

Holly C. Lytle

From: Wallace Hardgrove
Sent: Friday, August 12, 2016 5:11 PM
To: Melissa M. Carrillo (Human Resources); Alberto Halpern; Joshua Acevedo
Cc: David Stout
Subject: RE: Information...

Same here, will be working this weekend to prep for next week, feel free to email or call me as well, you have my cell

From: Melissa M. Carrillo (Human Resources)
Sent: Friday, August 12, 2016 5:10 PM
To: Alberto Halpern; Joshua Acevedo
Cc: David Stout; Wallace Hardgrove
Subject: RE: Information...

No problem. Please call us if you need anything further...you have my cell.

From: Alberto Halpern
Sent: Friday, August 12, 2016 4:38 PM
To: Melissa M. Carrillo (Human Resources); Joshua Acevedo
Cc: David Stout; Wallace Hardgrove
Subject: RE: Information...

Thank you for all your help on this.

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From: Melissa M. Carrillo (Human Resources)
Sent: Friday, August 12, 2016 4:28 PM
To: Alberto Halpern; Joshua Acevedo
Cc: David Stout; Wallace Hardgrove
Subject: Information...

Here is the stuff I have so far:

1. Salary Survey attached...
2. Data on pay raises for the past few years attached...call me if you have questions on this.
3. Efforts to right size our salaries to market value included in the memo attached...
 - a. But – the idea was based off the survey conducted by an outside consultant. Due to the severity of the positions being far from the market, the idea was to encourage a pay philosophy that would bring the Elected Officials classification group at least to the 70% market together. Therefore, the 3 positions (County Judge, Commissioners and Constables) were brought up to that market level.

Wally is working on the other 2 items:

1. How much has the County saved?
2. When was the last time we raised taxes.

Thanks!

Melissa M. Carrillo, PHR, SHRM-CP

Chief Human Resources Officer
County of El Paso, Texas