

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
BOARD ACTION SUMMARY**

DEPT: District Attorney

BOARD AGENDA:5.B.9
AGENDA DATE: December 17, 2024

SUBJECT:

Approval to Appoint One Candidate to a Deputy District Attorney V Position at the District Attorney's Office at Step Five of the Salary Range


BOARD ACTION AS FOLLOWS:

RESOLUTION NO. 2024-0730

On motion of Supervisor Withrow Seconded by Supervisor C. Condit
and approved by the following vote,
Ayes: Supervisors: B. Condit, Chiesa, Withrow, C. Condit, and Chairman Grewal
Noes: Supervisors: None
Excused or Absent: Supervisors: None
Abstaining: Supervisor: None

- 1) Approved as recommended
- 2) Denied
- 3) Approved as amended
- 4) Other:

MOTION:


ATTEST: KELLY RODRIGUEZ, Assistant Clerk of the Board of Supervisors

File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
AGENDA ITEM**

DEPT: District Attorney

BOARD AGENDA:5.B.9
AGENDA DATE: December 17, 2024

CONSENT:

CEO CONCURRENCE:

4/5 Vote Required: No

SUBJECT:

Approval to Appoint One Candidate to a Deputy District Attorney V Position at the District Attorney's Office at Step Five of the Salary Range

STAFF RECOMMENDATION:

1. Authorize the District Attorney's Office to appoint Cynthia A. De Silva to a Deputy District Attorney V position at step five of the salary range, currently at \$87.72 per hour.

DISCUSSION:

The District Attorney's Office requests to appoint Cynthia A. De Silva at the fifth step of the Attorney V classification at an hourly rate of \$87.72. The District Attorney's Office held an open, competitive recruitment to attract qualified candidates for this position. Ms. De Silva, who ranked first on the current eligibility list, is exceptionally qualified to serve as a Deputy District Attorney V.

Ms. De Silva holds double Bachelor of Arts degrees in English and Political Science from the California State University, Bakersfield, graduating Magna Cum Laude, and a Juris Doctorate from the McGeorge School of Law, graduating with distinction. Ms. De Silva was hired at the Shasta County District Attorney's Office in 2001 and worked there through 2006. In 2006, Ms. De Silva was hired at the San Joaquin County District Attorney's Office through a competitive process as a Deputy District Attorney, where she is currently employed. Ms. De Silva is a noted expert on Search and Seizure law and has given over 120 local, statewide, and national trainings to prosecutors and law enforcement officers since 2006 on such topics as the Fourth Amendment, Fentanyl and Marijuana Prosecutions, Protecting Confidential Information, *Brady*, and Prosecutorial Ethics. Ms. De Silva has written and published many scholarly and professional articles. Ms. De Silva has prosecuted major narcotics offenses, regularly speaking to San Joaquin County's school children as part of the FIRST (Fentanyl Intervention Response and Safety Team) initiative, filing cases, reviewing search warrants, providing counsel as to warrantless search issues, protecting confidential informant identities and other privileged information while balancing *Brady* duties.

This is a hard-to-recruit position. The authority to offer Ms. De Silva employment at the fifth step will allow the Department to reduce serious felony caseloads and post-conviction cases, as well as participate in multi-jurisdictional prosecutions. Her experience will significantly reduce the training period normally required of new attorneys and increase the depth of knowledge in the District Attorney's Office.

POLICY ISSUE:

Stanislaus County personnel policy 3.24.020 indicates appointments at the fifth step require advance approval by the Board of Supervisors and upon the department head's written recommendation.

FISCAL IMPACT:

The estimated annual cost for this position is \$275,000, including benefits. Funding for this position was included in the 2025 Adopted Budget, and no increase in appropriations is being requested.

BOARD OF SUPERVISORS' PRIORITY:

The recommended actions are consistent with the Board's priority of *Supporting a Strong and Safe Community* by continuing to attract highly qualified Attorneys and improving the effectiveness and efficiency of the criminal justice system.

STAFFING IMPACT:

Approval of this item will help reduce the vacancy rate of attorneys in the District Attorney's Office, increasing the number of experienced attorneys who can handle any level of prosecutorial cases.

CONTACT PERSON:

Mr. Jeff Laugero, District Attorney

(209) 525-5538