



CITY OF
REDDING
CALIFORNIA

**CITY
ATTORNEY**

 **BOB MURRAY
& ASSOCIATES**
EXPERTS IN EXECUTIVE SEARCH

THE COMMUNITY

Redding is the economic and cultural heart of Northern California's Shasta Cascade region and serves as the county seat of Shasta County. Covering approximately 60.7 square miles along the Sacramento River, the City is located about 162 miles north of Sacramento and 120 miles south of the Oregon border. Its strategic location provides easy access via Interstate 5, Amtrak, and Redding Regional Airport, connecting the City throughout California and beyond.

With a population of approximately 93,000 people, Redding continues to grow while maintaining a welcoming, community-oriented atmosphere. The area's roots trace back to the Wintu tribe, who inhabited the region long before European settlement. Modern development began in 1868 when Benjamin B. Redding, a land agent for the Central Pacific Railroad, established the area as a northern rail terminus. The City was incorporated on October 4, 1887, and has served as Shasta County's administrative center since 1888.

Redding offers a high quality of life with affordable housing, reputable schools, and abundant natural beauty. Residents enjoy year-round outdoor recreation, from scenic walks along the Sacramento River National Recreation Trail to boating on Shasta Lake and hiking in Whiskeytown National Recreation Area. Downtown Redding is compact and walkable, centered on Market Street, which features locally owned restaurants, coffee shops, and unique boutiques. The City blends small-town friendliness with economic vitality, making it an attractive place for families, professionals, and retirees.

THE ORGANIZATION

The City of Redding operates under the Council-Manager form of government, a system that emphasizes professional management and clear policy direction. The City Council consists of five members elected at large to staggered four-year terms. Each December, the Council selects one member to serve as Mayor, who presides over meetings and serves as the ceremonial head of the City. Municipal elections are held regularly, with the next scheduled for November 2026.

The Council sets policies and overall direction for the City and appoints a professionally trained City Manager to oversee daily operations. The Council also appoints the City Attorney, whose powers and



duties are defined in Chapter 2.12 of the Redding Municipal Code.

Redding is a full-service City with approximately 950 full-time and more than 300 part-time employees. City services include:

- Public safety (police and fire)
- Highways, streets, and public improvements
- Planning and zoning
- Parks and recreation
- Airport operations and public transportation
- Utilities: electric, water, wastewater, storm drainage, and solid waste
- General administrative services

The City operates on a biennial budget, supporting strategic planning and fiscal stability while meeting the needs of its growing community.

THE POSITION

The City Attorney serves as the chief legal advisor for the City of Redding, reporting directly to the City Council. The position provides counsel to the Council and City staff on a wide range of municipal matters, including land use and development, personnel and employment issues, contract review and negotiation, real property transactions, environmental regulations, and election law.

The City Attorney's duties include:

- Advising officers and authorities of the City on all legal matters related to municipal business
- Prosecuting violations of the Redding Municipal Code and other applicable ordinances
- Representing the City in all legal proceedings in which it is a party or has an interest
- Employing, supervising, disciplining, and, if necessary, removing

attorneys and other subordinate personnel

- Collaborating with the Shasta County District Attorney, who has concurrent jurisdiction to prosecute code violations and file civil suits as needed

Additionally, the City Attorney protects the public interest through prudent fiscal management of resources, including claims administration and defense of litigation. The role also includes leadership and administrative responsibilities such as developing departmental goals and priorities, managing the City Attorney's Office budget, overseeing contracts and legal documents, providing employment law guidance, mentoring staff, and maintaining strong communication with government officials, courts, agencies, and professional organizations.

THE IDEAL CANDIDATE

The City of Redding seeks an exceptional and experienced legal professional to serve as City Attorney and a key member of the Executive Leadership Group. The ideal candidate will have broad knowledge of municipal law and proven experience working in or with a local government agency. Core areas of expertise include:

- Land use and economic development
- Conflict of interest law and Brown Act compliance
- Contract drafting and review
- Public works and code enforcement
- Employment law

The successful candidate will be a strategic and calculated thinker with a record of successful litigation and sound risk assessment. They must have excellent verbal and written communication skills, emotional intelligence, confidence, and credibility. The ability to build strong, respectful relationships across the organization and with the City Council is essential, including clearly explaining complex legal issues so all members are equally informed.

As a leader, the City Attorney will mentor and develop staff, including two full-time Assistant City Attorneys, while managing a high workload that requires both speed and precision. The position involves leveraging outside expertise when appropriate and collaborating with the City's joint risk pool for litigation support.



The ideal candidate will be politically astute, capable of navigating conflict respectfully, and skilled at maintaining productive professional relationships. They will possess a calm temperament under pressure, an approachable demeanor, and an endearing sense of humor. Networking within the legal profession and collaborating effectively with colleagues are also key attributes.

KEY TRAITS

- Wise, trusted counselor with integrity and strong work ethic
- Ability to translate complex legal issues into plain language
- Strategic, creative, and solutions-oriented thinker
- Strong advocate for the City while balancing risk and policy objectives
- Proactive in identifying and addressing potential legal issues
- Understanding of fiscal sustainability, efficiency, and technology in government
 - Collaborative and skilled in problem-solving with staff and stakeholders
 - Quick to grasp underlying issues and provide sound, timely judgment
 - Politically astute with the ability to "read the room"
 - Willing to provide candid, direct advice
 - Skilled at navigating conflict while maintaining positive relationships
- Well-connected and able to collaborate within the legal profession
- Calm under pressure with a steady, composed demeanor



- Approachable, positive attitude, and sense of humor

EDUCATION & EXPERIENCE

- A Juris Doctorate from an accredited law school and membership in the State Bar of California are required.
- Ten (10) years relevant experience in the practice of law and four (4) to five (5) years of municipal law experience are required.
- Possession of the appropriate California driver's license, or the ability to acquire one within ten days of appointment.

COMPENSATION

The annual salary range for the City Attorney is **\$280,000-\$310,000**. The City also provides an excellent array of benefits that include:

Retirement - Participation in CalPERS (2% at 55 for classic members; 2% at 62 for new members). The City does not participate in Social Security.

Medical Insurance - City pays 80% of "base plan" coverage for employees and dependents, with an opt-out provision. Dental and vision coverage provided.

Administrative Leave - Up to 80 hours annually.

Vacation - Initial accrual of 80 hours per year.

Sick Leave - 12 working days per year and unused sick leave may be credited toward retirement.

Holidays: - 13.5 paid holidays per year.

Additional Benefits - Cell phone and auto allowance, Deferred Compensation Plan, Long Term Disability.

Relocation assistance or professional development assistance - may be negotiated.



TO APPLY

To be considered for this position, please submit your application at:

www.bobmurrayassoc.com

Filing Deadline:

11:59 p.m. PST on May 3, 2026

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates.

A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held with the City of Redding.

Candidates will be advised of the status of the recruitment following selection of the City Attorney. If you have any questions, please do not hesitate to call:

Ms. Stephanie Dietz
(916) 784-9080



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