

Compensation and Benefits

The salary for City Attorney is dependent upon qualifications. The City also offers an attractive benefits package including:

- ◆ CalPERS retirement plan: The City does not participate in Social Security.
- ◆ Health, dental and vision: Plans for employee and dependents (90 percent of premium paid by City).
- ◆ Vacation: Accrual at the rate of two weeks per year up to the fourth year of service. Accrual rate increases thereafter based on service.
- ◆ Holidays: 13½ holidays annually - 9½ fixed holidays and 4 floating holidays.
- ◆ Administrative leave: Up to 80 hours annually.
- ◆ Sick leave: Accrual at the rate of 12 days annually; with 10-plus years, eligible sick leave transfers to Retiree Health Savings Plan on pre-tax basis upon retirement, remaining sick leave converts to service credit through CalPERS.
- ◆ Life Insurance: Equal to two times annual salary for employee and \$3,000 for each dependent.
- ◆ Long-term disability insurance.
- ◆ Deferred Compensation: 457 plan available for employee contribution.
- ◆ Supplemental insurance: AFLAC plans available at employee expense on a pre-tax basis.
- ◆ Credit Unions available.

For complete listing of employment and benefit policies please refer to the City of Redding website at www.ci.redding.ca.us/personnel/jobdescriptions.cfm.

The Process

If you are interested in pursuing this highly desired career opportunity, please submit (email preferred) a cover letter of interest, resume, salary history and contact information including email addresses for five work-related references (references will not be contacted until mutual interest is established) to:

Bill Avery or Ann Slate
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 March 6, 2015.

If you have any questions regarding this position, please feel free to contact Ann Slate at 805.459.5132 or Bill Avery at 408.399.4424.

An Equal Opportunity/Federal Affirmative Action Employer



The City of Redding



*invites your interest
for the position of*

**City
Attorney**

The Community

The City of Redding, a dynamic community with a population over 90,000, is located at the north end of the Sacramento Valley, 150 miles north of Sacramento. As the center of trade and commerce for the upstate region of northern California, Redding is the largest city north of Sacramento and is strategically located on Interstate 5 equidistant between Seattle and Los Angeles.

Redding has a superb climate with moderate springs and falls, sunny summers with low humidity, and mild winters. Warm weather signals the start of after-work and weekend trips to the local lakes, Shasta and Whiskeytown, as well as the Sacramento River. Snow decorates nearby Mt. Shasta and Mt. Lassen year round. Snow skiing, sledding and other winter sports are abundant within a short drive. A twenty-

eight mile trail along the Sacramento River, the Sundial Bridge, numerous community parks, a world class museum and arboretum complex, and continuous community events provide for a healthy environment in which to live and work. Redding is truly a fabulous location for those interested in an active outdoor lifestyle.

The community offers an impressive complement of housing in all areas and housing types: riverfront, mountain view, country acreage, and traditional subdivision. The median home price is well below the statewide average. Redding has excellent schools. Shasta Community College, Simpson University and National University provide advanced educational opportunities. Chico State University is located only 70 miles south of Redding, and offers extension courses in Redding. With veteran's medical services, two major hospitals, and a number of specialized hospitals, Redding offers big city medical facilities. In addition, a wide variety of cultural and community activities support a great quality of life in Redding.

The Organization

Established in 1887, Redding is a General Law city operating under a Council-Management form of government. Five council members, elected at large, serving staggered terms, appoint the City Manager and City Attorney. The City Clerk and City Treasurer are elected. Redding is proud of its excellent, supportive City Council and the dynamic and dedicated management team. The City Council, City Manager and city staff take pride in working in partnership

with an active and involved citizenry to continually improve the community within the framework of clearly articulated vision and mission.

The City of Redding is fortunate to have a top-quality workforce that includes nearly 750 full-time and more than 350 part-time employees. The City departments and functional areas within the organization which are supported by the City Attorney's Office include the City Clerk's Office, City Treasurer's Office, Community Services, Development Services, Electric, Finance, Fire, Personnel, Police, Public Works, Solid Waste, Airports, Redding Municipal Library, Successor Agency to the Redding Redevelopment Agency,



Redding Area Bus Authority and Support Services. Redding's financial footing is secure with a total budget of \$279 million and a General Fund budget of \$65.6 million. The General Fund provides most of the City's core services including public safety, street maintenance, parks, and recreation programming. Every fund has a long range plan.

The City Council meets the first and third Tuesdays of each month with the meetings lasting an average of 90 minutes. The Housing Authority and Transportation Authority meet once per month, with the average length of their meetings totaling 30 minutes.

The Position and Ideal Candidate

The City Attorney position offers an excellent opportunity for a professional to work in a community with a strong tax base, a stable political environment, and a collegial team-oriented atmosphere. In addition to the City Attorney, the City Attorney's staff includes two Assistant City Attorneys, and support staff. This vacancy is the result of a retirement of a long-standing, successful incumbent.

The City Attorney is expected to provide comprehensive legal guidance and advice to the City Council, other elected officials and to the City's Executive and Leadership Teams. Preparing legislations and legal documents, reviewing contracts and agreements, supporting staff in enforcing community standards and codes as well as handling risk management/liability claims and workers compensation claim administration are additional areas of responsibility. The City Attorney will be highly active and responsive to policy makers, setting the stage for transparency and government accountability to the public and residents of Redding. Redding values public engagement in city government and community planning.

The ideal candidate must be familiar with municipal government structure and operations and the relationships to other jurisdictions. As the city leader in legal matters, the City Attorney must be adept at understanding and interpreting state and federal laws and constitutional provisions affecting municipal operations and the city's Municipal Code. The ideal candidate must be a highly skilled communicator, in both speaking and writing effectively

and concisely. The new City Attorney will possess strong leadership and creativity skills with a demonstrated track record as a resourceful and capable legal professional. While establishing trust and credibility with current staff, the new leader is expected to create a positive working environment throughout the city.

The qualifications for this position include: Juris Doctorate Degree from an accredited law school; membership in the State Bar of California; 10 years of relevant experience in the practice of law; four years of municipal-law experience; and a valid driver's license. Public and private experience is preferred.

