



COUNTY OF HIDALGO

DEPARTMENT OF HUMAN RESOURCES

DISCRETIONARY STEPS PROFESSIONAL

As per Section 8.03 (2) of the CCP Policies, Professional positions include Registered Nurses, Engineers, Attorneys and Grade 20 & 21 positions only.

Date: 08/25/22 Discretionary Step: Step 2 Step 3 Step 4
 Employee Name: Rene Reyes Department Name: Public Defender's Office
 Position Title: Public Defender III Slot No.: 0024
 Dept./Prg. #: 085 - 003 Effective Date: 09/12/2022
 (Next full pay period)

POSITION REQUIREMENTS:

Education: Bachelor's Masters Other: Licensed Attorney
 Experience: 0 years 1 year 3 years 5 years 7 years 9 or more years
 Certificates/Licenses: Licensed Attorney

JUSTIFICATION FOR STEP INCREASE:

Education: Bachelor's Masters Other: Licensed Attorney
 Experience: 1 year 2 years 3 years 4 years 5 years
 6 years 7 years 8 years 9 or more years
 Certificates/Licenses: Licensed Attorney

REQUIREMENTS:

Step 2 - Exceed minimum by 2 yrs. **Step 3** - Exceed minimum by 3 yrs. **Step 4** - Exceed minimum by 4 yrs. or more

JUSTIFICATION:

Rene Reyes has over 25 years of experience as a practicing criminal defense attorney

Please make sure supporting documentation is attached (i.e. certificates, degrees, licenses, etc.) Forms that are submitted without supporting documentation will not be considered.

Larry Esparza
Elected Official Signature

08/25/22
Date



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DISCRETIONARY STEPS PROFESSIONAL

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Date: 08/25/22 Discretionary Step: Step 2 Step 3 Step 4

Employee Name: Roberto Meza Department Name: Public Defender's Office

Position Title: Public Defender III Slot No.: 0027

Dept./Prg. #: 085 - 003 Effective Date: 09/12/2022
(Next full pay period)

POSITION REQUIREMENTS:

Education: Bachelor's Masters Other: Licensed Attorney

Experience: 0 years 1 year 3 years 5 years 7 years 9 or more years

Certificates/Licenses: Licensed Attorney

JUSTIFICATION FOR STEP INCREASE:

Education: Bachelor's Masters Other: Licensed Attorney

Experience: 1 year 2 years 3 years 4 years 5 years
 6 years 7 years 8 years 9 or more years

Certificates/Licenses: _____

REQUIREMENTS:
Step 2 – Exceed minimum by 2 yrs. **Step 3** – Exceed minimum by 3 yrs. **Step 4** – Exceed minimum by 4 yrs. or more

JUSTIFICATION:

Roberto Meza has over 22 years of experience as a practicing criminal defense attorney

Please make sure supporting documentation is attached (i.e. certificates, degrees, licenses, etc.) Forms that are submitted without supporting documentation will not be considered.

Larry Caparza
Elected Official Signature

08/25/22
Date