



## Department of Corrections FY 25 Annual Performance Report - November 2025

### Wildly Important Goals

The Colorado Department of Corrections (CDOC) has identified several Wildly Important Goals (WIGs) for FY 2024-25 and beyond. For this annual performance report, the Department has updated progress on those goals identified in its FY 2024-25 Performance Plan that capture the Department's WIGs and reflect the overall direction as identified by Department leadership.

Additional detail for these, and other, WIGs is available in the Department's Performance Plan, which may be accessed [here](#). For a visual representation of the Department's WIG progress, please visit the Governor's Dashboard, [here](#).

#### **WIG #1: Establish and maintain a 12% staff vacancy rate through June 30, 2027.**

This past year we emphasized the critical importance of recruitment and retention, as they are vital to our effective operation and ability to deliver crucial programming and services. Specifically, decreasing turnover leads to a more efficient and highly skilled workforce, which is essential for our mission. It is particularly critical that the department retains new employees beyond their 12-month probationary period. This not only improves facility security but also cultivates a knowledgeable and experienced workforce. A well-staffed environment also increases the likelihood of successful re-entry for individuals upon release, which ultimately contributes to higher levels of safety for the community.

#### **WIG #2: Decrease the percentage of parolees receiving a new felony conviction and sentence to the Colorado Department of Corrections by 5%, by June 30, 2027.**

A reduction in the recidivism rate offers multifaceted benefits that resonate throughout society. For individuals, it signifies a successful re-entry into societal structures, fostering stability, independence, and a renewed sense of purpose. For communities, decreased recidivism translates directly into a reduction in victimization, enhancing public safety and fostering a greater sense of security. Our efforts to decrease recidivism and improve prison culture were measured by providing individuals with training and education opportunities to assist in gaining employment after release, ensuring inmates have the housing connections needed to reduce homelessness, and providing Medication Assisted Treatment to inmates reentering the community.

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### **WIG #3: Increase the percentage of people successfully completing parole with no complaints from 53% to 59%, by June 30, 2027.**

The establishment and expansion of a Peer Mentor program was vital for enhancing peer-social engagement. Mentors offer guidance on navigating the complexities of post-incarceration, share coping strategies, provide emotional encouragement, and serve as positive role models. This year we performed a review of current Adult Parole policies and processes. This review aimed to identify and eliminate barriers to compliance that inadvertently hinder a parolee's ability to successfully complete their term. Finally, it was imperative to ensure that all eligible offenders were released from facilities with the requisite identification. This lack of ID acts as a barrier to obtaining employment, securing housing, opening bank accounts, accessing healthcare, and even receiving social services or government benefits.

#### **Performance Measures**

Measure - Maintain Staff Vacancy Rates	FY24 Actual	Q1 FY25	Q2 FY 25	Q3 FY 25	Q4 FY 25	FY25 Goal	FY 25 Actual	3-yr goal
<b>Establish and maintain a 12% staff vacancy rate through June 30, 2027.</b>	16%	15.47%	14.96%	14.49%	13.32%	12%	14.7%	12%
Hire, train, and have four retention coaches working in the four facilities with the highest staff turnover rate by June 30, 2025.	4	4	5	9	9	4	9	n/a
Increase the percentage of staff completing the probationary period (excluding the Basic Training period) from 57% to 70% by June 30, 2025.	57%	68.42%	58.54%	52%	74.29%	70%	61.4%	n/a
Improve the exit interview response rate from 3% to 25% by June 30, 2025.	3%	23%	23.18%	24%	23.44%	25%	23.1%	n/a

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Measure - Recidivism	FY24 Actual	Q1 FY 25	Q2 FY 25	Q3 FY 25	Q4 FY 25	FY25 Goal	FY25 Actual	3-yr goal
<b>Decrease the percentage of parolees receiving a new felony conviction and sentence to the Colorado Department of Corrections by 5%, by June 30, 2027.</b>	14%	11.3%	16.8%	13%	12.9%	13%	12.7%	9%
Launch a workforce training program with external agencies to bring workforce training opportunities in high demand areas into the department and parole by February 28, 2025.	0%	0%	50%	100%	100%	100%	100%	n/a
Implement at least one internal training program resulting from Request for Proposal (RFP) and provide services to 100 offenders by June 30, 2025.	0	0	0	99	390	100	489	n/a
Increase the percentage of individuals who are connected to a housing resource upon release from 79% to 83% by June 30, 2025.	79%	86.8%	83.7%	84.8%	74.1%	83%	82.9%	n/a
Using peers in the community, provide early intervention to high risk parolees on Medication Assisted Treatment (MAT) who miss treatment appointments in the first 90 days post release. Make 100 peer contacts with community MAT peers by June 30, 2025.	0	0	0	0	0	100	0	n/a
DOC will redesign and implement a data system that will provide current and future detailed information on degree and certificate awards by June 30, 2025.	0%	50%	50%	100%	100%	100%	100%	n/a
Increase post-secondary program completions that result in a credential (degree and certificates) by 1% from 459 to 464, by June 30, 2025.	459	245	950	180	477	464	1852	n/a



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Measure - Parole System Compliance	FY24 Actual	Q1 FY25	Q2 FY 25	Q3 FY 25	Q4 FY 25	FY25 Goal	FY25 Actual	3-yr goal
<b>Increase the percentage of people successfully completing parole with no complaints from 53% to 59%, by June 30, 2027.</b>	53%	58.1%	49.9%	56%	55%	55%	54.8%	59%
Create a Peer Mentor program that fosters prosocial peer engagement by December 31, 2024.	0%	100%	100%	100%	100%	100%	100%	n/a
Through the Peer Mentoring program provide 150 contacts internally and to offenders on parole that foster prosocial peer engagement by June 30, 2025.	0	14	529	945	889	150	2,377	n/a
Revise 100% of Adult Parole policies or processes identified as requiring modifications in order to improve parole compliance by June 30, 2025.	0%	23.5%	55%	75%	100%	100%	100%	n/a
Ensure that 98% of eligible offenders are released to parole with a form of ID such as a Colorado State ID, Driver's License or Social Security Card by June 30, 2025.	74%	98.6%	99.7%	99.1%	99.7%	98%	99.1%	n/a