



**State of Nevada  
2022  
Salary & Benefits Survey**

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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 48 Nevada municipalities, private employers and western state governments invited to participate in the survey, approximately 52%, or 25 employers, participated.

Four western states, 14 cities/counties/local municipalities and one private sector employer have union representation for at least one benchmark class.

This report reflects salary data in effect in July 2022.

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.

A benefits survey was also conducted in conjunction with the salary survey. Benefits surveyed included, but were not limited to, Life Insurance, Retirement, Holidays, Sick Leave and Annual Leave. While in Nevada, the employee and employer share equally in the contribution, currently at 14.5% for regular members, nine of the participating employers overall pay 100% of the employee's retirement cost.

Annual leave days per year for cities, counties and western State governments, ranges from three to 26 days as compared to the State of Nevada at 15 days per year. Sick leave for those employers ranges from zero to 16 days. Fourteen employers have additional Personal and/or

Bereavement Leave banks and 11 offer longevity pay or pay for and employee to obtain a professional certification(s). Seven employers cover 100% of the premiums for Health, Dental and Vision for the employee. Additionally, six of these municipalities/western states, out of the participating 18, pay a higher life insurance benefit than the State of Nevada.

## **SALARY SURVEY PROCEDURE**

The 2022 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 Colorado, Idaho, Montana, Oregon, Utah, Washington 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-seven 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 July 2022 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 schedules for Classified employees in represented and non-represented groups. 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 59% of Nevada State employees are on the Employee/Employer compensation schedule.

## 2022 SURVEY PARTICIPANTS

<p><b>NEVADA PUBLIC EMPLOYERS</b> (including school districts)</p>	<p>Consolidated Municipality of Carson City  City of Henderson  City of Las Vegas  City of Mesquite  City of North Las Vegas  City of Reno  City of Sparks  City of Fallon  Clark County  Douglas County  Douglas County School District  Elko County School District  Regional Transportation Commission of So. Nevada  Reno/Sparks Convention Visitors Authority  Washoe County/Washoe County Sheriff’s Office</p> <p>*10 additional public employers surveyed did not respond</p>
<p><b>NEVADA PRIVATE EMPLOYERS</b> (including hospitals)</p>	<p>The Valley Health System  Renown Regional Medical Center</p> <p>*8 additional private employers surveyed did not respond</p>
<p><b>WESTERN STATES</b></p>	<p>Colorado  Idaho  Montana  Oregon  Utah  Wyoming  Washington</p> <p>*5 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**

### **07.136 ACCOUNTANT II**

At the journey level, establish and maintain accounting systems and procedures which provide necessary documentation and audit trails for fiscal transactions, classification of expenditures, current fund balances; prepare and analyze working trial balances, identify, and correct errors, and prepare journal entries in order to prepare reliable and accurate balance sheets and statements of revenues, expenditures/expenses, and changes in fund equity/balances; prepare balance sheets, income statements, and changes in fund balance statements from working trial balances to provide reliable and accurate financial information; establish internal accounting procedures for preparing financial statements and managing workflow to ensure compliance with governmental accounting statutes, regulations, policies, and principles; and Analyze fiscal data to identify and correct errors.



**07.137 ACCOUNTANT I**

At the entry level, perform some or all of the duties as described above.

**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.

**07.217 ADMINISTRATIVE SERVICES OFFICER II**

Under general direction of a department director or assistant director, a division administrator or assistant administrator, or the director of a facility, function as business manager for a department, large division or major program area, with responsibility for accounting, budgeting and fiscal management. Additional responsibilities are varied and include planning, organizing, coordinating and supervising work in two or more business functions such as purchasing and warehouse operations; contracts and leases; human resources; Information Technology; buildings and grounds maintenance; facilities management and construction; food and laundry services; investments; vehicle utilization and maintenance; and/or communication equipment and office support services. Incumbents manage some or all of the functions described in the series concept. Incumbents are responsible for programs which are moderate in number, complexity and diversity.

**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.

**13.244 CRIMINAL INVESTIGATOR III**

At the journey level, perform criminal investigations involving violations of federal and/or State law. The investigative process is initiated following a formal request for services or as a coordinated effort with federal, State, or local law enforcement and criminal justice agencies. Criminal investigators utilize standard investigative and law enforcement techniques and conduct the more complex or difficult investigative assignments that may involve cases of a high profile or sensitive nature, involving multiple criminal violations and/or suspects, and which require specialized knowledge in areas such as polygraph examination, intelligence gathering, drug trafficking and/or manufacture, homicide investigation, etc.

**13.248 AG CRIMINAL INVESTIGATOR II**

At the journey level, perform criminal investigations involving violations of federal and/or State laws pertaining to a specific program or regulatory area which includes, but is not limited to, Medicaid fraud, workers' compensation fraud, consumer protection, public integrity, human trafficking, missing children, financial fraud, alleged criminal offenses committed by State officers or employees, and all types of conflict of interest cases submitted by outside agencies, along with participating in multi-jurisdictional task forces comprised of officers from federal, State and local enforcement agencies. Incumbents conduct complex or difficult investigative assignments that may involve multiple criminal violations and or suspects.

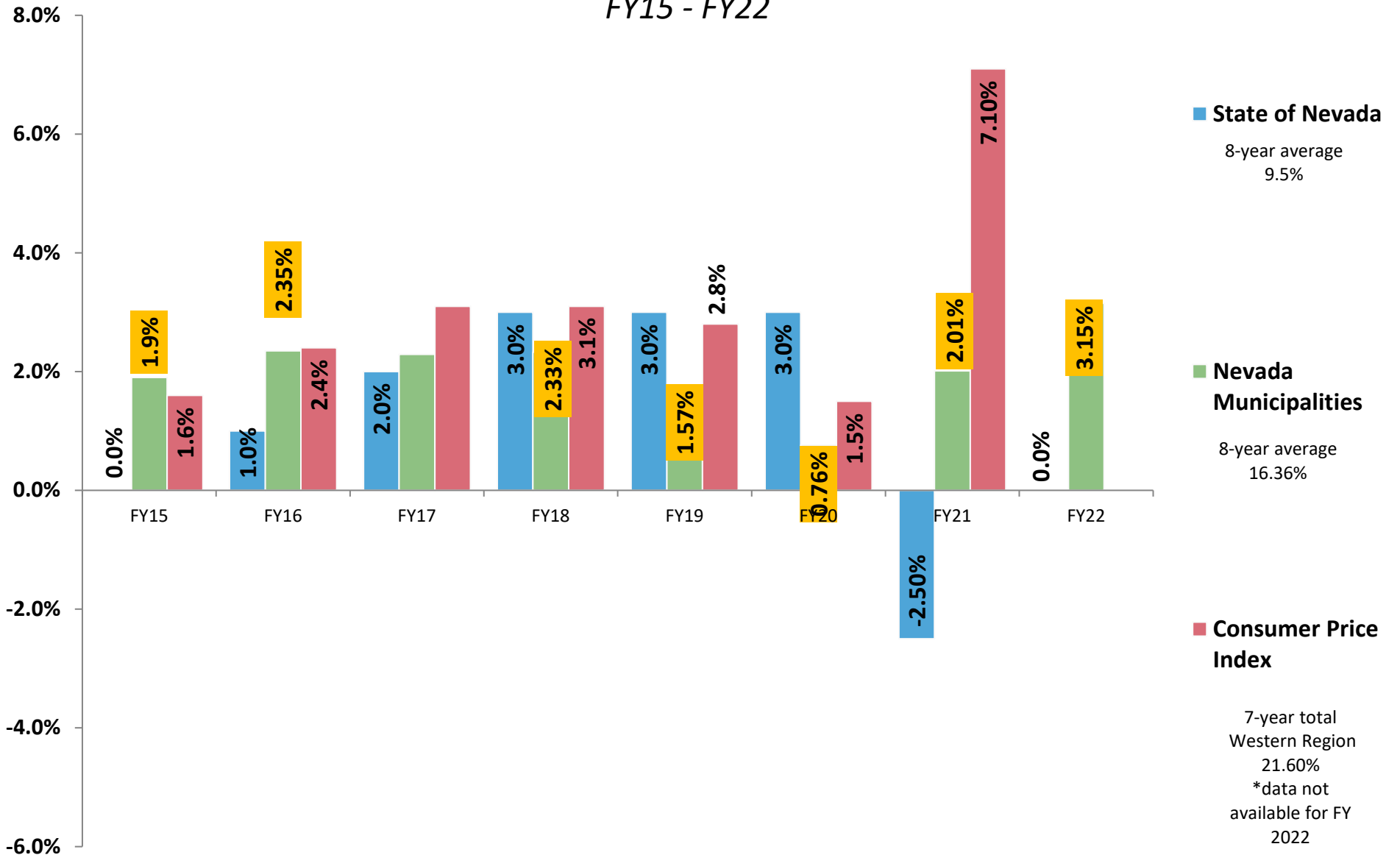
**13.313 CORRECTIONAL OFFICER**

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

# State of Nevada

## Eight-Year Average Pay Adjustment Comparison with Large Nevada Municipalities

*FY15 - FY22*



## 2022 Benefits Survey Data

Employer Name	Basic Life Ins	Holidays per year offered	Days of Sick Leave per year offered	Days of Annual Leave per year
State of Nevada	\$25,000	11	15	15
City/Carson City * ** ***	\$20,000	12	15	21
City/Fallon * ** ***	\$25,000	13	12	20
City/Henderson *	\$50,000	13	0	26
City/Las Vegas **	\$20,000	11	13	10
City/Mesquite * ** ***	\$16,000	13	12	5
City/North Las Vegas*	\$40,000	13	12	12
City/Reno* **	\$35,000 (min)	12	13	13
City/Sparks * ** ***	\$25,000	12	16	15
Clark County	\$20,000	12	12	10
Douglas County *	\$25,000	12	11	21
Colorado *	\$50,000	11	10	16
Idaho ***	\$20,000	11	12	18
Montana ***	\$14,000	10	12	15
Oregon * ***	\$5,000	12	12	3
Utah * ***	\$25,000	12	13	13
Washington * ***	\$35,000	11	12	25
Washoe County * ** ***	\$10,000	12	15	12
Wyoming * ***	\$50,000	9	12	12

**Notes:**

\* Personal and/or Bereavement Leave offered

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

\*\*\* Longevity and/or professional certifications paid for