

Jackson County Sheriff's Office



Sheriff Chip L. Hall

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Jackson County Board of Commissioners
401 Grindstaff Cove Road
Sylva, North Carolina 28779

Re: Recruitment of employee policy for determining pay

Commissioners,

During the recent recruitment of a sworn police officer with the Cherokee Indian Police Department to become a sworn deputy sheriff here for Jackson County, an omission to the county pay scale policy was realized. The policy directs two types of experience to be considered, direct and indirect along with rules to determine each. Primarily, direct experience was based on government work for the same career path and indirect experience related to work in the public sector or a government job not in the same career path. However, in this instance, many of the employees of the Eastern Band of Cherokee are enrolled in their own retirement system administered by the EBCI. The pay policy directs looking at an employee's experience as based upon a limited set of circumstances proven within the North Carolina Retirement System. It further limits recruiting state law enforcement officers for direct experience. In both instances of recruiting Tribal employees or state law enforcement officers, the policy has been interpreted to only allow their experience as indirect. This policy interpretation should allow for direct experience in these cases. All North Carolina law enforcement officers are certified under the North Carolina Department of Justice through one of two division, the North Carolina Sheriff's Training and Standards or Criminal Justice Training and Standards. This is regardless of their employment as local or state or tribal officers. Which in turn should relate as direct experience. This will significantly assist in the recruitment of employees to become deputy sheriffs in Jackson County and provide a recruiting tool as the policy was intended.

Thank you for your consideration,

A handwritten signature in cursive script that reads "Chip Hall".

Sheriff Chip Hall