



**State of Nevada
2020
Salary & Benefits Survey**

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October 2020

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EXECUTIVE SUMMARY

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

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

"The Administrator may make recommendations to the Legislature during regular legislative sessions concerning salaries for the classified service of the State. In making such recommendations, the Administrator shall consider factors such as:

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

Out of 43 Nevada municipalities, private employers and western state governments invited to participate in the survey, approximately 49%, or 21 employers, participated.

This report reflects salary data in effect in January 2020.

Due to the small number of private employers who ultimately chose to respond to the survey, the percentage differentials indicated make it difficult to make any statistical inference due to unit-non-responsive bias.

Additionally, the salary data provided by the various entities, reflective of January 2020, may no longer be accurate due to adjustments to budget shortfalls that may have been made resulting from the COVID-19 pandemic therefore making the data volatile and difficult to use for statistical purposes.

A benefits survey was also conducted in conjunction with the salary survey. Benefits surveyed included Life Insurance, Retirement, Holidays, Sick Leave and Annual Leave. The results indicate that six of the participating municipalities/western states pay 100% of the employee's retirement cost and three do not contribute to the employee's cost. The remaining seven participating municipalities/western states average a contribution of 33.92% compared to Nevada's 14.50% contribution.

The range for Annual Leave days per year for these employers is 10-25 days as compared to the State of Nevada at 15 days per year. Ten employers have additional Personal and/or

Bereavement Leave banks. Seven employers cover 100% of the premiums for Health, Dental and Vision for the employee. Additionally, five of these municipalities/western states, out of the participating 16, pay a higher Life Insurance benefit than the State of Nevada.

SALARY SURVEY PROCEDURE

The 2020 Salary Survey Program was designed by the Department of Administration, Division of Human Resource Management to facilitate the collection, analysis, and presentation of wage and salary information used by Human Resource 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 employers from the private sector, city and county governments, school districts, and hospitals. Western state governments include California, Colorado, Idaho, Montana, New Mexico, Oregon, Utah, and Wyoming.

SELECTION OF CLASSES

A class is included in the salary survey because it is a representative 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 classes as a basis for recommending any general across-the-board adjustment for State employees.

Thirty-two classes were selected as 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 January 2020 and reflects any cost of living increases.

SALARY COMPARISONS

Salaries compiled for classes included in the classified employees' salary survey have been compared to salaries taken from the State's Employee/Employer paid compensation schedule. Employee/Employer paid salary information was selected because it more closely reflects the pay practices of the State of Nevada. According to State of Nevada Public Employees' Retirement System, approximately 67% of Nevada State employees are on the Employee/Employer compensation schedule.

2020 SURVEY PARTICIPANTS

NEVADA PUBLIC EMPLOYERS (including school districts)	<p>Carson City School District City of Henderson City of Las Vegas City of Mesquite City of North Las Vegas City of Sparks Clark County Douglas County School District Elko County School District Regional Transportation Commission of So. Nevada Washoe County</p> <p>*12 additional public employers surveyed did not respond</p>
NEVADA PRIVATE EMPLOYERS (including hospitals)	<p>The Valley Health System</p> <p>*9 additional private employers surveyed did not respond</p>
WESTERN STATES	<p>California Colorado Idaho Montana New Mexico Oregon Utah Wyoming Washington</p> <p>*1 additional Western States surveyed did not respond</p>

CLASS DESCRIPTIONS

I. AGRICULTURE & CONSERVATION

01.817 CONSERVATION CREW SUPERVISOR III

At the journey level, supervise inmate crews performing a variety of projects to maintain, preserve, enhance and/or restore the State's forests, wildlands and communities; train lower level Conservation Crew Supervisors; assist in coordinating projects; and may perform Conservation Camp Supervisor duties in absence of the Camp Supervisor. Positions either work in Natural Resource and supervise and direct inmate crews assigned to community service projects, resource management projects and emergency services OR in Fire Suppression and perform firefighting duties which include controlling wildland fires; building hand lines, falling trees, providing structural protection; operating fire pumps; and safeguarding life, natural resources and structures.

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, perform specialized secretarial duties for attorneys, administrative law judges, and/or hearings/appeals officers including preparing legal documents and correspondence; calendaring; maintaining records; and providing assistance on routine problems and inquiries which are not of a legal nature.

02.211 ADMINISTRATIVE ASSISTANT III

Provide a broad variety of secretarial and administrative support to the manager of a complex group consisting of professional and subordinate supervisors or perform program administrative or support duties. Work assignments range from maintaining records and files, composing and editing correspondence, budget monitoring and accounts maintenance, answering telephones, preparing and taking minutes for meetings, and operating various office equipment. May supervise lower level staff.

02.301 ACCOUNTING ASSISTANT III

Perform the highest level clerical accounting work which requires discretion and independent judgment when reviewing and verifying account related information, interpreting and applying guidelines. Review and reconcile clerical accounting documents prepared by others, provides technical assistance to staff and develop computer spreadsheets and other data collection processes. May supervise lower level employees and students.

V. EDUCATION

05.232 EDUCATION PROGRAMS PROFESSIONAL

At the journey level, assist in the improvement and growth of assigned education programs; provide training, technical assistance, and outreach; collect, analyze, and report education program related data; coordinate the development of education standards for various subject areas; develop assessments and security/administration protocol to measure the performance of students, schools, and school districts; oversee school compliance with federal and State requirements; review federal and State education program related statutes and regulations; and review education program subgrant or claims requests and recommend approval or denial. May train, supervise, and evaluate the performance of subordinate technical and administrative support staff.

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.

06.313 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

At the journey level, incumbents perform duties involving 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. Inspectors at this level are assigned to major, multimillion-dollar construction projects of buildings, facilities, and structures intended for the use of State personnel, the general public and others. Examples of such structures include State correctional facilities, university dormitories and classrooms, and National Guard facilities.

VII. FISCAL MANAGEMENT AND STAFF SERVICES

07.154 AUDITOR II

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

07.437 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

Under administrative direction, plan, organize and administer a comprehensive personnel services program including employee relations, selection, classification coordinations, position control, evaluation, training, payroll and other related areas in a large, complex, multi-faceted department. Positions in this class manage large professional and support staffs.

07.521 PERSONNEL ANALYST II

Under general direction, Personnel Analyst II's perform journey level work in one or more of the following areas: classification and compensation; recruitment and selection; grievance investigation; and policy development; also serve field departments as journey level generalists in support of major divisions or may support Personnel Officers with very complex, statewide specialized programs.

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.

07.925 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, accessing 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 and train employees in the use of specialized or complex highway maintenance equipment; observe and verify the proficiency of other employees who are working toward certification; review written procedures on traffic control, activities coding, sign configuration and placement, highway lighting, pavement marking/stripping, chemical spraying, and snow and ice prevention and removal.

09.426 ELECTRICIAN I

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

X. MEDICAL, HEALTH & RELATED SERVICES

10.237 HEALTH PROGRAM SPECIALIST I

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

10.307 PSYCHIATRIC NURSE II

At the journey level, provide professional nursing care to mentally ill, intellectually disabled, 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.

10.355 REGISTERED NURSE III

As a fully-trained registered nurse and functioning in clinical, rehabilitation, research, student health or other similar outpatient setting, coordinate health services and treatment; prepare nursing care plans; evaluate patient needs and develop nursing diagnoses; administer medications as prescribed by physician; obtain approval from referral source for diagnostic tests, professional consultations and therapies; assist in physical examinations and diagnostic testing; provide patient education; prepare and maintain treatment rooms; coordinate and/or participate in clinics.

10.525 ENVIRONMENTAL SCIENTIST III

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

XI. REGULATORY AND PUBLIC SAFETY

11.358 COMPLIANCE INVESTIGATOR II

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

11.424 DMV SERVICES TECHNICIAN III

Incumbents spend a majority of the time directly assisting customers at a counter or window, and perform a variety of transactions involving standard driver's license and/or registration transactions, vehicle ownership transactions, issuance of duplicate driver's license and/or registration, processing address changes, assisting new residents in obtaining driver's license/registration in Nevada, administering written driver's license and vision tests, rolling fingerprints, and performing occupational business licensing duties.

11.524 SAFETY SPECIALIST, ENFORCEMENT

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; prepare written reports and/or training materials; make public presentations to promote knowledge of safety issues.

11.531 INDUSTRIAL HYGIENIST III - DIR

Under general supervision, at the journey level, evaluate and recommend controls for hazards in the workplace through conducting inspections, investigations, surveys, and research analysis.

XII. SOCIAL SERVICES AND REHABILITATION

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. Case management is defined as the process by which an individual's needs are identified and the social, habilitative and medical services designed to meet those needs are located, coordinated and monitored. Positions may specialize in one service area, or may work in several areas as a generalist, depending upon the needs of the community and the mission of the agency to which assigned.

12.538 GROUP SUPERVISOR II

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

XIII. SWORN LAW ENFORCEMENT

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.

13.313 CORRECTIONAL OFFICER

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

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
1.000 Agriculture & Conservation						
CONSERVATION CREW SUPERVISOR III						
Grade 33						
MINIMUM SALARY	5	47,189	44,624	47,091	42,156	
% Difference			5.44%	0.21%	10.67%	
MAXIMUM SALARY		69,739	68,597	72,925	64,269	
% Difference			1.64%	-4.57%	7.84%	
FIREFIGHTER II						
Grade 31						
MINIMUM SALARY	14	43,347	49,712	56,898	42,525	
% Difference			-14.68%	-31.26%	1.90%	
MAXIMUM SALARY		63,747	73,421	82,341	64,501	
% Difference			-15.18%	-29.17%	-1.18%	
2.000 Clerical & Related Services						
LEGAL SECRETARY II						
Grade 29						
MINIMUM SALARY	15	39,943	41,174	46,621	35,727	
% Difference			-3.08%	-16.72%	10.56%	
MAXIMUM SALARY		58,380	59,388	65,069	53,707	
% Difference			-1.73%	-11.46%	8.00%	
ADMINISTRATIVE ASSISTANT III						
Grade 27						
MINIMUM SALARY	21	36,790	41,906	46,992	36,047	42,678
% Difference			-13.91%	-27.73%	2.02%	-16.00%
MAXIMUM SALARY		53,599	63,315	66,605	59,322	64,017
% Difference			-18.13%	-24.27%	-10.68%	-19.44%
ACCOUNTING ASSISTANT III						
Grade 27						
MINIMUM SALARY	19	36,790	42,107	46,156	38,057	
% Difference			-14.45%	-25.46%	-3.44%	
MAXIMUM SALARY		53,599	66,833	77,070	56,595	
% Difference			-24.69%	-43.79%	-5.59%	
5.000 Education						
EDUCATION PROGRAMS PROFESSIONAL						
Grade 39						
MINIMUM SALARY	10	61,011	71,544	83,703	59,385	
% Difference			-17.26%	-37.19%	2.67%	
MAXIMUM SALARY		91,350	104,384	120,449	88,319	
% Difference			-14.27%	-31.85%	3.32%	
6.000 Engineering & Allied						
PROFESSIONAL ENGINEER						
Grade 40						
MINIMUM SALARY	19	63,747	72,467	78,656	66,277	
% Difference			-13.68%	-23.39%	-3.97%	
MAXIMUM SALARY		95,672	106,902	115,892	97,911	
% Difference			-11.74%	-21.13%	-2.34%	
ENGINEERING TECHNICIAN III						
Grade 30						
MINIMUM SALARY	14	41,572	48,288	52,387	44,188	
% Difference			-16.15%	-26.02%	-6.29%	
MAXIMUM SALARY		61,011	82,513	82,490	82,535	
% Difference			-35.24%	-35.21%	-35.28%	

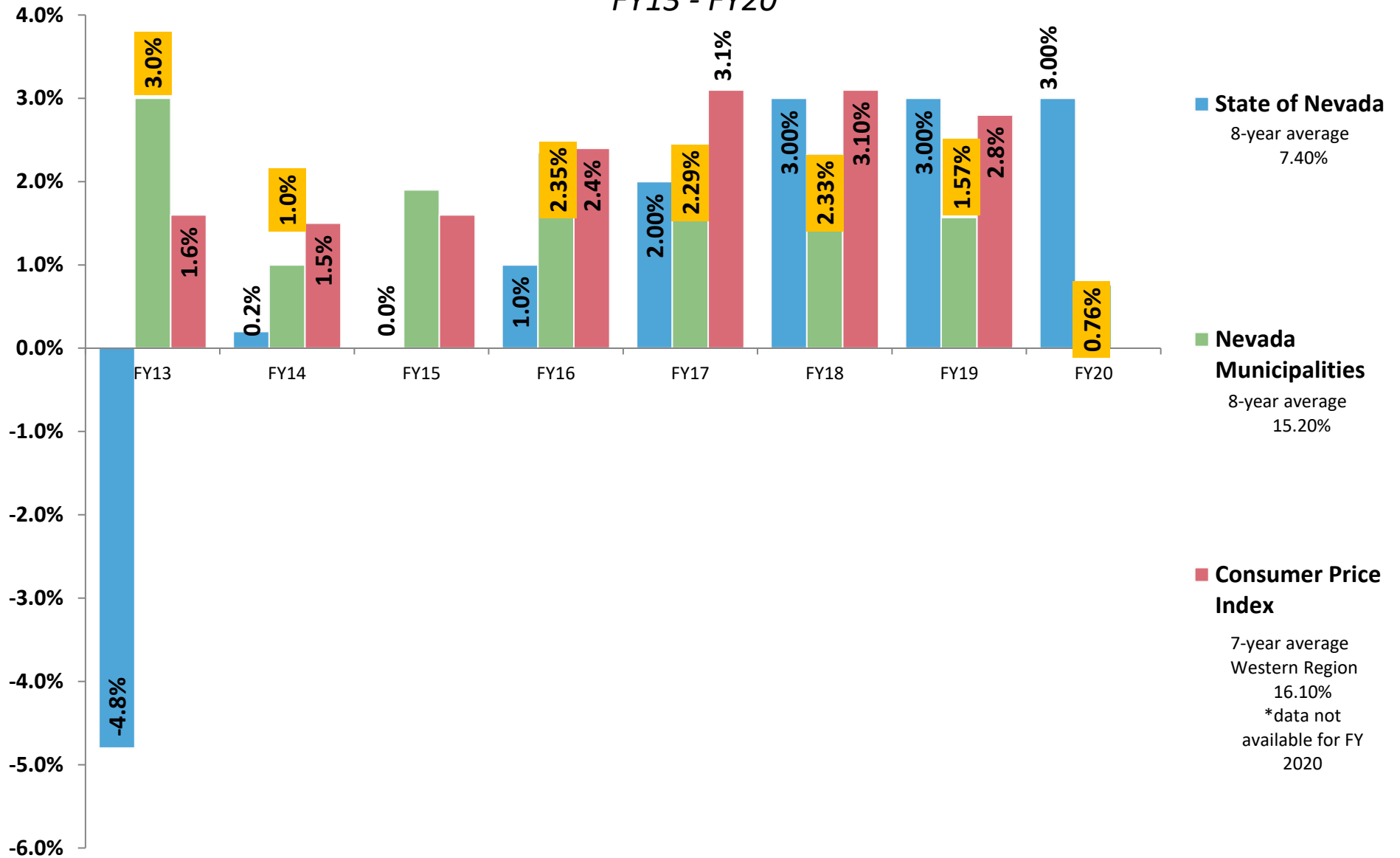
CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
<i>BUILDING CONST INSPECTOR III</i>						
Grade 37						
MINIMUM SALARY	14	55,958	58,137	64,533	51,740	
% Difference			-3.89%	-15.32%	7.54%	
MAXIMUM SALARY		83,395	82,004	88,566	75,442	
% Difference			1.67%	-6.20%	9.54%	
7.000 Fiscal Management & Staff Services						
<i>AUDITOR II</i>						
Grade 34						
MINIMUM SALARY	13	49,152	57,880	69,047	46,713	
% Difference			-17.76%	-40.48%	4.96%	
MAXIMUM SALARY		72,871	91,401	109,006	73,796	
% Difference			-25.43%	-49.59%	-1.27%	
<i>RIGHT-OF-WAY AGENT II</i>						
Grade 34						
MINIMUM SALARY	14	49,152	55,973	61,327	50,619	
% Difference			-13.88%	-24.77%	-2.98%	
MAXIMUM SALARY		72,871	80,402	85,140	75,663	
% Difference			-10.33%	-16.84%	-3.83%	
<i>PERSONNEL OFFICER III</i>						
Grade 41						
MINIMUM SALARY	16	66,628	72,510	80,485	64,534	
% Difference			-8.83%	-20.80%	3.14%	
MAXIMUM SALARY		100,161	111,325	121,507	101,142	
% Difference			-11.15%	-21.31%	-0.98%	
<i>PERSONNEL ANALYST II</i>						
Grade 34						
MINIMUM SALARY	21	49,152	58,644	62,708	50,517	62,708
% Difference			-19.31%	-27.58%	-2.78%	-27.58%
MAXIMUM SALARY		72,871	87,551	94,063	74,526	94,063
% Difference			-20.14%	-29.08%	-2.27%	-29.08%
<i>TRAINING OFFICER II</i>						
Grade 36						
MINIMUM SALARY	13	53,599	56,433	61,834	51,032	
% Difference			-5.29%	-15.36%	4.79%	
MAXIMUM SALARY		79,720	83,321	87,698	78,944	
% Difference			-4.52%	-10.01%	0.97%	
<i>BUDGET ANALYST II</i>						
Grade 36						
MINIMUM SALARY	18	53,599	56,924	64,418	49,430	
% Difference			-6.20%	-20.19%	7.78%	
MAXIMUM SALARY		79,720	87,976	99,680	76,272	
% Difference			-10.36%	-25.04%	4.33%	
<i>MANAGEMENT ANALYST II</i>						
Grade 35						
MINIMUM SALARY	15	51,281	58,968	65,792	52,144	
% Difference			-14.99%	-28.30%	-1.68%	
MAXIMUM SALARY		76,170	90,069	98,640	81,498	
% Difference			-18.25%	-29.50%	-6.99%	

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
<i>IT PROFESSIONAL III</i>						
Grade 40						
MINIMUM SALARY	18	63,747	67,104	70,963	63,245	
% Difference			-5.27%	-11.32%	0.79%	
MAXIMUM SALARY		95,672	102,956	102,346	103,566	
% Difference			-7.61%	-6.98%	-8.25%	
<i>IT TECHNICIAN IV</i>						
Grade 32						
MINIMUM SALARY	17	45,143	54,065	60,612	51,803	49,780
% Difference			-19.76%	-34.27%	-14.75%	-10.27%
MAXIMUM SALARY		66,628	83,067	88,543	85,988	74,670
% Difference			-24.67%	-32.89%	-29.06%	-12.07%
9.000 Mechanical & Construction Trades						
<i>HIGHWAY MAINTENANCE WORKER III</i>						
Grade 29						
MINIMUM SALARY	13	39,943	48,783	53,055	44,510	
% Difference			-22.13%	-32.83%	-11.43%	
MAXIMUM SALARY		58,380	73,314	83,391	63,237	
% Difference			-25.58%	-42.84%	-8.32%	
<i>ELECTRICIAN I</i>						
Grade 31						
MINIMUM SALARY	17	43,347	50,666	55,422	45,909	
% Difference			-16.88%	-27.86%	-5.91%	
MAXIMUM SALARY		63,747	70,736	77,444	64,028	
% Difference			-10.96%	-21.49%	-0.44%	
10.000 Medical, Health & Related Services						
<i>HEALTH PROGRAM SPECIALIST I</i>						
Grade 35						
MINIMUM SALARY	11	51,281	57,933	68,916	46,949	
% Difference			-12.97%	-34.39%	8.45%	
MAXIMUM SALARY		76,170	80,146	89,783	70,508	
% Difference			-5.22%	-17.87%	7.43%	
<i>PSYCHIATRIC NURSE II</i>						
Grade 39						
MINIMUM SALARY	6	61,011	57,895		57,895	
% Difference			5.11%		5.11%	
MAXIMUM SALARY		91,350	84,504		84,504	
% Difference			7.49%		7.49%	
<i>REGISTERED NURSE III</i>						
Grade 38						
MINIMUM SALARY	14	58,380	66,059	62,239	58,753	77,184
% Difference			-13.15%	-6.61%	-0.64%	-32.21%
MAXIMUM SALARY		87,320	93,921	82,179	89,364	110,219
% Difference			-7.56%	5.89%	-2.34%	-26.22%
<i>ENVIRONMENTAL SCIENTIST III</i>						
Grade 36						
MINIMUM SALARY	9	53,599	53,991	50,835	57,146	
% Difference			-0.73%	5.16%	-6.62%	
MAXIMUM SALARY		79,720	83,349	78,770	87,928	
% Difference			-4.55%	1.19%	-10.30%	

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
11.000 Regulatory & Public Safety						
<i>COMPLIANCE INVESTIGATOR II</i>						
Grade 32						
MINIMUM SALARY	12	45,143	62,354	79,273	45,435	
% Difference			-38.13%	-75.60%	-0.65%	
MAXIMUM SALARY		66,628	88,487	108,379	68,595	
% Difference			-32.81%	-62.66%	-2.95%	
<i>DMV SERVICES TECHNICIAN III</i>						
Grade 27						
MINIMUM SALARY	9	36,791	35,441	37,378	33,503	
% Difference			3.67%	-1.60%	8.94%	
MAXIMUM SALARY		53,599	54,735	57,886	51,583	
% Difference			-2.12%	-8.00%	3.76%	
<i>SAFETY SPECIALIST, ENFORCEMENT</i>						
Grade 37						
MINIMUM SALARY	13	55,958	65,207	73,223	57,191	
% Difference			-16.53%	-30.85%	-2.20%	
MAXIMUM SALARY		83,395	93,777	104,305	83,248	
% Difference			-12.45%	-25.07%	0.18%	
<i>INDUSTRIAL HYGIENIST III - DIR</i>						
Grade 38						
MINIMUM SALARY	7	58,380	62,098	67,465	56,730	
% Difference			-6.37%	-15.56%	2.83%	
MAXIMUM SALARY		87,320	94,957	102,815	87,099	
% Difference			-8.75%	-17.75%	0.25%	
12.000 Social Services & Rehabilitation						
<i>SOCIAL WORKER II</i>						
Grade 34						
MINIMUM SALARY	14	49,152	50,597	47,560	50,468	53,762
% Difference			-2.94%	3.24%	-2.68%	-9.38%
MAXIMUM SALARY		72,871	74,908	70,015	74,066	80,644
% Difference			-2.80%	3.92%	-1.64%	-10.67%
<i>GROUP SUPERVISOR II</i>						
Grade 31						
MINIMUM SALARY	8	43,347	45,227	53,862	36,592	
% Difference			-4.34%	-24.26%	15.58%	
MAXIMUM SALARY		63,747	67,181	76,628	57,734	
% Difference			-5.39%	-20.21%	9.43%	
13.000 Sworn Law Enforcement						
<i>DPS OFFICER II</i>						
Grade 39						
MINIMUM SALARY	9	61,011	56,378	53,757	58,999	
% Difference			7.59%	11.89%	3.30%	
MAXIMUM SALARY		91,350	85,872	79,733	92,011	
% Difference			6.00%	12.72%	-0.72%	
<i>CORRECTIONAL OFFICER</i>						
Grade 34						
MINIMUM SALARY	14	49,152	46,301	51,624	40,977	
% Difference			5.80%	-5.03%	11.50%	
MAXIMUM SALARY		72,871	70,505	79,234	61,776	
% Difference			3.25%	-8.73%	12.38%	

State of Nevada Eight-Year Average Pay Adjustment Comparison with Large Nevada Municipalities

FY13 - FY20



2020 BENEFITS SURVEY DATA

Employer Name	Life Ins	% of employee's Retirement cost paid by organization	Holidays per year offered	Days of Sick Leave per year offered	Days of Annual Leave per year
State of Nevada	\$25,000	14.50%	11	15	15
California*	\$25,000	79.39%	12	12	11
City/Henderson *	\$50,000	0.00%	12	12	22
City/Las Vegas **	\$20,000	100.00%	11	13	10
City/Mesquite * **	\$16,000	100.00%	12	12	10
City/North Las Vegas*	\$20,000	0.00%	12	12	12
City/Sparks * **	\$25,000	100.00%	11	16	15
Clark County	\$20,000	100.00%	11	12	18
Colorado	\$50,000	10.15%	10	10	12
Idaho	\$20,000	63.00%	10	12	25
Montana	\$14,000	8.77%	10	12	15
New Mexico *	\$50,000	16.99%	10	14	14
Oregon	\$5,000	0.00%	10	12	12
Utah *	\$25,000	100.00%	11	13	13
Washington *	\$35,000	50.00%	10	12	14
Washoe County * **	\$20,000	100.00%	11	15	12
Wyoming *	\$50,000	9.12%	9	12	12

Notes:

* Personal and/or Bereavement Leave offered

** Organization covers 100% of premiums for Health, Dental and Vision for employee