



OFFICE OF THE SHERIFF

FORSYTH COUNTY, NORTH CAROLINA

Sheriff William T. Schatzman



FCSO Recruiting Contact Information:

Forsyth County Sheriff's Office Human Resources: (336) 917-7008

Email: jobs@fcsso.us

Apply at www.fcsso.us

Recruiters:

Deputy H.M. Shue

- Office Phone (336) 917-7574

-Cell Phone (336) 293-3747

-Email shuehm@fcsso.us

Deputy P.M. Huey

- Office Phone (336) 917-7520

- Email hueypr@fcsso.us

Highlights:

- Forsyth County Sheriff's Office is 1 of 5 accredited sheriff's offices in North Carolina.
- State of art Detention and Enforcement Facilities.
- (2) Modern and well-equipped workout facilities.
- State of the art indoor weapons training facility / firearms range.
- Excellent Benefits Package
- Take home cars for designated sworn personnel assigned a fleet vehicle (within pre-defined radius outside county line).
- Excellent training and advancement opportunities.
- BLET Sponsorships – sponsorships@fcsso.us
- **Opportunity for hire prior, during and following BLET.**
- **Hired trainees are paid training rate of \$14.76/hour while attending BLET.**
- College Internship Opportunities.
- Volunteer Opportunities.
- Reserve Deputy Program.
- On-site Firearms Simulator Training.
- On site/ In-House Training Opportunities.
- Off-site Training Opportunities through accredited law enforcement training institutions.

Starting Salary:

\$36,244.00 (\$16.40/hr) – Deputy Sheriff

Potential starting salary maximum with incentives: \$41,680 (\$18.86/hr)

Pay incentives up to \$5,436 above starting pay for:

- Associates Degree
- Bachelor's Degree
- Relevant Work Experience
- Full Time Military Service

\$35,161.10 (\$15.91/ hr) – Detention Officer

Potential starting salary maximum with incentives: \$40,435 (\$18.30/hr)

Pay incentives up to \$5,274 above starting pay for:

- Associates Degree
- Bachelor's Degree
- Relevant Work Experience
- Full Time Military Service

Additional Pay Related Benefits:

- **Bilingual Pay** - 0.65 per hour (Spanish)
- **Overtime Pay** - Detention and Deputy Sheriff positions (approximate minimum of \$23.00 per overtime hour worked, \$276 per full 12 hour shift).
- **Holiday Pay** for Rotational Schedule - 12 holidays annually (approximately \$1,300).
- **Longevity Pay** – Eligible at 7 years of service.
- **Pay Schedule** – Employees are paid bi-weekly through direct deposit.
- **Sick/Vacation Leave** – Advancement of vacation and sick leave upon hire (6 days of vacation, 6 days of sick leave, calculated in direct proportion to work week).
- **Accrual of Vacation and Sick Leave** – Leave after 6 month introductory period. Vacation leave more than 240 hours will be converted to sick leave at the end of each calendar year.
- **No Maximum Accrual of Sick Leave** – Sick leave can be used towards retirement credit.
- **Premium Conversion Plans** – Tax free deductions to pay for unreimbursed medical expenses.
- **Employee Reimbursement Account** – Tax free deduction to pay for dependent care expenses.
- **Health Insurance Benefits** – Top of the line **Medical** (BCBC NC), **Dental** (Ameritas), and **Vision** (Superior Vision).
- **Life Insurance** – 1 ½ times employee salary at no cost to the employee. Employee may purchase additional life insurance on self and dependents.

Additional Sheriff's Office Benefits for Deputies and Detention Officers:

- Tiered, Non-Supervisory Career Ladder Advancement with Pay Increases.

- Deputy Sheriff I, II, and III
- Detention Officer I, II, and III
- Supervisory Promotional Opportunities via Rank Structure.
- Career Advancement Opportunities
 - Specialized Assignments (i.e. DWI Task Force, Community Policing, Narcotics and Criminal Investigations Division.)
 - Special Teams (SWAT, K-9, SRT, Honor Guard, Crisis Negotiator, ATV Team)
 - Instructor Opportunities including Specialized Instructor.
 - Cross Training.
 - Transfer Opportunities throughout various divisions.
 - Certification opportunities in various fields.

Retirement Benefits:

- NC Local Government Employees Retirement System www.nctreasurer.com, 5 year vested (entitled to receive a pension benefit vested period).
- Deferred Compensation: 401k (County Contribution 5% for Deputy, 2.5% for Detention/Civilian)
- Other Deferred Compensation plans include: Nationwide 457.

Minimum Employment Standards:

- ❖ Must be a citizen of the United States.
- ❖ Must be at least 21 years of age (No maximum age limit).
- ❖ Must be a high school graduate, or equivalent (GED).
- ❖ Must be fingerprinted by the employing agency.
- ❖ Must have a medical examination by a licensed physician (Provided by FCSO).
- ❖ Must produce a negative result on a drug screen.
- ❖ Must make full disclosure of criminal charges and domestic violence orders; both upon application and while holding certification.
- ❖ Must be of good moral character.
- ❖ Must have a thorough background investigation conducted by the employing agency, to include a personal interview prior to employment.
- ❖ Must not have a prohibitive criminal history record as defined by NC Sheriff's Education and Training Standards.
 - Felony Commissions and/or Convictions.
 - No Class B Misdemeanor Commissions and/or Convictions within past five years.
 - No more than 4 Misdemeanor Commissions and/or Convictions in a lifetime.
- ❖ Must not have used marijuana (**INCLUDING EXPERIMENTATION**) within past 2 years. Applicant may reapply once the 2 year timeframe has been exceeded.
- ❖ Must not have used any other illicit drugs and/or narcotics including **un-prescribed** steroids within past 7 years.

Applicants are expected to be honest throughout the hiring process. Untruthful statements will be regarded as a possible disqualifying factor and the applicant may be removed from the hiring process.

Hiring Process- Deputy Sheriff:

- Standardized Test (Administered on the day of the PFT)
- Physical Fitness Test / POPAT (Police Officer Physical Abilities Test)
<https://www.forsyth.cc/sheriff/assets/Documents/POPAT.pdf>
- F3 and Biographical Assessment
- Thorough Background Investigation and verification of criminal records
- Credit Check
- Interview(s)
- Polygraph Examination
- Medical/Psychological/Cognitive Skills Examination (Administered by FMRT
(<http://www.fmrt.com>))
- A waiver and release must be signed prior to any physical abilities testing
- Employment process generally takes 8-12 weeks to complete; however applications may remain active for up to 6 months.

Hiring Process – Detention Officer:

- Standardized Testing
- F3 and Biographical Assessment
- Thorough Background Investigation and verification of criminal records
- Credit Check
- Orientation
- Interview(s)
- Polygraph Examination
- Medical/Psychological/Cognitive Skills Examination (Administered by FMRT
(<http://www.fmrt.com>))
- Employment process generally takes 8-12 weeks to complete; however applications may remain active for up to 6 months.
- Applicants must complete a full shift (12 hrs) as a walk-along/observer.

****Note**** - No physical abilities test administered for detention officer applicants