



# 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: 11/09/2022 Discretionary Step:  Step 2  Step 3  Step 4

Employee Name: Patrick Nitsch Department Name: PUBLIC DEFENDER'S OFFICE

Position Title: PUBLIC DEFENDER III Slot No.: 0001

Dept./Prg. #: 085 - 005 Effective Date: 11/14/2022  
(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:**

Discretionary step adjustment to Step 04.

Attorney Patrick Nitsch, 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.*

  
Elected Official Signature

11/09/2022  
Date