

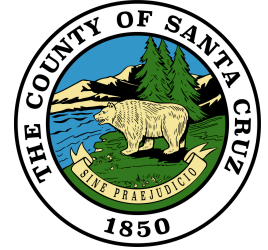
COUNTY OF SANTA CRUZ

ATTORNEY I – PUBLIC DEFENDER

Salary: \$9,396 – 11,431 Monthly

Final Filing Date: Friday, September 26, 2025

To apply, go directly to: www.santacruzcountyjobs.com



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.

ABOUT THE POSITION

Are you a courageous, compassionate, client-centered defender with a passion for social justice? Do you want to join a defender team that is fiercely committed to building a model public defense agency that combines zealous advocacy, holistic representation, and community engagement? Are you committed to working in an environment that promotes diversity, equity, inclusion, and belonging? Come join the amazing team at the Santa Cruz County Office of the Public Defender as our next Misdemeanor Attorney.

This position is the entry and first professional level of the Attorney – Public Defender series. Misdemeanor attorneys at Public Defender’s Office work as part of interdisciplinary defense teams and provide high-quality holistic representation to community members charged with misdemeanor offenses. As an attorney on our misdemeanor team, you will represent clients at every stage of a criminal proceeding, including jury trials.



SUMMARY OF QUALIFICATIONS

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

Graduation from law school. Incumbents are required to be members of the California State Bar, but need no experience practicing law and will work under the direction of a more experienced attorney.

Special Requirements: Membership in the California State Bar is required for all levels.

NOTE: For Attorney I, law school graduates who have taken the California Bar Exam and not yet received their results, may participate in a recruitment/examination process. Names of candidates who pass the County examination will be placed "inactive" on the eligible list until the County receives written confirmation of their passing the California State Bar Exam.

To see full job specification, including knowledge and abilities, please click below:

[Job Specification](#)

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. Indicate your CA State Bar membership number and the date you were admitted to the Bar.

2. How many years have you practiced law?

☐ less than 1 year ☐ 1 year ☐ 2 years ☐ 3 years ☐ 4 years ☐ 5 years ☐ 6 years ☐ 7 years
☐ 8 years ☐ 9 years ☐ 10+ years

3. How many years have you been an attorney in a Public Defender's Office?

☐ less than 1 year ☐ 1 year ☐ 2 years ☐ 3 years ☐ 4 years ☐ 5 years ☐ 6 years ☐ 7 years
☐ 8 years ☐ 9 years ☐ 10+ years

4. Please describe your experience with indigent defense representation. Please be specific as to your responsibilities, the nature and subject matter of your caseload, and any related information that you believe would assist the reviewing committee. If applicable, please also describe your experience with supervision, including the number of attorneys supervised and their caseloads.

5. Please describe any criminal defense and/or courtroom experience you possess. Describe the types of hearings in which you have appeared, including number and average length of trials, types 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 criminal cases handled.

HOW TO APPLY

Apply online at www.santacruzcountyjobs.com or mail/bring an application and supplemental questionnaire to: Santa Cruz County Human Resources 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.

HIGHLIGHTED BENEFIT OFFERINGS

VACATION – 16 days 1st 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.