

## Holly C. Lytle

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**From:** Joshua Acevedo  
**Sent:** Friday, August 12, 2016 4:47 PM  
**To:** Celeste A. Varela  
**Subject:** FW: Information...  
**Attachments:** PSPC Executive Summary of Elected Official Survey.pdf; STEP COLA HISTORY since 2010.xlsx; MFR - Increased Elected Official Salaries.pdf

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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