



STATE OF NEVADA
DEPARTMENT OF ADMINISTRATION
Division of Human Resource Management
209 E. Musser Street, Suite 101 | Carson City, Nevada 89701
Phone: (775) 684-0150 | <http://hr.nv.gov> | Fax: (775) 684-0122

MEMORANDUM
HR#47-18

September 13, 2018

TO: Department Directors
Deputy Directors
Division Administrators
Personnel Officers
Agency Personnel Liaisons

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

SUBJECT: STATE OF NEVADA 2018 SALARY AND BENEFITS SURVEY

The State of Nevada 2018 Salary and Benefits Survey conducted by the Division of Human Resource Management is attached for your review. The survey can also be found online at [State of Nevada 2018 Salary & Benefits Survey](#). The survey compares data compiled on State of Nevada classified benchmark positions with Nevada public and private employers and nine western states. Additionally, the survey includes a comparison of benefits information from western states and Nevada public sector employers.

If you have any questions, please contact Beverly Ghan, Deputy Administrator, Compensation, Classification and Recruitment, at (775) 684-0103 or bghan@admin.nv.gov, or Rachel Baker, Compensation Analyst, at (775) 684-0144 or rbaker@admin.nv.gov.

Thank you.

Attachment



**State of Nevada
2018
Salary & Benefits Survey**

**Prepared by:
Department of Administration
Division of Human Resource Management
209 E. Musser Street, Suite 101
Carson City, Nevada 89701**

September 2018

TABLE OF CONTENTS

1. EXECUTIVE SUMMARY

2. SALARY SURVEY PROCEDURE

3. SALARY SURVEY PARTICIPANTS

4. SURVEYED CLASSES

5. SALARY DATA

- State of Nevada
- All Respondents
- Nevada Public Employers
- Western States
- Nevada Private Employers

6. SALARY ADJUSTMENT HISTORY

7. BENEFITS SURVEY DATA

EXECUTIVE SUMMARY

The purpose of this report is to act as a resource for the Governor's Office and Legislature to assist them in making informed decisions relating to employee compensation and benefits.

To this end, the Division of Human Resource Management conducts a salary survey for the purpose of comparing salaries paid to State employees with those of other employers. The authority for the survey is contained in NRS 284.175(5) as follows:

"The Administrator may make recommendations to the Legislature during regular legislative sessions concerning salaries for the classified service of the State. In making such recommendations, the Administrator shall consider factors such as:

- (a) Surveys of salaries of comparable jobs in government and private industry within the State of Nevada and western states, where appropriate;*
- (b) Changes in the cost of living;*
- (c) The rate of turnover and difficulty of recruitment for particular positions; and*
- (d) Maintaining an equitable relationship among classifications."*

Out of 51 Nevada municipalities, private employers and western state governments invited to participate in the survey, 45%, or 23 employers, participated.

This report reflects salary data in effect in January 2018.

Due to the small number of private employers who ultimately chose to respond to the survey, the percentage differentials indicated make it difficult to make any statistical inference due to unit-non-responsive bias.

A benefits survey was also conducted in conjunction with the salary survey. Benefits surveyed included Life Insurance, Retirement, Holidays, Sick Leave and Annual Leave. The results indicate that six (6) of the participating municipalities/western states pay 100% of the employee's retirement cost and three (3) do not contribute to the employee's cost. The remaining six (6) participating municipalities/western states average a contribution of 17.82% compared to Nevada's 14.50% contribution.

The range for Annual Leave days per year for these employers is 10-22 days as compared to the State of Nevada at 15 days per year. Nine (9) employers have additional Personal and/or Bereavement Leave banks. Six (6) employers cover 100% of the premiums for Health, Dental and Vision for the employee. Additionally, three (3) of these municipalities/western states, out of the participating 15, pay a higher Life Insurance benefit than the State of Nevada.

SALARY SURVEY PROCEDURE

The 2018 Salary Survey Program was designed by the Department of Administration, Division of Human Resource Management to facilitate the collection, analysis, and presentation of wage and salary information used by Human Resource Directors, Elected Boards, and Commissions as a means for making and approving compensation recommendations. The program included the selection of classes, the survey sample, the survey methodology, and the application of the data as described below.

SURVEY SAMPLE

The survey sample includes Nevada employers and western state governments. Nevada employers represent a cross section of employers from the private sector, city and county governments, school districts, and hospitals. Western state governments include Idaho, Montana, New Mexico, Oregon, Utah, and Wyoming.

SELECTION OF CLASSES

A class is included in the salary survey because it is a representative class selected as a basis for measuring the overall competitive position of the State with respect to salaries paid in the labor market. It will be used along with other selected classes as a basis for recommending any general across-the-board adjustment for State employees.

Thirty-one classes were selected as classes representing all classes and pay grades.

SALARY SURVEY METHODOLOGY

Employers were asked to report the minimum, as well as the maximum, salary paid for each survey class (also known as their salary range). The information provided was for salaries in effect in January 2018 and reflects any cost of living increases.

SALARY COMPARISONS

Salaries compiled for classes included in the classified employees' salary survey have been compared to salaries taken from the State's Employee/Employer paid compensation schedule. Employee/Employer paid salary information was selected because it more closely reflects the pay practices of the State of Nevada. According to State of Nevada Public Employees' Retirement System, approximately 67% of Nevada State employees are on the Employee/Employer compensation schedule.

2018 SURVEY PARTICIPANTS

<p>NEVADA PUBLIC EMPLOYERS (including school districts)</p>	<p>Carson City School District City of Elko City of Henderson City of Las Vegas City of Mesquite City of Sparks Clark County Consolidated Municipality of Carson City Douglas County Douglas County School District Elko County School District Legislative Counsel Bureau Regional Transportation Commission of No. Nevada Regional Transportation Commission of So. Nevada Washoe County</p> <p>* 10 additional public employers surveyed chose not to respond</p>
<p>NEVADA PRIVATE EMPLOYERS (including hospitals)</p>	<p>Southwest Gas Corporation The Valley Health System</p> <p>* 15 additional private employers surveyed chose not to respond</p>
<p>WESTERN STATES</p>	<p>Idaho Montana New Mexico Oregon Utah Wyoming</p> <p>* 3 additional western states surveyed chose not to respond</p>

CLASS DESCRIPTIONS

I. AGRICULTURE & CONSERVATION

01.817 CONSERVATION CREW SUPERVISOR 3

At the journey level, supervise inmate crews performing a variety of projects to maintain, preserve, enhance and/or restore the State's forests, wildlands and communities; train lower level Conservation Crew Supervisors; assist in coordinating projects; and may perform Conservation Camp Supervisor duties in absence of the Camp Supervisor. Positions either work in Natural Resource and supervise and direct inmate crews assigned to community service projects, resource management projects and emergency services OR in Fire Suppression and perform firefighting duties which include controlling wildland fires; building hand lines, falling trees, providing structural protection; operating fire pumps; and safeguarding life, natural resources and structures.

01.819 FIREFIGHTER II

Manage, supervise and participate in wildland and structural fire suppression, medical, hazardous materials and other emergencies; fire prevention and education; presuppression; equipment and facility maintenance; forestry and fire law enforcement and have greater responsibility in operating and maintaining fire apparatus such as, pump and hydraulic systems and emergency vehicles and equipment.

II. CLERICAL AND RELATED SERVICES

02.153 LEGAL SECRETARY 2

At the journey level, perform specialized secretarial duties for attorneys, administrative law judges, and/or hearings/appeals officers including preparing legal documents and correspondence; calendaring; maintaining records; and providing assistance on routine problems and inquiries which are not of a legal nature.

02.211 ADMINISTRATIVE ASSISTANT III

Provide a broad variety of secretarial and administrative support to the manager of a complex group consisting of professional and subordinate supervisors or perform program administrative or support duties. Work assignments range from maintaining records and files, composing and editing correspondence, budget monitoring and accounts maintenance, answering telephones, preparing and taking minutes for meetings, and operating various office equipment. May supervise lower level staff.

02.301 ACCOUNTING ASSISTANT III

Perform the highest level clerical accounting work which requires discretion and independent judgment when reviewing and verifying account related information, interpreting and applying guidelines. Review and reconcile clerical accounting documents prepared by others, provides technical assistance to staff and develop computer spreadsheets and other data collection processes. May supervise lower level employees and students.

V. EDUCATION

05.232 EDUCATION PROGRAMS PROFESSIONAL

At the journey level, assist in the improvement and growth of assigned education programs; provide training, technical assistance, and outreach; collect, analyze, and report education program related data; coordinate the development of education standards for various subject areas; develop assessments and security/administration protocol to measure the performance of students, schools, and school districts; oversee school compliance with federal and State requirements; review federal and State education program related statutes and regulations; and review education program subgrant or claims requests and recommend approval or denial. May train, supervise, and evaluate the performance of subordinate technical and administrative support staff.

VI. ENGINEERING AND ALLIED

06.210 PROFESSIONAL LAND SURVEYOR I

Design and devise measurement specifications and standards to accomplish measurements with the desired precision, accuracy, error control and adjustment; act as the primary analyst of both measurement data and boundary evidence; give professional opinions or expert testimony; research cartography, engineering files, geodesy, right-of-way engineering, and other sources to obtain data on boundaries, centerlines and right-of-way lines to be set in the field; conduct project reconnaissance to search for survey control to be used and/or property corners and section corners to be tied. May supervise professional and technical staff.

06.226 PROFESSIONAL ENGINEER

Engage in the practice of professional engineering involving the application of engineering principles and data, or responsibility for supervision of construction or operation in connection with public or private utilities, structures, buildings, machines, equipment, and projects wherein public welfare or the safeguarding of life, health or property is concerned.

06.313 ENGINEERING TECHNICIAN III

Perform a broad range of technical engineering work including, but not limited to: drafting, surveying, materials/soils testing, construction inspection, roadway design, right-of-way engineering, planning, permitting and inspection, water rights appropriation, and land acquisition in support of civil or related professional engineering work.

VII. FISCAL MANAGEMENT AND STAFF SERVICES

07.154 AUDITOR II

At the journey level, conduct audits on accounts, records, activities, operations and/or internal controls to ensure compliance with state and federal rules and regulations and legal requirements and/or proper safeguarding of funds. Serve as lead workers over less experienced lower level auditors.

07.437 RIGHT-OF-WAY AGENT II

At the journey level, appraise, acquire, relocate, clear and manage real property for the State and its political subdivisions.

07.509 PERSONNEL OFFICER III

Under administrative direction, plan, organize and administer a comprehensive personnel services program including employee relations, selection, classification coordinations, position control, evaluation, training, payroll and other related areas in a large, complex, multi-faceted department. Positions in this class manage large professional and support staffs.

07.521 PERSONNEL ANALYST II

Under general direction, Personnel Analyst II's perform journey level work in one or more of the following areas: classification and compensation; recruitment and selection; grievance investigation; and policy development; also serve field departments as journey level generalists in support of major divisions or may support Personnel Officers with very complex, statewide specialized programs.

07.524 TRAINING OFFICER II

Serve as training and curriculum coordinator for a department, major division or geographic region of a State agency. Responsibilities include development of training curriculum, conducting training; monitoring and evaluating contracted trainers; overseeing specific training programs, and recommending training requirements.

07.621 BUDGET ANALYST II

Prepare and implement budgets including the development of expenditure projections, narrative justification of programs, and detailed biennial spending plans and expenditure projections; review and analyze budget requests and adjustments; and ensure compliance with budgetary directives, policies, regulations, and limitations.

07.625 MANAGEMENT ANALYST II

Conduct a variety of studies, research and analysis of management and administrative areas such as budgeting and financial analysis, department operations including policies and workflow, legislative research, analysis and bill drafting, management research, and statistical and informational analysis.

07.925 IT PROFESSIONAL III

Perform advanced journey level duties in Systems Administration, Network Administration, Database Administration, and/or Applications Analysis and Development and may train, supervise and evaluate the performance of subordinate staff and/or serve as a project leader as assigned. Positions at this level are directly involved in IT architecture planning, are generally located in larger departments, and spend a limited amount of time on maintenance.

07.935 IT TECHNICIAN IV

Incumbents perform advanced journey level duties and may serve as a project leader or leadworker and provide training to IT Technicians at the same or lower level. Typical tasks include restoring applications and data from backup media; assisting users with network, application, system, or local hardware problems, accessing the mainframe or departmental servers; opening backup drives and releasing damaged media; instructing users on PC operation and faults including connections and peripherals; assisting IT staff with installations or resolutions as required; and identifying Internet Protocol (IP) addresses for failed network connectivity issues.

IX. MECHANICAL AND CONSTRUCTION TRADES

09.120 HIGHWAY MAINTENANCE WORKER III

At the journey level, operate and train employees in the use of specialized or complex highway maintenance equipment; observe and verify the proficiency of other employees who are working toward certification; review written procedures on traffic control, activities coding, sign configuration and placement, highway lighting, pavement marking/striping, chemical spraying, and snow and ice prevention and removal.

09.426 ELECTRICIAN I

At the journey level, perform skilled electrical work to maintain and repair electrical systems and equipment.

X. MEDICAL, HEALTH & RELATED SERVICES

10.237 HEALTH PROGRAM SPECIALIST I

At the journey level, plan, develop, implement and evaluate health services and activities; conduct research and analyze health data and statistics; develop goals, objectives, program requirements and procedures; and provide technical information regarding specialized health related conditions.

10.307 PSYCHIATRIC NURSE II

At the journey level, provide professional nursing care to mentally ill, intellectually disabled, and/or mentally and physically ill or disabled individuals, in an institution or outpatient setting in accordance with the authorized scope of practice specified in the Nurse Practice Act.

10.355 REGISTERED NURSE III

As a fully-trained registered nurse and functioning in clinical, rehabilitation, research, student health or other similar outpatient setting, coordinate health services and treatment; prepare nursing care plans; evaluate patient needs and develop nursing diagnoses; administer medications as prescribed by physician; obtain approval from referral source for diagnostic tests, professional consultations and therapies; assist in physical examinations and diagnostic testing; provide patient education; prepare and maintain treatment rooms; coordinate and/or participate in clinics.

10.525 ENVIRONMENTAL SCIENTIST III
At the advanced journey level, responsible for complex planning, enforcement, contract coordination, pollution prevention, monitoring, mining, and/or permitting functions within a program area.

XI. REGULATORY AND PUBLIC SAFETY

11.358 COMPLIANCE INVESTIGATOR II
At the journey level, perform investigations initiated by a formal complaint regarding violations of state and/or federal laws, rules or regulations pertaining to a specific state program or regulatory area.

11.424 DMV SERVICES TECHNICIAN III
Incumbents spend a majority of the time directly assisting customers at a counter or window, and perform a variety of transactions involving standard driver's license and/or registration transactions, vehicle ownership transactions, issuance of duplicate driver's license and/or registration, processing address changes, assisting new residents in obtaining driver's license/registration in Nevada, administering written driver's license and vision tests, rolling fingerprints, and performing occupational business licensing duties.

11.524 SAFETY SPECIALIST, ENFORCEMENT
At the journey level, promote recognized safety practices among businesses covered by State and federal safety and health laws and regulations; train others to identify safety and health hazards and violations; recommend reasonable and feasible means of abatement; research specific technology and industry applications using technical references and consensus codes and standards; prepare written reports and/or training materials; make public presentations to promote knowledge of safety issues.

11.531 INDUSTRIAL HYGIENIST III - DIR
Under general supervision, at the journey level, evaluate and recommend controls for hazards in the workplace through conducting inspections, investigations, surveys, and research analysis.

XII. SOCIAL SERVICES AND REHABILITATION

12.361 SOCIAL WORKER II
At the journey level, provide case management services to children, families, the elderly and other individuals within local communities and institutions. Case management is defined as the process by which an individual's needs are identified and the social, habilitative and medical services designed to meet those needs are located, coordinated and monitored. Positions may specialize in one service area, or may work in several areas as a generalist, depending upon the needs of the community and the mission of the agency to which assigned.

XIII. SWORN LAW ENFORCEMENT

13.206 DPS OFFICER II
Perform a variety of law enforcement and public safety functions within the Department of Public Safety. Incumbents are assigned to various divisions including Nevada Highway Patrol, State Fire Marshal's Office, Investigations, Parole & Probation, and Capitol Police.

13.313 CORRECTIONAL OFFICER
At the journey level, maintain and supervise inmates in State correctional facilities in a controlled humane environment.

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
1.000 Agriculture & Conservation						
<i>CONSERVATION CREW SUPERVISOR III</i>						
Grade 33						
MINIMUM SALARY	5	45,810	42,914	50,505	37,854	
% Difference			6.32%	-10.25%	17.37%	
MAXIMUM SALARY		67,713	61,936	66,910	58,620	
% Difference			8.53%	1.19%	13.43%	
<i>FIREFIGHTER II</i>						
Grade 31						
MINIMUM SALARY	11	42,094	48,347	58,726	35,892	
% Difference			-14.85%	-39.51%	14.73%	
MAXIMUM SALARY		61,888	65,031	76,089	51,761	
% Difference			-5.08%	-22.95%	16.36%	
2.000 Clerical & Related Services						
<i>LEGAL SECRETARY II</i>						
Grade 29						
MINIMUM SALARY	16	38,774	39,108	42,736	30,904	55,682
% Difference			-0.86%	-10.22%	20.30%	-43.61%
MAXIMUM SALARY		56,689	57,434	61,840	48,184	73,278
% Difference			-1.31%	-9.09%	15.00%	-29.26%
<i>ADMINISTRATIVE ASSISTANT III</i>						
Grade 27						
MINIMUM SALARY	23	35,725	38,622	42,643	29,191	41,120
% Difference			-8.11%	-19.36%	18.29%	-15.10%
MAXIMUM SALARY		52,032	56,163	59,239	50,022	58,082
% Difference			-7.94%	-13.85%	3.86%	-11.63%

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
<i>ACCOUNTING ASSISTANT III</i>						
Grade 27						
MINIMUM SALARY	21	35,725	45,948	50,774	30,777	60,789
% Difference			-28.62%	-42.12%	13.85%	-70.16%
MAXIMUM SALARY		52,032	65,918	70,852	47,366	91,183
% Difference			-26.69%	-36.17%	8.97%	-75.24%
5.000 Education						
<i>EDUCATION PROGRAMS PROFESSIONAL</i>						
Grade 39						
MINIMUM SALARY	7	59,236	62,054	76,342	51,338	
% Difference			-4.76%	-28.88%	13.33%	
MAXIMUM SALARY		88,698	89,043	102,313	79,090	
% Difference			-0.39%	-15.35%	10.83%	
6.000 Engineering & Allied						
<i>PROFESSIONAL LAND SURVEYOR I</i>						
Grade 41						
MINIMUM SALARY	10	64,686	56,674	63,664	52,015	
% Difference			12.39%	1.58%	19.59%	
MAXIMUM SALARY		97,238	81,600	84,943	79,371	
% Difference			16.08%	12.64%	18.37%	
<i>PROFESSIONAL ENGINEER</i>						
Grade 40						
MINIMUM SALARY	18	61,888	67,539	72,351	56,522	74,534
% Difference			-9.13%	-16.91%	8.67%	-20.43%
MAXIMUM SALARY		92,885	100,662	106,067	88,158	111,802
% Difference			-8.37%	-14.19%	5.09%	-20.37%

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
ENGINEERING TECHNICIAN III						
Grade 30						
MINIMUM SALARY	16	40,361	50,083	57,035	38,630	56,222
% Difference			-24.09%	-41.31%	4.29%	-39.30%
MAXIMUM SALARY		59,236	72,582	81,558	58,876	74,027
% Difference			-22.53%	-37.68%	0.61%	-24.97%
7.000 Fiscal Management & Staff Services						
AUDITOR II						
Grade 34						
MINIMUM SALARY	12	47,710	55,513	69,775	40,914	71,798
% Difference			-16.36%	-46.25%	14.24%	-50.49%
MAXIMUM SALARY		70,741	87,533	108,277	66,886	107,696
% Difference			-23.74%	-53.06%	5.45%	-52.24%
RIGHT-OF-WAY AGENT II						
Grade 34						
MINIMUM SALARY	13	47,710	52,689	62,637	41,966	68,256
% Difference			-10.44%	-31.29%	12.04%	-43.06%
MAXIMUM SALARY		70,741	75,633	86,891	62,928	102,384
% Difference			-6.92%	-22.83%	11.04%	-44.73%
PERSONNEL OFFICER III						
Grade 41						
MINIMUM SALARY	14	64,686	69,248	74,203	62,642	
% Difference			-7.05%	-14.71%	3.16%	
MAXIMUM SALARY		97,238	104,870	112,169	95,138	
% Difference			-7.85%	-15.36%	2.16%	

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
PERSONNEL ANALYST II						
Grade 34						
MINIMUM SALARY	17	47,710	58,138	65,220	45,575	62,708
% Difference			-21.86%	-36.70%	4.47%	-31.44%
MAXIMUM SALARY		70,741	83,809	90,288	71,301	94,063
% Difference			-18.47%	-27.63%	-0.79%	-32.97%
TRAINING OFFICER II						
Grade 36						
MINIMUM SALARY	12	52,032	50,597	54,236	44,573	68,548
% Difference			2.76%	-4.24%	14.34%	-31.74%
MAXIMUM SALARY		77,402	80,686	86,299	72,319	102,822
% Difference			-4.24%	-11.49%	6.57%	-32.84%
BUDGET ANALYST II						
Grade 36						
MINIMUM SALARY	21	52,032	56,674	63,362	42,751	53,519
% Difference			-8.92%	-21.78%	17.84%	-2.86%
MAXIMUM SALARY		77,402	84,167	91,475	69,353	80,279
% Difference			-8.74%	-18.18%	10.40%	-3.72%
MANAGEMENT ANALYST II						
Grade 35						
MINIMUM SALARY	14	49,777	52,220	58,580	40,771	
% Difference			-4.91%	-17.68%	18.09%	
MAXIMUM SALARY		73,956	79,977	86,133	68,898	
% Difference			-8.14%	-16.47%	6.84%	

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
<i>IT PROFESSIONAL III</i>						
Grade 40						
MINIMUM SALARY	20	61,888	67,063	69,304	56,042	80,055
% Difference			-8.36%	-11.98%	9.45%	-29.35%
MAXIMUM SALARY		92,885	99,620	100,029	90,369	120,083
% Difference			-7.25%	-7.69%	2.71%	-29.28%
<i>IT TECHNICIAN IV</i>						
Grade 32						
MINIMUM SALARY	21	43,827	50,918	55,238	42,068	42,678
% Difference			-16.18%	-26.04%	4.01%	2.62%
MAXIMUM SALARY		64,686	74,520	78,328	68,905	64,017
% Difference			-15.20%	-21.09%	-6.52%	1.03%
9.000 Mechanical & Construction Trades						
<i>HIGHWAY MAINTENANCE WORKER III</i>						
Grade 29						
MINIMUM SALARY	11	38,774	42,522	47,958	35,999	
% Difference			-9.67%	-23.69%	7.16%	
MAXIMUM SALARY		56,689	61,984	69,329	53,169	
% Difference			-9.34%	-22.30%	6.21%	
<i>ELECTRICIAN I</i>						
Grade 31						
MINIMUM SALARY	17	42,094	45,447	50,524	36,139	
% Difference			-7.97%	-20.03%	14.15%	
MAXIMUM SALARY		61,888	65,091	71,099	54,076	
% Difference			-5.18%	-14.88%	12.62%	

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
10.000 Medical, Health & Related Services						
<i>HEALTH PROGRAM SPECIALIST I</i>						
Grade 35						
MINIMUM SALARY	10	49,777	47,484	44,249	42,266	
% Difference			4.61%	11.11%	15.09%	
MAXIMUM SALARY		73,956	74,770	87,388	66,358	
% Difference			-1.10%	-18.16%	10.27%	
<i>PSYCHIATRIC NURSE II</i>						
Grade 39						
MINIMUM SALARY	4	59,236	61,036		59,357	66,075
% Difference			-3.04%		-0.20%	-11.55%
MAXIMUM SALARY		88,698	91,496		89,599	97,187
% Difference			-3.15%		-1.02%	-9.57%
<i>REGISTERED NURSE III</i>						
Grade 38						
MINIMUM SALARY	12	56,689	54,220	57,358	46,156	75,716
% Difference			4.36%	-1.18%	18.58%	-33.56%
MAXIMUM SALARY		84,772	82,996	84,285	75,792	111,283
% Difference			2.10%	0.57%	10.59%	-31.27%
<i>ENVIRONMENTAL SCIENTIST III</i>						
Grade 36						
MINIMUM SALARY	10	52,032	54,676	53,739	49,267	89,944
% Difference			-5.08%	-3.28%	5.31%	-72.86%
MAXIMUM SALARY		77,402	83,910	74,331	80,199	134,916
% Difference			-8.41%	3.97%	-3.61%	-74.31%

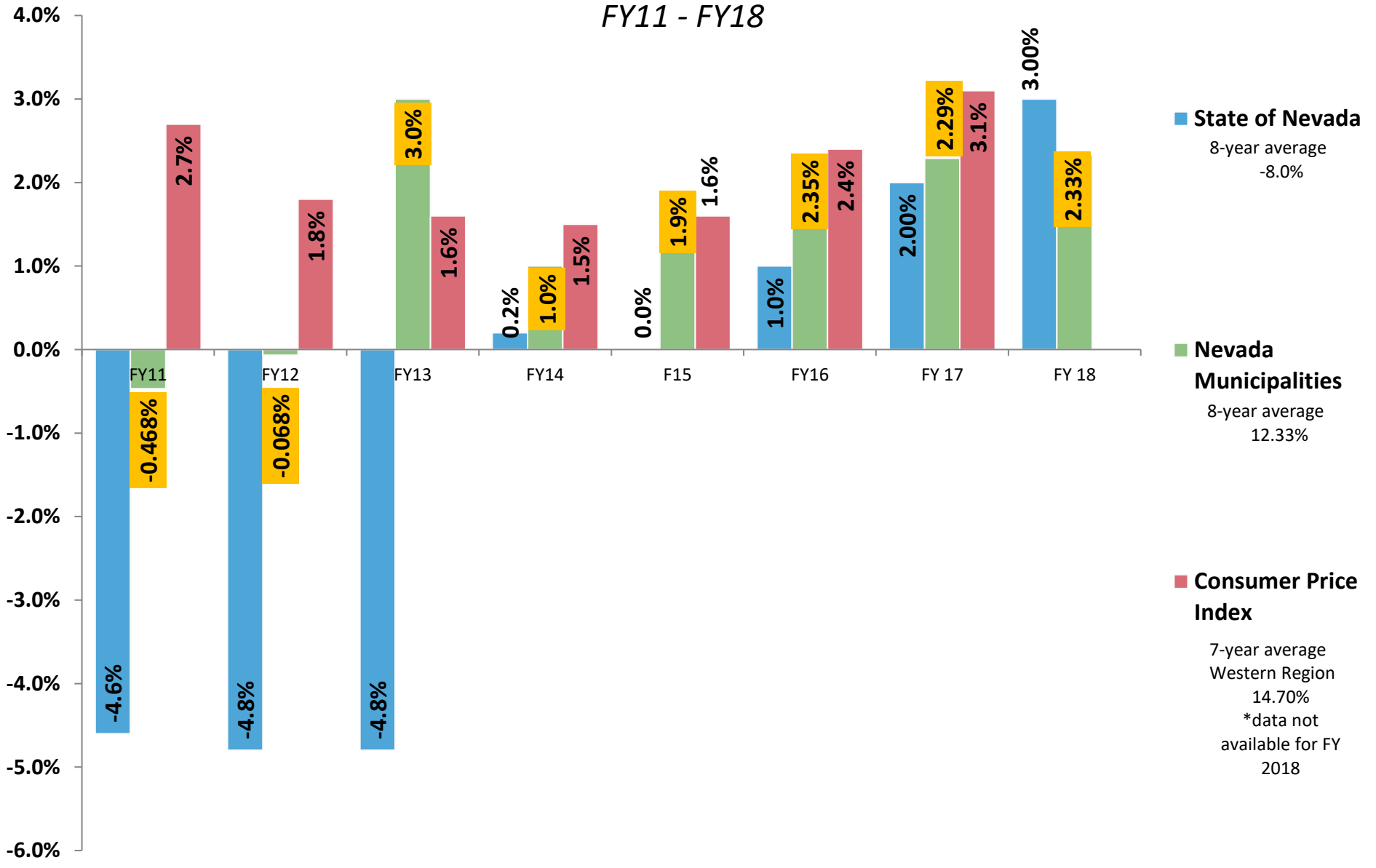
CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
11.000 Regulatory & Public Safety						
<i>COMPLIANCE INVESTIGATOR II</i>						
Grade 32						
MINIMUM SALARY	10	43,827	55,414	78,411	41,726	68,548
% Difference			-26.44%	-78.91%	4.79%	-56.41%
MAXIMUM SALARY		64,686	82,497	104,771	67,973	102,822
% Difference			-27.53%	-61.97%	-5.08%	-58.96%
<i>DMV SERVICES TECHNICIAN III</i>						
Grade 27						
MINIMUM SALARY	6	35,725	30,223	41,600	27,948	
% Difference			15.40%	-16.45%	21.77%	
MAXIMUM SALARY		52,032	48,458	64,501	45,249	
% Difference			6.87%	-23.96%	13.04%	
<i>SAFETY SPECIALIST, ENFORCEMENT</i>						
Grade 37						
MINIMUM SALARY	12	54,329	58,363	65,354	43,682	61,641
% Difference			-7.43%	-20.29%	19.60%	-13.46%
MAXIMUM SALARY		80,972	86,252	94,710	69,084	92,461
% Difference			-6.52%	-16.97%	14.68%	-14.19%
<i>INDUSTRIAL HYGIENIST III - DIR</i>						
Grade 38						
MINIMUM SALARY	9	56,689	54,289	64,915	45,789	
% Difference			4.23%	-14.51%	19.23%	
MAXIMUM SALARY		84,772	81,612	91,449	73,742	
% Difference			3.73%	-7.88%	13.01%	

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
12.000 Social Services & Rehabilitation						
<i>SOCIAL WORKER II</i>						
Grade 34						
MINIMUM SALARY	10	47,710	43,935	51,071	38,730	53,762
% Difference			7.91%	-7.04%	18.82%	-12.68%
MAXIMUM SALARY		70,741	80,644	73,341	64,928	80,644
% Difference			-14.00%	-3.68%	8.22%	-14.00%
13.000 Sworn Law Enforcement						
<i>DPS OFFICER II</i>						
Grade 39						
MINIMUM SALARY	9	59,236	46,213	51,798	39,233	
% Difference			21.98%	12.56%	33.77%	
MAXIMUM SALARY		88,698	75,320	78,574	70,502	
% Difference			15.08%	11.41%	20.51%	
<i>CORRECTIONAL OFFICER</i>						
Grade 34						
MINIMUM SALARY	11	47,710	41,424	49,595	34,615	
% Difference			13.18%	-3.95%	27.45%	
MAXIMUM SALARY		70,741	61,687	74,467	51,037	
% Difference			12.80%	-5.27%	27.85%	

State of Nevada

Eight-Year Average Pay Adjustment Comparison with Large Nevada Municipalities

FY11 - FY18



2018 BENEFITS SURVEY DATA

Employer Name	Life Ins	% of employees Retirement cost paid by organization	Holidays per year offered	Days of Sick Leave per year offered	Days of Annual Leave per year
State of Nevada	\$25,000	14.50%	11	15	15
City/Carson City * **	\$20,000	28.00%	11	15	12
City/Elko * **	\$30,000	28.00%	11	15	15
City/Henderson *	\$50,000	0.00%	12	12	22
City/Las Vegas **	\$20,000	100.00%	11	13	10
City/Mesquite * **	\$16,000	100.00%	12	12	10
City/Sparks * **	\$25,000	100.00%	11	16	15
Clark County	\$20,000	100.00%	12	12	10
Douglas County	\$25,000	0.00%	12	11	15
Idaho	\$20,000	11.32%	10	12	12
Montana	\$14,000	8.67%	10	12	15
New Mexico *	\$50,000	16.99%	10	14	14
Oregon	\$5,000	0.00%	10	12	15
Utah *	\$25,000	100.00%	11	13	13
Washoe County * **	\$20,000	100.00%	11	15	22
Wyoming *	\$50,000	13.98%	9	12	12

Notes:

* Personal and/or Bereavement Leave offered

** Organization covers 100% of premiums for Health, Dental and Vision for employee