

## Holly C. Lytle

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**From:** Melissa M. Carrillo (Human Resources)  
**Sent:** Friday, August 26, 2016 3:32 PM  
**To:** Brenda De Anda-Swann  
**Cc:** Rick Cabrera  
**Subject:** RE: Salary survey request  
**Attachments:** EO Survey Summary for August 3rd.pptx

Brenda,

As previously indicated, the County of El Paso is not in possession of any documents responsive to your request for a "study that explains the methodology and process." However we are in possession of a power point that may provide the information that you are seeking and is attached herein.

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

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**From:** Brenda De Anda-Swann [mailto:andkvia@yahoo.com]  
**Sent:** Wednesday, August 24, 2016 8:55 PM  
**To:** Melissa M. Carrillo (Human Resources)  
**Cc:** Rick Cabrera  
**Subject:** Re: Salary survey request

Hi Melissa,

We reviewed the RFP. It says:

"The County of El Paso seeks a qualified person or company to conduct a wage and compensation study that results in a pay program that is fair, equitable, and competitive with both public and private employers in the surrounding geographic market area from which the county recruits."

Beyond that, how was the PSpC study conducted?

Who was the person at the county giving them direction? Perhaps they can answer our questions. No one has been able to explain why some counties were taken into account and others were not, what values were taken into account, how the county came to drop the average to 70% of the market value, was there a formula for that, etc. Also, did they review any private employers in the area or will that be a separate study later in the year?

We'll be happy to ask PSpC but they may say they need the county's authorization to reveal the parameters of the study. Who at the county can give them the go-ahead?

Again, maybe you can refer us to the person at the county who was the liaison for PSpC.

Thanks,  
Brenda

Sent from my iPad

On Aug 24, 2016, at 1:46 PM, Melissa M. Carrillo (Human Resources) <[MelCarrillo@epcounty.com](mailto:MelCarrillo@epcounty.com)> wrote:

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

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**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](mailto:andkvia@yahoo.com) 915-496-1754

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**From:** Melissa M. Carrillo (Human Resources) <[MelCarrillo@epcounty.com](mailto:MelCarrillo@epcounty.com)>  
**To:** brenda de anda <[andkvia@yahoo.com](mailto: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](mailto:MelCarrillo@epcounty.com)> wrote:

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> Brenda,

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> This is the information that was presented at the time of his meeting w/ the court on August 3, 2016.

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> There was no presentation used; rather these documents were brought up on screen.

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> Let me know if you need anything further.

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> Thank you,

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> Melissa M. Carrillo, PHR, SHRM-CP

> Chief Human Resources Officer

> County of El Paso, Texas

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

> From: Brenda De Anda-Swann [mailto:[brenda@kvia.com](mailto:brenda@kvia.com)]

> Sent: Friday, August 12, 2016 1:00 PM

> To: Melissa M. Carrillo (Human Resources)

> Subject: Salary survey request

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> 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](mailto:brenda@kvia.com)

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