PHOENIX, AZ

MCAO

Maricopa County Attorney's Office
100 W. Washington, Suite 2100, Phoenix, AZ 85003
Ph: 602-372-0156, Fax: 602-372-7210, www.maricopacountyattorney.org
Hiring Attorney: **Mr. Jeffrey Duvendack**
Address Inquiries To:
Mr. Jeffrey Duvendack
Bureau Chief, Training & Development
Maricopa County Attorney's Office
100 W. Washington, Suite 2100
Phoenix, AZ 85003
602-372-0156 duvendac@mcao.maricopa.gov

Total # offices: **1**
NALP member? **Y**

Org size range: **251-500**
Office size range: **251-500**
Total attys in this office: **372**

PRIMARY PRACTICE AREAS:	% of Practice
Prosecution	**95**

NATURE OF WORK:

☒ Trial Work ☐ Legal Research ☐ Legislative Advocacy
☐ Case Referrals ☐ Appellate Work ☐ Public Outreach
Other (explain):

COMPENSATION & EMPLOYMENT DATA:

	2008	BEGAN WORK IN		EXPECTED
Lawyers	**Compensation**	**2006**	**2007**	**2008**
Experienced				
Entry-level	**56,900.00** /yr			
Summer				
Post-3Ls	**600.00** $/wk			
2Ls	**560.00** $/wk			
1Ls	**520.00** $/wk			
Semester Interns				

2007 entry-level attys who were former interns: **6**
2007 2Ls considered for attorney offers: # offers made:
Prefer significant prior experience in area?
For atty hires, require: Bar Admission? **Y**
Prior practice experience? **N** If yes, # years:
U.S. citizenship required?
Hiring Criteria: **Prefer candidates who have moot court experience, trial advocacy classes and/or clinical experience in a prosecution office.**

Split summers allowed? **Y** If yes, minimum weeks: **8**
1Ls considered for interns? **Y**
What % of legal staff has been with the organization:
less than 2 years? **31** 2-5 years? **33**
6-10 years? **18** more than 10 years? **18**

CLERKSHIP/CREDIT/SUPPLEMENTAL
Do you have a Loan Repayment Assistance Program (LRAP)? **Y**
Describe: **For attorneys, up to $50,400.00**
Judicial clerkship bonus? **N**
Comp./prog. credit for judicial clerkship? **N**
Comp./prog. credit for other adv. degrees? **N**
Other compensation comments:

WORK/LIFE INFORMATION:
Avg. Weekly hours per attorney: Usual scheduled working day:
Part-time allowed? **Y** Part-time avail.to entry-level?
 # p-t staff attys. 8 (m) **13** (w) **supv attys** (m) (w)
Elig. for alt. work sched. determined by:
Paid non-medical parental leave?
Comments:

TRAINING AND PROFESSIONAL DEVELOPMENT:
Coaching/mentoring program? **Y**
Evaluations: **Annual** Upward reviews?
Rotation for jr. attorneys between departments/practice groups? **Y**
Is rotation mandatory? **Y**

BENEFITS: see www.nalpdirectory.com

DEMOGRAPHIC INFORMATION - CURRENT YEAR 2008

As of Feb. 1, 2008		Supervising Attys	Staff Attys	Summ 2007 Interns
Hispanic/Latino	Men	**1**	**17**	**NC**
	Women	**3**	**8**	**NC**
White	Men	**16**	**133**	**NC**
	Women	**13**	**136**	**NC**
Black/African American	Men	**0**	**2**	**NC**
	Women	**1**	**6**	**NC**
Nat. Hawaiian/ Other Pacific Is.	Men	**UNK**	**UNK**	**UNK**
	Women	**UNK**	**UNK**	**UNK**
Asian	Men	**0**	**7**	**NC**
	Women	**0**	**9**	**NC**
Amer. Indian/ Alaska Native	Men	**0**	**1**	**NC**
	Women	**0**	**2**	**NC**
2 or More Races	Men	**UNK**	**UNK**	**UNK**
	Women	**UNK**	**UNK**	**UNK**
TOTAL	Men	**17**	**160**	**NC**
	Women	**17**	**178**	**NC**
	TOTAL NUMBER	**34**	**338**	**0**
Disabled	Men	**0**	**1**	**NC**
	Women	**0**	**1**	**NC**
Openly GLBT	Men	**NC**	**NC**	**NC**
	Women	**NC**	**NC**	**NC**

(See www.nalpdirectory.com for historical comparisons.)

Representative position titles and levels (e.g., Attorney-Advisor, GS-13)
Supervising Attorney:
Staff Attorney:
Summer Interns:

DIVERSITY RECRUITMENT & RETENTION EFFORTS:
Activities to increase the presence and retention of under-represented groups:
☒ Minority job fairs ☐ Bar sponsored programs
☐ Outreach to law student groups ☐ Org/agency diversity committee
☒ Directed mentoring efforts ☒ Rec. at schools w/large min. pop.
Comments:

CAMPUS INTERVIEWS for past year (see full list online):
schools visited in 2007 : **15** # job fairs/consortia attended in 2007 : **11**

HONORS PROGRAMS:
Do you offer a post-graduate honors program?
Describe:

APPLICATION PROCESS:	**Summer**	**Atty**
Date applications first accepted:	**08/01/2008**	**08/01/2008**
Deadline for applications:	**03/31/2009**	**02/27/2009**
Date offers are made:		
Avg. length of hiring process (mos.):		
When after 12/1 should 1Ls apply?		

NARRATIVE: As a government office, the Maricopa County Attorney's Office does not have programs like a private law firm. We have a small paid summer intern program for second year law students. We usually hire 5-10 interns under this summer internship program. Interviews are conducted in the fall. We do not hire for attorney positions directly out of this program. We also offer unpaid externships in exchange for law school credit throughout the year.

We also have a conditional hire program. Under this program we interview third year law students in the fall (on campus at Arizona schools and telephonically for other schools) and we have call back interviews in the spring. Offers of employment from the second interview are conditioned on the a applicant successfully completing the bar exam and being admitted to the Arizona State Bar at the first admission ceremony following the release of bar exam results. Successful applicants begin working in the office in early August as "Attorney Interns" until they are admitted to the bar.

NALP is committed to helping make the legal profession accessible to all individuals on a non-discriminatory basis. NALP is opposed to discrimination based upon actual or perceived gender, age, race, color, religion, creed, national or ethnic origin, disability, sexual orientation, gender identity and expression, genetic information, parental, marital, domestic partner, civil union, military, or veteran status.