



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

**See inside for details*

Client Services Legal Clerk

(Legal Clerk I/II/III)

Stanislaus County Public Defender

\$40,851- \$56,617 Annually

Apply by December 19, 2025 or after 150 applications received.
Bilingual candidates are encouraged to apply.

ABOUT THE DEPARTMENT

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

As a Client Services Legal Clerk, you'll play a vital role in supporting a dynamic and passionate team of more than 45 attorneys, investigators, paralegals, and support staff—all united by one mission: keeping people free and preserving their futures.

Our office takes a holistic approach to defense, addressing not only the legal issues but also the underlying challenges that contribute to legal system involvement. As a Client Services Legal Clerk, you'll gain hands-on experience in case preparation, document management, and direct support of legal professionals—work that has a real and lasting impact in our community.

If you're detail-oriented, driven by purpose, and inspired by equity and service, this is your opportunity to contribute to a mission that truly matters. Join a team where your work supports justice, compassion, and change every day.



THE POSITION

Client Services Legal Clerks provide routine to difficult legal clerical support to attorneys, court officers and other staff. This position works directly within our fast-paced legal environment, helping attorneys and staff manage critical case information, organize documentation, and maintain accurate, timely records. You will be one of the first points of contact for clients and families, often engaging with individuals experiencing instability, poverty, trauma, or significant stress. The ability to remain calm, compassionate, and professional is essential.

Day to day, the role includes processing legal documents, preparing case files, navigating court-related timelines, gathering information from various sources, and coordinating with attorneys, investigators, and paralegals to ensure cases move forward efficiently. Because our office takes a holistic approach to defense, this position also involves helping connect clients to information, services, and people so our legal teams can advocate effectively.

This is a detail-heavy role that requires accuracy, discretion, adaptability, and strong communication skills. This position is part of a highly collaborative support team where reliability and sound judgment have a direct impact on the quality of representation we provide.

TYPICAL TASKS

Client Services Legal Clerk I

- Process, type and is familiar with various legal forms, documents and procedures
- Greet and assist co-workers and customers in a professional manner
- Sort and distribute incoming mail
- Reconcile daily calendars
- Transcribe reports
- Examine documents for proper form, sufficiency of information and conformance with legal procedures
- File documents and case files
- Complete court runs and basic data entry
- Assemble and maintain files, and search for missing documents and files
- Transcribe reports
- Answer and screen incoming calls and maintain a good rapport with staff and the public

Client Services Legal Clerk II

Typical tasks of Client Services Legal Clerk I plus:

- Complete detailed data entry and
- Assist in more detailed training of new personnel

Client Services Legal Clerk III

Typical tasks of Client Services Legal Clerk I and II plus:

- Complete complex research to identify accurate party information
- provide desk coverage for other Legal Clerk positions
- Organize and assembles case files and
- Duplicate various forms of electronic media and photographs

*For more information on
Public Defender, scan the QR
code or visit
stanislauscounty.com/publicdefender*



MINIMUM QUALIFICATIONS

CLIENT SERVICES LEGAL CLERK (LEGAL CLERK I)

- Equivalent of one (1) year full-time, general office experience involving typing; OR
- One (1) year of relevant college or business school training; AND
- Applicants must be able to type at least 35 WPM (net corrected).

For the full listing of Minimum Qualifications for the [Legal Clerk I](#), scan the QR Code or [click this link](#)



CLIENT SERVICES LEGAL CLERK (LEGAL CLERK II)

- One (1) year of experience as a Legal Clerk I in County Government; OR
- Two (2) years of general clerical experience of which one (1) year involved work in a law enforcement, legal secretarial/clerical secretarial capacity; AND
- Applicants must be able to type at least 35 WPM (net corrected).

For the full listing of Minimum Qualifications for the [Legal Clerk II](#), scan the QR Code or [click this link](#)



CLIENT SERVICES LEGAL CLERK (LEGAL CLERK III)

- One (1) year of experience as a Legal Clerk II in County Government; OR
- Three (3) years of general clerical experience of which two (2) years involved work in a law enforcement, legal secretarial/clerical secretarial capacity (One year of relevant college or business school training may be substituted for one year of the general clerical required experience); AND
- Applicants must be able to type at least 35 WPM (net corrected).

For the full listing of Minimum Qualifications for the [Legal Clerk III](#), scan the QR Code or [click this link](#)



Proof of education will be required for verification purposes at the time of application. Applicants who are unable to submit proof must call 209-525-6341 to make other arrangements. Failure to submit proof will result in disqualification.

DESIRABLE QUALIFICATIONS

In addition to the minimum qualifications, applicant screening may focus on the following desirable qualifications. Please list any of these qualifications you may have within the "Duties" section of the online application.

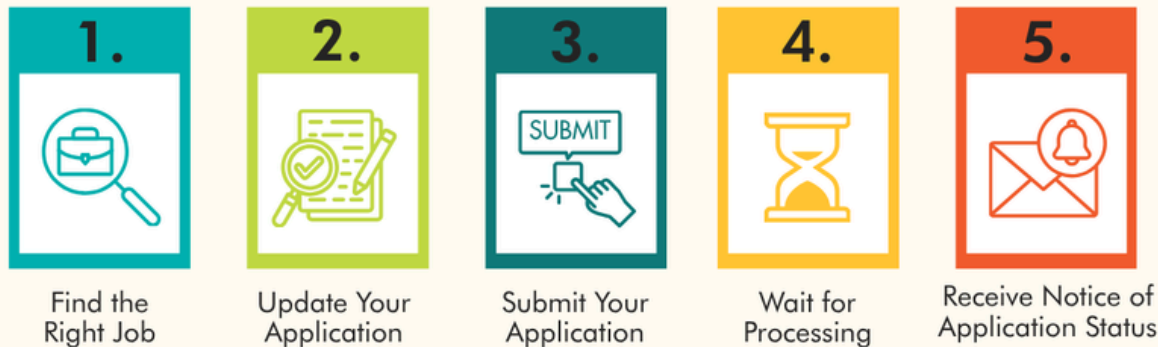
- One (1) year experience providing direct client support to individuals in crisis, trauma, or economic instability
- A typing certificate, within 4 years, of 35 WPM (net corrected) from any temporary agency or comparable institution. The certificate must be a three to five minute timed test OR
- Verification of data entry ability at a speed of not less than 7,000 strokes per hour (accurate and skillfully).

Please note that it is in the best interest of the candidate to submit a typing certificate as some departments will only consider hiring those that attach one at application.

QUICK GUIDE TO APPLYING



APPLICATION PROCESS



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:

\$40,851 - \$56,617 Annually

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

- Excellent retirement benefits (2% at approximately age 62 formula)
- Medical, dental, vision, and basic term life insurance plans
- 2 weeks annual vacation upon entering County service
- 16 additional vacation hours annually
- 96 hours of sick leave annually 12 paid holidays annually
- Optional participation in Flexible Spending Account programs
- Optional Supplemental Life & AD&D insurance plans
- Employee Assistance Program

Details available upon request

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 Human Resources 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 Classified Service of the County and is assigned to the Office Worker/Clerical bargaining unit for labor relations purposes.

Individuals who are in a full-time classified position are required to serve a twelve-month probationary period, which may be extended an additional six months for a total of eighteen months.

Part-time extra-help is a provisional classification where permanent status may not be obtained. This position is subject to overtime, standby, shift, and callback assignments and will perform related duties as assigned. This position is non-benefited except for participation in a 401a program with Nationwide.

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 <http://www.stancounty.com/riskmgmt/> under the "Disability" tab.

APPLICATION PROCEDURES/FINAL FILING DATE: December 19, 2025 or after 150 applications

Written Examinations are tentatively scheduled the week of December 29, 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.

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.