



# State of Nevada 2010 Salary & Benefits Survey

Department of Personnel  
209 E. Musser Street  
Carson City, Nevada 89701  
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Prepared By:  
Department of Personnel  
**Compensation & Classification Division**

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## EXECUTIVE SUMMARY

The purpose of this report is to act as a resource for the Governor's Office and Legislature to assist them in making informed decisions relating to employee compensation and benefits.

To this end, the Department of Personnel conducts a salary survey for the purpose of comparing salaries paid to State employees with those of other employers. The authority for the survey is contained in NRS 284.175(5) as follows:

*"In making recommendations during regular legislative sessions concerning salaries for the classified service of the state, the director shall consider factors such as:*

- (a) Surveys of salaries of comparable jobs in government and private industry within the State of Nevada and western states, where appropriate;*
- (b) Changes in the cost of living;*
- (c) The rate of turnover and difficulty of recruitment for particular positions; and*
- (d) Maintaining an equitable relationship among classifications."*

Out of 70 Nevada municipalities and private employers, and western states governments invited to participate in the survey, 69% participated. The list of participants is found on page 6.

This report reflects salary data in effect in July 2010.

- When data from all survey respondents is considered, the State of Nevada average minimum salary lags behind by .57% and the maximum salary lags behind by 2.93%.
- In comparison to Nevada public employers, the State of Nevada lags behind the minimum salary by 11.99% and the maximum salary by 5.65%.
- In comparison to western states employers, the State of Nevada average minimum salary is ahead by 8.38% and the maximum salary is ahead by 2.25%.
- In comparison to Nevada private employers, the State of Nevada lags behind the minimum salary by 8.89% and the maximum salary by 4.35%.

*The % difference in salary for employers is compared to State of Nevada salaries at a 4.6% furlough reduction. Also, some entities did not report salary information because they did not have positions comparable to benchmark classes.*

A benefits survey was also conducted in conjunction with the salary survey. Benefits surveyed were health, dental, vision, life insurance, retirement, holidays, sick leave and annual leave. The results of the survey of Nevada municipalities and western state employers' retirement benefits indicate the State of Nevada's benefits at 11.25% lag behind the average of approximately 15.99%. The range for annual leave days for these employers is 13-22 days as compared to the State of Nevada at 15-21 days. Nine employers also have additional personal and bereavement leave banks. And 14 municipalities out of 22 pay a higher life insurance benefit than the State of Nevada.

## **SALARY SURVEY PROCEDURE**

The 2010 Salary Survey Program was designed by the Department of Personnel to facilitate the collection, analysis and presentation of wage and salary information used by Personnel Directors, Elected Boards, and Commissions as a means for making and approving compensation recommendations. The program included the selection of classes, the survey sample, the survey methodology and the application of the data as described below.

### **SURVEY SAMPLE**

The survey sample includes Nevada employers and western state governments. Nevada employers represent a cross section of the largest employers from the private sector, city and county governments, school districts and hospitals. Western state governments include Arizona, California, Colorado, Idaho, Montana, New Mexico, Oregon, Utah, Washington and Wyoming.

### **SELECTION OF CLASSES**

A class is included in the salary survey because it is a representative *benchmark class* selected as a basis for measuring the overall competitive position of the State with respect to salaries paid in the labor market. It will be used along with other selected benchmark classes as a basis for recommending a general across-the-board adjustment for State employees.

69 classes were selected as benchmark classes representing all classes and pay grades.

### **SALARY SURVEY METHODOLOGY**

Employers were asked to report the minimum as well as the maximum salary paid for each survey class (also known as their salary range). The information provided was for salaries in effect in July 2010 and reflects any cost of living increases.

### **SALARY COMPARISONS**

Salaries compiled for classes included in the classified employees' salary survey have been compared to salaries taken from the State's employee/employer paid compensation schedule. Employee/employer paid salary information was selected because it more closely reflects the pay practices of the State of Nevada. According to State of Nevada payroll information, over 70% of Nevada state employees are on the employee/employer compensation schedule.

## **TREATMENT OF SALARY DATA IN BENCHMARK CLASSES**

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

## **BENEFIT PLANS**

Since benefits comprise 33.87% of the total compensation package for State employees, it is recommended that a study of the benefit package be conducted to determine which benefits have the greatest perceived value by employees and prospective employees. Targeted benefit design can help make the most of recruitment and retention efforts.

## SALARY SURVEY 2010 PARTICIPANTS

<b>NEVADA PUBLIC EMPLOYERS</b> (including School Districts)	Carson City School District City of Boulder City City of Carson City City of Fallon City of Henderson City of Las Vegas City of Mesquite City of Reno City of Sparks Churchill County Clark County Clark County School District Douglas County Douglas County School District	Elko County Las Vegas Metro Police Las Vegas Water District Legislative Counsel Bureau Lyon County Nye County Regional Transportation Commission of Southern Nevada Reno Sparks Convention & Visitors Authority Tahoe Regional Planning Agency Washoe County Washoe County School District
<b>NEVADA PRIVATE EMPLOYERS</b> (including Hospitals)	Bally's Hotel & Casino Carson Tahoe Regional Healthcare E.G. & G. Special Projects Granite Construction Hansen Mechanical Contractors Jones Vargas Law Firm Kenworth Sales Komatsu Equipment Newmont Mining Corp Southwest Gas Venetian Casino Resorts	St. Rose Dominican Hospital Sunrise Hospital Veterans' Affairs
<b>WESTERN STATES</b>	Arizona California Colorado Idaho Montana New Mexico Oregon Utah Washington Wyoming	

## BENCHMARK CLASS DESCRIPTIONS

### I. AGRICULTURE & CONSERVATION

#### **01.123 AGRICULTURIST II**

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

#### **01.407 WEIGHTS & MEASURES INSPECTOR II**

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

#### **01.729 BIOLOGIST III**

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

#### **01.813 FORESTER II**

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

#### **01.817 CONSERVATION CREW SUPERVISOR III**

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

#### **01.819 FIREFIGHTER II**

Manage, supervise and participate in wildland and structural fire suppression; medical, hazardous materials and other emergencies; fire prevention and education; presuppression; equipment and facility maintenance; forestry and fire law enforcement and have greater responsibility in operating and maintaining fire apparatus such as, pump and hydraulic systems and emergency vehicles and equipment.



## II. CLERICAL AND RELATED SERVICES

### 02.153 LEGAL SECRETARY II

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

### 02.212 ADMINISTRATIVE ASSISTANT II

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

### 02.303 ACCOUNTING ASSISTANT II

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

### 02.824 SUPPLY TECHNICIAN II

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

## III. DOMESTIC SERVICES

### 03.207 FOOD SERVICE COOK/SUPERVISOR III

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

## **IV. LIBRARY AND ARCHIVES**

### **04.112 LIBRARIAN II**

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

## **V. EDUCATION**

### **05.106 ACADEMIC TEACHER**

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

### **05.233 ELEMENTARY AND SECONDARY EDUCATION CONSULTANT**

Provide consultant services and leadership in an area of expertise to local school district personnel and other agencies in planning, developing, implementing and evaluating educational curriculum and/or programs.

## **VI. ENGINEERING AND ALLIED**

### **06.226 PROFESSIONAL ENGINEER**

Engage in the practice of professional engineering involving the application of engineering principles and data, or responsibility for supervision of construction or operation in connection with public or private utilities, structures, buildings, machines, equipment and projects wherein public welfare or the safeguarding of life, health or property is concerned.

### **06.228 STAFF II, ASSOCIATE ENGINEER**

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

### **06.313 ENGINEERING TECHNICIAN III**

Perform a broad range of technical engineering work including, but not limited to: drafting, surveying, materials/soils testing, construction inspection, roadway design, right-of-way engineering, planning, permitting and inspection, water rights appropriation and land acquisition in support of civil or related professional engineering work.

**06.754 BUILDING CONSTRUCTION INSPECTOR III**

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

**06.977 COMMUNICATIONS SYSTEMS SPECIALIST II**

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

**VII. FISCAL MANAGEMENT AND STAFF SERVICES**

**07.136 ACCOUNTANT II**

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

**07.154 AUDITOR II**

At the journey level, conduct audits on accounts, records, activities, operations and/or internal controls to ensure compliance with state and federal rules and regulations and legal requirements and/or proper safeguarding of funds. Serve as lead workers over less experienced lower level auditors.

**07.176 MORTGAGE LENDING EXAMINER II**

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

**07.216 ADMINISTRATIVE SERVICES OFFICER III**

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

**07.233 REVENUE OFFICER II**

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

**07.255 TAX EXAMINER II**

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

**07.305 PURCHASING OFFICER II**

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

**07.433 PROPERTY APPRAISER II**

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

**07.437 RIGHT-OF-WAY AGENT II**

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

**07.509 PERSONNEL OFFICER III**

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

**07.521 PERSONNEL ANALYST II**

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

**07.524 TRAINING OFFICER II**

Serve as training and curriculum coordinator for a department, major division or geographic region of a State agency. Responsibilities include development of training curriculum, conducting training, monitoring and evaluating contracted trainers, overseeing specific training programs and recommending training requirements.

**07.621 BUDGET ANALYST II**

Prepare and implement budgets including the development of expenditure projections, narrative justification of programs, and detailed biennial spending plans and expenditure projections; review and analyze budget requests and adjustments; and ensure compliance with budgetary directives, policies, regulations and limitations.

**07.625 MANAGEMENT ANALYST II**

Conduct a variety of studies, research and analysis of management and administrative areas such as budgeting and financial analysis; department operations including policies and workflow; legislative research, analysis and bill drafting; management research; and statistical and informational analysis.

**07.649 PROGRAM OFFICER I**

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

**07.925 IT PROFESSIONAL III**

Perform advanced journey level duties in Systems Administration, Network Administration, Database Administration, and/or Applications Analysis and Development and may train, supervise and evaluate the performance of subordinate staff and/or serve as a project leader as assigned. Positions at this level are directly involved in IT architecture planning, are generally located in larger departments, and spend a limited amount of time on maintenance.

**07.935 IT TECHNICIAN IV**

Incumbents perform advanced journey level duties and may serve as a project leader or leadworker and provide training to IT Technicians at the same or lower level. Typical tasks include restoring applications and data from backup media; assisting users with network, application, system, or local hardware problems; assessing the mainframe or departmental servers; opening backup drives and releasing damaged media; instructing users on PC operation and faults including connections and peripherals; assisting IT staff with installations or resolutions as required; and identifying Internet protocol (IP) addresses for failed network connectivity issues.

**IX. MECHANICAL AND CONSTRUCTION TRADES****09.120 HIGHWAY MAINTENANCE WORKER III**

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

**09.321 HIGHWAY EQUIPMENT MECHANIC I**

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

**09.441 MAINTENANCE REPAIR SPECIALIST I**

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

**09.426 ELECTRICIAN I**

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

**X. MEDICAL, HEALTH & RELATED SERVICES****10.139 MENTAL HEALTH COUNSELOR II**

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

**10.144 CLINICAL SOCIAL WORKER II**

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

**10.170 LICENSED PSYCHOLOGIST I**

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

**10.185 PSYCHIATRIC CASEWORKER II**

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

**10.237 HEALTH PROGRAM SPECIALIST I**

At the journey level, plan, develop, implement and evaluate health services and activities; conduct research and analyze health data and statistics; develop goals, objectives, program requirements and procedures; provide technical information regarding specialized health related conditions.

**10.307 PSYCHIATRIC NURSE II**

At the journey level, provide professional nursing care to mentally ill, mentally retarded, and/or mentally and physically ill or disabled individuals, in an institution or outpatient setting in accordance with the authorized scope of practice specified in the Nurse Practice Act.

**10.318 CORRECTIONAL NURSE II**

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

**10.346 MENTAL HEALTH TECHNICIAN III**

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

**10.360 LICENSED PRACTICAL NURSE II**

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

**10.369 CERTIFIED NURSING ASSISTANT**

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

**10.509 HEALTH FACILITIES SURVEYOR II**

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

**10.525 ENVIRONMENTAL SCIENTIST III**

At the advanced journey level, responsible for complex planning, enforcement, contract coordination, pollution prevention, monitoring, mining, and/or permitting functions within a program area.

**XI. REGULATORY AND PUBLIC SAFETY**

**11.122 PUBLIC SAFETY DISPATCHER III**

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

**11.358 COMPLIANCE INVESTIGATOR II**

At the journey level, perform investigations initiated by a formal complaint regarding violations of state and/or federal laws, rules or regulations pertaining to a specific state program or regulatory area.

**11.424 DMV SERVICES TECHNICIAN III**

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

**11.521 SAFETY SPECIALIST III**

At the journey level, promote recognized safety practices among businesses covered by State and federal safety and health laws and regulations; train others to identify safety and health hazards and violations, recommend reasonable and feasible means of abatement, research specific technology and industry applications using technical references and consensus codes and standards.

## **XII. SOCIAL SERVICES AND REHABILITATION**

### **12.158 WORKFORCE SERVICES REPRESENTATIVE II**

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

### **12.168 UNEMPLOYMENT INSURANCE REPRESENTATIVE II**

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

### **12.361 SOCIAL WORKER II**

At the journey level, provide case management services to children, families, the elderly and other individuals within local communities and institutions.

### **12.376 FAMILY SERVICES SPECIALIST II**

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

### **12.427 REHABILITATION COUNSELOR II**

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

### **12.456 DISABILITY ADJUDICATOR IV**

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

### **12.469 SUBSTANCE ABUSE COUNSELOR II**

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

### **12.538 GROUP SUPERVISOR II**

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

### **12.559 CORRECTIONAL CASEWORK SPECIALIST II**

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



### **XIII. SWORN LAW ENFORCEMENT**

#### **13.122 GAME WARDEN III**

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

#### **13.142 PARK RANGER II – COMMISSIONED**

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

#### **13.206 DPS OFFICER II**

Perform a variety of law enforcement and public safety functions within the Department of Public Safety. Incumbents are assigned to various divisions including Nevada Highway Patrol, State Fire Marshal's office, Investigations, Parole & Probation and Capitol Police. Positions in this series are trained peace officers in accordance with requirements established by the Commission on Peace Officers' Standards and Training.

#### **13.313 CORRECTIONAL OFFICER**

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

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>1.000 Agriculture &amp; Conservation</b>						
<b><i>AGRICULTURIST II</i></b>						
Grade 33						
<b>MINIMUM SALARY</b>	<b>8</b>	<b>41,906</b>	30,110		30,110	
Salary with 4.6% furlough reduction		39,978				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-24.68%		-24.68%	
<b>MAXIMUM SALARY</b>		<b>61,951</b>	48,036		48,036	
Salary with 4.6% furlough reduction		59,101				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-18.72%		-18.72%	
<b><i>WEIGHTS &amp; MEASURES INSPECTOR II</i></b>						
Grade 31						
<b>MINIMUM SALARY</b>	<b>5</b>	<b>38,524</b>	34,544		34,544	
Salary with 4.6% furlough reduction		36,752				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-6.01%		-6.01%	
<b>MAXIMUM SALARY</b>		<b>56,627</b>	56,590		56,590	
Salary with 4.6% furlough reduction		54,022				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			4.75%		4.75%	
<b><i>BIOLOGIST III</i></b>						
Grade 35						
<b>MINIMUM SALARY</b>	<b>9</b>	<b>45,560</b>	42,183	61,019	39,829	
Salary with 4.6% furlough reduction		43,464				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-2.95%	40.39%	-8.36%	
<b>MAXIMUM SALARY</b>		<b>67,693</b>	66,769	78,105	65,352	
Salary with 4.6% furlough reduction		64,579				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			3.39%	20.94%	1.20%	

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>FORESTER II</b>						
Grade 33						
<b>MINIMUM SALARY</b>	<b>8</b>	<b>41,906</b>	42,805	67,150	31,546	
Salary with 4.6% furlough reduction		39,978				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			7.07%	67.97%	-21.09%	
<b>MAXIMUM SALARY</b>		<b>61,951</b>	67,150	77,274	61,076	
Salary with 4.6% furlough reduction		59,101				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			13.62%	30.75%	3.34%	
<b>CONSERVATION CREW SUPERVISOR III</b>						
Grade 31						
<b>MINIMUM SALARY</b>	<b>6</b>	<b>38,524</b>	38,379	35,724	41,034	
Salary with 4.6% furlough reduction		36,752				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			4.43%	-2.80%	11.65%	
<b>MAXIMUM SALARY</b>		<b>56,627</b>	54,259	47,872	60,646	
Salary with 4.6% furlough reduction		54,022				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			0.44%	-11.38%	12.26%	
<b>FIREFIGHTER II</b>						
Grade 31						
<b>MINIMUM SALARY</b>	<b>17</b>	<b>38,524</b>	43,484	45,382	38,968	
Salary with 4.6% furlough reduction		36,752				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			18.32%	23.48%	6.03%	
<b>MAXIMUM SALARY</b>		<b>56,627</b>	61,001	61,822	59,029	
Salary with 4.6% furlough reduction		54,022				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			12.92%	14.44%	9.27%	

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>2.000 Clerical &amp; Related Services</b>						
<b><i>LEGAL SECRETARY II</i></b>						
Grade 29						
<b>MINIMUM SALARY</b>	<b>30</b>	<b>35,475</b>	35,882	37,982	29,947	39,534
Salary with 4.6% furlough reduction		33,843				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			6.02%	12.23%	-11.51%	16.82%
<b>MAXIMUM SALARY</b>		<b>51,866</b>	49,335	51,996	43,778	51,020
Salary with 4.6% furlough reduction		49,480				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-0.29%	5.08%	-11.52%	3.11%
<b><i>ADMINISTRATIVE ASSISTANT II</i></b>						
Grade 25						
<b>MINIMUM SALARY</b>	<b>47</b>	<b>30,192</b>	34,381	36,621	27,452	35,490
Salary with 4.6% furlough reduction		28,803				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			19.37%	27.14%	-4.69%	23.22%
<b>MAXIMUM SALARY</b>		<b>43,639</b>	48,470	50,381	42,900	49,679
Salary with 4.6% furlough reduction		41,632				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			16.42%	21.02%	3.05%	19.33%
<b><i>ACCOUNTING ASSISTANT II</i></b>						
Grade 25						
<b>MINIMUM SALARY</b>	<b>38</b>	<b>30,192</b>	31,779	36,184	27,109	29,582
Salary with 4.6% furlough reduction		28,803				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			10.33%	25.63%	-5.88%	2.70%
<b>MAXIMUM SALARY</b>		<b>43,639</b>	45,796	49,278	39,470	44,792
Salary with 4.6% furlough reduction		41,632				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			10.00%	18.37%	-5.19%	7.59%

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>SUPPLY TECHNICIAN II</b>						
Grade 27						
<b>MINIMUM SALARY</b>	<b>17</b>	<b>32,677</b>	31,322	30,748	29,169	33,045
Salary with 4.6% furlough reduction		31,174				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			0.47%	-1.37%	-6.43%	6.00%
<b>MAXIMUM SALARY</b>		<b>47,606</b>	42,285	42,422	42,772	41,889
Salary with 4.6% furlough reduction		45,416				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-6.89%	-6.59%	-5.82%	-7.77%
<b>3.000 Domestic Services</b>						
<b>FOOD SERVICE COOK/SUPERVISOR III</b>						
Grade 29						
<b>MINIMUM SALARY</b>	<b>19</b>	<b>35,475</b>	40,173	27,909	30,387	
Salary with 4.6% furlough reduction		33,843				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			18.70%	-17.53%	-10.21%	
<b>MAXIMUM SALARY</b>		<b>51,866</b>	53,161	41,938	41,902	
Salary with 4.6% furlough reduction		49,480				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			7.44%	-15.24%	-15.32%	
<b>4.000 Library &amp; Archives</b>						
<b>LIBRARIAN II</b>						
Grade 33						
<b>MINIMUM SALARY</b>	<b>16</b>	<b>41,906</b>	40,777	40,293	41,399	
Salary with 4.6% furlough reduction		39,978				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			2.00%	0.79%	3.55%	
<b>MAXIMUM SALARY</b>		<b>61,951</b>	60,615	58,610	62,905	
Salary with 4.6% furlough reduction		59,101				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			2.56%	-0.83%	6.44%	

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>5.000 Education</b>						
<b><i>ACADEMIC TEACHER</i></b>						
Grade 35						
<b>MINIMUM SALARY</b>	<b>8</b>	<b>45,560</b>	40,645	35,978	42,200	
Salary with 4.6% furlough reduction		43,464				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-6.49%	-17.22%	-2.91%	
<b>MAXIMUM SALARY</b>		<b>67,693</b>	68,318	57,647	71,876	
Salary with 4.6% furlough reduction		64,579				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			5.79%	-10.73%	11.30%	
<b><i>ELEMENTARY &amp; SECONDARY EDUCATION CONSULTANT</i></b>						
Grade 39						
<b>MINIMUM SALARY</b>	<b>8</b>	<b>54,204</b>	46,836	44,790	48,063	
Salary with 4.6% furlough reduction		51,711				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-9.43%	-13.38%	-7.05%	
<b>MAXIMUM SALARY</b>		<b>81,140</b>	94,998	67,467	79,808	
Salary with 4.6% furlough reduction		77,408				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			22.72%	-12.84%	3.10%	
<b>6.000 Engineering &amp; Allied</b>						
<b><i>PROFESSIONAL ENGINEER</i></b>						
Grade 40						
<b>MINIMUM SALARY</b>	<b>20</b>	<b>56,627</b>	60,611	63,273	53,236	68,944
Salary with 4.6% furlough reduction		54,022				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			12.20%	17.12%	-1.45%	27.62%
<b>MAXIMUM SALARY</b>		<b>84,982</b>	92,987	100,109	81,668	95,656
Salary with 4.6% furlough reduction		81,073				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			14.70%	23.48%	0.73%	17.99%

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>STAFF II, ASSOCIATE ENGINEER</b>						
Grade 37						
<b>MINIMUM SALARY</b>	<b>18</b>	<b>49,694</b>	56,884	54,039	47,969	60,449
Salary with 4.6% furlough reduction		47,408				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			19.99%	13.99%	1.18%	27.51%
<b>MAXIMUM SALARY</b>		<b>74,082</b>	80,249	82,316	66,715	90,475
Salary with 4.6% furlough reduction		70,674				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			13.55%	16.47%	-5.60%	28.02%
<b>ENGINEERING TECHNICIAN III</b>						
Grade 30						
<b>MINIMUM SALARY</b>	<b>17</b>	<b>36,916</b>	41,665	47,097	34,194	46,098
Salary with 4.6% furlough reduction		35,218				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			18.31%	33.73%	-2.91%	30.89%
<b>MAXIMUM SALARY</b>		<b>54,204</b>	56,465	69,044	52,059	56,982
Salary with 4.6% furlough reduction		51,711				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			9.19%	33.52%	0.67%	10.19%
<b>BUILDING CONSTRUCTION INSPECTOR III</b>						
Grade 37						
<b>MINIMUM SALARY</b>	<b>18</b>	<b>49,694</b>	46,404	54,336	38,091	50,730
Salary with 4.6% furlough reduction		47,408				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-2.12%	14.61%	-19.65%	7.01%
<b>MAXIMUM SALARY</b>		<b>74,082</b>	65,698	72,468	60,398	77,946
Salary with 4.6% furlough reduction		70,674				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-7.04%	2.54%	-14.54%	10.29%

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>COMMUNICATIONS SYSTEM SPECIALIST II</b>						
Grade 35						
<b>MINIMUM SALARY</b>	<b>22</b>	<b>45,560</b>	46,397	48,758	43,212	46,882
Salary with 4.6% furlough reduction		43,464				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			6.75%	12.18%	-0.58%	7.86%
<b>MAXIMUM SALARY</b>		<b>67,693</b>	65,856	68,508	65,138	63,544
Salary with 4.6% furlough reduction		64,579				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			1.98%	6.08%	0.87%	-1.60%
<b>7.000 Fiscal Management &amp; Staff Services</b>						
<b>ACCOUNTANT II</b>						
Grade 36						
<b>MINIMUM SALARY</b>	<b>34</b>	<b>47,606</b>	49,129	52,388	44,342	46,336
Salary with 4.6% furlough reduction		45,416				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			8.18%	15.35%	-2.36%	2.03%
<b>MAXIMUM SALARY</b>		<b>70,804</b>	69,125	73,624	62,556	65,196
Salary with 4.6% furlough reduction		67,547				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			2.34%	9.00%	-7.39%	-3.48%
<b>AUDITOR II</b>						
Grade 34						
<b>MINIMUM SALARY</b>	<b>18</b>	<b>43,639</b>	46,765	53,573	38,941	48,084
Salary with 4.6% furlough reduction		41,632				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			12.33%	28.68%	-6.46%	15.50%
<b>MAXIMUM SALARY</b>		<b>64,707</b>	72,121	78,310	63,490	85,476
Salary with 4.6% furlough reduction		61,730				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			16.83%	26.86%	2.85%	38.47%



STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>MORTGAGE LENDING EXAMINER II</b>						
Grade 35						
<b>MINIMUM SALARY</b>	<b>4</b>	<b>45,560</b>	43,148		43,148	
Salary with 4.6% furlough reduction		43,464				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-0.73%		-0.73%	
<b>MAXIMUM SALARY</b>		<b>67,693</b>	76,274		76,274	
Salary with 4.6% furlough reduction		64,579				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			18.11%		18.11%	
<b>ADMINISTRATIVE SERVICES OFFICER III</b>						
Grade 41						
<b>MINIMUM SALARY</b>	<b>25</b>	<b>59,195</b>	57,186	63,628	50,595	52,272
Salary with 4.6% furlough reduction		56,472				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			1.26%	12.67%	-10.41%	-7.44%
<b>MAXIMUM SALARY</b>		<b>88,949</b>	82,344	89,441	81,978	65,895
Salary with 4.6% furlough reduction		84,857				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-2.96%	5.40%	-3.39%	-22.35%
<b>REVENUE OFFICER II</b>						
Grade 32						
<b>MINIMUM SALARY</b>	<b>9</b>	<b>40,110</b>	38,441	43,899	34,075	
Salary with 4.6% furlough reduction		38,265				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			0.46%	14.72%	-10.95%	
<b>MAXIMUM SALARY</b>		<b>59,195</b>	56,736	58,625	55,225	
Salary with 4.6% furlough reduction		56,472				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			0.47%	3.81%	-2.21%	

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>TAX EXAMINER II</b>						
Grade 30						
<b>MINIMUM SALARY</b>	<b>9</b>	<b>36,916</b>	34,409	48,673	32,626	
Salary with 4.6% furlough reduction		35,218				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-2.30%	38.20%	-7.36%	
<b>MAXIMUM SALARY</b>		<b>54,204</b>	55,633	72,673	53,503	
Salary with 4.6% furlough reduction		51,711				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			7.58%	40.54%	3.47%	
<b>PURCHASING OFFICER II</b>						
Grade 37						
<b>MINIMUM SALARY</b>	<b>30</b>	<b>49,694</b>	40,360	47,899	36,934	56,479
Salary with 4.6% furlough reduction		47,408				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-14.87%	1.04%	-22.09%	19.13%
<b>MAXIMUM SALARY</b>		<b>74,082</b>	67,159	67,433	60,119	77,034
Salary with 4.6% furlough reduction		70,674				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-4.97%	-4.59%	-14.93%	9.00%
<b>PROPERTY APPRAISER II</b>						
Grade 34						
<b>MINIMUM SALARY</b>	<b>15</b>	<b>43,639</b>	42,842	44,962	38,601	
Salary with 4.6% furlough reduction		41,632				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			2.91%	8.00%	-7.28%	
<b>MAXIMUM SALARY</b>		<b>64,707</b>	61,337	59,743	64,526	
Salary with 4.6% furlough reduction		61,730				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-0.64%	-3.22%	4.53%	

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b><i>RIGHT OF WAY AGENT II</i></b>						
Grade 34						
<b>MINIMUM SALARY</b>	<b>11</b>	<b>43,639</b>	44,584	58,952	36,517	
Salary with 4.6% furlough reduction		41,632				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			7.09%	41.60%	-12.29%	
<b>MAXIMUM SALARY</b>		<b>64,707</b>	83,190	85,035	59,448	
Salary with 4.6% furlough reduction		61,730				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			34.76%	37.75%	-3.70%	
<b><i>PERSONNEL OFFICER III</i></b>						
Grade 41						
<b>MINIMUM SALARY</b>	<b>28</b>	<b>59,195</b>	65,558	70,118	58,473	67,052
Salary with 4.6% furlough reduction		56,472				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			16.09%	24.16%	3.54%	18.73%
<b>MAXIMUM SALARY</b>		<b>88,949</b>	91,153	84,770	95,413	96,467
Salary with 4.6% furlough reduction		84,857				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			7.42%	-0.10%	12.44%	13.68%
<b><i>PERSONNEL ANALYST II</i></b>						
Grade 34						
<b>MINIMUM SALARY</b>	<b>30</b>	<b>43,639</b>	47,059	49,309	40,425	54,978
Salary with 4.6% furlough reduction		41,632				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			13.04%	18.44%	-2.90%	32.06%
<b>MAXIMUM SALARY</b>		<b>64,707</b>	68,118	70,561	64,589	63,780
Salary with 4.6% furlough reduction		61,730				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			10.35%	14.31%	4.63%	3.32%

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>TRAINING OFFICER II</b>						
Grade 36						
<b>MINIMUM SALARY</b>	<b>23</b>	<b>47,606</b>	49,220	54,653	39,448	66,552
Salary with 4.6% furlough reduction		45,416				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			8.38%	20.34%	-13.14%	46.54%
<b>MAXIMUM SALARY</b>		<b>70,804</b>	73,550	78,956	64,303	86,484
Salary with 4.6% furlough reduction		67,547				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			8.89%	16.89%	-4.80%	28.04%
<b>BUDGET ANALYST II</b>						
Grade 36						
<b>MINIMUM SALARY</b>	<b>26</b>	<b>47,606</b>	52,910	58,510	40,370	58,351
Salary with 4.6% furlough reduction		45,416				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			16.50%	28.83%	-11.11%	28.48%
<b>MAXIMUM SALARY</b>		<b>70,804</b>	81,771	83,295	66,352	70,147
Salary with 4.6% furlough reduction		64,547				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			26.68%	29.05%	2.80%	8.68%
<b>MANAGEMENT ANALYST II</b>						
Grade 35						
<b>MINIMUM SALARY</b>	<b>24</b>	<b>45,560</b>	50,081	55,738	40,813	54,288
Salary with 4.6% furlough reduction		43,464				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			15.22%	28.24%	-6.10%	24.90%
<b>MAXIMUM SALARY</b>		<b>67,693</b>	74,906	73,964	65,299	100,596
Salary with 4.6% furlough reduction		64,579				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			15.99%	14.53%	1.11%	55.77%

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>PROGRAM OFFICER I</b>						
Grade 31						
<b>MINIMUM SALARY</b>	<b>13</b>	<b>38,524</b>	42,236	43,203	41,053	41,880
Salary with 4.6% furlough reduction		36,752				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			14.92%	17.55%	11.70%	13.95%
<b>MAXIMUM SALARY</b>		<b>56,627</b>	67,819	65,316	75,208	62,972
Salary with 4.6% furlough reduction		54,022				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			25.54%	20.91%	39.22%	16.57%
<b>IT PROFESSIONAL III</b>						
Grade 39						
<b>MINIMUM SALARY</b>	<b>34</b>	<b>54,204</b>	56,811	83,233	51,381	50,822
Salary with 4.6% furlough reduction		51,711				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			9.86%	60.96%	-0.64%	-1.72%
<b>MAXIMUM SALARY</b>		<b>81,140</b>	84,388	89,275	84,148	74,915
Salary with 4.6% furlough reduction		77,408				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			9.02%	15.33%	8.71%	-3.22%
<b>IT TECHNICIAN IV</b>						
Grade 31						
<b>MINIMUM SALARY</b>	<b>34</b>	<b>38,524</b>	44,549	51,928	35,808	42,947
Salary with 4.6% furlough reduction		36,752				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			21.22%	41.29%	-2.57%	16.86%
<b>MAXIMUM SALARY</b>		<b>56,627</b>	61,206	64,233	59,610	54,019
Salary with 4.6% furlough reduction		54,022				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			13.30%	18.90%	10.34%	-0.01%

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>9.000 Mechanical &amp; Construction Trades</b>						
<b><i>HIGHWAY MAINTENANCE WORKER III</i></b>						
Grade 29						
<b>MINIMUM SALARY</b>	<b>18</b>	<b>35,475</b>	34,565	38,802	29,269	
Salary with 4.6% furlough reduction		33,843				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			2.13%	14.65%	-13.52%	
<b>MAXIMUM SALARY</b>		<b>51,866</b>	48,247	52,691	42,693	
Salary with 4.6% furlough reduction		49,480				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-2.49%	6.49%	-13.72%	
<b><i>HIGHWAY EQUIPMENT MECHANIC I</i></b>						
Grade 33						
<b>MINIMUM SALARY</b>	<b>27</b>	<b>41,906</b>	39,546	42,520	32,311	42,864
Salary with 4.6% furlough reduction		39,978				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-1.08%	6.36%	-19.18%	7.22%
<b>MAXIMUM SALARY</b>		<b>61,951</b>	54,025	56,252	48,473	56,781
Salary with 4.6% furlough reduction		59,101				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-8.59%	-4.82%	-17.98%	-3.93%
<b><i>MAINTENANCE REPAIR SPECIALIST I</i></b>						
Grade 30						
<b>MINIMUM SALARY</b>	<b>15</b>	<b>36,916</b>	39,801	40,811	32,178	46,188
Salary with 4.6% furlough reduction		35,218				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			13.01%	15.88%	-8.63%	31.15%
<b>MAXIMUM SALARY</b>		<b>54,204</b>	53,205	54,247	43,206	63,000
Salary with 4.6% furlough reduction		51,711				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			2.89%	4.90%	-16.45%	21.83%

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b><i>ELECTRICIAN I</i></b>						
Grade 31						
<b>MINIMUM SALARY</b>	<b>29</b>	<b>38,524</b>	37,788	40,013	35,102	37,107
Salary with 4.6% furlough reduction		36,752				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			2.82%	8.87%	-4.49%	0.97%
<b>MAXIMUM SALARY</b>		<b>56,627</b>	52,903	55,696	48,856	52,930
Salary with 4.6% furlough reduction		54,022				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-2.07%	3.10%	-9.56%	-2.02%
<b>10.000 Medical, Health &amp; Related Services</b>						
<b><i>MENTAL HEALTH COUNSELOR II</i></b>						
Grade 37						
<b>MINIMUM SALARY</b>	<b>10</b>	<b>49,694</b>	38,291	45,264	37,410	33,960
Salary with 4.6% furlough reduction		47,408				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-19.23%	-4.52%	-21.09%	-28.37%
<b>MAXIMUM SALARY</b>		<b>74,082</b>	62,352	60,681	67,343	49,050
Salary with 4.6% furlough reduction		70,674				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-11.78%	-14.14%	-4.71%	-30.60%
<b><i>CLINICAL SOCIAL WORKER II</i></b>						
Grade 37						
<b>MINIMUM SALARY</b>	<b>10</b>	<b>49,694</b>	46,776		45,244	49,073
Salary with 4.6% furlough reduction		47,408				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-1.33%		-4.56%	3.51%
<b>MAXIMUM SALARY</b>		<b>74,082</b>	66,155		64,341	68,875
Salary with 4.6% furlough reduction		70,674				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-6.39%		-8.96%	-2.55%

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>LICENSED PSYCHOLOGIST I</b>						
Grade 44						
<b>MINIMUM SALARY</b>	<b>11</b>	<b>67,693</b>	52,959	38,655	49,800	72,746
Salary with 4.6% furlough reduction		64,579				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-17.99%	-40.14%	-22.89%	12.65%
<b>MAXIMUM SALARY</b>		<b>102,228</b>	81,398	71,956	81,296	86,527
Salary with 4.6% furlough reduction		97,526				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-16.54%	-26.22%	-16.64%	-11.28%
<b>PSYCHIATRIC CASEWORKER II</b>						
Grade 33						
<b>MINIMUM SALARY</b>	<b>4</b>	<b>41,906</b>	39,532	35,401	40,908	
Salary with 4.6% furlough reduction		39,978				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-1.12%	-11.45%	2.33%	
<b>MAXIMUM SALARY</b>		<b>61,951</b>	58,690	47,569	62,397	
Salary with 4.6% furlough reduction		59,101				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-0.70%	-19.51%	5.58%	
<b>HEALTH PROGRAM SPECIALIST I</b>						
Grade 35						
<b>MINIMUM SALARY</b>	<b>11</b>	<b>45,560</b>	40,140	38,349	39,901	45,636
Salary with 4.6% furlough reduction		43,464				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-7.65%	-11.77%	-8.20%	5.00%
<b>MAXIMUM SALARY</b>		<b>67,693</b>	56,970	53,977	56,883	63,660
Salary with 4.6% furlough reduction		64,579				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-11.78%	-16.42%	-11.92%	-1.42%



STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>PSYCHIATRIC NURSE II</b>						
Grade 39						
<b>MINIMUM SALARY</b>	<b>7</b>	<b>54,204</b>	48,539		43,675	34,044
Salary with 4.6% furlough reduction		51,711				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-6.13%		-15.54%	-34.16%
<b>MAXIMUM SALARY</b>		<b>81,140</b>	73,318		64,671	60,528
Salary with 4.6% furlough reduction		77,408				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-5.28%		-16.45%	-21.81%
<b>CORRECTIONAL NURSE II</b>						
Grade 39						
<b>MINIMUM SALARY</b>	<b>7</b>	<b>54,204</b>	48,666	53,809	47,809	
Salary with 4.6% furlough reduction		51,711				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-5.89%	4.06%	-7.55%	
<b>MAXIMUM SALARY</b>		<b>81,140</b>	71,310	83,408	69,294	
Salary with 4.6% furlough reduction		77,408				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-7.88%	7.75%	-10.48%	
<b>MENTAL HEALTH TECHNICIAN III</b>						
Grade 27						
<b>MINIMUM SALARY</b>	<b>9</b>	<b>32,677</b>	26,820	34,598	26,631	20,364
Salary with 4.6% furlough reduction		31,174				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-13.97%	10.98%	-14.57%	-34.68%
<b>MAXIMUM SALARY</b>		<b>47,606</b>	39,643	48,902	38,811	36,204
Salary with 4.6% furlough reduction		45,416				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-12.71%	7.68%	-14.54%	-20.28%

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>LICENSED PRACTICAL NURSE II</b>						
Grade 31						
<b>MINIMUM SALARY</b>	<b>15</b>	<b>38,524</b>	34,561	42,674	30,688	39,218
Salary with 4.6% furlough reduction		36,752				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-5.96%	16.11%	-16.50%	6.71%
<b>MAXIMUM SALARY</b>		<b>56,627</b>	48,766	60,475	45,010	51,364
Salary with 4.6% furlough reduction		54,022				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-9.73%	11.95%	-16.68%	-4.92%
<b>CERTIFIED NURSING ASSISTANT</b>						
Grade 22						
<b>MINIMUM SALARY</b>	<b>12</b>	<b>26,831</b>	21,860	21,408	21,702	22,249
Salary with 4.6% furlough reduction		25,597				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-14.60%	-16.37%	-15.22%	-13.08%
<b>MAXIMUM SALARY</b>		<b>38,524</b>	34,228	31,891	35,048	33,376
Salary with 4.6% furlough reduction		36,752				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-6.87%	-13.23%	-4.64%	-9.19%
<b>HEALTH FACILITIES SURVEYOR II</b>						
Grade 35						
<b>MINIMUM SALARY</b>	<b>7</b>	<b>45,560</b>	42,770		42,770	
Salary with 4.6% furlough reduction		43,464				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-1.60%		-1.60%	
<b>MAXIMUM SALARY</b>		<b>67,693</b>	67,536		67,536	
Salary with 4.6% furlough reduction		64,579				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			4.58%		4.58%	

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>ENVIRONMENTAL SCIENTIST III</b>						
Grade 36						
<b>MINIMUM SALARY</b>	<b>13</b>	<b>47,606</b>	45,497	52,271	43,682	41,508
Salary with 4.6% furlough reduction		45,416				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			0.18%	15.09%	-3.82%	-8.60%
<b>MAXIMUM SALARY</b>		<b>70,804</b>	70,226	71,058	70,211	67,872
Salary with 4.6% furlough reduction		67,547				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			3.97%	5.20%	3.94%	0.48%
<b>11.000 Regulatory</b>						
<b>PUBLIC SAFETY DISPATCHER III</b>						
Grade 31						
<b>MINIMUM SALARY</b>	<b>21</b>	<b>38,524</b>	35,564	37,694	30,239	
Salary with 4.6% furlough reduction		36,752				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-3.23%	2.56%	-17.72%	
<b>MAXIMUM SALARY</b>		<b>56,627</b>	51,024	52,794	46,599	
Salary with 4.6% furlough reduction		54,022				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			-5.55%	-2.27%	-13.74%	
<b>COMPLIANCE INVESTIGATOR II</b>						
Grade 32						
<b>MINIMUM SALARY</b>	<b>11</b>	<b>40,110</b>	38,373	47,083	35,107	
Salary with 4.6% furlough reduction		38,265				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			0.28%	23.04%	-8.25%	
<b>MAXIMUM SALARY</b>		<b>59,195</b>	59,227	62,550	57,981	
Salary with 4.6% furlough reduction		56,472				
<i>% DIFFERENCE FROM 4.6% REDUCED SALARY</i>			4.88%	10.76%	2.67%	

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>DMV SERVICES TECHNICIAN III</b>						
Grade 27						
<b>MINIMUM SALARY</b>	<b>6</b>	<b>32,677</b>	26,753		26,753	
Salary with 4.6% furlough reduction		31,174				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-14.18%		-14.18%	
<b>MAXIMUM SALARY</b>		<b>47,606</b>	43,339		43,339	
Salary with 4.6% furlough reduction		45,416				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-4.57%		-4.57%	
<b>SAFETY SPECIALIST III</b>						
Grade 35						
<b>MINIMUM SALARY</b>	<b>24</b>	<b>45,560</b>	45,995	47,555	41,545	47,359
Salary with 4.6% furlough reduction		43,464				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			5.82%	9.41%	-4.42%	8.96%
<b>MAXIMUM SALARY</b>		<b>67,693</b>	70,710	69,221	55,812	76,987
Salary with 4.6% furlough reduction		64,579				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			9.49%	7.19%	-13.58%	19.21%
<b>12.000 Social Services &amp; Rehabilitation</b>						
<b>WORKFORCE SERVICES REPRESENTATIVE II</b>						
Grade 28						
<b>MINIMUM SALARY</b>	<b>7</b>	<b>34,055</b>	34,315	32,520	34,614	
Salary with 4.6% furlough reduction		32,488				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			5.62%	0.10%	6.54%	
<b>MAXIMUM SALARY</b>		<b>49,694</b>	56,461	45,960	58,211	
Salary with 4.6% furlough reduction		47,408				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			19.10%	-3.05%	22.79%	

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>UNEMPLOYMENT INSURANCE REPRESENTATIVE II</b>						
Grade 28						
<b>MINIMUM SALARY</b>	<b>5</b>	<b>34,055</b>	31,563		31,563	
Salary with 4.6% furlough reduction		32,488				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-2.85%		-2.85%	
<b>MAXIMUM SALARY</b>		<b>49,694</b>	51,893		51,893	
Salary with 4.6% furlough reduction		47,408				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			9.46%		9.46%	
<b>SOCIAL WORKER II</b>						
Grade 34						
<b>MINIMUM SALARY</b>	<b>13</b>	<b>43,639</b>	40,091	50,521	35,621	45,060
Salary with 4.6% furlough reduction		41,632				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-3.70%	21.35%	-14.44%	8.23%
<b>MAXIMUM SALARY</b>		<b>64,707</b>	62,082	71,898	58,645	64,704
Salary with 4.6% furlough reduction		61,730				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			0.57%	16.47%	-5.00%	4.82%
<b>FAMILY SERVICES SPECIALIST II</b>						
Grade 31						
<b>MINIMUM SALARY</b>	<b>11</b>	<b>38,524</b>	32,446	34,659	28,575	
Salary with 4.6% furlough reduction		36,752				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-11.72%	-5.69%	-22.25%	
<b>MAXIMUM SALARY</b>		<b>56,627</b>	50,382	50,282	50,556	
Salary with 4.6% furlough reduction		54,022				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-6.74%	-6.92%	-6.42%	

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>REHABILITATION COUNSELOR II</b>						
Grade 34						
<b>MINIMUM SALARY</b>	<b>13</b>	<b>43,639</b>	39,246	46,571	37,368	42,440
Salary with 4.6% furlough reduction		41,632				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-5.73%	11.86%	-10.24%	1.94%
<b>MAXIMUM SALARY</b>		<b>64,707</b>	60,261	71,697	59,715	58,084
Salary with 4.6% furlough reduction		61,730				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-2.38%	16.15%	-3.26%	-5.91%
<b>DISABILITY ADJUDICATOR IV</b>						
Grade 33						
<b>MINIMUM SALARY</b>	<b>5</b>	<b>41,906</b>	35,748		35,748	
Salary with 4.6% furlough reduction		39,978				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-10.58%		-10.58%	
<b>MAXIMUM SALARY</b>		<b>61,951</b>	61,089		61,089	
Salary with 4.6% furlough reduction		59,101				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			3.36%		3.36%	
<b>SUBSTANCE ABUSE COUNSELOR II</b>						
Grade 33						
<b>MINIMUM SALARY</b>	<b>10</b>	<b>41,906</b>	39,179	52,788	36,676	41,136
Salary with 4.6% furlough reduction		39,978				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-2.00%	32.04%	-8.26%	2.90%
<b>MAXIMUM SALARY</b>		<b>61,951</b>	62,581	70,596	61,980	60,678
Salary with 4.6% furlough reduction		59,101				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			5.89%	19.45%	4.87%	2.67%

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b>GROUP SUPERVISOR II</b>						
Grade 31						
<b>MINIMUM SALARY</b>	<b>5</b>	<b>38,524</b>	45,481		45,481	
Salary with 4.6% furlough reduction		36,752				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			23.75%		23.75%	
<b>MAXIMUM SALARY</b>		<b>56,627</b>	66,383		66,383	
Salary with 4.6% furlough reduction		54,022				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			22.88%		22.88%	
<b>CORRECTIONAL CASEWORK SPECIALIST II</b>						
Grade 38						
<b>MINIMUM SALARY</b>	<b>7</b>	<b>51,866</b>	39,366	35,401	37,487	
Salary with 4.6% furlough reduction		49,480				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-20.44%	-28.45%	-24.24%	
<b>MAXIMUM SALARY</b>		<b>77,569</b>	58,363	47,569	55,582	
Salary with 4.6% furlough reduction		74,001				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-21.13%	-35.72%	-24.89%	
<b>13.000 Sworn Law Enforcement</b>						
<b>GAME WARDEN III</b>						
Grade 37						
<b>MINIMUM SALARY</b>	<b>7</b>	<b>49,694</b>	38,588		38,588	
Salary with 4.6% furlough reduction		47,408				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-18.60%		-18.60%	
<b>MAXIMUM SALARY</b>		<b>74,082</b>	66,361		66,361	
Salary with 4.6% furlough reduction		70,674				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-6.10%		-6.10%	

STATE OF NEVADA 2010 SALARY AND BENEFITS SURVEY

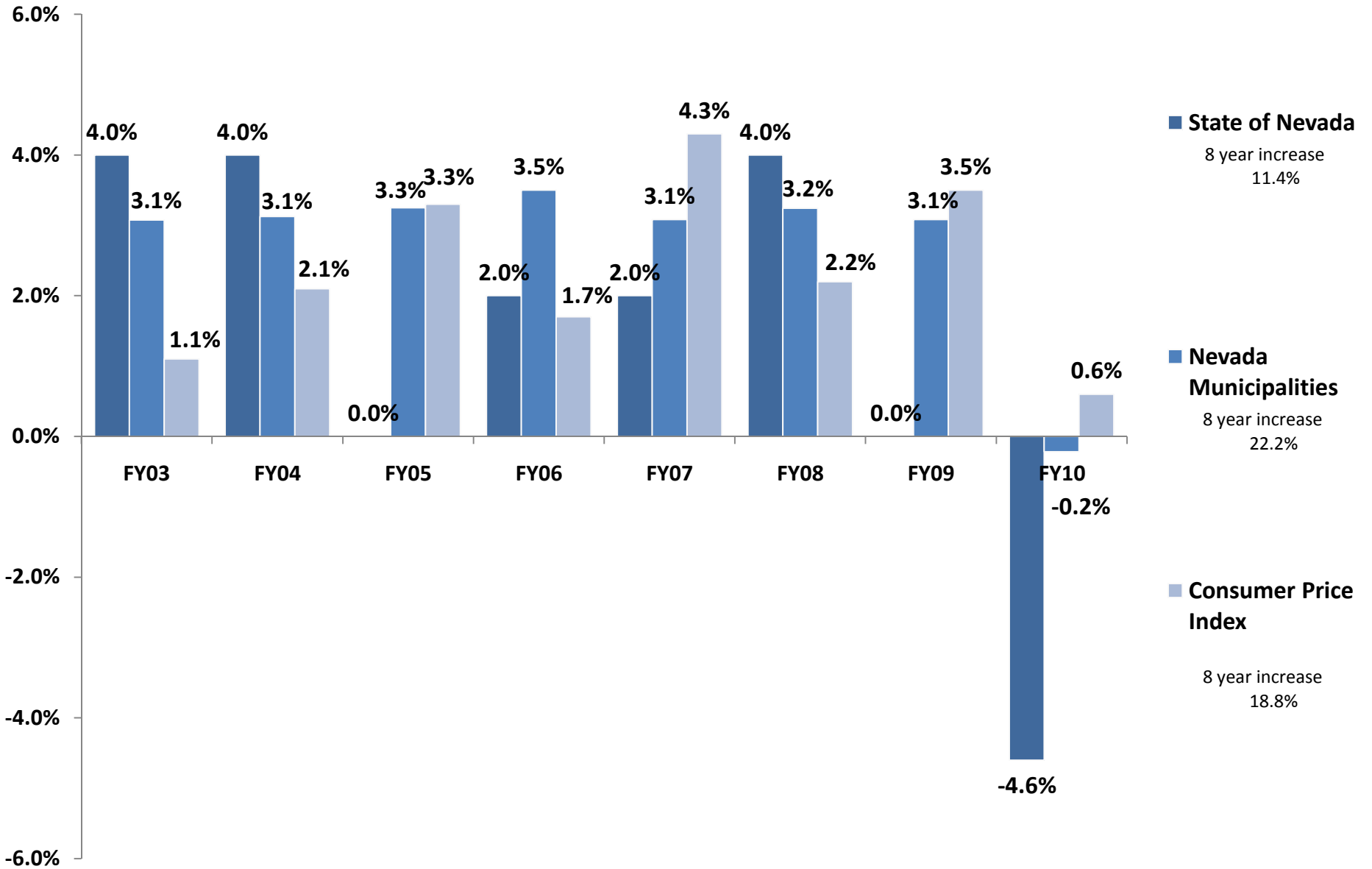
CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NV PRIVATE EMPLOYERS
<b><i>PARK RANGER II/COMMISSIONED</i></b>						
Grade 35						
<b>MINIMUM SALARY</b>	<b>7</b>	<b>45,560</b>	31,385	34,548	30,858	
Salary with 4.6% furlough reduction		43,464				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-27.79%	-20.51%	-29.00%	
<b>MAXIMUM SALARY</b>		<b>67,693</b>	52,303	46,404	48,287	
Salary with 4.6% furlough reduction		64,579				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-19.01%	-28.14%	-25.23%	
<b><i>DPS OFFICER II</i></b>						
Grade 39						
<b>MINIMUM SALARY</b>	<b>19</b>	<b>54,204</b>	43,706	45,133	41,260	
Salary with 4.6% furlough reduction		51,711				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-15.48%	-12.72%	-20.21%	
<b>MAXIMUM SALARY</b>		<b>81,140</b>	62,324	62,569	61,905	
Salary with 4.6% furlough reduction		77,408				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-19.49%	-19.17%	-20.03%	
<b><i>CORRECTIONAL OFFICER</i></b>						
Grade 33						
<b>MINIMUM SALARY</b>	<b>13</b>	<b>41,906</b>	38,660	47,050	33,417	
Salary with 4.6% furlough reduction		39,978				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-3.30%	17.69%	-16.41%	
<b>MAXIMUM SALARY</b>		<b>61,951</b>	57,608	68,829	50,595	
Salary with 4.6% furlough reduction		59,101				
<b>% DIFFERENCE FROM 4.6% REDUCED SALARY</b>			-2.53%	16.46%	-14.39%	
<b><i>AVERAGE ALL POSITIONS</i></b>						
<b>MINIMUM SALARY</b>						
<b>AVG % DIFFERENCE FROM NEVADA</b>			0.57%	11.99%	-8.38%	8.89%
<b>MAXIMUM SALARY</b>						
<b>AVG % DIFFERENCE FROM NEVADA</b>			2.93%	5.65%	-2.25%	4.35%



# State of Nevada

## Eight Year Average Pay Increase Comparison with Nevada Municipalities

*FY03 - FY10*



## 2010 BENEFITS SURVEY DATA

Employer Name	Health	Dental	Vision	Life Ins	Retirement	Holidays	Sick Leave Days	Annual Leave Days <small>min - max</small>
<b>State of Nevada</b>	<b>80%</b>	<b>80%</b>	<b>80%</b>	<b>\$20,000</b>	<b>11.25%</b>	<b>11</b>	<b>15</b>	<b>15 - 21</b>
Arizona	80%	80%	80%	\$15,000	9.60%	10	12	18
California*	80%	80%	80%	1.5 x salary	5%	11	10	10 - 30
Churchill County	80%	80%	80%	1.5 x salary	21.50%	12	15	21 - 30
City/Carson City*	80%	80%	80%	\$20,000	21.50%	11	15	10 - 20
City/Fallon	80%	80%	80%	1.5 x salary	21.50%	11	12	21 - 30
City/Henderson*	80%	80%	80%	1.5 x salary	21.50%	12.5	12	16 - 20
City/Las Vegas*	100%	100%	100%	\$20,000	19.75%	12	13	23
City/Reno	100%	100%	100%	1.5 x salary	21.50%	11	13	13
City/Sparks*	100%	100%	100%	\$25,000	10.50%	11	16	23
Clark County*	100%	100%	100%	1.5 x salary	21.50%	11	15	18
Colorado*	80%	80%	80%	1.5 x salary	10.15%	10	10	15-30
Douglas County	80%	80%	80%	\$20,000	10.50%	12	12	12 - 15
Elko County*	80%	80%	80%	1.5 x salary	12.50%	11.5	15	15
Idaho	80%	80%	80%	\$20,000	Base Plan	10	12	12
Las Vegas Metro	100%	100%	100%	\$20,000	21.50%	12	13	10 - 25
Lyon County	80%	80%	80%	\$40,000	10.50%	11	15	10 - 20
City/Mesquite*	80%	80%	80%	1.5 x salary	21.50%	12	15	18
Montana*	80%	80%	80%	\$14,000	7.04%	11	12	18
New Mexico*	80%	80%	80%	\$40,000	16.59%	10	12	20
Oregon*	100%	100%	100%	1.5 x salary	16.26%	10	12	18
Utah*	80%	80%	80%	\$25,000	14.22%	9	10	15-32
Washington*	80%	80%	80%	\$20,000	21.50%	10	12	12 - 22
Washoe County	100%	100%	100%	\$20,000	11.25%	11	15	12 - 25

**NOTES:**

1. Entities designated with an \* have additional personal and bereavement leave banks
2. Some employers only offer the option of employer paid retirement
3. Information from websites was obtained from those western states that did not complete the benefit survey