



# Constable Paul L. Leal

Williamson County Constable Precinct 4  
412 Vance St. #3 Taylor, TX 76574  
512-352-4181



Date: 08/11/2025

From: Constable Paul L. Leal

To: County Judge Steven Snell & Salary Grievance Committee

As the head of a Law Enforcement Agency in Williamson County, it is my prayer that this letter will not cause any ill-will or harm to come to my office. I am respectfully submitting this request for consideration of a salary adjustment due to a significant disparity in compensation between Williamson County Elected Law Enforcement Personnel and those of our lesser counterparts placed on the Williamson County L Step Chart.

As currently structured, Williamson County uses eight comparable counties to determine the salaries for Elected Constables and Sheriff but uses surrounding larger cities to determine the L Step Chart for our employees. This has caused a significant disparity in compensation. As of October 1<sup>st</sup>, 2025, our sergeants, lieutenants, and chief deputies who are all under my supervision will be receiving higher salaries than we do as the elected heads of our offices. It is my belief that the Elected Constable's as well as the Elected Sheriff should have been placed on the L Step Chart, and that perhaps this was an oversight when the L Chart was implemented.

Every Elected Constable in Williamson County are Texas Licensed Peace Officers and all have a minimum of 30 years' experience, and all hold a Master Peace Officers License. We as Elected Constable have more State mandated training hours that we must attend than any other law enforcement personnel in the County.

The Elected Constable carries all the risk, liability, and responsibility. The Constable's are under constant public scrutiny, legal accountability, and sacrifice job stability every election cycle. We set our department policy, standard operating procedures, managing personnel matters, ensuring budgets are followed, meeting all state requirements, and are the community engagement representative for our precinct. If a civil writ is worked incorrectly, I am personally liable for three times the damage. Not the County, not my Deputy, I am. Being paid less than employees who face no liability risk or responsibility seems unjust and devalues all that is at stake, being the elected official and holding the title as Constable.

It is also my understanding that the Constables and Sheriff are the only elected officials in Williamson County that have employees that make more than the elected official. If this is true, it is unfair and unjust and needs corrective action.

It is my hope that Elected Constable's and Sheriff be placed on the L Step Chart. According to the proposed FY26 Williamson County L Step Chart I feel the salary for an Elected Constable in Williamson County should be \$148,336.65. This is only 2% above our Chief Deputies.

Thank you for your time and consideration in the matter. Please feel free to contact me if you have any questions or concerns, 512-965-7673.

Constable Pct. 4

A handwritten signature in black ink that reads "Paul L. Leal".

Paul L. Leal