

Compensation and Benefits

The City of Oxnard offers a comprehensive and competitive compensation and benefits package. The salary for this position is up to \$220,000 annually DOQ. The attractive benefits package includes:

- ◆ CalPERS Retirement Plan – New members 2% @ 62 as defined under PEPPRA; classic members 2% @ 55. The City participates in Medicare but not in Social Security.
- ◆ Deferred Compensation: City will contribute 3% of base salary.
- ◆ Annual Leave – Currently under review and negotiable.
- ◆ Holidays – City observes 10 holidays each year.
- ◆ Medical and Dental Insurance – City provides \$647 per month to use towards medical premiums and \$66.79 for dental premiums or to use as taxable income if employee provides proof of other coverage. Retiree medical insurance coverage is provided through PEMCHA with the City making the minimum contribution.
- ◆ Life Insurance – The City provides life insurance in an amount equal to one times annual earnings plus \$5,000. Additional coverage for the employee and dependents is available at group rates.
- ◆ Long Term Disability – The City provides coverage at no cost to the employee.
- ◆ Wellness Program – The City provides \$500 per fiscal year for reimbursement of medical exams, health club membership, or fitness equipment.



The benefits listed are under review and may be revised consistent with market standards.

The Process

If you are interested in pursuing this unique and exceptional career opportunity, please submit (email preferred) a cover letter of interest, resume, salary history and contact information including email addresses for five work-related references (references will not be contacted until mutual interest is established) to:

Bill Avery or Ann Slate
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 May 15, 2015.

If you have any questions regarding this position, please feel free to contact Ann Slate at 805.459.5132 or Bill Avery at 408.399.4424.

The City of Oxnard is an Equal Opportunity Employer and welcomes applications from all qualified applicants. Additional information about the City of Oxnard can be obtained on the City's website at: www.ci.oxnard.ca.us.



The City of Oxnard



*invites your interest
for the position of*

**City
Attorney**

The City of Oxnard

Located on the beautiful Southern California coast, the City of Oxnard is the largest and most populous city in the County of Ventura with over 200,000 residents. Nestled about 60 miles northwest of Los Angeles and 35 miles south of Santa Barbara, Oxnard prides itself on its rich diversity and culture. Although agriculture remains a major industry, Oxnard enjoys an expanding economy based on a healthy combination of agriculture, commercial and manufacturing development, tourism, and the U.S. Navy.



Oxnard's 2030 General Plan strikes a balance between the beauty of the City's agricultural heritage, while continuing to accommodate dynamic changes. Residents enjoy an unsurpassed quality of life enhanced by the clean air of this coastal community, the charm and solitude of the nearby Los Padres National Forest, and the cultural and educational amenities of a vibrant urban setting. This very diverse community includes acres of new housing. Local assets include two thriving military bases, a full service deepwater port, master planned industrial parks, prime commercial and retail sites, a regional medical center and hospital and flourishing community college. In addition, there are golf courses, marinas and wonderfully landscaped streets. There is a small town atmosphere in this seaside city where fields of strawberries flourish along many roads, and the Mediterranean climate is unexcelled. It is an ideal coastal community.

The population has grown significantly in the last fifty years providing many challenges to local government and residents. Oxnard continually offers many opportunities for its enterprising and forward-thinking business community. As Oxnard has evolved through all these changes, it has worked hard to maintain a "business friendly" atmosphere.

This city by the Pacific Ocean is an ideal place to raise a family, where Oxnard residents enjoy a spirit of community pride. With its attractive residential areas located among tree-lined streets, parks and beaches Oxnard provides a wide variety of housing choices. An ideal location with white sandy beaches, oceanfront recreation and outdoor adventures, award winning festivals and friendly neighborhoods, Oxnard offers an exceptional quality of life.

City Government and the Office of the City Attorney

Oxnard is the only full-service city in Ventura County. Incorporated as a general law city in 1903, Oxnard operates under the council-manager form of government. The City Council consists of an elected Mayor holding a two-year term and four council members elected at large for four-year overlapping terms. Also directly elected are the City Clerk and City Treasurer. The City Council acts as the Community Development Commission (successor Redevelopment Agency) and, supplemented by two tenant commissioners, as the Housing Authority. The City Council is advised by several citizen commissions and committees.



The City Council appoints the City Manager and City Attorney. The City Manager is responsible for assisting the City Council in its policy-making role, providing information

and advice, implementing policy, and managing approved services. Oxnard has a current total all-funds budget of over \$358 million and employs just over 1,200 full-time equivalent employees.

The City Attorney provides effective legal representation to the City Council; the Community Development Commission; city boards, commissions and committees; and operational departments in general municipal, public liability and workers' compensation claims and litigation, land-use/development and related administrative matters. The position is charged with providing quality legal advice to city officials, prosecuting violations of City Code, preparing various agreements, ordinances and resolutions, ensuring compliance with zoning requirements, and protecting the public treasury. In addition, this office has established and implemented a highly successful debt collection process.

The City Attorney is appointed by and serves at the pleasure of the City Council and is tasked with providing exceptional counsel, solid recommendations and creative options that will create a strong relationship with the Mayor, Council, the City's Executive Team, and with officials from other governmental entities. The office structure includes nine dedicated employees that include attorneys and support staff, with a budget in excess of \$2.0 million.

The Ideal Candidate

The new City Attorney must be able to think on his/her feet and provide accurate and straightforward legal advice in a politically charged and dynamic environment. A solid understanding of the Brown Act and public records statutes will be imperative for a successful candidate. A relationship builder and someone who can quickly develop and maintain active lines of communication, the successful candidate will be required to keep the Council, the city management team and staff informed and updated on various legal issues. Experience in overseeing and directing the activities of outside legal counsel will be important. The ideal candidate will possess strong administrative skills that will ensure the office of the City Attorney can address the multi-faceted legal needs of the City.

In addition, the ideal City Attorney should possess characteristics that will be critical for success:

- ◆ Independent thinker and unwavering under political pressure
- ◆ Political Savvy
- ◆ Unquestioned Integrity and Objectivity
- ◆ Skilled in Personnel and Financial Management
- ◆ Sensitivity to the Community's Diversity
- ◆ Self-Confidence
- ◆ Comprehensive Knowledge of Municipal Law
- ◆ A true public servant dedicated to the well being of the City



A Juris Doctor degree from an accredited law school with current membership in the California State Bar and 10 years of experience in the general practice of public law with at least four years of experience as an administrator is required.

Contract City Attorney Proposals

Oxnard is also interested in receiving proposals from law firms that would be interested in serving as the City's legal counsel on a contract basis. Please provide a description of your firm and list relevant information about capabilities, size, range of services and years of experience. The specific qualifications of the individual who would represent the City on a day-to-day basis including time on site should be provided as well as a list of past and present clients for whom similar work has been performed. Include a fee and retainer schedule as well.