

Compensation and Benefits

The annual salary for the position is approximately \$150,000. However, is negotiable depending on qualifications and experience. In addition, the County offers the following benefits:

- ◆ **Insurance:** The County pays 85% of a comprehensive health and dental plan, and vision insurance for employees and their dependents.
- ◆ **Disability Insurance:** Paid by the County as follows: Long Term up to 60% of salary after 90 days of disability, Short Term up to 50% of salary from day 6 to day 89 of disability.
- ◆ **Life Insurance:** Coverage amount for this position is two times annual salary.
- ◆ **Deferred Compensation:** A 457 deferred compensation account is available to all employees. A \$200 contribution is made monthly for this position by the County.
- ◆ **Public Employees Retirement System (PERS):** The County currently participates in CalPERS retirement and Social Security. Employees are required to make a contribution to this pension program.
- ◆ **Leaves:** Vacation with pay begins at ten days annually for full-time positions available for use after six months of employment with increases to 15 days after five years of employment; 20 days after ten years. Sick leave at 12 days per year; holiday leave at 12 days per year plus 3 floating days; 60 hours administrative leave with the ability to cash out up to 60 hours.



For additional information on the County of Siskiyou, visit its website at www.co.siskiyou.ca.us.

The Process

If you are interested in pursuing this unique and exceptional career opportunity, please forward (e-mail preferred) a letter of interest, your resume, including your current salary, and contact information including email addresses for five work-related references (who will not be contacted until mutual interest is established) to:

Bill Avery or Paul Kimura
Avery Associates
3½ N. Santa Cruz Ave, Suite A
Los Gatos, CA
E-mail: jobs@averyassoc.net

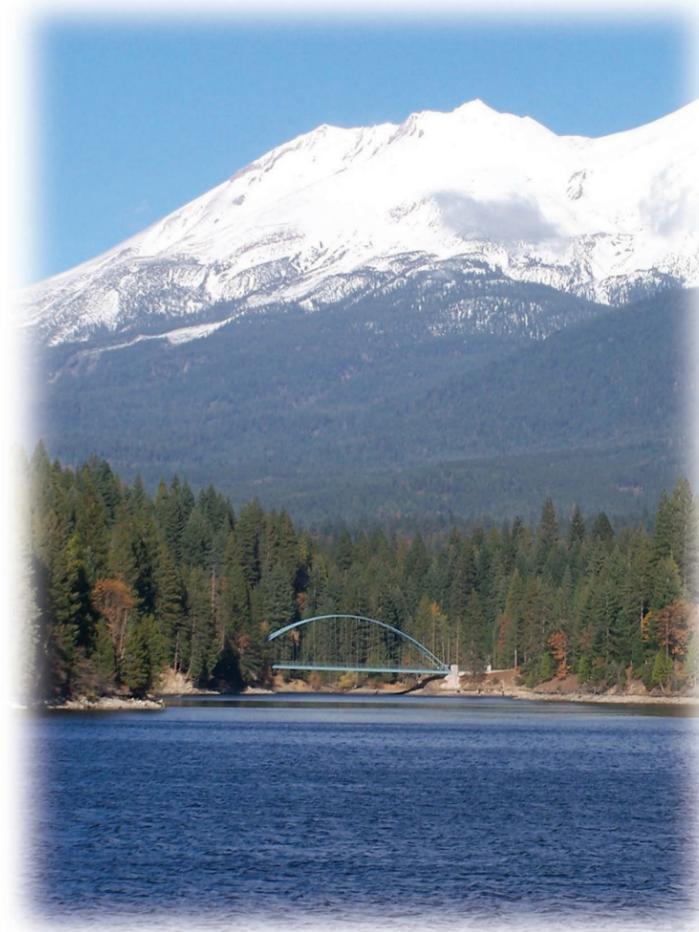


The final filing date for this position is January 6, 2017.

If you have any questions regarding this position, please feel free to contact Bill Avery or Paul Kimura at 408.399.4424.



County of Siskiyou



*invites your interest
for the position of*

**County
Counsel**

The County

Located in beautiful Northern California on the Oregon border, Siskiyou is equally distant from San Francisco and Portland. As the fifth largest county in California in area, 6300 square miles, it has a population of approximately 44,350 (seven people per square mile!). The majestic Mt. Shasta is at the heart of the County, a vast land of mountains, forests and valleys with clear sparkling streams and lakes. The county encompasses parts of five National Forests, six scenic rivers (Klamath, Sacramento, Salmon, Scott, Shasta and McCloud) as well as numerous lakes, streams and creeks.



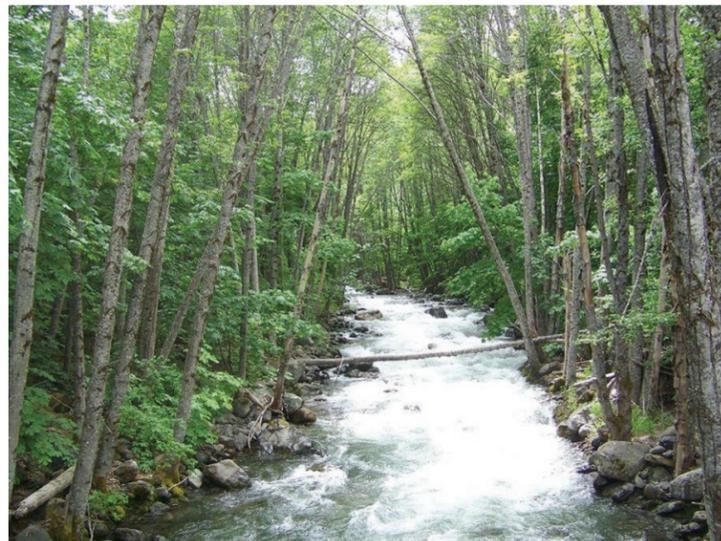
Some of California's best mountain biking, hiking, fishing, hunting, snowmobiling, backpacking, kayaking, prospecting, bird-watching, mountaineering, skiing and a number of other outdoor recreation activities can be enjoyed here. Experience the four seasons in a family friendly, small town environment, but with city amenities nearby in Redding and Medford. Ashland, and its renowned Shakespeare Festival and related arts community is also nearby. Stunning properties are still affordable throughout Siskiyou County, offering breathtaking views and quiet, safe communities with clean air and water.

Located at the northern end of the Shasta Valley, Yreka is the county seat of Siskiyou County. The Historical District of Yreka offers a unique opportunity to view the 19th century with over 75 Victorian homes and its historic Miner Street. On the southern end of the County are historic Dunsuir and the beautiful and active City of Mount Shasta.

The top employers in Siskiyou County include government, services, agricultural, timber and mining industries, and medical facilities. The educational system includes many elementary and middle schools, several high schools and the College of the Siskiyous with two campuses.

County Government

Established in 1852, Siskiyou County operates under a general law form of government. The five members of the Board of Supervisors govern the County and are elected on a non-partisan basis to serve four year staggered terms. The Board is responsible for setting policy, overseeing all County operations, approving the organization's annual budget, and representing the County in a number of areas including its numerous special districts and regional agencies. The Board of Supervisors appoints the County Administrator (CAO), who is charged with overseeing County operations and services and developing the nearly \$170 million annual budget.



Over 623 employees work for the County providing a full spectrum of services including general government and internal services, health care, social services, public works, criminal justice and other public safety services for its citizens.

The Office of County Counsel

The Office of County Counsel is a full-service law office, tasked with handling the County's civil law needs, including proactive participation in all of phases of governmental decision-making and coordinating trial litigation cases. The Office administers public liability claims and is mandated to defend all civil actions against the County. Additionally, the Office represents the Social Services dependency matters.

The Office serves as legal adviser and representative for dependent special district entities, such as the Siskiyou County Flood Control and Water Conservation District, and for County boards and commissions such as the Planning Commission. It also provides legal services and advice for local school districts, and independent special districts, to the extent possible within available resources.

The Office has a staff of seven, including the County Counsel, Special Counsel, a Deputy County Counsel for Natural Resources, and two staff attorneys, one solely serving as Counsel to Social Services/CPS. Support staff includes a Senior Legal Secretary and a Legal Office Coordinator. The County Counsel serves at the will of the Board of Supervisors.

The Ideal Candidate

The County Counsel is expected to provide responsive and expert legal counsel in a variety of matters to the Board of Supervisors, CAO's office and County Departments. In doing so, the Counsel must ensure the various perspectives and interests of all constituents are successfully addressed. This will require proactive and effective communications, strong relationship skills, and an ability to provide creative and pragmatic legal recommendations.



Complex natural resource matters remain an essential area of focus in this position. Issues ranging from the General Plan update to the regulatory environment, regarding the appropriate use of private and public land continues to require attention and resolution on a regular basis. The County Counsel must provide steady, definitive and knowledgeable legal guidance to policy makers in handling the wide array of land use considerations. The broad range of topics and issues in this position provides exceptional and diverse challenges.

Internal to the Department, the expectation is to provide progressive leadership and strong administration skills with the ability to manage, develop, mentor and motivate staff. The ideal candidate will be politically astute, with strong interpersonal and negotiation skills and the ability to objectively present legal considerations in a manner that positively facilitates policy discussion and decisions.

The successful candidate for this position will be a legal generalist with a strong foundation in natural resources, land use and litigation management. He or she should have had exposure to various facets of the law, including but not limited to natural resources and general liability practice areas. The position requires solid experience in the practice of civil law with a public agency or a firm that represents public agencies with at least two of those years in a management or supervisory role. County government or municipal law experience is highly preferred. The selected candidate must be a current member of the California State Bar Association.