



Human Resources
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Date: February 16, 2017
 To: City Council
 From: Erich WonSavage, HR Director
 Re: City Attorney Pay Grade – Recommended Guideline for Waters & Company

Candidates for the City Attorney position have been inquiring what the City’s hiring rate is for the City Attorney position. Waters and Company has only been able to tell them that it’s negotiable since we have not provided them with any parameters. They have asked us to provide some guidance for answering this question, because as they continue to work with potential candidates, compensation is a key factor in deciding whether they will apply or not?

As this is a Council position, the below is a recommended guideline based on our market and would allow us to provide Waters with a hiring range to use with our candidates.

Below is a table that uses the most recent Mountain States Employer’s Council Denver-Boulder market data for PUBLIC SECTOR attorneys. The data identifies the weighted average for City Attorney’s in our market was \$181,200 on 1/1/2016. The City’s practice has been to use the weighted average at the top of our *hiring range* for any position. Because the data is old, we would recommend aging it for the 1 year period it lags.

When aging compensation, it has been the city’s practice to use the ECI or Employment Cost Index. For the 2016 year, it came in at 2%; meaning a weighted average for a Public Sector City Attorney as of 1/1/2017 would be: \$184,800. Using our city’s spread for pay ranges the below table represents a recommended hiring range (Minimum – Maximum) that could serve as a guide to Waters and Company. Where a candidate would fall within the hiring range would be determined by Council commensurate with the candidate’s experience.

Recommendation: It is recommended that Council support providing Waters and Company with the below 2017 Hiring Range.

Recommended Hiring Range:

Salary Grade 315	Minimum	Maximum
2016	\$139,400	\$181,200
2017	\$142,200	\$184,800