

# County of Santa Cruz

INVITES YOU TO APPLY FOR:



## ATTORNEY III – COUNTY COUNSEL

Job #24-JD5-01

Salary: \$13,021 – 15,820 / Month

## ATTORNEY IV – COUNTY COUNSEL

Job #24-JD7-01

Salary: \$15,196 – 18,474 / Month

Open and Promotional  
Supplemental Questionnaire Required

Closing Date: Friday, April 19, 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 Santa Cruz County Counsel's Office is looking for an experienced civil litigator to join an energetic and collegial team of attorneys committed to public service. This attorney will be primarily responsible for litigating civil cases (including general tort, civil rights, contract, employment, land use, code compliance, and writ cases) in State and Federal courts, from case intake through trial and appeal. Strong writing and oral communication skills are essential. Trial and significant law and motion experience is beneficial. Previous municipal or general government law experience is desired, but not required.

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

**Attorney III:** Two years of experience\* as an attorney practicing civil law for a public agency or three years of full-time experience\* as an attorney practicing general civil law.

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Personnel Department, 701 Ocean Street, Room 510, Santa Cruz, CA 95060

Apply online at: [www.santacruzcountyjobs.com](http://www.santacruzcountyjobs.com)

EQUAL OPPORTUNITY EMPLOYER

**Attorney IV:** Three years of experience\* as an attorney practicing civil law for a public agency or four years of full-time experience as an attorney practicing general civil law.

*\* Qualifying experience must be gained after admission to a State Bar.*

**SPECIAL REQUIREMENT:** Membership in the California State Bar.

**Knowledge: Attorney III/IV:** Thorough knowledge of the principles of civil, constitutional and administrative law, judicial procedures and the rules of evidence, and the principles, methods, materials and practices of legal research. Thorough knowledge of statutes and codes applicable to civil procedures, County ordinances and rules, and precedent decisions impacting County operations.

**Ability to:** Research, analyze and apply legal principles, facts, evidence and precedents to legal problems; analyze and appraise a variety of legal documents and instruments; draft legal documents such as ordinances, resolutions, statutes, and contracts; present statements of fact, law and argument clearly and logically in written and oral form; and establish and maintain effective working relationships with County and governmental officials and the general public.

**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, supplemental questionnaire, and resume 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 III/IV - 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. Please describe your experience in representing public entities in legal matters. Please be specific as to the clients you represented, the scope of duties, the subject matter(s) of work handled, and any related information.
2. Please describe your civil litigation experience over the last five years (or longer, if applicable). Please include your familiarity with discovery and evidentiary procedures, the types of pleadings and motions drafted, experience handling all phases of litigation (including law and motion, mediation, settlement negotiations) and any courtroom work (including hearings and trials) in federal and/or state court.
3. Please describe any experience you have in litigating cases a) arising under 42 U.S.C section 1983 and/or b) related to alleged dangerous conditions of public property, inverse condemnation related to floods or soil subsidence, or general land use.
4. Please describe any relevant courses, conferences, and trainings you have attended in the past three years that have enhanced your knowledge and skills as an attorney.
5. Please describe any additional work experience that makes you a competitive candidate for this position.

## **EMPLOYEE BENEFITS:**

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

**LIVE Here**

**WORK Here**

**PLAY Here**