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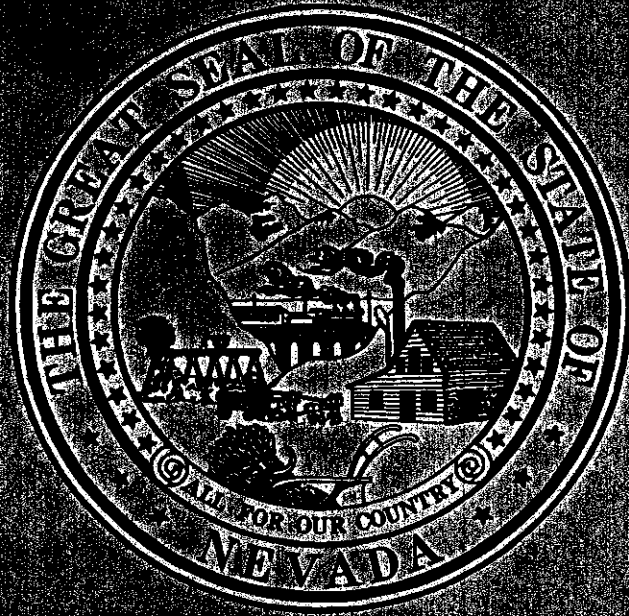
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State of Nevada



2002 Salary and Benefits Survey



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SALARY SURVEY INTRODUCTION

The Department of Personnel conducts a salary survey for the purpose of comparing salaries paid to State employees with those of other employers. The authority for the survey is contained in NRS 284.175(5) as follows:

"In making recommendations during regular legislative sessions concerning salaries for the classified service of the state, the director shall consider factors such as:

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

The salary information included in this report for the benchmark classes, occupational study classes and special survey classes reflects salary data in effect in July 2002.

An analysis of the survey data indicates the following:

- When data from all Nevada employers and western state governments is considered as a whole, we are behind the labor market on an average by -1.71%.
- In comparison to western state employers, we are slightly ahead of the labor market by an average of 2.49%.
- The State's salaries fall behind in the Nevada marketplace with an average lag of -18.73%. This reflects a disparity with the Southern Nevada labor market of -21.94% and a disparity with the Northern Nevada market of -13.99%. Salary adjustments implemented by the Governor and approved by the Legislature in the last biennium have reversed the upward trend in salary disparities reflected in the last survey. Data reported in 1996, 1998, and 2000 compared to 2002 reflects this change: -16.6%, -17.62%, -26.02 and -18.73 respectively.

In addition to the benchmark survey conducted for the purpose of assessing the State's competitive position in the marketplace, a survey of occupational study classes was conducted. The percentage differences for occupational study classes included in the survey were averaged to determine the overall salary differential for each occupational study group.

A special survey of University Police Officer and Right-of-Way classes was conducted, and again, the percentage differences for these classes were averaged to determine the overall salary differential for the group.

A benefits survey was also conducted in conjunction with the salary survey. The results indicate Nevada's benefits exceed the western states by an average of +6.37%. When compared to the cities and counties in Nevada, the State lags by -29.79%.

The 2002 survey also compares the salaries of selected unclassified positions to similar positions in the other western states and local city and county governments.