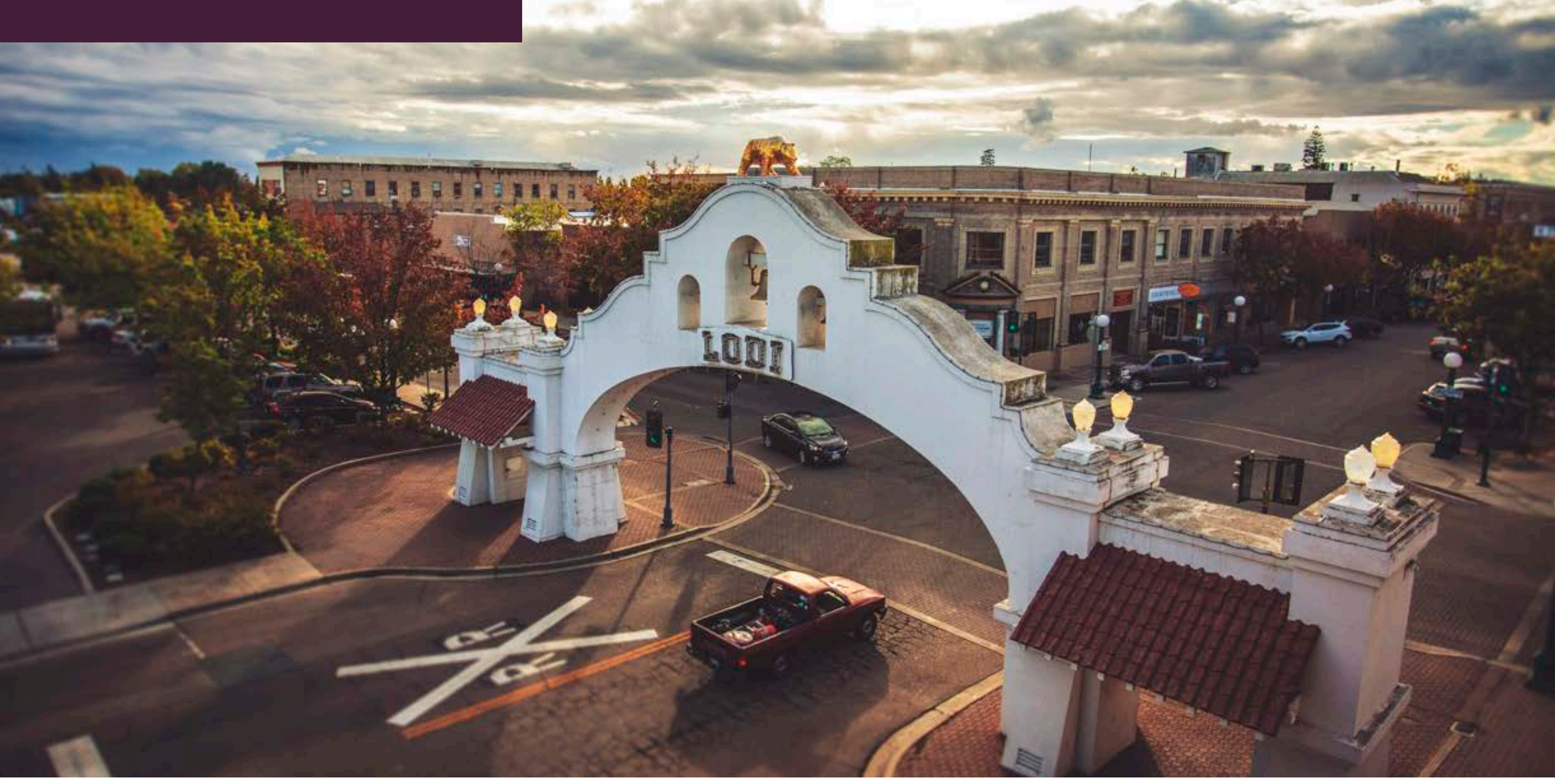


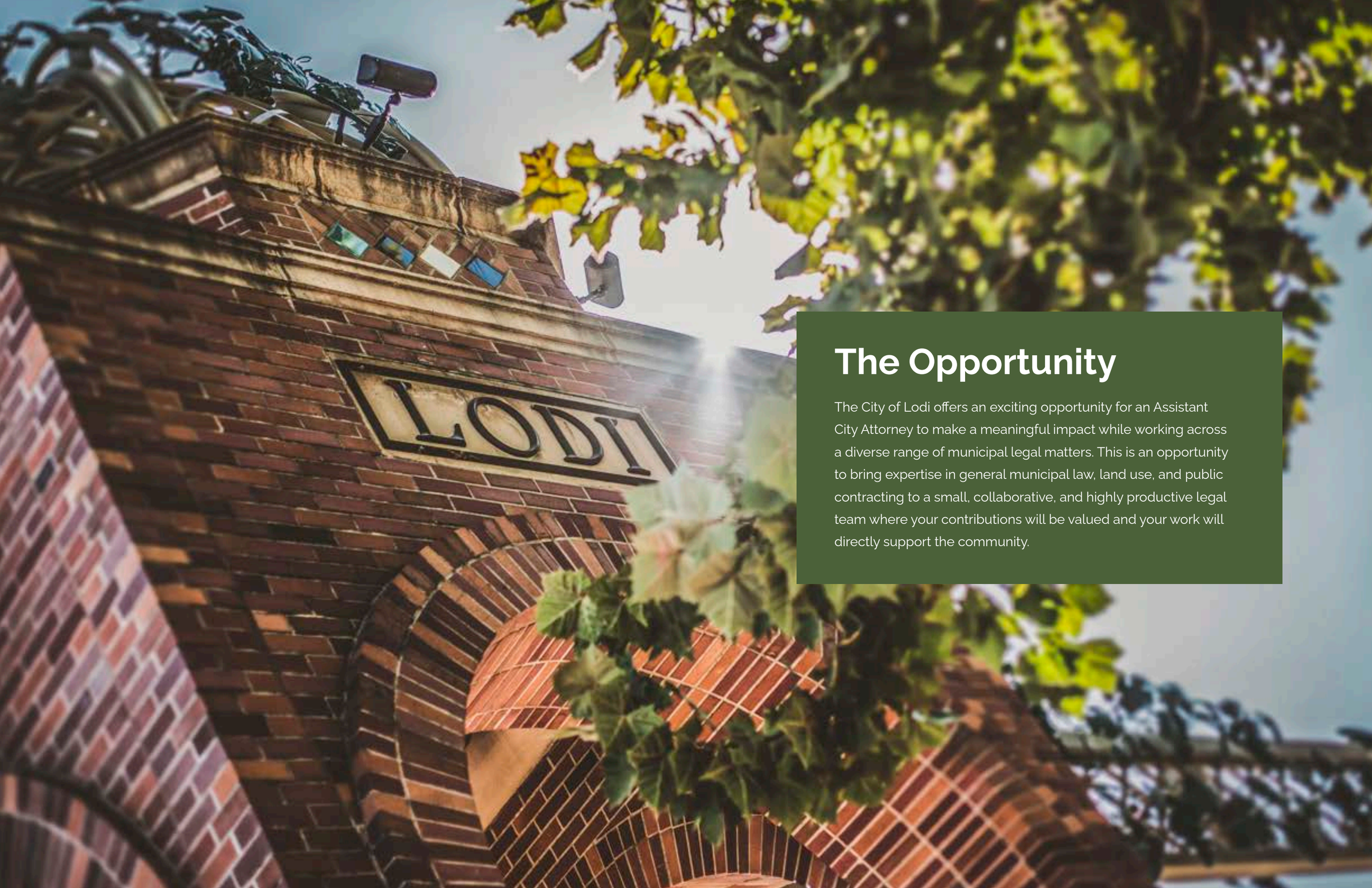
CITY OF Lodi CALIFORNIA

ASSISTANT CITY ATTORNEY

City of Lodi, California

Recruitment Services Provided By

MOSAIC PUBLIC PARTNERS



The Opportunity

The City of Lodi offers an exciting opportunity for an Assistant City Attorney to make a meaningful impact while working across a diverse range of municipal legal matters. This is an opportunity to bring expertise in general municipal law, land use, and public contracting to a small, collaborative, and highly productive legal team where your contributions will be valued and your work will directly support the community.





About Lodi

Historic, charming, and culturally diverse – Lodi is home to over 67,000 residents. The city is ideally located 34 miles south of Sacramento, 15 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 2026-27 all funds budget of over $206 million, which includes a General Fund budget of more than $96 million.













The City's Attorney 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
Budget

7
FTE

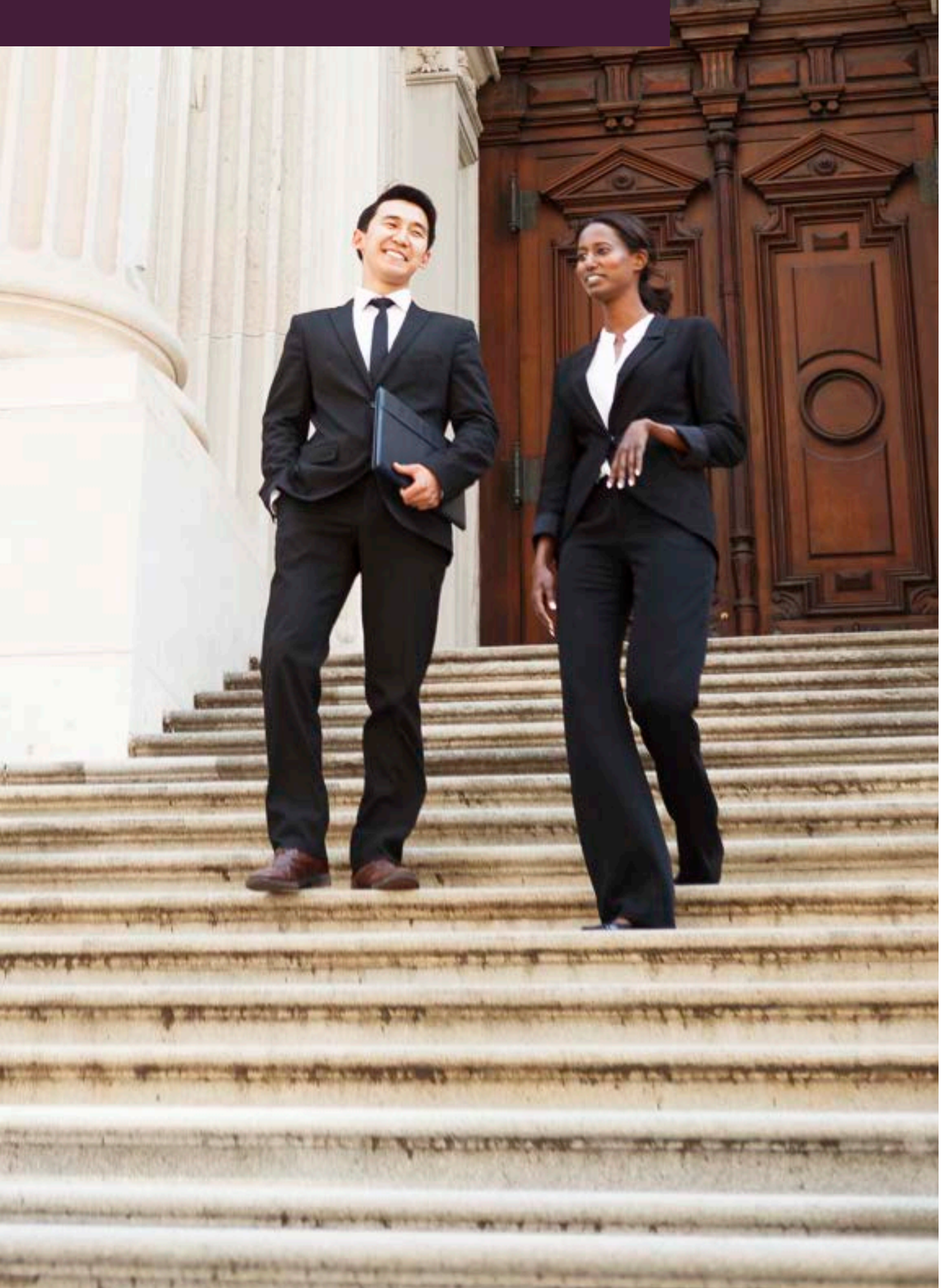
The Position

Under general direction from the City Attorney, the Assistant City Attorney will possess a legal generalist skillset in municipal and civil law. The Assistant City Attorney will serve as legal advisor to City departments and various boards and commissions, including the Planning Commission, and act for the City Attorney in their absence, including advising the City Council and the Risk Division of the City Attorney's Office. The position performs highly complex legal work related to municipal government operations; conducts research, advises City officials and departments, prepares opinions and reports and represents the City in a variety of litigation; performs related work as assigned by the City Attorney.

Key responsibilities include:

- Provide legal counsel and guidance on a broad range of municipal law matters, with an emphasis on general municipal law, land use, and public contracting issues.
- Research, prepare, draft, and review ordinances, resolutions, contracts, agreements, and other legal documents.
- Advise City officials and staff on legal matters, including labor relations, employee relations, and personnel issues.
- Represent the City in civil and criminal litigation, including pretrial proceedings, trials, appeals, and administrative hearings.
- Investigate claims and complaints against the City and assist in evaluating litigation strategies, settlements, and other legal matters.
- Attend City Council, board, and commission meetings as assigned; collaborate with City departments and manage outside counsel.





The Ideal Candidate

The ideal candidate for the City of Lodi's Assistant City Attorney position will be committed to the City and passionate about providing exceptional service to the local community. The Assistant City Attorney will be readily accessible, highly adaptable, flexible, and politically astute in dealing with the expectations of modern city government. Excellent communication and listening skills are expected, with an operational style that incorporates high levels of teamwork, collaboration, and a hands-on orientation is expected. In addition, the following attributes and experiences will position the selected candidate for success:

Trusted Municipal Law Expert with Sound Judgment: Brings a strong foundation in municipal law, including deep understanding of the Brown Act, CEQA, Fair Political Practices Act, Public Records Act and other applicable laws.

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.

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.

Qualifications

Any combination equivalent to experience and education that would likely provide the required knowledge and abilities would be qualifying. A typical combination is:

Education: A Juris Doctorate degree from a law school accredited by the American Bar Association or the California Bar Association.

Experience: Five years of increasingly responsible experience in the active practice of civil or municipal law. 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 Assistant City Attorney is **up to $227,941**, 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. City contribution capped at 90% of the premium for the lowest cost HMO in zip code 95240. Employee pays 10% of the premium for lowest cost HMO in zip code 95240. If an employee elects a more expensive medical plan the employee will pay the additional amount through payroll deduction.

Dental and Orthodontia: Access to coverage through City plan; City pays full premium.

Vision: City pays 100% of Vision Service Plan (VSP) for employees and eligible dependents.

Vacation/Holidays/Paid Leave

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: 10 1/2 paid holidays per year, plus 36 floating holiday hours of choice.

Sick Leave: 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.

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

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

Apply Immediately – This recruitment will close once a strong pool of candidates is established. Interested candidates are encouraged to submit a cover letter and résumé online at:

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:

Dennis Osborn | Dennis@mosaicpublic.com | (916) 581-1440

The City of Lodi is an Equal Opportunity Employer.

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