

Council Resolution 11-04
Georgia Public Defender Standards Council

Whereas, the Georgia Public Defender Standards Council (herein “Standards Council”) adopted a statement on diversity on May 21, 2004, (herein “Statement on Diversity”): and

Whereas, the Standards Council intends that the staff within the Circuit Public Defender Offices shall be hired, promoted and supervised consistent with the letter and spirit of the Statement on Diversity; and

Whereas, the Standards Council intends that the positions within the Circuit Public Defender Offices shall be filled commensurate with the best practices for filling public employment positions; and

Whereas, the Standards Council intends to insure that the hiring process is fair and open to all qualified candidates, while at the same time respecting the autonomy of each individual Circuit Public Defender to choose the best qualified candidate to fill each vacancy within the circuit, consistent with the "Statement on Diversity" and best hiring practices; and

Whereas, the Standards Council intends to promote opportunities for employment with the Circuit Public Defender Offices by posting vacancies on its web site.

It is resolved by the Standards Council as follows:

- (1) Each Circuit Public Defender shall adopt a statement on diversity, no less comprehensive than the Statement on Diversity adopted by the Standards Council; and
- (2) Each Circuit Public Defender shall insure that the hiring practices used by the Circuit Public Defender Office are fair and open and that, insofar as practicable, all qualified lawyers in the circuit are notified of open positions in the Circuit Public Defender Office, including conflict defender positions, and are given an opportunity to apply for and are considered for the position; and
- (3) Each Circuit Public Defender shall adopt hiring procedures which shall, at a minimum, be consistent with the letter and spirit of the Statement on Diversity, provide for a common application and common procedures to be followed for each position to be filled, provide a procedure for posting and filling each

vacancy which shall be no less comprehensive than that of the human resources policy of the county seat of the county in which the Circuit Public Defender Office is located, with a copy of the same information sent by electronic mail to the Standards Council for posting on its web site, and provide for sufficient documentation for each filled position, so that the hiring process is demonstrably transparent and accountability within the hiring process can be confirmed.

(4) The Standards Council shall post all job vacancies within the Circuit Public Defender Offices on its web site to increase the visibility of those openings and to improve the opportunities for each Circuit Public Defender Office to fill all positions with the best qualified persons, consistent with the letter and spirit of the Statement on Diversity.

Adopted this ____ day of September, 2004

Attested:

Emmet J. Bondurant
Chairman

Natasha Perdew Silas
Secretary

Adopted on September 2, 2004 by the Executive Committee of the Standards Council subject to ratification by the Standards Council.

Emmet J. Bondurant