



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-V
\$91,763 - \$189,756 Annually
Please apply by February 27, 2026

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.



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

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 163 full-time employees. This recruitment is being conducted to fill vacancies for the Stanislaus County District Attorney's Office and to establish an eligible list to fill future full-time vacancies. Eligible lists are normally good for six months and may be extended for up to one year.

ABOUT THE POSITION

Deputy District Attorney I-V

The Stanislaus County District Attorney is seeking qualified candidates for the position of Deputy District Attorney I-V.

The ideal candidate will be a team-player who has a demonstrated passion for seeking and pursuing justice on behalf of victims of crime including some prior experience or connection to prosecution, law enforcement, and/or victim advocacy. Candidates may be considered for appointment to any level in the classification series based on their level of experience and ability. We are seeking professionals with excellent analytical, research, written communication and oral advocacy skills.

Deputy District Attorneys work under the direction of a Chief Deputy District Attorney.

*For the full job description for this position, at each level, scan the QR code or visit
<https://www.governmentjobs.com/careers/stanislaus/classspecs>*



THE TYPICAL TASKS

ATTORNEY I

- Handle routine misdemeanor matters.

ATTORNEY II

All those listed in Level I plus:

- All misdemeanor matters; including trials and juvenile matters; and
- Entry level felonies.

ATTORNEY III

All those listed in Level I and II plus:

- Felonies;
- Preliminary hearings;
- Trials; and
- Juvenile Court.

ATTORNEY IV

All those listed in Level I, II, and III plus:

- Felony cases, including homicides; and
- Track and document statistical data on appropriate cases.

ATTORNEY V

All those listed in Level I, II, III, IV plus:

- All felony cases, including capital homicides;
- May include responsibility for a specialized unit; and
- All levels include other duties as assigned

EDUCATION & EXPERIENCE

All applicants must be law school graduates who have passed and been licensed by the State Bar of California.

Minimal experience is required at the entry level. At the higher levels, initial placement is based upon professional level experience. Level specific experience is as follows:

ATTORNEY I

- Pass California State Bar and possess valid bar license;

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

ATTORNEY II

- A minimum of six (6) months of experience as an Attorney I OR
- Three (3) years' experience in the general practice of law may be substituted for the six (6) months of criminal law experience.

ATTORNEY III

- One (1) year experience as an Attorney II OR
- Equivalent of four (4) years' experience in the general practice of law may be substituted for the two years of criminal law experience;

ATTORNEY IV

- A minimum of one (1) year of criminal prosecution and trial experience as an Attorney III or its equivalent OR
- Five (5) years of experience in the general practice of law may be substituted for three (3) years of criminal law experience

ATTORNEY V

- One (1) year experience as a Attorney IV or equivalent.

THE FOLLOWING APPLY FOR ALL LEVELS OF DEPUTY DISTRICT ATTORNEY LICENSE

- Active membership in good standing in the State Bar of California is required for all levels at time of appointment. The Bar membership number should be listed in the Licenses section on the application form; AND
- Applicants must possess and maintain a valid California Driver's License and remain free from repeated preventable accidents.

OTHER REQUIREMENT

Ability to pass a thorough background investigation, including fingerprinting.

DESIRABLE QUALIFICATIONS

In addition to the minimum qualifications, applicant screening will focus on the following desirable qualifications to assist in appropriate initial placement level, based on job knowledge, skills, and abilities required at each specific level.

A minimum of 3 months experience working in a District Attorney's Office or Public Defender's Office OR performing duties including any of the following:

- Working with all types of misdemeanor matters, including law & motion, trials and juvenile matters,
- Preparing and making appropriate public and/or courtroom presentation in person or via Zoom or Teams electronic video media,
- Prosecuting felonies, handling preliminary hearings, trials, and law and motion,
- "Brady" issues and "Pitchess" motions.



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

QUICK GUIDE TO APPLYING



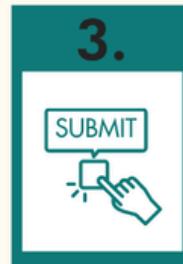
APPLICATION PROCESS



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



**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?

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



STANISLAUS
COUNTY HUMAN
RELATIONS

Take Your Place.



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:
\$91,763 - \$189,756 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 hours 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
- 3.5% Complex Litigation certificate pay
- 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.

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

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 27, 2026 by 5:00pm.

Oral Examinations are tentatively scheduled for the week of March 9, 2026

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.