

Compensation and Benefits

Salary is dependent on qualifications and is supplemented by an excellent benefit package, which includes:

- ◆ Retirement: After six months of employment, employees are required to contribute 3% of their base salary to a Money Purchase Plan while the City contributes 5%. Employees are immediately vested 100% in their contributions. After three years general employees are 100% vested in the City's contributions. The City's contribution increases with employment longevity. Employees may also contribute to a 457 Deferred Compensation Plan for additional pre-tax payroll deductions. In addition, the City contributes 7.65% of salary toward Social Security and Medicare coverage.
- ◆ Health/Dental/Vision Programs: The City offers two PPO medical plan options — a Choice Fund Plan (OAP/HRA) Health Reimbursement Arrangement and an Open Access Plan (OAP), as well as participation in a free health clinic for employees and their family. The dental plan covers a variety of dental expenses subject to certain limits, deductibles, copayments and restrictions. Employees may also enroll in a supplemental vision plan through Vision Service Plan.
- ◆ Vacation: Employees accrue vacation throughout the year. The amount of accrued vacation granted is based on the level of position and longevity of the employee.
- ◆ Sick Leave: Employees accrue medical leave of 80 hours per year.
- ◆ Holidays: 8 paid holidays and 3 days of floating holiday leave throughout the year.
- ◆ Basic/Additional Life Insurance: At no cost to the employee, the City provides life insurance equal to one and a half times base annual earnings. Our life insurance policy also includes accidental death and dismemberment coverage. Employees also have the option to apply and pay for additional term life.
- ◆ City-paid Short/Long Term Disability: Coverage is provided for employees at no cost to the employee in the event they become disabled and unable to perform their job.



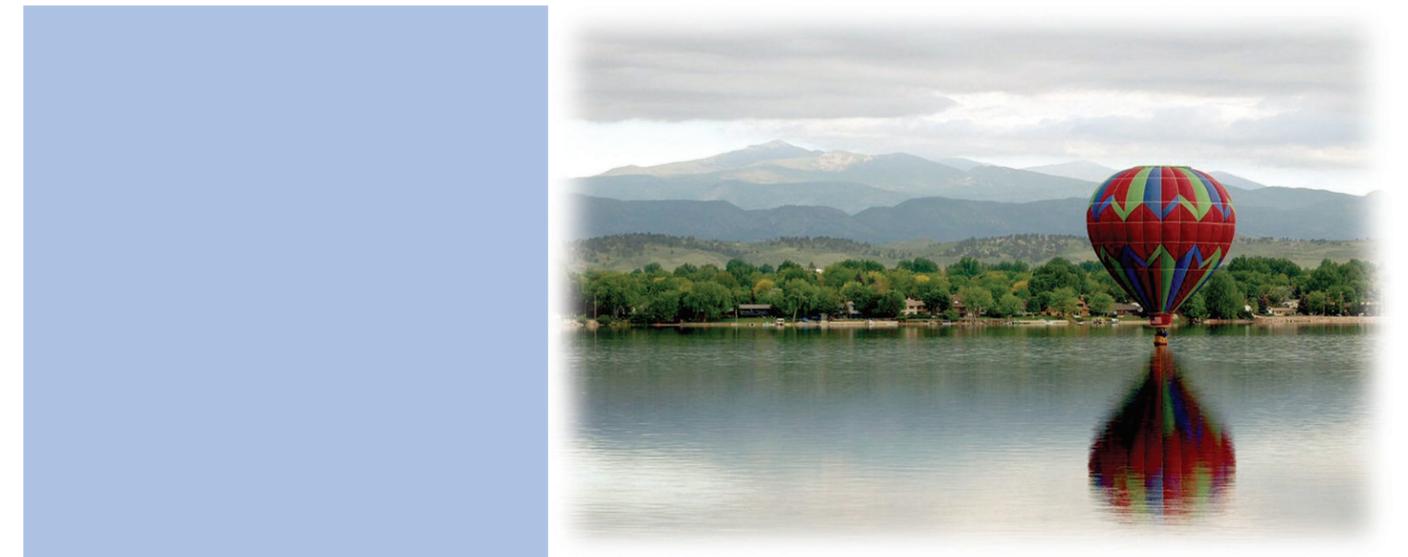
The Process

To be considered for this exceptional career opportunity please submit (email preferred) a cover letter of interest, resume, salary history and five work related references (references will not be contacted until mutual interest is established).

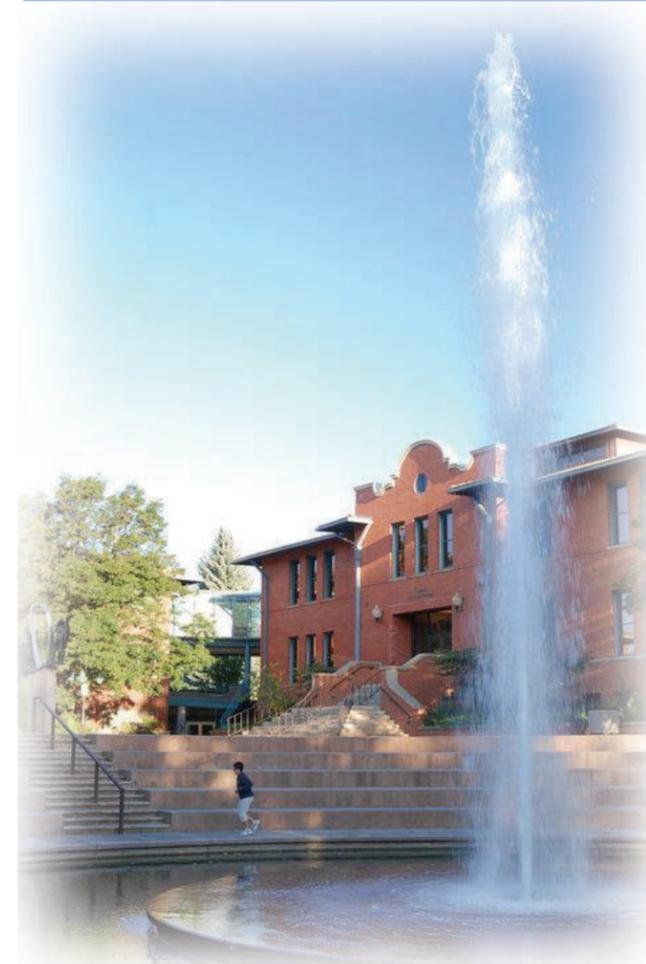
Bill Avery or Paul Kimura
Avery Associates
3½ N. Santa Cruz Ave., Suite A
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net

The final filing date for this position is August 4, 2014.

If you have any questions regarding this position, please feel free to contact Bill Avery or Paul Kimura at 408.399.4424.



The City of Loveland, CO



*invites your interest
for the position of*

City Attorney

The Community

Loveland is the jewel of Northern Colorado, possessing all the amenities of an urban population center, yet it's managed to maintain a small town charm with a friendly and welcoming atmosphere.

As one of the leading art communities in the country, Loveland received the Governor's Outstanding Arts Community Award in 2008, and is highly rated by articles in national publications. With the Rocky Mountains as a majestic backdrop, Benson Sculpture Garden is unique in that it provides 140 sculptures for viewing in one location. Art prevails throughout the entire community and can be enjoyed while shopping and dining in the downtown, or strolling along Lake Loveland's scenic shoreline. The second weekend in August is a must for art lovers as the City hosts the "Sculpture in the Park," "Loveland Sculpture Invitational" and "Art in the Park" for a three day event that brings artists and crafters from around the world to display and sell their works. Loveland is also thrilled to have many outstanding performing groups in dance, music, opera, and theatre with performances scheduled throughout the year.

Loveland provides many fine opportunities for recreation enthusiasts. Two world-class 18-hole golf courses, a nine-hole golf course and a SNAG course are available to the public. The Big Thompson River provides fabulous fly-fishing and Rocky Mountain National Park is a short drive through the scenic Big Thompson Canyon. There are more than 17 miles of biking paths that traverse along the Big Thompson River and through Boyd Lake State Park.

As a thriving community in Northern Colorado, the City of Loveland strives to provide a positive atmosphere where businesses can prosper. A talented and dedicated city staff works to provide outstanding service to the business community. From an educational perspective, the City is strategically located in the triangle between three major universities: Colorado State University, University of Colorado and the University of Northern Colorado. In addition, Front Range and Aims Community Colleges help to provide an outstanding post-secondary education. The Thompson School district is also a leader in the State in K-12 education.



City Government

The City of Loveland is a home-rule, council-manager form of government, with the Council comprised of a nine-member policy-making board, led by the Mayor, who is elected for a two-year term by the community at large. The Mayor has the same voting rights as all other Council members, is responsible for presiding over Council meetings and is recognized as the City government leader for all ceremonial purposes. The Council elects, by majority vote, a Mayor Pro Tem to serve the same term as the Mayor. The Mayor Pro Tem is expected



to perform responsibilities of the Mayor when he or she is absent or unable to perform their duties.

The full service City operation includes the following departments: Executive & Legal, City Clerk & Court Administration, Cultural Services, Development Services, Economic Development, Finance, Fire Rescue, Human Resources, Information Technology, Library, Parks & Recreation, Police, Public Works, and Water & Power. The Loveland Fire Rescue Authority provides fire services and the cities of Loveland and Ft. Collins jointly run the municipal airport.



The Position and Ideal Candidate

Appointed by and reporting directly to the City Council, the City Attorney serves as the City Council's chief legal advisor while supervising the City Attorney's office. This office serves as the legal adviser to the City of Loveland, representing the City Council, city boards and commissions and city staff in all legal matters. This includes: (1) providing legal opinions; (2) preparing and reviewing ordinances, contracts, resolutions and other legal documents; and (3) representing the City and its officials in judicial and administrative proceedings.

The City Attorney's Office is also charged with the prosecution of violations related to the City Charter and city ordinances through the Loveland Municipal Court. The mission of the Loveland City Attorney's Office is to provide high quality, prompt and cost-effective legal services to the City Council, city boards and commissions, and city staff by protecting the City's legal and financial interests, and by supporting the City's provision of municipal services. The staff of the City Attorney's Office is comprised of the City Attorney, four Assistant City Attorneys, and a Legal Assistant.

The ideal candidate will possess strong leadership skills, including the ability to manage, develop, mentor and motivate staff. The individual must be politically astute and have strong interpersonal, communication, and negotiation skills—all critical in this role, which involves heavy interaction pertaining to major development projects.

The position requires at least six years experience as a practicing attorney, preferably in a municipal entity. A JD degree from an accredited law school is required. It is preferred that the new City Attorney also have a broad background, including experience in both private and public sector and must have solid knowledge of Colorado law and its complexities.

