



MINUTES

SALARY GRIEVANCE COMMITTEE HEARING WALLER COUNTY, TEXAS

THURSDAY – AUGUST 20, 2026

BE IT REMEMBERED that the Salary Grievance Committee of Waller County, Texas, met in **SESSION** on Thursday, the 20th day of August 2026 at its meeting place at the Waller County Courthouse, Hempstead, Texas.

CALL TO ORDER

The meeting was called to order by Waller County Judge Trey Duhon at 1:33 p.m. with the following Members of the Committee present to-wit:

Carbett "Trey" J. Duhon III, County Judge
Troy Guidry, Sheriff
Debbie Hollan, County Clerk
Joan Beaty, County Treasurer
Carolyn Miedke, Tax Assessor-Collector
Liz Pirkle, District Clerk
Sean Whittmore, District Attorney
LaShandra James, Public Member

Judge Duhon announced we have more or less kind of an agreement that has been reached and will give some background on that and present some information and then will allow the Committee to, if they choose, to vote on that.

Discussion was held and Judge Duhon provided a Survey Analysis he prepared with other Counties similar in population and proximity for all present to review.

A Motion to make a recommendation to the Commissioners Court that the Constable Salaries be set at \$80,000.00 was made by Troy Guidry, seconded by Sean Whittmore.

All voted in favor – Motion carried.

Meeting was adjourned at 1:43 p.m.

I **ATTEST** that the above proceedings are the true and correct minutes taken in my capacity as
Ex-Officio for the Commissioners' Court of Waller County.

A handwritten signature in black ink, reading "Debbie Hollan", written over a horizontal line.

Debbie Hollan
Waller County Clerk

Waller County Salary Survey Analysis

By Judge Trey Duhon

Objective:

Determine whether or not the salaries for certain elected officials are commensurate with other elected officials in similar counties in Texas in relation to the scope of their job duties.

Issue:

Due to differences in populations, location, logistics, and demographics, it can be difficult to compare the salary of an elected official to same position in a different county

Assumptions:

Identify counties that are similar to Waller County in population and proximity to a large metropolitan or urban center for the purposes of conducting a salary survey and determining an appropriate average salary against which the current salary can be compared.

Counties used:

	<u>Population</u>	<u>Note</u>
Wharton	42,154	Houston metropolitan area, not adjacent
Chambers	57,010	Adjacent to Harris County (Houston)
Kendall	50,790	Adjacent to Bexar County (San Antonio)
Burnett	57,023	Adjacent to Travis County (Austin)
Hardin	59,494	Adjacent to Jefferson County (Beaumont)
Medina	56,647	Adjacent to Bexar County (San Antonio)
Wilson	56,383	Adjacent to Bexar County (San Antonio)
Bastrop	116,842	Adjacent to Travis County (Austin)
Hood	70,130	Adjacent to Tarrant County (Ft. Worth)
Liberty	117,976	Adjacent to Harris County (Houston)
Walker	80,914	Houston Metropolitan area, not adjacent

Analysis

Constable

	Salary	Salary Supp.	Travel	Car	Car Provided
Waller County:	\$63,849				yes
Wharton	\$62,807	\$360-\$720			yes
Chambers	\$95,473				yes
Kendall	\$81,647	\$4,800			yes
Burnett	\$87,072				yes
Hardin	\$51,896	\$720-\$3,420			yes
Medina	\$41,392		\$17,500-\$33,500		no
Wilson	\$52,000		\$500		yes
Bastrop	\$74,418				yes
Hood	\$89,396				yes
Liberty	\$64,423	\$4,700-\$18,800		\$25k	no
Walker	\$77,170				yes

Average Salary: \$69,790

Difference \$5,941 under the average salary

Note: *If you remove Hardin, Medina, and Wilson, the average is \$79,051