



Stanislaus County
now offers an employee
bonus worth up to
**\$10,000 or 21
additional days of
leave time!***

**See inside for details*

Assistant Public Defender

Public Defender Office

\$154,190-\$231,275 Annually

Apply By April 30, 2025



Take Your Place.

WHAT IS THE PUBLIC DEFENDER'S OFFICE?

The Stanislaus County Public Defender's Office fights mass incarceration by providing zealous representation to low-income people facing criminal charges. The Public Defender seeks to serve the whole client, addressing needs that contribute to criminal legal involvement or that arise from contact with the legal system. The office is client-centered in its representation, recognizing that all clients deserve autonomy, dignity, and respect throughout their experience with the legal system.

The Public Defender's duties are mandated by the Constitution of the United States, the Constitution of the State of California, and by statutes enacted by the California Legislature. **The services provided by this office help assure justice within our community and protect the liberty of those accused of crime, regardless of socioeconomic status.**

WHY THIS POSITION IS FOR YOU:

- You have strong advocacy skills and a desire to represent those without a voice
- You have a strong belief in accessible legal representation
- You are a committed individual to making an impact in the lives of our community members
- You are a leader committed to fostering a culture of integrity and collaboration within the team.



For further information on the Public Defender's office, scan the QR code or visit:
www.stancounty.com/publicdefender/

THE IDEAL CANDIDATE

The Stanislaus County Public Defender is dedicated to treating clients with dignity and humanity, seeking alternatives to incarceration, zealously fighting for clients' rights and effectuating systemic change. We aim to drastically reduce the harms of the criminal legal system for our clients by using all existing litigation tools and constitutional protections. The Public Defender's Office is recruiting for an attorney with excellent litigation skills and experience in bail motions, preliminary hearings and trials. We are seeking a dedicated and passionate leader to inspire and guide our team in our work. With a strong commitment to justice and a vision for success, this leader will empower our team, drive impactful results and contribute to lasting positive change in our community.

THE TYPICAL TASKS

- Serve as assistant department head and provide highly responsible administrative and management assistance to the Public Defender in planning, organizing, coordinating and directing and reviewing all functions and activities of the Public Defender's Office
- Provide overall administrative direction in the absence of the Public Defender
- Direct, guide, and counsel management staff in setting goals, policies, and performance measures;
- Provide counsel on planning, budgeting, and resource management; and conduct periodic performance evaluations
- Confer with, train, and advise staff on legal issues, technical issues, or general defense techniques/specific case situations
- Consult with and advise other County staff and the public regarding County policy issues and participate in the development of standards and programs relating to these policies
- Serve as a liaison with judges, representatives of the County's District Attorney's Office, Probation Department, other county departments, the press, and law enforcement agencies
- Discuss problems and develop alternatives and strategies to assist in the implementation of solutions
- Assist in the development and administration of the Office's budget and personnel allocation
- Act as senior defense counsel in complex criminal cases
- Recommends staff attorney assignments, particularly in complex cases
- Reviews cases to determine conflicts of interest
- Review expenditures for expert witnesses
- Assists in reviewing training programs and compliance with State Bar of California Minimum Continuing Legal Education requirements
- Appear before various civic, law enforcement, professional, educational, and business groups, and represent the Office of the Public Defender
- Prepare written and oral reports for the Public Defender on various legal, administrative, management, and business functions of the Department
- Assist in responding to and developing legislation beneficial to the County and Office

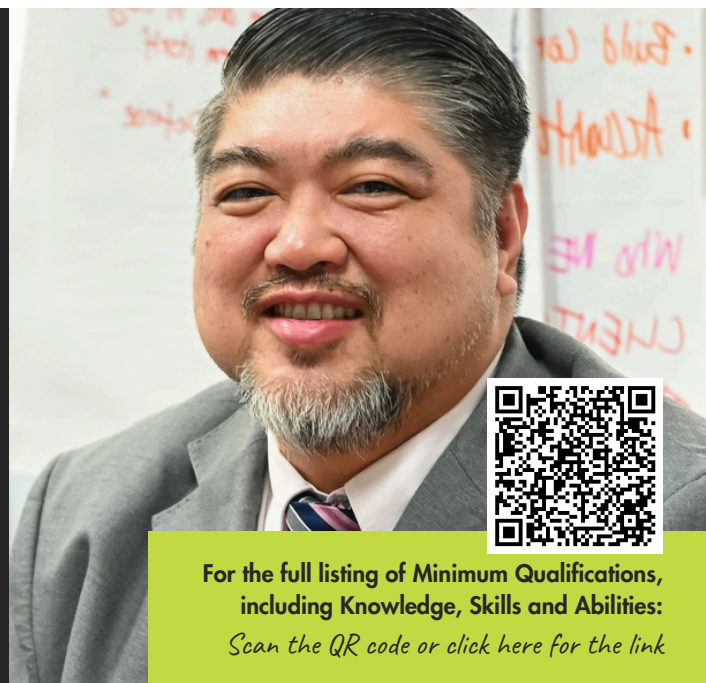
MINIMUM QUALIFICATIONS

EDUCATION & EXPERIENCE

- Five years (5) as an attorney in public sector law focusing on criminal defense; of which includes two (2) years in administrative and/or management experience.

OTHER REQUIREMENTS:

- Pass California State Bar and possess active and valid license to practice law in the State of California; AND
- Must complete and pass background investigation at the time of initial hire.



For the full listing of Minimum Qualifications,
including Knowledge, Skills and Abilities:
Scan the QR code or click here for the link



STANISLAUS
COUNTY HUMAN
RELATIONS

Take Your Place.

JOIN OUR TEAM and receive a bonus worth **UP TO \$10,000** or 21 additional days of leave time!*

*EMPLOYEE CHOICE BONUS PLAN ALLOWS ELIGIBLE EMPLOYEES TO RECEIVE A BONUS WORTH \$5,000-\$10,000 OVER THREE ANNUAL INSTALLMENTS

YOU CHOOSE: One month's worth of

Scan the QR code with a camera
app to watch the Employee Choice
Bonus Plan video!



Cash Payout

Redo that kitchen
or paydown debt.

It's all yours.



Leave Time

Take a little extra time
off and enjoy yourself.

You've earned it.



Deferred Compensation

Reduce some taxable
income and receive it later.

Why not?



STANISLAUS
COUNTY HUMAN
RELATIONS

Take Your Place.



clubwellness
myclubwellness.org

Employee Choice Bonus Plan

UNDERSTANDING THE DETAILS



JOIN OUR TEAM BY JUNE 30TH, 2025 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow eligible employees, current active full-time employees or those hired full-time on or before June 30, 2025, to choose one of the three bonus incentive options (one-time option, non-revocable) they would like to receive:



Option 1 **BONUS CASH PAYMENT**

(Default if employee declines to make a choice)

- One month of salary (168 hours) paid in cash over three annual installments at the highest step or top of band of the classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



Option 2 **BONUS LEAVE TIME**

- 168 hours of bonus leave time allocated within three annual installments.
- Bonus Leave Time would be administered in the same capacity as standard vacation including compensation rate, request and approval, and reporting expectations.
- Bonus Leave Time will have no cash value and cannot be cashed out at resignation, termination, or retirement.
- Must use the bonus leave time prior to the expiration date, as there is no carry over after the bonus leave time expires.



Option 3 **BONUS DEFERRED COMPENSATION CONTRIBUTION**

- One month of salary (168 hours) paid over three annual installments into the employee's Nationwide Deferred Compensation account at the highest step or top of band of classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.

Eligibility for Employee Choice Bonus Plan



- Must be an active full-time employee on each vesting date and during the pay period of the payment date to receive each payment.
- Full-time employees on an unprotected unpaid leave on the vesting date are ineligible for that specific payment.
- Employees that separate from full-time service prior to a vesting date will no longer be eligible for that specific payment.
- Employees that receive one or two payments, separate from full-time service and then return to full-time service are excluded from eligibility to receive further payments of any kind.
- Employees that leave full-time service prior to receiving any payments, and then return to full-time service on or before June 30, 2025, are eligible to receive future payments in accordance with their new hire date.



**STANISLAUS
COUNTY HUMAN
RELATIONS**

COMPENSATION & BENEFITS

Approximate Annual Base Salary:

\$154,190-\$231,275

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County Managers including:

- Bi-weekly payroll system
- Health plan coverage for employee and dependents (health, dental, and vision)
- Paid sick leave
- Life insurance-employer-paid \$50,000 in term insurance
- Disability-long term disability insurance
- Vacation accrued bi-weekly: 3.7 hours (0-2 years of service), 5.24 hours (3-10 years of service), 6.78 hours (11-20 years of service), 8.32 hours (21+ years of service)
- 12 paid holidays
- \$900 professional development expense reimbursement per year
- Paid professional leave up to 60 hours per year
- CPDA dues paid by employer
- Bar dues paid by employer
- Malpractice indemnification provided
- MCLE in-house training
- 5% Management certificate pay for qualifying members
- 2.5% bilingual pay for qualifying members
- StanCERA—employer/employee-paid retirement system (1937 retirement Act). Retirement transfers accepted from other county systems or PERS.

RECRUITMENT INCENTIVES:

Employee Choice Bonus Plan:

Stanislaus County now offers an employee bonus worth up to \$10,000! Visit stanjobs.org for details

Career Ladders:

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization — from Accounting to Public Safety to IT.

Learning Institute:

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

WELLNESS BENEFITS

The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce.

"Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.



CLASSIFICATION INFORMATION

Unless otherwise provided, this position is part of the Unclassified Service of the County and is considered "at will" and is designated Management for labor relations purposes.

The individual selected will participate in the Stanislaus County Pay-for-Performance program, as well as receive additional benefits.

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website, <http://www.stancounty.com/riskmgmt/risk-dm-jta-class-sub-main.shtm>

APPLICATION PROCEDURES/FINAL FILING DATE: APPLY BY: April 30, 2025

Oral Examinations are tentatively scheduled for the week of: May 12, 2025

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

Resumes will not be accepted in lieu of a completed application.

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

RECRUITMENT ACCOMMODATIONS

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

GENERAL QUALIFICATIONS

- Pass County-paid pre-employment job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.

APPLICATION AND/OR EXAMINATION APPEAL RIGHTS

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

DISCLAIMER

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/Human Resources.