

Compensation and Benefits

Humboldt County offers a competitive salary and an excellent benefits package. The salary for this position is \$147,192 annually. The benefits include:

- ◆ **RETIREMENT:** The County participates in the California Public Employees' Retirement System (CalPERS), local miscellaneous; 1st tier 2.7% @ 55, 2nd tier 2% @ 55, 3rd tier 2% @ 62. The County also participates in Social Security.
- ◆ **MEDICAL /DENTAL/VISION INSURANCE:** The County participates in the CalPERS health insurance program, providing several options for employees; the County pays nearly the entire employee premium and a portion of dependent coverage. The County also provides a dental and vision plan with premium for the employee and family paid in full by the County.
- ◆ **VACATION:** Full-time employees earn 12 days per year (one day after one month of employment); three weeks after three years; four weeks after ten years; five weeks after fifteen years; and six weeks after twenty years. Part-time employees earn vacation on a pro-rated basis.
- ◆ **HOLIDAYS:** 15 paid days per year (includes 3 personal holidays).
- ◆ **SICK LEAVE:** Employees earn 12 days per year (unlimited accumulation).
- ◆ **ADMINISTRATIVE LEAVE:** 10 paid days per fiscal year.
- ◆ **SPECIAL LEAVES:** Leaves of absence with pay for illness or death in the employees' immediate family may be approved.
- ◆ **LIFE INSURANCE:** \$20,000 in life insurance paid by County with employee option to purchase up to \$500,000.
- ◆ **LONGEVITY:** 5% salary increase upon completion of 10 consecutive years of County service. An additional 5% salary increase upon completion of 20 consecutive years of County service.
- ◆ **VACATION CONVERSION:** Annual conversion of up to 20 days of vacation to cash, or as a contribution to deferred compensation.
- ◆ **EDUCATION EXPENSES:** The County offers an educational reimbursement program for tuition fees and the cost of books (up to a maximum per year) for job related courses.
- ◆ **DEFERRED COMPENSATION:** A voluntary employee paid deferred compensation plan is available.
- ◆ **EMPLOYEE ASSISTANCE PROGRAM:** County paid counseling services provided for employee and dependents.



The Process

To pursue this compelling career opportunity, please visit the Avery Associates Career Portal on our website at www.averyassoc.net/current-searches/ to upload your letter of interest, resume and contact information, including email addresses for five work-related references (who will not be contacted until after an interview takes place.)

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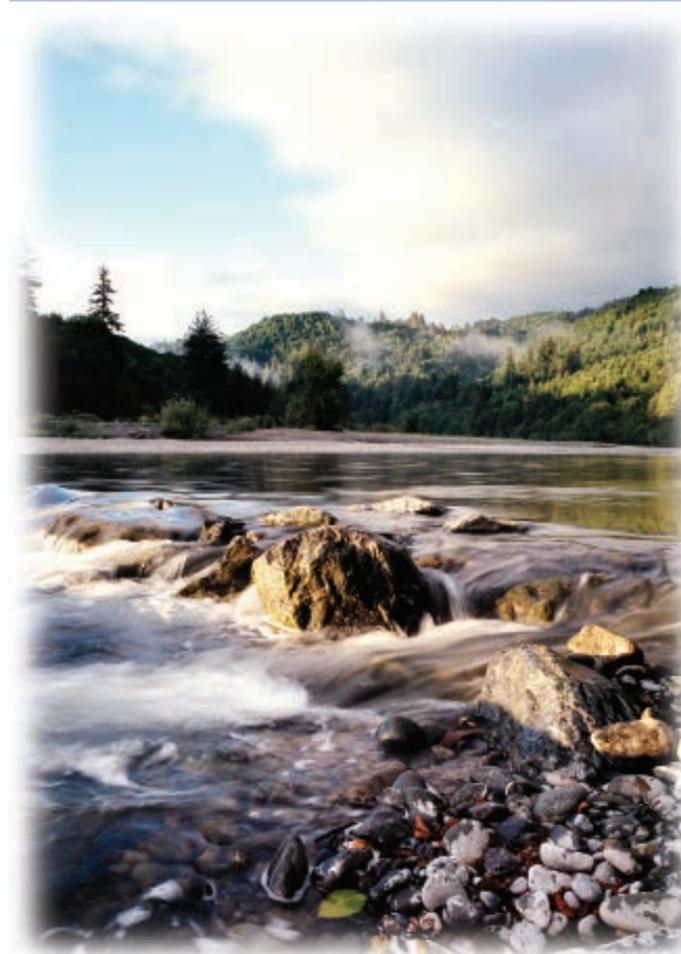


The final filing date for this recruitment is May 7, 2018

If you have any questions regarding this position, please feel free to contact Paul Kimura at 408.399.4424 or by email: paulk@averyassoc.net or Cris Piasecki at 408 234-2025 or by email: crisp@averyassoc.net.



The County of Humboldt



*invites your interest
for the position of*

Public Defender

Humboldt County

Humboldt County (population 135,000), located in the heart of northern California's majestic coastal redwood region with over 110 miles of beautiful coastline, is arguably the most beautiful place in America. A USDA comparison of natural amenities including climate, water and landscape concluded that the County is the most scenic rural county in the United States.



The Redwood Coast is a paradise for all outdoor activities including hiking, backpacking, fishing, river rafting, kayaking and golf. The County's two million acres include hundreds of rivers, streams and lakes along with national, state and regional parks, conservation and recreational areas, protected forests, wildlife refuge areas and miles of pristine beaches and campgrounds.

Eureka with a population of over 27,000 residents is the Humboldt county seat and is located 275 miles north of San Francisco. The City overlooks the historic Humboldt Bay and its quaint Old Town area offers a nice mix of restaurants and shopping opportunities and the regional area offers a lively arts scene. Humboldt State University and College of the Redwoods provide excellent educational opportunities as well as entertainment and culturally enriching activities.

Humboldt County is an ideal setting for individuals and families that seek a relaxed pace of life. It's a unique place and new residents to the area often embrace the special lifestyle the area offers. The people are warm, friendly and welcoming. With moderately priced housing and temperate year round weather, Humboldt County offers an idyllic quality of life without the stress and burden of the more urbanized areas of California.

County Government and the Public Defender's Office

The County of Humboldt is a General Law county governed by a five-member Board of Supervisors that are elected by district to alternating four-year terms. The Board serves as the legislative and executive body of county government and many special districts. The Board appoints all non-elected department heads with responsibility delegated to the department heads for their own staff.

The County's proposed FY 2017-18 operating budget is over \$374 million including a proposed General Fund of \$138.1 million. The County also has an employee population of over 2,200 that provide a full range of public services to county residents.

The Public Defender's office provides Court-appointed legal services to indigent persons facing criminal charges or other potential deprivation of civil rights. The Public Defender protects the rights of persons, adult or juvenile,



charged with criminal activity, or who are deprived of liberty and property because they are alleged to be gravely disabled. The Public Defender's office includes the office of the Conflict Counsel, and has an approved staff of 31 FTE's and a budget of almost \$4 million for FY 2017-2018.

The Position of Public Defender and the Ideal Candidate Profile

The Public Defender is the primary defense attorney for all indigent accused persons in Humboldt County. The Public Defender is mandated to defend in the State court system, all individuals within the County who are required by statute, State or Federal Constitution to be provided with legal counsel at public expense. In focusing on a mission to provide quality legal services to the indigent community, the new Public Defender will provide progressive leadership to a committed and engaged staff within Humboldt County. This position is appointed by the Board of Supervisors and is expected to work closely with the Board and County Administrator along with fellow agencies that comprise the public protection community of the County. This delicate balance requires a high level of mutual respect for the role that each of the respective members of the departments maintain.

As the economic constraints of local government have significantly affected resources, the need is for the new Public Defender to provide efficient and resourceful service delivery. This requires an exceptional administrator and strong manager to address the service needs through innovative and cost efficient solutions.

Leadership in maintaining a positive and spirited team environment is an essential part of this role and will require an active and engaging communication style. An ability to expand organizational capacity through alternative service delivery models and/or the ability to secure additional resources through partnerships, grants or other alternative means would provide great benefit to the department. A higher degree of visibility through outreach, education and by providing analytical measures and data based arguments would be beneficial in pursuing those resources.

The new Public Defender will embrace the role of the office and possess a high level of ethics, integrity and a sense of duty to the criminal justice system. A keen sensitivity to the social, cultural and economic dynamics that impact the client base will be critical attributes for this position. The successful candidate will have a degree from a four-year college or university plus an appropriate law degree and significant experience in the active practice of law in the State of California which has included both experience in the defense of others from pre-trial and court appearance through appeals and management or supervision of a professional staff. The individual must be a current member of the California State Bar Association.

