

State of Nevada Workforce Report

FY 2023 – 2024

Issued by the Department of Administration, Division of Human
Resources Management



Table of Contents

ABOUT THE REPORT	2
CLASSIFIED EMPLOYEE OVERVIEW	3
State of Nevada Workforce Trends FY 2019 – 2024	3
REGIONAL DISTRIBUTION	4
OCCUPATIONAL GROUPS	5
State of Nevada Occupational Groups Overview	5
EMPLOYEE SNAPSHOT BY DEPARTMENT	6
Classified Employees by Department	6
Classified Employees by Department Continued	7
AGE DISTRIBUTION	8
Classified Employee Age Distribution by Generation	8
SALARY RANGE BY DEPARTMENT	9
Salary Range Distribution for Active Employees	9
Salary Range Distribution for Active Employees Continued	10
OVERALL DEMOGRAPHICS	11
Male Demographic Information.....	11
Male Demographic Information Continued	12
Female Demographic Information	13
Female Demographic Information Continued	14
General Employee Demographics	15
NEW HIRES	16
Hires By Occupational Group.....	16
Hires by Month	17
Hire by Occupation Group, Race, and Gender (Male).....	18
Hire by Occupation Group, Race, and Gender (Male) Continued	19
Hires by Occupation Group, Race and Gender (Female)	20
Hires by Occupation Group, Race and Gender (Female) Continued	21
YEARS OF SERVICE	22
Average Years of Service by Occupational Group.....	22
Average Years of Service by Department	23
RETIREMENT ELIGIBILITY	24
Eligible Retirees by Department	24
NEVADA WORKFORCE TURNOVER	25
Turnover Rate by Department.....	26
NEVADA STATE EMPLOYEE ASSISTANCE PROGRAM (EAP)	27
EAP Services Provided	27
Commonly Assessed Problem Categories.....	28
Annual Training Classes Provided.....	28
REPORT DISCLAIMER	29

ABOUT THE REPORT

The Fiscal Year (FY) 2023-2024 State of Nevada Workforce Report is issued by the Department of Administration, Division of Human Resource Management. The report highlights workforce data about the State Personnel System, including demographics, new hire information, and compensation data from July 1, 2023, to June 30, 2024.

This report primarily focuses on the State of Nevada classified employees unless otherwise noted. The data represents classified, permanent, full-time, and part-time employees. Temporary employees are excluded.

State of Nevada Government

Nevada government consists of three branches: Legislative, Executive, and Judicial. The Legislative branch is comprised of the Assembly and the Senate. The Executive branch is led by the Governor of Nevada and their cabinet. The Judicial branch interprets and applies Nevada law.

Classified Positions

Classified positions are authorized positions in the Executive Branch filled according to merit and fitness from eligible lists prepared upon the basis of meeting the essential qualifications for a position, except as otherwise provided in NRS 284 (NRS 284.150).



CLASSIFIED EMPLOYEE OVERVIEW

State of Nevada Workforce Trends FY 2019 – 2024

Measure	FY 2019	FY2020	FY 2021	FY 2022	FY 2023	FY 2024
¹ Classified Employees	16,810	16,312	15,677	15,495	15,790	17,373
² Average Age	44.71	44.83	44.80	44.96	44.74	44.36
² Average Length of Service (Years)	10.12	10.51	10.68	10.75	10.65	10.28
² Average Salary	\$54,315.10	\$55,150.00	\$55,434.00	\$56,242.06	\$62,371.95	\$68,450.00
² Eligible Retirees in 5 years (%)	21.71%	21.82%	21.80%	22.28%	20.09%	20.33%
² Eligible Retirees in 10 Years (%)	38.33%	38.23%	38.33%	39.07%	36.18%	36.61%
³ Turnover Rate (%)	38.50%	34.54%	29.51%	42.66%	39.16%	³ 13.38%

Our classified workforce grew by 10% from 15,790 employees to 17,373 employees, reflecting improved recruitment efforts. The average age of employees slightly decreased to 44.36 years, while the average length of service declined to 10.28 years. The average employee salary increased by 9.7% to \$68,450. Retirement eligibility remains a concern, with 20.33% eligible to retire in five years and 36.61% in ten years, emphasizing the need for talent pipeline development to ensure workforce stability.



¹ Full time equivalency (FTE) data may differ from other tables due to reporting limitations.

² This data is provided from a system generated report and includes unclassified data.

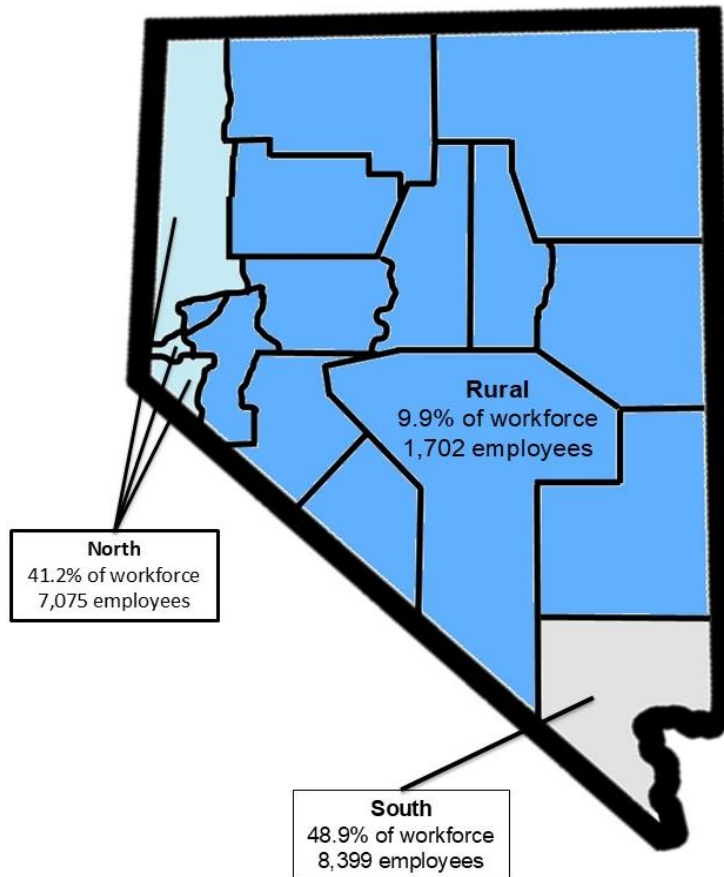
³ Previous years included personnel actions such as promotions, auto progressions, transfers, etc.

REGIONAL DISTRIBUTION

Our workforce is distributed across three main regions: the southern region, the northern region, and rural areas. Las Vegas, located in the southern region, has the largest distribution of employees, reflecting its population density and the concentration of state services in Clark County. The southern region accounts for **48.9%** of the state workforce, with **8,399** employees.

The northern region, including Carson City, Douglas, and Washoe Counties, serves as the core for state government operations representing **41.2%** of the workforce, or **7,075** employees. Carson City, the state capital, remains the main location for many agencies.

The rural areas of Nevada, encompassing the more sparsely populated counties, account for **9.9%** of the workforce, with **1,702** employees. These regions play a critical role in supporting specialized operations and services crucial to the State's mission.



*North includes Carson, Douglas, & Washoe Counties. Rural includes 5 out-of-state employees and employees with unidentified county.

** This represents the total number of classified employees per Program Report HRB019A. As a result, FTE data may differ from other tables.

OCCUPATIONAL GROUPS

The State of Nevada has approximately **1,800 job classifications** categorized within one of the twelve occupational groups below. For example, Correctional Officers are part of the Sworn Law Enforcement occupational group.

State of Nevada Occupational Groups Overview

Occupational Group	Number of Classified Employees	Average State Tenure (Years)	Average Age	Average Monthly Salary	Average Yearly Salary
Agricultural & Conservation	402	7.26	41.90	\$5,200.35	\$67,864.57
Clerical & Related Services	2,545	5.11	43.65	\$3,925.52	\$51,227.98
Domestic Services	63	5.19	47.21	\$4,280.89	\$55,865.60
Education	158	5.81	46.69	\$7,219.43	\$94,213.60
Engineering & Allied	817	9.82	43.58	\$6,746.45	\$88,041.22
Fiscal Management & Staff Services	3,009	8.68	46.25	\$6,343.05	\$82,776.76
Library & Archives	24	6.04	53.43	\$5,819.93	\$75,950.13
Mechanical & Construction Trades	1,081	6.90	46.94	\$4,934.53	\$64,395.62
Medical, Health & Related Services	2,334	6.52	45.37	\$6,508.22	\$84,932.31
Regulatory & Public Safety	1,415	6.72	45.10	\$4,812.83	\$62,807.38
Social Services & Rehabilitation	3,082	7.27	43.82	\$5,446.68	\$71,079.11
Sworn Law Enforcement	2,601	7.23	39.67	\$6,651.11	\$86,797.01
Statewide Totals	⁴17,531	7.12	44.10	\$5,684.21	\$74,178.93



⁴ FTE data may differ from other tables due to reporting limitations.

EMPLOYEE SNAPSHOT BY DEPARTMENT

Classified Employees by Department

Department	⁵ Employee Count	⁵ Average Tenure (Years)	⁵ Average Monthly Salary	⁵ Average Age	⁶ Eligible Retirees in 5 years	⁶ Percentage of Eligible Retirees in 5 years	Projected Vacancy Rate
Adjutant General	188	5.09	\$ 5,003.68	44.62	44	3.41%	15.63%
Attorney General's Office	177	9.31	\$ 6,242.75	48.09	92	25.48%	31.90%
Cannabis Compliance Board	86	5.70	\$ 5,626.18	45.06	14	16.87%	31.68%
Colorado River Commission	4	3.50	\$ 4,173.20	39.50	11	35.48%	52.38%
Commission on Ethics	1	0.00	\$ 5,617.60	27.00	1	20.00%	42.86%
Commission on Mineral Resources	9	5.89	\$ 4,537.96	34.78	1	5.56%	15%
Commission on Peace Officer Standards and Training	6	5.33	\$ 4,326.67	39.67	4	25.00%	25%
Controller's Office	41	9.54	\$ 6,716.41	47.78	11	26.83%	34.78%
Department of Administration	328	8.12	\$ 5,268.73	47.71	109	28.17%	35.94%
Department of Agriculture	173	5.98	\$ 4,976.85	47.45	23	13.29%	36.17%
Department of Business and Industry	591	6.60	\$ 5,638.57	46.66	172	27.26%	35.62%
Department of Conservation and Natural Resources	707	7.75	\$ 5,913.98	41.89	146	18.16%	36.43%
Department of Corrections	2,342	6.68	\$ 6,176.12	42.00	522	23.11%	40.35%
Department of Education	193	6.73	\$ 6,744.80	47.32	44	23.91%	36.07%
Department of Employment, Training and Rehabilitation	858	7.09	\$ 5,342.55	46.60	233	26.94%	39.52%

⁵ FTE data may differ from other tables due to reporting limitations.

⁶ This data is provided from a system generated report and includes unclassified data.

Classified Employees by Department Continued

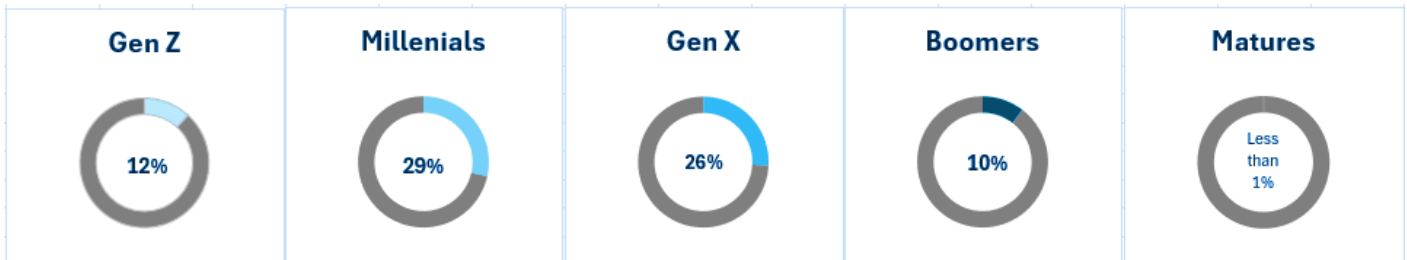
Department	⁵ Employee Count	⁵ Average Tenure (Years)	⁵ Average Monthly Salary	⁵ Average Age	⁶ Eligible Retirees in 5 years	⁶ Percentage of Eligible Retirees in 5 years	Projected Vacancy Rate
Department of Health and Human Services	6,189	6.59	\$ 5,549.90	43.92	1,109	18.45%	32.33%
Department of Indigent Services	8	2.88	\$ 4,131.00	37.63	3	21.43%	60.71%
Department of Motor Vehicles	1,207	6.98	\$ 4,684.74	44.64	281	23.91%	30.86%
Department of Native American Affairs	3	7.33	\$ 5,555.20	52.33	1	20.00%	60%
Department of Public Safety	1,271	8.59	\$ 6,299.28	42.23	296	23.70%	43.27%
Department of Sentencing Policy	4	5.00	\$ 5,179.20	37.25	2	33.33%	33.33%
Department of Taxation	351	7.34	\$ 5,308.04	46.07	88	24.93%	35.84%
Department of Tourism and Cultural Affairs	87	7.55	\$ 5,247.69	49.55	31	27.68%	40%
Department of Transportation	1,676	8.37	\$ 5,846.57	44.26	3,882	21.04%	41%
Department of Veteran Services	207	6.20	\$ 5,262.42	48.48	48	22.97%	35.86%
Department of Wildlife	240	8.12	\$ 5,775.18	40.58	46	17.36%	32.62%
Gaming Control Board	66	6.03	\$ 3,991.30	45.90	66	17.98%	24.94%
Governor's Office	257	8.60	\$ 7,278.55	46.97	68	24.82%	44.17%
Public Employees Benefits Program	25	5.76	\$ 5,096.90	40.48	4	13.33%	23.53%
Public Utilities Commission	19	8.63	\$ 5,752.08	44.16	18	19.78%	29.81%
Secretary of State's Office	130	7.19	\$ 5,721.80	45.57	20	14.60%	22.52%
Silver State Health Insurance Exchange	13	5.69	\$ 5,080.12	34.69	1	3.70%	3.70%
State Public Charter School Authority	32	6.22	\$ 6,970.20	46.53	6	17.65%	20%
Treasurer's Office	42	6.95	\$ 5,377.75	43.53	11	20.37%	27.12%
Statewide Totals	17,531	7.12	\$ 5,684.21	44.10	3,878	20.17%	34.69%

AGE DISTRIBUTION

Nevada’s classified workforce is aging, with Millennials (ages 30-45) comprising the largest percentage, followed by Gen X (ages 46-60). Gen Z (ages 18-29) represents a growing percentage of the workforce, surpassing Boomers (ages 61-80), many of whom are nearing retirement eligibility. There is a limited presence of Matures (ages 80+).

Classified Employee Age Distribution by Generation

Gen Z (18-29)	Millennial (30-45)	Gen X (46-60)	Boomers (61-80)	Matures (80+)	Total
2,343	6,958	6,048	2,030	17	⁷ 17,396



⁷ FTE data may differ from other tables due to reporting limitations.

SALARY RANGE BY DEPARTMENT

⁸Salary Range Distribution for Active Employees

Departments	\$0-\$40,000	\$40,000-\$80,000	\$80,000-\$120,000	\$120,000-\$160,000	\$160,000-\$200,000	Employee Count
Adjutant General	2.66%	73.40%	23.40%	0.53%	0.00%	188
Attorney General's Office	4.49%	48.88%	40.45%	6.18%	0.00%	178
Cannabis Compliance Board	3.49%	62.79%	33.72%	0.00%	0.00%	86
Colorado River Commission	0.00%	100.00%	0.00%	0.00%	0.00%	4
Commission on Ethics	0.00%	100.00%	0.00%	0.00%	0.00%	1
Commission on Mineral Resources	0.00%	88.89%	11.11%	0.00%	0.00%	9
Commission on Peace Officer Standards and Training	16.67%	66.67%	16.67%	0.00%	0.00%	6
Controller's Office	2.38%	38.10%	45.24%	14.29%	0.00%	42
Department of Administration	3.96%	67.68%	27.44%	0.91%	0.00%	328
Department of Agriculture	17.92%	54.34%	27.17%	0.58%	0.00%	173
Department of Business and Industry	2.71%	57.70%	37.56%	2.03%	0.00%	591
Department of Conservation and Natural Resources	2.55%	54.46%	37.77%	5.23%	0.00%	707
Department of Corrections	0.73%	48.33%	48.76%	2.18%	0.00%	2,342
Department of Education	0.52%	33.16%	62.69%	3.63%	0.00%	193
Department of Employment, Training and Rehabilitation	2.21%	70.16%	25.29%	2.33%	0.00%	858
Department of Health and Human Services	2.83%	61.42%	33.59%	2.15%	0.02%	6,189
Department of Indigent Services	12.50%	62.50%	25.00%	0.00%	0.00%	8
Department of Motor Vehicles	3.15%	82.60%	12.59%	1.66%	0.00%	1,207
Department of Native American Affairs	0.00%	66.67%	33.33%	0.00%	0.00%	3
Department of Public Safety	0.55%	42.88%	50.12%	6.45%	0.00%	1,271
Department of Sentencing Policy	0.00%	75.00%	25.00%	0.00%	0.00%	4
Department of Taxation	5.70%	66.67%	24.22%	3.42%	0.00%	351
Department of Tourism and Cultural Affairs	4.60%	65.52%	28.74%	1.15%	0.00%	87
Department of Transportation	2.03%	56.56%	35.74%	5.49%	0.18%	1,676
Department of Veteran Services	0.00%	71.98%	24.64%	3.38%	0.00%	207
Department of Wildlife	2.92%	49.58%	46.67%	0.83%	0.00%	240
Gaming Control Board	6.06%	92.42%	1.52%	0.00%	0.00%	66
Governor's Office	0.78%	24.81%	57.36%	17.05%	0.00%	258

⁸ Employee salaries are based on the employee's PERS contributions compensation schedule .

Salary Range Distribution for Active Employees Continued

Departments	\$0-\$40,000	\$40,000-\$80,000	\$80,000-\$120,000	\$120,000-\$160,000	\$160,000-\$200,000	Employee Count
Public Employees Benefits Program	12.00%	56.00%	28.00%	4.00%	0.00%	25
Public Utilities Commission	0.00%	57.89%	42.11%	0.00%	0.00%	19
Secretary of State's Office	0.76%	60.31%	32.06%	6.87%	0.00%	131
Silver State Health Insurance Exchange	0.00%	76.92%	23.08%	0.00%	0.00%	13
State Public Charter School Authority	0.00%	28.13%	62.50%	9.38%	0.00%	32
Treasurer's Office	4.65%	58.14%	34.88%	2.33%	0.00%	43
Total Employees	2.46%	58.65%	35.70%	3.17%	0.02%	17,537

The majority of Nevada's classified workforce earns below \$80,000, with the highest concentration in the \$40,000–\$80,000 range, aligning closely with the average salary of \$68,450. This distribution suggests that most classified employees earn within a mid-range salary band, reinforcing the importance of competitive compensation strategies to attract and retain talent while addressing cost-of-living adjustments and market competitiveness.



OVERALL DEMOGRAPHICS

9Male Demographic Information

Occupational Group	American Indian Male			Asian Male			Black or African American Male		
	Average Age	Average Salary	Percent of Males	Average Age	Average Salary	Percent of Males	Average Age	Average Salary	Percent of Males
Agricultural & Conservation	41.50	\$61,220.17	0.07%	34.63	\$60,097.75	0.09%	44.75	\$51,401.25	0.05%
Clerical & Related Services	44.25	\$51,012.38	0.09%	39.85	\$45,278.92	0.30%	42.86	\$49,419.33	0.49%
Domestic Services			0.00%	47.83	\$57,813.17	0.07%	47.67	\$55,366.67	0.07%
Education			0.00%	39.33	\$93,166.67	0.04%	48.25	\$96,559.50	0.05%
Engineering & Allied	45.13	\$74,244.25	0.09%	45.81	\$92,956.04	0.55%	44.00	\$87,643.75	0.23%
Fiscal Management & Staff Services	42.22	\$84,445.67	0.11%	44.30	\$89,649.91	1.70%	48.14	\$82,864.76	0.83%
Library & Archives			0.00%			0.00%			0.00%
Mechanical & Construction Trades	46.41	\$59,472.09	0.26%	52.45	\$60,974.17	0.49%	49.50	\$58,437.91	0.68%
Medical, Health & Related Services	43.75	\$77,151.75	0.05%	44.03	\$91,635.23	1.76%	44.07	\$69,309.58	1.52%
Regulatory & Public Safety	46.33	\$66,276.50	0.07%	47.20	\$65,024.41	0.60%	47.85	\$67,730.10	0.48%
Social Services & Rehabilitation	48.25	\$86,913.25	0.05%	42.89	\$66,599.93	0.54%	46.40	\$69,895.49	1.27%
Sworn Law Enforcement	44.44	\$84,835.56	0.19%	41.63	\$86,031.28	1.56%	38.98	\$82,051.39	3.99%
Grand Total	44.84	\$70,470.59	0.97%	44.16	\$81,891.06	7.70%	43.18	\$74,356.34	9.65%

Occupational Group	Hispanic or Latino Male			Native Hawaiian or Other Pacific Islander Male		
	Average Age	Average Salary	Percent of Males	Average Age	Average Salary	Percent of Males
Agricultural & Conservation	32.25	\$55,586.06	0.42%	35.50	\$65,573.50	0.05%
Clerical & Related Services	37.36	\$49,523.62	1.39%	32.80	\$46,654.20	0.06%
Domestic Services	47.92	\$59,079.08	0.15%			0.00%
Education	44.80	\$100,800.20	0.06%	55.00	\$114,694.00	0.01%
Engineering & Allied	36.42	\$73,751.90	0.92%	44.33	\$75,832.83	0.07%
Fiscal Management & Staff Services	41.33	\$77,587.35	1.89%	44.25	\$75,178.50	0.14%
Library & Archives			0.00%			0.00%
Mechanical & Construction Trades	41.60	\$57,136.44	2.14%	38.31	\$54,750.06	0.19%
Medical, Health & Related Services	42.26	\$79,832.56	0.95%	53.17	\$67,954.00	0.07%
Regulatory & Public Safety	38.66	\$59,026.17	1.10%	51.14	\$68,080.71	0.08%
Social Services & Rehabilitation	40.64	\$70,083.16	1.93%	43.00	\$73,570.60	0.12%
Sworn Law Enforcement	35.94	\$82,055.89	5.87%	37.32	\$82,114.92	0.43%
Grand Total	38.53	\$71,437.98	16.80%	40.95	\$72,131.21	1.21%

Male Demographic Information Continued

Occupational Group	White Male			Two or More Ethnic Groups Male		
	Average Age	Average Salary	Percent of Males	Average Age	Average Salary	Percent of Males
Agricultural & Conservation	40.52	\$61,299.52	4.20%	37.25	\$58,838.90	0.23%
Clerical & Related Services	42.64	\$50,813.49	2.86%	35.44	\$45,890.33	0.32%
Domestic Services	49.59	\$60,761.94	0.20%			0.00%
Education	48.22	\$92,962.22	0.43%	47.00	\$103,784.00	0.05%
Engineering & Allied	45.30	\$90,273.86	5.93%	38.28	\$65,944.78	0.21%
Fiscal Management & Staff Services	46.61	\$87,706.07	11.05%	42.36	\$79,464.45	0.55%
Library & Archives	45.20	\$68,962.60	0.06%			0.00%
Mechanical & Construction Trades	47.44	\$66,570.78	9.26%	42.50	\$57,649.67	0.21%
Medical, Health & Related Services	47.07	\$85,314.99	3.58%	39.97	\$69,949.47	0.35%
Regulatory & Public Safety	49.10	\$69,683.37	3.49%	40.89	\$59,569.89	0.33%
Social Services & Rehabilitation	46.04	\$73,449.21	4.03%	40.87	\$62,474.30	0.35%
Sworn Law Enforcement	41.29	\$89,326.85	15.17%	34.80	\$78,310.37	0.83%
Grand Total	44.81	\$79,318.43	60.25%	38.83	\$68,229.31	3.42%

The previous tables represent the average age, salary, and representation of male employees across all occupational groups in our workforce. The data extracted indicates that White or Caucasian males make up the largest percentage of the workforce (60.25%), with an average salary of \$79,318.43 and an average age of 44.81. Hispanic or Latino males have the second-highest representation (16.80%), with an average salary of \$71,437.98. Black or African American males represent 9.65% of the workforce, with an average salary of \$74,356.34. Asian males account for 7.70%, earning an average salary of \$81,891.06. The highest salaries are generally found in Medical, Engineering, and Law Enforcement fields, while Clerical and Domestic Services tend to have lower average salaries.

⁹ The percentages represent the gender and racial distribution within each occupational group. When totaled across all races and occupational groups, they equal 100%. Data does not encompass all state employees as this ethnicity data is given voluntarily.

10 Female Demographic Information

Occupational Group	American Indian Female			Asian Female			Black or African American Female		
	Average Age	Average Salary	Percent of Females	Average Age	Average Salary	Percent of Females	Average Age	Average Salary	Percent of Females
Agricultural & Conservation	54.40	\$49,815.20	0.04%	31.00	\$66,001.50	0.02%	29.00	\$54,434.00	0.01%
Clerical & Related Services	41.06	\$49,733.06	0.31%	47.60	\$50,623.50	1.20%	44.04	\$47,415.76	2.11%
Domestic Services	34.00	\$43,890.00	0.01%			0.00%	45.50	\$57,618.25	0.04%
Education	53.00	\$98,240.00	0.01%	50.83	\$100,415.33	0.05%	40.00	\$77,962.27	0.10%
Engineering & Allied	48.20	\$64,920.20	0.04%	40.67	\$92,828.00	0.16%	55.00	\$100,495.33	0.03%
Fiscal Management & Staff Services	48.73	\$76,482.24	0.29%	43.53	\$81,348.37	1.53%	45.63	\$73,081.72	0.86%
Library & Archives			0.00%	56.00	\$104,713.00	0.01%			0.00%
Mechanical & Construction Trades	41.33	\$58,832.67	0.03%	56.50	\$52,753.00	0.02%	47.77	\$55,838.00	0.11%
Medical, Health & Related Services	43.60	\$77,701.53	0.13%	47.48	\$92,373.77	2.93%	46.09	\$76,079.66	3.17%
Regulatory & Public Safety	44.28	\$63,428.78	0.16%	46.81	\$60,719.01	0.93%	43.17	\$59,304.57	1.03%
Social Services & Rehabilitation	47.74	\$69,908.09	0.30%	45.84	\$68,733.58	1.29%	43.79	\$64,812.55	4.90%
Sworn Law Enforcement	37.14	\$88,999.57	0.06%	39.00	\$83,097.25	0.07%	36.80	\$82,227.58	0.92%
Grand Total	45.24	\$66,649.61	1.39%	46.24	\$76,767.65	8.21%	43.99	\$66,116.53	13.27%

Occupational Group	Hispanic or Latino Female			Native Hawaiian or Other Pacific Islander Female		
	Average Age	Average Salary	Percent of Females	Average Age	Average Salary	Percent of Females
Agricultural & Conservation	36.43	\$61,351.29	0.06%			0.00%
Clerical & Related Services	38.37	\$49,088.27	5.21%	44.32	\$49,256.85	0.36%
Domestic Services	41.33	\$48,608.50	0.05%			0.00%
Education	43.06	\$89,527.29	0.15%			0.00%
Engineering & Allied	38.57	\$82,579.61	0.20%			0.00%
Fiscal Management & Staff Services	42.02	\$73,596.11	2.32%	47.53	\$74,988.27	0.13%
Library & Archives			0.00%			0.00%
Mechanical & Construction Trades	48.33	\$44,947.22	0.32%	61.00	\$40,570.00	0.01%
Medical, Health & Related Services	40.31	\$76,178.22	2.29%	45.30	\$81,673.61	0.20%
Regulatory & Public Safety	38.82	\$56,595.11	2.63%	48.00	\$59,167.07	0.13%
Social Services & Rehabilitation	39.61	\$68,162.49	5.86%	40.91	\$63,021.45	0.39%
Sworn Law Enforcement	35.53	\$82,176.99	0.84%	38.38	\$77,178.00	0.07%
Grand Total	39.52	\$63,659.49	19.94%	43.95	\$63,546.20	1.30%

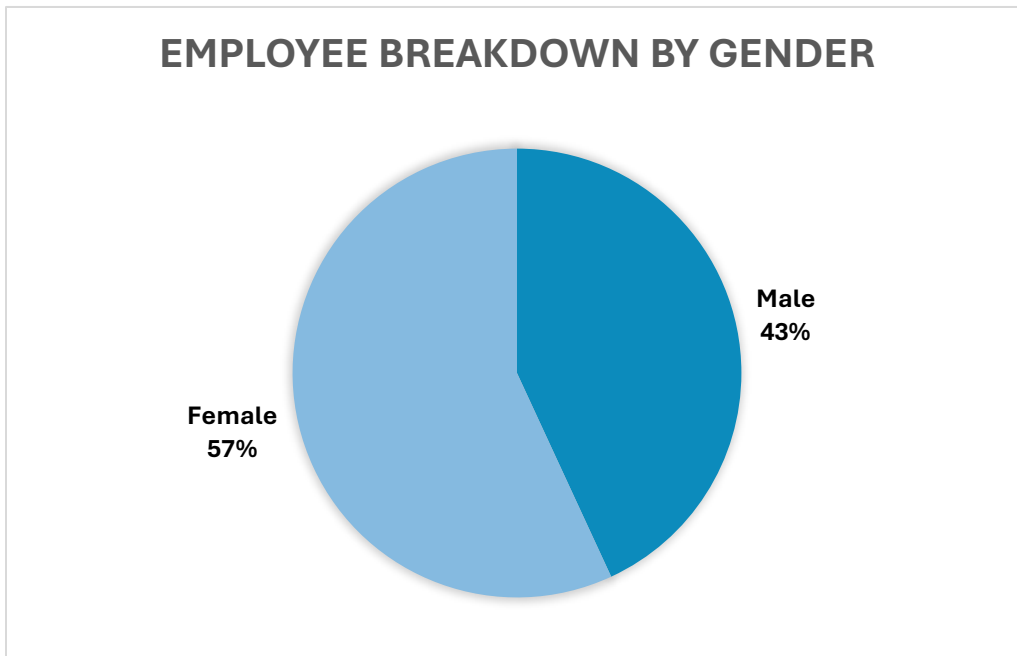
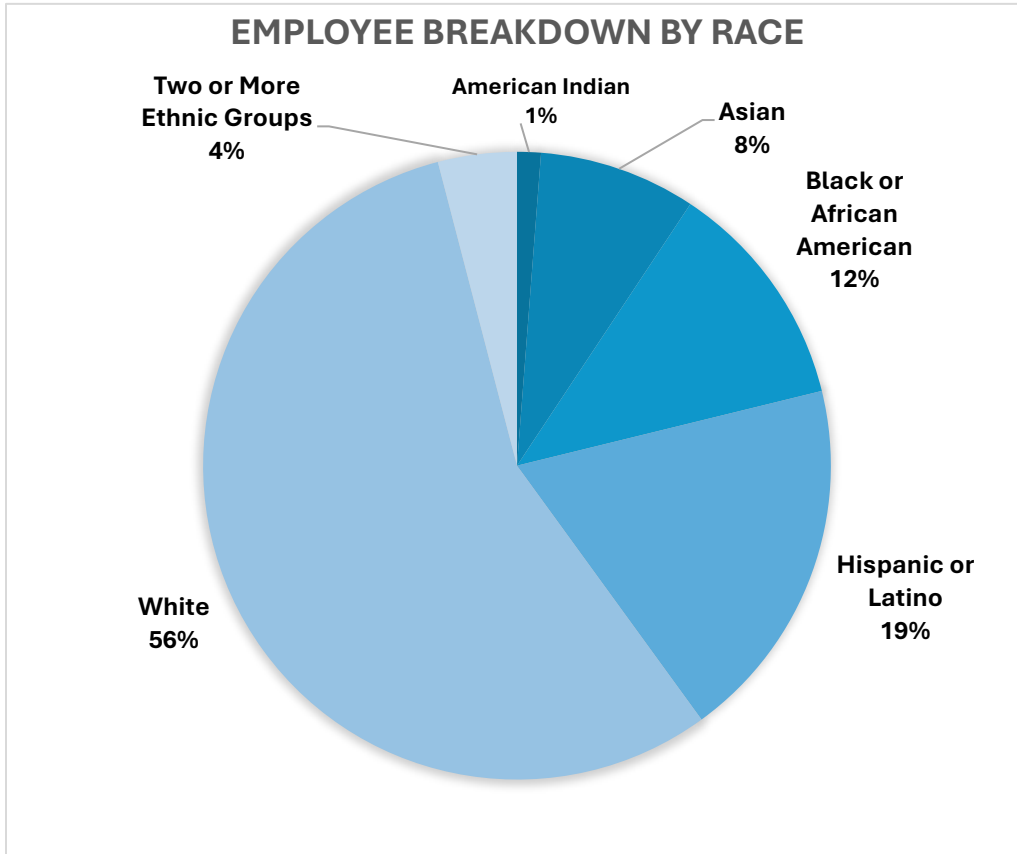
Female Demographic Information Continued

Occupational Group	White Female			Two or More Ethnic Groups Female		
	Average Age	Average Salary	Percent of Females	Average Age	Average Salary	Percent of Females
Agricultural & Conservation	40.34	\$59,335.22	1.29%	46.29	\$47,815.00	0.06%
Clerical & Related Services	46.67	\$51,939.93	11.55%	39.39	\$47,589.80	1.01%
Domestic Services	45.86	\$50,298.00	0.19%	45.00	\$56,689.00	0.01%
Education	47.03	\$94,649.90	0.82%	43.00	\$71,423.67	0.03%
Engineering & Allied	43.34	\$88,831.78	1.23%	47.11	\$94,317.22	0.08%
Fiscal Management & Staff Services	47.69	\$79,028.08	11.37%	41.08	\$70,294.49	0.77%
Library & Archives	52.06	\$67,933.06	0.16%			0.00%
Mechanical & Construction Trades	44.16	\$55,345.19	0.62%	34.33	\$43,722.67	0.03%
Medical, Health & Related Services	45.93	\$86,460.29	7.75%	39.47	\$73,275.41	0.70%
Regulatory & Public Safety	47.48	\$61,300.80	4.30%	41.20	\$51,902.11	0.57%
Social Services & Rehabilitation	46.24	\$73,780.05	10.46%	40.34	\$61,874.60	1.03%
Sworn Law Enforcement	40.00	\$88,176.10	1.71%	33.14	\$76,559.95	0.19%
Grand Total	46.29	\$71,383.12	51.44%	40.12	\$61,552.09	4.45%

The previous tables represent the average age, salary, and representation of female employees across all occupational groups in the Nevada state workforce. The data extracted indicates that White or Caucasian females make up the largest percentage of the workforce (51.44%), with an average salary of \$71,383.12 and an average age of 46.29. Hispanic or Latino females have the second-highest representation (19.94%), with an average salary of \$63,659.49. Black or African American females represent 13.27% of the workforce, with an average salary of \$66,116.53. Asian females account for 8.21%, earning an average salary of \$76,767.65. The highest salaries are generally found in Medical, Engineering, and Law Enforcement fields, while Clerical, Domestic Services, and Mechanical Trades tend to have lower average salaries

¹⁰ The percentages represent the gender and racial distribution within each occupational group. When totaled across all races and occupational groups, they equal 100%. Data does not encompass all state employees as this ethnicity data is given voluntarily

General Employee Demographics



NEW HIRES

Key Findings

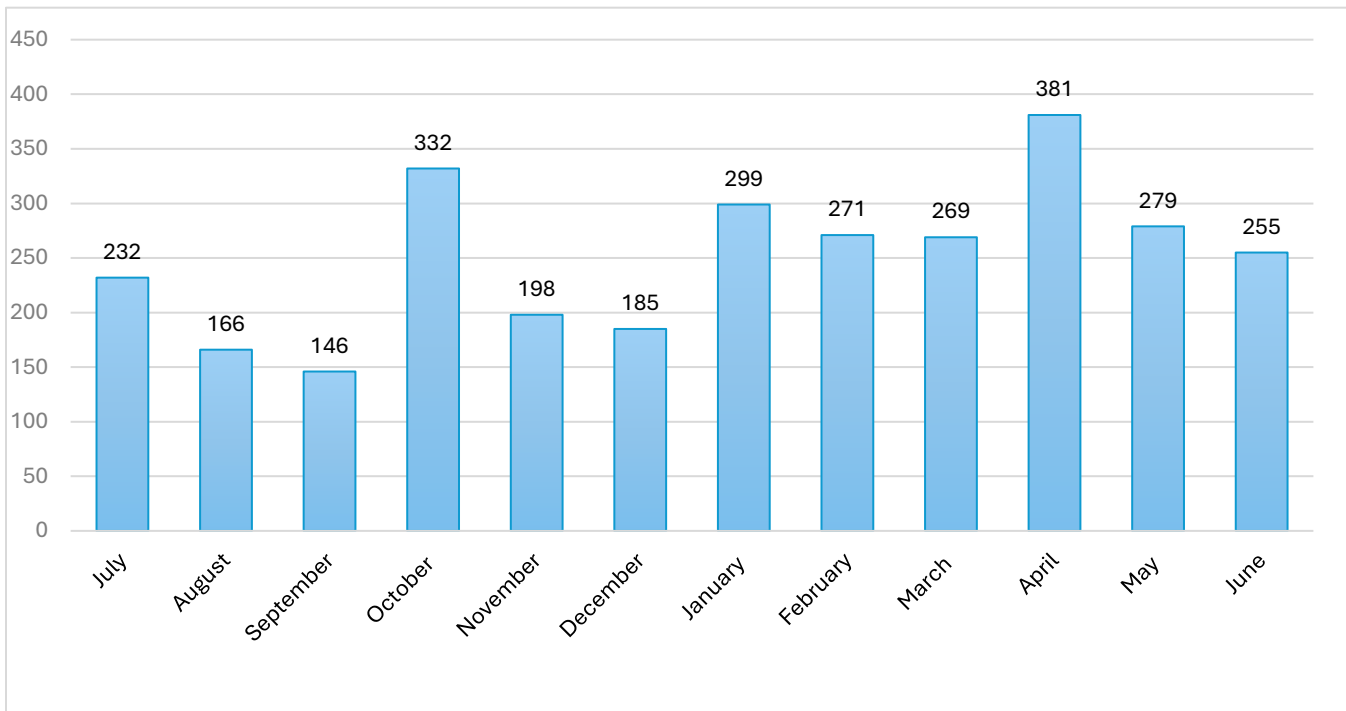
- **Total New Hires:** 3,013
- **Most New Hires in a Month:** 381 (April)
- **Statewide New Hire Average Salary:** \$57,805.28

Hires By Occupational Group

Occupational Group	Hires	Average Salary Rate (Step 1)
Agricultural & Conservation	132	\$ 49,096.08
Clerical & Related Services	676	\$ 42,486.40
Domestic Services	16	\$ 45,022.50
Education	29	\$ 68,304.45
Engineering & Allied	74	\$ 62,482.60
Fiscal Management & Staff Services	327	\$ 61,680.37
Library & Archives	2	\$ 39,421.44
Mechanical & Construction Trades	206	\$ 50,008.11
Medical, Health & Related Services	452	\$ 62,371.25
Regulatory & Public Safety	293	\$ 56,017.31
Social Services & Rehabilitation	449	\$ 59,046.09
Sworn Law Enforcement	357	\$ 70,065.69
Overall Average	3,013	\$ 57,805.28

Nevada hired 3,013 new classified employees over the last fiscal year, with the highest number of hires (381) occurring in April. The average salary for new hires was \$57,805.28, with Sworn Law Enforcement and Education reporting the highest average salaries. Clerical & Related Services had the greatest number of hires (676), while Library & Archives had the fewest number of hires (2), both of which have the lowest average salary.

Hires by Month



¹¹Hire by Occupation Group, Race, and Gender (Male)

Occupational Group	Black or African American		American Indian		Asian		Hispanic or Latino	
	Average Salary	Percent of Males	Average Salary	Percent of Males	Average Salary	Percent of Males	Average Salary	Percent of Males
Agricultural & Conservation	\$40,597.67	0.18%	\$47,768.25	0.24%	\$36,874.33	0.18%	\$39,696.76	1.03%
Clerical & Related Services	\$32,969.67	0.36%	\$39,045.67	0.18%	\$34,332.00	0.24%	\$37,549.22	2.18%
Domestic Services	\$51,897.25	0.24%		0.00%	\$46,479.00	0.06%	\$42,825.00	0.06%
Education	\$81,150.00	0.12%		0.00%	\$49,694.00	0.06%		0.00%
Engineering & Allied	\$46,715.33	0.18%		0.00%	\$54,444.75	0.24%	\$44,177.57	0.85%
Fiscal Management & Staff Services	\$59,347.83	0.73%	\$55,603.00	0.06%	\$70,287.29	1.70%	\$57,372.70	1.82%
Library & Archives		0.00%		0.00%		0.00%		0.00%
Mechanical & Construction Trades	\$37,616.20	0.91%	\$39,794.75	0.48%	\$40,301.43	0.42%	\$41,991.42	3.21%
Medical, Health & Related Services	\$52,457.03	2.36%		0.00%	\$76,145.97	1.82%	\$54,353.18	1.03%
Regulatory & Public Safety	\$54,896.25	0.48%	\$42,011.00	0.06%	\$42,911.43	0.42%	\$39,001.09	1.39%
Social Services & Rehabilitation	\$49,853.64	1.33%		0.00%	\$49,828.78	0.55%	\$53,592.53	1.82%
Sworn Law Enforcement	\$60,707.02	5.52%	\$57,211.00	0.12%	\$65,677.33	0.91%	\$61,244.52	6.42%
Grand Total	\$54,693.54	12.42%	\$44,137.05	1.15%	\$62,664.54	6.61%	\$50,628.07	19.82%

Occupational Group	Native Hawaiian or Other Pacific Islander		Two or More Ethnic Groups		White	
	Average Salary	Percent of Males	Average Salary	Percent of Males	Average Salary	Percent of Males
Agricultural & Conservation		0.00%	\$37,550.25	0.48%	\$39,322.56	7.58%
Clerical & Related Services	\$38,419.00	0.06%	\$37,458.67	0.36%	\$38,588.86	4.30%
Domestic Services		0.00%		0.00%	\$47,694.20	0.30%
Education		0.00%	\$86,151.00	0.06%	\$68,098.20	0.30%
Engineering & Allied		0.00%	\$36,968.00	0.12%	\$52,139.11	2.30%
Fiscal Management & Staff Services	\$55,692.25	0.24%	\$63,927.07	0.85%	\$59,479.56	9.39%
Library & Archives		0.00%		0.00%	\$58,026.00	0.06%
Mechanical & Construction Trades	\$48,720.00	0.18%	\$37,545.83	0.36%	\$45,034.27	9.45%
Medical, Health & Related Services	\$44,996.50	0.12%	\$51,312.60	0.61%	\$60,263.56	2.61%
Regulatory & Public Safety		0.00%	\$39,661.50	0.36%	\$50,938.36	3.58%
Social Services & Rehabilitation	\$44,255.00	0.12%	\$46,432.60	0.61%	\$51,453.94	2.85%
Sworn Law Enforcement	\$58,701.80	0.30%	\$61,496.75	1.21%	\$62,706.09	11.21%
Grand Total	\$51,727.06	1.03%	\$51,215.07	5.03%	\$51,835.66	53.94%

Hire by Occupation Group, Race, and Gender (Male) Continued

The previous tables represent a breakdown of average salary amongst newly hired male employees across various racial and ethnic groups in different occupational categories. The data extracted indicates that White or Caucasian males make up the largest percentage of new hires (53.94%), with an average salary of \$51,835.66. Hispanic or Latino males have the second-highest representation (19.82%), with an average salary of \$50,628.07. Black or African American males represent 12.42% of new hires, with an average salary of \$54,693.54. Asian males account for 6.61%, earning an average salary of \$62,664.54. The highest salaries are generally found in Medical, Engineering, and Law Enforcement fields, while Clerical, Domestic Services, and Mechanical Trades tend to have lower average salaries.



¹²Hires by Occupation Group, Race and Gender (Female)

Occupational Group	Black or African American Female		American Indian Female		Asian Female	
	Average Salary	Percent of Females	Average Salary	Percent of Females	Average Salary	Percent of Females
Agricultural & Conservation		0.00%	\$34,243.33	0.13%		0.00%
Clerical & Related Services	\$34,893.49	3.51%	\$37,593.33	0.40%	\$38,753.86	1.66%
Domestic Services	\$46,479.00	0.04%		0.00%		0.00%
Education	\$58,408.33	0.13%		0.00%	\$103,335.00	0.04%
Engineering & Allied		0.00%	\$47,022.00	0.04%	\$50,815.00	0.13%
Fiscal Management & Staff Services	\$51,817.47	0.85%	\$44,165.40	0.22%	\$56,806.71	1.08%
Library & Archives		0.00%		0.00%		0.00%
Mechanical & Construction Trades	\$42,504.67	0.13%		0.00%		0.00%
Medical, Health & Related Services	\$56,172.71	3.82%	\$61,770.00	0.27%	\$76,557.33	3.10%
Regulatory & Public Safety	\$42,677.04	1.03%	\$38,419.00	0.04%	\$37,487.27	0.49%
Social Services & Rehabilitation	\$47,965.07	5.98%	\$49,255.67	0.27%	\$49,873.64	0.99%
Sworn Law Enforcement	\$60,615.28	1.30%	\$57,211.00	0.04%	\$57,211.00	0.04%
Grand Total	\$47,991.69	16.81%	\$45,959.47	1.44%	\$58,942.15	7.55%

Occupational Group	Hispanic or Latino Female		Native Hawaiian or Other Pacific Islander Female		Two or More Ethnic Groups Female		White Female	
	Average Salary	Percent of Females	Average Salary	Percent of Females	Average Salary	Percent of Females	Average Salary	Percent of Females
Agricultural & Conservation	\$38,148.00	0.13%	\$31,696.00	0.04%	\$37,553.00	0.09%	\$41,790.3	2.52%
Clerical & Related Services	\$37,695.93	7.24%	\$35,535.13	0.36%	\$39,935.38	1.75%	\$38,987.05	15.42%
Domestic Services		0.00%		0.00%		0.00%	\$40,691.80	0.27%
Education	\$75,342.00	0.13%		0.00%		0.00%	\$88,874.20	0.63%
Engineering & Allied	\$57,424.20	0.22%		0.00%	\$38,419.00	0.04%	\$51,569.90	0.49%
Fiscal Management & Staff Services	\$51,368.71	1.71%	\$53,390.00	0.04%	\$56,933.83	0.81%	\$57,697.20	5.71%
Library & Archives		0.00%		0.00%		0.00%	\$35,517.0	0.09%
Mechanical & Construction Trades	\$34,062.65	0.90%		0.00%	\$33,919.50	0.09%	\$39,108.3	0.67%
Medical, Health & Related Services	\$60,145.20	2.02%	\$69,405.40	0.22%	\$61,033.53	0.85%	\$63,949.4	6.56%
Regulatory & Public Safety	\$39,450.35	3.19%	\$41,635.00	0.04%	\$37,746.74	0.85%	\$40,201.4	3.91%
Social Services & Rehabilitation	\$49,514.93	4.45%	\$44,531.50	0.36%	\$48,698.64	1.26%	\$52,273.3	8.13%
Sworn Law Enforcement	\$62,119.90	0.94%	\$57,211.00	0.09%	\$60,172.00	0.22%	\$59,605.7	1.71%
Grand Total	\$45,158.59	20.94%	\$47,257.81	1.17%	\$47,405.26	5.98%	\$49,039.3	46.11%

¹² The percentages represent the gender and racial distribution within each occupational group. When totaled across all races and occupational groups, they equal 100%. Data does not encompass all state employees as this ethnicity data is given voluntarily.

Hires by Occupation Group, Race and Gender (Female) Continued

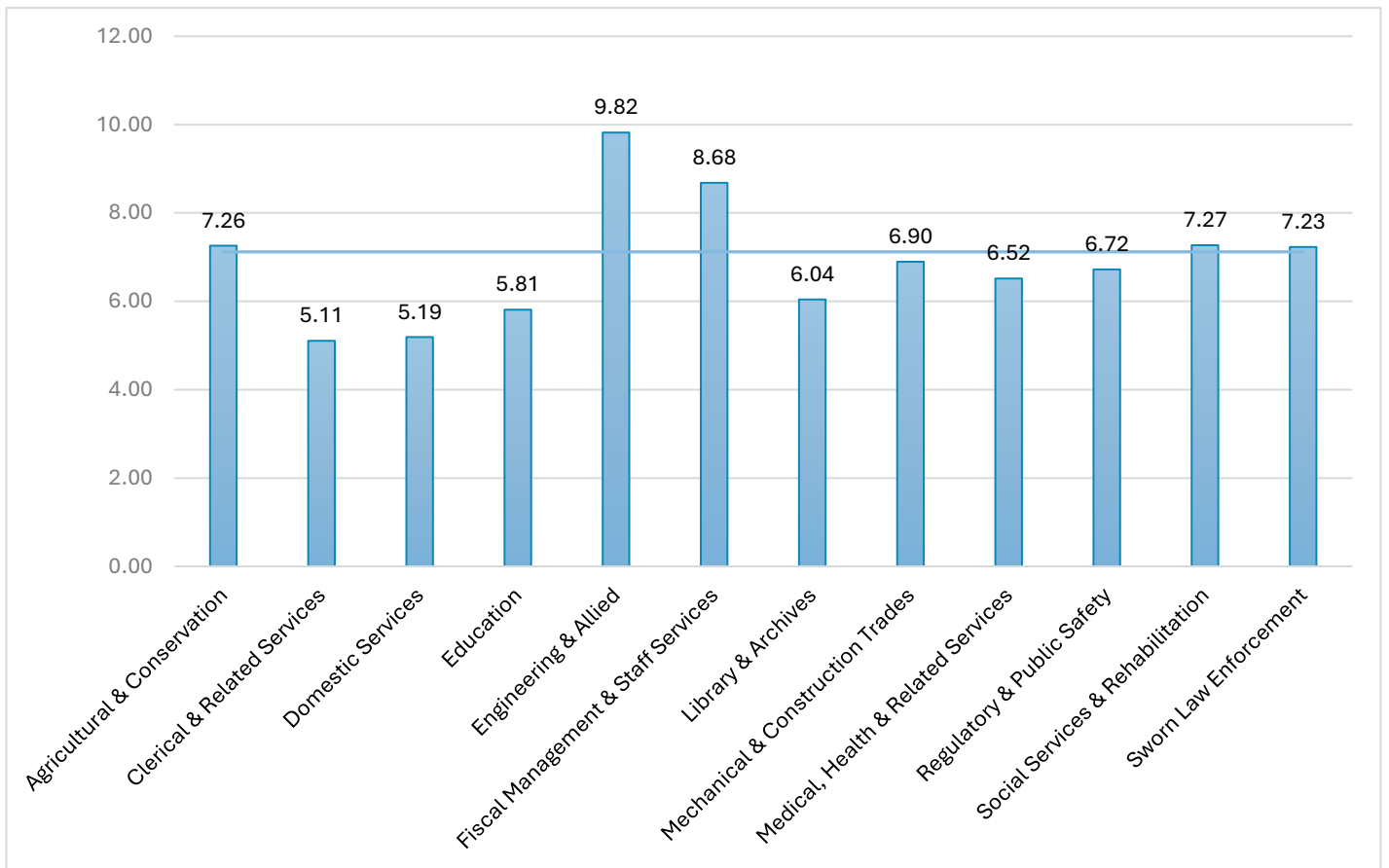
The previous tables represent a breakdown of average salary amongst newly hired female employees across various racial and ethnic groups in different occupational categories. The data extracted indicates that White or Caucasian females make up the largest percentage of new hires (46.11%), with an average salary of \$49,039.30. Hispanic or Latino females have the second-highest representation (20.94%), with an average salary of \$45,158.59. Black or African American females represent 16.81% of new hires, with an average salary of \$47,991.69. Asian females account for 7.55%, earning an average salary of \$58,942.15. The highest salaries are generally found in Medical, Engineering, and Law Enforcement fields, while Clerical, Domestic Services, and Mechanical Trades tend to have lower average salaries.



YEARS OF SERVICE

The statewide average per employee is **7.12** years.

Average Years of Service by Occupational Group



Average Years of Service by Department

Department	Average State Tenure (Years)
Adjutant General	5.09
Attorney General's Office	9.31
Cannabis Compliance Board	5.70
Colorado River Commission	3.50
Commission On Ethics	0.00
Commission On Mineral Resources	5.89
Commission On Peace Officer Standards & Training	5.33
Controller's Office	9.54
Department Of Administration	8.12
Department Of Agriculture	5.98
Department Of Business And Industry	6.60
Department Of Conservation & Natural Resources	7.75
Department Of Corrections	6.68
Department Of Education	6.73
Department Of Employment Training & Rehab	7.09
Department Of Health And Human Services	6.59
Department Of Indigent Defense Services	2.88
Department Of Motor Vehicles	6.98
Department Of Native American Affairs	7.33
Department Of Public Safety	8.59
Department Of Sentencing Policy	5.00
Department Of Taxation	7.34
Department Of Tourism And Cultural Affairs	7.55
Department Of Transportation	8.37
Department Of Veterans Services	6.20
Department Of Wildlife	8.12
Gaming Control Board	6.03
Governor's Office	8.60
Public Employees' Benefits Program	5.76
Public Utilities Commission	8.63
Secretary Of State's Office	7.19
Silver State Health Insurance Exchange	5.69
State Public Charter School Authority	6.22
Treasurer's Office	6.95

Of the 34 reporting agencies above, the data extracted indicates that only 38% of the agencies have average classified employee tenures that outperform the Statewide average.

RETIREMENT ELIGIBILITY

¹³Eligible Retirees by Department

Department	Eligible to Retire in 5 years	Eligible to Retire in 10 years	Total Employees	% of Employees Eligible to Retire in 5 Years	% of Employees Eligible to Retire in 10 Years
Administration	109	187	387	28.17%	48.32%
Agriculture	23	46	173	13.29%	26.59%
Attorney General	92	170	361	25.48%	47.09%
Business & Industry	172	282	631	27.26%	44.69%
Cannabis Compliance Board	14	33	83	16.87%	39.76%
Colorado River Commission	11	14	31	35.48%	45.16%
Commission on Mineral Resource	1	2	18	5.56%	11.11%
Conservation	146	245	804	18.16%	30.47%
Controller's Office	11	22	41	26.83%	53.66%
Corrections	522	880	2,259	23.11%	38.96%
Motor Vehicles	281	480	1,175	23.91%	40.85%
Education Department	44	82	184	23.91%	44.57%
Ethics Commission	1	1	6	20.00%	20.00%
DETR	233	359	865	26.94%	41.50%
Gaming Control Board	66	137	367	17.98%	37.33%
Governor's Office	68	128	274	24.82%	46.72%
Health & Human Services	1,109	2,048	6,011	18.45%	34.07%
Indigent Defense	3	6	14	21.43%	42.86%
Lieutenant Governor	2	5	8	25.00%	62.50%
Military	44	82	1,291	3.41%	6.35%
Native American Affairs	1	2	5	20.00%	40.00%
Office of Veterans Services	48	94	209	22.97%	44.98%
Peace Officer Standards	4	7	16	25.00%	43.75%
Post Secondary Education	2	3	5	40.00%	60.00%
Public Charter School Author	6	13	34	17.65%	38.24%
Public Employees Benefits	4	9	30	13.33%	30.00%
Public Safety	296	508	1,249	23.70%	40.67%
Public Utilities Commission	18	35	91	19.78%	38.46%
Secretary of State	20	54	137	14.60%	39.42%
Sentencing Policy	2	2	6	33.33%	33.33%
Silver State Health Insurance	1	4	27	3.70%	14.81%
Taxation	88	145	353	24.93%	41.08%
Tourism	31	50	112	27.68%	44.64%
Transportation	352	669	1,673	21.04%	39.99%
Treasurer	11	16	54	20.37%	29.63%
Wildlife	46	72	265	17.36%	27.17%
Statewide	3,882	6,892	19,248	20.17%	35.81%

¹³ This data is provided from a system generated report and includes unclassified data.

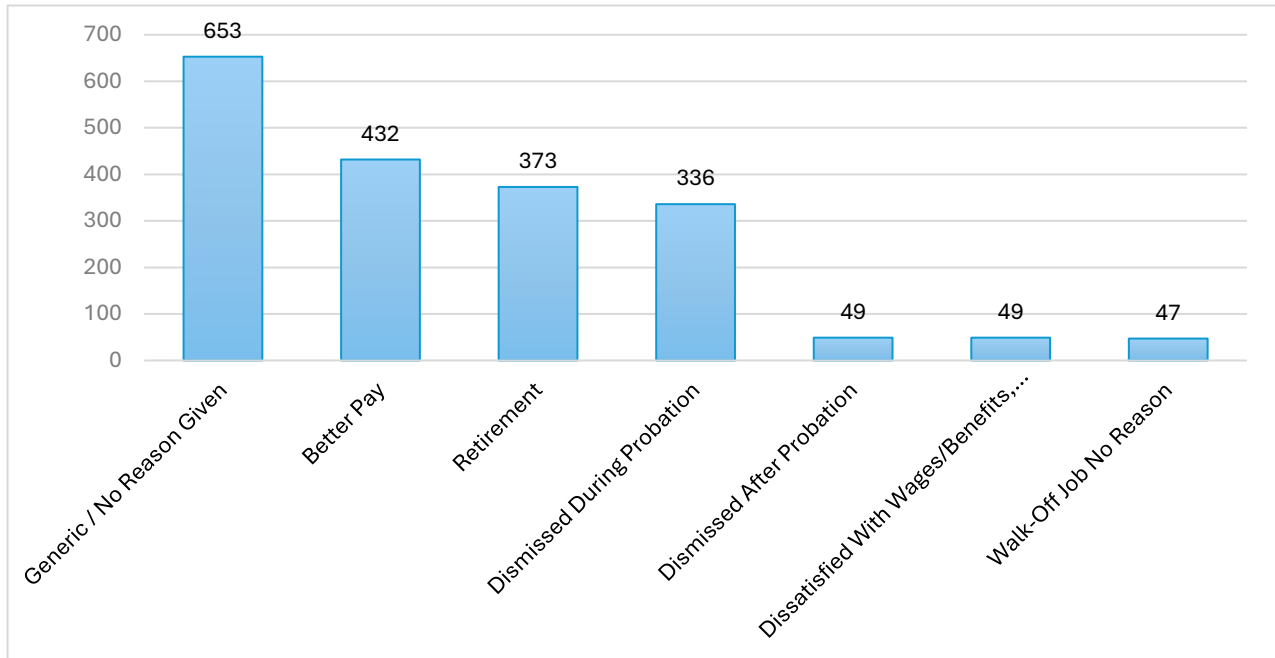
NEVADA WORKFORCE TURNOVER

Overall Turnover: 13.38%

Turnover Actions: 2,617

Vacancy Rate: 16.44%

¹⁴**Total Terminations:** 2,588



Reason for Separation	Count
Generic / No Reason Given	653
Better Pay	432
Retirement	373
Dismissed During Probation	336
Dismissed After Probation	49
Dissatisfied With Wages/Benefits, Work Hours, Conditions Or Duties.	49
Walk-Off Job No Reason	47

The data extracted indicates that most employees do not disclose why they are separating from State service. Meanwhile, the second highest reason employees leave is due to better paying employment opportunities. Unfortunately, with 25% of the separating employees not identifying the true reason for their separation, the State of Nevada cannot accurately assess potential issues to help increase employee retention.

¹⁴ Encompasses both avoidable and unavoidable terminations. The graph shows the most pronounced reasons.

Turnover Rate by Department

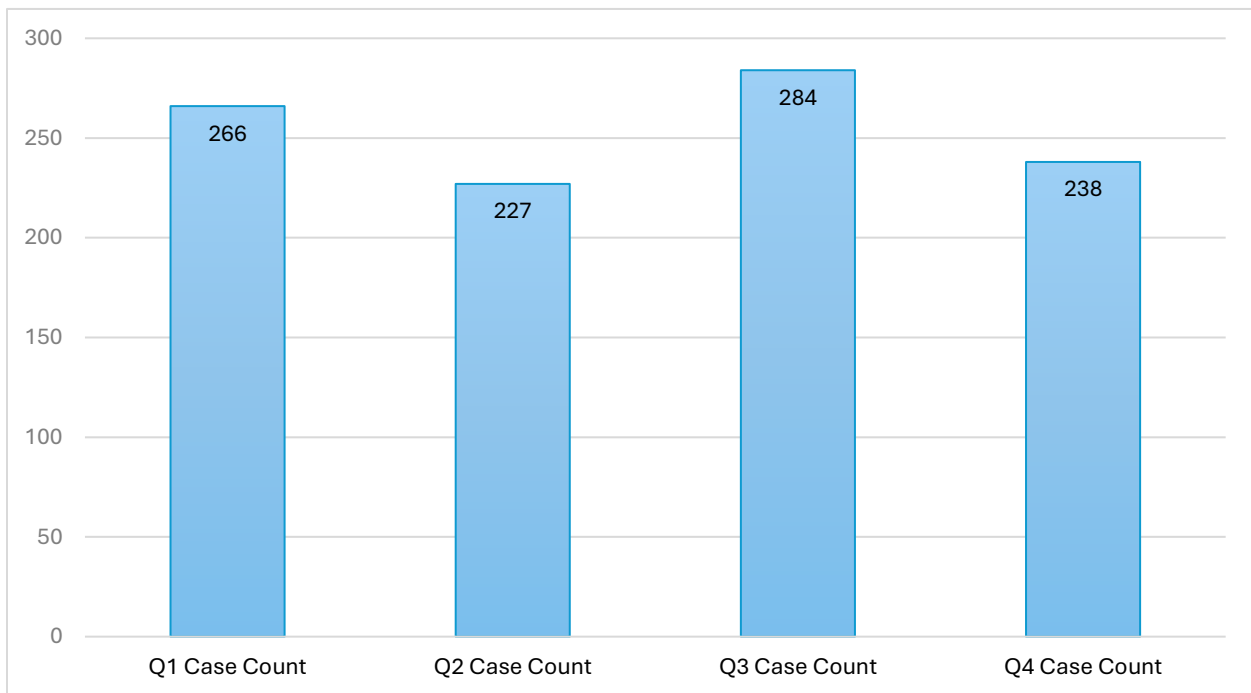
Department	Turnover Rate
Adjutant General	1.34%
Attorney General's Office	0.80%
Cannabis Compliance Board	0.31%
Colorado River Commission	0.04%
Commission on Ethics	0.00%
Commission on Mineral Resources	0.23%
Commission on Peace Officer Standards and Training	0.04%
Controller's Office	0.15%
Department of Administration	1.99%
Department of Agriculture	1.22%
Department of Business and Industry	3.36%
Department of Conservation and Natural Resources	8.18%
Department of Corrections	11.96%
Department of Education	1.07%
Department of Employment, Training and Rehabilitation	5.85%
Department of Health and Human Services	31.14%
Department of Indigent Services	0.15%
Department of Motor Vehicles	7.34%
Department of Public Safety	5.08%
Department of Sentencing Policy	0.00%
Department of Taxation	1.72%
Department of Tourism and Cultural Affairs	0.50%
Department of Transportation	10.51%
Department of Veteran Services	2.33%
Department of Wildlife	1.68%
Gaming Control Board	0.38%
Governor's Office	1.07%
Public Employees Benefits Program	0.15%
Public Utilities Commission	0.15%
Secretary of State's Office	0.84%
Silver State Health Insurance Exchange	0.08%
State Public Charter School Authority	0.11%
Treasurer's Office	0.23%

NEVADA STATE EMPLOYEE ASSISTANCE PROGRAM (EAP)

The State’s Employee Assistance Program (EAP) provides support, resources and information for personal and work issues. Services are confidential and provided at no charge to qualifying employees and their dependents.

Services include financial information and resources, legal support and resources, work-life solutions, clinical counseling and critical incident stress management.

EAP Services Provided



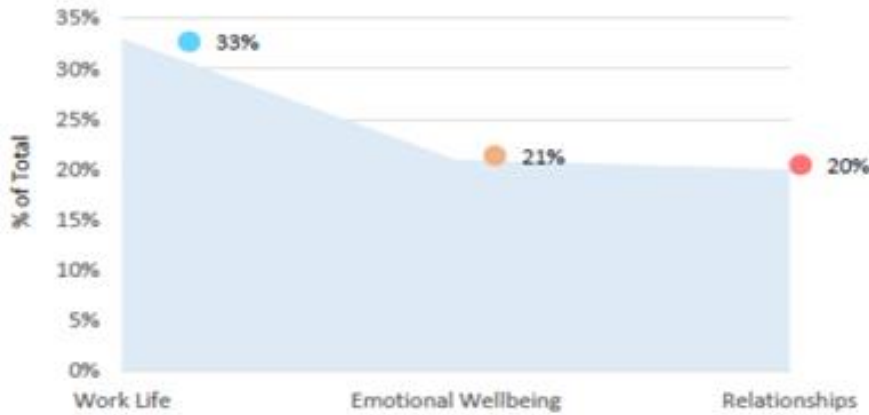
Total Cases Handled: 1,015

Critical Incident Services Requested: 10

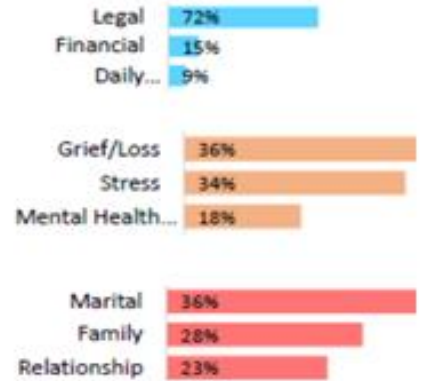
Training Classes Conducted: 39, with 1,928 attendees.

15 Commonly Assessed Problem Categories

ASSESSED PROBLEM CATEGORIES % TOTAL CASES | TOP 3



TOP 3 ASSESSED PROBLEMS BY CA



Annual Training Classes Provided

Class Title			
Secondary Effects of Helping Others: A Training on Vicarious Training	Managing and Supporting Employees Experiencing Domestic Violence	EAO Orientation	Women’s Health and Menopause
Talking About Breast Cancer	Talking About the S Word	Tips for Smoking and Tobacco Cessation	Where is the Sugar – Tackling Diabetes
Advocating for Your Team	Work Smarter, Not Harder	The Many Faces of Grief	Secondary Effects of Helping Others: A Training on Vicarious Trauma
Giving and Receiving Feedback for Managers	Responding to Bullying & Harassment	Becoming A Self Starter	Leading Through Crisis
Delivering Bad News	Sustaining Resilience During Ongoing Exposure to Trauma	Cross Cultural Communication During a Crisis	Supporting Colleagues through Difficult Times
Battling Burnout	EAP Overview	Powerful Communication – Harnessing Effective Techniques to Enhance your Style	Recover from Compassion Fatigue
Men’s Health Matters	Planning Your Professional Growth	Effective Stress Management	Staying Optimistic
Setting Healthy Boundaries		Money on my Mind: Dealing with Anxiety	

¹⁵ Only data from Quarter 4 of FY24 is available.

REPORT DISCLAIMER

This report was prepared by the **State of Nevada Department of Administration, Division of Human Resource Management**. It is intended for **informational purposes only** and does not represent an official opinion from the Department. Current workforce trends have been highlighted to illustrate key issues observed during the respective fiscal year.

