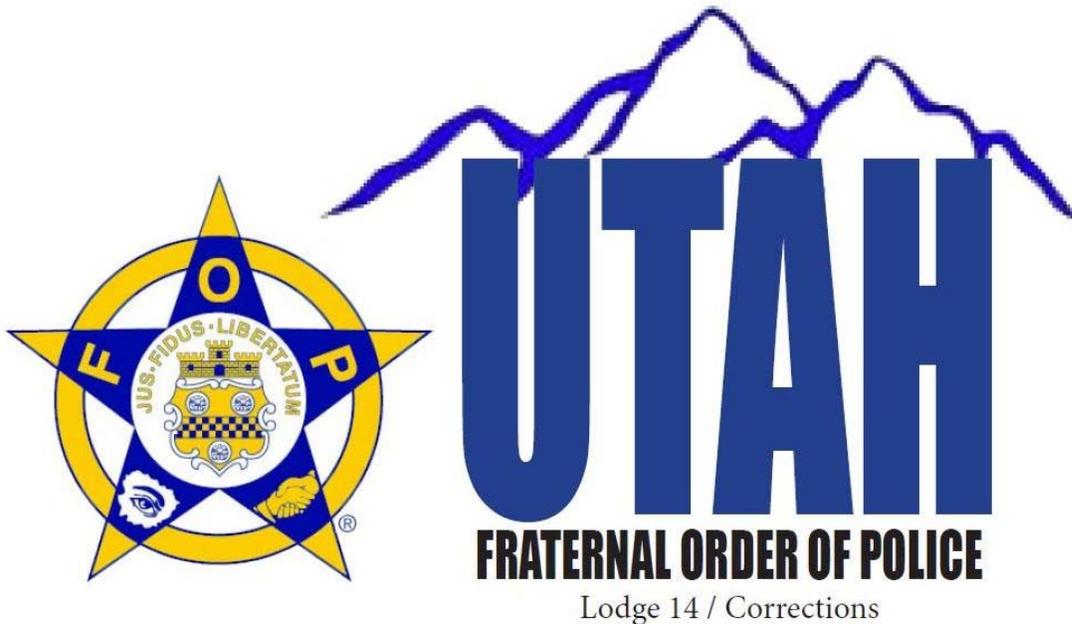


To:
From: Fraternal Order of Police, Lodge 14 Corrections
From Email: Congressman@comcast.net
Subject: FOP January 2017 Newsletter
Preheader:

Trouble viewing this email? [Read it online](#)



FOP'S Role in the Proposed New Pay Plan

As reported last month in this newsletter, FOP met with Governor Herbert and Director Cook at the Utah State Capitol in the Governor's Office towards the end of the last legislative session. At that time the governor asked FOP Executive Director Kelly Atkinson why the employee turnover was so great in the Department of Corrections. Director Atkinson indicated that the primary reason for the high turnover was no career path existed for agents and officers. Governor Herbert instructed his staff to "look into this!"



Later, FOP learned that the governor had instructed the Office of Management and Budget to hire an independent, outside consultant to conduct a comprehensive salary comparison of officers and agents working for Utah's Department of Corrections compared to other entities employing similar job positions. Last month, FOP confirmed that the comparison for AP&P agents was based on surrounding states. While the proposed system is NOT perfect by any means, compared against the current pay structure, in FOP's estimation, the proposed pay

plan is light years ahead of the current range system. Consider the following:

- The new proposed pay plan recommends that all sworn officers, regardless of where they may fall on the new salary plan, receive the same salary increase as all other public employees will receive in the state of Utah.
- The new proposed pay plan has salary steps that the plan anticipates will be funded each year until the employee maxes out on the plan - meaning that even without a cost-of-living adjustment, employees in the pay plan will receive a raise each year until they max out on the salary lane (after the plan is fully implemented). (Remember: in the old career ladder pay plan employees received an 11 cent raise after 5 years of service. The new paid plan steps are between 3% to 1.5% and will be paid each year for 10 to 12 years depending on which salary lane a person is classified in.
- The new pay plan not only has a current pay range from low to high but reflects this range in an annual step pay plan. The current system has just ranges with no steps guaranteed and no automatic raises.
- The new pay plan will be able to be challenged through a desk audit which will validate whether an employee is properly placed on the salary schedule according to where the market reflects their compensation should be.

NOTE: To see the pay plan, [please click here](#).

So why the system is by no means perfect, the proposed pay plan is a system and FOP is committed to making it fair and equitable for all members. FOP freely acknowledges that the system needs to be improved for AP&P agents.

TIME TO START WRITING THOSE LETTERS



With the Legislature convening on Monday, January 23, FOP members are encouraged to write letters to members of the Executive Offices and Criminal Justice Sub Appropriation Committee. Below is a suggested format for letters and also a listing of members of the committee with their email addresses. Please be respectful and dignified in your requests.

COMMITTEE MEMBERS

Executive Offices and Criminal Justice Sub Appropriation

Sen. Daniel W. Thatcher, Chair – dthatcher@le.utah.gov
Rep. Eric K. Hutchings, Chair – ehutchings@le.utah.gov
Rep. Bruce R. Cutler, House Vice Chair – brucecutler@le.utah.gov
Sen. Curtis S. Bramble – cbramble@le.utah.gov
Rep. James A. Dunnigan – jdunningan@le.utah.gov
Sen. Margaret Dayton – mdayton@le.utah.gov
Rep. Brian S. King - briansking@le.utah.gov
Sen. Lincoln Fillmore – lfillmore@le.utah.gov
Rep. Merrill F. Nelson - mnelson@le.utah.gov
Sen. Jani Iwamoto – jiwamoto@le.utah.gov
Rep. Tim Quinn – Tquinn@le.utah.gov
Sen. Peter C. Knudson - pknudson@le.utah.gov
Rep. Angela Romero- angelaromero@le.utah.gov
Sen. Ralph Okerlund - ROKERLUND@le.utah.gov
Rep. V. Lowry Snow - vlsnow@le.utah.gov
Rep. Logan Wilde – loganwilde@le.utah.gov

Your letter SHOULD **NOT** be a form letters. Legislators HATE form letters. Here is a format to follow:

SAMPLE LETTER ONLY

Daniel W. Thatcher
Chair
Executive Offices and Criminal Justice Sub Appropriation Committee

Chair Thatcher:

First, may I thank you for the compensation package you approved for corrections last year. It mean so much to me and my family. As a result I was able to spend more time with my 3 little boys and less time working overtime to make a living. In addition, my husband and I have had more time to strengthen our relationship. I so appreciate your efforts and the time you spend away from your family in my behalf.

I am writing because as I am sure you know, the Governor has recommended 7.6 million dollars be appropriated to the Department of Corrections. Approximately 5.6 million dollars will be used to develop a career path which will give officers and agents working for the Department of Corrections a compensation system comparable to similar systems in all the cities and towns in Utah. While the proposed system is not perfect and does not benefit AP&P agents the same way it does correctional officers, it is a big step in the right direction and will it greatly enhance the ability to attract and retain new officers and agents into the corrections.

This last year six correctional officers took their lives. Why there is no way to prove it, I feel that a big reason for this was the pressure we are under as officers and agents. The department is still requiring mandatory overtime because of the number of vacant positions that the department is having a hard time filling because UDC can't compete with the cities and towns who all have career pay salary systems. The governor's proposal if approved by the Utah State Legislature will be a giant step in the right direction to reversing these trends in the department.

As a person of influence, I would ask that you do all in your power to implement this pay plan.

Sincerely,

Completa Underpaid
AP&P Agent
Region III

Again, now is the time to write these letters in the letter above is just a sample to assist you in writing your own personalized letter to legislators. If you have any questions, please feel free to contact Kelly Atkinson, Executive Director, FOP Lodge 14, 801 – 673 – 2861. The number listed also receives text messages.

GRIEVANCE REPORT



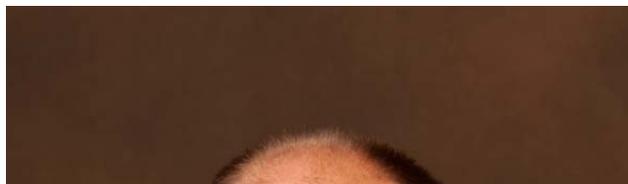
Why bother? This is the typical response of many members of the department of corrections about filing a grievance. While FOP never encourages a member to file a frivolous grievance - we will always be honest with you, supervisors are not immune from making the same mistakes as all human beings make. Under the current administration, (the cartoon above reflects how things used to operate in UDC) FOP has experienced a willingness to listen and act if the circumstances warrant it.

This last month, FOP filed four grievances, one grievance was totally dismissed after the initial indication was that the person would get time off, one was reduced from a 12-hour suspension down to a letter of reprimand, and the other two grievances are still pending.

So don't be discouraged and if you think you've been wrongly accused or excessively disciplined, contact FOP today.

FOP MEETING WITH SENATOR THATCHER

FOP scheduled a luncheon meeting Monday, 9 January with Senator Dan Thatcher. Senator Thatcher is the Senate Chair of Executive Offices and



Criminal Justice Committee. The purpose of the meeting was to discuss with Chairman Thatcher the prospects of securing, from his committee, the \$7.6 million proposed by Governor Herbert to fund a salary schedule for the Department of Corrections. If successful, the salary schedule would be the first of its kind for department as large as the Department of Corrections and only the second one in the history of the state of Utah.

Currently, salary structure allows the Department of Human Resources Management (DHRM) to hire people within ranges. No salary schedule exists for state employees nor does an annual increment step exists. This means employees are granted salary adjustments only when such increases are allocated by the Utah State Legislature.

Each year the Legislature decides whether to fund a salary increase for employees. The funding decision is on a year-to-year basis. If the proposed salary schedule is adopted by the Utah State Legislature, on the recommendation of the Executive Offices and Criminal Justice Appropriation Committee, employees would get a yearly annual increment increase for the first 10 years for all positions except correctional officers and adult probation and parole officers (barring some financial disaster). Correctional officers and a AP&P agent would get an annual increase for 12 years, (barring some financial disaster).

While not every employee will get a step increase during the implementation of the system, all correctional officers and agents will get the annual funding increased proposed by the Legislature. The Governor has recommended 2% for this year.

If you have questions, do NOT hesitate to call Executive Director Atkinson at 801-673-2861



NEW APP TO HELP OFFICERS & AGENTS

In FOP's meeting with Senator Thatcher, the good Senator mentioned a new app available for smart phones that may assist officers and agents in their jobs. The senator specifically mentioned the stress that officers find themselves under and at times wish to speak to someone about their pressures but are afraid doing so may jeopardize his/her job in some way. There's a new app that uses psychologists from the University of Utah to assist individuals under stress are going through difficult times. The application is called Safe Utah. Senator Thatcher indicated that the application is been widely distributed and as already resulted in lowering the teenage suicide rate in Utah for the first time in over 20 years.



Officers and agents experiencing more than the normal stress and having a difficult time in dealing with the demands of the job may either call or text anonymously the help line for assistance. We encourage those experiencing challenges to frequent the line. You may do so by downloading it on your smart phone at Utah Safe or going to <http://healthcare.utah.edu/uni/clinical-services/safe-ut/> to learn more.

Contact Us

5108 Woodsmere Lane
Herriman, Utah | 84096
Tel. 801-673-2861

UTAHFOP14.COM

Follow Us

Unsubscribe

This email is intended for
[Contact.Email].
[Update your preferences](#) or
[Unsubscribe](#)

This email is intended for [Contact.Email].
[Update your preferences](#) or [Unsubscribe](#)

