



Attracting and retaining qualified staff is one of the greatest challenges facing a correctional system. The pandemic made this an even greater challenge. Providing a safe environment for staff and the people in our care is CoreCivic's top priority. CoreCivic has the ability to borrow staff from other facilities within the CoreCivic system to serve as a relief valve for vacant correctional officer positions within our facilities. This program has been implemented at Crossroads, with approval from the Montana Department of Corrections, in-order to meet contract requirements and to continue to operate a safe and secure facility.

Housing continues to be a challenge for attracting and retaining permanent staff at Crossroads. CoreCivic has been working diligently with local communities to create more housing opportunities for our staff and build housing opportunities for our staff and their families.

2021 Correctional Officer Vacancies

Month	Contract Requirement	Correctional Officer Vacancy
January	86	-22
February	86	-29
March	86	-50
April	86	-22
May	86	-18
June	86	-10
July	86	-16
August	86	-21
September	86	-30
October	86	-31
November	86	-41
December	86	-18

2022 Correctional Officer Vacancies

Month	Contract Requirement	Correctional Officer Vacancy
January	86	-34
February	86	-27
March	86	-33
April	86	-31
May	86	-29
June	86	-22
July	86	-17
August	86	-13
September	86	-22
October	86	-11
November	86	-20
December	86	-21

2023 Correctional Officer Vacancies

Month	Contract Requirement	Correctional Officer Vacancy
January	86	-17
February	86	-11
March	86	-16
April	86	-15
May	86	-10
June	86	-9
July	86	-9
August	86	-2
September	86	-6
October	86	-3
November	86	-6