



**The City of East Palo Alto Invites Applications for the Position of
PARALEGAL**

Salary:
\$43.74 - \$53.17 Hourly
\$7,583 - \$ 9,217 Monthly

Plus, an attractive benefits package

Deadline to Apply: March 20, 2026, at 11:59 PM

The City of East Palo Alto is now actively seeking a compassionate, organized, responsible Paralegal. The Paralegal performs a variety of complex and confidential, technical, and administrative legal tasks in support of attorneys within the City Attorney's Office (CAO). Incumbents perform complex and responsible legal and administrative duties requiring a thorough knowledge of basic legal concepts and an ability to think critically in order to formulate and implement particular projects; provides information to the public and staff requiring knowledge of department services, policies, and procedures; provides assistance for a wide variety of confidential assignments related to City Council activities, employees' bargaining units, employee grievances, claims and lawsuits filed against the City, and personnel issues; and performs related work as required.

This is an open competitive/promotional recruitment, meaning that it is open to qualified permanent employees and any other applicants who meet the minimum qualifications. Two employment lists will be created for internal promotional and an open list of all other non-current EPA employees.

IDEAL CANDIDATE: The ideal candidate will possess the following:

- Establish and maintain effective working relationships with City Officials, City Staff, outside professionals, and the general public.
- Maintain confidential information, organize and maintain legal files and records.
- Organize work, meet critical deadlines, and follow up on assignments with minimum direction.
- Exercise sound judgement and logical thinking to solve office objectives.
- Communicate clearly and effectively, both orally and in writing.
- Knowledge of legal terminology, phraseology, documents, and procedures.
- Using tact, discretion, initiative, and independent judgement with established guidelines.
- Understand and communicate to others applicable policies, procedures, statutes, and regulations.
- Bilingual skills are highly desired. Advanced Word and Excel a plus.

EXAMPLES OF DUTIES:

Management reserves the right to add, modify, change, or rescind the work assignments of different positions and to make reasonable accommodations so that qualified employees can perform the essential functions of the job.

- Provides high level administrative support to the City Attorney and the CAO by assisting with duties of a complex and confidential nature related to City Council activities, employees' bargaining units, employee grievances, claims and lawsuits filed against the City, and personnel issues; acts as a liaison between the department and other staff or the public, coordinating resolutions when appropriate.

- Composes, types, edits, and proofreads a variety of complex and confidential documents, including forms, memos, and legal documents, such as memoranda, agreements, ordinances, administrative and staff reports, and correspondence for department staff from rough draft, dictation equipment, handwritten copy, verbal instructions, or from other material; inputs and retrieves data and text using a computer terminal; checks draft documents for punctuation, spelling, and grammar; makes or suggests corrections to drafts.
- Maintains the City Attorney's calendar and arranges meetings; schedules meetings between City staff or between City staff and other groups or organizations; arranges for necessary setup and materials to be available at meetings.
- Verifies and reviews forms and reports for completeness and conformance with established regulations and procedures; applies departmental and program policies and procedures in determining completeness of applications, records, and files.
- Conducts initial review of draft contracts and amendments; flags inconsistencies and potential problems in documents for Attorney review; participates in contract template working group to monitor and recommend changes to template contracts as proposed by the CAO and internal staff.
- Reviews certificates of insurance, including various endorsements and verify they meet the City's insurance requirements, in addition to liaison with staff or public regarding insurance requirements.
- Tracks contract review requests from start to completion.
- Prepares and files all pleadings in Superior and Federal Court including criminal pleadings, civil pleadings, and weapons forfeitures; maintains calendars for filings and court dates.
- Screens calls, visitors, and incoming mail; provides information to the public by phone or in person requiring an understanding of department services and City policies and procedures; listens to questions and interprets and applies regulations, policies, procedures, systems, rules, and precedents according to existing guidelines; responds to citizen and staff inquiries and complaints; refers citizens to the appropriate department source; coordinates or resolves problems of a moderate nature when appropriate.
- Tracks and maintains litigation calendars, including recording follow-up trial dates, action dates, and disposition of cases.
- Coordinates arrangements for serving of summonses, complaints, and other legal documents by outside parties; coordinates the response to subpoenas by staff or other City departments.
- Composes, types, edits, and proofreads a variety of complex documents, including forms, memos, legal documents including subpoenas, warrants, petitions, briefs, motions, memoranda, and pleadings, agreements, ordinances, real property documents, administrative, statistical, and staff reports, and correspondence for department staff from rough draft, dictation equipment, handwritten copy, verbal instructions, or from other material; inputs and retrieves data and text using a computer terminal; checks draft documents for punctuation, spelling, and grammar; makes or suggests corrections to drafts.
- Organizes and carries out administrative assignments; researches, compiles, and organizes information and data from various sources on a variety of specialized topics related to programs in assigned area; checks and tabulates standard mathematical or statistical data; prepares and assembles reports, manuals, articles, announcements, and other informational materials.
- Assists in the preparation of the CAO budget; reviews and ensures accuracy of budget documents for the City Attorney's final review and approval.
- Maintains department and staff calendars and makes meeting arrangements; schedules meetings between City staff or between City staff and
- Makes travel arrangements for the City Attorney and Assistant City Attorney to attend conferences, seminars, etc.; registers City Attorney and Assistant City Attorney for webinars, as requested.
- Verifies and reviews forms and reports for completeness and conformance with established regulations and procedures; applies departmental and program policies and procedures in determining completeness of applications, records, and files.

- Purges CAO physical legal and non-legal files according to the City's Retention Schedule.
- Assists with Public Records Act Requests and other inquiries from the public. Monitors deadlines for timely production of responsive records.
- Develops and implements file, index, tracking, and record keeping systems; maintains law library materials; researches records within areas of assigned responsibility to prepare reports and provide follow-up information to customer and staff inquiries.
- Monitors and orders office and other related supplies; prepares, processes, and tracks purchase requisitions for services and materials; receives and processes vendor invoices; prepares requests for payment for department head approval.
- Coordinates and integrates department services and activities with other agencies and City departments.
- Maintains and updates the CAO webpage as needed.
- Performs other duties as assigned.

QUALIFICATIONS:

Knowledge of: Organization and function of public agencies, including the role of an elected City Council and appointed boards and commissions. Sufficient legal terminology necessary to assume assigned responsibilities. Procedures, methods, and practices involved in composing, processing, typing, formatting, and filing a variety of legal documents. Applicable codes, regulations, policies, technical processes, and procedures related to the City Attorney's Office. Business letter writing and the standard format for reports and correspondence. Principles and practices of data collection and report preparation. Business mathematics and basic statistical techniques. Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and City staff. The structure and content of the English language, including the meaning and spelling of words, rules of composition, and grammar. Modern equipment and communication tools used for business functions and program, project, and task coordination. Computers and software programs (e.g., Microsoft software packages) to conduct, compile, and/or generate documentation.

Ability to: Maintain confidentiality and be discreet in handling and processing confidential information and data. Interpret, apply, and explain applicable Federal, State, and local laws, rules, regulations, policies, and timelines, as well as complex administrative and departmental policies and procedures. Perform responsible administrative and secretarial support work with accuracy, speed, and general supervision. Understand the organization and operation of the City and of outside agencies as necessary to assume assigned responsibilities. Respond to and effectively prioritize multiple phone calls and other requests for service. Compose legal documents, correspondence, and reports independently or from brief instructions. Make accurate mathematical, financial, and statistical computations. Enter and retrieve data from a computer with sufficient speed and accuracy to perform assigned work. Establish and maintain a variety of filing, record keeping, and tracking systems. Understand, interpret, and apply all pertinent laws, codes, regulations, policies and procedures, and standards relevant to work performed. Learn and understand the organization and operation of the City and of outside agencies as necessary to assume assigned responsibilities. Independently organize work, set priorities, meet critical deadlines, and follow-up on assignments. Effectively use computer systems, software applications, and modern business equipment to perform a variety of work tasks. Communicate clearly and concisely, both orally and in writing, using appropriate English grammar and syntax. Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines. Establish, maintain, and foster positive and effective working relationships with those contacted in the course of work.

EDUCATION AND EXPERIENCE:

Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

Education: Equivalent to the completion of twelfth (12th) grade supplemented by specialized legal secretarial training.

Experience: Two (2) years of responsible legal secretarial experience. Completion of a paralegal certificate program or college degree is desirable.

License and Certifications: License and Certifications: Completion of a paralegal certificate program or college degree is desirable.

SELECTION PROCESS:

It is important to complete all required application materials. Applications will be reviewed in detail to identify the most qualified candidates to interview. The most qualified will be invited to a panel interview. Those that score the highest out of the panel interview will be advanced to department interviews. It is desired that the successful candidate begin employment as soon as possible.

Completion of the supplemental questions is a required part of the application and examination process. "See Resume" will not be acceptable as an answer to supplemental questions.

APPLICATION PROCESS:

To be considered for this exciting opportunity, candidates should apply through CalOpps.org. Please go to the Member Agencies tab, locate San Francisco/Peninsula, Under that select East Palo Alto. Or follow this link; <https://www.calopps.org/city-of-east-palo-alto>. Complete an online application and the required supplemental questionnaire. All materials must be included to be considered as a candidate.

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Additional inquiries about the position may be directed to Human Resources, dtulabing@cityofepa.org and cc: hr@cityofepa.org with subject line: Recruitment for Paralegal or (650) 853-3152.

The City of East Palo Alto is not responsible for the failure of internet forms or email in submitting your application. Candidates with a disability who may require special assistance in any phase of the application or selection process should advise Human Resources

BENEFITS:

The City of East Palo Alto offers a competitive benefits package, including choices among plan options for medical, dental, vision, life insurance, short and long-term disability, and CalPERS long-term care insurance.

Health Benefits: For medical coverage, the City contracts with Sutter Health and Kaiser Permanente. The city pays 100% employee-only Kaiser Coverage and 65% Dependent Coverage up to the Kaiser Coverage Plan. If enrolled in Kaiser High Deductible Plan, the City will contribute \$2,000 into a Health Equity Savings Account prorated to date of hire.

Dental insurance: is through Delta Dental. The city pays full cost for employees only.

Vision: Supplemental Insurance with VSP (employee paid)

Long-Term Disability: City paid.

Life Insurance: The City pays for coverage of \$25,000

Retirement: CalPERS Classic Members - 2.5% @ 55 formula Employee pays 8% employee contribution. * Three (3) year average final compensation.

CalPERS New Members—2% @ 62 formula Employee pays 7.75% employee contribution. *
Three (3) year average final compensation

Sick Leave: 3.7 hours biweekly

Vacation: Accrual ranges from 80 – 200 Hours per year based on years of continuous service with the City.

Holidays: 13 Paid Holidays per year

Bi-lingual Pay: Additional \$50 / pay period. English/Spanish for qualifying individuals and positions after passing a bilingual test.

Tuition Reimbursement: \$600-\$1,000 per year

Deferred Compensation Plan: The City offers an optional 457 Plan through Mission Square.

Employee Assistance Program: The City of East Palo Alto offers an employee assistance program for employees and dependents that provides counseling and other services for dealing with life's challenges at no cost to the employee.

Flexible Spending Plan: Voluntary pretax employee contributions up to \$2,650 for health care expenses and up to \$5,000 for dependent care expenses per year.

ABOUT THE CITY: The City of East Palo Alto is a beautiful community located in the heart of the Silicon Valley and is uniquely positioned to maximize its potential as a significant city in the region. Founded by speculators and farmers in 1849, the town was originally named Ravenswood. In 1983 the residents decided to incorporate as East Palo Alto. The population is approximately 31,500 with an area of 2.5 square miles.

**THE CITY OF EAST PALO ALTO
IS AN EQUAL OPPORTUNITY EMPLOYER**