

Compensation and Benefits

Valley Water offers a competitive salary and benefits package. The salary range for this position is between \$197,932 and \$247,936 depending on qualifications. The benefits package includes:

- ◆ Retirement: CalPERS – Benefit based on CalPERS membership status at time of hire: Classic CalPERS Members: 2.0% @ 60, with final compensation of highest 36 consecutive months; Employee pays 7% of employee share and 3% of employer share for a total of 10% for FY 2019-20. New CalPERS Members: 2% @ 62, with final compensation of highest consecutive months; Employee pays 6.75% of employee share and 1% of the employer share for a total of 7.75% for FY 2019-20.
- ◆ Medical/Dental/Vision: Paid by Valley Water for employees and eligible dependents.
- ◆ Vacation: New employees receive 224 hours (28 days/year) awarded at the start of the fiscal year. New hires receive prorated vacation based on date of hire.
- ◆ Holidays: 12 paid holidays.
- ◆ Sick Leave: Sick leave is accrued at the rate of 1 day per month (96 hours per year).
- ◆ Personal/Executive Leave: 24 hours of executive leave and 32 hours of prorated personal leave.
- ◆ Life Insurance: \$100,000—Valley Water paid.
- ◆ Deferred Compensation Plan: Voluntary program with \$8,000 annual matching.
- ◆ Disability: Valley Water pays premium.
- ◆ Retirement Medical: Medical coverage is provided for retired employees with 15 years of continuous services with Valley Water.
- ◆ Other Benefits: Professional development, and tuition reimbursement.



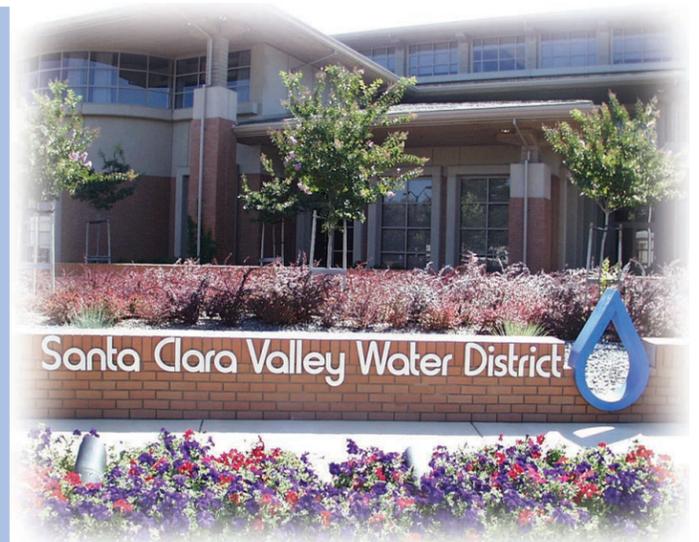
The Process

To be considered for this exceptional career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ 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 a preliminary interview takes place).

Paul Kimura 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 position is: October 11, 2019.

If you have any questions regarding this position please contact Paul Kimura at 408.399.4424 or paulk@averyassoc.net or Bill Lopez at 408.888.4099 or williaml@averyassoc.net.



Santa Clara Valley Water District

*invites your interest
for the position of*

Assistant District Counsel



The Santa Clara Valley Water District (Valley Water)

The Santa Clara Valley Water District (Valley Water), headquartered in San Jose, California is the primary water resources agency for Santa Clara County, California. Its core business is to provide residents with a clean and reliable supply of water and protection from flooding. Valley Water encompasses all of the county's 1,300 square miles and serves the area's 15 cities, nearly 1.8 million residents, and more than 200,000 commuters.



The mission of Valley Water is to provide a healthy, safe, and enhanced quality of living in Santa Clara County through watershed stewardship and comprehensive management of water resources in a practical cost-effective, and environmentally sensitive manner. A seven-member Board of Directors governs Valley Water, which operates with a workforce of 837 authorized FTE and an overall budget of \$529 million.

Valley Water is an ethnically diverse, family friendly organization with employees who are committed to public service and work collaboratively with other agencies in all levels of government, community-based organizations, and neighborhood organizations in carrying out the mission of Valley Water.

Office of the District Counsel

The Board appoints a District Counsel who serves as the Agency's general counsel. The District Counsel manages a legal department that currently includes three Senior Assistant District Counsel, three Assistant District Counsel, a Legal Analyst (paralegal), Executive Assistant, and Administrative Assistant.

The District Counsel's Office provides or manages all of Valley Water's legal services needs. Due to its cyclical nature,



trial and appellate litigation matters are usually handled by outside counsel with Valley Water oversight. However, matters before federal and state administrative agencies are usually assigned to internal counsel that has primary responsibility of the subject matter at dispute. Legal practice areas include: labor and employment; government regulations; public law (Brown Act, Public Records, Ethics); water rights; board governance; environmental, health and safety; public works construction and contracts; public procurement; commercial transactions; investment and debt financing; real estate; contracts; government and tort claims; and administrative law practice.

The Position and Ideal Candidate

The Assistant District Counsel functions as one of three assistant counsels reporting to the District Counsel with partial supervision from a Senior Assistant District Counsel. The role provides legal counsel over a wide range of issues spanning environmental, water, public law, administrative and interagency matters. The Assistant District Counsel will be expected to assist in the drafting and review of legal documents and reports in addition to reviewing proposed state and federal legislation. The ideal candidate will be a team oriented, collaborative and well-rounded legal generalist with a strong work ethic who thrives on carrying a high profile, demanding and multidimensional workload.



Valley Water's dual role as both a water utility and a flood control enterprise provides a wide array of interesting and critical priorities and projects for the District Counsel's office. Key Valley Water initiatives and focus areas include expansion of the existing water supply through construction of a new reservoir; expanding capacity of purified water production, the Anderson Dam Seismic Retrofit, the Pacheco Pass Reservoir Expansion Project, South Bay Salt Ponds Restoration Partnership, the Upper Llagas Creek Flood Protection Project, the Fisheries and the Aquatic Habitat Collaborative Effort. The scale and scope of these major projects requires major legal considerations in the areas of land use, environment, government regulations, real estate/land acquisition, and capitol project construction. Broader strategic efforts relate to the Governor's State Water Project and the major issue of Sea Level Rise, which will continue to impact the Bay Area for years to come.

Critical to this role will be the ability to acquire and develop legal expertise within various topical areas related to the water industry, the myriad of ongoing projects, and an ability and passion to contribute in an active, fast paced, and complex legal environment. The demands and expectations of this role will require a commitment to public service, a passion for the mission of the agency and a tremendous work ethic. An energetic, proactive, self-initiating, multitasker will be a perfect fit for this assignment.



While the desire is to find a water/water law expert for this role, absent that expertise, applicants must possess a strong knowledge in at least two of the following areas: environmental law (CEQA, NEPA), environmental regulatory law, real estate, government/public law, or public contracting. The successful candidate will have a background of at least four years experience within environmental law or public law. A Bachelor's and Juris Doctorate degree from accredited colleges or universities and current membership (in good standing) of the California State Bar are required.