



## Samantha W. Zutler

Partner

San Francisco

1 California Street  
Suite 3050  
San Francisco, CA 94111-5432

✉ [szutler@bwslaw.com](mailto:szutler@bwslaw.com)

☎ **D:** +1 415.655.8113

☎ **T:** +1 415.655.8100

*Pronouns: she, her, hers*

Samantha Zutler is the City Attorney of the cities of Healdsburg and Capitola. Samantha serves as the Assistant City Attorney of Carmel-by-the-Sea and the Assistant Town Attorney of the Town of Tiburon. As City Attorney, Samantha advises on a wide range of general municipal law issues, including the Brown Act, conflicts of interest, and public records requests. She has also litigated writs challenging public records responses, constitutional challenges to land-use decisions, and contractual issues. Samantha also advises regarding general land use matters, CEQA, and [constitutional](#) issues.

Samantha also maintains a specialty practice in labor and [employment](#). She regularly defends claims of discrimination and harassment, wage and hour claims, and claims of wrongful discharge. She works with clients at all stages of the disciplinary process, from drafting and implementing new policies to defending employers in disciplinary appeals. Samantha has represented [public](#) and private sector clients in individual, collective, and class actions, and has extensive experience in litigating employment discrimination claims. Her clients include the City of Oakland, the City of Petaluma, the County of San Bernardino, and the County of Alameda.

Samantha is frequently called upon to conduct training for employees, managers and elected officials throughout California on a variety of topics, including ethics for public officials, Brown Act, prevention of sexual harassment, and best management practices. Her experience ranges from conducting individual, one-on-one remedial trainings to group trainings for over two hundred employees. Her audiences have included engineers, maintenance workers, police officers, firefighters, attorneys, mid-level and senior management employees, human resources personnel, Boards of Directors, City Councils, and the most difficult audience possible – lawyers.

Samantha lives in the bustling and vibrant city of San Francisco. She serves as a volunteer mediator for Community Boards, a nonprofit that provides mediators to the community.

### PRACTICES

Employment Law and Litigation  
Litigation  
Public Law  
Workplace Investigations

### EDUCATION

J.D., University of San Francisco  
School of Law  
B.A., Sociology, University of  
Redlands

### ADMISSION

State Bar of California  
Supreme Court of the United  
States  
United States Court of Appeals  
for the Ninth Circuit  
United States District Court for  
the Central District of California  
United States District Court for  
the Eastern District of California  
United States District Court for  
the Northern District of  
California  
United States District Court for  
the Southern District of  
California

### AFFILIATIONS

Alameda County Bar  
Association, Labor &  
Employment Law Section  
Bar Association of San Francisco  
Barristers Club  
Queen's Bench Bar Association

#### PUBLICATIONS

New Law Establishes Several New Protections For Employees Bringing  
Harassment Claims

2016 Legal Trends

Court of Appeal Rules that Personnel Investigations are Privileged

2015 Legal Trends

2014 Legal Trends

The First District Rules that Police Departments Must Disclose Entire  
Personnel Files to District Attorneys: Chipping Away at Officer  
Confidentiality, or No Big Deal?

#### RECOGNITIONS

Selected to Northern California Super Lawyers, Rising Stars, 2013-2015