



**MISSOURI**  
DEPARTMENT OF  
NATURAL RESOURCES

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# Conservation Planning Certification

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Colleen Meredith  
MASWCD Training Conference  
Tan Tar A, Osage Beach  
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# DISTRICT SPECIALIST PROGRESSION

**DS I**

\$13.39/\$14.42\*

**DS II**

\$14.42/\$15.45\*

**DS III**

\$15.45/\$16.48\*

**DS IV**

\$17.51/\$18.54\*

1 year of service &  
Conservation  
Planning Modules 1-8

1 additional year of  
service & District  
Specialist Testing

3 additional years of  
service & Plan,  
Design, and/or Report

## District Specialist Testing (Must pass 4 of 7)

Conservation Practices  
Soils  
Survey  
Conservation Planning  
District Operations  
Financial  
MoSWIMS

## Fulfill 2 out of 3 categories

### Plan

Certified Conservation Planner

### Design

Engineering Job Approval (Level 2) **OR**  
Grazing Certification **OR**  
Nutrient Certification

### Report

Document Management System **OR**  
Nutrient Tracking Tool

\* Higher amounts reflected for each level are for shared employees



# Progression Line (March 2018)

	Shared	Not Shared	Total	Paid Above PL Stipend
District Specialist I	17	46	63	31
District Specialist II	14	23	37	15
District Specialist III	23	75	98	41
District Specialist IV	10	70	80	20
Total	64	214	278	107

# District Specialist IV (80 Total)

<b>Nutrient</b>	<b>Grazing</b>	<b>Conservation Planner</b>	<b>Engineering</b>	<b>DMS</b>
25	16	69	62	16



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# Changes to Conservation Planning Certification

# DISTRICT SPECIALIST PROGRESSION

**DS I**

\$13.39/\$14.42\*

**DS II**

\$14.42/\$15.45\*

1 year of service &

Conservation Planning Modules 1-8

Replace the Planning Modules 1-8 with:

Missouri Introduction to Conservation Planning

# DISTRICT SPECIALIST PROGRESSION

**DS II**

\$14.42/\$15.45\*

**DS III**

\$15.45/\$16.48\*

1 additional year of service &  
District Specialist Testing

District Specialist Testing - the employee passes 4 of 7 tests (MOSWIMS, Accounting, District Operations and Practices)

Add: 12 hours of Conservation Apprentice modules/ training.

# DISTRICT SPECIALIST PROGRESSION

**DS III**

**DS IV**

\$15.45/\$16.48\*

\$17.51/\$18.54\*

3 additional years of service &  
Plan, Design, and/or Report Requirements

**Fulfill 2 out of 3 categories**

<b>Plan</b>
Certified Conservation Planner
<b>Design</b>
Engineering Job Approval (Level 2) <b>OR</b> Grazing Certification <b>OR</b> Nutrient Certification
<b>Report</b>
Document Management System <b>OR</b> Nutrient Tracking Tool





Fulfill 2 out of 3 categories

## Plan

Certified Conservation Planner

## Design

Engineering Job Approval (Level 2) **OR**  
Grazing Certification **OR**  
Nutrient Certification

## Report

Document Management System **OR**  
Nutrient Tracking Tool

# DISTRICT SPECIALIST PROGRESSION

**DS III**

\$15.45/\$16.48\*

**DS IV**

\$17.51/\$18.54\*

3 additional years of service &  
Plan, Design, and/or Report

Change Plan  
Category:  
~~Conservation Planner~~  
to  
**Conservation  
Apprentice**

**Plan**

**Certified  
Conservation  
Planner**

# DISTRICT SPECIALIST PROGRESSION

**DS III**

\$15.45/\$16.48\*

**DS IV**

\$17.51/\$18.54\*



3 additional years of  
service & Plan,  
Design, and/or Report

Add to Design Category:

- Streambank Certification
- Ecological Science
- Attend a Grazing School
- NRCS Grazing Certification

## Design

Engineering Job  
Approval  
(Level 2) **OR**  
Grazing Certification  
**OR**  
Nutrient Certification

# Changes to the Progression Line

- Grazing Certification

Lincoln University course will be replaced with Grazing Certification from NRCS.

- Streambank Certification

District engineer positions will work with Lincoln University to find a contractor to provide streambank certification for SWCD employees.

# Should there be a DSV?

- Conservation Planner
- One Per Region
- Competitive Position

# Use of Certifications

How do boards ensure that their SWCD employees are using the certifications they received to assist the landowners in their district or shared districts?

What certifications should boards approve their employee(s) to pursue to provide the best assistance to the landowners in their district?



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*Questions?*