

# **PANOLA COUNTY SHERIFF'S OFFICE**

Office: 903.693.0333  
Fax: 903.693.9366



314 W. Wellington  
Carthage, Texas 75633

## **Sheriff Kevin Lake**

01-29-20

To: County Judge and County Commissioners

Re: Patrol Deputy Positions for Two-man Units

As a result of the tragic death of Sheriff's Deputy Christopher Dickerson on December 31, 2019, there has been much discussion about the possibility of adding additional patrol deputy positions in order to have the staffing for two-man units on patrol. I cannot guarantee that a two-man unit would have saved Deputy Dickerson's life, but I am very confident that a two-man unit would have prevented the suspect from fleeing the scene, placing other officers and the public at the risk for further injury or death.

I currently have twelve (12) patrol deputies. They consist of two three-man day shifts, and two three-man night shifts. A perfect scenario would be to have two-man units on both day and night shifts. I realize that during the day time, there are other officers working such as Constables, DPS, Game Wardens, as well as Sheriff's Office detectives and administration officers. However, all of those same resources responded the night Deputy Dickerson was shot, but by the time help arrived, it was too late. The same goes for the day shift. When only one officer is in the patrol unit conducting a traffic stop or arriving at the scene of a disturbance or fight, the day shift deputy is just as alone until help arrives as the night deputy is.

I was asked to get the salary, benefits, and equipment figures for six (6) additional deputies to work as two-man units on the night shift, so those figures are attached for your review. I will be appreciative for any additional deputy positions you may be able to fund at this time. However, I simply ask for you to consider two-man units for all shifts for the sake of all the patrol deputies who are protecting our citizens.

Please note at the bottom of the of the worksheet the estimate of \$4,000.00 per officer to equip them with uniforms, body cams, pepper-guns, radios, ballistic vest, rain gear and other necessary equipment to perform their duties.

Thank you again for considering this addition for the safety of our deputies.

Sincerely,

A handwritten signature in blue ink, appearing to read "K Lake", with a horizontal line extending to the right.

Kevin Lake - Sheriff

**Honesty, Integrity, Service**

**SHERIFF'S DEPARTMENT 2020 ESTIMATED DEPUTY COST SHEET**

<b>2020</b>	<b>2020 RATES FOR PAY AND FRINGES</b>	<b>BUDGETED WORKING HOURS AVAILABLE</b>	<b>TOTALS</b>
	\$ 21.92	2096	\$ 45,944.32
UNIFORM ALLOWANCE	\$ 240.00		\$ 240.00
HOLIDAY PAY (14 HOLIDAYS)		112	\$ 2,455.04
			\$ 48,639.36
SOCIAL SECURITY	0.0765		\$ 3,720.91
RETIREMENT	0.2401		\$ 11,678.31
GROUP MEDICAL	\$ 14,109.00		\$ 14,109.00
UNEMPLOYMENT	0.0020		\$ 97.28
WORKERS COMPENSATION	1.437717		\$ 699.30
OPEB(OTHER POST EMPLOYMENT BENEFITS)	0.1940		\$ 9,436.04
<b>TOTAL FOR 1 PATROL DEPUTY(12 MONTHS)</b>			<b>\$ 88,380.19</b>

<b>START DATE FEBRUARY 5, 2020</b>	<b>2020 RATES FOR PAY AND FRINGES</b>	<b>BUDGETED WORKING HOURS AVAILABLE</b>	<b>TOTALS</b>
	\$ 21.92	1896	\$ 41,560.32
UNIFORM ALLOWANCE	\$ 240.00		\$ 240.00
HOLIDAY PAY (12 HOLIDAYS)		96	\$ 2,104.32
			\$ 43,904.64
SOCIAL SECURITY	0.0765		\$ 3,358.70
RETIREMENT	0.2401		\$ 10,541.50
GROUP MEDICAL	\$ 11,769.00		\$ 11,769.00
UNEMPLOYMENT	0.0020		\$ 87.81
WORKERS COMPENSATION	1.437717		\$ 631.22
OPEB(OTHER POST EMPLOYMENT BENEFITS)	0.1940		\$ 8,517.50
<b>TOTAL FOR 1 PATROL DEPUTY STARTING FEBRUARY 5, 2020</b>			<b>\$ 78,810.38</b>

<b>TOTAL FOR 6 PATROL DEPUTIES STARTING FEBRUARY 5, 2020</b>	<b>\$ 472,862.30</b>
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**THE ESTIMATED COST OF EQUIPING THESE DEPUTIES WITH UNIFORMS AND OTHER NECESSARY ITEMS IS \$4,000 PER DEPUTY. A TOTAL ESTIMATED EQUIPMENT COST OF \$24,000.**