
(adjacent Minimum/Male Camp).
Judicial District: Western
Oklahoma.
Capacity: FCI: 820, Camp: 216.
Population: FCI: 1,177, Camp: 256.
Staff: 395.

Location: 30 miles west of
Oklahoma City. Off interstate
40 (Country Club exit, 2 miles
north to Sunset Drive, then 2
miles west.) The area is served
by Will Rogers World Airport
in Oklahoma City.



FCI Elkton

8730 Scroggs Road
P.O. Box 89
Elkton, Ohio 44415
330-424-7448
Fax: 330-424-7075

Mid-Atlantic Region

Security level: Low/Male
(adjacent Minimum/Male Camp).
Judicial District: Northern Ohio.
Capacity: FCI: 1,536, Camp: 256.
Population: FCI: 1,616, Camp: 265.
Staff: 323.

Location: In Northeastern Ohio,
less than an hour from Pitts-
burgh, Youngstown, and
Canton. The area is served by
the international airport in
Pittsburgh and regional airports
in Youngstown and Canton,
Amtrak, and commercial bus
lines.



FCI Englewood

9595 West Quincy Avenue
Littleton, Colorado 80123
303-985-1566
Fax: 303-763-2553

North Central Region

Security level: Medium/
Administrative/Male (adjacent
Minimum/Male Camp).
Judicial District: Colorado.
Capacity: FCI: 485, Camp: 111.
Population: FCI: 888, Camp: 100.
Staff: 350.

Location: 15 miles southwest
of Denver, off Interstate 285.
The area is served by the
Denver International Airport,
Amtrak, and commercial bus
lines.



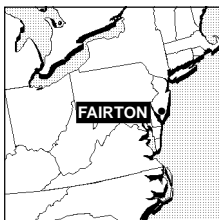
FCI Estill

100 Prison Road
P.O. Box 699
Estill, South Carolina 29918
803-625-4607
Fax: 803-625-3139

Southeast Region

Security level: Medium/Male
(adjacent Minimum/Male Camp).
Judicial District: South Carolina.
Capacity: FCI: 768, Camp: 256.
Population: FCI: 964, Camp: 243.
Staff: 313.

Location: In Hampton County,
off State Road 321, about 3
miles south of Estill. The area is
served by air and rail in Savan-
nah, Georgia, and Charleston,
South Carolina. The area is
served directly by commercial
bus service.



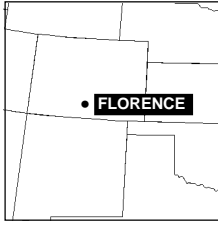
FCI Fairton

P.O.Box 280
Fairton, New Jersey 08320
609-453-1177
Fax: 609-453-4015

Northeast Region

Security level: Medium/
Administrative/Male (adjacent
Minimum/Male Camp).
Judicial District: New Jersey.
Capacity: FCI: 751, Camp: 65.
Population: FCI: 1,106, Camp: 73.
Staff: 376.

Location: In New Jersey. 50 miles
southeast of Philadelphia and 40
miles west of Atlantic City. Off
Interstate 55, at 655 Fairton-
Millville Road. The area is served
by airports in Philadelphia, Atlantic
City, and Millville; Amtrak in
Philadelphia and Atlantic City; and
commercial bus service.



ADX Florence

P.O. Box 8500
Florence, Colorado 81226
719-784-9464
Fax: 719-784-5290
North Central Region

Security level: Administrative/
Male.
Judicial District: Colorado.
Capacity: 490.
Population: 407.
Staff: 377.

Location: The institution is located on State Highway 115, 90 miles south of Denver, 45 miles south of Colorado Springs, and 35 miles west of Pueblo. The area is served by airports in Denver, Colorado Springs, and Pueblo; Amtrak in Denver and Colorado Springs; and commercial bus lines.



FCI Florence

P.O. Box 6500
Florence, Colorado 81226
719-784-9100
Fax: 719-784-9504
North Central Region

Security level: Medium/Male
(adjacent Minimum/Male Camp).
Judicial District: Colorado.
Capacity: FCI: 744, Camp: 512.
Population: FCI: 1,159, Camp: 392.
Staff: 364.

Location: See ADX Florence.



USP Florence

P.O. Box 7500
Florence, Colorado 81226
719-784-9454
Fax: 719-784-5150
North Central Region

Security level: High/Male.
Judicial District: Colorado.
Capacity: 640.
Population: 1,010.
Staff: 315.

Location: See ADX Florence.

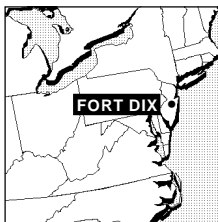


FCI Forrest City

P.O. Box 7000
Forrest City, Arkansas
72336
870-630-6000
Fax: 870-630-6250
South Central Region

Security level: Low/Male.
Judicial District: Eastern
Arkansas.
Capacity: 1,536.
Population: 1,636.
Staff: 309.

Location: In eastern Arkansas, between Little Rock (85 miles west) and Memphis (45 miles East), and near Interstate 40. The region is served by air and rail in Memphis, and Forrest City is directly served by commercial bus lines.

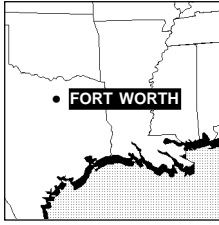


FCI Fort Dix

P.O. Box 38
Fort Dix, New Jersey 08640
609-723-1100
Fax: 609-723-6847
Northeast Region

Security level: Low/Male.
Judicial District: New Jersey.
Capacity: 3,651.
Population: 3,841.
Staff: 628.

Location: In central New Jersey, approximately 45 minutes west of Philadelphia. Off Route 68, follow signs for Fort Dix/McGuire Air Force Base. The area is served by Philadelphia International Airport, Amtrak, and commercial bus lines.



FMC Fort Worth

3150 Horton Road
Fort Worth, Texas 76119-5996
817-534-8400
Fax: 817-413-3350
South Central Region

Security level: Administrative/Male.
Judicial District: Northern Texas.
Capacity: 1,132.
Population: 1,146.
Staff: 424.

Location: In north central Texas, in southeast Fort Worth. North of Interstate 20 and east of Interstate 35. The area is served by Dallas/Fort Worth International Airport, Amtrak, and commercial bus lines.

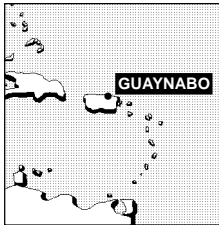


FCI Greenville

P.O. Box 4000,
100 U.S. Route 40
Greenville, Illinois 66246
618-664-6200
Fax: 618-664-6372
North Central Region

Security level: Medium/Male (adjacent Minimum/Male Camp).
Judicial District: Southern Illinois.
Capacity: FCI: 752, Camp: 256.
Population: FCI: 1,043, Camp: 225.
Staff: 298.

Location: Approximately 43 miles east of downtown St. Louis, Missouri, and 63 miles from Springfield, Illinois. The area is served by airports in St. Louis, Greenville, and Vandalia; Amtrak service in Alton and St. Louis; and commercial bus service in Vandalia.

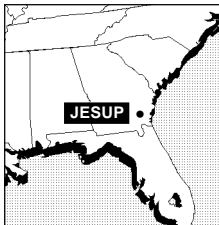


MDC Guaynabo

P.O. Box 2146
San Juan, Puerto Rico 00922
809-749-4480
Fax: 809-749-4363
Southeast Region

Security level: Administrative/Male/Female.
Judicial District: Puerto Rico, U.S. Virgin Islands.
Capacity: 930.
Population: 885.
Staff: 286.

Location: 6 miles west of San Juan, Puerto Rico, off Highway 22 at the intersection of Roads 165 and 28. The area is served by San Juan International Airport.



FCI Jesup

2600 Highway 301 South
Jesup, Georgia 31599
912-427-0870
Fax: 912-427-1125
Southeast Region

Security Level: Medium/Male (adjacent Minimum/Male Camp).
Judicial District: Southern Georgia.
Capacity: FCI: 744, Camp: 508.
Population: FCI: 1,009, Camp: 448.
Staff: 335.

Location: In southeast Georgia on Route 301, 65 miles southwest of Savannah, 40 miles northwest of Brunswick, and 105 miles northwest of Jacksonville, Florida. The area is served by airports in Jacksonville, Savannah, and Brunswick and Amtrak.



FCI La Tuna

P.O. Box 1000
8500 Doniphan
Anthony, New Mexico-Texas 88021
915-886-3422
Fax: 915-886-4977
South Central Region

Security level: Low/Male (adjacent Minimum/Male Camp).
Judicial District: Western Texas.
Capacity: FCI: 556, Camp: 246.
Population: FCI: 1,097, Camp: 133.
Staff: 295.

Location: On the Texas and New Mexico border, 12 miles north of the city limits of El Paso, off Interstate 10, on State Highway 20. The area is served by El Paso International Airport, Amtrak, and commercial bus lines.

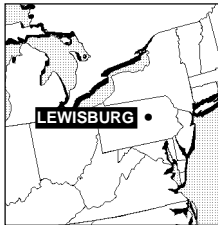


USP Leavenworth

1300 Metropolitan
Leavenworth, Kansas 66048
913-682-8700
Fax: 913-682-0041
North Central Region

Security level: High/Male
(adjacent Minimum/Male Camp).
Judicial District: Kansas.
Capacity: USP: 1,197. Camp: 414.
Population: USP: 1,733, Camp: 426.
Staff: 530.

Location: 25 miles north of
Kansas City. On Highway 73.
The area is served by Kansas
City International Airport (15
miles from the facility).



USP Lewisburg

R.D. #5
Lewisburg, Pennsylvania
17837
570-523-1251
Fax: 570-524-5805
Northeast Region

Security level: High/Male
(adjacent Minimum/Male Camp &
Intensive Confinement Center).
Judicial District: Middle
Pennsylvania.
Capacity: USP: 678, Camp: 352,
ICC: 240.
Population: USP: 1,012,
Camp: 268, ICC: 150.
Staff: 556.

Location: In rural central
Pennsylvania, outside the town
of Lewisburg, 200 miles north
of Washington, DC, and 170
miles west of Philadelphia. 6
miles south of Interstate 80, 2
miles off U.S. Route 15. The
area is served by Williamsport
Airport.

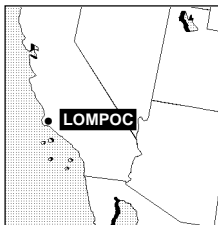


FMC Lexington

3301 Leestown Road
Lexington, Kentucky 40511
606-255-6812
Fax: 606-253-8821
Mid-Atlantic Region

Security Level: Administrative/
Male (adjacent Minimum/Female
Camp).
Judicial District: Eastern Kentucky.
Capacity: FMC: 1,106, Camp: 193.
Population: FMC: 1,540, Camp: 225.
Staff: 587.

Location: 7 miles north of
Lexington on U.S. Highway
421. Lexington is served by
Blue Grass Field Airport and
commercial bus service.

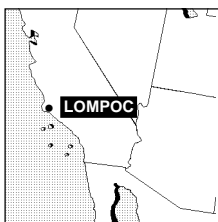


FCI Lompoc

3600 Guard Road
Lompoc, California 93436
805-736-4154
Fax: 805-736-7163
Western Region

Security level: Low/Male (adjacent
Intensive Confinement Center).
Judicial District: Central
California.
Capacity: FCI: 472; ICC: 200.
Population: FCI: 696; ICC: 136.
Staff: 238.

Location: 175 miles northwest
of Los Angeles, adjacent to
Vandenberg Air Force Base. The
area is served by Santa Barbara
Airport (60 miles south), Santa
Maria Airport (25 miles north),
Amtrak, and commercial bus
service.

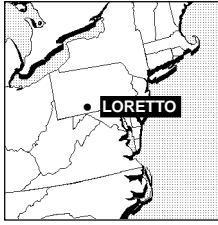


USP Lompoc

3901 Klein Boulevard
Lompoc, California 93436
805-735-2771
Fax: 805-737-0295
Western Region

Security level: High/Male
(adjacent Minimum/Male Camp).
Judicial District: Central California.
Capacity: USP: 1,035, Camp: 276.
Population: USP: 1,640, Camp: 281.
Staff: 504.

Location: See FCI Lompoc.



FCI Loretto

P.O. Box 1000
Loretto, Pennsylvania 15940
814-472-4140
Fax: 814-472-6046
Northeast Region

Security level: Low/Male (adjacent Minimum/Male Camp).
Judicial District: Western Pennsylvania.
Capacity: FCI: 473, Camp: 93.
Population: FCI: 734, Camp: 89.
Staff: 217.

Location: In southwest Pennsylvania between Altoona and Johnstown, 90 miles east of Pittsburgh. Off Route 22, between Interstate 80 and the Pennsylvania Turnpike via Route 220. The area is served by Pittsburgh Airport, Amtrak, and commercial bus service.



MDC Los Angeles

535 N. Alameda Street
Los Angeles, California 90012
213-485-0439
Fax: 213-253-9520
Western Region

Security level: Administrative/Male/Female.
Judicial District: Central California.
Capacity: 728.
Population: 1,053.
Staff: 270.

Location: In downtown Los Angeles, off the Hollywood Freeway (Highway 101) on the corner of Alameda and Aliso Streets. The area is served by Los Angeles International Airport, Amtrak, and commercial bus service.

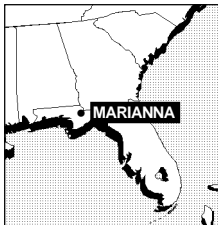


FCI Manchester

P.O. Box 3000
Manchester, Kentucky 40962
606-598-1900
Fax: 606-599-4115
Mid-Atlantic Region

Security Level: Medium/Male (adjacent Minimum/Male Camp).
Judicial District: Eastern Kentucky.
Capacity: FCI: 756, Camp: 512.
Population: FCI: 1,077, Camp: 328.
Staff: 349.

Location: 75 miles south of Lexington on Interstate 75, and 20 miles east of London on the Daniel Boone Parkway. On Route 8 (Fox Hollow Road), off State Highway 421. The area is served by airports in Lexington and Knoxville, Tennessee.



FCI Marianna

3625 FCI Road
Marianna, Florida 32446
850-526-2313
Fax: 850-482-6837
Southeast Region

Security level: Medium/Male (adjacent Minimum/Female Camp).
Judicial District: Northern Florida.
Capacity: FCI: 805, Camp: 296.
Population: FCI: 1,083, Camp: 237.
Staff: 362.

Location: In the Florida panhandle, 65 miles west of Tallahassee and 5 miles north of the town of Marianna. Off Highway 167. Marianna is served by airports in Tallahassee; Dothan, Alabama (35 miles northwest of the facility); and Panama City (54 miles south).



USP Marion

4500 Prison Road
P.O. Box 2000
Marion, Illinois 62959
618-964-1441
Fax: 618-964-1895
North Central Region

Security level: High/Male (adjacent Minimum/Male Camp).
Judicial District: Southern Illinois.
Capacity: USP: 482, Camp: 310.
Population: USP: 289, Camp: 268.
Staff: 385.

Location: 300 miles from Chicago, 120 miles from St. Louis, 9 miles south of Marion. Off I-57 via Highway 148 north, east on Little Grassy Road. The area is served by the Williamson County Airport.



FCI McKean

P.O. Box 5000
Bradford, Pennsylvania
16701
814-362-8900
Fax: 814-362-3287
Northeast Region

Security level: Medium/Male
(adjacent Minimum/Male Camp).
Judicial District: Western
Pennsylvania.
Capacity: FCI: 784, Camp: 292.
Population: FCI: 1,080, Camp:
247.
Staff: 321.

Location: In northwest Pennsylvania between Bradford and Kane. 90 miles south of Buffalo. Off Route 59, 1/4 mile east of the intersection of State Route 59 and U.S. Route 219. The area is served by Buffalo Airport and Bradford Airport.



FCI Memphis

1101 John A. Denie Road
Memphis, Tennessee 38134-
7690
901-372-2269
Fax: 901-380-2462
Mid-Atlantic Region

Security level: Medium/Male
(satellite Minimum/Male Camp).
Judicial District: Western
Tennessee.
Capacity: FCI: 587, Camp: 296.
Population: FCI: 881, Camp: 296.
Staff: 356.

Location: In the northeast section of Memphis near the intersection of Interstate 40 and Sycamore View Road. Memphis is served by Memphis International Airport, Amtrak, and commercial bus lines.

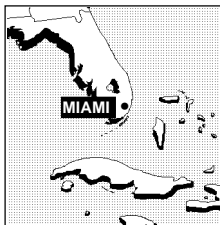


FCI Miami

15801 S.W. 137th Ave.
Miami, Florida 33177
305-259-2100
Fax: 305-259-2160
Southeast Region

Security Level: Medium/Male
(adjacent Minimum/Male Camp).
Judicial District: Southern
Florida.
Capacity: FCI: 581, Camp: 260.
Population: FCI: 855, Camp: 328.
Staff: 313.

Location: In the southwest section of Dade county, 30 miles from downtown Miami. Off the Florida Turnpike (Homestead Extension, 152nd Street exit, 2.5 miles to 137th Street [south]). Miami is served by Miami International Airport, Amtrak, and commercial bus lines.

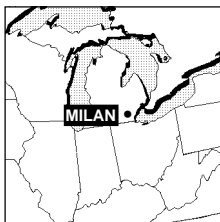


FDC Miami

P.O. Box 019118
33 N.E. 4th Street
Miami, Florida 33101-9118
305-982-1114
Fax: 305-982-1357
Southeast Region

Security level: Administrative/
Male/Female.
Judicial District: Southern
Florida.
Capacity: 1,283.
Population: 1,584.
Staff: 319.

Location: East of Miami International Airport in downtown Miami. The institution is located at the corner of N.E. 4th Street and N. Miami Avenue. Miami is served by Miami International Airport, Amtrak, and commercial bus lines.

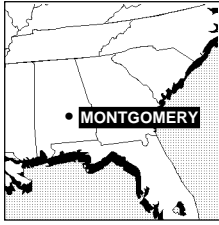


FCI Milan

P.O. Box 9999
Arkona Road
Milan, Michigan 48160
734-439-1511
Fax: 734-439-0949
Mid-Atlantic Region

Security level: Low/Administrative/
Male.
Judicial District: Eastern
Michigan.
Capacity: 1,021.
Population: 1,295.
Staff: 388.

Location: 45 miles south of Detroit and 35 miles north of Toledo, in the town of Milan. Off U.S. 23 (exit 27). The area is served by Detroit Metro and Toledo Express airports, Amtrak, and commercial bus lines.

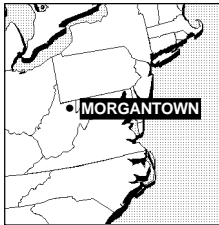


FPC Montgomery

Maxwell Air Force Base
Montgomery, Alabama 36112
334-293-2100
Fax: 334-293-2274
Southeast Region

Security Level: Minimum/
Male.
Judicial District: Middle
Alabama.
Capacity: 920.
Population: 769.
Staff: 126.

Location: On the bank of the
Alabama River, at Maxwell Air
Force Base. Off Interstates 65
and 85. Montgomery is served
by Montgomery Regional
Airport, Amtrak, and commer-
cial bus lines.

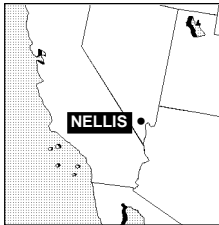


FCI Morgantown

Greenbag Road
P.O. Box 1000
Morgantown, West Virginia
26507-1000
304-296-4416
Fax: 304-284-3613
Mid-Atlantic Region

Security Level: Minimum/Male.
Judicial District: Northern
West Virginia.
Capacity: 935.
Population: 831.
Staff: 199.

Location: In the mountainous
region of north central West
Virginia, on the southern edge
of Morgantown. Off State
Highway 857 (Greenbag
Road). The area is served by
the Morgantown Municipal
Airport and commercial bus
lines.

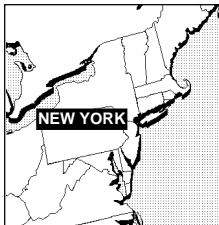


FPC Nellis

C.S. 4500
North Las Vegas, Nevada
89036-4500
702-644-5001
Fax: 702-644-7282
Western Region

Security Level: Minimum/Male.
Judicial District: Nevada.
Capacity: 415.
Population: 415.
Staff: 73.

Location: 15 miles from
downtown Las Vegas on Nellis
Air Force Base, Area II. Las
Vegas is served by McCarran
International Airport and
commercial bus lines.

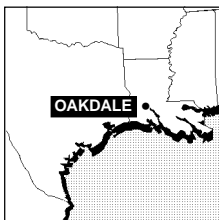


MCC New York

150 Park Row
New York, New York 10007
212-240-9656
Fax: 212-417-7673
Northeast Region

Security Level: Administrative/
Male/Female.
Judicial District: Southern
New York.
Capacity: 507.
Population: 874.
Staff: 302.

Location: In downtown
Manhattan, adjacent to Foley
Square and across the street
from the new Federal court-
house. The area is served by
LaGuardia, Kennedy, and
Newark Airports; Amtrak, and
commercial bus lines.



FCI Oakdale

P.O. Box 5050
Oakdale, Louisiana 71463
318-335-4070
Fax: 318-335-3936
South Central Region

Security Level: Medium/Male.
Judicial District: Western
Louisiana.
Capacity: 820.
Population: 1,304.
Staff: 300.

Location: In central Louisiana,
35 miles south of Alexandria
and 58 miles north of Lake
Charles. Off of State Highway
165 on Whatley Road. The area
is served by Alexandria Interna-
tional Airport (40 miles from the
facility) and by commercial bus
lines.



FDC Oakdale

P.O. Box 5060
Oakdale, Louisiana 71463
318-335-4466
Fax: 318-215-2688
South Central Region

Security Level: Administrative/
Male (adjacent Minimum/Male
Camp).
Judicial District: Western
Louisiana.
Capacity: FDC: 630, Camp: 118.
Population: FDC: 965, Camp: 128.
Staff: 261.

Location: See FCI Oakdale.

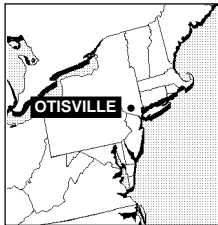


FTC Oklahoma City

P.O. Box 898802
7420 South MacArthur Blvd.
Oklahoma City, Oklahoma
73189-8802
405-682-4075
Fax: 405-680-4041
South Central Region

Security Level: Administrative/
Male/Female.
Judicial District: Western
Oklahoma.
Capacity: 1,053.
Population: 1,268.
Staff: 312.

Location: 3 miles west of
Interstate 44 and 4 miles south
of Interstate 40. Located at and
served by the Will Rogers World
Airport and commercial bus
lines.

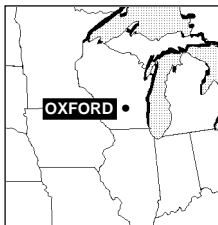


FCI Otisville

P.O. Box 600
Otisville, New York 10963
914-386-5855
Fax: 914-386-9455
Northeast Region

Security Level: Administrative/
Medium/Male (adjacent
Minimum/Male Camp).
Judicial District: Southern
New York.
Capacity: FCI: 665, Camp: 100.
Population: FCI: 1,070, Camp: 93.
Staff: 333.

Location: In southeast New York,
near the Pennsylvania and New
Jersey borders, and 70 miles
northwest of New York City. The
area is served by several airports,
the closest of which is in
Newburgh, New York. Bus and
train service connect Otisville to
New York City.

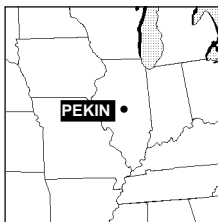


FCI Oxford

Box 500
Oxford, Wisconsin
53952-0500
608-584-5511
Fax: 608-584-6371
North Central Region

Security Level: Medium/Male.
(adjacent Minimum/Male Camp).
Judicial District: Western Wisconsin.
Capacity: FCI: 586, Camp: 156.
Population: FCI: 1,055, Camp: 156.
Staff: 333.

Location: In central Wisconsin,
60 miles north of Madison. Off
U.S. 51 at the intersection of
County Road G and Elk
Avenue. The area is served by
Dane County Regional Airport,
and commercial bus service in
Portage and Wisconsin Dells.

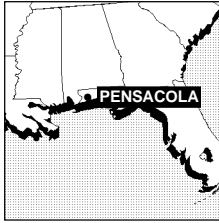


FCI Pekin

P.O. Box 7000
Pekin, Illinois
61555-7000
309-346-8588
Fax: 309-477-4688
North Central Region

Security Level: Medium/Male
(adjacent Minimum/Female
Camp).
Judicial District: Central Illinois.
Capacity: FCI: 752, Camp: 256.
Population: FCI: 1,105, Camp: 273.
Staff: 320.

Location: Located on Route 29
South in Pekin, approximately
10 miles south of Peoria, 180
miles southwest of Chicago,
and 180 miles northeast of St.
Louis. The area is served by the
Greater Peoria Regional
Airport, Amtrak, and commer-
cial bus service to Peoria.



FPC Pensacola

110 Raby Avenue
Pensacola, Florida
32509-5127
850-457-1911
Fax: 850-458-7295
Southeast Region

Security Level: Minimum/
Male.
Judicial District: Northern
Florida.
Capacity: 424.
Population: 445.
Staff: 91.

Location: 175 miles west of
Tallahassee and 50 miles east
of Mobile, Alabama, on
Saufley Field. Off Interstate 10.
The area is served by Pensacola
Municipal Airport, Amtrak, and
and commercial bus lines.



FCI Petersburg

P.O. Box 90026
Petersburg, Virginia
23804-0026
804-733-7881
Fax: 804-863-1510
Mid-Atlantic Region

Security Level: Low/Male
(adjacent Minimum/Male Camp).
Judicial District: Eastern
Virginia.
Capacity: FCI: 828, Camp: 296.
Population: FCI: 1,086, Camp:
292.
Staff: 352.

Location: 25 miles southeast of
Richmond. From Interstate 95,
take Exit 54 (Temple Avenue/
Highway 144), proceed east
approximately 3 miles, then
turn left on River Road. The
area is served by airports in
Petersburg and Richmond,
Amtrak, and commercial bus
lines.

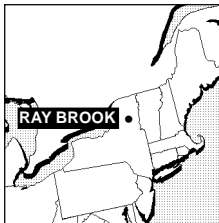


FCI Phoenix

37900 N. 45th Avenue
Department 1680
Phoenix, Arizona
85027-7003
602-465-9757
Fax: 602-465-5133
Western Region

Security Level: Medium/Male
(adjacent Minimum/Female
Camp).
Judicial District: Arizona.
Capacity: FCI: 740, Camp: 272.
Population: FCI: 1,126, Camp:
277.
Staff: 346.

Location: 30 miles north of
downtown Phoenix. Off
Interstate 17, Pioneer Road
exit. The area is served by
Phoenix Sky Harbor Interna-
tional Airport, seven regional
airports, Amtrak, and commer-
cial bus lines.



FCI Ray Brook

P.O. Box 300
Ray Brook, New York
12977
518-891-5400
Fax: 518-891-0011
Northeast Region

Security Level: Medium/Male.
Judicial District: Northern
New York.
Capacity: 780.
Population: 1,075.
Staff: 285.

Location: In the Adirondack
Mountain region of upstate New
York, midway between the villages
of Lake Placid and Saranac Lake.
Off Route 86. The area is served by
the Adirondack Airport, the Albany
Airport, and the Burlington,
Vermont, Airport; Amtrak in
Albany; and commercial bus lines.



FMC Rochester

P.O. Box 4600
2110 East Center Street
Rochester, Minnesota
55903-4600
507-287-0674
Fax: 507-287-9601
North Central Region

Security Level: Administrative/
Male.
Judicial District: Minnesota.
Capacity: 674.
Population: 804.
Staff: 470.

Location: In southeastern
Minnesota, 2 miles east of
downtown Rochester. Off State
Highway 296 (Fourth Street).
The area is served by the
Rochester Airport and commer-
cial bus lines.



FCI Safford

P.O. Box 820
Safford, Arizona 85548
520-428-6600
Fax: 520-348-1331
Western Region

Security Level: Low/Male.
Judicial District: Arizona.
Capacity: 421.
Population: 743.
Staff: 173.

Location: In southeastern Arizona, 127 miles northeast of Tucson, 165 miles east of Phoenix. Off Highway 191, 7 miles south of the town of Safford. The area is served by airports in Tucson and Phoenix, Amtrak in Phoenix and Tucson, and commercial bus lines.

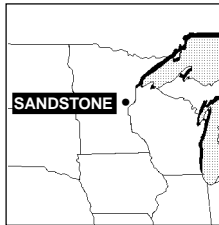


MCC San Diego

808 Union Street
San Diego, California
92101-6078
619-232-4311
Fax: 619-595-0390
Western Region

Security Level: Administrative/
Male/Female.
Judicial District: Southern
California.
Capacity: 612.
Population: 877.
Staff: 265.

Location: In downtown San Diego, adjacent to the Federal courthouse. San Diego is served by the Lindberg Field Airport, Amtrak, and commercial bus lines.

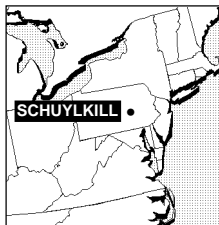


FCI Sandstone

2300 County Road 29
Sandstone, Minnesota 55072
320-245-2262
Fax: 320-245-0385
North Central Region

Security Level: Low/Male.
Judicial District: Minnesota.
Capacity: 460.
Population: 825.
Staff: 263.

Location: 100 miles northeast of Minneapolis/St. Paul and 70 miles southwest of Duluth. Off Interstate 35 (Sandstone exit, follow Highway 23 to Route 123 east). The institution is 2 miles from the intersection. The area is served by commercial bus lines.



FCI Schuylkill

P.O. Box 700
Minersville, Pennsylvania
17954
570-544-7100
Fax: 570-544-7225
Northeast Region

Security Level: Medium/
Administrative/Male (adjacent
Minimum/Male Camp).
Judicial District: Middle
Pennsylvania.
Capacity: FCI: 729, Camp: 296.
Population: FCI: 1,051, Camp: 286.
Staff: 426.

Location: 100 miles northwest of Philadelphia and 46 miles northeast of Harrisburg. West of Interstate 81, off State Highway 901. The area is served by Harrisburg International Airport, Amtrak in Harrisburg, and commercial bus lines.

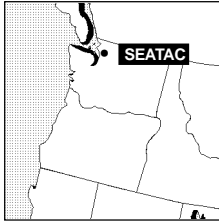


FCI Seagoville

2113 North Highway 175
Seagoville, Texas 75159
972-287-2911
Fax: 972-287-5466
South Central Region

Security Level: Low/Adminis-
trative/Male.
Judicial District: Northern Texas.
Capacity: 866.
Population: 1,162.
Staff: 294.

Location: 11 miles southeast of Dallas, off Highway 175 (Hawn Freeway). The area is served by the Dallas-Fort Worth International Airport, Amtrak in Dallas and Fort Worth, and commercial bus lines.



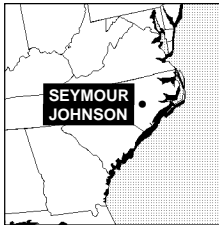
FDC SeaTac

P.O. Box 13901
Seattle, Washington
98198-1091
206-870-5700
Fax: 206-870-5717

Western Region

Security Level: Administrative/
Male/Female.
Judicial District: Western Washington.
Capacity: 700.
Population: 729.
Staff: 255.

Location: 12 miles south of Seattle, and 16 miles north of Tacoma, 1 mile west of Interstate 5 (200th Street exit). The SeaTac International Airport is 1 mile from the facility. Amtrak and commercial bus lines also serve the area. The street address is 2425 South 200th Street.



FPC Seymour Johnson

Caller Box 8004
Goldsboro, North Carolina
27533-8004
919-735-9711
Fax: 919-735-0169

Mid-Atlantic Region

Security Level: Minimum/Male.
Judicial District: Eastern North Carolina.
Capacity: 576.
Population: 489.
Staff: 98.

Location: Near Goldsboro, North Carolina, on Seymour Johnson Air Force Base. Off Interstate highways 40 and 95 and U.S. 70. The area is served by the Raleigh/Durham International Airport and the Kinston Airport, Amtrak in Raleigh and Durham, and commercial bus lines.



FCI Sheridan

P.O. Box 8000
27072 Ballston Road
Sheridan, Oregon
97378-9601
503-843-4442
Fax: 503-843-3408

Western Region

Security Level: Medium/
Administrative/Male (adjacent Minimum/Male Camp).
Judicial District: Oregon.
Capacity: FCI: 923, Camp: 512.
Population: FCI: 1,318, Camp: 422.
Staff: 404.

Location: In northwestern Oregon, in the heart of the Willamette Valley, 90 minutes from Portland. Off Highway 18 on Ballston Road. The area is served by Portland International Airport, Amtrak in Portland and Salem, and commercial bus lines.



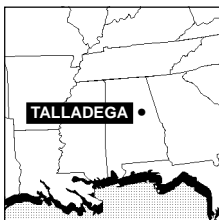
MCFP Springfield

P.O. Box 4000
1900 West Sunshine
Springfield, Missouri 65801-4000
417-862-7041
Fax: 417-837-1711

North Central Region

Security Level: Administrative/
Male.
Judicial District: Western Missouri.
Capacity: 912.
Population: 1,131.
Staff: 669.

Location: In Springfield, at the corner of Sunshine Street and the Kansas Expressway. Off Interstate 44. The area is served by the Springfield Municipal Airport and commercial bus lines.



FCI Talladega

565 East Renfroe Road
Talladega, Alabama 35160
256-315-4100
Fax: 256-315-4495

Southeast Region

Security Level: Medium/Male (adjacent Minimum/Male Camp).
Judicial District: Northern Alabama.
Capacity: FCI: 644, Camp: 296.
Population: FCI: 943, Camp: 381.
Staff: 346.

Location: In the foothills of northeast Alabama, 50 miles east of Birmingham and 100 miles west of Atlanta, Georgia. Off Highway 77 on Renfroe Road.



FCI Tallahassee

501 Capital Circle, N.E.
Tallahassee, Florida
32301-3572
850-878-2173
Fax: 850-216-1299
Southeast Region

Security Level: Low/Female,
Administrative/Male.
Judicial District: Northern
Florida.
Capacity: 652.
Population: 933.
Staff: 352.

Location: Three miles east of
downtown Tallahassee. On
Highway 319 at its intersection
with Park Avenue. Tallahassee is
served by Tallahassee Regional
Airport, Amtrak, and commer-
cial bus lines.

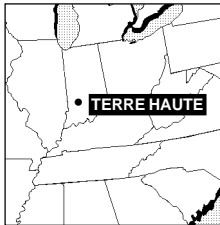


FCI Terminal Island

1299 Seaside Avenue
Terminal Island, California
90731
310-831-8961
Fax: 310-732-5335
Western Region

Security Level: Medium/Male.
Judicial District: Central
California.
Capacity: 478.
Population: 1,011.
Staff: 317.

Location: In Los Angeles Harbor,
between San Pedro and Long
Beach. Off Harbor Freeway (110
South) at the Terminal Island exit.
Cross the Vincent Thomas Bridge
to the Ferry Street exit. The area is
served by Los Angeles Interna-
tional Airport and Long Beach
Airport, Amtrak, and commercial
bus lines.

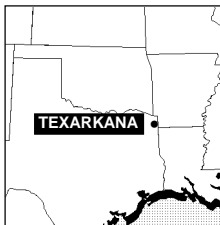


USP Terre Haute

Highway 63 South
Terre Haute, Indiana 47808
812-238-1531
Fax: 812-238-9873
Mid-Atlantic Region

Security Level: High/Male
(adjacent Minimum/Male Camp).
Judicial District: Southern
Indiana.
Capacity: USP: 741, Camp: 340.
Population: USP: 1,084, Camp: 297.
Staff: 496.

Location: Two miles south of
the City of Terre Haute, which is
70 miles west of Indianapolis on
Interstate 70. The institution is
located on Highway 63. Terre
Haute is served by Hulman
Regional Airport and commer-
cial bus lines.

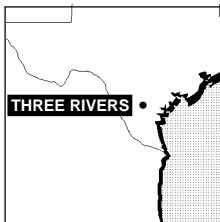


FCI Texarkana

P.O. Box 9500
Texarkana, Texas 75505
903-838-4587
Fax: 903-223-4424
South Central Region

Security Level: Low/Male
(adjacent Minimum/Male Camp).
Judicial District: Eastern Texas.
Capacity: FCI: 747, Camp: 220.
Population: FCI: 1,300, Camp:
313.
Staff: 316.

Location: In northeast Texas
near the Arkansas border, 70
miles north of Shreveport,
Louisiana, and 175 miles east of
Dallas. Off Route 59 south, on
Leopard Drive.

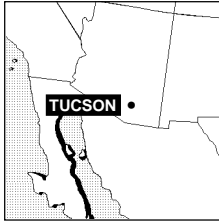


FCI Three Rivers

P.O. Box 4000
Three Rivers, Texas 78071
512-786-3576
Fax: 512-786-5069
South Central Region

Security Level: Medium/Male
(adjacent Minimum/Male Camp).
Judicial District: Southern Texas.
Capacity: FCI: 784, Camp: 256.
Population: FCI: 1,145, Camp: 301.
Staff: 308.

Location: About 80 miles south
of San Antonio and 73 miles
northwest of Corpus Christi.
On Interstate 37, 9 miles west
of the town of Three Rivers;
near the Choke Canyon
Reservoir.

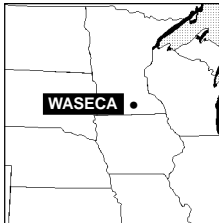


FCI Tucson

8901 South Wilmot Road
Tucson, Arizona 85706
602-574-7100
Fax: 602-670-5674
Western Region

Security Level: Medium/Male,
Administrative Male/Female.
Judicial District: Arizona.
Capacity: 392.
Population: 760.
Staff: 241.

Location: In southern Arizona, 10 miles southeast of the city of Tucson, near Interstate 10 and Wilmot Road. Tucson is served by Tucson International Airport, Amtrak, and commercial bus lines.



FCI Waseca

P.O. Box 1731
University Drive, S.W.
Waseca, Minnesota 56093
507-835-8972
Fax: 507-837-4558
North Central Region

Security Level: Low/Male.
Judicial District: Minnesota.
Capacity: 425.
Population: 593.
Staff: 222.

Location: In southern Minnesota, 75 miles south of Minneapolis on Interstate 35; 13 miles west of Owatonna on State Highway 57. The area is served by airports in Minneapolis (75 miles from the facility) and Rochester (70 miles away).



FPC Yankton

Box 680
Yankton, South Dakota
57078
605-665-3262
Fax: 605-668-1116
North Central Region

Security Level: Minimum/Male.
Judicial District: South Dakota.
Capacity: 655.
Population: 487.
Staff: 107.

Location: In southeastern South Dakota, 60 miles northwest of Sioux City, Iowa, and 85 miles southwest of Sioux Falls, South Dakota, off U.S. Highway 81. The area is served by airports in Sioux City and Sioux Falls, as well as Yankton municipal airport.



FCI Yazoo City

2225 Haley Barbour
Parkway
P.O. Box 5050
Yazoo City, Mississippi
39194
601-751-4800
Fax: 601-751-4905
Southeast Region

Security Level: Low/Male.
Judicial District: Southern
Mississippi.
Capacity: 1,536.
Population: 1,617.
Staff: 296.

Location: About 60 miles north of Jackson, Mississippi, off highway 49. The area is served by most major carriers at the airport in Jackson. Yazoo City also is served by Amtrak and commercial bus lines.

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In the Works

The Bureau of Prisons has undertaken new construction projects to accommodate the growing Federal inmate population and reduce overcrowding in the institutions it already has open. The following institutions were scheduled to come on line after September 30, 1998. Please note that the estimated construction completion dates supplied below are projections, not fixed dates. Also, once construction is completed at a new institution, that institution does not immediately begin accepting inmates, as there are necessary activation and preparatory procedures that must be completed beforehand.

FDC Brooklyn, New York

Detention

Rated capacity: 1,229.

Estimated construction completion:
December 1999.

FMC Devens, Massachusetts

Medical Center

Rated capacity: 986.

Estimated construction completion:
January 1999.

FPC Forrest City, Arkansas

Minimum

Rated capacity: 256.

Estimated construction completion:
April 1999.

FDC Houston, Texas

Detention

Rated capacity: 670.

Estimated construction completion:
June 1999.

FDC Philadelphia, Pennsylvania

Detention

Rated capacity: 757.

Estimated construction completion:
November 1999.

FCI Victorville, California

Medium

Rated capacity: 1,152.

Estimated construction completion:
November 1999.

FPC Victorville, California

Minimum (Female)

Rated capacity: 256.

Estimated construction completion:
July 1999.

Community Corrections

The Bureau's Community Corrections and Detention Division is responsible for the development and implementation of policies and procedures related to the administration of approximately 600 community corrections and detention contract facilities nationwide. The Division is responsible for the Bureau's efforts in privatization, and for coordinating the BOP's newly-acquired responsibility to confine sentenced felony offenders from the District of Columbia. Through its National Office of Citizen Participation, the Division also is responsible for the coordination of volunteer programs.

The Division's Detention Services Branch develops policies and provides program guidance for U.S. Marshals Service and Immigration and Naturalization Service prisoners who are housed in BOP institutions. Because approximately 25 percent of the Bureau's population are foreign nationals, the Detention Branch has been proactive in obtaining contract bedspace for this group.

In addition to the community corrections and detention professionals located in the Bureau's Central Office in Washington, DC, each of the Bureau's six regional offices has a community corrections regional administrator. Collectively, these regional administrators oversee 13 management center administrators, and the activities of 29 Community Corrections Management (CCM) Offices throughout the United States.

Each CCM Office has a community corrections manager, who is responsible for the development, administration, and routine oversight of residential and non-residential services provided through contractual agreements. Programs and services are facilitated through contrac-

tual agreements with Federal, State, county, and city Government agencies and through contracts with private agencies. Services provided by these agencies include prerelease programs; short and long-term detention; juvenile and adult boarding; and home confinement programs.

The Bureau of Prisons is also actively involved in the expansion of new programs and facilities, including transitional drug-abuse treatment programs and comprehensive sanctions centers.

Atlanta CCM Office

715 McDonough Blvd., SE
Atlanta, GA 30315
404-635-5680, Fax: 404-635-5683
Districts: Northern/Middle/Southern Georgia, South Carolina

Baltimore-MARO CCM Office

10010 Junction Drive, Suite 101-N
Annapolis Junction, MD 20701
301-317-3281, Fax: 301-317-3138
Districts: Maryland, Delaware, District of Columbia, Northern West Virginia, Eastern Virginia

Boston CCM Office

JFK Federal Building
Suite 2200
Boston, MA 02203
617-565-4293, Fax: 617-565-4297
Districts: Massachusetts, Vermont, Connecticut, Maine, Rhode Island, New Hampshire

Chicago CCM Office

200 W. Adams
Suite 2915
Chicago, IL 60606
312-886-2114, Fax: 312-886-2118
Districts: Central/Northern Illinois, Eastern/Western Wisconsin

Cincinnati CCM Office

36 East 7th Street
Suite 2107-A
Cincinnati, OH 45202
513-684-2603, Fax: 513-684-2590
Districts: Eastern Kentucky, Southern Indiana, Northern/Southern Ohio

Dallas CCM Office

4211 Cedar Springs Road
Suite 100
Dallas, TX 75219
214-767-9999, Fax: 214-767-9794
Districts: Oklahoma, Northern Texas

Denver CCM Office

1961 Stout Street, Room 683
Denver, CO 80294
303-844-5176, Fax: 303-844-6189
District: Colorado

Detroit CCM Office

1850 Federal Bldg.
477 Michigan Avenue
Detroit, MI 48226
313-226-6186, Fax: 313-226-7327
Districts: Eastern/Western Michigan, Northern Indiana

El Paso CCM Office

208 Mesa One Building
4849 North Mesa Street
El Paso, TX 79912
915-534-6326, Fax: 915-534-6432
Districts: New Mexico, Western Texas (Midland, Pecos, Del Rio, and El Paso Division)

Houston CCM Office

515 Rusk Street, Room 12016
Houston, TX 77002
713-718-4781, Fax: 713-718-4780
Districts: Southern/Eastern Texas

Kansas City CCM Office

U.S. Federal Courthouse
500 State Avenue, Room 237
Kansas City, KS 66101
913-551-5714, Fax: 913-551-5718
Districts: Northern/Southern Iowa,
Kansas, Nebraska, Western Missouri

Long Beach CCM Office

501 West Ocean Boulevard
Suite 3260
Long Beach, CA 90802-4221
310-980-3536, Fax: 310-980-3543
District: Central California

Miami CCM Office

401 North Miami Avenue
Miami, FL 33128-1830
305-536-5705, Fax: 305-536-6530
Districts: Puerto Rico, Virgin Islands,
Southern Florida

Minneapolis/St. Paul CCM Office

300 South 4th Street
Suite 1210, 12th Floor
Minneapolis, MN 55415
612-664-5560, Fax: 612-664-5569
Districts: North Dakota, South Dakota,
Minnesota

Montgomery CCM Office

P.O. Box 171
15 Lee Street
U.S. Courthouse, Room B-18
Montgomery, AL 36101
334-223-7480, Fax: 334-223-7012
Districts: Southern/Middle/Northern
Alabama, Southern/Northern
Mississippi, Northern Florida

Nashville CCM Office

Bureau of Prisons
599 U.S. Courthouse
Nashville, TN 37203
615-736-5148, Fax: 615-736-5147
Districts: Eastern/Middle/Western
Tennessee, Western Kentucky

New Orleans CCM Office

501 Magazine Street, Suite 1211
New Orleans, LA 70130
504-589-2371, Fax: 504-589-2378
Districts: Louisiana, Arkansas

New York CCM Office

26 Federal Plaza, Room 26-110
New York, NY 10278
212-264-9520, Fax: 212-264-9516
Districts: Southern New York,
New Jersey

Orlando CCM Office

3659 Maguire Blvd., Suite 100
Orlando, FL 32803
407-648-6055, Fax: 407-648-6050
District: Middle Florida

Philadelphia CCM Office

1880 John F. Kennedy Boulevard
Suite 602
Philadelphia, PA 19103
215-587-1582, Fax: 215-656-7050
Districts: Eastern/Middle Pennsylvania

Phoenix CCM Office

Suite 425
234 N. Central Ave.
Phoenix, AZ 85004-2212
602-379-4947, Fax: 602-379-4061
Districts: Southern California, Arizona

Pittsburgh CCM Office

William S. Moorehead Federal Building
1000 Liberty Ave., Room 831
Pittsburgh, PA 15222
412-644-6560, Fax: 412-644-3408
Districts: Northern/Western New York,
Western Pennsylvania

Raleigh CCM Office

310 New Bern Avenue, Room 325
Raleigh, NC 27611-7743
919-856-4548, Fax: 919-856-4777
Districts: Southern West Virginia,
Eastern/Middle/Western North Carolina,
Western Virginia

Sacramento CCM Office

Federal Building
650 Capitol Mall, Room 3522
Sacramento, CA 95814
916-498-5718, Fax: 916-498-5723
District: Eastern California

St. Louis CCM Office

U.S. Federal Courthouse
1114 Market Street
Room 902
St. Louis, MO 63101
314-539-2376, Fax: 314-539-2465
Districts: Southern Illinois, Eastern
Missouri

Salt Lake City CCM Office

U.S. Courthouse
350 S. Main Street, Room 503
Salt Lake City, UT 84101
801-524-4212, Fax: 801-524-3112
Districts: Utah, Wyoming, Nevada, Idaho

San Antonio CCM Office

727 E. Durango, Room B-506
San Antonio, TX 78206
210-472-6326, Fax: 210-472-6328
District: Western Texas

San Francisco CCM Office

450 Golden Gate Ave.
P.O. Box 36137
San Francisco, CA 94102
415-436-7990, Fax: 415-436-7995
Districts: Northern California, Guam,
Hawaii

Seattle CCM Office

3160 Jackson Federal Bldg.
915 Second Ave.
Seattle, WA 98174
206-220-6593, Fax: 206-220-6591
Districts: Alaska, Oregon,
Western/Eastern Washington, Montana

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Statistical Data, FY 1998

General Data

Inmates Under Bureau Jurisdiction

Total, September 30, 1998	122,316
In Bureau Institutions	108,207
In Contract Facilities*	14,109

* Includes Federal inmates in privately-operated community corrections centers, detention centers, and prisons; Federal inmates in State and local correctional and detention facilities; and Federal juvenile offenders in contract facilities.

Sentenced	89.8%
Unsentenced	10.2%

Staff to Inmate Ratio	1:3.6
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Inmate Characteristics

Average Age	37
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Gender

Male	92.5%
Female	7.5%

Race

White	57.8%
Black	38.9%
Other	3.3%

Ethnicity

Hispanic	29.9%
Non-Hispanic	70.1%

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Citizenship

U.S.	72.4%
Mexico	12.8%
Colombia	3.7%
Cuba	2.4%
Dominican Republic	2.0%
Jamaica	1.3%
Nigeria	0.5%
Other	5.0%

Type of Commitments

U.S. Code	96.4%
Probation Violation	1.4%
Parole Violation	0.8%
DC Superior Court	0.7%
State, territorial	0.7%

Median Months Expected to Be Served

All offenses	68
Drug offenses	82
Robbery	99
Property offenses	51
Extortion, fraud, and bribery	23
Homicide, aggravated assault, kidnapping	134
Firearms, explosives, arson	68
White-collar offenses	15
Immigration	26
Courts or corrections	26
National security	78
Continuing criminal enterprise	192

Security Level

Minimum	27.5%
Low	35.6%
Medium	23.3%
High	13.7%

Statistics by Inmate Security Level

	MIN	LOW	MED	HIGH
Sentence Length				
Median sentence length	60	78	120	180
Sentence Imposed (as % of Population)				
Under 1 year	4.0%	1.5%	0.4%	0.2%
1-3 years	23.9%	14.0%	5.7%	1.3%
3-5 years	19.1%	16.3%	8.7%	3.0%
5-10 years	34.0%	32.7%	28.8%	16.5%
10-15 years	15.7%	21.9%	23.0%	18.7%
15-20 years	2.5%	7.7%	14.9%	15.3%
Over 20 years	0.8%	5.4%	17.7%	27.6%
Life sentence	0.1%	0.5%	.9%	17.3%
Offense (as % of Population)				
Drug offenses	67.3%	63.7%	54.8%	39.5%
Robbery	0.9%	5.4%	13.1%	26.2%
Property offenses	7.5%	5.1%	4.7%	6.0%
Extortion, bribery, fraud	13.7%	3.2%	1.8%	0.8%
Homicide, aggravated assault, kidnapping	0.4%	1.9%	3.4%	8.5%
Arms, explosives, arson	5.7%	6.8%	14.3%	13.8%
All others	4.5%	13.9%	7.9%	5.2%

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Personnel

Personnel, September 30, 1998 32,602

Gender

Male 73.1%
Female 26.9%

Race/Ethnicity

White 66.9%
African American 19.7%
Hispanic 10.1%
Other 3.3%

Education

High school 34.0%
Technical school 4.4%
Some college 31.5%
Bachelor's degree 19.3%
Some graduate work 2.5%
Master's degree 4.9%
Ph.D. 1.7%
Advanced professional degree 1.8%

Age

18-24 1.6%
25-29 12.3%
30-34 24.4%
35-39 27.4%
40-44 18.8%
45-49 10.2%
50-55 4.5%
Older than 55 0.9%