

Vote for a **STRONG** FOP President



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.