

**JOB DESCRIPTION AND POSITION CLASSIFICATION**

|                                                                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                     |                                                                         |                              |
|---------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|-------------------------------------------------------------------------|------------------------------|
| CLASSIFICATION<br><b>Attorney IV</b>                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | DWR POSITION NUMBER<br><b>0135-5780-092</b>         | SAP POSITION NUMBER<br><b>50026882</b>                                  | MCR<br><b>1</b>              |
| APPOINTEE<br><b>VACANT</b>                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | SAP PERSONNEL NO.<br><b>TBD</b>                     | DIVISION/SECTION<br><b>Executive / Office of the General Counsel</b>    |                              |
| COLLECTIVE BARGAINING IDENTIFIER                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                     |                                                                         |                              |
| Management Related BU: <input type="checkbox"/>                                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Supervisory Related BU: <input type="checkbox"/>    | Confidential Related BU: <input checked="" type="checkbox"/>            | Rank and File BU: <b>R02</b> |
| RESPONSIBILITIES EXERCISED<br><input type="checkbox"/> Supervisory <input checked="" type="checkbox"/> Lead Person                          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | IMMEDIATE SUPERVISOR (Print)<br><b>Robin Brewer</b> | SUPERVISOR'S CLASSIFICATION<br><b>Attorney, Assistant Chief Counsel</b> |                              |
| APPROVED BY (Personnel Analyst's Name)<br><b>Nicole Ibarra</b>                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                     | DATE<br><b>7/9/2026</b>                                                 |                              |
| <i>Percent of Time</i>                                                                                                                      | <i>Activity</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                     |                                                                         |                              |
| <b>40%</b>                                                                                                                                  | <p><b>POSITION SUMMARY</b></p> <p>Under the general direction of the Assistant General Counsel and consistent with good customer service practices, the incumbent independently, and with broad discretion, provides legal advice and services with a high degree of independence and initiative, handling sensitive, difficult, and complex legal work performed by the Office of General Counsel (OGC) related to legal work in multiple areas of law including public policy laws, environmental law, administrative law, real property law, (including acquisition, management, disposal and encroachments), environmental permitting, grants and contracts, and tribal issues at the Department of Water Resources (DWR). The incumbent advises, with a high level of specialization, on cases and/or matters involving opposing counsel that involve novel theories, emerging areas of law, and precedential significance. The incumbent, under the general direction of the Assistant General Counsel, may have contact with members of the legislature, gubernatorial appointees, constitutional officers, and the general public.</p> <p><b>ESSENTIAL FUNCTIONS</b></p> <p>As a lead/senior attorney, the incumbent provides leadership to others, fosters the confidence and respect of others, works effectively under pressure, and maintains consistent, regular, and predictable attendance. The specific essential functions include but are not limited to the following:</p> <p>Serve as a specialist on all legal issues related to environmental compliance. Interpret and apply authority relating to Federal Clean Water Act, California Porter Cologne Water Quality Act, the Federal National Environmental Policy Act (NEPA), California Environmental Quality Act (CEQA), and the Federal/California Endangered Species Act (ESA/CESA). Draft complex legal opinions and review proposed regulations. Meet with outside State and Federal agencies, tribes, and government officials to assess viewpoints, positions, and options. Review complaints, briefs, and other legal documents related to administrative proceedings or litigation before trial or appellate courts and provides expert advice on legal issues and strategies for those cases.</p> |                                                     |                                                                         |                              |
| SUPERVISOR'S STATEMENT: <b>I HAVE DISCUSSED THE DUTIES OF THE POSITION WITH THE EMPLOYEE.</b>                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                     |                                                                         |                              |
| SUPERVISOR'S NAME (Print)<br><b>Robin Brewer</b>                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | SUPERVISOR'S SIGNATURE<br>➤                         |                                                                         | DATE                         |
| EMPLOYEE'S STATEMENT: <b>I HAVE DISCUSSED WITH MY SUPERVISOR THE DUTIES OF THE POSITION AND HAVE RECEIVED A COPY OF THE DUTY STATEMENT.</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                                                     |                                                                         |                              |
| EMPLOYEE'S NAME (Print)<br><b>VACANT</b>                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | EMPLOYEE'S SIGNATURE<br>➤                           |                                                                         | DATE                         |

## JOB DESCRIPTION AND POSITION CLASSIFICATION

|                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                     |                                           |     |
|-----------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|-------------------------------------------|-----|
| CLASSIFICATION  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | DWR POSITION NUMBER | SAP POSITION NUMBER                       | MCR |
| Attorney IV     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 0135-5780-092       | 50026882                                  | 1   |
| APPOINTEE       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | SAP PERSONNEL NO.   | DIVISION/SECTION                          |     |
| VACANT          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | TBD                 | Executive / Office of the General Counsel |     |
| Percent of Time | Activity                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                     |                                           |     |
| 25%             | Develop legal positions and provide legal counsel on sensitive, novel, emerging, and precedential issues affecting environmental compliance and real property acquisition and management issues and provide legal assistance to DWR's field divisions concerning environmental compliance and real property issues. Advise the General Counsel and executive management regarding general obligation bond laws, tax laws, grants and contracts, the requirements for funding sources used to develop statewide infrastructure projects and programs, and other applicable laws and fiscal agreements. Provide legal counsel directly to DWR management, CNRA management, and OGC staff. Mentor junior legal staff, project managers, program managers, and field staff on environmental compliance issues and in the areas identified above. Communicate with the legislature, gubernatorial appointees, constitutional officers or their designees, and the general public as required. Providing legal advice and counsel as described above may require travel and overnight stays. |                     |                                           |     |
| 20%             | Work with and direct the Attorney General's Office in difficult, complex, and controversial environmental compliance litigation, including CESA/ESA and CEQA/NEPA. Work includes preparation or review of pleadings, briefs, and declarations, and participating in court hearings in state and federal court. Participates in formulating DWR policy and litigation strategy in these and other cases. Represent DWR before adjudicative bodies in cases in which the Attorney General has a conflict of interest. Appear or attend in person, by teleconference, or video conference, as necessary to represent or provide legal support for DWR in litigation or administrative proceedings and meetings before Boards, Commissions, and Councils. Preparation and review for such appearances and attendance, and the appearance and attendance itself may require travel and overnight stays. Attends some meetings in-person in various locations across California.                                                                                                             |                     |                                           |     |
| 5%              | Prepare written opinions and provide advice on the most difficult and sensitive legal issues arising out of DWR's field activities and environmental compliance, including the legal effect(s) of laws, regulations, rules, court decisions, and administrative actions. Develop options and solutions to address emerging complex issues, including regulatory or other actions, present those options to DWR management and work collaboratively with program and project managers and technical staff to implement them.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                     |                                           |     |
| 5%              | Draft bill analyses; review responses to correspondence, regulations, or other documents related to State and Federal issues concerning environmental compliance and FERC regulations; and perform other duties as required consistent with the OGC's legal needs.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                     |                                           |     |
| 5%              | California Public Records Act - In coordination with the Department's lead Public Records Act attorney, participate in, assist with, or lead review and response to California Public Records Act requests in a timely and efficient manner.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                     |                                           |     |
|                 | This duty statement represents a current and accurate description of the essential functions of this position. Duties of this position are subject to change and may be revised as needed or required.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                     |                                           |     |

## JOB DESCRIPTION AND POSITION CLASSIFICATION

|                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                             |                                                                      |                 |
|--------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------|----------------------------------------------------------------------|-----------------|
| CLASSIFICATION<br><b>Attorney IV</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | DWR POSITION NUMBER<br><b>0135-5780-092</b> | SAP POSITION NUMBER<br><b>50026882</b>                               | MCR<br><b>1</b> |
| APPOINTEE<br><b>VACANT</b>           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | SAP PERSONNEL NO.<br><b>TBD</b>             | DIVISION/SECTION<br><b>Executive / Office of the General Counsel</b> |                 |
| <i>Percent of Time</i>               | <i>Activity</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                             |                                                                      |                 |
| <b>Cont'd</b>                        | <p><b>SPECIAL REQUIREMENTS</b></p> <p><b>Must possess a valid California driver's license. May be required to travel on short notice and overnight lodging may be required on some trips.</b></p> <p><b>The incumbent must have knowledge of the federal Endangered Species Act, the California Endangered Species Act, the National Environmental Policy Act, the California Environmental Quality Act, the Delta Reform Act, the Burns Porter Act, the Federal Clean Water Act and the Comprehensive Environmental Response Compensation and Liability Act (CERCLA).</b></p> <p><b>The incumbent must have knowledge and experience working with various State, federal, and local agencies, including, but not limited to the Federal Energy Regulatory Commission, North American Electric Reliability Corporation, California Energy Commission, California Public Utilities Commission, the State Water Resources Control Board, Regional Water Quality Control Boards, the California Department of Fish and Wildlife, U.S. Fish and Wildlife Service, National Marine Fisheries Service, U.S. Bureau of Reclamation, Delta Stewardship Council, Delta Conservancy, Delta Protection Commission, USACE, USBR, Central Valley Flood Protection Board, conservation districts, reclamation districts, Delta counties, and the State and federal water contractors.</b></p> <p><b>All employees are responsible for contributing to an inclusive, safe, and secure work environment that values diverse cultures, perspectives, and experiences, and is free from discrimination.</b></p> <p><b>The Department of Water Resources is committed to its mission and employees, and we are grounded in our commitment to public safety. Regular, consistent, and predictable attendance is essential to the successful performance in this position.</b></p> <p><b>FINANCIAL DISCLOSURE</b></p> <p><b>This position is covered in the Political Reform Act and requires financial disclosure within 30 days of the first and last day physically worked in a covered position and annually by April 1.</b></p> |                                             |                                                                      |                 |