

# COUNTY COUNSEL

COUNTY OF TUOLUMNE | SONORA, CALIFORNIA

ANNUAL SALARY: \$197,448.59–\$240,000 DOE/DOQ

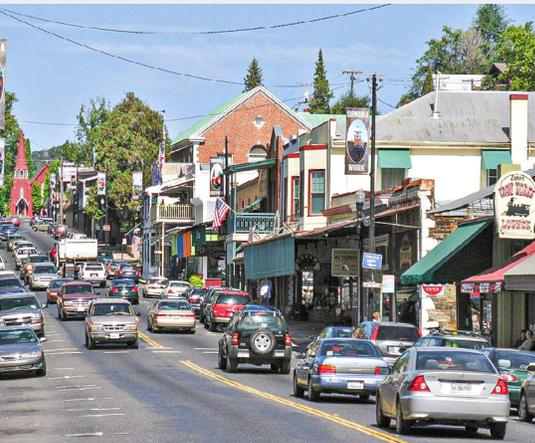
**T**HE COUNTY OF TUOLUMNE, CALIFORNIA is seeking a **County Counsel** to lead the County's legal department, including a dedicated four-member legal team. With an annual budget of approximately \$1.6 million, this department provides high-quality legal services that advance the County's mission while upholding the highest standards of ethics and professionalism. This relationship-oriented and customer-focused executive will serve as a trusted advisor to the Board of Supervisors, executive team, staff, commissions, and special districts, while also overseeing the work of outside counsel for litigation and specialized legal matters.

The ideal candidate is a persuasive, clear, and confident communicator who provides sound legal advice and demonstrates strong decision-making. They take a proactive, client-centered approach, mentor and guide junior attorneys, and ideally bring expertise in labor and employee relations. They demonstrate balanced risk assessment, offering practical and defensible solutions that enable progress while safeguarding the County's legal interests. A creative and solutions-oriented thinker, this leader conveys complex legal concepts in an easy-to-understand manner and approaches challenges with a collaborative, can-do mindset. Reporting directly to the Board of Supervisors, the County Counsel plays a pivotal role in shaping policy, advancing major initiatives, and managing legal matters involving employment and labor relations, land use, emergency management, and public governance. The successful candidate is a seasoned attorney who thrives in a rural environment, exercises sound judgment, and brings an authentic, results-driven leadership style. ***If you're ready to help guide Tuolumne County toward a future grounded in strong governance, innovation, and community service, apply today!***



# The Community

**TUOLUMNE COUNTY IS LOCATED IN THE BEAUTIFUL SIERRA** Nevada foothills of California, approximately two hours east of the Bay Area. With more than 53,000 residents, the region offers a rich history, breathtaking landscapes, and a strong sense of community. The City of Sonora, the County seat, is a charming historic town that serves as the regional hub for commerce, government, and culture. Residents enjoy a high quality of life, with access to Yosemite National Park, Stanislaus National Forest, and countless outdoor recreation opportunities including hiking, fishing, camping, skiing, and wine country touring. The community values its rural charm, historic preservation, and strong civic pride, while also seeking new opportunities for economic growth, housing, and public safety resilience.



## The County

**OPERATING WITH A BUDGET** of approximately \$331.9 million for fiscal year 2025–2026 and a dedicated workforce of approximately 720 full-time staff, the County delivers the full spectrum of municipal and social safety-net services. Ranging from public safety and health and human services to planning, housing, and community development, it ensures both the well-being of its residents and the preservation of its unique rural character.

[READ ABOUT THE COUNTY](#)





# The Office of the County Counsel / The Job

**THE OFFICE OF THE COUNTY COUNSEL** serves as the legal advisor and representative for Tuolumne County's Board of Supervisors, County Administrative Officer, departments, commissions and some special districts. Its mission is to provide quality, accurate, and reliable legal services in a manner which is cost-effective and promotes excellence in the delivery of government services to the public while maintaining the highest professional and ethical standards. With a dedicated four-member legal team and an approximate annual budget of \$1.6 million, the Office operates with integrity, collaboration, and professionalism, remaining adaptable and cohesive in providing first-class legal support. Litigation is handled primarily through outside counsel, while in-house attorneys manage employment law, labor relations, child welfare and dependency matters, contracts, and advisory work across departments. The team is known for its professionalism, collegiality, and commitment to public service.



Reporting directly to the Board of Supervisors, the County Counsel serves as the County's chief legal officer, providing expert legal guidance on all matters affecting governance, policy, and operations. This position leads the County Counsel's Office, delivering comprehensive legal services, while overseeing outside counsel on civil litigation and other specialized legal matters to ensure the County's interests are effectively represented and resources are used efficiently. The role balances thoughtful risk-taking with a solution-oriented, proactive approach to serving internal customers, in compliance with federal, state, and local laws. As a department leader, the County Counsel builds a cohesive, capable, and well-supported team by empowering staff through cross-training and exposure to diverse legal areas.

# The Ideal Candidate

**THE IDEAL CANDIDATE IS AN ATTORNEY WHO LEADS WITH INTEGRITY** and delivers practical, solutions-focused counsel. They are comfortable advising across a broad range of public law matters—ideally including employment and labor relations, collective bargaining, and human resources. Experience or familiarity with CEQA, land use and development, emergency management, and Brown Act/governance issues would be highly valuable.

This individual is adaptable and forward-thinking, demonstrating balanced risk assessment. They identify legal boundaries clearly, offer practical and defensible pathways forward, and have the judgment to advise against actions that could create undue exposure. Politically astute and collaborative, they communicate clearly, translate complex issues into understandable guidance, and present thoughtful options and strategies that move initiatives forward within legal and ethical parameters that enable decision-makers to make well-informed choices. They approach problem-solving with creativity and pragmatism, focusing on how to achieve objectives safely and effectively rather than simply identifying obstacles.

The County Counsel will thrive in a resource-limited environment by finding efficient, innovative solutions that maximize impact. Skilled at relationship-building and navigating competing priorities, they foster trust across the organization and community. Professional, approachable, and authentic, this leader values teamwork, mentors staff, and strengthens the County's overall legal capacity.





## MINIMUM QUALIFICATIONS

*Any combination of training and experience that would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:*

**Education:** Equivalent to possession of a Juris Doctorate degree from an accredited school of law.

**Experience:** Five (5) years of increasingly responsible experience in public or private employment related to county or related government law that included supervising attorneys and support staff, as well as, trial experience.

**License:** Must possess active membership in the State Bar of California.

## UPCOMING PROJECTS & OPPORTUNITIES

### EMERGENCY MANAGEMENT & RECOVERY

Lead legal efforts supporting wildfire recovery, and coordinate as needed with state and federal agencies.

### LARGE-SCALE DEVELOPMENT

Provide legal guidance on major commercial and infrastructure projects, including annexations and tax-sharing agreements.

### CODE COMPLIANCE & ENFORCEMENT

Strengthen interdepartmental collaboration to address code enforcement challenges and advise on illegal code activities.

### STAFF DEVELOPMENT & MENTORSHIP

Enhance in-house legal capacity through training, mentorship, and reduced dependence on outside counsel.



## Compensation & Benefits

This position will receive an annual salary of **\$197,448.59–\$240,000 DOE/DOQ**.

**PLUS** an attractive benefits package that includes:

### Medical, Dental, and Vision Plans

Life Insurance, Accidental Death & Dismemberment Insurance, and Short- and Long-Term Disability

**Deferred Compensation (457b) Plan:**  
County match of 7% after completion of the probationary period.

**Longevity Pay & Employee Assistance Program**

**Retirement:** CalPERS and Social Security

**Holidays:** 12 paid per year.

**Personal Time Off:** 200–300 hours.

**Personal Flex Days:** 17 paid days, prorated based on start date.

**Hybrid Work Schedule:** Up to two days per week remote, following a probationary period and subject to approval.

**Relocation Negotiable.**

[CLICK HERE TO VIEW THE FULL BENEFITS INFORMATION](#)



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## How to Apply

For first consideration, apply by **APRIL 30** at:

[WBCP JOB BOARD](#)



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### SAVE THE DATES

Round one virtual interviews will take place on **MAY 22**. Finalists will move forward to round two in-person interviews on **JUNE 2**. *Selected candidates must be available for both interview dates.*

### QUESTIONS?

Please contact your recruiter, **Wendi Brown**, with any questions:

**wendi@wbcpinc.com**  
**541.664.0376** direct  
**866.929.9227** toll-free