



Council of Prison Locals 33

**RESPONSE TO QUESTIONS FOR THE RECORD
BRANDY MOORE WHITE
NATIONAL PRESIDENT
COUNCIL OF PRISON LOCALS**

FOR THE

**SENATE JUDICIARY: SUBCOMMITTEE ON CRIMINAL JUSTICE AND
COUNTERTERRORISM**

***“The Nation’s Correctional Staffing Crisis: Assessing the Toll on
Correctional Officers and Incarcerated Persons”***

I would like to sincerely thank the Sub-committee for the opportunity to present the perspective of our federal prison system from the professional, hard-working, men and women, of the Federal Bureau of Prisons.

Thank you for the inquiry regarding immediate steps to improve the morale and wellness of the employees. After careful consideration and analysis, it is evident that implementing a 35% pay increase for our staff members would be the most efficient and effective way to boost morale within our workforce.

A pay raise not only provides tangible benefits to our employees but also serves as a clear demonstration of our commitment to recognizing their hard work and dedication. By offering a competitive salary package we can attract and retain top talent, boost employee morale, and foster a positive work environment conducive to productivity and success for both the staff and the inmates we house.

Research has shown that financial incentives are powerful motivators and can significantly impact employee morale and engagement. In addition to addressing immediate concerns related to our critical staffing numbers, a pay increase can also lead to increased safety, morale, improved performance, and reduced turnover rates, all of which are crucial for the long-term success of our organization.

Additionally, if we are able to attract and retain staff, we would have more opportunities to create wellness programs and have much needed training for the staff. As I am sure you are aware mental health awareness for correctional staff is essential to long term wellness.

We believe that investing in our employees through a pay increase is not only the fastest but also the most effective way to boost morale and enhance overall organizational performance. We are committed to prioritizing the well-being and satisfaction of our staff members and are confident that this strategic decision will yield positive results for both our employees and our organization as a whole to include the inmates in our care.

Thank you for your attention to this matter and please do not hesitate to reach out if you require any further information or clarification.