

## Holly C. Lytle

---

**From:** Veronica Escobar  
**Sent:** Wednesday, August 17, 2016 1:49 PM  
**To:** Lee Shapleigh  
**Subject:** RE: Need feedback as soon as is possible

Lee,

As I'm working through the draft, I'm thinking of adding the following points, fyi:

- We haven't just approached this compensation strategy here at the County, but the court has been very supportive of UMC's efforts to raise wages as well AND we are engaged in a prevailing wage rate survey that we believe will lift wages in the private sector with those who work on our construction contracts;
- We are able to implement our compensation strategy without raising taxes because of some of the hard decisions we and other county leaders have been making that have saved us money;
- I also want to add a question, "Isn't this just a part-time job" to clarify that it's actually a pretty big, full-time job.

Thanks for looking into this for me. If I can't do it via the county email, I'll use a non-public email.

---

**From:** Lee Shapleigh  
**Sent:** Wednesday, August 17, 2016 12:06 PM  
**To:** Veronica Escobar  
**Subject:** RE: Need feedback as soon as is possible

Your private email or your county email?

---

**From:** Veronica Escobar  
**Sent:** Wednesday, August 17, 2016 11:47 AM  
**To:** Lee Shapleigh  
**Subject:** RE: Need feedback as soon as is possible

I'm planning on sending it out via email, and if possible, putting it on my page on our website.

---

**From:** Lee Shapleigh  
**Sent:** Wednesday, August 17, 2016 11:38 AM  
**To:** Veronica Escobar  
**Subject:** RE: Need feedback as soon as is possible  
**Importance:** High

Judge, are you planning to mail this out or are you just going to put it on the county's website?

---

**From:** Veronica Escobar  
**Sent:** Wednesday, August 17, 2016 11:32 AM  
**To:** Betsy C. Keller; Wallace Hardgrove; Melissa M. Carrillo (Human Resources); Lee Shapleigh  
**Cc:** Ruben Vogt  
**Subject:** Need feedback as soon as is possible

Betsy, Wally, Melissa, Lee,

Attached is very rough draft (I just typed it out quickly yesterday and wrapped up this morning) of a newsletter I'd like to send out to constituents explaining the salary increases and putting them in the context of our compensation strategy and budget.

1. Betsy, Wally and Melissa, can you please help me fact check?
2. Wally, can you help me with the two graphs that I mention in there?
3. Lee, I want to make sure I'm not violating any rules with this. It's not political in nature at all; I'm simply explaining a vote and policy adopted by the court. However, I want to just make sure I'm not crossing any lines.

I know everyone is swamped, but if you have time today or this evening, could you review? I'd like to get this out this week while the topic is still being hotly debated. I want folks to at least have facts.

Thank you!