



THE COUNTY OF STANISLAUS

DISTRICT ATTORNEY'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

Deputy District Attorney I Trainee

\$42.42 - \$51.57 Hourly

(Attorney I Trainees will earn 15% less than the first step of the Attorney I series)

Apply by February 10, 2026

OEX Interviews tentatively scheduled for the week of February 16th

ABOUT THE COUNTY

Stanislaus County is located in Central California within 90 minutes of the San Francisco Bay Area, the Silicon Valley, Sacramento, the Sierra Nevada Mountains and California's Central Coast. With an estimated 552,999 people calling this area home, the community reflects a region rich in diversity with a strong sense of community. Two of California's major north-south transportation routes (Interstate 5 and Highway 99) intersect the area and the County has quickly become one of the dominant logistics center locations on the west coast.

The County is home to a vibrant arts community with the world-class Gallo Center for the Arts, a symphony orchestra, and abundant visual and performing arts. Stanislaus County is a global center for agribusiness, positioned by its mild Mediterranean climate, rich soils and progressive farming practices. The area is recognized internationally for agricultural innovation with wine, almonds, poultry, milk, cattle, and walnuts being some of the featured industries. The County is also home to California State University Stanislaus, Modesto Junior College and benefits from satellite locations of other high-quality educational institutions. The County was established in 1854 and has a total land area of 1,515 square miles. Temperatures range from an average low of 43 degrees in the winter, to an average high of 92 degrees in the summer. Temperatures move up into the high 90's during the summer months with low humidity and cool evening breezes from the San Joaquin Delta.

ABOUT THE DEPARTMENT

The District Attorney's Office is responsible for the prosecution of all crimes or offenses that occur within the County. District Attorney staff represent the People of the State of California in criminal cases, provides support and assistance to crime victims, and work in partnership with local law enforcement agencies to promote public safety. Our mission is JUSTICE WITH INTEGRITY.

Our staff consists of approximately 140 full-time employees. This recruitment is being conducted to fill part-time/extra-help Deputy District Attorney V vacancies for the Stanislaus County District Attorney's Office. Eligible lists are normally good for six months and may be extended for up to one year.



*For more information about the District Attorney's Office,
scan the QR code or visit: <https://www.stanislaus-da.org/>*

ABOUT THE POSITION

The Stanislaus County District Attorney is seeking qualified law school students for the position of Deputy District Attorney I Trainee. Applicants must possess a certification to provide legal services from the State Bar of California to qualify for this position. As a member of our prosecution team, the candidate in this position could be assigned to a variety of cases including: driving under the influence, domestic violence, illegal drug possession, theft, weapons charges, prostitution, and more. Candidates could also assist in all phases of prosecution including discovery, law and motion, settlement offers, trial preparation, and pleas. Attorney trainees could also interview witnesses and examine, evaluate and present evidence while prosecuting misdemeanor Cases. The candidate will work with law enforcement personnel, prosecutors, investigators, victim advocates, paralegals and clerical support staff.

The ideal candidate will be a team-player who has a demonstrated passion for seeking and pursuing justice on behalf of victims of crime. We are seeking professionals with excellent analytical, research, written communication and oral skills. Attorney trainees will be given serious consideration for open Deputy District Attorney positions upon membership in the California State Bar.

ABOUT THE TRAINEE DESIGNATION

Note: Attorney I Trainees will earn 15% less than the first step of the Attorney I series.

- Trainees are part of the unclassified service of the County;
- All trainees will be appointed to the first step of the salary range for the appropriate position, and will be compensated 15% below the range established for the Attorney I classification involved;
- Trainee appointments are not to last longer than one year. However, appointments are able to be extended up to a maximum of two years in cases where minimum qualifications are involved; and
- Upon completion of the training period and the acquisition of minimum qualifications, the individual may be upgraded to a probationary appointment at step 1 of the Attorney I salary range (an approximate 15% increase in salary).

Incumbents at this level will work under the direction of a Chief Deputy District Attorney.

Formal training will be provided prior to prosecuting criminal matters.



TYPICAL TASKS

Under the supervision of a Deputy District Attorney, incumbents will perform case work that requires basic legal knowledge within the areas of criminal law and procedures. Incumbents will typically be assigned work related to misdemeanor cases, including but not limited to law and motions, case review and trial preparation.

MINIMUM QUALIFICATIONS

Education/Enrollment

Must be either:

- Current Law School graduate actively awaiting California State Bar Exam results, or awaiting to take the California State Bar Exam, OR
- Current enrollment in an ABA-accredited or California State Bar-accredited law school, with maintenance of good academic standing throughout the appointment; AND

California State Bar Law Clerk Eligibility

- Must Be eligible for certification as a Certified Law Clerk in accordance with California Rules of Court, Rule 9.42, including the ability to obtain and maintain such certification during employment; AND

Legal Coursework

- Must have successful completion of core legal coursework, including legal research and writing and other foundational law courses sufficient to perform supervised legal work assignments.

KNOWLEDGE/SKILLS/ABILITIES

- Legal research and writing
- Criminal and civil law procedure
- Rules of evidence
- Trial principles
- Charging statutes and language
- Sentences and probation parameters
- Office procedures and practices
- Rules of court
- Prepare and present statements of facts, law and arguments clearly and logically in written and oral form
- Evaluate facts and evidence
- Accept and learn from criticism
- Communicate effectively
- Produce research and writing
- Accurately document actions
- Work with others in a team environment
- Public speaking and argument
- Write clearly and concisely
- Argue clearly and logically
- Basic computer skills to function effectively in an automated environment

All Trainee incumbents will earn 15% less than step 1 of the Attorney I classification and upon passing California State Bar Exam results being posted, may be immediately promoted to the Attorney I level.

Attorney Trainee I is a Veterans' Preference Program eligible job classification. For more information, please click on link <http://www.stancounty.com/personnel/pdf/hiringpreference.pdf>

DESIRABLE QUALIFICATIONS

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

- For Attorney I Trainee: Three to six months employment or volunteer work in a District Attorney's Office, Public Defender's Office, or experience working in criminal law or prosecution.

Have questions about this recruitment?

Contact Chris Fuzie, Ed.D., Business/HR Manager III
(209) 525-5565 | christopher.fuzie@standa.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

COMPENSATION & BENEFITS

Approximate Annual Base Salary:

\$42.42 - \$51.57 per hour

\$88,233.60 - \$107,265.60 Annually

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

- Bi-weekly payroll system
- 5-step salary range in each level (5% intervals)
Health plan coverage for employee and dependents (health, dental and vision)
- Paid sick leave
- Life insurance-employer-paid \$50,000 in term insurance
- Disability-long term disability insurance
- Vacation accrued bi-weekly: 3.7 hours (0-2 years of service), 5.24 hours (3-10 years of service, 6.78 hours (11-20 years of service, 8.32 hours (21+ years of service
- 12 paid holidays
- \$900 professional development expense reimbursement per year
- Paid professional leave up to 60 ours per year
- CDAA dues paid by employer
- Bar dues paid by employer
- Malpractice indemnification provided
- MCLE in-house training
- 5% certificate pay for qualifying members for Level III through V
- 2.5% Lead pay after qualifying to handle homicide cases
- 2.5% bilingual pay for qualifying members
- StanCERA-employer/employee-paid retirement system (1937 retirement Act). Retirement transfer accepted from other county systems or PERS.

RECRUITMENT INCENTIVES

Employee Choice Bonus Plan:

Stanislaus County now offers an employee bonus worth up to \$10,000! 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.

Community Animal Medicine Project (CAMP) training provided.

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 Attorneys 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.

Incumbents may also be subject to overtime, standby, callback, weekend, holiday and shift assignments as identified in their MOU (Memorandum of Understanding). provided,

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 <http://www.stancounty.com/riskmgmt/risk-dm-jta-class-sub-main.shtm>

APPLICATION PROCEDURES/FINAL FILING DATE: February 10, 2026, at 5pm.

Oral Examinations are tentatively the week of February 16th.

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.