



Deputy Chief Legal Officer/
Senior Deputy Chief Legal Officer
Kern County Employees' Retirement Association

About KCERA

The Kern County Employees' Retirement Association (KCERA) is a multi-employer, defined benefit pension plan in Bakersfield, California, governed by the County Employees' Retirement Law of 1937 (CERL) and subject to the requirements of the Public Employees' Pension Reform Act of 2013 (PEPRA). KCERA is considered a "governmental plan," as defined in Section 414(d) of the Internal Revenue Code.

KCERA administers service retirements, disability retirements and survivorship benefits on behalf of 22,106 active, deferred and retired members and their beneficiaries. The plan provides lifetime retirement benefits to members who meet the minimum age and service credit requirements. After a retired member dies, an eligible beneficiary may be entitled to a lifetime continuance of the benefit.

KCERA's mission is to prudently administer retirement benefits, invest the assets of the Association, and provide quality membership services to eligible public employees, retirees, and their beneficiaries.

Oversight of the retirement plan is vested in the eleven-member Board of Retirement, but the day-to-day administration of KCERA is carried out by the Chief Executive Officer, whose leadership team manages the following areas: Administration, Member Services, Accounting & Reporting, Investments, Information Technology and Communications.

For more information, please visit: <https://www.kcera.org/kcera-at-a-glance>.

The Position

Under direction of the KCERA Chief Legal Officer, the KCERA Deputy Chief Legal Officer/Senior Deputy Chief Legal Officer represents KCERA's interests in administrative retirement hearings, litigation, and provides legal representation and advice to staff and the 11-member Board of Retirement on disability, family law, probate, and public pension issues. The Deputy Chief Legal Officer/Senior Deputy Chief Legal Officer works on legal matters under general supervision and guidance through formal and informal work review. They must have a high degree of integrity, diplomacy, flexibility, and interest in the application of all facets of retirement law.

Currently, there are four employees in Legal Division.

The Opportunity

KCERA has long held a reputation for being a collaborative organization with a highly interactive and engaging workforce. The current leadership promotes the practice of identifying, hiring, and developing ideal team players as discussed in the national bestseller book *The Ideal Team Player* by Patrick Lencioni. For its next Deputy Chief Legal Officer/Senior Deputy Chief Legal Officer, KCERA seeks legal professionals with a background in litigation, contracts, probate law, conservatorship, powers of attorney family law and/or working for/with a public entity. This is an excellent opportunity to not only join a pension system with a robust team in place, but to also professionally grow and develop within KCERA while also mentoring and training others.

The top priorities of the next Deputy Chief Legal Officer/Senior Deputy Chief Legal Officer will be:

- ▶ Anticipating and addressing members' questions or concerns. For example, disability claims have increased, and the staff needs to know how to advise and process the administration of claims. The Deputy Chief Legal Officer/Senior Deputy Chief Legal Officer will lead the training of staff in such areas.
- ▶ Mentoring staff. Succession planning is in place and the Deputy Chief Legal Officer/Senior Deputy Chief Legal Officer will be instrumental in guiding each individual to their desired level of development.
- ▶ Supervising responsibilities within the Legal team. Directing staff, developing process, initiating projects, and managing workflow.
- ▶ Presenting to the Board of Retirement in a confident and informed manner.
- ▶ Participating in regional, state, and national pension professional organizations.
- ▶ Representing the Chief Legal Officer when needed.

The Ideal Candidate

KCERA is inviting dedicated and committed legal professionals from the public and private sectors to apply for the Deputy Chief Legal Officer/Senior Deputy Chief Legal Officer position. With great promotional opportunity, the ideal candidate will be an individual who is humble, hungry, and smart, “other-focused”, and thrives in a continuous learning environment.

The ideal candidate is passionate about maintaining a positive work culture, and is motivated by working in an open, supportive, and collaborative environment, while also being able to work independently on projects and programs. This person will be even-tempered, patient, respectful of others, and a good mentor.

Education, Certifications, and Experience

- ▶ Possession of a juris doctorate degree from an accredited U.S. law school or equivalent qualification.
- ▶ Three years of progressively responsible experience as an attorney.
- ▶ Active membership in the California State Bar.
- ▶ Licensed to practice law in the state of California.
- ▶ Possess and maintain a valid California Class C Driver's License.



Compensation

The salary for this position is within an established annual range of \$133,704 to \$185,580 and will be dependent upon the qualifications and experience of the selected candidate. In addition, benefits are provided which include:

KernFlex Plan: 10% of base salary added each bi-weekly.

Premium Pay*: 6% of base salary added each bi-weekly (only Tier 2 members).

Paid Vacation: Approximately 12 days of paid vacation per year, increasing after 4 years of service, with accruals beginning with first day of County service.

Paid Sick Leave: Approximately 8 days of sick leave per year, increasing after 5 years of service, with accruals beginning with the first day of County service.

Retirement 457 Plan: Eligible to contribute to Kern County's 457 Deferred Compensation Plan, plus opportunity to receive dollar-for-dollar matching contribution* (up to 6% of salary) from Kern County if all or part of the premium pay (referenced above) is placed in Kern County's 457 plan.

Retirement – Defined Benefit: Membership in Kern County Employees' Retirement Association Retirement plan that currently includes a 1.62% at age 65 pension formula* (employee contributes 100% of employee share with contribution rate based on age of entry).

Life Insurance: Policy premium paid \$400,000 policy.

Health (5 plans available), Dental and Vision insurance: Under the same terms and conditions as provided to employees of Kern County.

Paid Holidays: 12 days

Kern County-paid Employee Assistance Program (EAP)

Other voluntary benefits: On a pre-tax or post-tax basis including, but not limited to: Flexible spending plans that allow Employee to pay for dependent care, un-reimbursed medical expenses, certain voluntary benefit insurance premiums and employee health benefit (medical/dental/vision), group term life and universal life, critical illness coverage, long term disability coverage, hospital indemnity plan, short term disability, accident plan, cancer plan and identity theft restoration program and which may be subject to change from time to time.

** Figures are based on a new employee, who would have Tier 2 KCERA membership status. However, figures and benefits would be different for an existing County employee with a Tier 1 KCERA membership status: Premium pay in #3 would not be applicable in that scenario; The 6% deferred compensation matching contribution in #5 would also not apply to a Tier 1 candidate; and the retirement formula in #6 for Tier 1 member would be different (3% at age 60 pension formula).*

How to Apply

Please apply **on-line immediately** at <https://www.kcera.org/join-the-kcera-team>. Questions, inquiries, or candidate recommendations, please contact:

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