



Alamance County Sheriff's Office

Terry S. Johnson
Sheriff

Jackie Fortner
Chief Deputy

Steve Young
Major

David Sykes
Major

Chris Crain
Major

Current Vacancies

Sworn (4310): 20 total

- 18 Officers (Investigators, Patrol, and SRO)
- 2 Civilians (Animal Control and Court Security)

Detention (4320): 50 total

- 49 Officers
- 1 Civilian (Jail Navigator)

1 pending effective 7/14/2024

Address

109 S Maple St
Graham, NC 27253

Phone Number

(336) 570-6300

Fax Number

(336) 227-0614

Website

alamance-
nc.com/sheriff

2.0



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Proposal

In order to successfully recruit and hire viable detention and law enforcement candidates, the Alamance County Sheriff's Office proposes the following hiring incentive:

\$10,000 sign-on bonus (12-hour positions only)

Each candidate is required to go through a rigorous hiring process to include interviews, background checks, credit checks, polygraph, psychological exams, medical exams, and drug screenings. Candidates will also fulfill a contractual obligation for the bonus (22 months). In order to receive these incentives, officers must have a satisfactory evaluation, complete all certification trainings, no disciplinary actions, and complete their probationary period.

Each successful candidate that passes the hiring process will receive \$5,000 at initial appointment (date of hire) and will receive the additional \$5,000 at the below increments:

\$5000- initial hire

\$1000- 14 months

\$1000- 16 months

\$1000-18 months

\$1000- 20 months

\$1000- 22 months

Upon filling 80% of vacancies, the sign-on incentive will be discontinued.

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Benefits of Sign-On Bonus

- Cost-savings on detention overtime
(07/01/23 through 06/31/24: \$379,493.63)
- Provide larger applicant pool with and without experience
- Motivate individuals to leave current employer
- Motivate individuals to relocate to Alamance County
- Increase morale throughout the agency
- Allows the Alamance County Sheriff's Office to stay competitive with other sheriff's offices and law enforcement agencies offering similar sign-on bonuses

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Competing Agency Sign-On Bonuses

- Durham County Sheriff's Office: \$6,000
- Forsyth County Sheriff's Office: \$5,000
- Wake County Sheriff's Office: **\$7,500**
- North Carolina Dept. of Public Safety (corrections): **\$10,000**
- Charlotte-Mecklenburg Police Department: \$7,500
- Durham Police Department: \$10,000
- Gastonia Police Department: \$15,000
- Raleigh Police Department: \$5,000

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Implementation

- Targeted recruitment (on-site and off-site job fairs)
- Developing a recruitment/background team to process increased applications
- Reassessing internal new-hire employee orientation
- Internally assess leadership training and field training
- Continuously evaluate employee satisfaction and ideas throughout the next fiscal year
- Constantly evaluate hiring process to share with other county departments
- Continue to work with county management and human resources to provide information and insight for the upcoming market study

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