



CITY OF

Richmond CALIFORNIA



The City of Richmond

invites your interest for the position of

CITY ATTORNEY

The Community

The City of Richmond is a richly diverse and dynamic community with a population of 110,000, enjoying 32 miles of shoreline on the east shore of San Francisco Bay. Home to one of the most diverse populations in the Bay Area, the city has substantial economic resources based on its affordability, central location in the Bay Area, and access to multimodal water, rail, transit, bus, and freeway transportation. Incorporated in 1905, the city is situated five miles north of Berkeley, and seven miles from downtown San Francisco. In WWII, Richmond had the largest and most productive shipyards in the world, proudly celebrated today by the Rosie the Riveter WWII Home Front National Historical Park.

Richmond's climate is slightly warmer than coastal areas bordering the San Francisco Bay but is more temperate than the regions further inland. With more miles of Bay shoreline and more miles of San Francisco Bay Trail than any other Bay Area city, residents have many ways to enjoy the great weather and enchanting waterfront. From the Bay Trail and dog-friendly parks to beaches and watersports, museums, golf, art centers, cultural performances, antique shops, ethnic foods, music, and restaurants, Richmond has something for everyone. Its favorable location, diverse population, landscape of opportunity, plentiful outdoor activities, rich cultural and historic resources including several National Register historic districts, and notable centers for the visual and performing arts combine to make Richmond a warm and welcoming city for homebuyers, employers, and visitors.

City Government

The City of Richmond is a full-service city, operating under the Council-Manager form of government, with a seven-member City Council. The City Attorney, City Manager, City Clerk, and the Citizens Police Review Commission Investigative



Officer report to the City Council with all other department heads reporting to the City Manager. The City of Richmond provides a full range of municipal services, including police and fire protection; construction and maintenance of streets and infrastructure; library services; stormwater and municipal sewer systems; and the administration of recreational activities and cultural events.

The city also operates the Richmond Memorial Convention Center and the Port of Richmond. The General Fund budget for FY2021-22 is approximately \$188.5 million with an annual operating budget of \$362.8 million and includes over 704 FTEs. To learn more, visit the City's website at www.ci.richmond.ca.us.



The City Attorney's office is comprised of a staff of 10 including the City Attorney, one Chief Assistant City Attorney, two Senior Assistant City Attorneys, three Assistant City Attorneys, and three administrative/support staff.

The Position and Ideal Candidate

The diverse, and complex nature of the various legal considerations within the City of Richmond will provide the new City Attorney a tremendous professional opportunity to experience a once in a career contribution as a legal professional at the local government level. In reporting to and working closely with the City Council and city staff, the City Attorney will help address several unusual and sometimes high-profile matters in the areas of land use & development, environment, police reform, civil litigation, homelessness, and other key areas within the municipal legal environment.

The key priorities associated with this role include two major and long-term development projects; Point Molate and Campus Bay. Both projects have long, contentious histories filled with litigation and divergent preferences. The desire is to creatively and legally resolve the numerous interests and differences associated with the two projects. Concurrent with development issues is a focus on environmental considerations as climate change and sea level rise are a significant area of concern. A related complicating issue is the presence of the Chevron Oil refinery, as the City's major employer and revenue generator. Like many other communities, the cost of housing, presence of large numbers of unsheltered persons, infrastructure needs, and crime continue to be challenges. Housing concerns exacerbated by the pandemic, also continues to be an issue. Within the law enforcement area, there is an ongoing initiative to reimagine public safety. The city also experiences a high level of litigation and there is a need to identify and resolve the root issues causing those concerns.



The new City Attorney will have an opportunity to evaluate the current level and nature of contracted legal services. This may require a higher level of transparency related to the need and usage of legal contractors along with a greater focus on budget tradeoffs associated with those services. There may also be a need to review internal policies and procedures, as the recent environment of remote work schedules may be adversely impacting internal communications.

The ideal candidate for this position is an experienced legal generalist, who is a consummate problem solver that operates with unquestioned ethics and integrity. He/she must relate to and have compassion and sensitivity for constituent

issues such as environmental concerns, homelessness, social justice, and human rights. Expertise in land use and development, contract negotiations & administration are essential to this role, as is the ability to work effectively and diplomatically with policy makers, city staff and the community. Administratively, skills in both personnel and financial management will ensure the office of the City Attorney can address the multi-faceted legal needs of the City. A proactive, results based, and innovative thinker will have an opportunity to heavily impact the ongoing success of Richmond.

This position requires at least three or more years of California experience in the practice of public/municipal law. A Juris Doctor degree from an accredited law school with current membership in the California State Bar is also required. Experience at the City Attorney or Assistant City Attorney level and/or experience managing a team of lawyers is also preferred.

Compensation and Benefits

The City of Richmond offers a highly competitive compensation and benefits program. The salary range is \$170,373 - \$272,157 annually depending on qualifications and experience. In addition, the city provides:

- ◆ Retirement: CalPERS with a formula of 2.75% @ 55 for classic members (employee pays 8% of employer contribution); 2% @ 62 for new members (employee pays 7.25% of the Normal Cost as determined annually by CalPERS).
- ◆ Deferred Compensation Program: A voluntary Deferred Compensation Program is available.
- ◆ Health Insurance: Cafeteria-style benefits plan with medical offered by PERS and options for dental and vision for employees and dependents. The city pays 100% of the Kaiser rate and 100% of the most populated dental and vision plan.
- ◆ Vacation Leave: 10 days annual accrual for years 0-3. Accrual rate increases to 15 days annually for years 4-10, and to 20 days annually for years 11-15.
- ◆ Holidays: Twelve defined holidays annually, along with five Floating Holidays annually.
- ◆ Administrative Leave: 96 hours annually.
- ◆ Sick Leave: Earned at the rate of twelve days annually.
- ◆ The City offers an array of additional benefits including life and LTD insurance, EAP, bereavement and jury leave programs, sick leave conversion, and retiree medical.
- ◆ Relocation benefits may be considered based on candidate needs.



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 Bill Lopez
Avery Associates
16 Lyndon Ave., Suite 200
Los Gatos, CA 95030
E-mail: jobs@averyassoc.net



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The final filing date for this recruitment is **Friday, April 15, 2022.**

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 Bill Lopez at 408.888.4099 or by email: williaml@averyassoc.net.