

## Holly C. Lytle

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**From:** Veronica Escobar  
**Sent:** Wednesday, August 17, 2016 6:24 PM  
**To:** Lee Shapleigh  
**Cc:** Joanne Bernal; Eddie Sosa; Erich Morales  
**Subject:** RE: Need feedback as soon as is possible

Perfect. I read the rules you sent me, and I'm editing as we speak. When I'm done later tonight, I'll send you a new version.

Thank you again

Veronica Escobar  
El Paso County Judge  
500 E. San Antonio, Suite 301 / El Paso, Texas 79901  
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From: Lee Shapleigh  
Sent: Wednesday, August 17, 2016 6:23 PM  
To: Veronica Escobar  
Cc: Joanne Bernal; Eddie Sosa; Erich Morales  
Subject: RE: Need feedback as soon as is possible

Judge, all 4 of us discussed it this afternoon and we think it can be revised to have less risk of trouble from the Ethics Commission if there is a complaint.

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

From: Veronica Escobar  
Sent: Wednesday, August 17, 2016 6:18 PM  
To: Lee Shapleigh  
Cc: Joanne Bernal; Eddie Sosa; Erich Morales  
Subject: RE: Need feedback as soon as is possible

FYI, if either of you wants to call me, I'm available by cell. Should I ditch it altogether, or are there edits I can make which would make it more allowable?

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From: Lee Shapleigh  
Sent: Wednesday, August 17, 2016 5:35 PM  
To: Veronica Escobar  
Cc: Joanne Bernal; Eddie Sosa; Erich Morales  
Subject: RE: Need feedback as soon as is possible

Judge,

We are researching it and have some concerns about the tone and style in which you worded your draft newsletter. Erich is still looking at Ethics Commission opinions and we would ask you to allow us an opportunity to discuss our concerns with you tomorrow before you send it. You may also wish to review the attached rule.

From: Veronica Escobar  
Sent: Wednesday, August 17, 2016 1:49 PM  
To: Lee Shapleigh  
Subject: RE: Need feedback as soon as is possible

Lee,

As I'm working through the draft, I'm thinking of adding the following points, fyi:

- We haven't just approached this compensation strategy here at the County, but the court has been very supportive of UMC's efforts to raise wages as well AND we are engaged in a prevailing wage rate survey that we believe will lift wages in the private sector with those who work on our construction contracts;
- We are able to implement our compensation strategy without raising taxes because of some of the hard decisions we and other county leaders have been making that have saved us money;
- I also want to add a question, "Isn't this just a part-time job" to clarify that it's actually a pretty big, full-time job.

Thanks for looking into this for me. If I can't do it via the county email, I'll use a non-public email.

From: Lee Shapleigh  
Sent: Wednesday, August 17, 2016 12:06 PM  
To: Veronica Escobar  
Subject: RE: Need feedback as soon as is possible

Your private email or your county email?

From: Veronica Escobar  
Sent: Wednesday, August 17, 2016 11:47 AM  
To: Lee Shapleigh  
Subject: RE: Need feedback as soon as is possible

I'm planning on sending it out via email, and if possible, putting it on my page on our website.

From: Lee Shapleigh  
Sent: Wednesday, August 17, 2016 11:38 AM  
To: Veronica Escobar  
Subject: RE: Need feedback as soon as is possible  
Importance: High

Judge, are you planning to mail this out or are you just going to put it on the county's website?

From: Veronica Escobar  
Sent: Wednesday, August 17, 2016 11:32 AM  
To: Betsy C. Keller; Wallace Hardgrove; Melissa M. Carrillo (Human Resources); Lee Shapleigh  
Cc: Ruben Vogt  
Subject: Need feedback as soon as is possible

Betsy, Wally, Melissa, Lee,

Attached is very rough draft (I just typed it out quickly yesterday and wrapped up this morning) of a newsletter I'd like to send out to constituents explaining the salary increases and putting them in the context of our compensation strategy and budget.

1. Betsy, Wally and Melissa, can you please help me fact check?
2. Wally, can you help me with the two graphs that I mention in there?
3. Lee, I want to make sure I'm not violating any rules with this. It's not political in nature at all; I'm simply explaining a vote and policy adopted by the court. However, I want to just make sure I'm not crossing any lines.

I know everyone is swamped, but if you have time today or this evening, could you review? I'd like to get this out this week while the topic is still being hotly debated. I want folks to at least have facts.

Thank you!