

### **8.03 DISCRETIONARY STEPS**

2) Discretionary Step Professional – Elected Officials and Department Heads may request to hire above the minimum criteria not to exceed 4 steps when there is an insufficient number of qualified candidates for certain professional positions (Registered Nurses, Engineers, Attorneys, and Classified/Non-Classified positions requiring a post graduate degree ) that require specialized education, significant experience, significant training, and significant skills. The discretionary step will be awarded after criteria certification by the Department of Human Resources and approval of the step adjustment by Commissioners' Court.

The Hidalgo County Public Defender's Office may request to assign above the minimum Step and Grade criteria not to exceed 3 steps based on special and compelling need of the department for assignment for designated area(s) of responsibility and/or to (Career Ladder) promote qualified Attorneys. A discretionary step will be awarded after criteria certification by HR and approval of the step adjustment by Commissioner's Court.