

# County of Santa Cruz

INVITES YOU TO APPLY FOR:



## ATTORNEY IV – PUBLIC DEFENDER

Supplemental Questionnaire Required

Open and Promotional  
Job # 24-JG4-02

Salary: \$15,196 – 18,474 / Month

Closing Date: Friday, May 24, 2024

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### County Equity Statement

*Equity in action in Santa Cruz County is a transformative process that embraces individuals of every status, providing unwavering support, dignity, and compassion.*

*Through this commitment, the County ensures intentional opportunities and access, fostering an environment where everyone can thrive and belong.*

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**THE JOB:** The County of Santa Cruz is seeking to fill Attorney positions for Public Defender's Office. Attorneys provide indigent defense services to a broad range of clients including juveniles and adults accused of misdemeanors and felonies. The main duties will be to provide criminal/civil defense representation to indigent clients, prepare and present criminal/civil cases to the court, manage a routine caseload, perform legal research and cross examinations. The IV level Attorneys may also be assigned to complex and difficult criminal cases and may provide supervision to junior attorneys. An ideal candidate will possess previous indigent defense experience and knowledge of local indigent defense services.

The current vacancy is for an attorney who is experienced in representing juveniles charged with every level of criminal offense, including murder. The ideal candidate will have extensive experience representing juveniles in juvenile justice and the adult criminal legal system; be passionate about juvenile justice policy change that promotes health and healing; and will be enthusiastic about engaging with community-based organizations that support youth and their families in the county of Santa Cruz. **The list established from this recruitment will be used to fill current and future vacancies during the life of the eligible list.**



**THE REQUIREMENTS:** Any combination of training and experience that would provide the required knowledge and abilities is qualifying unless otherwise specified. A typical way to obtain these would be:

Three years of experience as an attorney practicing criminal law.\*

***\*Experience in the practice of civil law may be substituted for criminal law for positions assigned to applicable divisions.***

**Special Requirements:** Membership in the California State Bar is required for all levels.

**Knowledge:** Thorough knowledge of California Criminal law; rules of the courts, procedures and policies of a Public Defender's Office; legal principles and their application; legal research methods; the principles and practices of criminal law; analyzing and applying legal principles, facts, evidence and precedents to legal problems; maintaining harmonious and cooperative relationships with fellow staff members, other personnel and the public; principles of supervision and administrative practices and significant independence in handling difficult and complex cases.

**Ability to:** Analyze and apply legal principles and precedent to legal problems; present statements of fact, law and argument clearly and logically in written and oral form; act as an effective trial advocate; establish and maintain effective working relationships with those contacted during the course of the work; adhere to ethical standards; analyze and appraise a variety of legal documents and instruments; provide technical and administrative supervision, advise and training; make case filing decision and negotiate settlement decisions. Some positions may require the ability to administer a functional program area of the Public Defender's Office.

**THE EXAMINATION:** Your application and supplemental questionnaire will be reviewed to determine if you have met the education, experience, training and/or licensing requirements as stated on the job announcement. If you meet these criteria and are one of the best qualified, you may be required to compete in any combination of written, oral and/or performance examinations or a competitive evaluation of training and experience as described on your application and supplemental questionnaire. You must pass all components of the examination to be placed on the eligible list. The examination may be eliminated if there are ten or fewer qualified applicants. If the eligible list is established without the administration of the announced examination, the life of the eligible list will be six months and your overall score will be based upon an evaluation of your application and supplemental questionnaire. If during those six months it is necessary to administer another examination for this job class, you will be invited to take the examination to remain on the eligible list.

**HOW TO APPLY:** Apply online at [www.santacruzcountyjobs.com](http://www.santacruzcountyjobs.com) or mail/bring an application and supplemental questionnaire to: Santa Cruz County Personnel Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060. For information, call (831) 454-2600. Hearing Impaired TDD/TTY: 711. Applications will meet the final filing date if received: 1) in the Personnel Department by 5:00 p.m. on the final filing date, 2) submitted online before midnight of the final filing date.

**Women, people of color and people with disabilities are encouraged to apply. If you have a disability that requires test accommodation, please call (831) 454-2600.**

To comply with the 1986 Immigration Reform and Control Act, Santa Cruz County verifies that all new employees are either U.S. citizens or persons authorized to work in the U.S.

Some positions may require fingerprinting and/or background investigation.

## ATTORNEY IV – PUBLIC DEFENDER – SUPPLEMENTAL QUESTIONNAIRE

The supplemental questions are designed specifically for this recruitment. Applications received without the required supplemental information will be screened out of the selection process. Employment experiences referred to in your response must also be included in the Employment History section of the application.

**NOTE: Please answer the question(s) below as completely and thoroughly as possible, as your answer(s) may be used to assess your qualifications for movement to the next step in the recruitment process.**

1. Indicate your CA State Bar membership number and the date you were admitted to the Bar.
2. How many years have you practiced law?  
 less than 1 year    1 year    2 years    3 years    4 years    5 years    6 years    7 years  
 8 years    9 years    10+ years
3. How many years have you been an attorney in a Public Defender's Office?  
 less than 1 year    1 year    2 years    3 years    4 years    5 years    6 years    7 years  
 8 years    9 years    10+ years
4. How many years of supervision experience do you have as an Attorney?  
 N/A    1 year    2 years    3 years    4 years    5 or more years
5. Please describe your experience with indigent defense representation in the County of Santa Cruz. Please be specific as to your responsibilities, the nature and subject matter of your caseload, and any related information that you believe would assist the reviewing committee. If applicable, please also describe your experience with supervision, including the number of attorneys supervised and their caseloads.
6. Please describe any criminal defense and/or courtroom experience you possess. Describe the types of hearings in which you have appeared, including number and average length of trials, types of witnesses, and complexity of issues. Also include any experience with discovery, motions filed, evidentiary procedures in federal and/or state court, and types of criminal cases handled.

## **EMPLOYEE BENEFITS:**

**VACATION** – 16 days 1<sup>st</sup> year, increasing to 31 days per year after 15 years of service. Available after 1 year of service.

**ADMINISTRATIVE LEAVE** – One week advanced upon appointment; two weeks accrued each year; can be taken in cash or time off.

**HOLIDAYS** – 14 paid holidays per year.

**SICK LEAVE** – Six days per year.

**BEREAVEMENT LEAVE** – 3 days paid in California, 5 days paid out-of-state.

**MEDICAL PLAN** – The County contracts with CalPERS for a variety of medical plans. For most plans, County contributions pay a majority of the premiums for employees and eligible dependents.

**DENTAL PLAN** – County pays for employee and eligible dependent coverage.

**VISION PLAN** – The County pays for employee coverage. Employee may purchase eligible dependent coverage.

**RETIREMENT AND SOCIAL SECURITY** – Pension formula 2% at age 60 or 2% at age 62 as determined based on provisions of the CA Public Employees' Pension Reform Act of 2013 (PEPRA). Pension benefit determined by final average compensation of three years. County participates in Social Security.

**LIFE INSURANCE** – County paid \$50,000 term policy. Employee may purchase additional life insurance.

**LONG TERM DISABILITY PLAN** – Plan pays 66 2/3% of the first \$13,500, up to \$9,000 per month maximum.

**DEPENDENT-CARE PLAN** – Employees who pay for qualifying child or dependent care expenses may elect this pre-tax program.

**H-CARE PLAN** – Employees who pay a County medical premium may elect this pre-tax program.

**HEALTH CARE FLEXIBLE SPENDING ALLOWANCE (HCFSA)** – Employees may elect this pre-tax program to cover qualifying health care expenses.

**DEFERRED COMPENSATION** – A deferred compensation plan is available to employees.

**Note: Provisions of this bulletin do not constitute an expressed or implied contract.**

**County of Santa Cruz**

[www.santacruzcountyjobs.com](http://www.santacruzcountyjobs.com)

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**WORK Here**

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