



County of Santa Cruz

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# ATTORNEY III / IV COUNTY COUNSEL

## OPEN AND PROMOTIONAL

**SUPPLEMENTAL  
QUESTIONNAIRE  
REQUIRED**

**CLOSING DATE:  
FRIDAY, JUNE 27, 2025**

*A separate application must be submitted for  
each attorney level in order to be considered.*

### **SALARY:**

**ATTORNEY III: \$13,411 – 16,295 / MONTH**  
**ATTORNEY IV: \$15,652 – 19,028 / MONTH**

### **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.

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

## THE POSITION:

The County of Santa Cruz is seeking an attorney to represent general government departments and related County boards and commissions. Representative clients could include departments handling health and human services, general services (purchasing and internal infrastructure), government finance, elections, land use, public works, information services, law enforcement, juvenile dependency, conservatorships, and other areas. The main duties of this attorney will be to provide advice and counsel on legal issues, draft ordinances and resolutions related to the business of the clients, conduct legal research and writing, and review and approve contracts in assigned areas. This attorney may also be required to conduct or assist with civil litigation and court hearings associated with their client departments. Previous municipal or general government law experience is desired, but not required.

## QUALIFICATIONS:

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.

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.

Required knowledge and abilities: To view the list of required knowledge and abilities go to the County of Santa Cruz employment opportunities site at:

<https://www2.santacruzcountyca.gov/personnel/Specs/JD7spec.html>

## SUPPLEMENTAL QUESTIONS:

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 questions below as completely and thoroughly as possible, as your answers may be used to assess your qualifications for moving to the next step in the recruitment process.

1. How many years have you practiced law?

☐ 0-5 years   ☐ 6-10 years   ☐ 10 or more years

2. Please describe your experience in representing municipal agencies, departments, legislative boards or commissions, and/or other public entities in legal matters. Please be specific as to the clients you represented, your responsibilities, the nature and subject matter of work handled, and any related information that you believe would assist the reviewing committee.

3. Please describe your transactional and/or advisory experience. This may include, but is not limited to: drafting and reviewing contracts, ordinances, resolutions, and policies and procedures for a public entity; conducting advanced legal research and writing; and/or tracking and implementing state legislation.

4. Please describe your civil litigation and/or courtroom experience. Describe the types of hearings in which you have appeared, including average trial time, number 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 civil cases handled.

5. Please describe any additional work experience that makes you a competitive candidate for this position.



## **THE COMMUNITY:**

Stunning Santa Cruz County has approximately 270,000 residents and is situated in the northern area of Monterey Bay, 70 miles south of San Francisco and 35 miles southwest of the Silicon Valley. The County's natural beauty is apparent in its pristine beaches, lush redwood forests, and rich farmland. The County enjoys an ideal Mediterranean climate with low humidity and approximately 300 days of sunshine a year. The area's unique shops and restaurants, coupled with a multitude of cultural and recreational activities, including theatre, music, art as well as golfing, surfing, hiking, and biking, offer a wealth of leisure activities. There are numerous local higher education institutions including Cabrillo College and the University of California, Santa Cruz, with two additional State Universities less than an hour away. These elements make Santa Cruz County a great place to live, work, and play!

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.

## **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) 454-2932. 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.



## HIGHLIGHTED BENEFIT OFFERINGS:

**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.