



Human Resources Department

Date: February 17, 2014
To: Honorable Mayor and Councilmembers
Via: Jim Sandoval, City Manager
From: Kelley Bacon, Deputy City Manager
Subject: Salary Recommendation for Elected City Attorney

On December 8, 2009, the City Council approved the addition of Chapter 2.11 to the Chula Vista Municipal Code relating to the Office of the Elected City Attorney. Section 2.11.030, *Compensation of City Attorney*, states:

The Measure authorizes the City Council to set the compensation of the City Attorney. In addition, the Measure specifies a formula to determine the minimum compensation that may be paid to the City Attorney. To implement this formula, the City Council shall, as of February of each year, use the most current annual population estimates published by the California Department of Finance to determine the six California cities whose populations are closest to the City, as specified in the Measure. In the event that the city attorney of any comparable city is not an employee of that city, the compensation for such city attorney shall not be used as a comparison and the city with the next higher and/or next lower population, as applicable, shall be used in the comparison.

In accordance with the above measure, the Human Resources Department has compiled the following information:

Agency	CA Dept. of Finance Rank	Population	Title	Position Type	Annual Salary
Anaheim	10	346,161	City Attorney	Appointed	254,194
Riverside	12	311,955	City Attorney	Appointed	223,488
Stockton	13	296,344	City Attorney	Appointed	205,000
Chula Vista	14	251,613	City Attorney	Elected	208,922
Fremont	16	219,926	City Attorney	Appointed	248,680
San Bernardino	17	212,639	City Attorney	Elected	202,212
Modesto	18	205,987	City Attorney	Appointed	172,469
				MEDIAN	214,244

Note: The City Attorneys for the cities of Santa Ana (Rank #11) and Irvine (Rank #15) are not employees of that city.

Therefore, in accordance with City of Chula Vista Municipal Code Chapter 2.11.030, it is recommended that the Elected City Attorney salary be set at the median salary of **\$214,244** based on the data collected.

Attachments: (1) California Department of Finance 2013 City Population Rankings
(2) Comparable Cities' Salary Documentation

2013 City Population Rankings

California Cities Ranked by 1/1/2013 Total Population

Rank	City	County	Total Population
1	Los Angeles	Los Angeles	3,863,839
2	San Diego	San Diego	1,326,238
3	San Jose	Santa Clara	984,299
4	San Francisco	San Francisco	825,111
5	Fresno	Fresno	508,453
6	Sacramento	Sacramento	473,509
7	Long Beach	Los Angeles	467,646
8	Oakland	Alameda	399,326
9	Bakersfield	Kern	359,221
10	Anaheim	Orange	346,161
11	Santa Ana	Orange	329,915
12	Riverside	Riverside	311,955
13	Stockton	San Joaquin	296,344
14	Chula Vista	San Diego	251,613
15	Irvine	Orange	231,117
16	Fremont	Alameda	219,926
17	San Bernardino	San Bernardino	212,639
18	Modesto	Stanislaus	205,987
19	Santa Clarita	Los Angeles	204,951
20	Fontana	San Bernardino	200,974
21	Oxnard	Ventura	200,855
22	Moreno Valley	Riverside	198,129
23	Glendale	Los Angeles	193,652
24	Huntington Beach	Orange	193,616
25	Garden Grove	Orange	173,075
26	Rancho Cucamonga	San Bernardino	171,058
27	Santa Rosa	Sonoma	170,093
28	Oceanside	San Diego	169,350
29	Ontario	San Bernardino	166,866
30	Elk Grove	Sacramento	159,074
31	Lancaster	Los Angeles	158,630
32	Corona	Riverside	156,823
33	Palmdale	Los Angeles	154,535
34	Salinas	Monterey	153,215
35	Pomona	Los Angeles	150,942
36	Hayward	Alameda	148,756
37	Torrance	Los Angeles	146,860
38	Sunnyvale	Santa Clara	145,973
39	Escondido	San Diego	145,908
40	Pasadena	Los Angeles	140,020
41	Orange	Orange	138,792

2013 City Population Rankings

California Cities Ranked by 1/1/2013 Total Population

Rank	City	County	Total Population
42	Fullerton	Orange	138,251
43	Visalia	Tulare	128,443
44	Thousand Oaks	Ventura	128,143
45	Simi Valley	Ventura	125,558
46	Concord	Contra Costa	123,812
47	Roseville	Placer	123,514
48	Victorville	San Bernardino	120,368
49	Santa Clara	Santa Clara	120,284
50	Vallejo	Solano	117,112
51	Berkeley	Alameda	115,716
52	El Monte	Los Angeles	114,436
53	Downey	Los Angeles	112,761
54	Costa Mesa	Orange	111,358
55	Inglewood	Los Angeles	111,171
56	San Buenaventura	Ventura	108,294
57	Carlsbad	San Diego	108,246
58	Fairfield	Solano	108,207
59	West Covina	Los Angeles	107,248
60	Norwalk	Los Angeles	106,093
61	Murrieta	Riverside	105,832
62	Richmond	Contra Costa	105,562
63	Antioch	Contra Costa	105,117
64	Burbank	Los Angeles	104,982
65	Temecula	Riverside	104,879
66	Daly City	San Mateo	103,347
67	Rialto	San Bernardino	101,275
68	El Cajon	San Diego	100,460
69	Santa Maria	Santa Barbara	100,306
70	Clovis	Fresno	99,983
71	San Mateo	San Mateo	99,061
72	Compton	Los Angeles	97,549
73	Jurupa Valley	Riverside	97,246
74	Vista	San Diego	95,264
75	South Gate	Los Angeles	95,115
76	Mission Viejo	Orange	94,824
77	Vacaville	Solano	92,677
78	Carson	Los Angeles	92,196
79	Hesperia	San Bernardino	91,400
80	Westminster	Orange	91,169
81	Santa Monica	Los Angeles	91,040
82	Redding	Shasta	90,670

2013 City Population Rankings

California Cities Ranked by 1/1/2013 Total Population

Rank	City	County	Total Population
83	Santa Barbara	Santa Barbara	89,681
84	Chico	Butte	87,671
85	San Marcos	San Diego	87,040
86	San Leandro	Alameda	86,666
87	Newport Beach	Orange	86,436
88	Whittier	Los Angeles	86,093
89	Hawthorne	Los Angeles	85,474
90	Citrus Heights	Sacramento	84,345
91	Alhambra	Los Angeles	84,240
92	Tracy	San Joaquin	84,060
93	Livermore	Alameda	83,325
94	Menifee	Riverside	82,292
95	Buena Park	Orange	81,953
96	Indio	Riverside	81,393
97	Hemet	Riverside	80,877
98	Lakewood	Los Angeles	80,781
99	Merced	Merced	80,599
100	Chino	San Bernardino	79,873
101	Redwood City	San Mateo	79,074
102	Lake Forest	Orange	78,501
103	Tustin	Orange	77,983
104	Napa	Napa	77,881
105	Bellflower	Los Angeles	77,289
106	Baldwin Park	Los Angeles	76,315
107	Mountain View	Santa Clara	76,260
108	San Ramon	Contra Costa	76,154
109	Chino Hills	San Bernardino	76,033
110	Alameda	Alameda	75,126
111	Upland	San Bernardino	74,907
112	Folsom	Sacramento	72,294
113	Pleasanton	Alameda	71,871
114	Union City	Alameda	71,329
115	Manteca	San Joaquin	71,164
116	Perris	Riverside	70,963
117	Lynwood	Los Angeles	70,645
118	Apple Valley	San Bernardino	70,436
119	Turlock	Stanislaus	69,888
120	Redlands	San Bernardino	69,813
121	Milpitas	Santa Clara	67,894
122	Redondo Beach	Los Angeles	67,396
123	Rancho Cordova	Sacramento	66,927

2013 City Population Rankings

California Cities Ranked by 1/1/2013 Total Population

Rank	City	County	Total Population
124	Davis	Yolo	66,471
125	Yorba Linda	Orange	66,437
126	Camarillo	Ventura	66,428
127	Palo Alto	Santa Clara	66,368
128	Yuba City	Sutter	65,841
129	Walnut Creek	Contra Costa	65,684
130	Pittsburg	Contra Costa	65,339
131	South San Francisco	San Mateo	65,127
132	San Clemente	Orange	64,542
133	Laguna Niguel	Orange	64,065
134	Pico Rivera	Los Angeles	63,534
135	Montebello	Los Angeles	63,184
136	Madera	Madera	63,040
137	Lodi	San Joaquin	62,930
138	Santa Cruz	Santa Cruz	62,372
139	Monterey Park	Los Angeles	61,445
140	La Habra	Orange	61,202
141	Tulare	Tulare	61,199
142	Encinitas	San Diego	60,482
143	Cupertino	Santa Clara	59,620
144	Gardena	Los Angeles	59,566
145	National City	San Diego	58,838
146	Petaluma	Sonoma	58,804
147	Huntington Park	Los Angeles	58,624
148	Rocklin	Placer	58,484
149	La Mesa	San Diego	58,244
150	San Rafael	Marin	58,182
151	Eastvale	Riverside	57,251
152	Woodland	Yolo	56,908
153	Arcadia	Los Angeles	56,866
154	Fountain Valley	Orange	56,180
155	Diamond Bar	Los Angeles	56,099
156	Porterville	Tulare	55,490
157	Hanford	Kings	55,479
158	Lake Elsinore	Riverside	55,430
159	Santee	San Diego	55,033
160	Paramount	Los Angeles	54,624
161	Rosemead	Los Angeles	54,464
162	Highland	San Bernardino	53,926
163	Brentwood	Contra Costa	53,278
164	Colton	San Bernardino	52,956

2013 City Population Rankings

California Cities Ranked by 1/1/2013 Total Population

Rank	City	County	Total Population
165	Novato	Marin	52,554
166	Yucaipa	San Bernardino	52,549
167	Cathedral City	Riverside	52,337
168	Delano	Kern	51,963
169	Placentia	Orange	51,776
170	Watsonville	Santa Cruz	51,612
171	Gilroy	Santa Clara	51,544
172	Glendora	Los Angeles	50,666
173	West Sacramento	Yolo	50,460
174	Palm Desert	Riverside	49,949
175	Dublin	Alameda	49,890
176	Aliso Viejo	Orange	49,477
177	Cerritos	Los Angeles	49,470
178	La Mirada	Los Angeles	48,930
179	Poway	San Diego	48,559
180	Rancho Santa Margarita	Orange	48,550
181	Cypress	Orange	48,547
182	Covina	Los Angeles	48,357
183	Azusa	Los Angeles	47,586
184	Ceres	Stanislaus	46,320
185	Palm Springs	Riverside	45,712
186	San Luis Obispo	San Luis Obispo	45,541
187	San Jacinto	Riverside	45,217
188	El Centro	Imperial	44,327
189	Lincoln	Placer	43,818
190	Newark	Alameda	43,342
191	San Bruno	San Mateo	42,828
192	Coachella	Riverside	42,784
193	Lompoc	Santa Barbara	42,730
194	Danville	Contra Costa	42,720
195	Bell Gardens	Los Angeles	42,437
196	Rancho Palos Verdes	Los Angeles	42,114
197	Brea	Orange	41,394
198	Rohnert Park	Sonoma	41,034
199	Calexico	Imperial	40,493
200	Campbell	Santa Clara	40,404
201	La Puente	Los Angeles	40,222
202	San Gabriel	Los Angeles	40,153
203	Morgan Hill	Santa Clara	40,079
204	Beaumont	Riverside	39,776
205	Culver City	Los Angeles	39,210

2013 City Population Rankings

California Cities Ranked by 1/1/2013 Total Population

Rank	City	County	Total Population
206	Stanton	Orange	38,764
207	La Quinta	Riverside	38,401
208	Pacifica	San Mateo	37,948
209	Montclair	San Bernardino	37,311
210	Oakley	Contra Costa	37,252
211	Los Banos	Merced	37,017
212	Monrovia	Los Angeles	36,943
213	Martinez	Contra Costa	36,578
214	Hollister	San Benito	36,108
215	Temple City	Los Angeles	35,952
216	Bell	Los Angeles	35,783
217	Claremont	Los Angeles	35,749
218	Manhattan Beach	Los Angeles	35,423
219	San Juan Capistrano	Orange	35,321
220	Moorpark	Ventura	34,904
221	West Hollywood	Los Angeles	34,853
222	Beverly Hills	Los Angeles	34,494
223	Dana Point	Orange	33,863
224	San Dimas	Los Angeles	33,686
225	Pleasant Hill	Contra Costa	33,633
226	Seaside	Monterey	33,312
227	Wildomar	Riverside	33,174
228	Lawndale	Los Angeles	33,058
229	Menlo Park	San Mateo	32,679
230	La Verne	Los Angeles	32,041
231	Adelanto	San Bernardino	31,289
232	Foster City	San Mateo	31,120
233	Saratoga	Santa Clara	30,706
234	Laguna Hills	Orange	30,703
235	El Paso De Robles	San Luis Obispo	30,504
236	Los Gatos	Santa Clara	30,247
237	Banning	Riverside	30,170
238	Goleta	Santa Barbara	29,962
239	Santa Paula	Ventura	29,953
240	Walnut	Los Angeles	29,947
241	Los Altos	Santa Clara	29,792
242	Burlingame	San Mateo	29,426
243	San Pablo	Contra Costa	29,266
244	Atwater	Merced	28,931
245	San Carlos	San Mateo	28,931
246	Atascadero	San Luis Obispo	28,687

2013 City Population Rankings

California Cities Ranked by 1/1/2013 Total Population

Rank	City	County	Total Population
247	East Palo Alto	San Mateo	28,675
248	Ridgecrest	Kern	28,348
249	Monterey	Monterey	28,252
250	Suisun City	Solano	28,234
251	Desert Hot Springs	Riverside	27,828
252	Maywood	Los Angeles	27,610
253	Benicia	Solano	27,163
254	Windsor	Sonoma	27,132
255	Eureka	Humboldt	27,021
256	Norco	Riverside	26,626
257	Imperial Beach	San Diego	26,496
258	Belmont	San Mateo	26,316
259	Twentynine Palms	San Bernardino	26,084
260	Paradise	Butte	26,063
261	Brawley	Imperial	25,906
262	South Pasadena	Los Angeles	25,857
263	Wasco	Kern	25,710
264	Lemon Grove	San Diego	25,554
265	Soledad	Monterey	25,430
266	Lemoore	Kings	25,262
267	Reedley	Fresno	24,965
268	Sanger	Fresno	24,703
269	Seal Beach	Orange	24,487
270	Hercules	Contra Costa	24,403
271	Lafayette	Contra Costa	24,312
272	Galt	Sacramento	24,185
273	San Fernando	Los Angeles	24,079
274	Cudahy	Los Angeles	24,013
275	El Cerrito	Contra Costa	23,910
276	Calabasas	Los Angeles	23,802
277	Selma	Fresno	23,799
278	Loma Linda	San Bernardino	23,476
279	Coronado	San Diego	23,176
280	Barstow	San Bernardino	23,168
281	Corcoran	Kings	23,154
282	Riverbank	Stanislaus	23,149
283	Laguna Beach	Orange	23,105
284	Dinuba	Tulare	23,082
285	Millbrae	San Mateo	22,228
286	Port Hueneme	Ventura	22,024
287	Duarte	Los Angeles	21,554

2013 City Population Rankings

California Cities Ranked by 1/1/2013 Total Population

Rank	City	County	Total Population
288	South Lake Tahoe	El Dorado	21,498
289	Oakdale	Stanislaus	21,234
290	Yucca Valley	San Bernardino	21,030
291	Patterson	Stanislaus	20,846
292	Agoura Hills	Los Angeles	20,516
293	Lomita	Los Angeles	20,516
294	La Canada Flintridge	Los Angeles	20,441
295	South El Monte	Los Angeles	20,312
296	Marina	Monterey	20,073
297	Arvin	Kern	19,960
298	American Canyon	Napa	19,862
299	Hermosa Beach	Los Angeles	19,653
300	Blythe	Riverside	19,606
301	Lathrop	San Joaquin	19,209
302	Pinole	Contra Costa	18,664
303	Dixon	Solano	18,449
304	Albany	Alameda	18,430
305	Orinda	Contra Costa	17,925
306	Arcata	Humboldt	17,836
307	Rancho Mirage	Riverside	17,639
308	Chowchilla	Madera	17,462
309	Arroyo Grande	San Luis Obispo	17,395
310	Shafter	Kern	17,029
311	Santa Fe Springs	Los Angeles	16,816
312	El Segundo	Los Angeles	16,804
313	Coalinga	Fresno	16,729
314	Greenfield	Monterey	16,729
315	Artesia	Los Angeles	16,681
316	Laguna Woods	Orange	16,500
317	Moraga	Contra Costa	16,238
318	Imperial	Imperial	16,148
319	Ukiah	Mendocino	16,065
320	Oroville	Butte	15,979
321	Susanville	Lassen	15,978
322	Truckee	Nevada	15,918
323	La Palma	Orange	15,818
324	Pacific Grove	Monterey	15,268
325	Clearlake	Lake	15,192
326	Fillmore	Ventura	15,175
327	Parlier	Fresno	14,873
328	Ripon	San Joaquin	14,606

2013 City Population Rankings

California Cities Ranked by 1/1/2013 Total Population

Rank	City	County	Total Population
329	Hawaiian Gardens	Los Angeles	14,375
330	Avenal	Kings	14,225
331	Kerman	Fresno	14,225
332	Red Bluff	Tehama	14,186
333	Mill Valley	Marin	14,147
334	Palos Verdes Estates	Los Angeles	13,589
335	Livingston	Merced	13,542
336	Auburn	Placer	13,446
337	Tehachapi	Kern	13,313
338	San Marino	Los Angeles	13,246
339	Grover Beach	San Luis Obispo	13,211
340	California City	Kern	13,150
341	Carpinteria	Santa Barbara	13,099
342	King City	Monterey	13,073
343	Solana Beach	San Diego	12,987
344	Commerce	Los Angeles	12,935
345	Malibu	Los Angeles	12,767
346	Grass Valley	Nevada	12,657
347	McFarland	Kern	12,577
348	San Anselmo	Marin	12,431
349	Lindsay	Tulare	12,376
350	Grand Terrace	San Bernardino	12,270
351	Marysville	Yuba	12,250
352	Larkspur	Marin	12,021
353	Fortuna	Humboldt	11,885
354	Scotts Valley	Santa Cruz	11,678
355	Los Alamitos	Orange	11,626
356	Kingsburg	Fresno	11,590
357	Half Moon Bay	San Mateo	11,581
358	Healdsburg	Sonoma	11,509
359	Signal Hill	Los Angeles	11,218
360	Mendota	Fresno	11,178
361	Hillsborough	San Mateo	11,115
362	Clayton	Contra Costa	11,093
363	Sierra Madre	Los Angeles	11,023
364	Piedmont	Alameda	10,889
365	Farmersville	Tulare	10,886
366	Canyon Lake	Riverside	10,768
367	Sonoma	Sonoma	10,731
368	Newman	Stanislaus	10,643
369	Exeter	Tulare	10,487

2013 City Population Rankings

California Cities Ranked by 1/1/2013 Total Population

Rank	City	County	Total Population
370	Placerville	El Dorado	10,441
371	Morro Bay	San Luis Obispo	10,317
372	Emeryville	Alameda	10,269
373	Anderson	Shasta	10,267
374	Shasta Lake	Shasta	10,100
375	Capitola	Santa Cruz	9,988
376	Orange Cove	Fresno	9,353
377	Corte Madera	Marin	9,320
378	Tiburon	Marin	9,031
379	Taft	Kern	8,911
380	Cloverdale	Sonoma	8,669
381	Waterford	Stanislaus	8,598
382	Live Oak	Sutter	8,341
383	Westlake Village	Los Angeles	8,341
384	Mammoth Lakes	Mono	8,307
385	Gonzales	Monterey	8,296
386	Los Altos Hills	Santa Clara	8,264
387	Rolling Hills Estates	Los Angeles	8,141
388	Calimesa	Riverside	8,094
389	Firebaugh	Fresno	7,777
390	Yreka	Siskiyou	7,771
391	Pismo Beach	San Luis Obispo	7,717
392	Woodlake	Tulare	7,665
393	Corning	Tehama	7,629
394	Orland	Glenn	7,626
395	Rio Vista	Solano	7,599
396	Ojai	Ventura	7,548
397	Fairfax	Marin	7,499
398	Sebastopol	Sonoma	7,445
399	Fort Bragg	Mendocino	7,311
400	Cotati	Sonoma	7,310
401	Crescent City	Del Norte	7,243
402	Escalon	San Joaquin	7,208
403	Calipatria	Imperial	7,134
404	Sausalito	Marin	7,116
405	Guadalupe	Santa Barbara	7,100
406	Hughson	Stanislaus	6,979
407	Winters	Yolo	6,974
408	Atherton	San Mateo	6,893
409	Ione	Amador	6,829
410	Huron	Fresno	6,790

2013 City Population Rankings

California Cities Ranked by 1/1/2013 Total Population

Rank	City	County	Total Population
411	Gridley	Butte	6,723
412	Loomis	Placer	6,493
413	Willows	Glenn	6,161
414	Holtville	Imperial	6,151
415	Colusa	Colusa	6,032
416	Villa Park	Orange	5,900
417	St Helena	Napa	5,854
418	Fowler	Fresno	5,801
419	Gustine	Merced	5,626
420	Woodside	San Mateo	5,441
421	La Habra Heights	Los Angeles	5,379
422	Solvang	Santa Barbara	5,292
423	Williams	Colusa	5,261
424	Calistoga	Napa	5,194
425	Big Bear Lake	San Bernardino	5,111
426	Indian Wells	Riverside	5,081
427	Dos Palos	Merced	5,036
428	Needles	San Bernardino	4,912
429	Willits	Mendocino	4,893
430	Buellton	Santa Barbara	4,863
431	Sonora	Tuolumne	4,847
432	Lakeport	Lake	4,713
433	Jackson	Amador	4,613
434	Portola Valley	San Mateo	4,448
435	Brisbane	San Mateo	4,379
436	Del Mar	San Diego	4,199
437	San Joaquin	Fresno	4,029
438	Bishop	Inyo	3,877
439	Avalon	Los Angeles	3,797
440	Carmel-By-The-Sea	Monterey	3,775
441	Angels City	Calaveras	3,753
442	Wheatland	Yuba	3,493
443	Monte Sereno	Santa Clara	3,420
444	Rio Dell	Humboldt	3,363
445	Mount Shasta	Siskiyou	3,360
446	Nevada City	Nevada	3,069
447	Yountville	Napa	2,983
448	Weed	Siskiyou	2,964
449	Alturas	Modoc	2,754
450	Sutter Creek	Amador	2,484
451	Ross	Marin	2,446

2013 City Population Rankings

California Cities Ranked by 1/1/2013 Total Population

Rank	City	County	Total Population
452	Westmorland	Imperial	2,309
453	Belvedere	Marin	2,086
454	Portola	Plumas	2,039
455	Colfax	Placer	1,969
456	Hidden Hills	Los Angeles	1,887
457	Rolling Hills	Los Angeles	1,884
458	San Juan Bautista	San Benito	1,881
459	Biggs	Butte	1,692
460	Del Rey Oaks	Monterey	1,648
461	Dunsmuir	Siskiyou	1,630
462	Colma	San Mateo	1,458
463	Irwindale	Los Angeles	1,454
464	Montague	Siskiyou	1,428
465	Ferndale	Humboldt	1,366
466	Blue Lake	Humboldt	1,260
467	Maricopa	Kern	1,165
468	Bradbury	Los Angeles	1,074
469	Tulelake	Siskiyou	1,000
470	Plymouth	Amador	993
471	Dorris	Siskiyou	929
472	Isleton	Sacramento	815
473	Fort Jones	Siskiyou	749
474	Loyalton	Sierra	746
475	Etna	Siskiyou	731
476	Point Arena	Mendocino	449
477	Industry	Los Angeles	437
478	Tehama	Tehama	419
479	Trinidad	Humboldt	365
480	Sand City	Monterey	338
481	Amador	Amador	182
482	Vernon	Los Angeles	121
	Department of Finance		
	Demographic Research Unit		
	Phone: (916) 323-4086		



City Attorney

Class Code:
105

Bargaining Unit: Executive Management

CITY OF ANAHEIM
Established Date: Jan 31, 2011
Revision Date: Apr 25, 2011

SALARY RANGE

\$81.47 - \$122.21 Hourly
\$14,121.92 - \$21,182.83 Monthly
\$169,463.00 - \$254,194.00 Annually

DESCRIPTION:

To plan, direct, manage, and oversee the activities and operations of the City Attorney's Office including the Civil Counsel and Criminal Prosecution Divisions; to coordinate activities with other departments and outside agencies; and to provide legal advice and representation to the City including serving as legal advisor to the City Council, staff, officers, boards, and commissions.

ESSENTIAL FUNCTIONS:

The following functions are typical for this classification. Incumbents may not perform all of the listed functions and/or may be required to perform additional or different functions from those set forth below to address business needs and changing business practices.

Assume full management responsibility for all services and activities of the City Attorney's Office including criminal prosecution, land use, and general law sections.

Manage the development and implementation of goals, objectives, and priorities for each assigned service area within the City Attorney's Office; recommend and administer policies and procedures.

Establish, within City policy, appropriate service and staffing levels; monitor and evaluate the efficiency and effectiveness of service delivery methods and procedures; allocate resources accordingly.

Assess and monitor work load, administrative and support systems, and internal reporting relationships; identify opportunities for improvement; direct the implementation of changes.

Plan, direct, and coordinate, through subordinate level staff, the work plan for the City Attorney's Office; assign projects and programmatic areas of responsibility; review and evaluate work methods and procedures; meet with key staff to identify and resolve problems.

Select, train, motivate, and evaluate assigned personnel; provide or coordinate staff training; work with employees to correct deficiencies; implement discipline and termination procedures.

Oversee and participate in the development and administration of the City Attorney's Office budget; approve the forecast of funds needed for staffing, equipment, materials, and supplies; approve expenditures and implement budgetary adjustments as appropriate and necessary.

Render legal opinions to the City Council, City boards and commissions, the City Manager, and department staff as required; serve as General Counsel for City agencies; analyze legislation affecting the City.

Oversee the preparation of civil cases for trial; investigate claims and complaints by or against the City; try cases before county, state, and federal courts; prosecute criminal cases as required.

Perform the most complex legal tasks and work including representing the City before appellate courts and administrative bodies.

Prepare or review drafts and assist in the negotiation of proposed agreements; prepare or review ordinances, resolutions, deeds, pleadings, contracts, and other legal documents.

Provide staff assistance to the City Manager and City Council; prepare and present staff reports and other necessary correspondence.

Represent the City Attorney's Office to other departments, elected officials, and outside agencies; coordinate assigned activities with those of other departments and outside agencies and organizations.

Explain, justify, and defend the programs, policies, and activities of the City Attorney's Office; negotiate and

resolve sensitive and controversial issues.

Participate on a variety of boards, commissions, and committees.

Attend and participate in professional group meetings; maintain awareness of new trends and developments in the field of municipal law; incorporate new developments as appropriate.

Respond to and resolve difficult and sensitive citizen inquiries and complaints.

Perform related duties as required.

QUALIFICATIONS:

Experience and Education: Ten years of increasingly responsible experience in all major phases of municipal law including three years of management responsibility supplemented by a Juris Doctorate degree from an accredited school of law.

Knowledge of: Operations, services, and activities of a City Attorney's Office; advanced principles and practices of program development and administration; organizational and management practices as applied to the analysis and evaluation of programs, policies, and operational needs; tort law and liability insurance litigation; principles and applications of civil, criminal, and administrative law and procedures; pertinent federal, state, and local laws, codes, and regulations including litigation, procurement, contract, zoning, subdivision of land, redevelopment, eminent domain, conflicts of interest, public records and labor law; judicial procedures and rules of evidence; methods and techniques of legal research, analysis, and writing; established precedents applicable to municipal activities; principles and practices of budget preparation and administration; principles of supervision, training, and performance evaluation.

Ability to: Manage and direct the work of the City Attorney's Office; develop and administer departmental goals, objectives, and procedures; analyze and assess programs, policies, and operational needs and make appropriate adjustments; identify and respond to sensitive community and organizational issues, concerns, and needs; plan, organize, direct, and coordinate the work of lower level personnel; delegate authority and responsibility; select, supervise, train, and evaluate staff; organize, interpret and apply legal principles and knowledge of complex legal problems; effectively apply legal knowledge and principles in court; present statements of law, facts, and arguments clearly and logically; analyze and interpret a wide variety of legal documents; prepare and present difficult and complex matters before the appellate courts and administrative tribunals; conduct research on complex legal issues and prepare sound legal opinions; properly interpret, apply, and make decisions in accordance with applicable federal, state, and local policies, laws, and regulations; prepare clear and concise administrative and financial reports; prepare and administer large and complex budgets; allocate limited resources in a cost effective manner; communicate clearly and concisely, both orally and in writing; and establish and maintain effective working relationships with those contacted in the course of work.

SUPPLEMENTAL INFORMATION:

License/Certification Required: Membership in the State Bar of California and a license to practice in the federal courts. Possession of an appropriate, valid driver's license.

ENVIRONMENT/WORKING CONDITIONS:

Environmental Conditions: Work is performed primarily in a standard office setting with some travel to different sites; incumbents may be required to work extended hours including evenings and weekends.

Physical Conditions: Primary functions require sufficient physical ability and mobility to work in an office setting; to stand or sit for prolonged periods of time; to occasionally stoop, bend, kneel, crouch, reach, and twist; to lift, carry, push, and/or pull light to moderate amounts of weight; to operate office equipment requiring repetitive hand movement and fine coordination including use of a computer keyboard; and to verbally communicate to exchange information.

SUPERVISION RECEIVED AND EXERCISED:

Receives policy direction from the City Council.

Exercises direct supervision over management, supervisory, professional, technical, and clerical staff.

City of Riverside
Salary Schedule Report
Effective February 5, 2014

Job Code: 7631	Barg. Unit: 10	MANAGEMENT							
Job Description:	CHIEF CONST INSP NC2E								
	1N	MINIMUM	NCLM/B51B/1N	6,165.00	73,980.00	2,845.38	35,56730		
	1X	MAXIMUM	NCLM/B51B/1X	7,491.00	89,892.00	3,457.38	43,21730		
Job Code: 9220	Barg. Unit: 01	EXECUTIVE							
Job Description:	CHIEF INNOVATION OFF								
	1N	MINIMUM	EXEP/E29A/1N	11,487.00	137,844.00	5,301.69	66,27115		
	1X	MAXIMUM	EXEP/E29A/1X	14,433.00	173,196.00	6,661.38	83,26730		
	2N	MERIT MIN	EXEP/E29A/2N	14,433.00	173,196.00	6,661.38	83,26730		
	2X	MERIT MAX	EXEP/E29A/2X	16,598.00	199,176.00	7,660.61	95,75769		
Job Code: 6024	Barg. Unit: 10	MANAGEMENT							
Job Description:	CHIEF LIBRARIAN NC2E								
	1N	MINIMUM	NCLM/B64J/1N	6,165.00	73,980.00	2,845.38	35,56730		
	1X	MAXIMUM	NCLM/B64J/1X	8,670.00	104,040.00	4,001.53	50,01923		
Job Code: 9642	Barg. Unit: 10	MANAGEMENT							
Job Description:	CHIEF OF STAFF/MAYOR'S OFFC 2E								
	1N	MINIMUM	NCLP/A57B/1N	6,280.00	75,360.00	2,898.46	36,23076		
	1X	MAXIMUM	NCLP/A57B/1X	7,850.00	94,200.00	3,623.07	45,28846		
	2N	MERIT MIN	NCLP/A57B/2N	7,850.00	94,200.00	3,623.07	45,28846		
	2X	MERIT MAX	NCLP/A57B/2X	9,028.00	108,336.00	4,166.76	52,08461		
Job Code: 8990	Barg. Unit: 01	EXECUTIVE							
Job Description:	CITY ATTORNEY								
	01	STEP 1	EXES/E19C/01	18,624.00	223,488.00	8,595.69	107,44615		
Job Code: 9720	Barg. Unit: 01	EXECUTIVE							
Job Description:	CITY CLERK								
	01	STEP 1	EXES/E13A/01	12,060.00	144,720.00	5,566.15	69,57692		

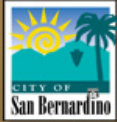
APPENDIX A

CITY OF STOCKTON
SALARY SCHEDULE BY JOB CLASSIFICATION

Position Number	Job Classification	Unit	Pay Grade	Salary Steps										
				1	2	3	4	5	6	7	8	9		
03205	Budget Analyst II (Confidential)	MW	H03	5,296.18	5,567.80	5,852.75	6,153.08	6,467.75	6,799.85					
02142	Budget Officer	MV	022	8,591.51	9,019.95	9,469.77	9,942.01	10,437.81	10,958.33					
10430	Building Permit Technician	A	1BH	3,920.63	4,121.53	4,332.68	4,554.08	4,787.78	5,032.75					
10660	Buyer I	A	1AN	3,752.99	3,945.36	4,147.31	4,359.88	4,583.08	4,817.98					
10490	Buyer II	A	1CM	4,143.06	4,355.63	4,578.83	4,812.66	5,059.25	5,318.59					
31107	Chemist	BO	31G	4,307.00	4,523.00	4,749.00	4,986.00	5,235.00						
01009	Chief Financial Officer	MA	01S	10,956.00	11,543.00	12,142.00	12,783.00	13,457.00	14,167.00					
01025	Chief of Police	MA	01B	12,360.04	12,980.28	13,657.57	14,346.04	15,090.32	15,861.89					
02158	Chief Plant Operator - Wastewater	MV	02J	6,489.00	6,822.00	7,172.00	7,239.00	7,925.00	8,332.00					
02159	Chief Plant Operator - Water	MV	02J	6,489.00	6,822.00	7,172.00	7,239.00	7,925.00	8,332.00					
15944	Circulation Assistant I	C	15S	2,568.65	2,699.85	2,838.23	2,983.78	3,136.50	3,297.43					
15934	Circulation Assistant II	C	15N	2,830.03	2,975.58	3,127.28	3,288.20	3,456.30	3,633.63					
40015	City Attorney	EP	40A	17,083.33										
01080	City Auditor	MA	01K	8,045.00	8,457.00	8,891.00	9,346.00	9,825.00	10,324.00					
01175	City Clerk	MA	01K	8,045.00	8,457.00	8,891.00	9,346.00	9,825.00	10,324.00					
50050	City Council Member	EL	50B	1,993.95										
00005	City Manager	CM	00A	20,000.00										
04158	City Traffic Engineer	MB	4AE	8,304.55	8,729.93	9,176.83	9,647.30	10,141.35	10,653.85					
10249	Code Analyst	A	10K	4,442.35	4,669.90	4,908.73	5,160.88	5,425.33	5,703.10					
10681	Code Enforcement Assistant	A	1AR	3,105.75	3,264.63	3,432.73	3,608.00	3,793.53	3,987.25					
05220	Code Enforcement Field Manager	MC	5BW	5,374.60	5,649.78	5,939.69	6,244.32	6,563.67	6,900.01					
10346	Code Enforcement Officer I	A	1AE	3,785.75	3,979.55	4,183.70	4,398.23	4,623.11	4,860.43					
10313	Code Enforcement Officer II	A	1CN	4,192.00	4,406.52	4,632.44	4,869.76	5,119.52	5,381.71					
05214	Code Enforcement Supervisor	MC	5BY	5,041.43	5,300.34	5,571.47	5,857.04	6,158.17	6,472.64					
31115	Collection Systems Operator	BO	31N	3,474.00	3,647.00	3,830.00	4,021.00	4,222.00	4,433.00					
70006	Collection Systems Supervisor	MS	70D	4,426.00	4,652.00	4,891.00	5,141.00	5,405.00	5,682.00					
10318	Combination Inspector I	A	1AA	4,119.99	4,330.27	4,552.92	4,785.87	5,031.19	5,288.89					
10240	Combination Inspector II	A	10P	4,552.92	4,785.87	5,031.19	5,288.89	5,559.98	5,844.47					

City of Fremont
SALARY SCHEDULE REGULAR FULL-TIME & PART-TIME EMPLOYEES
 Revised: 19-NOV-2013

Job Title	Unit	Effective Date	Job Code	Salary Range @ Annual, Monthly, BiWeekly, Hrly Rates									
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7			
Case Manager	FACE - Local 1021	06/22/08	7535	62,782.14	65,917.24	69,212.31	72,667.32	76,305.97					
				5,231.84	5,493.10	5,767.69	6,055.61	6,358.83					
				2,414.69	2,535.27	2,662.01	2,794.89	2,934.84					
				30.18	31.69	33.27	34.93	36.68					
Chef/Food Service Manager	FACE - Local 1021	06/22/08	7555	48,059.28	50,471.40	52,983.32	55,644.97	58,423.06					
				4,004.94	4,205.94	4,415.27	4,637.08	4,868.58					
				1,848.43	1,941.20	2,037.82	2,140.19	2,247.04					
				23.10	24.26	25.47	26.75	28.08					
Chief Forensic Specialist	Teamster Local 856	07/28/13	3738	79,716.83	83,702.66	87,892.04	92,284.94	96,898.34					
				6,643.07	6,975.22	7,324.33	7,690.41	8,074.86					
				3,066.03	3,219.33	3,380.46	3,549.42	3,726.85					
				38.32	40.24	42.25	44.36	46.58					
Chief of Party	Operating Engineers Loc 3	06/22/08	5460	76,356.58	80,177.09	84,193.98	88,403.68	92,816.92					
				6,363.05	6,681.42	7,016.16	7,366.97	7,734.74					
				2,936.79	3,083.73	3,238.23	3,400.14	3,569.88					
				36.70	38.54	40.47	42.50	44.62					
City Attorney	City Attorney	06/22/08	1310	248,679.52				248,679.52					
				20,723.29				20,723.29					
				9,564.59				9,564.59					
				119.55				119.55					
City Council Member	Mayor/City Council	06/30/13	9931	16,883.99				17,601.57					
				1,407.00				1,466.79					
				649.38				676.98					
				8.11				8.46					
City Engineer	Frem Assoc of Mgmt Empl	06/22/08	5211	135,251.78				182,589.00					
				11,270.98				15,215.75					
				5,201.99				7,022.65					
				65.02				87.78					
City Manager	City Manager	06/22/08	1001	260,142.48				260,142.48					
				21,678.54				21,678.54					
				10,005.48				10,005.48					
				125.06				125.06					
Clinical Nurse Educator	Frem Assoc of Mgmt Empl	06/22/08	4095	92,958.79				121,594.50					
				7,746.56				10,132.87					
				3,575.33				4,676.71					
				44.69				58.45					
Clinical Supervisor	Frem Assoc of Mgmt Empl	06/22/08	6945	78,565.80				106,062.92					
				6,547.14				8,838.57					
				3,021.76				4,079.34					
				37.76				50.99					



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- [How Do I...](#)
- [Elected Officials](#)
- [Things To Do](#)
- [Contact Us](#)



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- [FAQs \(SB Access Online\)](#)
- [Job Classifications and Salaries](#)
- [Liability Claims](#)
- [MOUs](#)

Residents



Businesses



Visitors



SB Access Online



24-7 ACCESS TO CITY HALL

Human Resources - Job Descriptions

Select a letter or search for a Job description. Click on the [Employment](#) page to view a list of the current job openings. **Adobe Acrobat** is required to view Job Descriptions

[A](#) [B](#) [C](#) [D](#) [E](#) [F](#) [G](#) [H](#) [I](#) [J](#) [K](#) [L](#) [M](#) [N](#) [O](#) [P](#) [Q](#) [R](#) [S](#) [T](#) [U](#) [V](#) [W](#) [X](#) [Y](#) [Z](#) [ALL](#)

 (Job

Descriptions)

Class Code	Job Title	Range#	Min/Month	Max/Month
30640	Cemetery Services Specialist	400	\$3,264	\$3,967
50280	Chief of Police		\$19,775	\$19,775
10381	City Attorney (u)	690	\$13,864	\$16,851
10076	City Attorney Administrative Supervisor (u)	480	\$4,864	\$5,912
10382	City Attorney Investigations Supervisor (u)	530	\$6,242	\$7,587
00383	City Attorney Investigator (pt)	PT/Hourly	\$32.0000	\$32.0000
10383	City Attorney Investigator (u)	500	\$5,374	\$6,532
10391	City Clerk (u)	610	\$9,302	\$11,307
10152	City Engineer (u)	600	\$8,850	\$10,757
10370	City Manager (u)	740	\$17,791	\$21,622
10411	City Treasurer		\$2,000	\$2,000
10158	Civil Engineer Pe	530	\$6,242	\$7,587
10161	Civil Service Board Chief Examiner (u)	570	\$7,620	\$9,262
00014	Coach Operator	PT/Hourly	\$8.0000	\$8.5000
10273	Code Enforcement Division Manager (u)	540	\$6,561	\$7,975
30450	Code Enforcement Officer I	400	\$3,264	\$3,967
30455	Code Enforcement Officer II	450	\$4,188	\$5,091
01455	Code Enforcement Officer II (pt)	PT/Hourly	\$24.0000	\$29.0000
20020	Community Fire Risk Reduction Supervisor	500	\$5,374	\$6,532
20923	Community Recreation Manager	500	\$5,374	\$6,532
30821	Community Recreation Program Coordinator	350	\$2,543	\$3,092
20925	Community Recreation Program Supervisor	450	\$4,188	\$5,091
00531	Community Relations Assistant	PT/Hourly	\$22.9800	\$27.9400
10113	Community Relations Supervisor Assistant to the City Manager (u)	500	\$5,374	\$6,532
20504	Community Service Center Supervisor	420	\$3,606	\$4,383
30755	Community Services Officer I	360	\$2,673	\$3,250
30757	Community Services Officer II	390	\$3,105	\$3,774
20781	Community Services Officer Supervisor	460	\$4,402	\$5,351
30571	Construction Inspector I (flex)	430	\$3,791	\$4,607
00571	Construction Inspector I (flex)(pt)	PT/Hourly	\$21.8712	\$26.5788
30573	Construction Inspector II	460	\$4,402	\$5,351
30574	Construction Inspector III	490	\$5,113	\$6,215
20424	Construction/Survey Manager	520	\$5,938	\$7,218
30635	Coordinator Of Volunteers	320	\$2,190	\$2,662
00350	Coordinator Of Volunteers (pt)	PT/Hourly	\$12.6346	\$15.3577
10072	Council Administrative Supervisor (u)	480	\$4,864	\$5,912



CITY ATTORNEY

Class Code:
1341

Bargaining Unit: Unrepresented

CITY OF MODESTO
Established Date: Jan 6, 2009
Revision Date: Jan 7, 2009

SALARY RANGE

\$66.08 - \$82.60 Hourly
\$5,306.73 - \$6,633.42 Biweekly
\$11,497.92 - \$14,372.40 Monthly
\$137,975.04 - \$172,468.80 Annually

DEFINITION:

Class specifications are intended to present a descriptive list of the range of duties performed by employees in the class. Specifications are not intended to reflect all duties performed within the job.

To plan, organize, direct and review the activities and operations of the City Attorney's Office including serving as legal advisor and counsel for the City Council, City boards and commissions, City Manager and City departments and representing the City and its agencies before courts of law, arbitration and administrative tribunals; to provide leadership to the department and City organization; to plan, organize, and direct the activities of the City Attorney's Office; to coordinate assigned activities with other departments and outside agencies; and to provide highly responsible and complex administrative support to the City Manager and City Council.

SUPERVISION RECEIVED AND EXERCISED:

Receives policy direction from the City Council.

Exercises direct supervision over management, supervisory, professional, and technical personnel.

ESSENTIAL AND MARGINAL FUNCTION STATEMENTS:

Essential and other important responsibilities and duties may include, but are not limited to, the following:

Essential Functions:

Develop, plan and implement department goals and objectives; recommend and administer policies and procedures.

Coordinate Department activities with those of other departments and outside agencies and organizations; provide assistance to the City Council and City Manager; prepare and present staff reports and other necessary correspondence.

Direct, oversee and participate in the development and approval of the Department's work plan; assign work

activities, projects and programs; monitor work flow; review and evaluate work products, methods and procedures.

Supervise and participate in the development and administration of the Department's budget; direct the forecast of funds needed for staffing, equipment, materials and supplies; monitor and approve expenditures; prepare and implement mid-year corrections.

Select, train, motivate and evaluate personnel; provide a high level of leadership; provide or coordinate staff training; conduct performance evaluations; implement discipline procedures; maintain discipline and high standards as necessary for efficient and professional operations of the Department.

Develop and implement long and short-term strategic plans in support of department and City-wide goals and objectives.

Render legal opinions to the City Council, City boards and commissions, City Manager and department staff as required; analyze legislation affecting the City's risk management and property management activities.

Review proposed contracts, bond and financing papers, insurance policies and other documents affecting the City.

Monitor and control liability claims and lawsuits; represent the City in lawsuits.

Attend meetings of the City Council; attend meetings of boards, commissions, and committees, and render legal advice.

Prepare or review drafts and assist in the negotiation of proposed agreements; prepare or review ordinances, resolutions, deeds, pleadings, contracts and other legal documents.

Represent and appear for the City in actions and proceedings in which the City is concerned or is a party; represent and appear for any city officer or employee in actions or proceedings in which a city officer or employee is concerned or is a party, for any action arising out of his employment or by reasons of his official capacity.

Prosecute on behalf of the people of the State of California all criminal cases for the violation of the charter and city ordinances.

Receive and take appropriate action on all complaints made to the office regarding legal problems involved in municipal affairs; render such reports as required.

Review and draft correspondence for various departments to assure legal accuracy as requested.

Research, prepare and present legal reports to Council, commissions and a variety of committees; prepare written correspondence.

Build and maintain positive working relationships with Senior Executive Team, Mayor, City Council, co-workers, other City employees and the public using principles of good customer service.

Marginal Functions:

Perform related duties as assigned.

MINIMUM QUALIFICATIONS:

Knowledge of:

Principles and practices of modern and highly complex municipal, civil, criminal, constitutional, and administrative law and procedures.

Organization, duties, powers, limitations, and authority of City government and the City Attorney's Office.

Pertinent Federal, State and local laws, codes, regulations, ordinances, statutes, and court decisions relating to municipal government.

Judicial procedure and rules of evidence.

Methods of legal research.

Established precedents and sources of legal reference applicable to municipal activities.

Principles and practices of leadership, motivation, team building and conflict resolution.

Pertinent Federal, State and local laws, codes and regulations.

Principles and practices of organization, administration and personnel management

Principles and practices of budget preparation and administration.

Ability to:

Plan, direct and control the administration and operations of the City Attorney's Office.

Prepare and administer department budgets.

Develop and implement department policies and procedures.

Supervise, train and evaluate assigned personnel.

Gain cooperation through discussion and persuasion.

Analyze problems, identify alternative solutions, project consequences of proposed actions and assist with the implementation of recommendations in support of goals.

Interpret and apply Federal, State, local and department policies, procedures, laws and regulations.

Work with and control sensitive, confidential information.

Organize, interpret, and apply legal principles and knowledge of complex legal problems; effectively apply legal knowledge and principles in court and administrative proceedings.

Present statements of law, fact and argument clearly, logically and effectively.

Conduct research on complex legal problems and prepare sound legal opinions.

Prepare clear and concise documents including correspondence and bond documentation.

Properly interpret and make decisions in accordance with laws, regulations, and policies.

Identify and respond to City Council issues and concerns.

Communicate clearly and concisely, both orally and in writing.

Establish and maintain effective working relationships with those contacted in the course of work.

Experience and Training Guidelines

Any combination of experience and training that would likely provide the required knowledge and abilities is qualifying. A typical way would be:

Experience:

Seven years of increasingly responsible experience in municipal or other government law that involved trial experience; including three years of administrative and management responsibility.

Training:

A Juris Doctorate from an accredited law school.

License or Certificate:

Possession of, or ability to obtain, an appropriate, valid California driver's license.

Active membership in the State Bar of California.

PHYSICAL AND MENTAL REQUIREMENTS:

Mobility: frequent use of keyboard; frequent sitting for long periods of time; occasional bending or squatting. **Lifting:** frequently up to 10 pounds; occasionally up to 25 pounds. **Vision:** constant use of overall vision; frequent reading and close-up work; occasional color and depth vision. **Dexterity:** frequent repetitive motion; frequent writing; frequent grasping, holding, and reaching. **Hearing/Talking:** frequent hearing and talking, in person and on the phone. **Emotional/Psychological:** frequent decision-making and concentration; frequent public and/or coworker contact; occasional working alone.

Environmental: frequent exposure to noise.

WORKING CONDITIONS

Work is performed in a typical temperature controlled office environment subject to typical office noise and environment. Positions require regular overtime or weekend work and the ability to travel.

Individuals appointed into positions in this classification after February 5, 2008 are in the Unclassified Service and serve at the will of City Council.

CLASS SPECIFICATION HISTORY:

<i>Class Spec History</i>	
Adopted	4/88
Revised	12/08
BU	Exec Mgt