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The Honorable Steven Snell
Williamson County Judge
710 South Main Street, Ste. 101
Georgetown, Texas 78626

Dear Judge Snell,

I am writing to inform you that I am requesting a hearing before the Salary Grievance Committee ("Committee"). On July 29, 2025, the Commissioners Court voted to cut my County Salary Supplement ("Supplement") to less than half of the amount the County Budget Office recommended in the proposed County budget. I am requesting that my Supplement be increased from the Commissioner voted supplement of \$25,000 and instead set my Supplement to \$79,346.82 (a difference of \$ 54,346.82). This request is the market median of the most recent data we have for the approved salary study of comparable Counties, plus an additional 2% increase to maintain parity with the Commissioners, who minutes after cutting my Supplement, provided for themselves and all other County elected officials a 2 % merit raise (with the notable exception, Judge, of you declining to provide a raise for yourself).

Earlier this fiscal year, the Commissioner's Court authorized a salary study for all law enforcement, as well as for the offices of the District Attorney, County Attorney, and the County's General Counsel. The comparable Counties to be used in this study, as approved by Commissioner's Court for all attorney positions, are Collin, Denton, Travis, Montgomery and Fort Bend. Those salaries have been evaluated and will be included in this year's budget. My position, however, has been repeatedly and expressly excluded by the Commissioners from this and every other County Salary study.

I wanted to provide a bit of history regarding my Supplement history as I know that you have just recently joined the Commissioner's Court. As background, while my State Salary is tied to District Judges, the 254 Counties in Texas have always been able to pay their local District Attorneys as high a supplement as they choose. Several Counties around the State pay well in excess of \$100,000 supplements. For many years my supplement remained at \$18,000.

For several years I asked Commissioners to consider increasing my supplement with no positive response. Two years ago, after 4 years without any raise and watching other Williamson County Elected Officials' salaries increase by as much as roughly 150%, I requested a Salary Grievance Panel to review my request.

The Citizen Grievance Committee voted 8-1 in favor of providing my requested salary. Under the law, only a 9-0 vote requires the Commissioners to provide my requested salary. An 8-1 vote requires the Commissioners to place the item on the next Commissioners' agenda to consider the Citizen's recommendation. The Commissioners declined to even discuss the matter and summarily dismissed the Citizen's recommendation. I was disappointed to say the least, as I had never known the Commissioners to ignore a supermajority of Williamson County residents.

Last year, in 2024, County Judge Bill Gravell, Commissioner Cook, and Commissioner Boles discussed the Supplement with me and agreed to set the amount at \$52,000, the approximate market median at that time.

This year without any discussion with me, or any warning, Commissioners Long and Covey (who lost the 2024 vote) led the effort to cut my Supplement with little understanding of how the cut impacts my overall compensation package and with absolutely no input from me. Unfortunately, the only way to be heard on my salary is to ask the citizens of this County to review my request. I hope in future years we are able to have a more robust conversation regarding matters that affect my office or my personal compensation, prior to voting on matters in Court.

Judge, I do appreciate that since you have taken office you have always made yourself available to me on matters within my office. I will continue to make myself available to you and appreciate your time and attention. Please let me know if you want to visit about my salary or the process and if there is any additional information I could provide.

Sincerely,



Shawn W. Dick
District Attorney, 26th Judicial District
Williamson County, Texas