



## Legislation Details (With Text)

**File #:** 20-0604      **Version:** 1

**Type:** Agenda Item      **Status:** Approved

**File created:** 4/22/2020      **In control:** Board of Supervisors

**On agenda:** 5/19/2020      **Final action:** 5/19/2020

**Title:** Human Resources Department recommending the Board:  
 1) Approve and adopt the department-specific class specification for the District Attorney's Office: Chief Assistant District Attorney; and  
 2) Approve and adopt the department-specific class specifications for the County Counsel's Office: Assistant County Counsel, Associate Deputy County Counsel, County Counsel, Deputy County Counsel, and Sr. Deputy County Counsel.

FUNDING: N/A

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. A1 - Chief Assistant District Attorney CLEAN 5-19-20, 2. A2 - Chief Assistant District Attorney REDLINE 5-19-20, 3. B1 - Assistant County Counsel CLEAN 5-19-20, 4. B2 - Assistant County Counsel REDLINE 5-19-20, 5. C1 - Associate Deputy County Counsel CLEAN 5-19-20, 6. C2 - Associate Deputy County Counsel REDLINE 5-19-20, 7. D1 - County Counsel CLEAN 5-19-20, 8. D2 - County Counsel REDLINE 5-19-20, 9. E1 - Deputy County Counsel CLEAN 5-19-20, 10. E2 - Deputy County Counsel REDLINE 5-19-20, 11. F1 - Sr. Deputy County Counsel CLEAN 5-19-20, 12. F2 - Sr. Deputy County Counsel REDLINE 5-19-20

Date	Ver.	Action By	Action	Result
5/19/2020	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board:  
 1) Approve and adopt the department-specific class specification for the District Attorney's Office: Chief Assistant District Attorney; and  
 2) Approve and adopt the department-specific class specifications for the County Counsel's Office: Assistant County Counsel, Associate Deputy County Counsel, County Counsel, Deputy County Counsel, and Sr. Deputy County Counsel.

**FUNDING:** N/A

### DISCUSSION / BACKGROUND

The current minimal education requirement for the class specifications listed below require "A bachelor's degree from an accredited four-year college or university, plus a Juris Doctorate from an accredited school of law". In addition to this educational requirement, minimally qualified candidates must also possess an active membership in good standing with the State Bar of California.

#### District Attorney's Office

Chief Assistant District Attorney

#### County Counsel's Office

Assistant County Counsel  
Associate Deputy County Counsel  
County Counsel  
Deputy County Counsel  
Sr. Deputy County Counsel

Human Resources conducted an analysis of the admission and educational standards to practice law in California set forth by the State Bar of California. The educational requirements set forth are as follows: Completion of at least two years of college work or demonstrated equivalent intellectual achievement, which must be certified by the law school the applicant is attending; and possession of a Juris Doctorate (J.D.) or Bachelor of Laws (LL.B) degree from a law school approved by the American Bar Association or accredited by the Committee; or demonstration that they have passed or established exemption from the First-Year Law Students' Examination.

After consultation with the District Attorney's Office and the County Counsel's Office, Human Resources has determined that the educational requirements, in addition to the requirement of active membership in good standing with the State Bar of California, is beyond what is necessary and is inadvertently disqualifying otherwise qualified candidates.

With this, the classification specifications for the classes listed above have been revised to reflect the educational requirement of "A Juris Doctorate (J.D.) or Bachelor of Laws (LL.B) degree from an accredited law school" to more closely align with the requirements set forth by the State Bar of California.

#### **ALTERNATIVES**

The Board could choose not to adopt the revised class specifications and direct Human Resources to conduct further analysis.

#### **PRIOR BOARD ACTION**

April 21, 2020, Legistar #20-0578, Attorney Class Spec Updates

#### **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

District Attorney's Office  
County Counsel's Office

#### **CAO RECOMMENDATION**

Approve as recommended.

#### **FINANCIAL IMPACT**

The revisions to the class specifications will not result in any financial impact, as there are no corresponding changes to the compensation structure.

#### **CLERK OF THE BOARD FOLLOW UP ACTIONS**

N/A

#### **STRATEGIC PLAN COMPONENT**

Good Governance

**CONTACT**

Tameka Usher, Director of Human Resources