



Office of the
Public Defender
Monroe County, New York

Adam J. Bello
County Executive

Julie A. Cianca, Esq.
Public Defender

Public Defender Assistant Grade III, Law Graduate Position

Office Description

The Monroe County Public Defender's Office is a multi-faceted office that seeks to provide the highest quality representation to our clients. Our office is regarded as one of the finest providers of Public Defender services in the State of New York. Our staff of attorneys, social workers, investigators, and administrative professionals are committed to providing zealous representation and exceptional advocacy utilizing a client centered approach to clients charged with crimes in Monroe County. New attorneys will engage in a comprehensive skills-based training program that prepares them to handle criminal cases from arraignment to sentencing. The office continues to provide robust training opportunities throughout an attorney's career.

Position Description

An Assistant Public Defender Grade III (APDIII) in the Monroe County Public Defender's Office will start with other law school graduates as a class of attorneys that will be trained together. The class will start with an eight week litigation skills course that seeks to imitate the life of a case. This program incorporates lecture and skills components in all aspects of representation from arraignment through closing arguments of a trial, as well as client interviewing, sentencing, and case preparation. Beyond the litigation skills course, the class will receive instruction in other practice areas, taught by members of the supervisory team and the more experienced trial attorneys in the office. Members of the class will also be able to shadow attorneys in court during hearings, trials, and docket days to see how all aspects of the job are performed. Upon successfully passing the bar exam, the office will obtain practice orders for the APDIIs who will then handle cases with direct, in-court supervision. Upon admission to the bar, an APDIII is immediately promoted to an Assistant Public Defender Grade II and will begin to handle cases on their own. Attorneys are expected to meet with clients, make investigation and social work referrals, negotiate dispositions with the District Attorney's Office, write motions, conduct evidentiary hearings and jury trials, and advocate for sentences that are beneficial to their client. Admitted attorneys are initially assigned to a caseload of misdemeanors and violations, and will progress to handling the initial stages of a felony case before handling felony cases from arraignment to trial. To enhance and promote a collaborative environment, new attorneys are placed in a group of attorneys handling similar caseloads and provided support from a supervisory team of more experienced attorneys.

MCPD is an equal opportunity employer. People of color, women, people with disabilities, immigrants, veterans, lesbian, gay, bisexual, transgender people, and those with lived experiences in the communities we serve are strongly encouraged to apply.

Special Requirements

Candidates for employment with Monroe County Government will be required to pass a pre-employment drug test, along with a background investigation. Failure to meet the standards may result in disqualification. This test does not include testing for marijuana. Attorneys in our office are required to possess a valid license to operate a motor vehicle in New York State. At the time of appointment to the position, the applicant must be a resident of Monroe County. Non-admitted applicants must be registered to take the New York State Bar Exam at the next offering, and must possess, or be expected to receive, a Juris Doctor degree.

Salary/Hours

Starting annual salary for non-admitted attorneys in 2023 will be \$65,862. Upon admission, the salary will increase during 2023 to \$68,996, with a further increase to \$71,065 in 2024. Attorneys in the office are expected to work 40 hours per week, with additional hours worked being placed in a bank for future use in addition to vacation time. Working from home is permitted one day per week. Attorneys work one weekend day or holiday approximately three times per year either conducting arraignments in the Rochester City Court in the morning, or on an on-call basis for the Town Courts throughout the day.

Benefits

- Deferred Compensation Program
- New York State Pension
- Three weeks paid vacation, increases to 4 weeks per year in year 3
- Flexible spending account for health care and child care
- Attorney registration fee reimbursed
- Health, Dental, and Vision insurance
- Health savings account
- Employee assistance program
- Parental leave
- Remote work one day per week
- \$1,000 quarterly retention bonus through 2024

Application Instructions

Apply online at <https://cs.monroecounty.gov/hrapply#2> (search Public Defender) or send a resume and cover letter to Joshua Stubbe, Hiring Committee Chair at defendrochester@monroecounty.gov or via mail at: Monroe County Public Defender's Office, 10 N. Fitzhugh St., Rochester, NY 14614