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MEMORANDUM

HR #10-25

February 19, 2025

TO: Directors
Deputy Director
Administrators

FROM: Bachera Washington, Administrator *Bachera Washington*
Division of Human Resource Management

SUBJECT: Statewide Classification and Compensation Study

Pursuant to the directive of the 2023 Nevada Legislature in AB451, the Department of Administration contracted with the Simmons Group to conduct a study evaluating the pay of all classified and unclassified employees of the Executive Branch. This study has been completed and provided to the Legislative Counsel Bureau for transmittal to the Legislative Commission. A copy of the study is attached for your reference.

It is important to emphasize that this study is **informative in nature** and serves solely as a set of recommendations. It does not dictate any immediate or mandatory changes to compensation. Any potential adjustments will be subject to further review, budget considerations, and approval through the appropriate legislative and administrative processes. Accordingly, agencies should continue using current job classifications and salary structures for any new or reclassified employees unless otherwise directed.

We recognize that compensation is a topic of significant interest, and we appreciate the dedication of our state employees. As discussions progress, we remain committed to transparency and engagement with all stakeholders to ensure that any decisions made reflect both fiscal responsibility and the needs of our workforce.

simmons (group)



**STATE OF NEVADA
2024 COMPENSATION STUDY
EXECUTIVE REPORT
NOVEMBER 2024**

CONFIDENTIAL



State of Nevada 2024 Compensation Study Executive Report

Table of Contents

Introduction 4

Scope and Methodology 4

Data and Percentile Methodology 4

Market Compensation Data and Benchmarking 5

Compensation Framework Design: A Market-Based Approach 5

Base Compensation Averages by Position 8

Proposed Compensation Framework 29

Conclusion 3131

Introduction

As a critical component of the State of Nevada's (the "State") broader Recruitment & Retention Modernization strategy, the State engaged Simmons Group's services to conduct a comprehensive base salary study for nearly all of its Classified and Unclassified positions (or jobs). This effort represents the State's first in-depth compensation study in many years and seeks to establish a new, best-practice compensation framework to ensure competitiveness and alignment with current market conditions. The study covers approximately 630 positions across a wide range of departments and roles, reflecting the State's commitment to modernizing its approach to recruitment, retention, and employee compensation.

This study required a holistic approach to the State's current job classification and compensation structure, including the following actions:

- Analyses of the State's existing job classifications;
- Consolidation of similar positions across departments and elimination of duplicative classifications;
- Job specification (description) reviews and revisions;
- Position title changes; and,
- Benchmarking and market-pricing all in-scope positions.
 - Benchmarking involved comparing the State's updated job specifications to the same or similar positions in the external market; market-pricing entailed determining the market compensation rates for these positions based on current industry data.

Scope and Methodology

The State requested that the salary study include several key industry and geographic scopes to provide a comprehensive understanding of compensation levels. The **Industry** scopes used in this report include:

- All United States/All Industries/All FTEs (an aggregate of public and private sector data across the U.S., covering all industries and company sizes);
- Government; and
- Public Administration.

For **Revenue** scopes, the study includes organizations of all revenue sizes, with a focus on those exceeding \$50 billion. In terms of **Organization Size**, data from entities with 15,000 to 50,000 full-time equivalent (FTE) employees were utilized.

For **Geographic** scopes, the analysis was conducted at the national, regional, and level, with data gathered for:

- All United States (aggregate);
- Las Vegas, Nevada; Reno, Nevada; Nevada (statewide);
- The Western U.S. region (comprising Arizona, California, Colorado, Montana, New Mexico, Oregon, Utah, Washington, and Wyoming).

Data and Percentile Methodology

The State requested market compensation data at the 25th, 50th, and 75th percentiles. In addition, we have provided data at the 10th and 90th percentiles to give the State a more detailed view of compensation trends across a broader spectrum. Providing the 10th and 90th percentiles offers insights into pay at the lower and upper extremes of the market, which is critical for understanding salary ranges for positions at both entry and highly experienced levels.



Market Compensation Data and Benchmarking

This report provides the Nevada-wide average base pay for each position at the 10th, 25th, 50th, 75th, and 90th percentiles, based on Nevada-specific market compensation data (**Table 1**). These averages represent a blend of Industry, Revenue, and Size scope data, providing a detailed picture of how the State’s compensation compares to the market. An accompanying Excel file provides more granular data for each position across all requested scopes.

Benchmarking the State’s positions against the external market was straightforward, as the large majority of job classifications are commonly found in both the public and private sectors. The survey sources used in this report include highly regarded, authoritative surveys, with pay data submitted by HR and Finance professionals. Sources include:

- National Compensation Association of State Governments' 2023 Compensation Report;
- Salary.com's CompAnalyst Market Pay (subscription database);
- Economic Research Institute's Salary Assessor (subscription database);
- Payfactors' Compensation Professional (subscription database);
- Department of Labor data; and
- Publicly available data from other state governments.

Note: for the State’s senior leadership positions (e.g., Department Directors, Deputy Directors, Administrators, Deputy Administrators), only national compensation data was used for comparison purposes, as this data is the most relevant and reliable in the market.

Compensation Framework Design: A Market-Based Approach

The proposed compensation framework for the State consists of 21 salary bands, each containing 12 pay steps, with each step representing a 5% increase over the previous one (**Tables 2 and 3**). This design offers significant flexibility, providing motivational incentives through its tiered approach to salary progression. Employees can clearly see a pathway for career advancement, which encourages higher performance and engagement while fostering progressive salary growth. Such a structured approach aligns with best practices in compensation design, which prioritize equity and market competitiveness. Examples of promotional band, step, and pay increases are provided below, with the 10% U.S. median increase highlighted in green¹:

| Promotion Level | Pay Increase | Step Adjustment |
|-----------------------|--------------|------------------------------|
| 1 Band Higher | 10% | Remain within the same step |
| | 5% | Move back one step |
| | 15% | Move to the next higher step |
| | 20% | Move to two higher steps |
| 2 Bands Higher | 10% | Move back two steps |
| | 5% | Move back three steps |
| | 15% | Move back one step |
| | 20% | Remain within the same step |
| 3 Bands Higher | 10% | Move back four steps |
| | 5% | Move back five steps |
| | 15% | Move back three steps |
| | 20% | Move back two steps |

¹ Pay increase percentages are approximate; the same promotional increase and step change methodology continues with multiple-band promotions (e.g., 4-band promotions, 5-band promotions, etc.).

The State's current pay model exhibits several limitations, such as overlapping hourly rates across successive bands. For example, *Band 10/Step 2* and *Band 11/Step 1* share the same hourly rate of \$12.32, while *Band 10/Step 3*, *Band 11/Step 2*, and *Band 12/Step 1* all equate to \$12.74, and so on. This design limits progression differentiation and reduces the structure's responsiveness to market trends. Furthermore, the existing Classified pay structure, for example, contains 46 bands with narrow and inconsistent salary spreads, ranging from 37% to 53%, and varying step increases of 3.2% to 4.9%. These features reduce the structure's responsiveness to market trends and diminish the potential for meaningful pay progression.

The new compensation framework addresses these issues by aligning salary bands with market-based pay. Positions are assigned to bands based on the 50th percentile of market data, ensuring that the midpoint of each band (usually steps 6-7) corresponds to the median salary for comparable roles in the market. As the State requested, the entry-level rate for the lowest band is set at \$15.00 per hour, or \$31,200 annually, providing a competitive starting point for new employees. This alignment not only ensures fair compensation but also establishes a consistent and logical pay system, in which there is a 10% differential between the steps of adjacent bands. This consistent differential facilitates a reasonable and predictable salary increase as employees advance to higher bands, without creating significant overlap between them.

Employees may be placed at different steps within a band based on factors such as experience, qualifications, and tenure. Typically, employees at steps 1 through 5 are newer to the role, still developing their skills, or have less direct experience, while those at steps 6 through 12 are more seasoned, having demonstrated higher proficiency or achieved better performance. Other considerations, such as internal equity, budget constraints, and departmental needs, may also influence step placement decisions. This approach allows for a flexible application of the salary structure, accommodating individual circumstances while maintaining overall consistency.

The proposal incorporates wider salary range spreads within each band, with each range at a 70% width. This approach allows for greater flexibility, accommodating different levels of employee experience, performance, and longevity within a single band. By providing room for growth within an employee's current role, the structure reduces the necessity for frequent reclassification or promotions to secure pay increases. Consequently, this design supports employee retention and career development by creating opportunities for salary growth that are tied to performance and tenure.

The State's current structure begins with band 10 as the lowest band, as does the proposed compensation framework, for consistency purposes. In summary, the new proposed model enhances competitiveness and market alignment by:

- **Adopting a Market-Based Framework:** The structure is anchored on current market data, ensuring that each pay band aligns more closely with prevailing rates in the industry, particularly at the midpoint of each band.
- **Enhancing Competitiveness:** By adjusting steps to target the market median², typically aligned with Steps 6 to 7 of each band, the structure is more competitive, helping to attract and retain talent within each pay range.

² The market median (50th percentile) reflects the true market value and is considered the most accurate representation of the "going rate" for a position.

- **Minimizing Overlap Between Bands:** The updated approach reduces redundancy between adjacent bands and steps, providing clearer progression and rewarding experience and performance more effectively.
- **Ensuring Broad Salary Range Spreads:** Each band is 70% in width from minimum to maximum, which provides flexibility for salary growth and ensures the structure aligns with market ranges over time.

Overall, this shift to a market-based, best-practice compensation model aligns the State with industry standards and supports more effective pay differentiation across employee levels.

In our analysis, the Department Directors and the lower leadership roles, such as Manager and Deputy Administrator positions, were benchmarked and market-priced to ensure alignment with industry standards. For other leadership positions within each department—specifically Department and Division Deputy Directors and Department and Division Administrators—roles were slotted into the proposed salary structure based on these benchmarked levels, and therefore show no market compensation data. This methodology, reviewed and approved by the State, is a sound approach in compensation management as it ensures internal equity by establishing clear pay relationships across organizational levels while remaining competitive with the external market.

Note: *Job specifications not submitted to Simmons Group and any State internal nuances unknown to Simmons Group (e.g., internal job value vs. market value, past practice, employee agreements, etc.) may necessitate various adjustments to position salary band assignments.*

Base Compensation Averages by Position

Table 1 displays the average market base compensation by State position title and market benchmark title from the 10th to the 90th percentiles³. The data is an average of:

- Industries: Government, Public Administration, All Industries
- Revenues: Over \$50 Billion, All Revenues
- Organization Size: 15,000 to 50,000 Full-Time Equivalent Employees (FTEs)
- Geography: Nevada (state aggregate)⁴

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|---|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Accountant | 51,933 | 57,356 | 63,300 | 69,844 | 75,789 |
| Accountant Technician | 45,778 | 50,656 | 56,022 | 62,444 | 68,289 |
| Actuary (Unclassified) | -- | -- | -- | -- | -- |
| Adjutant General (Unclassified) | -- | -- | -- | -- | -- |
| Administrative Assistant | 42,444 | 47,178 | 52,367 | 58,478 | 64,044 |
| Administrative Law Judge (Unclassified) | 93,929 | 107,471 | 122,314 | 138,543 | 153,286 |
| Administrator Youth Programs (Adjutant General/National Guard) (Unclassified) | -- | -- | -- | -- | -- |
| Adult Rights Advocate | 45,643 | 53,100 | 62,157 | 69,971 | 77,843 |
| Agricultural Inspector | 37,700 | 43,800 | 50,400 | 57,300 | 63,700 |
| Agricultural Police Cadet | 29,200 | 31,900 | 34,700 | 37,800 | 40,700 |
| Agricultural Police Officer | 57,900 | 61,833 | 66,189 | 72,067 | 77,422 |
| Agricultural Police Sergeant | 59,367 | 76,022 | 94,356 | 105,278 | 115,222 |
| Agriculturist | 43,633 | 49,689 | 56,333 | 63,889 | 70,756 |
| Aircraft Mechanic | 66,633 | 76,200 | 86,767 | 100,333 | 112,633 |
| Application Developer | 81,200 | 91,467 | 102,711 | 114,778 | 125,722 |
| Archivist | 59,067 | 71,133 | 84,400 | 101,300 | 116,733 |
| Art Preparator | 46,900 | 52,100 | 61,300 | 64,500 | 70,700 |
| Assistant to Lieutenant Governor (Unclassified) | 77,100 | 81,000 | 91,290 | 103,300 | 114,230 |
| Associate Engineer | 77,500 | 85,922 | 95,178 | 106,778 | 117,367 |

³ The detailed base compensation by title, industries, revenues, organization size, and geographies is provided in the accompanying Excel file.

⁴ The Nevada state aggregate is used for all positions except senior leadership positions, which are benchmarked against national U.S. data.



Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|--|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Associate Warden (Unclassified) | 84,400 | 91,900 | 100,200 | 113,700 | 122,900 |
| Athletics and Recreation Specialist | 48,100 | 54,800 | 60,000 | 69,100 | 75,300 |
| Audiovisual Technician | 44,400 | 51,600 | 59,400 | 68,100 | 76,100 |
| Auditor | 60,933 | 67,156 | 73,989 | 82,022 | 89,333 |
| Auto Body Worker | 41,078 | 48,656 | 56,989 | 65,167 | 72,578 |
| Behavioral Health Cadet | 29,200 | 31,900 | 34,700 | 37,800 | 40,700 |
| Behavioral Health Counselor | 64,811 | 70,200 | 76,144 | 84,222 | 91,578 |
| Behavioral Health Lieutenant | 58,800 | 66,900 | 74,900 | 83,000 | 89,500 |
| Behavioral Health Officer | 33,756 | 37,233 | 40,133 | 45,589 | 49,744 |
| Behavioral Health Sergeant | 53,100 | 59,700 | 66,600 | 75,000 | 82,300 |
| Behavioral Services Caseworker | 64,811 | 70,200 | 76,144 | 84,222 | 91,578 |
| Behavioral Services Technician | 32,444 | 35,011 | 36,333 | 41,289 | 44,433 |
| Biologist | 49,933 | 57,733 | 66,322 | 75,022 | 82,956 |
| Budget Analyst | 65,411 | 72,944 | 81,267 | 90,311 | 98,567 |
| Building Automation System Specialist | 43,944 | 50,844 | 63,122 | 66,967 | 74,756 |
| Building Construction Inspector | 57,478 | 67,300 | 78,089 | 91,756 | 104,211 |
| Buyer | 51,633 | 57,567 | 64,078 | 71,033 | 77,389 |
| Cadre Team Leader | 43,833 | 50,611 | 57,867 | 68,556 | 78,133 |
| Call Center Technician | 35,878 | 40,411 | 45,389 | 51,433 | 56,933 |
| Cannabis Inspector | 52,644 | 62,100 | 71,778 | 82,289 | 91,244 |
| Cartographic Technician | 46,214 | 53,743 | 61,450 | 71,814 | 80,714 |
| Cemetery Technician | 32,122 | 37,911 | 44,222 | 52,533 | 60,111 |
| Certified Nursing Assistant | 30,789 | 33,578 | 36,644 | 40,344 | 43,722 |
| Chaplain | 53,800 | 59,822 | 66,433 | 73,611 | 80,156 |
| Chemist | 66,556 | 74,867 | 83,989 | 95,922 | 106,800 |
| Chief Deputy Controller (Unclassified) | -- | -- | -- | -- | -- |
| Chief Investigator (Unclassified) | 61,489 | 75,522 | 90,922 | 113,900 | 134,822 |
| Chief of Staff (Unclassified) | 100,267 | 124,867 | 151,878 | 205,878 | 255,044 |
| Child Care Worker | 27,100 | 29,943 | 33,071 | 36,686 | 39,957 |
| Clinical Social Worker | 59,167 | 65,778 | 73,033 | 79,600 | 85,578 |
| Commercial Vehicle Safety Inspector | 36,500 | 41,411 | 46,800 | 53,167 | 58,978 |
| Communications Call Taker | 35,878 | 40,411 | 45,389 | 51,433 | 56,933 |



Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|---|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Compliance Investigator | 52,000 | 57,600 | 63,700 | 71,500 | 78,700 |
| Conservation Assistant | 52,729 | 59,786 | 66,900 | 76,357 | 84,343 |
| Construction Project Coordinator | 90,200 | 100,700 | 112,100 | 126,600 | 139,800 |
| Consumer Advocate | 44,767 | 49,544 | 54,778 | 61,111 | 66,889 |
| Contributions Examiner | 45,514 | 52,357 | 59,886 | 66,857 | 73,229 |
| Correctional Cadet | 29,200 | 31,900 | 34,700 | 37,800 | 40,700 |
| Correctional Casework Specialist | 60,667 | 69,789 | 77,300 | 91,622 | 102,400 |
| Correctional Lieutenant | 48,800 | 55,556 | 64,500 | 71,700 | 79,611 |
| Correctional Officer | 41,800 | 47,056 | 52,844 | 58,622 | 63,900 |
| Correctional Sergeant | 48,122 | 54,411 | 61,344 | 68,267 | 74,567 |
| Correctional Support Assistant | 29,622 | 32,622 | 34,700 | 39,678 | 43,122 |
| Costume Assistant | 32,067 | 38,833 | 46,300 | 54,100 | 61,233 |
| Criminal Investigator | 42,122 | 60,467 | 80,589 | 88,956 | 96,567 |
| Cultural/Natural Resource Specialist | 44,100 | 51,129 | 60,600 | 62,671 | 66,129 |
| Curator | 76,200 | 82,267 | 90,822 | 96,444 | 103,289 |
| Customer Services Representative | 35,644 | 39,733 | 44,244 | 50,100 | 55,433 |
| Dental Equipment Technician | 51,422 | 54,867 | 55,600 | 73,144 | 86,333 |
| Dental Prosthetics Specialist | 44,322 | 49,800 | 55,822 | 61,144 | 65,978 |
| Dental Technician | 38,222 | 42,900 | 48,011 | 52,622 | 56,856 |
| Department Administrator (Adjutant General/National Guard) (Unclassified) | -- | -- | -- | -- | -- |
| Department Administrator (Conservation & Natural Resources) (Unclassified) | -- | -- | -- | -- | -- |
| Department Administrator (Public Utilities) (Unclassified) | -- | -- | -- | -- | -- |
| Department Administrator (Taxation) (Unclassified) | -- | -- | -- | -- | -- |
| Department Administrator (Transportation) (Unclassified) | -- | -- | -- | -- | -- |
| Department Administrator (Wildlife) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Administrator (Adjutant General/National Guard) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Administrator (Conservation & Natural Resources) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Administrator (Public Utilities) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Administrator (Transportation) (Unclassified) | -- | -- | -- | -- | -- |



| State of Nevada Position Title | Market Base Annual Salary | | | | |
|---|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Department Deputy Director (Agriculture) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (Business & Industry) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (Cannabis Control Board) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (Colorado River Commission) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (Conservation & Natural Resources) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (Controller) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (Corrections) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (DETR) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (DMV) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (Education) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (Health & Human Services) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (Peace Officers Standards & Training) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (Public Employee's Benefits Program) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (Public Safety) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (State Treasurer) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (Taxation) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (Tourism and Cultural Affairs) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (Transportation) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (Treasurer's Office) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy Director (Wildlife) (Unclassified) | -- | -- | -- | -- | -- |
| Department Deputy State Treasurer (Unclassified) | 102,800 | 115,900 | 130,200 | 147,400 | 163,100 |
| Department Director, Administration (Unclassified) | 158,700 | 173,800 | 190,400 | 212,700 | 233,000 |
| Department Director, Agriculture (Unclassified) | 119,100 | 138,400 | 159,600 | 182,400 | 203,200 |
| Department Director, Business & Industry (Unclassified) | 123,700 | 141,500 | 161,100 | 180,300 | 197,700 |
| Department Director, Cannabis Control Board (Unclassified) | 123,500 | 136,400 | 150,500 | 168,700 | 185,200 |
| Department Director, Colorado River Commission (Unclassified) | 136,100 | 153,400 | 172,500 | 190,800 | 207,500 |
| Department Director, Commission on Mineral Resources (Unclassified) | 138,100 | 149,000 | 161,000 | 175,000 | 187,800 |
| Department Director, Conservation & Natural Resources (Unclassified) | 120,900 | 143,300 | 168,000 | 185,300 | 201,100 |
| Department Director, Corrections (Unclassified) | 147,800 | 163,900 | 181,600 | 201,000 | 218,600 |



Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|--|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Department Director, Education (Unclassified) | 145,700 | 166,900 | 190,200 | 211,700 | 231,200 |
| Department Director, Employment, Training & Rehabilitation (DETR) (Unclassified) | 134,000 | 147,700 | 162,800 | 182,400 | 200,300 |
| Department Director, Energy (Unclassified) | 111,500 | 130,800 | 152,000 | 174,500 | 195,000 |
| Department Director, Governor's Office (Unclassified) | -- | -- | -- | -- | -- |
| Department Director, Health & Human Services (Unclassified) | 152,300 | 172,700 | 195,100 | 223,600 | 249,600 |
| Department Director, Indigent Defense Services (EA) (Unclassified) | -- | -- | -- | -- | -- |
| Department Director, Motor Vehicles (Unclassified) | 135,500 | 147,400 | 160,400 | 175,600 | 189,400 |
| Department Director, Peace Officers Standards & Training (Unclassified) | -- | -- | -- | -- | -- |
| Department Director, Public Charter Schools (Unclassified) | 111,000 | 130,300 | 151,400 | 176,500 | 199,300 |
| Department Director, Public Employee's Benefits Program (Unclassified) | 152,700 | 175,300 | 200,200 | 229,300 | 255,900 |
| Department Director, Public Safety (Unclassified) | 121,700 | 149,600 | 180,300 | 220,100 | 256,400 |
| Department Director, Public Utilities (Unclassified) | -- | -- | -- | -- | -- |
| Department Director, Silver State Health Insurance Exchange (Unclassified) | 125,800 | 139,900 | 155,500 | 172,400 | 187,700 |
| Department Director, Taxation (Unclassified) | 105,900 | 127,800 | 151,900 | 190,200 | 225,000 |
| Department Director, Tourism & Cultural Affairs (Unclassified) | 106,800 | 122,800 | 140,400 | 158,600 | 175,100 |
| Department Director, Transportation (Unclassified) | 155,200 | 171,700 | 189,700 | 208,700 | 226,100 |
| Department Director, Veteran Services (Unclassified) | 107,600 | 126,700 | 147,600 | 182,100 | 213,600 |
| Department Director, Wildlife (Unclassified) | 129,900 | 144,000 | 159,400 | 179,400 | 197,600 |
| Deputy Attorney General (Unclassified) | 81,300 | 114,500 | 137,100 | 156,600 | 175,600 |
| Deputy Fire Chief (Unclassified) | 65,400 | 75,357 | 86,257 | 97,486 | 107,729 |
| Dietitian | 57,667 | 63,767 | 70,489 | 77,933 | 84,722 |
| Digital Media Specialist | 54,100 | 61,822 | 70,267 | 81,367 | 91,456 |
| Disability Adjudicator | 44,700 | 49,633 | 55,067 | 60,667 | 65,733 |
| Disease Control Specialist | 52,889 | 63,000 | 74,500 | 83,211 | 91,456 |
| Dispatch Call Taker | 36,344 | 40,500 | 45,389 | 50,733 | 55,867 |
| Division Administrator (Adjutant General/National Guard) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (Administration) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (Agriculture) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (Business & Industry) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (Colorado River Commission) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (Conservation & Natural Resources) (Unclassified) | -- | -- | -- | -- | -- |



Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|---|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Division Administrator (Corrections) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (DETR) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (DMV) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (Education) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (Governor's Office) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (Health & Human Services) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (Mineral Resources) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (Public Charter Schools) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (Public Safety) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (Silver State Health Insurance Exchange) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (Taxation) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (Tourism and Cultural Affairs) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (Transportation) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (Veterans Services) (Unclassified) | -- | -- | -- | -- | -- |
| Division Administrator (Wildlife) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Administrator (Adjutant General/National Guard) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Administrator (Conservation & Natural Resources) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Administrator (DETR) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Administrator (Education) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Administrator (Governor's Office) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Administrator (Health & Human Services) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Administrator (Mineral Resources) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Administrator (Public Safety) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Administrator (Public Utilities) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Administrator (Transportation) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Administration) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Agriculture) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Business & Industry) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Conservation & Natural Resources) (Unclassified) | -- | -- | -- | -- | -- |

Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|---|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Division Deputy Director (Corrections) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Department of Sentencing) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (DETR) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (DMV) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Education) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Energy) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Governor's Office) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Health & Human Services) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Mineral Resources) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Peace Officers Standards & Training) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Public Charter Schools) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Public Safety) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Public Utilities) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Public Works) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Purchasing) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Risk Management) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Tourism and Cultural Affairs) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Transportation) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Veterans Services) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director (Wildlife) (Unclassified) | -- | -- | -- | -- | -- |
| Division Deputy Director, Hearings & Appeals (Unclassified) | -- | -- | -- | -- | -- |
| DPS Cadet | 29,200 | 31,900 | 34,700 | 37,800 | 40,700 |
| DPS Captain (Unclassified) | 64,256 | 85,267 | 108,367 | 136,444 | 162,033 |
| DPS Lieutenant | 69,600 | 84,100 | 100,100 | 118,200 | 134,700 |
| DPS Major (Unclassified) | 101,371 | 109,614 | 116,557 | 129,400 | 139,114 |
| DPS Officer | 43,167 | 50,567 | 58,700 | 65,233 | 71,200 |
| DPS Sergeant | 56,900 | 71,460 | 87,440 | 107,640 | 126,040 |
| Drive Examiner | 37,089 | 40,686 | 44,100 | 53,722 | 59,767 |
| Driver | 32,300 | 36,471 | 41,057 | 46,529 | 51,471 |
| Early Childhood Educator | 28,767 | 33,644 | 36,544 | 46,278 | 52,922 |
| Economist | 66,100 | 80,400 | 96,100 | 110,000 | 122,600 |



Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|--|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Education Programs Professional | 64,222 | 72,789 | 81,800 | 92,244 | 101,411 |
| Electronic Development Technician | 44,711 | 51,856 | 59,689 | 68,089 | 75,744 |
| Emission Control Technician | 40,129 | 44,543 | 49,800 | 56,500 | 62,971 |
| Enforcement Investigator | 42,122 | 60,467 | 80,589 | 88,956 | 96,567 |
| Engineering Drafter | 64,133 | 71,711 | 80,044 | 89,589 | 98,311 |
| Engineering Technician | 47,578 | 52,633 | 58,189 | 65,256 | 71,722 |
| Entomologist | 58,089 | 65,178 | 70,400 | 82,367 | 90,933 |
| Environmental Health Inspector | 53,011 | 57,167 | 61,711 | 71,622 | 80,656 |
| Environmental Scientist | 57,800 | 65,622 | 74,178 | 83,056 | 91,156 |
| Equal Employment Opportunity Specialist | 64,400 | 72,357 | 81,086 | 91,371 | 100,729 |
| Equipment Mechanic | 41,278 | 48,922 | 57,300 | 65,500 | 72,944 |
| Equipment Operator | 45,144 | 50,144 | 53,100 | 61,233 | 66,367 |
| Event Center Technician | 44,414 | 51,571 | 59,414 | 68,143 | 76,057 |
| Executive Assistant (Unclassified) | 62,043 | 70,557 | 79,914 | 90,829 | 100,757 |
| Executive Branch Auditor | 60,933 | 67,156 | 73,989 | 82,022 | 89,333 |
| Executive Branch Budget Analyst | 65,411 | 72,944 | 81,267 | 90,311 | 98,567 |
| Executive Director (Unclassified) | 99,943 | 115,400 | 131,657 | 149,371 | 164,857 |
| Executive Director, Department of Sentencing | -- | -- | -- | -- | -- |
| Exhibit Technician | 46,689 | 53,667 | 61,311 | 72,978 | 83,622 |
| Fabrication Technician | 45,122 | 51,744 | 58,900 | 67,689 | 75,611 |
| Facilities Maintenance Technician | 34,700 | 39,229 | 44,186 | 49,900 | 55,129 |
| Family Support Worker | 25,000 | 29,578 | 33,500 | 41,567 | 47,311 |
| Farm Hand | 35,500 | 39,889 | 43,800 | 49,878 | 54,611 |
| Farm Research Technician | 41,871 | 51,514 | 62,071 | 78,057 | 92,614 |
| Field Assistant | 33,356 | 36,167 | 38,800 | 43,911 | 48,111 |
| Financial Institutions Examiner | 64,033 | 70,811 | 78,300 | 86,744 | 94,467 |
| Fingerprint Technician | 41,533 | 46,578 | 50,900 | 57,144 | 61,722 |
| Fire & Life Safety Inspector | 42,122 | 58,556 | 76,633 | 91,867 | 105,767 |
| Fire Battalion Chief (Unclassified) | 81,289 | 88,178 | 95,778 | 110,500 | 123,889 |
| Fire Captain | 59,857 | 70,314 | 81,500 | 92,857 | 102,914 |
| Firefighter Cadet | 29,200 | 31,900 | 34,700 | 37,800 | 40,700 |
| Firefighter/Driver Operator | 57,500 | 62,800 | 68,622 | 84,344 | 98,644 |



Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|---|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Fiscal Analyst | 64,389 | 71,500 | 79,289 | 88,644 | 97,156 |
| Fish Hatchery Technician | 51,544 | 57,933 | 66,311 | 72,856 | 80,056 |
| Fleet Service Worker | 43,100 | 47,633 | 52,567 | 57,900 | 62,667 |
| Food Service Worker | 25,922 | 29,311 | 33,122 | 38,956 | 44,267 |
| Forester | 45,544 | 52,011 | 59,500 | 67,067 | 74,344 |
| Game Warden | 48,656 | 54,144 | 64,100 | 70,587 | 76,600 |
| Game Warden Cadet | 29,200 | 31,900 | 34,700 | 37,800 | 40,700 |
| Game Warden Sergeant | 55,578 | 64,856 | 75,022 | 87,078 | 98,078 |
| Gaming Agent (Unclassified) | 44,100 | 53,000 | 62,700 | 73,500 | 83,300 |
| Gaming Enforcement Agent (Unclassified) | 44,100 | 53,000 | 62,700 | 73,500 | 83,300 |
| General Counsel (Unclassified) | 152,700 | 159,900 | 167,800 | 182,700 | 196,200 |
| Geodesist | 54,567 | 60,189 | 70,800 | 77,965 | 84,606 |
| Geologic Information Specialist | 53,478 | 65,644 | 77,600 | 94,522 | 108,689 |
| Geospatial Specialist | 71,733 | 77,967 | 88,800 | 97,787 | 106,116 |
| GIS Analyst | 52,856 | 60,178 | 68,211 | 77,367 | 85,689 |
| Health Care Coordinator | 48,711 | 56,100 | 64,200 | 73,711 | 82,356 |
| Health Facilities Inspector | 43,100 | 51,800 | 61,356 | 71,533 | 80,811 |
| Health Services Specialist | 60,444 | 67,722 | 76,000 | 84,956 | 93,378 |
| Hearings Adjudicator | 59,233 | 75,867 | 94,133 | 105,022 | 114,956 |
| Heavy Equipment Mechanic | 64,043 | 71,243 | 79,157 | 89,529 | 98,986 |
| Highway Construction Aid | 34,889 | 40,367 | 45,600 | 53,511 | 60,000 |
| Highway Equipment Operator | 36,300 | 43,143 | 50,657 | 59,229 | 67,014 |
| Highway Maintenance Worker | 35,500 | 39,800 | 44,600 | 50,200 | 55,300 |
| Historic Preservation Specialist | 69,129 | 79,000 | 88,500 | 101,986 | 113,000 |
| Human Resources Analyst | 58,922 | 65,211 | 72,111 | 80,044 | 87,267 |
| Human Resources Business Partner | 69,456 | 76,756 | 84,778 | 94,733 | 103,767 |
| Human Resources Generalist | 48,400 | 53,867 | 59,844 | 66,044 | 71,711 |
| Industrial Hygienist | 67,867 | 79,378 | 85,456 | 107,189 | 121,000 |
| Insurance Actuarial Analyst | 64,056 | 71,778 | 80,267 | 88,511 | 96,056 |
| Insurance Examiner | 43,411 | 49,544 | 56,289 | 64,822 | 72,600 |
| Intelligence Analyst | 69,433 | 76,022 | 82,300 | 91,767 | 99,500 |
| Intern | 30,400 | 33,200 | 36,400 | 42,800 | 48,600 |



Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|--|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Investigator (EA) - Indigent Defense Services | -- | -- | -- | -- | -- |
| Investment Analyst | 65,871 | 76,914 | 89,071 | 101,829 | 113,443 |
| IT Business Analyst | 67,089 | 74,044 | 81,656 | 90,533 | 98,600 |
| IT Computer Operations Analyst | 55,722 | 63,556 | 72,122 | 81,356 | 89,789 |
| IT Database Analyst | 81,478 | 92,333 | 104,267 | 117,056 | 128,711 |
| IT Enterprise Architect | 109,689 | 124,500 | 140,789 | 158,033 | 173,722 |
| IT Generalist | 59,700 | 65,357 | 71,543 | 77,829 | 83,557 |
| IT Network Analyst | 69,289 | 79,044 | 89,756 | 100,522 | 110,344 |
| IT Security and Compliance Analyst | 73,422 | 83,000 | 93,544 | 104,733 | 114,889 |
| IT Systems Analyst | 72,100 | 80,856 | 90,556 | 101,211 | 110,889 |
| IT User Support Technician | 44,656 | 49,400 | 54,644 | 60,956 | 66,711 |
| Juvenile Services Technician | 29,622 | 32,622 | 34,700 | 38,344 | 42,126 |
| Laboratory Technician | 45,428 | 55,244 | 66,028 | 78,267 | 89,422 |
| Land Surveyor | 46,178 | 55,804 | 66,374 | 75,611 | 84,022 |
| Land Use Planner | 53,678 | 60,867 | 68,778 | 77,278 | 85,022 |
| Landscape Architect | 46,967 | 54,817 | 63,467 | 74,367 | 84,300 |
| Laundry Worker | 29,700 | 32,271 | 35,100 | 38,929 | 42,414 |
| Legal Researcher | 51,278 | 57,933 | 65,211 | 73,711 | 81,456 |
| Legal Secretary | 52,878 | 59,278 | 66,322 | 73,444 | 79,911 |
| Librarian | 52,211 | 61,000 | 70,678 | 81,100 | 90,644 |
| Library Technician | 40,744 | 51,700 | 63,744 | 76,633 | 88,378 |
| Licensed Practical Nurse | 45,778 | 50,467 | 55,622 | 61,633 | 67,156 |
| Lieutenant, Game Warden | 59,856 | 68,022 | 76,989 | 88,256 | 98,544 |
| Lifeguard | 25,000 | 26,378 | 28,356 | 30,844 | 33,122 |
| Livestock and Brand Inspector | 41,129 | 46,700 | 52,786 | 62,286 | 70,914 |
| Mail Services Technician | 30,833 | 34,489 | 38,511 | 43,089 | 47,278 |
| Maintenance Management Coordinator | 54,000 | 63,175 | 73,275 | 86,025 | 97,675 |
| Management Analyst | 51,200 | 55,300 | 59,900 | 66,100 | 71,600 |
| Manager, Actuary (Unclassified) | 140,800 | 156,100 | 172,900 | 190,900 | 207,300 |
| Manager, Animal Services (Unclassified) | 68,600 | 77,686 | 87,700 | 98,600 | 108,557 |
| Manager, Auditor (Unclassified) | 113,633 | 126,000 | 139,589 | 155,311 | 169,622 |
| Manager, Aviation Services (Unclassified) | 85,989 | 96,900 | 106,700 | 125,178 | 140,011 |



Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|---|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Manager, Behavioral Health (Unclassified) | 118,288 | 130,503 | 144,078 | 158,308 | 171,321 |
| Manager, Benefits (Unclassified) | 70,122 | 77,311 | 85,233 | 106,711 | 126,289 |
| Manager, Cemetery Services (Unclassified) | 53,689 | 58,878 | 64,589 | 71,411 | 77,633 |
| Manager, Compliance (Unclassified) | 99,178 | 113,556 | 129,367 | 148,556 | 166,044 |
| Manager, Construction Projects (Unclassified) | 109,944 | 132,022 | 156,289 | 185,022 | 211,167 |
| Manager, Corrections Offender Program (Unclassified) | 62,311 | 72,411 | 83,511 | 95,456 | 106,344 |
| Manager, Customer Service (Unclassified) | 80,500 | 91,644 | 103,867 | 118,300 | 131,456 |
| Manager, Deputy Attorney General (Unclassified) | 122,600 | 140,100 | 159,200 | 117,000 | 193,100 |
| Manager, DETR (Unclassified) | 80,100 | 95,000 | 112,400 | 122,900 | 139,400 |
| Manager, Economist (Unclassified) | 89,556 | 106,378 | 124,844 | 145,167 | 163,667 |
| Manager, Education Programs (Unclassified) | 69,189 | 88,700 | 110,189 | 151,178 | 188,511 |
| Manager, Engineering (Unclassified) | 128,111 | 141,911 | 157,089 | 173,189 | 187,867 |
| Manager, Environmental Programs (Unclassified) | 94,222 | 104,689 | 116,211 | 128,667 | 140,056 |
| Manager, Equipment Operations (Unclassified) | 83,533 | 93,400 | 104,233 | 120,389 | 135,122 |
| Manager, Facilities Maintenance (Unclassified) | 88,756 | 101,889 | 116,289 | 131,600 | 145,522 |
| Manager, Financial Institutions Examiner (Unclassified) | 77,511 | 87,222 | 99,100 | 109,867 | 120,744 |
| Manager, Financial Services (Unclassified) | 55,267 | 67,333 | 80,600 | 97,133 | 112,200 |
| Manager, Fire Management (Unclassified) | 80,200 | 93,000 | 107,000 | 122,100 | 135,800 |
| Manager, Fleet Services (Unclassified) | 66,144 | 80,411 | 96,500 | 109,978 | 122,622 |
| Manager, Fluid Materials (Unclassified) | -- | -- | -- | -- | -- |
| Manager, Food Service (Unclassified) | 67,478 | 78,900 | 91,456 | 105,356 | 118,011 |
| Manager, Health Program (Unclassified) | 68,443 | 79,643 | 91,943 | 109,529 | 125,557 |
| Manager, Health Services (Unclassified) | 80,100 | 92,400 | 105,800 | 123,600 | 139,900 |
| Manager, Hearings (Unclassified) | 98,700 | 109,700 | 121,900 | 128,200 | 134,000 |
| Manager, Highway Maintenance (Unclassified) | 71,500 | 77,844 | 88,400 | 98,301 | 108,732 |
| Manager, Human Resources (Unclassified) | 95,700 | 109,022 | 123,700 | 140,244 | 155,322 |
| Manager, Hydrology (Unclassified) | 70,257 | 88,200 | 105,500 | 124,943 | 140,529 |
| Manager, Information Technology (Unclassified) | 113,756 | 127,167 | 141,889 | 156,722 | 170,267 |
| Manager, Insurance Examiner (Unclassified) | 96,457 | 108,429 | 121,557 | 137,043 | 151,100 |
| Manager, Investigations (Unclassified) | -- | -- | -- | -- | -- |
| Manager, Juvenile Services (Unclassified) | 71,744 | 77,822 | 84,511 | 90,644 | 96,189 |
| Manager, Land Survey (Unclassified) | 104,778 | 107,667 | 110,867 | 114,078 | 117,033 |



Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|--|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Manager, Legal Support (Unclassified) | 92,622 | 102,233 | 119,500 | 132,884 | 146,985 |
| Manager, Library Archives & Records (Unclassified) | 77,122 | 93,800 | 112,078 | 127,744 | 142,022 |
| Manager, Mail Services (Unclassified) | -- | -- | -- | -- | -- |
| Manager, Meat Plant (Unclassified) | 87,825 | 97,300 | 110,638 | 117,975 | 127,363 |
| Manager, Military Security (Unclassified) | 82,433 | 97,689 | 114,422 | 134,356 | 152,522 |
| Manager, Mine Regulation (Unclassified) | -- | -- | -- | -- | -- |
| Manager, Museum (Unclassified) | 45,888 | 59,300 | 74,033 | 113,155 | 148,755 |
| Manager, Office of Labor Commission (Business & Industry) (Unclassified) | -- | -- | -- | -- | -- |
| Manager, Parks (Unclassified) | 71,467 | 79,256 | 89,200 | 97,222 | 105,789 |
| Manager, Peace Officer Standards and Training (POST) (Unclassified) | 78,171 | 92,643 | 108,600 | 126,071 | 142,043 |
| Manager, Power Programs (Unclassified) | 103,878 | 116,533 | 128,500 | 145,800 | 159,767 |
| Manager, Programs (Unclassified) | 90,156 | 101,533 | 114,100 | 125,533 | 136,044 |
| Manager, Ranch (Unclassified) | 57,756 | 64,056 | 71,000 | 80,500 | 89,167 |
| Manager, Rates and Cost Containment (Unclassified) | 124,444 | 134,189 | 144,878 | 159,700 | 173,189 |
| Manager, Regulatory (Unclassified) | -- | -- | -- | -- | -- |
| Manager, Right of Way (Unclassified) | 116,186 | 134,200 | 154,043 | 182,171 | 207,757 |
| Manager, Safety (Unclassified) | 87,133 | 100,778 | 115,756 | 132,978 | 148,656 |
| Manager, Social Services (Unclassified) | 60,367 | 71,222 | 83,167 | 94,978 | 105,711 |
| Manager, State Payroll (Unclassified) | 96,056 | 109,600 | 124,422 | 141,833 | 157,700 |
| Manager, Tax (Unclassified) | 118,856 | 131,711 | 145,789 | 161,511 | 175,789 |
| Manager, Water Planning & Drought Resiliency (Unclassified) | 91,533 | 106,933 | 120,856 | 140,056 | 154,856 |
| Manufactured Housing Inspector | 44,633 | 53,078 | 62,367 | 71,567 | 79,922 |
| Marketing Specialist | 57,100 | 67,744 | 79,389 | 91,000 | 101,556 |
| Meat Plant Technician | 36,686 | 40,271 | 44,171 | 48,857 | 53,086 |
| Medical Epidemiologist (Unclassified) | 80,700 | 94,800 | 110,300 | 131,500 | 150,800 |
| Medical Practitioner (Unclassified) | 102,444 | 111,200 | 120,800 | 133,389 | 144,844 |
| Metrologist | 63,129 | 71,171 | 80,200 | 89,757 | 98,614 |
| Microbiologist | 52,300 | 59,456 | 67,311 | 80,511 | 92,556 |
| Military Security Guard | 43,389 | 52,244 | 61,967 | 72,900 | 82,833 |
| Mine Regulation Inspector | 36,344 | 40,500 | 45,089 | 50,733 | 55,867 |
| Mortgage Lending Examiner | 43,036 | 50,664 | 59,050 | 69,350 | 78,736 |
| Motor Vehicle Appraiser | 48,714 | 53,757 | 59,300 | 67,671 | 75,286 |



Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|------------------------------------|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Museum Assistant | 38,267 | 45,067 | 51,300 | 61,656 | 69,911 |
| Nursery Specialist | 62,754 | 68,077 | 73,867 | 93,072 | 107,550 |
| Nutrition Specialist | 63,086 | 72,889 | 83,800 | 95,814 | 106,930 |
| Offset Machine Operator | 31,967 | 37,533 | 43,667 | 50,956 | 57,567 |
| Ombuds | 70,400 | 80,011 | 90,556 | 105,100 | 118,333 |
| Ombudsman (Unclassified) | 60,600 | 83,000 | 107,700 | 133,000 | 156,000 |
| Park Attendant | 27,822 | 31,511 | 35,522 | 41,100 | 46,167 |
| Park Interpreter | 54,856 | 62,311 | 70,511 | 78,700 | 86,167 |
| Park Ranger | 30,743 | 37,200 | 44,286 | 49,900 | 55,029 |
| Park Ranger Cadet | 29,200 | 31,900 | 34,700 | 37,800 | 40,700 |
| Park Ranger Captain (Unclassified) | 72,600 | 85,000 | 98,700 | 112,800 | 125,600 |
| Park Ranger Lieutenant | 41,000 | 46,043 | 52,629 | 57,471 | 62,886 |
| Park Ranger Sergeant | 38,129 | 42,357 | 46,400 | 52,443 | 57,414 |
| Park Technician | 33,000 | 36,300 | 40,700 | 44,300 | 48,333 |
| Parole & Probation Specialist | 53,367 | 60,233 | 67,800 | 75,367 | 82,244 |
| Parole Hearings Examiner | 67,943 | 77,586 | 88,171 | 99,257 | 109,329 |
| Payroll Specialist | 51,244 | 57,600 | 64,589 | 72,056 | 78,856 |
| Payroll Technician | 43,422 | 49,111 | 55,367 | 62,678 | 69,322 |
| Pharmacist (Unclassified) | 101,800 | 118,000 | 132,000 | 155,800 | 174,000 |
| Pharmacy Technician | 34,644 | 38,683 | 43,106 | 48,072 | 52,600 |
| Photographer | 43,871 | 50,871 | 58,571 | 62,343 | 65,771 |
| Physician (Unclassified) | 176,700 | 205,700 | 237,600 | 265,800 | 291,400 |
| Piano Technician | 32,800 | 38,629 | 43,700 | 52,529 | 59,400 |
| Pilot (Unclassified) | 85,922 | 102,544 | 120,822 | 142,256 | 161,789 |
| Plans Examiner | 68,129 | 77,786 | 88,400 | 99,500 | 109,629 |
| Plant Pathologist | 60,544 | 69,878 | 80,100 | 88,178 | 95,567 |
| Polygraph Examiner | 60,178 | 66,767 | 74,011 | 82,122 | 89,511 |
| Precision Machinist | 43,389 | 49,422 | 56,056 | 63,567 | 70,422 |
| Principal | 96,511 | 109,700 | 124,200 | 139,700 | 153,833 |
| Professional Engineer | 72,600 | 78,456 | 84,878 | 92,333 | 99,122 |
| Program Specialist | 54,633 | 62,867 | 71,900 | 83,433 | 93,867 |
| Project Manager (Unclassified) | 99,277 | 112,200 | 126,400 | 141,877 | 155,944 |



Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|---|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Property and Evidence Technician | 35,100 | 43,167 | 52,022 | 60,778 | 68,733 |
| Property Appraiser | 43,164 | 53,564 | 65,007 | 72,679 | 79,657 |
| Psychiatrist (Unclassified) | 212,100 | 237,200 | 264,600 | 296,100 | 324,700 |
| Psychologist (Unclassified) | 70,678 | 84,844 | 100,411 | 113,656 | 125,722 |
| Public Affairs Specialist | 53,222 | 60,844 | 69,200 | 78,367 | 86,733 |
| Public Safety Dispatcher | 35,878 | 40,411 | 45,389 | 51,433 | 56,933 |
| Public Service Intern | 30,356 | 33,222 | 36,378 | 42,811 | 48,633 |
| Publications Specialist | 57,056 | 64,822 | 73,322 | 84,200 | 94,122 |
| Quality Assurance Specialist | 72,467 | 86,333 | 96,200 | 117,700 | 132,300 |
| Quality Control Specialist | 55,989 | 62,433 | 70,800 | 78,111 | 85,989 |
| Radiation Control Specialist | 40,400 | 44,889 | 49,133 | 55,556 | 60,789 |
| Radio Broadcaster | 41,400 | 47,267 | 53,733 | 61,189 | 68,011 |
| Radiology Technician | 58,561 | 65,561 | 73,243 | 85,791 | 97,222 |
| Railroad Restoration Specialist | 43,767 | 51,044 | 59,022 | 68,278 | 76,700 |
| Range Control Specialist | 60,488 | 65,619 | 71,200 | 89,712 | 103,667 |
| Real Estate Projects Analyst | 68,933 | 82,800 | 98,056 | 115,200 | 130,778 |
| Records Analyst | 49,614 | 53,823 | 58,400 | 73,584 | 85,030 |
| Registered Nurse | 58,867 | 65,339 | 72,444 | 81,344 | 89,461 |
| Rehabilitation Support Specialist | 57,043 | 63,071 | 69,671 | 74,129 | 78,200 |
| Retail Storekeeper | 36,814 | 45,057 | 54,114 | 63,657 | 72,329 |
| Revenue Accounting Specialist | 61,856 | 69,538 | 78,000 | 87,950 | 97,038 |
| Right-of-Way Agent | 66,550 | 75,300 | 84,900 | 94,725 | 103,700 |
| Safety Specialist | 56,633 | 61,022 | 65,922 | 72,667 | 78,578 |
| Security Officer | 29,700 | 33,478 | 37,600 | 42,478 | 46,889 |
| Seismic Data Technician | 48,371 | 53,829 | 60,500 | 66,929 | 73,414 |
| Senior Accountant | 59,744 | 66,289 | 73,433 | 81,522 | 88,844 |
| Senior Administrative Assistant | 50,767 | 56,878 | 63,611 | 71,133 | 77,978 |
| Senior Application Developer | 100,400 | 112,733 | 126,278 | 139,867 | 152,211 |
| Senior Associate Engineer | 90,456 | 101,600 | 113,822 | 127,844 | 140,611 |
| Senior Communications Call Taker | 39,344 | 45,089 | 51,411 | 59,500 | 66,833 |
| Senior Customer Services Representative | 41,256 | 45,644 | 50,456 | 56,644 | 62,278 |
| Senior Deputy Attorney General (Unclassified) | 91,100 | 118,600 | 148,000 | 161,100 | 172,300 |

Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|--|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Senior Economist | 89,800 | 106,600 | 125,100 | 145,500 | 164,100 |
| Senior Electronic Development Technician | 52,011 | 59,444 | 67,600 | 76,611 | 84,844 |
| Senior Gaming Agent (Unclassified) | 55,500 | 63,100 | 71,400 | 79,900 | 87,600 |
| Senior Gaming Enforcement Agent (Unclassified) | 53,600 | 63,100 | 73,500 | 86,200 | 97,800 |
| Senior General Counsel (Unclassified) | 167,400 | 177,000 | 185,200 | 199,500 | 211,900 |
| Senior GIS Analyst | 70,222 | 79,183 | 89,000 | 99,856 | 109,750 |
| Senior Human Resources Generalist | 58,922 | 65,211 | 72,111 | 80,044 | 87,267 |
| Senior IT Business Analyst | 85,800 | 94,211 | 103,433 | 114,233 | 124,078 |
| Senior IT Database Analyst | 97,800 | 108,167 | 119,556 | 130,800 | 141,033 |
| Senior IT Generalist | 64,244 | 71,222 | 78,867 | 86,778 | 93,989 |
| Senior IT Network Analyst | 88,167 | 99,133 | 111,156 | 124,178 | 136,033 |
| Senior IT Security and Compliance Analyst | 97,256 | 107,100 | 117,878 | 128,633 | 138,456 |
| Senior IT Systems Analyst | 91,222 | 101,589 | 112,956 | 124,456 | 134,911 |
| Senior IT User Support Technician | 51,733 | 57,300 | 63,433 | 70,911 | 77,711 |
| Senior Library Technician | 60,256 | 69,011 | 78,611 | 89,833 | 100,056 |
| Senior Management Analyst | 59,711 | 65,611 | 72,500 | 79,267 | 85,822 |
| Senior Microbiologist | 60,444 | 68,656 | 77,678 | 90,856 | 102,844 |
| Senior Mine Regulation Inspector | 42,656 | 47,400 | 52,622 | 58,789 | 64,367 |
| Senior Physician (Unclassified) | 202,100 | 231,000 | 262,800 | 297,700 | 329,600 |
| Senior Pilot (Unclassified) | 118,600 | 133,978 | 150,889 | 169,178 | 185,878 |
| Senior Psychiatrist (Unclassified) | 203,200 | 244,500 | 289,900 | 349,400 | 403,500 |
| Senior Special Agent (Gaming Control Board) (Unclassified) | -- | -- | -- | -- | -- |
| Senior Staff Research Associate | 56,100 | 69,300 | 83,833 | 97,622 | 110,178 |
| Sign Language Interpreter | 68,600 | 77,686 | 87,671 | 98,600 | 108,600 |
| Skilled Trades Apprentice | 38,814 | 44,929 | 51,629 | 60,171 | 67,986 |
| Skilled Trades Technician | 52,433 | 59,389 | 68,600 | 75,378 | 82,956 |
| Skillsbridge Intern | 30,356 | 33,222 | 36,378 | 42,811 | 48,633 |
| Social Worker | 60,733 | 66,300 | 72,411 | 79,200 | 85,378 |
| Special Agent (Gaming Control Board) (Unclassified) | -- | -- | -- | -- | -- |
| Special Gaming Agent (Unclassified) | 66,600 | 73,600 | 81,400 | 90,100 | 97,900 |
| Special Gaming Enforcement Agent (Unclassified) | 67,800 | 75,300 | 83,600 | 92,100 | 99,800 |
| Special Investigator (Unclassified) | 63,871 | 71,614 | 80,100 | 97,814 | 113,957 |



Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|--|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Speech Pathologist | 78,000 | 85,522 | 93,756 | 102,822 | 111,078 |
| Staff Research Associate | 48,644 | 54,111 | 60,144 | 73,122 | 84,933 |
| State Dentist (Unclassified) | 139,500 | 156,200 | 180,800 | 195,600 | 214,800 |
| State Land Agent | 46,956 | 53,311 | 60,500 | 67,967 | 74,967 |
| State Public Defender - Indigent Defense Services (Unclassified) | -- | -- | -- | -- | -- |
| Statistician | 67,389 | 78,811 | 91,356 | 106,411 | 120,133 |
| Substance Abuse Counselor | 45,222 | 51,589 | 58,556 | 66,589 | 73,933 |
| Supervising Public Defender - Appeals - Indigent Defense Services | -- | -- | -- | -- | -- |
| Supervising Public Defender - Office (EA) - Indigent Defense Services (Unclassified) | -- | -- | -- | -- | -- |
| Supervisor, Adult Rights Advocate | 42,222 | 58,689 | 74,100 | 92,067 | 106,000 |
| Supervisor, Agricultural Inspector | 62,600 | 68,900 | 75,800 | 83,600 | 90,600 |
| Supervisor, Agriculturist | 59,486 | 69,229 | 79,957 | 91,729 | 102,443 |
| Supervisor, Archives | 67,171 | 85,686 | 106,014 | 122,586 | 137,657 |
| Supervisor, Audiovisual Technician | 63,600 | 73,900 | 85,200 | 108,500 | 129,800 |
| Supervisor, Auditor | 77,900 | 85,022 | 92,867 | 101,644 | 109,644 |
| Supervisor, Behavioral Health Counselor | 65,957 | 77,014 | 89,129 | 100,386 | 110,643 |
| Supervisor, Behavioral Services Caseworker | 65,957 | 77,014 | 89,129 | 100,386 | 110,643 |
| Supervisor, Biologist | 62,078 | 72,256 | 83,400 | 97,956 | 111,211 |
| Supervisor, Budget Analyst | 87,189 | 101,222 | 116,644 | 131,778 | 145,578 |
| Supervisor, Building Automation System | 58,833 | 65,056 | 71,900 | 80,967 | 89,267 |
| Supervisor, Building Construction Inspector | 64,589 | 74,289 | 84,944 | 98,689 | 111,200 |
| Supervisor, Buyer | 60,889 | 68,167 | 76,133 | 84,667 | 92,400 |
| Supervisor, Cadre Team Leader | 56,911 | 63,278 | 71,300 | 78,844 | 86,589 |
| Supervisor, Cannabis Inspector | 69,456 | 77,267 | 82,433 | 95,356 | 104,022 |
| Supervisor, Chemist | 80,289 | 90,578 | 101,867 | 114,911 | 126,778 |
| Supervisor, Clinical Social Worker | 68,444 | 74,667 | 81,511 | 90,156 | 98,033 |
| Supervisor, Commercial Vehicle Safety Inspector | 42,922 | 48,500 | 54,611 | 60,956 | 66,744 |
| Supervisor, Compliance Investigator | 62,867 | 69,989 | 77,789 | 86,822 | 95,044 |
| Supervisor, Conservation Crew | 54,157 | 60,857 | 68,171 | 77,143 | 85,300 |
| Supervisor, Contributions Examiner | 79,871 | 89,357 | 99,786 | 110,786 | 120,800 |
| Supervisor, Corrections Casework Specialist | 69,069 | 74,928 | 81,300 | 102,438 | 118,373 |



Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|---|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Supervisor, Criminal Investigator | 93,489 | 99,844 | 106,811 | 113,844 | 120,222 |
| Supervisor, Cultural/Natural Resource Specialist | 57,786 | 64,443 | 71,000 | 80,157 | 87,800 |
| Supervisor, Curator | 74,167 | 89,644 | 106,756 | 122,611 | 137,122 |
| Supervisor, Customer Services Representative | 45,543 | 50,271 | 55,457 | 61,614 | 67,214 |
| Supervisor, Dental Technician | 49,422 | 57,822 | 67,067 | 73,833 | 79,989 |
| Supervisor, Disability Adjudicator | 50,233 | 58,067 | 66,667 | 73,400 | 79,567 |
| Supervisor, Early Childhood Educator | 34,356 | 38,089 | 42,400 | 47,378 | 52,122 |
| Supervisor, Education Programs Professional | 73,656 | 83,133 | 93,533 | 103,856 | 113,256 |
| Supervisor, Emission Control Technician | 44,356 | 50,511 | 57,700 | 64,333 | 70,733 |
| Supervisor, Enforcement Investigator | 93,489 | 99,844 | 106,811 | 113,844 | 120,222 |
| Supervisor, Environmental Health Inspector | 58,218 | 65,062 | 72,500 | 80,930 | 88,468 |
| Supervisor, Environmental Scientist | 75,333 | 84,467 | 94,478 | 105,078 | 114,744 |
| Supervisor, Equipment Mechanic | 53,656 | 59,856 | 66,667 | 75,433 | 83,378 |
| Supervisor, Event Center Technician | 63,557 | 73,900 | 85,214 | 108,529 | 129,757 |
| Supervisor, Executive Branch Auditor | 67,211 | 82,267 | 98,822 | 111,711 | 123,422 |
| Supervisor, Facilities Maintenance Technician | 73,129 | 84,714 | 97,429 | 110,943 | 123,229 |
| Supervisor, Farm Hand | 46,933 | 53,456 | 60,589 | 70,100 | 78,556 |
| Supervisor, Financial Institutions Examiner | 71,671 | 78,243 | 84,400 | 96,286 | 106,157 |
| Supervisor, Financial Services | 51,233 | 57,767 | 64,867 | 72,233 | 78,933 |
| Supervisor, Fingerprint Technician | 50,156 | 55,722 | 59,700 | 69,856 | 77,156 |
| Supervisor, Fiscal Analyst | 79,267 | 87,156 | 95,811 | 105,878 | 115,033 |
| Supervisor, Fish Hatchery | 36,686 | 53,486 | 78,000 | 121,829 | 162,114 |
| Supervisor, Fleet Service Worker | 68,022 | 79,422 | 91,933 | 106,367 | 119,533 |
| Supervisor, Food Service Worker | 48,022 | 54,544 | 61,767 | 70,533 | 78,522 |
| Supervisor, Forester | 59,857 | 65,500 | 72,500 | 78,029 | 83,771 |
| Supervisor, Game Warden | 50,611 | 60,033 | 71,900 | 83,033 | 94,600 |
| Supervisor, Gaming Agent (Unclassified) | 70,600 | 81,000 | 92,500 | 103,000 | 112,600 |
| Supervisor, Gaming Enforcement Agent (Unclassified) | 74,200 | 85,400 | 97,700 | 110,400 | 122,100 |
| Supervisor, Geospatial Specialist | 86,244 | 94,689 | 106,000 | 114,811 | 124,711 |
| Supervisor, Health Care Coordinator | 59,456 | 66,078 | 73,367 | 79,967 | 85,967 |
| Supervisor, Health Facilities Inspector | 54,033 | 64,711 | 76,422 | 89,933 | 102,211 |
| Supervisor, Health Services Specialist | 70,589 | 80,222 | 90,200 | 105,367 | 118,633 |



Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|--|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Supervisor, Hearings Adjudicator | 76,000 | 90,700 | 108,100 | 123,500 | 138,600 |
| Supervisor, Heavy Equipment Mechanic | 70,157 | 81,657 | 94,271 | 105,286 | 115,357 |
| Supervisor, Helitack | 61,357 | 67,229 | 71,900 | 80,886 | 87,457 |
| Supervisor, Highway Maintenance Worker | 55,400 | 62,800 | 70,900 | 81,200 | 90,600 |
| Supervisor, Historic Preservation Specialist | 77,900 | 87,256 | 96,200 | 113,767 | 128,544 |
| Supervisor, Human Resources Analyst | 81,056 | 95,011 | 110,344 | 127,056 | 142,267 |
| Supervisor, Industrial Hygienist | 77,033 | 90,711 | 105,744 | 125,533 | 143,522 |
| Supervisor, Insurance Examiner | 67,600 | 77,200 | 87,729 | 98,743 | 108,786 |
| Supervisor, Intelligence Analyst | 80,800 | 89,600 | 97,800 | 109,078 | 117,978 |
| Supervisor, Juvenile Services Technician | 49,700 | 56,733 | 64,444 | 74,878 | 84,367 |
| Supervisor, Land Surveyor | 71,333 | 78,644 | 86,667 | 95,344 | 103,233 |
| Supervisor, Landscape Architect | 49,333 | 66,233 | 84,800 | 104,400 | 122,300 |
| Supervisor, Legal Researcher | 66,794 | 73,961 | 81,828 | 90,506 | 98,411 |
| Supervisor, Legal Secretary | 58,911 | 67,544 | 77,044 | 86,411 | 94,911 |
| Supervisor, Librarian | 60,914 | 72,871 | 86,000 | 100,386 | 113,471 |
| Supervisor, Lifeguard | 25,744 | 28,733 | 33,178 | 35,944 | 39,256 |
| Supervisor, Livestock and Brand Inspector | 52,411 | 58,911 | 66,067 | 74,622 | 82,433 |
| Supervisor, Mail Services Technician | 46,067 | 53,011 | 60,622 | 69,467 | 77,500 |
| Supervisor, Meat Plant Technician | 58,778 | 64,556 | 70,911 | 78,078 | 84,633 |
| Supervisor, Metrologist | 72,344 | 80,733 | 90,200 | 100,256 | 109,689 |
| Supervisor, Military Security Guard | 54,267 | 62,867 | 72,333 | 85,178 | 96,889 |
| Supervisor, Mortgage Lending Examiner | 67,986 | 82,643 | 98,757 | 115,857 | 131,400 |
| Supervisor, Motor Vehicle Appraiser | 47,100 | 57,211 | 68,300 | 73,989 | 79,156 |
| Supervisor, Offset Machine Operator | 47,189 | 56,878 | 67,511 | 81,256 | 93,756 |
| Supervisor, Park Technicians | 60,322 | 66,944 | 74,180 | 82,311 | 89,722 |
| Supervisor, Parole & Probation Specialist | 60,700 | 70,033 | 79,322 | 88,378 | 95,767 |
| Supervisor, Parole Hearings Examiner | 82,557 | 92,029 | 102,386 | 114,200 | 124,929 |
| Supervisor, Plans Examiner | 82,771 | 92,243 | 102,657 | 114,486 | 125,257 |
| Supervisor, Prison Industries | 48,122 | 54,411 | 61,344 | 68,267 | 74,567 |
| Supervisor, Professional Engineer | 87,878 | 95,700 | 104,311 | 114,733 | 124,267 |
| Supervisor, Program Specialist | 67,433 | 76,333 | 86,033 | 97,700 | 108,300 |
| Supervisor, Property and Evidence Technician | 61,678 | 69,289 | 77,656 | 86,633 | 94,833 |



Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|--|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Supervisor, Property Appraiser | 65,871 | 77,829 | 90,957 | 103,614 | 115,129 |
| Supervisor, Psychologist (Unclassified) | 97,167 | 106,900 | 117,578 | 130,656 | 142,578 |
| Supervisor, Public Safety Dispatcher | 58,357 | 63,943 | 70,114 | 85,529 | 99,543 |
| Supervisor, Quality Assurance Specialist | 86,071 | 97,471 | 109,900 | 122,957 | 134,757 |
| Supervisor, Quality Control Specialist | 74,722 | 82,733 | 92,500 | 100,733 | 109,100 |
| Supervisor, Radiation Control Specialist | 47,700 | 54,314 | 60,400 | 70,000 | 77,643 |
| Supervisor, Railroad Restoration Specialist | 67,456 | 73,911 | 80,967 | 88,544 | 95,422 |
| Supervisor, Records | 67,171 | 85,686 | 106,014 | 122,586 | 137,657 |
| Supervisor, Registered Nurse | 73,756 | 83,656 | 94,522 | 107,878 | 120,067 |
| Supervisor, Retail Store Keeper | 52,771 | 59,043 | 65,929 | 74,800 | 82,871 |
| Supervisor, Revenue Specialist | 69,329 | 79,286 | 90,243 | 101,800 | 112,329 |
| Supervisor, Right-of-Way | 71,325 | 80,700 | 90,975 | 101,525 | 111,125 |
| Supervisor, Safety Specialist | 71,186 | 79,586 | 83,100 | 100,400 | 110,986 |
| Supervisor, Security Officer | 54,111 | 62,722 | 72,144 | 84,967 | 96,611 |
| Supervisor, Seismic Data Technician | 56,200 | 62,771 | 71,100 | 78,486 | 86,171 |
| Supervisor, Skilled Trades Technician | 79,256 | 87,489 | 97,600 | 106,433 | 115,433 |
| Supervisor, Social Worker | 55,911 | 69,911 | 80,900 | 91,556 | 97,256 |
| Supervisor, Special Agent (Gaming Control Board) | -- | -- | -- | -- | -- |
| Supervisor, State Land Agent | 58,280 | 63,223 | 68,600 | 86,436 | 99,882 |
| Supervisor, Statistician | 81,256 | 95,489 | 111,133 | 126,133 | 139,778 |
| Supervisor, Substance Abuse Counselor | 52,678 | 61,667 | 71,533 | 82,289 | 92,067 |
| Supervisor, Supply Technician | 57,600 | 65,500 | 74,100 | 86,500 | 97,700 |
| Supervisor, Tax Examiner | 93,278 | 104,644 | 117,078 | 130,833 | 143,356 |
| Supervisor, Theater Technician | 63,557 | 73,900 | 85,214 | 108,529 | 129,757 |
| Supervisor, Tort Claims Specialist | 65,111 | 73,711 | 81,600 | 94,078 | 104,044 |
| Supervisor, Traffic Technician | 35,978 | 40,233 | 44,500 | 49,967 | 54,600 |
| Supervisor, Training Specialist | 73,300 | 81,067 | 89,589 | 98,811 | 107,178 |
| Supervisor, Transportation Planner | 72,127 | 78,245 | 84,900 | 106,974 | 123,614 |
| Supervisor, Transportation Technician | 35,978 | 40,233 | 44,500 | 49,967 | 54,600 |
| Supervisor, Utility Electrician | -- | -- | -- | -- | -- |
| Supervisor, Veterans Service Specialist | 52,322 | 66,378 | 76,800 | 97,422 | 111,644 |
| Supervisor, Vocational Rehabilitation Specialist | 104,011 | 110,533 | 117,756 | 126,467 | 134,444 |



Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|--|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Supervisor, Warehouse Worker | 50,756 | 59,689 | 69,489 | 80,000 | 89,556 |
| Supervisor, Water System Operator | 58,078 | 66,100 | 74,933 | 86,689 | 97,400 |
| Supervisor, Weights and Measures | 55,867 | 67,633 | 80,533 | 100,233 | 118,200 |
| Supervisor, Wildlife Technician | 62,378 | 71,422 | 78,000 | 90,556 | 98,922 |
| Supervisor, Wireless Network Technician | 63,733 | 73,689 | 84,633 | 95,778 | 105,911 |
| Supervisor, Youth Facility | 81,067 | 92,622 | 105,311 | 120,978 | 135,256 |
| Supervisor, Youth Parole Counselor | 71,057 | 78,100 | 85,829 | 92,571 | 98,729 |
| Supply Technician | 37,600 | 41,800 | 46,400 | 51,800 | 56,700 |
| Tax Examiner | 45,514 | 52,357 | 59,886 | 66,857 | 73,229 |
| Taxicab Vehicle Inspector | 44,144 | 53,356 | 63,100 | 75,856 | 87,133 |
| Teacher | 39,733 | 52,600 | 66,733 | 87,389 | 106,200 |
| Teacher Assistant | 25,000 | 27,357 | 31,886 | 37,886 | 43,371 |
| Theater Technician | 33,300 | 37,200 | 41,900 | 47,400 | 52,814 |
| Therapeutic Recreation Specialist | 51,156 | 57,356 | 64,189 | 71,244 | 77,678 |
| Therapy Technician | 30,500 | 34,167 | 38,189 | 43,411 | 48,122 |
| Tort Claims Specialist | 57,789 | 63,556 | 70,778 | 79,556 | 88,333 |
| Traffic Technician | 31,187 | 33,088 | 35,200 | 36,608 | 37,664 |
| Training Specialist | 57,133 | 63,667 | 70,822 | 79,356 | 87,156 |
| Transportation Planner | 53,744 | 60,767 | 68,300 | 78,067 | 86,856 |
| Transportation Technician | 31,187 | 33,088 | 35,200 | 36,608 | 37,664 |
| Unified Communications Analyst | 64,811 | 74,978 | 86,156 | 99,567 | 111,756 |
| University Parking Enforcement Attendant | 27,056 | 30,756 | 34,833 | 39,744 | 44,244 |
| University Police Cadet | 29,200 | 31,900 | 34,700 | 37,800 | 40,700 |
| University Police Detective | 49,014 | 56,471 | 63,071 | 73,500 | 81,543 |
| University Police Lieutenant | 82,167 | 96,333 | 111,878 | 117,144 | 121,911 |
| University Police Officer | 43,111 | 49,967 | 57,478 | 67,589 | 76,800 |
| University Police Sergeant | 48,567 | 58,733 | 69,889 | 82,033 | 93,067 |
| Utility Electrician | 65,475 | 69,466 | 73,900 | 76,856 | 79,073 |
| Utility Valuation Analyst | 58,633 | 64,389 | 70,722 | 77,889 | 84,400 |
| Veterans Service Specialist | 50,371 | 58,971 | 66,600 | 80,057 | 90,714 |
| Veterinarian (Unclassified) | 63,700 | 84,800 | 108,000 | 137,500 | 164,400 |
| Victim Advocate | 49,900 | 55,400 | 61,300 | 67,500 | 73,000 |



Table 1. Base Compensation Averages by Position

| State of Nevada Position Title | Market Base Annual Salary | | | | |
|---------------------------------------|---------------------------|-----------------|-----------------|-----------------|-----------------|
| | 10th Percentile | 25th Percentile | 50th Percentile | 75th Percentile | 90th Percentile |
| Vocational Instructor | 50,514 | 61,086 | 72,714 | 86,329 | 98,700 |
| Vocational Rehabilitation Specialist | 58,500 | 67,378 | 77,133 | 88,544 | 98,978 |
| Warden (Unclassified) | 94,056 | 105,144 | 117,344 | 129,656 | 140,833 |
| Warehouse Worker | 36,771 | 39,343 | 42,157 | 45,371 | 48,314 |
| Wastewater Treatment Operator | 46,033 | 50,544 | 55,600 | 63,356 | 70,489 |
| Water System Operator | 38,467 | 44,500 | 51,133 | 59,733 | 67,544 |
| Weights and Measures Technician | 47,589 | 53,778 | 60,611 | 67,156 | 73,133 |
| Wildland Fire Battalion Chief | 81,289 | 88,178 | 95,778 | 110,500 | 123,889 |
| Wildland Fire Captain | 46,100 | 62,900 | 81,500 | 99,200 | 115,100 |
| Wildland Firefighter | 37,200 | 44,800 | 53,171 | 62,471 | 70,957 |
| Wildland Firefighter Cadet | 29,200 | 31,900 | 34,700 | 37,800 | 40,700 |
| Wildlife Health Doctor (Unclassified) | 63,743 | 84,814 | 107,986 | 137,500 | 164,357 |
| Wildlife Technician | 34,620 | 38,189 | 42,925 | 46,667 | 50,811 |
| Wireless Network Technician | 51,978 | 59,167 | 67,044 | 77,156 | 86,367 |
| Youth Parole Counselor | 54,357 | 60,643 | 67,543 | 77,686 | 86,886 |

Proposed Compensation Framework

Table 2 presents the proposed compensation structure for annual base salaries, organized by salary band and step. **Table 3** provides the same compensation structure, but displays the rates in hourly terms instead of annualized figures.

Table 2. Proposed Compensation Framework: Base Annual Salary by Salary Band and Step

| Salary Band | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 10 | \$31,200 | \$32,760 | \$34,398 | \$36,118 | \$37,923 | \$39,820 | \$41,811 | \$43,901 | \$46,096 | \$48,401 | \$50,821 | \$53,362 |
| 11 | \$34,425 | \$36,145 | \$37,951 | \$39,848 | \$41,839 | \$43,929 | \$46,125 | \$48,429 | \$50,849 | \$53,390 | \$56,058 | \$58,860 |
| 12 | \$37,867 | \$39,759 | \$41,746 | \$43,832 | \$46,023 | \$48,322 | \$50,737 | \$53,272 | \$55,934 | \$58,729 | \$61,664 | \$64,746 |
| 13 | \$41,654 | \$43,735 | \$45,921 | \$48,216 | \$50,625 | \$53,155 | \$55,811 | \$58,600 | \$61,528 | \$64,602 | \$67,831 | \$71,220 |
| 14 | \$45,819 | \$48,109 | \$50,513 | \$53,037 | \$55,687 | \$58,470 | \$61,392 | \$64,460 | \$67,681 | \$71,063 | \$74,614 | \$78,342 |
| 15 | \$50,401 | \$52,920 | \$55,564 | \$58,341 | \$61,256 | \$64,317 | \$67,531 | \$70,906 | \$74,449 | \$78,169 | \$82,075 | \$86,176 |
| 16 | \$55,441 | \$58,212 | \$61,121 | \$64,175 | \$67,382 | \$70,749 | \$74,284 | \$77,996 | \$81,894 | \$85,986 | \$90,283 | \$94,794 |
| 17 | \$60,986 | \$64,033 | \$67,233 | \$70,592 | \$74,120 | \$77,824 | \$81,713 | \$85,796 | \$90,083 | \$94,584 | \$99,311 | \$104,273 |
| 18 | \$67,084 | \$70,436 | \$73,956 | \$77,652 | \$81,532 | \$85,606 | \$89,884 | \$94,375 | \$99,091 | \$104,043 | \$109,242 | \$114,701 |
| 19 | \$73,793 | \$77,480 | \$81,352 | \$85,417 | \$89,685 | \$94,167 | \$98,872 | \$103,813 | \$109,000 | \$114,447 | \$120,166 | \$126,171 |
| 20 | \$81,172 | \$85,228 | \$89,487 | \$93,959 | \$98,654 | \$103,583 | \$108,759 | \$114,194 | \$119,900 | \$125,892 | \$132,183 | \$138,788 |
| 21 | \$89,289 | \$93,751 | \$98,436 | \$103,354 | \$108,519 | \$113,942 | \$119,635 | \$125,614 | \$131,890 | \$138,481 | \$145,401 | \$152,667 |
| 22 | \$98,218 | \$103,126 | \$108,279 | \$113,690 | \$119,371 | \$125,336 | \$131,599 | \$138,175 | \$145,080 | \$152,329 | \$159,941 | \$167,933 |
| 23 | \$108,040 | \$113,438 | \$119,107 | \$125,059 | \$131,308 | \$137,869 | \$144,759 | \$151,992 | \$159,587 | \$167,562 | \$175,935 | \$184,727 |
| 24 | \$118,844 | \$124,782 | \$131,018 | \$137,565 | \$144,439 | \$151,656 | \$159,235 | \$167,192 | \$175,546 | \$184,318 | \$193,529 | \$203,199 |
| 25 | \$130,728 | \$137,261 | \$144,119 | \$151,321 | \$158,883 | \$166,822 | \$175,158 | \$183,911 | \$193,101 | \$202,750 | \$212,882 | \$223,519 |
| 26 | \$143,801 | \$150,987 | \$158,531 | \$166,453 | \$174,771 | \$183,504 | \$192,674 | \$202,302 | \$212,411 | \$223,025 | \$234,170 | \$245,871 |
| 27 | \$158,181 | \$166,085 | \$174,385 | \$183,099 | \$192,248 | \$201,855 | \$211,941 | \$222,532 | \$233,652 | \$245,328 | \$257,587 | \$270,458 |
| 28 | \$173,999 | \$182,694 | \$191,823 | \$201,408 | \$211,473 | \$222,040 | \$233,135 | \$244,785 | \$257,017 | \$269,860 | \$283,345 | \$297,504 |
| 29 | \$191,399 | \$200,963 | \$211,005 | \$221,549 | \$232,620 | \$244,244 | \$256,449 | \$269,264 | \$282,719 | \$296,846 | \$311,680 | \$327,255 |
| 30 | \$210,539 | \$221,059 | \$232,106 | \$243,704 | \$255,882 | \$268,669 | \$282,094 | \$296,190 | \$310,991 | \$326,531 | \$342,848 | \$359,980 |



Table 3. Proposed Compensation Framework: Base Hourly Rate by Salary Band and Step

| Salary Band | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | Step 12 |
|-------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 10 | \$15.00 | \$15.75 | \$16.54 | \$17.36 | \$18.23 | \$19.14 | \$20.10 | \$21.11 | \$22.16 | \$23.27 | \$24.43 | \$25.65 |
| 11 | \$16.55 | \$17.38 | \$18.25 | \$19.16 | \$20.11 | \$21.12 | \$22.18 | \$23.28 | \$24.45 | \$25.67 | \$26.95 | \$28.30 |
| 12 | \$18.21 | \$19.12 | \$20.07 | \$21.07 | \$22.13 | \$23.23 | \$24.39 | \$25.61 | \$26.89 | \$28.24 | \$29.65 | \$31.13 |
| 13 | \$20.03 | \$21.03 | \$22.08 | \$23.18 | \$24.34 | \$25.56 | \$26.83 | \$28.17 | \$29.58 | \$31.06 | \$32.61 | \$34.24 |
| 14 | \$22.03 | \$23.13 | \$24.29 | \$25.50 | \$26.77 | \$28.11 | \$29.52 | \$30.99 | \$32.54 | \$34.16 | \$35.87 | \$37.66 |
| 15 | \$24.23 | \$25.44 | \$26.71 | \$28.05 | \$29.45 | \$30.92 | \$32.47 | \$34.09 | \$35.79 | \$37.58 | \$39.46 | \$41.43 |
| 16 | \$26.65 | \$27.99 | \$29.38 | \$30.85 | \$32.40 | \$34.01 | \$35.71 | \$37.50 | \$39.37 | \$41.34 | \$43.41 | \$45.57 |
| 17 | \$29.32 | \$30.79 | \$32.32 | \$33.94 | \$35.63 | \$37.42 | \$39.28 | \$41.25 | \$43.31 | \$45.47 | \$47.75 | \$50.13 |
| 18 | \$32.25 | \$33.86 | \$35.56 | \$37.33 | \$39.20 | \$41.16 | \$43.21 | \$45.37 | \$47.64 | \$50.02 | \$52.52 | \$55.14 |
| 19 | \$35.48 | \$37.25 | \$39.11 | \$41.07 | \$43.12 | \$45.27 | \$47.53 | \$49.91 | \$52.40 | \$55.02 | \$57.77 | \$60.66 |
| 20 | \$39.02 | \$40.97 | \$43.02 | \$45.17 | \$47.43 | \$49.80 | \$52.29 | \$54.90 | \$57.64 | \$60.52 | \$63.55 | \$66.72 |
| 21 | \$42.93 | \$45.07 | \$47.32 | \$49.69 | \$52.17 | \$54.78 | \$57.52 | \$60.39 | \$63.41 | \$66.58 | \$69.90 | \$73.40 |
| 22 | \$47.22 | \$49.58 | \$52.06 | \$54.66 | \$57.39 | \$60.26 | \$63.27 | \$66.43 | \$69.75 | \$73.24 | \$76.89 | \$80.74 |
| 23 | \$51.94 | \$54.54 | \$57.26 | \$60.12 | \$63.13 | \$66.28 | \$69.60 | \$73.07 | \$76.72 | \$80.56 | \$84.58 | \$88.81 |
| 24 | \$57.14 | \$59.99 | \$62.99 | \$66.14 | \$69.44 | \$72.91 | \$76.56 | \$80.38 | \$84.40 | \$88.61 | \$93.04 | \$97.69 |
| 25 | \$62.85 | \$65.99 | \$69.29 | \$72.75 | \$76.39 | \$80.20 | \$84.21 | \$88.42 | \$92.84 | \$97.48 | \$102.35 | \$107.46 |
| 26 | \$69.14 | \$72.59 | \$76.22 | \$80.03 | \$84.02 | \$88.22 | \$92.63 | \$97.26 | \$102.12 | \$107.22 | \$112.58 | \$118.21 |
| 27 | \$76.05 | \$79.85 | \$83.84 | \$88.03 | \$92.43 | \$97.05 | \$101.89 | \$106.99 | \$112.33 | \$117.95 | \$123.84 | \$130.03 |
| 28 | \$83.65 | \$87.83 | \$92.22 | \$96.83 | \$101.67 | \$106.75 | \$112.08 | \$117.69 | \$123.57 | \$129.74 | \$136.22 | \$143.03 |
| 29 | \$92.02 | \$96.62 | \$101.44 | \$106.51 | \$111.84 | \$117.43 | \$123.29 | \$129.45 | \$135.92 | \$142.71 | \$149.85 | \$157.33 |
| 30 | \$101.22 | \$106.28 | \$111.59 | \$117.17 | \$123.02 | \$129.17 | \$135.62 | \$142.40 | \$149.51 | \$156.99 | \$164.83 | \$173.07 |

Conclusion

This report provides the State with a comprehensive market compensation analysis and a new, best-practice compensation framework designed to align the State's salaries with current market conditions. By benchmarking and market-pricing nearly all State positions, the organization has ensured that the new compensation structure is both equitable and competitive, supporting the State's broader goals of modernizing recruitment and retention efforts.

To keep the salary structure relevant over time, it's important for the State to actively monitor and adjust for market trends. Simmons Group recommends that the State adopt the following compensation management best practices:

- After the **first year** of implementation, gather annual salary structure adjustment projections⁵, which have recently been between 2.5% to 2.9%. Making similar annual adjustments will maintain competitiveness and alignment with the broader market, ensuring that employees feel fairly compensated.
- After the **second year** of implementation, conduct benchmarking for key positions rather than all roles, which streamlines the process. This targeted approach efficiently tracks market shifts in critical areas without the cost and time commitment of full-scale analyses each year.
- After the **third year** of implementation, conduct another comprehensive market study; this will provide a holistic view to identify any misalignments across the full structure.

When introducing new positions into the State, slotting them based on both the role's market value and its internal alignment with similar roles ensures consistent pay equity. Maintaining a balance between market competitiveness and internal fairness is key; as such, documenting and adjusting for these trends systematically helps keep the structure dynamic and responsive to market and organizational shifts.

With the implementation of this framework, the State will be well-positioned to attract and retain top talent, while ensuring that its compensation practices remain aligned with market trends and organizational objectives.

⁵ The annual WorldatWork Salary Budget Survey and the Conference Board are reliable sources for annual salary structure adjustment projections.