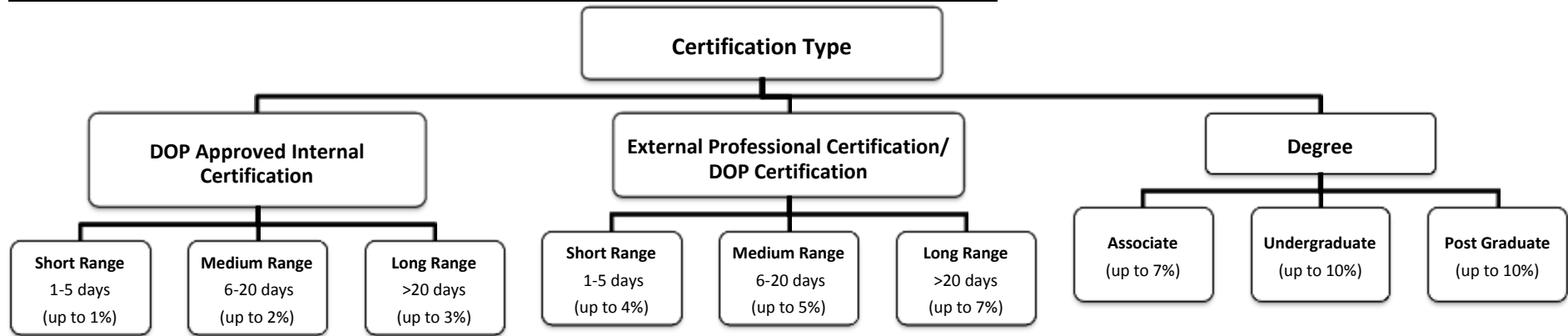


Professional Skills/Competency Development Decision Tree



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).