



DEPUTY COUNTY ATTORNEY

\$99,983 - \$128,090

Plus Excellent Benefits

Apply by

August 23, 2020

(First Review, Open Until Filled)

***P*ROTHMAN**



WHY APPLY?



Gunnison County is looking for a Deputy County Attorney who has the education, the experience, and the intent to join a select group of colleagues who are committed to representing a unique local government in a

unique community and setting. The legal challenges the organization addresses are both in the realms of daily County operations, and engagements at the local, state, and federal levels. This is an opportunity to establish and hone administrative and litigation skills, and to learn and grow in an office and environment that requires and supports hard work, creativity, and accountability. This is tough work, and a vital and satisfying mission.

THE COUNTY

Gunnison County cherishes its sense of community and place. We strive to preserve and promote the well-being of the County's citizens, natural environment, and rural character. We will deliver services and set standards that reflect our values and preserve our unique quality of life for present and future generations to enjoy. Gunnison County is governed by an elected three-member Board of County Commissioners serving four-year overlapping terms. In 2018 and 2019, the International City/County Management Association (ICMA) acknowledged Gunnison County's commitment to data-driven performance management with consecutive awards of their Certificate of Excellence in Performance Management. In 2018, Gunnison County Department of Health and Human Services was also recognized for the second consecutive year with a Distinguished Performance Award for its high success rates for cases managed in Gunnison and Hinsdale counties. The 2020 adopted budget for the County is \$111,355,012.00 and there are approximately 203 FTEs. County departments include: Administration, Gunnison-Crested Butte Regional Airport, Assessor's Office, Clerk & Recorder's Office, Community and Economic Development, Coroner, County Attorney, Emergency Management, Facilities & Grounds, Geographic Information Services, Health & Human Services, Juvenile Services, IT, Public Works, Sheriff's Office, and Treasurer's Office.

David Baumgarten, who will retire at the end of 2020, has been the County Attorney for Gunnison County since 1989. David shares with the Deputy County Attorney the primary responsibility to provide legal counsel to the Board of County Commissioners, and to be the liaison with the community, federal, state, and local governments, extractive, recreation, development, and environmental interests. David previously also served as a Commissioner on the Colorado Water Quality Control Commission for a number of years. David is admitted to the bar in Colorado, Massachusetts, New York, and several federal courts. David received his Bachelor's Degree in Social Sciences in 1970 from the University of California at Berkeley, his law degree in 1973 from the University of Colorado, and a Master's degree in Education in 1979 from Harvard University.

Matthew Hoyt, who joined Gunnison County as the Deputy County Attorney in early 2018, will become the County Attorney in January of 2021. Matthew attended law school at the University of North Carolina at Chapel Hill, and previously obtained his degree (with honors) in journalism from the University of North Carolina. Over his career, Matthew has earned a number of awards including the highest peer review rating – AV – from Martindale Hubbell and has been consistently listed in *Best Lawyers in America®*. To view Matthew's full bio, please see the attachment found [here](#).

THE COUNTY ATTORNEY'S OFFICE

"The mission of the County Attorney's Office is to provide legal advice, counsel and support of policies to the Board of County Commissioners (BOCC), other elected and appointed officials, commissions and departments so they can understand the full extent of their legal authorities, understand the limits of those authorities and act within those authorities."

The County Attorney's Office provides legal counsel to the Board of County Commissioners of Gunnison County, all elected Gunnison County officials, and all Gunnison County departments. In addition, the County Attorney's Office also represents various county boards and commissions, such as the Board of Adjustments, Board of Appeals, Environmental Health Board, Gunnison/Hinsdale Board of Human Services, Planning Commission, and Weed Commission.

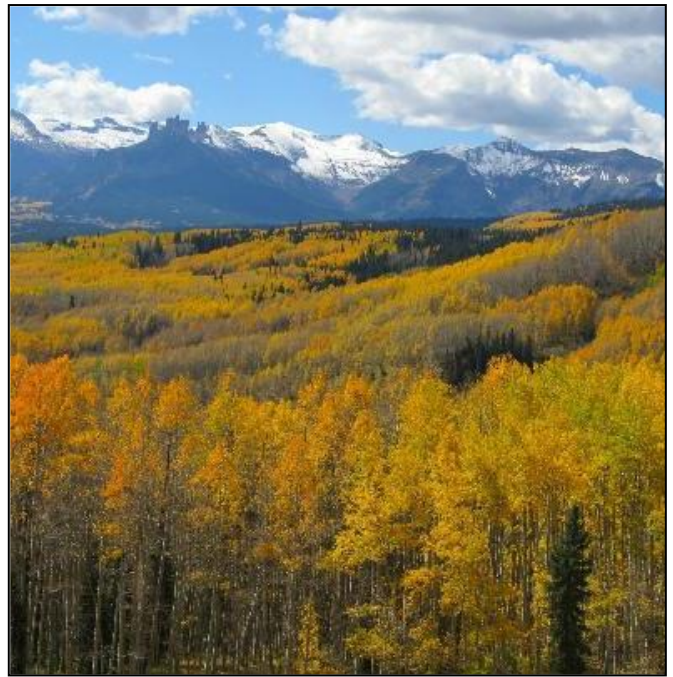
The County Attorney reports directly to the three-person Board of County Commissioners with no intervening supervision. The Deputy Attorney – through the County Attorney – reports directly to the Board. All of the authority for employment decisions regarding the Deputy are vested in the County Attorney. The Attorney's Office is a very stable organization with a governance philosophy in which there is high value placed on accurate, complete, and neutral legal counsel. The Gunnison County Attorney's Office maintains 5 FTE's and operates on a 2020 net cost of \$607,520.

THE POSITION

The Deputy County Attorney works under the direct supervision of the County Attorney and under the policy direction of the Board of County Commissioners. The Deputy County Attorney must have the education, experience, and demonstrated ability to immediately assume primary responsibility for the litigation and transactional matters handled by the Office, such as child welfare, child support enforcement, land use permitting and enforcement, property tax appeals, employment matters, building code enforcement, and contract negotiations and drafting.

Key Opportunities and Challenges Include:

- Provide counsel and legal representation as the Deputy County Attorney, supported by 2 paralegals and an administrative assistant, for Gunnison County in rural Western Colorado.
- One eminently important function will be to ensure legal protections for at-risk, neglected, and abused children and parents in need.
- Providing legal review of contractual and grant relationships within a government entity with a budget that exceeds \$110,000,000.



- Responsibilities include judicial, administrative, and legislative proceedings, and liaison and facilitation for the County with federal, state, and local governments, the environmental community, extractive, recreation and development interests, and a highly diverse, participatory, informed local population.
- Current issues include balancing a pristine environment with healthy population growth, maintaining high quality water and air quality, protection an historic ranching economy while encouraging new self-sustaining industry, open space conservation, and thriving recreation opportunities, and fostering collegial problem solving.
- Participating as a colleague in a highly valued, well trained, respected, agile, and responsive law office.

JOIN A HIGH-PERFORMANCE ORGANIZATION

♦ **Managing for Results:** The County Manager has created an efficient business model approach to managing the County. The new Deputy County Attorney will need to learn, understand, adopt, and promote this philosophy.

♦ **Supporting a Culture of Professionalism and Performance:** The new Deputy County Attorney will play an integral role in continuing to shape a culture of professionalism and performance at the highest levels within the organization.

IDEAL CANDIDATE

Education and Experience:

A Juris Doctor from an accredited law school with five to seven years of increasingly responsible professional experience in county, municipal or other government law. Any combination of experience and training which provides the applicant with the level of required knowledge and abilities will be considered. Membership in good standing with the Colorado Bar is required, or the ability to obtain Colorado Bar admission within six months of hire.

Necessary Knowledge, Skills and Abilities:

- Desire and motivation to work in a results-driven, mission oriented, fast-paced professional environment.
- Ability to organize and express ideas through excellent oral and written communications to a wide variety of audiences.
- Excellent and innovative negotiation skills which often lead to "yes."
- Ability to focus proactively on risk management and problem avoidance.
- Ability to find workable solutions to problems either independently or in collaboration with the County Attorney.
- Extensive experience making timely analytical and reasoned judgments on issues of public/political sensitivity and importance, and the ability to accept and support decisions in a positive manner.
- Proven ability to be a good listener and communicator who consistently works well with personnel throughout all levels of the organization.
- Ability to work in a high-stress, publicly visible and deadline-driven office.
- Ability to be able to call on peers inside and outside of the County for advice.
- Experience working in an office of qualified professionals.
- The intent to work hard, intelligently, ethically, and professionally with a team of like-minded colleagues.
- Knowledge of local, state, and federal government law, including drafting ordinances and resolutions, and knowledge of land use and environmental law, and a superior understanding of the State legislative process.
- Ability to independently litigate matters on behalf of the County, including discovery, pre-trial and trial skills.

THE REGION

Surrounded by the 1.6 million-acre Gunnison National Forest, Gunnison County is considered the "unspoiled heart of Colorado." The area encompasses some of the wildest and most beautiful terrain in the world, including Colorado's largest body of water, Blue Mesa Reservoir, as well as Black Canyon National Park, Curecanti National Recreation Area, and 2,000 miles of trout streams. Over 85% of Gunnison County is under public ownership, which provides year-round outdoor recreation opportunities, including kayaking, boating, rafting, fishing, hunting, hiking, mountain biking, rock-climbing, camping, and skiing.

Gunnison County has a population of about 17,200 residents and covers 3,259 square miles. Over 60% of the dwelling units in the County are second homes and vacation rentals, so the permanent population number is a bit misleading as the services and complexities are more akin to a larger jurisdiction. Located in the Rocky Mountains at 7,700 feet above sea level, Gunnison enjoys warm summers and cold winters with moderate snowfall. The economic base is primarily tourism, followed by education, ranching, and natural resource extraction. Gunnison County is rich with mineral deposits and grazing lands, allowing ranching to still play a prominent role in the economy, lifestyle, and character of Gunnison County. The Elk Mountains dominate the County, topping out in the northeast at 14,000 feet with the peaks that form the Continental Divide. The Crested Butte Ski Area opened in 1963, making Gunnison a popular destination for snowboarders and downhill skiers looking for a world-class ski experience and challenging slopes.



Gunnison County is a wonderful place to raise a family and otherwise be part of a vibrant, close-knit, interconnected community representing a variety of viewpoints and interests. Crested Butte Community School is one of the highest ranked public high schools in Colorado and the United States, according to *U.S. News and World Report*, and the Gunnison public school district, which includes the schools in Crested Butte and Gunnison, is ranked among the top 15 districts in the state. In 2010, Gunnison County ranked first nationally for highest life expectancy for men (82 years old) and fourth nationally for women (84 years old), according to data from the U.S. Health Map. Gunnison County also benefits from a highly educated population, with over half of the County's population age 25 having obtained a bachelor's degree or higher. In addition, the area offers some of the best outdoor recreation opportunities in the nation if not the world, including downhill and backcountry skiing, Nordic skiing, dog sledding, snowshoeing, snowmobiling, ice fishing, mountain biking, horseback riding, boating, fly fishing, hunting, rafting, kayaking, hiking, backpacking, trail running, and camping.

Gunnison is also home to Western Colorado University, one of the state's top four-year fully accredited undergraduate institutions has also been hailed as a "Top Adventure School in the West" by *Elevation Outdoors* magazine. Gunnison-Crested Butte Regional Airport serves the valley with both commercial airline and general aviation flights.

Gunnison Valley Rural Transportation Authority operates bus service between Gunnison and Crested Butte serving Western Colorado University and Crested Butte Mountain Resort. Bus service to Denver from the Gunnison Valley is also available.

COMPENSATION & BENEFITS

- **\$99,983 - \$128,090 DOQ**
- Contract with 3 months of severance
- Medical, dental and vision coverage
- Vacation is accrued based on length of service, and annual accumulation ranges from 80-168 hours
- Sick Leave: 8 hours for each month of service
- 11 paid holidays
- Dependent Care FSA
- Medical, dental, and vision FSA
- Life insurance
- Supplemental Life and AD&D Insurance, including spouse and children



Please visit:
www.gunnisoncounty.org

Gunnison County is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **August 23, 2020** (first review, open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online**, go to **www.prothman.com** and click on "**Open Recruitments**", select "**Gunnison County, CO – Deputy County Attorney**", and click "**Apply Now**", or click [here](#). Resumes, cover letters and supplemental questions can be uploaded once you have logged in.



www.prothman.com

371 NE Gilman Blvd., Suite 310
Issaquah, WA 98027
206.368.0050