



# State of Nevada 2014 Salary & Benefits Survey

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## 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 41 Nevada municipalities, private employers and western state governments invited to participate in the survey, 88% participated.

This report reflects salary data in effect in July 2014.

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 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 13.25% lag behind the average of approximately 19.95%. The range for annual leave days for these employers is 13-22 days as compared to the State of Nevada at 18 days. Four employers also have additional personal and bereavement leave banks. Additionally, 4 municipalities out of 20 pay a higher life insurance benefit than the State of Nevada.

# **SALARY SURVEY PROCEDURE**

The 2014 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 Colorado, Idaho, Montana, New Mexico, Oregon, Utah and Washington.

## **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.

Twenty-seven 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 2014 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 64% of Nevada State employees are on the employee/employer compensation schedule.

## SALARY SURVEY 2014 PARTICIPANTS

<b>NEVADA PUBLIC EMPLOYERS</b> (including school districts)	<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 Sparks              Clark County              Clark County School District              Douglas County              Douglas County School District              Elko County School District              Las Vegas Metro Police           </p>	<p>             Las Vegas Convention &amp; Visitors Authority              Legislative Counsel Bureau              Lyon County              Nye County              Regional Transportation Commission of So. Nevada              Regional Transportation Commission of Washoe Co.              Reno-Sparks Convention &amp; Visitors Authority              Tahoe Regional Planning Agency              Washoe County              Washoe County School District           </p> <p>* An additional public employer surveyed chose not to respond</p>
<b>NEVADA PRIVATE EMPLOYERS</b> (including hospitals)	<p>             Carson Tahoe Regional Healthcare              The Valley Health System              URS Federal Technical Services           </p> <p>* Additional private employers surveyed chose not to respond</p>	
<b>WESTERN STATES</b>	<p>             Colorado              Idaho              Montana              New Mexico              Oregon              Utah              Washington           </p> <p>* Additional western states surveyed chose not to respond</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.

#### 01.819 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

#### 02.211 ADMINISTRATIVE ASSISTANT III

Provide a broad variety 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.

### 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.

### 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.

## 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.

### 07.233 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.

### 07.437 RIGHT-OF-WAY AGENT II

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

### 07.524 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**

### **09.426 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; 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

### **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.

### **11.521 SAFETY SPECIALIST - DIR**

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.

### **11.531 INDUSTRIAL HYGIENIST III - DIR**

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**

### **4.158 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.

## **XIII. SWORN LAW ENFORCEMENT**

### **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
<b>1.000 Agriculture &amp; Conservation</b>						
<b><i>AGRICULTURIST II</i></b>						
Grade 33						
<b>MINIMUM SALARY</b>	<b>6</b>	<b>41,906</b>	41,262	55,973	38,320	
Salary with 2.3% furlough reduction		40,942				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-0.78%	-36.71%	6.40%	
<b>MAXIMUM SALARY</b>		<b>61,951</b>	59,223	72,758	56,515	
Salary with 2.3% furlough reduction		60,526				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			2.15%	-20.21%	6.63%	
<b><i>FIREFIGHTER II</i></b>						
Grade 31						
<b>MINIMUM SALARY</b>	<b>14</b>	<b>38,524</b>	51,589	54,553	40,721	
Salary with 2.3% furlough reduction		37,638				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-37.07%	-44.94%	-8.19%	
<b>MAXIMUM SALARY</b>		<b>56,627</b>	68,233	69,062	65,190	
Salary with 2.3% furlough reduction		55,325				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-23.33%	-24.83%	-17.83%	
<b>2.000 Clerical &amp; Related Services</b>						
<b><i>ADMINISTRATIVE ASSISTANT III</i></b>						
Grade 27						
<b>MINIMUM SALARY</b>	<b>35</b>	<b>32,677</b>	36,867	40,073	23,706	40,858
Salary with 2.3% furlough reduction		31,925				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-15.48%	-25.52%	25.74%	-27.98%
<b>MAXIMUM SALARY</b>		<b>47,606</b>	55,253	58,121	40,204	66,470
Salary with 2.3% furlough reduction		46,511				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-18.80%	-24.96%	13.56%	-42.91%
<b><i>ACCOUNTING ASSISTANT III</i></b>						
Grade 27						
<b>MINIMUM SALARY</b>	<b>34</b>	<b>32,677</b>	36,770	39,588	25,011	42,692
Salary with 2.3% furlough reduction		31,925				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-15.18%	-24.00%	21.66%	-33.73%
<b>MAXIMUM SALARY</b>		<b>47,606</b>	51,489	54,871	37,250	59,041
Salary with 2.3% furlough reduction		46,511				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-10.70%	-17.97%	19.91%	-26.94%

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
<b>3.000 Domestic Services</b>						
<b><i>FOOD SERVICE COOK/SUPERVISOR III</i></b>						
Grade 29						
<b>MINIMUM SALARY</b>	<b>16</b>	<b>35,475</b>	33,611	35,977	30,567	
Salary with 2.3% furlough reduction		34,659				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			3.02%	-3.80%	11.81%	
<b>MAXIMUM SALARY</b>		<b>51,866</b>	45,563	46,496	44,363	
Salary with 2.3% furlough reduction		50,673				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			10.08%	8.24%	12.45%	
<b>6.000 Engineering &amp; Allied</b>						
<b><i>PROFESSIONAL ENGINEER</i></b>						
Grade 40						
<b>MINIMUM SALARY</b>	<b>19</b>	<b>56,627</b>	64,851	70,787	54,676	
Salary with 2.3% furlough reduction		55,325				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-17.22%	-27.95%	1.17%	
<b>MAXIMUM SALARY</b>		<b>84,982</b>	93,225	101,384	79,240	
Salary with 2.3% furlough reduction		83,027				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-12.28%	-22.11%	4.56%	
<b><i>STAFF II, ASSOCIATE ENGINEER</i></b>						
Grade 37						
<b>MINIMUM SALARY</b>	<b>16</b>	<b>49,694</b>	55,283	60,555	46,497	
Salary with 2.3% furlough reduction		48,551				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-13.87%	-24.72%	4.23%	
<b>MAXIMUM SALARY</b>		<b>74,082</b>	78,362	82,458	71,535	
Salary with 2.3% furlough reduction		72,378				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-8.27%	-13.93%	1.16%	
<b><i>ENGINEERING TECHNICIAN III</i></b>						
Grade 30						
<b>MINIMUM SALARY</b>	<b>16</b>	<b>36,916</b>	46,996	51,109	40,140	
Salary with 2.3% furlough reduction		36,067				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-30.30%	-41.71%	-11.29%	
<b>MAXIMUM SALARY</b>		<b>54,204</b>	66,391	74,029	53,659	
Salary with 2.3% furlough reduction		52,957				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-25.37%	-39.79%	-1.33%	

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
<b>7.000 Fiscal Management &amp; Staff Services</b>						
<b>AUDITOR II</b>						
Grade 34						
<b>MINIMUM SALARY</b>	<b>14</b>	<b>43,639</b>	48,454	54,285	40,679	
Salary with 2.3% furlough reduction		42,635				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-13.65%	-27.32%	4.59%	
<b>MAXIMUM SALARY</b>		<b>64,707</b>	74,856	85,104	61,192	
Salary with 2.3% furlough reduction		63,219				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-18.41%	-34.62%	3.21%	
<b>REVENUE OFFICER II</b>						
Grade 32						
<b>MINIMUM SALARY</b>	<b>7</b>	<b>40,110</b>	38,817	37,939	38,963	
Salary with 2.3% furlough reduction		39,187				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			0.94%	3.18%	0.57%	
<b>MAXIMUM SALARY</b>		<b>59,195</b>	56,847	58,780	56,525	
Salary with 2.3% furlough reduction		57,834				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			1.71%	-1.64%	2.26%	
<b>TAX EXAMINER II</b>						
Grade 30						
<b>MINIMUM SALARY</b>	<b>8</b>	<b>36,916</b>	33,864	46,828	29,543	
Salary with 2.3% furlough reduction		36,067				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			6.11%	-29.84%	18.09%	
<b>MAXIMUM SALARY</b>		<b>54,204</b>	54,931	71,177	49,516	
Salary with 2.3% furlough reduction		52,957				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-3.73%	-34.41%	6.50%	
<b>RIGHT OF WAY AGENT II</b>						
Grade 34						
<b>MINIMUM SALARY</b>	<b>11</b>	<b>43,639</b>	47,844	57,993	42,044	
Salary with 2.3% furlough reduction		42,635				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-12.22%	-36.02%	1.39%	
<b>MAXIMUM SALARY</b>		<b>64,707</b>	67,733	79,673	60,910	
Salary with 2.3% furlough reduction		63,219				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-7.14%	-26.03%	3.65%	

## STATE OF NEVADA 2014 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
<b>TRAINING OFFICER II</b>						
Grade 36						
<b>MINIMUM SALARY</b>	<b>16</b>	<b>47,606</b>	57,590	68,395	43,698	
Salary with 2.3% furlough reduction		46,511				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-23.82%	-47.05%	6.05%	
<b>MAXIMUM SALARY</b>		<b>70,804</b>	80,692	94,313	63,179	
Salary with 2.3% furlough reduction		69,176				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-16.65%	-36.34%	8.67%	
<b>BUDGET ANALYST II</b>						
Grade 36						
<b>MINIMUM SALARY</b>	<b>28</b>	<b>47,606</b>	52,911	56,412	41,881	60,091
Salary with 2.3% furlough reduction		46,511				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-13.76%	-21.29%	9.95%	-29.20%
<b>MAXIMUM SALARY</b>		<b>70,804</b>	76,213	81,875	62,337	60,091
Salary with 2.3% furlough reduction		69,176				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-10.17%	-18.36%	9.89%	13.13%
<b>MANAGEMENT ANALYST II</b>						
Grade 35						
<b>MINIMUM SALARY</b>	<b>19</b>	<b>45,560</b>	52,836	57,215	43,349	
Salary with 2.3% furlough reduction		44,512				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-18.70%	-28.54%	2.61%	
<b>MAXIMUM SALARY</b>		<b>67,693</b>	79,347	84,017	69,228	
Salary with 2.3% furlough reduction		66,136				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-19.98%	-27.04%	-4.68%	
<b>PROGRAM OFFICER I</b>						
Grade 31						
<b>MINIMUM SALARY</b>	<b>11</b>	<b>38,524</b>	45,364	50,241	39,512	
Salary with 2.3% furlough reduction		37,638				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-20.53%	-33.48%	-4.98%	
<b>MAXIMUM SALARY</b>		<b>56,627</b>	67,684	76,129	57,550	
Salary with 2.3% furlough reduction		55,325				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-22.34%	-37.60%	-4.02%	

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
<b><i>IT PROFESSIONAL III</i></b>						
Grade 39						
<b>MINIMUM SALARY</b>	<b>23</b>	<b>54,204</b>	59,989	63,213	48,381	
Salary with 2.3% furlough reduction		52,957				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-13.28%	-19.37%	8.64%	
<b>MAXIMUM SALARY</b>		<b>81,140</b>	85,768	89,066	73,894	
Salary with 2.3% furlough reduction		79,274				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-8.19%	-12.35%	6.79%	
<b><i>IT TECHNICIAN IV</i></b>						
Grade 31						
<b>MINIMUM SALARY</b>	<b>26</b>	<b>38,524</b>	47,549	50,936	37,878	41,226
Salary with 2.3% furlough reduction		37,638				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-26.33%	-35.33%	-0.64%	-9.53%
<b>MAXIMUM SALARY</b>		<b>56,627</b>	68,649	72,844	57,589	55,307
Salary with 2.3% furlough reduction		55,325				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-24.08%	-31.67%	-4.09%	0.03%
<b>9.000 Mechanical &amp; Construction Trades</b>						
<b><i>ELECTRICIAN I</i></b>						
Grade 31						
<b>MINIMUM SALARY</b>	<b>24</b>	<b>38,524</b>	47,375	51,893	35,954	55,037
Salary with 2.3% furlough reduction		37,638				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-25.87%	-37.87%	4.47%	-46.23%
<b>MAXIMUM SALARY</b>		<b>56,627</b>	61,234	65,676	49,155	74,714
Salary with 2.3% furlough reduction		55,325				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-10.68%	-18.71%	11.15%	-35.05%
<b>10.000 Medical, Health &amp; Related Services</b>						
<b><i>HEALTH PROGRAM SPECIALIST I</i></b>						
Grade 35						
<b>MINIMUM SALARY</b>	<b>10</b>	<b>45,560</b>	51,842	65,941	41,107	69,950
Salary with 2.3% furlough reduction		44,512				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-16.47%	-48.14%	7.65%	-57.15%
<b>MAXIMUM SALARY</b>		<b>67,693</b>	75,299	95,229	62,655	93,299
Salary with 2.3% furlough reduction		66,136				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-13.85%	-43.99%	5.26%	-41.07%

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
<b>PSYCHIATRIC NURSE II</b>						
Grade 39						
<b>MINIMUM SALARY</b>	<b>6</b>	<b>54,204</b>	49,089		49,089	
Salary with 2.3% furlough reduction		52,957				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			7.30%		7.30%	
<b>MAXIMUM SALARY</b>		<b>81,140</b>	73,971		73,971	
Salary with 2.3% furlough reduction		79,274				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			6.69%		6.69%	
<b>ENVIRONMENTAL SCIENTIST III</b>						
Grade 36						
<b>MINIMUM SALARY</b>	<b>8</b>	<b>47,606</b>	48,061	52,600	46,548	
Salary with 2.3% furlough reduction		46,511				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-3.33%	-13.09%	-0.08%	
<b>MAXIMUM SALARY</b>		<b>70,804</b>	74,486	76,181	73,921	
Salary with 2.3% furlough reduction		69,176				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-7.68%	-10.13%	-6.86%	
<b>11.000 Regulatory</b>						
<b>COMPLIANCE INVESTIGATOR II</b>						
Grade 32						
<b>MINIMUM SALARY</b>	<b>9</b>	<b>40,110</b>	43,509	53,036	38,745	
Salary with 2.3% furlough reduction		39,187				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-11.03%	-35.34%	1.13%	
<b>MAXIMUM SALARY</b>		<b>59,195</b>	64,946	77,330	58,754	
Salary with 2.3% furlough reduction		57,834				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-12.30%	-33.71%	-1.59%	
<b>SAFETY SPECIALIST - DIR</b>						
Grade 37						
<b>MINIMUM SALARY</b>	<b>15</b>	<b>49,694</b>	50,015	53,553	42,938	
Salary with 2.3% furlough reduction		48,551				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-3.02%	-10.30%	11.56%	
<b>MAXIMUM SALARY</b>		<b>74,082</b>	71,417	76,172	61,908	
Salary with 2.3% furlough reduction		72,378				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			1.33%	-5.24%	14.47%	

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
<b><i>INDUSTRIAL HYGIENIST III - DIR</i></b>						
Grade 38						
<b>MINIMUM SALARY</b>	<b>7</b>	<b>51,866</b>	45,603		45,603	
Salary with 2.3% furlough reduction		50,673				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			10.01%		10.01%	
<b>MAXIMUM SALARY</b>		<b>77,569</b>	65,113		65,113	
Salary with 2.3% furlough reduction		75,785				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			14.08%		14.08%	

**12.000 Social Services & Rehabilitation*****WORKFORCE SERVICES REPRESENTATIVE II***

Grade 28						
<b>MINIMUM SALARY</b>	<b>8</b>	<b>34,055</b>	36,353	53,885	33,848	
Salary with 2.3% furlough reduction		33,272				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-9.26%	-61.95%	-1.73%	
<b>MAXIMUM SALARY</b>		<b>49,694</b>	54,006	68,970	51,868	
Salary with 2.3% furlough reduction		48,551				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			-11.24%	-42.06%	-6.83%	

**13.000 Sworn Law Enforcement*****CORRECTIONAL OFFICER***

Grade 33						
<b>MINIMUM SALARY</b>	<b>14</b>	<b>41,906</b>	39,837	48,465	31,209	
Salary with 2.3% furlough reduction		40,942				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			2.70%	-18.37%	23.77%	
<b>MAXIMUM SALARY</b>		<b>61,951</b>	59,372	70,059	48,684	
Salary with 2.3% furlough reduction		60,526				
<b>% DIFFERENCE FROM 2.3% REDUCED SALARY</b>			1.91%	-15.75%	19.57%	



# State of Nevada

## Eight Year Average Pay Comparison with Nevada Municipalities

### FY07 - FY14



