



MISSOURI
DEPARTMENT OF
NATURAL RESOURCES

Michael L. Parson
Governor

Dru Buntin
Director

MEMORANDUM
2023-013

DATE: May 1, 2023

TO: All Soil and Water Conservation Districts

FROM: Jim Plassmeyer, Director 
Soil and Water Conservation Program

SUBJECT: Progression Line Updates

Effective for any hours worked beginning April 1, 2023, state funded stipends for all levels of the District Specialist Progression Line will increase by 8.7%. Before this increase can be given to any district employee, it must be approved during a board meeting. An updated Progression Line is attached for your reference.

If the board chooses to make the new pay rate retroactive to April 1, a single, separate check should be issued for the back pay. This back pay must be recorded on a separate line of the Employee Earnings Record (EER) form that is attached to the payroll transaction in MoSWIMS.

Updated allocation sheets will be sent to all districts before allocations are processed to reflect the increase in the stipend per employee. If you have questions or need assistance entering the transactions, please contact your district coordinator.

Attachment



DISTRICT SPECIALIST PROGRESSION

DS I

\$16.31/\$17.39*

DS II

\$17.39/\$19.02*

DS III

\$19.02/\$20.11*

DS IV

\$21.20/\$22.39*

1 year of service & SWCD
Employee Training

1 additional year of service, &
District Specialist Testing

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

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

District Specialist Testing (Must pass 5 of 7)

Conservation Practices
Soils
Survey
Conservation Planning
District Operations
Financial
MoSWIMS

Fulfill 2 out of 3 categories and attend Grazing School

Plan

Conservation Planner Level 1

Design

Engineering Job Approval (Level 2) **OR** Grazing Job Approval **OR** Nutrient Certification **OR** Ecological Sciences **OR** Streambank Assessment

Report

Document Management System

State stipend only increased at the quarter (July 1, Oct 1, Jan 1 or Apr 1) only after testing and years of service criteria has been met and appropriate forms received.