

## Holly C. Lytle

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**From:** Joshua Acevedo  
**Sent:** Thursday, August 11, 2016 9:24 AM  
**To:** David Stout; Alberto Halpern  
**Subject:** RE: MFR - Increased Elected Official Salaries

Yes, Alberto and I talked about it this morning. We will work on putting together some talking points.

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**From:** David Stout  
**Sent:** Thursday, August 11, 2016 9:22 AM  
**To:** Alberto Halpern; Joshua Acevedo  
**Subject:** FW: MFR - Increased Elected Official Salaries  
**Importance:** High

Guys, I need you to put a fact sheet together regarding the pay raises. Taking into account all of the reasons we did this, such as the 7 year regrade plan, the study that was done, the raises we have given county employees last year and this year, the overall impact of the CC raises on the budget and the percentage of the budget, the savings we have created over the past two years, etc. We need to be able to communicate all of this clearly to the press and the public.

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**From:** Melissa M. Carrillo (Human Resources)  
**Sent:** Wednesday, August 10, 2016 6:52 PM  
**To:** Veronica Escobar; Carlos Leon; Vincent M. Perez; David Stout; Andrew Haggerty  
**Cc:** Betsy C. Keller; Wallace Hardgrove; Gaby Ferro; Lee Shapleigh  
**Subject:** MFR - Increased Elected Official Salaries  
**Importance:** High

Judge and Commissioners,

Attached is a Memorandum for Record (MFR) that I created to document today's decision regarding the salary increases granted for the County Judge, Commissioners and Constables. I will save it as part of my budget records for the FY2017 season.

Should you have any questions, please do not hesitate to let me know.

**Melissa M. Carrillo, PHR, SHRM-CP**  
Chief Human Resources Officer  
County of El Paso, Texas