



# 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: 01/05/23 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 Effective Date: 01/27/23  
(Next full pay period)

**POSITION REQUIREMENTS:**

Education:  Bachelor's  Masters  Other: LICENCED ATTORNEY

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

Certificates/Licenses: LICENCED ATTORNEY

**JUSTIFICATION FOR STEP INCREASE:**

Education:  Bachelor's  Masters  Other: LICENCED ATTORNEY

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

Certificates/Licenses: LICENCED 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 Increase from Grade 17 Step 4 to a Grade 17 Step 7

Please view the attached documentation provided.

*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

01/11/2023  
 Date

Attorney Patrick Nitsch was hired under the Mental Health grant awarded by TIDC. The grant as written called for a coordinator to assist in identifying individuals in need of assistance. TIDC did not fully fund the grant and chose to delete the coordinator position. Mr. Nitsch has taken on the added responsibilities of the coordinator and is working with jail staff and the intervention specialist to ensure individuals needing assistance are properly identified. The Discretionary 3 step increase request would be funded by the grant. The awarding of the requested budget amendment was accepted and approved by Commissioner's Court in December. This extra duty is in addition to Mr. Nitsch's responsibilities of defending and resolving the criminal matters. Without the coordination between Mr. Nitsch and jail staff the program would not be successful.