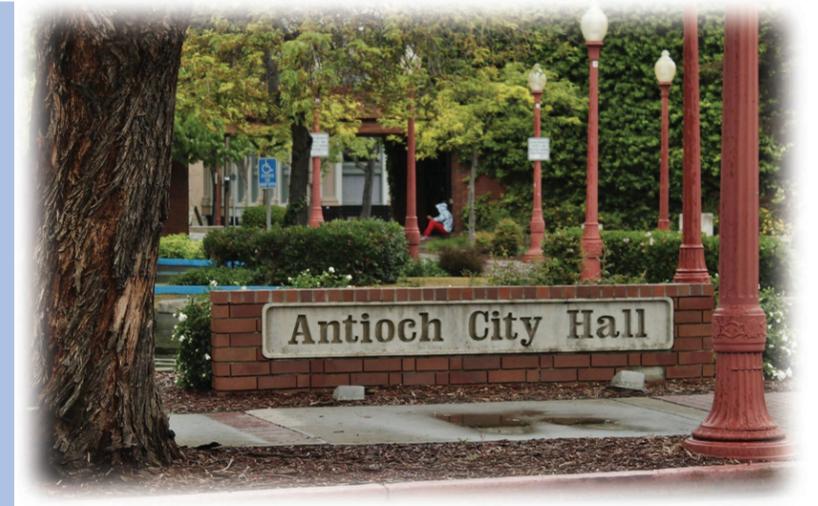


Compensation and Benefits

The salary for this position is open and negotiable, commensurate with qualifications. In addition to base salary, the City of Antioch offers an excellent benefit package including CalPERS (2.7% @ 55 for classic members and 2% @ 62 for new members). The City Council will negotiate a compensation package with the selected candidate.



The City of Antioch

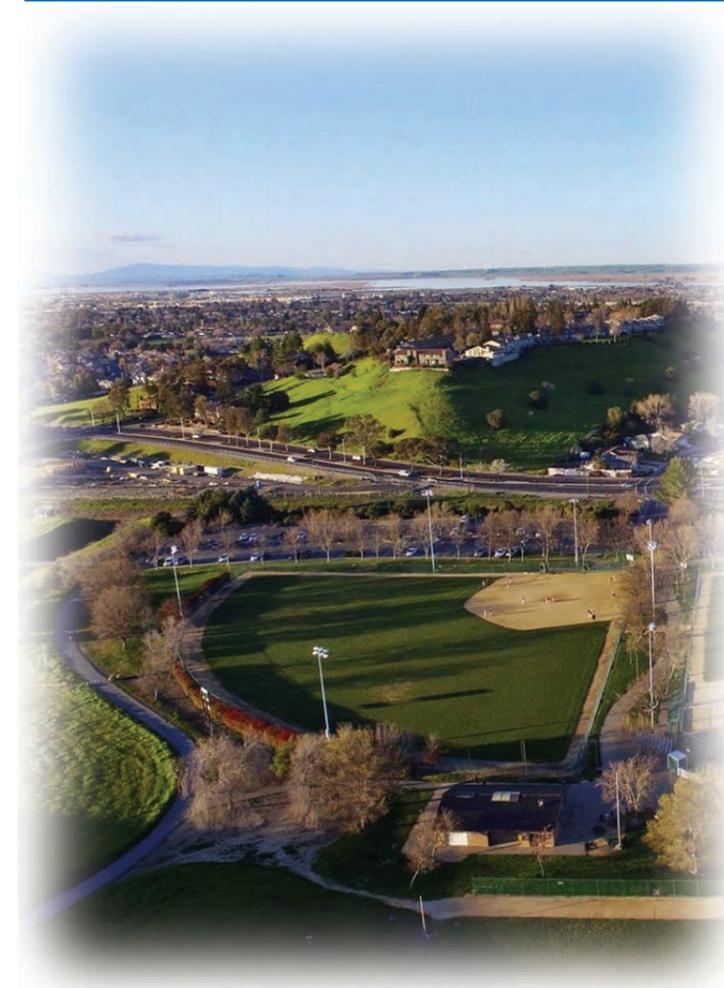
The Process

To pursue this 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).

Paul Kimura or Ren Nosky
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 October 26, 2018.

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424 or by email: paulk@averyassoc.net or Ren Nosky at 408.605.6338 or email: renn@averyassoc.net.



*invites your interest
for the position of*

**City
Attorney**

The Community

Antioch is one of California's oldest cities, with a growing population of professionals and skilled workers. Ideally located on the banks of the San Joaquin River, the City of Antioch has plentiful recreational features and cultural facilities of Northern California, particularly linking the San Francisco/East Bay region to Sacramento and the Central Valley. With a population of over 114,000 residents and growing, the City of Antioch is the second largest city in Contra Costa County.



Families with dreams of home ownership come to Antioch for its stunning neighborhoods, parks, and natural beauty. Land remains plentiful and affordable, compared with other parts of the Bay Area. Antioch is one of the few Bay Area communities that offer affordable housing.

The pace of development in Antioch has spurred activity for the healthcare industry, financial and insurance institutions, contractors, and other types of businesses. Increased development has created increased employment in schools, hospitals and other local service sectors.

There's always something to do in Antioch; like the County Fair, playing a round of golf, or roaring down slides at the Prewett Family Water Park. There really is something for everyone who lives, works and plays in Antioch! Antioch is: A COMMUNITY that is proud of its heritage; A COMMUNITY that provides an opportunity to live, learn, work, worship and play in a safe, stimulating and diverse community; A COMMUNITY that is a responsible steward of its economic and natural resources; A COMMUNITY that recognizes its responsibility to the large Delta Region, and will be a pro-active advocate and a leader in promoting regional cooperation.

The City Organization

The City of Antioch incorporated in February 1872 as a general law city and operates under a Council-Manager form of government. Policymaking and legislative authority is vested in a five-member City Council consisting of a Mayor and four Council Members. The four Council Members are elected to four-year overlapping terms. The Mayor is directly elected to a four-year term. The City Council's main duties include passing ordinances, adopting the budget, appointing committees, and hiring both the City Manager and City Attorney.

The Position

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'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. 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. The individual will be expected to have a well-rounded legal skill set, but a key area of focus will be on land use issues, especially with the new BART station and the continued growth in the community. Additionally, previous experience working on cannabis related issues will be of importance as well over the next five years. 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 Ideal Candidate

The City Attorney is expected to provide creative, diplomatic and practical legal approaches to city operations. The individual is expected to present themselves with confidence and gravitas to be a source of sound legal counsel. The City is not risk averse and is looking for an assertive attorney to "push the envelope" in pursuing creative approaches to protect the City. 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 cannabis regulations. Preferred qualifications for this position are five 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.

