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ASSISTANT CITY ATTORNEY— PUBLIC UTILITIES

CITY ATTORNEY'S OFFICE CITY OF ANAHEIM, CA

ANNUAL SALARY: \$156,264–\$234,396 DOE/DOQ *Scheduled COLAs: 5% in June 2024 and 5% in June 2025*

THE CITY OF ANAHEIM, CALIFORNIA, SEEKS AN ASSISTANT CITY ATTORNEY to act as General Counsel for its Public Utilities Department, which serves the water and power needs of the Anaheim community. This Attorney will serve as the primary legal advisor for the Department, offering legal expertise on a wide range of utility issues, including policy discussions, transactional matters, and utilities litigation. The ideal candidate is a passionate, motivated, and personable general counsel with exceptional communication and mentorship skills. They will be a critical partner for the Department, capable of making sound independent judgments, advising executive leadership on complex policy and regulatory matters, and providing leadership as well as utilities expertise for two Deputy City Attorneys. The City Attorney's Office offers a vibrant work environment, characterized by stability, good work-life balance, and flexibility. With unique opportunities for professional growth and development, including exposure to high-profile projects such as the decommissioning of a nuclear power plant and engagement in power purchase agreements, the Assistant City Attorney will find ample room to make a meaningful impact while contributing to the City's continued growth and success. *Use your exceptional legal skills in a dynamic and exciting work environment—apply today!*

ALL ABOUT ANAHEIM...



ANAHEIM IS FUN FOR FAMILIES!

It's home to the iconic **DISNEYLAND RESORT**, two major league sports teams, and 57 City parks.

ANAHEIM'S ECONOMY THRIVES.

THE CITY'S ECONOMY IS **THE 7TH LARGEST** IN THE UNITED STATES.



ANAHEIM IS A SAFE CITY!

The crime rate is **15% LOWER** than the California average.

ANAHEIM CELEBRATES ITS UNIQUE HISTORY.

4 The city includes **DISTINCT HISTORIC DISTRICTS**





THE COMMUNITY / THE CITY

LOCATED IN ORANGE COUNTY, APPROXIMATELY 25 MILES SOUTHWEST of Downtown Los Angeles, the city of Anaheim is one of the nation's premier municipalities and California's 10th most populous city. The city is renowned worldwide as the home of the original Disneyland Park, a beloved destination that attracts millions of visitors each year. Visitors and residents alike can also experience major-league baseball and hockey games, and attend premier events at Anaheim Convention Center, the largest of its kind on the West Coast. The city offers a plethora of cultural events, outdoor activities, and culinary experiences that reflect its diverse population—including a popular farmer's market, the Food & Wine Festival, concerts in the canyon, and live theater productions. The City supports a large number of diverse employers, including the Walt Disney Company, Kaiser Permanente, L-3 Communications, Northgate Gonzalez Markets, Extron Electronics, and numerous four-star hotels.



THE CITY ATTORNEY'S OFFICE & PUBLIC UTILITIES DEPARTMENT

THE CITY ATTORNEY'S OFFICE IS ONE OF THREE CITY DEPARTMENTS and includes both a Civil/General Counsel and Prosecution Division. This Assistant City Attorney will work within the Civil/General Counsel Division as General Counsel to the Public Utilities Department. The City of Anaheim is the only municipality in Orange County with its own combined water and power services, and the Public Utilities Department serves approximately 350,000 residents and 15,000 businesses. Though decisions ultimately rest with the City Council, the Department works closely with the Public Utilities Board, which is a 7-member body appointed by City Council to advise on utilities matters ranging from rate adjustments, rule modifications, and bond financing to water and power sources and purchase agreements during monthly Brown Act meetings.



THE JOB

THIS POSITION OFFERS A UNIQUE OPPORTUNITY to serve as a key legal advisor and strategist for the City's Public Utilities Department, acting as the Department's General Counsel. This Assistant City Attorney will work closely with and advise the Department's General Manager and executive leadership, as well as the Public Utilities Board, and will spend a substantial amount of time on-site at the Department. They will oversee all legal operations for the Department, which will include taking the lead on critical projects such as power purchase agreements, and playing a crucial role in guiding and mentoring two Deputy City Attorneys also assigned to the Public Utilities Department. The Assistant City Attorney will take on the most complex departmental transactions and negotiations, work directly with litigators to represent the City on utility matters as needed, and provide sound written and verbal legal opinions on a wide array of utility issues. They will also engage in long-term strategic planning to proactively address upcoming challenges, such as rate adjustments, obtaining new water and power sources, and compliance with regulatory requirements.

THE IDEAL CANDIDATE

THE IDEAL CANDIDATE WILL POSSESS A STRONG BACKGROUND in utility law and/or general counsel experience within a public sector organization with skills transferable to the position, coupled with the ability to lead, influence, and run legal operations independently. They will serve as a critical partner to the Public Utilities Department, prioritize mentorship and development of junior attorneys, and ensure alignment with the City's objectives while adhering to legal and regulatory frameworks, such as the Anaheim City Charter, Brown Act, Proposition 26, Proposition 218, the Public Contracts Code, and CEQA and other environmental rules and regulations. Experience navigating the complexities of a highly regulated environment is essential for this role, as is experience working with executive leadership and elected or appointed officials. The ability to persuade others, inspire collaboration, and act as a business partner will be critical for success. This Assistant City Attorney will be an engaging, diplomatic, politically astute, and confident leader who is flexible and open to diverse ideas and change.



CORE COMPETENCIES

The ideal candidate will also possess the following core competencies:

WRITTEN AND VERBAL COMMUNICATION.

Writes and speaks clearly and concisely, communicating complex legal concepts in a simple and easy-to-understand manner.

STRATEGIC THINKING. Plans and recommends legal decisions to ensure the success of the Public Utilities Department, with a sound understanding of the interrelation between the City and entities with which they exchange power.

COLLABORATION. Keeps the Public Utilities Board, the City Attorney, and Utilities Department leadership well informed; presents information to leadership on potential compliance issues and solutions.

TECHNICAL EXPERTISE. Performs legal research to ensure a strong basis for policy recommendations, legal opinions, and contract negotiations. Remains current on legislation and regulatory requirements at the local, State, and Federal level.



— EMPLOYMENT STANDARDS —

- ▶ **EDUCATION:** Juris Doctorate degree from a fully accredited school of law.
- ▶ **LICENSES:**
 - ▷ Membership in the State Bar of California and license to practice in the federal courts.
 - ▷ Valid California driver's license.
- ▶ **EXPERIENCE:** Seven years of increasingly responsible experience directly related to area of assignment/specialty, such as in the field of municipal, utilities, public works/contracting, public financing, and administrative law including two years of advanced journey level experience directly related to the position. Prior experience working for a publicly-owned utility is highly desirable.

SALARY & BENEFITS

Annual salary of **\$156,264–\$234,396 DOE/DOQ***, plus a generous benefits package that includes:

RETIREMENT. The City contracts with the California Public Employees' Retirement System (CalPERS) to provide retirement benefits. 2.7% @55 for "Classic" members and 2% @62 for new members as defined by PEPPRA.

HEALTH PLANS. Three (3) HMO and two (2) PPO health plans. Vision coverage is included at no cost. Employees may waive medical coverage and receive a \$125/month opt-out credit when providing proof of coverage through another medical plan. Employees pay 1.45% towards the Medicare Plan.

DENTAL PLANS. Two (2) dental insurance plans. HMO plan is at no cost to the employee.

VACATION. Four (4) to nine (9) hours accrued per pay period, depending upon length of service. New employees to the City normally start at four (4) hours per pay period. Employees are eligible for vacation leave upon completion of 13 pay periods.

SICK LEAVE. Three (3) hours per pay period, equal to 78 hours per year. In January, employees with an excess of 175 hours will have the option to cash out their excess sick leave or defer to their 457 (b) plan.

HOLIDAYS. Ten (10) paid holidays per year.

ADDITIONAL LEAVE. After January 1st of each calendar year, employees receive sixteen (16) hours of administrative leave (depending on date of hire) and one eight (8) hour floating holiday.

OTHER INSURANCE. The City provides the opportunity to elect life insurance and accidental death and dismemberment (AD&D) insurance 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.

FSA OPTIONS. The City offers two flexible spending accounts, Health Care FSA and Dependent FSA, that reduce taxable income.

DEFERRED COMPENSATION (457) PLAN

EMPLOYEE ASSISTANCE REACH PROGRAM. Free of charge to employees and their immediate family members. Some departments offer employees the opportunity to work an alternate work schedule.

RIDESHARE/TRANSPORTATION INCENTIVE PROGRAM

** This position will receive a 5% salary increase in June 2024, as well as a 5% increase in June 2025.*

HOW TO APPLY

For first consideration, apply by **MAY 16** at:

WBCP JOB BOARD

SAVE THE DATES. Round one virtual interviews will take place on **JUNE 4**; Finalists will move forward to round two in-person interviews on **JUNE 13**. Selected candidates must be available for both interview dates.

Please contact your recruiter, Lauren Gerson, with any questions: lauren@wbcpinc.com
866.929.WBCP (9227) toll-free
541.664.0376 direct

