



PUBLIC DEFENDER

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Monterey County
Convention & Visitors Bureau



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

Are you someone who cares deeply about equity in the administration of justice and the rights of all individuals?

Bring your passion for justice to the County of Monterey!



THE COMMUNITY

The County of Monterey (County) is a diverse community in a picturesque coastal location. It offers tourists and residents the comfort of a moderate, Mediterranean climate, miles of beautiful beaches, spectacular mountain ranges, groves of redwoods, low-rolling foothills, and scenic valleys. Boasting such world-renowned attractions as the breathtaking Big Sur Coast, Laguna Seca Raceway, 17-Mile Drive, Monterey Bay Aquarium, Cannery Row, the Steinbeck Center, the Monterey Jazz and Blues Festivals and Pebble Beach – possibly the world’s most famous golf course, it’s easy to see why over 450,000 residents choose to live here. An estimated four million visitors annually make the County their destination of choice.

In addition to a thriving tourist trade, the County’s economy is primarily based on a vigorous agricultural industry. Known as the “Salad Bowl of the World,” the Salinas Valley provides the country with fresh strawberries, vegetables, wine grapes, and leafy greens. California’s 16th largest county offers many educational opportunities, including California State University at Monterey Bay, the Middlebury Institute of International Studies at Monterey, Monterey Peninsula College, Hartnell College, the Defense Language Institute, and the Naval Postgraduate School. All these factors combine to make the County a healthy, economically diverse region eager to foster and sustain an enriching lifestyle for its residents.

THE OFFICE OF THE PUBLIC DEFENDER

The Public Defender is appointed and reports to the Board of Supervisors. The Public Defender directs and oversees legal defense and representation to indigent defendants (individuals who cannot afford legal representation) and other eligible persons. The Public Defender oversees an office of 62 full-time positions and is supported by an annual budget of approximately \$20.5 million.

The Office of the Public Defender is dedicated to ensuring that the constitutional right to counsel is provided to all regardless of charge, circumstance, or public passion.



MISSION STATEMENT

The **mission** of the County of Monterey’s Office of the **Public Defender** is to effectively, efficiently, and zealously defend the Constitutional and statutory rights of indigent defendants, juveniles, and community members in criminal and post sentence relief, and limited civil proceedings, by developing strong attorney-client relationships, and by working with our Public Safety Partners, community members and organizations to insure our clients will thrive as members of Monterey County thereby promoting a thriving, safe and secure environment.

VISION STATEMENT

The County of Monterey’s Office of the **Public Defender** provides a client-centered practice, giving a voice to those most vulnerable in our community. We fight for those who cannot afford to fight for themselves. We use all available resources to ensure each client receives excellent and individualized representation. By fighting for the individual client, we protect the constitutional rights of all.

THE POSITION

Under policy direction from the Board of Supervisors, the Public Defender is responsible for the overall administration and management of the Office of the Public Defender’s operations, functions, program activities, staff, budget, and for participating in the preparation and defense of criminal and civil matters. Work is performed with maximum independence within established policies and procedures set by the Board of Supervisors, the County Administrative Officer, and federal, state, and county laws, regulations, and ordinances.

The Public Defender is expected to use current best practices in law and management of a superior law office. While the Public Defender

must be a zealous advocate, the incumbent shall do so with civility and cooperation with the County's other justice partners. The incumbent is expected to model a strong work ethic and leadership skills, including accountability for oneself and others.

Duties of the Public Defender include, but are not limited to:

- Zealous advocate for the clients of the Office of the Public Defender.
- Upon order of the court, or request of an eligible client, provides constitutional legal representation to person(s) accused of criminal offenses who are financially unable to employ private counsel.
- Provides constitutional representation in Juvenile Court to minors who are the subject of petitions seeking to declare them as wards of the court for alleged law violations.
- Provides constitutional representation to persons who are subject to mental illness and related proceedings in the psychiatric court who are unable to provide private counsel.
- Develops, recommends, formulates, and implements policies, programs, procedures, goals, and standards for the Office of the Public Defender consistent with the County's overall objectives.
- Develops and maintains cooperative working relationships with members of the Board of Supervisors, the County staff, judges, prosecuting attorneys, law enforcement agencies, civic groups, and other public and private agencies.
- Review, evaluate, and establish budget estimates for the Office of the Public Defender; recommend a budget to the County Administrative Officer annually; continually review expenditures to assure budgetary compliance.
- Directs the Office of the Public Defender attorneys in the most difficult plea-bargaining matters; confers with prosecution attorneys, probation authorities, and court officials to discuss pleas, modification of charges, presentation and review of evidence, and other legal matters; participates in mediation hearings to resolve legal problems without further court action.
- Attends meetings and conferences and represents the Office of the Public Defender; provides information on matters relevant to the Office of the Public Defender; participates in committees and task forces.
- Assigns individual attorneys to specific courts; attends court to obtain first-hand knowledge of major cases; determines whether convictions should be appealed to higher courts.



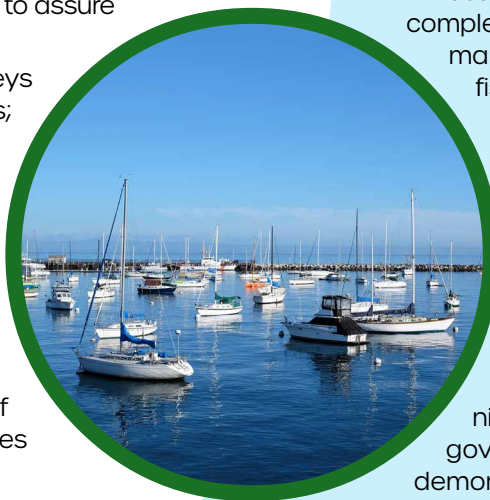
- Directs and manages the technology for effective development and utilization to improve systems and processes.
- May appear in court as a defense attorney during peak periods..

THE IDEAL CANDIDATE

The ideal candidate is a highly skilled and principled criminal attorney with extensive experience in indigent defense and a deep commitment to the mission of the Sixth Amendment. They bring a strong litigation background, having successfully represented clients across various criminal cases, including serious felonies, juvenile matters, mental health commitments, and death penalty cases. With cultural competence and compassion, they build trust with underserved communities, advocating for those most in need while maintaining an unwavering focus on justice and fairness.

As a leader and manager, the individual fosters a work environment rooted in transparency, collaboration, and inclusion. They have a proven track record of mentoring staff, managing represented employees, and enhancing employee engagement and retention. With a strategic mindset, they are adept at navigating complex challenges, securing and managing grants, and ensuring fiscal responsibility. Their ability to maintain strong, cooperative relationships with key justice partners, such as the District Attorney and Sheriff, is essential to the role.

As a trusted appointee of the Board of Supervisors, the ideal candidate communicates effectively across all government and public levels, demonstrating political acumen, integrity, and responsiveness. They have an understanding of the local community and are respected by external agencies. They have a



reputation for resolving conflict, aligning resources to achieve goals, and building lasting partnerships that advance equity and justice within the legal system.

Qualifications: Any combination of experience, education, and/or training qualifies.

Experience: Ten (10) or more years practicing criminal defense law and overseeing a comprehensive Office of the Public Defender or similar public law office, including budgetary and staffing direction. As a condition of employment, the incumbent must possess and maintain active membership in the California State Bar.

COMPENSATION AND BENEFITS

The County of Monterey offers an attractive compensation and benefits program. The Public Defender is an at-will position. The salary range for this position is \$228,250 - \$311,742 annually; placement within this range depends upon qualifications and experience. The County offers the following employee benefits:

Retirement – California Public Employees' Retirement System (CalPERS). The current employee contribution rate is 7% up to the CalPERS compensation limits.

Medical Insurance – CalPERS Health Insurance Program is made available on a pre-tax basis through a Section 125 Cafeteria Benefit Plan

- Preferred Provider Organization (PPO)
- Health Maintenance Organization (HMO)

Dental Insurance – Benefit & Risk Management Services, Inc. (BRMS)

Vision – Vision Service Plan (VSP)

Health Flexible Spending Accounts

Deferred Compensation 457(b) Plan

Life Insurance – County paid \$50,000 Group Term Life

Holidays – 13 paid holidays plus one floating holiday per calendar year

Professional Leave – 10 days per calendar year

Annual Leave

Longevity Pay



Other Benefits

- Management Expense Allowance
- Automobile Allowance
- Professional Development Stipend
- Employee Assistance Program (EAP)
- Home Down Payment Assistance Program
- Disability Insurance – County-paid short- and long-term plans

Note: Non-safety employees participate in Social Security

TO APPLY

If you are interested in this outstanding opportunity, please apply online at:

www.bobmurrayassoc.com

**Filing Deadline:
June 15, 2025**

After the closing date, resumes will be screened according to the abovementioned qualifications. The most qualified candidates will be invited to personal interviews with Bob Murray & Associates. A select group of candidates will be asked to provide references once they are anticipated to be recommended as finalists. References will be contacted only following candidate approval. Finalist interviews will be held in person with the County of Monterey. Candidates will be advised of the recruitment status following selection of the Public Defender.

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

(916) 784-9080

