



State of Nevada 2012 Salary & Benefits Survey

**Department of Administration
Division of Human Resource Management
209 E. Musser Street
Carson City, Nevada 89701**

September 2012

Prepared By:

Department of Administration

Division of Human Resource Management

TABLE of CONTENTS

1. EXECUTIVE SUMMARY

2. SALARY SURVEY PROCEDURE

3. SALARY SURVEY PARTICIPANTS

4. BENCHMARK CLASSES

5. SALARY DATA

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

6. SALARY INCREASE 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 recommendations during regular legislative sessions concerning salaries for the classified service of the state, 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 54 Nevada municipalities, private employers and western state governments invited to participate in the survey, 76% participated.

This report reflects salary data in effect in July 2012.

- When data from all survey respondents is considered, the State of Nevada average minimum salary lags behind 5.77% and the maximum salary lags behind 1.26%.
- In comparison to Nevada public employers, for those job classes reported as similar, the State of Nevada lags behind the minimum salary by 20.58% and the maximum salary lags behind by 15.54%.
- In comparison to western states employers, the State of Nevada average minimum salary is ahead by 5.92% and the maximum salary is ahead by 8.51%
- In comparison to private employers, for those job classes reported as similar, the State of Nevada lags behind the minimum salary by 25.60% and the maximum salary lags behind by 28.16%

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.

The % difference in salary for employers is compared to the State of Nevada salaries at a 2.3% furlough reduction.

A benefits survey was also conducted in conjunction with the salary survey. Benefits surveyed were health, dental, vision, life insurance, retirement, holidays, sick leave and annual leave. The results of the survey of Nevada municipalities and western state employers' retirement benefits indicate the State of Nevada's benefits at 12.25% lag behind the average of approximately 16.82%. The range for annual leave days for these employers is 13-23 days as compared to the State of Nevada at 18 days. Four employers also have additional personal and bereavement leave banks. Additionally, 12 municipalities out of 22 pay a higher life insurance benefit than the State of Nevada.

SALARY SURVEY PROCEDURE

The 2012 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 Personnel 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 the largest employers from the private sector, city and county governments, school districts and hospitals. Western state governments include Arizona, Colorado, Idaho, Montana, New Mexico, Oregon, Utah, Washington and Wyoming.

SELECTION OF CLASSES

A class is included in the salary survey because it is a representative benchmark 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 benchmark classes as a basis for recommending any general across-the-board adjustment for State employees.

Seventy-three classes were selected as benchmark 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 July 2012 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 63% of Nevada State employees are on the employee/employer compensation schedule.

TREATMENT OF SALARY DATA IN BENCHMARK CLASSES

Benchmark classes may be recommended for a grade-level adjustment as a result of an occupational study or a differential salary adjustment as a special survey class. In this instance, the salaries would be adjusted before any across-the-board increase is considered. Benchmark classes having a significant salary disparity may be surveyed as special survey classes during the next salary survey for a possible salary adjustment.

BENEFIT PLANS

Benefits compromise, on average, 39.19% of the total compensation package for State employees.

SALARY SURVEY 2012 PARTICIPANTS

<p style="text-align: center;">NEVADA PUBLIC EMPLOYERS (including school districts)</p>	<div style="display: flex; justify-content: space-between;"> <div style="width: 48%;"> <p>City of Boulder City City of Carson City Carson City School District City of Elko City of Fallon City of Henderson City of Las Vegas City of Mesquite City of North Las Vegas City of Reno City of Sparks Clark County Clark County School District Douglas County Douglas County School District Elko County School District Las Vegas Metro Police</p> </div> <div style="width: 48%;"> <p>Las Vegas Convention & Visitors Authority Legislative Counsel Bureau Lyon County Nye County Regional Transportation Commission of So. Nevada Regional Transportation Commission of Washoe Co. Reno-Sparks Convention & Visitors Authority Tahoe Regional Planning Agency Washoe County Washoe County School District</p> <p>* 4 additional public employers chose not to respond to the survey</p> </div> </div>
<p style="text-align: center;">NEVADA PRIVATE EMPLOYERS (including hospitals)</p>	<p>Carson Tahoe Regional Healthcare Chromalloy Nevada The Valley Health System URS Federal Technical Services VA Sierra Nevada Health Care</p> <p>* 10 additional private employers chose not to respond to the survey</p>
<p style="text-align: center;">WESTERN STATES</p>	<p>Arizona Colorado Idaho Montana New Mexico Oregon Utah Washington Wyoming</p>

BENCHMARK CLASS DESCRIPTIONS

I. AGRICULTURE & CONSERVATION

01.123 AGRICULTURIST II

At the journey level, perform a broad range of inspections and enforcement duties related to regulated agricultural programs such as seed testing and seed certification, commercial pest control licensing, commercial nursery inspection and licensing, vertebrate pest control, noxious weeds, insect and plant disease quarantine surveys, commercial feed and agricultural product grading.

01.407 WEIGHTS & MEASURES INSPECTOR II

At the journey level, inspect all commercial weighing and measuring devices, enforce applicable regulations, and sample gasoline and diesel fuel for quality in order to protect the economic interests of consumers and merchants in the State.

01.729 BIOLOGIST III

At the journey level, conduct fisheries, wildlife and/or habitat management projects and research studies including data collection, analysis and interpretation; develop and implement project proposals and work plans; prepare recommendations; and participate in public relations activities.

01.813 FORESTER II

At the journey level, plan, organize, manage and participate in forest harvesting and vegetative fuels reduction and management activities; evaluate forest health conditions that facilitate fuels build-up; propose forest harvest, fuels unloading and prescribed burning; determine revegetation requirements to promote erosion control, biodiversity and habitat enhancement and reduce or retard the spread of wildland fires.

01.817 CONSERVATION CREW SUPERVISOR III

At the journey level, transport inmates to job sites, provide training in equipment use, oversee heli-tac crew operations, perform a wide variety of projects to maintain, preserve, enhance and/or restore the State's forests, wildlands and communities. Natural Resource option: supervise and direct inmate crews assigned to community service projects, resource management projects and emergency services. Fire Suppression option: primary purpose of these positions is to perform firefighting duties.

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 II

At the journey level, provide support services to attorneys or hearings officers in the preparation of legal documents, calendaring, records maintenance, and dissemination of information. Transcribe legal dictation, determine court jurisdiction and format required, prepare and/or attach exhibits, indexes, table of cases and authorities, certificates of service and brief covers. Provide information and/or refers calls to appropriate person as necessary.

02.212 ADMINISTRATIVE ASSISTANT II

Provide administrative and/or program support in an assigned program, perform clerical and secretarial duties in support of a work unit or program in an assigned agency. Work assignments range from maintaining records and files, composing and editing correspondence, data entry, answering telephones, preparing and taking minutes for meetings, and operating various office equipment. May supervise lower level staff.

02.303 ACCOUNTING ASSISTANT II

Perform a variety of clerical accounting work, maintain records and track balances for diverse general ledger groups and/or categories, prepare a wide variety of accounts payable and receivable documents, and assign accounting codes in compliance with complex rules, regulations and procedures which may include contractual and grant limitations. May supervise lower level employees and students.

02.824 SUPPLY TECHNICIAN II

Interpret and apply agency, State and federal policy, rules, regulations and laws to ensure compliance with fire, safety, and health or security standards; perform the most complex purchasing duties independently and make final decisions regarding the purchase of items within the terms of the current service contracts. May or may not have supervisory responsibility.

III. DOMESTIC SERVICES

03.207 FOOD SERVICE COOK/SUPERVISOR III

Perform work in an institutional or correctional setting serving three meals daily to over 500 individuals; order and obtain food and kitchen supplies; schedule, assign, coordinate and review work of staff of a staff of 20 or more inmates on an assigned shift; monitor security of the general kitchen area and food; provide training and orientation to new staff/inmates regarding agency policies and procedures, food preparation and service, and health and safety regulations.

IV. LIBRARY AND ARCHIVES

04.112 LIBRARIAN II

Perform a broad range of professional level duties in support of a library that organizes and provides access to a wide selection of materials in a variety of formats; planning, coordinating and directing activities within one or more functional areas of the library: acquisitions; cataloging; circulation; collection maintenance; document delivery/interlibrary loan; government documents; Libraries for the Blind and Physically Handicapped; reference and serials.

V. EDUCATION

05.106 ACADEMIC TEACHER

Counsel, evaluate and instruct adjudicated delinquent juveniles, who are assigned to a youth training facility or mentally disordered offenders assigned to a maximum-security mental health program, develop curriculum and individualized educational programs; monitors students'/clients' progress, participates in behavior modification programs and the treatment team process, develops and presents in-service training for staff members.

05.232 EDUCATION PROGRAMS PROFESSIONAL

Assist and foster the growth of K-12, postsecondary, and related education programs throughout the state by providing technical assistance, training, and oversight. Collect, analyze and report education program related data, coordinate the development of education standards for various subject areas.

VI. ENGINEERING AND ALLIED

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.

06.228 STAFF II, ASSOCIATE ENGINEER

Perform a broad variety of complex engineering work not requiring licensure as a professional engineer, but requiring some professional training; perform engineering assignments that are varied, broadly stated, involve different or unrelated processes and methods, and require the use of judgment in the analysis of diverse and complex data including: review engineering plans and specifications; perform inspections to ensure conformance to applicable specifications and regulations; prepare technical engineering reports; conduct engineering studies; design various projects and write specifications.

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.

06.754 BUILDING CONSTRUCTION INSPECTOR III

Perform all phases of building construction inspection including plumbing, heating and electrical systems, structural design, air conditioning systems and landscaping to ensure compliance with construction contract and plan specifications; assigned to major, multi-million dollar construction projects of buildings, facilities and structures intended for the use of State personnel, the general public and others.

06.977 COMMUNICATIONS SYSTEMS SPECIALIST II

Perform specialized electronic technician work involving the fabrication, installation, maintenance, repair and modification of 24-hour communications systems in a geographical area or on a statewide basis. This may include two-way radio and microwave equipment, mountaintop base stations, power systems, towers, antennas, multiple station/operator radio control console systems, data, voice, and data terminals.

VII. FISCAL MANAGEMENT AND STAFF SERVICES

07.136 ACCOUNTANT II

At the journey level, prepare financial statements in accordance with Generally Accepted Accounting Principles (GAAP), organize and develop year-end comprehensive financial statements and enforce accounting policies and procedures, establish procedures which provide for necessary documentation for all fiscal transactions, classification of expenditures, current fund balances and audit trails.

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.

07.176 MORTGAGE LENDING EXAMINER II

At the journey level, conduct examinations, examine and analyze the general ledger, assets, liabilities, capital and internal controls of institutions to ensure compliance with federal and State laws and regulations and safety and soundness for public good.

07.216 ADMINISTRATIVE SERVICES OFFICER III

Under administrative direction of a department director or administrator, functions as the business manager for a department, large division or major program area with responsibility for accounting, budgeting, fiscal management and business operations. Incumbents may be expected to direct, supervise and oversee the activities or lower level Administrative Services Officers in addition to professional, technical and support staff.

07.233 REVENUE OFFICER II

At the journey level, research and investigate public and bank records and locate real property, lien information, credit, and tax history from a variety of sources such as bank records, court records and credit bureaus, examine real property, liens credit, tax history, income, and the taxpayer's place of business to identify assets and liabilities; compare assets and income to liabilities to determine the ability of the taxpayer to pay delinquent taxes.

07.255 TAX EXAMINER II

At the journey level, responsible for licensing/registration, collecting taxes and fees, and assisting taxpayers to ensure compliance with the applicable tax and registration statutes.

07.305 PURCHASING OFFICER II

Develop, evaluate, monitor and mediate procurement of service contracts to ensure consistency, uniformity and cost effectiveness in obtaining services for State agencies in accordance with applicable State and federal laws, regulations, agency policies and principles and sound fiscal management.

07.433 PROPERTY APPRAISER II

At the journey level, value real and personal property, classify and value property by a review of records and/or a physical inspection, value mining improvements and net proceeds of mines, research and develop agricultural values, research and recommend appropriate appraisal and assessment standards for use by county assessors.

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

Plan, organize and administer a comprehensive personnel services program for a large department (over 1200 employees), with multiple programs, services and functions. Responsibilities include employee relations, recruitment and selection, classification coordination, performance evaluation, training, payroll and other related areas.

07.521 PERSONNEL ANALYST II

At the journey level, perform professional personnel functions, employee relations, recruitment and selection, classification and compensation, employee development, benefit administration, staffing and payroll.

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.

07.649 PROGRAM OFFICER I

Perform administrative work in planning, coordinating and directing a comprehensive program or program function for a specific clientele. Supervision is typically confined to clerical and non-technical support staff assigned to the program area.

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; assessing 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 a variety of complex or specialized highway maintenance and construction equipment in order to resolve and maintain the integrity of roadway surfaces, roadside slopes, shoulders, culverts and ditches to restore drainage and prevent erosion, and replace related roadway appurtenances such as guardrails, markers, guide posts.

09.321 HIGHWAY EQUIPMENT MECHANIC I

At the journey level, maintain, repair and modify medium and heavy highway maintenance and construction equipment including single and tandem axle dump trucks, motor graders, chip spreaders, truck mounted backhoes, twin diesel powered rotary snow blowers, ten wheel water trucks, front end loaders, tractor/trailer combinations and pavement grinding machines.

09.421 HVACR SPECIALIST I

At the journey level, perform skilled maintenance, repair and diagnostic duties associated with heating, ventilation, air conditioning and refrigeration equipment.

09.426 ELECTRICIAN I

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

09.441 MAINTENANCE REPAIR SPECIALIST I

Perform skilled plumbing, carpentry, electrical, and painting repair and maintenance activities by reviewing plans, laying out the project in accordance with code requirements, and purchasing appropriate materials.

At the journey level, perform skilled maintenance, repair and diagnostic duties associated with heating, ventilation, air conditioning and refrigeration equipment.

X. MEDICAL, HEALTH & RELATED SERVICES

10.139 MENTAL HEALTH COUNSELOR II

At the journey level, provide counseling, case management, direct clinical services, program development, policy implementation, community and home based services and behavioral and human services to mentally ill, mentally retarded and/or emotionally disturbed clients in an outpatient, residential, community or similar setting.

10.144 CLINICAL SOCIAL WORKER II

At the journey level, provide clinical services to clients/inmates in a residential, home, inpatient, outpatient, rehabilitation, correctional or similar setting. Clinical social work is defined as the application of methods, principles and techniques of case work, group work, community organization, administration, planning, consultation, research and psychotherapeutic methods and techniques to persons, families and groups to facilitate the diagnosis and treatment of family issues, mental and emotional conditions, illnesses and developmental delays.

10.170 LICENSED PSYCHOLOGIST I

Provide psychological testing, evaluation, psychotherapy, counseling and consultation to clients or inmates in residential, inpatient and outpatient settings, at a mental health, mental retardation, or correctional facility, or in other settings where psychological services are provided. May be assigned to full supervision of professional staff and support personnel.

10.185 PSYCHIATRIC CASEWORKER II

At the journey level, perform casework duties; monitor the progress of clients in treatment; assess and reassess the clients' level of functioning by interviewing clients, family members and other community contacts; evaluate clients' needs and resources to determine the level of assistance needed; and refer clients to appropriate services according to the service/care coordination plan in order to meet clients' emotional, behavioral, social, financial, health, vocational, transportation and basic living needs.

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; provide technical information regarding specialized health related conditions.

10.307 PSYCHIATRIC NURSE II

At the journey level, provide professional nursing care to mentally ill, mentally retarded, 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.

10.318 CORRECTIONAL NURSE II

At the journey level, provide professional nursing care to patients in a correctional setting; make comprehensive clinical observations and health needs including subtle abnormalities and changes in condition; record and report indicative signs and symptoms of physical and mental condition.

10.346 MENTAL HEALTH TECHNICIAN III

At the journey level, supplement the work of mental health professionals, health specialists, and nursing staff including participation in the formulation and implementation of treatment plans for clients in a mental health facility. May be assigned to serve as a lead worker and oversee shift activities.

10.360 LICENSED PRACTICAL NURSE II

At the journey level, provide general or psychiatric practical nursing care to inmates in a correctional setting to individuals with mental illness and/or developmental disabilities, or patients in a 24-hour inpatient skilled nursing facility.

10.369 CERTIFIED NURSING ASSISTANT

At the direction of a Registered Nurse, perform basic restorative services and basic nursing services which are directed at the safety, comfort, personal hygiene, basic mental health and protection of patient rights in accordance with the Patient's Bill of Rights and within the authorized scope of practice specified in the Nurse Practice Act.

10.509 HEALTH FACILITIES INSPECTOR II

At the journey level, inspect a variety of health care facilities including hospitals, skilled nursing facilities, intermediate care facilities, intermediate care facilities for the developmentally disabled, home health agencies, ambulatory surgical centers, facilities for treatment of irreversible renal disease, hospital laboratories, independent physician offices environmental facilities, rural health clinics, hospices, outpatient, portable x-ray and adult day care facilities, adult group care facilities, alcohol and drug treatment centers, independent centers for emergency medical care and rehabilitation clinics for licensure requirements.

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

11.122 PUBLIC SAFETY DISPATCHER III

At the journey level, perform technical communications work in the operation of a district, central, or statewide communications center including but not limited to providing assistance to law enforcement units in both routine and emergency situations, dispatching enforcement units and other emergency mobile units from a computerized dispatch center and may act as lead worker over lower level dispatchers.

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

Provide customer service associated with driver's license, vehicle and business occupational licensing programs including licensing drivers, issuing identification cards, registering and titling vehicles, issuing business occupational licenses and assisting new residents in obtaining driver's license and/or registration.

11.521 SAFETY SPECIALIST

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. Areas of expertise may include one or more of the following: consultation, enforcement, training, boiler & elevator, mine safety & health, railway tracks, motive power, hazardous materials or operating practices.

11.531 INDUSTRIAL HYGIENIST III

Under general supervision, evaluate and recommend controls for hazards in the workplace through conducting inspections, investigations, surveys, research analysis. This is the journey level.

XII. SOCIAL SERVICES AND REHABILITATION

12.158 WORKFORCE SERVICES REPRESENTATIVE II

Provide a broad range of services in accordance with the Workforce Investment Act, assist job seeking customers and business customers seeking qualified applicants and provide employment services to eligible veterans and disabled veterans as defined by the Department of Labor.

12.168 UNEMPLOYMENT INSURANCE REPRESENTATIVE II

Perform a broad variety of activities related to the timely and accurate processing and payment of unemployment insurance benefit claims; fraud detection and overpayment recovery, processing and responding to questions from employers.

12.334 HEALTH CARE COORDINATOR II – NURSE

At the journey level, perform professional work related to program operations and auditing providers to ensure compliance with program policies and regulations. Evaluate individuals referred to the medical services program and provide ongoing case management services to Medicaid eligible clients; evaluate the need for medical services, treatment, equipment and supplies and authorize payment; screen individuals to determine appropriate level of care in nursing homes; review programs to ensure services are being provided in a cost effective manner; participate in program development by providing input on policies and procedures, forms, medical coverage and system enhancements.

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.

12.376 FAMILY SERVICES SPECIALIST II

Perform a variety of paraprofessional duties to assist families in achieving self-sufficiency; determine eligibility for a variety of public assistance and health related programs; provide coordinated employment and training services.

12.427 REHABILITATION COUNSELOR II

At the journey level, develop individual rehabilitation programs; coordinate the delivery of services; provide job placement; and counsel and guide clients in order to minimize disabling conditions and reduce dependency for individuals whose mental or physical disability presents a barrier to employment and/or self-sufficiency.

12.456 DISABILITY ADJUDICATOR IV

At the advanced journey level, perform claims adjudication, which includes the authority to complete final determinations without review or approval of medical or psychological consultants.

12.469 SUBSTANCE ABUSE COUNSELOR II

At the journey level, perform professional duties in the assessment, case management, education and treatment of clients and perform related administrative duties and recordkeeping in accordance with standards and requirements.

12.538 GROUP SUPERVISOR II

At the journey level, perform duties involving the education, employment, training, treatment, care and custody of juvenile offenders incarcerated within a State Youth Training Center; maintain comprehensive records of assigned youths' program activities and provide individual guidance as stipulated in State laws and regulations.

12.559 CORRECTIONAL CASEWORK SPECIALIST II

Perform duties involving the evaluation and classification of individual inmates incarcerated within State correctional facilities, maintain a comprehensive record of each inmate regarding personal data, legal data, criminal history, institutional adjustment, program needs, program achievements, classification history and rule infractions.

XIII. SWORN LAW ENFORCEMENT

13.122 GAME WARDEN III

At the journey level, protect the wildlife and fisheries of the State and the public by enforcing wildlife, boating, criminal and natural resource laws and by providing education in areas such as wildlife management and hunter, boating and firearms safety.

13.142 PARK RANGER II - COMMISSIONED

At the journey level, participate in operations, law enforcement, resource management, and interpretation and maintenance activities at an assigned State park.

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. Positions in this series are trained peace officers in accordance with requirements established by the Commission on Peace Officers Standards and Training.

13.313 CORRECTIONAL OFFICER

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

13.222 UNIVERSITY POLICE OFFICER II

At the journey level, perform law enforcement activities pertaining to the protection of Nevada System of Higher Education (NSHE) employees, students, and the general public; patrol and safeguard University owned and leased buildings and grounds and surrounding areas; and maintain law and order.

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
1.000 Agriculture & Conservation						
<i>AGRICULTURIST II</i>						
Grade 33						
MINIMUM SALARY	9	40,862	37,274	53,040	35,303	
Salary with 2.3% furlough reduction		39,922				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			6.63%	-32.86%	11.57%	
MAXIMUM SALARY		60,406	50,009	68,931	47,644	
Salary with 2.3% furlough reduction		59,017				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			15.26%	-16.80%	19.27%	
<i>WEIGHTS & MEASURES INSPECTOR II</i>						
Grade 31						
MINIMUM SALARY	6	37,563	37,884		37,884	
Salary with 2.3% furlough reduction		36,699				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-3.23%		-3.23%	
MAXIMUM SALARY		55,207	50,546		50,546	
Salary with 2.3% furlough reduction		53,937				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			6.29%		6.29%	
<i>BIOLOGIST III</i>						
Grade 35						
MINIMUM SALARY	9	44,412	44,714		43,241	56,500
Salary with 2.3% furlough reduction		43,391				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-3.05%		0.35%	-30.21%
MAXIMUM SALARY		66,002	62,285		61,030	72,318
Salary with 2.3% furlough reduction		64,484				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			3.41%		5.36%	-12.15%
<i>FORESTER II</i>						
Grade 33						
MINIMUM SALARY	8	40,862	43,518		41,664	56,500
Salary with 2.3% furlough reduction		39,922				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-9.01%		-4.36%	-41.53%
MAXIMUM SALARY		60,406	59,655		57,846	72,318
Salary with 2.3% furlough reduction		59,017				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-1.08%		1.98%	-22.54%

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<i>CONSERVATION CREW SUPERVISOR III</i>						
Grade 31						
MINIMUM SALARY	4	37,563	36,671	35,443	37,080	
Salary with 2.3% furlough reduction		36,699				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			0.08%	3.42%	-1.04%	
MAXIMUM SALARY		55,207	45,406	46,010	45,204	
Salary with 2.3% furlough reduction		53,937				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			15.82%	14.70%	16.19%	
<i>FIREFIGHTER II</i>						
Grade 31						
MINIMUM SALARY	15	37,563	48,253	51,166	40,242	
Salary with 2.3% furlough reduction		36,699				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-31.48%	-39.42%	-9.65%	
MAXIMUM SALARY		55,207	64,707	67,768	56,289	
Salary with 2.3% furlough reduction		53,937				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-19.97%	-25.64%	-4.36%	
2.000 Clerical & Related Services						
<i>LEGAL SECRETARY II</i>						
Grade 29						
MINIMUM SALARY	25	34,598	36,364	40,601	28,728	41,258
Salary with 2.3% furlough reduction		33,802				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-7.58%	-20.11%	15.01%	-22.06%
MAXIMUM SALARY		50,571	50,592	55,716	41,768	53,156
Salary with 2.3% furlough reduction		49,408				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-2.40%	-12.77%	15.46%	-7.59%
<i>ADMINISTRATIVE ASSISTANT II</i>						
Grade 25						
MINIMUM SALARY	40	29,441	36,026	38,964	25,818	39,124
Salary with 2.3% furlough reduction		28,764				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-25.25%	-35.46%	10.24%	-36.02%
MAXIMUM SALARY		42,553	50,940	53,696	40,131	56,064
Salary with 2.3% furlough reduction		41,574				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-22.53%	-29.16%	3.47%	-34.85%

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
ACCOUNTING ASSISTANT II						
Grade 25						
MINIMUM SALARY	34	29,441	34,559	37,912	25,274	37,821
Salary with 2.3% furlough reduction		28,764				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-20.15%	-31.80%	12.13%	-31.49%
MAXIMUM SALARY		42,553	47,974	51,587	38,083	51,147
Salary with 2.3% furlough reduction		41,574				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-15.39%	-24.08%	8.40%	-23.03%
SUPPLY TECHNICIAN II						
Grade 27						
MINIMUM SALARY	15	31,863	36,284	37,967	30,945	42,900
Salary with 2.3% furlough reduction		31,130				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-16.56%	-21.96%	0.59%	-37.81%
MAXIMUM SALARY		46,416	46,810	49,348	42,109	48,412
Salary with 2.3% furlough reduction		45,348				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-3.22%	-8.82%	7.14%	-6.76%
3.000 Domestic Services						
FOOD SERVICE COOK/SUPERVISOR III						
Grade 29						
MINIMUM SALARY	22	34,598	36,195	42,008	27,961	41,278
Salary with 2.3% furlough reduction		33,802				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-7.08%	-24.28%	17.28%	-22.12%
MAXIMUM SALARY		50,571	48,849	56,183	40,318	46,904
Salary with 2.3% furlough reduction		49,408				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			1.13%	-13.71%	18.40%	5.07%
4.000 Library & Archives						
LIBRARIAN II						
Grade 33						
MINIMUM SALARY	18	40,862	39,927	40,098	39,756	
Salary with 2.3% furlough reduction		39,922				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-0.01%	-0.44%	0.42%	
MAXIMUM SALARY		60,406	58,930	64,038	53,823	
Salary with 2.3% furlough reduction		59,017				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			0.15%	-8.51%	8.80%	

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
5.000 Education						
ACADEMIC TEACHER						
Grade 35						
MINIMUM SALARY	10	44,412	37,361	34,486	40,237	
Salary with 2.3% furlough reduction		43,391				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			13.90%	20.52%	7.27%	
MAXIMUM SALARY		66,002	59,217	60,517	57,917	
Salary with 2.3% furlough reduction		64,484				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			8.17%	6.15%	10.18%	
EDUCATION PROGRAMS PROFESSIONAL						
Grade 39						
MINIMUM SALARY	9	52,847	48,030	40,468	54,080	
Salary with 2.3% furlough reduction		51,632				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			6.98%	21.62%	-4.74%	
MAXIMUM SALARY		79,114	80,111	82,168	98,083	
Salary with 2.3% furlough reduction		77,294				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-3.64%	-6.31%	-26.90%	
6.000 Engineering & Allied						
PROFESSIONAL ENGINEER						
Grade 40						
MINIMUM SALARY	24	55,207	68,391	72,068	55,045	120,000
Salary with 2.3% furlough reduction		53,937				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-26.80%	-33.62%	-2.05%	-122.48%
MAXIMUM SALARY		82,852	94,776	101,581	75,114	150,000
Salary with 2.3% furlough reduction		80,946				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-17.09%	-25.49%	7.20%	-85.31%
STAFF II, ASSOCIATE ENGINEER						
Grade 37						
MINIMUM SALARY	21	48,462	55,561	59,630	47,443	59,500
Salary with 2.3% furlough reduction		47,347				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-17.35%	-25.94%	-0.20%	-25.67%
MAXIMUM SALARY		72,224	80,486	84,277	67,800	120,000
Salary with 2.3% furlough reduction		70,563				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-14.06%	-19.44%	3.92%	-70.06%

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
ENGINEERING TECHNICIAN III						
Grade 30						
MINIMUM SALARY	23	35,997	45,314	51,207	35,915	38,000
Salary with 2.3% furlough reduction		35,169				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-28.85%	-45.60%	-2.12%	-8.05%
MAXIMUM SALARY		52,847	63,519	72,023	49,204	59,000
Salary with 2.3% furlough reduction		51,632				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-23.02%	-39.49%	4.70%	-14.27%
BUILDING CONSTRUCTION INSPECTOR III						
Grade 37						
MINIMUM SALARY	21	48,462	48,981	51,809	41,912	
Salary with 2.3% furlough reduction		47,347				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-3.45%	-9.42%	11.48%	
MAXIMUM SALARY		72,224	66,279	68,433	60,893	
Salary with 2.3% furlough reduction		70,563				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			6.07%	3.02%	13.70%	
COMMUNICATIONS SYSTEM SPECIALIST II						
Grade 35						
MINIMUM SALARY	18	44,412	49,414	52,231	43,782	
Salary with 2.3% furlough reduction		43,391				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-13.88%	-20.37%	-0.90%	
MAXIMUM SALARY		66,002	66,263	69,867	59,054	
Salary with 2.3% furlough reduction		64,484				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-2.76%	-8.35%	8.42%	
7.000 Fiscal Management & Staff Services						
ACCOUNTANT II						
Grade 36						
MINIMUM SALARY	35	46,416	51,012	55,131	39,028	55,285
Salary with 2.3% furlough reduction		45,348				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-12.49%	-21.57%	13.94%	-21.91%
MAXIMUM SALARY		69,029	72,372	79,036	55,815	74,187
Salary with 2.3% furlough reduction		67,441				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-7.31%	-17.19%	17.24%	-10.00%

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
AUDITOR II						
Grade 34						
MINIMUM SALARY	19	42,553	50,142	58,845	40,194	42,700
Salary with 2.3% furlough reduction		41,574				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-20.61%	-41.54%	3.32%	-2.71%
MAXIMUM SALARY		63,099	74,745	89,973	59,716	42,700
Salary with 2.3% furlough reduction		61,648				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-21.24%	-45.95%	3.13%	30.74%
MORTGAGE LENDING EXAMINER II						
Grade 35						
MINIMUM SALARY	4	44,412	48,063		48,063	
Salary with 2.3% furlough reduction		43,391				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-10.77%		-10.77%	
MAXIMUM SALARY		66,002	70,530		70,530	
Salary with 2.3% furlough reduction		64,484				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-9.38%		-9.38%	
ADMINISTRATIVE SERVICES OFFICER III						
Grade 41						
MINIMUM SALARY	15	57,712	58,790	66,940	48,662	
Salary with 2.3% furlough reduction		56,385				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-4.27%	-18.72%	13.70%	
MAXIMUM SALARY		86,736	87,454	100,341	76,683	
Salary with 2.3% furlough reduction		84,741				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-3.20%	-18.41%	9.51%	
REVENUE OFFICER II						
Grade 32						
MINIMUM SALARY	9	39,108	43,287	60,795	38,285	
Salary with 2.3% furlough reduction		38,209				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-13.29%	-59.11%	-0.20%	
MAXIMUM SALARY		57,712	60,033	83,816	53,238	
Salary with 2.3% furlough reduction		56,385				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-6.47%	-48.65%	5.58%	

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<i>TAX EXAMINER II</i>						
Grade 30						
MINIMUM SALARY	8	35,997	33,229	55,716	30,016	
Salary with 2.3% furlough reduction		35,169				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			5.52%	-58.42%	14.65%	
MAXIMUM SALARY		52,847	51,940	83,574	47,421	
Salary with 2.3% furlough reduction		51,632				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-0.60%	-61.86%	8.16%	
<i>PURCHASING OFFICER II</i>						
Grade 37						
MINIMUM SALARY	24	48,462	49,617	52,966	39,337	67,301
Salary with 2.3% furlough reduction		47,347				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-4.79%	-11.87%	16.92%	-42.14%
MAXIMUM SALARY		72,224	71,664	76,614	56,956	95,849
Salary with 2.3% furlough reduction		70,563				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-1.56%	-8.58%	19.28%	-35.83%
<i>PROPERTY APPRAISER II</i>						
Grade 34						
MINIMUM SALARY	13	42,553	41,591	44,049	38,723	
Salary with 2.3% furlough reduction		41,574				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-0.04%	-5.95%	6.86%	
MAXIMUM SALARY		63,099	60,055	60,787	59,202	
Salary with 2.3% furlough reduction		61,648				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			2.58%	1.40%	3.97%	
<i>RIGHT OF WAY AGENT II</i>						
Grade 34						
MINIMUM SALARY	12	42,553	46,563	57,135	39,012	
Salary with 2.3% furlough reduction		41,574				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-12.00%	-37.43%	6.16%	
MAXIMUM SALARY		63,099	64,191	78,793	53,761	
Salary with 2.3% furlough reduction		61,648				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-4.13%	-27.81%	12.79%	

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
PERSONNEL OFFICER III						
Grade 41						
MINIMUM SALARY	19	57,712	67,531	68,720	63,995	72,215
Salary with 2.3% furlough reduction		56,385				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-19.77%	-21.88%	-13.50%	-28.07%
MAXIMUM SALARY		86,736	97,901	96,035	96,256	104,171
Salary with 2.3% furlough reduction		84,741				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-15.53%	-13.33%	-13.59%	-22.93%
PERSONNEL ANALYST II						
Grade 34						
MINIMUM SALARY	29	42,553	47,351	49,141	42,816	50,811
Salary with 2.3% furlough reduction		41,574				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-13.90%	-18.20%	-2.99%	-22.22%
MAXIMUM SALARY		63,099	68,200	72,003	62,720	63,094
Salary with 2.3% furlough reduction		61,648				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-10.63%	-16.80%	-1.74%	-2.35%
TRAINING OFFICER II						
Grade 36						
MINIMUM SALARY	16	46,416	50,289	60,315	42,491	
Salary with 2.3% furlough reduction		45,348				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-10.90%	-33.00%	6.30%	
MAXIMUM SALARY		69,029	71,670	86,227	60,348	
Salary with 2.3% furlough reduction		67,441				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-6.27%	-27.86%	10.52%	
BUDGET ANALYST II						
Grade 36						
MINIMUM SALARY	30	46,416	53,371	56,772	41,124	76,171
Salary with 2.3% furlough reduction		45,348				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-17.69%	-25.19%	9.31%	-67.97%
MAXIMUM SALARY		69,029	75,031	82,328	59,373	76,171
Salary with 2.3% furlough reduction		67,441				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-11.25%	-22.07%	11.96%	-12.94%

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
MANAGEMENT ANALYST II						
Grade 35						
MINIMUM SALARY	19	44,412	47,445	54,566	37,653	
Salary with 2.3% furlough reduction		43,391				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-9.34%	-25.75%	13.22%	
MAXIMUM SALARY		66,002	71,732	80,479	59,704	
Salary with 2.3% furlough reduction		64,484				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-11.24%	-24.80%	7.41%	
PROGRAM OFFICER I						
Grade 31						
MINIMUM SALARY	8	37,563	44,851	54,783	38,891	
Salary with 2.3% furlough reduction		36,699				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-22.21%	-49.28%	-5.97%	
MAXIMUM SALARY		55,207	67,281	79,055	60,216	
Salary with 2.3% furlough reduction		53,937				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-24.74%	-46.57%	-11.64%	
IT PROFESSIONAL III						
Grade 39						
MINIMUM SALARY	26	52,847	63,131	67,507	52,006	64,876
Salary with 2.3% furlough reduction		51,632				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-22.27%	-30.75%	-0.72%	-25.65%
MAXIMUM SALARY		79,114	89,090	92,933	81,322	83,607
Salary with 2.3% furlough reduction		77,294				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-15.26%	-20.23%	-5.21%	-8.17%
IT TECHNICIAN IV						
Grade 31						
MINIMUM SALARY	30	37,563	46,681	48,967	37,624	60,059
Salary with 2.3% furlough reduction		36,699				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-27.20%	-33.43%	-2.52%	-63.65%
MAXIMUM SALARY		55,207	68,100	72,593	56,658	68,932
Salary with 2.3% furlough reduction		53,937				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-26.26%	-34.59%	-5.04%	-27.80%

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
9.000 Mechanical & Construction Trades						
<i>HIGHWAY MAINTENANCE WORKER III</i>						
Grade 29						
MINIMUM SALARY	21	34,598	35,815	38,448	32,305	
Salary with 2.3% furlough reduction		33,802				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-5.96%	-13.74%	4.43%	
MAXIMUM SALARY		50,571	49,319	51,281	46,703	
Salary with 2.3% furlough reduction		49,408				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			0.18%	-3.79%	5.47%	
<i>HIGHWAY EQUIPMENT MECHANIC I</i>						
Grade 33						
MINIMUM SALARY	25	40,862	42,156	45,927	35,697	33,488
Salary with 2.3% furlough reduction		39,922				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-5.60%	-15.04%	10.58%	16.12%
MAXIMUM SALARY		60,406	57,394	60,330	47,166	92,250
Salary with 2.3% furlough reduction		59,017				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			2.75%	-2.22%	20.08%	-56.31%
<i>HVACR SPECIALIST I</i>						
Grade 32						
MINIMUM SALARY	19	39,108	43,026	46,963	35,984	60,000
Salary with 2.3% furlough reduction		38,209				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-12.61%	-22.91%	5.82%	-57.03%
MAXIMUM SALARY		57,712	59,627	66,740	46,658	92,250
Salary with 2.3% furlough reduction		56,385				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-5.75%	-18.36%	17.25%	-63.61%
<i>MAINTENANCE REPAIR SPECIALIST I</i>						
Grade 30						
MINIMUM SALARY	29	35,997	39,691	40,890	31,882	50,315
Salary with 2.3% furlough reduction		35,169				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-12.86%	-16.27%	9.35%	-43.07%
MAXIMUM SALARY		52,847	55,950	56,861	45,222	75,213
Salary with 2.3% furlough reduction		51,632				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-8.36%	-10.13%	12.41%	-45.67%

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<i>ELECTRICIAN I</i>						
Grade 31						
MINIMUM SALARY	24	37,563	43,824	49,251	34,430	50,882
Salary with 2.3% furlough reduction		36,699				
% DIFFERENCE FROM 2.3% REDUCED SALARY			-19.41%	-34.20%	6.18%	-38.65%
MAXIMUM SALARY		55,207	61,381	66,722	49,630	79,540
Salary with 2.3% furlough reduction		53,937				
% DIFFERENCE FROM 2.3% REDUCED SALARY			-13.80%	-23.70%	7.99%	-47.47%
10.000 Medical, Health & Related Services						
<i>MENTAL HEALTH COUNSELOR II</i>						
Grade 37						
MINIMUM SALARY	9	48,462	42,516	58,511	37,946	
Salary with 2.3% furlough reduction		47,347				
% DIFFERENCE FROM 2.3% REDUCED SALARY			10.20%	-23.58%	19.86%	
MAXIMUM SALARY		72,224	58,099	73,145	53,800	
Salary with 2.3% furlough reduction		70,563				
% DIFFERENCE FROM 2.3% REDUCED SALARY			17.66%	-3.66%	23.76%	
<i>CLINICAL SOCIAL WORKER II</i>						
Grade 37						
MINIMUM SALARY	10	48,462	48,510	49,787	41,849	67,215
Salary with 2.3% furlough reduction		47,347				
% DIFFERENCE FROM 2.3% REDUCED SALARY			-2.46%	-5.15%	11.61%	-41.96%
MAXIMUM SALARY		72,224	65,001	85,140	55,342	73,840
Salary with 2.3% furlough reduction		70,563				
% DIFFERENCE FROM 2.3% REDUCED SALARY			7.88%	-20.66%	21.57%	-4.64%
<i>LICENSED PSYCHOLOGIST I</i>						
Grade 44						
MINIMUM SALARY	13	66,002	60,034	65,171	56,823	
Salary with 2.3% furlough reduction		64,484				
% DIFFERENCE FROM 2.3% REDUCED SALARY			6.90%	-1.07%	11.88%	
MAXIMUM SALARY		99,681	80,668	92,143	73,496	
Salary with 2.3% furlough reduction		97,388				
% DIFFERENCE FROM 2.3% REDUCED SALARY			17.17%	5.39%	24.53%	

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<i>PSYCHIATRIC CASEWORKER II</i>						
Grade 33						
MINIMUM SALARY	6	40,862	43,074		43,074	
Salary with 2.3% furlough reduction		39,922				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-7.90%		-7.90%	
MAXIMUM SALARY		60,406	58,904		58,904	
Salary with 2.3% furlough reduction		59,017				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			0.19%		0.19%	
<i>HEALTH PROGRAM SPECIALIST I</i>						
Grade 35						
MINIMUM SALARY	11	44,412	51,762	78,322	41,205	83,096
Salary with 2.3% furlough reduction		43,391				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-19.29%	-80.50%	5.04%	-91.51%
MAXIMUM SALARY		66,002	70,707	95,514	62,957	83,096
Salary with 2.3% furlough reduction		64,484				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-9.65%	-48.12%	2.37%	-28.86%
<i>PSYCHIATRIC NURSE II</i>						
Grade 39						
MINIMUM SALARY	10	52,847	52,669	57,074	50,350	66,810
Salary with 2.3% furlough reduction		51,632				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-2.01%	-10.54%	2.48%	-29.40%
MAXIMUM SALARY		79,114	75,070	108,236	69,921	83,096
Salary with 2.3% furlough reduction		77,294				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			2.88%	-40.03%	9.54%	-7.51%
<i>CORRECTIONAL NURSE II</i>						
Grade 39						
MINIMUM SALARY	7	52,847	43,302	52,125	41,831	
Salary with 2.3% furlough reduction		51,632				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			16.13%	-0.95%	18.98%	
MAXIMUM SALARY		79,114	62,541	80,829	59,493	
Salary with 2.3% furlough reduction		77,294				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			19.09%	-4.57%	23.03%	

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<i>MENTAL HEALTH TECHNICIAN III</i>						
Grade 27						
MINIMUM SALARY	7	31,863	29,512		28,797	33,800
Salary with 2.3% furlough reduction		31,130				
% DIFFERENCE FROM 2.3% REDUCED SALARY			5.20%		7.49%	-8.58%
MAXIMUM SALARY		46,416	42,862		42,508	44,990
Salary with 2.3% furlough reduction		45,348				
% DIFFERENCE FROM 2.3% REDUCED SALARY			5.48%		6.26%	0.79%
<i>LICENSED PRACTICAL NURSE II</i>						
Grade 31						
MINIMUM SALARY	11	37,563	31,980	28,489	31,292	44,470
Salary with 2.3% furlough reduction		36,699				
% DIFFERENCE FROM 2.3% REDUCED SALARY			12.86%	22.37%	14.73%	-21.17%
MAXIMUM SALARY		55,207	46,412	45,507	45,456	55,869
Salary with 2.3% furlough reduction		53,937				
% DIFFERENCE FROM 2.3% REDUCED SALARY			13.95%	15.63%	15.72%	-3.58%
<i>CERTIFIED NURSING ASSISTANT</i>						
Grade 22						
MINIMUM SALARY	10	26,163	23,509	23,171	22,896	28,475
Salary with 2.3% furlough reduction		25,561				
% DIFFERENCE FROM 2.3% REDUCED SALARY			8.03%	9.35%	10.43%	-11.40%
MAXIMUM SALARY		37,563	33,897	31,603	33,886	38,563
Salary with 2.3% furlough reduction		36,699				
% DIFFERENCE FROM 2.3% REDUCED SALARY			7.64%	13.89%	7.67%	-5.08%
<i>HEALTH FACILITIES INSPECTOR II</i>						
Grade 35						
MINIMUM SALARY	6	44,412	46,072		46,072	
Salary with 2.3% furlough reduction		43,391				
% DIFFERENCE FROM 2.3% REDUCED SALARY			-6.18%		-6.18%	
MAXIMUM SALARY		66,002	62,943		62,943	
Salary with 2.3% furlough reduction		64,484				
% DIFFERENCE FROM 2.3% REDUCED SALARY			2.39%		2.39%	

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<i>ENVIRONMENTAL SCIENTIST III</i>						
Grade 36						
MINIMUM SALARY	12	46,416	48,799	57,021	44,688	
Salary with 2.3% furlough reduction		45,348				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-7.61%	-25.74%	1.46%	
MAXIMUM SALARY		69,029	67,119	70,146	65,605	
Salary with 2.3% furlough reduction		67,441				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			0.48%	-4.01%	2.72%	
11.000 Regulatory						
<i>PUBLIC SAFETY DISPATCHER III</i>						
Grade 31						
MINIMUM SALARY	22	37,563	40,065	44,447	32,396	
Salary with 2.3% furlough reduction		36,699				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-9.17%	-21.11%	11.73%	
MAXIMUM SALARY		55,207	54,628	60,292	44,717	
Salary with 2.3% furlough reduction		53,937				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-1.28%	-11.78%	17.09%	
<i>COMPLIANCE INVESTIGATOR II</i>						
Grade 32						
MINIMUM SALARY	13	39,108	43,747	52,088	38,534	
Salary with 2.3% furlough reduction		38,209				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-14.49%	-36.32%	-0.85%	
MAXIMUM SALARY		57,712	64,226	77,597	55,869	
Salary with 2.3% furlough reduction		56,385				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-13.91%	-37.62%	0.92%	
<i>DMV SERVICES TECHNICIAN III</i>						
Grade 27						
MINIMUM SALARY	8	31,863	27,226		27,226	
Salary with 2.3% furlough reduction		31,130				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			12.54%		12.54%	
MAXIMUM SALARY		46,416	40,290		40,290	
Salary with 2.3% furlough reduction		45,348				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			11.15%		11.15%	

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<i>SAFETY SPECIALIST</i>						
Grade 35						
MINIMUM SALARY	19	44,412	51,140	54,264	44,371	
Salary with 2.3% furlough reduction		43,391				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-17.86%	-25.06%	-2.26%	
MAXIMUM SALARY		66,002	72,510	77,384	61,950	
Salary with 2.3% furlough reduction		64,484				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-12.45%	-20.00%	3.93%	
<i>INDUSTRIAL HYGIENIST III</i>						
Grade 36						
MINIMUM SALARY	8	46,416	49,765	81,823	43,197	57,117
Salary with 2.3% furlough reduction		45,348				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-9.74%	-80.43%	4.74%	-25.95%
MAXIMUM SALARY		69,029	72,980	106,369	61,898	106,080
Salary with 2.3% furlough reduction		67,441				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-8.21%	-57.72%	8.22%	-57.29%
12.000 Social Services & Rehabilitation						
<i>WORKFORCE SERVICES REPRESENTATIVE II</i>						
Grade 28						
MINIMUM SALARY	9	33,199	36,748	57,408	34,166	
Salary with 2.3% furlough reduction		32,435				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-13.30%	-76.99%	-5.34%	
MAXIMUM SALARY		48,462	50,611	57,408	49,761	
Salary with 2.3% furlough reduction		47,347				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-6.89%	-21.25%	-5.10%	
<i>UNEMPLOYMENT INSURANCE REPRESENTATIVE II</i>						
Grade 28						
MINIMUM SALARY	10	33,199	33,195	32,969	33,221	
Salary with 2.3% furlough reduction		32,435				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-2.34%	-1.65%	-2.42%	
MAXIMUM SALARY		48,462	48,727	46,584	48,965	
Salary with 2.3% furlough reduction		47,347				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-2.91%	1.61%	-3.42%	

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
HEALTH CARE COORD II - NURSE						
Grade 36						
MINIMUM SALARY	6	46,416	47,178	51,618	42,738	
Salary with 2.3% furlough reduction		45,348				
% DIFFERENCE FROM 2.3% REDUCED SALARY			-4.04%	-13.83%	5.76%	
MAXIMUM SALARY		69,029	72,328	81,587	63,070	
Salary with 2.3% furlough reduction		67,441				
% DIFFERENCE FROM 2.3% REDUCED SALARY			-7.25%	-20.98%	6.48%	
SOCIAL WORKER II						
Grade 34						
MINIMUM SALARY	11	42,553	40,319	45,390	36,497	51,854
Salary with 2.3% furlough reduction		41,574				
% DIFFERENCE FROM 2.3% REDUCED SALARY			3.02%	-9.18%	12.21%	-24.73%
MAXIMUM SALARY		63,099	56,956	63,773	51,177	76,960
Salary with 2.3% furlough reduction		61,648				
% DIFFERENCE FROM 2.3% REDUCED SALARY			7.61%	-3.45%	16.99%	-24.84%
FAMILY SERVICES SPECIALIST II						
Grade 31						
MINIMUM SALARY	7	37,563	34,166	40,219	31,744	
Salary with 2.3% furlough reduction		36,699				
% DIFFERENCE FROM 2.3% REDUCED SALARY			6.90%	-9.59%	13.50%	
MAXIMUM SALARY		55,207	51,462	60,131	47,994	
Salary with 2.3% furlough reduction		53,937				
% DIFFERENCE FROM 2.3% REDUCED SALARY			4.59%	-11.48%	11.02%	
REHABILITATION COUNSELOR II						
Grade 34						
MINIMUM SALARY	8	42,553	42,271		42,271	
Salary with 2.3% furlough reduction		41,574				
% DIFFERENCE FROM 2.3% REDUCED SALARY			-1.68%		-1.68%	
MAXIMUM SALARY		63,099	59,977		59,977	
Salary with 2.3% furlough reduction		61,648				
% DIFFERENCE FROM 2.3% REDUCED SALARY			2.71%		2.71%	

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
DISABILITY ADJUDICATOR IV						
Grade 33						
MINIMUM SALARY	6	40,862	40,255		40,255	
Salary with 2.3% furlough reduction		39,922				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-0.83%		-0.83%	
MAXIMUM SALARY		60,406	57,699		57,699	
Salary with 2.3% furlough reduction		59,017				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			2.23%		2.23%	
SUBSTANCE ABUSE COUNSELOR II						
Grade 33						
MINIMUM SALARY	8	40,862	41,796	44,138	35,391	
Salary with 2.3% furlough reduction		39,922				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-4.69%	-10.56%	11.35%	
MAXIMUM SALARY		60,406	58,544	61,380	55,291	
Salary with 2.3% furlough reduction		59,017				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			0.80%	-4.00%	6.31%	
GROUP SUPERVISOR II						
Grade 31						
MINIMUM SALARY	8	37,563	38,023	44,543	35,850	
Salary with 2.3% furlough reduction		36,699				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-3.61%	-21.37%	2.31%	
MAXIMUM SALARY		55,207	54,172	59,270	52,473	
Salary with 2.3% furlough reduction		53,937				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			-0.44%	-9.89%	2.71%	
CORRECTIONAL CASEWORK SPECIALIST II						
Grade 38						
MINIMUM SALARY	7	50,571	41,109	51,690	36,877	
Salary with 2.3% furlough reduction		49,408				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			16.80%	-4.62%	25.36%	
MAXIMUM SALARY		75,627	60,234	77,190	53,451	
Salary with 2.3% furlough reduction		73,888				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			18.48%	-4.47%	27.66%	

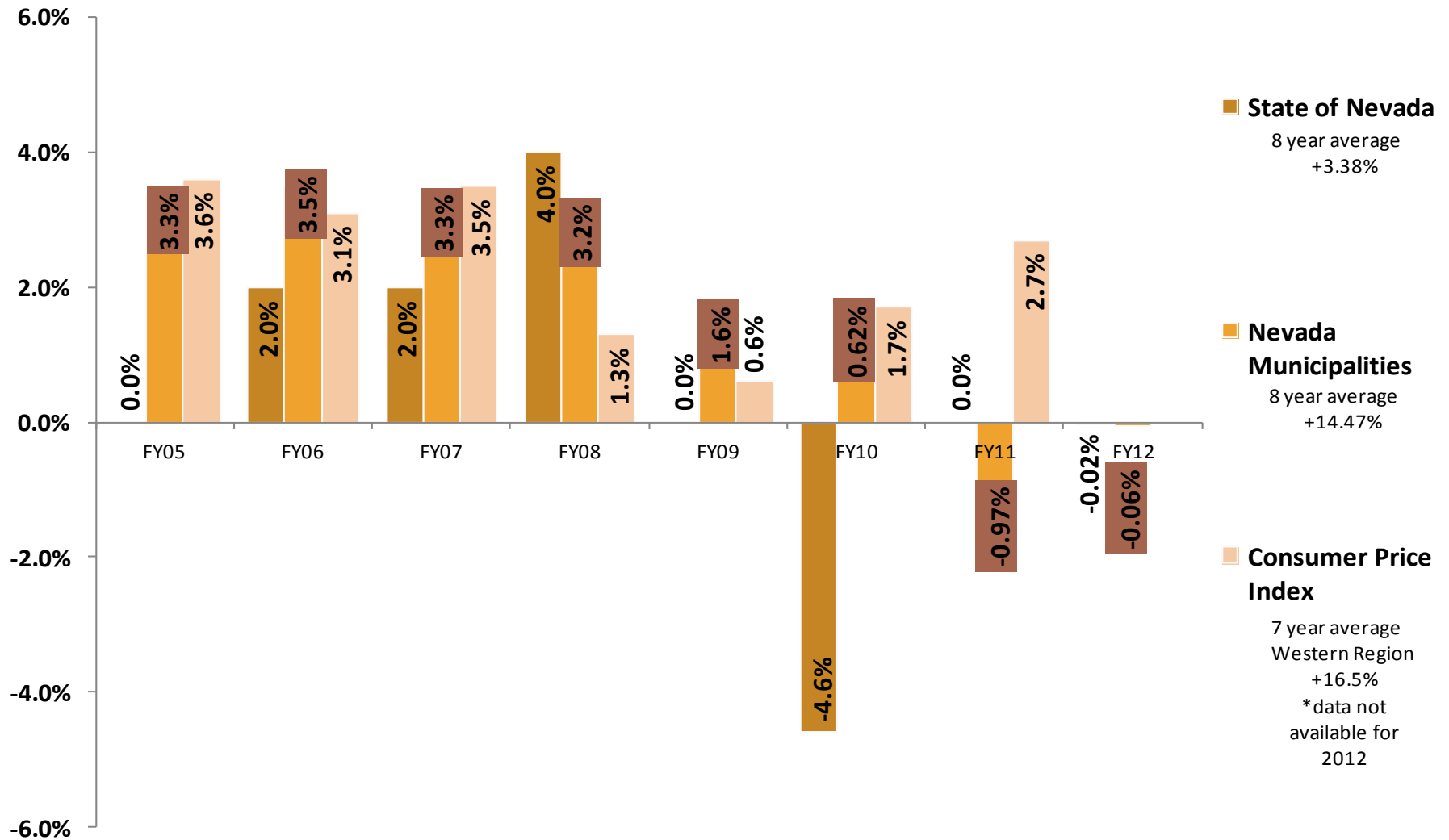
STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
13.000 Sworn Law Enforcement						
GAME WARDEN III						
Grade 37						
MINIMUM SALARY	8	48,462	42,504		42,504	
Salary with 2.3% furlough reduction		47,347				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			10.23%		10.23%	
MAXIMUM SALARY		72,224	59,552		59,552	
Salary with 2.3% furlough reduction		70,563				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			15.60%		15.60%	
PARK RANGER II/COMMISSIONED						
Grade 35						
MINIMUM SALARY	8	44,412	38,817	39,582	38,708	
Salary with 2.3% furlough reduction		43,391				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			10.54%	8.78%	10.79%	
MAXIMUM SALARY		66,002	48,458	53,810	47,693	
Salary with 2.3% furlough reduction		64,484				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			24.85%	16.55%	26.04%	
DPS OFFICER II						
Grade 39						
MINIMUM SALARY	17	52,847	44,925	47,169	40,811	
Salary with 2.3% furlough reduction		51,632				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			12.99%	8.64%	20.96%	
MAXIMUM SALARY		79,114	64,278	65,674	61,717	
Salary with 2.3% furlough reduction		77,294				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			16.84%	15.03%	20.15%	
UNIVERSITY POLICE OFFICER II						
Grade 38						
MINIMUM SALARY	7	50,571	46,141	49,369	38,071	
Salary with 2.3% furlough reduction		49,408				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			6.61%	0.08%	22.95%	
MAXIMUM SALARY		75,627	67,724	71,570	58,109	
Salary with 2.3% furlough reduction		73,888				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			8.34%	3.14%	21.36%	

STATE OF NEVADA 2012 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<i>CORRECTIONAL OFFICER</i>						
Grade 33						
MINIMUM SALARY	15	40,862	39,316	50,592	31,799	
Salary with 2.3% furlough reduction		39,922				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			1.52%	-26.73%	20.35%	
MAXIMUM SALARY		60,406	58,664	74,358	48,197	
Salary with 2.3% furlough reduction		59,017				
<i>% DIFFERENCE FROM 2.3% REDUCED SALARY</i>			0.60%	-25.99%	18.33%	
<i>AVERAGE ALL POSITIONS</i>						
MINIMUM SALARY			3,208,622	3,129,905	2,853,978	1,649,821
		3,033,555				
<i>AVG % DIFFERENCE FROM NEVADA</i>			-5.77%	-20.58%	5.92%	-25.60%
MAXIMUM SALARY			4,551,257	4,445,304	4,112,315	2,239,777
		4,494,696				
<i>AVG % DIFFERENCE FROM NEVADA</i>			-1.26%	-15.54%	8.51%	-28.16%

Cost of Living Adjustments FY05 - FY12



2012 BENEFITS SURVEY DATA

Employer Name	Health	Dental	Vision	Life Ins	Retirement	Holidays	Sick Leave Days	Annual Leave Days(at 10 yrs)
State of Nevada	75%	75%	75%	\$10,000	12.25%	11	15	18
Arizona	80%	80%	80%	\$15,000	10.50%	10	12	18
City/Carson City **	80%	80%	80%	\$35,000	21.50%	11	15	21
City/Elko	75%	75%	75%	\$30,000	12.25%	12	15	15
City/Fallon **	80%	80%	80%	\$25,000	23.75%	11	12	21
City/Henderson **	80%	80%	80%	\$50,000	23.75%	12.5	12	16
City/Las Vegas	100%	100%	100%	\$20,000	11.875%	12	13	16
City/Reno	100%	100%	100%	\$30,000	21.50%	11	13	13
City/Sparks **	100%	100%	100%	\$25,000	21.50%	11	16	23
Clark County **	100%	100%	100%	\$20,000	23.75%	11	12	18
Colorado	80%	70%	100%	\$50,000	10.50%	10	10	15
Douglas County **	70%	80%	70%	\$10,000	23.75%	12	11	20
Idaho*	80%	80%	80%	\$20,000	6.23%	10	12	18
Las Vegas Metro **	80%	80%	80%	\$20,000	23.75%	10	12	15
Lyon County	80%	80%	80%	\$40,000	12.25%	11	15	21
City/Mesquite **	80%	80%	80%	\$16,000	23.75%	12	13	18
Montana	75%	80%	100%	\$14,000	6.90%	11	12	18
New Mexico **	80%	80%	80%	\$50,000	15.09%	11	10	14
Oregon* **	80%	80%	80%	\$40,000	14.71%	10	12	18
Utah **	70%	80%	100%	\$25,000	15.76%	11	9	13
Washington*	80%	80%	80%	\$25,000	7.25%	10	8	20
Washoe County	80%	80%	80%	\$20,000	23.75%	11	18	22
Wyoming*	85%	85%	0%	\$50,000	11.25%	9	12	18
NOTES:								
* Provide additional personal and bereavement leave banks								
** Employers with employer paid retirement option								