

### 8.03 DISCRETIONARY STEPS

3) Discretionary Step District Attorney – The District Attorney may hire above the minimum Step and Grade criteria not to exceed 5 steps based on special and compelling need of the department to hire highly qualified Assistant District Attorneys. A discretionary step will be awarded after criteria certification by HR and approval of the step adjustment by Commissioner’s Court. The District Attorney may appoint above the minimum Step and Grade criteria not to exceed 3 steps based on special and compelling need of the department for assignment to a designated division and/or (Career Ladder) promote qualified Assistant District Attorneys in order to comply with the statutory obligations of the District Attorney’s Office. A discretionary step will be awarded after criteria certification by HR and approval of the step adjustment by Commissioner’s Court.