



CALIFORNIA
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Join the team!

**CAREER
OPPORTUNITY**

**EMPLOYMENT
PRACTICES
ATTORNEY**

**\$14,065–\$20,096
monthly**

**Plus, excellent
benefits**



ABOUT THE CALIFORNIA JPIA



HELPING GOVERNMENT MITIGATE RISK

Providing innovative risk management solutions for its public agency partners for more than 45 years, the California Joint Powers Insurance Authority is one of the largest municipal self-insurance pools in the state, with more than 125 member cities and other governmental agencies. The Authority offers a comprehensive portfolio of programs and services, including liability, workers' compensation, pollution, property, and earthquake coverage, as well as extensive risk management training and loss control resources.

MISSION

Providing Innovative Risk Management Solutions for Our Public Agency Partners

California Joint Powers Insurance Authority

(562) 467-8700

cjpia.org

CORE VALUES



INTEGRITY

We believe that as stewards of our members' trust and resources, we must be fair, ethical, transparent, and accountable in what we say and what we do.



EXCELLENCE

We believe that committing to the highest standards of performance and continuous improvement strengthens our work and our reputation with our members and within the industry.



INNOVATION

We believe that by embracing change and developing forward looking solutions, we can anticipate our members' needs and enhance our position as an industry leader.



TEAMWORK

We believe that collaboration, clear communication, and mutual support not only empower individuals to succeed, but produce stronger collective results.



SERVICE

We believe that we can exceed our members' expectations by attending to their individual needs while preserving the long-term viability of the pool.



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Join the team! | Employment Practices Attorney

The California Joint Powers Insurance Authority is seeking an experienced Employment Practices Attorney to provide practical solution-oriented legal guidance to Authority members through the Employment Hotline. The Employment Hotline is a member benefit that provides proactive legal guidance on employment matters before they become claims, helping members reduce risk, avoid litigation, and mitigate potential liability under the Authority's Memorandum of Coverage. While the Employment Practices Attorney will work closely and cooperatively with our Employment Practices Manager on Employment Hotline matters, the successful candidate will also exercise sound judgment and independently manage Hotline matters. Under the leadership of the Chief Operating Officer, your primary responsibility will be providing members with legal and practical guidance on a variety of employment-related issues, including:

- Disability accommodation
- Leave management
- Performance management
- Discipline
- Oversight of workplace investigations
- First Amendment rights of employees
- Complaints of harassment/discrimination/retaliation
- Complaints from members of the public
- POBAR/FBOR compliance

In addition, you will work with our risk management and training divisions on developing and maintaining member resources, which can include model rules and policies, and employment-related trainings.

If you are an employment attorney who enjoys solving complex workplace issues, partnering with public agencies, and helping organizations prevent claims before they arise, we encourage you to apply and become part of a team dedicated to exceptional member service and innovative risk management



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Join the team! | Employment Practices Attorney

Experience

Minimum of ten years of increasingly responsible experience in providing legal advice and counsel to California public sector employers on all areas of employment law, including disability accommodation, harassment/discrimination/retaliation, workplace investigations, performance management, discipline, leave administration, First Amendment, and POBAR/FBOR compliance. *Experience with local government, including cities, towns, special districts, and joint powers authorities is highly desirable.*

Education and Licensure

Graduation from a law school accredited by the American Bar Association (ABA) or the State Bar of California with a Juris Doctor (J.D.) degree. Must possess active membership in good standing with the State Bar of California and be licensed to practice law in California at the time of appointment and as a condition of continued employment.

Compensation & Benefits

- Annual salary range: \$168,780–\$241,152
- 4/10 work schedule (Monday–Thursday). A hybrid work schedule may be available. Hybrid work requires a mandatory, monthly, on-campus week; special events; member meetings; and other events as required.
- The California JPIA participates in the Public Employees' Retirement System (PERS), coordinated with Social Security, and the California Public Employees' Retirement System's (CalPERS) health benefits programs.
- Employer-paid medical, dental, and vision benefits up to the designated family rate; Section 125 Health/Dependent Care plan
- Employer-paid long-term and short-term disability and life insurance
- Paid leave: 80 hours of vacation and 96 hours of sick leave annually
- Holidays: 12 days each year, plus 40 hours of floating holiday
- Voluntary Deferred Compensation Plan with employer match

The application deadline is Thursday, November 5, 2026, at 5:00 p.m.

Apply at www.cjpia.org/about/career-opportunities.

Email questions to Human Resources at hr@cjpia.org. Equal Opportunity Employer.