

Compensation and Benefits

The City of Anaheim provides an excellent compensation and benefits program. The salary range for this position is \$181,325 to \$271,987 annually, depending on qualifications. The attractive benefits program includes:

- ◆ Retirement – CalPERS 2.7% @ 55 for classic members (employee pays pre-tax contribution of 12%) or 2% @ 62 for new members under the Public Employee Pension Reform Act (PEPRA) (6.75% employee contribution). The City does not participate in Social Security.
Pension contribution limitations set by (PEPRA) are \$140,424 for new members or \$265,000 for Classic members. Employee contributions will be deposited into a 401(a) account after reaching this limit.
- ◆ Health Plans – City offers two (2) HMO and two (2) PPO health plans. Vision coverage is included at no cost. Employees may waive medical coverage and receive an opt-out credit when providing proof of coverage through another medical plan. Employees hired after March 31, 1986 pay 1.45% towards the Medicare Plan.
- ◆ Dental Plans – The City offers employees two (2) dental insurance plans. One plan is at no cost to the employee.
- ◆ Retiree Health Savings Plan (RHS) – Employees will be enrolled in a Retiree Health Savings Plan funded by a City contribution and an employee contribution. This plan allows employees to save on a tax-free basis for medical premiums in retirement.
- ◆ Auto Allowance – \$300 per pay period, equal to \$7,800 annually.
- ◆ Vacation – Accrual at the rate of four to nine hours per pay period, depending upon length of service. New employees to the City normally start at four hours per pay period. Employees are eligible for vacation leave upon completion of 13 pay periods.
- ◆ Holidays – 10 paid holidays provided annually.
- ◆ Sick Leave – Accrual at the rate of three hours per pay period, equal to 78 hours annually. Payment is made each January to employees for all accumulated hours in excess of 175 hours.
- ◆ Other Insurance Benefits – The City offers and participates in the payment of a group life insurance program for employees and their eligible dependents. Short-term and long-term disability (STD and LTD) insurance coverage is provided at no cost to the employee.
- ◆ Miscellaneous Benefits – Anaheim offers two (2) tax saving opportunities through the Health Care and Dependent Care Flexible Spending Account that reduces taxable income. The City offers a voluntary 457 Deferred Compensation Plan for an additional tax-deferred savings option. Anaheim offers an Employee Assistance Program, REACH, free of charge to employees and family members. Some departments offer employees the opportunity to work an alternate work schedule. The Employee Transportation Center offers a Rideshare/ Transportation Incentive Program to minimize travel time and costs. Access to a credit union provides City employees with a variety of products, services, and benefits.

The Process

If you are interested in pursuing this unique and 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, salary history and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place.)

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The final filing date for this recruitment is August 11, 2017.

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



The City of Anaheim



*invites your interest
for the position of*

**City
Attorney**

The Community

Located in the heart of Southern California, Anaheim is a modern, diverse city with a proud history dating back to 1857. Known the world over, Anaheim is an exciting, world-class city for entertainment, sports and the arts.

Anaheim's population of 358,000 includes longtime residents and newcomers from around the world. More than half of Anaheim's residents are of Hispanic heritage and the city also is home to significant Arab-American and Asian-American communities. The city has diverse residential neighborhoods, with heavily-used local parks, award-winning schools and an engaged community.

The business community of Anaheim is one of the most robust in Southern California. The Anaheim Resort, home to Disneyland and the Anaheim Convention Center, employs more than 30,000 people. The Anaheim Canyon, one of the largest industrial parks in the region, spans more than 10 million square feet of industrial, office and medical space and employs 40,000 people.

Along with Walt Disney Co. Angels Baseball LP and the Anaheim Ducks, Anaheim also is home to major employers including L-3 Technologies Inc., Kaiser Permanente, Northgate Gonzalez Markets, Targus Group International and Universal Alloy Corp.

Anaheim also is home to a lively arts community. The Honda Center, City National Grove of Anaheim and the House of Blues Anaheim feature major and specialty music acts. Anaheim Ballet is the city's resident dance company, teaching the art of ballet and performing throughout the area. The Chance Theater is Anaheim's resident theater and provides intimate, exciting theatrical experiences.

City Government

Founded in 1857 as Orange County, Calif.'s first city, Anaheim is a full service, charter city with a council/manager government.

The City Manager and staff oversee day-to-day operations, while a seven-member City Council sets policy and serves as the representatives for Anaheim's residents. The City Council includes a mayor elected to represent the entire city at large and six council members who are elected by districts. Anaheim is in the process of implementing district representation, with four members elected by districts in 2016. The transition will be complete in 2018 when two additional district representatives are set to be elected. The transition to districts brings city government closer to residents by providing representatives who are focused on neighborhoods and responsive to their communities.

Anaheim's current city budget totals \$1.7 billion. Enterprises, including Anaheim Public Utilities, the city's not-for-profit water and power provider, and the Convention, Sports & Entertainment department, which runs the Anaheim Convention Center and



oversees Honda Center, Angel Stadium of Anaheim and the ARTIC transit center, make up a large part of Anaheim's annual budget. The city's current general fund for day-to-day operations makes up \$313 million and plays a vital role in the lives of residents, businesses and visitors.

Anaheim's departments are made up of: the City Council, City Administration, City Attorney, City Clerk, Community and Economic Development, Community Services, Convention, Sports & Entertainment, Finance, Fire & Rescue, Human Resources, Planning & Building, Police, Public Utilities and Public Works.

The Position and Ideal Candidate

The City Attorney's office provides legal advice to Anaheim's elected officers, the City Manager and city departments, boards and commissions. As an appointee of the mayor and city council, the City Attorney's resources consist of a yearly budget of about \$8 million. The City Attorney's office is comprised of 33 employees (including 22 attorneys) working in three divisions: Legal Administration, Civil, and Prosecution.

The ideal candidate for City Attorney will have a reputation of unquestionable ethics and honesty. The successful candidate will have the demonstrated ability to successfully navigate issues with elected officials who have differing and diverse viewpoints. Understanding the importance of assessing risks and benefits and providing alternatives to complex and controversial legal issues will be key to developing a strong relationship with City Council. The ability to recognize and appreciate political implications while remaining neutral and apolitical will be essential. Open and balanced communication with the members of the Council will foster a desirable level of mutual respect and trust.

The ideal candidate will have the proven leadership skills to be effective in overseeing the City Attorney's highly committed and hardworking staff, serving as both mentor and coach. Participation as a team player and involved member of the City's executive team is also a key. Knowledge of the Brown Act, Political Reform Act, FPPC regulations and the Public Records Act are essential. Working knowledge of Robert's Rules of Order for parliamentary procedures also is required.

Candidates must possess a juris doctor degree and license to practice law in California, with at least 10 years of broad and diverse municipal law experience. It is anticipated that the City Attorney will be a highly competent, professional and strong generalist, with a solid record of pre-trial risk assessment, an in-depth understanding of issues confronting California cities and an appreciation for the differing roles of elected officers and appointed officials.

