



The County of San Diego Sheriff's Department

Invites Resumés for

Special Investigator (Attorney)

(Unclassified Management)



The Sheriff's Department

The San Diego County Sheriff's Department is the chief law enforcement agency in San Diego County. The department is comprised of approximately 4,000 employees, both sworn officers and professional support staff. The department provides general law enforcement, detention and court services for the people of San Diego County in a service area of approximately 4,200 square miles.

The department is organized into six general service areas which include the following:

- Office of the Sheriff
- Detention Facility Services
- Court Services
- Human Resource Services
- Management Services
- Law Enforcement Services

Law Enforcement Services

The San Diego County Sheriff's Department provides contract law enforcement services for the cities of Del Mar, Encinitas, Imperial Beach, Lemon Grove, Poway, San Marcos, Santee, Solana Beach and Vista. In these cities the Sheriff's Department serves as their police department, providing a full range of law enforcement services including patrol, traffic and investigative services.

In the unincorporated (non-city) areas, the Sheriff's Department provides generalized patrol and investigative services. The California Highway Patrol has the primary jurisdiction for traffic services in unincorporated areas.

Detention Services

The San Diego County Sheriff's Department operates seven detention facilities. Male arrestees are booked at the San Diego Central Jail and Vista Detention Facility, while female arrestees are booked at the Las Colinas and Vista Detention Facilities. The remaining jails house inmates in the care of the Sheriff.

In order to provide critical services to a daily inmate population over 5,000, the Detention Services Bureau is supported by a state-of-the-art food services production center, comprehensive medical services, laundry, commissary, and inmate processing services. The Inmate Services Division provides a number of educational and rehabilitative programs aimed at improving the reentry success of those returning to our communities.

Court Services

In January 2000, the former San Diego County Marshal's Office merged with the Sheriff's Department. Since that time, the Sheriff has provided court security and related services for the San Diego Superior Court at several locations throughout the county.

The Position

The Sheriff's Department is seeking to fill one Special Investigator position that will primarily focus on either employment law or detentions/corrections related laws and issues.

The Special Investigator is an integral part of the Legal Affairs Unit, overseeing the identification, monitoring, and compliance of the Sheriff's Department with legal matters, standards and court orders.

As Special Investigator, you will have a key role in:

- Monitoring compliance with laws, court orders, and grand jury recommendations.
- Formulating, reviewing, and recommending policy and operational improvements.
- Representing the Sheriff in court appearances.
- Representing the Sheriff in settlement conferences, public records requests, administrative hearings, and civil discovery.
- Assessing liability/risk issues.
- Rendering legal advice and opinions to the Sheriff and members of the department on a variety of issues primarily related to either employment law or detentions/corrections related laws and issues.

The Ideal Candidate

The Sheriff's Department is seeking an attorney who is a strategic, innovative and independent leader with experience in either labor and employment law or issues relating to corrections in a local custody setting.

Experience in labor and employment law should include labor relations, discrimination, disability, worker's compensation and wage and hour issues.

Experience in detentions/corrections should include considerable knowledge of jail-related statutes, case law and regulations including Title 15 (California), California Penal Code § 4000 et seq., PLRA, PREA, RLUIPA, the 2011 Criminal Justice Realignment Act (AB 109) and state felony criminal sentencing laws.

The ideal candidate will possess a professional history that demonstrates the ability to work closely and cooperatively with command staff and support managers, and the ability to review and develop policies and practices for the Sheriff's Department.

The ideal candidate will also demonstrate a combination of the following necessary leadership competencies and attributes:

- Formulates objectives and priorities and implements plans consistent with the long term interest of the organization.
- Carefully considers implications and impact of decisions across time and on others.
- Anticipates future consequences and trends accurately; applies knowledge appropriately.

Experience and/or Education

- Qualifying candidates will be a licensed member of the California State Bar, with at least five (5) years of progressively responsible experience in either labor and employment law or issues relating to corrections in a local custody setting.

Compensation

The expected annual salary range for this position is \$90,000 - \$123,000. To view the full salary range for this classification, [click here](#). Placement within this range is dependent upon the qualifications of the successful candidate. Annual salary reviews are performance-based and goal oriented.

Benefits

Please [click here](#) to view the Benefits Package for this classification.

The County of San Diego

The mission of the County of San Diego is to provide the residents of San Diego County with superior County services in terms of quality, timeliness and value in order to improve the region's Quality of Life. The County is governed by a five-member Board of Supervisors elected to four-year terms in district, nonpartisan elections. There are 18 incorporated cities in the County and a large number of unincorporated communities. County services are provided by five business groups, that are headed by General Managers [Deputy Chief Administrative Officers (DCAOs)], who report to the Chief Administrative Officer (CAO). The various Groups are: the Public Safety Group (PSG); the Community Services Group (CSG); the Finance & General Government Group (FG3); the Land Use & Environment Group (LUEG); and the Health & Human Services Agency (HHSA). Within the Groups, there are four departments that are headed by elected officials - District Attorney and Sheriff (PSG) and the Assessor/Recorder/County Clerk and Treasurer-Tax Collector (FG3).

The County has a budget of \$4.86 billion and provides services to the residents of the County through its nearly 16,000 employees in 42 different departments. The County of San Diego is home to over 3 million residents. We are the second largest county by population in California and we rank 5th in population of all metropolitan areas in the U.S. The San Diego County Employees Retirement Association (SDCERA) had its 'AAA' rating affirmed by Standard & Poor's in January 2009. The rating reflects the organization's overall capacity to pay its financial obligations and is based on SDCERA's strong fund management; good funded status despite a challenging fiscal year and continued strong credit quality of the pension system's sponsor (County of San Diego).

The County covers 4,261 square miles, extending 75 miles along the Pacific Coast from Mexico to Orange County and inland 75 miles to Imperial County along the international border shared with Mexico. The County of San Diego enjoys a wide variety of climate and terrain, from coastal plains and fertile inland valleys, to mountain ranges, forests, and the Anza- Borrego Desert. The average annual rainfall is only 10 inches, so the County relies on imported water. The median home price in the County of San Diego is \$335,500.

General Management System

The County engages in a continuous cycle of planning, implementing, evaluating, and renewing the planning process. The County's comprehensive guide for managing this cyclic process is called the General Management System (GMS). For more information regarding GMS, please click [here](#).

Application Process and Recruitment Schedule

Applications should be submitted online. To apply, click [here](#). In addition to completing the application, please submit an updated résumé indicating degrees held and employment history including position titles, dates of service, reporting structure, key duties performed, job titles and number of staff supervised, supervisory responsibilities, budget managed, and current salary.

Applications and résumés will be initially screened for minimum qualifications. The review period begins on **October 28, 2013**.

Special Notes:

Persons serving in positions in the Unclassified Service do not accrue tenure and serve at the pleasure of the appointing authority. The provisions of this job announcement may be modified or revoked and do not constitute an expressed or implied contract. Qualified women, minorities, and persons with disabilities are encouraged to apply. Reasonable accommodation may be made to enable an individual with qualified disabilities to perform the essential functions of a job, on a case-by-case basis.

Contact Information:

You may direct any questions regarding the application process to Renee Errasquin, Human Resources Analyst, Department of Human Resources, via email at Renee.Errasquin@sdcounty.ca.gov. For questions regarding the position, please contact Michael Alvarado, Human Resources Manager, Sheriff's Department at Michael.Alvarado@sdsheriff.org.

County of San Diego, Department of Human Resources
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