
**DISCIPLINARY AGREEMENT REGARDING THE APPLICATION OF JOSHUA LEVI
BYBEE TO PRACTICE AS AN APPRENTICE ELECTRICIAN IN THE STATE OF
UTAH**

Case No. DOPL 2026- 165

By signing below, JOSHUA LEVI BYBEE ("Respondent"), the Utah Construction Services Commission ("Commission"), and the Utah Division of Professional Licensing ("Division") knowingly and voluntarily agree as follows:

1. **Agreement Effective Date:** This Agreement becomes effective on the day the Division Director signs the attached Order (the "Effective Date").
2. **Pre-Adjudication Settlement:** This Agreement is a pre-adjudication settlement, as contemplated by Utah Code § 63G-4-102(4). If the Agreement is not signed by Respondent, the Commission, and the Division, the Division will proceed with adjudication of Respondent's alleged unprofessional or unlawful conduct. By signing this Agreement, Respondent waives the right to participate in adjudication proceedings and respond to these allegations before the Commission or Division.
3. **Undisputed Facts:** Respondent does not dispute the following facts, for the purposes of this administrative action regarding Respondent's license:
 - a. On August 28, 2017, Respondent pleaded guilty to Retail Theft, a Third Degree Felony, in the Fourth Judicial District, Provo District Court, Utah, case no. 171400810.
 - i. On October 23, 2017, the court sentenced Respondent to an indeterminate period of zero to five years in the Utah State Prison. The court stayed the prison sentence and placed Respondent on probation for 36 months, subject to certain terms and conditions.
 - ii. On July 9, 2018, the court found Respondent violated the terms of his probation and imposed the original prison sentence of zero to five years in the Utah State Prison.
 - b. On March 15, 2018, Respondent pleaded guilty to one count of Retail Theft, a Class A Misdemeanor, in the Third Judicial District, Salt Lake District Court, Utah, case no. 171403860.
 - i. On May 10, 2018, the court sentenced Respondent to 365 days jail, suspended that sentence, and placed Respondent on probation for a period of 36 months, subject to certain terms and conditions.

- ii. On August 2, 2018, Respondent admitted that he violated the terms of his probation, and the Court imposed the original sentence, which Respondent elected to serve at the Utah State Prison.
 - c. On July 9, 2018, Respondent pleaded guilty to Driving Under the Influence of Alcohol or Drugs, a Third Degree Felony; and two counts of Attempted Possession or Use of a Controlled Substance, a Class B Misdemeanor, in the Fourth Judicial District, Provo District Court, Utah, case no. 181401790. The court sentenced Respondent to an indeterminate period of zero to five years in the Utah State Prison.
 - d. On June 22, 2021, Respondent pleaded guilty to Use or Possession of Drug Paraphernalia, a Class B Misdemeanor, in the Fourth Judicial District, Lehi Justice Court, Utah, case no. 211000106. The court sentenced Respondent that same day, ordering a fine and six months of court-supervised probation
 - e. On April 19, 2023, Respondent pleaded guilty to Driving Under the Influence of Alcohol or Drugs, a Third Degree Felony, in the Fourth Judicial District, Provo District Court, Utah, case no. 221403172. The court sentenced Respondent that same day, ordering him to serve an indeterminate period of zero to five years in the Utah State Prison.
4. **Finding of Unprofessional Conduct:** Respondent's conduct described above is "unprofessional conduct," as defined by Utah Code Ann 58-1-501, to include:
- (2) (a) "Unprofessional conduct" means conduct, by a licensee or applicant, that is defined as unprofessional conduct under this title or under any rule adopted under this title and includes:
- (iii) subject to the provisions of Subsection (4), engaging in conduct that results in conviction, a plea of nolo contendere, or a plea of guilty or nolo contendere that is held in abeyance pending the successful completion of probation with respect to a crime that, when considered with the functions and duties of the profession for which the license was issued or is to be issued, bears a substantial relationship to the licensee's or applicant's ability to safely or competently practice the profession;
5. **Division's Authority to Act:** Based on its finding of "unprofessional conduct," the Division is authorized to "revoke, suspend, restrict, place on probation, or otherwise act upon" Respondent's license under Utah Code § 58-1-401(2).
6. **Probationary License:** Respondent is issued a license to practice as an apprentice electrician in the State of Utah, and this license is immediately placed on probation for a period of three years, in accordance with the terms and conditions stated in this Agreement. If Respondent later passes the required examination for licensure as a journeyman or master electrician, the terms and conditions of this Agreement will apply to Respondent's new license.

7. **Terms and Conditions of Probation:** Respondent's probationary license is subject to all the following terms and conditions:
- a. **Meeting with Compliance Specialist:** Respondent must meet with Division Compliance Specialist Sicily Hill within two weeks of the Effective Date to review the terms of probation. Ms. Hill may be reached at 801-530-6718 or sicilyhill@utah.gov.
 - b. **Meeting with the Commission:** After meeting with the Compliance Specialist and completing the required evaluations, Respondent must meet with the Construction Services Commission, to review Respondent's compliance with the terms of this Agreement. The Division or Commission will schedule these meetings quarterly, or at a greater or lesser frequency as the Division or Commission may direct.
 - c. **Written Plan:** After meeting with the Compliance Specialist, but before Respondent's first meeting with the Commission, Respondent must submit a written plan to the Division, by emailing sicilyhill@utah.gov, summarizing the steps Respondent will take to ensure full compliance with the terms of probation. The plan must include the names of Respondent's substance use disorder evaluator, prescribing practitioner, and dispensing pharmacy.
 - d. **Evaluation Required:** Respondent must complete a substance use disorder evaluation with a Division-approved, licensed provider within ninety (90) days of the effective date of this Agreement. Respondent's initial appointment with the Division-approved evaluator must be held within forty-five days of the effective date of this Agreement. If an adequate evaluation has already been completed due to previous court orders and is submitted to the Division within 45 days of the effective date of this Agreement, the Division may accept this prior evaluation instead of requiring a new one. Respondent must attend all appointments and follow-up appointments promptly and cooperate fully with the evaluator to ensure a fair and complete evaluation. Respondent must immediately notify the Division once the evaluation is complete, by emailing sicilyhill@utah.gov. Respondent will authorize the evaluator to release the evaluation report, the data the evaluation is based upon, and any other information the evaluator feels is important, to the Division.
 - e. **Psychological or Psychosexual Evaluation:** If the Division considers it necessary during the probation period, Respondent must complete a psychological or psychosexual evaluation from a Division-approved evaluator. This evaluation must be completed within ninety (90) days from when the Division directs Respondent to obtain the evaluation. The evaluator must assess Respondent's ability to safely and competently

perform professional duties and address any other concerns identified by the Division or Respondent's treatment provider(s). The evaluator must not have any prior professional or personal relationship with Respondent. Respondent must attend all appointments and follow-up appointments promptly and cooperate fully with the evaluator to ensure a fair and complete evaluation. Respondent must immediately notify the Division once the evaluation is complete, by emailing sicilyhill@utah.gov. Respondent will authorize the evaluator to release the evaluation report, the data the evaluation is based upon, and any other information the evaluator feels is important, to the Division.

- f. **Evaluator Report and Recommendations:** Once an evaluation is complete, Respondent must submit a report from the evaluator(s), stating whether Respondent is mentally and physically fit to practice, to the Division by emailing sicilyhill@utah.gov. Respondent must successfully complete all treatment programs, and follow the treatment recommendations, provided in the evaluations. In the interest of public safety, the Division may impose additional requirements beyond the evaluator's recommendations. Respondent agrees to comply with those additional requirements.
- g. **Worksite Restriction Regarding Minors:** Respondent may not work at any residence or job site where a person under the age of 18 is present, unless accompanied by Respondent's supervisor or an adult coworker.
- h. **Abstaining from Drug and Alcohol:** Although the use and possession of alcohol is generally legal for persons age 21 and older, Respondent agrees to abstain from possessing or using alcohol in any form. Respondent also agrees to abstain from possessing or using controlled substances and prescription drugs, including medical cannabis, unless lawfully prescribed to Respondent for a current bona fide illness or condition by a licensed practitioner and taken by Respondent in accordance with that practitioner's instructions.
- i. **Drug and Alcohol Testing:** Respondent must provide samples (of urine, blood, saliva, hair, or any other type requested) for drug and alcohol analysis to be performed by a Division-contracted drug testing company. The Division or Division-contractor may request samples, and Respondent must comply with such requests. Respondent must call a designated phone number, or check-in online, every day to determine if they are required to provide a sample for drug and alcohol analysis. The Division will determine when and where Respondent must report for testing. The Division is not required to accept testing results from other government authorities or drug testing facilities to satisfy this requirement.

Respondent is responsible for the cost of drug and alcohol testing and must accurately complete and sign any and all release forms requested by the Division or the Division-contractor regarding testing. Any report from the Division-contractor indicating Respondent failed to provide a sample for drug and alcohol analysis as directed will be considered a positive drug test result. Any test result or pattern of results indicating the sample Respondent provided has a creatinine level below 20 mg/dL will be considered a non-negative test result and a violation of this Agreement.

- j. **Prohibition of Using Products that Cause Positive Drug or Alcohol Test Results:** Respondent agrees to abstain from using or otherwise ingesting products that may cause positive drug or alcohol test results, including products containing hemp; food or drink containing poppy seeds; and hand sanitizer, mouthwash, or cosmetics containing any form of alcohol. Respondent may not assert the use or ingestion of the products described above as a defense to any allegation of misconduct brought by the Division.
- k. **Limitation on Number of Prescribers and Pharmacies Used:** Unless otherwise stated in this Agreement or approved by the Division, Respondent may receive prescriptions from only one prescribing practitioner and may fill prescriptions at only one pharmacy. Respondent must submit the names of the prescribing practitioner and pharmacy to the Division for approval. All prescribing practitioners must be informed of Respondent's substance abuse problems. Respondent may not obtain the same or equivalent prescription from more than one practitioner. Respondent may not, under any circumstances, obtain or attempt to obtain quantities or types of prescription drugs that are not legitimately required. Respondent must provide the Division with a copy of all Respondent's prescriptions within forty-eight (48) hours of the prescription being written.
- l. **Specialist Prescribers:** Respondent may submit the name of a specialist prescribing practitioner to the Division, who provides care that Respondent's regular prescribing practitioner cannot provide. The Division will review the request and determine if Respondent may receive prescriptions from the specialist.
- m. **Emergency Prescribers:** If Respondent receives prescriptions, or is administered or dispensed controlled substances or other medications, by an emergency or referral practitioner, Respondent must make best efforts to ensure such prescriptions, medications, or controlled substances are reported to the Division within forty-eight (48) hours.

- n. **Notify Prescribing Practitioners of Probation:** Respondent must provide their primary prescribing practitioner, and any Division-approved specialist prescribing practitioner, with a copy of this Agreement and Order and request that the practitioner notify the Division, by emailing sicilyhill@utah.gov, that it has received these copies.
- o. **Participation in Support Group Meetings:** If the evaluator determines Respondent has a substance use disorder, or makes a similar determination, Respondent must participate in alcoholics anonymous, narcotics anonymous, or another substance abuse support group. Respondent must submit documentation, confirming Respondent's regular attendance at support group meetings, at the frequency described in subparagraph (7)(ee). "Regular attendance" means attending at least two support group meetings each month.
- p. **Ongoing Therapy and Release of Information:** Respondent must follow any treatment, therapy, or intervention recommendations made by the evaluator or the division. Any treatment program or therapist from whom Respondent receives treatment must be approved by the Division or Commission. Respondent will authorize their therapist or treatment provider to submit reports to the Division regarding Respondent's progress. Respondent's therapy and treatment should focus on the area of concern identified by the evaluator. Respondent must make best efforts to ensure their therapist or treatment provider submits progress reports to the Division at the frequency described in subparagraph (7)(ee).
- q. **Notify Employer/School of Probation:** Respondent must notify any current or future employer and/or professional school of Respondent's license's probationary status within two weeks of the Effective Date or any new employment or enrollment date. Respondent must provide each employer or school with a copy of this Agreement and Order and request that it notify the Division, by emailing sicilyhill@utah.gov, that it has received these copies.
- r. **Employment through a Licensed Professional Employer Organization:** if Respondent obtains employment through a licensed professional employer organization ("PEO"), Respondent must provide both the PEO and the company they are assigned with a copy of this Agreement. The assigned company will be considered Respondent's employer for purposes of the employer reports required by subparagraph (7)(ee).
- s. **Change of Employer or Employment Status:** Regardless of whether Respondent is employed as an apprentice electrician, Respondent must notify the Division, by emailing sicilyhill@utah.gov, within one week of any

change of employer, employment status, or practice status.

- t. **Employer Reports:** Respondent must take reasonable steps to ensure their employer submits reports to the Division at the frequency described in subparagraph (7)(ee). Employer reports must be on the Division's pre-approved forms. Employer reports must summarize Respondent's attendance, behavior, quality of work, and ability to cooperate with others. If Respondent leaves the company or is terminated, the former Employer must submit a final report, describing the reason for Respondent's departure. The Division may consider an untimely or unfavorable report as a violation of probation. If Respondent is not employed as an apprentice electrician, Respondent must submit a non-practice report on a Division-approved form at the frequency described in subparagraph (7)(ee). Respondent should indicate on the form whether Respondent is not currently working as an apprentice electrician or not currently working—then sign, date, and submit the form to the Division.
- u. **Maintain Active License:** Respondent must maintain an active license and complete all required continuing education during the period of this agreement.
- v. **Completion of Criminal Sanctions:** Respondent must complete all terms and conditions of any criminal sanctions incurred before or during the period of this Agreement, including probation or parole. If Respondent has not completed all criminal sanctions by the time Respondent's license's probationary period ends, the license's probationary period will be extended until all criminal sanctions are successfully completed.
- w. **Notify Division of Criminal Arrest, Charge, Conviction:** Respondent must take reasonable steps to ensure the Division is immediately notified, by email to sicilyhill@utah.gov, if Respondent is arrested, cited, or charged with any crime by any law enforcement agency. Respondent must also provide the Division with a current criminal history report from the Utah Department of Public Safety, or from any other state if requested by the Division, on an annual basis or at the Division's request. If Respondent is convicted or enters a plea, including a plea in abeyance, to any crime, the Division may revoke, suspend, sanction, or further limit Respondent's license.
- x. **Notify Division of Additional Disciplinary Action:** Respondent must promptly notify the Division, by emailing sicilyhill@utah.gov, if they face any disciplinary action—including but not limited to reprimand, censure, diversion, probation, suspension, or revocation—by any other licensing or

regulatory authority, in any jurisdiction, for any reason.

- y. **Notify Division of Mental or Substance Abuse Treatment:** Respondent must take reasonable steps to ensure the Division is immediately notified, by email to sicilyhill@utah.gov, if Respondent is admitted as a patient to any institution for treatment of any substance abuse or dependency, or any emotional or psychological disorder.
- z. **Notice of Non-Practice:** Respondent must work at least sixteen hours per week to be considered "practicing" as an apprentice electrician. Respondent stops practicing for sixty days or longer, Respondent must notify the Division, by emailing sicilyhill@utah.gov, of the date Respondent stopped practicing. The time in which Respondent does not practice will not be counted toward the probationary period.
- aa. **Notice Before Practice Under a Different Name:** Respondent may only practice under the name set forth in this Agreement. If Respondent intends to practice under any other name, Respondent must first inform the Division by emailing sicilyhill@utah.gov. When the Division receives notice, or other evidence, of Respondent's intent to practice under another name, the Division will add Respondent's other name to the Division's licensing records.
- bb. **Change of Contact Information:** Respondent must immediately notify the Division, by emailing sicilyhill@utah.gov, of any change in Respondent's residential or business address, phone number, or email.
- cc. **Notify Division If Leaving State of Utah:** If Respondent leaves the State of Utah for longer than sixty days, Respondent must notify the Division, by emailing sicilyhill@utah.gov, of the dates of Respondent's departure and return.
- dd. **Notify New State of Practice of Probationary Status:** If Respondent intends to work as an apprentice electrician in another state, Respondent must notify the licensing authorities in that jurisdiction, in writing, of this Agreement, its provisions, and the Order. Periods of residency or practice outside Utah may apply to reduce the probationary period if the new state of residency places equal or greater conditions upon the Respondent as those contained in this Agreement.
- ee. **Timely Submission of Reports:** Respondent must submit reports on the date they are due and promptly appear at scheduled meetings with the Division and Commission. All reports and documentation required in this

Agreement must be submitted to the Division on the first day of each month, for the first six months of probation. After this time, all reports and documentation may be submitted on a monthly or quarterly basis, as directed by the Division.

- ff. **Payment of Costs:** Respondent is responsible for paying the costs related to compliance with this Agreement.
8. **Disciplinary Action:** The resulting Commission Order, with the concurrence of the Division Director, is a disciplinary action against Respondent's license under Utah Administrative Code R156-1-102(8) and Utah Code § 58-1-401(2). This disciplinary action may adversely affect any license or application for licensure Respondent may have in another state.
9. **Agreement is a Public Document:** This agreement is a public document and will be published on the Division's website. It may also be reported to disciplinary databases, such as the National Practitioner Data Bank.
10. **No Right to Request Modification:** Respondent has no right to modification of this Agreement. If Respondent requests modification, the Division or Commission may refuse to do so, at their discretion, and their refusal will not be subject to judicial review. See paragraph 20.
11. **Division May Amend:** If the Division and Commission later decide any of these conditions are unnecessary, deletions may be made by an amended order issued by the Commission, with concurrence of the Division. The decision to waive or not enforce any conditions will not affect any other terms or conditions of this Agreement.
12. **Time For Completing Terms or Conditions:** Respondent must comply with and timely complete all terms of this Agreement. If a time for completion for a term or condition is not expressly defined, the Division or Commission may later set the deadline.
13. **Probation Topped upon New Misconduct:** If the Division files a notice alleging Respondent has engaged in new misconduct or violated the terms of this Agreement, the period of Respondent's probation will be tolled until the allegations are resolved.
14. **Suspension If Not Working for One Year:** If Respondent does not work as an apprentice electrician for one year or longer, Respondent's license will be suspended. When Respondent intends to resume practicing as an apprentice electrician and notifies the Division, by emailing sicilyhill@utah.gov, the suspension will be lifted so long as Respondent is otherwise qualified to practice.

15. **Sanction for Violation:** If Respondent violates any of the above terms, the Division may seek further limitation, sanction, or revocation of Respondent's license.
16. **No Outside Agreement:** There are no written or verbal agreements outside of the text of this document and the attached Order that modify, interpret, construe, or affect this Agreement. No person is authorized to make any promise, implication, or guarantee on behalf of the Division or Commission outside of this Agreement.
17. **Settlement Applies to Only Acts Specified:** This Agreement applies only to the conduct described in paragraph 3 and does not account for any other conduct, whether presently known or unknown to the Division. The Division reserves the right to bring additional actions against Respondent's license based on facts or conduct not described in paragraph 3, regardless of whether they occurred before or after the Effective Date of this Agreement.
18. **Void if no Final Order:** The Commission and Division Director are not required to accept this Agreement or sign the attached Order. If the Commission or Division Director does not sign the attached Order, this Agreement and the representations in it will be null and void.
19. **Waiver of Claims Against Division Director:** If the Division Director does not sign the attached Order, the Division may initiate adjudication of Respondent's alleged unprofessional or unlawful conduct. In an adjudicative proceeding, the Division Director may be the presiding officer and final decision maker. Respondent and the Division waive any claim that the Division Director was biased or prejudiced by having reviewed this Agreement. This waiver survives nullification of the Agreement.
20. **Waiver of Review:** Respondent waives all rights to administrative and judicial review of this Agreement and Order that they might otherwise be entitled to under Utah Code §§ 63G-4-301 through -405 and Utah Administrative Code R151-4-901 through -907.
21. **Opportunity to Review:** Respondent has read and understands all the above and has no questions about any term or provision.

// (signatures on next page) //

DIVISION OF PROFESSIONAL
LICENSING

RESPONDENT

BY: *Stephen Duncombe*
STEPHEN DUNCOMBE
Bureau Manager

DATE: 05/22/2026

BY: *JLB*
JOSHUA L. BYBEE (May 21, 2026 09:52:11 MDT)
JOSHUA LEVI BYBEE

DATE: 05/21/2026

ORDER

THE ABOVE AGREEMENT between the Division of Professional Licensing ("Division") and JOSHUA LEVI BYBEE is approved by the Construction Services Commission and constitutes its Findings of Fact and Conclusions of Law. This Order is a **disciplinary action** under Utah Administrative Code R156-1-102(8) and Utah Code § 58-1-401(2). The terms and conditions of the Agreement are incorporated and constitute the Commission's Final Order.

DATED 05/27/2026, _____, 2026.



Richard W. Lewis (May 27, 2026 11:48:48 MDT)

**CONSTRUCTION SERVICES
COMMISSION/BOARD**

Representative

I concur with the above Agreement and Order, which the Construction Services Commission has approved.

DATED 05/27/2026, _____, 2026.

DIVISION OF PROFESSIONAL LICENSING



ADAM WATSON
Director's Designee/Assistant Director

Bureau Manager ~ Stephen Duncombe

Assistant Attorney General ~ Steven Green