

Soval Solutions, LLC

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

Prepared for the Nevada Department of
Indigent Defense Services

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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.

Table 1. Proposed Salaries and Job Categories for DIDS Personnel			
Position Title	Current Salary	Proposed Salary	Equivalent AG Position Salary
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.¹ 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".

¹ 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>.

Table 2. Comparison of Roles and Salaries in Nevada Office of Attorney General and Department of Indigent Defense Services					
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/hrnvgov/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.

Table 3. Clark County Public Defender Salaries			
Role	Code	Minimum	Maximum
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 .			

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.

Table 4. Washoe County Public Defender Salaries			
Role	Code	Minimum	Maximum
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.

Table 5. Proposed Elko County Public Defender Salaries			
Step	Deputy Public Defender (Grade E18)	Chief Civil Deputy Public Defender (Grade E20)	Chief Civil Deputy Public Defender and Public Defender (Grade E21)
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.

Table 6. Churchill County Public Defender Salaries			
Role	Code	Minimum	Maximum
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 https://www.governmentjobs.com/careers/Churchill/classspecs?keywords=public%20defender			

Table 7. Humboldt County Public Defender Salaries			
Role	Code	Minimum	Maximum
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: https://www.governmentjobs.com/careers/hcnv/classspecs?keywords=public%20defender			

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.

Table 8. Carson City District Attorney Salaries			
Role	Code	Minimum	Maximum
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: https://www.carson.org/home/showdocument?id=76969&t=637648702608000000			

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.

A.B. 493

MAY 26, 2021

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



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



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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



1		Annual
2	Title or Position	Salary
3	Deputy State Treasurer, Cash Management	\$110,211
4	Deputy State Treasurer, Debt Service	110,211
5	Deputy State Treasurer, Investments.....	131,743
6	Deputy State Treasurer, Unclaimed Property.....	110,211
7	Executive Assistant	63,340
8	Executive Director, Millennium Scholarship	110,211
9	Senior Deputy State Treasurer (each).....	120,977
10	12. Department of Administration:	
11	Deputy Director	\$131,743
12	Director.....	143,779
13	Executive Assistant	63,340
14	(a) Administrative Services Division	
15	Division Administrator	\$120,977
16	(b) Division of Enterprise Information Technology Services	
17	Chief, Planning, Research and Grant	
18	Management.....	\$100,137
19	Chief Assistant, Planning	91,823
20	Deputy Administrator	120,977
21	Division Administrator	131,743
22	Special Advisor	110,211
23	State Chief Information Officer.....	131,743
24	(c) Division of Human Resource Management	
25	Division Administrator	\$120,977
26	Division Deputy Administrator (each)	98,809
27	(d) Division of State Library, Archives and Public Records	
28	Division Administrator	\$110,211
29	(e) Fleet Services Division	
30	Division Administrator	\$91,842
31	(f) Hearings Division	
32	Appeals Officer (each)	\$120,344
33	Hearing Officer (each).....	79,807
34	Information Systems Specialist	69,794
35	Senior Appeals Officer	133,012
36	(g) Mail Services Division	
37	Division Administrator	\$91,842
38	(h) Office of Grant Procurement, Coordination and Management	
39	Chief.....	\$91,340
40	Executive Grants Analyst (each)	69,740
41	Senior Executive Grants Analyst.....	83,396
42	(i) Purchasing Division	
43	Attorney.....	\$107,676
44	Division Administrator	110,211



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1		Annual
2	Title or Position	Salary
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



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1		Annual
2	Title or Position	Salary
3	Senior Deputy Attorney (each).....	\$120,344
4	(b) Division of Industrial Relations	
5	Attorney (each).....	\$107,676
6	Chief Investigator.....	91,841
7	Deputy Division Administrator (each).....	98,809
8	Deputy Division Administrator, Mechanical	
9	Unit.....	91,841
10	Deputy Division Administrator, Mine Safety.....	91,841
11	Deputy Division Administrator, Safety	
12	Consultation.....	91,841
13	Division Administrator.....	120,977
14	Senior Attorney.....	120,344
15	(c) Division of Insurance	
16	Deputy Division Administrator (each).....	\$110,211
17	Deputy Division Administrator, Captive	
18	Insurers.....	107,676
19	Division Administrator.....	131,743
20	Insurance Counsel/Hearing Officer (each).....	110,211
21	Lead Actuary (each).....	141,934
22	Lead Insurance Counsel/Hearing Officer.....	120,344
23	(d) Employee-Management Relations Board	
24	Division Administrator.....	\$98,809
25	Executive Assistant.....	63,340
26	(e) Financial Institutions	
27	Certified Public Accountant.....	\$76,216
28	Deputy Division Administrator.....	91,841
29	Division Administrator.....	110,211
30	(f) Labor Commissioner	
31	Chief Assistant.....	\$59,106
32	Deputy Division Administrator.....	91,841
33	Division Administrator.....	110,211
34	State Apprenticeship Director.....	82,763
35	(g) Mortgage Lending Division	
36	Certified Public Accountant.....	\$76,216
37	Deputy Division Administrator.....	91,841
38	Division Administrator.....	110,211
39	(h) Nevada Housing Division	
40	Affordable Housing Advocate.....	\$79,807
41	Chief Assistant.....	76,007
42	Chief Financial Officer.....	107,676
43	Deputy Administrator.....	91,841
44	Deputy Division Administrator.....	91,841
45	Division Administrator.....	110,211



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	Title or Position	Annual Salary
1		
2		
3	(i) Nevada Transportation Authority	
4	Attorney.....	\$107,676
5	Chief Transportation Inspector.....	104,902
6	Commissioner (each).....	120,595
7	Deputy Division Administrator	107,676
8	Division Administrator	128,613
9	Financial Analyst (each).....	91,949
10	Manager.....	99,625
11	(j) Real Estate Division	
12	Deputy Division Administrator	\$91,841
13	Division Administrator	110,211
14	Ombudsman.....	83,717
15	(k) Taxicab Authority	
16	Attorney.....	\$107,676
17	Division Administrator	128,613
18	(l) Miscellaneous	
19	Administrative Law Judge.....	\$120,344
20	Executive Assistant	63,340
21	Ombudsman of Consumer Affairs for	
22	Minorities	83,716
23	15. State Department of Conservation and Natural Resources:	
24	Deputy Director (each).....	\$120,977
25	Director.....	143,779
26	(a) Division of Environmental Protection	
27	Division Administrator	\$139,346
28	(b) Division of Forestry	
29	Division Administrator	\$120,977
30	(c) Division of Outdoor Recreation	
31	Division Administrator	\$98,809
32	Division Deputy Administrator	91,841
33	(d) Division of State Lands	
34	Division Administrator	\$110,211
35	(e) Division of State Parks	
36	Division Administrator	\$120,977
37	(f) Division of Water Resources	
38	Chief, Water Planning and Drought	
39	Resiliency	\$98,809
40	District Supervisor, Water Commissioner.....	79,807
41	Division Administrator	139,346
42	(g) Natural Heritage Program	
43	Administrator.....	\$91,841
44	(h) State Historic Preservation Office	
45	Administrator.....	\$110,211



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1		Annual
2	Title or Position	Salary
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



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1		Annual
2	Title or Position	Salary
3	Hearing Officer (each).....	\$79,807
4	19. Department of Health and Human Services:	
5	(a) Aging and Disability Services	
6	Chief, Elder Rights	\$98,809
7	Deputy Division Administrator (each)	120,977
8	Division Administrator	131,743
9	Executive Director, Persons Who are Deaf	
10	and Hard of Hearing.....	73,909
11	Sign Language Interpreter (each)	83,798
12	(b) Child and Family Services	
13	Bureau Chief, Youth Parole Bureau	\$110,211
14	Deputy Division Administrator (each)	120,977
15	Division Administrator	131,743
16	Superintendent, Caliente Youth Center	110,211
17	Superintendent, Nevada Youth Training	
18	Center	110,211
19	Superintendent, Summit View Youth	
20	Correctional Center	115,719
21	(c) Director's Office	
22	Administrative Assistant, Patient Protection	
23	Commission.....	\$53,591
24	Chief Biostatistician, Data Analytics	110,211
25	Deputy Director, Administrative Services	120,977
26	Deputy Director, Fiscal Services	120,977
27	Deputy Director, Programs.....	120,977
28	Director.....	143,779
29	Executive Director, Patient Protection	
30	Commission.....	98,809
31	Policy Analyst, Patient Protection	
32	Commission.....	83,407
33	(d) Health Care Financing and Policy	
34	Actuary	\$110,211
35	Deputy Division Administrator (each)	120,977
36	Division Administrator	131,743
37	State Dental Health Officer	175,191
38	(e) Office of Consumer Health Assistance	
39	Chief, Elder Rights	\$98,809
40	Governor's Consumer Health Advocate.....	110,211
41	Ombudsman for Consumer Health Assistance	
42	(each).....	87,886
43	(f) Office of Minority Health	
44	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



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1		Annual
2	Title or Position	Salary
3	Division Administrator	\$120,977
4	(f) DMV Field Services	
5	Deputy Administrator	\$110,211
6	Division Administrator	120,977
7	(g) DMV Motor Carrier	
8	Division Administrator	\$110,211
9	(h) DMV Office of Administrative Hearings	
10	Administrative Law Judge (licensed attorney)	
11	(each)	\$120,344
12	Administrative Law Judge (other than	
13	licensed attorney) (each)	107,676
14	Chief Administrative Law Judge (licensed	
15	attorney)	133,012
16	Chief Administrative Law Judge (other than	
17	licensed attorney)	120,344
18	(i) DMV Research and Project Management	
19	Division Administrator	\$126,515
20	Deputy Administrator	110,211
21	Organizational Change Manager	115,522
22	22. Department of Public Safety:	
23	Deputy Director	\$139,346
24	Director	143,779
25	Executive Assistant	63,340
26	(a) Capitol Police	
27	Division Administrator	\$110,211
28	(b) Highway Patrol	
29	Chief	\$139,346
30	Lieutenant Colonel	139,346
31	(c) Investigations	
32	Division Administrator	\$131,743
33	(d) Office of Cyber Defense Coordination	
34	Division Administrator, Cyber Security	\$117,430
35	(e) Office of Traffic Safety	
36	Division Administrator, Highway Safety	
37	Planning and Administration	\$107,676
38	(f) Parole and Probation	
39	Chair, State Board of Parole Commissioners	\$120,977
40	Division Administrator	139,346
41	Executive Secretary, Parole Board	63,340
42	Parole Board Member (each)	98,809
43	(g) Records, Communications and Compliance	
44	Administrator, NCJIS Program	\$126,515
45	Division Administrator	126,392



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		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



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		Annual
	Title or Position	Salary
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



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	Title or Position	Annual Salary
1		
2		
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



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		Annual
	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



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		Annual
	Title or Position	Salary
1		
2		
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



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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



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1		Annual
2	Title or Position	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	Sec. 2. 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	



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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,



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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.



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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



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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



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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



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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



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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.



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- 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
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)



