

# El Paso County



**PUBLIC  
SECTOR**

**PERSONNEL  
CONSULTANTS**

Survey of Elected Official Positions

# Intro and Scope

- Public Sector Personnel Consultants – firm specializing in compensation and classification studies for cities, counties, school districts, and special districts.
- Recent studies completed include Rockwall County, Brazoria County, Bexar County, City of Plano, City of Waco, City of Galveston, and City of Frisco.
- As part of a larger County-wide study, completed pay survey of El Paso County Elected Officials.
- Findings and Implementation – w/ direction from today.

# Survey Methodology

- PSPC surveyed 11 Elected Official positions compared to the following other large counties:

**Bexar County**

**Harris County**

**Collin County**

**Hidalgo County**

**Dallas County**

**Montgomery County**

**Denton County**

**Tarrant County**

**Ft. Bend County**

**Travis County**

**Note: Average cost of living of these counties is 13% higher than El Paso**

9 of the 11 Elected Official positions surveyed are more than 5% below market average

# Applying Survey Results

- Pay ranges have been proposed for each Elected Official, with options “near market average” as well as “slightly below market average” to account for cost of living differences.
- Creating a pay range, with “entry” at approximately 85% of market will allow for the County to gradually move Elected Official salaries nearer to market.
- Placement of salaries on to the proposed pay ranges and ongoing administration can be developed according to term (time in job), legal review and budget.

# Applying Survey Results

- If pay ranges are adopted at/near market rates, the salaries of 23 elected Officials falls below the minimum proposed, and an additional 8 in-range adjustments could be considered for those in their 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup> term etc.
- Adjustments to the supplement paid to District Judges and Court of Appeals Judges is also warranted.

# Estimated Costs

- The estimated cost of implementation “near market” is \$605,460, or 13.9% of Elected Official payroll.
- Adopting pay ranges at a lower market relationship would cost an estimated \$221,162 or 5.1% of elected payroll.
- Adjusting District Judge supplement to market average would cost an estimated \$53,415, and adjusting Court of Appeals Judge supplement would cost an estimated \$9,000.

# Summary

- Comments, Questions, Discussion