



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: 10/06/23 Discretionary Step: Step 2 Step 3 Step 4

Employee Name: Robert Handy Department Name: Public Defender's Office

Position Title: Public Defender III Slot No.: 0012

Dept./Prg. #: 085 - 003 Effective Date: 10/20/2023
(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 03

Robert Handy has 5 years of experience in practicing criminal and civil litigation. His experience will allow him to assist with misdemeanor and felony cases as well as other areas.

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

Ted Lopez 10/06/2023
 Elected Official Signature Date



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JUSTIFICATION:

Discretionary Step Adjustment to step 0306 28

Robert Handy has been assigned to a heavy work load and is responsible for all the cases in 2 County courts, felony cases and specialty courts.

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Elected Official Signature

10/06/2023
Date