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COUNCIL OF PRISON LOCALS 33
AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES AFL-CIO

The Honorable Joe Biden, President

I am writing to urgently bring to your attention the critical staffing shortages and pay insufficiencies facing the Federal Bureau of Prisons. As a dedicated employee of the Federal Bureau of Prisons, as well as, the National Union President of Council of Prison Locals 33, representing nearly 30,000 hardworking, and dedicated staff that place their lives on the line every day to carry out the mission of the Bureau, I have witnessed firsthand the impact of these issues on the safety and effectiveness of our federal correctional facilities.

The current staffing shortages within our agency have reached a critical level, placing an unsustainable burden on our existing workforce, and compromising the safety and security of both staff and inmates. The reduction of almost 9,000 staff since 2016, has raised serious concerns about our ability to effectively carry out our responsibilities. These shortages have resulted in increased workloads, mandatory overtime, a practice called augmentation or reassignment (where non-correctional officers are assigned to perform the duties of a correctional officer and vacate their positions), and heightened stress levels for our staff, ultimately jeopardizing the well-being of all involved.

In addition to the staffing challenges, the issue of pay insufficiency has become a significant concern for many employees within the Federal Bureau of Prisons. The Council believes the staffing crisis can only be resolved by addressing the pay band issues. The current pay structure within the Bureau is significantly lower than that of other Federal Law Enforcement Agencies, including the US Marshals, Immigration and Customs (ICE), and Border Patrol. Additionally, the Bureau's pay scale is non-competitive with state and local law enforcement positions and even private sector jobs.

I urge you to prioritize and address these pressing issues within the Federal Bureau of Prisons. Adequate staffing levels and competitive compensation are essential to ensuring the safety of our correctional facilities and the well-being of our dedicated workforce. By investing in our personnel, you will not only improve the working conditions of thousands of public servants but also enhance the integrity and effectiveness of our nation's federal correctional system.

I respectfully request your attention to this matter and would welcome the opportunity to discuss potential solutions and initiatives to address the staffing shortages and pay insufficiencies within the Federal Bureau of Prisons.

Thank you for your consideration of this important issue. We remain committed to serving the public and upholding the values of our nation's correctional system.

Brandy Moore White

National President
Council of Prison Locals