



DISCRETIONARY STEPS PROFESSIONAL

As per Section B.03 (2) of the CCP Policies, Professional positions include Registered Nurses, Engineers, Attorneys and Grade 20 & 21 positions only.

Date: 06/05/2026 No. of Discretionary Steps Requested: 1 Step 2 Steps 3 Steps 4 Steps 5 Steps 6 Steps 7 Steps

Employee Name: Department Name: PUBLIC DEFENDER Position Title: PUBLIC DEFENDER IV Slot No.: 0028 Dept./Prg. #: 085 - 003 Effective Date: 05/10/2026 6/23/26 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: Discretionary step adjustment to step 3 Employee is assigned to a heavy work load and is responsible for felony cases in all felony courts and because of his years of experience he will also be assigned for cases in other courts where coverage is needed.

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

Teal Jones Elected Official Signature Date: 06/05/2026