

119TH CONGRESS
1ST SESSION

H. R. 4008

To amend title 5, United States Code, to provide increased locality pay rates to certain Bureau of Prisons employees whose duty stations are located in the pay locality designated as “Rest of U.S.”, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

JUNE 12, 2025

Mr. WEBER of Texas (for himself, Mr. BACON, Mr. FITZPATRICK, Mr. LANGWORTHY, Mr. LUCAS, and Ms. STEFANIK) introduced the following bill; which was referred to the Committee on Oversight and Government Reform

A BILL

To amend title 5, United States Code, to provide increased locality pay rates to certain Bureau of Prisons employees whose duty stations are located in the pay locality designated as “Rest of U.S.”, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Pay Our Correctional
5 Officers Fairly Act”.

1 **SEC. 2. PROVIDING NEAREST OTHER LOCALITY PAY RATE**
2 **FOR CERTAIN BUREAU OF PRISONS EMPLOY-**
3 **EES RECEIVING REST OF U.S. LOCALITY**
4 **RATE.**

5 Section 5304 of title 5, United States Code, is
6 amended—

7 (1) by redesignating subsection (i) as subsection
8 (j); and

9 (2) by inserting after subsection (h) the fol-
10 lowing:

11 “(i)(1) Notwithstanding any other provision of this
12 chapter, and consistent with paragraph (2), the official
13 worksite of an employee of the Bureau of Prisons that is
14 otherwise located in the pay locality designated as ‘Rest
15 of U.S.’ shall be considered to be located in the nearest
16 other pay locality established pursuant to this section.

17 “(2) For purposes of carrying out paragraph (1)—

18 “(A) if more than one pay locality is within 200
19 miles of the official worksite of such an employee,
20 such worksite shall be considered to be located in the
21 pay locality with the highest comparability payment;

22 “(B) an employee of the Bureau of Prisons
23 shall not be subject to paragraph (1) if the official
24 worksite of such employee is not within 200 miles of
25 any pay locality other than ‘Rest of U.S.’; and

1 “(C) notwithstanding any other provision of
2 law, the term ‘employee’ includes any prevailing rate
3 employee (as that term is defined in section 5342).
4 “(3) This subsection shall begin to apply during any
5 pay period beginning on or after the date that is 180 days
6 after the date of enactment of this subsection.”.

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