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Congress of the United States
House of Representatives
Washington, DC 20515-3221

August 1, 2025

The Honorable Scott Kupor
Director
U.S. Office of Personnel Management
1900 E Street, NW
Washington, DC 20415

Dear Director Kupor,

Congratulations on your confirmation and swearing-in. I write to respectfully urge the Office of Personnel Management (OPM) to consider increasing the locality pay rate for federal employees working at the Federal Correctional Institution (FCI) Ray Brook. As the Representative for New York's 21st Congressional District, I have heard directly from correctional officers and staff at FCI Ray Brook who are struggling with the growing gap between their compensation and the state's rapidly rising cost of living.

New York has experienced a significant increase in housing prices, property taxes, energy costs, and other basic living expenses over the past several years under the Hochul Administration. Despite these increases, the federal locality pay rate for the area has remained stagnant. The rest of the United States locality payrate currently applies to FCI Ray Brook. However, New York suffers proportionally worse than the rest of the United States due to the failed Governor Kathy Hochul.

This disparity has placed an enormous financial burden on law enforcement officers who have been under constant attack by the Hochul Administration and Far Left New York Democrats.

Increasing the locality pay rate for FCI Ray Brook to the New York City pay rate would help alleviate recruitment and retention challenges while recognizing the critical contributions these officers make to our federal justice system. It would also bring fairness and parity to a workforce that, despite working in rural areas, is subject to many of the same economic pressures as those in higher-compensated metropolitan regions. FCI Otisville is in a near identical situation as FCI Ray Brook and receives the New York City pay rate.

I respectfully request that OPM conduct a thorough review of the current cost of living data for the FCI Ray Brook area and strongly consider revising its locality pay schedule to more accurately reflect the financial realities on the ground. Doing so would not only improve workforce morale and stability but also ensure that these law enforcement officers receive the support and compensation they have earned.

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Thank you for your attention to this important matter, and for your continued commitment to supporting our nation's federal employees.

Sincerely,

A handwritten signature in blue ink that reads "Elise M. Stefanik". The signature is written in a cursive style with a horizontal line underneath.

Elise M. Stefanik
Chairwoman
House Republican Leadership