

## **Compensation and Benefits**

The salary for this position is open and negotiable depending on qualifications (the current incumbent, who is retiring, is paid \$199,500 annually). The City of Tracy also provides a generous benefit package. Although negotiable, a summary of key benefits provided to the City's department heads is listed below.

- ◆ Health Benefits - Choice of Kaiser, Health Net HMO or PPO health insurance plans available with generous City contribution.
- ◆ Dental and Vision Plans - Choice of Delta Dental or Bright Now Dental plans available. VSP is available as a Vision plan.
- ◆ Life Insurance and Long Term Disability - Individual coverage fully paid by the City.
- ◆ Retirement Program - CalPERS (formula is dependent on hire date and member status in CalPERS) The City participates in Social Security for Misc. employees. Voluntary 457 Deferred Compensation programs available (ICMA-RC & VALIC).
- ◆ Paid Leave and Holidays - General vacation accrues at the rate of 120 hours per year the first year and progresses up to 240 hours per year at 21 years of service. Management leave is accrued at 120 hours per year. Maximum accumulation of vacation, management leave, and floating holidays shall be 750 hours. Sick leave is accrued at a rate of 96 hours per year with unlimited accrual. There are 13 paid holidays per year (includes 2 floating holidays).
- ◆ Management Benefit - \$960 annual allowance to be used at employee's discretion for job related expenses.
- ◆ Car allowance – Car allowance of \$500 per month.
- ◆ Dependent Care and Medical Spending Accounts - (IRS Section 125): Available to eligible employees on a voluntary basis.
- ◆ Additional Benefits - Employee Assistance Program, AFLAC, Employee Credit Union, Direct Deposit, and Tuition Reimbursement.

## **The Process**

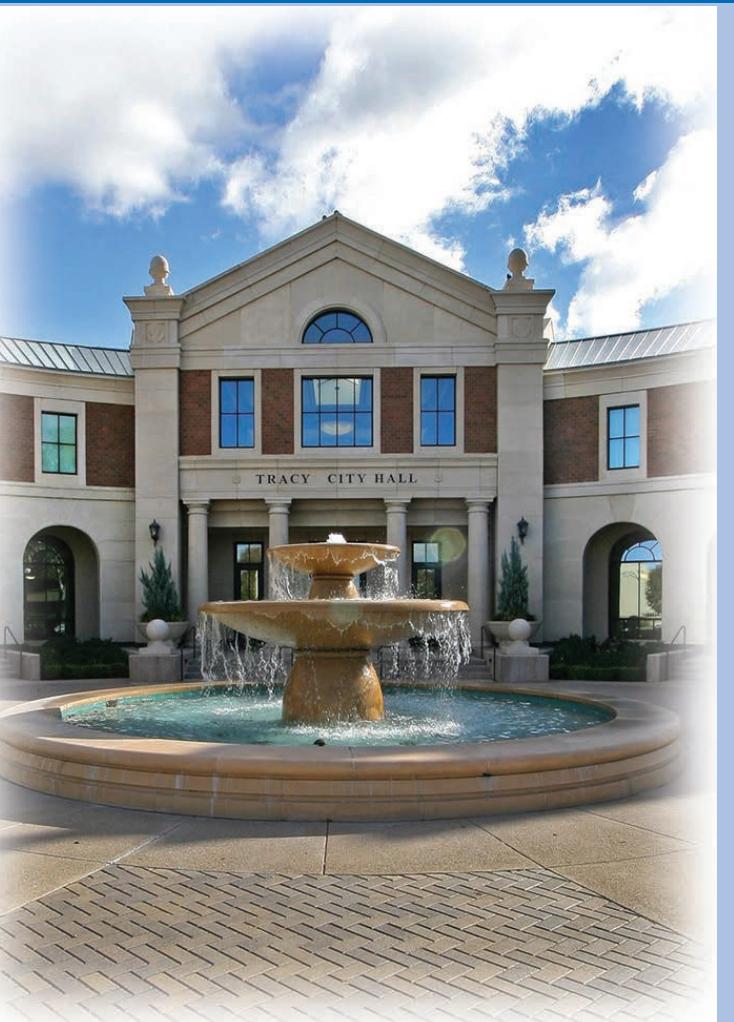
If you are interested in pursuing this highly desired career opportunity, please visit the Avery Associates Career Portal on our website at [www.averyassoc.net/current-searches/](http://www.averyassoc.net/current-searches/) to upload your letter of interest, resume, salary history and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place.)

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The final filing date: June 23, 2017

If you have any questions regarding this position, please contact Bill Avery at 408.399.4424 or [bill@averyassoc.net](mailto:bill@averyassoc.net) or Bill Lopez at 408.888.4099 or [wiliaml@averyassoc.net](mailto:wiliaml@averyassoc.net).



*invites your interest  
for the position of*

**City  
Attorney**

## The Community

With a population of over 85,000 residents, the City of Tracy lies at the intersection of its past and its future. Approximately one-hour drive from the cities of San Francisco, San Jose and Sacramento, Tracy is a gateway to the Bay area and at the center of a triangle formed by the convergence of three major California Interstate Freeways; 580, 205 and 5. Tracy's centralized location offers easy freeway access to the vast recreational resources of the Bay Delta, Yosemite National Park, Lake Tahoe and San Francisco Bay Area.

Tracy is a thriving industrial, commercial, and residential community based on well-planned growth and progress. Tracy's pro-business atmosphere is reflected in its large, diverse economic base that features a regional shopping mall, big-box retailers, hotels, restaurants, and other commercial and residential developments. Tracy's strategic location has made it an attractive location for many e-commerce retailers, including Amazon and Crate N' Barrel. The City is planning several economic development initiatives to attract manufacturing and R&D businesses that will support tech, green and sustainability-based industries. The City of Tracy has established itself as an important suburb to the San Francisco Bay Area region with its solid base of small businesses, national retailers and restaurants. With an ongoing commitment to providing high-quality, economical, responsive services to the local community, Tracy is well-positioned for future commercial, office and industrial development.

Residents take pride in their City, which is surrounded by farmlands, orchards, and ranches reminiscent of its agricultural past. This pride is reflected in Tracy's small town character, numerous beautiful parks and open spaces, wide tree-lined streets, attractive public landscaping, a low crime rate, quality schools and affordable housing. Although Tracy has grown considerably, it continues to be a family-oriented community, emphasizing education, recreation, and a high quality of life.

To learn more about the City of Tracy and the surrounding region, please visit the City's website at [www.ci.tracy.ca.us](http://www.ci.tracy.ca.us)

## City Government

The City of Tracy is a general law city with a City Manager form of government. The Mayor and City Council are elected at-large and appoint the City Manager and the City Attorney. The City Manager is the chief executive officer for the City and is accountable to the City Council.



and Code Enforcement), Parks & Recreation (which includes Transit with two airports and busses), Public Works, and Utilities (which supplies both water and sewer to the entire City).

The City has identified four targeted Strategic Priority Areas for the City: Economic Development, Public Safety, Governance, and Quality of Life. Additionally, the following core values provide the foundation for the organization: Customer Service, Honesty, Excellence, Respect, Innovation, Stewardship and Hospitality. These core values drive the implementation of targeted strategies for the City's operating departments that incorporate specific goals and associated performance measures.

## The Position and the Ideal Candidate

The City Attorney is appointed by and serves at the pleasure of the City Council, and is a vital part of the City's executive team. The City Attorney oversees an active, engaged and highly effective legal office that includes one Assistant City Attorney, one Deputy City Attorney and one Legal Secretary.

The City Attorney's Office performs the traditional legal functions of a general law city by prosecuting violations of the municipal code, initiating and defending litigation (often through outside counsel) and providing legal guidance, advice, and counsel to the City Council, City Manager, department heads, and the full range of City Boards and Commissions, including the Planning Commission regarding legal issues associated with a dynamic and progressive city. The City Attorney will maintain and strengthen the highly positive work relationships that currently exist within city operations, by developing and maintaining active lines of communication to inform and update internal clients on various legal issues.



In responding to the organizational needs in an honest, candid and straightforward manner, the City Attorney will engender a high level of trust and credibility. This will be reinforced through the ability to address sensitive and difficult legal issues in a confidential and objective manner and by providing alternative options towards achieving objectives beneficial to the City. Operationally and administratively, the City Attorney must provide cost-effective solutions in managing external services and legal contracts as well as ensuring that an efficient system of workflows and processes result in expedient turnaround for legal services.

The City Attorney is expected to provide creative, diplomatic and practical legal approaches to city operations. A participative management style with a collaborative, team oriented approach would be an ideal fit in this assignment. A high level of integrity and ethics along with a keen sense of political acumen, while operating in an apolitical fashion, are also critical attributes for this role.

Comprehensive knowledge of municipal law, familiarity with the City Attorney role and a collaborative problem solving style are critical aspects of this position. The new City Attorney must be especially adept in dealing in complex land use and environmental regulations. Preferred qualifications for this position are seven or more years of California experience in the practice of municipal law. Experience at the City Attorney or Assistant City Attorney level and/or experience managing a team of lawyers is also preferred. A Juris Doctor degree from an accredited law school with current membership in the California State Bar is required.