

Agenda Item 9.d

Attachments

DIDS Pay Parity Letter

Comparison of Office of the Attorney General by Soval Solutions

AB493 Pay Bill

New Proposed DIDS Org Chart

New Proposed NSPD Org Chart



**STATE OF NEVADA**  
**DEPARTMENT OF INDIGENT DEFENSE SERVICES**

896 West Nye Lane, Suite 202 | Carson City, NV 89703-1578  
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**Memorandum**

DATE: May 31, 2022

TO: Melanie B. Young, Budget Administrator, Governor's Finance Office  
Susan Brown, Director, Governor's Finance Office

FROM: Marcie Ryba, Executive Director, Department of Indigent Defense Services

SUBJECT: Class Series Compensation Plan Requests

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This memorandum serves as a Class Series Compensation Plan Request.

In 2018, a legal action of *Davis v. State* was filed against the State of Nevada challenging the constitutionality under the Sixth Amendment of the State's policies and practices of indigent defense in rural counties. On August 11, 2020, Nevada entered into a "Stipulated Consent Judgment." As the Department of Indigent Defense Services has the statutory authority to act to improve the quality of mandated legal representation in the state of Nevada, the Department was directed to implement these obligations in accordance with the terms of the Judgment. See *Davis v. State*, Appendix A of "Stipulated Consent Judgment" (August 11, 2020).

This Class Series Compensation Plan Request is to provide parity of salary between public defenders and prosecutors. Specifically, the Judgment calls for "[c]ompensation for public defense services provided by rural counties shall be comparable on an hourly basis to that of prosecutors in the same county with comparable experience and should take into account that prosecutors do not pay for overhead or expenses out of their own compensation." Judgment, p. 11, line 23-26. In response, the Board on Indigent Defense Services adopted NAC180, Section 39 and 40 which require parity of salary for public defenders and the corresponding prosecutor's office that appears adverse of the office of the public defender in criminal proceedings.

The Department retained Dr. Mitch Herian of Soval Solutions to determine appropriate pay parity.

The Department of Indigent Defense Services would like to request consideration of the following compensation adjustments to the Unclassified Pay Bill (Assembly Bill 493 from the 2021 Legislative Session) effective July 1, 2021:

Dr. Mitch Herian concluded that to increase the competitiveness of pay for defense attorneys within DIDS, it is proposed that the salary structure within DIDS is changed. First, it is proposed that salaries for managing attorneys are increased to align with attorneys in the Attorney General’s Office that possess similar organizational responsibilities. Second, DIDS proposes reclassifying certain positions to provide room for advancement for attorneys in management positions, thus providing an additional incentive for attorneys to seek employment with DIDS and ultimately maintain loyalty to the organization.

Although the proposed salary structure will not completely address discrepancies between urban and rural pay for defense attorneys in Nevada, the adjustment will represent an initial step in alleviating financial disincentives for defense attorneys to practice in the area of indigent defense services. Further, these changes would increase the compensation rate for these positions to align with job duties and be comparable to equivalent positions at the Attorney Generals Office.

A consequence of not increasing the compensation for these positions could be a lack of retention in the highly talented State staff. There could also be an impact on future recruitment and retention for these positions.

<b>Table 1. Proposed Salaries and Job Categories for DIDS Personnel</b>			
<b>Position Title</b>	<b>Current Salary</b>	<b>Proposed Salary</b>	<b>Equivalent AG Position Salary</b>
Executive Director of Indigent Defense Services	\$140,611	\$158,347	Assistant Attorney General; Chief of Staff
Deputy Director of Indigent Defense Services (EA)	\$139,346	\$149,272	General Counsel; Solicitor General
State Public Defender	\$133,012	\$143,779	Bureau Chief (EA)
Assistant Public Defender (Formerly Supervising Public Defender-Office)	NEW POSITION	140,611	
Supervising Public Defender (EA) (Formerly Supervising Public Defender- Appeals, and Supervising Public Defender-Trial)	\$120,344	\$133,012	Chief Deputy Attorney General (EA)
Senior Deputy Public Defender- Appeals (EA)*	NEW POSITION	\$107,676-\$120,344	Senior Deputy Attorney General (EA)
Senior Deputy Public Defender (EA)*	NEW POSITION	\$107,676-\$120,344	Senior Deputy Attorney General (EA)
Deputy Public Defender – Appeals (EA)	\$107,676	\$107,676-\$120,344	Deputy Attorney General (EA)
Deputy Public Defender (EA)	\$107,676	\$107,676-\$120,344	Deputy Attorney General (EA)
*This is a new class of position that does not necessarily require the hiring of new attorneys at this time. Instead, the presence of this position will allow advancement opportunities for Deputy Public Defenders.			

Your favorable consideration of this request is appreciated. If additional information is required, please do not hesitate to contact me directly at (775) 687-8493.

Attachments:

- AB 493 (2021 Legislative Session) “Unclassified Pay Bill”
- Compensation Analysis and Recommendations for Nevada Department of Indigent Defense Services: Final Report of Soval Solutions, LLC.

# Soval Solutions, LLC

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## Compensation Analysis and Recommendations for Nevada Department of Indigent Defense Services: Final Report

Prepared for the Nevada Department of  
Indigent Defense Services

31 May 2022

Soval Solutions, LLC  
1406 Veterans Drive, #212  
Omaha, NE 68022  
Dr. Mitchel N. Herian, Owner  
[mitch@sovalsolutions.com](mailto:mitch@sovalsolutions.com)  
402-651-6329

## **Summary**

The Nevada Department of Indigent Defense Services (DIDS) helps provide critical representation for indigent defendants in the State of Nevada. In order for DIDS to carry out its functions, it is necessary for the organization to have the ability to attract and retain talent. Currently, DIDS is at a disadvantage in hiring qualified defense attorneys, as salaries are typically below those offered in other comparable organizations in the state. Specifically, many DIDS salaries are below those offered to employees in the Nevada Attorney General's office who have similar levels of responsibility. Furthermore, many DIDS employees receive salaries that are well below salaries offered to public defenders in urban counties, and below those offered to prosecutors in various counties. This document provides evidence of pay differentials between DIDS employees and similarly situated employees throughout Nevada. This information is then used to develop recommendations for updated salaries to be offered to DIDS employees.

## **Nevada Department of Indigent Defense Services Salary Change Request**

The Department of Indigent Defense Services (DIDS) was established by AB 81 in 2019 and charged with oversight and regulation of indigent defense services throughout the state. The primary mission of DIDS is to “to assist Nevada counties in developing quality, equitable, and sustainable indigent defense systems that strengthen local communities and meet or exceed the state and federal constitutional guarantees that protect each of us.” In order to effectively pursue this mission, it is imperative that DIDS personnel, and the indigent defense community in Nevada, receive adequate pay in relation to the critical work that they do. Appropriate pay structures will ensure that DIDS and the indigent defense community can attract and retain the talent needed to provide vigorous representation of indigent defendants throughout the State of Nevada.

Currently, there are two primary challenges in relation to attorney pay within DIDS. First, the current pay structure for DIDS employees is not consistent with the pay structure used in the Nevada Attorney General’s office. DIDS regulation 39 states that, “... an attorney who receives a salary for providing indigent defense services is entitled to receive a reasonable salary, benefits and resources that are in parity, subject to any applicable negotiated collective bargaining agreements, with the corresponding prosecutor’s office that appears adverse to the office of public defender in criminal proceedings.” The pay disparity for similar job responsibilities may lead qualified candidates to pursue work in the Attorney General’s office—or in another executive department—rather than for DIDS.

Second, the pay structure of DIDS may be detrimental to efforts to recruit and retain attorneys to rural areas of the state. This is likely part of a broader problem regarding efforts to attract qualified defense attorneys to work in rural parts of Nevada. As Tables 3 and 4 of this document indicate, the salaries for public defenders in Nevada’s most urban counties outpace the salaries of attorneys in DIDS. To illustrate the imbalance, in Clark County the Public Defender salary ranges from \$138,216 to \$214,219 annually. This puts the maximum salary for the Clark County Public Defender 52.4% higher than the current salary for the DIDS Executive Director (\$140,611), 53.7% higher than the DIDS Deputy Director (\$139,346), and 61.1% higher than the State Public Defender. With an annual salary range of \$123,406 to \$191,318, the salary of the Clark County Assistant Public Defender also far outpaces the salary of the top three positions at DIDS. A similar situation exists with regard to Washoe County where the Public Defender salary ranges from \$145,121 to \$188,656 and the Alternate Public Defender Salary ranges from \$132,496 to \$172,224. This puts the maximum salary for the Washoe County Public Defender 34.2% higher than the current salary for the Executive Director or DIDS; the maximum salary for the Washoe County Assistant Public Defender is 22.5% higher than the current salary of the Executive Director of DIDS.

To increase the competitiveness of pay for defense attorneys within DIDS, it is proposed that the salary structure within DIDS is changed. First, it is proposed that salaries for managing attorneys are increased to more closely align with attorneys in the Attorney General’s office that possess similar organizational responsibilities. As Table 1 below indicates, it is proposed that the Executive Director of DIDS, the Deputy Executive Director of DIDS, and the State Public Defender would receive pay that is consistent with positions in the Attorney General’s office that have comparable job tasks and organizational responsibilities. Similarly, it is proposed that pay for the Supervising Public Defender- Appeals, the Supervising Public Defender-Trial, the Deputy Public Defender-Appeals, and the Deputy Public Defender

receive pay that is consistent with positions in the Attorney General’s office that have comparable job tasks and organizational responsibilities.

In addition to changes to salary ranges for DIDS employees, several job classification changes are suggested. First, it is proposed that one current position be reclassified: the Supervising Public Defender-Office to be changed to Assistant Public Defender. This change will give the current Supervising Public Defender-Office a title and pay that is more in line with the actual duties of the position.

Second, currently, the roles for the Supervising Public Defender for Appeals and the Supervising Public Defender for Trials are specified in the Nevada Budget. It is requested that the specifications for “Appeals” and “Trials” for Supervising Public Defenders are dropped so that the roles for these individual positions are no longer fixed. The resulting two positions will have the titles “Supervising Public Defenders”. This will provide greater flexibility within DIDS so that Supervising Public Defenders can effectively fill both roles in the office if needed.

Finally, it is also recommended that the positions of the Senior Deputy Public Defender and Senior Deputy Public Defender-Appeals are created. These positions will not require the hiring of new personnel at this time. Rather, the presence of these positions will allow for advancement opportunities for the Deputy Public Defender and the Deputy Public Defender-Appeals, thus providing an additional incentive for attorneys to seek employment with DIDS and ultimately maintain loyalty to the organization as they progress through a structured career path.

<b>Table 1. Proposed Salaries and Job Categories for DIDS Personnel</b>			
<b>Position Title</b>	<b>Current Salary</b>	<b>Proposed Salary</b>	<b>Equivalent AG Position Salary</b>
Executive Director of Indigent Defense Services	\$140,611	\$158,347	Assistant Attorney General; Chief of Staff
Deputy Director of Indigent Defense Services (EA)	\$139,346	\$149,272	General Counsel; Solicitor General
State Public Defender	\$133,012	\$143,779	Bureau Chief (EA)
Assistant Public Defender (Formerly Supervising Public Defender-Office)	NEW POSITION	140,611	
Supervising Public Defender (EA) (Formerly Supervising Public Defender- Appeals, and Supervising Public Defender-Trial)	\$120,344	\$133,012	Chief Deputy Attorney General (EA)
Senior Deputy Public Defender-Appeals (EA)*	NEW POSITION	\$107,676-\$120,344	Senior Deputy Attorney General (EA)
Senior Deputy Public Defender (EA)*	NEW POSITION	\$107,676-\$120,344	Senior Deputy Attorney General (EA)
Deputy Public Defender – Appeals (EA)	\$107,676	\$107,676-\$120,344	Deputy Attorney General (EA)
Deputy Public Defender (EA)	\$107,676	\$107,676-\$120,344	Deputy Attorney General (EA)
*This is a new class of position that does not necessarily require the hiring of new attorneys at this time. Instead, the presence of this position will allow advancement opportunities for Deputy Public Defenders.			



The proposed salary structure will not completely address discrepancies between urban and rural pay for defense attorneys in Nevada. However, the adjustment will represent an initial step in alleviating disincentives for defense attorneys to practice, particularly in rural parts of the state.

### **Comparison of Current Office of Attorney General and Department of Indigent Defense Services Salaries**

To understand the current status of employment positions and how those positions compare to comparable jobs in the Attorney General’s office, Table 2 below provides an overview of the current salaries for the various positions in both the Nevada Office of Attorney General (AG) and the Nevada Department of Indigent Defense Services. Two aspects of the table are noticeable. First, the AG’s office has a much more varied classification of positions. The AG’s office contains 25 unique classes whereas DIDS has 10 unique position classifications. This discrepancy suggests that an individual working within DIDS may experience fewer opportunities for advancement and promotion, in relation to an individual working in the AG’s office.

Second, the table provides clear evidence that the top positions within DIDS are not receiving compensation that is in parallel to the top positions within the AG’s office. The top two positions within DIDS—the Executive Director and Deputy Director—receive pay that is below the top seven positions within the AG’s office. The State Public Defender receives a salary that is directly in line with the salary received by the Chief Deputy Attorney General.

Of particular concern is the fact that several positions within DIDS are considered to have a higher job classification using the U.S. Equal Employment Opportunity Commission (EEO) standards than their counterparts in the Attorney General’s office, yet receive substantially less pay. To illustrate, the column titled “EEO-4” in Table 2 indicates the ways in which jobs are classified using EEO standards. Positions with the EEO-4 classification of “A” are considered Officials and Administrators. Positions with the EEO-4 classification of “B” are considered “Professionals” who report to employees that are classified as “A”. We can see that the two executive-level positions within DIDS are classified as Officials and Administrators using the EEO-4 Job Category classification, yet receive lower rates of pay than employees in four categories classified as “B” within the Attorney General’s office.<sup>1</sup> Similarly, the three current Supervising Public Defender positions within DIDS are classified as job code “A”, yet receive equivalent pay to a position within the Attorney General’s office classified with job code “B”.

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<sup>1</sup> The State of Nevada appears to have adapted the numeric system of Job Category classifications used by the U.S. Equal Employment Opportunity Commission with an alphabetic system. Please see the following location for more detail about Job Category classifications: <https://eeocdata.org/pdfs/EEO-4%20Instruction%20Booklet.pdf>.

OFFICE OF ATTORNEY GENERAL			DEPARTMENT OF INDIGENT DEFENSE SERVICES		
EEO-4	ROLE	SALARY	EEO-4	ROLE	SALARY
B	ASSISTANT ATTORNEY GENERAL	158,347			
A	CHIEF OF STAFF	158,347			
B	CONSTRUCTION LAW COUNSEL	149,272			
A	GENERAL COUNSEL	149,272			
B	SOLICITOR GENERAL	149,272			
B	SPECIAL COUNSEL (EA)	149,272			
A	BUREAU CHIEF (EA)	143,779			
			A	EX DIR OF INDIGENT DEFEN SRVS	140,611
			A	DEP DIR OF INDIG DEFS SRVS (EA)	139,346
A	CHIEF DEPUTY ATTY GENERAL (EA)	133,012	A	STATE PUBLIC DEFENDER	133,012
B	AG COUNSEL FOR PROSECUTG ATTYS	120,977			
A	SPECIAL ASSISTANT, AG, MILITARY	120,977			
A	SPECIAL ASSISTANT, AG, NEIGHBORH	120,977			
B	SR DEPUTY ATTY GENERAL (EA)	120,344	A	SPVG PUB DEFENDR-APPEALS	120,344
			A	SPVG PUB DEFENDR-OFFICE	120,344
			A	SPVG PUB DEFENDR-TRIAL	120,344
B	CHIEF FINANCIAL OFFICER	115,096			
B	INFORMATION TECHNOLOGY CHIEF	112,798			
B	DEP ATTY GENERAL (EA)	107,676	B	DEP PUBLIC DEFENDER-APPELL(EA)	107,676
			B	DEP PUBLIC DEFENDER (EA)	107,676
A	CHIEF INVESTIGATOR	98,809			
A	CHIEF PERSONNEL MANAGER	98,809			
B	FINANCIAL ANALYST	91,841			
B	PUBLIC INFORMATION OFFICER	79,807			
B	INVESTIGATOR (EA)	74,242	D	INVESTIGATOR (EA)	74,242
B	OMBUDSMAN, DOMESTIC VIOLENCE	67,131			
E	SPVG LEGAL RESEARCHER (EA)	66,506			
F	EXECUTIVE ASSISTANT	63,340	F	EXECUTIVE ASSISTANT	63,340
E	LEGAL RESEARCHER (EA)				
E	PROGRAM SPECIALIST-TECH CRIMES				

Source: State of Nevada Compensation Schedule: [https://hr.nv.gov/uploadedFiles/hrnv.gov/Content/Sections/Compensation/2021\\_Compensation\\_Schedules/PP10%207-12-21.pdf](https://hr.nv.gov/uploadedFiles/hrnv.gov/Content/Sections/Compensation/2021_Compensation_Schedules/PP10%207-12-21.pdf)  
Note: Shaded cells indicate roles across which equivalent pay is given for employees of Office of Attorney General and Department of Indigent Defense Services

### Salaries for DIDS Attorneys in relation to County Public Defenders and Select District Attorneys

Beyond pay differentials for attorneys within the Executive Branch, attorneys within DIDS experience pay deficits with some of their counterparts at the county level throughout Nevada. The differentials are particularly acute when we compare DIDS employees to public defenders in urban parts of the state.

The following tables present salary information for county-level salaried positions within public defenders’ offices across the State of Nevada. As noted above, top public defender positions in urban counties in Nevada are commonly salaried above even the top executive positions within DIDS. The discrepancy in pay between DIDS attorneys and county-level public defenders in urban parts of the state may hinder the ability of DIDS to attract highly qualified attorneys to serve in the office.

To illustrate the imbalance, in Clark County the Public Defender salary ranges from \$138,216 to \$214,219 annually. This puts the maximum salary for the Clark County Public Defender 52.4% higher than the current salary for the DIDS Executive Director (\$140,611), 53.7% higher than the DIDS Deputy Director (\$139,346), and 61.1% higher than the State Public Defender. With an annual salary range of \$123,406 to \$191,318, the salary of the Clark County Assistant Public Defender also far outpaces the salary of the top three positions at DIDS.

<b>Role</b>	<b>Code</b>	<b>Minimum</b>	<b>Maximum</b>
SPECIAL PUBLIC DEFENDER	M07227	\$138,216.00 yr	\$214,219.20 yr
PUBLIC DEFENDER	M07229	\$138,216.00 yr	\$214,219.20 yr
ASSISTANT PUBLIC DEFENDER	M07228	\$123,406.40 yr	\$191,318.40 yr
ASSISTANT SPECIAL PUBLIC DEFENDER	M07226	\$123,406.40 yr	\$191,318.40 yr
CHIEF DEPUTY PUBLIC DEFENDER*	E07329	\$113,193.60 yr	\$175,406.40 yr
DEPUTY PUBLIC DEFENDER*	E07327	\$77,084.80 yr	\$150,363.20 yr
SPECIAL INVESTIGATOR - PUBLIC DEFENDER	N46244	\$57,158.40 yr	\$88,649.60 yr
INVESTIGATOR II - PUBLIC DEFENDER	N46243	\$52,998.40 yr	\$82,097.60 yr
INVESTIGATOR I - PUBLIC DEFENDER	N46242	\$49,088.00 yr	\$76,024.00 yr

\* Salaries set by Collective Bargaining Agreement between Clark County and the Clark County Defenders Union. Sources: Salary data obtained from Clark County Human Resources, [governmentjobs.com](http://governmentjobs.com).

A similar situation exists with regard to Washoe County where the Public Defender salary ranges from \$145,121 to \$188,656 (see Table 4). This puts the maximum salary for the Washoe County Public Defender 34.2% higher than the current salary for the Executive Director or DIDS, 35.4% higher than the Deputy Director, and 41.8% higher than the State Public Defender. The Washoe County Alternate Public Defender Salary ranges from \$132,496 to \$172,224. The maximum salary for the Washoe County Assistant Public Defender is 22.5% higher than the current salary of the Executive Director of DIDS, 23.6% higher than the DIDS Deputy Director, and 29.5% higher than the State Public Defender.

<b>Role</b>	<b>Code</b>	<b>Minimum</b>	<b>Maximum</b>
Public Defender		\$145,121.60	\$188,656.00
Alternate Public Defender		\$132,496.00	\$172,224.00
Deputy Public Defender IV*	1083	\$110,968.00	\$156,228.80
Deputy Public Defender III*	1082	\$99,153.60	\$143,728.00
Deputy Public Defender II*	1081	\$84,572.80	\$114,108.80
Deputy Public Defender I*	1080	\$74,027.20	\$99,403.20

\* Salaries set by Collective Bargaining Agreement between Washoe County and the Washoe County Public Attorneys Association. Sources: Salary data obtained from Collective Bargaining agreement and Washoe County Human Resources website.

Elko County has recently undertaken a compensation and salary study. In that study, it is suggested that public defenders in paygrades in E18, E20 and E21 receive substantial pay increases. The suggested paygrades and steps are presented in Table 5. As the table shows, the Chief Civil Deputy Public Defender and Public Defender (Grade E21) are suggested to have a pay range of \$106,017 to \$153,732. This would again put the maximum end of the scale above each of the top three positions within DIDS. The Chief Civil Deputy Public Defender is slated to have an annual pay range of \$98,633 to \$143,020. The top end of this range is essentially at the level of the DIDS Executive Director and above the other to two positions in the agency. In short, the public defenders in Elko County are on track to receive salary updates that are equivalent to or exceed the salaries received by the top employees within DIDS.

<b>Step</b>	<b>Deputy Public Defender (Grade E18)</b>	<b>Chief Civil Deputy Public Defender (Grade E20)</b>	<b>Chief Civil Deputy Public Defender and Public Defender (Grade E21)</b>
1	\$41.03	\$47.42	\$50.97
2	\$43.08	\$49.79	\$53.52
3	\$45.14	\$52.16	\$56.07
4	\$47.19	\$54.53	\$58.62
5	\$49.24	\$56.90	\$61.17
6	\$51.29	\$59.27	\$63.72
7	\$53.34	\$61.64	\$66.27
8	\$55.39	\$64.01	\$68.82
9	\$57.45	\$66.39	\$71.36
10	\$59.50	\$68.76	\$73.91
Annualized Pay Range*	\$85,342 to \$123,760	\$98,633 to \$143,020	\$106,017 to \$153,732

\*Computation based on 2,080 hour work year.  
Source: Step and Salary data obtained from updated pay and salary study for Elko County. Provided to the author.

Finally, the salaries for the top three public defender position in Churchill and Humboldt counties are presented in Tables 6 and 7, respectively. The salaries show that officials in these rural counties receive salaries that are roughly equivalent to the salaries paid to the top three employees at DIDS. Again, this equivalence suggests that DIDS is at somewhat of a disadvantage in attracting top talent to its office, in relation to the pay received by public defenders in urban counties.

<b>Table 6. Churchill County Public Defender Salaries</b>			
<b>Role</b>	<b>Code</b>	<b>Minimum</b>	<b>Maximum</b>
Public Defender	1281	\$109,636.80 yr	\$147,409.60 yr
Deputy Public Defender II	1283	\$89,960.00 yr	\$120,993.60 yr
Deputy Public Defender I	1282	\$81,494.40 yr	\$109,636.80 yr
Source: Churchill County, Nevada HR <a href="https://www.governmentjobs.com/careers/Churchill/classspecs?keywords=public%20defender">https://www.governmentjobs.com/careers/Churchill/classspecs?keywords=public%20defender</a>			

<b>Table 7. Humboldt County Public Defender Salaries</b>			
<b>Role</b>	<b>Code</b>	<b>Minimum</b>	<b>Maximum</b>
Public Defender	100-048-01	\$111,012.28 yr	\$141,540.66 yr
Alternate Public Defender	APD1	\$100,445.61 yr	\$128,048.95 yr
Deputy Public Defender	100-048-02	\$85,424.34 yr	\$117,459.15 yr
Source: Humboldt County, Nevada HR: <a href="https://www.governmentjobs.com/careers/hcnv/classspecs?keywords=public%20defender">https://www.governmentjobs.com/careers/hcnv/classspecs?keywords=public%20defender</a>			

To provide additional evidence regarding the lack of equivalence between DIDS employees and their counterparts at the county level, it may be useful to examine the salaries of District Attorneys in Carson City, Nevada. Recall that under DIDS regulation 39, public defenders are supposed to earn a salary equivalent to the “corresponding prosecutor's office that appears adverse to the office of public defender in criminal proceedings.” The Carson City District Attorneys office can provide a comparison. As Table 8 shows, the maximum salaries of the top positions within the Carson City District Attorneys office are considerably higher than the top salaries of the top positions within DIDS. It should be noted that county salaries for some elected positions in Nevada counties are regulated by NRS 245.043.

<b>Table 8. Carson City District Attorney Salaries</b>			
<b>Role</b>	<b>Code</b>	<b>Minimum</b>	<b>Maximum</b>
Assistant District Attorney	L240	\$107,413.23 yr	\$184,587.87 yr
Chief Deputy District Attorney	L301	\$97,648.58 yr	\$156,237.50 yr
Supervisor Deputy District Attorney	L230	\$100,838.40 yr	\$117,705.40 yr
Senior Deputy District Attorney	L220	\$84,032.00 yr	\$107,140.80 yr
Deputy District Attorney	L210	\$70,131.37 yr	\$102,889.71 yr
Deputy District Attorney-Civil	L210	\$70,131.37 yr	\$102,889.71 yr
Deputy District Attorney-Juvenile	L210	\$70,131.37 yr	\$102,889.71 yr
Source: Carson City Human Resources Website: <a href="https://www.carson.org/home/showdocument?id=76969&amp;t=63764870260800000">https://www.carson.org/home/showdocument?id=76969&amp;t=63764870260800000</a>			

## **Retirement and Bar Dues**

Beyond salary differentials, counties also make contributions to retirement plans. This differs from state employees at DIDS who are part of the employee-employer compensation plan, which requires employees to contribute 15.5% of their income to retirement. The 15.5% contribution further differentiates the salaries of county and state employees by enlarging the salary gap between DIDS employees and county employees in similar positions of authority.

Currently paying the bar dues of Nevada state employees is prohibited by rules laid out in the Nevada State Administrative Manual (SAM). Specifically, SAM 2628 states that professional association dues are not an allowable State expense. The payment of bar dues and fees associated with required continuing legal education courses (CLEs) are a requirement for all practicing attorneys in Nevada. In order to maintain competitiveness in both the public and private labor markets, it is suggested that DIDS be allowed to reimburse employees for bar dues and CLES. With 11 employees at DIDS, this works out to \$4,950 in bar dues annually.

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ASSEMBLY BILL NO. 493—COMMITTEE ON WAYS AND MEANS

MAY 26, 2021

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Referred to Committee on Ways and Means

SUMMARY—Provides for compensation of state employees.  
(BDR S-1173)

FISCAL NOTE: Effect on Local Government: No.  
Effect on the State: Contains Appropriation included in  
Executive Budget.

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EXPLANATION – Matter in *bolded italics* is new; matter between brackets ~~omitted material~~ is material to be omitted.

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AN ACT relating to public employees; establishing the maximum allowed salaries for certain state employees; making appropriations from the State General Fund and State Highway Fund for increases in the salaries of certain employees of the State; and providing other matters properly relating thereto.

THE PEOPLE OF THE STATE OF NEVADA, REPRESENTED IN SENATE AND ASSEMBLY, DO ENACT AS FOLLOWS:

1     **Section 1.** The following state officers, employees, and  
2 medical and related positions are entitled to receive approximate  
3 annual salaries of not more than the maximum amounts set forth  
4 following their specified titles or positions:

Title or Position	Annual Salary
1. Office of the Attorney General:	
(a) Attorney General’s Office	
Assistant Attorney General.....	\$158,347
Attorney General Counsel for Prosecuting	
Attorneys.....	120,977
Bureau Chief (each).....	143,779
Chief Deputy Attorney General (each).....	133,012
Chief Financial Officer.....	115,096
Chief Investigator .....	98,809



1		Annual
2	Title or Position	Salary
3	Chief Personnel Manager .....	\$98,809
4	Chief of Staff .....	158,347
5	Construction Law Counsel .....	149,272
6	Deputy Attorney General (each) .....	107,676
7	Executive Assistant .....	63,340
8	Financial Analyst.....	91,841
9	General Counsel .....	149,272
10	Information Technology Chief .....	112,798
11	Investigator (each).....	74,242
12	Legal Researcher (each) .....	63,340
13	Ombudsman for Victims of Domestic	
14	Violence .....	67,131
15	Program Specialist, Technological Crimes .....	63,340
16	Public Information Officer .....	79,807
17	Senior Deputy Attorney General (each) .....	120,344
18	Solicitor General.....	149,272
19	Special Assistant Attorney General, Military.....	120,977
20	Special Assistant Attorney General,	
21	Neighborhood.....	120,977
22	Special Counsel (each) .....	149,272
23	Supervising Legal Researcher (each) .....	66,506
24	(b) Bureau of Consumer Protection	
25	Administrative Services Officer .....	\$83,407
26	Chief Deputy Attorney General (each).....	133,012
27	Deputy Attorney General .....	107,676
28	Engineer.....	92,691
29	Legal Researcher (each) .....	63,340
30	Regulatory Manager .....	102,891
31	Senior Deputy Attorney General (each) .....	120,344
32	Senior Economist .....	115,117
33	Senior Engineer .....	102,801
34	Senior Regulatory Analyst .....	96,066
35	Supervising Legal Researcher .....	66,506
36	Technical Staff Manager .....	102,891
37	2. Office of the Controller:	
38	Chief Deputy Controller .....	\$120,977
39	Executive Assistant .....	63,340
40	3. Office of the Governor, Agency for Nuclear Projects:	
41	Executive Assistant .....	\$63,340
42	Executive Director.....	129,780
43	Planner/Researcher.....	93,657
44	Planning Division Administrator.....	118,140
45	Technical Programs Division Administrator.....	118,140





1		Annual
2	Title or Position	Salary
3	4. Office of the Governor, Nevada Athletic Commission:	
4	Chief Assistant .....	\$76,007
5	Division Administrator.....	110,211
6	5. Office of the Governor, Office for New Americans:	
7	Director.....	\$79,807
8	6. Office of the Governor, Office of Energy:	
9	Deputy Director.....	\$105,360
10	Director.....	120,344
11	7. Office of the Governor, Office of Finance:	
12	Administrator, Office of Project	
13	Management, SMART 21 .....	\$126,515
14	Chief Assistant Budget Administrator.....	100,137
15	Deputy Director.....	131,743
16	Director, Office of Finance.....	143,779
17	Director, Office of Project Management,	
18	SMART 21 .....	139,346
19	Division Administrator, Budget Division.....	120,977
20	Division Administrator, Internal Audits.....	120,977
21	Executive Assistant .....	63,340
22	Organizational Change Manager, Office of	
23	Project Management, SMART 21 .....	115,522
24	8. Office of the Governor, Science, Innovation and	
25	Technology:	
26	Administrator.....	\$100,161
27	9. Office of the Lieutenant Governor:	
28	Administrative Secretary .....	\$53,819
29	Assistant to the Lieutenant Governor (each) .....	79,731
30	Chief of Staff.....	83,716
31	10. Office of the Secretary of State:	
32	Business Portal Administrator.....	\$115,452
33	Chief, Enforcement .....	109,860
34	Chief Deputy .....	131,743
35	Deputy Secretary of State, Commercial	
36	Recordings.....	110,211
37	Deputy Secretary of State, Elections .....	120,977
38	Deputy Secretary of State, Operations .....	110,211
39	Deputy Secretary of State, Southern Nevada .....	110,211
40	Executive Assistant .....	63,340
41	Public Information Officer .....	79,807
42	Securities Administrator.....	115,096
43	11. Office of the State Treasurer:	
44	Chief Deputy State Treasurer .....	\$131,743
45	Chief of Staff.....	131,743



	Annual
Title or Position	Salary
Deputy State Treasurer, Cash Management .....	\$110,211
Deputy State Treasurer, Debt Service .....	110,211
Deputy State Treasurer, Investments.....	131,743
Deputy State Treasurer, Unclaimed Property.....	110,211
Executive Assistant .....	63,340
Executive Director, Millennium Scholarship .....	110,211
Senior Deputy State Treasurer (each).....	120,977
12. Department of Administration:	
Deputy Director .....	\$131,743
Director.....	143,779
Executive Assistant .....	63,340
(a) Administrative Services Division	
Division Administrator.....	\$120,977
(b) Division of Enterprise Information Technology Services	
Chief, Planning, Research and Grant	
Management.....	\$100,137
Chief Assistant, Planning .....	91,823
Deputy Administrator.....	120,977
Division Administrator.....	131,743
Special Advisor .....	110,211
State Chief Information Officer.....	131,743
(c) Division of Human Resource Management	
Division Administrator.....	\$120,977
Division Deputy Administrator (each) .....	98,809
(d) Division of State Library, Archives and Public Records	
Division Administrator.....	\$110,211
(e) Fleet Services Division	
Division Administrator.....	\$91,842
(f) Hearings Division	
Appeals Officer (each) .....	\$120,344
Hearing Officer (each).....	79,807
Information Systems Specialist .....	69,794
Senior Appeals Officer.....	133,012
(g) Mail Services Division	
Division Administrator.....	\$91,842
(h) Office of Grant Procurement, Coordination and Management	
Chief.....	\$91,340
Executive Grants Analyst (each) .....	69,740
Senior Executive Grants Analyst.....	83,396
(i) Purchasing Division	
Attorney.....	\$107,676
Division Administrator.....	110,211



	Annual Salary
1	
2	Title or Position
3	(j) Public Employees' Deferred Compensation Program
4	Deferred Compensation Executive Officer ..... \$110,211
5	(k) State Public Works Division
6	Administrator..... \$139,346
7	Deputy Administrator, Buildings and
8	Grounds..... 120,977
9	Deputy Administrator, Code Compliance and
10	Enforcement ..... 131,743
11	Deputy Administrator, Professional Services..... 131,743
12	Project Manager II (each)..... 110,211
13	Project Manager III (each)..... 120,344
14	(l) Miscellaneous
15	Administrator, Equal Employment
16	Opportunity ..... \$91,842
17	Division Administrator, Risk Management..... 98,809
18	13. State Department of Agriculture:
19	Deputy Director ..... \$120,977
20	Director..... 131,743
21	(a) Administrative Services
22	Division Administrator..... \$110,211
23	(b) Animal Industry
24	Division Administrator..... \$98,809
25	(c) Food and Nutrition
26	Deputy Administrator..... \$98,809
27	Division Administrator..... 110,211
28	(d) Measurement Standards
29	Division Administrator..... \$110,211
30	(e) Plant Health and Compliance
31	Deputy Division Administrator ..... \$98,809
32	Division Administrator..... 110,211
33	(f) Miscellaneous
34	Executive Assistant ..... \$63,340
35	Industry and Global Trade Coordinator ..... 87,356
36	State Veterinarian ..... 123,470
37	Supervisor, Animal Disease Laboratory..... 109,210
38	Veterinary Diagnostician..... 101,185
39	14. Department of Business and Industry:
40	Deputy Director, Administration..... \$110,211
41	Deputy Director, Programs..... 120,977
42	Director..... 143,779
43	(a) Attorney for Injured Workers
44	Deputy Attorney (each)..... \$107,676
45	Division Administrator..... 133,012



	Annual
Title or Position	Salary
Senior Deputy Attorney (each).....	\$120,344
(b) Division of Industrial Relations	
Attorney (each).....	\$107,676
Chief Investigator .....	91,841
Deputy Division Administrator (each) .....	98,809
Deputy Division Administrator, Mechanical Unit.....	91,841
Deputy Division Administrator, Mine Safety.....	91,841
Deputy Division Administrator, Safety Consultation .....	91,841
Division Administrator .....	120,977
Senior Attorney .....	120,344
(c) Division of Insurance	
Deputy Division Administrator (each) .....	\$110,211
Deputy Division Administrator, Captive Insurers .....	107,676
Division Administrator .....	131,743
Insurance Counsel/Hearing Officer (each) .....	110,211
Lead Actuary (each) .....	141,934
Lead Insurance Counsel/Hearing Officer .....	120,344
(d) Employee-Management Relations Board	
Division Administrator .....	\$98,809
Executive Assistant .....	63,340
(e) Financial Institutions	
Certified Public Accountant .....	\$76,216
Deputy Division Administrator .....	91,841
Division Administrator .....	110,211
(f) Labor Commissioner	
Chief Assistant .....	\$59,106
Deputy Division Administrator .....	91,841
Division Administrator .....	110,211
State Apprenticeship Director .....	82,763
(g) Mortgage Lending Division	
Certified Public Accountant .....	\$76,216
Deputy Division Administrator .....	91,841
Division Administrator .....	110,211
(h) Nevada Housing Division	
Affordable Housing Advocate.....	\$79,807
Chief Assistant .....	76,007
Chief Financial Officer.....	107,676
Deputy Administrator.....	91,841
Deputy Division Administrator .....	91,841
Division Administrator.....	110,211



	Annual
Title or Position	Salary
(i) Nevada Transportation Authority	
Attorney.....	\$107,676
Chief Transportation Inspector.....	104,902
Commissioner (each).....	120,595
Deputy Division Administrator.....	107,676
Division Administrator.....	128,613
Financial Analyst (each).....	91,949
Manager.....	99,625
(j) Real Estate Division	
Deputy Division Administrator.....	\$91,841
Division Administrator.....	110,211
Ombudsman.....	83,717
(k) Taxicab Authority	
Attorney.....	\$107,676
Division Administrator.....	128,613
(l) Miscellaneous	
Administrative Law Judge.....	\$120,344
Executive Assistant.....	63,340
Ombudsman of Consumer Affairs for Minorities.....	83,716
15. State Department of Conservation and Natural Resources:	
Deputy Director (each).....	\$120,977
Director.....	143,779
(a) Division of Environmental Protection	
Division Administrator.....	\$139,346
(b) Division of Forestry	
Division Administrator.....	\$120,977
(c) Division of Outdoor Recreation	
Division Administrator.....	\$98,809
Division Deputy Administrator.....	91,841
(d) Division of State Lands	
Division Administrator.....	\$110,211
(e) Division of State Parks	
Division Administrator.....	\$120,977
(f) Division of Water Resources	
Chief, Water Planning and Drought Resiliency.....	\$98,809
District Supervisor, Water Commissioner.....	79,807
Division Administrator.....	139,346
(g) Natural Heritage Program	
Administrator.....	\$91,841
(h) State Historic Preservation Office	
Administrator.....	\$110,211



	Annual Salary
1	
2	Title or Position
3	(i) Miscellaneous
4	Executive Assistant ..... \$63,340
5	16. Department of Corrections:
6	Assistant to the Director ..... \$100,132
7	Deputy Director, Industrial Programs ..... 131,743
8	Deputy Director, Operations, Northern
9	Region ..... 131,743
10	Deputy Director, Operations, Southern
11	Region ..... 131,743
12	Deputy Director, Support Services ..... 131,743
13	Director ..... 143,779
14	Executive Assistant ..... 63,340
15	Medical Director ..... 215,441
16	Mental Health Director ..... 120,977
17	17. Department of Education:
18	Chief Strategy Officer ..... \$104,902
19	Deputy Superintendent for Administrative
20	and Fiscal Services ..... 120,977
21	Deputy Superintendent of Instructional,
22	Research and Evaluative Services (each) ..... 120,977
23	Director, Safe and Respectful Learning
24	Office ..... 98,809
25	Executive Assistant ..... 63,340
26	Superintendent of Public Instruction ..... 143,779
27	18. Department of Employment, Training and Rehabilitation:
28	Deputy Director (each) ..... \$131,743
29	Director ..... 143,779
30	(a) Employment Security Division
31	Deputy Staff Attorney ..... \$107,676
32	Division Administrator ..... 131,743
33	Senior Attorney ..... 120,344
34	(b) Equal Rights Commission
35	Division Administrator ..... \$98,809
36	(c) Information Development and Processing Division
37	Division Administrator ..... \$120,977
38	(d) Governor's Office of Workforce Innovation
39	Executive Director ..... \$109,850
40	(e) Rehabilitation Division
41	Chief, Disability Employment Policy ..... \$91,842
42	Division Administrator ..... 120,977
43	(f) Miscellaneous
44	Chief Auditor ..... \$101,341
45	Executive Assistant ..... 63,340



	Annual
Title or Position	Salary
Hearing Officer (each).....	\$79,807
19. Department of Health and Human Services:	
(a) Aging and Disability Services	
Chief, Elder Rights .....	\$98,809
Deputy Division Administrator (each) .....	120,977
Division Administrator .....	131,743
Executive Director, Persons Who are Deaf and Hard of Hearing.....	73,909
Sign Language Interpreter (each) .....	83,798
(b) Child and Family Services	
Bureau Chief, Youth Parole Bureau .....	\$110,211
Deputy Division Administrator (each) .....	120,977
Division Administrator .....	131,743
Superintendent, Caliente Youth Center .....	110,211
Superintendent, Nevada Youth Training Center .....	110,211
Superintendent, Summit View Youth Correctional Center .....	115,719
(c) Director's Office	
Administrative Assistant, Patient Protection Commission.....	\$53,591
Chief Biostatistician, Data Analytics .....	110,211
Deputy Director, Administrative Services .....	120,977
Deputy Director, Fiscal Services .....	120,977
Deputy Director, Programs.....	120,977
Director.....	143,779
Executive Director, Patient Protection Commission.....	98,809
Policy Analyst, Patient Protection Commission.....	83,407
(d) Health Care Financing and Policy	
Actuary .....	\$110,211
Deputy Division Administrator (each) .....	120,977
Division Administrator .....	131,743
State Dental Health Officer .....	175,191
(e) Office of Consumer Health Assistance	
Chief, Elder Rights .....	\$98,809
Governor's Consumer Health Advocate.....	110,211
Ombudsman for Consumer Health Assistance (each).....	87,886
(f) Office of Minority Health	
Manager.....	\$79,807



	Annual Salary
1	
2	Title or Position
3	(g) Public and Behavioral Health
4	Chief Medical Officer ..... \$242,942
5	Deputy Division Administrator (each) ..... 120,977
6	Division Administrator ..... 139,346
7	Hospital Administrator ..... 120,344
8	Medical Epidemiologist..... 175,191
9	Medical Program Coordinator, Mental Health
10	Program ..... 213,440
11	State Epidemiologist..... 110,211
12	Statewide Psychiatric Medical Director ..... 233,025
13	Statewide Suicide Prevention Coordinator..... 79,807
14	Statewide Suicide Prevention
15	Trainer/Networking Facilitator (each)..... 76,007
16	(h) Welfare and Supportive Services
17	Deputy Division Administrator (each) ..... \$120,977
18	Division Administrator ..... 131,743
19	(i) Miscellaneous
20	Agency Manager (each) ..... \$120,344
21	Executive Assistant (each) ..... 63,340
22	20. Department of Indigent Defense Services:
23	Deputy Director (each) ..... \$139,346
24	Deputy Public Defender, Appellate..... 107,676
25	Deputy Public Defender (each) ..... 107,676
26	Executive Assistant ..... 63,340
27	Executive Director..... 140,611
28	Investigator (each)..... 74,242
29	State Public Defender ..... 133,012
30	Supervising Public Defender (appeals) ..... 120,344
31	Supervising Public Defender (office)..... 120,344
32	Supervising Public Defender (trial)..... 120,344
33	21. Department of Motor Vehicles:
34	(a) Director's Office
35	Deputy Director ..... \$139,346
36	Director..... 143,779
37	Executive Assistant ..... 63,340
38	(b) DMV Administrative Services
39	Division Administrator ..... \$110,211
40	(c) DMV Automation
41	Division Administrator ..... \$120,977
42	(d) DMV Central Services and Records
43	Division Administrator ..... \$110,211
44	(e) DMV Compliance Enforcement
45	Deputy Administrator..... \$110,211





	Annual
Title or Position	Salary
Division Administrator.....	\$120,977
(f) DMV Field Services	
Deputy Administrator.....	\$110,211
Division Administrator.....	120,977
(g) DMV Motor Carrier	
Division Administrator.....	\$110,211
(h) DMV Office of Administrative Hearings	
Administrative Law Judge (licensed attorney)	
(each).....	\$120,344
Administrative Law Judge (other than	
licensed attorney) (each).....	107,676
Chief Administrative Law Judge (licensed	
attorney).....	133,012
Chief Administrative Law Judge (other than	
licensed attorney).....	120,344
(i) DMV Research and Project Management	
Division Administrator.....	\$126,515
Deputy Administrator.....	110,211
Organizational Change Manager.....	115,522
22. Department of Public Safety:	
Deputy Director.....	\$139,346
Director.....	143,779
Executive Assistant.....	63,340
(a) Capitol Police	
Division Administrator.....	\$110,211
(b) Highway Patrol	
Chief.....	\$139,346
Lieutenant Colonel.....	139,346
(c) Investigations	
Division Administrator.....	\$131,743
(d) Office of Cyber Defense Coordination	
Division Administrator, Cyber Security.....	\$117,430
(e) Office of Traffic Safety	
Division Administrator, Highway Safety	
Planning and Administration.....	\$107,676
(f) Parole and Probation	
Chair, State Board of Parole Commissioners.....	\$120,977
Division Administrator.....	139,346
Executive Secretary, Parole Board.....	63,340
Parole Board Member (each).....	98,809
(g) Records, Communications and Compliance	
Administrator, NCJIS Program.....	\$126,515
Division Administrator.....	126,392



	Annual Salary
1	
2	Title or Position
3	(h) State Fire Marshal
4	Division Administrator..... \$120,977
5	23. Department of Sentencing Policy:
6	Executive Director..... \$140,611
7	Staff Attorney..... 107,676
8	24. Department of Taxation:
9	Administrative Law Judge (licensed attorney)..... \$120,344
10	Chief Administrative Law Judge (licensed
11	attorney)..... 133,012
12	Chief Deputy Director..... 131,743
13	Deputy Director (each)..... 120,977
14	Executive Assistant..... 63,340
15	Executive Director..... 143,779
16	State Demographer..... 107,676
17	25. Department of Tourism and Cultural Affairs:
18	Administrator, Nevada Arts Council..... \$110,211
19	Advertising Sales Representative..... 66,656
20	Art Director (each)..... 64,980
21	Chief Deputy, Administration..... 110,211
22	Division Administrator, Museums and
23	History..... 110,211
24	Deputy Director, Marketing and Advertising..... 87,357
25	Deputy Director, Sales and Industry Partners..... 87,357
26	Development Specialist, Nevada Magazine
27	(each)..... 72,658
28	Development Specialist, Tourism (each)..... 82,021
29	Development Specialist II, Tourism (each)..... 87,357
30	Director..... 131,743
31	Editor Publisher, Nevada Magazine..... 99,250
32	Executive Assistant..... 63,340
33	Executive Director, Nevada Indian
34	Commission..... 79,807
35	Managing Editor, Publications..... 76,293
36	Operations and Finance Manager..... 95,541
37	Production Manager..... 61,498
38	Project Analyst..... 62,922
39	Project Analyst II (each)..... 73,366
40	Public Information Officer..... 90,031
41	Public Relations Specialist..... 82,022
42	26. Department of Transportation:
43	Administrator of External Civil Rights..... \$110,211
44	Assistant Director, Administrative Services..... 120,977
45	Assistant Director, Engineering..... 139,346



	Annual
1 Title or Position	Salary
2	
3 Assistant Director, Operations.....	\$139,346
4 Assistant Director, Planning and Program	
5 Development .....	120,977
6 Chief Pilot.....	120,344
7 Communications Director .....	98,809
8 Deputy Director (each) .....	140,611
9 Director.....	143,779
10 Executive Assistant .....	63,340
11 Executive Director, State Infrastructure Bank.....	131,743
12 Hearings Officer .....	79,807
13 Pilot II.....	98,809
14 Pilot III (each) .....	107,676
15 27. Department of Veterans Services:	
16 Administrator, Veterans Home.....	\$120,977
17 Deputy Director, Health and Wellness .....	91,842
18 Deputy Director, Programs and Services .....	91,842
19 Director, Veterans Services .....	107,676
20 Executive Assistant .....	63,340
21 28. Department of Wildlife:	
22 Chief Game Warden.....	\$110,211
23 Deputy Director (each).....	120,977
24 Director.....	131,743
25 Division Administrator, Conservation	
26 Education.....	98,809
27 Division Administrator, Fisheries	
28 Management.....	98,809
29 Division Administrator, Game .....	98,809
30 Division Administrator, Habitat .....	98,809
31 Division Administrator, Wildlife	
32 Administration.....	98,809
33 Division Administrator, Wildlife Diversity.....	98,809
34 Executive Assistant .....	63,340
35 29. Colorado River Commission of Nevada:	
36 Administrative Services Officer .....	\$134,462
37 Assistant Director, Energy Information	
38 Systems .....	120,941
39 Assistant Director, Engineering and	
40 Operations .....	134,380
41 Assistant Hydropower Program Manager .....	114,224
42 Assistant Power Supply Planner.....	104,901
43 Deputy Director .....	141,099
44 Director.....	148,399
45 Division Head, Water .....	134,462



1		Annual
2	Title or Position	Salary
3	Energy Accountant .....	\$88,676
4	Energy Services Manager .....	141,099
5	Environmental Program Manager .....	120,941
6	Hydropower Program Manager .....	127,662
7	Manager, Power Accounting .....	120,344
8	Manager, Power Planner .....	120,344
9	Natural Resource Specialist (each).....	116,911
10	Network Administrator.....	87,346
11	Office Manager.....	73,909
12	Power Facilities Communication Technician	
13	(each).....	94,067
14	Power Facilities Electrician .....	87,346
15	Power Facilities Manager (each) .....	120,941
16	Power Supply Manager .....	124,042
17	Power Supply Planner .....	120,977
18	Senior Energy Accountant (each).....	100,783
19	Senior Power Facilities Electrician (each) .....	94,067
20	Senior Power Facilities Engineer .....	116,290
21	30. Commission on Ethics:	
22	Associate Counsel .....	\$107,676
23	Commission Counsel.....	120,344
24	Executive Assistant .....	63,340
25	Executive Director.....	120,344
26	Investigator.....	74,242
27	Senior Legal Researcher.....	63,340
28	31. Commission on Judicial Discipline:	
29	General Counsel .....	\$158,347
30	32. Commission on Mineral Resources:	
31	Administrator, Minerals .....	\$118,153
32	Chief for Dangerous Mines .....	85,012
33	Chief for Mine Regulation.....	85,012
34	Deputy Administrator, Minerals.....	94,521
35	Field Specialist, Minerals (each) .....	71,970
36	Program Manager, Oil, Gas and Geothermal .....	108,792
37	33. Nevada Gaming Control Board:	
38	(a) Administration Division	
39	Chief.....	\$120,312
40	Chief Deputy .....	109,376
41	(b) Audit Division	
42	Agent (each) .....	\$78,264
43	Chief.....	120,312
44	Chief Deputy (each) .....	109,376
45	Senior Agent (each).....	86,089



1		Annual
2	Title or Position	Salary
3	Special Agent (each) .....	\$90,393
4	Supervisor (each).....	99,431
5	(c) Enforcement Division	
6	Agent (each) .....	\$78,264
7	Chief .....	120,312
8	Chief Deputy (each) .....	109,376
9	Senior Agent (each).....	86,089
10	Special Agent (each) .....	90,393
11	Supervisor (each).....	99,431
12	(d) Gaming Control Board	
13	Chair .....	\$168,554
14	Executive Secretary .....	109,376
15	Member (each) .....	156,726
16	(e) Investigations Division	
17	Agent (each) .....	\$78,264
18	Chief .....	120,312
19	Chief Deputy (each) .....	109,376
20	Investigative Services Manager (each).....	106,394
21	Senior Agent (each).....	86,089
22	Special Agent (each) .....	90,393
23	Supervisor (each).....	99,431
24	(f) Tax and License Division	
25	Agent (each) .....	\$78,264
26	Chief .....	120,312
27	Chief Deputy .....	109,376
28	Senior Agent (each).....	86,089
29	Special Agent .....	90,393
30	Supervisor (each).....	99,431
31	(g) Technology Division	
32	Chief .....	\$128,514
33	Chief Deputy, Technology .....	117,493
34	Engineer, Technology (each).....	106,570
35	Senior Agent (each).....	86,089
36	Senior Engineer, Technology (each) .....	111,897
37	Technician, Technology (each) .....	69,742
38	(h) Miscellaneous	
39	Executive Assistant .....	\$66,442
40	Financial Officer.....	94,662
41	Hearings Officer (each) .....	105,360
42	Human Resources Manager.....	106,394
43	Information Management Coordinator .....	94,662
44	Information Technology Manager.....	117,220
45	Network Specialist I (each) .....	83,801



	Title or Position	Annual Salary
3	Network Specialist II (each).....	\$92,547
4	Programming Manager.....	110,292
5	Programming Supervisor.....	103,929
6	Senior Application Developer (each).....	93,305
7	Senior Economic Analyst.....	105,322
8	Senior Network Specialist.....	100,477
9	Senior Policy Counsel.....	105,322
10	Senior Research Specialist.....	105,322
11	Supervisor (each).....	99,431
12	Systems Administrator.....	99,086
13	System Manager.....	110,292
14	34. Office of the Military:	
15	Adjutant General.....	\$131,743
16	Administrator, Nevada National Guard Youth	
17	Challenge Program.....	98,253
18	Administrator, StarBase Program (each).....	91,842
19	Administrative Assistant, StarBase Program	
20	(each).....	58,380
21	Analyst Supervisor/NAIC Manager,	
22	Homeland Security.....	83,409
23	Division Administrator, Homeland Security.....	131,743
24	Nevada National Guard Enlisted – SAD	
25	(each).....	97,960
26	Nevada National Guard Officer – SAD	
27	(each).....	161,234
28	Nevada National Guard Warrant Officer –	
29	SAD (each).....	110,212
30	Psychological Health Manager.....	83,395
31	Training Specialist (each).....	79,401
32	35. Peace Officers’ Standards and Training Commission:	
33	Bureau Chief (each).....	\$86,988
34	Deputy Director.....	98,809
35	Director.....	110,211
36	Executive Assistant.....	63,340
37	Training Specialist (each).....	79,401
38	36. Public Employees’ Benefits Program:	
39	Chief Financial Officer.....	\$107,676
40	Chief Information Officer.....	112,798
41	Executive Assistant.....	63,340
42	Executive Officer.....	139,346
43	Operations Officer.....	118,444
44	Quality Control Officer.....	107,676



1		Annual
2	Title or Position	Salary
3	37. Public Utilities Commission of Nevada:	
4	Administrative Attorney (each).....	\$79,807
5	Assistant Commission Secretary .....	98,809
6	Chair .....	140,611
7	Chief Attorney (each).....	133,012
8	Commission Policy Advisory (each).....	104,902
9	Commission Secretary.....	110,211
10	Director, Regulatory Operations .....	131,743
11	Engineer, Electric (each) .....	102,801
12	Engineer, Gas Pipeline (each) .....	95,665
13	Engineer, Water .....	104,902
14	Executive Assistant (each) .....	63,340
15	Executive Director.....	131,743
16	Financial Analyst (each).....	91,949
17	Legal Case Manager.....	79,807
18	Manager, Consumer Complaint Resolution .....	110,211
19	Manager, Policy Analysis.....	110,211
20	Manager, Resource and Market Analysis.....	110,211
21	Manager, Safety and Quality Assurance .....	110,211
22	Manager, Systems Operation.....	103,514
23	Manager, Tariffs and Compliance.....	110,211
24	Public Education and Statistical Analysis	
25	Officer (each) .....	76,007
26	Public Utilities Commissioner (each).....	131,743
27	Regulatory Economist (each) .....	98,689
28	Resource Planning Engineer.....	95,665
29	Rural Consumer Representative .....	74,341
30	Senior Analyst .....	82,397
31	Senior Attorney (each) .....	120,344
32	Senior Engineering Analyst.....	95,665
33	Senior Financial Analyst .....	96,547
34	Senior Gas Pipeline Engineer.....	104,902
35	Senior Regulatory Economist.....	103,623
36	Senior Utility Analyst (each).....	82,397
37	Supervisor, Consumer Complaint Resolution .....	91,841
38	38. Silver State Health Insurance Exchange:	
39	Administrative Assistant (each) .....	\$53,591
40	Benefit Manager .....	68,346
41	Communications Officer .....	83,388
42	Executive Assistant .....	63,340
43	Executive Director, Silver State Health	
44	Insurance Exchange .....	131,743
45	Finance and Research Officer .....	91,343



1	2 Title or Position	3 Annual
4	5	6 Salary
3	Grants and Projects Analyst .....	\$62,921
4	Information Systems Manager .....	109,843
5	Information Technology Analyst .....	78,179
6	Operations Manager, Silver State Health	
7	Insurance Exchange .....	118,444
8	Quality Assurance Officer .....	93,684
9	Training Specialist.....	70,972
10	39. State Public Charter School Authority:	
11	Deputy Director .....	\$98,809
12	Director.....	110,211
13	Staff Attorney .....	107,676
14	40. Supreme Court:	
15	Chief Assistant Clerk.....	\$133,012
16	Chief Clerk .....	158,347
17	Chief Deputy Clerk .....	81,706
18	Court Administrator .....	139,346
19	Deputy Court Administrator (each).....	120,344
20	Law Librarian .....	114,010
21	Senior Law Clerk (each).....	70,005
22	Staff Attorney (each) .....	107,676
23	Supervisory Staff Attorney (each).....	120,344
24	41. Cannabis Compliance Board:	
25	Administrative Law Judge.....	\$120,344
26	Chief of Administration.....	106,394
27	Chief of Inspections/Audit .....	106,394
28	Chief of Investigations .....	106,394
29	Deputy Director .....	120,977
30	Executive Assistant .....	63,340
31	Executive Director.....	131,743
32	42. Medical and Related Positions:	
33	Pharmacist 1 (each) .....	\$112,080
34	Pharmacist 2 (each) .....	123,287
35	Pharmacist 3 .....	135,617
36	Senior Institutional Dentist (Range B) (each) .....	155,863
37	Senior Physician (Range C) (each).....	175,191
38	Senior Psychiatrist (Range C) (each) .....	199,142
39	↳ A Senior Psychiatrist (Range C) is a psychiatrist certified by the	
40	American Board of Psychiatry and Neurology, Inc.	
41	<b>Sec. 2.</b> 1. If any unclassified position or other position	
42	intended to be included in section 1 of this act is inadvertently	
43	omitted from this act for Fiscal Year 2021-2022 or Fiscal Year	
44	2022-2023, the Division of Human Resource Management of the	
45	Department of Administration shall examine the duties and	





1 responsibilities of the position and submit to the Interim Finance  
2 Committee a list of those duties and responsibilities and a  
3 recommended salary for the position. The Interim Finance  
4 Committee shall review the duties and responsibilities of the  
5 position and establish the salary for the position.

6 2. If the Fiscal Analysis Division of the Legislative Counsel  
7 Bureau determines that the title or maximum salary for a position set  
8 forth in section 1 of this act contains a typographical or other error  
9 that misrepresents the maximum salary intended to be set forth in  
10 section 1 of this act, the Interim Finance Committee may review the  
11 duties and responsibilities of the position and establish the  
12 appropriate title and maximum salary for the position pursuant to  
13 the intent of the 81st Session of the Nevada Legislature.

14 3. An employee occupying a position that is currently in the  
15 classified service which is moved into the unclassified service or  
16 other position in section 1 of this act has the option to remain in the  
17 classified service at his or her current grade, with all rights afforded  
18 classified employees, or move into the unclassified service. If the  
19 employee chooses to move into the unclassified service, the  
20 employee cannot at a later date choose to return to the classified  
21 service while occupying this position.

22 4. Once an employee vacates the position moved into the  
23 unclassified service pursuant to this act, the employee who is the  
24 replacement in the position will be in the unclassified service.

25 5. If the salary for a position that is currently in the classified  
26 service or nonclassified service and that is moved into the  
27 unclassified service is reduced pursuant to this act, the salary for the  
28 employee currently serving in the position will be retained at its  
29 current level. Once the employee serving in the position vacates the  
30 position, the unclassified salary is established at the level in section  
31 1 of this act.

32 6. If the salary for an employee occupying a position in the  
33 unclassified service on June 30, 2021, is more than the maximum  
34 salary for that position as set forth in section 1 of this act, the salary  
35 for that employee must be retained at the level in effect on June 30,  
36 2021. Once an employee vacates a position for which the previous  
37 salary is retained pursuant to this subsection, the maximum salary  
38 for that position must be reduced to the amount set forth in section 1  
39 of this act.

40 **Sec. 3.** The approximate maximum salaries as set forth in  
41 section 1 of this act must be increased by 1 percent effective on  
42 July 1, 2022.

43 **Sec. 4.** 1. There is hereby appropriated from the State  
44 General Fund to the State Board of Examiners for reimbursement to  
45 any department, commission or agency of the State of Nevada,



1 including the Judicial Department of the State Government, which  
2 receives part or all of its funding from the State General Fund, for  
3 the difference between the maximum amount allowed in sections 1  
4 and 2 of this act and the amount budgeted for that purpose and to  
5 provide salary increases as provided in section 3 of this act:

6 For the Fiscal Year 2022-2023 ..... \$520,936

7 2. There is hereby appropriated from the State Highway Fund  
8 to the State Board of Examiners for reimbursement to a state  
9 agency, which receives part or all of its funding from the State  
10 Highway Fund, for the difference between the maximum amount  
11 allowed in sections 1 and 2 of this act and the amount budgeted for  
12 that purpose and to provide salary increases as provided in section 3  
13 of this act:

14 For the Fiscal Year 2022-2023 ..... \$42,369

15 3. The State Board of Examiners, upon the recommendation of  
16 the Director of the Office of Finance in the Office of the Governor,  
17 may allocate and disburse from the appropriate fund to various  
18 departments, commissions and agencies of the State of Nevada, out  
19 of the money appropriated by this section such sums of money as  
20 may from time to time be required, which, when added to the money  
21 otherwise appropriated or available, equal the amount of money  
22 required to pay the salaries of the employees of the respective  
23 departments, commissions and agencies in section 1 of this act  
24 under the adjusted pay plan.

25 **Sec. 5.** 1. Except as otherwise provided in this act, to effect  
26 increases in salaries as provided in subsections 2 to 8, inclusive,  
27 effective on July 1, 2022, there is hereby appropriated from the State  
28 General Fund to the State Board of Examiners for the fiscal year  
29 beginning on July 1, 2022, and ending on June 30, 2023, the sum of  
30 \$11,793,118, for the purpose of meeting any deficiencies which may  
31 be created between the appropriated money of the respective  
32 departments, commissions and agencies of the State of Nevada, as  
33 fixed by the 81st Session of the Nevada Legislature and the  
34 requirements for salaries of the classified and nonclassified  
35 personnel of those departments, commissions and agencies,  
36 including the Judicial Department of the State Government,  
37 necessary under an adjusted pay plan, except those employees  
38 whose salaries have been retained, to become effective on July 1,  
39 2022.

40 2. For personnel not represented by a collective bargaining  
41 agreement approved pursuant to NRS 288.555 on or before May 25,  
42 2021, an increase in salary of 1 percent.

43 3. For personnel represented by the bargaining unit established  
44 in paragraph (a) of subsection 1 of NRS 288.515, an increase in  
45 salary of 3 percent.



1 4. For personnel represented by the bargaining unit established  
2 in paragraph (e) of subsection 1 of NRS 288.515, an increase in  
3 salary of 3 percent.

4 5. For personnel represented by the bargaining unit established  
5 in paragraph (f) of subsection 1 of NRS 288.515, an increase in  
6 salary of 3 percent.

7 6. For personnel represented by the bargaining unit established  
8 in paragraph (i) of subsection 1 of NRS 288.515, an increase in  
9 salary of 3 percent.

10 7. For personnel represented by the bargaining unit established  
11 in paragraph (h) of subsection 1 of NRS 288.515, an increase in  
12 salary of 2 percent in addition to any increase in salary approved for  
13 nonrepresented personnel by the 81st Session of the Nevada  
14 Legislature. In the first full pay period of July 2022, personnel in  
15 this bargaining unit who have continuous State service of more than  
16 5 but less than 15 years on July 1, 2022, will receive a one-time  
17 bonus payment of \$500. In the first full pay period of July 2022,  
18 personnel in this bargaining unit who have continuous State service  
19 of 15 years or more on July 1, 2022, will receive a one-time bonus  
20 payment of \$1,000.

21 8. For personnel represented by the bargaining unit established  
22 in paragraph (k) of subsection 1 of NRS 288.515, an increase in  
23 salary of 3 percent.

24 9. The State Board of Examiners, upon the recommendation of  
25 the Director of the Office of Finance in the Office of the Governor,  
26 may allocate and disburse to various departments, commissions and  
27 agencies of the State of Nevada, out of the money appropriated by  
28 this section such sums of money as may from time to time be  
29 required, which, when added to the money otherwise appropriated  
30 or available, equal the amount of money required to pay the salaries  
31 of the classified and nonclassified employees of the respective  
32 departments, commissions and agencies under the adjusted pay plan.  
33 The sums appropriated by this section may not be allocated and  
34 disbursed to address a deficiency between the appropriated money  
35 as fixed by the 81st Session of the Nevada Legislature and the  
36 requirements for salaries resulting from any circumstance other than  
37 the increases in salaries described in this section.

38 **Sec. 6.** 1. To effect increases in salaries as provided in  
39 subsections 2, 3 and 4, effective on July 1, 2022, there is hereby  
40 appropriated from the State Highway Fund to the State Board of  
41 Examiners for the fiscal year beginning on July 1, 2022, and ending  
42 on June 30, 2023, the sum of \$3,055,295, for the purpose of meeting  
43 any deficiencies which may exist between the appropriated money  
44 of the Office of Finance in the Office of the Governor, Department  
45 of Motor Vehicles, Department of Public Safety and Nevada



1 Transportation Authority as fixed by the 81st Session of the Nevada  
2 Legislature and the requirements for salaries of classified personnel  
3 of the Office of Finance in the Office of the Governor, Department  
4 of Motor Vehicles, Department of Public Safety and Nevada  
5 Transportation Authority necessary under an adjusted pay plan,  
6 except those employees whose salaries have been retained, to  
7 become effective on July 1, 2022.

8 2. For personnel not represented by a collective bargaining  
9 agreement approved pursuant to NRS 288.555, on or before May 25,  
10 2021, an increase in salary of 1 percent.

11 3. For personnel represented by the bargaining unit established  
12 in paragraph (a) of subsection 1 of NRS 288.515, an increase in  
13 salary of 3 percent.

14 4. For personnel represented by the bargaining unit established  
15 in paragraph (h) of subsection 1 of NRS 288.515, an increase in  
16 salary of 2 percent in addition to any increase in salary approved for  
17 nonrepresented personnel by the 81st Session of the Nevada  
18 Legislature. In the first full pay period of July 2022, personnel in  
19 this bargaining unit who have continuous State service of more than  
20 5 but less than 15 years on July 1, 2022, will receive a one-time  
21 bonus payment of \$500. In the first full pay period of July 2022,  
22 personnel in this bargaining unit who have continuous State service  
23 of 15 years or more on July 1, 2022, will receive a one-time bonus  
24 payment of \$1,000.

25 5. The State Board of Examiners, upon the recommendation of  
26 the Director of the Office of Finance in the Office of the Governor,  
27 may allocate and disburse to the Office of Finance in the Office of  
28 the Governor, Department of Motor Vehicles, the Department of  
29 Public Safety and the Nevada Transportation Authority out of the  
30 money appropriated by this section such sums of money as may  
31 from time to time be required, which when added to the money  
32 otherwise appropriated or available equal the amount of money  
33 required to meet and pay the salaries of the classified employees of  
34 the Office of Finance in the Office of the Governor, Department of  
35 Motor Vehicles, Department of Public Safety and Nevada  
36 Transportation Authority under the adjusted pay plan. The sums  
37 appropriated by this section may not be allocated and disbursed to  
38 address a deficiency between the appropriated money as fixed by  
39 the 81st Session of the Nevada Legislature and the requirements for  
40 salaries resulting from any circumstance other than the increases in  
41 salaries described in this section.

42 **Sec. 7.** 1. To effect increases in salaries of 1 percent  
43 effective on July 1, 2022, there is hereby appropriated from the State  
44 General Fund to the State Board of Examiners for the fiscal year  
45 beginning on July 1, 2022, and ending on June 30, 2023, the sum of



1 \$773,459, for the purpose of meeting any deficiencies which may be  
2 created between the appropriated money of the Nevada System of  
3 Higher Education as fixed by the 81st Session of the Nevada  
4 Legislature and the requirements for salaries of the classified  
5 personnel of the Nevada System of Higher Education necessary  
6 under the adjusted pay plan, except those employees whose salaries  
7 have been retained, to become effective on July 1, 2022.

8 2. To effect increases in salaries of 1 percent effective on  
9 July 1, 2022, there is hereby appropriated from the State General  
10 Fund to the State Board of Examiners for the fiscal year beginning  
11 on July 1, 2022, and ending on June 30, 2023, the sum of  
12 \$3,634,229, for the purpose of meeting any deficiencies which may  
13 be created between the appropriated money of the Nevada System  
14 of Higher Education as fixed by the 81st Session of the Nevada  
15 Legislature and the requirements for increasing the salaries of those  
16 professional employees of the Nevada System of Higher Education  
17 whose positions are included in the Executive Budget as approved  
18 by the 81st Session of the Nevada Legislature, to become effective  
19 on July 1, 2022.

20 3. Appropriations from the State General Fund for cost of  
21 living adjustments for the classified and professional employees of  
22 the Nevada System of Higher Education will be based on the  
23 proportion of appropriations from the State General Fund to total  
24 revenue within each state-supported budget of the Nevada System of  
25 Higher Education.

26 4. The State Board of Examiners, upon the recommendation of  
27 the Director of the Office of Finance in the Office of the Governor,  
28 may allocate and disburse to the Nevada System of Higher  
29 Education out of the money appropriated by this section such sums  
30 of money as may from time to time be required, which when added  
31 to the money otherwise appropriated are limits and equal the amount  
32 of money available to pay the salaries of the classified and  
33 professional employees of the Nevada System of Higher Education  
34 under the adjusted pay plan. The sums appropriated by this section  
35 may not be allocated and disbursed to address a deficiency between  
36 the appropriated money as fixed by the 81st Session of the Nevada  
37 Legislature and the requirements for salaries resulting from any  
38 circumstance other than the increases in salaries described in this  
39 section.

40 **Sec. 8.** To effect increases in salaries of 1 percent, effective on  
41 July 1, 2022, there is hereby appropriated from the State General  
42 Fund to the Legislative Fund for the fiscal year beginning on July 1,  
43 2022, and ending on June 30, 2023, the sum of \$318,591, for the  
44 purpose of meeting any deficiencies which may be created between  
45 the money appropriated to the Legislative Fund as fixed by the 81st



1 Session of the Nevada Legislature and the requirements for salaries  
2 of the personnel of the Legislative Counsel Bureau necessary under  
3 an adjusted pay plan to become effective on July 1, 2022.

4 **Sec. 9.** The Department of Health and Human Services and the  
5 Department of Corrections may adopt a plan to authorize additional  
6 payments of up to \$60 for a specified period on a weeknight and of  
7 up to \$100 for a specified period on a weekend day for unclassified  
8 employees who are Senior Psychiatrists, Senior Physicians or  
9 Pharmacists to perform on-call responsibilities to ensure 24-hour  
10 coverage in psychiatric treatment facilities and correctional facilities  
11 and institutions. On-call responsibilities for Senior Psychiatrists and  
12 Senior Physicians include, without limitation, attending to clinical  
13 emergencies, evaluation of patients subject to seclusion and restraint  
14 and completing rounds during weekends. On-call responsibilities for  
15 Pharmacists include, without limitation, consultation with medical  
16 personnel and first dosage reviews.

17 **Sec. 10.** The Nevada Gaming Control Board may adopt a plan  
18 to authorize additional payments of up to \$5,000 annually for  
19 unclassified employees who possess a current Nevada certified  
20 public accountant certificate, a license to practice law in the State of  
21 Nevada or any other state, or are in a qualifying position as an  
22 electronic laboratory engineer and possess a bachelor of science or  
23 higher degree in engineering, electronic engineering or computer  
24 science and utilize, in the opinion of the Board, the skills evidenced  
25 by these qualifications to further enhance the performance of their  
26 job duties and responsibilities.

27 **Sec. 11.** Any remaining balance of an appropriation made by  
28 sections 4 to 7, inclusive, of this act must not be committed for  
29 expenditure after June 30, 2023, by the entity to which the  
30 appropriation is made or any entity to which money from the  
31 appropriation is granted or otherwise transferred in any manner, and  
32 any portion of the appropriated money remaining must not be spent  
33 for any purpose after September 15, 2023, by either the entity to  
34 which the money was appropriated or the entity to which the money  
35 was subsequently granted or transferred, and must be reverted to the  
36 fund from which it was appropriated on or before September 15,  
37 2023.

38 **Sec. 12.** When determining the allocations of the money  
39 appropriated in sections 4 to 7, inclusive, of this act, the State Board  
40 of Examiners shall not distribute money to an account beyond the  
41 maximum salary need amount determined for the account.  
42 Appropriations established for an account within a department,  
43 agency or commission must not be distributed to another account  
44 within the department, agency or commission if that action results in



1 the distribution of money beyond the maximum salary need amount  
2 determined for the account.

3 **Sec. 13.** 1. To effect the State of Nevada's share of the  
4 increases of salary of 1 percent effective July 1, 2022, for employees  
5 of the Tahoe Regional Planning Agency, there is hereby  
6 appropriated from the State General Fund to the State Board of  
7 Examiners the sum of not more than \$18,659 for the fiscal year  
8 beginning on July 1, 2022, and ending on June 30, 2023. The  
9 amounts transferred must not be used to increase an employee's  
10 base salary unless the State of California provides the required 2-  
11 for-1 matching funds. If such matching funds are not provided by  
12 the State of California, any amounts provided to the Tahoe Regional  
13 Planning Agency by the State of Nevada must be used as a one-time  
14 salary bonus.

15 2. The State Board of Examiners, upon the recommendation of  
16 the Director of the Office of Finance in the Office of the Governor,  
17 may allocate and disburse to the Tahoe Regional Planning Agency  
18 out of the money appropriated by this section such sums of money  
19 as may from time to time be required, which when added to the  
20 money otherwise appropriated or available, equal the amount of  
21 money required to meet and pay the State of Nevada's share of the  
22 salaries of the employees of the Tahoe Regional Planning Agency  
23 under the adjusted pay plan. The sums appropriated by this section  
24 may not be allocated and disbursed to address a deficiency between  
25 the appropriated money as fixed by the 81st Session of the Nevada  
26 Legislature and the requirements for salaries resulting from any  
27 circumstance other than an increase in salaries described in this  
28 section.

29 **Sec. 14.** The sums appropriated for the support of the salaries  
30 for the Assistant Attorney General in the Office of the Attorney  
31 General, Chief of Staff in the Office of the Attorney General, Chief  
32 Clerk of the Nevada Supreme Court, General Counsel of the  
33 Commission on Judicial Discipline, Chairman of the Nevada  
34 Gaming Control Board, a member of the Nevada Gaming Control  
35 Board and an officer of the Nevada National Guard must be applied  
36 pursuant to the budget approved by the Legislature notwithstanding  
37 the provisions of NRS 281.123.

38 **Sec. 15.** If the name of an officer or agency has been changed  
39 or the responsibilities of an officer or agency have been transferred  
40 pursuant to the provisions of another act enacted by the Legislature  
41 this session and approved by the Governor and the change in name  
42 or transfer of duties is not indicated in this act, any reference to that  
43 officer or agency in this act shall be deemed to refer to the officer or  
44 agency the name of which or duties of which have been changed or  
45 transferred by the other act.



1       **Sec. 16.** NRS 612.230 is hereby amended to read as follows:

2       612.230 1. For the purpose of ensuring the impartial selection  
3 of personnel on the basis of merit, the Administrator shall fill all  
4 positions in the Division, except the post of Administrator, *Deputy*  
5 *Staff Attorney* and Senior Attorney, from registers prepared by the  
6 Division of Human Resource Management of the Department of the  
7 Administration, in conformity with such rules, regulations and  
8 classification and compensation plans relating to the selection of  
9 personnel as may be adopted or prescribed by the Administrator.

10       2. The Administrator shall select all personnel either from the  
11 first five candidates on the eligible lists as provided in this chapter,  
12 or from the highest rating candidate within a radius of 60 miles of  
13 the place in which the duties of the position will be performed. The  
14 Administrator may fix the compensation and prescribe the duties  
15 and powers of such personnel, including such officers, accountants,  
16 attorneys, experts, and other persons as may be necessary in the  
17 performance of the duties under this chapter, and may delegate to  
18 any such person such power and authority as the Administrator  
19 deems reasonable and proper for its effective administration.

20       3. The Administrator shall classify positions under this chapter  
21 and shall establish salary schedules and minimum personnel  
22 standards for the positions so classified. The Administrator shall  
23 devise and establish fair and reasonable regulations governing  
24 promotions, demotions and terminations for cause in accordance  
25 with such established personnel practices as will tend to promote the  
26 morale and welfare of the organization.

27       4. The Administrator may grant educational leave stipends to  
28 officers and employees of the Division if all of the cost of the  
29 educational leave stipends may be paid from money of the Federal  
30 Government.

31       **Sec. 17.** This act becomes effective on July 1, 2021.

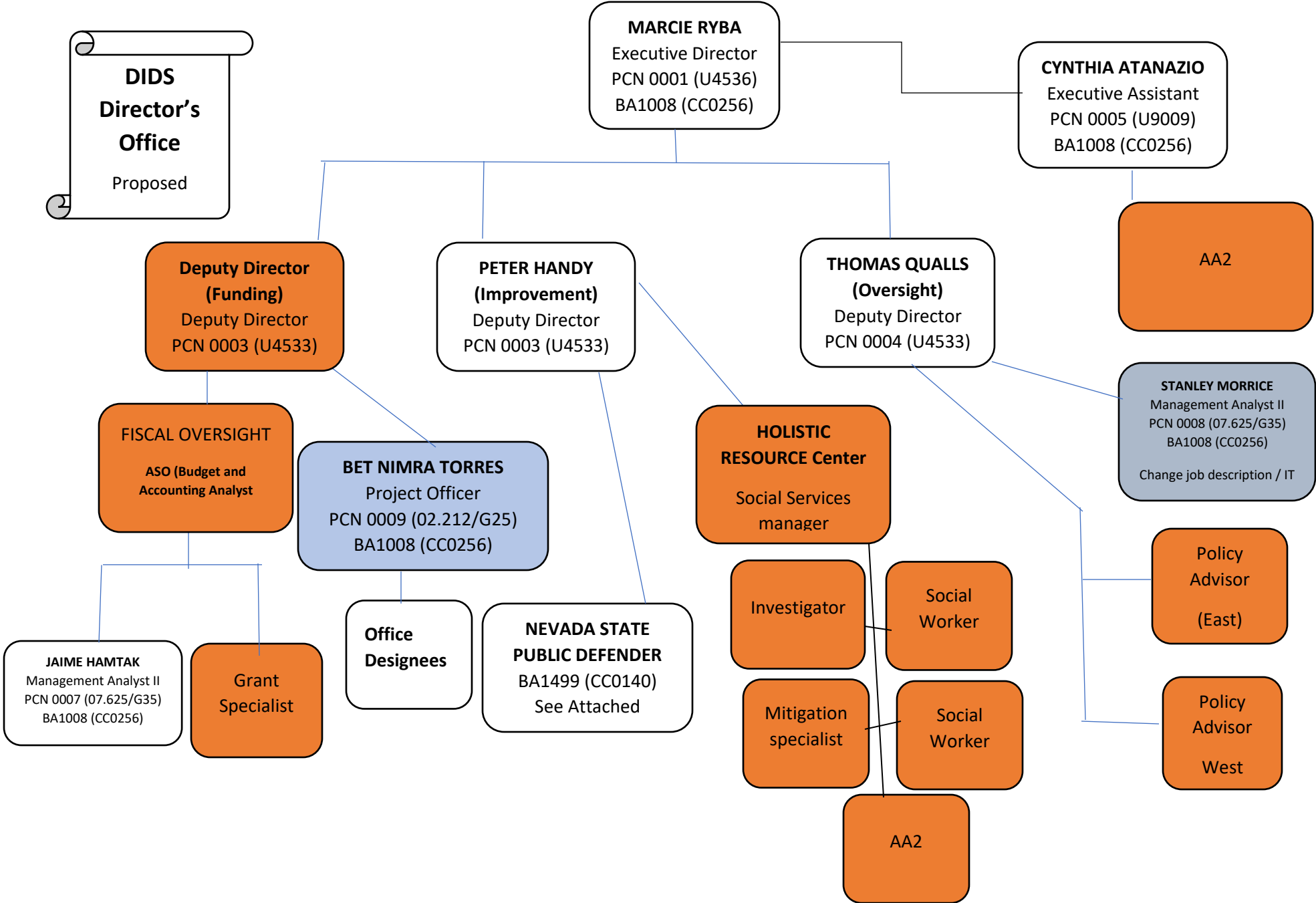








# Department of Indigent Defense Services (DIDS)



**KARIN KREIZENBECK**  
State Public Defender PCN 0001 (U4502) / BA1499 (CC0140)

Any "Eastern" Rural Counties Opting in:  
See Org Chart

**Vacant**  
Supervising PD – Office (Reclassify as Assistant PD) / PCN 0006 (U4004) / BA1499 (CC0145)

**CHARLES ODGERS**  
Supervising PD – Office (Reclassify as Assistant PD) / PCN 0006 (U4004) / BA1499 (CC0145)

**MELISSA CARLISLE**  
Legal Office Manager  
PCN 0002 (02.154/G33)  
BA1499 (CC0140)

**Appellate Unit**

**Complex Litigation Unit**

**Carson City**

Any "Western" Rural Counties Opting in

Storey County  
See Org Chart

**SALLY DESOTO**  
Supervising PD - Appellate  
PCN 0027 (U4006)  
BA1499 (CC0140)

**Vacant**  
Supervising PD - Trial  
PCN 0007 (U4005)  
BA1499 (CC0140)

**WILLIAM MURPHY**  
Supervising PD - Trial  
PCN 0007 (U4005)  
BA1499 (CC0140)

**Vacant**  
Supervising Social Worker  
PCN 0018 (U3607)  
BA1499 (CC0140)

**Vacant**  
Supervising Investigator  
PCN 0018 (U3607)  
BA1499 (CC0140)

**New/Reclassified?**  
Supervising Legal Secretary  
PCN 00XX (02.151/G31)  
BA1499 (CC0140)

**SUSAN WHOLEY**  
Legal Secretary 2  
PCN 0009 (02.153/G29)  
BA1499 (CC0140)  
(02.154/G33)  
BA1499 (CC0140)

**DENNIS HOUGH**  
Deputy PD - Appellate  
PCN 0017 (U3922)  
BA1499 (CC0140)

**Vacant**  
Supervising Legal Sect  
PCN 0005 (02.153/G29)  
BA1499 (CC0140)

**VACANT**  
Deputy PD  
PCN 0008 (U3907)  
BA1499 (CC0140)

**Vacant**  
Social Worker  
PCN 0018 (U3607)  
BA1499 (CC0140)

**MARGARET JUDGE**  
Investigator  
PCN 0018 (U3607)  
BA1499 (CC0140)

**ANDREA GOMEZ**  
Legal Secretary 2  
PCN 0040 (02.153/G29)  
BA1499 (CC0140)

**VACANT**  
Deputy PD  
PCN 0008 (U3907)  
BA1499 (CC0140)

**Vacant**  
Investigator  
PCN 0018 (U3607)  
BA1499 (CC0140)

**JOHN WALKER**  
Deputy PD  
PCN 0037 (U3907)  
BA1499 (CC0140)

**Vacant**  
Social Worker?  
PCN 0018 (U3607)  
BA1499 (CC0140)

**GUY BOVARD**  
Investigator  
PCN 0036 (U3607)  
BA1499 (CC0140)

**NEW POSITION**  
Legal Secretary 2  
PCN 0042 (02.153/G29)  
BA1499

**Vacant**  
Mitigation Specialist  
PCN 0018 (U3607)  
BA1499 (CC0140)

**JENNIFER MERIDETH**  
Deputy PD  
PCN 0039 (U3907)  
BA1499

**NEW POSITION**  
Deputy PD  
PCN 00XX (U3907)  
BA1499 (CC0140)

**VACANT**  
Legal Secretary 2  
PCN 0005 (02.153/G29)

**DIDS**  
**Public Defender's (PD) Office**  
Proposed  
**Two Separate Offices**  
**2 cars**