

Washoe County - 2012 Custom Survey Results

WC Pay Grade	Benchmark Title (Washoe Title if Dif.)	WC Practice	WC Policy	WC Avg Longevity	WC Total Cash (Policy + Longevity)	Total Sample Market							
						# of Orgs	# of EEs	Salary Range Max (Policy)			Longevity AVG	Total Cash AVG	WC Total Cash % from Mkt TC
								AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG			
ZZ	Director of Finance	\$143.6	\$143.6	\$2.2	\$145.8	17	17	\$151.6	-5%	-5%	\$3.8	\$153.0	-5%
1YY	Director of Juvenile Services	\$124.1	\$132.9	\$2.6	\$135.5	7	6	\$133.3	-7%	0%	\$6.1	\$135.9	0%
WW	Director of Human Resources*	Vacant	\$121.2			20	17	\$136.0	-	-11%	\$4.1	\$137.5	-
VV	Budget Manager	Vacant	\$114.4			12	13	\$115.9	-	-1%	\$3.4	\$116.7	-
VV	Library Director	\$110.4	\$114.4	\$1.5	\$115.9	8	8	\$135.8	-19%	-16%	\$2.8	\$136.9	-15%
DVV	Division Director - Children's Services	\$114.4	\$114.4	\$1.3	\$115.7	6	12	\$125.3	-9%	-9%	\$5.2	\$127.9	-10%
DTT	IT Manager	\$103.2	\$103.2	\$1.7	\$104.9	20	60	\$111.3	-7%	-7%	\$4.1	\$112.5	-7%
DTT	Division Director - Air Quality Management	\$103.2	\$103.2			3	3	\$136.9	-25%	-25%	-	-	-
TT	Deputy District Attorney III	\$110.2	\$114.9	\$2.6	\$117.5	16	155	\$117.0	-6%	-2%	\$4.4	\$119.0	-1%
SS	Roads Superintendent	\$104.2	\$94.8	\$2.4	\$97.2	10	17	\$104.5	0%	-9%	-	-	-
RR	Chief Property Appraiser	\$88.3	\$88.3	\$2.0	\$90.3	14	29	\$91.9	-4%	-4%	\$3.1	\$93.0	-3%
RR	Planning Manager	\$88.3	\$88.3	\$2.2	\$90.5	15	28	\$97.8	-10%	-10%	\$3.6	\$99.2	-9%
QQ	Family Support Program Manager	\$82.6	\$82.6	\$1.9	\$84.4	4	11	\$91.2	-10%	-10%	-	-	-
QQ	Public Health Nurse Supervisor	\$85.4	\$85.4	\$1.8	\$87.2	10	21	\$90.0	-5%	-5%	-	-	-
PP	Sr. Technology Systems Developer	\$78.7	\$77.5	\$1.4	\$78.9	9	554	\$88.5	-11%	-12%	\$5.1	\$90.2	-12%
PP	Mental Health Counselor II	\$73.0	\$77.5	\$0.8	\$78.2	11	175	\$72.5	1%	7%	\$1.6	\$73.0	7%
PP	Social Services Supervisor	\$76.8	\$77.5	\$1.3	\$78.8	9	135	\$82.1	-7%	-6%	-	-	-
OO	WIC Program Manager	\$73.0	\$73.0	\$1.1	\$74.0	5	10	\$79.6	-8%	-8%	-	-	-
OO	Deputy District Attorney I	\$69.1	\$79.4			15	59	\$89.2	-23%	-11%	\$3.6	\$90.9	-
OO	District Park Manager	\$73.0	\$73.0	\$1.7	\$74.7	9	23	\$93.1	-22%	-22%	-	-	-
OO	Sr. Environmental Health Specialist	\$73.0	\$73.0	\$1.6	\$74.6	11	105	\$73.3	0%	0%	\$1.9	\$73.8	1%
NN	Chief Deputy Recorder	\$68.9	\$68.9	\$1.3	\$70.2	11	10	\$92.2	-25%	-25%	\$3.9	\$94.3	-26%
NN	Accountant II	\$65.9	\$68.9	\$1.1	\$70.0	19	225	\$67.4	-2%	2%	\$2.6	\$68.5	2%
NN	Fiscal Analyst II	Vacant	\$68.9			11	75	\$79.1	-	-13%	\$2.9	\$80.1	-
NN	Safety Officer	\$68.9	\$68.9	\$1.0	\$69.9	10	6	\$82.4	-16%	-16%	\$2.8	\$83.3	-16%
NN	Human Resource Analyst II	\$71.0	\$68.9	\$1.2	\$70.1	19	68	\$77.3	-8%	-11%	\$2.6	\$78.3	-10%
NN	Business Systems Analyst II	\$64.0	\$68.9	\$0.5	\$69.4	12	1795	\$84.0	-24%	-18%	\$2.7	\$85.1	-18%
NN	Appraiser III	\$66.7	\$68.9	\$1.0	\$70.0	14	64	\$67.8	-2%	2%	\$1.9	\$68.3	2%

WC Pay Grade	Benchmark Title (Washoe Title if Dif.)	WC Practice	WC Policy	WC Avg Longevity	WC Total Cash (Policy + Longevity)	Total Sample Market							
						# of Orgs	# of EEs	Salary Range Max (Policy)			Longevity AVG	Total Cash AVG	WC Total Cash % from Mkt TC
								AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG			
NN	Librarian II	\$68.4	\$68.9	\$1.3	\$70.2	7	34	\$66.3	3%	4%	\$2.2	\$67.2	4%
NN	Air Quality Specialist II	\$68.1	\$68.9	\$1.1	\$70.1	5	44	\$76.5	-11%	-10%	-	-	-
NN	Environmental Health Specialist	\$65.2	\$68.9	\$0.9	\$69.8	12	58	\$69.6	-6%	-1%	\$1.9	\$70.0	0%
NN	Social Worker III	\$64.8	\$68.9	\$0.9	\$69.9	7	475	\$71.2	-9%	-3%	-	-	-
1NN	Juvenile Probation Officer II	\$63.9	\$65.7	\$1.1	\$66.8	10	283	\$68.3	-6%	-4%	\$2.4	\$69.2	-4%
NN	Planner	\$68.5	\$68.9	\$0.9	\$69.7	19	51	\$71.2	-4%	-3%	\$2.8	\$72.2	-3%
MM	Health Educator II	\$63.0	\$65.3	\$0.8	\$66.1	8	40	\$62.1	1%	5%	-	-	-
MM	Deputy Coroner (Investigator)	\$50.2	\$65.3			7	19	\$64.2	-22%	2%	\$2.0	\$65.1	-
LL	Administrative Assistant II	\$60.3	\$62.2	\$1.7	\$63.8	16	697	\$64.2	-6%	-3%	\$3.3	\$65.3	-2%
LL	Program Coordinator	\$62.2	\$62.2	\$1.3	\$63.4	14	198	\$64.9	-4%	-4%	\$1.0	\$65.2	-3%
LL	Payroll Supervisor (County Payroll Supervisor)	\$62.2	\$62.2	\$1.4	\$63.6	8	49	\$70.5	-12%	-12%	\$2.2	\$71.3	-11%
LL	Animal Services Supervisor	\$55.9	\$62.2	\$0.9	\$63.0	10	10	\$69.8	-20%	-11%	\$2.2	\$70.6	-11%
LL	Roads Supervisor	\$59.0	\$62.2	\$1.2	\$63.3	9	116	\$73.3	-19%	-15%	\$2.9	\$74.9	-15%
LL	Buyer	\$62.2	\$62.2	\$2.0	\$64.2	16	40	\$64.7	-4%	-4%	\$2.6	\$65.6	-2%
LL	Guardian Case Manager	\$61.2	\$62.1	\$1.0	\$63.0	9	71	\$63.9	-4%	-3%	\$2.4	\$64.9	-3%
LL	Social Services Case Manager II	\$56.3	\$62.2	\$0.6	\$62.8	10	365	\$60.8	-7%	2%	\$2.3	\$61.8	2%
KK	Youth Advisor II	\$55.3	\$56.1	\$0.9	\$56.9	6	34	\$56.8	-3%	-1%	\$1.5	\$57.5	-1%
KK	Facility Technician	\$57.9	\$58.1	\$1.1	\$59.2	16	171	\$61.8	-6%	-6%	\$2.1	\$62.3	-5%
KK	Code Enforcement Officer II	\$57.6	\$58.1	\$0.6	\$58.7	16	63	\$64.4	-11%	-10%	\$2.6	\$65.5	-10%
KK	Park Ranger II	\$57.8	\$58.1	\$0.9	\$59.0	10	56	\$53.5	8%	9%	\$0.7	\$53.7	10%
KK	Registered Nurse	\$53.4	\$60.2	\$0.6	\$60.8	10	421	\$77.4	-31%	-22%	\$2.8	\$78.6	-23%
JJ	Carpenter	\$55.3	\$54.6	\$1.3	\$55.8	8	29	\$61.9	-11%	-12%	\$3.1	\$63.5	-12%
JJ	Administrative Secretary	\$54.1	\$54.6	\$1.3	\$55.8	20	1102	\$51.1	6%	7%	\$2.0	\$51.8	8%
JJ	Human Resources Specialist II	\$49.7	\$54.6	\$0.6	\$55.1	17	78	\$58.8	-15%	-7%	\$2.3	\$59.5	-7%
JJ	Forensic Technician II	\$52.2	\$54.6	\$1.5	\$56.0	9	13	\$57.5	-9%	-5%	\$1.3	\$58.1	-4%
II	Collections Analyst	\$51.4	\$51.4	\$2.1	\$53.5	10	58	\$50.6	1%	1%	\$2.2	\$51.7	3%
II	Technology Support Technician II	\$49.1	\$51.4	\$0.3	\$51.6	14	1839	\$64.8	-24%	-21%	\$2.7	\$66.0	-22%
II	Family Support Specialist	\$49.3	\$51.4	\$1.1	\$52.5	6	218	\$52.1	-5%	-1%	\$2.3	\$53.3	-1%
II	Investigative Assistant	\$49.0	\$51.4	\$1.2	\$52.6	5	52	\$49.0	0%	5%	-	-	-
II	Eligibility Certification Specialist II	\$51.0	\$51.4	\$1.2	\$52.6	8	1271	\$51.8	-2%	-1%	\$2.3	\$52.7	0%
II	Legal Secretary	\$49.6	\$51.4	\$1.1	\$52.5	19	665	\$50.0	-1%	3%	\$2.0	\$50.8	3%

WC Pay Grade	Benchmark Title (Washoe Title if Dif.)	WC Practice	WC Policy	WC Avg Longevity	WC Total Cash (Policy + Longevity)	Total Sample Market							
						# of Orgs	# of EEs	Salary Range Max (Policy)			Longevity AVG	Total Cash AVG	WC Total Cash % from Mkt TC
								AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG			
II	Grounds Equipment Mechanic	\$51.0	\$51.4	\$0.7	\$52.0	17	86	\$52.5	-3%	-2%	\$1.8	\$53.1	-2%
II	Victim Witness Advocate	\$50.5	\$51.4	\$1.1	\$52.5	15	43	\$55.8	-9%	-8%	\$2.2	\$56.9	-8%
II	Animal Control Officer	\$50.8	\$51.4	\$1.0	\$52.4	14	58	\$50.6	0%	2%	\$2.0	\$51.4	2%
II	Heavy Equipment Operator	\$51.4	\$51.4	\$2.0	\$53.4	13	499	\$56.4	-9%	-9%	\$2.4	\$57.3	-7%
II	Sewer Systems Worker II	\$46.7	\$51.4	\$0.9	\$52.3	9	36	\$55.8	-16%	-8%	\$1.3	\$56.4	-7%
II	Utility Worker II	\$49.2	\$51.4	\$1.2	\$52.6	10	70	\$57.4	-14%	-11%	\$2.0	\$58.2	-10%
HH	Water Meter Technician II	\$48.6	\$48.6	\$1.2	\$49.7	2	7	-	-	-	-	-	-
HH	Sheriff Support Specialist (B/C/PC)	\$46.4	\$48.6	\$1.0	\$49.6	7	90	\$46.1	1%	5%	\$1.4	\$46.7	6%
HH	Office Support Specialist	\$47.7	\$48.6	\$1.1	\$49.6	12	6870	\$47.6	0%	2%	-	-	-
HH	Payroll Technician	\$48.6	\$48.6	\$0.9	\$49.5	15	88	\$56.3	-14%	-14%	\$2.1	\$57.1	-13%
HH	Human Services Support Specialist II	\$46.9	\$48.6	\$1.0	\$49.6	3	535	\$51.9	-10%	-6%	-	-	-
GG	Account Clerk	\$45.3	\$46.0	\$0.8	\$46.8	21	296	\$46.1	-2%	0%	\$1.8	\$46.6	0%
GG	Imaging Equipment Technician II	\$44.1	\$46.0	\$1.3	\$47.3	8	15	\$49.3	-11%	-7%	-	-	-
GG	Library Assistant II	\$45.8	\$46.0	\$0.9	\$46.9	9	77	\$44.8	2%	3%	\$1.6	\$45.5	3%
FF	Maintenance Worker II	\$44.0	\$43.8	\$1.1	\$44.9	17	230	\$46.8	-6%	-6%	\$2.1	\$47.5	-6%
FF	Equipment Services Worker II	\$43.6	\$43.8	\$1.2	\$45.0	16	39	\$51.7	-16%	-15%	\$2.3	\$52.6	-14%
EE	Office Assistant II	\$40.2	\$41.3	\$0.9	\$42.3	18	3082	\$41.2	-3%	0%	\$1.7	\$41.8	1%
EE	Community Health Aide	\$38.1	\$41.3	\$1.3	\$42.6	8	7	\$43.2	-12%	-4%	-	-	-
EE	Courthouse Security Officer	\$38.3	\$41.3	\$1.0	\$42.3	8	128	\$48.6	-21%	-15%	-	-	-
110	Deputy Clerk II	\$43.6	\$47.7	\$0.8	\$48.5	9	166	\$45.2	-3%	5%	\$2.3	\$46.5	4%
Premium Pay Positions													
YZ	Public Defender	\$143.6	\$143.6	\$1.7	\$145.3	6	5	\$177.1	-19%	-19%	-	-	-
XY	Chief Information Management Officer	\$137.0	\$137.0	\$2.6	\$139.6	15	14	\$151.7	-10%	-10%	\$4.2	\$153.4	-9%
WX	Alternate Public Defender	\$131.1	\$131.1	\$1.8	\$132.9	2	2	-	-	-	-	-	-
WZ	EPI (Epidemiology) Center Director	\$143.6	\$146.1	\$0.5	\$146.6	3	7	\$150.4	-5%	-3%	-	-	-
DVV	Assistant Director - Engineering (APWD Engineering)	\$113.0	\$114.4	\$2.2	\$116.6	12	45	\$132.8	-15%	-14%	\$6.2	\$134.8	-13%
DVV	Assistant Director - Facilities (APWD Facilities)	\$114.4	\$114.4	\$0.9	\$115.3	14	15	\$117.7	-3%	-3%	\$5.3	\$119.2	-3%
UZ	Pediatric Physician	Vacant	\$146.1			4	4	\$168.6	-	-13%	-	-	-
TV	Crime Lab Director	\$112.4	\$116.4	\$2.2	\$118.6	3	19	\$111.7	1%	4%	-	-	-
TU	Psychologist / Administrator	\$106.3	\$106.3	\$0.6	\$106.9	9	20	\$116.4	-9%	-9%	\$3.6	\$118.0	-9%
RS	Sr. Licensed Engineer	\$94.8	\$94.8	\$1.2	\$96.0	16	100	\$105.6	-10%	-10%	\$4.3	\$106.9	-10%
RU	Chief Toxicologist	\$110.4	\$110.4			2	1	-	-	-	-	-	-

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RS	Sr. Project Manager	Vacant	\$94.8			9	12	\$99.3	-	-4%	\$3.7	\$100.5	-
QR	Utility Operations Manager	Vacant	\$88.3			8	6	\$107.9	-	-18%	\$3.0	\$109.7	-
QR	Architect	Vacant	\$88.3			8	12	\$112.0	-	-21%	\$4.7	\$114.3	-
QR	Project Manager	\$88.3	\$88.3	\$0.4	\$88.7	10	13	\$84.7	4%	4%	\$2.8	\$85.8	3%
QR	Licensed Engineer	\$87.6	\$88.3	\$1.0	\$89.3	13	256	\$95.9	-9%	-8%	\$2.9	\$97.0	-8%
QR	Technology Project Coordinator	\$88.3	\$88.3	\$1.6	\$89.9	10	783	\$89.8	-2%	-2%	\$3.6	\$91.6	-2%
QR	Water Resources Program Manager	\$88.3	\$88.3	\$0.9	\$89.2	4	2	\$109.7	-20%	-20%	-	-	-
QR	Supervising Criminalist	\$88.3	\$88.3	\$1.7	\$89.9	2	6	-	-	-	-	-	-
EPQ	District Attorney Investigator III (Police/Fire PERS Retirem	\$82.0	\$83.1	\$5.8	\$88.9	1	0	-	-	-	-	-	-
PQ	District Attorney Investigator III (RR)	Vacant	\$88.2			5	5	\$109.2	-	-19%	\$3.0	\$110.9	-
PQ	Sr. Hydrogeologist	\$82.6	\$82.6	\$1.7	\$84.2	3	2	\$102.9	-20%	-20%	-	-	-
OP	Sr. Environmental Engineer	\$77.5	\$77.5	\$1.4	\$78.8	5	45	\$101.4	-24%	-24%	-	-	-
OQ	Sr. Criminalist	\$76.8	\$82.6	\$0.7	\$83.3	4	34	\$81.7	-6%	1%	-	-	-
NO	Sr. Department Programmer Analyst	\$73.0	\$73.0	\$1.1	\$74.1	11	736	\$84.3	-13%	-13%	\$2.6	\$85.0	-13%
NO	Technology Systems Developer II	\$72.7	\$73.0	\$1.2	\$74.1	9	562	\$77.5	-6%	-6%	\$4.7	\$79.0	-6%
NO	Plans Examiner Supervisor	Vacant	\$73.0			13	21	\$85.5	-	-15%	\$3.4	\$87.4	-
NO	Environmental Engineer II	\$73.0	\$73.0	\$1.7	\$74.6	3	2	\$73.6	-1%	-1%	-	-	-
NO	Disease Intervention Specialist	\$75.5	\$75.5	\$1.5	\$77.0	4	8	\$66.5	14%	14%	-	-	-
NO	District Attorney Investigator II (RR)	Vacant	\$77.1			10	24	\$88.1	-	-13%	\$2.6	\$89.5	-
ENO	District Attorney Investigator II (Police/Fire PERS Retirem	\$71.4	\$72.6	\$2.7	\$75.3	2	9	-	-	-	-	-	-
NO	Civil Engineer II	\$73.0	\$73.0	\$1.4	\$74.4	14	178	\$79.4	-8%	-8%	\$2.7	\$80.4	-7%
NO	Public Health Nurse II	\$74.9	\$75.5	\$1.4	\$76.9	12	122	\$80.6	-7%	-6%	\$2.0	\$81.1	-5%
NP	Criminalist II	\$71.4	\$77.5	\$0.7	\$78.2	6	10	\$83.4	-14%	-7%	-	-	-
LN	Polygraph Examiner II	Vacant	\$68.9			1	0	-	-	-	-	-	-
LM	Technology Systems Administrator II	\$65.3	\$65.3	\$1.2	\$66.5	13	980	\$87.8	-26%	-26%	\$3.4	\$89.2	-25%
LM	Mitigation Specialist	\$65.3	\$65.3	\$0.9	\$66.1	1	1	-	-	-	-	-	-
LM	Technology Network Engineer II	\$65.3	\$65.3	\$1.2	\$66.5	11	355	\$90.2	-28%	-28%	\$4.3	\$92.2	-28%
LM	Investigator II (Public Defender)	\$64.6	\$65.3	\$0.9	\$66.2	7	934	\$72.2	-11%	-10%	-	-	-
LM	Plans Examiner	\$65.3	\$65.3	\$1.3	\$66.5	16	69	\$70.3	-7%	-7%	\$2.8	\$71.6	-7%
KL	Department Computer Specialist	\$62.1	\$62.1	\$1.7	\$63.8	9	213	\$66.2	-6%	-6%	-	-	-

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								AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG			
KL	Technology Network Engineer I	Vacant	\$62.1			6	9	\$78.7	-	-21%	-	-	-
KL	Technology Systems Administrator I	Vacant	\$62.1			12	431	\$76.3	-	-19%	\$3.6	\$77.2	-
KO	Pilot	\$71.7	\$73.0			3	21	\$79.8	-10%	-9%	-	-	-
GH	Juvenile Services Support Specialist	Vacant	\$44.4	\$0.7	\$45.0	5	30	\$48.1	-	-8%	\$1.5	\$49.0	-8%

* Director of Human Resources job was reclassified and re-graded (XX) since the survey was initiated.

Non-Premium Pay Avg:									-8%	-6%	-5%
Premium Pay Avg:									-10%	-10%	-10%
Overall Avg:									-9%	-7%	-6%

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						Salary Range Max (Policy)			Salary Range Max (Policy)			Salary Range Max (Policy)		
						AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG	AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG	AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG
ZZ	Director of Finance	\$143.6	\$143.6	\$2.2	\$145.8	\$154.7	-7%	-7%	\$143.1	0%	0%	\$151.3	-5%	-5%
1YY	Director of Juvenile Services	\$124.1	\$132.9	\$2.6	\$135.5	-	-	-	\$133.3	-7%	0%	-	-	-
WW	Director of Human Resources*	Vacant	\$121.2			\$129.4	-	-6%	\$141.5	-	-14%	\$119.2	-	2%
VV	Budget Manager	Vacant	\$114.4			\$124.9	-	-8%	\$108.4	-	6%	\$120.3	-	-5%
VV	Library Director	\$110.4	\$114.4	\$1.5	\$115.9	\$147.0	-25%	-22%	\$122.4	-10%	-6%	\$147.0	-25%	-22%
DVV	Division Director - Children's Services	\$114.4	\$114.4	\$1.3	\$115.7	-	-	-	\$125.3	-9%	-9%	-	-	-
DTT	IT Manager	\$103.2	\$103.2	\$1.7	\$104.9	\$109.7	-6%	-6%	\$114.0	-9%	-9%	\$104.0	-1%	-1%
DTT	Division Director - Air Quality Management	\$103.2	\$103.2			-	-	-	\$136.9	-25%	-25%	-	-	-
TT	Deputy District Attorney III	\$110.2	\$114.9	\$2.6	\$117.5	\$119.3	-8%	-4%	\$117.2	-6%	-2%	\$112.4	-2%	2%
SS	Roads Superintendent	\$104.2	\$94.8	\$2.4	\$97.2	\$105.6	-1%	-10%	\$102.3	2%	-7%	-	-	-
RR	Chief Property Appraiser	\$88.3	\$88.3	\$2.0	\$90.3	\$92.2	-4%	-4%	\$93.7	-6%	-6%	-	-	-
RR	Planning Manager	\$88.3	\$88.3	\$2.2	\$90.5	\$101.9	-13%	-13%	\$98.7	-10%	-10%	\$86.9	2%	2%
QQ	Family Support Program Manager	\$82.6	\$82.6	\$1.9	\$84.4	-	-	-	\$91.2	-10%	-10%	-	-	-
QQ	Public Health Nurse Supervisor	\$85.4	\$85.4	\$1.8	\$87.2	-	-	-	\$90.2	-5%	-5%	-	-	-
PP	Sr. Technology Systems Developer	\$78.7	\$77.5	\$1.4	\$78.9	\$87.2	-10%	-11%	\$88.2	-11%	-12%	-	-	-
PP	Mental Health Counselor II	\$73.0	\$77.5	\$0.8	\$78.2	-	-	-	\$69.6	5%	11%	-	-	-
PP	Social Services Supervisor	\$76.8	\$77.5	\$1.3	\$78.8	-	-	-	\$83.8	-8%	-8%	-	-	-
OO	WIC Program Manager	\$73.0	\$73.0	\$1.1	\$74.0	-	-	-	\$81.4	-10%	-10%	-	-	-
OO	Deputy District Attorney I	\$69.1	\$79.4			\$99.0	-30%	-20%	\$84.6	-18%	-6%	\$88.6	-22%	-10%
OO	District Park Manager	\$73.0	\$73.0	\$1.7	\$74.7	-	-	-	\$94.7	-23%	-23%	-	-	-
OO	Sr. Environmental Health Specialist	\$73.0	\$73.0	\$1.6	\$74.6	-	-	-	\$74.2	-2%	-2%	-	-	-
NN	Chief Deputy Recorder	\$68.9	\$68.9	\$1.3	\$70.2	\$99.4	-31%	-31%	\$93.8	-27%	-27%	-	-	-
NN	Accountant II	\$65.9	\$68.9	\$1.1	\$70.0	\$74.9	-12%	-8%	\$65.0	1%	6%	\$72.9	-10%	-5%
NN	Fiscal Analyst II	Vacant	\$68.9			\$83.6	-	-18%	\$77.4	-	-11%	\$80.0	-	-14%
NN	Safety Officer	\$68.9	\$68.9	\$1.0	\$69.9	\$89.2	-23%	-23%	\$79.8	-14%	-14%	\$85.0	-19%	-19%
NN	Human Resource Analyst II	\$71.0	\$68.9	\$1.2	\$70.1	\$79.9	-11%	-14%	\$76.7	-7%	-10%	\$77.6	-8%	-11%
NN	Business Systems Analyst II	\$64.0	\$68.9	\$0.5	\$69.4	\$88.1	-27%	-22%	\$79.4	-19%	-13%	\$86.7	-26%	-20%
NN	Appraiser III	\$66.7	\$68.9	\$1.0	\$70.0	\$69.1	-3%	0%	\$68.6	-3%	0%	-	-	-

WC Pay Grade	Benchmark Title (Washoe Title if Dif.)	WC Practice	WC Policy	WC Avg Longevity	WC Total Cash (Policy + Longevity)	Nevada Market			County Market			Greater Reno Market		
						Salary Range Max (Policy)			Salary Range Max (Policy)			Salary Range Max (Policy)		
						AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG	AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG	AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG
NN	Librarian II	\$68.4	\$68.9	\$1.3	\$70.2	\$68.1	0%	1%	\$65.6	4%	5%	-	-	-
NN	Air Quality Specialist II	\$68.1	\$68.9	\$1.1	\$70.1	-	-	-	\$72.0	-5%	-4%	-	-	-
NN	Environmental Health Specialist	\$65.2	\$68.9	\$0.9	\$69.8	\$67.8	-4%	2%	\$70.1	-7%	-2%	\$67.8	-4%	2%
NN	Social Worker III	\$64.8	\$68.9	\$0.9	\$69.9	-	-	-	\$72.6	-11%	-5%	-	-	-
1NN	Juvenile Probation Officer II	\$63.9	\$65.7	\$1.1	\$66.8	-	-	-	\$68.3	-6%	-4%	-	-	-
NN	Planner	\$68.5	\$68.9	\$0.9	\$69.7	\$75.6	-9%	-9%	\$69.9	-2%	-2%	\$72.0	-5%	-4%
MM	Health Educator II	\$63.0	\$65.3	\$0.8	\$66.1	-	-	-	\$61.5	2%	6%	-	-	-
MM	Deputy Coroner (Investigator)	\$50.2	\$65.3			-	-	-	\$64.2	-22%	2%	-	-	-
LL	Administrative Assistant II	\$60.3	\$62.2	\$1.7	\$63.8	\$68.2	-12%	-9%	\$61.5	-2%	1%	\$65.8	-8%	-5%
LL	Program Coordinator	\$62.2	\$62.2	\$1.3	\$63.4	\$69.3	-10%	-10%	\$64.9	-4%	-4%	\$68.9	-10%	-10%
LL	Payroll Supervisor (County Payroll Supervisor)	\$62.2	\$62.2	\$1.4	\$63.6	\$72.7	-14%	-14%	\$73.0	-15%	-15%	-	-	-
LL	Animal Services Supervisor	\$55.9	\$62.2	\$0.9	\$63.0	\$70.2	-20%	-11%	\$69.6	-20%	-11%	-	-	-
LL	Roads Supervisor	\$59.0	\$62.2	\$1.2	\$63.3	\$74.8	-21%	-17%	\$72.5	-19%	-14%	-	-	-
LL	Buyer	\$62.2	\$62.2	\$2.0	\$64.2	\$70.2	-11%	-11%	\$64.8	-4%	-4%	\$64.8	-4%	-4%
LL	Guardian Case Manager	\$61.2	\$62.1	\$1.0	\$63.0	-	-	-	\$62.3	-2%	0%	-	-	-
LL	Social Services Case Manager II	\$56.3	\$62.2	\$0.6	\$62.8	-	-	-	\$60.8	-7%	2%	-	-	-
KK	Youth Advisor II	\$55.3	\$56.1	\$0.9	\$56.9	-	-	-	\$56.5	-2%	-1%	-	-	-
KK	Facility Technician	\$57.9	\$58.1	\$1.1	\$59.2	\$60.8	-5%	-4%	\$62.9	-8%	-8%	\$59.3	-2%	-2%
KK	Code Enforcement Officer II	\$57.6	\$58.1	\$0.6	\$58.7	\$65.4	-12%	-11%	\$64.3	-11%	-10%	\$60.5	-5%	-4%
KK	Park Ranger II	\$57.8	\$58.1	\$0.9	\$59.0	\$58.8	-2%	-1%	\$49.2	17%	18%	\$58.8	-2%	-1%
KK	Registered Nurse	\$53.4	\$60.2	\$0.6	\$60.8	\$75.3	-29%	-20%	\$76.1	-30%	-21%	-	-	-
JJ	Carpenter	\$55.3	\$54.6	\$1.3	\$55.8	\$62.5	-11%	-13%	\$61.6	-10%	-11%	\$57.5	-4%	-5%
JJ	Administrative Secretary	\$54.1	\$54.6	\$1.3	\$55.8	\$54.6	-1%	0%	\$48.6	11%	12%	\$53.8	1%	1%
JJ	Human Resources Specialist II	\$49.7	\$54.6	\$0.6	\$55.1	\$60.7	-18%	-10%	\$58.0	-14%	-6%	\$60.8	-18%	-10%
JJ	Forensic Technician II	\$52.2	\$54.6	\$1.5	\$56.0	\$61.7	-15%	-12%	\$55.5	-6%	-2%	-	-	-
II	Collections Analyst	\$51.4	\$51.4	\$2.1	\$53.5	\$55.9	-8%	-8%	\$50.2	2%	2%	-	-	-
II	Technology Support Technician II	\$49.1	\$51.4	\$0.3	\$51.6	\$64.6	-24%	-20%	\$64.0	-23%	-20%	\$65.6	-25%	-22%
II	Family Support Specialist	\$49.3	\$51.4	\$1.1	\$52.5	-	-	-	\$52.1	-5%	-1%	-	-	-
II	Investigative Assistant	\$49.0	\$51.4	\$1.2	\$52.6	-	-	-	\$50.5	-3%	2%	-	-	-
II	Eligibility Certification Specialist II	\$51.0	\$51.4	\$1.2	\$52.6	-	-	-	\$51.3	-1%	0%	-	-	-
II	Legal Secretary	\$49.6	\$51.4	\$1.1	\$52.5	\$53.9	-8%	-5%	\$47.4	5%	8%	\$50.7	-2%	1%

WC Pay Grade	Benchmark Title (Washoe Title if Dif.)	WC Practice	WC Policy	WC Avg Longevity	WC Total Cash (Policy + Longevity)	Nevada Market			County Market			Greater Reno Market		
						Salary Range Max (Policy)			Salary Range Max (Policy)			Salary Range Max (Policy)		
						AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG	AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG	AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG
II	Grounds Equipment Mechanic	\$51.0	\$51.4	\$0.7	\$52.0	\$57.2	-11%	-10%	\$49.9	2%	3%	\$55.6	-8%	-8%
II	Victim Witness Advocate	\$50.5	\$51.4	\$1.1	\$52.5	\$61.0	-17%	-16%	\$52.7	-4%	-2%	\$55.9	-10%	-8%
II	Animal Control Officer	\$50.8	\$51.4	\$1.0	\$52.4	\$57.5	-12%	-11%	\$48.9	4%	5%	-	-	-
II	Heavy Equipment Operator	\$51.4	\$51.4	\$2.0	\$53.4	\$61.9	-17%	-17%	\$54.2	-5%	-5%	-	-	-
II	Sewer Systems Worker II	\$46.7	\$51.4	\$0.9	\$52.3	\$58.9	-21%	-13%	\$54.3	-14%	-5%	-	-	-
II	Utility Worker II	\$49.2	\$51.4	\$1.2	\$52.6	\$56.7	-13%	-9%	\$59.1	-17%	-13%	\$55.9	-12%	-8%
HH	Water Meter Technician II	\$48.6	\$48.6	\$1.2	\$49.7	-	-	-	-	-	-	-	-	-
HH	Sheriff Support Specialist (B/C/PC)	\$46.4	\$48.6	\$1.0	\$49.6	\$48.7	-5%	0%	\$42.5	9%	14%	\$49.3	-6%	-1%
HH	Office Support Specialist	\$47.7	\$48.6	\$1.1	\$49.6	\$53.7	-11%	-10%	\$45.3	5%	7%	\$53.7	-11%	-10%
HH	Payroll Technician	\$48.6	\$48.6	\$0.9	\$49.5	\$60.4	-20%	-20%	\$52.5	-7%	-7%	\$59.2	-18%	-18%
HH	Human Services Support Specialist II	\$46.9	\$48.6	\$1.0	\$49.6	-	-	-	-	-	-	-	-	-
GG	Account Clerk	\$45.3	\$46.0	\$0.8	\$46.8	\$51.4	-12%	-10%	\$41.4	9%	11%	\$51.1	-11%	-10%
GG	Imaging Equipment Technician II	\$44.1	\$46.0	\$1.3	\$47.3	\$52.3	-16%	-12%	\$48.0	-8%	-4%	-	-	-
GG	Library Assistant II	\$45.8	\$46.0	\$0.9	\$46.9	\$47.2	-3%	-3%	\$44.5	3%	3%	\$46.3	-1%	-1%
FF	Maintenance Worker II	\$44.0	\$43.8	\$1.1	\$44.9	\$46.9	-6%	-7%	\$47.2	-7%	-7%	\$44.4	-1%	-1%
FF	Equipment Services Worker II	\$43.6	\$43.8	\$1.2	\$45.0	\$54.5	-20%	-20%	\$50.5	-14%	-13%	\$53.4	-18%	-18%
EE	Office Assistant II	\$40.2	\$41.3	\$0.9	\$42.3	\$44.9	-11%	-8%	\$38.6	4%	7%	\$43.9	-8%	-6%
EE	Community Health Aide	\$38.1	\$41.3	\$1.3	\$42.6	-	-	-	\$43.2	-12%	-4%	-	-	-
EE	Courthouse Security Officer	\$38.3	\$41.3	\$1.0	\$42.3	\$46.9	-19%	-12%	\$50.3	-24%	-18%	\$46.9	-19%	-12%
110	Deputy Clerk II	\$43.6	\$47.7	\$0.8	\$48.5	\$51.9	-16%	-8%	\$41.1	6%	16%	-	-	-
Premium Pay Positions														
YZ	Public Defender	\$143.6	\$143.6	\$1.7	\$145.3	-	-	-	\$172.6	-17%	-17%	-	-	-
XY	Chief Information Management Officer	\$137.0	\$137.0	\$2.6	\$139.6	\$152.3	-10%	-10%	\$149.8	-9%	-9%	\$139.8	-2%	-2%
WX	Alternate Public Defender	\$131.1	\$131.1	\$1.8	\$132.9	-	-	-	-	-	-	-	-	-
WZ	EPI (Epidemiology) Center Director	\$143.6	\$146.1	\$0.5	\$146.6	-	-	-	-	-	-	-	-	-
DVV	Assistant Director - Engineering (APWD Engineering)	\$113.0	\$114.4	\$2.2	\$116.6	\$135.9	-17%	-16%	\$130.3	-13%	-12%	-	-	-
DVV	Assistant Director - Facilities (APWD Facilities)	\$114.4	\$114.4	\$0.9	\$115.3	\$128.6	-11%	-11%	\$109.5	5%	5%	\$123.4	-7%	-7%
UZ	Pediatric Physician	Vacant	\$146.1			-	-	-	\$168.6	-	-13%	-	-	-
TV	Crime Lab Director	\$112.4	\$116.4	\$2.2	\$118.6	-	-	-	-	-	-	-	-	-
TU	Psychologist / Administrator	\$106.3	\$106.3	\$0.6	\$106.9	-	-	-	\$117.9	-10%	-10%	-	-	-
RS	Sr. Licensed Engineer	\$94.8	\$94.8	\$1.2	\$96.0	\$104.4	-9%	-9%	\$105.5	-10%	-10%	\$91.7	3%	3%
RU	Chief Toxicologist	\$110.4	\$110.4			-	-	-	-	-	-	-	-	-

WC Pay Grade	Benchmark Title (Washoe Title if Dif.)	WC Practice	WC Policy	WC Avg Longevity	WC Total Cash (Policy + Longevity)	Nevada Market			County Market			Greater Reno Market		
						Salary Range Max (Policy)			Salary Range Max (Policy)			Salary Range Max (Policy)		
						AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG	AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG	AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG
RS	Sr. Project Manager	Vacant	\$94.8			\$113.4	-	-16%	\$81.6	-	16%	\$110.3	-	-14%
QR	Utility Operations Manager	Vacant	\$88.3			\$112.7	-	-22%	\$105.0	-	-16%	-	-	-
QR	Architect	Vacant	\$88.3			\$115.3	-	-23%	\$104.4	-	-15%	-	-	-
QR	Project Manager	\$88.3	\$88.3	\$0.4	\$88.7	\$97.6	-9%	-9%	\$79.2	12%	12%	-	-	-
QR	Licensed Engineer	\$87.6	\$88.3	\$1.0	\$89.3	\$102.8	-15%	-14%	\$91.5	-4%	-3%	\$101.2	-13%	-13%
QR	Technology Project Coordinator	\$88.3	\$88.3	\$1.6	\$89.9	\$88.6	0%	0%	\$92.8	-5%	-5%	-	-	-
QR	Water Resources Program Manager	\$88.3	\$88.3	\$0.9	\$89.2	-	-	-	\$107.1	-18%	-18%	-	-	-
QR	Supervising Criminalist	\$88.3	\$88.3	\$1.7	\$89.9	-	-	-	-	-	-	-	-	-
EPQ	District Attorney Investigator III (Police/Fire PERS Retirem	\$82.0	\$83.1	\$5.8	\$88.9	-	-	-	-	-	-	-	-	-
PQ	District Attorney Investigator III (RR)	Vacant	\$88.2			-	-	-	\$109.2	-	-19%	-	-	-
PQ	Sr. Hydrogeologist	\$82.6	\$82.6	\$1.7	\$84.2	-	-	-	-	-	-	-	-	-
OP	Sr. Environmental Engineer	\$77.5	\$77.5	\$1.4	\$78.8	-	-	-	\$97.0	-20%	-20%	-	-	-
OQ	Sr. Criminalist	\$76.8	\$82.6	\$0.7	\$83.3	-	-	-	\$88.0	-13%	-6%	-	-	-
NO	Sr. Department Programmer Analyst	\$73.0	\$73.0	\$1.1	\$74.1	\$89.9	-19%	-19%	\$82.4	-11%	-11%	-	-	-
NO	Technology Systems Developer II	\$72.7	\$73.0	\$1.2	\$74.1	\$77.4	-6%	-6%	\$79.6	-9%	-8%	-	-	-
NO	Plans Examiner Supervisor	Vacant	\$73.0			\$87.5	-	-17%	\$86.1	-	-15%	\$73.6	-	-1%
NO	Environmental Engineer II	\$73.0	\$73.0	\$1.7	\$74.6	-	-	-	-	-	-	-	-	-
NO	Disease Intervention Specialist	\$75.5	\$75.5	\$1.5	\$77.0	-	-	-	\$68.5	10%	10%	-	-	-
NO	District Attorney Investigator II (RR)	Vacant	\$77.1			\$87.7	-	-12%	\$87.6	-	-12%	-	-	-
ENO	District Attorney Investigator II (Police/Fire PERS Retirem	\$71.4	\$72.6	\$2.7	\$75.3	-	-	-	-	-	-	-	-	-
NO	Civil Engineer II	\$73.0	\$73.0	\$1.4	\$74.4	\$82.8	-12%	-12%	\$79.4	-8%	-8%	-	-	-
NO	Public Health Nurse II	\$74.9	\$75.5	\$1.4	\$76.9	-	-	-	\$78.9	-5%	-4%	-	-	-
NP	Criminalist II	\$71.4	\$77.5	\$0.7	\$78.2	-	-	-	\$80.8	-12%	-4%	-	-	-
LN	Polygraph Examiner II	Vacant	\$68.9			-	-	-	-	-	-	-	-	-
LM	Technology Systems Administrator II	\$65.3	\$65.3	\$1.2	\$66.5	\$90.9	-28%	-28%	\$86.2	-24%	-24%	-	-	-
LM	Mitigation Specialist	\$65.3	\$65.3	\$0.9	\$66.1	-	-	-	-	-	-	-	-	-
LM	Technology Network Engineer II	\$65.3	\$65.3	\$1.2	\$66.5	\$91.6	-29%	-29%	\$86.4	-24%	-24%	\$89.9	-27%	-27%
LM	Investigator II (Public Defender)	\$64.6	\$65.3	\$0.9	\$66.2	-	-	-	\$74.5	-13%	-12%	-	-	-
LM	Plans Examiner	\$65.3	\$65.3	\$1.3	\$66.5	\$75.6	-14%	-14%	\$67.7	-4%	-4%	\$70.8	-8%	-8%
KL	Department Computer Specialist	\$62.1	\$62.1	\$1.7	\$63.8	\$68.4	-9%	-9%	\$64.5	-4%	-4%	\$68.2	-9%	-9%

WC Pay Grade	Benchmark Title (Washoe Title if Dif.)	WC Practice	WC Policy	WC Avg Longevity	WC Total Cash (Policy + Longevity)	Nevada Market			County Market			Greater Reno Market		
						Salary Range Max (Policy)			Salary Range Max (Policy)			Salary Range Max (Policy)		
						AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG	AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG	AVG	WC Practice % from Mkt AVG	WC Policy % from Mkt AVG
KL	Technology Network Engineer I	Vacant	\$62.1			\$82.6	-	-25%	\$74.8	-	-17%	-	-	-
KL	Technology Systems Administrator I	Vacant	\$62.1			\$76.8	-	-19%	\$76.3	-	-19%	\$80.4	-	-23%
KO	Pilot	\$71.7	\$73.0			-	-	-	-	-	-	-	-	-
GH	Juvenile Services Support Specialist	Vacant	\$44.4	\$0.7	\$45.0	-	-	-	\$47.3	-	-6%	-	-	-

* Director of Human Resources job was reclassified and re-graded (XX) since the survey was initiated.

Non-Premium Pay Avg:	-13%	-11%	-7%	-4%	-9%	-7%
Premium Pay Avg:	-13%	-15%	-9%	-9%	-9%	-10%
Overall Avg:	-13%	-12%	-7%	-6%	-9%	-8%