



San Joaquin County Employment Opportunity **Deputy County Counsel I/II/III/IV** Office of The County Counsel

About the position

The San Joaquin County Office of The County Counsel is recruiting for a Deputy County Counsel to join its office. This vacancy will be filled at either the Deputy County Counsel I, II, III or IV level, depending on experience.

The Ideal Candidate

The ideal candidate will possess strong analytical skills, sound judgment, and a positive attitude. The incumbent will have excellent written and verbal communication skills, strong interpersonal skills and the ability to easily relate and adjust to a variety of situations and personalities.

Desirable: Candidates will have significant civil litigation and/or transactional experience in state and/or federal court, and before administrative bodies, a high level of integrity and strong sense of ethics. Experience advising public agencies is desirable.

About the department

The Office of The County Counsel partners with the County Administrator's Office and County departments to find creative legal solutions to implement Board policies and assist the County in fulfilling its mission. The management team includes the County Counsel, Assistant County Counsel, Chief Deputy County Counsel, and a Supervising Child Protective Services Counsel. The Main Office is staffed by eleven attorneys and six support staff with an operating budget of \$8.25 million for the 2025/2026 fiscal year. It also has four attorneys housed at the County Human Services Agency, staffing its Child Protective Services positions. The public purpose of this office is to promote government operations which are legal, ethical and respect client confidentiality. The Office provides legal advice to County departments and agencies, County officials, County Special Districts, and commissions and represents them in matters of County-related litigation.

Recruitment Announcement
0126-RL2054-FL
Equal Opportunity Employer

Human Resources
44 N. Sn 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 eight 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 Micke 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.



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 found mostly in central Stockton and downtown Lodi. 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.

Agriculture

The County is one of the most agriculturally rich regions in California. Milk is the leading commodity in the area. Grapes, eggs/chickens, walnuts, cherries, cattle, tomatoes, blueberries and silage round out the top crops, with an abundance of other produce. Grapes make up 81,600 bearing acres. There are over 85 wineries with over 125 different varieties represented within the Lodi Appellation offering opportunities for tasting and special events.

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.

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Deputy County Counsel I/II/III/IV

Typical Duties

Deputy County Counsel I is the entry level class in the Deputy County Counsel series. Employees in this class work under close supervision and exercise limited independent judgment.

Deputy County Counsel II is the journey level class in the Deputy County Counsel series. Employees in this class exercise considerable independent judgment and initiative in representing their assigned clients and consult supervisors only as special problems arise.

Deputy County Counsel III is the experienced level class in the Deputy County Counsel series. Employees in this class exercise considerable amount of independent judgement and initiative in representing their assigned clients and may be assigned some of the most complex cases as special projects.

Deputy County Counsel IV is the most experienced level class in the Deputy County Counsel series. Employees in this class perform the most complex legal assignments in addition to their regular areas of assignment.

A sample of general job duties include:

- Renders legal advice to offices of San Joaquin County agencies, departments, and special districts regarding a variety of civil matters.
- Researches and analyzes existing laws and regulations, court decisions, pending legislation and a variety of other legal material.
- Prepares and reviews contracts, briefs, memoranda, opinions, resolutions and pleadings; drafts legislation for special projects.
- May appear in court and before administrative bodies; examines and cross-examines witnesses; presents oral arguments.
- Attends public agency meetings as legal representative; explains legal requirements and restrictions to agency members.
- Confers with other attorneys and other agencies regarding legal matters.
- May supervise clerical staff and subordinate attorneys.

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Minimum Qualifications

Deputy County Counsel I

Experience: Membership in the California State Bar.

Deputy County Counsel II

Experience: One year of experience in the practice of civil law.

Deputy County Counsel III

Experience: Two years of experience in the practice of civil law.

Deputy County Counsel IV

Experience: Three years of experience in the practice of civil law.

AND For All Levels

Membership in the California State Bar

Knowledge For All Positions

Legal principles and their applications; legal research methods, court procedures, rules of evidence and procedures; administrative law and the conduct of proceedings before administrative bodies; and laws applicable to operation of County government and related agencies.



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Compensation and Benefits

Approximate Annual Base Salary:

Deputy County Counsel I
\$101,232 - \$123,049**

Deputy County Counsel II
\$123,095 - \$149,623**

Deputy County Counsel III
\$154,155 - \$187,377**

Deputy County Counsel IV
\$178,424 - \$216,876**

**This amount includes the 10% Confidential Base Pay Supplement

In addition to the base salary, the County offers an excellent benefits plan which includes a county contribution to health insurance, dental and vision insurance plans. Other benefits also offered by the County include:

- 10% Confidential Base Pay Supplement
- 1937 Retirement Act plan with reciprocity with CALPERS.
- 125 Flex Spending Benefits Plan
- A 1% employer contribution to the County's 457 Deferred Compensation Plan
- 10 days of vacation leave (15 days after 3 years, 20 days after 10 years, and 23 days after 20 years)
- Vacation cash-out up to eight (8) days annually
- 12 days sick leave annually with unlimited accumulation.
- 14 paid holidays per year
- 10 days of Administrative Leave annually

New Hire Retention Bonus

San Joaquin County will be offering a new hire incentive in the amount of \$6,000 for designated hard to recruit classifications. The eligibility breakdown for the new hire retention bonus will be defined as follows:

- \$2,000 upon completion of first year equivalent employment (2,080 hours)
- \$1,000 upon completion of third year equivalent employment (6,240)
- \$3,000 upon completion of sixth equivalent employment (12,480 hours)

Wellness

San Joaquin County is dedicated to providing its employees with a great benefit package and is interested in their overall well-being. Through our SJC Engage wellness program, San Joaquin County employees and eligible dependents are offered support in the way of various workshops, courses, and programs in areas such as Physical and Mental Wellness, Professional Wellness, and Financial Wellness. Employees also enjoy special employee pricing through Perks at Work.

For additional information regarding the wellness program, please click [Here](#).



Application and Selection

The competitive process includes submittal of a completed San Joaquin County Employment application and Supplemental Questionnaire. Resumes will not be accepted in lieu of a complete application package. To apply, submit a completed application and supplemental questionnaire on or before the final filing date.

To apply, visit our [webpage](#)

Final Filing Date: Open Until Filled

This Civil Service position is unrepresented. Final appointment will be conditional upon passing a Pre-Employment Background and DOJ Live Scan.

Recruitment Incentives

- **Vacation Accrual Rate:** San Joaquin County vacation accrual rate consistent with the candidate's total years of public service.
- **Sick Leave:** Candidates leaving other employment may receive credit for actual non-reimbursable sick leave hours (up to 160 hours).
- **Moving Expenses:** Documented costs to a max of \$2,000