

# Harris County Constable's Office, Precinct 8

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## Phil Sandlin, Constable

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April 12, 2024

Harris County Commissioners Court  
1001 Preston  
Houston, Texas 77002

Honorable Court Members,

In preparation for the upcoming budget process for fiscal year 2025, I am requesting that Commissioners Court consider increasing the annual salaries of elected Constables in Harris County. Constables have not had a salary change since 2016 when a 3% cost of living increase was last approved. Since then, members of our respective staffs have received several salary increases that were approved by Commissioner's Court, but none of those increases applied to the elected official. As a result, Assistant Chief Deputies and Chief Deputies are now compensated at a higher rate of pay than the elected Constables as indicated below.

| Position               | Hourly Rate | Annual Salary | Difference  |
|------------------------|-------------|---------------|-------------|
| Constable              | \$64.23     | \$133,598.40  |             |
| Chief Deputy           | \$73.04     | \$151,923.20  | \$18,324.80 |
| Assistant Chief Deputy | \$64.97     | \$135,137.60  | \$1,539.20  |

To correct this, I propose that Commissioners Court order a salary study to ensure the elected Constables of Harris County are compensated appropriately. As you are aware, Texas Local Government Code Chapter 152.013 requires that proposed salary increases for elected officials be posted in a newspaper of general circulation before the 10<sup>th</sup> day of any hearings on this issue. Therefore, I am submitting this request now so that adequate time can be allotted for both a study to be conducted and a recommendation to be made ahead of the upcoming budget hearings for FY25.

Respectfully,

Phil Sandlin, Constable  
Harris County Precinct 8