



## Legislation Details (With Text)

**File #:** 20-0578      **Version:** 1

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

**File created:** 4/17/2020      **In control:** Board of Supervisors

**On agenda:** 4/21/2020      **Final action:** 4/21/2020

**Title:** Human Resources Department recommending the Board:  
 1) Approve and adopt the department-specific class specification for the Department of Child Support Services: Child Support Attorney I-IV;  
 2) Approve and adopt the department-specific class specification for the District Attorney's Office: Deputy District Attorney I-IV;  
 3) Approve and adopt the department-specific class specification for the Health and Human Services Agency: Senior Citizens' Attorney I-III; and  
 4) Approve and adopt the department-specific class specification for the Public Defender's Office: Deputy Public Defender I-IV.

FUNDING: N/A

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. A1 - Child Support Attorney I-II-III-IV CLEAN 4-21-20, 2. A2 - Child Support Attorney I-II-III-IV REDLINE 4-21-20, 3. B1 - Deputy District Attorney I-IV CLEAN 4-21-20, 4. B2 - Deputy District Attorney I-IV REDLINE 4-21-20, 5. C1 - Deputy Public Defender I-IV CLEAN 4-21-20, 6. C2 - Deputy Public Defender I-IV REDLINE 4-21-20, 7. D1 - Senior Citizens' Attorney I-III CLEAN 4-21-20, 8. D2 - Senior Citizens' Attorney I-III REDLINE 4-21-20

Date	Ver.	Action By	Action	Result
4/21/2020	1	Board of Supervisors	Approved	Pass

Human Resources Department recommending the Board:  
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**FUNDING:** N/A

### DISCUSSION / BACKGROUND

The current class specifications for the County's attorney classifications require a minimum educational requirement of "equivalent to" 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.

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 departments involved, Human Resources has determined that the educational requirements set forth in the current attorney class specifications, 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 attorney classifications 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**

N/A

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

Child Support Services  
District Attorney's Office  
Health and Human Services Agency  
Public Defender's Office  
El Dorado County Criminal Attorneys' Association

### **CAO RECOMMENDATION**

Approve as recommended.

### **FINANCIAL IMPACT**

The revisions to 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**

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