



State of Nevada 2016 Salary & Benefits Survey

**Department of Administration
Division of Human Resource Management
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AGENDA ITEM X

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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 50 Nevada municipalities, private employers and western state governments invited to participate in the survey, 50% participated.

This report reflects salary data in effect in July 2016.

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 health, dental, vision, life insurance, retirement, holidays, sick leave, and annual leave. The results of the survey of Nevada municipalities and western state employers' for retirement benefits, only indicate the State of Nevada's retirement benefits at 14.5% (employer-paid), lag behind the average of approximately 40.37% (employer-paid). The range for annual leave days for these employers is 12-22 days as compared to the State of Nevada at 18 days. Twelve (12) employers also have additional personal and/or bereavement leave banks. Additionally, four (4) municipalities out of the participating sixteen (16) pay a higher life insurance benefit than the State of Nevada.

SALARY SURVEY PROCEDURE

The 2016 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, New Mexico, Oregon, and Utah.

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-three 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 2016 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 66% of Nevada State employees are on the Employee/Employer compensation schedule.

SALARY SURVEY 2016 PARTICIPANTS

<p>NEVADA PUBLIC EMPLOYERS (including school districts)</p>	<p>Carson City School District City of Carson City City of Fallon City of Henderson City of Las Vegas City of Mesquite City of Sparks Clark County Douglas County Douglas County School District Elko County School District Las Vegas Metro Police Legislative Counsel Bureau Regional Transportation Commission of So. Nevada Regional Transportation Commission of Washoe Co. Reno-Sparks Convention & Visitors Authority Washoe County Washoe County School District</p> <p>*8 additional public employers surveyed chose not to respond</p>
<p>NEVADA PRIVATE EMPLOYERS (including hospitals)</p>	<p>URS Federal Technical Services</p> <p>*15 additional private employers surveyed chose not to respond</p>
<p>WESTERN STATES</p>	<p>Colorado Idaho Montana New Mexico Oregon Utah</p> <p>*2 additional western states surveyed chose not to respond</p>

CLASS DESCRIPTIONS

I. AGRICULTURE & CONSERVATION

01.123 AGRICULTURIST II

At the journey level, perform a broad range of inspection 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.

01.819 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

02.211 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.

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.

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.

07.233 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 bureau; 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.

07.437 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.

07.649 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, 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

09.426 ELECTRICIAN I

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

X. MEDICAL, HEALTH & RELATED SERVICES

10.144 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 disorders, and developmental delays.

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.

11.524 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, evaluate and recommend controls for hazards in the workplace through conducting inspections, investigations, surveys, and research analysis. This is the journey level.

XII. SOCIAL SERVICES AND REHABILITATION

12.158 WORKFORCE SERVICES REPRESENTATIVE II

Provide a broad range of services in accordance with the Workforce Innovation and Opportunity 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.

12.361 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.

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.

13.222 FORENSIC SPECIALIST III

Perform a combination of security and client/inmate care duties in a high security mental health facility or in a correctional setting in a clinic, medical infirmary and/or mental health unit for treatment of the mentally and/or medically ill offender. Assist in training and overseeing the work of lower level staff.

STATE OF NEVADA 2016 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
1.000 Agriculture & Conservation						
<i>AGRICULTURIST II</i>						
Grade 33						
MINIMUM SALARY	4	43,180	42,939		42,939	
% Difference						
MAXIMUM SALARY		63,830	62,737		62,737	
% Difference			0.56%		0.56%	
<i>FIREFIGHTER II</i>						
Grade 31						
MINIMUM SALARY	9	39,672	50,738	53,629	47,189	
% Difference			-27.89%	-35.18%	-18.95%	
MAXIMUM SALARY		58,339	67,750	68,020	67,414	
% Difference			-16.13%	-0.40%	0.89%	
2.000 Clerical & Related Services						
<i>ADMINISTRATIVE ASSISTANT III</i>						
Grade 27						
MINIMUM SALARY	25	33,679	37,969	40,992	28,556	40,030
% Difference			-12.74%	-21.71%	15.21%	-18.86%
MAXIMUM SALARY		49,047	54,746	56,791	48,197	57,243
% Difference			-11.62%	-15.79%	1.73%	-16.71%
<i>ACCOUNTING ASSISTANT III</i>						
Grade 27						
MINIMUM SALARY	23	33,679	38,827	42,270	29,070	
% Difference			-15.29%	-25.51%	13.69%	
MAXIMUM SALARY		49,047	55,798	59,617	44,981	
% Difference			-13.76%	-21.55%	8.29%	
6.000 Engineering & Allied						
<i>PROFESSIONAL ENGINEER</i>						
Grade 40						
MINIMUM SALARY	17	58,339	69,766	75,773	58,752	
% Difference			-19.59%	-29.88%	-0.71%	
MAXIMUM SALARY		87,550	95,767	102,026	84,291	
% Difference			-9.39%	-16.53%	3.72%	

STATE OF NEVADA 2016 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
STAFF II, ASSOCIATE ENGINEER						
Grade 37						
MINIMUM SALARY	14	51,198	55,180	58,597	49,029	
% Difference			-7.78%	-14.45%	4.24%	
MAXIMUM SALARY		76,316	82,778	85,385	78,086	
% Difference			-8.47%	-11.88%	-2.32%	
ENGINEERING TECHNICIAN III						
Grade 30						
MINIMUM SALARY	14	38,043	44,356	48,252	39,161	
% Difference			-16.59%	-26.84%	-2.94%	
MAXIMUM SALARY		55,833	63,055	67,587	57,012	
% Difference			-12.94%	-7.19%	15.65%	
7.000 Fiscal Management & Staff Services						
AUDITOR II						
Grade 34						
MINIMUM SALARY	13	44,955	54,508	64,549	38,442	
% Difference			-21.25%	-43.59%	14.49%	
MAXIMUM SALARY		66,670	83,216	97,098	61,005	
% Difference			-24.82%	-45.64%	8.50%	
REVENUE OFFICER II						
Grade 32						
MINIMUM SALARY	7	41,322	41,078	42,204	40,627	
% Difference			0.59%	-2.13%	1.68%	
MAXIMUM SALARY		60,970	60,869	59,946	61,238	
% Difference			0.17%	1.68%	-0.44%	
TAX EXAMINER II						
Grade 30						
MINIMUM SALARY	6	38,043	39,461	53,000	36,753	
% Difference			-3.73%	-39.32%	3.39%	
MAXIMUM SALARY		55,833	59,787	79,500	55,844	
% Difference			-7.08%	-42.39%	-0.02%	

STATE OF NEVADA 2016 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
RIGHT OF WAY AGENT II						
Grade 34						
MINIMUM SALARY	11	44,955	51,324	61,396	42,931	
% Difference			-14.17%	-36.57%	4.50%	
MAXIMUM SALARY		66,670	73,836	86,091	63,623	
% Difference			-10.75%	-29.13%	4.57%	
PERSONNEL OFFICER III						
Grade 41						
MINIMUM SALARY	15	60,970	71,154	83,903	52,030	
% Difference			-16.70%	-37.61%	14.66%	
MAXIMUM SALARY		91,642	105,729	119,734	84,721	
% Difference			-15.37%	-30.65%	7.55%	
PERSONNEL ANALYST II						
Grade 34						
MINIMUM SALARY	19	44,955	51,999	55,973	39,774	47,653
% Difference			-15.67%	-24.51%	11.52%	-6.00%
MAXIMUM SALARY		66,670	77,120	82,459	64,547	88,483
% Difference			-15.67%	-23.68%	3.18%	-32.72%
TRAINING OFFICER II						
Grade 36						
MINIMUM SALARY	13	49,047	59,651	71,534	45,555	
% Difference			-21.62%	-45.85%	7.12%	
MAXIMUM SALARY		72,955	83,324	95,841	68,721	
% Difference			-14.21%	-31.37%	5.80%	
BUDGET ANALYST II						
Grade 36						
MINIMUM SALARY	21	49,047	56,999	61,613	45,465	
% Difference			-16.21%	-25.62%	7.30%	
MAXIMUM SALARY		72,955	83,818	89,227	70,295	
% Difference			-14.89%	-22.30%	3.65%	

STATE OF NEVADA 2016 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
MANAGEMENT ANALYST II						
Grade 35						
MINIMUM SALARY	16	46,938	56,535	65,775	41,136	
% Difference			-20.45%	-40.13%	12.36%	
MAXIMUM SALARY		69,718	86,942	98,412	67,825	
% Difference			-24.71%	-41.16%	2.72%	
PROGRAM OFFICER I						
Grade 31						
MINIMUM SALARY	9	39,672	46,217	51,003	42,387	
% Difference			-16.50%	-28.56%	-6.84%	
MAXIMUM SALARY		58,339	69,549	72,185	67,440	
% Difference			-19.22%	-23.73%	-15.60%	
IT PROFESSIONAL III						
Grade 39						
MINIMUM SALARY	20	55,833	62,005	65,081	52,473	66,602
% Difference			-11.05%	-16.56%	6.02%	-19.29%
MAXIMUM SALARY		83,604	92,748	92,069	88,461	123,698
% Difference			-10.94%	-10.13%	-5.81%	-47.96%
IT TECHNICIAN IV						
Grade 31						
MINIMUM SALARY	21	39,672	51,132	55,058	40,974	57,117
% Difference			-28.89%	-38.78%	-3.28%	-43.97%
MAXIMUM SALARY		58,339	76,933	79,905	65,153	106,000
% Difference			-31.87%	-36.97%	-11.68%	-81.70%
9.000 Mechanical & Construction Trades						
ELECTRICIAN I						
Grade 31						
MINIMUM SALARY	16	39,672	47,941	51,475	42,052	
% Difference			-20.84%	-29.75%	-6.00%	
MAXIMUM SALARY		58,339	65,156	69,269	58,301	
% Difference			-11.69%	-18.74%	0.07%	
10.000 Medical, Health & Related Services						

STATE OF NEVADA 2016 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
CLINICAL SOCIAL WORKER II						
Grade 37						
MINIMUM SALARY	3	51,198	47,941	51,475	42,052	
% Difference			6.36%	-0.54%	17.86%	
MAXIMUM SALARY		76,316	71,621	69,805	75,252	
% Difference			6.15%	8.53%	1.39%	
HEALTH PROGRAM SPECIALIST I						
Grade 35						
MINIMUM SALARY	10	46,938	53,049	68,183	42,960	
% Difference			-13.02%	-45.26%	8.48%	
MAXIMUM SALARY		69,718	71,913	85,645	62,759	
% Difference			-3.15%	-22.84%	9.98%	
PSYCHIATRIC NURSE II						
Grade 39						
MINIMUM SALARY	6	55,833	49,411		49,411	
% Difference			11.50%		11.50%	
MAXIMUM SALARY		83,604	73,171		73,171	
% Difference			12.48%		12.48%	
REGISTERED NURSE III						
Grade 38						
MINIMUM SALARY	9	54,432	46,889	45,968	48,732	
% Difference			13.86%	15.55%	10.47%	
MAXIMUM SALARY		79,908	70,957	70,346	72,180	
% Difference			11.20%	11.97%	9.67%	
ENVIRONMENTAL SCIENTIST III						
Grade 36						
MINIMUM SALARY	6	49,047	49,329	55,474	48,100	
% Difference			-0.57%	-13.10%	1.93%	
MAXIMUM SALARY		72,955	76,803	86,050	74,954	
% Difference			-5.27%	-17.95%	-2.74%	

STATE OF NEVADA 2016 SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
11.000 Regulatory						
COMPLIANCE INVESTIGATOR II						
Grade 32						
MINIMUM SALARY	9	41,322	44,775	47,462	42,626	
% Difference			-8.36%	-14.86%	-3.16%	
MAXIMUM SALARY		60,970	67,567	71,280	64,596	
% Difference			-10.82%	-16.91%	-5.95%	
SAFETY SPECIALIST, ENFORCEMENT						
Grade 37						
MINIMUM SALARY	10	51,198	55,814	59,167	47,991	
% Difference			-9.02%	-15.57%	6.26%	
MAXIMUM SALARY		76,316	83,094	86,168	75,920	
% Difference			-8.88%	-12.91%	0.52%	
INDUSTRIAL HYGIENIST III - DIR						
Grade 38						
MINIMUM SALARY	8	54,432	47,364	55,170	47,762	
% Difference			12.99%	-1.36%	12.25%	
MAXIMUM SALARY		79,908	69,413	84,262	64,464	
% Difference			13.13%	-5.45%	19.33%	
12.000 Social Services & Rehabilitation						
WORKFORCE SERVICES REPRESENTATIVE II						
Grade 28						
MINIMUM SALARY	7	35,078	35,816	37,269	35,574	
% Difference			-2.10%	-6.25%	-1.41%	
MAXIMUM SALARY		51,198	55,200	55,904	55,083	
% Difference			-7.82%	-9.19%	-7.59%	
SOCIAL WORKER II						
Grade 34						
MINIMUM SALARY	9	44,955	43,327	44,792	40,355	
% Difference			3.62%	0.36%	10.23%	
MAXIMUM SALARY		66,670	63,639	67,427	60,609	
% Difference			4.55%	-1.14%	9.09%	

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CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS	NEVADA PUBLIC EMPLOYERS	ALL WESTERN STATES	NEVADA PRIVATE EMPLOYERS
13.000 Sworn Law Enforcement						
<i>DPS OFFICER II</i>						
Grade 39						
MINIMUM SALARY	9	55,833	55,796	52,033	63,321	
% Difference			0.07%	6.81%	-13.41%	
MAXIMUM SALARY		83,604	75,522	71,554	83,458	
% Difference			9.67%	14.41%	0.17%	
<i>CORRECTIONAL OFFICER</i>						
Grade 33						
MINIMUM SALARY	11	43,180	40,577	49,103	33,472	
% Difference			6.03%	-13.72%	22.48%	
MAXIMUM SALARY		63,830	64,844	77,295	54,469	
% Difference			-1.59%	-21.10%	14.67%	
<i>FORENSIC SPECIALIST III</i>						
Grade 32						
MINIMUM SALARY	2	41,322	36,151		36,151	
% Difference			12.51%		12.51%	
MAXIMUM SALARY		60,970	47,512		47,512	
% Difference			22.07%		22.07%	

State of Nevada

Eight Year Average Pay Comparison with Nevada Municipalities

FY09 - FY16



