

City Attorney Search

CITY COUNCIL MEETING - Feb. 2, 2021

City Staff Representative: Karen Borkowski Surine, Assistant City Manager



City Attorney Search



STRATEGIC FOCUS AREA
Financially Responsible



Options for Council Consideration

- In-house search utilizing staff Human Resources professionals
- Contract with Executive Search Firm
- Contract with outside Law Firm to provide Legal Services



BENEFITS of In-House led search

- Professional Human Resources Staff members
- Knowledge of and passion for the Brighton community
- In-house graphic designer
- Knowledge of City of Brighton benefits package





DRAWBACKS - In-house led search

- Work to cultivate a network of senior level talent
- Competition with surrounding municipalities



BENEFITS - Executive Search Firm

- Pool of eligible candidates
- 1-2 year placement guarantee
- Access to wide network of professional executive level contacts
- Ability to approach qualified working candidates discretely



DRAWBACKS- Executive Search Firm

- Cost
- City staff still commits considerable time
- Availability and flexibility
- Lack of direct knowledge of Brighton



BENEFITS- Contract Law Firm

- Different areas of expertise
- More office space available



DRAWBACKS- Contract Law Firm

- Cost control
- Availability and flexibility
- Potential conflicts of interest



Questions ?