



Kevin Wilkie
Constable Precinct 3
Williamson County, Texas

100 Wilco Way Suite C101
Georgetown, TX 78626
Direct: (512) 943-1434 Fax: (512) 943-1440



Date: 08/08/2025

From: Constable Kevin B. Wilkie

To: The Honorable Judge Steven Snell and the Salary Grievance Committee

As the Elected Official of a Law Enforcement Agency in Williamson County I am respectfully submitting this request for consideration of a salary adjustment due to a significant disparity in compensation between my elected position as Constable and those of some of my subordinates.

As currently structured, most of my employees are on the Williamson County L Step Chart, due to us being a Williamson County Law Enforcement Agency. The supervisors: Sergeants, Lieutenant and Chief Deputy are under my supervision and will receive a higher salary than I do as the elected head of this office. As the elected Constable, I am a law enforcement officer and conduct law enforcement related duties as well as my administrative and community engagement duties.

It is my belief the Elected Constables should be placed on the L Step Chart, and it is also my belief that this was an oversight when the L Chart was implemented.

Each Elected Constable in Williamson County holds the Master Peace Officers License. I hold the TCOLE Basic Instructor Certification, Court Security Specialist Certificate as well as the Civil Process Proficiency Certification which is the highest level of civil process certification currently available in TX. I am also a graduate of the FBINA 235th Session held in Quantico, VA. This is a Police Executive Leadership Program attended by approximately 2% of law enforcement leaders annually. I currently have approximately 4,460 hours of law enforcement and law enforcement related training.

Each of the Constables are Texas Licensed Peace Officers, the same as every person on the L Step Chart. We are required to complete all state-mandated training hours like any Texas Peace Officer.

The Elected Constable assumes most of the Risk, Liability, and Responsibility of our office and employees.

Constables, as well as other elected officials, are under constant public scrutiny, legal accountability, and often sacrifice job stability every election cycle. I set my department policy, standard operating procedures, managing personnel matters, ensuring budgets are followed, as well as meeting all state requirements. Being the community engagement representative for our office is also a vital part of this position which is often conducted outside regular office hours.

I am asking for consideration regarding being placed on the L chart due to the specialized nature of my position. Not only as an elected official but also as an active law enforcement officer, conducting law enforcement duties as well as the duties of an elected official.

I am not aware of any elected official in Williamson County, other than the Sheriff, who have employees compensated at a higher level than they are. If I am mistaken in this, I apologize.

Under the proposed salary recommendation, as the Constable I will be paid \$122,172.18, for which I am grateful. Below are the proposed salaries for Constable office supervisors, this is with and without the additional 2%:

Sergeant L3-14

123,297 w/o 125,813 +2%

Lieutenant L4-14

132,476 w/o 135,914 +2%

Chief Deputy

142,520 w/o 145,428 +2%

Again, it is my belief that Elected Constables and the Sheriff should be placed on the L Step Chart, and based on 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 would be 2% above our chief Deputies salary.

Thank you for your time and consideration in the matter.

Respectfully submitted,



K.B. Wilkie, Constable

Williamson County PCT3