

Jerry McTernan

From: Betsy C. Keller
Sent: Wednesday, August 10, 2016 8:48 AM
To: Andrew Haggerty
Subject: RE: Elected official salary

Just sent them, but just in case, here they are:

Household
Bexar County \$50,699
Collin County \$86,634
Dallas County \$50,118
Denton County \$74,569
Ft. Bend County \$88,516
Harris County \$54,230
Hidalgo County \$34,368
Montgomery County \$70,929
Tarrant County \$58,127
Travis County \$61,779

Average \$62,997

El Paso County \$40,081

Betsy

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

From: Andrew Haggerty
Sent: Tuesday, August 09, 2016 5:41 PM
To: Betsy C. Keller
Subject: Re: Elected official salary

Did you ever get the additional numbers

Sent from my iPhone

> On Aug 8, 2016, at 10:25 AM, Betsy C. Keller <BKeller@epcounty.com> wrote:

>

> Good Morning!

>

> Just fyi - my numbers were compiled by The County Information Program, Texas Association of Counties, Data source: U.S. Bureau of Economic Analysis. CA1-3. (2014)

>

> Melissa is getting numbers from the consultant on what they show for both per capita and on household. I will send you those shortly.

>

> Betsy

>

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

> From: Andrew Haggerty
> Sent: Saturday, August 06, 2016 7:53 AM
> To: Betsy C. Keller
> Subject: Elected official salary

>

> Now that the article about our salaries was in the paper I was wondering if HR could get is a few things to make the discussion more relevant. Can we get the average personal and family income for all the counties that we compared salaries to?

>

> Andrew Haggerty

>

>

>

> Sent from my iPhone

Jerry McTernan

From: Bryan Zuniga [REDACTED]
Sent: Thursday, August 11, 2016 10:32 AM
To: County Judge; Commissioner 1; Commissioner 2; Commissioner 3; Commissioner 4
Subject: Pay Raises for Commissioners and Judge

Hello,

I would like to comment on the news yesterday regarding pay raises for the commissioners and county judge. In a city/county where the median household income is around \$40,000, I find your justification for a raise (per Vince Perez's quotes in the KVIA article) absolutely absurd, and offensive.

I have never had a problem living in this city, even when I was making \$20,000 per year and living on my own. Currently I am 32 years old, I make roughly \$50,000 per year, I own a home, and I work for 3 companies. I live comfortably, and my jobs encompass 50-60 hours per week, including weekends.

I would question whether the motives for your raises are sincere when you speak about "the only people who run for office are those who can afford to". Working as a representative, whether city, county, state, or federal, is not meant to be a career. It is an ideal that the founding fathers had where "representing" your constituency meant reflecting the views and values of those you represent. I think that the amount of your pay raise is a slap in the face to every hard working El Pasoan, most of whom do not make nearly what the commissioners and judge do.

The average raise percentage nationwide in 2016 is 3.1%. The proposal for the commissioners is nearly FORTY percent!!! And still a very high thirteen percent for the county judge. How you can honestly tell the citizens of this county that this is fair is beyond belief. To say that you need supplemental income to survive on a salary of \$62,000, in a city with cost of living that is well below the rest of the major cities in Texas, is inaccurate and abhorrent.

I have lived in El Paso for my entire life, choosing to invest myself in the city that raised me, and to contribute and foster the growth of our community. I see, daily, people that are my age (32) and younger doing the same, and making not near what the commissioners do, but working to make El Paso a bigger and brighter place for ourselves and for the generations to come. I don't see a pay increase for the commissioners as a necessary incentive for younger professionals to run for office.

I am thankful to Mr. Haggerty for raising the key issue here, in regards to his quotes in the El Paso Times article. I am not entirely against an increase in your salaries, but this is an insane jump for one year raise, again considering cost of living and median salary in this city.

I hope you reconsider what this looks like to your constituency, and adjust the raises to a more appropriate and honest number.

Sincerely,

--

Bryan Zuniga
Concerned Citizen of El Paso, TX

Jerry McTernan

From: Batten, Dan E. [REDACTED]
Sent: Friday, August 12, 2016 2:51 PM
To: County Judge; Commissioner 1; Commissioner 2; Commissioner 3; Commissioner 4
Subject: Your Obsene Pay Raise

I MUST STRONGLY PROTEST YOUR OBSENE PAY RAISES. If you want to be paid like the guys in Dallas, move to Dallas. This is El Paso, a minimum wage town, it ain't Dallas. You guys are not brain surgeons, you do not deserve a pay raise!

Dan Batten

Jerry McTernan

From: Charles Cavaretta [REDACTED]
Sent: Saturday, August 13, 2016 12:38 PM
To: Commissioner 4

Dan

I realize you did not vote for the pay increase for the Commissioners but please let them know this was a low blow; not advertised and and not in keeping with our county citizen's low median wage (\$26000). Cost of living is low compared to the East Texas (where else can u get Huevos Rancheros for \$3.25, Chinampa's) plus, they knew the salary going.

Thanks

Keep up the good work.

Check Out our blog: elpasospeak.com)

Charles P Cavaretta MD

Jerry McTernan

From: [REDACTED]
Sent: Saturday, August 13, 2016 5:58 PM
To: County Judge; Commissioner 1; Commissioner 2; Commissioner 3; Commissioner 4
Subject: Unwarranted Pay Raises

What you are doing in giving yourselves these enormous pay raises is unconscionable. A pay raise of this magnitude that is about the average medium income in the El Paso area is just plain greed. You, Mr. Perez and Mr. Stout should be ashamed of yourselves as I fail to see what either of you has done in your short tenures to deserve this.

I am retired and live on Social Security. Social Security recipients received NO pay raise this year! I live on a fixed income of \$29,000 per year. All I see is blatant spending by all levels of taxing authority(city, county, UMC, EPISD) in this area. You think management should "live high on the hog" and the rest of us can make do. I guess if we are poor enough we will be thankful for the meager substance you provide to us so we will vote for you to remain in office.

Vote Trump. Vote anything except liberal socialist Democratic candidates like we have in the El Paso area is what I will support and campaign for in the future. Or maybe it is time to either stop paying my property taxes or move out of El Paso.

I will campaign against each and every one of you in any future political endeavor.

Rodney & Lorraine Fender

Jerry McTernan

From: Joanne Burt ([REDACTED])
Sent: Sunday, August 14, 2016 1:00 AM
To: Commissioner 4
Subject: county pay raises

Importance: High

Commissioner Haggerty:

I would like to express my displeasure with County pay raises, in particular those of the County Judge and the Commissioners. The County's survey of comparable salaries for County officials does not take into consideration the average household income in El Paso County. How can the pay of County officials here in El Paso be compared with those in Dallas, Austin and more when the average household incomes in El Paso do not compare?

It is becoming increasingly unaffordable for many to pay property taxes and, thus, to live in El Paso, I find those raises an insult to the many hard working El Pasoans who take home far less than the Commissioners and have not had a significant increase in salary in many, many years.

Please re-consider this egregious and insulting pay raise, keeping in mind the income of the average El Pasoan.

Thank you.

Joanne Burt
79912

Jerry McTernan

From: Pedro Sandoval [REDACTED]
Sent: Sunday, August 14, 2016 2:27 PM
To: Commissioner 4
Cc: Robert Sandoval
Subject: Pay Raise

I don't believe that you are entitled to a raise at this time and certainly not at the amount you are giving yourselves. These are just a few of the reasons why:

Your overall job performance does not meet exemplary levels for such a raise.

You are part time.

You have administrators under each of you who do the actual work.

You show no evidence of improved collection of back taxes, fines or obligations owed.

I don't mean to sound harsh, but as professionals, you are aware of performance evaluations. This is an evaluation on just that, your performance and that shows average.

Mr. Perez is right. These positions would merit the salaries that are paid in Austin, Albuquerque or Tulsa, but we are not those cities. We are in El Paso where the per capital income is not even 20K.

Please withdraw this pay raise issue and get back to reality. Don't embarrass yourselves or put El Paso on another unfavorable national list.

Pedro Sandoval

From: robert sandoval [REDACTED]

Sent: Sunday, August 14, 2016 8:09 PM

To: Veronica Escobar; Andrew Haggerty

Cc: Candace E. McCann; Eric Aeschbach; norma.sierra.sandoval; Jessie Luna; Gustavo Vasquez; Norma Venzor; Joe-Angie Murillo; Gabriel Solis; Penny Ledesma; Westway; Ida Munoz; Minerva Fernandez; Cardenas Jose CAPT USAF (US); Pedro Galaviz; Cristina Viesca; Kelly Dickson; Arturo Villarreal; Rachel Mendoza Quintana; Charles Stapler; Veronica Sandoval; Maria Williams; Hilda Reyes; Ruben Vogt; Adam Sandoval; MARGIE ARANDA; Ana Gonzalez; Willie B.; Leo Cardenas; Cynthia D. Lara; Francisco Vigil; robert sandoval; Michael Sandoval; Daniel DiTolla; Alice Calderon; Pete Sandoval; Nacho Flores; mike sandoval

Subject: Wage Increase

Once again I find myself wondering why can't our elected officials let the voters from El Paso decide on what is right and what is wrong.

County judge's salary will increase from \$87,577 to \$102,000, the commissioners' salaries will go from \$62,680 to \$89,250 and constables' salaries will rise from \$57,898 to \$72,250.

County Judge Veronica Escobar voted against giving herself a pay raise, saying she could not vote for a salary increase for herself. However, the commissioners voted in favor of her pay increase.

I am asking both County Judge Veronica Escobar and County Commissioner Andrew Haggerty who represents my District. To push for the rest of our County Elected Officials to place their salary increase on a ballot and let the voters decide.

Then they can see based on the results, if we all feel like they deserve a pay increase.

Jerry McTernan

From: Veronica Escobar
Sent: Monday, August 15, 2016 9:03 AM
To: 'robert sandoval'; Andrew Haggerty
Cc: Candace E. McCann; Eric Aeschbach; norma.sierra.sandoval; Jessie Luna; Gustavo Vasquez; Norma Venzor; Joe-Angie Murillo; Gabriel Solis; Penny Ledesma; Westway; Ida Munoz; Minerva Fernandez; Cardenas Jose CAPT USAF (US); Pedro Galaviz; Cristina Viesca; Kelly Dickson; Arturo Villarreal; Rachel Mendoza Quintana; Charles Stapler; Veronica Sandoval; Maria Williams; Hilda Reyes; Ruben Vogt; Adam Sandoval; MARGIE ARANDA; Ana Gonzalez; Willie B.; Leo Cardenas; Cynthia D. Lara; Francisco Vigil; robert sandoval; Michael Sandoval; Daniel DiTolla; Alice Calderon; Pete Sandoval; Nacho Flores; mike sandoval
Subject: RE: Wage Increase

Good morning, Mr. Sandoval.

Thank you for contacting me.

Per state code, the only group that is allowed to set salaries for county elected officials and employees is the commissioners court. We are not allowed by law to put this out to the voters to decide. All 254 counties in the state of Texas operate the same way: commissioners court is the designee for voting on all salaries including their own. We may wish it was different, but that's the law.

I want to provide you with the context for the raises.

Several years ago we engaged in a salary reclassification process to bring up county employees to market as closely as we could. It was a long-term process with significant investment on our part. We said the last groups to be evaluated would be the lawyers and the elected officials.

We have gone through a significant number of employees and departments during the reclassification process, and the lawyers salaries will be adjusted this budget cycle. The consultant looked at the elected officials' salaries as we had all agreed to do in the last year.

All county elected officials salaries have been adjusted over the years to make them within range of market except for two groups: constables and commissioners court.

We adjusted both of those to 70% of market. So your commissioners are now making what their Fleet Manager and other managers are making and your county judge is making what some of your lower-end department heads are making. The salaries for the elected officials are now more aligned with duties and responsibilities they have.

We have never gotten complaints about any of the other elected official salary adjustments (like Justices of the Peace, County Clerk, Tax Assessor, etc), which again, brought them to 70% of market as well. If we had excluded the commissioners court from this policy, we would be the only elected officials in the county to NOT be at 70% of market, yet we are the governing body that oversees the entire organization. There is now parity among all of the elected officials (as there has been for employees – who over the last 5 years have received 17% pay increases in addition to the reclassification adjustments).

I'm sure this doesn't change your mind and doesn't make the decision more palatable to you, and I understand.

Finally, you should know that we will be adopting either the effective tax rate or be going below the current tax rate (for a tax decrease) this year again. If we do the latter, many El Pasoans will again this year see a reduction on their tax bill from the County.

I appreciate that you took the time to share your thoughts with me. I would also be glad to discuss this further, if you like. My phone number is 546-2098.

Veronica Escobar

Jerry McTernan

From: Phillip-Gonzalez [REDACTED]
Sent: Monday, August 15, 2016 5:06 PM
To: County Judge; Commissioner 1; Commissioner 2; Commissioner 3; Commissioner 4
Subject: Pay Increase

Commissions and County Judge,

I'm providing you a letter I e-mail to The Editor of The El Paso Times expressing my disappointment of your decision to give yourself a 42.4 percent pay increase. I think data use to your decision is misleading and you all kept the data to yourselves. You all said a study was conduct but did not share the actual numbers. I agree there should be a pay increase but not 42.4 percent, it is too munch at one time. I think you may have legal issue regarding cost of living increase of 13% use to the pay increase. The cost of living should be apply to all county employees and not to a select group (i.e., commissioners court). Just saying.

I do not expect a response from you and I do not want read your why the 42.4 percent is justify. I hope you all re-think your decision. Thank you

*Phillip Gonzalez Jr.
832-647-5871 - Cell
915-856-7551 - Fax*

The best way to predict the future is create it - Peter Ducker.

Blessed are those who can give without remembering and take without forgetting.

To the people we touch, stewardship is no mystery. It's simple what we do after we say we care.

"I've learn that people will forget what you said, people will forget what you did, but people will never forget how you made them feel" - Maya Angelow

Jerry McTernan

From: thomas or hilda matthews [REDACTED]
Sent: Monday, August 15, 2016 5:56 PM
To: Veronica Escobar
Cc: robert sandoval; Andrew Haggerty; Candace E. McCann; Eric Aeschbach; norma.sierra.sandoval; Jessie Luna; Gustavo Vasquez; Norma Venzor; Joe-Angie Murillo; Gabriel Solis; Penny Ledesma; Westway; Ida Munoz; Minerva Fernandez; Cardenas Jose CAPT USAF (US); Pedro Galaviz; Cristina Viesca; Kelly Dickson; Arturo Villarreal; Rachel Mendoza Quintana; Charles Stapler; Veronica Sandoval; Maria Williams; Ruben Vogt; Adam Sandoval; MARGIE ARANDA; Ana Gonzalez; Willie B.; Leo Cardenas; Cynthia D. Lara; Francisco Vigil; robert sandoval; Michael Sandoval; Daniel DiTolla; Alice Calderon; Pete Sandoval; Nacho Flores; mike sandoval
Subject: Re: Wage Increase

Who determines "parity" and "market"? Compared to what? The whole response hinges on the premise that all earn less than some standard in order lend some legitimacy to the case. A blanket increase is far less "palatable" than perhaps a COLA (cost of living adjustment).

That a tax decrease is likely after this action was an insulting remark given we are servicing so many unpaid loans. How about we talk about raises for a job well done, not just because someone else got a raise. Don't dare try to somehow compare to these slugs to the private sector because many in real jobs are out of work and not enjoying the luxury of raises for actual accomplishment rather than legislative greed.

Sent from my iPad

On Aug 15, 2016, at 9:02 AM, Veronica Escobar <Escobar@epcounty.com> wrote:

There is now parity among all of the elected officials (as there has been for employees – who over the last 5 years have received 17% pay increases in addition to the reclassification adjustments).

I'm sure this doesn't change your mind and doesn't make the decision more palatable to you, and I understand.

Finally, you should know that we will be adopting either the effective tax rate or be going below the current tax rate (for a tax decrease) this year again. If we do the latter, many El Pasoans will again this year see a reduction on their tax bill from the County.

I appreciate that you took the time to share your thoughts with me. I would also be glad to discuss this further, if you like. My phone number is 546-2098.

Jerry McTernan

From: Veronica Escobar on behalf of County Judge
Sent: Tuesday, August 16, 2016 8:42 AM
To: 'thomas or hilda matthews'
Cc: robert sandoval; Andrew Haggerty; Candace E. McCann; Eric Aeschbach; norma.sierra.sandoval; Jessie Luna; Gustavo Vasquez; Norma Venzor; Joe-Angie Murillo; Gabriel Solis; Penny Ledesma; Westway; Ida Munoz; Minerva Fernandez; Cardenas Jose CAPT USAF (US); Pedro Galaviz; Cristina Viesca; Kelly Dickson; Arturo Villarreal; Rachel Mendoza Quintana; Charles Stapler; Veronica Sandoval; Maria Williams; Ruben Vogt; Adam Sandoval; MARGIE ARANDA; Ana Gonzalez; Willie B.; Leo Cardenas; Cynthia D. Lara; Francisco Vigil; robert sandoval; Michael Sandoval; Daniel DiTolla; Alice Calderon; Pete Sandoval; Nacho Flores; mike sandoval
Subject: RE: Wage Increase

Mr. and Mrs. Matthews:

Market comes from taking all of the salaries in the same category, adding them up, dividing them by the number of salaries and getting the median.

Parity is the policy of keeping everyone at the same general level in their category (in this case, 30% BELOW market to account for El Paso's lower cost of living and lower wages, hence the 70% of market).

The raises for a job well done are called merit increases. Commissioners Court is not getting merit increases, but the employees are.

If you have any questions, I'd be happy to discuss this with you over the phone.

Again, I appreciate your concerns and that you took the time to contact me.

Veronica

From: thomas or hilda matthews [REDACTED]
Sent: Monday, August 15, 2016 5:56 PM
To: Veronica Escobar
Cc: robert sandoval; Andrew Haggerty; Candace E. McCann; Eric Aeschbach; norma.sierra.sandoval; Jessie Luna; Gustavo Vasquez; Norma Venzor; Joe-Angie Murillo; Gabriel Solis; Penny Ledesma; Westway; Ida Munoz; Minerva Fernandez; Cardenas Jose CAPT USAF (US); Pedro Galaviz; Cristina Viesca; Kelly Dickson; Arturo Villarreal; Rachel Mendoza Quintana; Charles Stapler; Veronica Sandoval; Maria Williams; Ruben Vogt; Adam Sandoval; MARGIE ARANDA; Ana Gonzalez; Willie B.; Leo Cardenas; Cynthia D. Lara; Francisco Vigil; robert sandoval; Michael Sandoval; Daniel DiTolla; Alice Calderon; Pete Sandoval; Nacho Flores; mike sandoval
Subject: Re: Wage Increase

Who determines "parity" and "market"? Compared to what? The whole response hinges on the premise that all earn less than some standard in order lend some legitimacy to the case. A blanket increase is far less "palatable" than perhaps a COLA (cost of living adjustment).

That a tax decrease is likely after this action was an insulting remark given we are servicing so many unpaid loans. How about we talk about raises for a job well done, not just because someone else got a raise. Don't dare try to somehow compare to these slugs to the private sector because many in real jobs are out of work and not enjoying the luxury of raises for actual accomplishment rather than legislative greed.

Sent from my iPad

On Aug 15, 2016, at 9:02 AM, Veronica Escobar <Escobar@epcounty.com> wrote:

There is now parity among all of the elected officials (as there has been for employees – who over the last 5 years have received 17% pay increases in addition to the reclassification adjustments).

I'm sure this doesn't change your mind and doesn't make the decision more palatable to you, and I understand.

Finally, you should know that we will be adopting either the effective tax rate or be going below the current tax rate (for a tax decrease) this year again. If we do the latter, many El Pasoans will again this year see a reduction on their tax bill from the County.

I appreciate that you took the time to share your thoughts with me. I would also be glad to discuss this further, if you like. My phone number is 546-2098.

Jerry McTernan

From: Mark Deemer [REDACTED]
Sent: Tuesday, August 16, 2016 9:13 AM
To: Commissioner 4
Subject: Pay raise

Greetings: Last year I attended a Border Interfaith Meet the Candidates at Saint Francis on the Hill Church. I was impressed with your conservative leaning (i.e. Do not get rid of pay day lenders in El Paso County as it would drive jobs away, etc.) But I guess that all comes to a halt when you vote yourself a pay raise. Some would call your actions a hypocrisy, or greed based, not me, that would never cross my mind.

Mark Deemer

Jerry McTernan

From: Melissa M. Carrillo (Human Resources)
Sent: Monday, August 22, 2016 10:04 PM
To: Veronica Escobar; Carlos Leon; Vincent M. Perez; David Stout; Andrew Haggerty
Cc: Betsy C. Keller; Wallace Hardgrove
Subject: FW: Salary survey

Judge and Commissioners,

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.

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.

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

Thank you,
Melissa

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

From: Melissa M. Carrillo (Human Resources)
Sent: Monday, August 22, 2016 7:43 PM
To: 'Rick Cabrera'
Subject: RE: Salary survey

Hi Rick!

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

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.

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.

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?

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.

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?

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.

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

Melissa M. Carrillo, PHR, SHRM-CP
Chief Human Resources Officer
County of El Paso, Texas

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

From: Melissa M. Carrillo (Human Resources) <MelCarrillo@epcounty.com>
To: brenda de anda <andkvia@yahoo.com>
Sent: Wednesday, August 24, 2016 10:09 AM
Subject: RE: Salary survey request

This is the executive summary documentation that was provided, along with the data used to come to his recommended conclusion. The bulk of his discussion was presented in the public meeting held on 8/3/2016.

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

From: brenda de anda [<mailto:andkvia@yahoo.com>]
Sent: Tuesday, August 23, 2016 6:12 PM
To: Melissa M. Carrillo (Human Resources)
Subject: Re: Salary survey request

I have these already, but I'm looking for the study conducted by the consultants which should contain methodology, conclusions, etc.

Sent from my iPhone

> On Aug 23, 2016, at 5:17 PM, Melissa M. Carrillo (Human Resources) <MelCarrillo@epcounty.com> wrote:

>
> Brenda,
>
> This is the information that was presented at the time of his meeting w/ the court on August 3, 2016.
>
> There was no presentation used; rather these documents were brought up on screen.
>
> Let me know if you need anything further.

> Thank you,

> Melissa M. Carrillo, PHR, SHRM-CP
> Chief Human Resources Officer
> County of El Paso, Texas

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

> **From:** Brenda De Anda-Swann [<mailto:brenda@kvia.com>]
> **Sent:** Friday, August 12, 2016 1:00 PM
> **To:** Melissa M. Carrillo (Human Resources)
> **Subject:** Salary survey request

> Dear Ms. Carrillo,

> May we obtain a copy of the survey conducted by Public Sector Personnel Consultants for the county this year?

> Also, If there is a Powerpoint presentation (or slides) presented to commissioners during a meeting, may we have that?

> I haven't been able to find either on the county website.

> I appreciate your help.

> Best,
> Brenda De Anda-Swann
> News Director
> KVIA-TV
> 915-496-1754
> brenda@kvia.com
>
>
> --
> BEGIN-ANTISPAM-VOTING-LINKS
> -----
>
> Teach CanIt if this mail (ID 01RyLhPV3) is spam:
> Spam: <http://spamaway.npgco.com/canit/b.php?i=01RyLhPV3&m=1451681cf362&t=20160823&c=s>
> Not spam: <http://spamaway.npgco.com/canit/b.php?i=01RyLhPV3&m=1451681cf362&t=20160823&c=n>
> Forget vote:
> <http://spamaway.npgco.com/canit/b.php?i=01RyLhPV3&m=1451681cf362&t=20160823&c=f>
> -----
> END-ANTISPAM-VOTING-LINKS
>
> <PSPC Executive Summary of Elected Official Survey.pdf> <PSPC EO
> Survey Notes.xlsx>

Jerry McTernan

From: Melissa M. Carrillo (Human Resources)
Sent: Wednesday, August 24, 2016 1:48 PM
To: Veronica Escobar; Carlos Leon; Vincent M. Perez; David Stout; Andrew Haggerty
Cc: Betsy C. Keller; Wallace Hardgrove; Patricia Lopez (County Attorney)
Subject: FW: Salary survey request

Judge and Commissioners,

This is the latest response that I wanted to share with the full court. I will continue to keep you informed as things progress.

Thank you,

Melissa

From: Melissa M. Carrillo (Human Resources)
Sent: Wednesday, August 24, 2016 1:47 PM
To: 'Brenda De Anda-Swann'
Subject: RE: Salary survey request

Hi Brenda,

You are correct. This process began when the County conducted an RFP; in that RFP, the County was very clear about the expectations of the selected consultant. As a result, when this consultant was selected, a contract between the County and the firm was created. Thereafter, the consultant engages in research based on discussions that our office (HR) has with him driving what our expectations are in relation to the contents of that contract. Due to their subject matter expertise, we rely on the firm to conduct research and analysis, and thereafter provide recommendations based on that research.

At this time, there is not a document that contains a "methodology" from our consultant. This might be something you could reach out to the consultant directly regarding. But from our position, the documents I have released are what was submitted to the County, as well as what was presented on 8/3/2016.

Please let me know if you have other questions, and I'd be happy to address.

Thank you,

Melissa M. Carrillo, PHR, SHRM-CP
Chief Human Resources Officer
County of El Paso, Texas

From: Brenda De Anda-Swann [<mailto:andkvia@yahoo.com>]
Sent: Wednesday, August 24, 2016 11:13 AM
To: Melissa M. Carrillo (Human Resources)
Subject: Re: Salary survey request

Melissa, I'm hoping to look at the study that explains the methodology and process. Why were particular counties selected, etc. That information is not contained on the summary.

Brenda De Anda-Swann News Director KVIA-TV El Paso-Las Cruces andkvia@yahoo.com 915-496-1754

Jerry McTernan

From: Phillip-Gonzalez [REDACTED]
Sent: Tuesday, August 30, 2016 12:48 PM
To: County Judge; Commissioner 2; Commissioner 1; Commissioner 3; Commissioner 4
Subject: Thank You

Hello El Paso County Court Commissioners,

I want to thank you for allowing me to speak to all of you last night.

County Judge and County Commissioners you are entire to a reasonable pay increase. It would be would be honorable if you reduce your proposed pay increase from 16.48% and 42.4% to 7% and 10% respectively of your current salary.

Again thank you.

*Phillip Gonzalez Jr.
832-647-5871 - Cell
915-856-7551 - Fax*

The best way to predict the future is create it - Peter Ducker.

Blessed are those who can give without remembering and take without forgetting.

To the people we touch, stewardship is no mystery. It's simple what we do after we say we care.

"I've learn that people will forget what you said; people will forget what you did; but people will never forget how you made them feel" - Maya Angelow