



August 20, 2014

Ms. Cynthia Mares
Administrative Services Director
Webb County Government
1110 Victoria Street, Suite 201
Laredo, Texas 78040

Dear Ms. Mares:

I have enclosed an updated employee listing and position/grade analysis for Webb County. Based on this updated information, the total cost to implement the County's new classification and compensation system is \$2,195,707.

We believe the new compensation system will be of great value to Webb County and will assist county leaders in further professionalizing county services and operations. We will be available to assist you as you implement the new compensation structure.

During our review, we noted that several department heads requested career ladder promotions and increases for some employees. We did not act on these requests as this should be part of your budget review process and separate from our work in giving you an updated classification structure.

I hope this information is helpful to you. I am appreciative of you and your staff for ably assisting us in this process and look forward to working with you and the County in the future.

Sincerely,

A handwritten signature in cursive script, reading "Stephen E. Condrey".

Stephen E. Condrey, PhD, IPMA-CP
President