



COUNTY OF EL PASO

HUMAN RESOURCES DEPARTMENT

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CHIEF HUMAN RESOURCES OFFICER

Memorandum for Record

Date: August 10, 2016
Re: Elected Official Salaries

The Human Resources Department has been working with Public Service Personnel Consultants (PSPC) regarding various compensation studies of its employees. This contract was awarded earlier this year with PSPC, and will be in place for 12 months.

As part of its analysis, the following projects will be the key areas of study by this firm:

1. Elected Official Salary Survey and Recommendations;
2. Attorney Pay Scales and Recommendations;
3. Wage Scale Analysis (all pay scales) and Recommendations;
4. Evaluating the work that the HR team has already been doing to ensure it is keeping in line with the market strategy;
5. Proposing updates to our pay policies (Sick Leave, Vacation, PTO opportunities, etc.);
6. Other miscellaneous items, to include training of HR staff to maintain any new models going forward.

In its analysis regarding the Elected Official Salary Survey, PSPC studied the following 11 positions:

1. County Attorney
2. County Court Judge
3. Sheriff
4. County Judge
5. County Commissioner
6. Tax Assessor-Collector
7. County Clerk
8. District Clerk
9. Justice of the Peace
10. Constable
11. District Attorney

These positions were compared to other large Counties in the State of Texas, and of the 11 positions studied, eight of these positions were determined to be behind market average. However, there were three positions that were determined to be *furthest* behind market average:

1. County Judge
2. County Commissioner
3. Constable

PSPC presented to Commissioners Court on Wednesday, August 3, 2016 and provided statistical information as well as salary recommendations for all 11 positions based on two different marketing strategies: salary adjustments at 85% of the market salary, or 70% of the market salary. El Paso's cost of living index was factored into this salary survey.

Today, the Court deliberated on this matter and discussed its various options. Based on the average per capita income of the counties involved in the study, El Paso falls at 67% of the average. As a result, the Court chose to use the marketing strategy that would provide recommendations at the 70% market rate.

When looking at this portion of the study, the County determined that with the exception of the 3 positions that were *furthest* behind market average, the other 8 positions were compensated *at least* at the 70% market level. The County Judge, the County Commissioner and the Constable currently do not meet the 70% market level threshold.

As a result, the Court voted today to raise the salaries of these 3 positions to the 70% market level. The County Judge will go from \$87,577.88 to \$102,000; the County Commissioners will each go from \$62,680.54 to \$89,250; and the County Constables will each go from \$57,898.36 to \$72,250.

When looking at these rates, it is notable to illustrate that the new salaries of the Constable positions are now comparable to law enforcement positions such as the Deputy Sergeant position of the Sheriff's Office.

Similarly, the new salary of the Commissioner positions is now comparable to other elected officials such as the Tax Assessor-Collector, the County Clerk and the District Clerk. They are also comparable to various support staff to include the Deputy Budget Officer, the Help Desk Manager, and various Division Directors at our Juvenile Probation Department.

Finally, the new salary of the County Judge is now comparable to department head level positions such as the Executive Director of the Domestic Relations Office and the Economic Development Director.

Ultimately, while these three positions were increased to a higher wage based on the salary study conducted, the majority of the County's Elected Official positions still lag the market significantly. However, the County has chosen a pay philosophy to at least pay 70% of the market for its Elected Officials classification.