

October, 2016

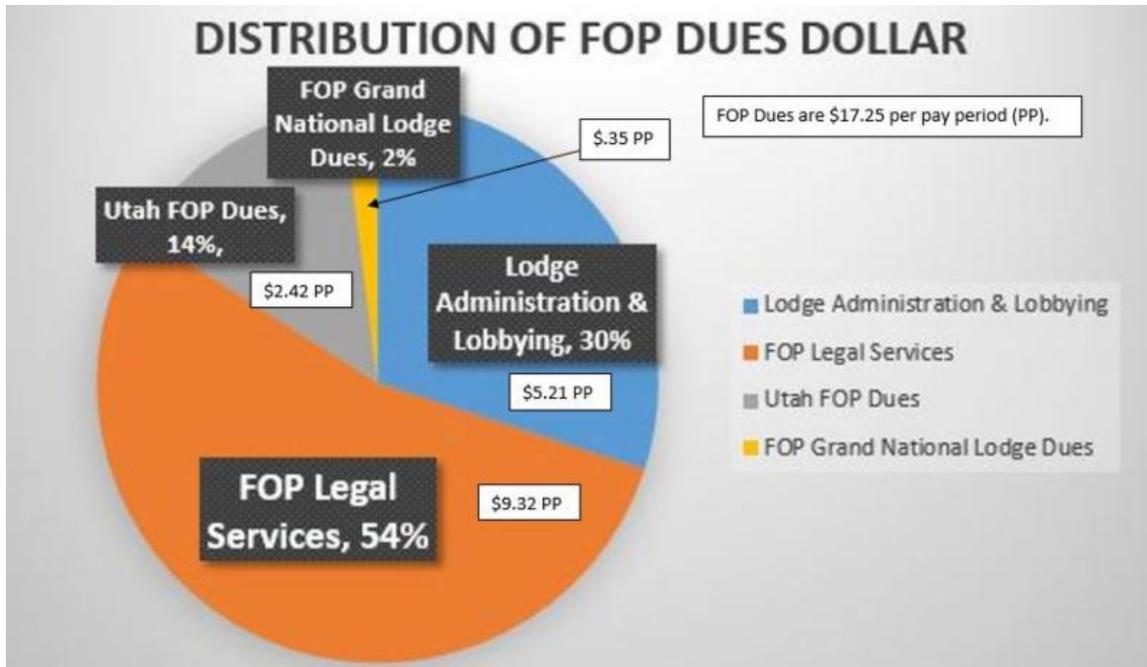
NOMINATION FOR FOP OFFICERS - NOW OPEN

It is time to accept nominations for the following FOP Officers. (All-terms = 2 years)

President
Vice President - Institutional Operations
Vice President - AP & P
Secretary -



To nominate someone for one of the offices above, go to [FOPNOMINATIONS](#). In order to be eligible to nominate someone you must be a FOP member. The election will occur in November. Thanks



In a recent survey, several of our members asked, "Where do my FOP dues go?" FOP is a completely transparent organization so the chart ABOVE shows how your \$\$\$ are being spent. This information has always been on the FOP website at www.UTAHFOP14.com
Just a few quick observations:

- Over half of your dues \$\$\$ goes to provide the BEST, MOST AGGRESSIVE, legal representation available. Members do NOT need anyone permission to access FOP's

attorneys in their behalf.

- FOP Lodge 14 has a full-time lobbyist on Utah's Capitol Hill who is leading the organization's efforts to get you higher compensation.
- State dues must be paid according to the Grand Lodge in order to be a member of FOP.

If you have additional questions, please feel free to ask by contacting Congresman@comcast.net

CLOSING TOWER 5 AT THE UTAH STATE PRISON

FOP has received several concerns from members regarding the closure of Tower 5. FOP recently went with the Administration on a site visit and we will have MORE to report on the closure in an upcoming newsletter.



FOP IS LISTENING!

by Kelly C. Atkinson, Executive Director

From the recent survey taken, members and non-members alike told us we need to communicate more frequently. This communication is the first of many more to come in the hopes that we better convey what your FOP is doing in your behalf. While you indicated that you appreciated how hard FOP works for each of you, the overwhelming majority requested MORE communication. We heard you!

Lots of people have opinions about the current administration - some good and some not so good. FOP is sensitive to these feelings and concerns. We recognize change is difficult to manage especially when an organization has institutionalized a culture over decades. FOP is working to bring positive change to UDC and I believe that Director Cook is trying to do the same. Please read the email thread below and come to your own conclusions.

EMAIL FROM FOP MEMBER:

On Friday September 23 we got the exact dates and times for the written portion of Sgt testing. I immediately sent an email to Lt XXX requesting that I be able to arrange a different time to take it because of my planned annual leave that week. He said no and that I'd have to make accommodations to take the test.

I then sent an email to YYY. I called YYY Monday September 26 and explained to YYY that because of annual leave that was picked in May I would be out of town. YYY said they couldn't make an exception for me because then they'd have to do it for everyone. Even though they made accommodations for this current captain's test YYY said they wouldn't do it because of the number of people applying for Sgt.

I then made the comment that it's an awful time to do the testing here in Utah because of hunting. YYY asked what would be more important hunting or promoting. Forcing a choice between work or family is ridiculous.

My main complaint was that we need to pick our time off in May. And not knowing what the testing time is for any of these positions and the fact they're not willing to work with us is a bit disheartening. In the end XXX said I'd have to contact Lt XXX or Director XXX to see if they'd be willing to help me.

Signed FOP Member

EMAIL FROM FOP TO HR BROOKE BAKER WITH CC COPY TO DIRECTOR COOK

Please read the email below sent to me from Officer XXX regarding testing. This concerns FOP because when an employee MUST pick in May a vacation date (required by the Department) and then the testing date for promotion is decided after May it seems more than a bit cavalier to simply dismiss Officer XXX's request by stating "you have to choose between your vacation and your career." Really? As we work to continue to improve morale in the department, such statements are gut wrenching to me. Why I completely understand that you need lead time to staff the facility during busy vacation months, does the department understand that employees need lead time to arrange their schedules also? I have two thoughts concerning this matter:

1. If an exception is being made for the testing for captains an exception needs to be made for the testing for sergeants. In the current administration we don't play favorites.
2. A simple solution going forward is to set an annual month in which testing will occur and test during that month. Setting a testing month well in advance and then publicizing when testing will occur allows employees, prior to scheduling vacation dates to decide whether or not they choose to go on vacation and miss promoting for another year or schedule their vacation at a different time, working around the pre-announced interview date, to avoid missing out on promotion. With our current system which creates lists which last a year, we must create a system which is sensitive to the needs of the department and its staff.

At this point, Officer XXX has plane tickets and is scheduled to leave for his vacation after this Friday. Arrangements are made to meet extended family and friends in addition to all the other accommodations necessary for any family to travel and go on vacation. To simply dismiss this by the callous statements reported below is inexcusable and would make any one feel that their service is not appreciated. I know that this isn't what were mutually working to convey to the staff working at the Department of Corrections.

Thank you for your attention to this matter.

EMAIL FROM BROOKE BAKER:

Hello again,

All is well. An alternate testing will be provided for those with a legitimate conflict. Employees will be notified today or tomorrow.

Thanks,

EMAIL FROM THE FOP MEMBER

I just wanted to send you an email and say thank you for all that you did in order to help me test. It's nice to know that there's another person out there who is concerned for our well-being out here and who's willing to help us when we need it. Also thanks for all that you do in all other facets of our department. I know it must be frustrating at times but we notice down here and I've never heard anything but good things from the staff down here about FOP.

Officer XXX

While FOP appreciates the kind words of this Officer, what FOP wants our membership to know is that the current administration under Director Cook is trying. No one person is perfect, I know that I am not, but prior to Director Cook and his staff, matters like the one discussed above always went to the Career Review Service Office -ALWAYS.

We have lots to do to improve morale and working conditions, but we are encouraged as we see the administration working with FOP to improve morale and compensation. Keep your emails coming to us and we shall continue to work with the Administration to make things better. When they screw up we shall tell them, and when they work like in the situation above, we will praise them.

Kelly
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Give us a call today!

Congresman@comcast.net

STAY CONNECTED

