

## **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.