



ALPENA COUNTY SHERIFF'S OFFICE

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March 27, 2026

To: Alpena County Personnel Committee

From: Erik Smith, Sheriff

Ref: Non-Certified (MCOLES) Animal Control Officer

As we move forward with filling our vacated Animal Control Officer position, it has become apparent that finding a MCOLES certified deputy will be difficult. The Sheriff's Office has an individual who is willing to take on the role, however they have expressed that they didn't enter law enforcement for animal control. This is concerning because this position needs to be filled with someone who is ready to take on an important role within the community.

With that said, we have a few individuals interested that would be a great fit. The Sheriff's Office is recommending that we initially hire a non-certified individual. We can provide them with the mandated training to allow them to enforce civil infraction violations. They would still need to collaborate with a Deputy for misdemeanor and felony offenses. It would be the intention of this office to later sponsor the individual selected to a police academy, to become a certified Deputy.

This would be a non-union full time employee, funded through the 2026 budgeted line for ACO. Since they would not be certified, we are recommending the starting hourly rate of \$22.00 or roughly \$45,760 a year. This is before fringe benefits, but would be lower than budgeted in 2026.

The Sheriff's Office is seeking authorization to hire a non-certified Animal Control Enforcement Officer at a rate of \$22.00.

Respectfully,

Erik Smith, Sheriff