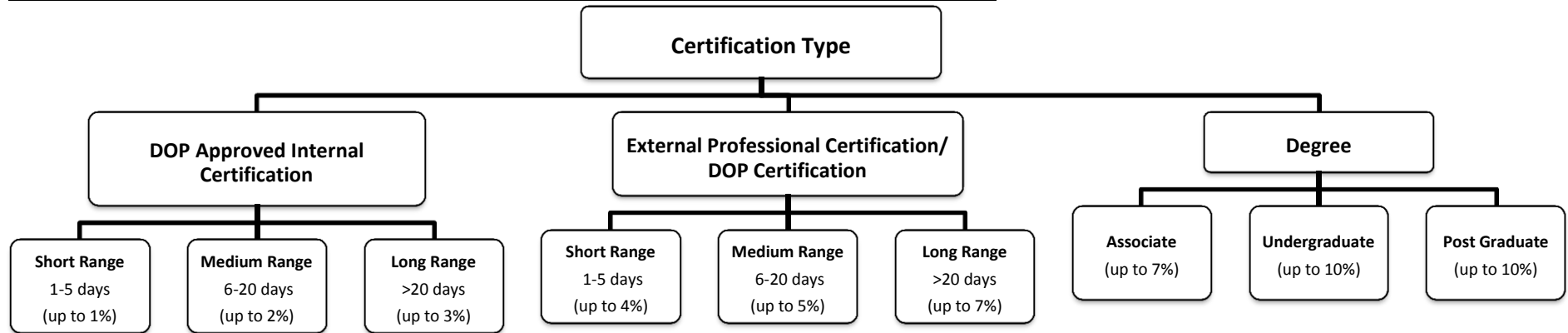


# Division of Personnel Pay Plan Policy 2017

## Professional Skills/Competency Development Decision Tree



### Definitions+

*Degree:* Completed academic degree from an accredited higher education institution

*External Professional Certification/DOP Certification:* Certifications offered by national/regional professional associations, degrees from non-accredited colleges/institutions and/or certification offered by the Division of Personnel

*DOP Approved Internal Certifications:* Agency created certification programs that are reviewed by the Division of Personnel and approved to be included as eligible for discretionary pay increase determination.

*Days:* Number of days spent in training or in preparation to fulfill requirements of certification (days spent in preparation must be logged and submitted with request for discretionary pay increase).