

1. EXECUTIVE SUMMARY

It is with pleasure that we present this summary describing the findings from the Salary Survey of Elected Official positions.

A. SUMMARY OF FINDINGS

1. The current salaries for 73% of El Paso County's Elected Officials is below market average by more than -5% when comparing to other large counties.
2. Positions furthest behind market average include County Judge, County Commissioner, and Constable.
3. The County is competitive for just 3 of the 11 (27%) Elected Official positions surveyed.
4. Pay scale(s) for Elected officials have been drafted to provide options for consideration and adoption.

2. EXTERNAL COMPARISONS

The following paragraphs and tables compare the County's current salaries for Elected Officials to those for similar occupations at other large County employers in Texas.

A. SURVEY COMPARATORS

We obtained details on pay from the following employers for comparison:

Bexar County	Harris County
Collin County	Hidalgo County
Dallas County	Montgomery County
Denton County	Tarrant County
Ft. Bend County	Travis County

B. SALARY COMPARISONS

A summary of the survey findings is as follows:

Elected Official	Current El Paso County Pay	Market Average	Variance
County Commissioner	\$62,681	\$125,338	-99.96%
Constable	\$57,898	\$102,588	-77.19%
County Judge	\$87,578	\$140,552	-60.49%
Justice of the Peace	\$80,292	\$106,099	-32.14%
Assessor-Collector	\$93,222	\$123,048	-31.99%
County Clerk	\$93,222	\$121,264	-30.08%
District Clerk	\$93,222	\$120,939	-29.73%
District Attorney	\$48,191	\$56,818	-17.90%
Sheriff	\$161,607	\$150,384	6.94%
County Attorney	\$180,629	\$166,204	7.99%
County Court Judge	\$169,022	\$154,374	8.67%

Using +/- 5% to define competitive, the current salaries for 73% of the Elected Official positions surveyed is below market average.

3. PAY PLAN ILLUSTRATIONS FOR CONSIDERATION

The following are options for County consideration and adoption.

A. PAY "NEAR MARKET RATES"

Elected Official	Range Entry ~ 85% of Market	Range Top ~ 115% of Market
County Attorney	\$140,000	\$190,000
County Court Judge	\$130,000	\$175,000
Sheriff	\$130,000	\$175,000
County Judge	\$120,000	\$160,000
County Commissioner	\$105,000	\$140,000
Assessor-Collector	\$105,000	\$140,000
County Clerk	\$105,000	\$140,000
District Clerk	\$105,000	\$140,000
Justice of the Peace	\$90,000	\$120,000
Constable	\$85,000	\$115,000
District Attorney	\$50,000	\$65,000

B. PAY "SLIGHTLY BELOW MARKET RATES"

Elected Official	Range Entry ~ 70% of Market	Range Top ~ 100% of Market
County Attorney	\$119,000	\$161,500
County Court Judge	\$110,500	\$148,750
Sheriff	\$110,500	\$148,750
County Judge	\$102,000	\$136,000
County Commissioner	\$89,250	\$119,000
Assessor-Collector	\$89,250	\$119,000
County Clerk	\$89,250	\$119,000
District Clerk	\$89,250	\$119,000
Justice of the Peace	\$76,500	\$102,000
Constable	\$72,250	\$97,750
District Attorney	\$42,500	\$55,250

Placement on scale can be dictated by term, time in job, and re-election. Example may be new Elected Official starts at adopted range minimum, eligible for annual in-range adjustment (ie cost of living), and 5% "promotion" within the adopted range upon re-election in 4 year increments.