

Holly C. Lytle

From: Melissa M. Carrillo (Human Resources)
Sent: Monday, August 22, 2016 10:04 PM
To: Veronica Escobar; Carlos Leon; Vincent M. Perez; David Stout; Andrew Haggerty
Cc: Betsy C. Keller; Wallace Hardgrove
Subject: FW: Salary survey

Judge and Commissioners,

Below is a request from Rick Cabrera with KVIA regarding specific questions on our recent survey. I provided my responses and wanted to ensure the full court received them.

I am also meeting with Matt (our consultant) this week to go through some of his calculations to better explain how he arrived at the \$89,250 number. While we know he used cost of living, he also incorporated midpoint salaries in his calculations. When I have that ready, I will share this with the full court as well so that you may be prepared in the event that question is asked.

Should you have any other questions, please let me know.

Thank you,
Melissa

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

From: Melissa M. Carrillo (Human Resources)
Sent: Monday, August 22, 2016 7:43 PM
To: 'Rick Cabrera'
Subject: RE: Salary survey

Hi Rick!

See my answers below...if you have further questions, please let me know and I can schedule something for you.

1.) Why aren't there any numbers for Tarrant County? They were used in the analysis, but the documents I received don't show the average salaries for commissioners or the judge in Tarrant.

Answer: At the time of the survey, the consultant had not yet received final information regarding this particular county. Due to budget hearings, and timing constraints, we took advantage of the consultant's time since he was in El Paso for another project of his contract regarding the attorney salaries. At the time that he could present before the Court during budget hearings, he presented on the other counties in which he had already received information. Tarrant County was not deliberately excluded.

2.) Why were these specific counties picked? Did the consulting firm ask for county input or was it given free reign to pick the 10 counties?

Answer: The consultant was given free reign to pick the 10 counties. The County went out for bid for a consultant, and provided specifics on the types of work that needed to be completed for the County in a 12-month period. Due to budget hearings, he was asked to make the study on Elected Officials and Attorneys among his top priorities. However, we did not provide any parameters concerning the counties he used. Before selecting this consultant, we verified his references, and were fully aware of his expertise with public sector analysis, so we left that up to him.

3.) It appears that population sizes was the determining factor. Was any consideration given to using counties with similar budget sizes or per capita incomes?

Answer: Again, the consultant retained sole discretion on which Texas counties he used. However, the County of El Paso prides itself on being an employer of choice which helps to attract and retain top talent in this community. As such, the study truly captures those counties which serve as potential competitors, but also as those at the professionalism level in which El Paso County is striving to meet. Per capita income was used, and adjusted based on cost of living. This means that regardless of the salaries the comparative counties choose to pay, we realize El Paso's cost of living and per capita income are not in line with the rest of the state. Hence, the numbers were adjusted to reflect 70% of the market which is consistent with where El Paso lays in terms of cost of living. For example, if Dallas County pays \$100,000 for a position, El Paso could pay \$70,000 for a similar position located here due to the adjustment factors. This study was cautious to use multiple factors before making a recommendation regarding our Elected Official's salaries.

Let me know if you have any further questions...thanks Rick!

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

Sincerely,
Rick Cabrera
KVIA-TV
(915) 496-7777 (ext 1634)