

Holly C. Lytle

From: Melissa M. Carrillo (Human Resources)
Sent: Tuesday, August 23, 2016 8:10 AM
To: Vincent M. Perez
Subject: RE: Salary survey

Wow....that is interesting.

I don't know why Matt left out Tarrant, and I agree - a quick search will get you that information. I will be speaking w/ Matt tomorrow at 1pm. He did explain his logic via email; but because I'm a detailed-oriented person, I want him to walk me through everything to ensure I understand.

He used midpoints of the market which drove the basis for the salaries. But I will see exactly how so it is communicated correctly.

See you soon!

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

From: Vincent M. Perez
Sent: Tuesday, August 23, 2016 8:05 AM
To: Melissa M. Carrillo (Human Resources)
Subject: Re: Salary survey

Hi Melissa,

I think you can google Tarrant County's salaries for judge and commissioners, but they're in the 140,000 range I think, and it would have bumped up the average of the 10 counties to 105,000. Also, if you think it's relevant, the reason the consultant didn't include Tarrant is because their salaries weren't included in the TAC survey (idk why he didn't get them on his own). Just in case the reporter may have the idea that Tarrant was left out deliberately. I went through TAC's survey in excel and Tarrant is one of about a dozen counties not included. Tarrant by far being the largest.

Interestingly, elpasonews.org blog did an analysis by median income. He's often critical of us, but left his analysis "without commentary" which I found a little odd because he usually has something to say. My quick look at his analysis shows that counties that are in the 40K median income range with much smaller budgets pay commissioners about 40K or more. He then tries to compare the salaries relative to median income, and budget size.

> On Aug 22, 2016, at 10:04 PM, Melissa M. Carrillo (Human Resources) <MelCarrillo@epcounty.com> wrote:

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> Judge and Commissioners,

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> 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.

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> 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.

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

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> Thank you,

> Melissa

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> -----Original Message-----

> From: Melissa M. Carrillo (Human Resources)

> Sent: Monday, August 22, 2016 7:43 PM

> To: 'Rick Cabrera'

> Subject: RE: Salary survey

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> Hi Rick!

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

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> 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.

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> 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.

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> 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?

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> 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.

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> 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?

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> 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.

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

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> Melissa M. Carrillo, PHR, SHRM-CP

> Chief Human Resources Officer

> County of El Paso, Texas

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