



THE COUNTY OF STANISLAUS

COUNTY COUNSEL



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

**See inside for details*

**Deputy County Counsel II-IV
(Juvenile Dependency)
\$82,555-\$175,843 Annually**

Please apply by August 12, 2024

ABOUT THE DEPARTMENT

The County Counsel's Office serves as chief legal counsel for the Board of Supervisors, all County offices, departments, and commissions. The County Counsel's Office is responsible for providing legal advice and written opinions on matters that impact the operation of County government jurisdictions. The County Counsel's Office also represents the County in litigation and preparation of agreements, contracts, resolutions, and ordinances for the Board of Supervisors.

The County Counsel's Office regularly handles personnel matters, election matters, bond issues, trial and appellate litigation concerning child welfare practice, public social services, condemnation proceedings, Public Administrator matters, public guardianship and conservatorship matters, and tax cases, as well as keeping current with all Attorney General Office opinions, case decisions and legislative changes impacting the County.



*Interested in learning more about County Counsel?
Scan the QR code or visit www.stancounty.com/counsel*



THE POSITION

The Child Welfare section of the Office of County Counsel is seeking an attorney with experience in juvenile dependency law. Child Welfare attorneys will perform highly complex legal work associated with trial and appellate litigation pursuant to Welfare and Institutions Code section 300. Attorneys in this section will advise, confer with, represent, train, and prepare for hearing child welfare staff and social workers, update policy and procedure for child welfare staff, draft petitions and court reports, prepare and file briefs and pleadings responsive to actions before the appellate courts, provide legal advice and service to the Stanislaus County Community Services Agency, assist in the drafting of contracts, leases, deeds and other legal documents, and negotiating and interpreting contracts.

TYPICAL TASKS

- Advise Stanislaus County Community Services Agency, including all divisions within the Agency;
- Appear in Court and represent the Agency in child welfare matters pursuant to Welfare & Institutions Code § 300;
- Conduct legal research as required;

MINIMUM QUALIFICATIONS

KNOWLEDGE

- Legal principles and their application
- Legal research methods
- Principles of administrative and public law
- Duties, powers, limitations, and authority of the County Counsel's Office

SKILLS/ABILITIES

- Perform highly complex legal research work
- Analyze and apply legal principles and precedents to legal problems
- Present statement of fact, law, and arguments clearly and logically
- Provide training to child welfare staff and social workers
- Propose legislative measures
- Travel to local, State and Federal Courts



EDUCATION & EXPERIENCE

Deputy County Counsel II

- Minimum of one (1) year of experience in the practice of law in California

Deputy County Counsel III

Pattern I:

- Minimum of two (2) years' experience as a Deputy County Counsel II for the Stanislaus County or for another California public agency in an equivalent position performing the same or similar duties

Pattern II:

- Minimum of three (3) years' experience in the practice of public agency law, or civil law experience in areas such as civil litigation, probate, contracts, healthcare, employment, workers' compensation, real property, environmental, land use, litigation, intellectual property, or child dependency proceedings.
OR
- Minimum of four (4) years' experience in the practice of law in California

Deputy County Counsel IV

Pattern I:

- Minimum of one (1) year experience as a Deputy County Counsel III for Stanislaus County or for another California public agency in an equivalent position(s) performing the same or similar duties

Pattern II:

- Minimum of four (4) years' experience in the practice of public agency law, or civil law experience in areas such as civil litigation, probate, contracts, healthcare, employment, workers' compensation, real property, environmental, land use, litigation, intellectual property, or child dependency proceedings.

LICENSE

- The individual selected must be an active member of the California State Bar at the time of appointment. The Bar membership must be listed at the appropriate section on the application form; and
- Applicants must possess and maintain a valid California Driver's License and remain free from repeated preventable accidents.

DESIRABLE QUALIFICATIONS

In addition to the minimum qualifications, applicant screening may focus on the following desirable qualifications. Please list any of these qualifications you may have within the "Duties" section of the online application.

Six (6) months experience in Juvenile Dependency Litigation, including trial and appellate matters initiated pursuant to Welfare and Institutions Code Section 300 such as:

- Initial Hearings;
- Detention Hearings;
- Jurisdiction Hearings;
- Disposition Hearings;
- Status Review Hearings;
- Permanency Review Hearings;
- Hearings Terminating Parent Rights;
- Post Permanent Plan Review Hearings; OR
- Adult Protective Services; OR
- Public Social Services.



**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.



COMPENSATION & BENEFITS

Approximate Annual Base Salary:
\$82,555-\$175,843 Annually

The County of Stanislaus provides a competitive and comprehensive benefits package for management attorney employees including:

- Excellent retirement benefits (2% at approximately age 62 formula) Medical, dental, vision, and basic term life insurance plans
- County paid Deferred Compensation at 1.5% of base salary
- 2 weeks annual vacation upon entering County service
- 32 additional vacation hours annually
- 60 hours administrative/management leave per year (does not carry over)
- 96 hours of sick leave annually
- 12 paid holidays annually
- \$900 annual Professional Development reimbursement
- Car allowance *
- Moving allowance *
- Disability protection
- Optional participation in Flexible Spending Account programs Optional Supplemental Life & AD&D insurance plans

*At department head discretion

RECRUITMENT INCENTIVES:

Employee Choice Bonus Plan:

Stanislaus County now offers an employee bonus worth up to \$10,000 or up to 21 days of additional leave time! Visit stanjobs.org for more information.

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 at <https://www.stancounty.com/riskmgmt/risk-dm-jta-class-sub-main.shtm>.

EQUAL EMPLOYMENT OPPORTUNITY

The County of Stanislaus is an Equal Opportunity Employer. All qualified applicants are encouraged to submit online application(s) for open position(s). Stanislaus County is committed to establishing and maintaining effective working relationships with the general public, co-workers, supervisors, and members of diverse cultural and linguistic backgrounds regardless of race, religious creed, color, national origin, ancestry, physical or mental disability, medical condition, genetic information, pregnancy related condition, marital status, gender/sex, sexual orientation, gender identity, gender expression, age (over 40), political affiliation or belief, or military or veteran status.

APPLICATION PROCEDURES/FINAL FILING DATE: August 12, 2024.

Oral Examinations are tentatively scheduled for the week of August 26, 2024

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.