



CITY ATTORNEY

City of **Chico, California**

Recruitment Services Provided By





The Opportunity

The City of Chico, CA is offering an exciting career opportunity for a seasoned leader well-versed in California municipal law to serve as the City Attorney. With both a highly engaged City Council and City team, the next City Attorney will have the chance to provide first-class legal services in a friendly, productive, and collegial municipal law environment.



The City of Chico

The City of Chico, with a population of approximately 110,000, is the largest city in Butte County. Home to Bidwell Park, one of the largest municipally owned parks in the nation, Chico has many recreational opportunities in the area. With an average of 172 sunny days a year, Chico provides quick access to hiking, skiing, boating, hunting, and fishing in the foothills. California State University, Chico continues to be a significant influence on the local community and is a key employer and contributor to the local economy. The city offers a learning community with a rich culture and a young spirit. Chico is known as a well-managed city that values quality infrastructure and services and maintains a special sense of community and small-town living as it has developed into a vibrant regional center for business, recreation, and cultural activities. Chico is a magnet for individuals seeking an environment where you can live and work while enjoying unparalleled access to outdoor recreation and the social spirit of an involved community.

Chico is located at the northeast edge of the Sacramento Valley, one of the richest agricultural areas in the world. The Sierra Nevada Mountains lie to the east, with Chico's city limits venturing several miles into the foothills. To the west, the bountiful Sacramento River lies five miles from the city limit. Chico provides ready access to large metropolitan areas like the San Francisco Bay Area and the Sacramento region without the expensive cost of living. The Chico housing market is generally lower cost than other cities of similar size, which makes it an affordable place to raise a family without compromising the factors important to a family. There is a strong school system, a well-regarded medical community, and a high level of public safety.

Chico's community spirit is seen in its downtown, which serves as a central gathering place for many community events such as farmers markets, Friday night concerts and parades. Historic downtown Chico is sprinkled with murals, art benches, and the award-winning City Plaza Park. One will find many locally owned businesses and restaurants, ranging from quick bites to fine dining that rivals any metro area. The City of Chico offers an extraordinary quality of life and is often characterized as having a special "sense of place."

City Government

The City of Chico is a charter city, and the City Council consists of seven non-partisan councilmembers elected at large to staggered four-year terms. The Mayor and Vice-Mayor are chosen directly by Council and serve a two-year term. The City of Chico is a full-service city with a FY 2024-25 General Fund of over \$79.3 million and an allocated staff of 477 FTEs. City operations are headed by the City Manager who oversees an executive management team comprised of eleven operating departments: Building and Development Services, Capital Projects, the City Clerk, Finance, Fire, General Services, Housing and Neighborhood Services, Human Resources & Risk Management, Information Systems, Planning Services, and the Police Department.

\$79.3M

Operating Budget

477 FTE

Employees

The City Attorney's Office

In recent years, legal services have been provided to the City of Chico via a contract with an outside firm. The City Council has recently decided to bring the legal services "in-house" by hiring a candidate as a City of Chico employee to serve in the City Attorney role. The City Attorney's office will initially be staffed by the next City Attorney and a legal/administrative assistant who will be selected at a later date by the City Attorney.





The Position

Appointed by the City Council, the City Attorney performs professional and administrative work as the Chief Legal Counsel of the City and provides legal counsel to the City Council, Mayor, City Manager, department heads, commissions, boards and agencies of the City. The City Attorney prepares resolutions and ordinances for the City Council; provides the legal defense for all civil and criminal actions brought against the City; and prepares legal documents for the City Council, Planning Commission, and other commissions, boards and agencies of the City. The City Attorney is the administrative head of the office of the City Attorney. The City Attorney is responsible for fostering cooperative working relationships with City departments, intergovernmental and regulatory agencies, and various public and private groups. Key responsibilities include:

- Working in a creative and careful manner to allow the Mayor and City Council and management to accomplish their goals and objectives in a lawful manner.
- Advising the Mayor and City Council on all legal matters and attending all City Council meetings to provide legal advice as requested.
- Keeping abreast of new developments in the law and legislature in order to render careful, thoughtful, prudent and well-founded opinions on any existing or proposed ordinances, resolutions, orders, administrative orders, and customer practice.
- Representing the City in all civil cases in which the City or any of its officers or employees are parties. Prosecuting or assigning prosecution of all civil and criminal cases to address violations of city codes, standards, or policies.

- Supervising or participating in, as appropriate, all civil actions for condemnation and acquisition of real property.
- Managing the work of outside contract legal services in a variety of specialty areas.
- Rendering opinions in writing and verbally for the City Council, the City Manager, boards, committees, commissions, and City staff regarding routine and complex matters.
- Reviewing and updating ordinances, rules and regulations necessary for municipal compliance with State and Federal laws, including environmental, financial disclosure, conflicts of interest, political reform, subdivision, redevelopment, planning, coastal act and housing laws; approving as to form, all contracts and instruments to which the City is a party; and filing of bonds and insurance policies submitted to the City.
- Preparing, reviewing, and assisting in the negotiation of proposed agreements.
- Providing highly complex and professional staff assistance to the City Council, City Manager, and other City departments.
- Supporting the City's personnel disciplinary procedures, including Skelly hearings.
- Providing and/or overseeing the provision of training for the City Council, boards, committees, commissions, and staff relating to various matters.

Ideal Candidate

The City Attorney must be a solid municipal law leader with a style characterized by collaboration and partnership. Under the direction of the City Council, this position serves as the City's top legal advisor. The ideal candidate will possess a deep knowledge of municipal government and be skilled in providing advice and counsel to a vibrant local government entity. This experienced professional will also have excellent communication skills, a solution-driven approach, and an appreciation for technology to enhance and streamline workflow with a focus on improving turn-around time. Additional characteristics that will identify the ideal candidate include:

- As a Council appointee, they will be politically astute but apolitical, and able to work effectively with elected officials, utilizing facilitation and diplomacy skills.
- A high degree of accessibility and responsiveness. The Council and staff alike are seeking the ability to quickly connect with the City Attorney and obtain advice or problem-solve emerging issues to find the best course of action.
- Deep understanding of The Brown Act, Fair Political Practices Act, and other state laws and court cases applicable to municipalities and public bodies.
- An open and informative communication style characterized by explaining legal matters in a way that best positions elected officials, City staff, community members, and other interested parties to understand associated issues and courses of action in a relatable manner.
- The City seeks a City Attorney that can assess risk across multiple potential courses of action and help others arrive at decisions that are sound and in the best interest of the City. This includes encouraging open-mindedness toward unpopular alternatives, or spotlighting risk associated with popular ones.
- Experience in advising municipal departments regarding important matters that affect them, including contract review, personnel actions, land use considerations, homelessness-related concerns, municipal code prosecution, and other situations that are often part of the municipal government landscape.



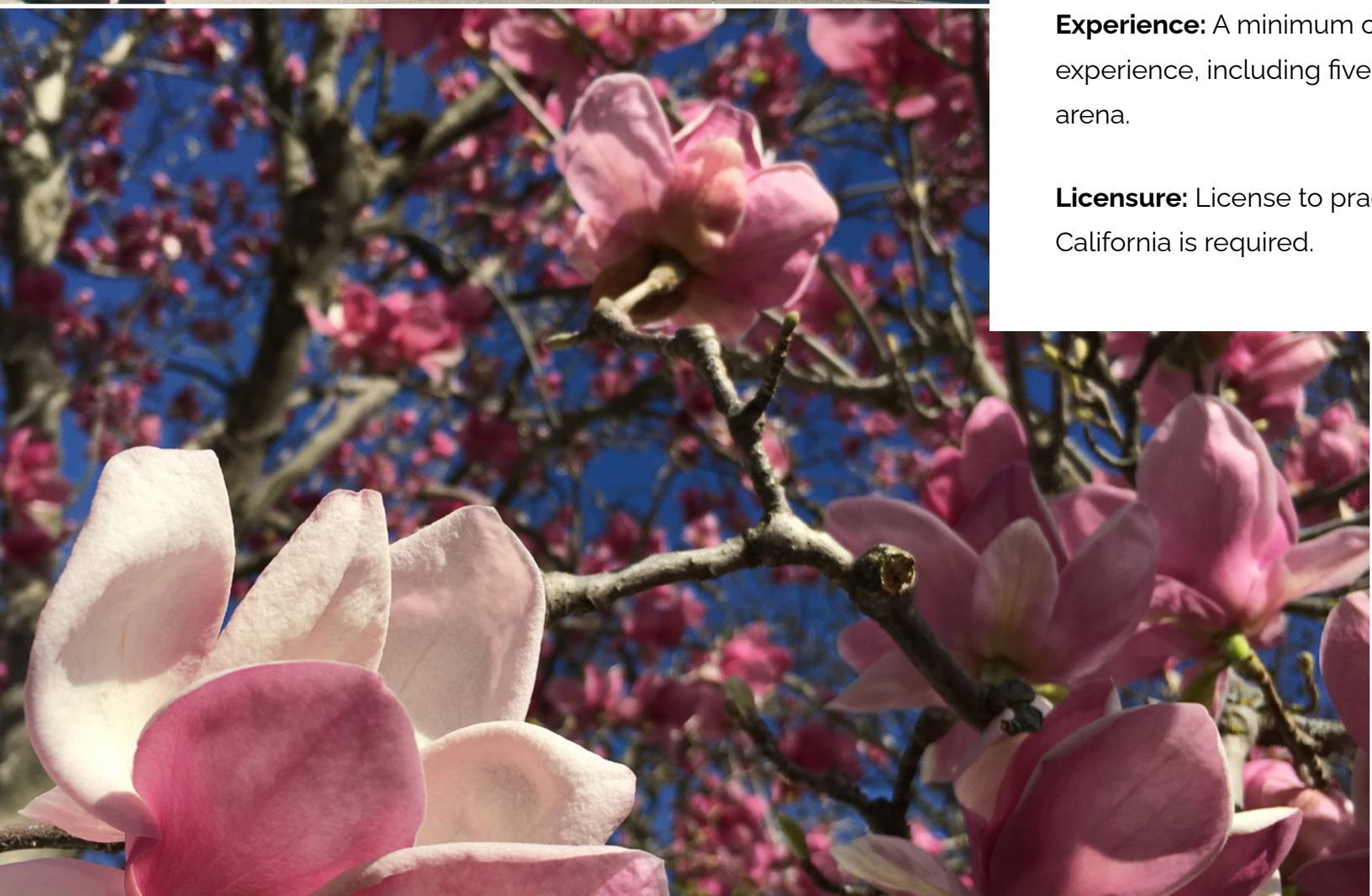


Qualifications

Education: Possession of a Juris Doctorate degree from an accredited school of law.

Experience: A minimum of ten (10) years of legal experience, including five (5) years in the municipal arena.

Licensure: License to practice law in the State of California is required.





Salary & Benefits

The City of Chico offers a competitive compensation and benefits program. The base salary for the City Attorney position is up to **\$275,000** annually DOQ. Chico's excellent benefits program includes:

- **Retirement:** CalPERS with an enhanced retirement formula of 3% @ 60 for Classic Members. New CalPERS members are in a 2% @ 62 formula.
- **Medical, Dental and Vision Insurance:** The City offers four different medical plans and contributes a significant portion to the premium of the selected option. There is one dental option, and the city pays a majority of the premium. The City also provides the cost for vision insurance for the employee, with family coverage available for a nominal additional fee.
- **Vacation:** Accrued at the rate of 3.08 hours on a bi-weekly basis. An initial bank of vacation hours and a higher accrual rate based on the candidate's prior service may be negotiated if approved by Council.
- **Sick Leave:** Accrued at the rate of 8 hours per month.
- **Management Leave:** 96 hours annually.
- **Holidays:** 11 holidays and one floating holiday annually.
- **Basic Life/AD&D Insurance:** City paid premium equivalent to one times annual earnings.
- **Voluntary Life/AD&D Insurance:** Available for purchase up to \$500,000.
- **Short-Term/Long-Term Disability Insurance:** City paid premium.
- **Deferred Compensation:** Voluntary program provided.
- **Section 125:** Voluntary flexible spending account.
- **Employee Wellness:** City provides an Employee Assistance Program and various discounted membership opportunities.

Application & Selection Process

Interested candidates should **apply Immediately!** Submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Bryan Noblett | bryan@mosaicpublic.com | (916) 550-4100.

The City of Chico is an Equal Opportunity Employer.

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