



## **Constable Jeff Anderson**

### **Williamson County Precinct Two**

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**Chief Deputy**

*James Kevin Thomas*

**Lieutenant**

*Wade Fowler*

**Sergeant**

*Marco Villarreal*

**Sergeant**

*Guy Lanford*

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### **Memorandum**

August 6, 2025

Subject: Urgent Call for Salary Adjustment Consideration

To the Grievance Committee,

As the elected leader of a crucial Law Enforcement Agency in Williamson County, I feel compelled to raise a pressing issue that affects not only my role as Constable but also the integrity of our entire department.

A concerning disparity exists in compensation between the elected constables and their subordinates, which I believe warrants immediate and serious consideration.

Currently, many of my dedicated staff members are compensated under the Williamson County L-Step Chart, where their salaries significantly exceed my pay as an elected official. This situation appears to reveal an oversight from the time the L Chart was first established, and it has dire implications that undermine the nature of our service.

Every Elected Constable in Williamson County possesses a Master Peace Officer License and is recognized as a Texas Licensed Peace Officer—qualifications that are on par with those of personnel on the L Step Chart. We do not enjoy any reduction in the

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rigorous standards of certification or mandatory training; in fact, we face additional, weightier responsibilities, additional training, and heightened expectations.

The role of an Elected Constable is laden with risk, liability, and accountability. We operate under constant public scrutiny while executing critical department policies, overseeing personnel, ensuring compliance with budgets, maintaining state mandates, and representing our precincts. The current disparity in compensation is not only disheartening but also undermines the very ethos of public service, breeding disillusionment among elected officials and leaders who daily sacrifice their privacy and face relentless criticism.

Moreover, within my agency, I alone assume the liability for any mishandling of civil papers, a unique responsibility that can lead to severe professional and personal repercussions. Given these realities, it is more than reasonable that Elected Constables—and Sheriffs—be recognized alongside their L-Step Chart counterparts. Based on a comprehensive analysis of the Proposed FY26 Williamson County L Step Chart, I believe a fair compensation for an Elected Constable would be \$148,336.65.

This grievance is not merely about salary; it reflects our commitment to promoting equitable governance within our community. I urge you to consider the implications of this disparity and its potential to erode both morale and operational effectiveness within our department.

I invite you to contact me directly at (512) 925-9074 if you have any questions or would like to discuss this matter further.

Thank you for your attention to this critical issue.

Sincerely,

Constable Jeff Anderson



Attachments: [Argument for Increased Pay for Elected Texas Constables, Proposed L-chart]

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**Attachment 1:**

**Argument for Increased Pay for Elected Texas Constables**

In advocating for increased pay for elected Texas Constables, it is vital to emphasize their essential role in law enforcement and the extensive training and responsibilities that accompany this position. Here are key points that highlight the need for fair compensation and underscore the unique challenges faced by elected Texas Constables:

**1. Maintaining Chain of Command Integrity**

Law enforcement is anchored in a hierarchy of rank, responsibility, and authority. When unelected deputies or staff earn more than elected constables, who are accountable to the public, it disrupts this fundamental structure. This inconsistency can erode respect within the department and lead to confusion among personnel. Elected officials should command respect that reflects their responsibilities, or we risk destabilizing an essential pillar of effective law enforcement.

**2. Upholding Democratic Authority**

Texas Constables represent the voice of the community, elected by the very citizens they serve. Undercompensating them undermines their authority and disrespects the voters' choice. This imbalance diminishes their influence and skews perceptions of leadership—an untenable situation in any democratic setting.

**3. Attracting Talented Public Servants**

Insufficient compensation deters qualified individuals from seeking election as constables due to apprehensions about financial stability. A weak candidate pool compromises effective governance and puts community safety at risk—a long-term detriment that no jurisdiction can afford to ignore.

**4. Recognizing Risk and Responsibility**

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Texas Constables carry immense responsibility, often placing themselves in jeopardy while managing high-stakes situations with limited resources compared to larger police departments. Legal entities and community members alike scrutinize them as they establish departmental policies, oversee personnel, ensure compliance, manage budgets, and represent community interests.

#### **5. Fair Compensation Reflects Accountability**

Elected officials willingly embrace greater risks associated with public service: sacrificing privacy for accountability while facing ongoing scrutiny over their decisions.

The current pay disparity sends a discouraging message—that leadership roles are undervalued despite the added pressures inherent in responding to emergencies with specialized training.

This inequality not only discourages individuals from pursuing critical roles but also jeopardizes community trust in law enforcement, an issue compounded by the extensive training Texas Constables receive under the Texas Commission on Law Enforcement (TCOLE) (Standards and Education), which is far more comprehensive than that of standard peace officers.

In conclusion, increasing compensation for elected Texas Constables is not just about rectifying salary disparities; it is about acknowledging their indispensable contributions to our communities amidst demanding circumstances that necessitate heightened qualifications.

This adjustment affirms our unwavering commitment to public safety and the democratic processes that hold us accountable to the voters.

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## PROPOSED FY26 WILLIAMSON COUNTY L STEP CHART EFFECTIVE OCTOBER 2025

DEPUTY - SO & CONSTABLE	L1-1	L1-2	L1-3	L1-4	L1-5	L1-6	L1-7	L1-8	L1-9	L1-10	L1-11	L1-12	L1-13	L1-14
Annual	\$73,502.55	\$78,647.72	\$81,793.63	\$85,065.38	\$88,467.99	\$90,237.35	\$92,042.10	\$93,882.94	\$95,760.60	\$97,675.81	\$99,629.33	\$101,621.92	\$103,654.36	\$105,727.44
Hourly	\$35.34	\$37.81	\$39.32	\$40.90	\$42.53	\$43.38	\$44.25	\$45.14	\$46.04	\$46.96	\$47.90	\$48.86	\$49.83	\$50.83
		7%	4%	4%	4%	2%	2%	2%	2%	2%	2%	2%	2%	2%
SERGEANT - SO & CONSTABLE / SERGEANT INVESTIGATOR	L3-1	L3-2	L3-3	L3-4	L3-5	L3-6	L3-7	L3-8	L3-9	L3-10	L3-11	L3-12	L3-13	L3-14
Annual					\$96,532.80	\$103,290.10	\$107,421.70	\$111,718.57	\$113,952.94	\$116,232.00	\$118,556.64	\$120,927.77	\$123,346.33	\$125,813.25
Hourly					\$46.41	\$49.66	\$51.65	\$53.71	\$54.79	\$55.88	\$57.00	\$58.14	\$59.30	\$60.49
					7%	4%	4%	4%	2%	2%	2%	2%	2%	2%
LIEUTENANT CONSTABLE / DEPUTY CHIEF INVESTIGATOR	LA-1	LA-2	LA-3	LA-4	LA-5	LA-6	LA-7	LA-8	LA-9	LA-10	LA-11	LA-12	LA-13	LA-14
Annual							\$108,495.92	\$116,090.63	\$120,734.26	\$125,563.63	\$128,074.90	\$130,636.40	\$133,249.12	\$135,914.11
Hourly							\$52.18	\$55.81	\$58.05	\$60.37	\$61.57	\$62.81	\$64.06	\$65.34
							7%	4%	4%	4%	2%	2%	2%	2%
LIEUTENANT SO	L4-1	L4-2	L4-3	L4-4	L4-5	L4-6	L4-7	L4-8	L4-9	L4-10	L4-11	L4-12	L4-13	L4-14
Annual							\$110,832.18	\$118,590.43	\$123,334.05	\$128,267.41	\$130,832.76	\$133,449.42	\$136,118.40	\$138,840.77
Hourly							\$53.28	\$57.01	\$59.30	\$61.67	\$62.90	\$64.16	\$65.44	\$66.75
							7%	4%	4%	4%	2%	2%	2%	2%
CHIEF DEPUTY CONSTABLE	LB-1	LB-2	LB-3	LB-4	LB-5	LB-6	LB-7	LB-8	LB-9	LB-10	LB-11	LB-12	LB-13	LB-14
Annual							\$116,090.63	\$124,216.98	\$129,185.65	\$134,353.08	\$137,040.14	\$139,780.94	\$142,576.56	\$145,428.09
Hourly							\$55.81	\$59.72	\$62.11	\$64.59	\$65.88	\$67.20	\$68.55	\$69.92
							7%	4%	4%	4%	2%	2%	2%	2%
COMMANDER SO	L5-1	L5-2	L5-3	L5-4	L5-5	L5-6	L5-7	L5-8	L5-9	L5-10	L5-11	L5-12	L5-13	L5-14
Annual							\$135,237.72	\$140,647.23	\$146,273.12	\$152,124.04	\$155,166.52	\$158,269.85	\$161,435.25	\$164,663.96
Hourly							\$65.02	\$67.62	\$70.32	\$73.14	\$74.60	\$76.09	\$77.61	\$79.17
							4%	4%	4%	4%	2%	2%	2%	2%
ASSISTANT CHIEF DEPUTY SO	L6-1	L6-2	L6-3	L6-4	L6-5	L6-6	L6-7	L6-8	L6-9	L6-10	L6-11	L6-12	L6-13	L6-14
Annual									\$168,214.09	\$171,578.37	\$175,009.93	\$178,510.13	\$182,080.34	\$185,721.94
Hourly									\$80.87	\$82.49	\$84.14	\$85.82	\$87.54	\$89.29
									2%	2%	2%	2%	2%	2%
CHIEF DEPUTY SO	L7-1	L7-2	L7-3	L7-4	L7-5	L7-6	L7-7	L7-8	L7-9	L7-10	L7-11	L7-12	L7-13	L7-14
Annual											\$189,010.73	\$192,790.94	\$196,646.76	\$200,579.70
Hourly											\$90.87	\$92.69	\$94.54	\$96.43
											2%	2%	2%	2%

\*\*Minor variations may occur due to rounding