

## Marine Resources Division Pay Plan for New Employees 10/3/2016

### Types of Salary Increases

All salary increases associated with the pay plan increases must qualify as Additional Skills and Knowledge. Human Resources paperwork will be filled out and submitted by the Marine Resources Division Business Office.

**\*All increases will be subject to available funding.**

Years of State Service	% of Increase	Requirements	Type of Salary Increase	Evaluation
2 years	3%	Attend Training/Meetings (See list of Approved Training/meeting options)	Additional Skills and Knowledge	Successful or higher
4 years	3%	Attend Training/Meetings (See list of Approved Training/meeting options)	Additional Skills and Knowledge	Successful or higher
6 years	3%	Attend Training/Meetings (See list of Approved Training/meeting options)	Additional Skills and Knowledge	Successful or higher
8 years	3%	Attend Training/Meetings (See list of Approved Training/meeting options)	Additional Skills and Knowledge	Successful or higher
10 years	3%	Attend Training/Meetings (See list of Approved Training/meeting options)	Additional Skills and Knowledge	Successful or higher
12 years	3%	Attend Training/Meetings (See list of Approved Training/meeting options)	Additional Skills and Knowledge	Successful or higher
14 years	3%	Attend Training/Meetings (See list of Approved Training/meeting options)	Additional Skills and Knowledge	Successful or higher
16 years	3%	Attend Training/Meetings (See list of Approved Training/meeting options)	Additional Skills and Knowledge	Successful or higher
18 years	3%	Attend Training/Meetings (See list of Approved Training/meeting options)	Additional Skills and Knowledge	Successful or higher
20 years	3%	Attend Training/Meetings (See list of Approved Training/meeting options)	Additional Skills and Knowledge	Successful or higher
22 years	3%	Attend Training/Meetings (See list of Approved Training/meeting options)	Additional Skills and Knowledge	Successful or higher
24 years	3%	Attend Training/Meetings (See list of Approved Training/meeting options)	Additional Skills and Knowledge	Successful or higher
26 years	3%	Attend Training/Meetings (See list of Approved Training/meeting options)	Additional Skills and Knowledge	Successful or higher

Included in DNR's 10.27.17 letter  
to Oversight Committee

28 years	3%	Attend Training/Meetings (See list of Approved Training/meeting options)	Additional Skills and Knowledge	Successful or higher
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