

## Holly C. Lytle

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**From:** Veronica Escobar  
**Sent:** Monday, August 22, 2016 5:11 PM  
**To:** Melissa M. Carrillo (Human Resources)  
**Cc:** Betsy C. Keller; Wallace Hardgrove  
**Subject:** RE: KVIA and raises

I also reminded then we adjusted salaries down by 30% of median.

Thanks, Melissa.

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

**From:** "Melissa M. Carrillo (Human Resources)" <MelCarrillo@epcounty.com>  
**Date:** 8/22/16 4:18 PM (GMT-07:00)  
**To:** Veronica Escobar <Escobar@epcounty.com>  
**Cc:** "Betsy C. Keller" <BKeller@epcounty.com>, Wallace Hardgrove <WHardgrove@epcounty.com>  
**Subject:** Re: KVIA and raises

Thank you Judge. I will be ready.

I will ensure they understand the difference between the urban/rural aspect.

On Aug 22, 2016, at 4:03 PM, Veronica Escobar <[Escobar@epcounty.com](mailto:Escobar@epcounty.com)> wrote:

Melissa,

They are especially interested in Border counties.

I don't have time to do the analysis, but the only other Urban (NOT rural) Border county we can compare ourselves to is Hidalgo. The other closest one (that I can tell) on the Border is Cameron, which is half our size and the salaries represent that (County Judge makes \$64k, commissioners \$46k, population is 417,276).

They should not compare us to rural counties or counties with significantly smaller populations, but I bet they will do just that.

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**From:** Betsy C. Keller  
**Sent:** Monday, August 22, 2016 3:55 PM  
**To:** Veronica Escobar; Melissa M. Carrillo (Human Resources); Wallace Hardgrove  
**Subject:** RE: KVIA and raises

Thank you for the heads up Judge.

Betsy

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**From:** Veronica Escobar

**Sent:** Monday, August 22, 2016 3:46 PM

**To:** Betsy C. Keller <[BKeller@epcounty.com](mailto:BKeller@epcounty.com)>; Melissa M. Carrillo (Human Resources) <[MelCarrillo@epcounty.com](mailto:MelCarrillo@epcounty.com)>; Wallace Hardgrove <[WHardgrove@epcounty.com](mailto:WHardgrove@epcounty.com)>

**Subject:** KVIA and raises

Team:

KVIA is doing (another) story on the salary increases.

Brenda de Anda, the news director, is wanting to work on a story basically claiming that the county comparisons are not legitimate because they have a higher tax base, higher population, etc. than El Paso.

I told them to look at Hidalgo as an example – another border county whose salaries are higher than ours.

Melissa, they may be contacting you for further information.

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