

CITY ATTORNEY

City of Folsom, CA

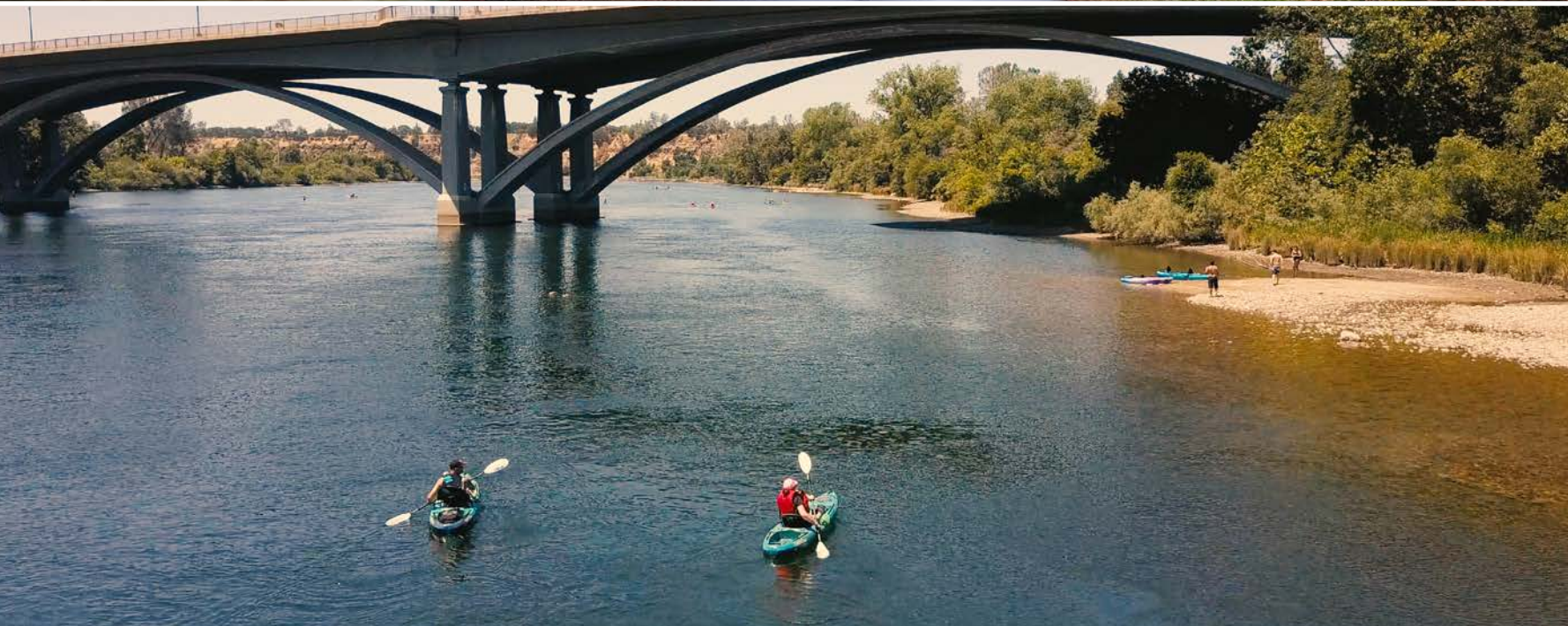
Recruitment Services Provided By





The Opportunity

The City of Folsom, CA offers a rare opportunity for a visionary legal leader to help guide one of Northern California's most dynamic communities. Known for its exceptional quality of life, strong fiscal stewardship, and collaborative civic culture; from the charm of the Folsom Historic District to the scenic beauty of Folsom Lake - Folsom is a city where innovation and tradition meet. As City Attorney, the successful candidate will partner closely with elected officials and an accomplished executive team to shape policy, navigate complex municipal challenges, and support a forward-thinking community committed to thoughtful growth, public trust, and service excellence. This is a unique chance to make a lasting impact in a city that values integrity, creativity, and leadership.



About Folsom

Folsom is a dynamic and vibrant city of approximately 92,000 residents, nestled in the foothills of the Sierra Nevada, just 20 miles east of Sacramento. Known for its affluent, family-oriented neighborhoods, Folsom offers a suburban feel with tree-lined streets, top-performing schools, and a strong sense of civic pride.

The city seamlessly blends historic charm – with its well-preserved Gold Rush-era downtown, Victorian storefronts, and museums like the Murer House – with modern amenities such as upscale dining, boutique shops, an amphitheater, and public art installations. It is also a hub for outdoor recreation, boasting 48 parks, over 50 miles of paved trails including the iconic Johnny Cash Trail, and easy access to Lake Natoma, Folsom Lake, and the American River for biking, hiking, boating, and fishing.

Education is a cornerstone in Folsom. The Folsom Cordova Unified School District is one of the region's strongest, complemented by Folsom Lake College and the Harris Center for the Arts. With a median household income well above the national average, high homeownership rates, and a low crime environment, Folsom is consistently ranked among California's best places to live.

The city's ideal location provides easy access to many major metropolitan areas, such as Sacramento – California's State Capital, San Francisco, Lake Tahoe, and the California Coast. The city has been named the best place to raise a family in California, has been ranked as one of the safest cities in the U.S., is listed as one of the most livable small cities in California, is noted as one of the best places in California to find a job, and has two schools that were selected as best high schools in the country. In short, Folsom offers a harmonious blend of historic richness and contemporary living, making it a compelling city for families, professionals, and anyone seeking quality of life, safety, and community engagement.

City Government

Folsom residents elect five City Council members representing five distinct districts who serve four-year terms. Each year, council members select a Mayor and Vice Mayor from their ranks. Under the direction of the City Council, the City Manager oversees day-to-day operations of the City and directs a staff of about 500 permanent employees. Folsom residents play an active role as the City handles routine business and shapes itself for the future. Committed citizens keep the City on track, providing thoughtful guidance to assure that Folsom retains the values which have lent it generations of appeal. The City has a 2025/26 General Fund budget of approximately \$121.8 million.





The City Attorney's Office

The City Attorney's Office provides sound legal advice and support to City officials, working collaboratively to implement policies set by the City Council, and diligently advocating for the City's interests. The City Attorney's Office advises the City Manager, City Council, appointed commissions, and City staff in the conduct of City business; prepares legal documents; and represents the City's interest in civil litigation and administrative proceedings. Additionally, the City Attorney's Office advises City officials regarding actions that are authorized or required to establish, implement, and enforce City laws and policies; and prepares legal documents to implement those City laws and policies, including ordinances, resolutions, regulations, and contracts. With a budget of \$1.38 million, the City Attorney's Office provides its services through a staff of three positions

\$1.38M
Operating Budget

3FTE
Employees

The Position

Reporting to the City Manager, the City Attorney is the City's chief legal officer. The City Attorney is responsible for advising the Mayor, City Council, and City Manager on all legal matters pertaining to the City. Additionally, the City Attorney advises City departments regarding laws pertaining to City operations and represents the City in court and in all legal and administrative proceedings. The principal role of the City Attorney is to provide legal representation and give legal advice to a broad array of City officials. Most importantly, the City Attorney advises and represents the City Council and all City Councilmembers with respect to their official activities. Some of the essential job duties of the City Attorney include, but are not limited to, the following:

- Advising the City Council, individual Council Members, the City Manager and their assistants, and department heads regarding the law relating to City affairs.
- Representing the City in all legal proceedings, preparing all ordinances and other needed legal documents, selecting and retaining specialist counsel when necessary for specialized legal services, and performing other duties as may be prescribed by ordinance.
- Reviewing and approving all City contracts as to legal form.
- Selecting, training, motivating, and evaluating personnel; providing or coordinating staff training; working with employees to correct deficiencies; and implementing discipline and termination procedures.





The Ideal Candidate

The City of Folsom 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. In addition to being a highly ethical and qualified servant leader, certain traits will be essential for the success of the City Attorney in Folsom:

- **Effective manager and leader of the City Attorney's Office:** First and foremost, the ideal candidate must be an effective leader of the City Attorney's Office, who brings clear judgment to workload management, streamlines processes, sets priorities, and creates an open, approachable office culture that supports staff development, accountability, and consistent service delivery.
- **Balanced, solution-oriented advisor to elected officials and executive leadership:** Provides clear and practical legal counsel without over-narrowing recommendations. Offers decision-makers a well-defined range of options, clearly explaining legal risks, tradeoffs, and paths forward. Understands the City Attorney's role as advisor and facilitator, not policymaker, and helps leaders get to "yes" through creativity and problem-solving.
- **Trusted municipal law generalist with sound judgment:** Brings a strong foundation in municipal law, paired with the judgment to know when work should be handled in-house and when to engage outside counsel. Comfortable overseeing specialized areas through contracting while maintaining accountability, efficiency, and compliance.
- **Collaborative partner who keeps the organization moving:** Works seamlessly across departments, supporting operations without getting bogged down in unnecessary complexity. Values compliance while helping staff navigate contracting, procurement, utilities, and regulatory processes in a way that keeps projects advancing.
- **Clear, calm, and transparent communicator:** Translates complex legal concepts into plain language for elected officials, staff, and community members. Communicates early and often, flags potential issues before they become problems, avoids surprises, and remains calm and measured under pressure.
- **Strategic thinker with a preventative mindset:** Looks ahead, anticipates legal issues and addresses risk proactively through policy review, procedure updates, and code changes when appropriate. Focuses on prevention and risk management while remaining willing to litigate when necessary to protect the City's interests.
- **Experienced across core municipal practice areas:** Well-versed in employment and labor law, litigation management, contracts, utilities, land use (directly or through managed resources), and public safety-related matters. Familiarity with LAFCO processes, CEQA, and state contracting requirements is highly valued.

Qualifications

Any combination of related education, experience, certifications, and licenses that will result in a candidate successfully performing the essential functions of the job is qualifying. The most attractive candidates will possess the following:

Education: A Juris Doctorate from an accredited law school is required.

Experience: Five years of experience in the active practice of public law in the State of California. Extensive experience in a municipal setting in the active practice of law, including litigation, is desirable.

License: Active membership in the State Bar of California and admittance to practice before all State and Northern Federal District Courts in California is required.





Salary & Benefits

The salary range for the City Attorney is **\$252,275 to \$306,931**, with placement in the range dependent on qualifications. In addition, the City of Folsom offers an excellent executive benefit package as outlined below. Key benefits include:

Retirement: Retirement is provided by CalPERS. Classic members are enrolled in the 2% @ 55 formula, while PEPRA members are enrolled in the 2% @ 62 formula.

Social Security and Medicare: The employer and employee both contribute 6.2% to Social Security and 1.45% to Medicare.

Medical Insurance: For the 2026 Plan Year, the City contributes a set amount of \$847 for a single employee, \$1,693 for an employee + 1, and \$2,198 for an employee + family towards the monthly premium for medical insurance with 6 plans to choose from.

Dental and Vision Insurance: The City contributes 80% of the monthly premiums for both dental and vision coverage.

Health Savings Account: The City contributes an amount per pay period into an HSA for those selecting a high-deductible health plan with Sutter Health or Western Health Advantage, depending on the plan type.

Flexible Spending Account: Healthcare, limited purpose, and dependent care FSA plans are offered.

Annual Leave: Annual Leave is provided for use as vacation or sick time leave at a rate of 24 hours per month with an accrual cap of 320 hours. The employee can cash out up to 40 hours of annual leave per fiscal year.

Holidays: 12 paid holidays and 8 hours of floating holiday time are provided per year.

Management Leave: 80 hours per calendar year, which is prorated during the first 12 months of service.

Life Insurance: A City paid group policy with \$70,000 basic life and AD&D is provided for the employee, along with \$2,000 for each eligible dependent.

Deferred Compensation: The City will contribute 6.5% of the employee's gross salary, with no employee contribution required to participate.

Allowances:

- Auto: \$400 per month
- Tech: \$100 per month

Application & Selection Process

Interested candidates should submit a comprehensive résumé and compelling cover letter no later than **Monday, May 18, 2026**, at:

www.mosaicpublic.com/careers

This recruitment will be handled with strict confidentiality until such a time as finalists have been identified. References will not be contacted until mutual interest has been established.

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Bryan Noblett | bryan@mosaicpublic.com | (916) 217-3696

IMPORTANT DATES:

Deadline to apply and be considered:	Monday, May 18, 2026
Candidates selected for interviews:	Week of June 1, 2026
In-person interviews:	Week of June 15, 2026
Estimated start date for new City Attorney:	July 2026

The City of Folsom is an Equal Opportunity Employer.

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