

# Market Range Detail - Attorney - Senior Counsel

## Effective Date

April 15, 2009

## Market Range Title Description

Positions in this market range title perform difficult legal work in representing the Maricopa County Board of Supervisors, County Administration and its departments, agencies and districts on legal claims and litigation involving issues of public agency and civil law. Incumbents are responsible for all activities in preparing, directing, and presenting cases before a court which typically includes: researching complex legal issues; meeting with clients; managing the discovery process; performing motion work; developing and deploying trial strategies; presenting cases before the court; providing guidance to less experienced attorneys. These attorneys may also be responsible for leading and directing other attorneys and legal support staff assigned to work on the case. Attorneys assigned to this market range title must possess an advanced degree of skill and specialized legal knowledge related to the area of assignment and have the ability to make independent analysis and judgments requiring limited guidance.

## Market Range

Minimum Hourly Rate	Midpoint / Hiring Maximum	Maximum Hourly Rate
\$39.05	\$51.80	\$64.54

## Likely Minimum Qualifications

- Graduate of an accredited law school
- Licensed attorney in good standing with the State Bar of Arizona
- 10 years of relevant experience in the practice of law

## Working Titles

- Attorney - Senior Counsel

### Glossary:

**Market Range Title:** Broad grouping of related positions with like job responsibilities and qualifications. Market Range Titles typically include positions ranging from entry level to senior/lead level unless indicated otherwise.

**Effective date:** The date the salary range was implemented for use.

**Market Range Title Description:** Broad description of sample job duties and responsibilities of positions included in the Market Range Title. Each position included in a Market Range Title also has a job description that is specific to the department. Departments are responsible for writing and maintaining job descriptions for positions in their department. Employee Compensation is responsible for writing and maintaining Market Range Title Descriptions.

**Likely Minimum Qualifications:** Typical minimum qualifications for positions assigned to the Market Range Title. Because a broad group of jobs in different departments are included in a Market Range Title, minimum and preferred qualifications may vary slightly depending on the area of assignment.

**Market Range:** The minimum, midpoint, and maximum salary points for all positions included in the Market Range Title.

**Hiring Range:** The hiring range for all positions is ordinarily the minimum of the market range to the midpoint. The use of a different hiring range must be approved by Employee Compensation. Departments should use a hiring range that is within their funding capabilities and are required to comply with the County's Funded Position Policy ensuring that applicants are extended a rate that is supported by the department's budget.

**Working Title:** The specific title used by a department to identify a position within their organizational structure. Use of working titles is flexible and aimed to assist departments in identifying the unique functions and responsibilities of each position and is representative of the assigned Market Range Title. Ordinarily, supervisory and/or managerial titles should not be used for positions not assigned to a supervisory and/or manager Market Range Title.