

The City Of
Antioch
California

ANTIOCH
CALIFORNIA
OPPORTUNITY LIVES HERE



We Are Now Accepting
Applications For The Role Of

CITY ATTORNEY

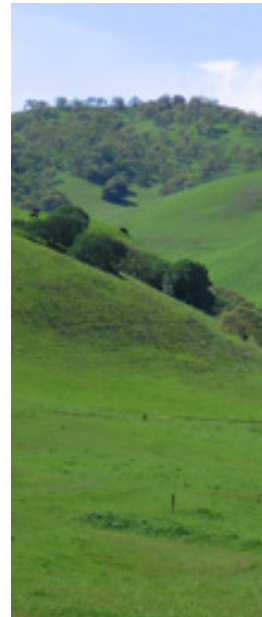
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Bob Hall & Associates

THE CITY

Joining the City of Antioch's executive team offers a unique opportunity to be part of a vibrant, forward-thinking community dedicated to shaping its future. As a key member of the team, you'll play an integral role in driving meaningful change and fostering growth in a city with rich history and exciting potential. Antioch is committed to enhancing quality of life for its residents, with a focus on sustainable development, public services, and community engagement. By working alongside passionate colleagues and leaders, you'll have the chance to make a lasting impact, influence policy, and contribute to the city's vision of a thriving, inclusive, and innovative future. It's an exciting time to join Antioch—where your leadership and expertise can truly make a difference!

THE POSITION

Under administrative direction from the City Council, provides overall and general legal advice, counsel and assistance to the City Council, Boards and Commissions, and City Staff; reviews contracts and other documents requiring legal review; represents the City in court and administrative proceedings. Also acts as general counsel to the City as Successor to the Redevelopment Agency. Acts as a key member of the City's management team.



THE ORGANIZATION

The City of Antioch was incorporated in 1872 as a General Law City operating under the City Council / City Manager form of government. The City Council is responsible for adopting ordinances, resolutions, and the budget, appointing commissions, and committees, and hiring the City Manager and City Attorney. The City Manager is responsible for implementing the council's policies, ordinances, and directives, overseeing the City', and appointing the directors of the City's departments. Antioch is a suburban city providing quality police, water, streets, parks, engineering, planning, and administrative services. The City of Antioch has a population of approximately 115,000 and covers roughly 30 square miles. Antioch is the second largest city in Contra Costa County.



QUALIFICATIONS

Education/Training: Graduation from an accredited law school.

Experience: Five years of experience in a wide variety of contract and tort law with at least three years of experience in a municipal law department.

License/Certification: Active membership in the California State Bar. Possession of a valid California State Driver's License.

IDEAL CANDIDATE

The City of Antioch is seeking an experienced and dynamic City Attorney who combines strong legal expertise with proven leadership in managing and mentoring a municipal law office. The ideal candidate will have demonstrated success in leading a team of attorneys and staff, fostering a collaborative and supportive environment while serving as a mentor who develops future leaders within the office. The City seeks a municipal law generalist with broad and deep experience across the spectrum of public law, including governance, land use, labor, and litigation. Candidates must bring not only expertise but also the energy and commitment to remain engaged with the City for the long term. The City is seeking someone that is a legal leader who will grow with Antioch and help guide the community into the future.

A clear understanding of the distinction between charter cities and general law cities is essential, with practical knowledge of general law city governance highly valued. The City Attorney must recognize the boundaries of the role—serving as a trusted advisor to the City Council, but not as a “sixth councilmember.” The successful candidate will provide impartial and objective legal advice that upholds the law and ensures sound decision-making without political influence.

The next City Attorney will be a visible, engaged, and trusted leader who brings stability, builds confidence among elected officials, and ensures that the office provides the highest quality of legal service to the City Council, staff, and community.



BENEFITS

Monthly Salary - \$19,031-\$23,133

- Health & Welfare - Cafeteria Plan is provided with a City contribution for the purchase of health (up to 100% of Kaiser health plan monthly premium rate paid by the City), dental, vision, life insurance, and the employee assistance program. A cash payment option in lieu of benefits is available.
- Retirement - California Public Employees' Retirement System (CalPERS): 2.7% @ 55 for classic members or 2.0% @ 62 for PEPRAs members.
- MEDICAL - AFTER - RETIREMENT ACCOUNT (MARA) Available
- Social Security - The City participates in the Medicare portion only. Employee pays 1.45% of salary with matching contribution paid by the City.
- Deferred Compensation Plan - City offers a 457 Plan. City contributes 5% of base salary per month towards a deferred compensation plan for Executive Management.
- Sick Leave - Accrue 12 days per year.
- Employee Assistance Program
- Life Insurance - 2x annual salary up to \$250k.
- Holidays - 13 days per year, including 3 floating holidays.
- Vacation - 11 to 25 days per year depending upon length of service.
- Vacation Buyback Policy Available.
- Administrative Leave - 96 hours annually pro-rated based on start date.



APPLICATION PROCESS

CLOSING DATE | November 7, 2025

To apply for this exciting career opportunity, please send a compelling cover letter and your detailed resume electronically to:
apply@bobhallandassociates.com.

Should you have any questions regarding this position or the recruitment process, please contact Joe Gorton at (707) 628-6846.

Application materials will be screened in relation to the criteria described in this brochure. Candidates deemed to be the most highly qualified will be invited to participate in the selection process. The selection process will include phone interviews with the most qualified candidates, panel interviews, and final interviews with the City Council. Appointment is subject to completion of thorough background and reference checks.

Recruiting Services Provided By

**APPLY TODAY AND BE A PART
OF AN AMAZING TEAM!**

