

Holly C. Lytle

From: Melissa M. Carrillo (Human Resources)
Sent: Wednesday, August 24, 2016 4:05 PM
To: Veronica Escobar; Betsy C. Keller
Subject: RE: Salary survey request

Well that's what I would prefer since they are asking consultant-like questions. However, my CA is telling me that I should not be directing them to him.

Let me work with Patsy (CA) to see what plan of action might better suit our needs regarding these media questions....

I have another one pending for Rick Cabrera....but it's a true back and forth at this point.

Let me see what I find out...I will keep you posted.

From: Veronica Escobar
Sent: Wednesday, August 24, 2016 2:06 PM
To: Melissa M. Carrillo (Human Resources); Betsy C. Keller
Subject: RE: Salary survey request

Melissa, maybe you should have the consultant call her?

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: "Melissa M. Carrillo (Human Resources)" <MelCarrillo@epcounty.com>
Date: 8/24/16 2:48 PM (GMT-06:00)
To: Veronica Escobar <Escobar@epcounty.com>, Carlos Leon <Leon@epcounty.com>, "Vincent M. Perez" <PerezV@epcounty.com>, David Stout <Stout@epcounty.com>, Andrew Haggerty <HaggertyA@epcounty.com>
Cc: "Betsy C. Keller" <BKeller@epcounty.com>, Wallace Hardgrove <WHardgrove@epcounty.com>, "Patricia Lopez (County Attorney)" <Patricia.Lopez@epcounty.com>
Subject: FW: Salary survey request

Judge and Commissioners,

This is the latest response that I wanted to share with the full court. I will continue to keep you informed as things progress.

Thank you,

Melissa

From: Melissa M. Carrillo (Human Resources)
Sent: Wednesday, August 24, 2016 1:47 PM
To: 'Brenda De Anda-Swann'
Subject: RE: Salary survey request

Hi Brenda,

You are correct. This process began when the County conducted an RFP; in that RFP, the County was very clear about the expectations of the selected consultant. As a result, when this consultant was selected, a contract between the County and the firm was created. Thereafter, the consultant engages in research based on discussions that our office (HR) has with him driving what our expectations are in relation to the contents of that contract. Due to their subject matter expertise, we rely on the firm to conduct research and analysis, and thereafter provide recommendations based on that research.

At this time, there is not a document that contains a "methodology" from our consultant. This might be something you could reach out to the consultant directly regarding. But from our position, the documents I have released are what was submitted to the County, as well as what was presented on 8/3/2016.

Please let me know if you have other questions, and I'd be happy to address.

Thank you,

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

From: Brenda De Anda-Swann [<mailto:andkvia@yahoo.com>]
Sent: Wednesday, August 24, 2016 11:13 AM
To: Melissa M. Carrillo (Human Resources)
Subject: Re: Salary survey request

Melissa, I'm hoping to look at the study that explains the methodology and process. Why were particular counties selected, etc. That information is not contained on the summary.

Brenda De Anda-Swann News Director KVIA-TV El Paso-Las Cruces andkvia@yahoo.com 915-496-1754

From: Melissa M. Carrillo (Human Resources) <MelCarrillo@epcounty.com>
To: brenda de anda <andkvia@yahoo.com>
Sent: Wednesday, August 24, 2016 10:09 AM
Subject: RE: Salary survey request

This is the executive summary documentation that was provided, along with the data used to come to his recommended conclusion. The bulk of his discussion was presented in the public meeting held on 8/3/2016.

-----Original Message-----

From: brenda de anda [<mailto:andkvia@yahoo.com>]
Sent: Tuesday, August 23, 2016 6:12 PM
To: Melissa M. Carrillo (Human Resources)
Subject: Re: Salary survey request

I have these already, but I'm looking for the study conducted by the consultants which should contain methodology, conclusions, etc.

Sent from my iPhone

> On Aug 23, 2016, at 5:17 PM, Melissa M. Carrillo (Human Resources) <MelCarrillo@epcounty.com> wrote:
>
> Brenda,
>
> This is the information that was presented at the time of his meeting w/ the court on August 3, 2016.
>
> There was no presentation used; rather these documents were brought up on screen.
>
> Let me know if you need anything further.
>
> Thank you,
>
> Melissa M. Carrillo, PHR, SHRM-CP
> Chief Human Resources Officer
> County of El Paso, Texas
>
> -----Original Message-----
> From: Brenda De Anda-Swann [mailto:brenda@kvia.com]
> Sent: Friday, August 12, 2016 1:00 PM
> To: Melissa M. Carrillo (Human Resources)
> Subject: Salary survey request
>
> Dear Ms. Carrillo,
> May we obtain a copy of the survey conducted by Public Sector Personnel Consultants for the county this year?
> Also, If there is a Powerpoint presentation (or slides) presented to commissioners during a meeting, may we have that?
> I haven't been able to find either on the county website.
> I appreciate your help.
> Best,
> Brenda De Anda-Swann
> News Director
> KVIA-TV
> 915-496-1754
> brenda@kvia.com
>
>
> --
> BEGIN-ANTISPAM-VOTING-LINKS
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>
> Teach CanIt if this mail (ID 01RyLhPV3) is spam:
> Spam: <http://spamaway.npgco.com/canit/b.php?i=01RyLhPV3&m=1451681cf362&t=20160823&c=s>
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- >
- > <PSPC Executive Summary of Elected Official Survey.pdf> <PSPC EO
- > Survey Notes.xlsx>