



CITY OF
LA MESA

JEWEL of the HILLS

City Attorney



OUR COMMUNITY

Founded in 1912 and centrally located in the rolling hills of San Diego County with a population of approximately 60,000, La Mesa is known as the Jewel of the Hills. A near-perfect climate, tree-lined streets, walkable neighborhoods, easy access to retail and commercial areas, and a quaint Downtown Village make La Mesa a highly desirable community.

La Mesa is a sought after business location due to its regional centrality and superior transportation network that includes three major freeways, five trolley stations, numerous bus routes and quick and easy access to a major international airport. The City is home to more than 5,000 businesses representing a wide array of industries with Sharp-Grossmont Hospital, the La Mesa-Spring Valley School District, Walmart (two locations), Kaiser Permanente, and Costco being the largest employers. A main attraction for La Mesans is the ability to live, work, shop and play in the community in which they live.

The Downtown Village serves as the historic center of the community and is filled with one-of-a-kind retail shops, vintage stores, and dining options, while also being a gathering place for many civic events and celebrations including a weekly farmers market, summertime classic car shows and annual Oktoberfest which is one of the largest in the region. Also, within City limits, Grossmont Center serves as a regional dining, shopping and entertainment hub with over a million square feet of space.

The community's amenities support a healthy lifestyle. Fourteen beautiful municipal parks are located within La Mesa's borders as are award winning urban trails, jogging paths, and other recreational facilities including a municipal pool and sports complex. La Mesa is served by two school districts. The La Mesa-Spring Valley School District operates most of the elementary and middle schools while Helix Charter High School is part of the Grossmont Union High School District. There are also numerous private schools in the area. Local higher education options such as the University of California San Diego, San Diego State University and the University of San Diego are all in close proximity. In addition, several community colleges serve the region.



CITY GOVERNANCE

La Mesa is a general law city with a directly elected mayor. The City Council consists of a mayor and four councilmembers, all of whom are elected at large and serve four-year terms. La Mesa is governed by a Council-Manager form of government. The City Council is responsible for determining policy, and the City Manager ensures implementation. The City Council appoints the City Manager and City Attorney.

Departments include the City Manager's office, Community Development, Finance, Fire, Parks and Recreation, Police, and Public Works. The City has 288 full-time budgeted employees and the General Fund annual budget is approximately \$81 million.





THE POSITION

The city attorney position provides a wide range of professional legal services to the City Council, City Manager, City departments, various boards, and commissions. It is imperative for the city attorney to foster cooperative working relationships among City departments, intergovernmental and regulatory agencies, and various public and private groups. This position oversees, directs, and participates in all activities of the City Attorney's Office.

The City Attorney consults with the City Manager in a variety of administrative, coordinative, analytical, and liaison capacities. Successful performance of the work requires knowledge of municipal policies and functions, including the role of the City Council, and the ability to develop, oversee, and implement projects and programs in a variety of areas. Responsibilities include coordinating the activities of the city attorney department with those of other departments and outside agencies, managing and overseeing complex and varied activities, being accountable for accomplishing departmental planning and operational goals and objectives, and advancing City goals and objectives within general policy guidelines.

The current City Attorney served as city attorney for 29 years and will be retiring. The next city attorney will benefit from an experienced leadership team composed of collaborative department directors that will work closely with the City Manager and City Council to advance the City's strategic priorities.

EXAMPLES OF TYPICAL JOB FUNCTIONS

- Assume full management responsibility for all programs, services, and activities of the City Attorney's Office, including civil litigation, criminal prosecutions, and administrative hearings.
- Attend all meetings of the City Council and certain designated commission and board meetings as requested by City officials.
- Develop, review, and implement policies and procedures to comply with legal requirements; draft ordinances, resolutions, legal documents and opinions, as requested.
- Render opinions for City Council, City Manager, boards, committees, commissions, and department staff regarding complex and routine matters.





THE IDEAL CANDIDATE

The ideal candidate will be a proactive, solution-oriented problem solver and consensus builder, who can work independently and foster strong relationships with City Council and staff. This hands-on, “working” City Attorney will engender a high level of trust and credibility through excellent communication and interpersonal skills, and articulate complex legal issues in easy-to-comprehend terms.

Expertise includes demonstrated experience in planning/ community development, zoning, building, subdivision, land use, Brown Act, California Political Reform Act, California Public Records Act (PRA), California Environmental Quality Act (CEQA), employment and labor relations, code enforcement, elections, public safety (police and fire), and public works.

The ideal candidate possesses demonstrated experience working efficiently and effectively with special counsel if and when the need arises.

QUALIFICATIONS

- Juris Doctorate degree from an accredited school of law
- Ten (10) years of increasingly responsible professional experience in municipal law
- California State Bar Admission



COMPENSATION AND BENEFITS

The salary range for the City Attorney is \$250,000 - \$320,000, commensurate with the candidate's experience and qualifications.

In addition, the City offers an attractive benefit package including:

- **Retirement** – California Public Employees' Retirement System (CalPERS) Classic members 2.5% @55 benefit formula with single highest year (8% employee contribution plus 1% cost sharing). New Members to CalPERS fall under a 2% @ 62 (7.75% employee contribution) benefit formula with 3-year final average compensation.
- **Social Security and Medicare** – The City participates in Social Security.
- **Health Insurance** – Medical, dental, and vision insurance is provided. Medical plans are offered through the CalPERS Health Program, giving employees a range of HMO and PPO options. A cafeteria plan of 90% of the average of the Sharp and Kaiser health plans are used to pay for health coverage. In 2026, the City pays up to \$2,227 per month for "Employee + 2 or More" coverage.
- **Vacation, Holidays and Leave** – 11 paid holidays and three floating holidays per year; 80-180 hours of vacation accrual per year (depending on length of tenure); and 80 hours of administrative leave per calendar year.
- **Sick Leave** – 96 hours per year.
- **Auto Allowance**
- **Technology Allowance**
- **Sick Leave Conversion and Vacation Buy-Back programs**
- **Group Life Insurance** – Life insurance up to \$250,000.
- **Short and Long Term Disability** – Short and long term disability insurance for management.
- **Deferred Compensation** – Participation in the Section 457 deferred compensation program or the post-tax 457 Roth deferred compensation program includes up to \$1,500 in annual employer matching contribution per calendar year.
- **Work Schedule** – Flexible 9/80 work schedule.



APPLICATION PROCESS AND RECRUITMENT SCHEDULE

The final filing date is Tuesday, June 30, 2026.

To be considered, please submit a resume, cover letter, and five work-related references to:

<https://koffassociates.com/la-mesa-city-attorney>. References will only be contacted following candidate approval.

Resumes should reflect years and months of positions held.

For additional information, please contact:



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Website: <https://koffassociates.com/>

Resumes will be screened based on the criteria outlined in this brochure. Candidates with the most relevant qualifications will be given preliminary interviews by the consultant. Koff & Associates will report the results to the City. The City will then select candidates to participate in City interviews. Extensive reference and background checks will be completed on the selected candidate.