



## **Paralegal**

**Resumes in lieu of the application form will not be considered.  
Materials received after the closing date will not be accepted.**

**Closing Date: Until Filled**

**Annual Salary Range: \$53,183 - \$64,064**

### **Definition:**

Under general supervision, this technical level position assists attorneys and judges in research, analysis, and other duties as assigned.

### **Essential Duty Sample:**

(This List Is Not All Inclusive, BUT A REPRESENTATIVE SAMPLE OF DUTY FUNCTIONS) Review documents for compliance with statutes, court decisions and other legal authorities; Assist attorneys in legal research; Assist with case and file management; Review files to ensure that documentation is procedurally correct and in compliance with appropriate laws and local rules and note deficiencies; Prepare accurate summary documentation, sets forth facts of each matter before the court, summarizes the legal factors and any issues and makes recommendations for action; Monitor changes to civil law; recommends policy and procedural changes required for compliance, and institutes such modifications after approval; perform related duties as assigned.

## **EMPLOYMENT STANDARDS**

### **Education / Experience:**

The combination of education and experience as follows are the minimum qualifications: Completion of twelfth grade and an approved legal paraprofessional training program, with possession of a paralegal certificate. Three (3) years experience researching and drafting a variety of legal documents, preferably supplemented by course work in legal office practices and business law, with one year of journey level experience as a paralegal are preferred.

### **Knowledge, Skills and Abilities:**

Legal procedures; Legal research, techniques and methods; Drafting legal documents and opinion writing; Filing procedures and legal terminology; Court policies; Legal ethics related to civil or criminal procedures; Excellent grammar and writing skills; proofread for correct grammar, citations, codes, etc.; Analyze legal documents accurately; Correctly summarize the law in any given area by written memoranda; Understand and apply legal principles and precedents; Research legal references; Present verbal statements of fact and law; Perform computerized legal research; Establish effective working relations with attorneys, officials, clients, co-workers, and the general public; Follow verbal and written instructions; Operate a personal computer and related software with efficiency; Have excellent phone skills and a clear and concise manner of speaking; Keyboard ability at a minimum of 50 words per minute; Learn and apply the practices and procedures of the work unit to which assigned.

## EMPLOYMENT PROCESS AND EMPLOYEE BENEFITS

**Equal Opportunity Employer:** The court does not discriminate on the basis of race, religion, color, national origin, sex, gender, sexual orientation, gender identity or expression, genetics, veteran status, age, or disability or any other status protected by law. The court will provide reasonable accommodation to qualified individuals with disabilities in compliance with state and federal law. In addition, the court complies with applicable state and local laws governing nondiscrimination in employment in every location in which the court has facilities. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.

### THE EMPLOYMENT PROCESS

**Application:** Prospective employees must submit an application, supplemental application form and other required documents by 5:00 p.m. on the final filing date. Final filing dates vary and are listed on the front of each job announcement. Separate applications must be submitted for each recruitment. Resumes will not be accepted in lieu of the application.

**Examination:** Applications will be reviewed and evaluated to determine the most highly qualified candidates. Those candidates will then be invited to participate in the examination process which may consist of an application review, written, oral, or performance exam or any combination thereof. Exam scores determine rank on employment lists.

**Exam Accommodation:** Disabled applicants who require special testing arrangements must contact the Human Resources Department.

**Employment List:** Employment lists contain names of applicants who have obtained passing scores. Employment lists remain active for six months unless otherwise determined by the Human Resources Manager.

**Appointment:** The top five ranks on the employment list will be interviewed by departments having vacancies. The position supervisor makes the hiring decision.

**Probationary Period:** Employees appointed to competitive positions serve a probationary period of 6 months prior to being considered regular.

**Condition of Employment:** Candidates selected may be required to pass a pre-employment physical and/or psychological examination which is given at no cost to the candidate. A reference check and/or background investigation may also be conducted.

**Driver's License:** For positions requiring the operation of a motor vehicle, candidates referred for a hiring interview may be required to provide a DMV report and meet the Court's driving standards.

**Immigration Law:** Prior to employment, applicants will be required to provide proof of identity and authorization to work in the United States.

**Drug Free Work Place:** The Court is a drug-free workplace and has a comprehensive substance abuse policy.

### COMPENSATION

Salary ranges have 5 steps with approximately 5% between steps. Starting salaries are normally at the first step with achievement of the second step after 6 months satisfactory service. Twelve months of satisfactory service are required between each of the remaining salary steps. Candidates granted advanced step appointments are required to perform twelve months of satisfactory service before consideration for the next salary step increase.

### EMPLOYEE BENEFITS

The information listed below is a general summary of benefits. The Court has a variety of benefit options available which may differ between bargaining units. Some management positions are granted 5 additional days of vacation.

**Vacation:** 11 days initially; 16 days after 3 years;  
20 days after 7 years; 25 days after 11 years.

**Holidays:** 13 holidays per year + 2 floating holidays

**Sick Leave:** 12 days annually with unlimited accumulation.

**Insurance:** A medical PPO plan, dental and vision coverage are available. Dependent coverage is also available. Life insurance coverage of \$10,000 is provided. All positions are eligible for long-term and/or State disability insurance. Additional supplemental life and long-term disability insurance may be purchased by the employee.

**Retirement:** The retirement plan is a defined benefit plan administered pursuant to the 1937 Act County Employees Retirement Act and integrated with Social Security. In addition to ordinary retirement benefits, the plan provides disability and death benefits. Retirement contributions are made by both the Tulare County Superior Court and the employee. The Tulare County Superior Court has reciprocity with the State of California, contracting PERS agencies, State Teachers' Retirement System, and all County 1937 Act Retirement Systems.

**Other Benefits:** Employee Assistance Program, Employee Recognition Program, IRS Section 125 Program (provides tax savings for insurance costs, dependent care costs and unreimbursed medical expenses), and Deferred Compensation plans are available.

THE PROVISIONS OF THIS BULLETIN DO NOT CONSTITUTE AN EXPRESSED OR IMPLIED CONTRACT AND ARE SUBJECT TO CHANGE.

Call our Job Information Line (559) 730-5000 option 8  
Email us at [courtHR@tulare.courts.ca.gov](mailto:courtHR@tulare.courts.ca.gov) or  
Visit our website at <http://www.tularesuperiorcourt.ca.gov/>