

THE COUNTY OF PLACER, CALIFORNIA IS SEEKING  
A HIGHLY SKILLED PROFESSIONAL FOR THE POSITION OF



# LAND USE ATTORNEY

DEPUTY COUNTY COUNSEL III/IV

## ANNUAL BASE SALARY

DEPUTY COUNTY COUNSEL III: \$133,058 - \$166,213

DEPUTY COUNTY COUNSEL IV: \$149,926 - \$187,242

- Plus a comprehensive benefits package
- Starting salary is dependent upon qualifications and experience



## OPEN UNTIL FILLED

To be considered for the next priority screening deadline, submit your application at [jobsatplacercounty.com](https://jobsatplacercounty.com) by 5:00 pm on August 14, 2024.



**If your passion is land use and CEQA law, look no further. Join the Land Use/Environmental attorney team in the Placer County Counsel's Office.** Placer County is a fast-growing county that has not lost touch with its rural roots or small-town feel. The land use team is a fast-paced group who works together on legal issues spanning implementation of several large-scale specific plans with a mix of housing and commercial uses and two university campuses; preservation and acquisition of open space and agricultural lands with the first-of-its-kind Placer County Conservation Program; regulation and planning in the Tahoe Basin parks and trails, including the well-known Hidden Falls Regional park; regulation of wineries and breweries and review/legal support to current and long-range planning, environmental review, subdivisions, building and code enforcement.

For this position, we prefer 3-5 years of experience in all phases of land use entitlement, permitting and implementation processes, including administrative approvals and appeals. Experience practicing in the following areas of law is preferred: California Environmental Quality Act (CEQA), State Planning and Zoning, Subdivision Map Act, Development Agreement Mitigation Fee Act and Natural Community Conservation Planning (NCCP). Working knowledge of the following is a plus: vehicle miles traveled, wetlands, endangered species, conservation easement and fee acquisitions/transactions, wineries, parks, open space acquisitions and management agreements, and matters under the jurisdiction of the Tahoe Regional Planning Agency. Applicants are encouraged to identify in their application materials the experience and/or strength they have in these areas. Dedicated and dependable legal professionals with an interest in public service are encouraged to apply.

## THE POSITION

The Deputy County Counsel III and Deputy County Counsel IV assist the Placer County Counsel in providing legal advice to the County Board of Supervisors, independent elected officials, departments, some joint power authorities and certain special districts, and acts as a trial advocate in housing litigation. Typical responsibilities for these positions will include the following:

- Provide policy level advice and legal services to County management on important issues requiring a high level of experience and expertise.
- Confer with and advise County and district officers and employees on legal questions pertaining to their respective powers, duties, functions, and obligations.
- Prepare formal legislative measures, contracts, leases, conveyances, and other legal documents.
- Study, interpret and apply laws, court decisions and other legal authorities in the preparation of cases, opinions, and trial briefs.
- Prepare pleadings and other papers related to suits, trials, hearings, and similar legal proceedings.
- Advise on Brown Act, Levine Act, and Public Records Act.

## MINIMUM QUALIFICATIONS

Candidates need to possess the following background/qualifications:

### EXPERIENCE

*Deputy County Counsel III:* One year of responsible professional legal experience performing duties similar to a Deputy County Counsel II with Placer County or two years of trial experience.

*Deputy County Counsel IV:* One year of responsible professional legal experience performing duties similar to a Deputy County Counsel III with Placer County or three years of trial experience.

### EDUCATION

Equivalent to a Juris Doctorate from an accredited law school.

### REQUIRED LICENSE

- Admission to practice before State and Federal courts.
- Active membership in the California State Bar Association.



## COMPENSATION AND BENEFITS

The annual base salary range for these unclassified management positions is \$133,058 - \$166,213 for Deputy County Counsel III and \$149,926 - \$187,242 for Deputy County Counsel IV. The starting salary is contingent on qualifications and experience. In addition, Placer County offers an attractive benefits package as described below:

### ANNUAL LEAVE

The County provides 100 hours of management leave to be used as time off or cashed out, 12 paid days of sick leave, and 14 paid holidays per year (two of which are floating holidays). Vacation is accrued beginning at 10 days and increasing to a maximum of 25 days per year with 20 years of service.

### CAFETERIA PLAN

The County provides \$5,000 per calendar year to be taken in cash, deposited in a medical spending account, dependent care spending account, or a sponsored 401(k) plan.

### DEFERRED COMPENSATION

Voluntary 401(k) and 457(b) plans are available through payroll deductions. The County will match one dollar for every two dollars in employee contributions made to a 401(k) account up to a maximum employer contribution of \$1,500 per employee per calendar year.

### LIFE INSURANCE

The County provides life insurance of \$50,000 and an accidental policy of \$10,000.

### HEALTH, DENTAL, AND VISION INSURANCE

The County offers a choice of health insurance plans provided through CalPERS, with the County paying 80% of the selected plan's total premium. The County pays for employee dental and vision insurance (dependent coverage is available at employee's expense).

### RETIREE MEDICAL

Employees receive 50% of the County medical contribution upon retirement with ten years of CalPERS service credit, including five years of Placer County service. Employees receive an additional 5% of the County medical contribution for each additional year of service up to 20 years.

### RETIREMENT PLANS

Employees are covered by Social Security and the California Public Employees' Retirement System (CalPERS).

ANNUAL SALARY & BENEFITS	DEPUTY COUNTY COUNSEL III	DEPUTY COUNTY COUNSEL IV
ANNUAL SALARY	\$133,058 - \$166,213*	\$149,926 - \$187,242*
MANAGEMENT LEAVE CASH OUT (100 HOURS ANNUALLY)	\$6,397 - \$7,991	\$7,208 - \$9,002
CAFETERIA PLAN	\$5,000	\$5,000
401(K) EMPLOYER MATCH ANNUAL MAXIMUM	\$1,500	\$1,500
TOTAL ESTIMATED BENEFITS	\$81,755 - \$93,565	\$87,764 - \$101,055
TOTAL ESTIMATED ANNUAL SALARY & BENEFITS	\$227,710 - \$274,269	\$251,398 - \$303,799
NET TOTAL ESTIMATED ANNUAL SALARY & BENEFITS (LESS EMPLOYEE COST)	\$205,078 - \$251,637	\$227,084 - \$279,485

For a more detailed listing of Management benefits, [click here](#).

*\*The starting salary is contingent on qualifications, experience, and types of cases assigned.*



## VIBRANT COMMUNITIES WITH EXTRAORDINARY POTENTIAL

Placer County is an extraordinary community characterized by a healthy and diverse economy, an attractive business environment, and residents who benefit from high-quality educational, safety, and healthcare infrastructure in addition to a wide variety of outstanding recreational opportunities. The government center of Placer County is located in Auburn and is well-positioned 30 miles northeast of Sacramento, the State capital. The total population is approximately 420,717 in unincorporated and incorporated areas of the County combined (Auburn, Colfax, Lincoln, Loomis, Rocklin, and Roseville), including areas of the Sierra Nevada region, the foothills of Auburn, the historic Gold Country, and North Lake Tahoe. Encompassing 1,506 square miles, Placer County is part of the greater Sacramento region, including El Dorado, Sacramento, Sutter, Yolo, Nevada, and Yuba counties. Lake Tahoe, nature's crown jewel of the Sierras, is a short 90-minute drive from the western-most points of the County.

## EMPLOYER OF CHOICE AND COUNTY GOVERNANCE

Placer County is consistently ranked first for its quality of life and is one of the healthiest counties in California. Home to Sierra College and Jessup University, with plans for two additional universities to be developed in the western part of the County, Placer also offers a variety of exceptional outdoor recreation opportunities and scenic open spaces. A wide range of housing options exist in the County including multi-family, small lot suburban and urban residential neighborhoods, ranchettes, larger rural residential properties, and extensive farmlands with a mix of farming and ranching opportunities. Outdoor recreation activities in Placer County are abundant all year long, from hiking and biking to horseback riding, rafting, snowshoeing, and skiing. Placer County has a strong heritage as part of California's Gold Country and is considered the Gateway to the Sierra.

The County is governed by a five-member Board of Supervisors elected to four-year terms by voters within their respective districts. Six County officials elected at-large are responsible to the Board on budgetary and operational issues. The remaining majority of department heads are appointed. Placer County is stable financially due to fiscally prudent decision-making and effective policy setting over the past few decades. Given this stability, the County has been able to achieve its mission to provide responsive, efficient, and effective public services in keeping with its budget and financial policies. The County's budget for FY 2023/24 is \$1.28 billion with a current staff of approximately 2,800 funded positions.

**FOR MORE INFORMATION ABOUT PLACER COUNTY, PLEASE VISIT [WWW.PLACER.CA.GOV](http://WWW.PLACER.CA.GOV)**



Placer County is located north of the capital city of Sacramento and is conveniently near two major airports: Sacramento International Airport and Reno-Tahoe International Airport



**ECONOMICALLY STRONG COUNTY**

Median household income of \$99,734 and median home value of \$539,400



Placer County has good student-teacher ratios, high graduation rates, and exceptional test scores



**TOP 10**

**PLACES TO RAISE A FAMILY IN CALIFORNIA**

Placer County reached number 7 out of 58 in 2023



**50%**

**RESIDENTS HAVE AN ASSOCIATE'S DEGREE OR HIGHER**

**THE PLACER COUNTY REGION OFFERS A WONDERLAND WITH FOUR DIVERSE SEASONS TO ENJOY THE OUTDOORS**



**420,717**

**TOTAL POPULATION**

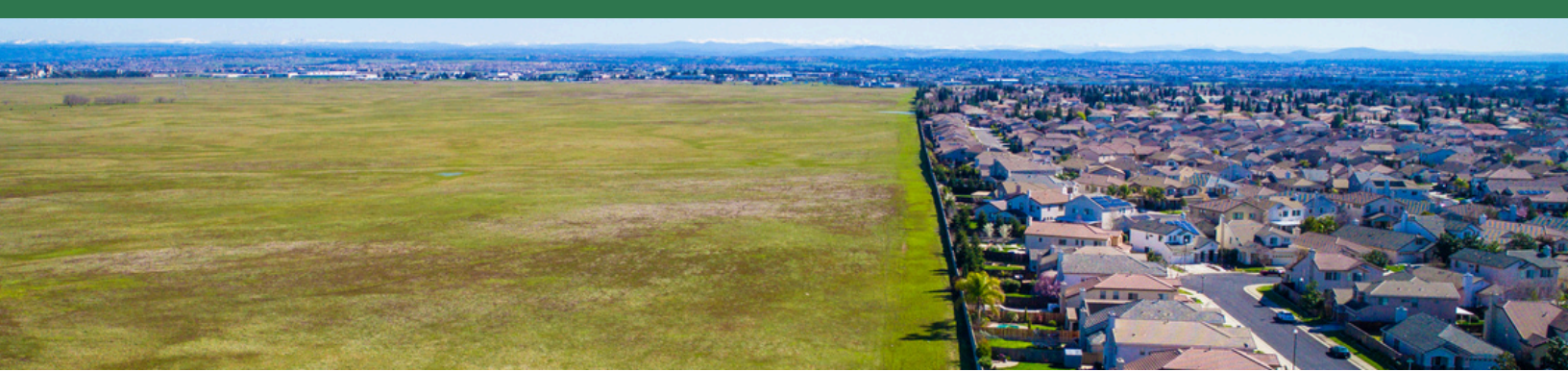


Placer County ranked highly in longevity, quality of life, social behaviors, and access to clinical care



**41.8**

**MEDIAN AGE**



## SELECTION PROCESS

To apply for this excellent career opportunity, please submit a cover letter, resume, writing sample, and an application via the Placer County website [www.jobsatplacercounty.com](http://www.jobsatplacercounty.com) by 5:00 pm on the next priority screening date of August 14, 2024.

Appointment to these positions will be contingent upon successful completion of a post-offer, pre-employment physical examination, and a background investigation, including a Livescan fingerprint clearance.

An application appraisal screening will be conducted to select a reasonable number of the best-qualified candidates who will be invited to an interview. The interviews will be used to appraise the education, experience, and personal qualifications of each best-qualified applicant.

**FOR MORE INFORMATION ABOUT PLACER COUNTY, PLEASE VISIT [WWW.PLACER.CA.GOV](http://WWW.PLACER.CA.GOV)**

**Thank you for your interest in employment with Placer County.** Placer County is an equal opportunity employer and is committed to an active nondiscrimination program. It is the stated policy of Placer County that harassment, discrimination, and retaliation are prohibited and that all employees, applicants, agents, contractors, and interns/volunteers shall receive equal consideration and treatment. All terms and conditions of employment, including but not limited to recruitment, hiring, transfer, and promotion will be based on the qualifications of the individual for the positions being filled regardless of gender (including gender identity and expression), sexual orientation, race (including traits historically associated with race, including, but not limited to, hair texture and protective hairstyles such as braids, locks, and twists), color, ancestry, religion (including creed and belief), national origin, citizenship, physical disability (including HIV and AIDS), mental disability, medical condition (including cancer or genetic characteristics/information), age (40 or over), marital status, military and/or veteran status, sex (including parental status, pregnancy, childbirth, breastfeeding, and related medical conditions), reproductive health decision making, political orientation, or any other classification protected by federal, state, or local law. Please contact the Human Resources Department at least 5 working days before a scheduled examination if you require accommodation in the examination process. Medical disability verification may be required prior to accommodation.



*Placer County is an equal opportunity employer and is committed to an active nondiscrimination program.*

**HUMAN RESOURCES DEPARTMENT**  
**Equal Opportunity Employer**  
145 Fulweiler Avenue, Suite 200  
Auburn CA 95603

(530) 889-4060  
[www.JobsAtPlacerCounty.com](http://www.JobsAtPlacerCounty.com)