



THE COUNTY OF STANISLAUS

PUBLIC DEFENDER'S OFFICE



Stanislaus County
now offers an employee
bonus worth up to
**\$10,000 or 21
additional days of
leave time!***

**See inside for details*

CHIEF DEPUTY PUBLIC DEFENDER

\$140,046 - \$210,059 Annually

Apply by November 24, 2025

ABOUT THE DEPARTMENT

The Stanislaus County Public Defender's Office is dedicated to fighting mass incarceration and protecting the rights of our community's most vulnerable members. We provide fierce, client-centered advocacy for low-income individuals facing criminal charges-because every person deserves dignity, autonomy, and respect in their pursuit of justice.

The Chief Deputy Public Defender will be part of a dynamic and passionate team of over 45 attorneys, investigators, paralegals, and support staff who share one goal, keeping people free and preserving their future. Our office takes a holistic approach to defense, working to address not only the legal issues but also underling challenges that lead to justice system involvement.

If you're driven by purpose, committed to equity, and ready to make a tangible impact in people's lives, this is your opportunity to lead and inspire in a mission that truly matters.



THE IDEAL CANDIDATE

The Stanislaus County Public Defender's Office is seeking an exceptional leader to join our team as a Chief Deputy Public Defender. This is a rare opportunity to help shape the future of public defense in our community while mentoring dedicated attorneys and staff who make a real difference everyday. As Chief Deputy, you'll work closely with the Public Defender to guide and oversee office operations, ensure the highest standards of legal representation, and foster a collaborative, inclusive, and high-performing team environment. You'll also handle complex legal matters, providing both strategic direction and hands-on expertise.

TYPICAL TASKS

- Assist in the administration of the Department's mission of ensuring and promoting justice, reducing recidivism, and providing zealous advocacy through high-quality client-centered legal representation of indigent persons who are subject to criminal, juvenile, and civil commitment/conservatorship proceedings in the Stanislaus Superior Court and state appellate courts;
- Assist in the mission-related goal-setting, development and implementation of policies and procedures, working with minimal direct supervision;
- Assist the Public Defender in the selection, supervision, training and development of department staff, including investigators, case workers, paralegals, and clerical staff;
- Assist the Public Defender with all aspects of human resources operations pertaining to investigators, case workers and clerical staff;
- Assist the Public Defender in developing and enhancing the department's informational technology, including the electronic case management system;
- Provide back-up to the Public Defender over attorneys as needed, which may include case assignment, conflicts-checking and approval, review and approval of investigations, paralegal and case workers action requests, and review and approval of expert witness expense authorization requests;
- Consult with staff on cases, providing advice and assistance as necessary;
- Provide effective and high quality representation of clients in complex and/or high profile criminal or civil commitment proceedings in Superior Court; and
- At the request of the Public Defender, attend various meetings as a representative of the department with criminal justice stakeholder including County meetings directed at budget managers, human resources managers, and information technology managers.

Learn more about Stanislaus County
Public Defender's Office by visiting
www.stancounty.com/publicdefender/
or scan the QR code



MINIMUM QUALIFICATIONS

EDUCATION & EXPERIENCE

- Four (4) years' experience as an attorney in a Public Defender's Office that would acquire the necessary knowledge and abilities. This may include experience in the supervision of attorneys which include responsible legal experience with emphasis on the preparation and trial of felony cases, administration of daily operations and budget responsibilities, OR
- Five (5) years' experience, one (1) of those years in a Public Defender's Office as an attorney that would acquire the necessary knowledge and abilities. This may include experience in the supervision of attorneys which include responsible legal experience with emphasis on the preparation and trial of felony cases, administration of daily operations and budget responsibilities, AND
- Active membership in the State Bar of California

KNOWLEDGE

- The duties, powers, limitations and authorities of the Public Defender
- The principles of civil and criminal laws, including death penalty cases, and the principles of trial procedure and rules of evidence
- Legal research methods and judicial procedures
- Legal principles and their application with emphasis on criminal law
- The rules of evidence and conduct of court proceedings
- Written and oral communication, including mechanics, syntax and English composition

SKILLS/ABILITIES

- Analyze difficult and complex legal problems and apply legal principles and practices, present statements of fact, law, precedence and argument clearly, logically and convincingly in written and verbal form
- Draft legal instruments and opinions
- Ensure the assignment of cases consistent with the experience, knowledge and ability for staff members.
- Effectively confer with and advise staff on general defense techniques and specific case situations and ensure the proper investigation and defense of criminal complaints and civil actions as assigned to the office.
- Achieve and maintain the confidence and respect of the courts, other members of the criminal justice system and legal profession/public officials and members of the public.
- Understand, interpret and apply current law to the duties and responsibilities of the office including keeping current on new legislation and effecting the function and goals for the office
- Function effectively within an organization that is changing its philosophy and approach to organization management and public service delivery, meeting time and work pressures, case and assignment deadlines and represent commitment to the office policies and procedures in dealing with both internal and external customers.



QUICK GUIDE TO APPLYING



APPLICATION PROCESS



Find the
Right Job



Update Your
Application



Submit Your
Application



Wait for
Processing



Receive Notice of
Application Status

APPLICATION BEST PRACTICES

BE COMPLETE

We screen for qualifications based on the information provided on your application, not on your resume. **Please make sure all relevant experience is listed within the body of your application.**

BE DETAILED

Connect your professional experiences to the job's knowledge, skills and abilities. **Share your work history and how it relates to the minimum qualifications of the position.**

UPDATE YOUR APPLICATION

Take the time to review and update your application each time you apply for a new position. **Ensure that your employment dates are correct and that any relevant skills or experiences are listed.**

ATTACH SUPPORTING DOCUMENTS

Attach any required supporting documentation listed in the Minimum Qualifications. **Not submitting that typing certificate or proof of education could be the reason you are disqualified!**

HIGHLIGHT DESIRABLE QUALIFICATIONS

If there are desirable qualifications listed, they may influence the screening process. **Detail how you meet both minimum qualifications and desirable qualifications in the duties section of your application.**

COMMON MISTAKES TO AVOID

WRITING "SEE RESUME"

Relying on your resume instead of completing the application can hurt your chances. **Be sure to fill out all sections and attach proof of education when required, as resumes alone don't provide the details needed to evaluate your qualifications.**

OUTDATED OR MISSING REFERENCES

Submitting old contact information or leaving references blank can delay the reference check process. **Include current, reachable contact information for all references.**

INCLUDING TOO MUCH OR UNRELATED INFO

Adding long paragraphs or unrelated experiences can make your application unclear. **Keep your application clear, concise, and focused on relevant qualifications.**

ASSUMING COMPUTERS SCREEN APPLICATIONS

Believing that a computer or automated system selects qualified candidates is a common misconception. **All applications are reviewed by trained recruitment analysts, so make sure your experience is clearly detailed.**



**STANISLAUS
COUNTY HUMAN
RELATIONS**

Take Your Place.



JOIN OUR TEAM and receive a bonus worth **UP TO \$10,000!**

or 21 additional days of leave time!*

*EMPLOYEE CHOICE BONUS PLAN ALLOWS ELIGIBLE NEW EMPLOYEES TO RECEIVE A BONUS WORTH
\$5,000 - \$10,000 OVER THREE ANNUAL INSTALLMENTS

YOU CHOOSE: One month's worth of

Scan the QR code with a camera
app to watch the Employee Choice
Bonus Plan video!



Cash Payout

Redo that kitchen
or paydown debt.

It's all yours.



Leave Time

Take a little extra time
off and enjoy yourself.

You've earned it.



Deferred Compensation

Reduce some taxable
income and receive it later.

Why not?



**STANISLAUS
COUNTY HUMAN
RELATIONS**

Take Your Place.



clubwellness
myclubwellness.org

Employee Choice Bonus Plan

UNDERSTANDING THE DETAILS



JOIN OUR TEAM BY JUNE 30TH, 2026 TO BE ELIGIBLE!

The following Employee Choice Bonus Plan is designed to allow those hired full-time on or before June 30, 2026, to choose one of the three bonus incentive options (one-time option, non-revocable) they would like to receive:



Option 1 **BONUS** **CASH PAYMENT**

(Default if employee declines to make a choice)

- One month of salary (168 hours) paid in cash over three annual installments at the highest step or top of band of the classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.



Option 2 **BONUS** **LEAVE TIME**

- 168 hours of bonus leave time allocated within three annual installments.
- Bonus Leave Time would be administered in the same capacity as standard vacation including compensation rate, request and approval, and reporting expectations.
- Bonus Leave Time will have no cash value and cannot be cashed out at resignation, termination, or retirement.
- Must use the bonus leave time prior to the expiration date, as there is no carry over after the bonus leave time expires.



Option 3 **BONUS DEFERRED** **COMPENSATION** **CONTRIBUTION**

- One month of salary (168 hours) paid over three annual installments into the employee's Nationwide Deferred Compensation account at the highest step or top of band of classification held by the employee at each vesting date.
- Minimum amount of each payment will be \$1,666.67 and a maximum payment of \$3,333.37 (base hourly rate of pay for the classification multiplied by 56). The amount of each payment may change depending upon an employee's individual circumstances.
- Total minimum amount received will be \$5,000.01 and maximum will be \$10,000.02 paid over three installments.
- Applicable taxes will be applied and withheld.

Eligibility for Employee Choice Bonus Plan



- To receive each payment, you must be hired as a new full-time employee, and be active both on the vesting date and during the pay period in which the payment is issued.
- Full-time employees on an unprotected unpaid leave on the vesting date are ineligible for that specific payment.
- Employees that separate from full-time service prior to a vesting date will no longer be eligible for that specific payment.
- Employees that receive one or two payments, separate from full-time service and then return to full-time service are excluded from eligibility to receive further payments of any kind.
- Employees that leave full-time service prior to receiving any payments, and then return to full-time service on or before June 30, 2026, are eligible to receive future payments in accordance with their new hire date.



STANISLAUS
COUNTY HUMAN
RELATIONS

Take Your Place.

COMPENSATION & BENEFITS

Approximate Annual Base Salary:

\$140,046 - \$210,059

The County of Stanislaus provides a competitive and comprehensive benefits package for regular full-time County employees including:

Insurance: Extensive health, dental, and vision coverage options for employees and dependents

Deferred Compensation: 2% of base wages to 457 deferred compensation plan

Automobile Allowance: Option to select annual automobile allowance of \$4,800 or use of County provided vehicle

Life and Disability Insurance: Term life insurance policy, as well as Accidental Death/Disability coverage

Professional Development: \$1,200 annual allowance for professional development, to include continuing education and professional memberships

Vacation: Accruing biweekly, 120 hours in year one, 160 hours years two through 20 and 200 hours starting year 21. Vacation accruals subject to maximum limits. This position will also receive an additional 32 hours of special vacation leave per year, accrued biweekly

Holidays: 10 paid holidays annually

Management Leave: 56 hours of management leave annually. Must be used in the year earned.

Sick Leave: Sick leave is accrued at a rate of 96 hours per year

Relocation Expenses: Up to \$7,500 for qualifying expenses, subject to advanced approval

RECRUITMENT INCENTIVES

Employee Choice Bonus Plan:

Stanislaus County now offers an employee bonus worth up to \$10,000 or 21 additional days of leave time! Visit stanjobs.org for details.

Career Ladders:

We offer valuable tools to help plan your career with Stanislaus County. Find ways to grow and develop within the organization—from Accounting to Public Safety to IT.

Learning Institute:

Whether you're a new employee or looking to acquire new skills, our Learning Institute offers a chance to take on new challenges and ways to consistently hone and improve skills.

WELLNESS BENEFITS

The Mission of Club Wellness is to facilitate and encourage the "good health" of the county workforce.

"Good health" is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity; health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities. The program seeks to increase awareness and knowledge of all employee benefits, nurture a team spirit and positive health behaviors, to motivate employees to adopt healthier habits and to provide opportunities and a supportive environment to create positive lifestyle changes.



CLASSIFICATION INFORMATION

Unless otherwise provided, this position is part of the Unclassified Service of the County and is considered "at-will" for labor relations purposes.

The individual selected will participate in the Stanislaus County Pay-for-Performance program, as well as receive additional benefits.

The Job Task Analysis provides information detailing the physical and functional demands of the classification. For the complete job task analysis, visit the Risk Management website at <https://www.stancounty.com/riskmgmt/risk-dm-jta-class-sub-main.shtm>.

APPLICATION PROCEDURES/FINAL FILING DATE: November 24, 2025

Applications cannot be submitted later than 5:00 p.m. on the final filing date. Make your online application as complete as possible so a full and realistic appraisal may be made of your qualifications.

Resumes will not be accepted in lieu of a completed application.

Attaching your resume and cover letter are an optional feature for those who wish to do so in addition to completing the required application. Information on your resume and cover letter will not substitute for the education, work experience and required fields on the County application. The online County application is the primary tool used to evaluate your job qualifications.

RECRUITMENT ACCOMMODATIONS

Arrangements may be made to accommodate disabilities and religious convictions. Applicants requiring testing accommodations are required to complete and submit the Testing Accommodations Request Form prior to the test administration date. Special arrangements for religious convictions should be included in the "Additional Information" section of the application form.

GENERAL QUALIFICATIONS

- Pass County-paid pre-employment job-related background investigation.
- Perform job duties in a manner assuring a safe working environment for oneself and others.
- Maintain confidential information according to the legal standards and/or County regulations as required.
- Some positions may be required to possess and maintain a valid California Driver's License and meet County insurability requirements.

APPLICATION AND/OR EXAMINATION APPEAL RIGHTS

Application and/or examination results may be appealed by applicants presenting facts alleging irregularity, fraud and/or error in application screening or in exam scoring. Appeals must be in writing and submitted to the Chief Executive Officer within seven (7) days after the examination results are mailed.

DISCLAIMER

Stanislaus County reserves the right to revise the examination plan described in this flyer to better meet the needs of County service. The provisions of this bulletin do not constitute an express or implied contract. Any provision contained in this bulletin may be modified or revoked without notice. The information contained in the bulletin is information which sets forth a general summary of benefits for this respective position. This information is not legally binding. The benefits and other information regarding this position may be found in the Stanislaus County Code, the Stanislaus County Personnel Policies manual, or in the applicable Memorandum of Understanding(s), and such information prevails over information contained in this flyer. Questions regarding this bulletin may be directed to the Stanislaus County Chief Executive Office/ Human Resources.