



**CITY ATTORNEY**  
City of **Lodi, California**

Recruitment Services Provided By





## The Opportunity

The City of Lodi is entering a pivotal new chapter marked by the City's long-term vision for economic growth and infrastructure investment and the recent appointment of a new City Manager. This transition creates a rare opportunity for a forward-thinking City Attorney to help shape the next era of leadership – serving as a key advisor at the highest levels of the organization while establishing a modern, responsive, and solutions-oriented legal function. Lodi is seeking a City Attorney who can bring strong legal guidance to ensure sound contracts and development agreements, land use compliance, and business-friendly policies. At the same time, major infrastructure investments within the City's Sphere of Influence, including upgrades to water and wastewater systems require a City Attorney capable of managing complex regulatory, environmental, utility, and public-private partnership matters while protecting the City's long-term interests.

# The City of Lodi

Historic, charming, and culturally diverse – Lodi is home to over 67,000 residents. The city is ideally located 34 miles south of Sacramento, two miles north of Stockton, and 90 miles east of San Francisco. The residents of Lodi take immense pride in their community, surrounded by lush parks, wineries, museums, a regional boating and recreational lake, and rich agricultural land. The City is committed to managed growth balanced with the protection of its historical assets and small-town ambiance. Lodi is home to several large manufacturing and technology, general services, and agriculturally based companies and has an excellent balance of jobs to residential housing ratio. It also has a community hospital, numerous health care facilities, and a growing hospitality industry.

Approaching a second major period of revitalization, downtown boasts locally owned shops, a mix of restaurant types, a movie theater, a post office, and a children's science museum. Lodi is known for its authentic wine heritage with over 85 wineries in the greater Lodi appellation. Housing is relatively affordable, with hundreds of recently constructed single family, multi-unit market rate apartments, and senior housing. Educational opportunities abound as the University of the Pacific, California State University Stanislaus (Turlock), Stanislaus State Stockton Campus, San Joaquin Delta Community College, and the University of San Francisco satellite campus are all within a 20-minute drive. Lodi prides itself on public safety with a low crime rate and active citizen involvement and support for a strong public safety infrastructure. By all measures, the quality of life in Lodi is exceptional, providing an ideal location in which to live, work, and play.





## City Government

Incorporated in 1906, the City of Lodi is a General Law city with a Council-Manager form of government. The City Council governs the City and is comprised of five members who are elected by district to alternating four-year terms. As a General Law city, the Mayor is selected by the Council annually.

Lodi is a complex, full-service city operation that includes an electric utility; Hutchins Street Square, a stunning 90,000 square foot performing arts, conference, and community center; and Lodi Lake, a self-contained recreational enterprise including a 58 acre nature area; along with other municipal services including police, fire, public works, and utilities (streets, transportation, water, and wastewater), community development and leisure/social services. The City owns and manages Lodi Electric Utility and maintains its own Public Library. The City of Lodi has a dedicated workforce that is approved for 473 full-time employees with a FY 2025-26 all funds budget of over \$291.3 million, which includes a General Fund budget of more than \$89.7 million.



# The City Attorney's Office

The City Attorney's Office provides the City legal services, advises the City Council and its boards and commissions; prepares and reviews ordinances, resolutions, contracts, and other legal documents; prosecutes violations of the Lodi Municipal Code; represents the City in front of Boards, Commissions, administrative hearings, and court proceedings. The City Attorney's Office oversees the Risk Management function for the City, which includes the Worker's Compensation program, General Liability, and property insurance. The Office and its attorneys provide legal assistance for the Council's key priorities of addressing homelessness, affordable housing, land use and planning, and economic development. Lastly, the City Attorney's Office oversees litigation efforts that are handled both in-house and with contract counsel.

The City Attorney's Office will operate on a FY 2026 budget of \$1.47 million which includes a staffing level of 7 FTE's. The Council-appointed City Attorney leads the team and is supported by an Assistant City Attorney, a Deputy City Attorney, two administrative support staff, and three Risk Management staff members.

**\$ 1.47M**  
All Funds Budget

**7 FTE**  
Employees





## The Position

The City of Lodi is seeking an experienced municipal legal professional to serve as its City Attorney. Reporting directly to the City Council, the City Attorney serves as the City's Chief Legal Officer and is responsible for all legal affairs of the organization.

This executive-level position provides comprehensive legal counsel to the City Council, City Manager, boards and commissions, and all City departments. The City Attorney oversees all legal services, whether provided by in-house staff or outside counsel, and establishes the priorities and direction of the City's legal office.

The City Attorney manages complex and sensitive legal matters across a broad municipal landscape, including litigation, claims and risk management, regulatory compliance, and governance. The position requires sound judgment, discretion, and the ability to provide clear and practical legal guidance on issues impacting City operations.

Key responsibilities include:

- Serve as the primary legal advisor to the City Council, City Manager, boards and commissions, and City departments, providing clear and practical guidance on municipal operations and policy matters.
- Oversee all legal services for the City, including directing litigation strategy and managing the work of outside counsel.

- Review and ensure the legal sufficiency of ordinances, resolutions, contracts, and other official documents.
- Evaluate claims and disputes involving the City and recommend appropriate courses of action.
- Represent the City in court proceedings, administrative hearings, and other legal forums as needed.
- Monitor legislative and legal developments and advise City leadership on potential impacts to operations and governance.
- Lead and manage the Legal Department, including supervising staff, setting priorities, and ensuring effective service delivery.
- Participate in City Council and other official meetings to provide real-time legal counsel and support decision-making.

In addition to these responsibilities, the City Attorney may assume overall administrative responsibility for City operations in the absence of the City Manager. This role is integral to ensuring the City operates within a sound legal framework while effectively advancing organizational priorities.

# Ideal Candidate

The City of Lodi seeks a trusted legal advisor and organizational leader who brings strong municipal law expertise, sound judgment, and a highly collaborative management style. The ideal candidate will serve as both a steady legal guardian for the City and a practical, solution-oriented partner to the City Council, City Manager, executive team, and departments – helping the organization move forward efficiently while managing risk thoughtfully and transparently. Top candidates will have the following attributes:

- **Balanced, Solution-Oriented Advisor:** Provides clear, practical legal counsel without over-narrowing recommendations. Offers decision-makers a well-defined range of options, explaining risks, tradeoffs, and paths forward. Understands the role as advisor and facilitator, helping leaders reach workable solutions through creativity and problem-solving.
- **Trusted Municipal Law Expert with Sound Judgment:** Brings a strong foundation in municipal law, including deep understanding of the Brown Act, Fair Political Practices Act, and other applicable laws. Exercises sound judgment in determining when to handle matters in-house versus engaging outside counsel.
- **Collaborative and Accessible Partner:** Works seamlessly across departments and maintains strong working relationships with elected officials, staff, and stakeholders. Highly responsive and accessible, providing timely advice and support to keep projects and initiatives moving forward.

- **Clear, Calm, and Transparent Communicator:** Translates complex legal concepts into plain, understandable language. Communicates proactively, flags issues early, avoids surprises, and remains composed under pressure.
- **Strategic Thinker with Preventative Mindset:** Anticipates legal challenges and proactively addresses risk through policies, procedures, and code updates. Emphasizes prevention while remaining prepared to litigate when necessary.
- **Experienced Across Core Municipal Practice Areas:** Demonstrates broad municipal law experience, including familiarity with land use and development, governance, and municipal litigation.
- **Politically Astute and Apolitical:** Effectively navigates complex political environments while maintaining neutrality. Uses diplomacy and facilitation skills to support the City Council and organizational leadership.
- **Risk-Aware and Pragmatic Decision Partner:** Evaluates multiple courses of action, clearly articulating associated risks and benefits. Encourages thoughtful decision-making, including consideration of less obvious or unpopular options when appropriate.




## Qualifications

Equivalent to graduation from a college or university with an appropriate law degree.

**Education:** Equivalent to graduation from a college or university with an appropriate law degree.

**Experience:** Five years of experience in the active practice of law in the State of California, which includes two years in a lead or supervisory capacity. Extensive experience in a municipal setting and in the active practice of law is desirable.

**Bar Status:** Must be a current member of the California State Bar Association.





# Salary & Benefits

The starting salary for the City Attorney is **up to \$280,000**, depending upon qualifications. In addition, an excellent benefit package is provided as outlined below. Key benefits include:

**Retirement:** Retirement is provided through CalPERS. Classic CalPERS members are eligible for a 2% @ 55 formula, while PEPRA members are at the 2% @ 62 formula.

**Deferred Compensation:** The City matches up to 3% of the employee's base salary.

## Health Benefits:

- **Medical:** The City offers health insurance for employees and dependents through CalPERS. The City contributions are \$771.35 per month for the employee only, \$1,542.71 for the employee plus one dependent, and \$2,005.52 per month for the employee and family.
- **Dental:** The City currently pays 100% of the family premium. Maximum dental benefits are \$1,250 for each family member enrolled per calendar year with a \$25 deductible. Orthodontia benefits are also provided with a lifetime cap of \$1,250 for each family.
- **Vision:** City pays 100% of Vision Service Plan (VSP) for employees and eligible dependents.

**Vacation:** 3.08 hours per pay period from the date of hire through the first five years of employment. The accrual rate escalates approximately every five years until it reaches the ceiling of 6.16 hours per pay period in year fifteen.

## Holidays/Sick Leave:

- 10 1/2 paid holidays per year, plus 36 floating holiday hours of choice.
- Sick Leave is accrued at the rate of 3.70 hours per pay period with no limit on the number of hours that can be accumulated.

**Administrative Leave:** Employees receive 80 hours per calendar year. Cash out options are available.

**Life Insurance:** Provided at two times the annual salary amount, up to a maximum of \$250,000.

**Cell Phone Stipend:** \$50/month

**9/80 Work Schedule:** The City's work schedule is Monday – Thursday 7:30 am – 5:30 pm; Friday 8:00 am – 5:00 pm, with every other Friday off.

# Application & Selection Process

Interested candidates should apply no later than **Monday, June 29, 2026**. Submit a comprehensive résumé and compelling cover letter online at:

[www.mosaicpublic.com/careers](http://www.mosaicpublic.com/careers)

This is a confidential selection process. References will not be contacted until mutual interest has been established. **Confidential inquiries are welcomed to:**

Greg Nelson | [greg@mosaicpublic.com](mailto:greg@mosaicpublic.com) | (916) 581-1426.

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