STATE OF UTAH

SPENCER J. COX
GOVERNOR

OFFICE OF THE GOVERNOR
SALT LAKE CITY, UTAH
84114-2220

DEIDRE M. HENDERSON
LIEUTENANT GOVERNOR

Aug. 25, 2022

Dear Former UDC Employee,

As the governor of the state of Utah, I'm reaching out to you as a former employee of the Utah Department of Corrections (UDC) to invite you to return to your employment with UDC. Our state correctional institutions–especially our newest prison in Salt Lake City–are at a critical juncture in their staffing levels, and we need your help.

As governor, I promise you the full support and backing of my office, the support of the Utah State Legislature, and the complete confidence and support of the leadership team at the Department of Corrections. We want your help, we need your help, we want you to apply to come back, and we have recently implemented changes that we want you to be aware of.

One of the changes I am most excited about is a substantial increase in pay for our dedicated corrections staff. During the 2022 General Session, $20 million dollars was given to UDC to increase staff compensation. Additionally, in an unprecedented move, my office has recently worked with leaders at UDC and the legislature to immediately approve the use of nearly $20 million additional dollars to increase staff compensation. With nearly $40 million additional dollars, certified staff pay within UDC has never been more competitive and more representative of the work our corrections employees do each day.

In January 2022, starting pay for Correctional Officers was $20.50. In just over half a year, we have managed to boost that starting pay nearly seven dollars to $27.33. The top end of the pay scale has also increased from $26.84 to $34.96. I hope you can see that staff compensation is, and will continue to be, a top priority for me and my office.

UDC has also fully implemented a new pay plan at all levels of the agency, and each employee will automatically move to the next step on the pay plan each year. When returning to UDC, if you've been gone less than one year, you will return to the same place on the pay plan as when you left, but at the pay plan's new rate. If it's been longer than one year, you will be given year for year (1 for 1) service credit on the pay plan. Service credit is given for time spent with UDC and with another agency. For example, if you have six years of service in a certified position, you will be paid as if you had been with UDC for six years. There are also ample opportunities to promote and progress in your career. Here's a breakdown of the new UDC pay plan:

Job Title	Entry	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
CORRECTIONAL OFFICER	27.33	28.09	28.86	29.62	30.38	31.15	31.91	32.67	33.44	34.2	34.96
CORRECTIONAL SERGEANT	32.26	33.26	34.26	35.26	36.27	37.27	38.27	39.27	40.27	41.27	42.28
CORRECTIONAL LIEUTENANT	39	40.22	41.43	42.64	43.85	45.06	46.27	47.48	48.7	49.91	51.12
CORRECTIONAL CAPTAIN	44.21	45.28	46.36	47.44	48.51	49.59	50.67	51.74	52.82	53.89	54.99
FIREARMS TRAINING MANAGER	44.21	45.28	46.36	47.44	48.51	49.59	50.67	51.74	52.82	53.89	54.99
CORRECTIONAL CASE MANAGER	32.26	33.26	34.26	35.26	36.27	37.27	38.27	39.27	40.27	41.27	42.28
CORRECTIONAL PROG CASE MGMT COORD	44.21	45.28	46.36	47.44	48.51	49.59	50.67	51.74	52.82	53.89	54.99
CORRECTIONAL PROG CASE MGMT SUPV	39	40.22	41.43	42.64	43.85	45.06	46.27	47.48	48.7	49.91	51.12
CORRECTIONAL PROG SENIOR CASE MANAGER	36.01	37.1	38.18	39.27	40.35	41.43	42.52	43.6	44.69	45.77	46.87
CORRECTIONAL ADMINISTRATOR I	45.56	46.73	47.9	49.07	50.24	51.41	52.58	53.75	54.92	56.09	57.28
CORRECTIONAL ADMINISTRATOR II	48.69	49.75	50.82	51.88	52.94	54.01	55.07	56.13	57.19	58.26	59.32
CORRECTIONAL AP&P ASSOCIATE	31.15	32.04	32.93	33.81	34.7	35.59	36.47	37.36	38.25	39.14	40.07
CORRECTIONAL AP&P AGENT	32.26	33.26	34.26	35.26	36.27	37.27	38.27	39.27	40.27	41.27	42.28
CORRECTIONAL AP&P SENIOR AGENT	36.01	37.1	38.18	39.27	40.35	41.43	42.52	43.6	44.69	45.77	46.87
CORRECTIONAL AP&P SUPERVISOR	39	40.22	41.43	42.64	43.85	45.06	46.27	47.48	48.7	49.91	51.12

If you have any questions about where you would fall on the pay plan, please contact one of the following UDC HR staff members: Brooke Baker at bbaker@utah.gov, Kim Diamond-Smith at kdiamondsmith@utah.gov, or Natalie Gearheart at ngearheart@utah.gov.

On top of the pay increases, we now have one of the most state-of-the-art, technologically advanced prisons in the country. The facility is clean, has ample daylight, and is simply a great place to work.

At the new prison, the following staff benefits are currently in place or are in the works and will be implemented shortly:

- **Staff Day Care**—a day care center is on site for officers to use for their children while they are at work.
- **Employee Rideshare program**—this will begin for employees living south of the point of the mountain and will provide rides for an extremely reduced cost on UTA rideshare vans operated by UDC employees.
- **Staff Dining**—Staff may eat from the culinary at no cost to them. There is also staff dining that provides food at a very reduced cost to all staff members.
- **12-hour shifts**—at the request of the employees, the majority of the officer shifts at the new prison are 12-hour shifts, with some 8 and 10 hour shifts as well.

We also invite you to return to work at our Central Utah Correctional Facility in Gunnison, or one of our five Community Correctional Centers (CCCs). You likely know there are current CCCs in Salt Lake and Weber Counties. Additionally, a new CCC is slated to open in Utah County and a Behavior Health Transition Facility will soon be under construction in Salt Lake County. Even more CCCs will be opening in other locations statewide in the future. It's clear we have many positions and opportunities for you.

In addition to full-time employment, UDC has also started a Reserve Officer Program. If you've recently retired and are interested in coming back to work on a part-time basis, this program is ideal for you. The reserve officer program is available to all currently certified officers, either

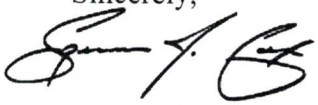
employed or unemployed (retired). Reserve officers are non-benefited positions that can work up to 30 hours per week but may work as few as 36 hours per quarter.

UDC is preparing for an increase in applicants and has developed a streamlined hiring process to get you back to work faster. To apply for a full-time correctional officer position, an AP&P agent position, or for the reserve officer program, please go to: governmentjobs.com/careers/utah

As an employee of UDC, you will be among some of the finest state employees we have to offer. You'll also be doing the most important thing government does—keeping people safe, while helping them succeed in overcoming challenges.

As your governor, I thank you for being who you are and for your willingness to work in our state correctional facilities.

Sincerely,



Spencer J. Cox
Governor