

Compensation and Benefits

The annual salary for this position is up to \$184,500 dependent upon qualifications. City Council will negotiate a mutually agreeable employment agreement with the selected candidate. Additionally, the City may assist in relocation and moving costs. The City also offers a comprehensive benefits package, which includes:

- ◆ Vacation: Initially 12 paid vacation days annually.
- ◆ Holidays: 12 holidays per year.
- ◆ Sick Leave : 12 days per year.
- ◆ Administrative Leave: 80 hours per year.
- ◆ Retirement: Participation in the Public Employees Retirement System. Classic member CalPERS 2% at 60 or 2% at 62 for new members.
- ◆ Health Care: The City offers a generous cafeteria plan provided for medical and prescription, dental/orthodontic, vision, chiropractic, long-term disability. City contributes majority of employee and dependent costs.
- ◆ Life Insurance: The City provides term life insurance coverage in the maximum amount of \$50,000.
- ◆ Deferred Compensation: A 457 deferred compensation program through ICMA is available at the employee's option.
- ◆ Additional Benefits: Monthly vehicle allowance, Employees' Credit Union Membership, Employee Assistance Program, Wellness Program, Flexible Spending Account, Vacation Loan Program.



The Process

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

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

The final filing date for this recruitment is April 13, 2018.

If you have any questions or wish to further explore this opportunity, please contact Bill Avery at 408.399.4424 or bill@averyassoc.net or Bill Lopez 408.888.4099 or at williaml@averyassoc.net.



The City of Merced



*invites your interest
for the position of*

City Attorney

The Community

Merced is a dynamic community of about 84,464 people, with friendly small town living in a mid-size city. The University of California Merced campus, opened in 2005, provides new educational and economic opportunity, adding to the already-established growth of the region. Merced's population is youthful and diverse.

Located in the heart of California's agricultural Central Valley, Merced is the region's hub for education, culture, and business. The community offers abundant shopping, pleasant neighborhoods and tree-lined streets. Bicycle paths along creeks link major City parks. Even with recent increases in prices, Merced's housing remains affordable compared to many other California locations. Merced's revitalized downtown is emerging as the entertainment center of the area. Annual events and festivals bring regional and even national recognition.



Merced's Valley location southeast of San Francisco provides easy access to the central California coast, Sierra Nevada mountains and national parks, and major cities. Merced has historically been the "Gateway to Yosemite", and residents also enjoy short drives to skiing, beaches, fishing, and other outdoor attractions.

City Government

Merced was incorporated in 1889 and operates as a Charter City under the Council-Manager form of government. Based on a 2014 election, the City has a six-member City Council serving by district with four year terms and an elected at-large Mayor.

The City has a 2017-2018 all funds budget of over \$218 million, including a general fund of over \$41 million. The City Departments include: Airport, Building and Inspection Services, City Attorney, City Budget, City Clerk, City Manager, Code Enforcement, Development Services, Economic Development, Engineering, Finance, Fire, Geographic Information Studies, Housing, Information Technology, Insurance, Media, Parks & Community Services, Personnel, Planning, Police and Public Works.

The Position and the Ideal Candidate

The City Attorney is appointed by the City Council and acts as legal advisor and counsel for legal issues involving City matters. The City Attorney represents the City Council, City Manager, City administrative staff and others as required to represent the City in litigation and to direct the City's legal service. The City Attorney's office provides expert legal advice



and advocacy to and on behalf of the City Council, the Public Financing Authority, their committees and commissions, as well as to the City Manager and all city departments, so that policies are established and programs administered within the law.

The local area is currently experiencing a very strong economic rebound that is expected to continue over the years to come. Due to the strong economy, land use and development issues are at the forefront and new City Attorney will need to have a seasoned background handling the nuances of those issues. Additionally, the City Attorney will need to continue to work cooperatively with the University of California, Merced, which recently began implementing a new long-term project that will provide a \$1.3 billion investment in the campus and the community as well as construction of their new Downtown Center. Lastly, the City will be seeing two massive transportation projects, with the Altamont Commuter Express (ACE) train from San Jose to Merced and the High Speed Rail Project scheduled for construction.

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. Additionally, the individual must be committed to Merced and be committed to building a strong team culture to help push the City forward. The new City Attorney will have the opportunity to hire for a vacant Deputy City Attorney.

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 in this assignment.



The City Manager and City Attorney will work as partners in accomplishing the City Council's goals. 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 CEQA related issues. 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.

