



# 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: 03/31/2025 No. of Discretionary Steps Requested:  1 Step  2 Steps  3 Steps  4 Steps  
 5 Steps  6 Steps  7 Steps

Employee Name: <sup>#</sup> 268860 Department Name: Public Defender's Office  
 Position Title: Public Defender III Slot No.: 0023  
 Dept./Prg. #: 085-003 Effective Date: 04/18/2025  
(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:**  
 Sebastian has been assigned to a heavy work load and is responsible for cases in two (2) county courts, felony cases in all 10 courts and juvenile cases.

*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 Byer 03/31/2025  
 Elected Official Signature Date