



Office of Human Resources
Deputy Public Defender Associate - CL2883
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General Statement of Duties

This classification is used in the Municipal Public Defender's Office and performs standard level legal work representing the defense of individuals in municipal ordinance cases and traffic matters.

Distinguishing Characteristics

The Deputy Public Defender Associate is distinguished from the Deputy Public Defender Staff that performs entry-level legal work representing the defense of individuals in municipal ordinance cases and traffic matters.

The Deputy Public Defender Associate is distinguished from the Deputy Public Defender Senior that performs full performance level legal work representing the defense of individuals in municipal ordinance and traffic cases.

The Deputy Public Defender Associate is distinguished from the Deputy Public Defender Supervisor that supervises and directs the day to day activities of the attorney and administrative staff within the Office of Municipal Public Defenders and acts as Chief Municipal Public Defender in their absence.

The Deputy Public Defender Associate is distinguished from the Chief Municipal Public Defender that manages and directs the operations of the Municipal Public Defender's Office including contributing to the development of annual and multi-year work plans and strategies; ensuring resources are available to achieve work plans; and establishing management practices and processes that ensure the accomplishment of performance standards. Also handles complex municipal ordinance and traffic cases.

Essential Duties

Represents defendants in municipal ordinance cases and traffic matters of increasing complexity and may participate on problem-solving court teams.

Provide legal representation, advice and consultation to defendants assigned to the Municipal Public Defender's Office.

Prepares pleadings, motions, orders, appeal briefs, and other papers required for trials, hearings, appeals, and other legal proceedings.

Interviews defendants and witnesses to gather information in preparation for trial. Makes motions for continuances, dismissals, reduction of bail, and new trials and represents defendants at numerous court hearings to include trials.

Works with other agencies, law enforcement personnel and investigators to prepare cases for hearing.

Assists Chief Municipal Public Defender or Supervisor with more complex cases.

Performs legal research and assists other attorneys with research of more complex legal problems.

Performs other related duties as assigned.

Employees may be re-deployed to work in other capacities in their own agencies or in other City agencies to support core functions of the City during a City-wide emergency declared by the Mayor.

Any one position may not include all of the duties listed. However, the allocation of positions will be determined by the amount of time spent in performing the essential duties listed above.

Competencies

Critical Thinking — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Problem Solving – Identifies problems, determines accuracy and relevance information, uses sound judgment to generate and evaluate alternatives, and to make recommendations.

Oral Communication – Expresses information to individuals or groups effectively taking into account the audience and nature of the information, makes clear and convincing oral presentation, listens to other, and attends to nonverbal cues.

Writing – Recognizes or uses correct English grammar, punctuations and spelling, communicates information in a succinct and organized manner, produces written information which may include technical material that is appropriate for the intended audience.

Reading – Understands and interprets written material, including technical material, rules, regulations, instructions, reports, charts, graphs, or tables; applies what is learned from written material to specific situations.

Influencing/Negotiating – Persuades others to accept recommendations, cooperates or change their behavior, works with others towards an agreement, negotiates to find mutually acceptable solutions.

Interpersonal Skills – Shows understanding, courtesy, tact, empathy, concern, develops and maintains relationships, may deal with people who are difficult, hostile, distressed, relates well to people from varied backgrounds and situations, and is sensitive to individual differences.

Knowledge & Skills

Skill in independently adapting, interpreting and applying written guidelines, precedents and standardized work practices to a variety of unprecedented or problematic situations.

Skill in establishing and maintaining effective working relationships with employees, various representatives of public or private entities, policy making bodies, and the public.

Knowledge of laws, legal codes, court procedures, precedents, legal practices and documents, government regulations, executive orders, agency rules, government organization and functions, and the democratic political process.

Knowledge of effective case management principles sufficient to be able to prepare cases for litigation.

Knowledge of analysis and research techniques sufficient to be able to gather information, secure and analyze desired information, and formulate logical recommendations.

Level of Supervision Exercised

None

Education Requirement

Doctor of Jurisprudence Degree.

Experience Requirement

Two (2) years practicing criminal law.

Education & Experience Equivalency

No substitution of experience for education is permitted.

Licensure & Certification

Possession of a license to practice law in Colorado from the Colorado Supreme Court by the date of hire or a reasonable expectation of becoming licensed by the Colorado Supreme Court by the date of hire in accordance with C.R.C.P. 203.2, 203.3, 203.4 and 205.6.

Licenses and certifications must be kept current as a condition of employment.

Requires a valid driver's license at the time of application or the ability to obtain transportation to jail or prison facilities in surrounding area.

Working Environment

Pressure due to multiple calls and inquiries
Subject to many interruptions.
Subject to long, irregular hours to include weekend hours.

Level of Physical Demand

3-Medium Work (20-50 lbs.)

Physical Demands

(Physical Demands are a general guide and specific positions will vary based on working conditions, locations, and agency/department needs.):

Carrying: Transporting or moving an object.

Fingering: Picking and pinching, through use of fingers or otherwise.

Handling: Seizing, holding, grasping, through use of hands, fingers, or other means.

Hearing: Perceiving and comprehending the nature and direction of sounds.

Lifting: Moving objects weighing no more than 50 pounds from one level to another.

Pulling: Exerting force upon an object so that it is moving to the person.

Sitting: Remaining in a stationary position.

Talking: Communicating ideas or exchanging information.

Walking: Ability to move or traverse from one location to another.

Background Check Requirement

Criminal Check

Education Check

Employment Verification

Licensure/Certification

Motor Vehicle Record

Assessment Requirement

None

Probation Period

Six (6) months.

Class Detail

Pay Grade: EX-15

FLSA Code: Y

Established Date: 9/21/2018

Established By: LS

Revised Date: 7/10/2024

Revised By: JFH

Class History: 2/20/20 - Pay Grade, Job Title, Distinguishing Characteristics, Guidelines, License, Level of Physical Demand, and Physical Demands revised; 9/08/2022- Revised Education Requirements and License & Certification; 9/24/2023- Revised pay grades as a result of CN1789; 7/10/24 – Revised Licensure & Certification.