



Vaughn Howard, President  
Kelly Atkinson, Executive Director  
801-673-2861 / Congressman@comcast.net

## FOP's Monthly News & Updates

In our November newsletter discover who is representing our interest on Utah's Capitol Hill, who FOP will be honoring in an upcoming FOP Luncheon, and who may be the NEXT President of FOP. Read on!

[Visit Our Website](#)



Debbie Cragun -  
Director Human  
Resource Management

### FOP Representing Your Interests on Capitol Hill

Who is the organization that is attending legislative meetings in your behalf and speaking out to represent your interests? FOP! On November 10, 2016, Debbie Cragun, the Director of Human Resource Management in the State of Utah, made an excellent presentation on how the state of Utah reimburses its employees.

While other organizations had people in the audience, only one organization spoke out for sworn staff - FOP. FOP Executive Director Kelly Atkinson, requested time to be heard from the Retirement Committee's Chair, Craig Powell and was granted an opportunity to speak.

Mr. Atkinson thanked Ms. Cragun for her presentation and then informed the committee that the reason most law enforcement officers working for the Department of Corrections and the Utah Highway Patrol do not stay with these law enforcement agencies is because there is no career path in state employment. Atkinson advocated for the creation of a career path and indicated that the governor's office had been working on a proposal to do just this. Atkinson encouraged the legislature to support the governor's recommendation when it's revealed. To hear what Atkinson had to say about correction's salaries, please listen to Mr. Atkinson's testimony starting at 1:27:36 of the recording.

[RECORDING](#)

### "Honorary Major" Recipients

The Utah Fraternal Order of Police, Correction Lodge 14 will hold a special luncheon to honor four



Kristin Cox - Director  
Utah Office of  
Planning &  
Budgeting

- Senator Ralph Okerlund
- Representative Rich Cunningham

recipients who will be named "honorary Majors". This is FOP Lodge 14 highest award to a civilian. The award (an authentic police shield) will be presented at a luncheon especially set aside to honor these recipients for their service. The date of the luncheon is yet to be determined because we wish to surprise one of our recipients and the event will be planned around his schedule.

The four recipients are:

- ?
- Director of the Office of Budget and Management Kristen Cox



Rep. Rich  
Cunningham

A future article will highlight the activities surrounding the awards.



Sen. Ralph  
Okerlund

## Tower 5 Shutting Down



By Mark DeWolfe, FOP Vice President Utah State Prison

Listening to member's concerns is a top priority to Fraternal Order of Police Lodge 14. As such, on October 5 FOP met with Draper site administration to discuss the closing of Tower 5. While raising concerns over external security issues, Oquirrh yard safety, and management of the afterhours phone system, Lodge 14 was able to be the voice of staff in making sure management understood the possible implications in closing that post. During the meeting, Lodge 14 representatives accompanied Warden Crowther and Lieutenant Savage for a tour of Tower 5, and listened to the rationale of why staff could be more effective in another area. While the closing of any post should be seriously examined, we were pleased with the position being shifted to the re-instatement of Charlie 4, a post crucial to the safety and security of North Point. Lodge 14 raised concerns with the after-hour's phone responsibilities being shifted to Tower 2, a post that has already been delegated with additional responsibilities after the closing of Tower 9. Draper site administration has since stated that the after-hour's phone responsibilities will not be the responsibility of Tower 2.

## FOP Elections for Officers Underway

At the present time FOP is running an election for new officers. If you have not already, please go to the following link and vote.

[VOTE FOR NEW FOP OFFICERS](#)

Those seeking office include:

**FOR PRESIDENT**  
Sarah Adams, LEB Investigator

**FOR VICE PRESIDENT**

Mike Renckert, AP&P Agent

**SECOND VICE PRESIDENT**

Jared Diehl, Sargent, Utah State Prison

As the office of President is the only position that is challenged, please find below the statements of the two nominees.

**SARAH ADAMS**



Hello. My name is Sarah Adams and I am running for FOP Lodge 14 President. I want to be your president because I believe our lodge has great potential. Lodge 14 has done wonderful things for staff over the years and I want to continue that tradition. I truly believe in fair representation, due process rights and competitive compensation for each employee. I will strive for a transparent, open and inclusive organization. I want to make sure all staff have the opportunity to have their voices heard and to have all areas of the Department represented. Our department is large with a lot of diversity and it's important to ensure all areas have their concerns heard. I want to see the lodge continue to grow and provide more services for staff. In the past, FOP has provided support to my family when it was needed and I want to give back to the organization through service to my fellow officers.

I feel qualified to represent my co-workers for several reasons. Having worked in many different positions within the Department, I am familiar with the staff needs of many different areas. I have also worked with many outside agencies and am able to draw upon the knowledge and experience available throughout the state from other agencies. I am extremely diplomatic, while standing up for what I believe in and will fight for what is best for our members. I have worked for the Department and been an FOP member for 12 years. I started in 2004 at a community correctional center as a Correctional Officer. Throughout the years I have had the opportunity to work as a Shiftleader, Agent, Supervisor, and I am currently an Investigator in the Law Enforcement Bureau. I've been lucky enough to be involved in working with many different employees in many different capacities. This experience has given me insight into what is important to employees at different locations throughout the Department.

My current assignment has given me great access and insight into administration and the administrative process, as well as solidifying my respect for the due process rights of our members. After speaking with UDC administration and state FOP leadership, both see the advantages inherent in my experience.

Thank you for taking the time to read this. FOP is an employee organization and depends on the involvement of its members for success. Please feel free to reach out to me personally should you have any further questions. I can be reached by phone or email at 801-613-0672 or sarahful@gmail.com. I look forward to the opportunity to serve our great organization.

Sincerely,  
**Sarah Adams**

**KEN STRONG**

Most of you already know that for the past few years I have worked closely with FOP to correct pay inequities that have existed in the Department of Corrections for decades. We've been largely successful, but more is needed and I want to see it through as your FOP President. I bring vision and 32 years of experience to the position as well as a proven, relentless drive to fight for UDC staff. Being your FOP President would only strengthen and fortify my energy toward these goals. I will continue to fight tirelessly for employee rights, raises, fairness and a clear pay plan that offers yearly salary increases we can count on.



Over the last 32 years as a UDC employee, I have watched as the State of Utah has devalued the positions of Correctional Officer and Parole Officer to the point of being among the lowest

paid Post Certified Law Enforcement positions in the State. The State has nipped away at our benefits piece by piece, and we are falling behind in this area as well.

About three years ago I decided to stand up to try and put an end to these issues. My experience working with our Administration as well as employee organizations to revamp our pay system has had its ups and downs, but I have developed trust and rapport with some of our Legislators. I've spent countless hours discussing our staff issues and pay inequities with them in both formal and informal settings. Our Department working as a team with these organizations have made significant progress each year, and I want to see this process through to the end.

One of the important parts of this pay campaign has been to treat each officer the same regardless of rank. This truly unites us as a team, and if we are successful we all gain equally. This is where in years past we have been divided and conquered. Bringing this awareness forward will eliminate some of the frustration.

My 32 years of experience with Corrections provides me valuable insights and historical perspective toward many issues that will ultimately affect staff and their well-being. I have championed staff by assisting in filing group and individual staff grievances, and I will draw from that experience as well.

I believe that F.O.P. has always had the best interests of POST certified staff in mind and have supported this effort for years, even prior to becoming a member. We can continue to improve our working conditions and make lasting changes together as a team. I would love the opportunity to serve and represent UDC officers as your FOP President in this capacity, and look forward to the opportunity to serve.

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Name | Company | Phone | Email | Website

## Seven Things You May NOT know about FOP

1. FOP is the ONLY organization that does NOT have a gate keeper to get to our attorneys. If you have a problem, no negotiations, no pleading, no begging to access the attorney. When you join FOP, the agreement for representation is between you and the attorney. If the matter is covered, and most are, you may have legal representation without the consent of FOP Leadership.
2. FOP is on Utah's Capitol Hill fighting for you. FOP is leading the way to get your compensation in line with others that perform similar work in the state of Utah. Whether it is a meeting with the Governor, a meeting with Kristen Cox, the director over budget and management in the state of Utah; meeting with Debbie Cragun, HR director for the state of Utah; FOP is there representing your interests and your concerns.
3. FOP meets with the administration each month to express our concerns, sometimes more frequently. The relationship is a cordial one built on mutual respect. FOP is fearless in expressing their concerns and fighting for your interests. Our sole interest is to make this department the best department in state government.
4. FOP has a website at [UTAHFOP14.com](http://UTAHFOP14.com) with up to date information about what is happening and going on in FOP. Go there frequently for the most up to date information.
5. FOP has met with the Governor and talked to him about developing a career pathway for all correctional officers. That meeting, with Director Cook present, resulted in the Governor's office

hiring a consultant to assist in developing a career pathway that needs to be adopted by the Utah State Legislature in the 2017 session.

6. FOP has worked with the administration to allow any employee under investigation by L.E.B. to have a representative present in the room during an investigation. This was NEVER allowed under any of the previous administrations.

7. FOP Lodge 14 officers receive NO reimbursement for their services. They are volunteers and contribute their time for the betterment of the Order.