
IN THE CIRCUIT COURT FOR DECATUR COUNTY, TENNESSEE

**KEITH BYRD, IN HIS OFFICIAL CAPACITY
AS SHERIFF OF DECATUR COUNTY, TENNESSEE,**

PETITIONER,

V.

DOCKET NO. 19-CV-21

**MIKE CREASY, IN HIS OFFICIAL CAPACITY
AS COUNTY MAYOR OF DECATUR COUNTY,
TENNESSEE,**

RESPONDENT.

F I L E D
SEP 16 2019

DANNY LAMMER, CIRCUIT COURT CLERK

VERIFIED PETITION PURSUANT TO T.C.A. § 8-20-101(a)(2)

Comes the Petitioner, Keith Byrd, in his official capacity as the duly elected **SHERIFF**
OF DECATUR COUNTY, and for Petition against the Respondent, Mike Creasy, in his official
capacity as **COUNTY MAYOR OF DECATUR COUNTY** and would show the Court as
follows:

I. INTRODUCTION

1. This is a civil action pursuant to T.C.A. § 8-20-101(a)(2), which provides
statutory authority for the Decatur County Sheriff to make application to the Decatur County
Circuit Court for funding necessary to hire and retain professional deputies, jailers, and staff, and
to acquire essential crime-fighting equipment and other expenses required to protect the citizens
of Decatur County from dangerous drug pushers, murderers, rapists and other violent criminals
who threaten, hurt, harm, and even kill law-abiding citizens.

II. JURISDICTION AND VENUE

2. This Court has jurisdiction pursuant to T.C.A. § 8-20-101(a)(2). Venue is proper pursuant to T.C.A. § 8-20-101(a)(2).

III. PARTIES

3. The Petitioner, Keith Byrd, is the duly elected Sheriff of Decatur County, Tennessee.

4. The Respondent, Mike Creasy, is the duly elected Mayor of Decatur County, a governmental entity organized and formed pursuant to T.C.A. § 5-1-101 *et. seq.* Respondent is subject to this suit pursuant to T.C.A. § 8-20-102.

IV. FACTS

5. The Petitioner is required to provide for the security, safety and peace for the citizens of Decatur County, Tennessee. The Sheriff is "the principle conservator of peace in the sheriff's county." T.C.A. § 38-3-202(a).

6. The Petitioner has the responsibility for investigating major drug crimes, murders, rapes, sexual crimes against children and other felony complaints.

7. The Petitioner also must prepare and submit reports to the Commissioner of the Tennessee Bureau of Investigation, the Tennessee Department of Safety and Homeland Security, and other State agencies regarding activities of the Sheriff's Department in connection with law enforcement and criminal justice, including uniform crime reports. T.C.A. §§ 38-3-102; 38-10-102, 38-10-105; 39-17-1351; 55-10-111; *see also* T.C.A. § 8-4-115; T.C.A. §§ 37-1-403 and 405.

8. Additionally, the Petitioner must assist in the enforcement of all laws, rules or regulations regarding the Tennessee Wildlife Resources Agency. T.C.A. §§ 70-3-113; 70-4-106 and 70-6-201.

9. The Petitioner also is responsible for transporting mentally disturbed patients to designated facilities, guarding and transporting state prisoners to and from state prisons for court purposes, guarding and transporting county and state prisoners to and from court and jails and work house facilities. T.C.A. §§ 8-26-108; 33-3-611.

10. Further, the Petitioner is required to investigate complaints of domestic abuse and violence in Decatur County. T.C.A. § 36-3-619.

11. Furthermore, the Petitioner is required to operate and maintain the Decatur County Jail and is responsible for the safe supervision of all inmates in the Decatur County Jail so that the inmates do not escape and the public is not harmed. T.C.A. § 8-8-201(a)(3).

12. Petitioner is also responsible for, among other things, serving process and court orders, attending court, and keeping the peace. T.C.A. §§ 8-8-201, 8-8-213.

13. The Sheriff's Department currently is composed of the elected Sheriff, 14 post-certified full-time officers, including a Chief Deputy, a Chief Administrator, a shift lieutenant, 3 shift sergeants, a school resource officer, 8 full time patrol deputies, and 3 investigators, 7 part-time patrol deputies, a warrants clerk and a receptionist. The jail employees include a jail administrator, 4 shift sergeants, a trustee supervisor, and 12 corrections officers. Attached as "Exhibit A" is the current pay scale of the employees for the Sheriff's Department and the Jail.

14. Decatur County encompasses approximately 346 square miles. It is a long county, taking almost an hour to drive from one end of the county to the other.

16. Minimum patrol strength is currently 2 deputies per shift. But the county should have at least 3 deputies per shift.

17. The Sheriff's Department officer to population rate is barely half the national average, the county currently only at 1.1 per one thousand (1,000) population, compared with a national average of 2.0. Tennessee counties of similar size average 1.40 per one thousand (1,000) population. Just to meet the state average of 1.39 per one thousand (1,000), Decatur County needs a minimum of 5 additional deputies.

18. No new patrol vehicles have been purchased in almost four (4) years. The average age of the fleet of vehicles is ten (10) years old. It is a constant struggle to come up with funds to do routine maintenance on the patrol vehicles. The failure to replace and maintain vehicles endangers deputies and the public and has denied new deputy hires the equipment they need to safely and effectively do their jobs.

19. The 2019-2020 budget recommended by the Mayor and passed by the Budget Committee included an increase of a total of \$1,032 for patrol deputies' salaries, enough to give one deputy a 47 cent an hour raise or all of the deputies a (four) 4 cent an hour raise. See "Exhibit B."

20. The budget recommended by the Mayor and passed by the Budget Committee for 2019-2020 actually decreases the budget for the jail from the previous year.

21. On August 31, 2019, the County Commission finally approved that same woefully inadequate budget.

22. Attrition is painfully and dangerously high due to low salaries which are not competitive with surrounding counties and many cities, much less state law enforcement agencies. Attracting and retaining new recruits of the quality Decatur County citizens deserve is

difficult or impossible. A copy of law enforcement pay in nearby counties and cities is attached as "Exhibit C."

23. Jail employees also are woefully underpaid, causing attrition and making recruitment extremely difficult. Pay is so low that some jail employees even qualify for and have to receive food stamps to provide for their families.

24. Even though the Petitioner has been devoting his entire working time and attention to the business and affairs of his office, because of the inadequate funding for the people serving in the Department, the Sheriff has not been able to properly and efficiently conduct those affairs and transact that business.

25. The employees of the Decatur County Sheriff's Department have been and are devoting their full working time and attention to the performance of their duties. Even with their combined efforts, however, because of insufficient funding, the Petitioner does not have adequate personnel, equipment or supplies to perform required statutory and constitutional duties.

26. In order to fulfill statutory and constitutional duties and responsibilities for the citizens of Decatur County, the Petitioner requested that the Respondent, in conjunction with the Decatur County Commission, fund a budget needed for the Petitioner's performance of legally mandated duties for the fiscal year 2019-2020, which would have enabled the hiring of additional deputies and needed personnel and purchase of necessary equipment and met other needs.

27. Because the Decatur County Sheriff's Department has not been properly funded even as the Department's duties have increased, the Petitioner regrets that to protect the citizens of Decatur County he has no choice but to bring this civil action and request this Honorable

Court to require the Decatur County government to provide necessary funding so that the Petitioner can effectively and efficiently carry out the requirements of his office.

28. As the result of the increased duties placed upon the Petitioner and in order for the Petitioner to properly, efficiently, reasonably and necessarily conduct the business of his office and to fulfill his duties as mandated by statutory and constitutional law, the County needs more full-time employees, training, equipment, and pay increases for law enforcement officers and jailers and other personnel.

WHEREFORE, Petitioner respectfully requests the following:

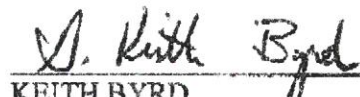
1. That process issue and be served on the Respondent, Mike Creasy, and that he be required to answer pursuant to T.C.A. § 8-20-102;
2. That this Court conduct a hearing in this cause and find that Petitioner's requests are justified and require Decatur County to fund Petitioner's requests for additional personnel, additional pay for those personnel, training and equipment, and grant Petitioner's requested funding, all of which are necessary and required to fulfill his duties;
3. That this Court find that the attorneys' fees and expenses the Petitioner has had to incur in the filing and prosecution of this action are a proper expense of the Decatur County Sheriff's Department, necessitated by the failure of Decatur County to properly fund the Decatur County Sheriff's Department, and that they be included in the request for additional funding;
4. That Petitioner be awarded court costs and discretionary costs pursuant to Rule 54, T.R.Civ.P.;
5. That the Petitioner receive all such other and further and general relief to which the deputies, jailers, other law enforcement personnel, and the citizens of Decatur County may be entitled.



KEITH BYRD,
Sheriff of Decatur County

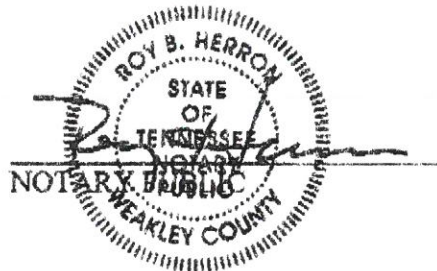
STATE OF TENNESSEE
COUNTY OF DECATUR

I, KEITH BYRD, Sheriff of Decatur County, after being first duly sworn according to law, do hereby make oath and affirm that I have read the foregoing Petition and that it is true and correct to the best of my knowledge, information and belief.



KEITH BYRD
Sheriff of Decatur County

Sworn to and subscribed before me on this 16th day of September, 2019.



My Commission Expires: 2-6-21

Respectfully submitted this 16th day of September, 2019.

BY: 

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BY:  by RBH

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BY:  by LBH

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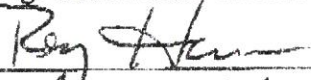
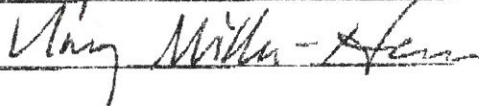
Facsimile: (423) 442.3949

allimanp@aol.com

Attorneys for Keith Byrd,
Sheriff of Decatur County

COST BOND

We, the undersigned principal and surety, acknowledge ourselves for costs in this cause.

DECATUR COUNTY SHERIFF'S DEPT. DEPUTIES / PATROL

EXHIBIT A

EMPLOYEE #	NAME	TITLE/RANK	PAY RATE
1 700	GARY KEITH BYRD	SHERIFF	SET BY STATE
2 701	LARRY DALE HILL	CHIEF DEPUTY	SALARY \$32,000 / YEAR
3 702	STEPHEN EUGENE WHITLOCK	INVESTIGATOR	
4 704	ROBERT ALFONZ YOUNGSON	PATROL / INVESTIGATOR	\$13.05 / HOUR
5 705	JONATHAN JOHNSON	SERGEANT	\$13.05 / HOUR
6 706	BRAD ZUKOWSKI	INVESTIGATOR	\$13.05 / HOUR
7 707	TYLER LINDSAY	PATROL DEPUTY	\$12.74 / HOUR
8 708	CYDE WAYNE WEAVER	PATROL SERGEANT	\$12.74 / HOUR
9 709	BRIAN WITT (INJURED) K-9	PATROL DEPUTY	\$12.74 / HOUR
10 711	KYLE LEE BELVIEW	PATROL LIEUTENANT	\$14.25 / HOUR
11 712	TIMOTHY MICHAEL ROMARD (IN IRAQ)	Part Time DEPUTY	\$12.74 / HOUR
12 713	LEE ADAM ENGLAND (PART TIME)	Part Time Deputy	\$12.74 / HOUR
13 714	RYAN BLACKSTOCK	PATROL DEPUTY	\$12.74 / HOUR
14 715	AARON BLAKE FROST	PATROL DEPUTY	\$12.74 / HOUR
15 716	MEGAN GREGORY	PATROL SERGEANT	\$12.74 / HOUR
16 717	DAVID COKER (on military leave)	PARSONS PART TIME DEPUTY	\$12.74 / HOUR
17 718	WES WOODWARD	PARSONS PART TIME DEPUTY	\$12.74 / HOUR
EMPLOYEE #	NAME	TITLE/RANK	

DECATUR COUNTY SHERIFF'S DEPT. DEPUTIES / PATROL

18	719	JOE VAUGHN	PARSONS PART TIME DEPUTY	\$12.74 / HOUR
19	720	TONY CONWAY	PART TIME DEPUTY	\$12.74 / HOUR
20	722	RODNEY BRIAN PENNINGTON	PART TIME/COURT	\$12.74 / HOUR
21	723	LARRY STAFFORD (ON TOWN BOAT)	PART TIME DEPUTY	\$12.74 / HOUR
22	724	RICK BOND	PART TIME ADMIN	\$15.00 / HOUR
23	726	PAT DABBS	PART TIME DEPUTY	\$12.74 / HOUR
24	728	RON BENNETT	SERGEANT/SRO	\$13.05 / HOUR
25	740	BETH HIGDON	PART TIME DEPUTY	\$12.74 / HOUR
26		RECEPTIONIST	OFFICE WORKER	\$8.64 / HOUR
27		WARRANTS CLERK	OFFICE WORKER	\$9.74 / HOUR
SHERIFF AND FULL TIME CERTIFIED DEPUTIES INCLUDING INVESTIGATORS, CHIEF DEPUTIES, LIEUTENANTS, SGTS - 14				
2. DEPUTIES OFF FOR INJURY / BUSINESS (PART TIME DEPUTES ARE USED TO FILL IN)				
FULL TIME PATROL DEPUTIES - 3 //// PATROL SGT. 4 (4 SHIFTS) ///// INVESTIGATORS - 3				
PART TIME DEPUTIES - 11 (USED TO FILL IN FOR FULL TIME DEPUTIES BEING OFF DUE TO VACATION, SICKNESS, INJURY, ETC.)				
PART TIME ADMIN - 1 (WORKS 1-2 DAYS PER WEEK)				

Jail Admin 32,000 yearly

Sgt's 84 hr pay period

Hourly Rate

Jayne Duck	10.95
Abby Greer	10.95
Jordan Weatherford	10.95
Lindsay Cain	10.95

C/O's 84 hr pay period

John Sanders	10.25
Denver Eis	10.25
Randle Jones	10.25
Terry Alridge	10.25
Tish Youngson	10.25
Chris Singleton	10.25
Hunter Partain	10.25
Candace Cavender	10.25
Damon Hatley	10.25
Justin Flanagan	10.25

Work Release 80 hr pay period

Rennis Douglass	10.25
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EXHIBIT B

	AUDIT 2018	ESTIMATED 2019	BUDGET 2020
54110 SHERIFF DEPARTMENT			
101 COUNTY OFFICIAL/ADMIN OFFICER	\$ 69,600	\$ 73,226	\$ 75,318
103 ASSISTANTS	\$ -	\$ -	\$ -
105 SUPERVISOR/DIRECTOR (HIII)	\$ 32,000	\$ 32,000	\$ 32,000
106 DEPUTIES	\$ 373,968	\$ 370,370	\$ 375,000
108 INVESTIGATORS	\$ 39,547	\$ 59,666	\$ 61,178
110 LIEUTENANTS	\$ -	\$ 29,640	\$ 29,640
140 SALARY SUPPLEMENTS	\$ 1,800	\$ -	\$ 6,600
148 DISPATCHERS/RADIO OPERATORS	\$ 306	\$ -	\$ -
161 SECRETARIES	\$ -	\$ 20,301	\$ 38,272
169 PART-TIME PERSONNEL	\$ 46,598	\$ 23,476	\$ 11,121
186 LONGEVITY PAY	\$ -	\$ -	\$ -
187 OVERTIME PAY	\$ 47,808	\$ 27,296	\$ 15,000
188 BONUS PAYMENTS	\$ 4,200	\$ -	\$ -
189 OTHER SALARIES & WAGES	\$ 20,456	\$ 19,821	\$ -
196 IN-SERVICE TRAINING	\$ 3,277	\$ 5,000	\$ 5,000
201 SOCIAL SECURITY	\$ 39,133	\$ 37,872	\$ 39,936
204 PENSIONS	\$ 17,682	\$ 12,217	\$ 12,883
205 EMPLOYEE & DEPENDENT INSURANCE	\$ -	\$ -	\$ -
210 UNEMPLOYMENT	\$ 3,803	\$ 3,500	\$ 6,062
212 EMPLOYER MEDICARE	\$ 9,152	\$ 8,857	\$ 9,340
301 ACCOUNTING SERVICES	\$ 3,000	\$ -	\$ -
307 COMMUNICATION	\$ 28,486	\$ 14,500	\$ 30,000
312 CONTRACTS W/PRIVATE AGENCIES	\$ -	\$ -	\$ -
316 CONTRIBUTIONS	\$ -	\$ -	\$ -
317 DATA PROCESSING SERVICES	\$ 6,397	\$ 6,717	\$ 8,800
320 DUES & MEMBERSHIPS	\$ 2,030	\$ 3,000	\$ 2,000
334 MAINTENANCE AGREEMENTS	\$ 4,343	\$ 5,100	\$ 4,600
336 MAINT. & REPAIR - BUILDINGS	\$ 2,134	\$ 2,134	\$ 2,500
338 MAINTENANCE & REPAIR - EQPT	\$ 1,986	\$ 2,000	\$ 2,000
338 MAINTENANCE & REPAIR - VEHICLES	\$ 33,931	\$ 19,624	\$ 35,000
348 POSTAL CHARGES	\$ 2,969	\$ 3,673	\$ 3,800
353 TOW IN SERVICES	\$ 1,126	\$ 1,000	\$ 1,500
356 TRAVEL	\$ 6,453	\$ 5,000	\$ 8,000
356 TUITION	\$ 3,940	\$ 3,700	\$ 10,000
399 OTHER CONTRACTED SERVICES	\$ 12,826	\$ 18,000	\$ 18,000
410 CUSTODIAL SUPPLIES	\$ -	\$ -	\$ -
412 DIESEL FUEL	\$ 167	\$ 2,000	\$ 1,000
416 ELECTRICITY	\$ 18	\$ -	\$ -
428 GASOLINE	\$ 83,958	\$ 70,000	\$ 72,000
431 LAW ENFORCEMENT SUPPLIES	\$ 1,828	\$ 2,400	\$ 3,000
436 OFFICE SUPPLIES	\$ 8,500	\$ 8,400	\$ 8,000
450 TIRES & TUBES	\$ 4,384	\$ 1,800	\$ 2,500
461 UNIFORMS	\$ 3,104	\$ 2,400	\$ 3,200

		AUDIT 2018	ESTIMATED 2019	BUDGET 2020
462	UTILITIES	\$ -	\$ -	\$ -
499	OTHER SUPPLIES & MATERIALS	\$ 3,264	\$ 6,200	\$ 6,000
599	OTHER CHARGES	\$ 1,778	\$ 1,800	\$ 1,432
610	PRINCIPAL ON CAPITALIZED LEASES	\$ -	\$ -	\$ -
611	INTEREST ON CAPITALIZED LEASES	\$ -	\$ -	\$ -
709	DATA PROCESSING EQUIPMENT	\$ -	\$ -	\$ -
716	LAW ENFORCEMENT EQPT	\$ -	\$ -	\$ 724
718	MOTOR VEHICLES	\$ -	\$ 41,440	\$ 53,986
719	OFFICE EQPT	\$ -	\$ -	\$ -
790	OTHER EQPT	\$ -	\$ -	\$ -
	TOTAL SHERIFF DEPARTMENT	\$ 912,438	\$ 944,119	\$ 993,071

54210 JAIL

105	SUPERVISOR/DIRECTOR	\$ 32,000	\$ 32,000	\$ 32,000
106	DEPUTY(IES)	\$ 322,434	\$ 356,178	\$ 347,785
161	SECRETARIES	\$ -	\$ 17,871	\$ -
165	CAFETERIA PERSONNEL	\$ -	\$ -	\$ -
169	PART-TIME PERSONNEL	\$ 16,207	\$ 5,800	\$ 2,529
186	LONGEVITY PAY	\$ -	\$ -	\$ -
187	OVERTIME PAY	\$ 16,911	\$ 8,581	\$ 8,500
188	BONUS PAYMENTS	\$ 600	\$ -	\$ -
189	OTHER SALARIES & WAGES	\$ 9,639	\$ -	\$ -
196	INSERVICE TRAINING	\$ 530	\$ 1,000	\$ 1,000
201	SOCIAL SECURITY	\$ 23,683	\$ 25,019	\$ 24,230
204	PENSIONS	\$ 9,275	\$ 8,071	\$ 7,816
205	EMPLOYEE & DEPENDENT INSURANCE (13)	\$ -	\$ -	\$ -
210	UNEMPLOYMENT	\$ 2,986	\$ 3,500	\$ 4,934
212	EMPLOYER MEDICARE	\$ 5,515	\$ 5,851	\$ 5,667
301	ACCOUNTING SERVICES	\$ 3,000	\$ -	\$ -
307	COMMUNICATION	\$ 12,040	\$ 3,600	\$ 3,000
312	CONTRACTS W/PRIVATE AGENCIES	\$ -	\$ -	\$ -
317	DATA PROCESSING SERVICES	\$ 4,182	\$ 4,800	\$ 4,800
335	MAINTENANCE & REPAIR - BLDGS	\$ 24,841	\$ 18,500	\$ 15,000
336	MAINTENANCE & REPAIR - EQPT	\$ -	\$ -	\$ 2,400
340	MEDICAL & DENTAL SERVICES	\$ 75,158	\$ 43,651	\$ 61,500
355	TRAVEL	\$ 1,347	\$ 1,583	\$ 1,600
398	OTHER CONTRACTED SERVICES	\$ 8,736	\$ 8,047	\$ 8,000
410	CUSTODIAL SUPPLIES	\$ 14,649	\$ 13,035	\$ 13,000
413	DRUGS & MEDICAL SUPPLIES	\$ -	\$ 2,065	\$ 2,000
415	ELECTRICITY	\$ 44,188	\$ 46,375	\$ 42,000
422	FOOD SUPPLIES	\$ 86,729	\$ 95,942	\$ 105,000
431	LAW ENFORCEMENT SUPPLIES	\$ 708	\$ 1,465	\$ 1,200
434	NATURAL GAS	\$ 8,266	\$ 9,000	\$ 9,000
435	OFFICE SUPPLIES	\$ 919	\$ 1,800	\$ 1,524
451	UNIFORMS	\$ 2,040	\$ 1,800	\$ 1,200

		AUDIT 2018	ESTIMATED 2019	BUDGET 2020
454	WATER & SEWER	\$ 15,018	\$ 10,250	\$ 12,300
499	OTHER SUPPLIES & MATERIALS	\$ 2,200	\$ 2,200	\$ 2,200
708	COMMUNICATION EQUIPMENT	\$ 36,373	\$ -	\$ -
716	LAW ENFORCEMENT EQPT	\$ 12	\$ 1,000	\$ 500
719	OFFICE EQPT	\$ -	\$ -	\$ -
790	OTHER EQPT	\$ 30,550	\$ -	\$ -
791	OTHER CONSTRUCTION	\$ -	\$ -	\$ -
	TOTAL COUNTY JAIL	\$ 810,736	\$ 732,070	\$ 740,686

54240 JUVENILE SERVICES

103	ASSISTANTS	\$ 14,197	\$ 14,191	\$ 14,191
106	SUPERVISOR/DIRECTOR	\$ 22,669	\$ 20,727	\$ 20,727
112	YOUTH SERVICE OFFICER(S)	\$ 12,406	\$ 12,436	\$ 12,436
131	MEDICAL PERSONNEL	\$ 13,450	\$ 13,473	\$ 13,473
201	SOCIAL SECURITY	\$ 3,728	\$ 3,771	\$ 3,771
204	PENSIONS	\$ 1,224	\$ 1,217	\$ 1,217
207	MEDICAL INSURANCE	\$ -	\$ -	\$ -
210	UNEMPLOYMENT COMPENSATION	\$ 480	\$ 460	\$ 880
212	EMPLOYER MEDICARE	\$ 872	\$ 882	\$ 882
307	COMMUNICATION	\$ 749	\$ 2,800	\$ 2,760
320	DUES & MEMBERSHIPS	\$ -	\$ 100	\$ 100
334	MAINTENANCE AGREEMENTS	\$ 971	\$ 971	\$ 800
348	POSTAL CHARGES	\$ 100	\$ 300	\$ 175
356	TRAVEL	\$ 965	\$ 1,100	\$ 955
399	OTHER CONTRACTED SERVICES	\$ 353	\$ 1,400	\$ 1,400
413	DRUGS & MEDICAL SUPPLIES	\$ 299	\$ -	\$ -
415	ELECTRICITY	\$ -	\$ 500	\$ 600
434	NATURAL GAS	\$ 300	\$ 300	\$ 300
436	OFFICE SUPPLIES	\$ 93	\$ 500	\$ 125
	TOTAL JUVENILE SERVICES	\$ 72,856	\$ 76,118	\$ 74,682

54260 WORK RELEASE/COMMUNITY CORRECTIONS

106	SUPERVISOR/DIRECTOR	\$ 36,514	\$ 62,961	\$ 62,961
111	PROBATION OFFICER(S)	\$ 177,901	\$ 203,929	\$ 203,929
119	ACCOUNTANTS/BOOKKEEPERS	\$ 17,789	\$ 18,914	\$ 18,914
161	SECRETARY(S)	\$ -	\$ -	\$ -
169	PART-TIME PERSONNEL	\$ -	\$ 28,235	\$ 28,235
188	BONUS PAYMENTS	\$ 1,000	\$ -	\$ -
189	OTHER SALARIES & WAGES	\$ -	\$ -	\$ -
201	SOCIAL SECURITY	\$ 13,832	\$ 19,470	\$ 19,470
204	PENSIONS	\$ 6,916	\$ 6,281	\$ 6,281
210	UNEMPLOYMENT COMPENSATION	\$ 1,696	\$ 1,500	\$ 1,500
212	EMPLOYER MEDICARE	\$ 3,235	\$ 4,554	\$ 4,554
299	OTHER FRINGE BENEFITS	\$ 11,444	\$ 48,554	\$ 48,554
307	COMMUNICATION	\$ 10,686	\$ 11,041	\$ 11,041

EXHIBIT C**Sheriff's Department Pay Surrounding Agencies as of 2/19/2019**

Benton County S.O. – Patrol Deputy \$15.81 / Hour

Henderson Co S.O. – Patrol Deputy \$19.53 / Hour

Perry County S.O. – Patrol Deputy \$17.00 / hour

Wayne County S.O. – Patrol Deputy \$15.67 / hour

THE AVERAGE HOURLY RATE OF THESE SURROUNDING COUNTY SHERIFF'S DEPARTMENTS:

\$17.00 / HOUR

Police Officer Pay Surrounding Cities as of 2/19/2019

Savannah P.D. – Patrol Officer \$16.00 / hour

Henderson P.D. – Patrol Officer \$16.40 / hour

Bolivar P.D. – Patrol Officer \$16.82 / hour

Lexington P.D. - Patrol Officer \$17.77 / hour

Clifton P.D. - Patrol \$15.22, \$15.64 after 1 year, \$16.51 after 5 years, \$17.38 after 10 years, \$18.68 after 20 years, \$19.55 after 30 years (100 % paid Employee Insurance)