



# YUBA COUNTY, CA

INVITES YOUR  
INTEREST IN  
THE POSITION OF

## COUNTY COUNSEL



**BOB MURRAY  
& ASSOCIATES**  
EXPERTS IN EXECUTIVE SEARCH

## THE COUNTY

One of California's original 27 counties and founded on February 18th in 1850, Yuba County is California's gateway to the historic Mother Lode Country, with a diverse landscape that boasts grand rivers, thriving farmland, friendly communities, and numerous recreational possibilities that extend into the Sierra foothills. Yuba communities have that "small town" feel so many people are seeking. With a population just over 70,000, residents enjoy relaxed living and affordable housing, while both ocean beaches and mountain skiing are only a couple of hours away. The County's border is just 30 minutes north of the State Capitol in Sacramento. Yuba County offers its residents the many advantages of a rural lifestyle away from the pressures of the urban areas.

At the heart of the County is historic Marysville, bordered by the Yuba and Feather Rivers. To the south and east of Marysville, you will find a variety of communities—including the newest community, Plumas Lake—with numerous local events, active theater and arts groups, social and service clubs, and year-round festivals and fairs. The Toyota Amphitheatre is a state-of-the-art center for outdoor concerts, and the Yuba-Sutter Gold Sox, a minor league baseball team, makes its home in Marysville. Golf courses include Peach Tree Country Club and Plumas Lake Golf Course.

Yuba County also enjoys an excellent school system and is home to Yuba Community College, which offers opportunities for higher education and personal enrichment. For those seeking an advanced degree, California State Universities at Chico and Sacramento and the University of California at Davis are all less than an hour away.

In the foothills of Yuba County, you will discover abundant recreational activities including boating, camping, and fishing. It's just a short drive to Bullards Bar Dam and Reservoir, Collins Lake, Lake Francis, and over 25,000 acres of wildlife area that includes National Forest Land. Only a short walk or drive from downtown Marysville is the vast Riverfront Park, where you will find boating, picnicking, several soccer fields, and motocross tracks.

Affordable housing, thriving businesses, great recreation, first-rate schools, and safety and security are only a few of the reasons that Yuba County has been called the fastest-growing county in California.

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## THE COUNTY GOVERNMENT

The County of Yuba has 875 allocated positions and a total FY 18/19 budget of approximately \$173.9 million. It has a proud tradition of being a stable local government bolstered by five members of the Board of Supervisors who are elected to four-year terms on an alternating basis. Each Supervisor represents an election district. Members of the Board of Supervisors serve as the legislative and executive body for Yuba County and provide policy direction for all branches of County government.

The County's vision is to create a "golden" future for Yuba County by: Inspiring a community of participation, embracing its unique history, and discovering the wealth of its untapped potential.

## THE COUNTY COUNSEL'S OFFICE

The County Counsel's Office provides high quality and timely legal services supporting the County of Yuba's mandated and discretionary governmental functions. Advisory and litigation services are furnished to County departments, boards, and agencies in a manner that is cost-effective, professional, and promotes excellence in delivery of government services contributing to the health, safety, and welfare of County residents and visitors.

The Department renders legal advice and affords legal representation to the County Board of Supervisors, County departments, and many special districts. County Counsel attorneys do not provide legal advice to the public.

## THE POSITION

Under administrative direction, the County Counsel serves as principal legal counsel to the County of Yuba; plans, organizes, directs, and reviews the functions and activities of the County Counsel's Office including advising County departments and employees on legal issues and representing those departments and employees in litigation; establishes, monitors, evaluates, and revises the office's goals, objectives, policies, and procedures; and coordinates assigned activities with other County departments and outside agencies. The County Counsel oversees a staff of five (5) allocated attorneys and one (1) Legal Services Coordinator.

Essential duties of the County Counsel include, but are not limited to: attending meetings of the Board of supervisors and participating in policy and planning sessions; representing the County, its officers, and employees in the defense and prosecution of all civil litigation; directing the preparation and administration of the department's budget; consulting with and advising other key County management staff regarding County-wide policy issues; reviewing and performing legal research and providing oral or written opinions on a variety of complex legal issues; and monitoring County policy to ensure compliance with federal, state, and local legislation.

The County Counsel should have knowledge of public sector, California, and federal statutory and constitutional law; all aspects of legal administration; trial and hearing procedures and rules of evidence; judicial principles and protocols for the evidentiary gathering of information, documents, financial reports, and other data; legal principles and practices; principles of administration and supervision; and modern office practices and technology.

## THE IDEAL CANDIDATE

The County is seeking an experienced County Counsel to join the executive team. The Board and County would benefit from an individual who has an open form of communication, strong written and verbal skills, and the ability to keep the Board and staff well informed. The ideal candidate will be comfortable working in a collaborative environment. As a liaison to staff and outside agencies, the



incoming County Counsel will have a proven track record of building and maintaining both internal and external relationships.

Individuals who have demonstrated experience in supervising, training, and developing legal staff; managing budgets; and creating and implementing policies are being sought. The selected candidate will confidently exercise excellent legal and business judgment, being proactive, rather than reactive. Candidates should have the ability to earn and maintain the Board's trust and respect, and faithfully follow Board direction. The ideal candidate will be flexible, tirelessly patient, candid, and have a professional prominence that reflects the importance of the issues which are to be addressed.

The County Counsel will work closely with department heads in examining potential legal impacts and developing alternatives to address a wide range

of policy and operation issues; as such, the ideal candidate will have the ability to work effectively with a wide variety of people.

Candidates must possess a Juris Doctorate degree from an accredited school of law and the equivalent of five (5) years

of increasingly responsible experience practicing law, which includes at least three (3) years of experience practicing public law and at least one (1) year of supervisory experience. Additional years of extensive experience practicing public and/or civil law and/or office management experience is preferred. Active membership (in good standing) in the State Bar of California is required.

The ideal candidate will be comfortable working in a collaborative environment.

## THE COMPENSATION

The monthly salary for the County Counsel position is \$13,500-\$17,550; placement within the range is largely based upon qualifications. Yuba County also offers an attractive benefits package including:

**Retirement** – CalPERS 2% @ 55 for Classic Members and 2% @ 62 for New Members.

**Health, Dental, Vision Insurance** – Yuba County offers health plan coverage as a packaged benefit. The County pays 90% of the basic Health plan premium for employee only or 70% for eligible employee and dependent(s). Several HMO and PPO medical plans are available through CalPERS. The County pays 100% of the basic Dental/Vision plan premium for employees only or 80% for employee and eligible dependent(s). Dental is a base PPO plan and Vision is through Medical Eye Services (MES).

**Life Insurance** – The County provides a \$50,000 life insurance policy to employees. An additional \$50,000 in coverage is funded by the employee's contribution to the STD program for a total of \$100,000 in coverage.

**Deferred Compensation** – The County offers two (2) voluntary deferred compensation retirement system plan options: CalPERS-457 and Nationwide 457.

**Sick Leave** – Employees can accrue 8 hours every payroll period, up to 12 days per year.

**Vacation** – 12 days per year (96) hours. New hires earn 8 hours each month. Maximum vacation accrual hard cap at 384 hours. Accrual rates vary based on duration of service.

**Holidays** – 12 paid holidays per year with 16 floating holiday hours per year.

**Management Leave** – Employees receive 56 hours of management leave annually. This leave is pro-rated based on start date and must be utilized by the end of the fiscal year.

**COLA** – Effective 7/1/19, Non-represented miscellaneous management employees will receive a 2.75% cost of living adjustment.

## TO APPLY

If you are interested in this outstanding opportunity, please visit our website at [www.bobmurrayassoc.com](http://www.bobmurrayassoc.com) to apply online.

**Filing Deadline:  
February 1, 2019**

Following the closing date, resumes will be screened according to the qualifications outlined above. The most qualified applicants will be invited to personal interviews with Bob Murray & Associates. The County reserves the right to select applicants for further consideration who demonstrate the best qualifications match for the job. Meeting the minimum qualifications does not guarantee further participation in selection procedures. Candidates will be advised of the status of the recruitment following finalists' selection. Finalist interviews will be held with Yuba County. A select group of candidates will be asked to provide references once it is anticipated that they may be recommended as finalists. References will be contacted only following candidate approval.

If you have any questions, please do not hesitate to call Mr. Gary Phillips at:

(916) 784-9080

