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I am writing to express my strong support for Senator Dick Durbin's letter to the BOP for a proposed 35% special pay increase for Federal Corrections Staff. This pay adjustment is not only warranted but essential to ensuring the safety, security, and effectiveness of our federal correctional institutions. Bureau of Prisons Staff play a crucial role in maintaining order and security within our prisons, and their compensation should reflect the significant challenges and risks they face on a daily basis.

- 1. High-Risk Environment:** Federal Corrections Staffers operate in one of the most challenging and dangerous work environments. They are responsible for the custody, supervision, and rehabilitation of some of the most dangerous individuals in the country. The inherent risks, including physical assault and exposure to various hazards, necessitate a pay scale that compensates for these dangers.
- 2. Staff Retention and Recruitment:** Competitive pay is essential for attracting and retaining qualified personnel. A significant pay increase would help address the ongoing issue of understaffing in federal correctional facilities, which compromises both the safety of the officers and the inmates. By offering a more attractive compensation package, we can ensure that these critical positions are filled with competent and dedicated professionals.
- 3. Equity and Recognition:** BOP Staff often work long hours, including nights, weekends, and holidays, with a high level of responsibility and minimal public recognition. A pay increase would serve as a tangible acknowledgment of their dedication and hard work, aligning their compensation more closely with other law enforcement and public safety professionals.
- 4. Cost of Living Adjustments:** Many federal correctional facilities are located in areas with a high cost of living. A 35% pay increase would help ensure that Corrections Staff can afford to live in the communities they serve, reducing financial stress and allowing them to focus on their critical duties.

Bureau of Prison Staff are the backbone of our prison system, ensuring that these facilities operate smoothly and safely. It is imperative that we provide them with a fair and competitive salary that reflects the demanding nature of their work. The proposed 35% special pay increase is a necessary step in recognizing their contributions and ensuring the continued stability and effectiveness of our correctional institutions.

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"Protecting those that protect America."

