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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.



**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)	--	--	--	--	--



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 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.