



**Unclassified Salary Survey Report
for the
Committee to Study the Salaries of Certain Positions
in the Unclassified and
Nonclassified Service of the State**

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SUMMARY

The authority for the survey was outlined in Senate Concurrent Resolution 6 of the 2017 Nevada State Legislature. The purpose of this report is to act as a resource for the Committee to Study the Salaries of Certain Positions in the Unclassified and Nonclassified Service of the State to assist them in making informed decisions relating to employee compensation.

At the direction of Committee, the Division of Human Resource Management (DHRM) conducted a salary survey of 37 Unclassified titles within the following State of Nevada agencies: Public Utilities Commission, Commission on Ethics and Nevada State Gaming Control Board. Of those 64 governmental and private organizations surveyed, DHRM received responses from 23 (35.93%) organizations overall.

SALARY SURVEY PROCEDURE

The 2018 Unclassified Salary Survey was designed by the Department of Administration, Division of Human Resource Management in response to Senate Concurrent Resolution 6 of the 2017 Legislative Session to facilitate the collection, analysis and presentation of salary information concerning unclassified positions specific to the Commission on Ethics, the Nevada Gaming Control Board, and the Public Utilities Commission of Nevada, and medical- and health-related positions. The survey 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 private and public employers and nation-wide state governments. State governments include Idaho, Montana, New Mexico, Oregon, Utah and Mississippi.

SELECTION OF UNCLASSIFIED POSITIONS

Titles included in the unclassified salary survey were provided by the Commission on Ethics, the Nevada Gaming Control Board, and the Public Utilities Commission of Nevada, based on changes in the cost of living, the rate of turnover, and difficulty of recruitment for positions compared to the private sector salaries for similar positions.

Thirty-seven positions were selected to be surveyed.

SALARY SURVEY METHODOLOGY

Employers were asked to report the minimum as well as the maximum salary paid for each survey class. The information provided was for salaries currently in effect.

ORGANIZATIONS SURVEYED

NV Energy Southwest Gas Corporation AT & T CenturyLink Utilities, Inc. (in NV, "Great Basin Water Company") Charles River Associates Strategen Consulting E3 Energy + Environmental Economics National Economic Research Associates The Brattle Group Utilitech, Inc. Tesla Southwest Energy Efficiency Project Natural Resources Defense Counsel Solar Energy Industries Association Regulatory Assistance Project Western Resource Advocates Switch Wal-Mart Holland & Hart McDonald Carano Lewis Roca Rothgerber Christie LLP Fennimore Craig Davison Van Cleve, P.C. Earthjustice Parsons Behle & Latimer Kaempfer Crowell Law Offices of Allison MacKenzie The Griffin Company Barrick Gold Corporation Newmont Mining Corporation Sierra Nevada Corporation IGT City of Las Vegas City of Henderson Clark County City of Reno Washoe County Federal Communications Commission	California Public Utilities Commission Arizona Corporation Commission Public Utilities Commission of Oregon California Independent System Operator Natural Regulatory Research Institute Lawrence Berkeley National Laboratory California Fair Political Practices Commission City of Oakland Public Ethics Commission Colorado Independent Ethics Commission Denver Board of Ethics Hawaii State Ethics Commission City and County of Honolulu Ethics Commission Oklahoma Ethics Commission Oregon Public Utility Commission Washington State Executive Ethics Board State of Pennsylvania State of New Jersey State of Massachusetts State of Mississippi State of Colorado State of Idaho State of Montana State of New Mexico State of Oregon State of Utah
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UNCLASSIFIED POSITION DESCRIPTIONS

U1007 CHIEF, ADMINISTRATION (GAMING CONTROL BOARD)

Responsible for the overall administration and management of the State of Nevada Gaming Control Board's administrative services and business functions on a statewide basis. Provides overall direction, oversight and control of the Gaming Control Board's human resources programs, financial services programs, facilities, professional standards, and records management services programs. Additionally, provides support and oversight of the gaming research, administrative hearings, and office support functions for the Gaming Control Board and the Nevada Gaming Commission.

U1018 NETWORK SPECIALIST 2 (GAMING CONTROL BOARD)

Responsible for enterprise IT operations involving systems administration, network administration, computer and application support, video conferencing support, as well as help desk support for all agency offices. This position requires strong technical skills relating to the above responsibilities, good customer service skills, good oral and written communication skills, as well as the ability to quickly and independently learn new technologies.

U1095 SENIOR APPLICATIONS DEVELOPER (GAMING CONTROL BOARD)

Responsible for application development for the Gaming Control Board. This involves all aspects of development, from business process analysis and requirements gathering, to implementation including designing, developing, testing, debugging, documenting and supporting software applications and SharePoint sites.

U1025 SUPERVISOR (GAMING CONTROL BOARD)

Accounting: Responsible for planning, organizing, directing and overseeing all accounting and fiscal management activities of the Gaming Control Board and supervision of a support staff.

U1022 AGENT, AUDIT (GAMING CONTROL BOARD)

Performs various audit procedures including evaluation of a casino's internal control environment and determining whether gaming licenses have adhered to the Minimum Internal Control Standards as required by the Board; performs financial statement analysis; evaluates the various components of audit risk; performs analytical review procedures and substantive testing. Requires a bachelor's degree in accounting or business administration with specific courses in accounting.

U1017 AGENT, ENFORCEMENT (GAMING CONTROL BOARD)

Conducts criminal, regulatory and intelligence investigations in compliance with State gaming statutes and applicable regulations; collects, analyzes, and documents the information obtained; prepares comprehensive reports for the distribution and use of the Gaming Control Board, the Nevada Gaming Commission and other authorized agencies; investigates disputes involving gaming activities; ensures regulatory compliance by gaming licensees; develops and operates informants; provides instruction and on the job training to new agents; may act as a first-line supervisor of subordinates. Must be certified as a Category I Peace Officer within one year of employment.

U1050 AGENT, TAX & LICENSE (GAMING CONTROL BOARD)

Responsible for conducting on-site reviews of gaming and general business records of gaming licensees; conducts inspections to determine degree of compliance with statutes and regulations; conducts counts of slots and gaming equipment. Provides licensees with guidance as to appropriate gaming revenue records that must be maintained and provides explanations and interpretations of the Gaming Control Act and regulations.

U1012 AGENT, INVESTIGATIONS (GAMING CONTROL BOARD)

Investigates applicants for gaming licenses and other transactions or issues and collects, analyzes and documents the information obtained. Responsible for preparing comprehensive investigative reports on gaming applications for presentation to the Gaming Control Board and Gaming Commission.

U1014 CHIEF, ENFORCEMENT (GAMING CONTROL BOARD)

Conducts criminal, regulatory and intelligence investigations in compliance with State gaming statutes and applicable regulations; collects, analyzes, and documents the information obtained; prepares comprehensive reports for the distribution and use of the Gaming Control Board, the Nevada Gaming Commission and other authorized agencies; investigates disputes involving gaming activities; ensures regulatory compliance by gaming licensees; develops and operates informants; provides instruction and on the job training to new agents; may act as a first-line supervisor of subordinates. Must be certified as a Category I Peace Officer within one year of employment.

U1026 ELECTRONIC LAB ENGINEER (GAMING CONTROL BOARD)

Responsible for evaluating gaming devices, gaming associated equipment, and modifications thereto for regulatory compliance; performing forensic analysis in the investigation of patron complaint, dispute, or criminal allegations; analyzing technology as it relates to the gaming industry for suitability; and performing related work as assigned.

U1070 SENIOR LAB ENGINEER (GAMING CONTROL BOARD)

Responsible for supervising the work performance of assigned staff; reviewing gaming devices, gaming associated equipment, and modifications thereto for regulatory compliance; performing forensic analysis in the investigation of patron complaint, dispute, or criminal allegations; analyzing technology as it relates to the gaming industry for suitability; and performing related work as assigned.

U1067 SENIOR RESEARCH SPECIALIST (GAMING CONTROL BOARD)

Researching, interpreting and applying federal, state and local statutes and regulations, including the Act and NGC Regulations, and remaining abreast of gaming trends, matters and issues within and outside of Nevada in order to complete projects as assigned. Tracking gaming legislative proposals and other legislative proposals potentially impacting the Board and/or staff and providing the Board and the Division Chiefs and/or their designees with written synopses and analyses of said proposals and status reports on, such legislative proposals.

U4702 CHAIR (PUBLIC UTILITIES COMMISSION)

As lead utility and energy regulator for the State, this position oversees public utilities consistent with state and federal law. Responsible for providing guidance on operations, and overall management of the Public Utilities Commission. This position presides over administrative hearings, investigatory proceedings, workshops and public consumer sessions while managing an active docket of litigated cases. Responsible for drafting legally binding orders, reports and administrative regulations.

U4407 EXECUTIVE DIRECTOR (PUBLIC UTILITIES COMMISSION)

Serves as Chief Financial Officer for the Commission, directs the daily operation of the organization including all administrative, human resources, public relations and development and implementation of policy and procedures. Manages all purchases, acquisitions and contracts for the commission.

U4501 PUBLIC UTILITIES COMMISSIONER (PUBLIC UTILITIES COMMISSION)

Oversees the regulation of public utilities consistent with state and federal law. Responsible for managing an active docket of litigated cases. Presides over administrative hearings, investigatory proceedings, public consumer sessions, and workshops. Drafts legally-binding orders, evidentiary and procedural rulings, reports, and administrative regulations.

U3903 CHIEF ATTORNEY (PUBLIC UTILITIES COMMISSION)

General Counsel PUC: This position acts as General Counsel to the commission specializing in the following areas of law: administrative, utility, energy, telecommunications, water, environmental, contract, employment, government affairs and appellate. This position represents the council in legislative matters and in interactions with state and federal agencies and officials. This position is a supervisory role, coordinating and managing workload for a staff of more junior attorneys.

Staff Counsel PUC: This position acts as legal support for the Regulatory Operations Staff. This position is a supervisory role overseeing and directing the strategy and analysis for commission staff's participation in commission proceedings and managing workload for a staff of attorneys and legal secretaries.

Hearing Officer PUC: Performs role of administrative law judge; schedules and presides over administrative proceedings, including prehearing conferences, consumer sessions, workshops, mediations, arbitrations, and hearings in rulemakings, investigations, and contested cases; rules on procedural motions and the admissibility of evidence. Prepares draft orders for the PUCN's consideration.

U3811 SENIOR ATTORNEY (PUBLIC UTILITIES COMMISSION)

Position A: Specializes in the following areas of law: administrative, utility, energy, telecommunications, water, environmental, contract, employment, and appellate. Represents the PUCN's interests before state and federal courts, and before federal regulatory agencies, in matters often involving complex litigation. Testifies before legislative committees and other governmental entities. Drafts various documents, including orders, notices, pleadings, memoranda, contracts, policies, and procedures. Reviews and edits documents prepared by other attorneys and assists with the professional development of entry-level attorneys.

Position B: Advises Staff Counsel and the Director of Regulatory Operations regarding probable legal or other impact of recommendations to the PUCN; represents the Regulatory Operations Staff ("Staff") in PUCN proceedings, which often involve complex litigation. Formulates and responds to data requests; prepares and executes protective agreements for receipt of confidential material; reviews filings for legal adequacy and content; prepares legal comments, briefs, responses to petitions, stipulations, proposed regulations, and other pleadings. Assists Staff's technical experts with the preparation of testimony; cross-examines other expert witnesses; negotiates settlements.

U3810 ADMINISTRATIVE ATTORNEY (PUBLIC UTILITIES COMMISSION)

This position is responsible for providing legal advice to commissioners and hearing officers, drafting orders, notices, reports, and regulations. Coordinating schedules, managing caseloads and participating in hearings, workshops and prehearing conferences. May also review filings received by the commission, draft notices and other legal documents and conduct legal research.

U3927 COMMISSION POLICY ADVISOR (PUBLIC UTILITIES COMMISSION)

Possesses education and substantial experience in one or more of the following fields: accounting, finance, economics, and engineering. Responsible for reviewing utility data and other evidence and presenting analysis to commissioners and hearing officers. Provides expertise and makes recommendations regarding the appropriate disposition of various utility regulation issues in contested proceedings. Monitors activities of federal, state, and regional regulatory entities and periodically provides briefings to commissioners on these activities.

U3921 MANAGER, SYSTEMS OPERATION (PUBLIC UTILITIES COMMISSION)

Manages and oversees the day-to-day information technology systems operations for the Commission, including, but not limited to: maintaining and monitoring the Commission's network and equipment; designing and maintaining database applications, records management systems, and Commission web site and Intranet; oversees the Commission's video conferencing system, IT security policies, and IT budget.

U4804 DIRECTOR, REGULATORY OPERATIONS (PUBLIC UTILITIES COMMISSION)

Supervises and manages all aspects of the Regulatory Operations Staff ("Staff"), comprised of five technical divisions (Engineering, Resource and Market Analysis, Financial Analysis, Consumer Complaint Resolution, and Rail Safety). Oversees all of Staff's participation before the PUCN, as well as all of Staff's independent investigations of utility operations within Nevada. Responsible for managing Staff resources for preparation and defense of expert testimony on complex issues, comments, reports, and other filings submitted to the PUCN. Determines, prepares, and presents Staff policy positions in proceedings before the PUCN; negotiates settlements between parties on behalf of Staff.

- U4919 MANAGER, RESOURCE/MARKET ANALYSIS (PUBLIC UTILITIES COMMISSION)**
 Manages the Resource and Market analysis division which develops economic analysis for support of Staff's participation in Commission proceedings. Serves as an expert witness in Commission proceedings through written and oral testimony. Manages several staff positions including one administrator responsible for tracking renewable energy credits.
- U4515 REGULATORY ECONOMIST (PUBLIC UTILITIES COMMISSION)**
 Performs applied economic research on a wide range of matters related to the short-term and long-term forecasting of loads and other billing determinates of public utilities, to include: competitive policy analysis, market analysis, cost analysis, and rate structure analysis of various aspects of utility issues (e.g., telecommunications, electric, gas, water and sewer). Conducts analysis to support the Regulatory Operations Staff's participation in PUCN proceedings, serves as expert witness in PUCN proceedings, preparing written testimony and orally defending testimony.
- U3908 MANAGER, SAFETY & QUALITY ASSURANCE (PUBLIC UTILITIES COMMISSION)**
 Manages the Engineering division which performs engineering and technical investigations and analysis concerning prudent resource and facility planning, design, construction and operation of utilities. May serve as expert witness for Commission proceedings. Oversees inspection activities regarding state's "Call Before You Dig" laws.
- U4410 ENGINEER, ELECTRIC (PUBLIC UTILITIES COMMISSION)**
 Performs detailed engineering and technical investigations and analyses in the areas of renewable energy, electric utility design, and construction and operation of electric utilities. Performs comprehensive audits and inspections of utility plant investments, such as generation facilities, new transmission and distribution facilities, and other plant records in the context of ratemaking, resource planning, and other regulatory proceedings; performs inspections of distributed energy resources; reviews applications for permits to construct utility facilities. Serves as expert witness in PUCN proceedings, preparing written testimony and orally defending testimony. Participates in all PUCN rulemaking and investigatory proceedings addressing renewable energy issues. Participates in planning meetings with various state, local, and federal agencies.
- U4411 ENGINEER, GAS PIPELINE (PUBLIC UTILITIES COMMISSION)**
 Conducts technical inspections, audits, and investigations of gas utility facilities and operators, including reviewing designs, construction work, operation and maintenance activities, and operation and emergency response procedures to ensure safety regulation compliance. Performs field inspections and investigations relating to excavation damage prevention (i.e. "One-call") for natural gas and other types of underground facilities. Serves as expert witness in PUCN proceedings, preparing written testimony and orally defending testimony.
- U4409 ENGINEER, WATER (PUBLIC UTILITIES COMMISSION)**
 Performs detailed engineering and technical investigations and analysis regarding prudent resource planning and facility planning, design, construction and operation of water and wastewater utilities. Conducts comprehensive audits, investigations, and inspections of regulated water and wastewater facilities. Interacts with various state, local, and federal agencies, including the Nevada Department of Environmental Protection and the Nevada Department of Water Resources. Serves as expert witness in PUCN proceedings, preparing written testimony and orally defending testimony.
- U4526 RESOURCE PLANNING ENGINEER (PUBLIC UTILITIES COMMISSION)**
 Performs detailed engineering and technical investigations related to utility resource planning. Performs code inspections of utilities. Serves as expert witness in PUCN proceedings, preparing written testimony and orally defending testimony.
- U2901 EXECUTIVE DIRECTOR, ETHICS (ETHICS COMMISSION)**
 Responsible for developing and implementing the Commission's budget, policies and procedures; appointing and supervising staff; developing and conducting outreach and education; and representing the Commission in the media/public, Executive Branch and the Legislature. This position conducts investigations of ethics complaints, negotiates settlement agreements and prosecutes cases before the

Commission. Responsible for recommending, drafting and presenting legislation and administrative regulations.

U2902 COMMISSION COUNSEL (ETHICS COMMISSION)

Responsible for representing the Commission and its staff in all legal matters. This position serves as the Commission's clerk and advisor for all legal pleadings and filings by parties in contested cases for quasi-judicial proceedings and requests for advisory opinions by public officers and employees.

U2904 ASSOCIATE COUNSEL (ETHICS COMMISSION)

Serves as legal counsel for the Executive Director in contested cases and the Associate Commission Counsel in non-contested matters.

U9088 SR. PSYCHIATRIST (RANGE C) (HHS AND CORRECTIONS)

Responsible for participating in and leading a multi-disciplinary team managing a wide variety of patients and diagnoses. Dynamic work responsibilities include providing assessments and evaluating patients, planning and reviewing care and treatment of individual patients; prescribing medications, preparing reports and case histories and interpreting medical records. Responsibilities also include ensuring regulatory and Joint Commission compliance as well as participation in the Resident training and Internship programs.

U9086 SR. INSTITUTIONAL DENTIST (B) (CORRECTIONS)

Establishes and administers a comprehensive institutional dental health program, including the clinical performance of professional activities in the administration of individual treatments of the institution's population. Requires a valid license to practice dentistry as well as 3 years of professional experience in a correctional setting.

U9087 SR. PHYSICIAN (RANGE C) (HHS, CORRECTIONS AND DETR)

Performs professional medical duties involving general examination, diagnosis, care and treatment; supervises the medical services; and performs related work as required. Responsible for prescribing medications by using standard pharmacological procedures.

U9074 PHARMACIST 1 (HHS AND CORRECTIONS)

Responsible for preparing, compounding and dispensing drugs upon written order from a licensed practitioner.

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS
<i>CHIEF, ADMINISTRATION (GAMING CONTROL BOARD)</i>		8	
AVERAGE AUTHORIZED MINIMUM SALARY		113,406	166,165
% Difference			-46.52%
AVERAGE AUTHORIZED MAXIMUM SALARY		113,406	252,490
% Difference			-122.64%
AVERAGE ACTUAL MINIMUM SALARY		113,406	205,320
% Difference			-81.05%
AVERAGE ACTUAL MAXIMUM SALARY		113,406	248,304
% Difference			-118.95%
<i>NETWORK SPECIALIST 2 (GAMING CONTROL BOARD)</i>		13	
AVERAGE AUTHORIZED MINIMUM SALARY		94,709	66,389
% Difference			29.90%
AVERAGE AUTHORIZED MAXIMUM SALARY		94,709	111,118
% Difference			-17.33%
AVERAGE ACTUAL MINIMUM SALARY		94,709	77,567
% Difference			18.10%
AVERAGE ACTUAL MAXIMUM SALARY		94,709	91,535
% Difference			3.35%
<i>SENIOR APPLICATIONS DEVELOPER (GAMING CONTROL BOARD)</i>		12	
AVERAGE AUTHORIZED MINIMUM SALARY		87,949	68,253
% Difference			22.39%
AVERAGE AUTHORIZED MAXIMUM SALARY		87,949	117,682
% Difference			-33.81%
AVERAGE ACTUAL MINIMUM SALARY		87,949	87,097
% Difference			0.97%
AVERAGE ACTUAL MAXIMUM SALARY		87,949	109,769
% Difference			-24.81%
<i>SUPERVISOR (GAMING CONTROL BOARD)</i>		13	
AVERAGE AUTHORIZED MINIMUM SALARY		93,723	70,971
% Difference			24.28%
AVERAGE AUTHORIZED MAXIMUM SALARY		93,723	112,274
% Difference			-19.79%
AVERAGE ACTUAL MINIMUM SALARY		93,723	83,822
% Difference			10.56%
AVERAGE ACTUAL MAXIMUM SALARY		93,723	98,236
% Difference			-4.82%
<i>AGENT, AUDIT (GAMING CONTROL BOARD)</i>		12	
AVERAGE AUTHORIZED MINIMUM SALARY		73,771	56,124
% Difference			23.92%
AVERAGE AUTHORIZED MAXIMUM SALARY		73,771	95,587
% Difference			-29.57%
AVERAGE ACTUAL MINIMUM SALARY		73,771	71,313
% Difference			3.33%
AVERAGE ACTUAL MAXIMUM SALARY		73,771	87,122
% Difference			-18.10%
<i>AGENT, ENFORCEMENT (GAMING CONTROL BOARD)</i>		6	
AVERAGE AUTHORIZED MINIMUM SALARY		73,771	44,037
% Difference			40.31%
AVERAGE AUTHORIZED MAXIMUM SALARY		73,771	86,931
% Difference			-17.84%
AVERAGE ACTUAL MINIMUM SALARY		73,771	55,690
% Difference			24.51%
AVERAGE ACTUAL MAXIMUM SALARY		73,771	69,771
% Difference			5.42%

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS
<i>AGENT, TAX & LICENSE (GAMING CONTROL BOARD)</i>		<i>10</i>	
AVERAGE AUTHORIZED MINIMUM SALARY		73,771	49,432
% Difference			32.99%
AVERAGE AUTHORIZED MAXIMUM SALARY		73,771	82,901
% Difference			-12.38%
AVERAGE ACTUAL MINIMUM SALARY		73,771	58,413
% Difference			20.82%
AVERAGE ACTUAL MAXIMUM SALARY		73,771	72,316
% Difference			1.97%
<i>AGENT, INVESTIGATIONS (GAMING CONTROL BOARD)</i>		<i>10</i>	
AVERAGE AUTHORIZED MINIMUM SALARY		73,771	50,071
% Difference			32.13%
AVERAGE AUTHORIZED MAXIMUM SALARY		73,771	76,857
% Difference			-4.18%
AVERAGE ACTUAL MINIMUM SALARY		73,771	56,188
% Difference			23.83%
AVERAGE ACTUAL MAXIMUM SALARY		73,771	65,441
% Difference			11.29%
<i>CHIEF, ENFORCEMENT (GAMING CONTROL BOARD)</i>		<i>8</i>	
AVERAGE AUTHORIZED MINIMUM SALARY		113,406	86,421
% Difference			23.80%
AVERAGE AUTHORIZED MAXIMUM SALARY		113,406	128,540
% Difference			-13.34%
AVERAGE ACTUAL MINIMUM SALARY		113,406	78,460
% Difference			30.81%
AVERAGE ACTUAL MAXIMUM SALARY		113,406	110,799
% Difference			2.30%
<i>ELECTRONIC LAB ENGINEER (GAMING CONTROL BOARD)</i>		<i>3</i>	
AVERAGE AUTHORIZED MINIMUM SALARY		100,452	58,518
% Difference			41.75%
AVERAGE AUTHORIZED MAXIMUM SALARY		100,452	87,948
% Difference			12.45%
AVERAGE ACTUAL MINIMUM SALARY		100,452	72,264
% Difference			28.06%
AVERAGE ACTUAL MAXIMUM SALARY		100,452	85,327
% Difference			15.06%
<i>SENIOR LAB ENGINEER (GAMING CONTROL BOARD)</i>		<i>4</i>	
AVERAGE AUTHORIZED MINIMUM SALARY		105,474	70,144
% Difference			33.50%
AVERAGE AUTHORIZED MAXIMUM SALARY		105,474	124,750
% Difference			-18.28%
AVERAGE ACTUAL MINIMUM SALARY		105,474	97,030
% Difference			8.01%
AVERAGE ACTUAL MAXIMUM SALARY		105,474	113,844
% Difference			-7.94%
<i>SENIOR RESEARCH SPECIALIST (GAMING CONTROL BOARD)</i>		<i>7</i>	
AVERAGE AUTHORIZED MINIMUM SALARY		99,726	64,512
% Difference			35.31%
AVERAGE AUTHORIZED MAXIMUM SALARY		99,726	97,103
% Difference			2.63%
AVERAGE ACTUAL MINIMUM SALARY		99,726	77,588
% Difference			22.20%
AVERAGE ACTUAL MAXIMUM SALARY		99,726	92,485
% Difference			7.26%

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS
<i>CHAIR (PUBLIC UTILITIES COMMISSION)</i>		<i>9</i>	
AVERAGE AUTHORIZED MINIMUM SALARY		132,540	111,405
% Difference			15.95%
AVERAGE AUTHORIZED MAXIMUM SALARY		132,540	154,855
% Difference			-16.84%
AVERAGE ACTUAL MINIMUM SALARY		132,540	133,215
% Difference			-0.51%
AVERAGE ACTUAL MAXIMUM SALARY		132,540	154,883
% Difference			-16.86%
<i>EXECUTIVE DIRECTOR (PUBLIC UTILITIES COMMISSION)</i>		<i>11</i>	
AVERAGE AUTHORIZED MINIMUM SALARY		124,181	123,230
% Difference			0.77%
AVERAGE AUTHORIZED MAXIMUM SALARY		124,181	190,029
% Difference			-53.03%
AVERAGE ACTUAL MINIMUM SALARY		124,181	156,651
% Difference			-26.15%
AVERAGE ACTUAL MAXIMUM SALARY		124,181	167,352
% Difference			-34.76%
<i>PUBLIC UTILITIES COMMISSIONER (PUBLIC UTILITIES COMMISSION)</i>		<i>6</i>	
AVERAGE AUTHORIZED MINIMUM SALARY		124,181	103,899
% Difference			16.33%
AVERAGE AUTHORIZED MAXIMUM SALARY		124,181	154,525
% Difference			-24.44%
AVERAGE ACTUAL MINIMUM SALARY		124,181	118,194
% Difference			4.82%
AVERAGE ACTUAL MAXIMUM SALARY		124,181	136,512
% Difference			-9.93%
<i>CHIEF ATTORNEY (GEN COUNSEL - PUBLIC UTILITIES COMMISSION)</i>		<i>10</i>	
AVERAGE AUTHORIZED MINIMUM SALARY		125,377	153,513
% Difference			-22.44%
AVERAGE AUTHORIZED MAXIMUM SALARY		125,377	251,657
% Difference			-100.72%
AVERAGE ACTUAL MINIMUM SALARY		125,377	211,033
% Difference			-68.32%
AVERAGE ACTUAL MAXIMUM SALARY		125,377	230,706
% Difference			-84.01%
<i>CHIEF ATTORNEY (STAFF COUNSEL - PUBLIC UTILITIES COMMISSION)</i>		<i>10</i>	
AVERAGE AUTHORIZED MINIMUM SALARY		125,377	121,585
% Difference			3.02%
AVERAGE AUTHORIZED MAXIMUM SALARY		125,377	190,448
% Difference			-51.90%
AVERAGE ACTUAL MINIMUM SALARY		125,377	158,587
% Difference			-26.49%
AVERAGE ACTUAL MAXIMUM SALARY		125,377	187,885
% Difference			-49.86%
<i>CHIEF ATTORNEY (HEARING OFFICER - PUBLIC UTILITIES COMMISSION)</i>		<i>6</i>	
AVERAGE AUTHORIZED MINIMUM SALARY		125,377	92,593
% Difference			26.15%
AVERAGE AUTHORIZED MAXIMUM SALARY		125,377	142,457
% Difference			-13.62%
AVERAGE ACTUAL MINIMUM SALARY		125,377	149,457
% Difference			-19.21%
AVERAGE ACTUAL MAXIMUM SALARY		125,377	186,146
% Difference			-48.47%

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS
<i>SNR ATTORNEY, PUBLIC UTILITIES COMMISSION, POSITION A</i>	<i>10</i>		
AVERAGE AUTHORIZED MINIMUM SALARY		113,436	100,980
% Difference			10.98%
AVERAGE AUTHORIZED MAXIMUM SALARY		113,436	168,071
% Difference			-48.16%
AVERAGE ACTUAL MINIMUM SALARY		113,436	113,784
% Difference			-0.31%
AVERAGE ACTUAL MAXIMUM SALARY		113,436	158,669
% Difference			-39.88%
<i>SNR ATTORNEY, PUBLIC UTILITIES COMMISSION, POSITION B</i>	<i>10</i>		
AVERAGE AUTHORIZED MINIMUM SALARY		113,436	112,374
% Difference			0.94%
AVERAGE AUTHORIZED MAXIMUM SALARY		113,436	180,628
% Difference			-59.23%
AVERAGE ACTUAL MINIMUM SALARY		113,436	145,014
% Difference			-27.84%
AVERAGE ACTUAL MAXIMUM SALARY		113,436	173,498
% Difference			-52.95%
<i>ADMINISTRATIVE ATTORNEY (PUBLIC UTILITIES COMMISSION)</i>	<i>7</i>		
AVERAGE AUTHORIZED MINIMUM SALARY		75,226	88,357
% Difference			-17.46%
AVERAGE AUTHORIZED MAXIMUM SALARY		75,226	143,261
% Difference			-90.44%
AVERAGE ACTUAL MINIMUM SALARY		75,226	101,841
% Difference			-35.38%
AVERAGE ACTUAL MAXIMUM SALARY		75,226	133,672
% Difference			-77.69%
<i>COMMISSION POLICY ADVISOR (PUBLIC UTILITIES COMMISSION)</i>	<i>7</i>		
AVERAGE AUTHORIZED MINIMUM SALARY		96,881	90,073
% Difference			7.03%
AVERAGE AUTHORIZED MAXIMUM SALARY		96,881	157,357
% Difference			-62.42%
AVERAGE ACTUAL MINIMUM SALARY		96,881	117,349
% Difference			-21.13%
AVERAGE ACTUAL MAXIMUM SALARY		96,881	132,195
% Difference			-36.45%
<i>MANAGER, SYSTEMS OPERATION (PUBLIC UTILITIES COMMISSION)</i>	<i>14</i>		
AVERAGE AUTHORIZED MINIMUM SALARY		97,572	83,058
% Difference			14.88%
AVERAGE AUTHORIZED MAXIMUM SALARY		97,572	134,605
% Difference			-37.95%
AVERAGE ACTUAL MINIMUM SALARY		97,572	96,351
% Difference			1.25%
AVERAGE ACTUAL MAXIMUM SALARY		97,572	120,781
% Difference			-23.79%
<i>DIRECTOR, REGULATORY OPERATIONS (PUBLIC UTILITIES COMMISSION)</i>	<i>8</i>		
AVERAGE AUTHORIZED MINIMUM SALARY		124,181	106,046
% Difference			14.60%
AVERAGE AUTHORIZED MAXIMUM SALARY		124,181	175,926
% Difference			-41.67%
AVERAGE ACTUAL MINIMUM SALARY		124,181	128,662
% Difference			-3.61%
AVERAGE ACTUAL MAXIMUM SALARY		124,181	151,988
% Difference			-22.39%

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS
<i>MANAGER, RESOURCE/MARKET ANALYSIS (PUBLIC UTILITIES COMMISSION)</i>		6	
AVERAGE AUTHORIZED MINIMUM SALARY		103,884	80,451
% Difference			22.56%
AVERAGE AUTHORIZED MAXIMUM SALARY		103,884	137,088
% Difference			-31.96%
AVERAGE ACTUAL MINIMUM SALARY		103,884	102,139
% Difference			1.68%
AVERAGE ACTUAL MAXIMUM SALARY		103,884	110,265
% Difference			-6.14%
<i>REGULATORY ECONOMIST (PUBLIC UTILITIES COMMISSION)</i>		10	
AVERAGE AUTHORIZED MINIMUM SALARY		96,900	63,693
% Difference			34.27%
AVERAGE AUTHORIZED MAXIMUM SALARY		96,900	119,888
% Difference			-23.72%
AVERAGE ACTUAL MINIMUM SALARY		96,900	82,609
% Difference			14.75%
AVERAGE ACTUAL MAXIMUM SALARY		96,900	101,091
% Difference			-4.33%
<i>MANAGER, SAFETY & QUALITY ASSURANCE (PUBLIC UTILITIES COMMISSION)</i>		10	
AVERAGE AUTHORIZED MINIMUM SALARY		98,881	81,965
% Difference			17.11%
AVERAGE AUTHORIZED MAXIMUM SALARY		98,881	136,444
% Difference			-37.99%
AVERAGE ACTUAL MINIMUM SALARY		98,881	96,101
% Difference			2.81%
AVERAGE ACTUAL MAXIMUM SALARY		98,881	120,265
% Difference			-21.63%
<i>ENGINEER, ELECTRIC (PUBLIC UTILITIES COMMISSION)</i>		7	
AVERAGE AUTHORIZED MINIMUM SALARY		96,900	63,600
% Difference			34.37%
AVERAGE AUTHORIZED MAXIMUM SALARY		96,900	97,952
% Difference			-1.09%
AVERAGE ACTUAL MINIMUM SALARY		96,900	80,547
% Difference			16.88%
AVERAGE ACTUAL MAXIMUM SALARY		96,900	93,624
% Difference			3.38%
<i>ENGINEER, GAS PIPELINE (PUBLIC UTILITIES COMMISSION)</i>		7	
AVERAGE AUTHORIZED MINIMUM SALARY		90,174	59,021
% Difference			34.55%
AVERAGE AUTHORIZED MAXIMUM SALARY		90,174	105,986
% Difference			-17.53%
AVERAGE ACTUAL MINIMUM SALARY		90,174	69,552
% Difference			22.87%
AVERAGE ACTUAL MAXIMUM SALARY		90,174	85,912
% Difference			4.73%
<i>ENGINEER, WATER (PUBLIC UTILITIES COMMISSION)</i>		6	
AVERAGE AUTHORIZED MINIMUM SALARY		98,881	64,086
% Difference			35.19%
AVERAGE AUTHORIZED MAXIMUM SALARY		98,881	98,809
% Difference			0.07%
AVERAGE ACTUAL MINIMUM SALARY		98,881	68,938
% Difference			30.28%
AVERAGE ACTUAL MAXIMUM SALARY		98,881	94,429
% Difference			4.50%

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS
<i>RESOURCE PLANNING ENGINEER (PUBLIC UTILITIES COMMISSION)</i>		7	
AVERAGE AUTHORIZED MINIMUM SALARY		90,174	74,838
% Difference			17.01%
AVERAGE AUTHORIZED MAXIMUM SALARY		90,174	123,619
% Difference			-37.09%
AVERAGE ACTUAL MINIMUM SALARY		90,174	89,125
% Difference			1.16%
AVERAGE ACTUAL MAXIMUM SALARY		90,174	104,842
% Difference			-16.27%
<i>EXECUTIVE DIRECTOR, ETHICS (ETHICS COMMISSION)</i>		7	
AVERAGE AUTHORIZED MINIMUM SALARY		113,436	133,940
% Difference			-18.08%
AVERAGE AUTHORIZED MAXIMUM SALARY		113,436	233,037
% Difference			-18.08%
AVERAGE ACTUAL MINIMUM SALARY		113,436	148,394
% Difference			-30.82%
AVERAGE ACTUAL MAXIMUM SALARY		113,436	166,711
% Difference			-30.82%
<i>COMMISSION COUNSEL (ETHICS COMMISSION)</i>		3	
AVERAGE AUTHORIZED MINIMUM SALARY		113,436	102,822
% Difference			9.36%
AVERAGE AUTHORIZED MAXIMUM SALARY		113,436	174,194
% Difference			-53.56%
AVERAGE ACTUAL MINIMUM SALARY		113,436	136,720
% Difference			-20.53%
AVERAGE ACTUAL MAXIMUM SALARY		113,436	159,970
% Difference			-41.02%
<i>ASSOCIATE COUNSEL (ETHICS COMMISSION)</i>		4	
AVERAGE AUTHORIZED MINIMUM SALARY		101,495	95,068
% Difference			6.33%
AVERAGE AUTHORIZED MAXIMUM SALARY		101,495	154,110
% Difference			-51.84%
AVERAGE ACTUAL MINIMUM SALARY		101,495	121,995
% Difference			-20.20%
AVERAGE ACTUAL MAXIMUM SALARY		101,495	166,009
% Difference			-63.56%
<i>SENIOR PSYCHIATRIST (RANGE C)(HHS AND CORRECTIONS)</i>		5	
AVERAGE AUTHORIZED MINIMUM SALARY		187,711	124,369
% Difference			33.74%
AVERAGE AUTHORIZED MAXIMUM SALARY		187,711	227,263
% Difference			-21.07%
AVERAGE ACTUAL MINIMUM SALARY		187,711	198,463
% Difference			-5.73%
AVERAGE ACTUAL MAXIMUM SALARY		187,711	233,541
% Difference			-24.42%
<i>SENIOR INSTITUTIONAL DENTIST (B)(CORRECTIONS)</i>		4	
AVERAGE AUTHORIZED MINIMUM SALARY		146,916	93,143
% Difference			36.60%
AVERAGE AUTHORIZED MAXIMUM SALARY		146,916	183,089
% Difference			-24.62%
AVERAGE ACTUAL MINIMUM SALARY		146,916	122,136
% Difference			16.87%
AVERAGE ACTUAL MAXIMUM SALARY		146,916	162,301
% Difference			-10.47%

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS
<i>SENIOR PHYSICIAN (RANGE C)(HHS, CORRECTIONS AND DETR)</i>		6	
AVERAGE AUTHORIZED MINIMUM SALARY		165,134	144,264
% Difference			12.64%
AVERAGE AUTHORIZED MAXIMUM SALARY		165,134	276,482
% Difference			-67.43%
AVERAGE ACTUAL MINIMUM SALARY		165,134	180,824
% Difference			-9.50%
AVERAGE ACTUAL MAXIMUM SALARY		165,134	224,711
% Difference			-36.08%
<i>PHARMACIST 1 (HHS AND CORRECTIONS)</i>		6	
AVERAGE AUTHORIZED MINIMUM SALARY		105,647	72,282
% Difference			31.58%
AVERAGE AUTHORIZED MAXIMUM SALARY		105,647	132,041
% Difference			-24.98%
AVERAGE ACTUAL MINIMUM SALARY		105,647	96,584
% Difference			8.58%
AVERAGE ACTUAL MAXIMUM SALARY		105,647	108,871
% Difference			-3.05%