

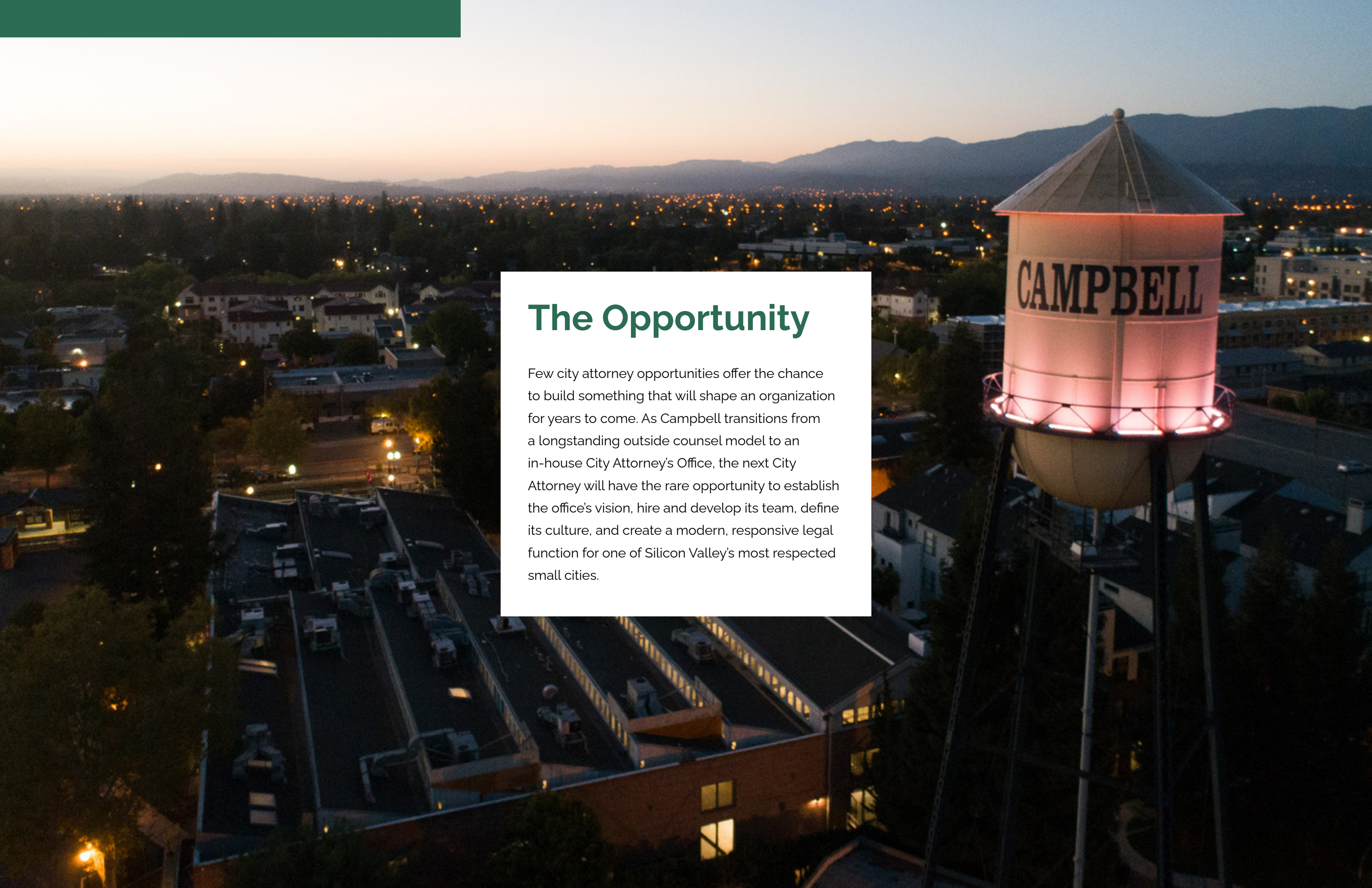


CITY ATTORNEY

City of **Campbell, CA**

Recruitment Services Provided By





The Opportunity

Few city attorney opportunities offer the chance to build something that will shape an organization for years to come. As Campbell transitions from a longstanding outside counsel model to an in-house City Attorney's Office, the next City Attorney will have the rare opportunity to establish the office's vision, hire and develop its team, define its culture, and create a modern, responsive legal function for one of Silicon Valley's most respected small cities.

About Campbell

The City of Campbell is centrally located in the Santa Clara Valley, 50 miles south of San Francisco, and bordered by San Jose, Los Gatos, and Saratoga. Campbell was officially incorporated as a city in 1952 and has grown from a small agricultural community to a progressive community with a population of approximately 43,000.

Campbell is a suburban community with a balance of land use including commercial, industrial, and quality housing – within its six square miles. The City is a cohesive community in which city officials, city employees, volunteer organizations, community leaders, and residents work together for the betterment of the community.

The City is a safe, vibrant, and family-friendly community offering its residents amenities such as the Campbell Community Center; the Historic Heritage Theatre; the Ainsley House, a historical museum and garden; the Campbell Library; the Los Gatos Creek Trail; and a variety of parks and recreational activities. The charm of Campbell provides its residents with an unmatched quality of life including highly rated community events such as the Boogie Music Festival, Oktoberfest, recreational activities, shopping, and dining. Campbell's historic downtown is filled with gourmet restaurants, cafes, galleries, and boutiques, and hosts one of the best farmer's markets in the Silicon Valley each Sunday.

The City has ongoing efforts to strengthen neighborhoods and invest in youth, and the coordination and sharing of information assists in attaining its vision as a safe community. Campbell's attractions range from historical neighborhoods to high-tech companies. Along with the excitement of being in the center of the high-tech world, the area provides easy access to the city-life of San Francisco, as well as getaways to Napa wine country, the Monterey peninsula, or Sierra Mountains. With its temperate climate, excellent schools, and historical small-town feel, Campbell continues to be one of the hidden gems of California.





City Government

Incorporated in 1952, Campbell is a general law city operating under a Council/Manager form of government. The City has a stable political environment, seasoned staff, a reputation for great services, and support from the community. Five City Council members are elected by district to four-year terms, with a limit of two terms. Annually, one of the members is selected to serve as Mayor. City departments include the City Manager's Office, City Attorney's Office, City Clerk's Office, Police, Public Works, Community Development, Finance, and Recreation and Community Services. Fire protection is provided by contract with the Santa Clara County Fire Department.

The City's Fiscal Year 2027 Adopted Operating and Capital Expenditure Budget across all funds is \$107.1 million. Of this amount, \$93.2 million is dedicated towards operations, and \$13.9 million is directed towards capital improvement. The City's Fiscal Year 2027 Adopted Operating and Capital expenditures for the General Fund Budget is \$74 million.

MISSION STATEMENT

The City of Campbell's mission is to work together with our community to foster a safe, vibrant, small-town feel where innovation and people thrive.

The City Attorney's Office

The new City Attorney for the City of Campbell will have the unique opportunity to staff the office as it transitions into in-house legal services. In addition to the City Attorney, the City has budgeted for attorney support (with options on how to implement) as well as a shared administrative support specialist. In order to provide the new City Attorney the opportunity to make key staffing decisions, additional staffing for the office will take place once the City Attorney begins, and different staffing models are under consideration. The fiscal year 2027 budget for the Office is \$838,457.





The Position

Reporting directly to the City Council and serving as a key member of the City's executive team, the City Attorney is a trusted strategic advisor who helps shape policy, manages legal risk, and supports sound governance across the organization. Working in close partnership with the City Council, City Manager, executive leadership, boards and commissions, and City staff, the City Attorney provides practical, business-minded legal counsel that enables the City to achieve its objectives. Beyond providing legal opinions, the City Attorney helps navigate complex policy questions, facilitates thoughtful decision-making, oversees the City's legal affairs, and will lead a high-performing legal team committed to exceptional public service. Key responsibilities include:

Strategic Legal Counsel & Governance: Serves as the City's principal legal advisor, providing strategic counsel to the City Council, City Manager, executive leadership, boards, commissions, and staff on municipal law, governance, public policy, ethics, and organizational risk.

Executive Partnership & Problem Solving: Partners with City leadership to develop practical, legally sound solutions to complex and often high-profile issues, balancing legal requirements with operational realities and community priorities.

Council & Commission Support: Attends City Council, Planning Commission, and other public meetings to provide legal guidance, ensure procedural compliance, and advise elected and appointed officials on matters affecting the City.

Litigation, Claims & Risk Management: Directs the City's litigation strategy, oversees outside counsel when appropriate, manages claims and legal disputes, and proactively identifies and mitigates legal risk across City operations.

Ordinances, Contracts & Legal Documents: Drafts, reviews, and negotiates ordinances, resolutions, contracts, development agreements, and other legal instruments that advance the City's interests while ensuring compliance with applicable law.

Legislative Analysis & Municipal Law: Monitors changes in legislation, regulations, and court decisions; evaluates their impact on City operations; and recommends appropriate legal and policy responses.

Department Leadership & Organizational Excellence: Provides leadership for the City Attorney's Office by establishing priorities, managing resources, developing staff, fostering accountability, and ensuring responsive, high-quality legal services.

Community Trust & Professional Relationships: Builds productive relationships with elected officials, employees, partner agencies, the legal community, and the public while promoting transparency, integrity, and confidence in City government.

The Ideal Candidate

The ideal candidate for Campbell's City Attorney will be an experienced California attorney with a broad understanding of municipal law, as well as a contemporary understanding of the evolving issues facing California cities. To that extent, additional experience in housing or land use is beneficial. The City has a successful and established relationship with an external firm for employment law and labor matters.

With the unique opportunity to establish the City Attorney's Office in-house, the strongest candidates should be resourceful, innovative, efficient, and have an eye for risk management. As a smaller city, collaboration, responsiveness, and teamwork are of utmost importance.



The background image shows the exterior of the Campbell Library. The building features a modern design with dark, vertically-slatted siding and large glass windows. The name "CAMPBELL LIBRARY" is written vertically in white capital letters on a section of the dark siding. In the foreground, there is a concrete sidewalk and a landscaped area with tall grasses and rocks. A white rectangular text box is overlaid on the right side of the image, containing the title "Qualifications" and three paragraphs of text.

Qualifications

The following are the minimum qualifications for the position of City Attorney:

Education: A Juris Doctor degree from an accredited law school.

Experience: Seven (7) years of experience practicing law, five (5) years of which were spent practicing municipal law, and increasingly responsible management experience including three (3) years of managing junior attorneys and support staff.

Bar Status: Active membership in the State Bar of California.

Salary & Benefits

The hiring range for the City Attorney is **up to \$350,000**, dependent on qualifications. The City Council will negotiate an employment agreement with the selected candidate which will have a substantially similar benefit package to the following which is offered to other executive employees of the City:

Retirement: Retirement is provided through CalPERS. Classic CalPERS members are eligible for the 2% @ 60 formula with an employee contribution of 7%, while PEPRAs members are eligible for the 2% @ 62 formula with an employee contribution of 8.5%. A voluntary deferred compensation (457) plan is also available.

VEBA: The City contributes \$86.16 per pay period toward a Voluntary Employee Benefit Association.

Flexible Spending Account (FSA): The City contributes \$80.76 per pay period toward an FSA account for each employee.

Auto Allowance: The City provides an auto allowance of \$220 per month.

Cell Phone Allowance: The City provides a City-issued cellphone, or a cellphone allowance in lieu of a City-issued phone.

Medical, Dental, and Vision Insurance: The City provides a flexible-benefit dollar amount to be used on plans and services that best fit the employee's needs. Dental and vision insurance premiums are paid by the City for employees and dependents.

Life Insurance: The City provides basic life insurance coverage in the amount of \$50,000 and Accidental Death coverage in the amount of \$50,000.

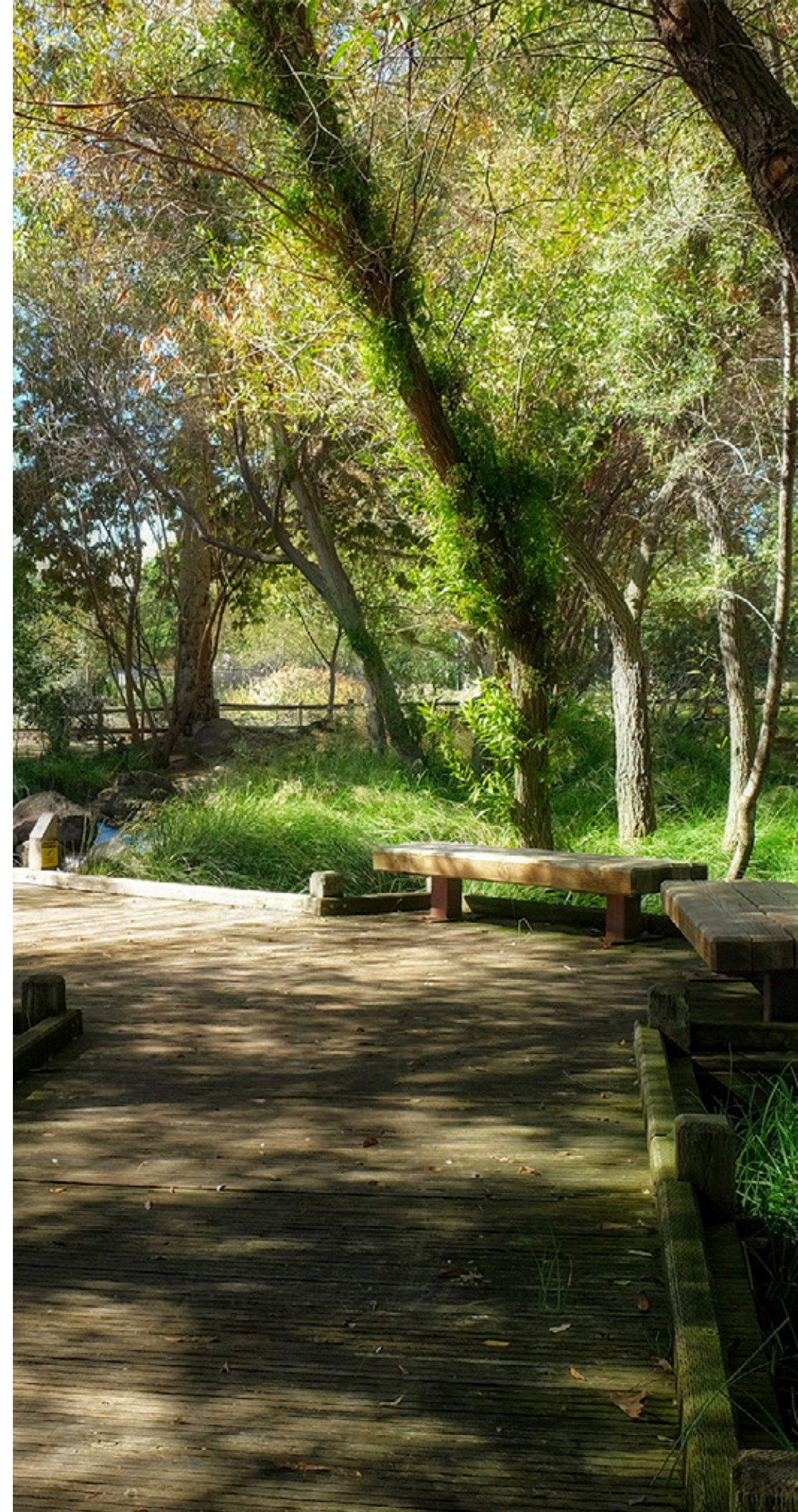
Long Term Disability (LTD): The City's LTD insurance policy coverage is in lieu of State Disability Insurance (SDI) and is 100% employer paid.

Leave: The City provides paid leave at the following accrual rates -

- Annual Leave accrual rate and starting balance are subject to negotiation with the selected candidate and in consideration of the candidate's years of public service.
- 10 observed holidays, plus five floating holidays per calendar year.
- Administrative Leave is 80 hours per year.

Wellness: Employees receive a Fitness Program Membership which includes unlimited access to the weight room and select group exercise drop-in classes at the City of Campbell Recreation Center.

Employee Assistance Program (EAP): The City's EAP Program includes 8 free counseling visits per incident, per person, per rolling 12 months.





Application & Selection Process

We encourage interested candidates to confidentially express interest as early as possible. Early expressions of interest allow us to answer questions, discuss fit, and ensure applicants have sufficient time to prepare competitive materials.

Interested candidates should apply no later than **Monday, September 14, 2026**. Submit a comprehensive résumé and compelling cover letter online at:

www.mosaicpublic.com/careers

CONFIDENTIAL INQUIRIES ARE WELCOMED TO:

Greg Nelson | greg@mosaicpublic.com | (916) 581-1426

The City of Campbell is an equal employment opportunity employer.

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