

## Compensation and Benefits

The City of Santa Rosa offers a highly competitive compensation and benefits package. The current salary range for this at will position is \$156,070 - \$195,014 annually. The excellent management benefits package includes:

- ◆ Retirement: CalPERS with a 2.5% @ 55 formula (single highest year) for "Classic" PERS participants. Employee pays 9.5% employee contribution. New participants to PERS are eligible for 2% @ 62 formula with provisions consistent with the California Pension Reform Act of 2013 with the employee paying 7.75% employee contribution.
- ◆ Health Plan: The City provides a choice of three plans (Kaiser, Anthem Blue Cross EPO, and Anthem Blue Cross PPO) and contributes between 80% and 87.5% of the monthly premium for employee and dependents.
- ◆ Dental & Vision Insurance: The City provides and contributes the monthly premium for Delta Dental PPO and VSP vision plans for employee and dependents.
- ◆ Vacation: 80 hours of accrual annually for one to four years of service. Additional days are earned with additional years of service.
- ◆ Holidays: The City observes 10 paid holidays annually, plus 2 to 3 "floating" holidays per year depending on years of service.
- ◆ Administrative Leave: Up to 80 hours annually.
- ◆ Sick Leave: Accrued at the rate of 8 hours per month with service credit for unused sick leave.
- ◆ Short Term Disability: The City provides Short Term Disability insurance at 55% of weekly earnings up to \$1,500 with a benefit waiting period of 7 days and a maximum benefit period of 8 weeks.
- ◆ Long Term Disability: The City provides Long Term Disability at 60% of monthly income up to \$6,000 with a benefit waiting period of 60 days.
- ◆ Life Insurance: The City provides Life Insurance at \$50,000 with the option to purchase up to \$200,000.
- ◆ Deferred Compensation: Employees can choose to contribute towards a 457 Deferred Compensation Plan.



For additional information on the City of Santa Rosa, visit its website at [www.srcity.org](http://www.srcity.org).

## The Process

To be considered for this exceptional 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, and contact information, including email addresses for five work-related references (who will not be called until after an interview takes place).

Bill Avery or Bill Lopez  
Avery Associates  
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Los Gatos, CA 95030  
E-mail: [jobs@averyassoc.net](mailto:jobs@averyassoc.net)

The final filing date for this position is May 17, 2019.

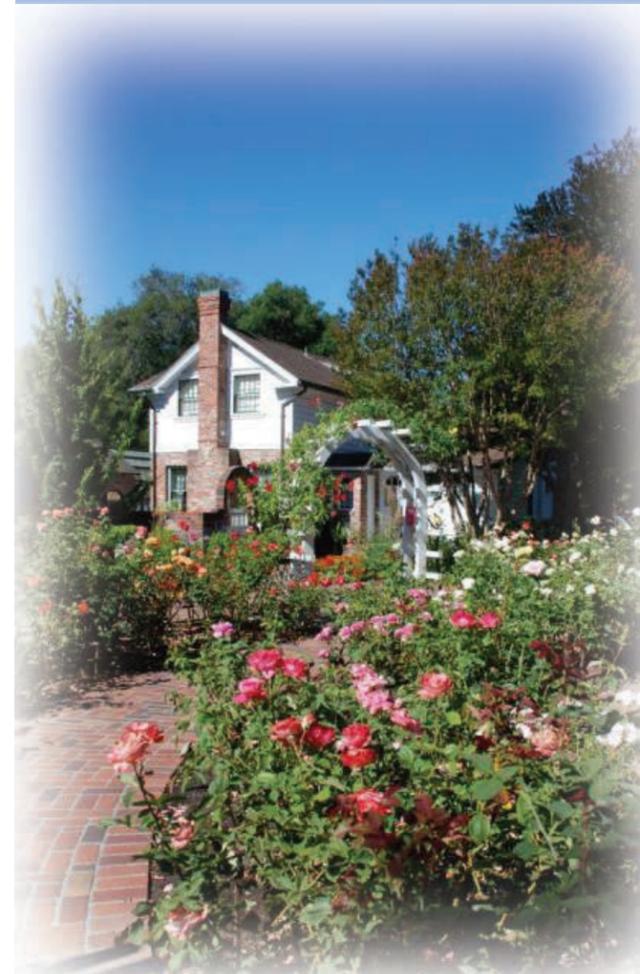
If you have any questions or wish to further explore this opportunity, please contact Bill Avery at 408.399.4424 or [bill@averyassoc.net](mailto:bill@averyassoc.net) or Bill Lopez at 408.888.4099 or [williaml@averyassoc.net](mailto:williaml@averyassoc.net).



# The City of Santa Rosa

*invites your interest  
for the position of*

**Chief  
Assistant  
City Attorney**



## The Community

The City of Santa Rosa is located just 55 miles north of San Francisco and 30 miles east of the Pacific Ocean with a population of over 186,000. Santa Rosa is the seat of Sonoma County and the center of trade, government, commerce and medical facilities for the North Bay. The surrounding area is home to over four hundred wineries and vineyards, many beautiful parks and recreational facilities, including 16 golf courses, and the spectacular Northern California coastline.



Santa Rosa is in the center of a nationally recognized cycling area. It boasts many attractions associated with large cities, including a symphony, performing arts center, theater productions and internationally-recognized restaurants, yet still retains the warmth and small town feel of decades past. Santa Rosa has been named one of the 50 greenest cities in the United States with one of the top five mid-sized downtowns in California.

## City Government and the City Attorney's Office



Santa Rosa is a charter city and operates under a Council-Manager form of government. The City Council is comprised of seven members, and is in the process of converting to district elections. The City Council selects the Mayor from among its members to serve a two-year term. The City Council appoints the City Manager and City Attorney.

The City's Fiscal Year 18/19 Operating and Capital Budget is \$447.8 million, with approximately 1,500 regular and temporary employees. As a full-service city, Santa Rosa has the following departments: City Attorney, City Clerk, City Manager, Community Engagement, Finance, Fire, Housing and Community Services, Human Resources, Information Technology, Planning and Economic Development, Police, Recreation and Parks, Transportation and Public Works, and Water.

The City Attorney serves as the chief legal advisor on matters affecting the City of Santa Rosa. The Office's highly-skilled team of 8 attorneys and 7 legal support staff provide a full range of municipal legal services. The City Attorney's Office provides advice and support to the City Council, the Planning Commission, the Board of Public Utilities, the Housing Authority and other City Boards and Commissions. The Office also represents and defends the

City in all litigation and claims and provides legal guidance to all City departments on key policies, programs and initiatives.

## The Position

The Chief Assistant City Attorney is a newly created management position. The Chief Assistant will assist the City Attorney in the oversight of the Office, will have primary responsibility to act for the City Attorney in her absence, and will provide professional legal services to the City Council and to all City departments. It is anticipated that the Chief Assistant will be engaged in sophisticated policy and transactional matters, will provide direction and counsel on sensitive labor and employment issues, and will represent the City in administrative and judicial proceedings.



## The Ideal Candidate

The ideal Chief Assistant City Attorney will be an experienced public entity lawyer with strong management and leadership capabilities. The Chief Assistant City Attorney will have a high degree of legal knowledge and the necessary strategic acumen to provide appropriate guidance on the vast array of municipal legal matters. Specific areas of desired expertise are labor relations and employment issues, housing or economic development, and general municipal law.

The desired individual will be an effective communicator, who is able to thrive in a fast-paced environment. An ability to creatively and collaboratively solve problems as well as act as an effective advisor on complex matters will be of high importance to this role. The Chief Assistant will also need to be polished in both written and oral communications and be able to explain the complex nuances of the law clearly and succinctly. Lastly, he or she must be able to build strong relationships within City Hall, with the City Council and with the public and must be able to establish a reputation of credibility and trust in a highly collaborative role.

Examples of preferred qualifications for this position would be seven or more years of experience performing duties similar to an Assistant City Attorney, five of which were with or in support of a public agency. A Juris Doctor degree from an accredited law school with current membership in the California State Bar is required as well as an ability to gain admission to practice in Federal court for the United States District Court for the Northern District of California.

