



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: 8/15/2025 No. of Discretionary Steps Requested: 1 Step 2 Steps 3 Steps 4 Steps
 5 Steps 6 Steps 7 Steps

Employee No.: 232548 Department Name: Public Defender's Office

Position Title: Public Defender III Slot No.: 0007

Dept./Prg. #: 085 Effective Date: 09/05/2025 09/08/2025 28
(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:

Ms. McCann has been assigned to a heavy workload and is responsible for all cases in a county court, felony cases in all 12 District Courts, and Protective Order cases. She will also review all cases and represent clients that face immigration consequences. Immigration issues have increased in the last year and need proper representation.

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
Elected Official Signature

8/15/25
Date