



STATE OF NEVADA
DEPARTMENT OF ADMINISTRATION
Division of Human Resource Management
209 E. Musser Street, Suite 101 | Carson City, Nevada 89701
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MEMORANDUM
HR#39-17

August 3, 2017

TO: DHRM Listserv Recipients

FROM: Peter Long, Administrator *Peter Long*
Division of Human Resource Management

SUBJECT: PROPOSED CLASSIFICATION CHANGES – GRANTS & PROJECTS
ANALYST SERIES

Attached are proposed classification changes for your information pursuant to NRS 284.160, subsections 3 through 5. If you have any comments or objections regarding these changes, please send your written notification to Cassie Moir at cmoir@admin.nv.gov no later than September 1, 2017.

If no written objections are received in this office by September 1, 2017, action will be taken to effect the changes and a report will be made to the Personnel Commission.

Attachments

NOTICE OF PROPOSED CLASSIFICATION CHANGES

Number: Posting #5-18
Posting Expires: September 1, 2017

Per NRS 284.160, the Administrator may make a change in classification without the prior approval of the Commission. The following change(s) are proposed

CURRENT				PROPOSED			
CODE	TITLE	GRADE	EEO-4	CODE	TITLE	GRADE	EE0-4
7.753	Grants & Projects Analyst III	37	B	7.753	<i>Grants & Projects Analyst III</i>	37	<i>B</i>
7.755	Grants & Projects Analyst II	35	B	7.755	<i>Grants & Projects Analyst II</i>	35	<i>B</i>
7.757	Grants & Projects Analyst I	33	B	7.757	<i>Grants & Projects Analyst I</i>	33	<i>B</i>
	New			7.759	<i>Grants & Projects Analyst Trainee</i>	31	<i>B</i>

Basis for Recommendation

At the request of the Department of Business and Industry (B&I), Nevada Housing Division, the Division of Human Resource Management (DHRM) has conducted a review of the Grants & Projects Analyst series. Analysts within DHRM partnered with subject matter experts from B&I, the Office of the Attorney General (AG Office), Department of Health and Human Services (DHHS), Department of Public Safety (DPS) and Department of Employment, Training and Rehabilitation (DETR) and as a result of this review, it is recommended that revisions be made to the series concept, class concept and minimum qualifications. The changes include statements that clarify the work being performed by the Grants & Projects Analysts, type of supervision received at levels three and two and the addition of a trainee level within the class specification series to assist with recruitment efforts. It is also recommended that minor revisions be made to the series concept, class concept and minimum qualifications to maintain consistency with verbiage, formatting and structure.

The agency feels that the recommended changes will improve recruitment efforts without reducing the quality of candidates.

Throughout the process, management staff within B&I, AG Office, DHHS, DPS, DETR and analysts within DHRM participated by offering recommendations and reviewing changes as the process progressed and they support the recommended changes.

Note: Changes, additions and/or deletions on the class specification are noted in red.

The formal recommendations and specifications are on file with the Division Administrator, Human Resource Management. To view a copy in Carson City, go to 209 East Musser Street, Room 101; in Las Vegas, go to 555 East Washington Avenue, Room 1400. For more information call (775) 684-0130.

Objections to the proposed change(s) must be received in writing by September 1, 2017. Objections should be addressed to Cassie Moir, Deputy Division Administrator, Compensation, Classification and Recruitment Section of the Division of Human Resource Management, 209 East Musser Street, Room 101, Carson City, Nevada 89701-4204.

POSTING DATE: August 3, 2017



STATE OF NEVADA
Department of Administration
Division of Human Resource Management

CLASS SPECIFICATION

<u>TITLE</u>	<u>GRADE</u>	<u>EEO-4</u>	<u>CODE</u>
GRANTS & PROJECTS ANALYST III	37	B	7.753
GRANTS & PROJECTS ANALYST II	35	B	7.755
GRANTS & PROJECTS ANALYST I	33	B	7.757
<i>GRANTS & PROJECTS ANALYST TRAINEE</i>	<i>31</i>	<i>B</i>	<i>7.759</i>

SERIES CONCEPT

Grants & Projects Analysts develop and implement and/or assess, monitor, control and review grant-in-aid projects/programs administered by State agencies[;] and provide assistance to recipients in evaluating program effectiveness.

Prepare grant applications to secure federal funding for State and/or State-sponsored programs including writing/amending program descriptions and compiling required financial and statistical data.

[Review] Develop and/or evaluate applications for subgrants submitted by organizations for program participation, determine eligibility[;] and recommend approval.

Review, monitor and ***[enforce] ensure*** recipient and ***[sub-recipient] subgrantee*** compliance to federal, State and local laws and regulations; provide guidance for the uniform administration and use of federal or State funding for federal, State and/or State-sponsored programs.

Research, ***[develop] write***, recommend and implement ***[long-range] grant program*** plans and projects within grant guidelines to maximize and enhance services provided.

Provide technical assistance to ***[service-providers] grant/subgrant recipients*** regarding program operations including grants management, program planning[;] and interpretation and analysis of regulations, policies and procedures.

Provide orientation and grants management training to subgrantee staff to ensure the ability to manage programs according to standards.

Conduct and/or assist in conducting workshops to provide guidance to ***[service-providers] subgrantees*** and program applicants regarding grant requirements, policies and procedures.

Compile data and prepare reports regarding program activities and funding sources.

Inspect ***[service-providers] subgrantees*** operations to ensure adherence to program objectives; document and report all discrepancies and make suggestions regarding proposed improvements.

Prepare for and participate in federal and/or State grant compliance monitoring activities.

[Conduct] Review audits ***[of] or*** financial records ***[and]***, reports ~~*[submitted by service providers to ensure the appropriate and efficient usage of monies received and/or reimbursed]*~~ ***and statements [prepared by an independent auditor] to determine compliance with grant requirements.***

Perform related duties as assigned.

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ALLOCATION OF POSITIONS

All grants have some features in common, but there are many factors which, in combination, make the administration of some grants more complex than others. In allocating positions to the Grants & Projects Analyst I or II class, the following characteristics should be taken into consideration:

- *Size, type and number of grants.* This includes the amount of money allocated to the program, the complexity of applications to be reviewed, the extent of research to be conducted in allocating grant funds, requirements and regulations to be interpreted and applied, the method and procedure in allocating grants, the degree of difficulty involved in carrying out assignments[;] and the mental processes required to evaluate the program(s);
- *Number of subgrantees whose performance must be audited and evaluated.* This includes the extent and depth of monitoring performance of subgrantees, [and] evaluating reports and applications submitted by subgrantees[;] and determining their compliance to requirements and regulations;
- *Number of years of the grant and contingencies placed upon program implementation,* effectiveness, the type of annual reporting required[;] and compliance with grant/project requirements;
- *In the Nevada System of Higher Education (NSHE),* complex grants are multi-year, requiring detailed budget projection; the purchase, depreciation and disposition of highly technical equipment; and may involve the use of human or animal specimens.

CLASS CONCEPTS

Grants & Projects Analyst III: Under general [supervision] *direction*, incumbents, in addition to overseeing and administering various complex grants, supervise, train and evaluate the performance of subordinate professional staff[;] and serve as a resource to lower level analysts.

Grants & Projects Analyst II: Under [~~general supervision~~] *direction*, incumbents perform the duties described in the series concept and are responsible for managing the more complex grants and projects functions. Complex grants and projects duties require interpreting numerous regulations and requirements, determining eligibility, providing justification for approving or denying applications, determining compliance, preparing reports and analyses, planning and conducting training, coordinating program activities with several public jurisdictions[;] and overseeing the maintenance of extensive informational and/or financial records. This is the advanced journey level in the series.

A representative example of a Grants & Projects Analyst II is located in the Office of Criminal Justice Assistance in the Department of Public Safety. The Office of Criminal Justice Assistance administers grant funds to State and local units of government[;] and Native American tribes performing law enforcement functions for programs to improve the criminal justice system, which involves usage and sales of controlled substances. Grant funding is also utilized by faith-based and not-for-profit agencies providing drug treatment programs, corrections and prevention and education programs, prosecution and court programs. The incumbent, under the supervision of a Grants & Projects Analyst III, reviews over 62 grant applications annually and oversees the management of about 40 ongoing service activities. Grant awards to the agency total \$32 million, of which the incumbent(s) manages a total \$5.4 million annually.

The incumbent researches and gathers statistics for analysis and support of funding requests; writes applications; develops budget narrative; analyzes guidance received from Federal Program Managers; prepares semi-annual federal reports; performs annual site monitoring; and tracks both fiscal and program aspects of each [subgrant recipient] *subgrantee*. Additionally, prior to reimbursement to subgrantees, the incumbent ensures all expenditures meet the allowable costs/cost principles under the federal grant guidelines and special conditions with each federal grant. The incumbent is also responsible for providing technical assistance, grant training and grant writing assistance to all [subgrant recipients] *subgrantees*.

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CLASS CONCEPTS (cont'd)

Grants & Projects Analyst I: Under general supervision, incumbents perform the full range of duties described in the series concept. ~~[They]~~ **Incumbents** assess, monitor, control and review grant projects/programs and provide technical assistance to subgrantees. This is the journey level in the series.

A representative example of a Grants & Projects Analyst I is located in the Department of Education. The incumbent oversees the Charter Schools Program grant from the U.S. Department of Education by providing technical assistance and administering subgrants to eligible charter school planners and operators.

The incumbent coordinates departmental and peer reviews of subgrant applications and assists applicants during the review process; approves/disapproves subgrant budgets, modifications and allowable costs; analyzes end-of-project financial and program reports from subgrantees; monitors programs on-site and through records reviews to ensure compliance with federal requirements; completes required federal financial and programmatic reports; and participates in the development of State charter school policies. The incumbent is responsible for approximately 20 subgrants from a total grant of \$2.5 million annually.

Grants & Projects Analyst Trainee: *Under close supervision, incumbents receive training in performing all or part of the duties described in the series concept. This is the trainee level in the series and incumbents may progress to the next level upon meeting the minimum qualifications, satisfactory performance and with the approval of the appointing authority.*

MINIMUM QUALIFICATIONS

GRANTS & PROJECTS ANALYST III

EDUCATION AND EXPERIENCE: Bachelor’s degree from an accredited college or university in public or business administration, accounting, finance or related field and three years of professional grants experience which included writing grant applications ~~[to secure program funding]~~; determining grant/subgrant program eligibility; researching, ~~[developing]~~ **writing** and implementing ~~[long range]~~ grant program plans; managing fiscal aspects of grants/subgrants; **providing technical assistance to grant/subgrant recipients**; and monitoring and ~~[enforcing]~~ **ensuring** grant/subgrant recipient compliance; **OR graduation from high school or equivalent education and five years of professional experience as described above; OR one year of experience as a Grants & Projects Analyst II in Nevada State service; OR an equivalent combination of education and experience [; ~~OR one year of experience as a Grants & Projects Analyst II in Nevada State service~~] as described above.**

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):
Detailed knowledge of: management of grants and payment management systems; principles and applications of program planning and evaluation; **principles and techniques of data collection, evaluation and analysis; compliance monitoring.** **General knowledge of: supervision principles and practices.**
Ability to: interpret, apply[;] and explain agency programs, processes and procedures, complex laws and regulations, restrictions[;] and standards to program clientele, representatives of external entities[;] and other agencies; make oral group presentations to persuade others to accept a specific opinion or action; represent the agency to a wide variety of groups; read, write and apply legal and technical documents; exchange ideas, information[;] and opinions with others to formulate policies and programs and arrive jointly at decisions, conclusions or solutions; **compile programmatic reports; and all knowledge, skills and abilities required at the lower levels.**

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MINIMUM QUALIFICATIONS (cont'd)

GRANTS & PROJECTS ANALYST III (cont'd)

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):
Detailed knowledge of: federal and State regulations and guidelines governing assigned areas of responsibility. **Working knowledge of:** State budgetary process; supervisory principles and practices.

GRANTS & PROJECTS ANALYST II

EDUCATION AND EXPERIENCE: Bachelor's degree from an accredited college or university in public or business administration, accounting, finance or related field and two years of professional grants experience which ~~[included]~~ **includes at least two of the following areas:** writing grant applications ~~[to secure program funding]~~; determining grant/subgrant program eligibility; researching, ~~[developing]~~ **writing** and implementing ~~[long-range]~~ grant program plans; managing fiscal aspects of grants/subgrants; **providing technical assistance to grant/subgrant recipients;** and/or monitoring and ~~[enforcing]~~ **ensuring** grant/subgrant recipient compliance; **OR graduation from high school or equivalent education and four years of professional grants experience which includes at least two of the areas as described above; OR one year of experience as a Grants & Projects Analyst I in Nevada State service; OR an equivalent combination of education and experience[; OR one year of experience as a Grants & Projects Analyst I in Nevada State service] as described above.**

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):
Working knowledge of: **technical and legal terminology related to grants;** management of grants and payment management systems; accounting and financial recordkeeping practices **and terminology;** ~~[accounting coding used to distribute funds, accounts receivable and accounts payable bookkeeping practices]~~ **grant and payment management systems;** principles and processes of program planning and evaluation; **analyzing and interpreting reports, records and information; compliance monitoring.**
General knowledge of: **department funding sources and fiscal policies and procedures; federal and State grant writing and funding disbursement requirements; proper documentation and accountability.**
Ability to: read, write, interpret, explain~~[;]~~ and apply legal and technical documents; explain agency grant programs, actions, policies and procedures; **instruct grant recipients in understanding reporting requirements; compile, review and analyze data;** write program plans, reports and grant applications using correct English grammar, spelling and punctuation; compute and prepare financial and budget reports; *and all knowledge, skills and abilities required at the lower level.*

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):
(These are identical to the Entry Level Knowledge, Skills and Abilities required for Grants & Projects Analyst III.)

GRANTS & PROJECTS ANALYST I

EDUCATION AND EXPERIENCE: Bachelor's degree from an accredited college or university in public or business administration, accounting, finance or related field ~~[related to the position]~~ and one year of **professional** grants experience which ~~[included]~~ **includes at least two of the following areas:** writing grant applications ~~[to secure program funding]~~; determining grant/subgrant program eligibility; researching, writing and ~~[or revising]~~ **implementing** grant program plans; **managing fiscal aspects of grants/subgrants;** providing technical assistance to grant/subgrant recipients; and/or ~~[managing fiscal aspects of grants/subgrants]~~ **monitoring and ensuring grant/subgrant recipient compliance;** **OR** graduation from high school or equivalent education and three years of professional **grants** experience **which includes at**

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MINIMUM QUALIFICATIONS (cont'd)

GRANTS & PROJECTS ANALYST I

EDUCATION AND EXPERIENCE: (cont'd)

*least two of the following areas as described above [in writing grant applications to secure program funding; determining grant/subgrant program eligibility; researching, writing and/or revising grant program plans; providing technical assistance to grant/subgrant recipients; and managing fiscal aspects of grants/subgrants]; **OR** one year of experience as a Grants & Projects Analyst Trainee in Nevada State service; **OR** an equivalent combination of education and experience as described above.*

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

*Working knowledge of: theories, principles and concepts related to fiscal management and business administration; accounting and financial recordkeeping practices. General knowledge of: [accounting and financial recordkeeping practices;] accounting coding used to distribute funds; [accounts receivable and accounts payable bookkeeping practices] cost/benefit analysis techniques; federal and [or] State regulations pertaining to grants; **grant terms**; management of grants and payment management systems; principles and processes of program evaluation and planning. Ability to: **interpret technical information related to accounting, finance, auditing, fiscal management and business administration; effectively utilize business software including word processing and spreadsheets**; prepare grammatically correct written materials including program plans, reports and grant applications; complete required forms and documents related to program requirements; prepare and verify financial and budget reports; explain programs, policies and procedures of the agency; compose **concise and clear** business correspondence [in clear, concise and grammatically correct English]; **and all knowledge, skills and abilities required at the lower levels.***

FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):

(These are identical to the Entry Level Knowledge, Skills and Abilities required for Grants & Projects Analyst II.)

GRANTS & PROJECTS ANALYST TRAINEE

*EDUCATION AND EXPERIENCE: Bachelor's degree from an accredited college or university in public or business administration, accounting, finance or related field; **OR** graduation from high school or equivalent education and two years of journey level technical or paraprofessional grants experience which includes duties such as assisting with writing grant applications; determining grant/subgrant program eligibility; providing technical assistance to grant/subgrant clients; and/or assisting with fiscal aspects of grants/subgrants; **OR** two years of paraprofessional experience equivalent to an Administrative Assistant III or Accounting Assistant III in Nevada State service which included assisting in performing grant duties as described above; **OR** an equivalent combination of education and experience as described above.*

ENTRY LEVEL KNOWLEDGE, SKILLS AND ABILITIES (required at time of application):

General knowledge of: theories, principles and concepts related to fiscal management and business administration; accounting and financial record-keeping practices; accounts receivable and accounts payable bookkeeping practices; organizational principles; problem-solving techniques; sources of information and research techniques. Ability to: read and understand technical information related to accounting, finance, auditing, fiscal management and business administration; write grammatically correct business correspondence; learn to perform professional work in financial or business administration; analyze and prepare financial documents and reports; communicate effectively in explaining ideas, proposals, recommendations and findings; analyze problems and develop logical solutions; establish and maintain positive and effective working relationships with others. Skill in: business software including word processing and spreadsheets.

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MINIMUM QUALIFICATIONS (cont'd)

GRANTS & PROJECTS ANALYST TRAINEE (cont'd)

***FULL PERFORMANCE KNOWLEDGE, SKILLS AND ABILITIES (typically acquired on the job):
(These are identical to the Entry Level Knowledge, Skills and Abilities required for Grants & Projects Analyst I.)***

This class specification is used for classification, recruitment and examination purposes. It is not to be considered a substitute for work performance standards for positions assigned to this series.

	<u>7.753</u>	<u>7.755</u>	<u>7.757</u>	<u>7.759</u>
ESTABLISHED:	6/24/83	6/24/83	6/24/83	9/1/17UC
REVISED:	7/1/93P	7/1/93P	7/1/93P	
	9/24/92PC	9/24/92PC	9/24/92PC	
REVISED:	12/14/07PC	12/14/07PC	12/14/07PC	
REVISED:	5/12/10UC	5/12/10UC	5/12/10UC	
REVISED:	5/12/10UC	5/12/10UC	5/12/10UC	
REVISED:	9/1/17UC	9/1/17UC	9/1/17UC	