



County Counsel



THE COUNTY

Santa Barbara County is located on a 122 mile stretch of California’s central coastline. The County is a mix of urban, suburban and rural landscapes with a strong economic base in both technology and agriculture. The County is well-known for its world class beaches, mild climate, scenic mountains and numerous parks. This mix of the best of California’s environments makes for plentiful cultural and recreational activities year-round including hiking, water sports, visiting historical landmarks, fine dining and wine tasting to name a few.

Santa Barbara County is home to 20 school districts, many award winning, ranging from small, rural K-8s to typical large urban districts of many thousands of students. The University of California, Santa Barbara and several other institutions of higher learning are also available.

Santa Barbara County government is a service-oriented organization with a \$1.14 billion operating budget. The County has 22 departments and a workforce of more than 4,300 employees in over 700 different jobs. Santa Barbara County is one of the most desirable places in the world to live and work.



UNIQUE OPPORTUNITY

This is an exceptional opportunity to lead the legal team of this beautiful California coastal county, assisting in the County Counsel Office’s mission, *“To advance and defend the County’s civil policies and actions by: looking ahead; advising and providing options; and litigating. We work closely with the Board of Supervisors and other County officers to maintain the civil legal integrity of the County of Santa Barbara.”*



■ COUNTY GOVERNMENT – RENEW '22 AND POST-PANDEMIC

The County of Santa Barbara is in a time of change and renewal, as the County plans for its near and long-term future and emergence from the COVID-19 pandemic. Renew '22 is a multi-year transformational initiative to ensure resiliency, fiscal sustainability and operational efficiency. The pandemic accelerated many of the changes proposed in the Renew '22 effort. Those efforts include better systems and technology; improved revenues, augmented reserves, and efficient services; increased responsiveness to our clients and customers; and greater retention and attraction of quality employees. By constantly learning and improving, and exploring ways to work differently, employees are equipped to thrive in the present, adapt to a post-COVID tomorrow, and anticipate the future.

To learn more, go to: www.countyofsb.org



FY 2021-22 County Counsel Department Goals

1. Continue to provide thorough, quick turnaround support for the COVID-19 emergency and implementation of related programs.
2. Provide timely and extensive legal support for land use issues, including the County's cannabis program ordinance amendments, permitting and enforcement.
3. Provide legal support for the Northern Branch Jail project and remedial plan for the Main Jail.
4. Litigate complex property tax assessment appeals.
5. Provide legal support for a variety of issues involving water and water quality, construction projects, state Medi-Cal audits, new service delivery models, pension issues and emergency ambulance service request for proposal.
6. Defend County in civil rights, tort, employment, property rights and land use cases; defend/prosecute County's interest in state and federal court land use and property rights litigation; and
7. Continue organizational goals, in alignment with Renew 22: train employees in process improvement; continue leadership development of managers; maintain a high level of staff retention; and achieve 1% budget efficiency.



■ COUNTY COUNSEL

The County Counsel's Office defends or prosecutes all civil litigation in which the County, or its officers or employees in their official capacities, are parties. It provides civil legal advice and services to the Board of Supervisors, other County officers, Departments, Boards, Commissions, Committees, and Special Districts. All of this advances the County's public service objectives while protecting the County from loss and mitigating risk. The County Counsel's Office is supported by 43 full-time equivalent positions, and a proposed recommended FY21-22 budget of \$10.9 million.

It is expected that the next County Counsel will possess:

Thorough knowledge of: the functions and organization of County government; the canons of professional ethics of the American Bar Association and related provisions of the California State Bar Act; legal principles and their application; rules and evidence and the conduct of court proceedings; legal research methods; and the principles of administration and leadership.

A working ability to: organize and direct the activities of the County Counsel's Office; accumulate and determine material facts; analyze difficult and complex legal problems; perform exhaustive legal research for principles of law, applicable statutes and cases in point; apply legal rules and principles; present statement of fact and argue logically and clearly both orally and in writing; view legal problems in the perspective of the many inter-related factors rather than as a single case; draft legal instruments and opinions; win the confidence, and respect of members of the legal profession, public officials and other persons contacted in the work.

Why you want to join Santa Barbara County:

- Exceptional supportive organizational culture based on collaboration and mutual respect with long-term, committed leadership.
- The challenge of complex issues and opportunity to assist the Board of Supervisors in making impactful, well-informed decisions.
- Opportunity to lead an outstanding team of dedicated, knowledgeable, energetic attorneys and staff.
- Stunning California locale from mountain vistas to sparkling beaches.
- Highly regarded cities and communities that offer excellent educational, recreational, and cultural choices and activities.





■ THE IDEAL CANDIDATE

The ideal County Counsel will be a strong manager and leader who brings a generalist legal background and a broad breadth of experience in a variety of organizations, including both the public and private sectors. A background providing legal advice on issues that affect different types of communities, including urban, suburban, and rural will serve the successful candidate well. The next County Counsel possesses the political aptitude to anticipate issues of concern, is a creative problem-solver resourceful in ascertaining information quickly, and is adept at finding a path through difficult issues. Exceptional communication skills – both written and verbal - and the ability to present technical information in an easily understood manner are essential. The Board of Supervisors is seeking servant leaders who engender the principles of collegiality and collaboration and respect the operational roles and missions of the County's departments while providing them with the best legal advice. Individuals who endeavor to problem solve using their expertise and legal tools to assist Board members, other county officers, department directors, commissions and committees are encouraged to apply.

In addition to the qualifications previously stated, desirable competencies and characteristics include:

- Maintains very high ethical standards and is a person of exceptional character who naturally earns the confidence and trust of others and does not compromise under pressure.
- Familiarity or experience with coastal communities, agricultural issues including cannabis, disasters, and energy issues.
- Experience or familiarity with the standard portfolio of cases for California counties including child protection, tax assessment, conservatorship and civil litigation cases.
- Strong negotiating skills and experience working with politically sensitive issues.
- Expertise in California public meeting law and complex land use and environmental issues.
- Experience with complex litigation and the management of contracts with outside counsel.
- A strong leader who values the input and expertise of staff, supports professional development and fosters an internal culture of open communication, trust and accountability.

Education and Experience

Graduation from an accredited law school. Desirable professional experience would include at least five (5) years of experience in the field of public law pertaining to county government, with extensive administrative and organizational responsibility. At least five (5) years' experience at a senior management level, that includes direct supervision of other senior staff, and active membership in the California State Bar are required.

■ COMPENSATION & BENEFITS

Annual salary range is **\$230,000- \$255,000** dependent on qualifications (DOQ).

The opportunity for salary advancement for this position is up to \$283,350.

The County Counsel is eligible for a **bi-weekly car allowance of \$224** in addition to the following summary of benefits. Please visit provided links for comprehensive details:

Retirement Plans

- Generous County Defined Benefit Plan
- Eligible to participate in 457(b) Deferred Compensation Plan
- Retirement Reciprocity with CalPERS, CalSTRS, and 1937 Act plans
- For more information on our retirement plans, please visit: <http://cosb.countyofsb.org/sbcers/> and <http://www.countyofsb.org/ttcpapg/defcomp>

Health Benefits

- Choice of dental, vision and medical plans. The County contributes toward medical premiums and dental premiums
- On-Site Employee Health Clinics in Santa Barbara and Santa Maria which provide ongoing and episodic services to eligible employees and their eligible dependents over age 15
- Employee Assistance Program (EAP) offers free, confidential assistance with personal and workplace problems to employees and their immediate family members
- Healthcare Advocacy Program to help employees navigate the complexities of health plan benefits
- Available Health Care and Dependent Care Flexible Spending Accounts, Health Savings Account (HSA), Supplemental Term or Whole Life Insurance, Personal Accident Insurance, Critical Illness Insurance, Accident Insurance and more!
- For more information on our health benefits, please visit: <http://cosb.countyofsb.org/hr/default.aspx?id=11064>

Paid Time Off

- Vacation Leave 12 to 25 days per year depending on length of public employment
- Sick Leave 12 days annually with unlimited accumulation, one year of which can be converted to service credit upon retirement

For more information on all of these benefits, please visit: <http://cosb.countyofsb.org/hr/default.aspx?id=11064>

In addition, applicants from other public sector employers may qualify for retirement reciprocity and time and service credit towards an advanced vacation accrual rate.

■ APPLICATION AND SELECTION PROCEDURE

To be considered for this exceptional career opportunity, submit your application that includes resume, cover letter, and a list of six work-related references (two supervisors, two direct reports and two colleagues who will not be contacted in the early phases of the process) by **Monday, April 12, 2021**. Resume should reflect years and months of employment, beginning/ending dates, as well as size and budgets of organizations you have served.

Please go to the County's website to submit your application: [LINK](#)



For further information contact:

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Selection Process

Resumes and letters of interest will be screened in relation to the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to interview with the consultant, following which, the most qualified candidates will be referred for interviews with the Board of Supervisors tentatively scheduled for late April or early May. An appointment to the position will be made following comprehensive reference and background checks to be coordinated with the successful candidate.

STATEMENT OF COMMITMENT

The County of Santa Barbara is dedicated to cultivating and sustaining an environment that exhibits equity and inclusion everywhere, and at all levels of our organization. The County believes equity is a fundamental principle that must be imbedded in policies, institutional practices and systems. The County recognizes the negative impacts of systemic racism and is committed to eliminating the barriers affecting Black, Latinx, Indigenous, Asian, and socioeconomically disadvantaged community members, as well as people of other diverse racial and ethnic backgrounds. We envision a world where society and its systems (e.g. education, criminal justice, and health care, housing, the economy) are just, fair, and inclusive, enabling all people to participate and reach their full potential.

We celebrate community and employee diversity, strive for inclusion and belonging, and promote empowered participation. We aspire to build a workforce that is reflective of these values and the communities we serve. We are proud to be an equal opportunity employer and will resolutely uphold federal, California state law and/or Santa Barbara County ordinances.

We believe equity and inclusion are vital to fulfill the County's mission and to embody a culture of "One County, One Future." Expanding the full range of employee talent allows the County to deliver our best to all our community members.

We believe in the dignity and humanity of all people. We strive for a healthy and prosperous society that promotes all people having equitable access and opportunity.