

BULLETIN 19-6

**Committee to Study the Salaries of Certain Positions
in the Unclassified and Nonclassified
Service of the State
SCR 6 (File 45, *Statutes of Nevada 2017*)**



Legislative Counsel Bureau

OCTOBER 2018

**COMMITTEE TO STUDY THE SALARIES OF CERTAIN POSITIONS IN THE
UNCLASSIFIED AND NONCLASSIFIED SERVICE OF THE STATE**

Senate Concurrent Resolution 6, 2017 Legislative Session

Members

Senator David Parks, Chair
Assemblywoman Maggie Carlton, Vice Chair
Senator Pete Goicoechea
Senator Joyce Woodhouse
Assemblyman Chris Brooks
Assemblyman Al Kramer

Non-Voting

Peter Long, Administrator, Division of Human Resources,
Department of Administration

Staff Contacts

Fiscal Analysis Division:
Jeff Ferguson, Senior Program Analyst
Becky Lowe, Secretary
(775) 684-6821

Legal Division:
Brenda Erdoes, Legislative Counsel
Asher Killian, Senior Principal Deputy Legislative Counsel
(775) 684-6830

This report was prepared by the Fiscal Analysis Division of the Legislative Counsel Bureau. For additional copies of this report, please contact the Research Library at (775) 684-6827 or library@lcb.state.nv.us.

TABLE OF CONTENTS

SENATE CONCURRENT RESOLUTION 6 (2017 SESSION)	iii
EXECUTIVE SUMMARY	1
I. INTRODUCTION	3
II. DISCUSSION OF TESTIMONY AND RECOMMENDATIONS	4
Review of Meetings Held by the Committee	4
III. COMMITTEE SUGGESTIONS	9
IV. APPENDICES	10

SENATE CONCURRENT RESOLUTION 6 (2017 SESSION)

WHEREAS, The Commission to Review the Compensation of Constitutional Officers, Legislators, Supreme Court Justices, Judges of the Court of Appeals, District Judges and Elected County Officers created by NRS 281.1571 makes its recommendations concerning the appropriate salaries to be paid to elected officers after comparing the current salaries of persons with similar qualifications who are employed by the State of Nevada and in the public sector and determining the minimum salary required to attract and retain experienced and competent persons; and

WHEREAS, The Administrator of the Division of Human Resource Management of the Department of Administration is authorized pursuant to NRS 284.175 to make recommendations to the Legislature concerning the appropriate salaries to be paid to employees in the classified service of the State after considering factors such as surveys of salaries of comparable jobs in government and private industry within the State of Nevada and western states, where appropriate, changes in the cost of living, the rate of turnover and difficulty of recruitment for particular positions and maintaining an equitable relationship among classifications; and

WHEREAS, There is no comparable mechanism for considering the appropriate salaries to be paid to state officers and employees who occupy positions in the unclassified and nonclassified service of the State; now, therefore, be it

RESOLVED BY THE SENATE OF THE STATE OF NEVADA, THE ASSEMBLY CONCURRING, That the Legislative Commission is hereby directed to appoint a committee to conduct an interim study, as described herein, which is composed of:

1. Three members of the Senate, two of whom are appointed by the Majority Leader of the Senate and one of whom is appointed by the Minority Leader of the Senate;
2. Three members of the Assembly, two of whom are appointed by the Speaker of the Assembly and one of whom is appointed by the Minority Leader of the Assembly; and
3. The Administrator of the Division of Human Resource Management of the Department of Administration, who shall serve as a nonvoting member of the committee; and be it further

RESOLVED, That the Legislative Commission shall designate one of the members appointed to the committee to serve as the Chair of the committee; and be it further

RESOLVED, That, the committee shall conduct an interim study concerning the appropriate salaries for certain positions in the unclassified and nonclassified service of the State, which must, without limitation:

1. Include a review of any position within the Judicial Department of the State Government, the Commission on Ethics, the Nevada Gaming Control Board, the Public Utilities Commission of Nevada and any other department, commission or agency of the State of Nevada as determined by the committee;
2. Include selection of the positions in the unclassified and nonclassified service of the State in each department, commission or agency of the State of Nevada which are to be included in the interim study;
3. Include a review of the salary paid to the state officer or employee in each position selected for review by the committee; and

4. Provide for a market salary analysis for each position selected for review by the committee to be performed in a manner determined by the committee; and be it further,

RESOLVED, That, in conducting the interim study, the committee may consider whether any position that is currently designated as within the classified, unclassified or nonclassified service of the State should be redesignated; and be it further

RESOLVED, That any recommended legislation proposed by the committee must be approved by a majority of the members of the Senate and a majority of the members of the Assembly appointed to the committee; and be it further

RESOLVED, That the Legislative Commission shall submit a report of the results of the study and any recommendations for legislation to the Director of the Legislative Counsel Bureau for transmittal to the 80th Session of the Nevada Legislature; and be it further

RESOLVED, That the Secretary of the Senate prepare and transmit a copy of this resolution to the Governor, the Administrator of the Division of Human Resource Management of the Department of Administration and the Director of the Administrative Office of the Courts.

EXECUTIVE SUMMARY

The Committee to Study the Salaries of Certain Positions in the Unclassified and Nonclassified Service of the State was established per the enactment of S.C.R. 6 in 2017 by the 79th Session of the Nevada Legislature. The Committee was comprised of six legislators, three from each house, and one nonvoting member who is the Administrator of the Division of Human Resource Management in the Department of Administration. Per the enabling legislation, the Legislative Counsel Bureau was charged with providing administrative and technical assistance to the Committee as requested by the chair.

The Committee held three meetings during the 2017-2018 Interim. All three meetings were held in the Grant Sawyer State Office Building in Las Vegas, Nevada, with videoconference to the Legislative Building in Carson City, Nevada. Each meeting focused primarily on the specific areas as follows:

1. January 31, 2018 – Role of the Committee and criteria for selecting positions for market salary analysis;
2. February 8, 2018 – Selection of positions for market salary analysis;
3. June 1, 2018 – Results of market salary analysis.

The study determined how the salaries of certain unclassified positions in state service compare to similar positions in comparable public service organizations and the private sector through a market salary analysis performed by the Division of Human Resource Management (DHRM). Accordingly, the Committee considered the definitions, roles, and salary structures for unclassified positions in the state. The Committee learned that 15 positions in the Judicial Department would be reviewed through a market salary analysis performed by an outside consultant, and therefore Judicial Department positions would not require review by the Committee.

The Committee selected 34 unclassified positions for inclusion in the study after considering information provided by the DHRM, the Public Utilities Commission of Nevada, the Nevada Gaming Control Board, the Commission on Ethics, and Legislative Counsel Bureau, Fiscal Analysis Division staff. At its final meeting, the Committee received presentations and information regarding the analysis performed by DHRM, as well as a presentation of the analysis commissioned by the Supreme Court.

The Committee concluded by recommending transmittal of the corresponding Committee report to the Legislative Commission for submittal to the Director of the Legislative Counsel Bureau for transmittal to the 80th Session of the Nevada Legislature, in accordance with S.C.R. 6. In addition, the Committee recommended transmittal of the report to the Governor's Office and to the Interim Finance Committee at a meeting prior to the beginning of the 2019 Legislative Session.

SUMMARY OF RECOMMENDATIONS

This summary presents the recommendations approved by the Committee to Study the Salaries of Certain Positions in the Unclassified and Nonclassified Service of the State at its June 1, 2018, meeting. The Committee submits the following:

- In order to convey the Committee's efforts with respect to the requirements as set forth in S.C.R. 6, the Committee voted to direct Fiscal Analysis Division staff to compile a report describing the Committee's activities and the results of the market salary analysis performed by the Division of Human Resource Management of the Department of Administration at the Committee's direction.
- The Committee voted to distribute the report to the Legislative Commission for submittal to the Director of the Legislative Counsel Bureau for transmittal to the 80th Session of the Nevada Legislature, in accordance with the provisions of S.C.R. 6. In addition, the Committee voted to transmit a copy of the report to the Governor's Office and to the Interim Finance Committee for inclusion at a meeting prior to the start of the 2019 Legislative Session.

I. INTRODUCTION

This report summarizes the work and results of the Committee to Study the Salaries of Certain Positions in the Unclassified and Nonclassified Service of the State (Committee). The Committee was created through S.C.R. 6 from the 2017 Legislative Session.

The Committee held three meetings. The dates of the meetings and associated links with the details of each meeting are listed below:

- Wednesday, January 31, 2018 1:00 PM:
<https://www.leg.state.nv.us/App/InterimCommittee/REL/Interim2017/Meeting/4886>
- Thursday, February 8, 2018 12:30 PM:
<https://www.leg.state.nv.us/App/InterimCommittee/REL/Interim2017/Meeting/4922>
- Friday, June 1, 2018 9:30 AM:
<https://www.leg.state.nv.us/App/InterimCommittee/REL/Interim2017/Meeting/4977>

More information about the Committee's activities—including minutes, recordings of meetings, and copies of presentations and other exhibits—may be accessed on the Legislature's website for the 2017-2018 Interim.

II. DISCUSSION OF TESTIMONY AND RECOMMENDATIONS

At the conclusion of its final meeting and work session on June 1, 2018, the Committee determined that with the three meetings held by the Committee, it had satisfied the requirements set forth under S.C.R. 6. Further, the Committee determined that results of the market salary analysis as requested by the Committee, as well as the results of the analysis performed on behalf of the Supreme Court of Nevada by an independent consultant, sufficiently convey the work of the Committee, and therefore a recommendation for legislation was not needed.

Review of Meetings Held by the Committee

The Committee held three meetings in carrying out its duties as outlined in S.C.R. 6. A brief summary of each meeting is outlined below. More information about the Committee's activities—including minutes, recordings of meetings, and copies of presentations and other exhibits—may be accessed on the Legislature's website here: [2017-2018 Interim - Committee to Study the Salaries of Certain Positions in the Unclassified and Nonclassified Service of the State](#).

January 31, 2018, Meeting

Presentation by the Division of Human Resource Management

During the first meeting of the Committee on Wednesday, January 31, 2018, the DHRM presented information on unclassified and nonclassified state positions. Specifically, nonclassified staff are typically limited to certain employees in the Office of the Governor, as well as in the Judicial and Legislative Branches of state government. Unclassified positions are authorized under *Nevada Revised Statutes* 284.140, and consist of the following state officers or employees in the Executive Department of State Government:

- Members of boards and commissions, and heads of department, agencies and institutions required by law to be appointed;
- Except as otherwise provided in NRS 223.085, 223.570, and 223.600, all persons required by law to be appointed by the Governor or heads of departments or agencies appointed by the Governor or by boards;
- All employees other than clerical in the Office of the Attorney General and the State Public Defender required by law to be appointed by the Attorney General or the State Public Defender;
- Except as otherwise provided by the Board of Regents of the University of Nevada pursuant to NRS 396.251, officers and members of the teaching staff and the staffs of the Agricultural Extension Department and Experiment Station of the Nevada System of Higher Education (NSHE), or any other state institution of learning, and student employees of these institutions.

The Committee learned that the salaries for nonclassified positions are not set by the Legislature or DHRM, but rather a pool of money is approved for salaries for these positions and the salary level is determined by the appointing authority. Alternatively, the salaries of unclassified positions

are included in the Governor's recommended budget for each biennium; however, the salary for unclassified positions is ultimately established by the Legislature for each biennium through legislation.

The DHRM also provided a brief explanation of the tiered salary structure that currently exists to establish salaries for certain positions within the unclassified service of the state. The Committee learned that there are 13 salary tiers for unclassified positions, and salaries for certain positions with specialized skills that do not meet the criteria of an existing tier may vary from the tiered salary structure.

The DHRM discussed the current market salary analyses that are performed by the division, explaining that the analyses begin with the selection of a representative sample of approximately 25 to 30 "benchmark" positions in the classified service. Once the benchmark positions have been identified, other public and private employers are sent surveys to determine the wage ranges for very similar, or matching, positions within the respective public and private employers.

The DHRM noted that market surveys are not conducted for unclassified positions because job descriptions and class specifications are not maintained by the division, and the statute related to surveys ([*Nevada Revised Statutes 284.175\[5\]\[a\]*](#)) is specific to classified positions only. The DHRM indicated it would be able to conduct a similar market salary analysis for the unclassified positions that the Committee ultimately selects for review. The division indicated it would survey other public employers and some private employers with similar positions to those the Committee would ultimately select for review. The data would be aggregated to show the minimum and maximum salaries for the positions being reviewed.

Presentation by the Nevada Supreme Court

The 2017 Legislature approved funding of \$13,525 in the Nevada Supreme Court's budget in FY 2018 to fund a Market Salary Analysis, Benchmark Salary Survey, for 15 positions in the Judicial Department. Members of the Judicial Department indicated that a consultant had been engaged in the fall of 2017 to perform the survey. The Judicial Department also indicated that it was currently working with the consultant, and expected the survey to be completed sometime in February 2018, after which the results could be presented to the S.C.R. 6 Committee.

While S.C.R. 6 specifically mentions positions in the Judicial Department of State Government as those the Committee could review, the Committee did not include unclassified and nonclassified positions in the Judicial Department, because those positions would be addressed under the separate analysis. The Committee discussed having the Court appear at a later meeting to present the findings from the analysis it commissioned, and it would consider the results for inclusion in the S.C.R. 6 Committee report.

Nevada System of Higher Education

Staff from the Fiscal Analysis Division of the Legislative Counsel Bureau presented information for the Committee regarding unclassified and nonclassified positions that exist within the Nevada System of Higher Education (NSHE). It was noted that the NSHE Board of Regents has assumed responsibility for setting the salaries for NSHE positions other than those in the classified service. Therefore, the DHRM indicated it does not maintain data on positions where the salary is set by

the NSHE Board of Regents. It was also noted that a means to study NSHE positions during the current biennium is available through Assembly Bill 202 from the 2017 Legislative Session, which provided for an interim study concerning the cost and affordability of higher education in this state. One of the requirements in Assembly Bill 202 is to examine whether the system of compensation for faculty of each institution is appropriate.

Discussion of Positions to Select for Market Salary Analysis

In order to assist the Committee in selecting positions to include in the market salary survey, the Committee was presented with information from the DHRM detailing the turnover rates for unclassified and nonclassified positions for calendar years 2015, 2016, and 2017. In addition, the Committee received a list of professional positions with specialized skills or that are currently unclassified and did not meet one of the specific salary tier criteria because they are typically more difficult to hire and may not have an established salary history.

The Committee directed Fiscal Analysis Division staff and the DHRM to collaborate and develop a list of recommended positions for the Committee to consider for the study. In making this request, the Committee asked that Fiscal Analysis Division staff and the DHRM provide a list of approximately 35 to 40 unclassified position classifications that have high rates of recent turnover, as well as positions that are hard to fill, such as law enforcement and health care positions. The Committee further directed Fiscal Analysis Division staff and the DHRM to include positions in the Nevada Gaming Control Board, the Public Utilities Commission of Nevada, and the Commission on Ethics, as well as any other positions that warrant inclusion based on their turnover rates and difficulty in filling.

The Committee elected to focus on unclassified positions, and not include nonclassified positions in the study, because salaries for nonclassified positions are set by the agency appointing authority, and are not specifically delineated through DHRM or legislation.

February 8, 2018, Meeting

During the second Committee meeting, the Committee received information from Committee staff on unclassified positions that might receive the most benefit from inclusion in the market salary analysis. In order to determine which unclassified positions to include on the list, Committee staff met with representatives from DHRM, the Commission on Ethics, the Nevada State Gaming Control Board, and the Public Utilities Commission of Nevada.

The group arrived at a list of 28 positions to recommend to the Committee for consideration for inclusion in the study (See Appendix A). The list included only the lowest level of each position within an unclassified title that is experiencing recruitment/retention issues, acknowledging that if the lower level positions were to receive a salary increase, the higher level positions in the classification title would receive similar salary adjustments to avoid salary compaction issues.

In addition to the positions identified by the group for inclusion in the market salary analysis, DHRM and Committee staff independently reviewed turnover rates in key positions in all other state agencies to identify additional positions that would benefit from being included in the study. As a result, five additional positions were identified to potentially include in the market salary analysis (See Appendix B). The result was a list of 33 total positions for the Committee to consider when selecting positions for the market salary analysis.

After discussion, the Committee approved the list of positions recommended for the market salary analysis, with the addition of Gaming Control Board Investigations Division Agents, and Tax and License Agents, and the removal of the Office of the Attorney General, Deputy Attorney General positions.

June 1, 2018, Meeting

DHRM Presentation of Market Salary Analysis

At the June 1, 2018, meeting, the Committee received a presentation from the DHRM on the results of the market salary analysis performed by the agency. A copy of the study and the associated results can be found in Appendix C.

In summary, the analysis included surveying the salaries of 34 unclassified position titles within the following State of Nevada agencies: Public Utilities Commission of Nevada; Commission on Ethics; Nevada State Gaming Control Board; Department of Health and Human Services; Division of Employment, Training, and Rehabilitation; and the Department of Corrections.

The survey results indicate the State of Nevada pays the majority of the positions surveyed less than comparable positions in the organizations represented by survey respondents. The Committee discussed these results and felt the information would be beneficial for those making unclassified salary decisions for the upcoming biennium and beyond.

Supreme Court Presentation on Commissioned Market Salary Analysis

In addition to the presentation detailing the results of the market salary analysis performed by the DHRM, the Nevada Supreme Court provided a presentation on the results of the market salary

analysis it commissioned through Trupp HR, which is a human resources consultant based in Portland, Oregon. A copy of the report can be found in Appendix D.

Discussion of S.C.R. 6 Committee Requirements

Upon hearing the presentations from the DHRM and the Supreme Court, and considering the results of the associated surveys, the Committee concluded that it had met the four requirements outlined in S.C.R. 6, which include: (1) review possible unclassified and nonclassified positions in the state; (2) selection of the positions to be included in the study; (3) review of the salaries of the positions selected for the analysis; and (4) provide for a market salary analysis for the selected positions performed by the DHRM.

III. COMMITTEE SUGGESTIONS

The S.C.R. 6 Committee did not submit a Bill Draft Request due to the nature of the Committee's work, and the fact that unclassified salaries are set by each Legislature through passage and approval of legislation. In order to convey the Committee's efforts, as well as the results of the Committee's actions, it voted to direct Fiscal Analysis Division staff to compile a report describing the Committee's activities and the results of the market salary analyses performed by the DHRM and commissioned by the Nevada Supreme Court. The Committee voted to send the report to the Legislative Commission for submittal to the Director of the Legislative Counsel Bureau for transmittal to the 80th Session of the Nevada Legislature, in accordance with the provisions of S.C.R. 6. In addition, the Committee voted to transmit a copy of the report to the Governor's Office and to the Interim Finance Committee for inclusion at a meeting prior to the start of the 2019 Legislative Session.

IV. APPENDICES

- Appendix A: List of potential position classifications in the Commission on Ethics, Nevada Gaming Control Board, and Public Utilities Commission of Nevada provided by the Department of Human Resource Management, Department of Administration, for consideration by the S.C.R. 6 Committee for inclusion in the market salary analysis.
- Appendix B: List of unclassified titles in other state agencies, selected based on recruitment difficulty, turnover, and specialized knowledge, skills and abilities, provided by the Department of Human Resource Management for consideration by the S.C.R. 6 Committee for inclusion in the market salary analysis.
- Appendix C: Unclassified Salary Survey Report for the Committee to Study the Salaries of Certain Positions in the Unclassified and Nonclassified Service of the State, prepared by the Division of Human Resource Management, Department of Administration.
- Appendix D: Market Analysis Report for the Supreme Court of Nevada, prepared by Trupp HR.

APPENDIX A

During the January 31, 2018, meeting of the Committee to Study the Salaries of Certain Positions in the Unclassified and Nonclassified Service of the State (Committee), the Committee requested the Division of Human Resource Management (DHRM) assemble a list of potential position classifications to aid the Committee in selecting positions for inclusion in the associated Market Salary Analysis. Accordingly, at the direction of the Committee, the DHRM met with representatives from the Commission on Ethics, the Nevada State Gaming Control Board, the Public Utilities Commission, and staff from the Fiscal Analysis Division of the Legislative Counsel Bureau, in order to determine which positions would receive the most benefit from inclusion in the study. As a result, the DHRM submits the following 28 positions for the Committee's consideration in selecting positions for the Market Salary Analysis:

DEPARTMENT	UCODE	TITLE	TOTAL POSITIO NS	CY 17 TURNOVER % RATE
Commission on Ethics	U2901	Executive Director, Ethics	1	0.00
	U2902	Commission Counsel	1	100.00
	U2904	Associate Counsel	1	0.00
Gaming Control Board	U1014	Chief, Enforcement	1	0.00
	U1007	Chief, Administration	1	100.00
	U1070	Senior Lab Engineer (EA)	3	0.00
	U1018	Network Specialist 2 (EA)	3	33.33
	U1025	Supervisor (EA)	3	0.00
	U1067	Senior Research Specialist (EA)	3	33.33
	U1022	Agent, Audit (EA)	61	8.20
	U1017	Agent, Enforcement (EA)	53	30.19
	U1095	Senior Applications Developer	4	75.00
Public Utilities Commission	U4702	Chair	1	0.00
	U4501	Public Utilities Commissioner (EA)	2	50.00
	U4407	Executive Director	1	0.00
	U3903	Chief Attorney (EA)	3	0.00
	U3810	Administrative Attorney (EA)	4	0.00
	U3811	Senior Attorney (EA)	12	0.00
	U3927	Commission Policy Advisor (EA)	4	50.00
	U3921	Manager, Systems Operations	1	0.00
	U4804	Director, Regulatory Operations	1	0.00
	U4409	Engineer, Water	1	0.00
	U4410	Engineer, Electric (EA)	4	0.00
	U4526	Resource Planning Engineer	1	0.00
	U4411	Engineer, Gas Pipeline (EA)	5	0.00
	U4515	Regulatory Economist (EA)	4	25.00
	U3908	Manager, Safety & Quality Assurance	1	0.00
	U4919	Manager, Resource/Market Analysis	1	0.00

APPENDIX B

The Division of Human Resource Management also submits the following five Unclassified Titles for the Committee's consideration for inclusion in the Market Salary Analysis. The decision to submit these specific titles was based on recruitment difficulty, turnover percentage (which is indicated), and specialized knowledge, skills and abilities required of the positions.

DEPARTMENT	UCODE	TITLE	TOTAL POSITIONS	CY 17 TURNOVER % RATE
Attorney General's Office	U0963	Deputy Attorney General	59	27.12
Department of Health and Human Services	U9074	Pharmacist 1 (EA)	9	55.56
	U9088	Sr Psychiatrist (Range C) (EA)	8	62.50
Department of Corrections	U9086	Sr Institutional Dentist (B) (EA)	7	42.86
	U9087	Sr Physician (Range C) (EA)	13	30.77



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

**Department of Administration
Division of Human Resource Management
209 E. Musser Street, Suite 101
Carson City, Nevada 89701**

Prepared By:
Department of Administration
Division of Human Resource Management

TABLE OF CONTENTS

- 1. SUMMARY**
- 2. SURVEY PROCEDURES**
- 3. SURVEYED ORGANIZATIONS**
- 4. SURVEYED POSITION DESCRIPTIONS**
- 5. SALARY DATA**

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

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.

2018 UNCLASSIFIED SALARY SURVEY

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%

2018 UNCLASSIFIED SALARY SURVEY

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%

2018 UNCLASSIFIED SALARY SURVEY

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%

2018 UNCLASSIFIED SALARY SURVEY

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%

2018 UNCLASSIFIED SALARY SURVEY

CLASS/TITLE	# OF RESPONDENTS	STATE OF NEVADA	ALL RESPONDENTS
<i>MANAGER, RESOURCE/MARKET ANALYSIS (PUBLIC UTILITIES COMMISSION)</i>	<i>6</i>		
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>	<i>10</i>		
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>	<i>10</i>		
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>	<i>7</i>		
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>	<i>7</i>		
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>	<i>6</i>		
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%

2018 UNCLASSIFIED SALARY SURVEY

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%

Market Analysis Report for



Supreme Court of Nevada

January 31, 2018

Market Analysis Report

Table of Contents

Project Overview 3

Market Research Methodology 3

Summary Results and Recommendations 4

Appendix A: Supreme Court of Nevada Market Analysis – Final Summaries..... 6

Market Analysis Report

Project Overview

The Supreme Court of Nevada (Court) has contracted with Trüpp to assist them in gathering market salary data for 15 of their job classifications. Trüpp worked closely with the Court's Personnel Officer to ensure the scope and deliverables of the project stayed on track.

Market Research Methodology

The Court identified six jurisdictions in which Trüpp was tasked with researching market salary data. These jurisdictions were chosen based on their comparator status to the Court. The jurisdictions reviewed were:

- City of Carson, Nevada
- City of Sparks, Nevada
- Clark County, Nevada
- Sonoma County Superior Court, California
- Elko County, Nevada
- Washoe County, Nevada

In addition to the publicly available data Trüpp gathered from the six above noted jurisdictions, Trüpp also collected market salary data from two leading sources -- Salary.com CompAnalyst® and Economic Research Institute (ERI) Salary Assessor.®

Salary.com CompAnalyst

The CompAnalyst market pricing database is comprised of data from hundreds of commercially available, top-tier surveys as well as local, industry, and association surveys. These surveys are comprised of 100 percent employer-reported salary information. CompAnalyst collects, analyzes, and aggregates data from these surveys. Each year surveys are reviewed for data integrity to insure it adheres to CompAnalyst's standards (in adherence with WorldAtWork standards).

Economic Research Institute (ERI) Salary Assessor

The ERI market pricing database is comprised of data from thousands of available salary surveys, not just those published by the largest survey firms. Salary data is evaluated for validity, reliability, and use. ERI results are all market based and reflect current market values. In cases where no survey data is available for a job in a specific city, ERI uses contiguous area wage data in concert with proprietary economic studies to report wage levels for that job in that location. ERI wage data is based on the market's price of jobs.

Trüpp used the following criteria when collecting data from the above sources to ensure the data gathered was from the most relevant markets.

Location

In compiling market salary data, Trüpp established criteria by which salary data would be filtered to best align with the positions at the Court. Since Trüpp was focusing on positions that are typically filled by

Market Analysis Report

applicants from the Carson City area, the location criterion was narrowed to Carson City, Nevada in ERI, and Reno, Nevada for CompAnalyst.

Industry

In order to assess salary data for businesses with relatively similar business needs, staff positions, and profitability, industry was used as a criterion when the position required experience in the Court's industry. Industry selections were different in each salary source and the industries used were Government Support Services for ERI Salary Assessor and Executive Compensation Assessor, and Edu., Gov't. & Nonprofit for CompAnalyst.

Company Size

In order to restrict salary data to companies of similar size, Trüpp collected data based on an employee count of 150 for both ERI Salary Assessor and Executive Compensation Assessor, as well as CompAnalyst salary resources.

Sufficient data is determined when benchmark matches were found within these database sources. When no matches were found within these databases, then four jurisdiction matches were considered sufficient.

Summary Results and Recommendations

Of the 15 classifications reviewed, 1 (Court Marshal) concluded in insufficient data. The remaining 14 classifications were sufficient. The summaries of each classification and their respective benchmark and jurisdiction matches can be found in the attached Appendix A.

For those classifications that had insufficient data, Trüpp recommends either maintaining the current grade range, or adjusting based on internal equity as needed.

The following classifications resulted in data that currently meets the market¹, and Trüpp would not recommend a grade range adjustment at this time:

- Court Services Analyst III
- IT Analyst II
- IT Technician III
- Personnel Analyst II

The following classifications had both sufficient matches and resulted in data that is currently behind the relevant market, therefore, Trüpp recommends the pay range be reviewed and an adjustment considered:

- Accounting Assistant II
- Administrative Assistant II
- Deputy Director
- Director & State Court Administrator – AOC
- Law Librarian II

¹ For the purposes of this study, Trüpp defines "meeting the market" as average range maximums being within 5% of relevant market data.

Market Analysis Report

- Legal Counsel
- Staff Attorney

The following classifications had both sufficient matches and resulted in data that is currently ahead of the relevant market:

- Deputy Clerk II
- Judicial Chambers Assistant
- Paralegal

In situations where classifications are ahead of the relevant market, Trüpp recommends the pay range be reviewed and an adjustment considered. Another approach would be to review and consider an adjustment to job tasks to ensure pay is commensurate with job duties, education and training, experience, work environment, physical demands, decision making, and supervisory responsibilities.

Market Analysis Report

Appendix A: Supreme Court of Nevada Market Analysis – Final Summaries

Accounting Assistant II

Sufficient Data

Under general supervision, the Accounting Assistant II performs a variety of clerical accounting work for the court such as maintaining records and tracking balances for diverse general ledger groups and/or categories, and preparing a wide variety of accounts payable and receivable documents. This position must also assign accounting codes in compliance with complex rules, regulations, and procedures, which may include contractual and grant limitations. This is the intermediate level for the Accounting Assistant series.

Jurisdiction	Job Title:	Match:	Min	Max
Economic Research Institute	Accounts Payable & Receivable Clerk	Sufficient Match	\$35,633	\$42,611
Kenexa CompAnalyst	Accounts Payable/Receivable Clerk	Sufficient Match	\$38,400	\$49,400
City of Carson	Accounting Clerk	Sufficient Match	\$31,320	\$46,980
City of Sparks		No Match		
Clark County	Financial Office Assistant II	Sufficient Match	\$33,051	\$51,168
Sonoma County	Account Clerk III	Sufficient Match	\$45,802	\$55,786
Elko County		No Match		
Washoe County	Account Clerk	Sufficient Match	\$41,662	\$54,101

Average	\$37,645	\$50,008
Median	\$37,017	\$50,284
Count	6	

Supreme Court of Nevada	\$32,030	\$46,312
+/- Market - Average	-14.92%	-7.39%
+/- Market - Median	-13.47%	-7.90%

Market Analysis Report

Administrative Assistant II

Sufficient Data

Under general supervision, the Administrative Assistant II performs a broad variety of clerical, secretarial and administrative support duties in an assigned department. Incumbents evaluate several alternative courses of action within the framework of established administrative policies and procedures. This is the intermediate level for the Administrative Assistant series.

Jurisdiction	Job Title:	Match:	Min	Max
Economic Research Institute	Budget Analyst	Sufficient Match	\$55,958	\$65,687
Kenexa CompAnalyst	Budget Analyst II	Sufficient Match	\$57,300	\$71,200
City of Carson		No Match		
City of Sparks	Administrative Analyst II	Sufficient Match	\$60,923	\$77,750
Clark County	Administrative Specialist	Sufficient Match	\$44,970	\$69,659
Sonoma County		No Match		
Elko County	Administrative Assistant II	Sufficient Match	\$37,294	\$48,672
Washoe County	Administrative Assistant II	Sufficient Match	\$56,202	\$73,029

Average	\$52,108	\$67,666
Median	\$56,080	\$70,430
Count	6	

Supreme Court of Nevada	\$32,030	\$46,312
+/- Market - Average	-38.53%	-31.56%
+/- Market - Median	-42.89%	-34.24%

Market Analysis Report

Court Marshal

Insufficient Data

This position is responsible, under the direction of the Supreme Court Chief Marshal, for the provision of security services for the Justices of the Nevada Supreme Court, Supreme Court employees, the members of the public who access the Supreme Court, and the property of the Court.

Jurisdiction	Job Title:	Match:	Min	Max
Economic Research Institute		No Match		
Kenexa CompAnalyst		No Match		
City of Carson	Marshal	Sufficient Match	\$50,583	\$75,874
City of Sparks	Police Officer	Sufficient Match	\$51,730	\$67,371
Clark County	Bailiff (Deputy Marshal)	Sufficient Match	\$48,568	\$75,254
Sonoma County		No Match		
Elko County		No Match		
Washoe County		No Match		

Average	\$50,294	\$72,833
Median	\$50,583	\$75,254
Count	3	

Supreme Court of Nevada	\$50,508	\$75,147
+/- Market - Average	0.43%	3.18%
+/- Market - Median	-0.15%	-0.14%

Market Analysis Report

Court Services Analyst III

Sufficient Data

Under general direction, Court Services Analyst III performs technically complex assignments critical to Court operations. Conduct semi-complex, sensitive, investigative, and analytical studies that may involve any aspect of the agency's operations such as planning, research, policy development, budgeting, legislative drafting, and systems design at the advanced level. This class is distinguished from the Court Services Analyst II class based upon the level of technical complexity involved in work assignments.

Jurisdiction	Job Title:	Match:	Min	Max
Economic Research Institute	Analyst Business Data	Sufficient Match	\$58,511	\$68,742
Kenexa CompAnalyst	Business Data Analyst II	Sufficient Match	\$54,600	\$70,300
City of Carson	Fiscal Analyst	Sufficient Match	\$50,393	\$75,589
City of Sparks	Administrative Analyst II	Sufficient Match	\$60,923	\$77,750
Clark County	Management Analyst II	Sufficient Match	\$56,576	\$87,776
Sonoma County	Management Analyst/Grant Coordinator	Sufficient Match	\$64,979	\$79,165
Elko County		No Match		
Washoe County	Management Analyst	Sufficient Match	\$62,275	\$80,995

Average	\$58,322	\$77,188
Median	\$58,511	\$77,750
Count	7	

Supreme Court of Nevada	\$52,743	\$78,613
+/- Market - Average	-9.57%	1.85%
+/- Market - Median	-9.86%	1.11%

Market Analysis Report

Deputy Clerk II

Sufficient Data

The Deputy Clerk II processes and files incoming and outgoing documents and enters them on the Court's docket using the Court's Case Management System. Incumbents supervise and train other staff members.

Jurisdiction	Job Title:	Match:	Min	Max
Economic Research Institute	Clerk Docket	Sufficient Match	\$42,384	\$51,285
Kenexa CompAnalyst	General Clerk III	Sufficient Match	\$35,600	\$45,500
City of Carson	Judicial Clerk II	Sufficient Match	\$40,440	\$60,659
City of Sparks	Legal Secretary Senior	Sufficient Match	\$45,510	\$57,990
Clark County	Legal Office Assistant II	Sufficient Match	\$33,051	\$51,168
Sonoma County	Court Legal Process Clerk II	Sufficient Match	\$41,558	\$50,627
Elko County	Deputy Court Clerk	Sufficient Match	\$42,453	\$55,411
Washoe County	Deputy Clerk - County Commissioners	Sufficient Match	\$46,509	\$60,403

Average	\$40,938	\$54,130
Median	\$41,971	\$53,348
Count	8	

Supreme Court of Nevada	\$46,311.84	\$68,674.32
+/- Market - Average	13.13%	26.87%
+/- Market - Median	10.34%	28.73%

Market Analysis Report

Deputy Director – AOC

Sufficient Data

Under direction of the AOC Director, the Deputy Director is responsible for planning, organizing, directing, and assessing and has general oversight and direct responsibility over their assigned department.

Jurisdiction	Job Title:	Match:	Min	Max
Economic Research Institute	Operations Director	Sufficient Match	\$94,723	\$115,328
Kenexa CompAnalyst	Operations Director	Sufficient Match	\$115,400	\$150,400
City of Carson	Deputy City Manager	Sufficient Match	\$104,735	\$167,575
City of Sparks	Assistant City Manager	Sufficient Match	\$0	\$185,578
Clark County	Assistant Court Administrator	Sufficient Match	\$89,814	\$139,173
Sonoma County	Court Operations Manager	Sufficient Match	\$80,122	\$97,614
Elko County		No Match		
Washoe County	Assistant District Court Administrator	Sufficient Match	\$82,451	\$119,558

Average	\$94,541	\$139,318
Median	\$89,814	\$139,173
Count	7	

Supreme Court of Nevada	\$101,495	\$113,436
+/- Market - Average	7.36%	-18.58%
+/- Market - Median	13.01%	-18.49%

Market Analysis Report

Director & State Court Administrator – AOC

Sufficient Data

The Director of the Administrative Office of the Courts under the direction of the Supreme Court manages its obligations as the administrative head of Nevada's court system. The Director, as the senior executive in charge of the Administrative Office of the Courts, is appointed by and serves at the pleasure of the Supreme Court, and acts under the general direction of the Chief Justice and the Justices of the Nevada Supreme Court. The Supreme Court delegates to the Director a wide variety of responsibilities related to planning, directing, and coordinating administrative policies and practices throughout the judicial branch. The Director performs the following duties personally or through subordinates.

Jurisdiction	Job Title:	Match:	Min	Max
Economic Research Institute	Chief Administrative Officer	Sufficient Match	\$117,929	\$163,809
Kenexa CompAnalyst	Administrative Services Director	Sufficient Match	\$78,600	\$114,600
City of Carson	CCVB Executive Director	Sufficient Match	\$106,000	\$170,000
City of Sparks	City Manager	Sufficient Match	\$0	\$197,600
Clark County	Court Executive Officer	Sufficient Match	\$113,131	\$175,365
Sonoma County	Court Executive Officer	Sufficient Match	\$175,000	\$200,000
Elko County		No Match		
Washoe County	Division Director Finance & Administration	Sufficient Match	\$94,952	\$123,386

Average	\$114,269	\$163,537
Median	\$106,000	\$170,000
Count	7	

Supreme Court of Nevada	\$131,347	\$131,347
+/- Market - Average	14.95%	-19.68%
+/- Market - Median	23.91%	-22.74%

Market Analysis Report

IT Analyst II

Sufficient Data

Under general supervision, performs journey level duties and may serve as a lead worker to lower level analysts and IT staff as assigned. May train lower level staff and/or lead small projects; analyzes, researches, documents, validates, and trains technology solutions for enterprise level IT systems and services utilized by the Nevada Supreme Court and/or the Nevada Judiciary. Incumbents perform professional work to improve information systems and ensure that IT services meet current and future business objectives.

Jurisdiction	Job Title:	Match:	Min	Max
Economic Research Institute	Business Systems Analyst	Sufficient Match	\$67,270	\$78,476
Kenexa CompAnalyst	Business Systems Analyst II	Sufficient Match	\$57,500	\$72,800
City of Carson	Business Systems Analyst	Sufficient Match	\$56,402	\$84,604
City of Sparks	Systems Analyst I	Sufficient Match	\$52,042	\$67,704
Clark County	Business Systems Analyst II	Sufficient Match	\$56,576	\$87,776
Sonoma County	Business Systems Analyst	Sufficient Match	\$67,787	\$82,618
Elko County		No Match		
Washoe County	Business Systems Analyst	Sufficient Match	\$62,275	\$80,995

Average	\$59,979	\$79,282
Median	\$57,500	\$80,995
Count	7	

Supreme Court of Nevada	\$55,040	\$82,309
+/- Market - Average	-8.23%	3.82%
+/- Market - Median	-4.28%	1.62%

Market Analysis Report

IT Technician III

Sufficient Data

Under limited supervision, performs advanced journey level duties. Procures, installs, configures, maintains, and repairs computers, printers, peripherals, operating systems, and applications. Satisfies user requests and troubleshoots problems by providing level 1 and 2 support for the IT Service Desk by identifying and deciding how to resolve problems themselves or through appropriate referral. Assists with operational support for enterprise information systems utilized by the Nevada Supreme Court and/or the Nevada Judiciary. Incumbents perform technical work to maintain equipment and applications essential for users to conduct court business.

Jurisdiction	Job Title:	Match:	Min	Max
Economic Research Institute	Help Desk Representative	Sufficient Match	\$45,487	\$52,958
Kenexa CompAnalyst	Help Desk Support Sr.	Sufficient Match	\$48,900	\$62,000
City of Carson	IT Systems Technician	Sufficient Match	\$40,440	\$60,659
City of Sparks	Information Technology Support Specialist II	Sufficient Match	\$49,400	\$63,024
Clark County	IT Customer Support Specialist II	Sufficient Match	\$44,970	\$69,659
Sonoma County		No Match		
Elko County	Network Technician	Sufficient Match	\$36,338	\$47,424
Washoe County	Technology Systems Technician	Sufficient Match	\$46,509	\$60,403

Average	\$44,578	\$59,447
Median	\$45,487	\$60,659
Count	7	

Supreme Court of Nevada	\$39,192	\$57,504
+/- Market - Average	-12.08%	-3.27%
+/- Market - Median	-13.84%	-5.20%

Market Analysis Report

Judicial Chambers Administrator

Sufficient Data

This position, which is unique from other established state positions, serves as the exclusive and confidential assistant to a Justice of the Supreme Court of Nevada. The Supreme Court of Nevada is the administrative head of all district, justice and municipal courts and has the authority to promulgate rules and regulations in all civil and criminal court matters relating to process, practice, procedures and appeals that have the force and effect of law.

Jurisdiction	Job Title:	Match:	Min	Max
Economic Research Institute	Executive Assistant	Sufficient Match	\$56,677	\$67,052
Kenexa CompAnalyst	Executive Assistant	Sufficient Match	\$49,200	\$62,600
City of Carson	Judicial Assistant	Sufficient Match	\$55,432	\$83,148
City of Sparks		No Match		
Clark County	Judicial Executive Assistant	Sufficient Match	\$48,568	\$75,254
Sonoma County	Judicial Assistant	Sufficient Match	\$54,059	\$65,874
Elko County	Judicial Assistant Secretary	Sufficient Match	\$48,360	\$63,086
Washoe County	Judge's Administrative Assistant	Sufficient Match	\$59,654	\$80,517

Average	\$53,136	\$71,076
Median	\$54,059	\$67,052
Count	7	

Supreme Court of Nevada	\$52,743	\$78,613
+/- Market - Average	-0.74%	10.60%
+/- Market - Median	-2.43%	17.24%

Market Analysis Report

Law Librarian II

Sufficient Data

Under general direction, the Librarian II typically perform all or part of the duties in support of the Law Library mission to provide organization and access to a wide selection of legal information resources. Incumbents perform administrative work in planning, coordinating and directing activities within one or more functional areas of the Law Library.

Jurisdiction	Job Title:	Match:	Min	Max
Economic Research Institute	Librarian Special Library	Sufficient Match	\$54,710	\$62,794
Kenexa CompAnalyst	Librarian	Sufficient Match	\$45,500	\$62,600
City of Carson	Librarian	Sufficient Match	\$51,276	\$76,913
City of Sparks		No Match		
Clark County	Law Librarian II	Sufficient Match	\$48,568	\$75,254
Sonoma County		No Match		
Elko County	Reference Librarian	Sufficient Match	\$47,070	\$61,422
Washoe County	Law Librarian II	Sufficient Match	\$61,152	\$83,200

Average	\$51,379	\$70,364
Median	\$49,922	\$69,024
Count	6	

Supreme Court of Nevada	\$44,474	\$65,751
+/- Market - Average	-13.44%	-6.56%
+/- Market - Median	-10.91%	-4.74%

Market Analysis Report

Legal Counsel

Sufficient Data

Under general direction from the Chief Justice and the Associate Justices of the Nevada Supreme Court, the Criminal Division Legal Counsel administers and oversees all functions of the Court's Criminal Division of the Central Legal Staff. These functions generally include: jurisdictional prescreening; processing of an extensive criminal case load including: death penalty, general, fast track, proper person criminal appeals, and writ petitions; case management tracking and drafting of procedural orders relating to criminal cases; issuing tracking and screening for appropriate assignment to various decisional tracks; reviewing and editing of criminal decisions.

Jurisdiction	Job Title:	Match:	Min	Max
Economic Research Institute	Director Legal	Sufficient Match	\$111,719	\$141,090
Kenexa CompAnalyst	Top Division Legal Executive	Sufficient Match	\$166,000	\$237,900
City of Carson	Chief Deputy District Attorney	Sufficient Match	\$88,649	\$141,838
City of Sparks		No Match		
Clark County	County Counsel	Sufficient Match	\$126,693	\$196,352
Sonoma County		No Match		
Elko County		No Match		
Washoe County		No Match		

Average	\$123,265	\$179,295
Median	\$119,206	\$169,095
Count	4	

Supreme Court of Nevada	\$125,377	\$137,286
+/- Market - Average	1.71%	-23.43%
+/- Market - Median	5.18%	-18.81%

Market Analysis Report

Paralegal II

Sufficient Data

Under the direction of the Clerk of Court, Assistant Reporter of Decisions, or Supervisory Staff Attorneys of the Clerk's Office, the Paralegal provides paralegal services for the staff attorneys working in the Clerk's Office.

Jurisdiction	Job Title:	Match:	Min	Max
Economic Research Institute	Paralegal	Sufficient Match	\$52,068	\$60,915
Kenexa CompAnalyst	Paralegal II	Sufficient Match	\$49,300	\$62,900
City of Carson		No Match		
City of Sparks		No Match		
Clark County	Paralegal	Sufficient Match	\$44,970	\$69,659
Sonoma County	Court Legal Assistant I/II	Sufficient Match	\$51,522	\$65,823
Elko County		No Match		
Washoe County		No Match		

Average	\$49,465	\$64,824
Median	\$50,411	\$64,362
Count		4

Supreme Court of Nevada	\$48,337	\$71,806
+/- Market - Average	-2.28%	10.77%
+/- Market - Median	-4.11%	11.57%

Comments: Carson City's Legal Aid and Legal Assistant were poor matches and neither required a paralegal degree. Analyst determined neither of these were a match.

Market Analysis Report

Personnel Analyst II

Sufficient Data

Under the direction of the Personnel Analyst III or the Human Resources & Payroll Manager, Personnel Analyst positions perform journey level professional personnel functions for the Court. Work may involve employee relations, recruitment and selection, classification and compensation, employee development, senior judge program, benefit administration, staffing and payroll.

Jurisdiction	Job Title:	Match:	Min	Max
Economic Research Institute	Human Resources Generalist	Sufficient Match	\$53,596	\$62,239
Kenexa CompAnalyst	Human Resources Generalist II	Sufficient Match	\$49,300	\$62,400
City of Carson	Human Resources Generalist	Sufficient Match	\$50,583	\$75,874
City of Sparks	Human Resources Analyst I	Sufficient Match	\$57,325	\$74,277
Clark County	Human Resources Analyst II	Sufficient Match	\$56,576	\$87,776
Sonoma County	Human Resoureecs Assistant	Sufficient Match	\$50,856	\$61,963
Elko County		No Match		
Washoe County		No Match		

Average	\$53,039	\$70,755
Median	\$52,226	\$68,339
Count	6	

Supreme Court of Nevada	\$46,312	\$68,674
+/- Market - Average	-12.68%	-2.94%
+/- Market - Median	-11.32%	0.49%

Market Analysis Report

Staff Attorney

Sufficient Data

Under direction of the Legal Counsel of the Criminal Division, and the Supervisory Staff Attorneys of the Criminal Division, a Staff Attorney in the Criminal Division assists the Court in processing the criminal caseload and resolving cases assigned to the Criminal Division.

Jurisdiction	Job Title:	Match:	Min	Max
Economic Research Institute	Staff Attorney	Sufficient Match	\$91,471	\$105,113
Kenexa CompAnalyst	Associate General Counsel	Sufficient Match	\$135,400	\$186,300
City of Carson	Deputy District Attorney	Sufficient Match	\$63,828	\$107,120
City of Sparks	Assistant City Attorney II	Sufficient Match	\$79,976	\$113,630
Clark County	Attorney	Sufficient Match	\$77,022	\$139,173
Sonoma County	Court Research Attorney I	Sufficient Match	\$85,862	\$104,624
Elko County		No Match		
Washoe County	Deputy District Attorney II	Sufficient Match	\$76,731	\$103,522

Average	\$87,184	\$122,783
Median	\$79,976	\$107,120
Count	7	

Supreme Court of Nevada	\$76,045	\$101,495
+/- Market - Average	-12.78%	-17.34%
+/- Market - Median	-4.92%	-5.25%