



ALPENASHERIFFS ASSOCIATION

Sheriff Erik W. Smith · 4900 M32 W · Alpena, Michigan 49707
Phone (989) 354-9830 · Fax (989) 354-9868 · www.alpenasheriff.com

June 28, 2022

To: Alpena County Personnel Committee

From: Sheriff Erik Smith

Ref: Undersheriff Deferred Compensation Retirement Benefits

Recently the Alpena County Board of Commissioners passed Board Action #27, to allow the Sheriff & Undersheriff to maintain existing retirement benefits. This would only apply if the Sheriff or Undersheriff is an existing Sheriff's Office employee at the time of appointment/election. The issue at hand is this, if I appoint or hire an Undersheriff from outside the Alpena County Sheriff's Office, they would receive less in their deferred compensation benefits than if they came internally. If I choose to hire from outside, I thought of a loophole or work around for this. I could hire an individual for 1 week then promote them to the Undersheriff position, therefore getting them a higher deferred compensation package. Although this would be tempting, I believe that the proper road to travel is to bring back to this committee and fix the deficiency. I'm requesting that if an Undersheriff is appointed/hired from outside the Sheriff's Office, they would receive the same deferred retirement benefits that a Deputy or Corrections Officer would receive. This would open up the number of candidates for the Undersheriff position.

Respectfully,

A handwritten signature in black ink, appearing to read "Erik Smith".

Erik Smith, Sheriff