

The seal of San Joaquin County, California, is a circular emblem. It features a central figure of a person standing on a pedestal, holding a scale of justice. Above the figure is a plow, and below it is a sheaf of wheat. The words "SAN JOAQUIN COUNTY" are written around the top inner edge, and "CALIFORNIA" is written around the bottom inner edge. The seal is rendered in a light green color.

San Joaquin County Employment Opportunity

Public Defender

The Public Defender's Office

About the position

San Joaquin County is seeking a proven leader to manage and direct the Public Defender's Office. The Public Defender is responsible for leading, managing and administering the programs, functions, budgets, operations and staff and for participating in the preparation and defense of a variety of criminal and civil matters. The Public Defender ensures that assigned programs and operations comply with all applicable laws and regulations. The Public Defender is an executive level at-will position appointed by the County Board of Supervisors and is exempt from the San Joaquin County Civil Service System

About the department

The Public Defender's Office, established in 1968, is a major law office providing legal representation for indigent persons for whom the County is required to provide counsel in criminal, juvenile, and mental health matters pursuant to California Government Code Section 27706. The Public Defender's primary practice areas include: Adult Criminal Defense; Juvenile Criminal Defense; Child Dependency (focus on parents); Mental Commitment Defense; and Civil Extension Actions. Public defender attorneys and staff handle an incoming caseload exceeding 1,800 cases per month. Clients are screened by court staff for indigency. County-funded legal services are provided only on mandated cases to those who lack the present means to hire private attorneys. The County contracts with Lawyer Referral Services to handle cases where the Public Defender has declared a conflict of interest or is otherwise unavailable.

The Ideal Candidate

In addition to desirable education and experience, an ideal candidate will possess the following experience and competencies:

- The creative vision to advance the services of the Public Defender's Office
- High level of integrity and strong sense of ethics
- Proven ability to effectively provide leadership and collaborate with multiple departments and/or agencies to attain common goals
- Demonstrated experience in developing creative and alternative solutions to administrative and management challenges such as AB109 and Proposition 47
- Strong administrative, human resources, fiscal and organizational development experience
- Exceptional written and verbal communication skills
- Strong analytical skills, sound judgment, and positive attitude

Recruitment Announcement
0224-HL1200-EX

Equal Opportunity Employer

Human Resources
44 N. San Joaquin Street
Third Floor, Suite 330
Stockton, California 95202
Phone: (209) 468-3370

SAN JOAQUIN
— COUNTY —

Greatness grows here.

Make San Joaquin County your new home!

A land of beauty, recreation and natural riches—from the waters of the Delta to the vines of the wine, San Joaquin County has it all. San Joaquin County boasts seven cities and some of the finest opportunities in the state for boating, fishing, camping, history-gathering, or just plain fun in the sun. Each city, as well as the unincorporated county areas, offers a unique opportunity to enjoy natural California beauty and nature, or music, arts and culture. Whatever your interest, it can most likely be found in San Joaquin County.

Arts, Culture, and Recreation

The arts and culture provide a much-needed respite from everyday worries and the Haggin Museum, San Joaquin County Historical Museum, and Stockton Children's Museum are popular spots.

The Stockton Symphony, San Joaquin County Ballet, and Stockton Civic Theater provide important experiences for children and adults. The multi-cultural community offers a diversity of views and opinions in its art and culture, providing a wealth of knowledge about past and present on canvas and stage.

Over 75 languages are spoken within the region and there is richness in the blending of cultures and ways that creates an air of celebration about individual customs, foods and cultures.

San Joaquin County government provides nine community parks for boating, camping, and picnicking, swimming and organized sports. Annual family events include the Asparagus Festival, attended by thousands of fun-seekers from the County and beyond.

Individual cities and communities provide a host of other opportunities, from Lodi Lake Park and Nature Area to the Woodbridge Ecological Reserve. The County-owned and operated Mickey Grove Park offers a zoo, rides and a historical museum to delight both children and adults. The San Joaquin Delta is one of the area's best kept secrets and offers some of the best boating in the state: more than 1,000 miles of waterways stretching from the Stockton Harbor to north of Sacramento and offering access to the San Francisco Bay.



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Education

From preschool to higher education, the County has it covered with an abundant array of public or private opportunities to learn and grow. The University of the Pacific, California State University, Stanislaus-Stockton Center, Humphreys College and Law School, National University, and the San Joaquin Delta Community College offer a wide variety of choices for educational opportunities. The County's 17 school districts provide families with a wide choice for children's educational development.



Agriculture

The county is one of the most agriculturally rich regions in California. Grapes are the leading commodity, with 98,000 bearing acres, much of that in wine grapes. Over 85 wineries within the Lodi Appellation offer opportunities for tasting and special events.

Almonds, walnuts, tomatoes and cherries round out the top crops, with an abundance of other produce. Weekly farmers markets throughout the county offer a cornucopia of fresh fruit and vegetables. Fruit stands and pick-your-own produce farms dot the countryside.

Housing

Housing is plentiful in San Joaquin County and is affordable when compared to other nearby areas.

Housing ranges from new developments to historic homes. San Joaquin County is a place where families can grow, learn, and experience the nature and beauty of the California landscape while benefiting from the unique opportunities - cultural, recreational, and educational - that the area provides.

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Typical Duties

- Plans, organizes and directs the programs, functions, budgets, operations, and staff of the Public Defender's Office
- Directs operations to maximize efficiency, improve service levels, reduce administrative and service provision costs, and ensures effective utilization of available resources
- Exercises good judgment and makes sound business decisions in managing activities; provides strategic leadership
- Through subordinate managers and supervisors, manages the work activities and responsibilities assigned to staff; including employee selection, assignment, evaluations; directs disciplinary actions if needed; directs and oversees staff development and training
- Analyzes services to ensure cost effectiveness and superior customer service; confers with management staff to develop workload standards and direct operational changes as needed
- Directs staff in preparing cases and representing clients in criminal and civil matters in both court and jury trials and hearings, including criminal defense, parole and post-release supervision violations, juvenile delinquency and dependency, mental health, probate, adoption, civil contempt and termination of parental rights
- Advises subordinate attorneys in the preparation of cases and defense of clients; serves as a professional resource for other attorneys
- Serves as a board member on the executive committee of the Community Corrections

Desirable Qualifications

Candidates invited to participate in the screening and selection process will possess a combination of education and experience comparable to:

Experience: Seven years of senior-level managerial attorney experience, including five years in the practice of criminal defense in a public agency setting.

Required Qualifications

Special Requirement: Membership in the California State Bar.



Supplemental Questions

These questions will be reviewed by the screening panel in evaluating your qualifications.

- Describe your senior-level managerial attorney experience in the practice of criminal defense in a public-agency setting.
- Describe your budget experience, including the size, complexity, and level of responsibility.
- Describe your strategic leadership plans/goals for the first six months in the role as Public Defender if you are appointed.
- Are you a member of the California State Bar? If yes, indicate your bar number.

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Compensation and Benefits

Approximate Annual Base Salary:

\$229,910- \$270,949

***Effective July 1, 2024—4% Cost of Living Adjustment**

***Effective July 14, 2025—3% Cost of Living Adjustment**

In addition to the base salary, the County offers a comprehensive compensation package that includes:

- 5% employer contribution to the County's 457 Deferred Compensation Plan
- Vacation cash-out up to 15 days annually
- 1937 Retirement Act plan with CALPERS reciprocity
- 125 Flex Spending Benefits Plan
- 12 days of sick leave annually (unlimited accumulation)
- 15 days of vacation leave (20 days after 10 years and 23 days after 20 years)
- 14 paid holidays per year
- 10 days administrative leave per year

Recruitment Incentives*

- Reimbursement of qualifying moving expenses up to \$8,000
- Vacation accrual rate consistent with candidate's total years of public service
- Sick leave credit up to 160 hours of unreimbursed sick leave from prior employer

*Recruitment incentives may be available. Incentives must first be approved by the San Joaquin County Administrator.

Application and Selection

If warranted by the number of candidates, applications may be reviewed by a screening panel to determine those selected to participate in a screening interview. Final candidates will be interviewed by the Director of the Health Care Services Agency.

Final appointment will be conditional upon passing a drug screening test, DOJ Live Scan fingerprinting, as well as a background investigation.

Completed application package including the supplemental application must be submitted to the Human Resources Division by the final filing date:

Final Filing Date: **03/12/2024 at 11:59 PM**

If you are interested in this excellent career opportunity please visit our [webpage](#) - or - scan this QR code with your smartphone's camera.

Potential cashable compensation	Step 1	Step 5
Annual Salary	\$222,910	\$270,949
5% Deferred Comp	\$11,146	\$13,547
Vacation Cash-out (15 days)	\$12,860	\$15,632
Car Allowance	\$7,020	\$7,020
Total	\$253,936	\$307,148

This position is exempt from the San Joaquin County Civil Service system. Appointments to exempt positions are at-will and are not governed by the Civil Service Rules.



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