



## DALLAS COUNTY OFFICE OF BUDGET AND EVALUATION

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September 11, 2025

TO: Dallas County Commissioners Court  
Dallas County Constables

THROUGH: Dr. Ronica Watkins, Budget Officer

FROM: Bryant Jackson, Senior Budget and Policy Analyst

SUBJECT: FY2026 Analysis of Constable Staffing and Budgets

### **BACKGROUND**

In previous fiscal years, staffing levels for the five Dallas County Constable Precincts (1 through 5) were determined using a fixed staffing model based primarily on the number of civil papers received. This formula established baseline positions such as a Chief Deputy, bailiffs for each Justice of the Peace Court, warrant officers, writ officers, and deputy constables allocated at a ratio of one per every 250 civil papers received per month. Each office also had the flexibility to designate one earned deputy to serve in a supervisory capacity as a Sergeant.

While this model provided consistency, it did not fully account for the complexity and variety of civil papers served, nor the differing time and resource requirements associated with each type of service. As the demand for Constable offices evolved, it became clear that a more refined approach was needed to align staffing with actual workload and operational demands.

To address this, Dallas County partnered with the University of Texas at Arlington (UTA) Urban Studies College in FY2025 to conduct a comprehensive staffing evaluation. The purpose of the study was to update the staffing methodology by incorporating factors such as the types of papers served, the average time required for service, and the broader range of duties performed by deputy constables beyond civil paper delivery. This collaboration provided an evidence-based framework for assessing staffing needs across all precincts.

### **ANALYSIS OF THE UNIVERSITY OF TEXAS AT ARLINGTON STAFFING MODEL**

This report reflects only Part One of the University of Texas at Arlington's (UTA) constable staffing study. These are preliminary findings based on the logging of standard papers (Types 1 and 2). The analysis does not yet account for mental health cases or the more complex Type 3 and Type 4 papers. As data collection continues, UTA will follow up with additional findings to provide a more comprehensive assessment.

According to the study, deputies in Precinct 3 and Precinct 5 each carry a workload far above the countywide benchmark. The metric used to measure this is "papers per deputy," which calculates how many papers each deputy is responsible for each year. A balanced precinct would have a rate close to the countywide standard. However, both Precinct 3 and 5 showed negative relief factors, meaning that the current number of deputies is insufficient to handle the actual workload. This is not simply a matter of serving more papers overall; it also reflects the time demands associated

with the papers assigned to these precincts, which are higher than in other areas.

Deputies in Precincts 3 and 5 are stretched thinner than their counterparts elsewhere in the county. Without additional staff, these precincts risk slower turnaround times, reduced service coverage, and heavier strain on existing deputies. By contrast, other precincts either have workloads closer to the county standard or, in some cases, show slight surpluses in staff capacity. For this reason, the model recommends that additional deputy positions be allocated to Precincts 3 and 5, to bring them in line with the rest of the county and to ensure timely and effective service delivery.

The University of Texas at Arlington's staffing study shows that Precincts 3 and 5 face the largest staffing shortfalls in Dallas County constable operations. When measuring only standard papers, deputies in Precinct 3 average 12.8 papers per deputy with a negative relief factor of up to  $-6.36$ , indicating a shortage equivalent to 4–6 deputies. Precinct 5 deputies average 9.95 papers per deputy, with a gap of about 1–2 deputies. In contrast, other precincts either meet or are close to their staffing balance.

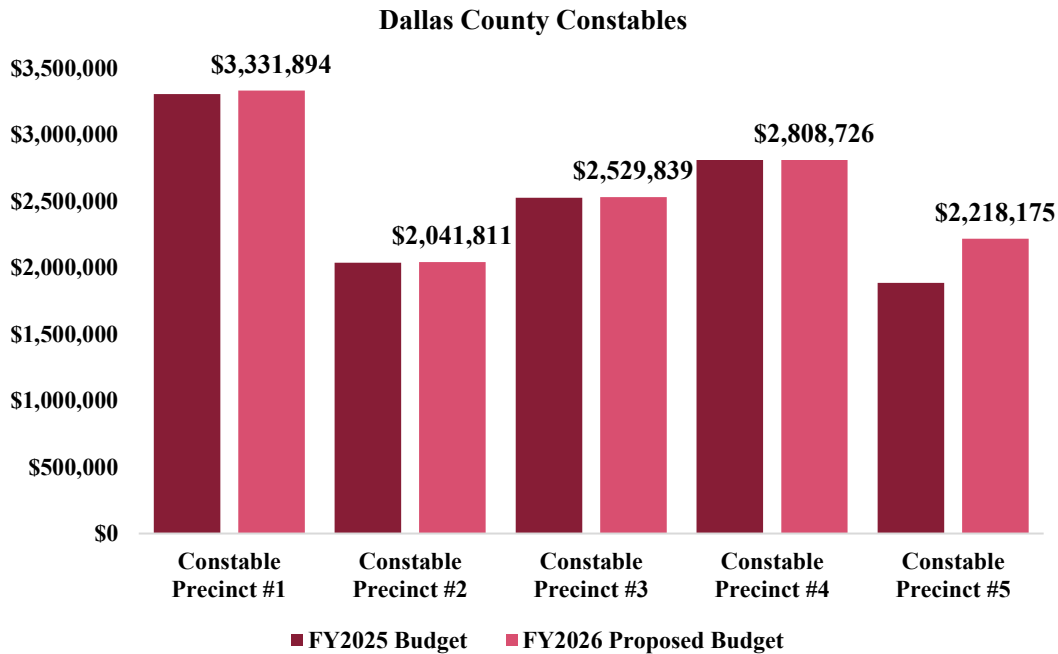
These findings justify the addition of deputy positions in these two precincts to ensure that workload is distributed equitably, deputies are not overextended, and service delivery is timely across the county.

- **Precinct 3 (Total Served)**
  - **Per Deputy Rate:** 12.80 papers per deputy (vs. county balance  $\sim 12.0$ – $12.5$ )
  - **Relief Factor:** 15.36 (shows deputies are overloaded)
  - **Gap (incl. Writ of Possession officer):**  $-6.36$  to  $-3.80$  depending on the measure
- **Precinct 5 (Total Served)**
  - **Per Deputy Rate:** 9.95 papers per deputy (slightly lower than Pct. 3, but still above balance point)
  - **Relief Factor:** 11.94
  - **Gap (incl. Writ of Possession officer):**  $-1.94$  to  $+0.05$
- **Comparison to Other Precincts**
  - Precincts 1, 2, and 4 show gaps much smaller or even slight surpluses (gaps between  $-0.7$  and  $+1.6$ ), suggesting their staffing is closer to balanced.
  - The **largest negative relief factors appear in Precincts 3 and 5**, showing they are most in need of additional deputies.

### **SENATE BILL 23**

Senate Bill 23 stipulates that a county may not implement a proposed reduction or reallocation of funds until the county receives voter approval for the proposed changes in an election held for that purpose. Section 120.001 applies to counties with a population of more than one million. For any fiscal year, the total budget must be equal to or greater than the amount from the preceding fiscal year. Local governments that defund law enforcement are subject to tax rate limitations, loss of access to certain tax revenues, and other budgetary restrictions.

Location	FY2025 Budget	FY2026 Proposed Budget	Variance
Constable Precinct #1	\$3,305,779	\$3,331,894	<b>\$26,115</b>
Constable Precinct #2	\$2,036,527	\$2,041,811	<b>\$5,284</b>
Constable Precinct #3	\$2,524,266	\$2,529,839	<b>\$5,573</b>
Constable Precinct #4	\$2,808,260	\$2,808,726	<b>\$466</b>
Constable Precinct #5	\$1,884,844	\$2,218,175	<b>\$333,331</b>
<b>Total</b>	<b>\$12,559,676</b>	<b>\$12,930,445</b>	<b>\$370,769</b>



### **EQUIPMENT**

As part of the FY2026 Proposed Budget, each Constable Precinct will be allocated five (5) GH Armor Systems Ballistic Shields: NIJ III, 30-inch height, 16-inch width, 20-pound weight, with integrated viewport. These shields are intended to enhance officer safety and operational readiness during high-risk civil and warrant service activities.

The estimated cost for each shield is \$5,501, with a total allocation of \$27,505 per precinct. Funding for the purchase of these ballistic shields has been made available within Reserves and Contingency. However, it is important to note that each Constable Precinct will need to work directly with their assigned Budget Analyst to transfer funding into their departmental budget prior to procurement.

Additionally, several Constable Precincts requested the purchase of DJI Avata 2 Quicktac Drone Bundles to support field operations. These requests were not approved as part of the FY2026 budget. Precincts will have the opportunity to submit drone requests again during the FY2027 budget process for further consideration.

FY2026 CONSTABLE STAFFING  
RECOMMENDED DEPUTY STAFFING LEVELS  
TABLE 1

<u>Constable Precinct</u>	<u>FY25 Staffing</u>	<u>FY26 Staffing</u>	<u>Difference</u>
Constable Gulley, Constable Precinct 1	23	23	0
Constable Hammond, Constable Precinct 2	15	15	0
Constable Curry, Constable Precinct 3	15	18	3
Constable Brown, Constable Precinct 4	19	19	0
Constable Orozco, Constable Precinct 5	16	17	1
<b>Total</b>	<b>88</b>	<b>92</b>	<b>4</b>

***Disclaimer:** Precincts 3 and 5 will receive new deputy positions as reflected above. Precinct 3 will receive three (3) deputies in FY2026 and one (1) additional deputy in FY2027, while Precinct 5 will receive one (1) deputy in FY2026. All positions will be reviewed, and proper classification will be determined by HR/Civil Service.*

FY2026 CONSTABLE STAFFING  
RECOMMENDED CLERICAL STAFFING LEVELS  
TABLE 2

<u>Constable Precinct</u>	<u>FY25 Clerical Staffing</u>	<u>FY26 Clerical Staffing</u>	<u>Difference</u>
Constable Gulley, Constable Precinct 1	9	9	0
Constable Hammond, Constable Precinct 2	5	5	0
Constable Curry, Constable Precinct 3	5	5	0
Constable Brown, Constable Precinct 4	5	5	0
Constable Orozco, Constable Precinct 5	5	5	0
<b>Total</b>	<b>29</b>	<b>29</b>	<b>0</b>

### **RECOMMENDATION**

It is recommended that the FY2026 Proposed Budget for all five Constable Precincts, totaling \$12,930,445, a \$370,769 increase from FY2025, be approved as submitted. The budget includes the addition of one (1) new deputy for Precinct 5 and four (4) new deputies for Precinct 3, with three (3) positions funded in FY2026 and one (1) position scheduled for FY2027.

Additionally, the budget provides funding for five (5) GH Armor Systems Ballistic Shields per precinct, enhancing officer safety during civil and warrant service operations. Constables are encouraged to coordinate with their assigned Budget Analyst to transfer funding into their

departmental budgets to secure these approved items.