

CITY ATTORNEY

A rare opportunity to serve as a trusted legal advisor and help shape the future of one of California's most forward-thinking municipalities, recently recognized for its good governance.



City of
**Mountain
View**



THE COMMUNITY

Nestled in the heart of Silicon Valley between the Santa Cruz Mountains and San Francisco Bay, Mountain View is a diverse community with an estimated population of 88,533. Mountain View spans just over 12 square miles, encompassing more than 1,000 acres of parks and open space, including the 750-acre wildlife and recreation area known as [Shoreline at Mountain View](#).

Mountain View has a vibrant downtown core and is home to many nationally and internationally known technology companies, including Google, Microsoft, LinkedIn, Intuit, and Waymo, as well as a thriving small business sector. The City has also quickly become a hub for autonomous vehicle and drone delivery ventures. While leading the region in innovation and ideas, Mountain View remains committed to the values of strong neighborhoods and community involvement.

The City of Mountain View prides itself on providing exceptional public services and facilities that meet the needs of a caring and diverse community while maintaining a coveted AAA credit rating. In the heart of the City, Mountain View's historic and pedestrian-friendly downtown offers a wide range of attractions, including numerous restaurants and retail stores, cultural events, concerts, and a weekly farmers' market. The City has turned three blocks of downtown into a pedestrian mall that directly connects to the Mountain View Transit Station, providing visitors with convenient regional access. The newly electrified Caltrain service provides express service to San Francisco, San Jose, and other cities along the peninsula. The Civic Center, built around Pioneer Park, has one of the finest performing arts facilities in Northern California, and a 60,000-square-foot, state-of-the-art Public Library.

Mountain View's 46 City parks and extensive trail system provide an array of opportunities for recreation and active living. Shoreline at Mountain View is a regional park with stunning views along San Francisco Bay, featuring an 18-hole golf course, sailing lake, restaurant, and 9.7 miles of trail. Shoreline Amphitheatre boasts an exciting concert season, bringing top-name performers to Mountain View.

The City has an impressive safety record and is regarded as one of the safest and best places to live and work in the Bay Area. In addition, its commitment to diversity and inclusion, formalized in the City Council's adopted "Community for All" goal, includes initiatives that strive to protect vulnerable populations and preserve the socioeconomic and cultural diversity of the community.

The community is served by excellent public and private schools and is in proximity to some of the best universities in the nation, including Stanford, Santa Clara University, UC Berkeley, UC Santa Cruz, San Jose State, and Carnegie Mellon University Silicon Valley.

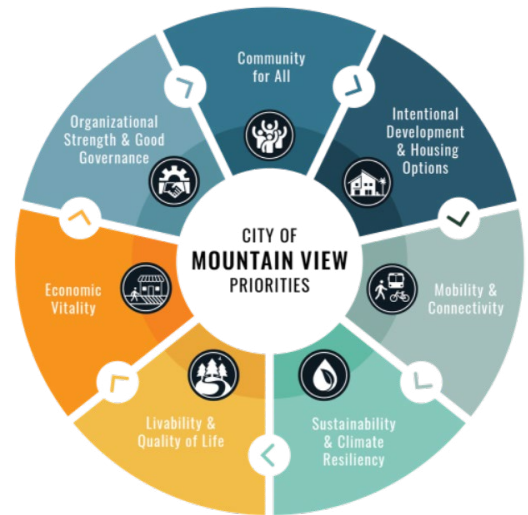
CITY GOVERNMENT

The City of Mountain View is a forward-thinking, full-service city operating under the Council/Manager form of government. The seven Councilmembers are elected at large to staggered four-year terms, with elections held in even-numbered years. The Mayor and Vice Mayor rotate annually among the Councilmembers. The City Council appoints the City Manager, City Attorney, City Clerk, and City Auditor.

The City Manager implements the strategic direction and oversees the day-to-day operations of the City government. Mountain View's stable City Council has a well-earned reputation for demonstrating good governance, embracing innovation, taking the lead on challenging regional and state policy issues, working together with civility, and treating community members and City staff with respect and appreciation. Kimbra D. McCarthy has served as Mountain View's City Manager for more than six years and was recently awarded the International City/County Management Association's inaugural Good Governance Award. The award recognizes the exemplary partnership between the governing body and managers who embody the principles of ethical leadership, transparency, accountability, and efficiency.

In fiscal year 2026-27, the City's expenditure budget is \$585.3 million, with over 725 employees citywide. The City intentionally cultivates a robust and vibrant organizational culture. This

demanding yet rewarding environment suits professionals who are, or aspire to be, at the pinnacle of their careers. Mountain View combines the collegial culture of a smaller city with the complexity and pace of a larger metropolitan municipality.



THE CITY ATTORNEY'S OFFICE

The City Attorney's Office (CAO) represents and advises the City Council, boards, commissions, departments, and all City officials on legal matters related to the conduct of City business. In this role, the CAO serves as a trusted advisor, offering legal counsel that shapes public policy and advances the City's vision, priorities, and community goals. The Office also provides legal services for the Shoreline Regional Park Community (North Bayshore), the Downtown Parking District, and the Downtown Revitalization Authority. Mountain View's CAO also includes the Code Enforcement Section, which enforces City Code provisions relating to zoning, neighborhood preservation, vehicles on private property, and other Code sections, as necessary.

The City Attorney is appointed by the City Council and is supported by a FY2026-27 budget of \$6.88 million and a staff of 12 full-time team members consisting of four (4) Senior Assistant City Attorneys, three (3) Assistant City Attorneys, a Senior Code Enforcement Officer, a Code Enforcement Officer I/II, an Executive Assistant, a Paralegal, and a Legal Secretary. Mountain View also retains outside legal support to assist with various

areas such as rent control, personnel, and public safety-related topics.

Jennifer Logue, recently appointed by Governor Newsom to the Contra Costa County Superior Court, served as Mountain View's City Attorney for the past four years. The new City Attorney will join a collaborative and talented Executive Team that will welcome a strong legal partner dedicated to working with the City Manager and City Council to advance Mountain View's goals.

THE IDEAL CANDIDATE

The City of Mountain View seeks an accomplished municipal law executive who is energized by the opportunity to lead in one of California's most innovative cities and navigate complex legal and public policy issues. This collaborative legal professional will be a strategic problem-solver and trusted advisor, combining exceptional legal judgment with intellectual curiosity, outstanding critical thinking, and a practical, solutions-oriented approach. They will thrive as an engaged member of the City's Executive Leadership Team and enjoy helping elected officials and staff address challenging issues that require creativity, sound judgment, and thoughtful legal strategy.

The ideal candidate will possess exceptional political acumen, emotional intelligence, and interpersonal skills, with a demonstrated ability to build trusted relationships across the organization. This individual will serve as a valued thought partner to the City Council, City Manager, and Executive Leadership Team, providing practical legal guidance that advances the City's objectives while thoughtfully managing legal risk. Rather than simply identifying legal obstacles, the next City Attorney will be a creative problem-solver, presenting well-reasoned options, educating decision-makers, and developing legally defensible strategies that move initiatives forward.

Mountain View is recognized for addressing complex, high-profile, and often precedent-setting issues. The successful candidate will bring substantial experience advising on municipal governance, housing, and land use, CEQA, constitutional law, and evolving State legislation. They will remain calm and decisive when addressing



controversial matters, litigation, and competing viewpoints, while helping the Council reach well-informed policy decisions. Experience with modern practices for a high-performing City Attorney's Office, legal technology, and the thoughtful application of artificial intelligence to improve legal services and day-to-day operations will be viewed favorably.

The City values leaders who are present, engaged, and invested in the success of the organization. The next City Attorney must actively build strong partnerships with elected officials, executive leadership, department directors, and staff while fostering a culture of collaboration, responsiveness, and exceptional client service. A proactive leadership style, consistent follow-through, and a commitment to open communication are essential requirements, as is the ability to maintain strong, mutually respectful relationships with staff to effectively support a highly engaged City Council.

As the leader of the City Attorney's Office, the successful candidate will be an experienced people manager who builds high-performing teams through mentoring, accountability, and professional development. Experience managing outside counsel, improving legal

operations, and implementing technology that enhances efficiency and service delivery will be highly beneficial.

The ideal candidate will be an exceptional communicator who can explain complex legal issues in clear, practical terms and inspires confidence through professionalism, accessibility, and sound judgment. A collaborative leadership style, inclusive demeanor, flexibility, and a healthy sense of humor will complement Mountain View's collegial, intellectually curious, and high-performing culture.

Executive or senior-level experience in municipal law serving as a City Attorney, Assistant City Attorney, or equivalent is highly desirable. Experience should demonstrate the capacity to address challenging issues in a fast-paced environment that requires strategic and creative thinking. Competitive candidates will possess substantial experience with municipal law, Brown Act compliance, housing, and land use, CEQA, litigation management, and working effectively with outside counsel. A Juris Doctor degree from an accredited law school and active membership in the State Bar of California are required.



COMPENSATION & BENEFITS

Mountain View's compensation is consistently competitive with the market while remaining fiscally responsible. Salary will be based on qualifications (incumbent salary: \$362,807). The City also offers a highly competitive benefits package that includes the following:

Retirement: 2.7% at 55 years of age for CalPERS classic members and 2% at 62 for CalPERS new members; employee contribution to CalPERS is 11.5% for classic members and 10.5% for new members for fiscal year 2026-27; City employees do not participate in Social Security.

Housing: Low-interest loan options are available to assist with purchasing a primary residence in, or within a 7.5-mile radius of, Mountain View.

Vacation Leave: Up to 24 days, depending on years of service with Mountain View. Candidates may request credit for prior public service. An annual vacation cash-out program is available.

Sick Leave: Accrues 12 days per year. An additional 8 hours of vacation leave is granted for each quarter when sick leave is not used.

Management Leave: Accrual up to 15 days per fiscal year (120 hours); payout at the end of the fiscal year if not used.

Holidays: 13 fixed paid holidays and 1 floating holiday.

Deferred Compensation: A deferred compensation plan is available for voluntary employee contributions with a one-time City contribution of \$2,500 for employees on January 1, 2027.

Health Insurance: The City offers a choice of four medical plans (two HMO plans, one HDHP/HSA, and one PPO) through Health Net and Kaiser. The City provides vision coverage and full dental premiums for the employee at no cost to the employee. In addition, the City contributes a significant portion of dependent dental coverage.

Wellness: The City's wellness-minded culture includes access to an on-site employee gym and incentive pay for participating in the City's wellness program.

Paid Parental Leave: Up to 8 weeks' paid leave for the birth, adoption, or fostering of a child.

Commute Incentives: The City contributes up to \$150 per month toward mass transit expenses, with a minimum employee contribution of \$10 per month, and offers a bicycle commute incentive.

Professional Development: The City is committed to ongoing professional development, including executive coaching and leadership training.

Tuition Reimbursement: Up to \$2,000 in tuition reimbursement for educational advancement annually, with a one-time opportunity for up to \$20,000 for the completion of a job-related bachelor's or master's degree or approved leadership program.

Retiree Health Plan: Employees can participate in a defined benefit or a defined contribution retiree health plan.

Relocation: Relocation assistance may be provided.

Other Benefits: The City offers and fully subsidizes an Employee Assistance Program, life insurance up to \$600,000, as well as a long- and short-term disability benefit plan. Voluntary employee-paid benefits include a pre-tax Flexible Spending Account for qualified IRS Section 125 expenses and pre-tax childcare, pet insurance, and additional life insurance coverage for employees and their dependent(s).

APPLICATION & SELECTION PROCESS

The closing date for this recruitment is **midnight, Sunday, August 30, 2026**. To be considered for this opportunity, upload a compelling cover letter, resume, and list of six professional references using the "Apply Now" feature at www.tbcrecruiting.com. This is a confidential process and will be handled accordingly throughout its various stages.

TB&CO.

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Following the closing date, resumes will be screened in relation to the criteria outlined in this brochure. Applicants with the most relevant qualifications will be invited to preliminary interviews with the recruiters. Candidates deemed to be the best qualified will be invited to interview with the City Council. The City Council anticipates making an appointment in a timely manner after thorough background and reference checks are completed. Please note that references will not be contacted until the final stage of the process, and only in close coordination with the selected candidate.

