

EMPLOYMENT OPPORTUNITY

Practice Area(s): **Municipal Law and/or Land Use**
Available Positions: Associate or “Of Counsel”
Exempt Status: Full-Time Exempt

About Neumiller & Beardslee

Neumiller & Beardslee, A Professional Corporation traces its roots to the partnership of Ashley & Neumiller founded in 1903. For more than 120 years, Neumiller & Beardslee has been among the largest and most-respected private law firms in San Joaquin County. Our firm has been instrumental in advising on some of the biggest projects in our region, from the formation of the Altamont Corridor Express commuter train system to the construction of the New Melones Dam. Neumiller & Beardslee represents hundreds of clients in a variety of legal practice areas, ranging from civil, trust, and probate litigation to the representation of cities, special districts, and common interest developments in land use and administrative matters to advising and representing employers and employees in all aspects of labor and employment law, and more. For our clients, we strive to provide legal representation at a level of quality that is the equal of any Bay Area or Sacramento law firm at Central Valley rates. For our attorneys and staff, we provide competitive salaries, comprehensive benefits (including health, dental, vision, and life insurance and a 401k plan with employer matching contributions), and a collegial work environment with flexible physical-office presence and family-friendly billing expectations. We invest in our employees for the long term and we provide a speedier path to ownership than is offered at competing firms. We are looking for talented attorneys with the highest ethical standards that want to build careers serving San Joaquin County and our surrounding communities. We welcome applicants of all backgrounds to whom that description applies that are interested in helping our firm grow into the future.

Position Summary and Typical Responsibilities

Attorneys within the Municipal Law Group provide trusted, cost-efficient advice and representation to elected representatives and staff serving local government entities throughout the Central Valley, ranging from special districts to cities to multi-county joint powers agencies. Responsibilities may include, without limitation:

- Providing legal counsel and advice to elected officials, staff, business, or private individuals on a wide range of issues pertaining to municipal law;
- Attending public and closed-session meetings of government agencies, including day or evening meetings, and providing contemporaneous legal advice;
- Researching, evaluating, and resolving a variety of complex legal matters;
- Preparing or revising opinions, memoranda, staff reports, administrative rules, policies, ordinances, regulations, contracts, and other legal documents;
- Representing private clients in front of administrative agencies;

- Establishing and maintaining cooperative working relationships with public officials, staff, and members of the public;
- Developing and maintaining client relationships and generating business, including attending and representing the firm at community events;
- Administrative tasks including, without limitation, contemporaneous timekeeping and timely review and approval of invoices to clients; and
- Assigning and supervising the work of other attorneys and staff.

Land use attorneys' responsibilities may overlap to a significant degree with Municipal Law responsibilities, and/or may include, without limitation:

- Advising clients in addressing the risks associated with the acquisition, sale, leasing and financing of real property;
- Advising clients with respect to development plans, applications, the entitlement process, permitting, maps, and more;
- Assisting clients in performing due diligence;
- Understanding local, state and federal environmental and land use permitting regulations including, but not limited to, the Subdivision Map Act, zoning requirements, and CEQA;
- Drafting agreements and other transactional documents, including purchase and sale agreements and agreements required for compliance and protection under land use laws and regulations; and
- Representing clients in negotiations with local governments and in administrative or court hearings.

The foregoing is not intended to be a comprehensive listing of activities, duties or responsibilities that are required for this position, and job responsibilities may change at any time.

Qualifications

Minimum qualifications for this position include an active membership in good standing in the California State Bar, a Juris Doctor degree, and exemplary ethical standards. Applicants will be required to provide their own transportation to offsite client meetings.

Additional preferred (but not necessarily required) qualifications include:

- Two or more years of experience in legal practice, preferably in public agency, municipal, and/or land use law.
- Connections to San Joaquin County or surrounding communities.

To perform well in this position will also require an applicant to possess or develop strong public speaking skills; knowledge of civil and administrative procedures applicable to municipal government, particularly including the Brown Act and the California Public Records Act; the ability to communicate clearly and calmly, particularly in stressful or emotionally-charged situations; flexibility to respond to situations and communicate with clients outside of traditional "business hours"; clear, concise, and effective writing skills;

and strong interpersonal skills, including the ability to actively listen, process information, persuade, educate, and problem-solve.

Compensation and Benefits

Neumiller & Beardslee aims to provide compensation that is competitive with our region and legal market, with reasonable billing and performance expectations that allow for an achievable work/life balance:

- The pay scale for associates ranges from \$90,000 to \$122,000, plus annual performance-based bonuses, reviewed annually to ensure market competitiveness. The actual salary will depend on the selected candidate's experience. "Of counsel" compensation is subject to negotiation in particular circumstances.
- A stellar comprehensive benefits package, including health, vision, dental, life, and long-term disability insurance.
- 401k safe-harbor plans with partial matching contributions.

Ownership Path

Attorneys who exhibit legal acumen and exemplary ethics, develop trusted relationships with clients and colleagues, and perform well over a sustained period of years may be considered for admission as shareholders of the firm. Attorneys with strong performance (including, without limitation, revenue generation) are typically considered for admission at 7-8 years' experience, and potentially earlier in exceptional cases.

Our Location

Neumiller & Beardslee's office is located at 3121 W. March Lane, Suite 100, Stockton, California, in the professional Brookside community. Physical presence in the office is highly encouraged to foster collaboration and develop relationships among our team, but we are able to offer exempt employees flexibility to accommodate individual circumstances.

How to Apply

To apply, please submit your resume, cover letter, and any references to our office manager, Elvia Trujillo, at etrujillo@neumiller.com.