



STATE OF NEBRASKA
2020 Salary Survey

NEBRASKA
Good Life. Great Service.
DEPT. OF ADMINISTRATIVE SERVICES

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From the Director

NEBRASKA
Good Life. Great Mission.

Nebraskans,

In Nebraska, we are continuously aspiring to run State government like a business. To achieve this aspiration, we leverage data to inform our business decisions. The data contained in this report will contribute directly to the State's workforce strategy and our efforts to be an employer of choice. This report is also intended to benefit the State's business community, while informing economic development efforts throughout Nebraska.

Beyond salary information, the report also includes industry trends for wage growth opportunities and leave offering types. The report also includes first of its kind data on workstyle flexibility programs implemented by employers across the State in response to the COVID-19 pandemic.

The data substantiates that Nebraska State government's shift to "pay for performance," [page 64] follows industry best practice, as does the State's increased employment of flexible workstyles to maintain continuity of operations in the midst of the pandemic [page 86]. Also noteworthy is the State's pilot effort to allow children in the workplace at the Department of Administrative Services, which places the State as a leader in creating family friendly workplaces [page 85].

I would like to thank all the employers that participated in this year's salary survey. Your responses contribute directly to a more effective, efficient, and customer focused State government. We greatly appreciate your participation and hope the report is of benefit to you as well.

Sincerely,



Jason Jackson
Department of Administrative Services Director

2020 Salary Survey

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Explanation of Survey Results

Job Matching:

Respondents were instructed to carefully review the benchmark job description which accompanied the survey questionnaires, and to match their jobs which were substantially similar to any of those descriptions. In contrast to other surveys, several levels of a job series are provided, allowing the respondent to more accurately choose which particular job level best matches their jobs.

Definition of Terms:

Benchmark - a position included in the survey used to match the employer's positions. A short description of each benchmark is included in the results.

Counts - represents the total number of employers and the total number of employees employed by each category of Respondent Location and Respondent Industry.

Pay Rate - the average hourly pay of the employees matched to the benchmark.

Pay Range Minimum - The average of the minimums of the pay range for the employers for the benchmark.

Pay Range Maximum - The average of the maximums of the pay range for the employers for the benchmark.

Respondent Location - The primary location of the employer. The categories and counts of employers include Lincoln (11), Omaha (7), Greater Nebraska (25) and State Government (1 employer, located across Nebraska).

Respondent Industry - The primary type of business of the employer. The categories and counts of employers include City government (6), County government (10), Natural Resources District (2), Education (12), Health Care (2), Manufacturing (4), Utilities (4), Other (3), State Government (1).

Graphs:

The graphs present five years of historical data from the salary survey. Each column represents the average hourly pay rate of employees in that benchmark. Because the types of employers participating in the survey change each year, the averages may vary substantially from year to year.

Note:

If an employer category or location contains less than 2 participating employers, the data will not be presented; a dash "--" will appear in that row/column.

2020 Survey Respondents

City Government (6 respondents)

City of Chadron..... Chadron
 City of Crete Crete
 City of Grand Island..... Grand Island
 City of LincolnLincoln
 City of Norfolk..... Norfolk
 City of Omaha.....Omaha

County Government (10 respondents)

Adams County.....Hastings
 Cuming CountyWest Point
 Dakota County.....Dakota
 Dixon County.....Ponca
 Kearney CountyMinden
 Lancaster County.....Lincoln
 Madison County.....Madison
 Nuckolls CountyNelson
 Scotts Bluff CountyGering
 Stanton CountyStanton

Natural Resource Districts (2 respondents)

Central Platte Natural Resources District Grand Island
 South Platte Natural Resources District Sidney

Education (12 respondents)

Concordia UniversitySeward
 Doane University Crete
 Fremont Public Schools Fremont
 Grand Island Public Schools..... Grand Island
 Lincoln Public SchoolsLincoln
 Omaha Public Schools.....Omaha
 University of Nebraska-Agricultural Sciences and Natural
 Resources.....Lincoln

University of Nebraska-Central AdmissionLincoln
 University of Nebraska-Kearney.....Kearney
 University of Nebraska-Lincoln.....Lincoln
 University of Nebraska-Medical Center.....Omaha
 University of Nebraska-OmahaOmaha

Health Care(2 respondents)

Faith Regional Health Services..... Norfolk
 Madonna Rehabilitation HospitalLincoln

Manufacturing(4 respondents)

Chief Industries, Inc. Grand Island
 KawasakiLincoln
 Nebraska Machine Products, Inc.....Omaha
 Tank Holding CorpLincoln

Utilities(4 respondents)

Nebraska City Utilities.....Nebraska City
 Nebraska Public Power District..... Columbus
 Northeast Power..... Wayne
 Omaha Public Power District..... Omaha

Other.....(3 respondents)

Ameritas.....Lincoln
 First National Bank of Omaha.....Omaha
 Lincoln Airport AuthorityLincoln

Nebraska State Government.....Statewide

Total = 44 respondents

Benchmark Job Number	Benchmark Job Title	Benchmark Job Description
103	Office Clerk	Varied clerical work, including non-complex typing, coding, posting, simple matching work, completing forms, and operating standard office equipment including personal computers and associated software.
104	Office Clerk Senior	Reviews, processes, and maintains complex records and written materials; selecting and using varied clerical procedures (such as scanning, data entry, sorting/filing correspondence and documents, and review information for accuracy and completeness). May guide other office/clerical support workers.
105	Office Supervisor	Plans, organizes, and assigns the work of a clerical support unit. Coordinates work with users and/or other departments or divisions. Explores alternative work procedures and directs staff in processing jobs. Evaluates performance of assigned clerical workers. Trains or directs the training of assigned workers. Maintains unit workload, staffing, and fiscal records.
116	Secretary II	Usually provides general or specialized (such as legal, medical, personnel, financial, procurement) secretarial support to an immediate supervisor and other members of an associated work unit. Keeps supervisor's calendar. Arranges meetings, conferences, and travel. Screens callers and visitors, freeing supervisor from having to answer routine questions or inquiries. Types correspondence, charts, and reports. Composes routine correspondence. Maintains and updates office records. Maintains office filing system. May take dictation. Requires initiative, independence, and discretion in handling support problems and deviations from standardized policies/procedures.
117	Administrative Secretary	Provides advanced level administrative support and secretarial duties as a personal assistant for immediate supervisor, who is frequently a mid-level manager or executive. May perform duties of a confidential nature. Responsible for general administrative duties not requiring action by the supervisor. Screens calls and visitors, keeps supervisor's calendar, handles all office or clerical duties. Independently identify, plan and perform assignments. Requires understanding of processes and terminology outside the office support field and comprehensive awareness of agency operations and activities/needs of other agency work units.
118	Staff Assistant I	Performs varied technical, and/or program support tasks/activities to assist a section, unit, or program-administrative supervisor/manager or higher level administrator with detailed portions of program, technical, or administrative operations. Perform a variety of detailed, time-consuming technical support tasks in accord with clear, applicable guidelines relative to the program/operation. Assignments involve related steps, processes, methods and decisions which require selection from a limited number of options/choices. Explains policies/processes. Develops/maintains electronic databases and retrieves data for reports.
119	Staff Assistant II	Independently handles a single administrative or program operation, function, or activity in a contributory capacity for the immediate supervisor (such as a manager or professional staff member) OR a single component of a large program; performs varied administrative, technical, and/or program support work. Applies an extensive body of rules, procedures, guidelines or operations that require training and/or experience to perform a wide variety of assignments and resolve a wide variety of problems. In-depth analysis and judgment is required to interpret and adapt guidelines, regulations, and precedents to specific work problems, and to determine appropriate courses of action.
122	Word Processing Specialist II	Operates word processing equipment to type/transcribe, compose, format, proofread and edit letters reports, forms or other standard/conventional materials from rough drafts, corrected copy or voice recording onto storage media. Type of equipment used includes dedicated word processors, personal computers, and other document/data processing equipment. Handles assignments that are difficult and complex, requiring comprehensive use of standard word processing applications. Recurring assignments are completed independently but deviations, problems, and unfamiliar situations are referred to the supervisor. Stores, retrieves, and backs-up documents. Advises users of word processing capabilities.
131	Switchboard Operator/ Receptionist	Greets visitors and answers telephone calls. Answers questions, provides information, and gives directions. Directs calls to the proper staff member or office. Takes messages, makes appointments. Receives envelopes and packages. Controls visitor traffic and access to the office. May operate paging systems or other communications devices. May do other general clerical duties.
137	Mail/Material Specialist	Weighs and meters mail, material, and/or merchandise processed following postal/commercial carrier regulations and mail/shipping categories; attaches postage, destination/storage and other information to these items. Receives, processes, distributes, stores, and dispatches mail, material and/or merchandise for a central distribution point. Operates various types and degrees of equipment and vehicles to handle mail, material and/or merchandise. May serve as the operational coordinator of a support service unit handling any of these items and may lead assigned workers.
144	Supply Worker II	Performs skilled work within, and may oversee the operation of, a small storeroom and/or warehouse area. Receive, store, and issue supplies. Maintain accurate record of current inventory. Fills requisitions from stock upon receipt and prepares items for shipment; assists supervisor in ordering of supplies.
145	Warehouse Manager	Manages and supervises all warehouse operations and assigned workers, and the quality assurance program for all received and distributed raw material and finished products for a large manufacturing plant, or for a construction material storage/shipment center.
146	Warehouse Technician	Plans, organizes and coordinates a warehouse operation including receiving, storing, shipping, maintaining inventory records, reorder items to maintain stock levels and scheduling, directing, training and reviewing the work of others.
151	Accounting Clerk I	Performs routine, clerical accounting work such as reviewing data on vouchers, invoices, etc., to ensure completeness and accuracy; enters data into standardized forms, ledgers or computer files to ensure proper accounting of funds; computes amounts to be disbursed to and/or collected from clients and codes vouchers to facilitate identification, processing, and filing of documents.
152	Accounting Clerk II	Performs technical accounting work to generate and process front-end accounting and financial data transactions; posts data to ledgers and worksheets; verifies data in an accounting/financial management system and performs adjustments to correct errors; prepares standardized financial reports and evaluates accounting documents for conformance with agency policies and procedures.
155	Accountant I	Applies accounting theory and principles to analyze and interpret data to formulate conclusions and recommendations about current and future financial conditions and needs, in addition to performing transactional level accounting work found at the Accounting Clerk II level. Extracts, compiles, organizes and analyzes financial data from accounting documents and/or databases to develop reports and statements; balances and reconciles ledgers, journals, worksheets, etc.; compiles financial data from fiscal records to assist with budget preparation and financial planning and monitors accounting transactions and practices for compliance with internal control policies and procedures.
156	Accountant II	Performs full-performance professional accounting work. Operates and modifies as necessary one or more accounting/financial management system; interprets appropriate laws, rules, or standards to ensure efficient operation and compliance of accounting system within accounting principles. Advises staff regarding accounting procedures and policies and provides professional guidance. Compile and analyze financial data to assist in planning and administering funds; monitors budget status. Applies knowledge of professional level accounting principles/protocols.

157	Accountant III	Independently administers an accounting/financial management system with the responsibility to plan, design and carryout fiscally related programs, projects and studies. Either supervises professional and technical accounting staff or serves as a lead worker by making assignments, monitoring work quality, establishing timetables, training personnel, and acts as principal resource for solving accounting problems in the assigned functions. Writes accounting instructions or procedures. Surveys and studies accounting systems and needs to develop plans to modify existing systems or design and install new systems that meet goals and objectives.
159	Controller	Directs the operations and staff of an organization's financial activities including budgeting, revenue and expenditure forecasting, cash management, accounting systems, financial aid reimbursement, auditing, disbursing, cost accounting, automated financial management information systems, and financial management analysis.
161	Paralegal I	Skilled in assisting attorneys by researching legal precedent, investigating facts and preparing legal documentation such as briefs, pleadings, motions, appeals, contracts, and agreements.
162	Attorney I	Under direct supervision, works in an assistive role by providing basic legal research and document preparation to higher level attorneys in the administration of an organization's legal concerns. Law degree and Bar membership are required.
163	Attorney II	Provides legal services and counsel for an organization, deals with a moderately difficult legal discipline(s), researches, administers an organization's legal concerns; may occasionally serve in the capacity of a hearing officer. Law degree and Bar membership are required.
164	Attorney III	Provides legal services and counsel for an organization, deals with difficult bodies of law; researches, adminstrates, and enforces the organization's statutory legal concerns; independently litigate or represents the organization in legal matters; may supervise junior attorneys. Law degree and Bar membership are required.
175	Buyer I	Receives requisitions and prepares purchase orders. Prepares specifications for bidding. Assists in preparing and negotiating purchasing contracts. Contacts vendors or sales representatives for product information. Reviews vendor quotations to determine conformance with specifications. Prepares requisitions or evaluates requisitions for completeness and appropriateness.
176	Buyer II	Professional level purchasing work. Prepares specifications and contracts. Awards bids. Performs all the duties of a Buyer I, and frequently specializes in one or two areas of purchasing, providing technical expertise to deal with vendors or sales representatives.
177	Buyer III	Professional work managing the purchases of highly technical, scientific, large volume, or high cost items. Does all the duties of lower level Buyers. May serve as a supervisor or as a lead worker, assigning and reviewing the work of lower level Buyers.
182	Human Resources Assistant	Performs technical support activities in one or more areas of personnel support functions such as payroll, staffing, recruitment, benefits, performance and workloads. Answer questions or resolve problems from employees concerning pay or benefits. Conduct new employee orientation on employer operations and benefit programs (such as insurance). Prepare and process personnel documents and/or transactions. Compiles personnel data and generates reports.
183	Human Resources Generalist I	First professional/supervisory level in the general personnel management class series. Coordinate activities and provide technical information and advice on personnel issues and transactions, rules and labor contracts and state and federal laws. Recruit, interview, and screen applicants; develop, coordinate and present orientation to new employees; answer questions and explain law, rules, policies and procedures; coordinate payroll and benefits programs; coordinate performance evaluation programs.
184	Human Resources Generalist II	Second professional/supervisory level in the general personnel management class series. Provides program information, analyses and recommendations on personnel issues and decisions, rules and labor contracts, and processes. Develop, coordinate, and oversee one or more of an organization's overall human resources services, operations, and activities, such as employment services (recruitment and screening applicants); workforce/staffing and salary administration services; equal employment and diversity services; or employee evaluation and recognition services. May supervise professional, technical level, and other human resources workers.
185	Human Resources Generalist III	Third professional/supervisory level in the general personnel management class series. Provide program advice and recommendations on goals, policies and decisions; interprets and applies personnel policies, rules and labor contracts, and state and federal laws and regulations; must supervise assigned professional level human resources assigned employees. Scope of responsibility may not cover all human resources functions OR all employees of an organization.
186	Human Resources Administrator II	Serves as the senior human resources official for an entire organization with several hundred employees located state-wide in multiple office and/or facility locations. Oversees all human resources issues and decisions, including development, implementation, and administration of organization-wide personnel management goals, plans, and policies. Manages central operations and supervises assigned supervisory, professional, technical, and support level staff.
187	Employee Relations Administrator	Serves as chief negotiator and director of operations and assigned employees of a labor-management relations program, and advises, guides, and supports senior executive and policy level officials in all areas of labor-management relations.
188	Training Specialist	Researches, develops and presents adult learning programs for employees and agency clients. Training requires expertise in conducting research, formulating and developing material into a training module (or curriculum) or modifying existing training programs, utilizing adult training techniques and presenting curriculum to agency staff and/or the public; responsible to assess needs, identify objectives and develop training materials and courses to meet those needs.
189	Training and Development Manager	Manages a comprehensive training/employee developmental program in a large organization having multiple office and/or facility locations in a large geographical region (e.g., statewide). Duties include planning, directing, implementing, and evaluating a training/employee development function, establishing and monitoring goal and performance standards, supervision of assigned employees
190	Principal	Supervises the school program at a facility and serves as the school administrator; plans, organizes, coordinates and controls the school operations and programs to establish operational priorities; determines and requests staff, material, and equipment needs; develops performance evaluation standards and procedures; formulates, develops, and revises budget requests; assesses test results, interviews,
200	Business Manager II	Performs business functions/activities of an organization; such as fiscal, personnel, material/physical and informational operations. These functions/activities normally would encompass the resources, operations and needs of an organization, whether an entire agency, a free-standing facility or an entity equivalent in scope. The II level generally has responsibility for at least three of the four functions, with personnel management being the least likely responsibility and fiscal management having a significant role. Most positions at this level will have supervisory responsibility over assigned support staff in each assigned work unit; some may supervise one or two professional level staff.
202	Research Analyst II	Plans and conducts research projects including refinement of the research problem, design of methodologies for collecting and reporting program data, analysis of data, and preparation of reports; or has full responsibility for a research program including application of research methods, analysis and implementation of data and preparation of final program reports.
204	Statistical Analyst II	Plans and conducts data collection studies, and analyzes, interprets, and prepares reports of research and prepares reports of statistical data through the application of statistical methodologies. Evaluates and defines the problem or issue, objectives, and action steps of statistical studies and surveys to confirm the utility of the techniques applied and to ensure the reliability and validity of the conclusions made; devises and/or modifies survey questionnaires, sampling procedures, coding forms, and other manual and/or electronic formats for use in gathering and tabulating data. May lead data collection and processing support workers.

206	Administrative Assistant I	Serves as program/administrative management assistant to a mid to high level program administrator or manager by daily providing professional level planning, organizing, communication, administering and monitoring of program-administrative functions, processes and resources pertinent to the employing organization's overall mission and operations having organization-wide, regional and or statewide impact. Arranges for and/or represents the immediate supervisor and the employing organization in task force, management team, interdepartmental, council and board meetings; advises staff members and persons outside the organization on matters pertaining to fiscal, administrative, and/or program areas to provide written and verbal interpretations of the organization's policies and procedures and to intercept and/or moderate adverse pressures or influences.
207	Administrative Assistant II	Serves as a coordinator or staff specialist within an organization's program or administrative function; provides advice and technical assistance and performs administrative/coordinate activities to assist program-administrative managers or administrators in the development and implementation of an organization's program or administrative directives, standards, and/or operations. Typically assigned independent responsibility for freestanding program/administrative functions and associated processes. Work involves extensive liaison, coordination and interaction with employees, customers/clients, other organizations, community/professional associations, and the public. Requires in-depth program/administrative knowledge to set goals and plans, produce agreements/settlements, and resolve conflicts.
208	Administrative Assistant III	Independently manages major programs or administrative functions, and associated policies, processes, budgets, and actions, that directly impact an organization's mission objectives and programs or functions. Plans and directs the day-to-day organization's operations in areas such as fiscal, personnel, purchasing, information resources and technology and communications; analyzes and evaluates managerial practices and procedures; drafts and/or reviews management proposals; studies legal and budgetary impact statements and synthesizes advisory opinions and recommendations.
210	Safety Coordinator	Coordinates and trains others engaged in safety hazard identification and correction and emergency responses. Develops training courses and materials according to agency needs such as CPR or first aid, equipment operations, and general safety practices; or specialized training related to specific work needs. Reviews and analyzes accidents and recommends changes in procedures, consults with managers and supervisors about causes and solutions.
222	Public Information Officer I	Performs professional level work writing, designing, or composing material such as pamphlets, publications, audio-visual material, media releases, displays, exhibits, etc. Presents or arranges presentations of information to public, media, or other interested parties.
223	Public Information Officer II	Performs professional work coordinating the informational function of an organization with diverse audiences or targets. Advises management on public information strategies, and in conjunction with management, is responsible for developing projects and setting project deadlines. Works with media to arrange for publication space or broadcast times. Coordinates work of other employees involved in
224	Public Information Officer III	Develops, coordinates, and implements an employer's public information and public relations functions. Work with a wide variety of management officials in coordinating the diverse public relations needs of the organization. Acts as an organizational spokesperson during news conferences. Supervises a staff of public information section employees. Highest level of public information employee in
235	Librarian	Performs professional work requiring technical skill and knowledge in the fields of library and information science. Coordinates the planning, delivery and evaluation of programs and services. Schedules, assigns, oversees and reviews the work of paraprofessional or technical staff.
252	Auditor	Perform a full range of auditing duties pertaining to financial and statistical records and processes. Develops own work sequences within established procedures, methods and policies. Conducts routine to complex field reviews and audits of statistical and financial records; reconciles general ledger accounts; analyzes supporting documentation of audit results and verifies accuracy of information; compiles and reports audit findings. Bachelor's degree in business administration, accounting, or the equivalent, with at least 24 semester hours of accounting or auditing, is required.
253	Auditor Senior	Performs more complex audits of financial and statistical records. Schedule, distributes/balances, and guides the work assignments of co-workers; monitors and reports on co-workers performance; reviews statistical and/or financial operations to ensure that data is in compliance with federal and state statutes and regulations; plans and conducts investigative audits; performs statistical analysis on data; develops audit information; and testifies at hearings. Bachelor's degree in business administration, accounting, or the equivalent, with at least 24 semester hours of accounting or auditing, required.
268	Information Technology Computer Operator/Senior	Utilizes technical expertise to operate the master console and control centralized processing in a multiple processing platform environment; including the controlled startup and shutdowns of computer platforms and investigation of system and job failure.
270	Information Technology Applications Developer	Performs programming for computer applications which includes developing codes, assembling/compiling code, debugging, program testing and documentation, participates in design and analysis of computer applications; participates with other analysts in maintaining and enhancing existing computer applications.
271	Information Technology Applications Developer/Senior	Performs and oversees all phases of development and maintenance on assigned computer applications; communicates with system users to determine system needs; researches system enhancements; performs design and analysis of computer systems; performs programming.
275	Information Technology Business Systems Analyst	Performs business process analysis and design and provides systems support for automated business applications by serving as a liaison between the business end users and Application Developers. Work with teams/groups to facilitate the modification or development of business applications.
276	Information Technology Business Systems Analyst/Coordinator	Performs business process analysis and design and provides systems support for a significant component of a major/long term project or major business system process/applications(s) by serving as a liaison between the business end users and applications developers.
286	Information Technology Infrastructure Support Technician	Under direction from higher level IT professionals, primarily performs basic desktop support, cabling, hardware setup, software installation, configuration and updates.
287	Information Technology Infrastructure Support Analyst	Independently performs journey level hardware and software support including server hardware and software installation/updates, and have responsibility for print/ghost servers, but do not have responsibility for administration of servers housing major applications/programs. Employees are doing some analysis of network components such as switches, routers, cabling, and load balancers.
288	Information Technology Infrastructure Support Analyst/Senior	Independently performs advanced level infrastructure hardware and software support, including responsibility for administrator of servers housing major applications/programs, and analyzing and monitors, installs, and configures switches, routers, cabling, and load balancers. At this level, employees work with the entire LAN components.
295	Information Technology Help Desk Coordinator	Performs and coordinates the identification and resolution of data processing problems and customer/end-user questions and difficulties for enterprise, client/server, and desk-top computer environments. This work includes assisting in the diagnosis of hardware, software, and telecommunications problems and assisting the user in resolving the problem.
297	Information Technology Supervisor	Supervises three or more professional level information technology staff assigned to support agency information technology; manages and directs all aspects of an information technology unit; supervises and performs the design, development, and implementation of projects.

298	Information Technology Manager I	Manages all IT Operations of a free-standing organization and supervises one or two IT Supervisors, OR manages a significantly sized work unit, within an employer's IT organization, performing a major IT function and supervises three or four assigned IT Supervisors.
301	Custodian/ Housekeeper	Cleans and maintains work and living areas in offices, buildings or facilities. Under immediate supervision, maintain high standards of sanitation required for bacterial infection control and a clean, pleasant appearance in a variety of environments. Cleans, washes, dusts, vacuums and does other janitorial duties using industrial size cleaning equipment and industrial strength chemicals and other cleaning agents.
302	Custodial Leader	Trains new custodian/housekeepers, makes work assignments, and inspects completed jobs, and performs all the duties of a custodian/housekeeper.
303	Custodial Supervisor	Supervises (includes hiring, firing, discipline, performance evaluation, etc.), plans, organizes, and assigns work of custodial/housekeeping staff. Balances workloads. Responsible for training of safety practices. Insures job quality and timeliness. Orders and issues cleaning supplies and equipment.
306	Housekeeping Supervisor	Manages day-to-day activities and long term operations. Develops and administers service contracts and operational budgets. Sets housekeeping and sanitation standards, work methods, and schedules for housekeeping staff in a residential facility (such as a hospital or nursing home). Selects and supervises assigned staff. Directs sanitation and safety training programs. Advises or recommends on issues of repair or redecorating. Orders and issues cleaning supplies and equipment.
311	Vehicle Operator	Drives van or car, but not heavy duty freight tractor-trailers. Picks up and delivers passengers, packages, mail, supplies, etc. May transport and escort disabled persons. May record information concerning trips, mileage, etc. May clean and fuel vehicle.
332	Laundry Worker	Performs semi-skilled work in operating laundry equipment and processing of laundry. Employees in this class perform duties requiring some skill or judgment with close attention to accurately following set procedures.
333	Laundry Supervisor	Supervises, assigns, and inspects work of Laundry Workers. Coordinates washing, drying, and pressing operations. Maintains inventory and equipment. May perform the duties of Laundry Workers.
341	Food Service Aide	Performs routine work involving simple tasks in the kitchen or dining room of a facility. Sets and clears tables. Stocks serving line with silverware, trays, napkins, glasses, etc. Fills sugar, salt, pepper, and other containers. Sweeps and mops floors, washes walls, tables and chairs. This level is not involved in food preparation.
342	Food Service Assistant	Performs routine work involving simple food preparation, serving and cleanup. Prepares fruits and vegetables for salads, makes sandwiches, does grill and deep fat fryer cooking. Arranges and serves food at the service counter. Serves as cashier. Operates automatic dishwashing equipment; cleans kitchen area.
343	Food Service Cook	Performs skilled work in the preparation and serving of food. Prepares dough, batters, fillings, and sauces according to directions. Seasons, cooks, and portions foods such as soups, vegetables, meats, salads, and pastry. Bakes pastries, rolls, breads, and pies. Instructs lower level Food Service staff.
344	Food Service Leader	Provides immediate task supervision and training to Food Service Aides, Assistants and Cooks. Oversees Food Service staff in cleaning of kitchen or dining room areas; serves as a back-up cook; prepares new, complex or difficult to prepare food items, maintains kitchen and dining room records.
345	Food Service Supervisor	Supervises assigned employees and oversees the planning, procurement, preparation, serving and cleaning up activities on an assigned shift. Oversees and enforces sanitation and safety standards in work areas. Makes estimates of food needs and orders food supplies. Keeps food purchase and consumption records. Trains or directs the training of new employees.
347	Food Service Manager	Performs administrative and supervisory responsibilities for all food service activities across all shifts. Manages planning, procurement, preparation, and serving of food. Hires new employees, directs their training. Maintains or directs the maintenance of food purchase and consumption records. Supervises periodic inventories.
349	Food Service Director II	Performs the same duties as the Food Service Director I (manages independently all facets/activities of a large food service operation such as diet meal preparation, sanitation and safety, food service budget, cost reporting, food procurement, maintaining adequate staffing levels and well-trained personnel, etc. Inspects food received/prepared and served. Supervises assigned manager and supervisory level employees.), except is responsible for all food service operations in a very large facility having multiple kitchens.
351	Dietitian	Professional work developing, implementing, and evaluating nutritional programs. Checks menus for nutritional value. Counsels staff and patients on dietary plans. Bachelor's degree in foods and nutrition, dietetics, human nutrition, or a related area and licensure as a Medical Nutrition Therapist.
372	Security Guard	Operates audio/visual monitoring systems, including computer linked security systems – responding to messages and alarms. Monitor fire alarm system. Patrols interiors and exteriors of buildings. Controls after hour access to buildings. Answers informational requests of visitors. Maintains summary of activities, complaints, etc. Does not carry a weapon nor is a sworn officer.
381	Security Communications Specialist	Monitors and operates the equipment and alarm systems in a central security communications center for multiple buildings or locations; dispatches security guard staff; coordinates emergency responses for fire alarms, bomb threats, etc., by contacting internal or external emergency staff as the situation demands.
402	Groundskeeper	Mow, rakes, fertilizes, and waters lawns. Plants, trims, sprays, and remove trees, shrubs, flowers and grass. Plows or shovels snow. Installs snow fence. Operates a variety of power and non-power grounds keeping machines.
403	Groundskeeper Leader	Leads assigned grounds maintenance staff on a continuous basis and performs ground maintenance duties including watering, mowing, and trimming grass; seeding; fertilizing; applying pesticides; weeding flower beds; trimming trees and shrubs; and removing snow and ice from sidewalks and parking lots following established methods and procedures; may perform semi-skilled to skilled building and equipment maintenance work.
404	Groundskeeper Supervisor	Supervises groundskeeping staff and activities; participates in grounds maintenance duties. Supervises and evaluates work of assigned grounds maintenance staff; meets with contractors to evaluate work to be done, obtain price quotes and inspect work; estimates time, cost and materials needed to install, replace, repair, or modify equipment.
411	Facility Maintenance Technician I	Performs basic, routine maintenance and manual/unskilled labor tasks in a variety of building, grounds, and equipment maintenance activities. Employees work individually, as a member of a work crew, or while assisting a semi-skilled maintenance technician.
412	Facility Maintenance Technician II	Performs semi-skilled maintenance and repair work in a variety of building, grounds, and equipment maintenance activities. Employees work individually or as a member of a work crew.
413	Facility Maintenance Specialist	Performs skilled construction, installation, alteration, fabrication, maintenance, and repair work in one or more building trades and/or equipment maintenance activities. Employee works individually or as a member of a work crew, exercising a substantial degree of independence in planning and organizing his/her own work.
414	Facility Maintenance Leader	Leads an assigned maintenance staff, on a continuous basis, in building, equipment, and utility construction, installation, maintenance, and repair duties in one or more of the building and mechanical trades. Employees also perform skilled maintenance and repair work in a variety of building and equipment maintenance activities.
415	Facility Maintenance Supervisor	Provides direct supervision of assigned maintenance employees engaged in performing maintenance, repair, remodeling, and construction in one or more of the building, equipment, and utility trades. Employees plan, assign, review, inspect, and may directly participate in the various phases of maintenance.

416	Facility Maintenance Manager I	Manages and coordinates the overall maintenance, repair, installation, remodeling, and construction of the buildings, grounds, equipment, and/or utilities of an agency facility or assists in the management of the maintenance program of a large facility or number of facilities within a geographic area. Managers direct the technical operation and maintenance of the facility physical plant through one or more maintenance supervisors.
417	Facility Maintenance Manager II	Performs responsible supervisory, administrative, and managerial work in the operation and maintenance of a large state facility or multiple building complexes located at various sites around the state. Employees supervise the work of assigned supervisors who are responsible for overseeing construction, installation, maintenance, and repair tasks.
420	Electrician	Journey level licensed electrician. Maintains, repairs, and installs all types of electrical wiring, fixtures, and appliances or equipment. Interprets and coordinates work with blueprints, and electrical codes. May supervise or direct helpers.
422	Plumber	Journey level plumber. Installs, maintains, and repairs fixtures and connections such as pumps, valves, sinks, traps, pipes, drinking fountains, toilets, and sprinkler systems. Performs work by following blueprints, etc. May supervise or direct helpers.
441	Electronics Technician	Performs semi-skilled technical "bench" work installing, maintaining, modifying and repairing electronic equipment. Performs routine installation and maintenance of electronic equipment such as mobile two-way radios, scanners, PA systems and traffic counting equipment. Assists Senior Electronic Technicians in the installation, repair and maintenance of equipment such as scales, traffic signals, computers, microprocessors, radio base stations, towers, telephone systems, microwave communication systems, speed measuring equipment, surveillance equipment, and television transmitting systems. Analyzes and diagnoses problems involving electronic equipment and accomplishes necessary repairs. Performs preventative maintenance, adjustment, and replacement of parts.
442	Electronics Technician/Senior	Performs skilled technical work independently installing, configuring, maintaining, modifying, diagnosing, and repairing electronic equipment and network components such as electronic scales, traffic signals, computers and microprocessors, radio base stations and towers, microwave communication systems, vehicular based computer linked equipment, surveillance sensor systems and equipment, and television transmitting systems. Performs preventative maintenance tests on electronic equipment and maintains service records. Tests new equipment and modifies to fit specialized user needs.
453	Stationary Engineer	Performs semi-skilled maintenance tasks in the operation and tending of boilers and related equipment in a power plant at a state or multi-building facility; operates equipment such as steam engines, generators, motors, turbines, and steam boilers.
454	Stationary Engineer Senior	Performs skilled work in the operation and tending of high pressure boilers and related equipment in a power plant and may be in responsible charge during shift; operates equipment, such as steam engines, generators, motors, turbines, and steam boilers.
455	Stationary Engineer Supervisor	Supervises the work of assigned power plant employees in the operation, tending, and maintenance of boilers and related equipment in a power plant at a state facility. Employees participate in, as well as supervise power plant operations.
462	Automotive Mechanic I	Changes oil, lubricates mechanical components, checks fluid levels. Change and balance tires. Perform safety and scheduled inspections on vehicles. Perform minor repair by adjusting or replacing electrical, fuel, or cooling components. Replaces shock absorbers, brake shoes, wheel bearings, etc. Install special equipment and accessories. Assists in major engine and transmission overhauls.
463	Automotive Mechanic II	Tests and diagnoses problems in the repair and maintenance of a variety of gasoline powered equipment and vehicles using test equipment. Disassembles units, inspects parts for wear. Repairs, overhauls and replaces or rebuilds parts. Grinds points, replaces spark plugs, installs rings and bearings, overhauls carburetors, clutches and brakes, rewires electrical systems, and aligns front ends. May also perform body work including spot painting and welding.
464	Automotive/Diesel Mechanic	Independently performs skilled diagnosis, maintenance, and repair of multiple makes and models of heavy-duty trucks, road construction and maintenance equipment, as well as medium and lightweight vehicles, and other motorized equipment. Overhauls and makes complex repairs on diesel engines on heavy duty vehicular equipment. Tests and diagnoses mechanical and electronic systems problems using computerized diagnostic equipment. Disassembles units, inspects parts for wear. Repairs, overhauls, welds, and replaces or rebuilds parts using precision equipment. Rewires electrical systems.
481	Street, Road, or Highway Maintenance Worker	Operates trucks and other light equipment. Mows right of ways, shoulders and roadsides using tractors and/or power hand mowers. Performs manual labor including operating post drivers, installing and moving/removing signs, fences, guardrails and snow fences. Removes and patches surfacing materials including concrete, asphalt, and bituminous patches. Controls traffic through and around construction or maintenance projects. May operate snow removal equipment as needed in emergencies or labor shortages.
482	Senior Street, Road, or Highway Maintenance Worker	Operates all types of heavy-duty highway or road maintenance equipment such as trucks, rollers, front-end loaders, tractors, motor graders, snowplows, backhoes, etc. Operates specialized equipment including lay-down machine, pavement striper, snooper, rock cutters, pavement stripers, semi-truck trailers, etc. Performs duties of an entry level Highway Maintenance Worker.
484	Heavy Equipment Operator/Mechanic	Overhauls diesel engines and drive trains on heavy equipment such as crawlers, elevated scrapers and cranes. Guides and participates in equipment operation to perform various types of land moving and leveling operations; uses transit to survey drainage areas and to set grade and slope stakes.
486	Street or Road Maintenance Crew Chief	Serves as a lead worker and assigns, guides, and monitors crew of maintenance workers on a project. Inspects work. Makes vehicle & equipment assignments. Monitors and oversees safety practices applied by crew. Maintains required reports & records. Operates maintenance equipment and other specialized equipment. Maintains and repairs highway, roadside and other pavement surfaces.
488	Street or Road Maintenance Supervisor	Supervises assigned maintenance staff including crew chiefs and coordinates a wide variety of maintenance activities within an assigned area. Prepares work schedules and equipment assignments. Inspects work progress of crews and approves final completed jobs. Provides guidance and directions to assigned staff on difficult maintenance problems. Maintains required records and reports.
505	Print Shop Supervisor	Supervises a shift or group of skilled employees who perform one or more phases of the printing, bindery and/or finishing process in the print shop; oversees a wide variety of sophisticated equipment such as presses, collators, cutters, folders, inserters and mail machines; trains others to run equipment; ensures quality, output and safety standards are met.
512	Bindery Worker II	Sets up and operates a variety of bindery equipment such as drills, punches, stitchers, cutters, joggers, folders, collators, labeling machines, inserting machines, etc. Performs minor repairs and routine maintenance on bindery equipment.
552	Artist II	Performs professional work creating original designs and layouts for a wide variety of exhibits, displays, etc. Prepares preliminary artwork for use in presentation to customers or other professional staff to determine the concepts and gain approval for projects. Prepares specifications for printed materials through technical descriptions and instructions regarding art preparation, construction, printing, and delivery. Performs complex work with lettering, offset lithography, retouching photographs, etc.

603	Medical Technologist	Performs medical laboratory testing including blood chemistry analysis to identify the presence of substances, urinalysis testing for substances and reactions, and bacteriological testing to determine presence, type and cause of bacteria in the body. Logs test results and maintains records. May obtain samples from patients for testing. Certification as a Registered Medical Technologist required.
613	Laboratory Technician	Tests or analyzes specimens and samples using chemical, microbiological, serological, or biological bench techniques and laboratory protocol to identify, count, confirm, match, or measure targeted substances or organisms. Operates a variety of laboratory equipment. Logs or inventories specimens, samples, data or test results to record or document receipt for review by senior staff members.
616	Laboratory Scientist II	Conducts biological, microbiological, and other tests and analyses; examines human and animal specimens, environmental samples and/or micro-organisms using prescribed laboratory examinations. Tests new or revised laboratory methods and procedures and verifies suitability of methods. Cleans, calibrates, operates and repairs laboratory equipment and instruments. May provide work guidance and training to other laboratory staff on laboratory analysis procedures, standards, and findings.
618	Laboratory Section Supervisor	Plans and coordinates the operations and supervises assigned laboratory staff of a laboratory section or independent program; advises other agencies or officials on laboratory analysis procedures, standards, or results; and conducts scientific laboratory analyses, tests, and examinations of inorganic and/or organic materials.
644	Design Technician III	Applies Computer Aided Design (CAD) technology to perform advanced design drafting work on plans for highways, bridges, buildings, etc. Resolves technical drafting and CAD problems and develops new procedures. May serve as lead drafter on large projects. Provides technical assistance to lower level drafters.
645	Design Technician Supervisor	Plans, schedules, assigns, supervises, and evaluates the work of a team of assigned drafters. Trains new employees. Using Computer Aided Design (CAD) performs design drafting on the most complex projects.
651	Construction Technician I	Checks grades and elevations and performs other standard inspections in routine phases of construction projects. Performs standard tests such as slump tests on construction materials. Serves as survey team member to assist in operating tools and equipment to make measurements. Assists in other basic inspection work.
656	Designer II	Prepares design plans for difficult to moderately complex projects. Most complex projects are handled by higher level Designers. Projects include resurfacing, restoration, and rehabilitation projects which may include some short areas of horizontal and/or vertical realignments and/or some phasing to maintain traffic flow. Performs all design activities for assigned portions of large scale projects. Reports directly to a registered engineer.
672	Engineer II	Performs full performance work typically aimed at gaining experience required by professional engineer licensure. Work does not reflect the level of authority and independence of a licensed professional engineer. Work may involve various engineering functions such as preparing preliminary estimates and specifications, coordinating elements of inspection and survey work, and testing and inspection of materials to be used in projects. Work is reviewed and approved by higher-level licensed professional engineers.
673	Engineer III	Performs journey level professional engineering work such as serving as a team leader on selected field or office based projects, or supervising or directing the work of paraprofessional and pre-registered professional engineering staff, or working in association with contractors/consultants on projects. Professional Engineer License and college degree in engineering or equivalent approved by the State's licensing authority is required. Recognized areas of engineering include but are not limited to agricultural, chemical, civil, electrical, hydrology, industrial, mechanical, and structural engineering fields.
674	Engineer IV	Performs advanced full performance professional engineering and responsible work at a unit head level. Administers and coordinates all engineering functions of major district or local construction projects. May serve as a consultant to the employing organization and its field personnel on projects or functions requiring highly technical engineering knowledge. Assists higher-level licensed engineers with the general supervision and coordination of significant program or organizational engineering and/or maintenance functions. Professional Engineer License and college degree in engineering or equivalent approved by the State's licensing authority is required. Recognized areas of engineering include but are not limited to agricultural, chemical, civil, electrical, hydrology, industrial, mechanical, and structural engineering fields.
675	Engineering Senior Manager (Engineer VII)	Performs both professional engineering and program administrative work for a significant portion of an organization (such as at the division or district head levels) including supervision of several licensed engineers and paraprofessional/technical staff. Serves as engineer-in-charge of major phases of engineering work such as planning, design, construction, maintenance, scheduling, or materials research. Administers and coordinates all engineering and maintenance projects and functions within the assigned organization's operation (i.e., division or district). Professional Engineer License and college degree in engineering or equivalent approved by the State's licensing authority is required. Recognized areas of engineering include but are not limited to agricultural, chemical, civil, electrical, hydrology, industrial, mechanical, and structural engineering fields.
680	Architect	Supervises, directs, and coordinates the implementation of large scale capital construction and improvement projects or programs; stamps and signs technical documents; renders professional architectural services. Registration as a professional architect is required.
681	Engineer V	Performs professional level engineering work and supervisory and/or administrative-managerial work involving engineering programs or functions for office and/or field based projects, with varying engineering components and requirements. Projects may involve work related to transportation, facility, structural, water resources, utility-electrical-mechanical, industrial, or other professional level engineering work. Provides licensed professional engineering advice and guidance to assigned employees and to the employing agency and/or to other public agencies, to ensure projects are developed and/or built according to relevant laws, professional engineering standards, program regulations, employing agency policies, and specific project plans, specifications, estimates, and materials. Typically supervises multiple teams or work units of lower level professional Engineers, and/or technical/paraprofessional engineering employees; performs related work as assigned. Professional Engineer License and college degree in engineering or equivalent approved by the State's licensing authority is required. Recognized areas of engineering include but are not limited to agricultural, chemical, civil, electrical, hydrology, industrial, mechanical, and structural engineering fields.
701	Nursing Assistant I	In a training capacity, provides nursing care and personal hygiene for aged, disabled, and physically ill patients or residents. Charts care and treatment for patients. Lifts patients from one position to another.
702	Nursing Assistant II / Medication Aide	Provides general nursing care and personal hygiene for aged, disabled, and physically ill patients or residents. Observes, evaluates, and reports patient needs and progress. Distributes medications. Requires placement on the Medication Aide Registry.
707	Licensed Practical Nurse	Incumbents provide nursing care for ill, injured, or disabled persons within the scope of the Practical Nurse licensure. Work may only be performed under the direction of a Registered Nurse or other eligible licensed practitioner and within the scope of the Nurse Practice Act. A current license to practice as a Licensed Practical Nurse in Nebraska or authority based on the Nurse Licensure Compact to practice as a Licensed Practical Nurse in Nebraska is required.

712	Registered Nurse	Under limited supervision of an Assistant Director of Nursing or Administrative Nurse, and within the scope of the Registered Nurse licensure, provides professional nursing care for ill, injured, or disabled persons, provides clinical direction and guidance to Licensed Practical Nurses and direct care staff, provides direct patient nursing care and treatments within the scope of licensure, and performs related work as assigned. License to practice as a Registered Nurse in Nebraska or authority based on the Nurse Licensure Compact to practice as a registered nurse in Nebraska is required.
713	Administrative Nurse	Under limited supervision and within the scope of the RN licensure, positions in this classification may be assigned one or more of the following primary administrative roles: first line supervisor over professional and direct care nursing staff in the delivery of nursing services; direct the infection control program and oversee the risk management processes; develop and present a wide variety of clinical care training programs and assess the competency of a variety of clinical care programs and situations. Performs related work as assigned.
714	Associate Director of Nursing	Under limited supervision from the Nursing Director or Hospital Administrator, and within the scope of the RN licensure, performs supervisory nursing work, responsible for the 24-hour supervision of nursing services for the adult Correctional hospitals and clinics (Lincoln base), or is responsible for a major program, patient service unit, or department within a facility; assists nursing leadership as requested; supervise professional and paraprofessional staff in the planning, implementing, delivery, and evaluation of nursing services; performs related work as assigned. Positions in this class are responsible for a nursing services area program or unit, which includes the supervision of assigned staff and policy/procedure development for assigned area OR has supervisory responsibility for nursing services on an entire shift. License to practice as a Registered Nurse in Nebraska or authority based on the Nurse Licensure Compact to practice as a registered nurse in Nebraska is required.
715	Director of Nursing	Under administrative direction, and within the scope of the RN licensure, performs administrative nursing work through planning, organizing and directing nursing and patient care services in a state agency or facility. Incumbents manage the administration of all care delivery systems for nursing/treatment services within a facility or institution and ensure such services follow governing accreditation standards and/or certification and standard of care practices and regulations. Incumbents manage a large professional and paraprofessional staff through subordinate nursing managers. Incumbents work under the general direction of the Facility Administrator; performs related work as assigned. License to practice as a Registered Nurse in Nebraska or authority based on the Nurse Licensure Compact to practice as a registered nurse in Nebraska is required.
722	Physical Therapy Aide	Under direction of a registered physical therapist or physician, is responsible for the performance of physical treatments on injured, disabled or handicapped individuals of average difficulty; generally free to develop own sequences and methods to accomplish objectives. Works with professional staff to analyze therapeutic patient programs; reports on and makes recommendations on individual patient therapy; responsible for accurate record-keeping and patient scheduling.
725	Physical Therapist II	Plans, writes and administers medically prescribed physical therapy treatment programs. Reviews and evaluates patient progress and response to treatment. Participates in interdisciplinary treatment team meetings regarding the programming and progress of patients. May supervise Aides, Assistants, or other Therapists in the Physical Therapy section. Licensure as a Physical Therapist by the State of Nebraska is required.
726	Physical Therapy Director	Serves as the registered Physical Therapist directing the delivery of physical therapy services in an institution or facility. Supervises an entire staff of Physical Therapy personnel, including Therapists, Assistants and Aides. Establishes and assigns patient caseloads. Sets the treatment goals and policies for division. Counsels professional staff on complex treatment programs. Licensure as a Physical Therapist by the State of Nebraska is required.
730	Occupational Therapist	Plans and administers medically oriented occupational programs to facilitate the rehabilitation of patients. Consults with treatment team members on development of individual patient therapeutic programs. Licensed as an Occupational Therapist in the State of Nebraska is required.
734	Dental Assistant	Prepares patient in the dental chair. Provides dentist with chair-side assistance. Maintain sanitation of instruments and facilities. Assists with laboratory procedures. Assists in educating patients in oral hygiene. Assists dentist with laboratory procedures and oral surgeries. May expose, develop, and mount dental X-rays. Registration as a Certified Dental Assistant is required.
741	Pharmacy Technician	Under the direction of a Pharmacist, assists in processing prescriptions and preparing medication for distribution to patients. Packages liquid and tablet drugs into proper dosages. Prepares labels for unit doses. Receives and record all incoming drugs. Check for outdated medications and processes returns to pharmaceutical companies. Maintains accurate inventory records. Delivers drug orders. Cleans equipment and pharmaceutical areas. Registered by the Nebraska Department of Health and Human Services, Public Health Division as a pharmacy technician.
745	Respiratory Therapist	Performs respiratory care and treatment which includes performing assessments and treatments, and providing care for patients with respiratory difficulties and/or breathing disorders or illness; initiates and conducts therapeutic procedures; maintains client records; selects, assembles, checks and operates equipment. Licensure to practice Respiratory Therapy in Nebraska is required.
749	Mental Health Practitioner II	Provides independently, mental health services/therapy for individuals, families, and/or groups. Assesses psychosocial status and needs of individuals using information from psychological evaluations, social work assessments, individual history and direct clinical observations and other sources to recommend treatment dispositions. License as a Mental Health Practitioner or possession of another license that
750	Chemical Dependency Treatment Specialist	Under close clinical supervision, provides counseling and therapy to chemically dependent individuals and/or groups. Follows established procedures and policies with detailed instructions provided for difficult cases and new procedures. Maintain files and reports and develop treatment plans. May provide referral information and services to discharged clients. Minimum of high school education or equivalent
754	Social Service Worker	Conducts assessments, determines eligibility, and/or coordinates services from a full range of programs. Assists customers in the development of services plan, goals and time frames and to gain access to needed services. Interviews customers, compiles and verifies information to access programs requested and determines if customer-identified needs can be met; informs customers of program
755	Social Services Supervisor	Plans, organizes, and directs all activities and staff to provide social services and assistance. Interviews clients and reviews information to determine eligibility of services; promotes community awareness of agency programs; and evaluates provider services to determine proper client placement.
758	Social Worker II	Performs social case management and group counseling by assisting clients in personal issues involving financial, health, family and environmental adjustment. Serves on interdisciplinary teams by which appropriate programs for meeting client needs are determined. Conducts discharge interviews with client, family/guardian and treatment team. Recommends and develops client discharge plans. Certification as a Social Worker is required.
759	Certified Master Social Worker	Performs Master's level professional work developing and implementing social work therapy and services. Serves on interdisciplinary teams by which appropriate programs for meeting client needs are determined. Collects social history data to assess educational, vocational, and social needs and to determine client eligibility for various services. Conducts individual, group, and family counseling and social skills classes and programs. Certification as a Certified Master Social Worker by the State of Nebraska and a Master's Degree in Social Work is required.

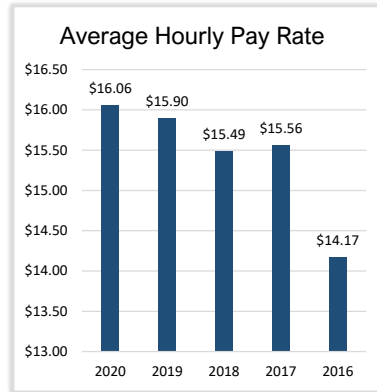
767	Psychologist/ Licensed	Provides professional licensed psychological services to clients. May be in charge of an organizational unit. Plan and carry out assignments with considerable independence and have some latitude in developing procedures and methods. Supervision is given by occasional conferences. Doctorate in Psychology with clinical certification by the State of Nebraska is required.
771	Recreation Aide	Assists others in the recreation department with facilitating recreational activities planned by others; may assist with planning activities. Employees are required to use a variety of recreational, educational and activity equipment and materials to assist with providing recreational activities.
772	Recreation Specialist	Responsible for developing, coordination, implementing a significant recreation program within a facility.
773	Activity Assistant	Performs para-professional work consisting of assisting with planning, coordinating, and implementing therapeutic activities; monitoring and documenting progress at a 24 hour state facility. Assists in setting goals, participates in treatment team meetings as necessary; does not independently plan or coordinate activities.
774	Activity Specialist	Performs professional work planning, organizing, delivering or leading one or more therapy services including: music, recreational, industrial, occupational, motivational or vocational to residents, members, or patients in a facility setting. Employees may supervise non-professional and para-professional therapy personnel or coordinate therapy services with para-professional and professional personnel in
793	Medical Records Clerk	Maintains medical records, files and retrieves records, responds to requests for medical information and other clerical tasks in a medical records office setting.
794	Health Information Technician	Codes medical diagnoses using recognized coding systems, conducts quality reviews of medical records, prepares reports using medical records data.
795	Health Information Manager	Manages health information-billing structure, and medical records, including the development, analysis, maintenance, use, and preservation of medical records. May supervise medical records staff. Interprets data for patient care, billing, research, statistical reporting and planning, and interacts with medical, financial and administrative staff to obtain and relay information.
975	Correctional Officer	First level corrections security officer. Maintains security over legal offenders. Enforces rules of conduct for legal offenders. Supervises legal offenders in a wide variety of situations and activities. Inspects legal offenders and quarters for contraband. Operates manual or electronic security equipment. Maintains controlled movement of legal offenders. Enforces visitation rules. Assist in transporting legal offenders.
976	Correctional Corporal	Senior level corrections security officer. Total supervision over legal offender housing areas. Maintains security over legal offenders. Maintains all necessary control documents and reports. Enforces rules of conduct for legal offenders. Supervises legal offenders in a wide variety of situations and activities. Inspects legal offenders and quarters for contraband. Operates manual or electronic security equipment. Maintains controlled movement of legal offenders. Provides on the job training to lower level Correctional Officers.
977	Correctional Sergeant	Team leader. Assists officers with questions or problems. Assists in disseminating information to officers concerning irregularities or problems with legal offenders. Answers legal offenders' questions concerning rules of conduct. Handles incidents, problems, separation or segregation, high risk travel, etc. May operate the Maximum Security area of the facility. Conducts and evaluates on the job training for all lower level officers.
978	Correctional Lieutenant	First line supervisor/shift supervisor for a custody force within a correctional institution. The employee is normally assigned to supervise the custody operation of the entire institution or sections of a large institution during an assigned shift. Supervision of the legal offenders will normally be accomplished indirectly through the work of subordinate Corrections security staff. Work is performed under direct supervision of a Corrections Captain or Major and may be accomplished in a variety of correctional settings.
981	Emergency Dispatcher (Communications Specialist)	Operates two-way radio base station systems, provides continuous radio contact for law enforcement officers, emergency response crews, and other responders among multiple jurisdictions or organizations. Maintains log of all messages originated, received, or relayed. Answers telephone calls requesting information or assistance. Relays calls to proper response agencies. Operates teletype and other electronic equipment.
982	Emergency Dispatcher Supervisor (Communications Specialist Supervisor)	Supervises and trains assigned employees. Coordinates and organizes activities of assigned work unit or shift. Coordinates on-going radio and other communication systems with other law enforcement or emergency response employers. Oversees, as needed, the operation of a communication center including a two-way radio base station. Maintains log of all messages originated, received, or relayed. Answers telephone calls requesting information or assistance. Relays calls to proper response agencies. Operates teletype and other electronic equipment.
992	Law Enforcement Officer	Enforces traffic, motor vehicle, and criminal laws. Arrests and processes DUI and controlled substances violators. Protects and secures accident, critical incident, and crime scenes. Investigates and records accident details. Locates and notifies next of kin to convey messages concerning injury, illness, or death. Collects evidence or contraband to document criminal or civil cases. Locates and processes stolen property. Serves arrest warrants. May instruct and observe inexperienced officers. Certified sworn officer status required.
993	Law Enforcement Officer Supervisor	First level supervisor of assigned officers, and as needed technical support staff. Schedules work assignments. Conducts inspections of assigned teams or units. Mentors and makes written evaluations on assigned workers. Informs higher level supervisors/managers of unusual or critical occurrences and conditions. Checks, approves, and forwards records and reports. Also patrols roads enforcing motor vehicle laws. Oversees examinations of and Investigates accidents. Does vehicle inspection checks. Certified sworn officer status required.
994	Law Enforcement Investigation Officer	Investigates criminal and narcotic violations. Arrests violators. Gathers, identifies, preserves, and prepares evidence for court trials. Testifies in court. Prepares and submits detailed reports on investigations. May perform specialized activities (polygraph; fingerprint photographic, and laboratory evidence collection; drug investigation; etc.). Communicates and coordinates activities with agency and external law enforcement officers. Certified sworn officer status is required.

103 Office Clerk

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location				
Lincoln	4	105	\$17.11	\$14.84 \$20.77
Omaha	5	72	\$16.13	\$14.15 \$21.62
Greater Nebraska	17	122	\$16.10	\$13.23 \$18.46
State Government	1	2	\$10.94	\$10.58 \$14.91
By Respondent Industry				
City Government	4	56	\$17.75	\$15.04 \$20.16
County Government	10	97	\$16.38	\$13.78 \$18.43
Natural Resource District	1	5	-	- -
State Government	1	2	\$10.94	\$10.58 \$14.91
Education	8	105	\$13.97	\$11.66 \$19.45
Health Care	-	-	-	- -
Manufacturing	1	29	-	- -
Utilities	2	7	\$20.87	\$19.94 \$21.56
Other	-	-	-	- -
All Respondents	27	301	\$16.06	\$13.56 \$19.26

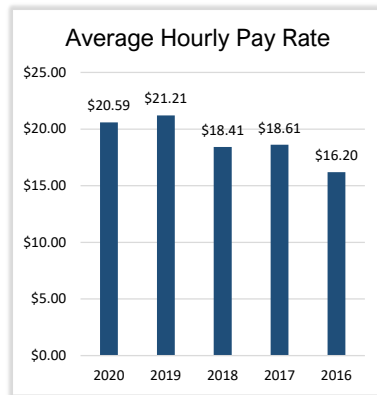


104 Office Clerk Senior

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location				
Lincoln	2	21	\$22.67	\$19.23 \$24.61
Omaha	2	16	\$30.81	\$28.24 \$31.36
Greater Nebraska	15	72	\$19.11	\$15.85 \$20.83
State Government	1	48	\$13.62	\$12.22 \$17.23
By Respondent Industry				
City Government	4	34	\$20.73	\$16.61 \$22.38
County Government	10	57	\$20.50	\$17.62 \$21.88
Natural Resource District	1	1	-	- -
State Government	1	48	\$13.62	\$12.22 \$17.23
Education	2	9	\$12.63	\$12.54 \$17.48
Health Care	-	-	-	- -
Manufacturing	1	2	-	- -
Utilities	1	6	-	- -
Other	-	-	-	- -
All Respondents	20	157	\$20.59	\$17.32 \$22.15

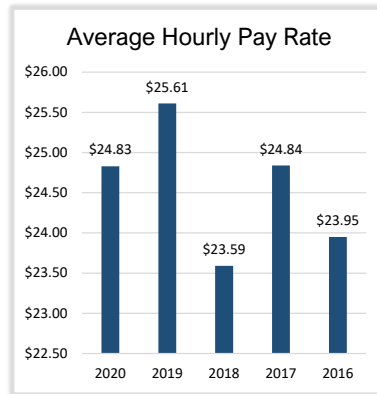


105 Office Supervisor

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location				
Lincoln	4	17	\$22.90	\$17.41 \$34.49
Omaha	4	16	\$31.34	\$22.57 \$43.14
Greater Nebraska	10	31	\$23.42	\$19.11 \$29.58
State Government	1	6	\$17.76	\$14.96 \$21.09
By Respondent Industry				
City Government	4	18	\$28.41	\$21.81 \$27.59
County Government	5	26	\$23.03	\$19.95 \$29.68
Natural Resource District	-	-	-	- -
State Government	1	6	\$17.76	\$14.96 \$21.09
Education	7	18	\$22.23	\$15.44 \$37.65
Health Care	-	-	-	- -
Manufacturing	-	-	-	- -
Utilities	2	2	\$42.98	\$37.63 \$41.98
Other	-	-	-	- -
All Respondents	19	70	\$24.83	\$19.28 \$33.02

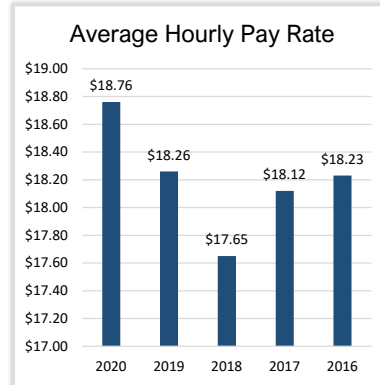


116 Secretary II

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	6	148	\$17.91	\$13.44	\$24.57
Omaha	4	140	\$17.68	\$11.97	\$22.07
Greater Nebraska	12	104	\$20.05	\$16.75	\$22.85
State Government	1	28	\$15.22	\$12.51	\$18.16
By Respondent Industry					
City Government	3	22	\$23.58	\$17.32	\$24.73
County Government	6	22	\$19.39	\$19.17	\$20.71
Natural Resource District	1	3	-	-	-
State Government	1	28	\$15.22	\$12.51	\$18.16
Education	9	320	\$16.17	\$10.71	\$22.89
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	17	-	-	-
Other	1	7	-	-	-
All Respondents	23	420	\$18.76	\$14.79	\$22.96

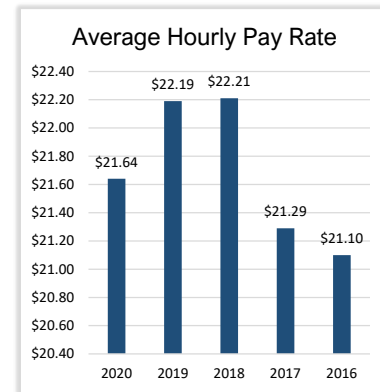


117 Administrative Secretary

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	6	192	\$21.39	\$17.28	\$36.03
Omaha	7	173	\$23.22	\$18.71	\$30.09
Greater Nebraska	15	56	\$21.26	\$18.11	\$24.62
State Government	1	19	\$17.04	\$14.45	\$20.99
By Respondent Industry					
City Government	4	11	\$22.73	\$18.69	\$24.47
County Government	6	18	\$18.58	\$16.29	\$19.71
Natural Resource District	-	-	-	-	-
State Government	1	19	\$17.04	\$14.45	\$20.99
Education	12	355	\$20.97	\$16.10	\$34.99
Health Care	1	1	-	-	-
Manufacturing	1	1	-	-	-
Utilities	2	13	\$31.99	\$29.13	\$35.44
Other	2	22	\$25.23	\$22.39	\$33.07
All Respondents	29	440	\$21.64	\$17.93	\$28.59

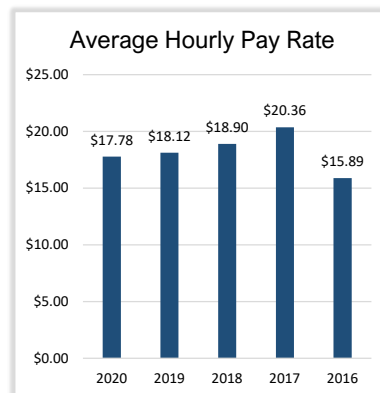


118 Staff Assistant I

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	-	-	-	-	-
Omaha	1	20	-	-	-
Greater Nebraska	3	60	\$16.44	\$13.29	\$17.94
State Government	1	284	\$16.87	\$14.90	\$21.38
By Respondent Industry					
City Government	-	-	-	-	-
County Government	1	1	-	-	-
Natural Resource District	1	2	-	-	-
State Government	1	284	\$16.87	\$14.90	\$21.38
Education	1	20	-	-	-
Health Care	1	57	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	5	364	\$17.78	\$15.23	\$21.36



119 Staff Assistant II

Wage Data

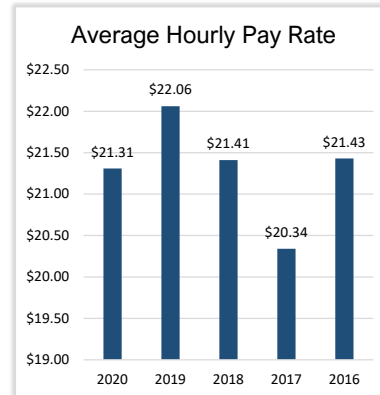
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	4	164	\$18.85	\$15.13	\$38.16
Omaha	3	174	\$22.73	\$18.18	\$38.15
Greater Nebraska	4	57	\$23.29	\$20.05	\$32.21
State Government	1	167	\$18.99	\$17.22	\$24.71

By Respondent Industry

City Government	1	30	-	-	-
County Government	1	2	-	-	-
Natural Resource District	1	1	-	-	-
State Government	1	167	\$18.99	\$17.22	\$24.71
Education	6	358	\$18.03	\$13.75	\$42.79
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	3	-	-	-
Other	-	-	-	-	-
All Respondents	12	562	\$21.31	\$17.71	\$35.05



122 Word Processing Specialist II

Wage Data

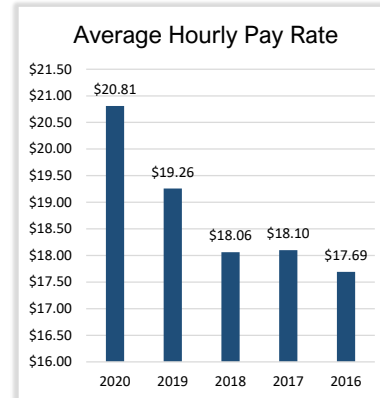
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	2	12	\$22.37	\$20.34	\$22.90
Omaha	1	41	-	-	-
Greater Nebraska	1	4	-	-	-
State Government	1	3	\$14.35	\$12.04	\$17.65

By Respondent Industry

City Government	1	41	-	-	-
County Government	1	10	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	3	\$14.35	\$12.04	\$17.65
Education	1	2	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	4	-	-	-
Other	-	-	-	-	-
All Respondents	5	60	\$20.81	\$18.29	\$23.22



131 Switchboard Operator/Receptionist

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

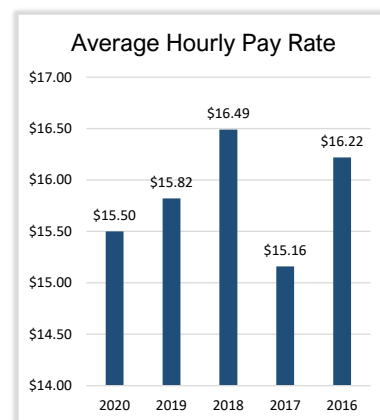
By Respondent Location

Lincoln	3	11	\$15.71	\$11.48	\$20.93
Omaha	1	5	-	-	-
Greater Nebraska	4	6	\$16.14	\$13.47	\$17.42
State Government	1	20	\$12.88	\$11.49	\$15.73

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	20	\$12.88	\$11.49	\$15.73
Education	2	3	\$15.57	\$11.81	\$19.61
Health Care	2	11	\$14.51	\$11.70	\$17.94
Manufacturing	1	1	-	-	-
Utilities	1	1	-	-	-
Other	2	6	15.23	13.49	17.66

All Respondents	9	42	\$15.50	\$12.65	\$18.23
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137 Mail/Material Specialist

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

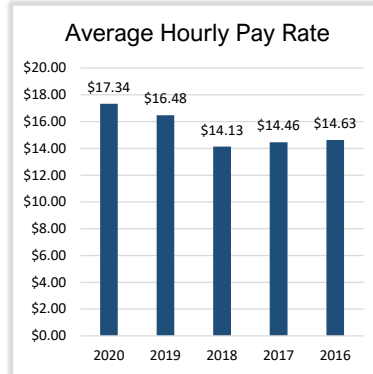
By Respondent Location

Lincoln	2	10	\$16.63	\$12.40	\$18.73
Omaha	5	18	\$18.57	\$13.28	\$21.63
Greater Nebraska	1	2	-	-	-
State Government	1	23	\$13.89	\$12.40	\$17.37

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	23	\$13.89	\$12.40	\$17.37
Education	4	8	\$16.54	\$9.72	\$21.88
Health Care	1	2	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	4	-	-	-
Other	2	16	\$15.55	\$13.17	\$17.21

All Respondents	9	53	\$17.34	\$12.51	\$20.80
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144 Supply Worker II

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

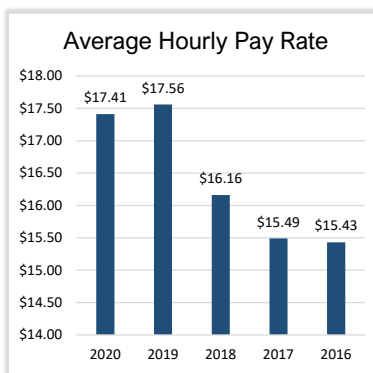
By Respondent Location

Lincoln	4	62	\$17.42	\$12.61	\$23.20
Omaha	5	23	\$18.69	\$15.65	\$22.30
Greater Nebraska	3	4	\$15.87	\$11.91	\$20.05
State Government	1	28	\$15.56	\$12.50	\$17.37

By Respondent Industry

City Government	-	-	-	-	-
County Government	1	1	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	28	\$15.56	\$12.50	\$17.37
Education	7	79	\$15.60	\$10.81	\$21.94
Health Care	1	3	-	-	-
Manufacturing	2	3	\$17.18	\$14.75	\$19.38
Utilities	1	3	-	-	-
Other	-	-	-	-	-

All Respondents	13	117	\$17.41	\$13.61	\$21.68
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145 Warehouse Manager

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

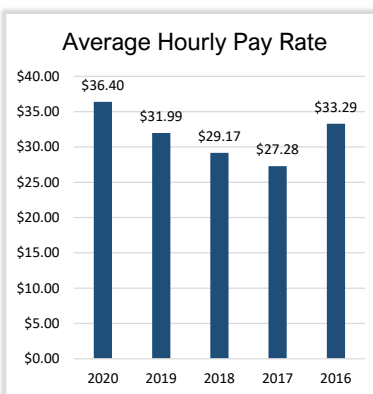
By Respondent Location

Lincoln	2	5	\$31.47	\$29.05	\$38.67
Omaha	2	2	\$47.53	\$40.85	\$56.75
Greater Nebraska	1	1	-	-	-
State Government	1	4	\$21.87	\$18.60	\$27.91

By Respondent Industry

City Government	1	1	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	4	\$21.87	\$18.60	\$27.91
Education	2	3	\$35.87	\$33.73	\$42.50
Health Care	-	-	-	-	-
Manufacturing	1	3	-	-	-
Utilities	1	1	-	-	-
Other	-	-	-	-	-

All Respondents	6	12	\$36.40	\$31.25	\$43.15
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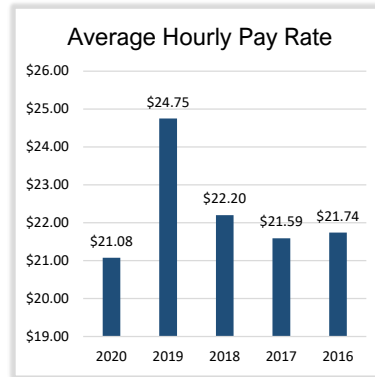


146 Warehouse Technician

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	-	-	-	-	-
Omaha	-	-	-	-	-
Greater Nebraska	6	27	\$18.13	\$17.52	\$23.51
State Government	1	5	\$17.67	\$13.86	\$20.08
By Respondent Industry					
City Government	1	2	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	5	\$17.67	\$13.86	\$20.08
Education	1	1	-	-	-
Health Care	1	4	-	-	-
Manufacturing	1	9	-	-	-
Utilities	2	11	\$26.90	\$19.38	\$27.63
Other	-	-	-	-	-
All Respondents	7	32	\$21.08	\$17.00	\$23.02

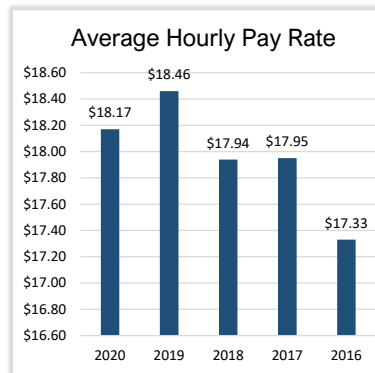


151 Accounting Clerk I

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	7	22	\$17.95	\$14.13	\$23.92
Omaha	4	11	\$20.70	\$15.43	\$24.53
Greater Nebraska	7	21	\$17.25	\$14.63	\$20.64
State Government	1	17	\$14.14	\$12.17	\$17.37
By Respondent Industry					
City Government	3	12	\$19.99	\$17.85	\$23.78
County Government	3	10	\$17.71	\$16.09	\$18.64
Natural Resource District	-	-	-	-	-
State Government	1	17	\$14.14	\$12.17	\$17.37
Education	6	9	\$16.43	\$10.27	\$23.69
Health Care	-	-	-	-	-
Manufacturing	3	12	\$18.76	\$14.92	\$23.37
Utilities	2	4	\$26.72	\$25.28	\$24.07
Other	1	7	-	-	-
All Respondents	19	71	\$18.17	\$14.48	\$22.50

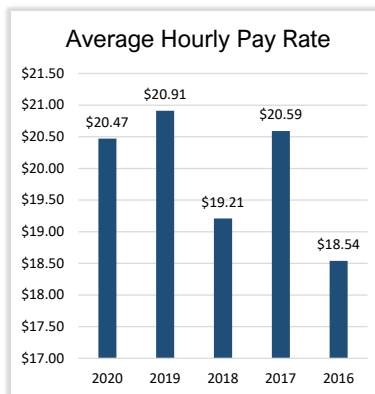


152 Accounting Clerk II

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	6	60	\$20.42	\$15.99	\$33.76
Omaha	4	13	\$23.05	\$18.23	\$35.24
Greater Nebraska	11	23	\$20.00	\$16.18	\$25.21
State Government	1	79	\$15.57	\$14.07	\$20.08
By Respondent Industry					
City Government	5	17	\$22.02	\$17.27	\$23.83
County Government	1	8	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	79	\$15.57	\$14.07	\$20.08
Education	9	51	\$18.84	\$14.17	\$37.37
Health Care	1	1	-	-	-
Manufacturing	1	1	-	-	-
Utilities	2	5	\$27.60	\$24.82	\$29.59
Other	2	13	\$20.27	\$17.20	\$25.77
All Respondents	22	175	\$20.47	\$16.42	\$29.32

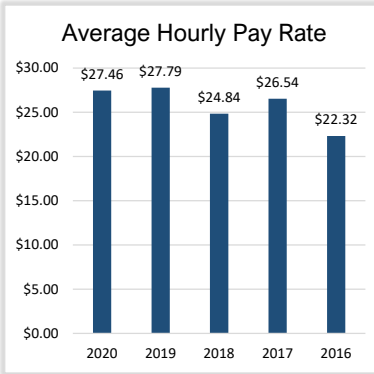


155 Accountant I

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	9	40	\$27.46	\$20.62	\$37.53
Omaha	3	12	\$30.78	\$24.14	\$40.95
Greater Nebraska	6	19	\$27.27	\$22.73	\$29.93
State Government	1	50	\$18.44	\$16.84	\$24.00
By Respondent Industry					
City Government	3	17	\$32.23	\$27.13	\$36.24
County Government	2	3	\$37.99	\$34.17	\$31.51
Natural Resource District	-	-	-	-	-
State Government	1	50	\$18.44	\$16.84	\$24.00
Education	7	27	\$22.97	\$16.73	\$34.83
Health Care	1	1	-	-	-
Manufacturing	2	16	\$26.08	\$17.24	\$35.04
Utilities	2	3	\$37.55	\$31.81	\$46.40
Other	1	4	-	-	-
All Respondents	19	121	\$27.46	\$21.58	\$34.96

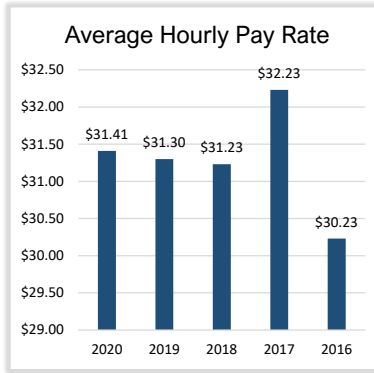


156 Accountant II

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	7	16	\$31.73	\$26.18	\$53.28
Omaha	5	45	\$32.31	\$27.36	\$53.81
Greater Nebraska	7	15	\$32.05	\$25.41	\$42.48
State Government	1	48	\$20.83	\$19.46	\$27.73
By Respondent Industry					
City Government	2	8	\$36.01	\$28.73	\$36.85
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	48	\$20.83	\$19.46	\$27.73
Education	8	37	\$27.98	\$23.78	\$64.66
Health Care	2	2	\$34.52	\$24.32	\$37.30
Manufacturing	2	7	\$30.14	\$22.83	\$38.76
Utilities	3	7	\$43.76	\$37.51	\$45.69
Other	2	15	\$31.64	\$26.93	\$40.69
All Respondents	20	124	\$31.41	\$25.92	\$48.67

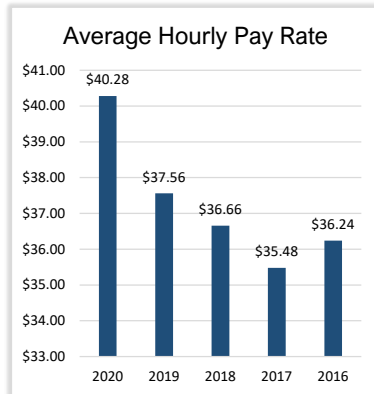


157 Accountant III

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	7	30	\$44.03	\$34.97	\$61.58
Omaha	4	28	\$39.21	\$32.17	\$55.53
Greater Nebraska	7	8	\$39.13	\$27.86	\$47.23
State Government	1	17	\$25.26	\$22.49	\$32.05
By Respondent Industry					
City Government	2	2	\$35.08	\$29.17	\$39.81
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	17	\$25.26	\$22.49	\$32.05
Education	8	45	\$34.86	\$27.26	\$55.27
Health Care	2	2	\$37.24	\$29.93	\$45.87
Manufacturing	2	3	\$39.61	\$24.12	\$42.51
Utilities	2	5	\$56.12	\$44.88	\$66.37
Other	2	9	\$59.88	\$47.09	\$76.28
All Respondents	19	83	\$40.28	\$31.10	\$53.47



159 Controller

Wage Data

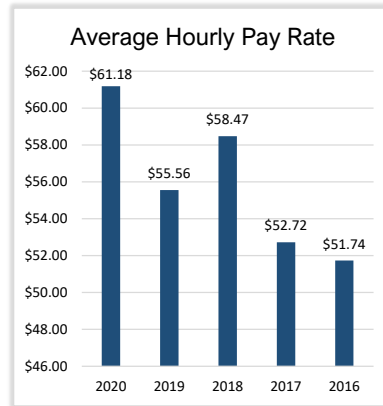
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	5	5	\$74.22	\$59.72	\$94.04
Omaha	3	3	\$61.03	\$54.98	\$70.22
Greater Nebraska	8	14	\$54.77	\$43.34	\$61.44
State Government	1	10	\$41.29	\$31.82	\$47.72

By Respondent Industry

City Government	3	3	\$47.54	\$37.58	\$53.36
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	10	\$41.29	\$31.82	\$47.72
Education	3	3	\$50.47	\$46.67	\$58.90
Health Care	2	2	\$61.94	\$46.37	\$73.41
Manufacturing	3	9	\$53.47	\$36.37	\$58.54
Utilities	3	3	\$93.11	\$67.37	\$85.19
Other	2	2	\$86.54	\$115.38	\$161.06
All Respondents	17	32	\$61.18	\$50.18	\$70.98



161 Paralegal I

Wage Data

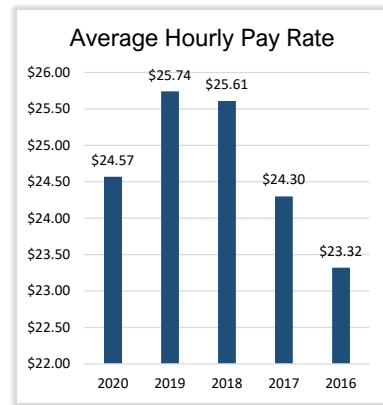
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	5	21	\$26.13	\$19.77	\$31.87
Omaha	2	7	\$30.07	\$25.09	\$31.31
Greater Nebraska	4	15	\$20.82	\$17.45	\$24.72
State Government	1	11	\$20.79	\$19.70	\$28.54

By Respondent Industry

City Government	4	6	\$27.82	\$23.63	\$30.91
County Government	3	27	\$20.24	\$16.93	\$22.90
Natural Resource District	-	-	-	-	-
State Government	1	11	\$20.79	\$19.70	\$28.54
Education	1	1	-	-	-
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	2	8	\$26.42	\$22.77	\$32.04
All Respondents	12	54	\$24.57	\$19.88	\$29.12



162 Attorney I

Wage Data

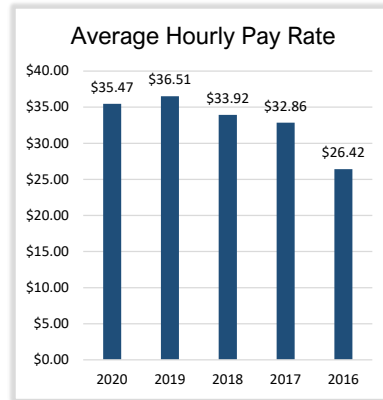
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	3	5	\$34.87	\$27.13	\$66.34
Omaha	1	10	-	-	-
Greater Nebraska	3	10	\$35.01	\$31.41	\$40.16
State Government	1	0	-	\$22.77	\$32.98

By Respondent Industry

City Government	2	11	\$45.37	\$38.12	\$54.62
County Government	2	9	\$26.45	\$24.65	\$28.75
Natural Resource District	-	-	-	-	-
State Government	1	0	-	\$22.77	\$32.98
Education	2	3	\$27.89	\$22.16	\$69.86
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	1	2	-	-	-
All Respondents	8	25	\$35.47	\$28.71	\$49.84

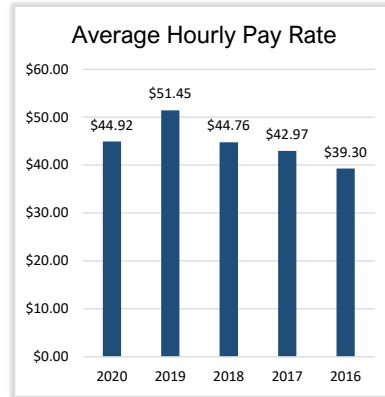


163 Attorney II

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	4	35	\$54.28	\$45.54	\$71.13
Omaha	2	9	\$52.53	\$44.54	\$57.48
Greater Nebraska	8	10	\$39.81	\$35.20	\$45.58
State Government	1	12	\$28.11	\$25.93	\$37.55
By Respondent Industry					
City Government	3	11	\$47.22	\$37.31	\$57.44
County Government	6	36	\$30.64	\$29.23	\$36.08
Natural Resource District	-	-	-	-	-
State Government	1	12	\$28.11	\$25.93	\$37.55
Education	2	2	\$48.59	\$48.09	\$54.41
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	2	-	-	-
Other	1	2	-	-	-
All Respondents	15	66	\$44.92	\$39.43	\$54.66

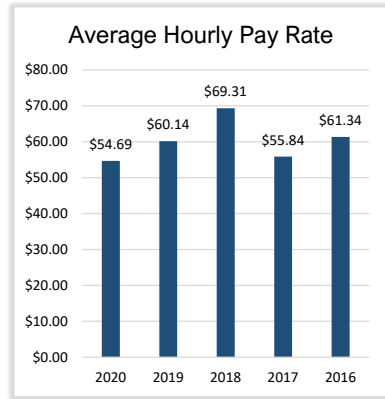


164 Attorney III

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	3	38	\$70.48	\$53.84	\$85.64
Omaha	2	4	\$84.28	\$72.45	\$90.74
Greater Nebraska	8	22	\$41.69	\$37.43	\$55.07
State Government	1	78	\$39.23	\$32.21	\$48.32
By Respondent Industry					
City Government	3	15	\$60.56	\$46.10	\$67.70
County Government	7	42	\$35.84	\$32.08	\$47.58
Natural Resource District	-	-	-	-	-
State Government	1	78	\$39.23	\$32.21	\$48.32
Education	1	1	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	2	-	-	-
Other	1	4	-	-	-
All Respondents	14	142	\$54.69	\$48.84	\$68.10

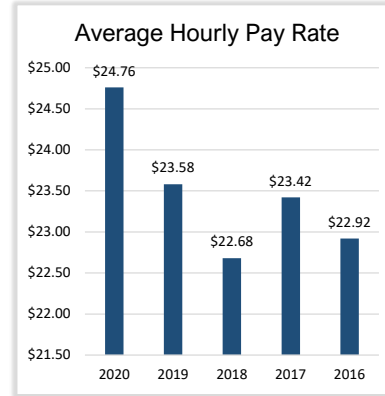


175 Buyer I

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	5	21	\$25.19	\$19.45	\$34.07
Omaha	1	4	-	-	-
Greater Nebraska	3	13	\$25.04	\$20.97	\$31.52
State Government	1	5	\$19.27	\$18.21	\$26.10
By Respondent Industry					
City Government	1	2	\$31.79	\$25.73	\$34.32
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	5	\$19.27	\$18.21	\$26.10
Education	3	5	\$23.50	\$18.22	\$31.15
Health Care	1	2	-	-	-
Manufacturing	2	22	\$23.82	\$18.28	\$32.83
Utilities	1	6	-	-	-
Other	1	1	-	-	-
All Respondents	10	43	\$24.76	\$20.33	\$32.02



176 Buyer II

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

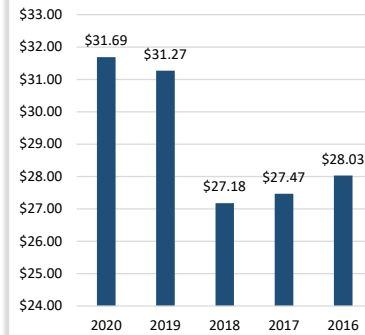
By Respondent Location

Lincoln	5	14	\$29.46	\$22.09	\$43.50
Omaha	4	15	\$35.73	\$31.30	\$50.06
Greater Nebraska	3	8	\$33.09	\$24.16	\$46.53
State Government	1	15	\$22.47	\$21.04	\$30.16

By Respondent Industry

City Government	1	4	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	15	\$22.47	\$21.04	\$30.16
Education	5	10	\$28.31	\$22.69	\$52.91
Health Care	1	1	-	-	-
Manufacturing	2	6	\$32.88	\$21.93	\$38.94
Utilities	2	9	\$40.63	\$35.48	\$51.90
Other	1	7	-	-	-
All Respondents	13	52	\$31.69	\$25.32	\$45.19

Average Hourly Pay Rate



177 Buyer III

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	3	4	\$32.63	\$23.37	\$48.05
Omaha	5	11	\$42.11	\$32.33	\$54.44
Greater Nebraska	2	4	\$34.49	\$22.91	\$37.14
State Government	1	17	\$26.24	\$24.32	\$34.86

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	17	\$26.24	\$24.32	\$34.86
Education	6	7	\$35.15	\$25.36	\$50.45
Health Care	1	1	-	-	-
Manufacturing	1	3	-	-	-
Utilities	1	4	-	-	-
Other	1	4	-	-	-
All Respondents	11	36	\$36.70	\$27.44	\$47.77

Average Hourly Pay Rate



182 Human Resources Assistant

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

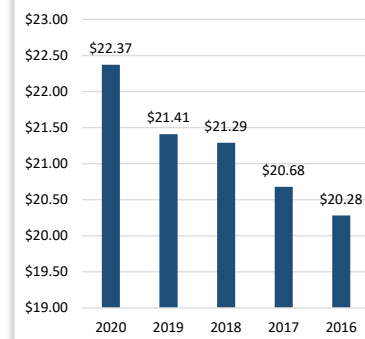
By Respondent Location

Lincoln	1	0	-	-	-
Omaha	-	-	-	-	-
Greater Nebraska	1	1	-	-	-
State Government	1	36	\$16.80	\$14.24	\$21.36

By Respondent Industry

City Government	1	1	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	36	\$16.80	\$14.24	\$21.36
Education	1	0	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	3	37	\$22.37	\$16.59	\$31.52

Average Hourly Pay Rate



183 Human Resources Generalist I

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

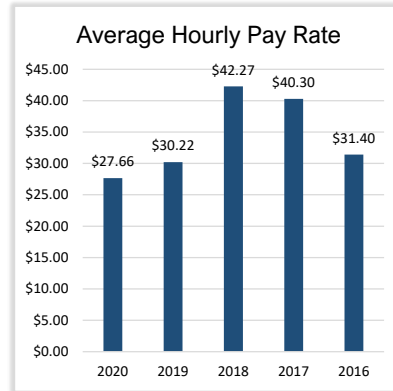
By Respondent Location

Lincoln	4	12	\$31.69	\$27.74	\$35.94
Omaha	1	3	-	-	-
Greater Nebraska	10	20	\$26.74	\$23.25	\$31.46
State Government	1	38	\$21.62	\$17.52	\$26.28

By Respondent Industry

City Government	5	12	\$29.54	\$25.43	\$32.42
County Government	2	2	\$21.49	-	\$16.52
Natural Resource District	-	-	-	-	-
State Government	1	38	\$21.62	\$17.52	\$26.28
Education	3	6	\$28.02	\$26.93	\$31.70
Health Care	1	2	-	-	-
Manufacturing	2	6	\$24.94	\$19.82	\$33.64
Utilities	1	6	-	-	-
Other	1	1	-	-	-

All Respondents	16	73	\$27.66	\$24.38	\$32.21
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184 Human Resources Generalist II

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

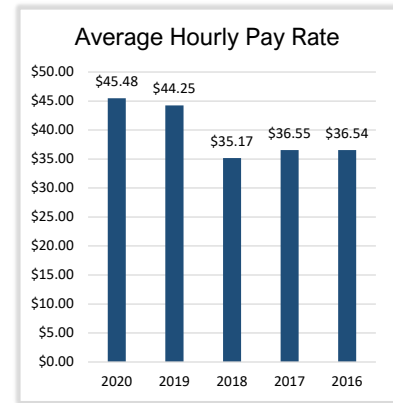
By Respondent Location

Lincoln	3	5	\$56.30	\$41.81	\$61.56
Omaha	2	6	\$41.72	\$33.62	\$45.80
Greater Nebraska	2	3	\$42.64	\$34.31	\$45.75
State Government	1	25	\$26.19	\$21.76	\$32.65

By Respondent Industry

City Government	2	5	\$43.71	\$31.96	\$46.29
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	25	\$26.19	\$21.76	\$32.65
Education	2	5	\$43.82	\$40.38	\$47.95
Health Care	-	-	-	-	-
Manufacturing	1	1	-	-	-
Utilities	2	3	\$57.74	\$43.20	\$63.85
Other	-	-	-	-	-

All Respondents	8	39	\$45.48	\$35.38	\$50.05
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185 Human Resources Generalist III

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

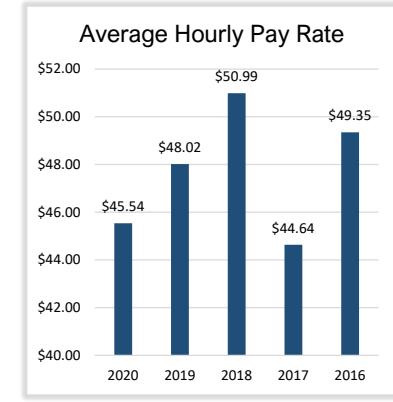
By Respondent Location

Lincoln	2	1	\$46.97	\$41.40	\$67.02
Omaha	3	15	\$48.36	\$41.03	\$52.85
Greater Nebraska	2	2	\$48.47	\$38.93	\$58.17
State Government	1	20	\$29.81	\$25.15	\$37.73

By Respondent Industry

City Government	1	2	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	20	\$29.81	\$25.15	\$37.73
Education	1	10	-	-	-
Health Care	2	2	\$40.66	\$28.96	\$45.03
Manufacturing	-	-	-	-	-
Utilities	2	4	\$58.30	\$44.88	\$66.37
Other	1	0	-	-	-

All Respondents	8	38	\$45.54	\$38.62	\$55.83
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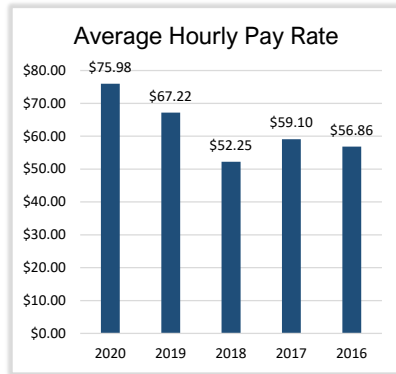


186 Human Resources Administrator II

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location				
Lincoln	3	3	\$105.21	\$82.56 - \$139.42
Omaha	2	2	\$73.51	\$68.66 - \$79.31
Greater Nebraska	6	6	\$68.02	\$51.30 - \$67.09
State Government	1	2	\$41.00	\$33.59 - \$50.38
By Respondent Industry				
City Government	3	3	\$55.68	\$41.28 - \$56.42
County Government	-	-	-	-
Natural Resource District	-	-	-	-
State Government	1	2	\$41.00	\$33.59 - \$50.38
Education	4	4	\$75.38	\$68.03 - \$76.17
Health Care	1	1	-	-
Manufacturing	1	1	-	-
Utilities	1	1	-	-
Other	1	1	-	-
All Respondents	12	13	\$75.98	\$61.37 - \$87.52

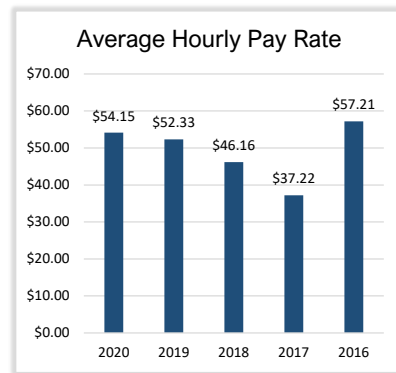


187 Employee Relations Administrator

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location				
Lincoln	3	3	\$50.11	\$44.58 - \$59.70
Omaha	2	2	\$68.78	\$60.57 - \$81.24
Greater Nebraska	-	-	-	-
State Government	1	1	\$37.02	\$36.11 - \$54.16
By Respondent Industry				
City Government	1	1	-	-
County Government	-	-	-	-
Natural Resource District	-	-	-	-
State Government	1	1	\$37.02	\$36.11 - \$54.16
Education	2	2	\$59.12	\$57.33 - \$60.79
Health Care	-	-	-	-
Manufacturing	-	-	-	-
Utilities	1	1	-	-
Other	1	1	-	-
All Respondents	6	6	\$54.15	\$48.49 - \$65.96

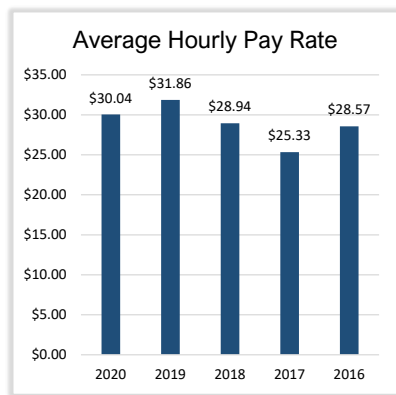


188 Training Specialist

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location				
Lincoln	2	3	\$28.01	\$21.17 - \$35.67
Omaha	2	8	\$38.23	\$34.29 - \$47.45
Greater Nebraska	1	2	-	-
State Government	1	26	\$22.16	\$19.70 - \$29.49
By Respondent Industry				
City Government	-	-	-	-
County Government	-	-	-	-
Natural Resource District	-	-	-	-
State Government	1	26	\$22.16	\$19.70 - \$29.49
Education	-	-	-	-
Health Care	1	2	-	-
Manufacturing	1	2	-	-
Utilities	1	1	-	-
Other	2	8	\$32.64	\$26.27 - \$35.41
All Respondents	6	39	\$30.04	\$25.23 - \$37.98



189 Training and Development Manager

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

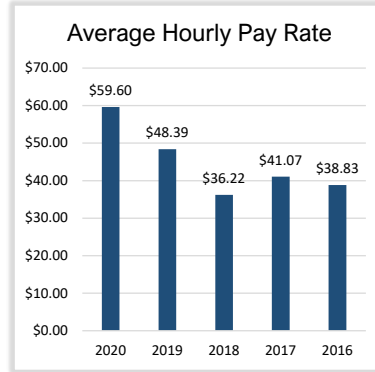
By Respondent Location

Lincoln	2	2	\$66.09	\$47.84	\$77.06
Omaha	2	2	\$68.22	\$56.44	\$75.05
Greater Nebraska	-	-	-	-	-
State Government	1	5	\$29.38	\$23.11	\$34.66

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	5	\$29.38	\$23.11	\$34.66
Education	1	1	-	-	-
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	1	-	-	-
Other	1	1	-	-	-

All Respondents	5	9	\$59.60	\$46.33	\$67.78
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190 Principal

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

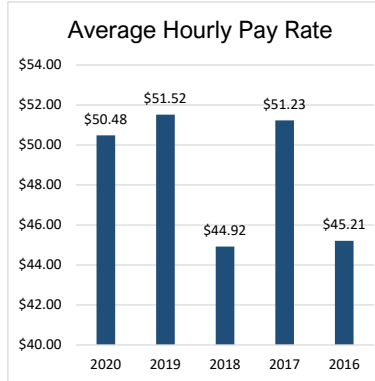
By Respondent Location

Lincoln	1	62	-	-	-
Omaha	1	83	-	-	-
Greater Nebraska	2	47	\$55.15	\$41.75	\$80.42
State Government	1	2	\$34.99	\$24.84	\$37.27

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	2	\$34.99	\$24.84	\$37.27
Education	4	192	\$54.35	\$44.95	\$71.19
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-

All Respondents	5	194	\$50.48	\$39.93	\$62.71
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200 Business Manager II

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

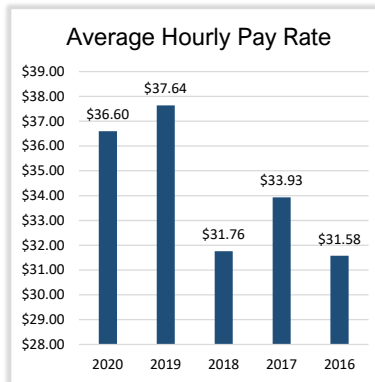
By Respondent Location

Lincoln	3	17	\$31.26	\$22.16	\$69.86
Omaha	2	10	\$35.79	\$22.16	\$69.86
Greater Nebraska	5	14	\$42.85	\$41.03	\$55.36
State Government	1	4	\$23.05	\$20.92	\$29.81

By Respondent Industry

City Government	-	-	-	-	-
County Government	1	2	-	-	-
Natural Resource District	1	1	-	-	-
State Government	1	4	\$23.05	\$20.92	\$29.81
Education	8	38	\$39.90	\$31.61	\$72.49
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-

All Respondents	11	45	\$36.60	\$29.59	\$60.05
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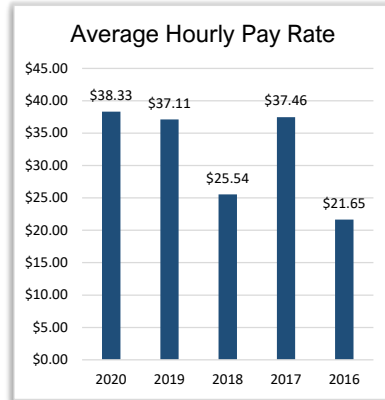


202 Research Analyst II

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	1	2	-	-	-
Omaha	2	5	\$46.79	\$42.29	\$54.88
Greater Nebraska	2	2	\$39.68	\$54.73	\$54.73
State Government	1	10	\$22.38	\$19.80	\$28.74
By Respondent Industry					
City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	10	\$22.38	\$19.80	\$28.74
Education	3	5	\$42.67	\$33.90	\$36.02
Health Care	1	2	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	2	-	-	-
Other	-	-	-	-	-
All Respondents	6	19	\$38.33	\$37.11	\$46.68

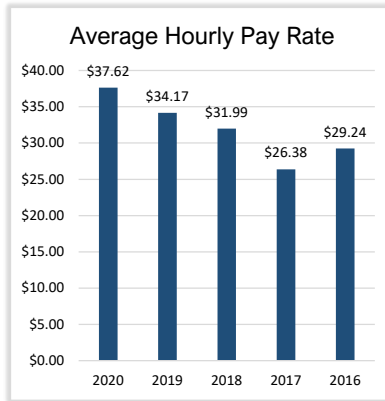


204 Statistical Analyst II

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	1	4	-	-	-
Omaha	1	3	-	-	-
Greater Nebraska	1	1	-	-	-
State Government	1	9	\$23.33	\$19.80	\$28.74
By Respondent Industry					
City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	9	\$23.33	\$19.80	\$28.74
Education	3	8	\$42.38	\$44.22	\$51.75
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	4	17	\$37.62	\$36.08	\$44.08

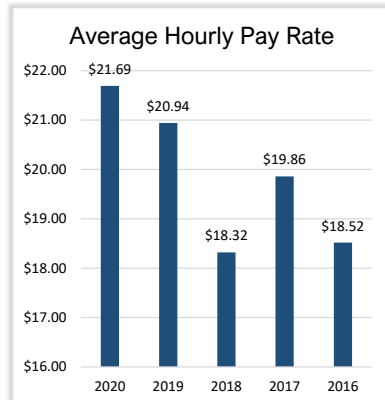


206 Administrative Assistant I

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	-	-	-	-	-
Omaha	3	12	\$28.28	\$24.82	\$29.95
Greater Nebraska	8	41	\$19.38	\$15.18	\$22.55
State Government	1	48	\$18.08	\$15.86	\$22.97
By Respondent Industry					
City Government	2	8	\$28.68	\$19.60	\$27.80
County Government	1	7	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	48	\$18.08	\$15.86	\$22.97
Education	5	22	\$19.63	\$17.25	\$24.88
Health Care	1	5	-	-	-
Manufacturing	1	9	-	-	-
Utilities	1	2	-	-	-
Other	-	-	-	-	-
All Respondents	12	101	\$21.69	\$17.87	\$24.61

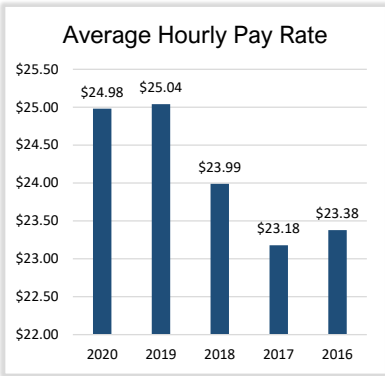


207 Administrative Assistant II

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	4	8	\$25.96	\$15.18	\$38.82
Omaha	4	37	\$29.54	\$20.26	\$36.62
Greater Nebraska	6	20	\$22.11	\$16.37	\$30.20
State Government	1	44	\$20.13	\$18.33	\$26.55
By Respondent Industry					
City Government	1	6	-	-	-
County Government	-	-	-	-	-
Natural Resource District	1	1	-	-	-
State Government	1	44	\$20.13	\$18.33	\$26.55
Education	8	45	\$25.53	\$14.01	\$39.94
Health Care	1	4	-	-	-
Manufacturing	1	5	-	-	-
Utilities	1	3	-	-	-
Other	1	1	-	-	-
All Respondents	15	109	\$24.98	\$17.28	\$34.24

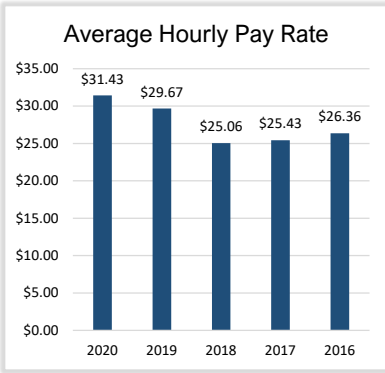


208 Administrative Assistant III

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	-	-	-	-	-
Omaha	2	40	\$43.20	\$39.03	\$48.64
Greater Nebraska	4	5	\$27.52	\$21.49	\$35.72
State Government	1	14	\$23.54	\$21.18	\$30.68
By Respondent Industry					
City Government	-	-	-	-	-
County Government	1	1	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	14	\$23.54	\$21.18	\$30.68
Education	2	40	\$35.52	\$38.52	\$56.26
Health Care	1	1	-	-	-
Manufacturing	1	2	-	-	-
Utilities	1	1	-	-	-
Other	-	-	-	-	-
All Respondents	7	59	\$31.43	\$28.44	\$39.88

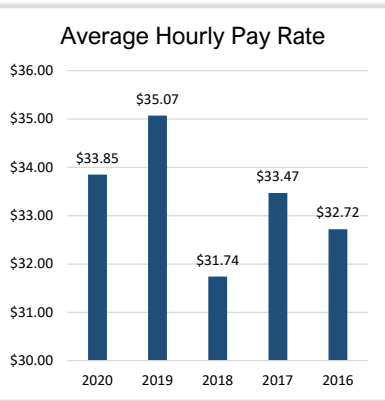


210 Safety Coordinator

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	6	11	\$32.22	\$23.59	\$48.11
Omaha	5	11	\$37.99	\$30.59	\$52.68
Greater Nebraska	8	18	\$32.94	\$28.00	\$34.64
State Government	1	4	\$28.39	\$24.12	\$34.93
By Respondent Industry					
City Government	2	5	\$39.45	\$28.61	\$40.69
County Government	2	2	\$15.00	\$15.00	\$19.61
Natural Resource District	-	-	-	-	-
State Government	1	4	\$28.39	\$24.12	\$34.93
Education	7	12	\$33.91	\$28.82	\$61.96
Health Care	2	3	\$38.55	\$26.16	\$40.12
Manufacturing	1	9	-	-	-
Utilities	3	7	\$42.41	\$37.35	\$41.80
Other	2	2	\$26.61	\$20.51	\$29.64
All Respondents	20	44	\$33.85	\$26.98	\$43.66

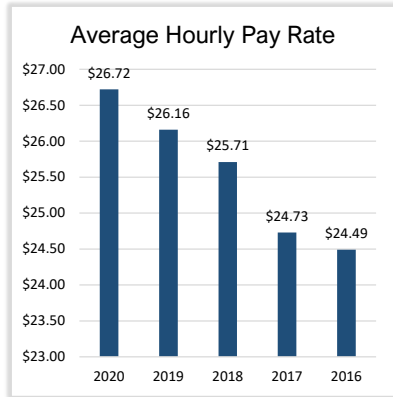


222 Public Information Officer I

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	6	34	\$25.19	\$21.60	\$44.49
Omaha	4	20	\$33.28	\$28.61	\$56.69
Greater Nebraska	7	8	\$25.47	\$25.26	\$33.76
State Government	1	10	\$18.38	\$17.05	\$24.69
By Respondent Industry					
City Government	1	5	-	-	-
County Government	1	1	-	-	-
Natural Resource District	2	2	\$26.82	\$21.94	\$29.21
State Government	1	10	\$18.38	\$17.05	\$24.69
Education	10	50	\$23.49	\$21.66	\$48.05
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	2	3	\$45.74	\$43.78	\$64.18
Other	-	-	-	-	-
All Respondents	18	72	\$26.72	\$24.21	\$42.95

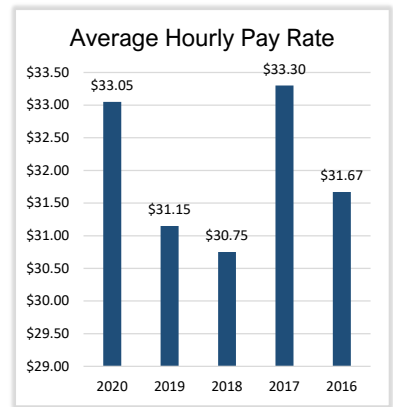


223 Public Information Officer II

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	5	36	\$32.62	\$24.10	\$50.60
Omaha	3	7	\$36.00	\$28.62	\$58.11
Greater Nebraska	2	2	\$35.50	\$33.58	\$54.23
State Government	1	32	\$21.52	\$19.70	\$28.54
By Respondent Industry					
City Government	1	2	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	32	\$21.52	\$19.70	\$28.54
Education	9	43	\$34.20	\$27.53	\$55.72
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	11	77	\$33.05	\$26.66	\$51.30

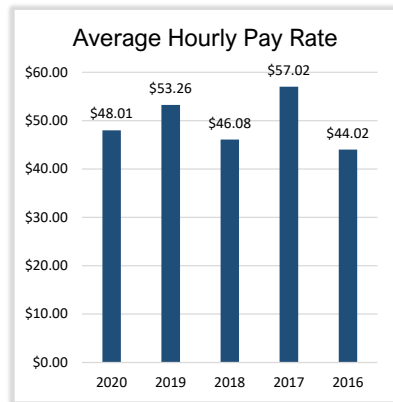


224 Public Information Officer III

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	4	5	\$46.47	\$41.06	\$52.26
Omaha	2	2	\$74.76	\$62.55	\$83.73
Greater Nebraska	3	9	\$39.04	\$36.99	\$36.99
State Government	1	4	\$27.56	\$22.77	\$32.98
By Respondent Industry					
City Government	1	2	-	-	-
County Government	1	7	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	4	\$27.56	\$22.77	\$32.98
Education	4	4	\$57.31	\$60.02	\$64.04
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	1	-	-	-
Other	1	1	-	-	-
All Respondents	10	20	\$48.01	\$43.13	\$53.90

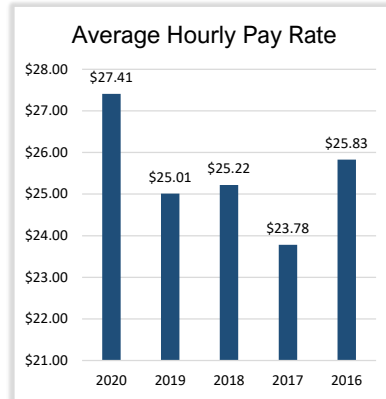


235 Librarian

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location				
Lincoln	4	86	\$30.49	\$23.90 \$44.58
Omaha	3	119	\$27.72	\$21.18 \$36.29
Greater Nebraska	7	15	\$26.12	\$20.05 \$31.55
State Government	1	4	\$23.21	\$21.18 \$30.68
By Respondent Industry				
City Government	6	43	\$28.70	\$22.39 \$30.35
County Government	-	-	-	-
Natural Resource District	-	-	-	-
State Government	1	4	\$23.21	\$21.18 \$30.68
Education	8	177	\$26.97	\$20.73 \$42.05
Health Care	-	-	-	-
Manufacturing	-	-	-	-
Utilities	-	-	-	-
Other	-	-	-	-
All Respondents	15	224	\$27.41	\$21.48 \$36.22

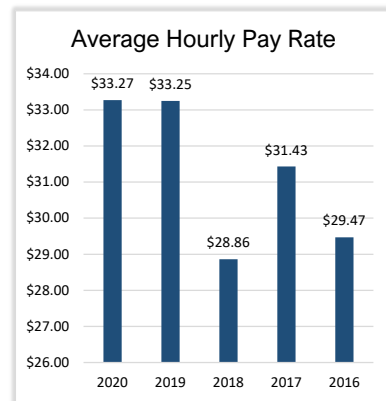


252 Auditor

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location				
Lincoln	3	4	\$33.25	\$26.07 \$45.56
Omaha	2	15	\$39.22	\$34.99 \$50.82
Greater Nebraska	-	-	-	-
State Government	1	10	\$21.42	\$20.03 \$28.54
By Respondent Industry				
City Government	-	-	-	-
County Government	-	-	-	-
Natural Resource District	-	-	-	-
State Government	1	10	\$21.42	\$20.03 \$28.54
Education	2	2	\$36.47	\$28.31 \$52.16
Health Care	-	-	-	-
Manufacturing	-	-	-	-
Utilities	1	2	-	-
Other	2	15	\$32.07	\$26.96 \$38.78
All Respondents	6	29	\$33.27	\$28.03 \$44.47

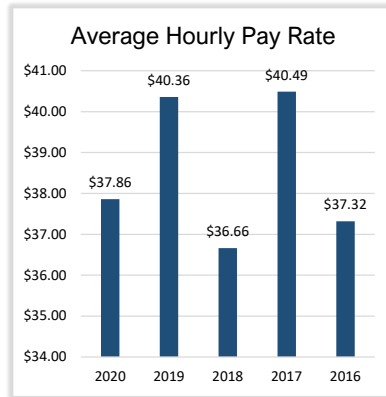


253 Auditor Senior

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location				
Lincoln	2	4	\$33.87	\$23.49 \$53.53
Omaha	2	12	\$46.25	\$40.00 \$57.13
Greater Nebraska	1	2	-	-
State Government	1	8	\$25.66	\$23.15 \$32.98
By Respondent Industry				
City Government	-	-	-	-
County Government	-	-	-	-
Natural Resource District	-	-	-	-
State Government	1	8	\$25.66	\$23.15 \$32.98
Education	1	2	-	-
Health Care	-	-	-	-
Manufacturing	-	-	-	-
Utilities	2	3	\$43.71	\$39.19 \$57.30
Other	2	13	\$37.72	\$31.90 \$44.99
All Respondents	6	26	\$37.86	\$31.25 \$51.24

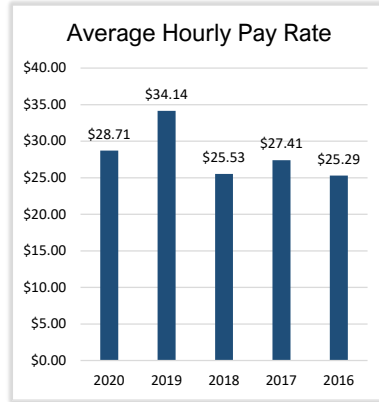


268 Information Technology Computer Operator/Senior

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	2	2	\$35.32	\$25.53	\$36.29
Omaha	-	-	-	-	-
Greater Nebraska	2	2	\$27.99	\$21.94	\$29.51
State Government	1	2	\$16.95	\$15.86	\$22.97
By Respondent Industry					
City Government	2	2	\$31.28	\$23.21	\$31.28
County Government	1	1	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	2	\$16.95	\$15.86	\$22.97
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	1	1	-	-	-
All Respondents	5	6	\$28.71	\$22.16	\$30.91

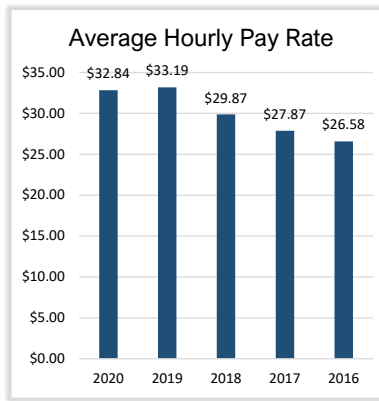


270 Information Technology Applications Developer

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	4	26	\$31.14	\$19.41	\$54.19
Omaha	3	33	\$41.67	\$30.31	\$51.19
Greater Nebraska	4	16	\$29.35	\$26.20	\$35.76
State Government	1	42	\$27.09	\$26.27	\$35.70
By Respondent Industry					
City Government	1	3	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	42	\$27.09	\$26.27	\$35.70
Education	6	17	\$28.86	\$18.93	\$48.62
Health Care	-	-	-	-	-
Manufacturing	2	24	\$34.52	\$26.73	\$49.51
Utilities	1	13	-	-	-
Other	1	18	-	-	-
All Respondents	12	117	\$32.84	\$24.86	\$46.66

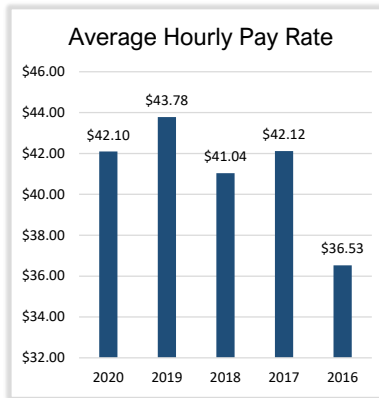


271 Information Technology Applications Developer/Senior

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	4	13	\$39.12	\$31.66	\$42.26
Omaha	3	67	\$48.59	\$42.75	\$54.00
Greater Nebraska	2	2	\$43.13	\$30.95	\$43.11
State Government	1	95	\$33.52	\$31.57	\$41.26
By Respondent Industry					
City Government	2	4	\$43.47	\$31.90	\$43.47
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	95	\$33.52	\$31.57	\$41.26
Education	2	12	\$36.05	\$34.89	\$39.78
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	2	4	\$55.83	\$53.30	\$49.46
Other	2	61	\$42.37	\$34.43	\$53.05
All Respondents	10	177	\$42.10	\$35.27	\$45.85



275 Information Technology Business Systems Analyst

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

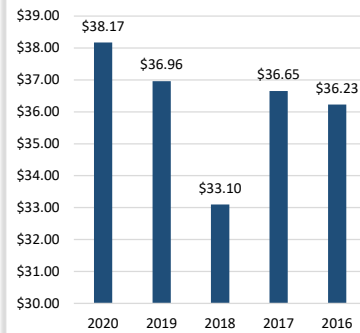
By Respondent Location

Lincoln	2	17	\$29.53	\$23.43	\$33.13
Omaha	3	31	\$38.64	\$35.74	\$46.44
Greater Nebraska	4	13	\$45.35	\$35.69	\$50.59
State Government	1	90	\$25.31	\$23.51	\$31.96

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	90	\$25.31	\$23.51	\$31.96
Education	2	8	\$39.56	\$39.21	\$43.71
Health Care	2	4	\$27.96	\$22.96	\$33.15
Manufacturing	1	3	-	-	-
Utilities	2	14	\$48.77	\$38.15	\$52.62
Other	2	32	\$37.47	\$33.67	\$48.06
All Respondents	10	151	\$38.17	\$32.03	\$43.99

Average Hourly Pay Rate



276 Information Technology Business Systems Analyst/Coordinator

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

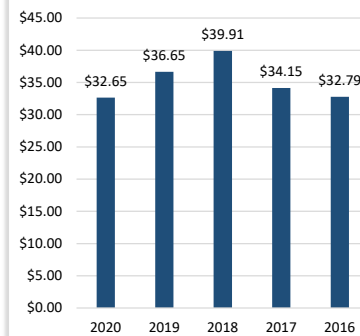
By Respondent Location

Lincoln	3	11	\$29.65	\$21.97	\$44.61
Omaha	3	10	\$42.17	\$29.25	\$64.95
Greater Nebraska	2	31	\$25.41	\$22.31	\$31.89
State Government	1	36	\$27.57	\$25.08	\$36.93

By Respondent Industry

City Government	1	4	\$28.08	\$22.85	\$29.17
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	36	\$27.57	\$25.08	\$36.93
Education	4	41	\$32.38	\$19.34	\$58.62
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	2	6	\$43.18	\$38.52	\$48.42
Other	-	-	-	-	-
All Respondents	9	88	\$32.65	\$24.82	\$47.71

Average Hourly Pay Rate



286 Information Technology Infrastructure Support Technician

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	5	18	\$28.02	\$24.24	\$34.52
Omaha	1	6	-	-	-
Greater Nebraska	7	21	\$24.62	\$21.26	\$32.60
State Government	1	4	\$23.47	\$18.62	\$26.55

By Respondent Industry

City Government	1	6	-	-	-
County Government	2	3	\$24.87	\$27.64	\$35.40
Natural Resource District	-	-	-	-	-
State Government	1	4	\$23.47	\$18.62	\$26.55
Education	4	15	\$23.13	\$20.78	\$28.85
Health Care	2	3	\$24.16	\$22.44	\$34.49
Manufacturing	2	10	\$26.13	\$21.96	\$36.38
Utilities	1	6	-	-	-
Other	1	2	-	-	-
All Respondents	14	49	\$25.81	\$22.93	\$33.01

Average Hourly Pay Rate

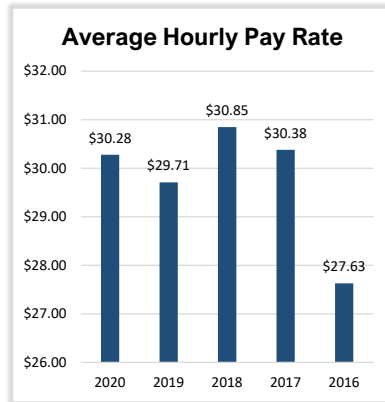


287 Information Technology Infrastructure Support Analyst

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	5	18	\$29.31	\$24.23	\$57.32
Omaha	-	-	-	-	-
Greater Nebraska	2	4	\$40.31	\$27.78	\$49.26
State Government	1	53	\$25.12	\$22.58	\$30.68
By Respondent Industry					
City Government	1	2	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	53	\$25.12	\$22.58	\$30.68
Education	5	19	\$21.59	\$23.01	\$59.39
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	8	75	\$30.28	\$24.91	\$51.97

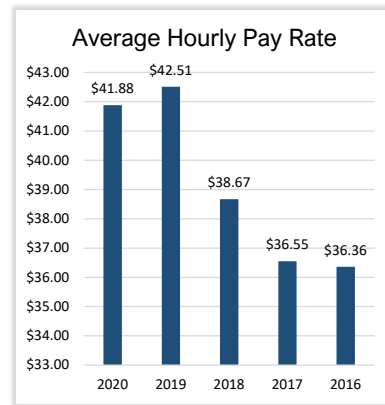


288 Information Technology Infrastructure Support Analyst/Senior

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	4	18	\$41.92	\$30.95	\$44.00
Omaha	2	6	\$48.96	\$42.62	\$55.73
Greater Nebraska	6	14	\$41.62	\$25.33	\$45.79
State Government	1	61	\$29.08	\$27.13	\$35.45
By Respondent Industry					
City Government	3	15	\$37.10	\$18.90	\$37.41
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	61	\$29.08	\$27.13	\$35.45
Education	3	6	\$40.23	\$40.42	\$47.50
Health Care	2	6	\$44.44	\$31.30	\$48.02
Manufacturing	2	2	\$47.09	\$29.53	\$52.24
Utilities	2	9	\$50.15	\$38.23	\$54.35
Other	-	-	-	-	-
All Respondents	13	99	\$41.88	\$30.23	\$45.99

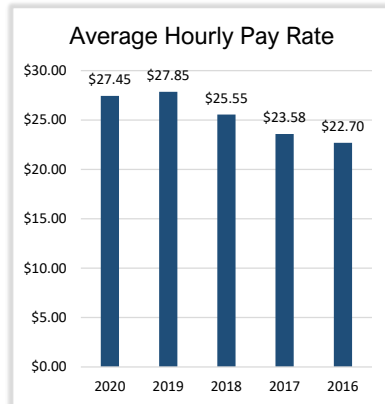


295 Information Technology Help Desk Coordinator

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	6	39	\$23.37	\$18.83	\$41.92
Omaha	3	35	\$42.67	\$35.98	\$45.82
Greater Nebraska	2	3	\$20.36	\$18.07	\$25.97
State Government	1	19	\$20.41	\$18.62	\$26.55
By Respondent Industry					
City Government	-	-	-	-	-
County Government	1	1	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	19	\$20.41	\$18.62	\$26.55
Education	5	38	\$30.50	\$24.56	\$50.35
Health Care	2	3	\$21.75	\$19.78	\$30.34
Manufacturing	-	-	-	-	-
Utilities	1	12	-	-	-
Other	2	23	\$24.62	\$18.91	\$31.17
All Respondents	12	96	\$27.45	\$22.97	\$38.95



297 Information Technology Supervisor

Wage Data

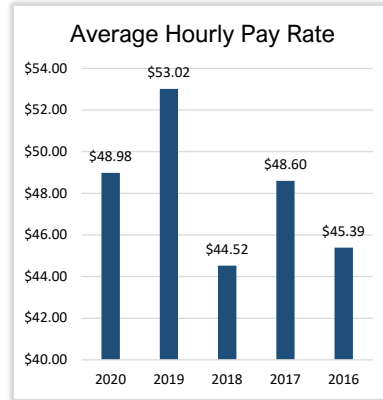
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	6	8	\$51.98	\$32.54	\$65.59
Omaha	1	1	-	-	-
Greater Nebraska	6	8	\$44.70	\$38.94	\$52.06
State Government	1	45	\$44.94	\$39.88	\$59.82

By Respondent Industry

City Government	1	2	-	-	-
County Government	1	1	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	45	\$44.94	\$39.88	\$59.82
Education	9	12	\$48.47	\$35.50	\$61.53
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	1	-	-	-
Other	-	-	-	-	-
All Respondents	14	62	\$48.98	\$36.91	\$59.58



298 Information Technology Manager I

Wage Data

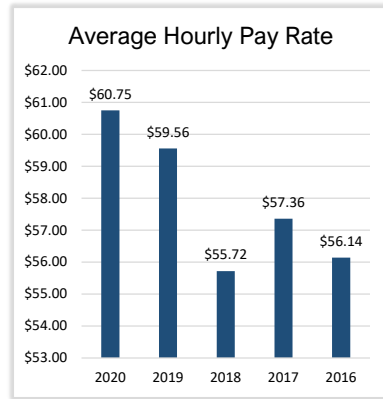
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	8	14	\$61.02	\$50.69	\$86.84
Omaha	4	5	\$63.80	\$49.49	\$84.94
Greater Nebraska	7	7	\$60.40	\$41.19	\$62.48
State Government	1	20	\$49.19	\$43.87	\$65.80

By Respondent Industry

City Government	4	4	\$63.38	\$42.52	\$60.44
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	20	\$49.19	\$43.87	\$65.80
Education	6	12	\$56.33	\$44.37	\$79.13
Health Care	2	2	\$63.61	\$47.64	\$72.99
Manufacturing	3	3	\$80.78	\$53.54	\$98.42
Utilities	2	2	\$68.90	\$53.07	\$78.50
Other	2	3	\$43.51	\$39.02	\$62.43
All Respondents	20	46	\$60.75	\$46.72	\$76.67



301 Custodian/Housekeeper

Wage Data

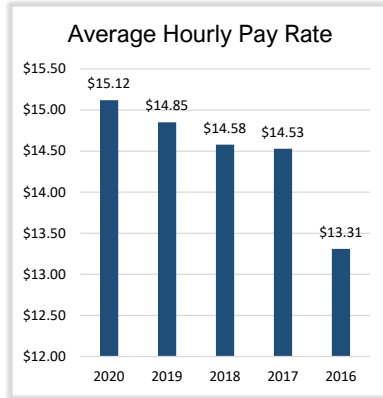
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	6	605	\$15.12	\$12.19	\$21.34
Omaha	3	407	\$14.34	\$12.66	\$19.81
Greater Nebraska	17	209	\$15.45	\$12.79	\$17.57
State Government	1	89	\$12.11	\$10.38	\$15.03

By Respondent Industry

City Government	4	9	\$16.81	\$13.35	\$17.78
County Government	7	37	\$16.26	\$14.21	\$16.44
Natural Resource District	-	-	-	-	-
State Government	1	89	\$12.11	\$10.38	\$15.03
Education	9	1,112	\$14.12	\$11.56	\$21.74
Health Care	2	42	\$15.48	\$12.51	\$19.18
Manufacturing	2	2	\$13.00	\$12.63	\$14.75
Utilities	1	8	-	-	-
Other	1	11	-	-	-
All Respondents	27	1,310	\$15.12	\$12.54	\$18.64

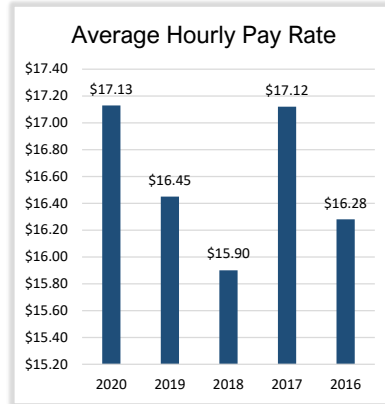


302 Custodial Leader

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	4	90	\$16.95	\$12.60	\$23.74
Omaha	1	6	\$15.57	\$9.00	\$25.96
Greater Nebraska	5	33	\$18.45	\$12.93	\$22.00
State Government	1	6	\$12.83	\$11.16	\$16.16
By Respondent Industry					
City Government	-	-	-	-	-
County Government	1	1	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	6	\$12.83	\$11.16	\$16.16
Education	6	118	\$16.49	\$11.28	\$24.19
Health Care	2	9	\$16.97	\$14.28	\$21.92
Manufacturing	-	-	-	-	-
Utilities	1	1	-	-	-
Other	-	-	-	-	-
All Respondents	11	135	\$17.13	\$12.22	\$22.51

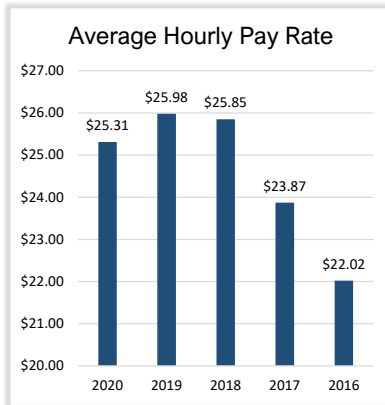


303 Custodial Supervisor

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	7	25	\$26.84	\$22.27	\$36.18
Omaha	2	11	\$24.05	\$21.03	\$38.21
Greater Nebraska	4	11	\$26.53	\$23.11	\$38.98
State Government	1	1	\$13.85	\$12.18	\$18.26
By Respondent Industry					
City Government	-	-	-	-	-
County Government	1	1	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	1	\$13.85	\$12.18	\$18.26
Education	8	39	\$23.94	\$21.18	\$39.13
Health Care	1	3	-	-	-
Manufacturing	1	1	-	-	-
Utilities	1	2	-	-	-
Other	1	1	-	-	-
All Respondents	14	48	\$25.31	\$21.61	\$35.99

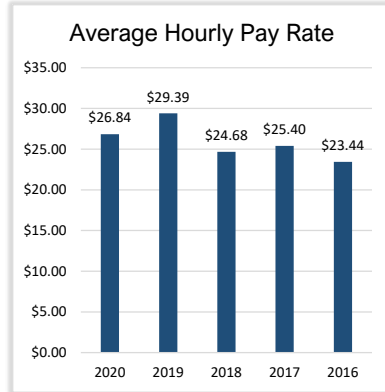


306 Housekeeping Supervisor

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	1	1	-	-	-
Omaha	1	1	-	-	-
Greater Nebraska	1	8	-	-	-
State Government	1	5	\$18.62	\$16.10	\$24.14
By Respondent Industry					
City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	5	\$18.62	\$16.10	\$24.14
Education	1	1	-	-	-
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	8	-	-	-
Other	-	-	-	-	-
All Respondents	4	15	\$26.84	\$23.59	\$32.87



311 Vehicle Operator

Wage Data

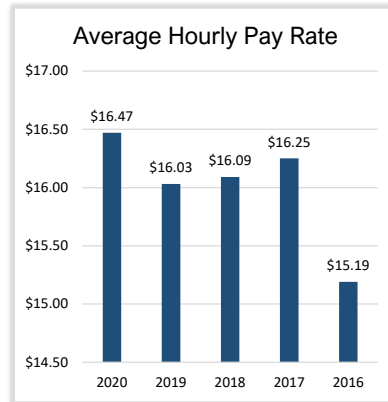
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	5	123	\$18.80	\$14.26	\$22.77
Omaha	1	3	-	-	-
Greater Nebraska	4	49	\$13.15	\$12.01	\$15.91
State Government	1	2	\$15.74	\$11.66	\$15.77

By Respondent Industry

City Government	2	104	\$18.39	\$14.31	\$19.23
County Government	1	16	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	2	\$15.74	\$11.66	\$15.77
Education	6	41	\$16.93	\$12.66	\$21.74
Health Care	1	14	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	11	177	\$16.47	\$12.73	\$19.77



332 Laundry Worker

Wage Data

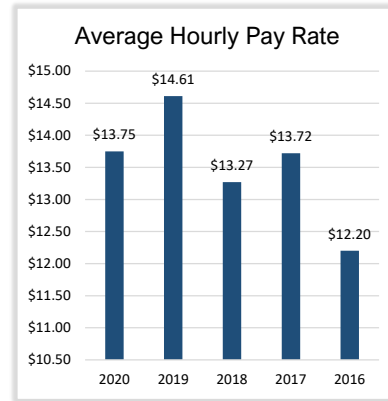
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	15	-	-	-
Omaha	-	-	-	-	-
Greater Nebraska	-	-	-	-	-
State Government	1	8	\$12.95	\$10.68	\$14.47

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	8	\$12.95	\$10.68	\$14.47
Education	-	-	-	-	-
Health Care	1	15	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	2	23	\$13.75	\$11.34	\$16.35



333 Laundry Supervisor

Wage Data

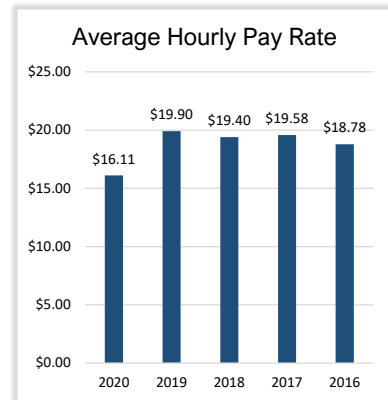
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	2	-	-	-
Omaha	-	-	-	-	-
Greater Nebraska	-	-	-	-	-
State Government	1	1	\$14.36	\$12.34	\$16.71

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	1	\$14.36	\$12.34	\$16.71
Education	-	-	-	-	-
Health Care	1	2	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	2	3	\$16.11	\$13.44	\$19.41



341 Food Service Aide

Wage Data

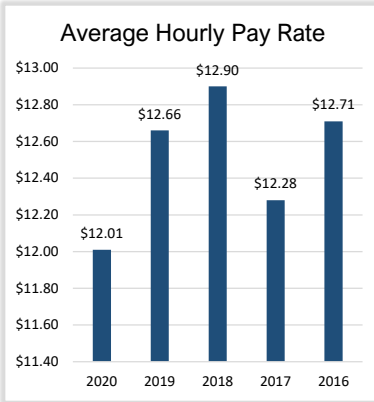
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	2	3	\$10.67	\$9.00	\$17.26
Omaha	2	220	\$13.63	\$10.89	\$15.95
Greater Nebraska	2	53	\$12.10	\$10.99	\$16.39
State Government	1	3	\$11.33	\$9.50	\$13.07

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	3	\$11.33	\$9.50	\$13.07
Education	5	264	\$12.15	\$10.17	\$16.45
Health Care	1	12	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	7	279	\$12.01	\$10.18	\$16.04



342 Food Service Assistant

Wage Data

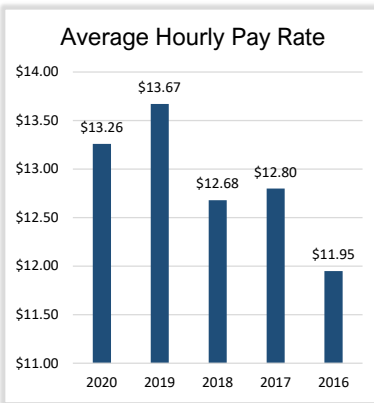
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	2	304	\$13.80	\$12.83	\$16.78
Omaha	-	-	-	-	-
Greater Nebraska	2	74	\$13.55	\$10.96	\$16.85
State Government	1	40	\$11.61	\$10.97	\$15.11

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	40	\$11.61	\$10.97	\$15.11
Education	2	331	\$12.91	\$11.70	\$15.08
Health Care	2	47	\$14.44	\$12.08	\$18.55
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	5	418	\$13.26	\$11.71	\$16.47



343 Food Service Cook

Wage Data

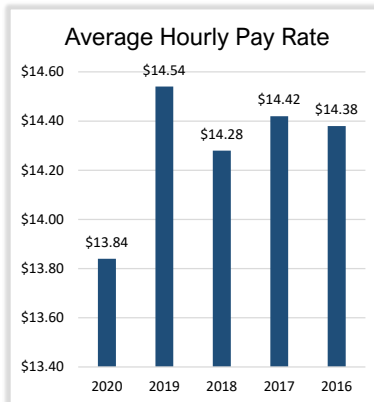
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	5	141	\$14.52	\$13.00	\$22.46
Omaha	2	16	\$13.64	\$12.45	\$22.38
Greater Nebraska	2	9	\$12.92	\$11.23	\$16.43
State Government	1	55	\$12.70	\$11.80	\$16.24

By Respondent Industry

City Government	1	2	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	55	\$12.70	\$11.80	\$16.24
Education	6	151	\$13.80	\$12.47	\$22.46
Health Care	2	13	\$14.43	\$11.89	\$18.24
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	10	221	\$13.84	\$12.42	\$20.61



344 Food Service Leader

Wage Data

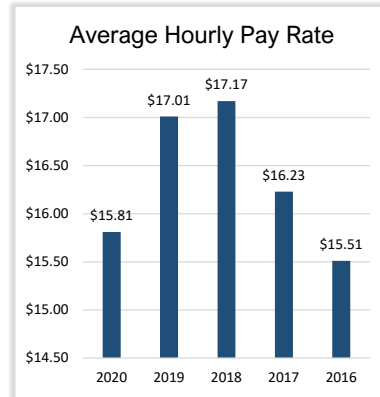
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	5	54	\$16.60	\$13.69	\$23.27
Omaha	1	4	-	-	-
Greater Nebraska	1	14	\$12.71	\$10.06	\$16.23
State Government	1	4	\$13.60	\$12.68	\$17.46

By Respondent Industry

City Government	1	2	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	4	\$13.60	\$12.68	\$17.46
Education	5	63	\$15.38	\$12.13	\$23.87
Health Care	1	7	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	8	76	\$15.81	\$12.83	\$22.37



345 Food Service Supervisor

Wage Data

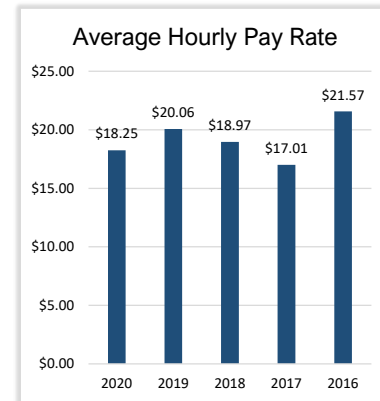
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	57	-	-	-
Omaha	1	74	-	-	-
Greater Nebraska	3	24	\$19.38	\$14.14	\$24.61
State Government	1	12	\$16.63	\$14.44	\$21.66

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	12	\$16.63	\$14.44	\$21.66
Education	4	150	\$18.09	\$15.09	\$22.17
Health Care	1	5	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	6	167	\$18.25	\$15.10	\$22.47



347 Food Service Manager

Wage Data

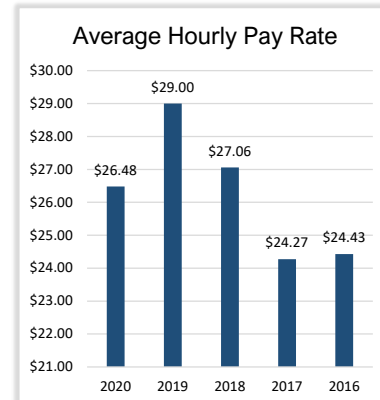
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	3	6	\$27.16	\$20.17	\$47.24
Omaha	1	3	-	-	-
Greater Nebraska	-	-	-	-	-
State Government	1	13	\$19.55	\$16.52	\$24.79

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	13	\$19.55	\$16.52	\$24.79
Education	3	8	\$26.42	\$22.53	\$50.84
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	5	22	\$26.48	\$21.21	\$42.31



349 Food Service Director II

Wage Data

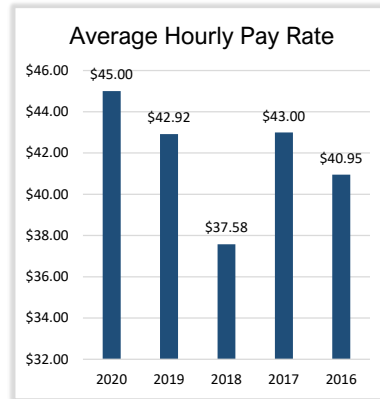
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	2	12	\$39.05	\$19.28	\$53.75
Omaha	1	1	-	-	-
Greater Nebraska	2	2	\$51.39	\$55.63	\$55.63
State Government	1	6	\$28.15	\$22.06	\$33.10

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	6	\$28.15	\$22.06	\$33.10
Education	5	15	\$48.37	\$36.05	\$56.02
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	6	21	\$45.00	\$33.25	\$51.44



351 Dietitian

Wage Data

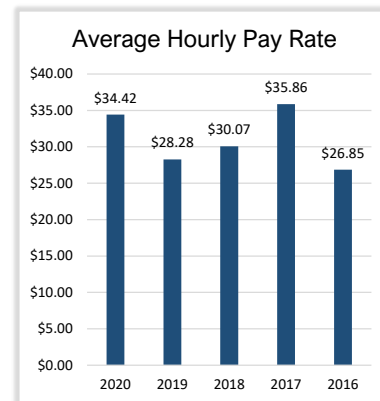
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	3	17	\$31.08	\$27.19	\$33.76
Omaha	-	-	-	-	-
Greater Nebraska	2	4	\$45.61	\$44.35	\$50.88
State Government	1	4	\$22.03	\$19.72	\$28.57

By Respondent Industry

City Government	1	5	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	4	\$22.03	\$19.72	\$28.57
Education	2	2	\$49.94	\$49.94	\$49.94
Health Care	2	14	\$26.83	\$22.95	\$35.24
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	6	25	\$34.42	\$31.67	\$38.60



372 Security Guard

Wage Data

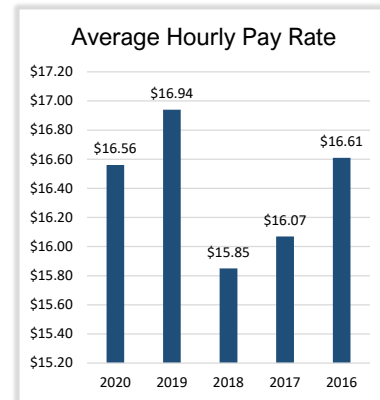
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	3	14	\$17.80	\$15.19	\$28.29
Omaha	5	249	\$17.16	\$14.77	\$23.16
Greater Nebraska	6	19	\$16.09	\$13.54	\$21.59
State Government	1	9	\$12.61	\$12.18	\$19.40

By Respondent Industry

City Government	-	-	-	-	-
County Government	3	10	\$18.98	\$16.85	\$20.87
Natural Resource District	-	-	-	-	-
State Government	1	9	\$12.61	\$12.18	\$19.40
Education	8	240	\$14.98	\$13.01	\$26.13
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	2	-	-	-
Other	1	29	-	-	-
All Respondents	15	291	\$16.56	\$14.29	\$23.57



381 Security Communications Specialist

Wage Data

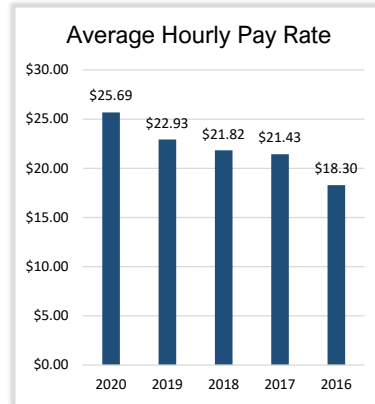
	Counts		Pay Rate	Pay Ranges	
	Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	1	-	-	-
Omaha	1	2	-	-	-
Greater Nebraska	1	1	-	-	-
State Government	1	10	\$17.67	\$15.92	\$24.51

By Respondent Industry

City Government	-	-	-	-	-
County Government	1	1	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	10	\$17.67	\$15.92	\$24.51
Education	-	-	-	-	-
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	2	-	-	-
Other	-	-	-	-	-
All Respondents	4	14	\$25.69	\$22.42	\$29.94



402 Groundskeeper

Wage Data

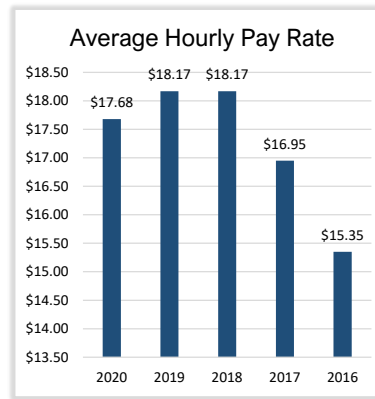
	Counts		Pay Rate	Pay Ranges	
	Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	6	31	\$18.45	\$14.63	\$23.55
Omaha	4	47	\$18.80	\$14.32	\$24.19
Greater Nebraska	7	37	\$17.10	\$13.99	\$20.76
State Government	1	4	\$12.67	\$12.10	\$16.61

By Respondent Industry

City Government	4	48	\$20.89	\$16.77	\$23.57
County Government	1	1	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	4	\$12.67	\$12.10	\$16.61
Education	9	60	\$16.76	\$13.16	\$23.55
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	2	5	\$16.15	\$13.27	\$19.19
All Respondents	18	119	\$17.68	\$14.17	\$22.23



403 Groundskeeper Leader

Wage Data

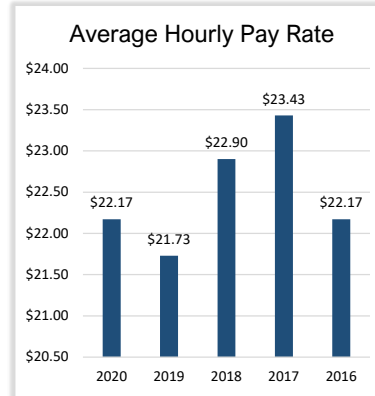
	Counts		Pay Rate	Pay Ranges	
	Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	7	-	-	-
Omaha	-	-	-	-	-
Greater Nebraska	4	4	\$23.27	\$17.79	\$24.56
State Government	1	16	\$17.11	\$15.04	\$20.64

By Respondent Industry

City Government	2	2	\$25.33	\$20.51	\$27.47
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	16	\$17.11	\$15.04	\$20.64
Education	1	1	-	-	-
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	1	7	-	-	-
All Respondents	6	27	\$22.17	\$17.60	\$24.30



404 Groundskeeper Supervisor

Wage Data

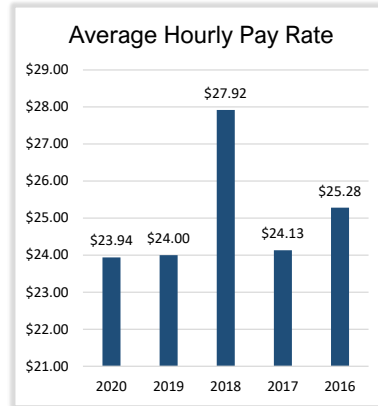
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	2	18	\$18.44	\$14.13	\$46.78
Omaha	1	2	-	-	-
Greater Nebraska	7	8	\$26.61	\$20.89	\$30.83
State Government	1	2	\$21.03	\$16.95	\$25.43

By Respondent Industry

City Government	3	4	\$31.83	\$22.82	\$32.52
County Government	1	1	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	2	\$21.03	\$16.95	\$25.43
Education	6	23	\$20.61	\$16.16	\$39.23
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	11	30	\$23.94	\$18.69	\$34.69



411 Facility Maintenance Technician I

Wage Data

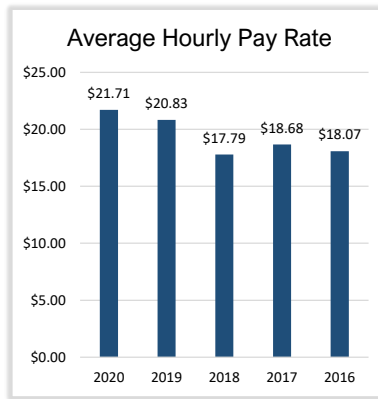
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	3	12	\$23.96	\$20.60	\$26.81
Omaha	3	32	\$26.40	\$23.74	\$29.10
Greater Nebraska	3	4	\$15.71	\$15.00	\$17.23
State Government	1	3	\$12.92	\$11.16	\$16.16

By Respondent Industry

City Government	2	15	\$21.67	\$19.12	\$23.86
County Government	1	1	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	3	\$12.92	\$11.16	\$16.16
Education	2	9	\$18.42	\$17.71	\$19.32
Health Care	-	-	-	-	-
Manufacturing	1	1	-	-	-
Utilities	2	5	\$31.87	\$30.58	\$26.30
Other	1	17	-	-	-
All Respondents	10	51	\$21.71	\$19.35	\$23.56



412 Facility Maintenance Technician II

Wage Data

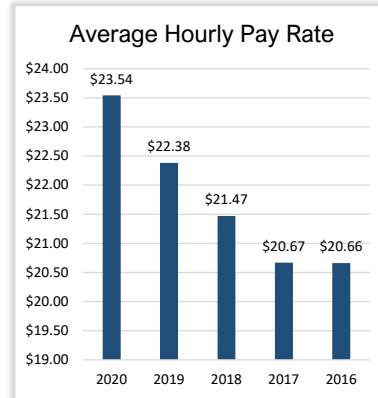
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	4	28	\$25.07	\$22.08	\$29.08
Omaha	3	106	\$25.85	\$22.82	\$28.42
Greater Nebraska	7	13	\$22.68	\$19.31	\$25.61
State Government	1	12	\$16.56	\$13.86	\$20.08

By Respondent Industry

City Government	5	71	\$21.79	\$18.73	\$24.47
County Government	1	1	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	12	\$16.56	\$13.86	\$20.08
Education	2	54	\$24.45	\$22.22	\$25.12
Health Care	2	10	\$23.73	\$16.56	\$25.44
Manufacturing	1	3	-	-	-
Utilities	1	2	-	-	-
Other	2	6	\$27.63	\$26.02	\$34.56
All Respondents	15	159	\$23.54	\$20.46	\$26.81



413 Facility Maintenance Specialist

Wage Data

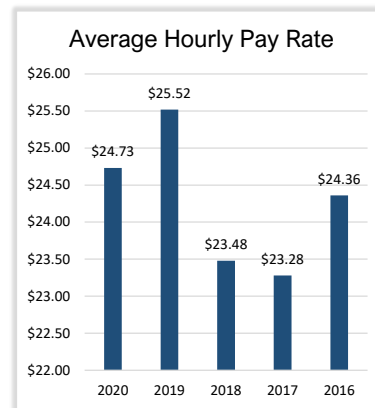
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	8	84	\$26.16	\$21.21	\$34.92
Omaha	4	12	\$27.61	\$24.14	\$40.46
Greater Nebraska	5	11	\$20.68	\$17.25	\$28.60
State Government	1	129	\$17.97	\$15.86	\$22.97

By Respondent Industry

City Government	2	16	\$26.12	\$21.01	\$28.24
County Government	2	4	\$21.48	\$19.31	\$23.29
Natural Resource District	-	-	-	-	-
State Government	1	129	\$17.97	\$15.86	\$22.97
Education	8	68	\$22.16	\$17.31	\$39.30
Health Care	1	1	-	-	-
Manufacturing	1	1	-	-	-
Utilities	1	8	-	-	-
Other	2	9	\$26.99	\$23.95	\$34.66
All Respondents	18	236	\$24.73	\$20.65	\$33.73



414 Facility Maintenance Leader

Wage Data

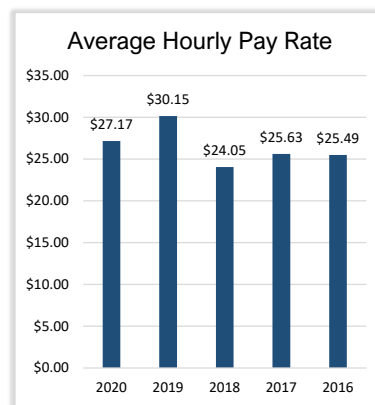
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	3	20	\$25.52	\$16.22	\$41.52
Omaha	1	6	-	-	-
Greater Nebraska	1	2	-	-	-
State Government	1	15	\$19.49	\$17.05	\$24.69

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	15	\$19.49	\$17.05	\$24.69
Education	3	21	\$24.20	\$15.85	\$38.21
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	6	-	-	-
Other	-	-	-	-	-
All Respondents	6	43	\$27.17	\$21.97	\$36.19



415 Facility Maintenance Supervisor

Wage Data

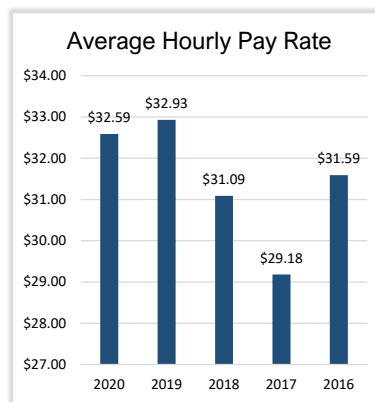
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	7	22	\$32.75	\$26.61	\$48.83
Omaha	3	9	\$40.21	\$34.16	\$59.64
Greater Nebraska	5	6	\$29.81	\$22.40	\$29.60
State Government	1	27	\$22.58	\$18.60	\$27.91

By Respondent Industry

City Government	2	5	\$31.26	\$24.71	\$32.01
County Government	3	7	\$26.65	\$23.37	\$28.61
Natural Resource District	-	-	-	-	-
State Government	1	27	\$22.58	\$18.60	\$27.91
Education	4	11	\$30.53	\$22.69	\$74.38
Health Care	1	1	-	-	-
Manufacturing	1	4	-	-	-
Utilities	1	2	-	-	-
Other	3	7	\$38.55	\$31.55	\$41.22
All Respondents	16	64	\$32.59	\$26.46	\$44.47



416 Facility Maintenance Manager I

Wage Data

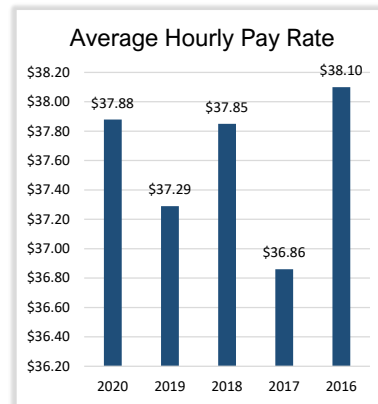
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	5	17	\$39.28	\$30.71	\$59.79
Omaha	2	2	\$53.61	\$33.68	\$65.26
Greater Nebraska	4	6	\$31.54	\$30.59	\$31.54
State Government	1	12	\$24.83	\$21.50	\$32.24

By Respondent Industry

City Government	2	3	\$46.84	\$37.97	\$48.93
County Government	3	5	\$22.19	\$16.10	\$17.52
Natural Resource District	-	-	-	-	-
State Government	1	12	\$24.83	\$21.50	\$32.24
Education	5	16	\$46.32	\$33.99	\$67.45
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	12	37	\$37.88	\$30.38	\$50.58



417 Facility Maintenance Manager II

Wage Data

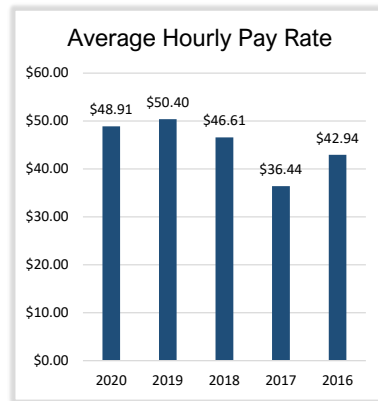
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	2	4	\$48.80	\$35.43	\$51.60
Omaha	2	3	\$63.31	\$53.84	\$71.32
Greater Nebraska	2	2	\$44.33	\$25.33	\$35.46
State Government	1	7	\$29.47	\$24.84	\$37.27

By Respondent Industry

City Government	-	-	-	-	-
County Government	1	3	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	7	\$29.47	\$24.84	\$37.27
Education	3	4	\$52.02	\$41.42	\$51.43
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	1	-	-	-
Other	1	1	-	-	-
All Respondents	7	16	\$48.91	\$38.12	\$53.10



420 Electrician

Wage Data

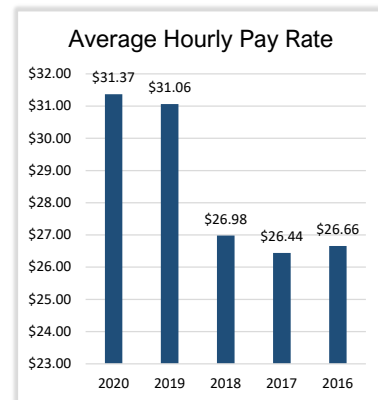
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	6	21	\$30.91	\$22.30	\$37.63
Omaha	4	30	\$37.01	\$32.06	\$41.87
Greater Nebraska	5	14	\$29.33	\$24.27	\$37.95
State Government	1	9	\$21.70	\$17.05	\$24.69

By Respondent Industry

City Government	2	6	\$30.62	\$24.40	\$31.02
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	9	\$21.70	\$17.05	\$24.69
Education	8	32	\$29.50	\$22.84	\$40.14
Health Care	2	3	\$28.31	\$21.39	\$32.85
Manufacturing	-	-	-	-	-
Utilities	2	23	\$46.28	\$42.34	\$50.20
Other	1	1	-	-	-
All Respondents	16	74	\$31.37	\$25.03	\$37.98



422 Plumber

Wage Data

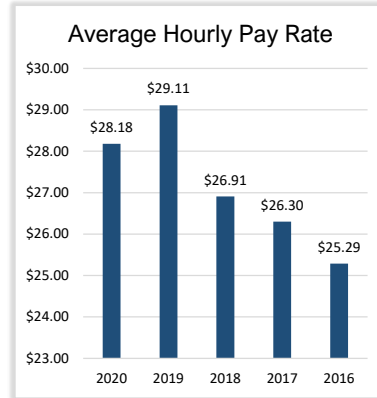
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	5	19	\$30.26	\$22.52	\$38.39
Omaha	2	9	\$36.52	\$33.94	\$36.52
Greater Nebraska	4	4	\$23.71	\$20.42	\$33.44
State Government	1	14	\$19.01	\$17.05	\$24.69

By Respondent Industry

City Government	2	3	\$32.04	\$27.42	\$32.03
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	14	\$19.01	\$17.05	\$24.69
Education	7	27	\$28.75	\$23.70	\$38.73
Health Care	2	2	\$26.91	\$20.70	\$31.80
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	12	46	\$28.18	\$23.27	\$35.29



441 Electronics Technician

Wage Data

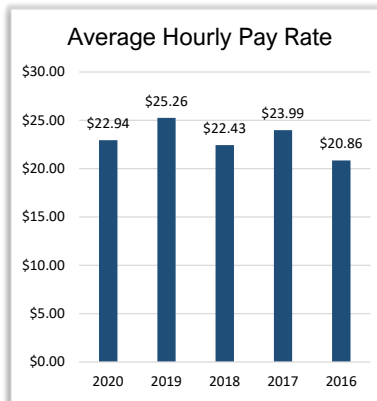
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	3	-	-	-
Omaha	1	8	-	-	-
Greater Nebraska	2	3	\$17.09	\$15.21	\$19.68
State Government	1	0	-	\$16.02	\$23.20

By Respondent Industry

City Government	1	3	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	0	-	\$16.02	\$23.20
Education	3	11	\$20.82	\$19.57	\$22.55
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	5	14	\$22.94	\$19.85	\$24.44



442 Electronics Technician/Senior

Wage Data

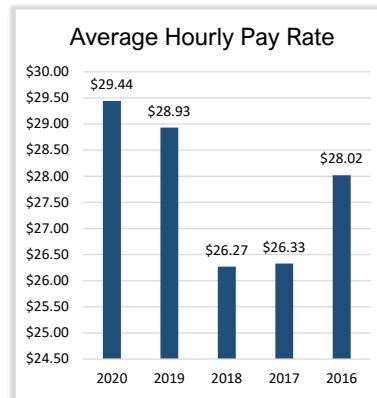
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	2	9	\$34.34	\$30.86	\$34.34
Omaha	-	-	-	-	-
Greater Nebraska	1	4	-	-	-
State Government	1	18	\$19.65	\$18.33	\$26.55

By Respondent Industry

City Government	1	1	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	18	\$19.65	\$18.33	\$26.55
Education	1	8	-	-	-
Health Care	1	4	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	4	31	\$29.44	\$25.56	\$32.41



453 Stationary Engineer

Wage Data

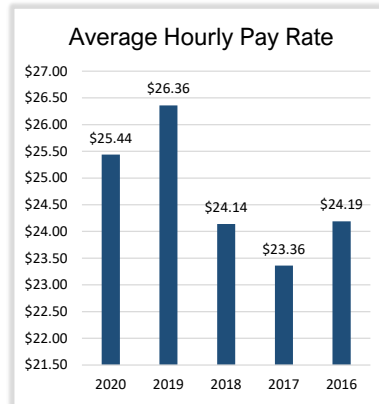
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	2	14	\$22.82	\$14.13	\$46.78
Omaha	3	15	\$24.72	\$16.40	\$40.07
Greater Nebraska	3	23	\$27.91	\$23.64	\$41.04
State Government	-	-	-	-	-

By Respondent Industry

City Government	2	21	\$31.05	\$27.76	\$34.29
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	-	-	-	-	-
Education	5	29	\$23.18	\$14.13	\$46.78
Health Care	1	2	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	8	52	\$25.44	\$18.55	\$42.11



454 Stationary Engineer Senior

Wage Data

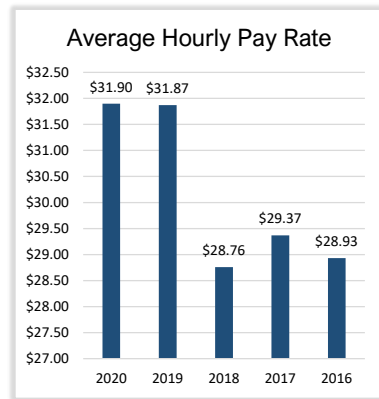
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	2	8	\$29.01	\$14.13	\$46.78
Omaha	3	15	\$34.65	\$26.81	\$39.54
Greater Nebraska	2	13	\$36.97	\$27.38	\$47.69
State Government	1	8	\$19.32	\$15.86	\$22.97

By Respondent Industry

City Government	2	18	\$38.61	\$32.19	\$38.96
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	8	\$19.32	\$15.86	\$22.97
Education	5	18	\$31.73	\$19.81	\$45.93
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	8	44	\$31.90	\$22.41	\$41.32



455 Stationary Engineer Supervisor

Wage Data

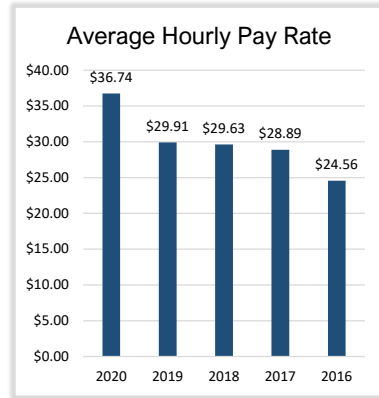
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	-	-	-	-	-
Omaha	1	4	\$29.85	\$25.19	\$31.40
Greater Nebraska	1	1	\$56.12	\$39.77	\$56.12
State Government	1	1	\$24.25	\$18.60	\$27.91

By Respondent Industry

City Government	2	5	\$42.99	\$32.48	\$43.76
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	1	\$24.25	\$18.60	\$27.91
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	3	6	\$36.74	\$27.85	\$38.48



462 Automotive Mechanic I

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

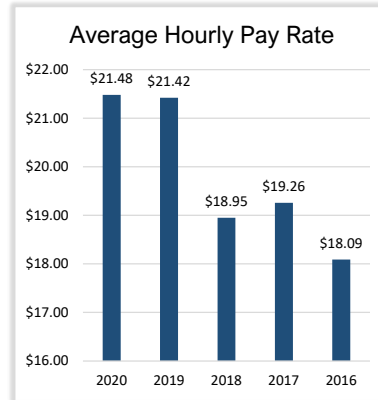
By Respondent Location

Lincoln	3	9	\$19.40	\$12.80	\$25.51
Omaha	2	8	\$27.92	\$25.16	\$30.84
Greater Nebraska	2	2	\$17.89	\$12.42	\$25.07
State Government	1	1	\$18.40	\$12.52	\$17.58

By Respondent Industry

City Government	2	5	\$22.63	\$19.21	\$23.23
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	1	\$18.40	\$12.52	\$17.58
Education	4	8	\$17.30	\$10.71	\$25.52
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	6	-	-	-
Other	-	-	-	-	-

All Respondents	8	20	\$21.48	\$15.76	\$25.74
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463 Automotive Mechanic II

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

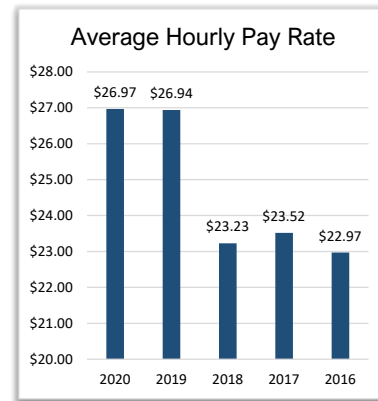
By Respondent Location

Lincoln	5	31	\$26.39	\$20.72	\$36.58
Omaha	3	58	\$31.67	\$26.93	\$39.76
Greater Nebraska	-	-	-	-	-
State Government	1	2	\$15.76	\$14.40	\$20.32

By Respondent Industry

City Government	2	46	\$29.11	\$24.38	\$29.82
County Government	1	4	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	2	\$15.76	\$14.40	\$20.32
Education	4	21	\$24.64	\$17.46	\$43.99
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	18	-	-	-
Other	-	-	-	-	-

All Respondents	9	91	\$26.97	\$22.09	\$35.83
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464 Automotive/Diesel Mechanic

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

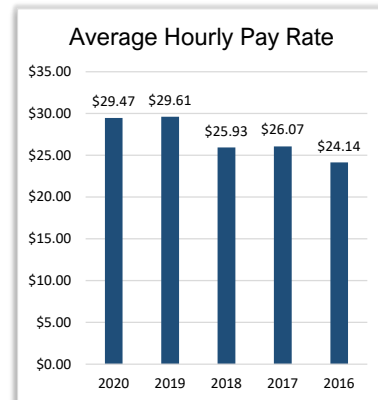
By Respondent Location

Lincoln	2	11	\$27.71	\$22.13	\$29.85
Omaha	2	27	\$36.78	\$32.24	\$37.21
Greater Nebraska	1	3	-	-	-
State Government	1	94	\$19.81	\$18.60	\$25.78

By Respondent Industry

City Government	2	11	\$28.54	\$22.90	\$32.05
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	94	\$19.81	\$18.60	\$25.78
Education	1	9	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	18	-	-	-
Other	1	3	-	-	-

All Respondents	6	135	\$29.47	\$25.11	\$32.41
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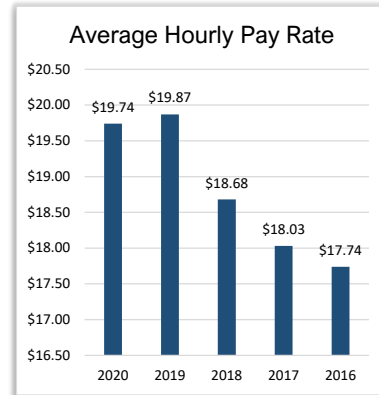


481 Street, Road, or Highway Maintenance Worker

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	1	28	-	-	-
Omaha	1	92	-	-	-
Greater Nebraska	7	97	\$19.66	\$17.44	\$21.84
State Government	1	116	\$16.40	\$16.30	\$22.60
By Respondent Industry					
City Government	4	129	\$20.73	\$18.07	\$24.23
County Government	5	88	\$19.62	\$17.67	\$20.66
Natural Resource District	-	-	-	-	-
State Government	1	116	\$16.40	\$16.30	\$22.60
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	10	333	\$19.74	\$17.70	\$22.28

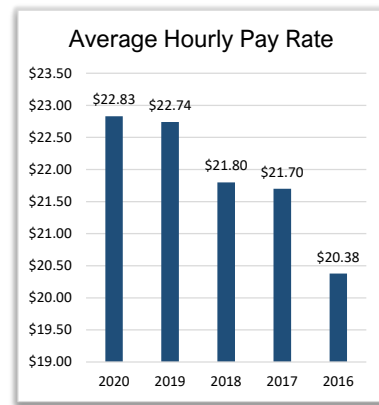


482 Senior Street, Road, or Highway Maintenance Worker

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	1	21	-	-	-
Omaha	1	38	-	-	-
Greater Nebraska	8	51	\$22.89	\$19.82	\$24.08
State Government	1	451	\$18.24	\$17.55	\$24.45
By Respondent Industry					
City Government	5	76	\$25.44	\$20.28	\$27.16
County Government	5	34	\$20.71	\$19.81	\$21.83
Natural Resource District	-	-	-	-	-
State Government	1	451	\$18.24	\$17.55	\$24.45
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	11	561	\$22.83	\$19.82	\$24.49

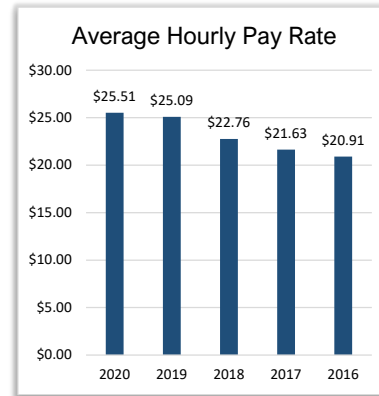


484 Heavy Equipment Operator/Mechanic

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	-	-	-	-	-
Omaha	2	38	\$32.82	\$31.42	\$33.52
Greater Nebraska	6	40	\$24.06	\$18.76	\$25.58
State Government	1	5	\$19.59	\$14.16	\$23.09
By Respondent Industry					
City Government	4	21	\$26.07	\$20.27	\$27.17
County Government	3	31	\$21.60	\$17.34	\$22.68
Natural Resource District	-	-	-	-	-
State Government	1	5	\$19.59	\$14.16	\$23.09
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	26	-	-	-
Other	-	-	-	-	-
All Respondents	9	83	\$25.51	\$21.35	\$27.25

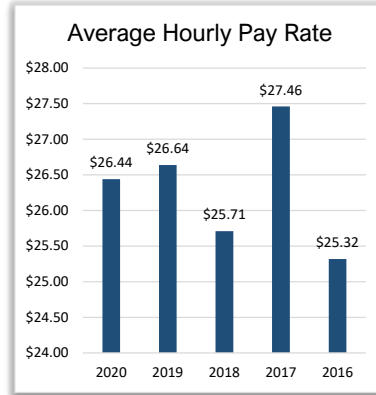


486 Street or Road Maintenance Crew Chief

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	1	10	-	-	-
Omaha	1	31	-	-	-
Greater Nebraska	8	11	\$26.36	\$24.26	\$28.77
State Government	1	122	\$21.39	\$20.25	\$28.00
By Respondent Industry					
City Government	4	44	\$29.82	\$25.54	\$34.36
County Government	6	8	\$24.74	\$22.20	\$23.64
Natural Resource District	-	-	-	-	-
State Government	1	122	\$21.39	\$20.25	\$28.00
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	11	174	\$26.44	\$23.63	\$28.89

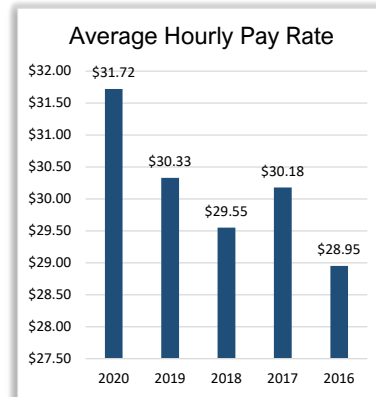


488 Street or Road Maintenance Supervisor

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	-	-	-	-	-
Omaha	1	7	-	-	-
Greater Nebraska	10	16	\$31.72	\$28.06	\$32.76
State Government	1	92	\$24.81	\$22.75	\$34.10
By Respondent Industry					
City Government	4	10	\$36.98	\$31.65	\$39.31
County Government	7	13	\$29.36	\$26.79	\$29.19
Natural Resource District	-	-	-	-	-
State Government	1	92	\$24.81	\$22.75	\$34.10
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	12	115	\$31.72	\$28.11	\$33.73

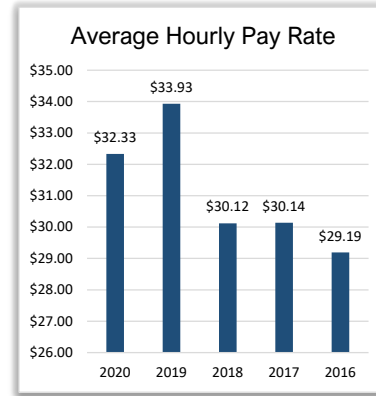


505 Print Shop Supervisor

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	1	1	-	-	-
Omaha	1	1	-	-	-
Greater Nebraska	1	1	-	-	-
State Government	1	3	\$25.21	\$18.83	\$28.25
By Respondent Industry					
City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	3	\$25.21	\$18.83	\$28.25
Education	3	3	\$34.71	\$32.03	\$34.71
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	4	6	\$32.33	\$28.73	\$33.09

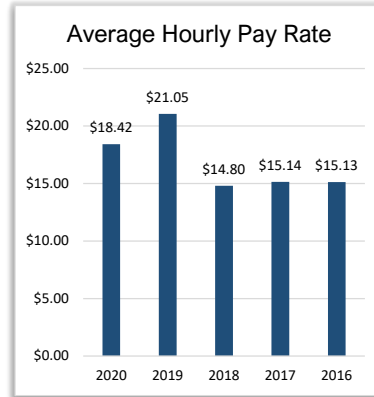


512 Bindery Worker II

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	2	3	\$14.66	\$9.00	\$24.18
Omaha	2	9	\$22.19	\$17.87	\$24.87
Greater Nebraska	-	-	-	-	-
State Government	-	-	-	-	-
By Respondent Industry					
City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	-	-	-	-	-
Education	3	8	\$15.26	\$10.40	\$23.08
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	4	-	-	-
Other	-	-	-	-	-
All Respondents	4	12	\$18.42	\$13.44	\$24.53

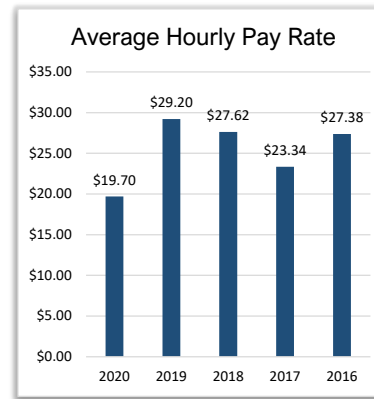


552 Artist II

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	-	-	-	-	-
Omaha	1	2	-	-	-
Greater Nebraska	1	2	-	-	-
State Government	1	9	\$18.51	\$16.42	\$23.64
By Respondent Industry					
City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	9	\$18.51	\$16.42	\$23.64
Education	2	4	\$20.30	\$15.26	\$22.69
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	3	13	\$19.70	\$15.84	\$23.17

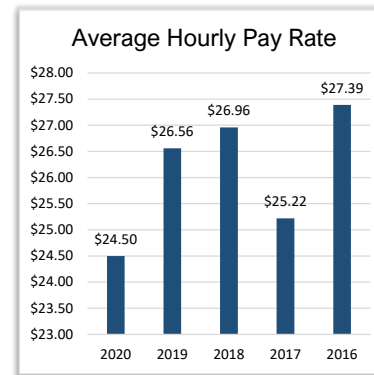


603 Medical Technologist

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	1	2	-	-	-
Omaha	1	4	-	-	-
Greater Nebraska	1	10	-	-	-
State Government	1	1	\$18.05	\$16.68	\$24.31
By Respondent Industry					
City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	1	\$18.05	\$16.68	\$24.31
Education	1	4	-	-	-
Health Care	2	12	\$26.64	\$22.28	\$34.22
Manufacturing	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	4	17	\$24.50	\$20.02	\$38.74

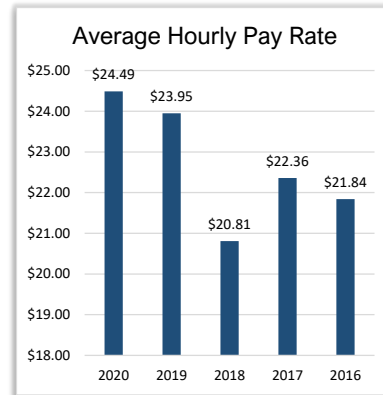


613 Laboratory Technician

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	4	14	\$21.67	\$16.43	\$33.41
Omaha	-	-	-	-	-
Greater Nebraska	3	13	\$30.34	\$24.54	\$35.43
State Government	1	2	\$18.23	\$13.93	\$19.63
By Respondent Industry					
City Government	2	3	\$27.22	\$22.21	\$30.25
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	2	\$18.23	\$13.93	\$19.63
Education	2	12	\$17.33	\$12.84	\$38.46
Health Care	2	4	\$24.29	\$17.96	\$27.57
Manufacturing	-	-	-	-	-
Utilities	1	8	-	-	-
Other	-	-	-	-	-
All Respondents	8	29	\$24.49	\$19.16	\$32.44

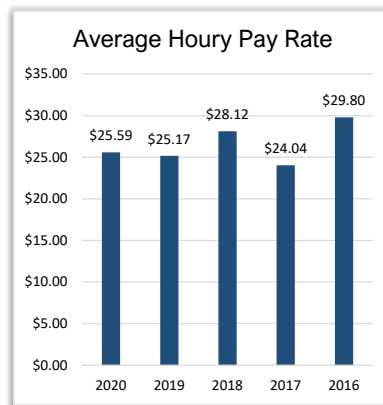


616 Laboratory Scientist II

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	3	18	\$28.84	\$21.85	\$46.76
Omaha	2	52	\$22.91	\$19.90	\$52.98
Greater Nebraska	1	1	-	-	-
State Government	1	4	\$24.37	\$21.46	\$31.67
By Respondent Industry					
City Government	1	1	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	4	\$24.37	\$21.46	\$31.67
Education	5	70	\$24.09	\$19.90	\$52.98
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	7	75	\$25.59	\$20.96	\$47.27

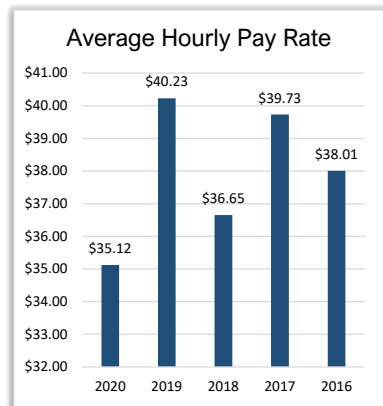


618 Laboratory Section Supervisor

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	3	6	\$34.17	\$24.88	\$53.44
Omaha	1	9	-	-	-
Greater Nebraska	-	-	-	-	-
State Government	1	2	\$36.39	\$26.42	\$39.63
By Respondent Industry					
City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	2	\$36.39	\$26.42	\$39.63
Education	3	14	\$34.32	\$19.90	\$52.98
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	5	17	\$35.12	\$24.19	\$50.58



644 Design Technician III

Wage Data

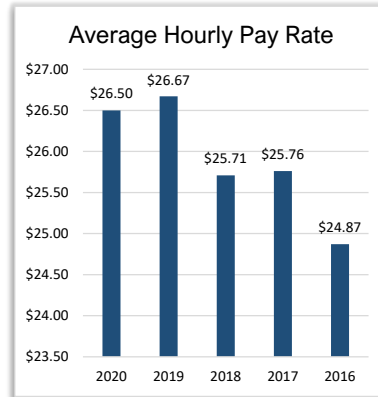
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	4	3	\$24.63	\$15.97	\$41.96
Omaha	1	2	-	-	-
Greater Nebraska	3	40	\$30.17	\$23.56	\$35.26
State Government	1	5	\$19.28	\$18.33	\$26.55

By Respondent Industry

City Government	1	3	-	-	-
County Government	1	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	5	\$19.28	\$18.33	\$26.55
Education	3	3	\$24.63	\$14.13	\$46.78
Health Care	-	-	-	-	-
Manufacturing	1	35	-	-	-
Utilities	2	4	\$31.96	\$27.88	\$37.28
Other	-	-	-	-	-
All Respondents	9	50	\$26.50	\$19.90	\$36.97



645 Design Technician Supervisor

Wage Data

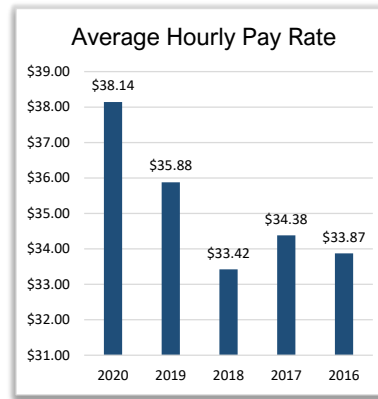
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	2	2	\$43.55	\$39.42	\$50.12
Omaha	-	-	-	-	-
Greater Nebraska	2	5	\$39.00	\$31.11	\$47.07
State Government	1	3	\$25.58	\$20.87	\$31.31

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	3	\$25.58	\$20.87	\$31.31
Education	1	1	-	-	-
Health Care	-	-	-	-	-
Manufacturing	2	4	\$37.57	\$27.52	\$46.32
Utilities	1	2	-	-	-
Other	-	-	-	-	-
All Respondents	5	10	\$38.14	\$32.39	\$45.14



651 Construction Technician I

Wage Data

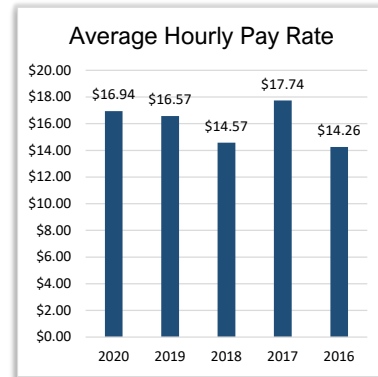
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	-	-	-	-	-
Omaha	1	8	-	-	-
Greater Nebraska	-	-	-	-	-
State Government	1	19	\$16.97	\$16.30	\$22.20

By Respondent Industry

City Government	1	8	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	19	\$16.97	\$16.30	\$22.20
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
All Respondents	2	27	\$16.94	\$16.60	\$22.08



656 Designer II

Wage Data

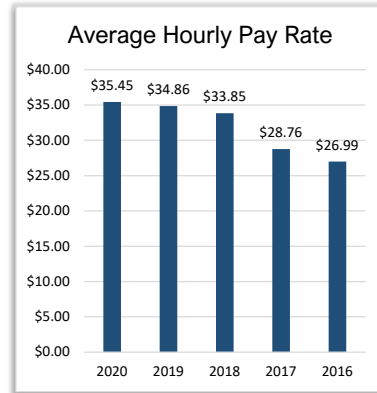
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	4	-	-	-
Omaha	1	13	-	-	-
Greater Nebraska	1	2	-	-	-
State Government	1	8	\$23.29	\$21.18	\$30.68

By Respondent Industry

City Government	1	2	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	8	\$23.29	\$21.18	\$30.68
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	1	4	-	-	-
Utilities	1	13	-	-	-
Other	-	-	-	-	-
All Respondents	4	27	\$35.45	\$32.12	\$43.44



672 Engineer II

Wage Data

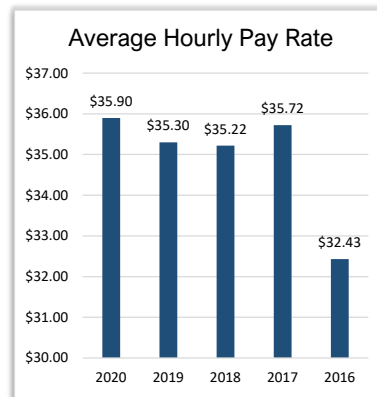
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	3	49	\$31.53	\$29.12	\$41.28
Omaha	1	18	-	-	-
Greater Nebraska	4	26	\$38.77	\$31.69	\$44.00
State Government	1	35	\$27.52	\$24.34	\$35.64

By Respondent Industry

City Government	3	29	\$38.72	\$33.26	\$44.15
County Government	1	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	35	\$27.52	\$24.34	\$35.64
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	2	48	\$33.52	\$25.04	\$43.56
Utilities	2	16	\$40.55	\$37.38	\$42.77
Other	-	-	-	-	-
All Respondents	9	128	\$35.90	\$30.57	\$42.55



673 Engineer III

Wage Data

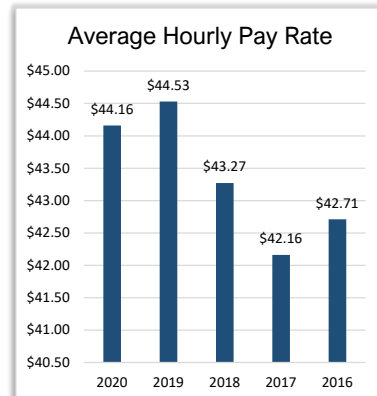
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	2	18	\$36.70	\$32.87	\$42.04
Omaha	2	16	\$52.08	\$41.14	\$45.05
Greater Nebraska	2	37	\$43.91	\$34.47	\$53.16
State Government	1	27	\$36.26	\$29.13	\$43.70

By Respondent Industry

City Government	2	29	\$44.96	\$36.86	\$46.62
County Government	1	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	27	\$36.26	\$29.13	\$43.70
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	1	3	-	-	-
Utilities	2	39	\$50.19	\$40.07	\$48.03
Other	-	-	-	-	-
All Respondents	7	98	\$44.16	\$35.16	\$46.31



674 Engineer IV

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

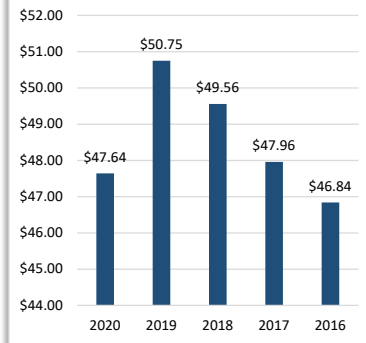
By Respondent Location

Lincoln	2	9	\$43.27	\$36.68	\$48.26
Omaha	2	26	\$54.63	\$45.86	\$62.40
Greater Nebraska	1	9	-	-	-
State Government	1	51	\$42.19	\$33.51	\$50.26

By Respondent Industry

City Government	2	11	\$49.23	\$40.92	\$52.86
County Government	1	2	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	51	\$42.19	\$33.51	\$50.26
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	1	9	-	-	-
Utilities	1	22	-	-	-
Other	-	-	-	-	-
All Respondents	6	95	\$47.64	\$37.50	\$53.75

Average Hourly Pay Rate



675 Engineering Senior Manager (Engineer VII)

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	3	6	\$58.42	\$42.84	\$71.79
Omaha	2	11	\$68.27	\$54.25	\$72.36
Greater Nebraska	1	1	-	-	-
State Government	1	9	\$59.25	\$44.28	\$66.43

By Respondent Industry

City Government	3	6	\$66.28	\$49.51	\$66.44
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	9	\$59.25	\$44.28	\$66.43
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	1	1	-	-	-
Utilities	1	10	-	-	-
Other	1	1	-	-	-
All Respondents	7	27	\$63.58	\$47.95	\$71.46

Average Hourly Pay Rate



680 Architect

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

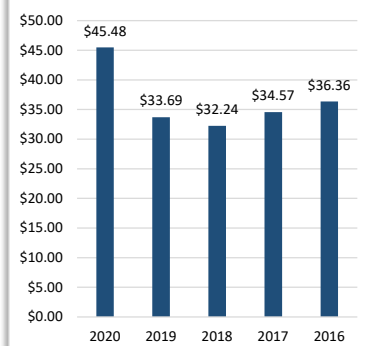
By Respondent Location

Lincoln	-	-	-	-	-
Omaha	1	2	-	-	-
Greater Nebraska	1	1	-	-	-
State Government	1	1	\$35.10	\$26.98	\$40.76

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	1	\$35.10	\$26.98	\$40.76
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	1	1	-	-	-
Utilities	1	2	-	-	-
Other	-	-	-	-	-
All Respondents	3	4	\$45.48	\$35.16	\$53.95

Average Hourly Pay Rate



681 Engineer V

Wage Data

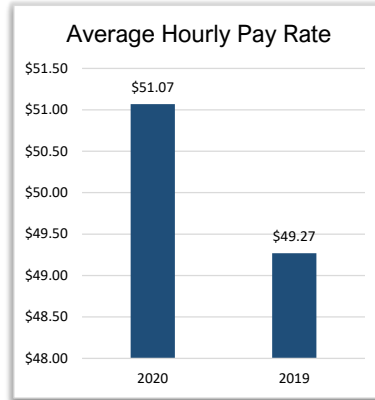
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	1	-	-	-
Omaha	1	43	-	-	-
Greater Nebraska	2	2	\$57.73	\$42.91	\$61.34
State Government	1	44	\$48.05	\$37.87	\$56.81

By Respondent Industry

City Government	1	1	-	-	-
County Government	-	-	-	-	-
Natural Resource District	1	1	-	-	-
State Government	1	44	\$48.05	\$37.87	\$56.81
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	43	-	-	-
Other	1	1	-	-	-
All Respondents	5	90	\$51.07	\$42.32	\$61.96



701 Nursing Assistant I

Wage Data

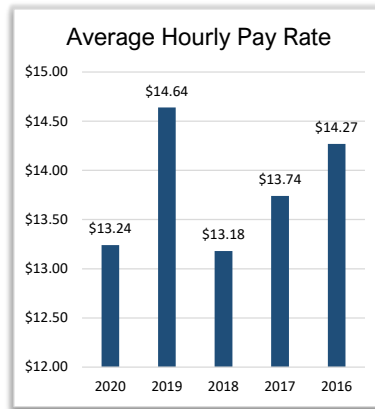
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	352	-	-	-
Omaha	1	56	-	-	-
Greater Nebraska	1	80	-	-	-
State Government	1	7	\$10.46	\$10.43	\$15.11

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	7	\$10.46	\$10.43	\$15.11
Education	1	56	-	-	-
Health Care	2	432	\$14.73	\$12.78	\$19.60
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	4	495	\$13.24	\$11.96	\$17.32



702 Nursing Assistant II / Medication Aide

Wage Data

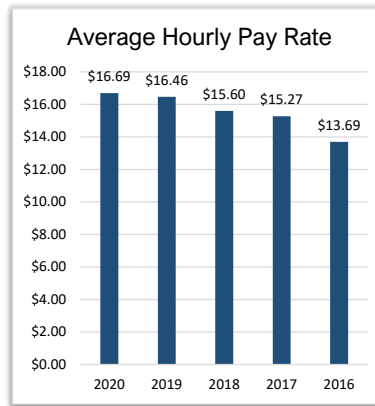
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	20	-	-	-
Omaha	-	-	-	-	-
Greater Nebraska	1	25	-	-	-
State Government	1	167	\$15.39	\$14.47	\$20.95

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	167	\$15.39	\$14.47	\$20.95
Education	-	-	-	-	-
Health Care	2	45	\$17.34	\$13.07	\$20.05
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	3	212	\$16.69	\$13.54	\$20.35



707 Licensed Practical Nurse

Wage Data

	Counts		Pay Rate	Pay Ranges	
	Employers	Employees	Average	Range Minimum	Range Maximum

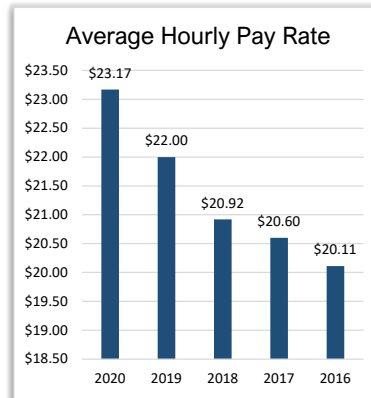
By Respondent Location

Lincoln	5	61	\$23.05	\$19.82	\$25.53
Omaha	-	-	-	-	-
Greater Nebraska	2	70	\$23.83	\$18.99	\$28.51
State Government	1	102	\$22.18	\$18.00	\$33.21

By Respondent Industry

City Government	1	1	-	-	-
County Government	2	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	102	\$22.18	\$18.00	\$33.21
Education	2	51	\$23.48	\$21.81	\$25.93
Health Care	2	79	\$25.19	\$18.47	\$30.23
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-

All Respondents	8	233	\$23.17	\$19.39	\$27.24
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712 Registered Nurse

Wage Data

	Counts		Pay Rate	Pay Ranges	
	Employers	Employees	Average	Range Minimum	Range Maximum

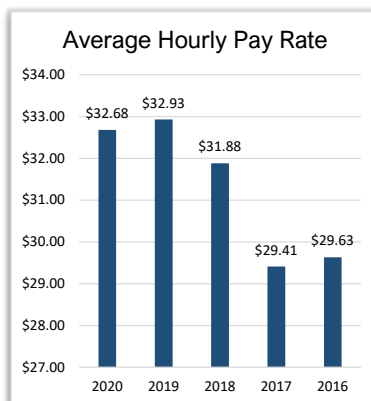
By Respondent Location

Lincoln	5	202	\$37.05	\$28.38	\$42.83
Omaha	2	73	\$27.24	\$19.64	\$47.66
Greater Nebraska	3	13	\$30.38	\$22.63	\$36.28
State Government	1	113	\$30.69	\$25.01	\$45.68

By Respondent Industry

City Government	-	-	-	-	-
County Government	3	20	\$29.86	\$24.18	\$31.72
Natural Resource District	-	-	-	-	-
State Government	1	113	\$30.69	\$25.01	\$45.68
Education	5	131	\$34.38	\$25.05	\$48.03
Health Care	1	136	-	-	-
Manufacturing	1	1	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-

All Respondents	11	401	\$32.68	\$24.91	\$42.18
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713 Administrative Nurse

Wage Data

	Counts		Pay Rate	Pay Ranges	
	Employers	Employees	Average	Range Minimum	Range Maximum

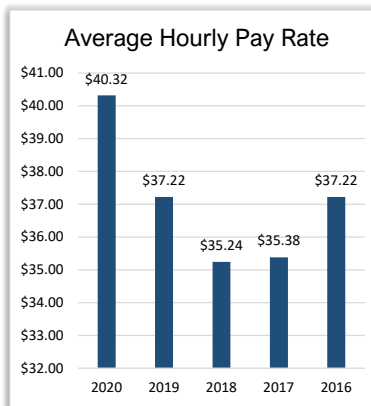
By Respondent Location

Lincoln	3	24	\$40.87	\$30.88	\$42.88
Omaha	2	2	\$41.71	\$29.92	\$61.85
Greater Nebraska	1	1	\$43.21	\$43.21	\$43.21
State Government	1	43	\$33.00	\$26.58	\$39.87

By Respondent Industry

City Government	-	-	-	-	-
County Government	2	2	\$39.36	\$30.73	\$39.36
Natural Resource District	-	-	-	-	-
State Government	1	43	\$33.00	\$26.58	\$39.87
Education	2	2	\$38.92	\$31.03	\$52.71
Health Care	1	22	-	-	-
Manufacturing	-	-	-	-	-
Utilities	1	1	-	-	-
Other	-	-	-	-	-

All Respondents	7	70	\$40.32	\$31.75	\$47.92
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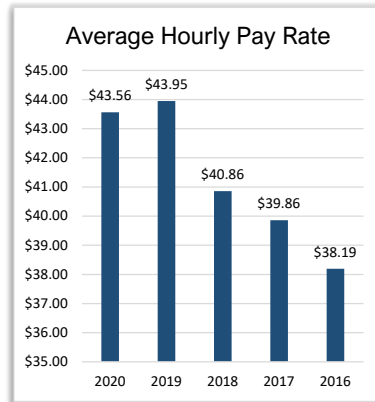


714 Associate Director of Nursing

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	3	2	\$52.62	\$34.23	\$47.48
Omaha	1	2	\$40.29	\$18.85	\$62.21
Greater Nebraska	-	-	-	-	-
State Government	1	21	\$37.78	\$28.57	\$42.86
By Respondent Industry					
City Government	-	-	-	-	-
County Government	2	-	-	\$31.84	\$40.78
Natural Resource District	-	-	-	-	-
State Government	1	21	\$37.78	\$28.57	\$42.86
Education	1	2	-	-	-
Health Care	1	2	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	5	25	\$43.56	\$30.02	\$49.50

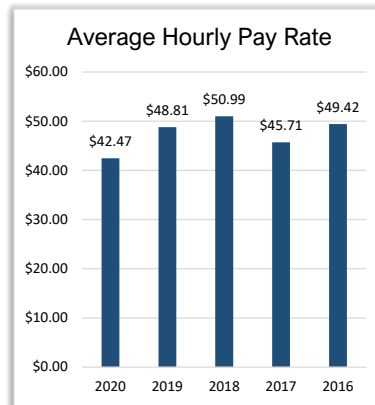


715 Director of Nursing

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	2	3	\$54.72	\$46.73	\$59.47
Omaha	1	1	-	-	-
Greater Nebraska	2	224	\$27.31	\$25.50	\$40.80
State Government	1	12	\$43.95	\$33.02	\$49.52
By Respondent Industry					
City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	12	\$43.95	\$33.02	\$49.52
Education	3	3	\$39.59	\$47.38	\$51.40
Health Care	2	225	\$46.06	\$35.51	\$55.90
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	6	240	\$42.47	\$39.76	\$52.83

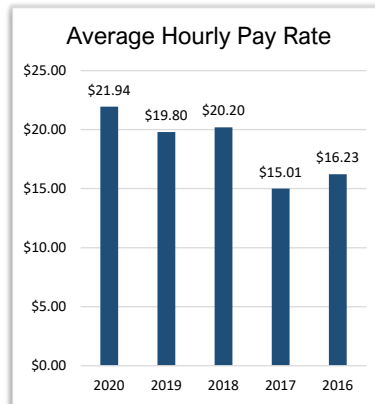


722 Physical Therapy Aide

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	1	2	\$24.60	\$20.45	\$31.90
Omaha	-	-	-	-	-
Greater Nebraska	1	8	\$24.08	\$19.38	\$30.05
State Government	1	3	\$17.13	\$12.78	\$18.42
By Respondent Industry					
City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	3	\$17.13	\$12.78	\$18.42
Education	-	-	-	-	-
Health Care	2	10	\$24.34	\$19.92	\$30.98
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	3	13	\$21.94	\$17.54	\$26.79



725 Physical Therapist II

Wage Data

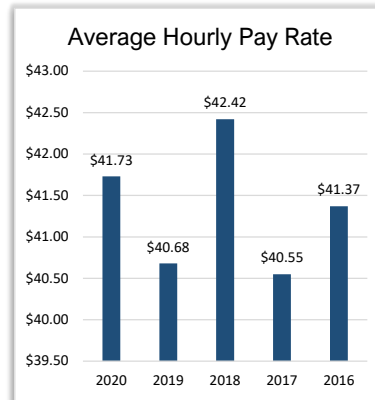
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	4	52	\$43.97	\$32.27	\$59.93
Omaha	2	18	\$38.40	\$18.85	\$62.21
Greater Nebraska	1	13	-	-	-
State Government	1	2	\$39.52	\$25.43	\$40.29

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	2	\$39.52	\$25.43	\$40.29
Education	5	30	\$42.15	\$27.19	\$63.21
Health Care	2	53	\$41.79	\$32.07	\$49.86
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	8	85	\$41.73	\$28.19	\$57.01



726 Physical Therapy Director

Wage Data

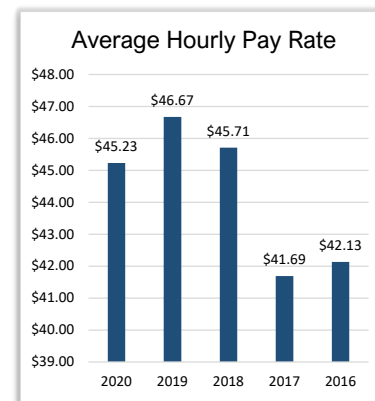
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	-	-	-	-	-
Omaha	-	-	-	-	-
Greater Nebraska	-	-	-	-	-
State Government	1	1	\$45.23	\$26.71	\$40.06

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	1	\$45.23	\$26.71	\$40.06
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	1	1	\$45.23	\$26.71	\$40.06



730 Occupational Therapist

Wage Data

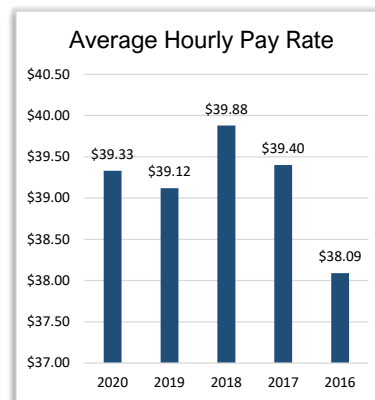
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	2	67	\$51.25	\$44.32	\$56.02
Omaha	2	19	\$29.11	\$21.61	\$50.50
Greater Nebraska	-	-	-	-	-
State Government	1	4	\$35.95	\$22.96	\$34.59

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	4	\$35.95	\$22.96	\$34.59
Education	3	37	\$41.57	\$34.37	\$56.07
Health Care	1	49	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	5	90	\$39.33	\$30.96	\$49.52

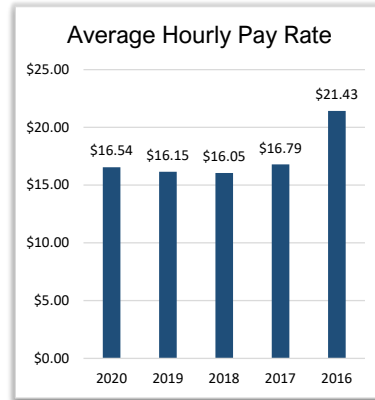


734 Dental Assistant

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	-	-	-	-	-
Omaha	1	27	-	-	-
Greater Nebraska	-	-	-	-	-
State Government	1	2	\$16.08	\$12.67	\$18.47
By Respondent Industry					
City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	2	\$16.08	\$12.67	\$18.47
Education	1	27	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	2	29	\$16.54	\$10.84	\$20.13

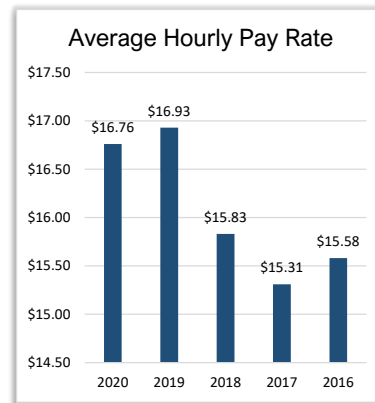


741 Pharmacy Technician

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	2	17	\$17.52	\$13.95	\$19.75
Omaha	-	-	-	-	-
Greater Nebraska	1	15	-	-	-
State Government	1	8	\$13.84	\$12.44	\$18.27
By Respondent Industry					
City Government	1	3	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	8	\$13.84	\$12.44	\$18.27
Education	-	-	-	-	-
Health Care	2	29	\$16.97	\$13.48	\$20.69
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	4	40	\$16.76	\$13.54	\$19.79

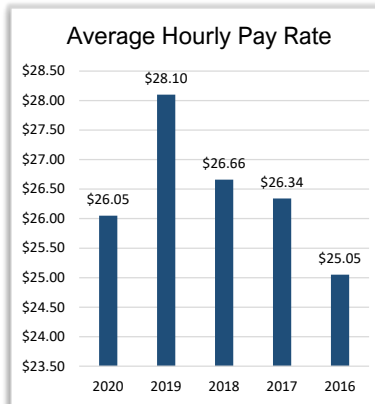


745 Respiratory Therapist

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	1	41	-	-	-
Omaha	-	-	-	-	-
Greater Nebraska	1	10	-	-	-
State Government	1	1	\$23.55	\$18.82	\$24.69
By Respondent Industry					
City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	1	\$23.55	\$18.82	\$24.69
Education	-	-	-	-	-
Health Care	2	51	\$27.30	\$21.45	\$33.76
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	3	52	\$26.05	\$20.57	\$30.74



749 Mental Health Practitioner II

Wage Data

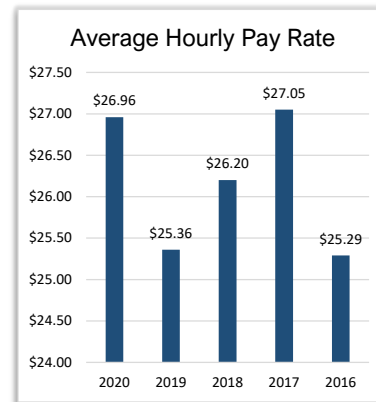
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	3	16	\$26.54	\$19.48	\$51.99
Omaha	2	8	\$25.71	\$18.85	\$62.21
Greater Nebraska	4	23	\$28.46	\$26.54	\$52.33
State Government	1	41	\$24.76	\$22.03	\$31.53

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	41	\$24.76	\$22.03	\$31.53
Education	7	40	\$27.79	\$22.14	\$61.90
Health Care	2	7	\$25.17	\$21.47	\$32.97
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	10	88	\$26.96	\$21.98	\$52.10



750 Chemical Dependency Treatment Specialist

Wage Data

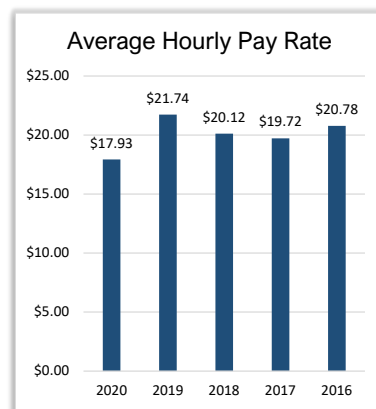
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	-	-	-	-	-
Omaha	-	-	-	-	-
Greater Nebraska	-	-	-	-	-
State Government	1	16	\$17.93	\$15.86	\$22.97

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	16	\$17.93	\$15.86	\$22.97
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	1	16	\$17.93	\$15.86	\$22.97



754 Social Services Worker

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	11	-	-	-
Omaha	-	-	-	-	-
Greater Nebraska	3	32	\$36.14	\$25.00	\$35.97
State Government	1	575	\$18.12	\$17.05	\$24.69

By Respondent Industry

City Government	1	11	-	-	-
County Government	1	1	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	575	\$18.12	\$17.05	\$24.69
Education	1	26	-	-	-
Health Care	1	5	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	5	618	\$29.03	\$21.94	\$31.81



755 Social Services Supervisor

Wage Data

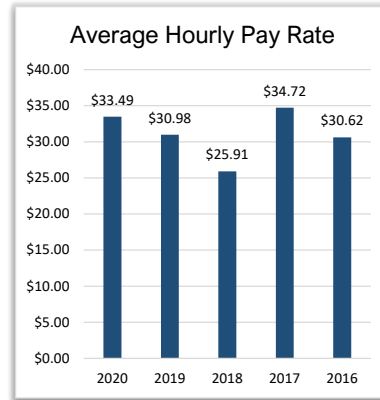
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	5	-	-	-
Omaha	1	1	-	-	-
Greater Nebraska	-	-	-	-	-
State Government	1	79	\$24.01	\$21.50	\$32.24

By Respondent Industry

City Government	1	5	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	79	\$24.01	\$21.50	\$32.24
Education	1	1	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	3	85	\$33.49	\$31.05	\$40.12



758 Social Worker II

Wage Data

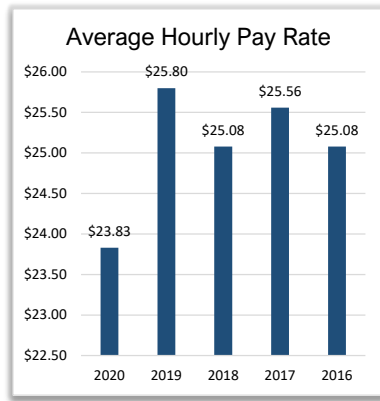
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	3	27	\$24.17	\$18.49	\$50.71
Omaha	1	1	-	-	-
Greater Nebraska	-	-	-	-	-
State Government	1	8	\$21.80	\$18.16	\$26.73

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	8	\$21.80	\$18.16	\$26.73
Education	3	8	\$24.48	\$18.85	\$62.21
Health Care	1	20	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	5	36	\$23.83	\$18.49	\$48.22



759 Certified Master Social Worker

Wage Data

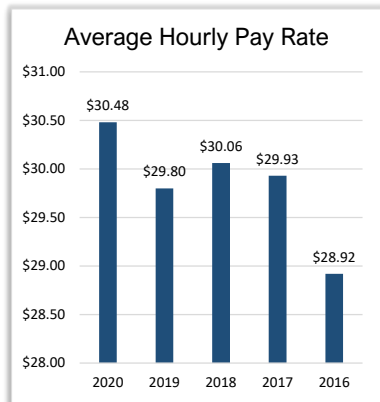
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	2	44	\$37.49	\$28.93	\$45.71
Omaha	3	48	\$28.58	\$20.20	\$54.16
Greater Nebraska	1	3	-	-	-
State Government	1	20	\$24.49	\$22.56	\$33.21

By Respondent Industry

City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	20	\$24.49	\$22.56	\$33.21
Education	4	91	\$32.08	\$24.29	\$55.16
Health Care	2	4	\$30.29	\$22.54	\$35.04
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	7	115	\$30.48	\$23.54	\$46.27



767 Psychologist/Licensed

Wage Data

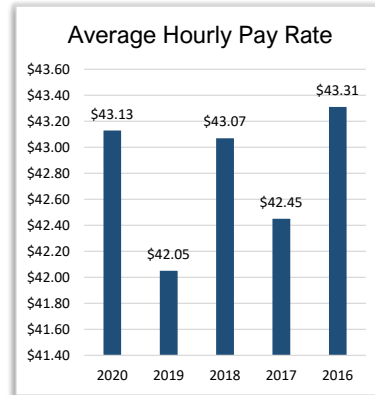
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	5	66	\$45.33	\$35.89	\$78.40
Omaha	1	35	-	-	-
Greater Nebraska	-	-	-	-	-
State Government	1	0	-	\$29.96	\$43.39

By Respondent Industry

City Government	-	-	-	-	-
County Government	1	1	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	0	-	\$29.96	\$43.39
Education	4	94	\$38.85	\$30.58	\$79.57
Health Care	1	6	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	7	101	\$43.13	\$33.28	\$67.97



771 Recreation Aide

Wage Data

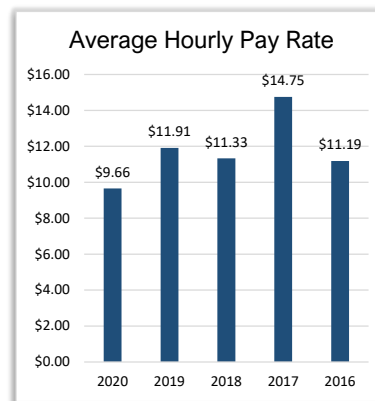
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	13	-	-	-
Omaha	-	-	-	-	-
Greater Nebraska	1	12	-	-	-
State Government	1	-	-	\$13.44	\$19.20

By Respondent Industry

City Government	2	25	\$9.66	\$9.00	\$12.22
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	-	-	\$13.44	\$19.20
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	3	25	\$9.66	\$10.48	\$14.54



772 Recreation Specialist

Wage Data

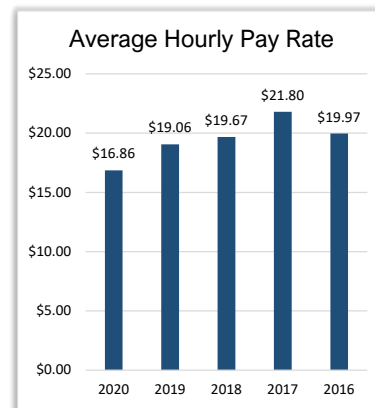
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	1	-	-	-
Omaha	1	10	-	-	-
Greater Nebraska	-	-	-	-	-
State Government	1	22	\$18.79	\$17.05	\$24.53

By Respondent Industry

City Government	1	1	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	22	\$18.79	\$17.05	\$24.53
Education	1	10	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	3	33	\$16.86	\$13.52	\$23.61



773 Activity Assistant

Wage Data

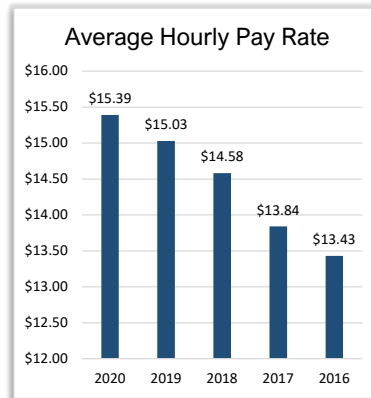
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	-	-	-	-
Omaha	1	19	-	-
Greater Nebraska	1	1	-	-
State Government	1	19	\$16.42	\$21.29

By Respondent Industry

City Government	-	-	-	-
County Government	-	-	-	-
Natural Resource District	-	-	-	-
State Government	1	19	\$16.42	\$21.29
Education	1	19	-	-
Health Care	1	1	-	-
Manufacturing	-	-	-	-
Utilities	-	-	-	-
Other	-	-	-	-
All Respondents	3	39	\$15.39	\$21.03



774 Activity Specialist

Wage Data

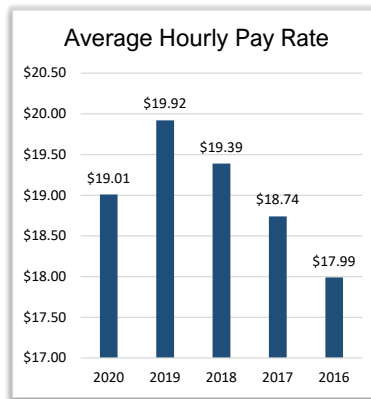
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	8	-	-
Omaha	1	49	-	-
Greater Nebraska	1	1	-	-
State Government	1	31	\$18.43	\$24.53

By Respondent Industry

City Government	-	-	-	-
County Government	-	-	-	-
Natural Resource District	-	-	-	-
State Government	1	31	\$18.43	\$24.53
Education	1	49	-	-
Health Care	2	9	\$20.51	\$23.73
Manufacturing	-	-	-	-
Utilities	-	-	-	-
Other	-	-	-	-
All Respondents	4	89	\$19.01	\$25.82



793 Medical Records Clerk

Wage Data

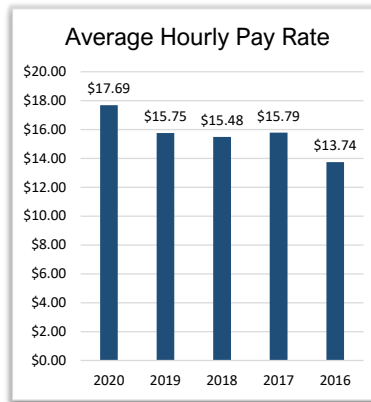
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	2	6	\$19.79	\$21.16
Omaha	-	-	-	-
Greater Nebraska	1	3	-	-
State Government	1	1	\$14.69	\$16.40

By Respondent Industry

City Government	-	-	-	-
County Government	2	4	\$20.19	\$21.44
Natural Resource District	-	-	-	-
State Government	1	1	\$14.69	\$16.40
Education	-	-	-	-
Health Care	1	5	-	-
Manufacturing	-	-	-	-
Utilities	-	-	-	-
Other	-	-	-	-
All Respondents	4	10	\$17.69	\$19.43

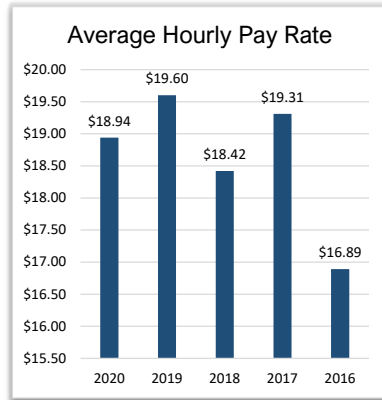


794 Health Information Technician

Wage Data

	Counts		Pay Rate	Pay Ranges	
	Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	1	8	-	-	-
Omaha	-	-	-	-	-
Greater Nebraska	1	3	-	-	-
State Government	1	17	\$15.71	\$14.90	\$21.90
By Respondent Industry					
City Government	-	-	-	-	-
County Government	-	-	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	17	\$15.71	\$14.90	\$21.90
Education	-	-	-	-	-
Health Care	2	11	\$20.55	\$15.18	\$23.26
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	3	28	\$18.94	\$15.08	\$22.81

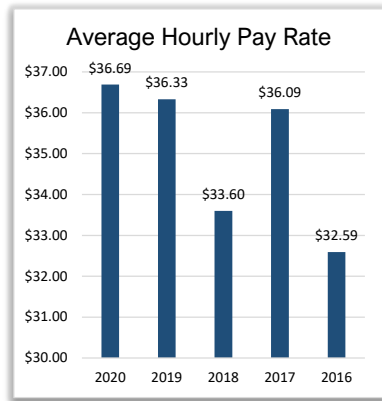


795 Health Information Manager

Wage Data

	Counts		Pay Rate	Pay Ranges	
	Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	2	5	\$43.07	\$34.65	\$50.33
Omaha	-	-	-	-	-
Greater Nebraska	1	1	-	-	-
State Government	1	1	\$23.95	\$22.88	\$33.21
By Respondent Industry					
City Government	1	4	-	-	-
County Government	1	1	-	-	-
Natural Resource District	-	-	-	-	-
State Government	1	1	\$23.95	\$22.88	\$33.21
Education	-	-	-	-	-
Health Care	1	1	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	4	7	\$36.69	\$30.73	\$39.84

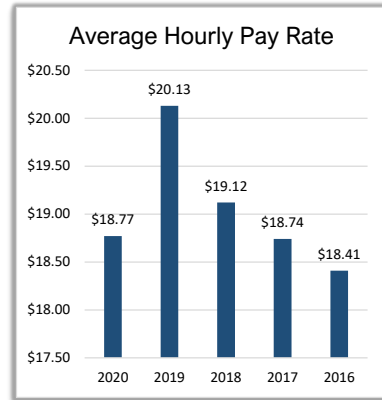


975 Correctional Officer

Wage Data

	Counts		Pay Rate	Pay Ranges	
	Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location					
Lincoln	1	138	-	-	-
Omaha	-	-	-	-	-
Greater Nebraska	4	102	\$17.64	\$16.14	\$23.96
State Government	1	21	\$16.75	\$16.75	\$22.56
By Respondent Industry					
City Government	-	-	-	-	-
County Government	5	240	\$19.18	\$17.46	\$25.50
Natural Resource District	-	-	-	-	-
State Government	1	21	\$16.75	\$16.75	\$22.56
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	6	261	\$18.77	\$17.32	\$24.91



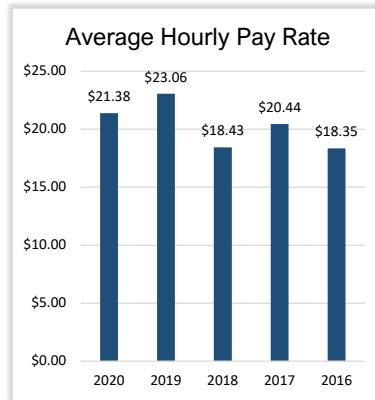
976 Correctional Corporal

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	-	-	-	-	-
Omaha	-	-	-	-	-
Greater Nebraska	3	26	\$21.37	\$18.89	\$22.95
State Government	1	845	\$21.42	\$20.00	\$26.00
By Respondent Industry					
City Government	-	-	-	-	-
County Government	3	26	\$21.37	\$18.89	\$22.95
Natural Resource District	-	-	-	-	-
State Government	1	845	\$21.42	\$20.00	\$26.00
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	4	871	\$21.38	\$19.17	\$23.71



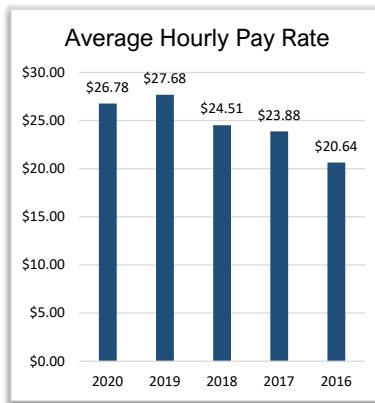
977 Correctional Sergeant

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	27	-	-	-
Omaha	-	-	-	-	-
Greater Nebraska	3	14	\$24.16	\$23.49	\$25.21
State Government	1	96	\$26.54	\$24.00	\$30.00
By Respondent Industry					
City Government	-	-	-	-	-
County Government	4	41	\$26.84	\$25.30	\$28.75
Natural Resource District	-	-	-	-	-
State Government	1	96	\$26.54	\$24.00	\$30.00
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	5	137	\$26.78	\$25.04	\$29.00



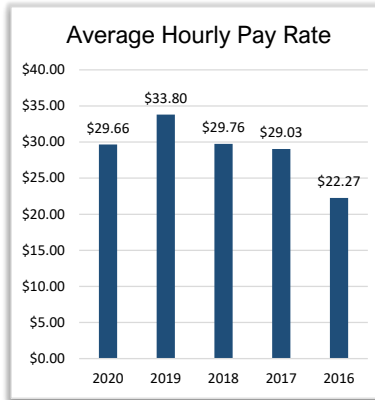
978 Correctional Lieutenant

Wage Data

Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	7	\$41.43	\$34.17	\$43.77
Omaha	-	-	-	-	-
Greater Nebraska	1	4	\$23.14	\$20.77	\$28.99
State Government	1	50	\$24.41	\$21.91	\$32.87
By Respondent Industry					
City Government	-	-	-	-	-
County Government	2	11	\$32.28	\$27.47	\$36.38
Natural Resource District	-	-	-	-	-
State Government	1	50	\$24.41	\$21.91	\$32.87
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	3	61	\$29.66	\$25.62	\$35.21



981 Emergency Dispatcher (Communications Specialist)

Wage Data

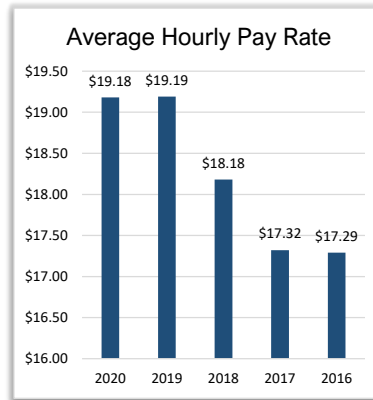
	Counts		Pay Rate	Pay Ranges	
	Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	4	41	\$21.70	\$15.75	\$27.23
Omaha	2	12	\$16.35	\$12.74	\$29.57
Greater Nebraska	9	71	\$18.72	\$16.14	\$21.35
State Government	1	22	\$17.93	\$17.06	\$24.10

By Respondent Industry

City Government	3	46	\$20.57	\$18.80	\$24.52
County Government	7	53	\$18.19	\$15.57	\$20.62
Natural Resource District	-	-	-	-	-
State Government	1	22	\$17.93	\$17.06	\$24.10
Education	4	18	\$19.29	\$12.74	\$29.57
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	1	7	-	-	-
All Respondents	16	146	\$19.18	\$15.67	\$24.02



982 Emergency Dispatcher Supervisor (Communications Specialist Supervisor)

Wage Data

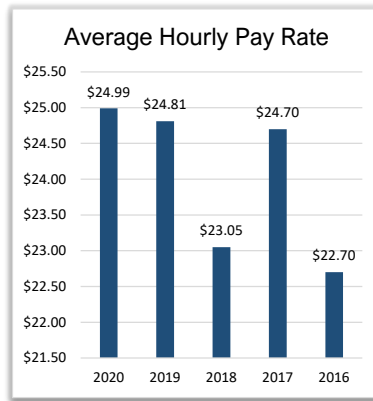
	Counts		Pay Rate	Pay Ranges	
	Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	1	6	-	-	-
Omaha	-	-	-	-	-
Greater Nebraska	6	11	\$24.17	\$22.53	\$25.28
State Government	1	6	\$22.24	\$18.16	\$27.25

By Respondent Industry

City Government	3	10	\$26.78	\$22.30	\$28.99
County Government	4	7	\$24.12	\$23.82	\$24.81
Natural Resource District	-	-	-	-	-
State Government	1	6	\$22.24	\$18.16	\$27.25
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	8	23	\$24.99	\$22.54	\$26.68



992 Law Enforcement Officer

Wage Data

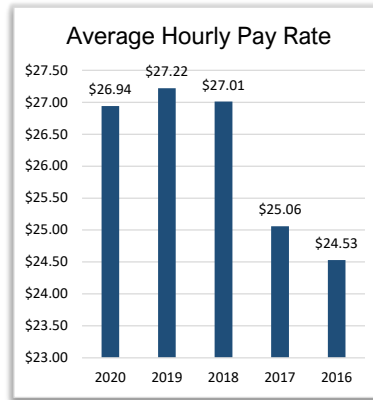
	Counts		Pay Rate	Pay Ranges	
	Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	5	366	\$31.19	\$22.80	\$44.50
Omaha	2	675	\$31.54	\$23.56	\$49.63
Greater Nebraska	13	174	\$23.95	\$21.34	\$29.93
State Government	1	250	\$29.30	\$23.05	\$34.99

By Respondent Industry

City Government	5	1,023	\$30.86	\$23.45	\$33.68
County Government	10	152	\$24.64	\$22.06	\$27.69
Natural Resource District	-	-	-	-	-
State Government	1	250	\$29.30	\$23.05	\$34.99
Education	4	25	\$26.22	\$19.71	\$58.85
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	1	15	-	-	-
All Respondents	21	1,465	\$26.94	\$21.98	\$35.52



993 Law Enforcement Officer Supervisor

Wage Data

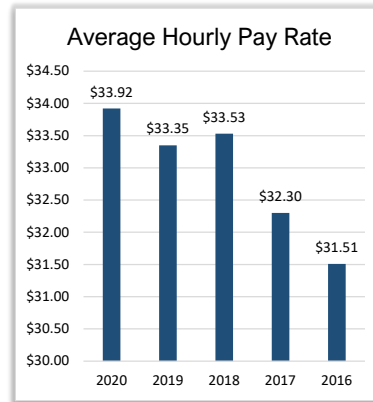
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

Lincoln	4	108	\$38.57	\$25.38	\$49.88
Omaha	2	116	\$38.37	\$29.56	\$52.02
Greater Nebraska	12	34	\$31.32	\$28.35	\$35.06
State Government	1	48	\$37.66	\$28.28	\$42.78

By Respondent Industry

City Government	5	183	\$38.00	\$30.91	\$38.96
County Government	8	15	\$31.09	\$30.57	\$31.03
Natural Resource District	-	-	-	-	-
State Government	1	48	\$37.66	\$28.28	\$42.78
Education	4	57	\$32.76	\$19.71	\$58.85
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	1	3	-	-	-
All Respondents	19	306	\$33.92	\$27.79	\$41.00



994 Law Enforcement Investigation Officer

Wage Data

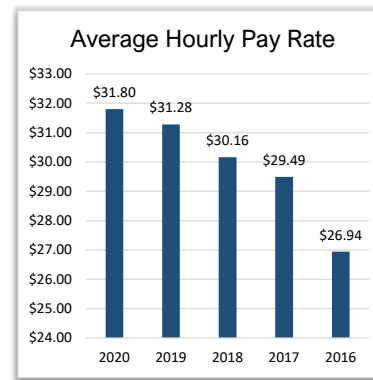
Counts		Pay Rate	Pay Ranges	
Employers	Employees	Average	Range Minimum	Range Maximum

By Respondent Location

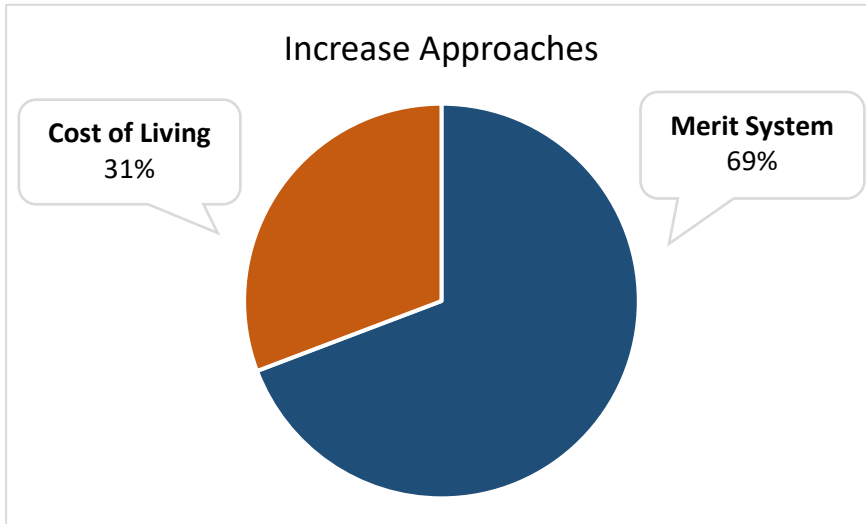
Lincoln	-	-	-	-	-
Omaha	-	-	-	-	-
Greater Nebraska	3	5	\$29.25	\$27.26	\$30.49
State Government	1	76	\$36.89	\$25.07	\$40.58

By Respondent Industry

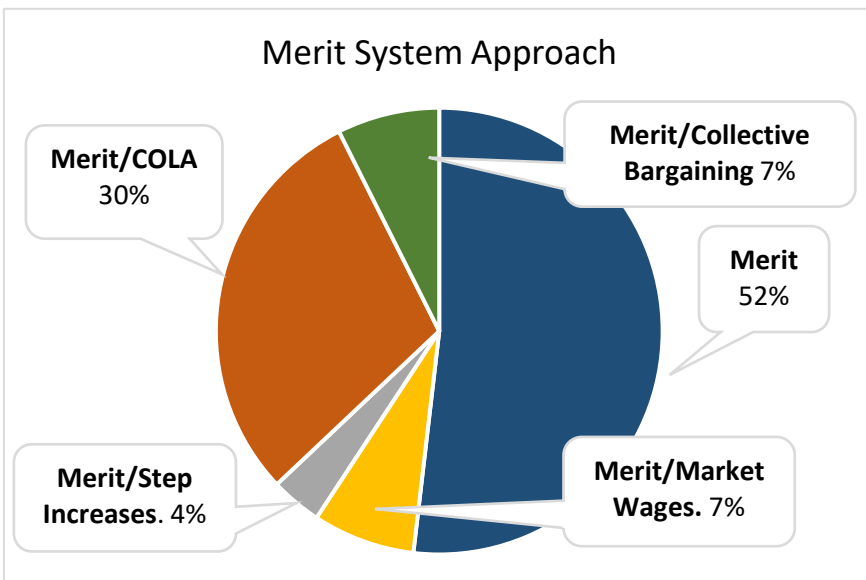
City Government	-	-	-	-	-
County Government	3	5	\$29.25	\$27.26	\$30.49
Natural Resource District	-	-	-	-	-
State Government	1	76	\$36.89	\$25.07	\$40.58
Education	-	-	-	-	-
Health Care	-	-	-	-	-
Manufacturing	-	-	-	-	-
Utilities	-	-	-	-	-
Other	-	-	-	-	-
All Respondents	4	81	\$31.80	\$26.53	\$33.02



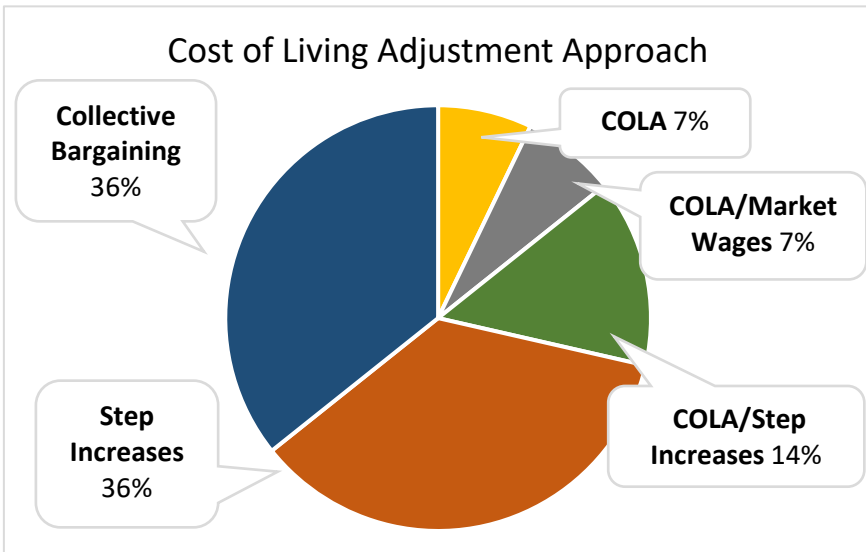
Wage Increase Approaches



69% of respondents use some form of pay for performance and/or merit system.



Of respondents with a merit system, 52% strictly use a merit system; 48% combine one with another approach.



Of respondents with a Cost of Living Adjustment, 7% use strictly a cost of living adjustment; 93% combine one with another approach.

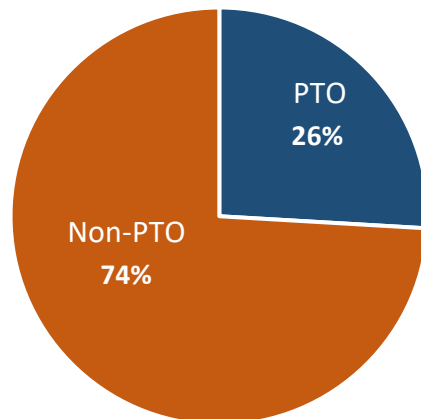
Paid Time Off (PTO) System

PTO - Includes Vacation, Sick, & Holiday Leave	
Years of Service	Average Days Earned
1st	22.2
2nd	23.5
3rd	23.5
4th	23.5
5th	26.2
6th	26.7
7th	26.7
8th	26.7
9th	26.7
10th	28.1
11th	29.3
12th	29.3
13th	29.3
14th	29.3
15th	30.6
16th - 19th	30.9
20th - 24th	31.7
25th	32.3

PTO - Includes Vacation & Sick Leave	
Years of Service	Average Days Earned
1st	13.2
2nd	14.5
3rd	14.5
4th	14.5
5th	17.2
6th	17.7
7th	17.7
8th	17.7
9th	17.7
10th	19.1
11th	20.3
12th	20.3
13th	20.3
14th	20.3
15th	21.6
16th - 19th	21.9
20th - 24th	22.7
25th	23.3

The averages above represent those employers that utilize a PTO system only. These respondents do not participate in a vacation and sick leave system.

Private Employers



Of the 27 private sector respondents, 26% have a Paid Time Off (PTO) System.

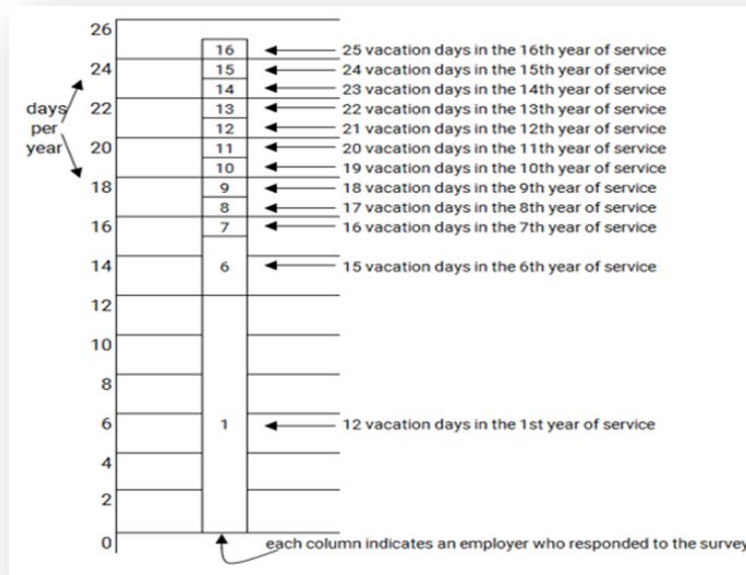
Vacation

(Does not include a PTO System)

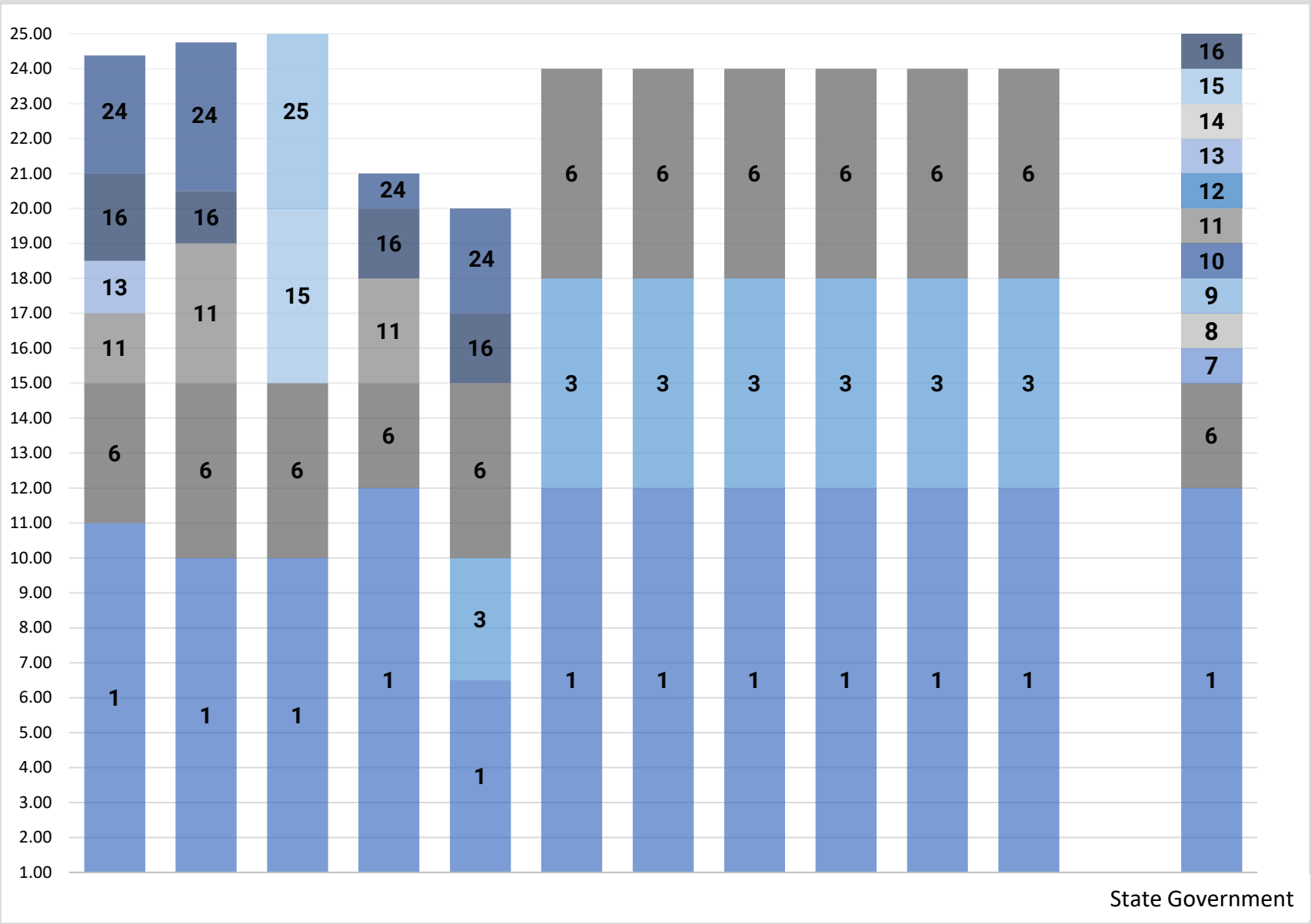
Average number of days earned per year.

Year	All Respondents	Lincoln Area	Omaha Area	Non-Metro Nebraska
1st Year	9.4	11.0	9.25	8.37
2nd Year	10.7	11.0	10.50	10.47
3rd Year	12.0	14.6	10.50	10.82
4th Year	12.1	14.6	10.50	11.00
5th Year	12.7	14.6	13.25	11.58
6th Year	15.1	19.9	14.50	12.53
7th Year	15.3	19.9	14.50	12.79
8th Year	15.8	19.9	14.50	13.68
9th Year	16.0	19.9	14.50	13.92
10th Year	16.5	19.9	14.50	14.79
11th Year	17.3	20.7	14.75	15.76
12th Year	17.6	20.7	15.00	16.21
13th Year	17.9	20.9	15.25	16.53
14th Year	18.1	20.9	15.50	16.74
15th Year	18.8	21.3	17.00	17.37
16th Year	19.5	22.0	17.25	18.26
17th Year	19.6	22.0	17.50	18.32
18th Year	19.7	22.0	17.75	18.53
19th Year	19.8	22.0	18.00	18.58
20th Year	20.1	22.0	18.25	19.18
21st Year	20.7	23.1	18.50	19.55
22nd Year	20.7	23.1	18.75	19.55
23rd Year	20.8	23.1	19.00	19.55
24th Year	20.8	23.1	19.25	19.55
25th Year	21.1	23.6	19.50	19.79

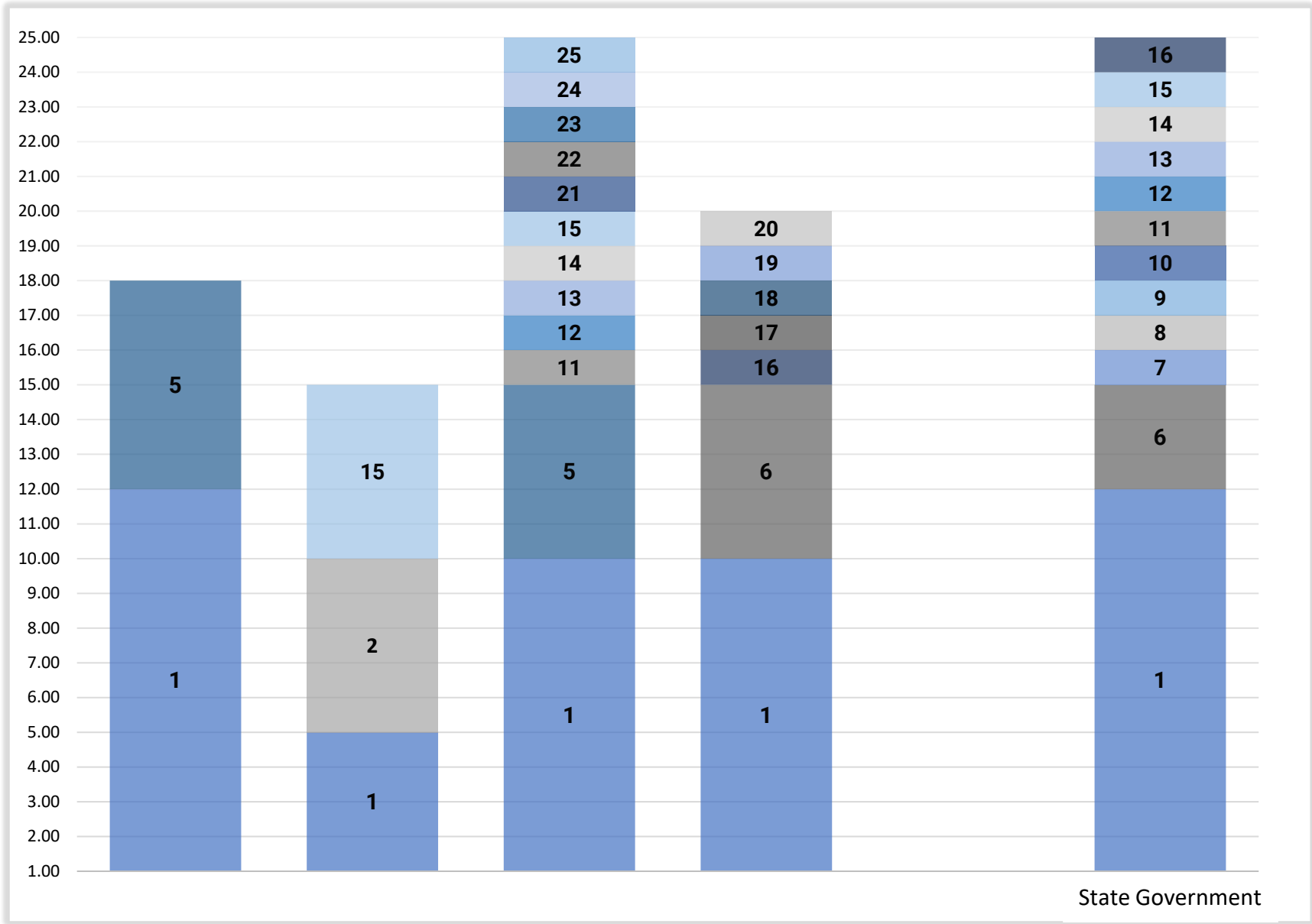
Sample of Charts on Pages, 67, 68, & 69



Vacation - Lincoln Area



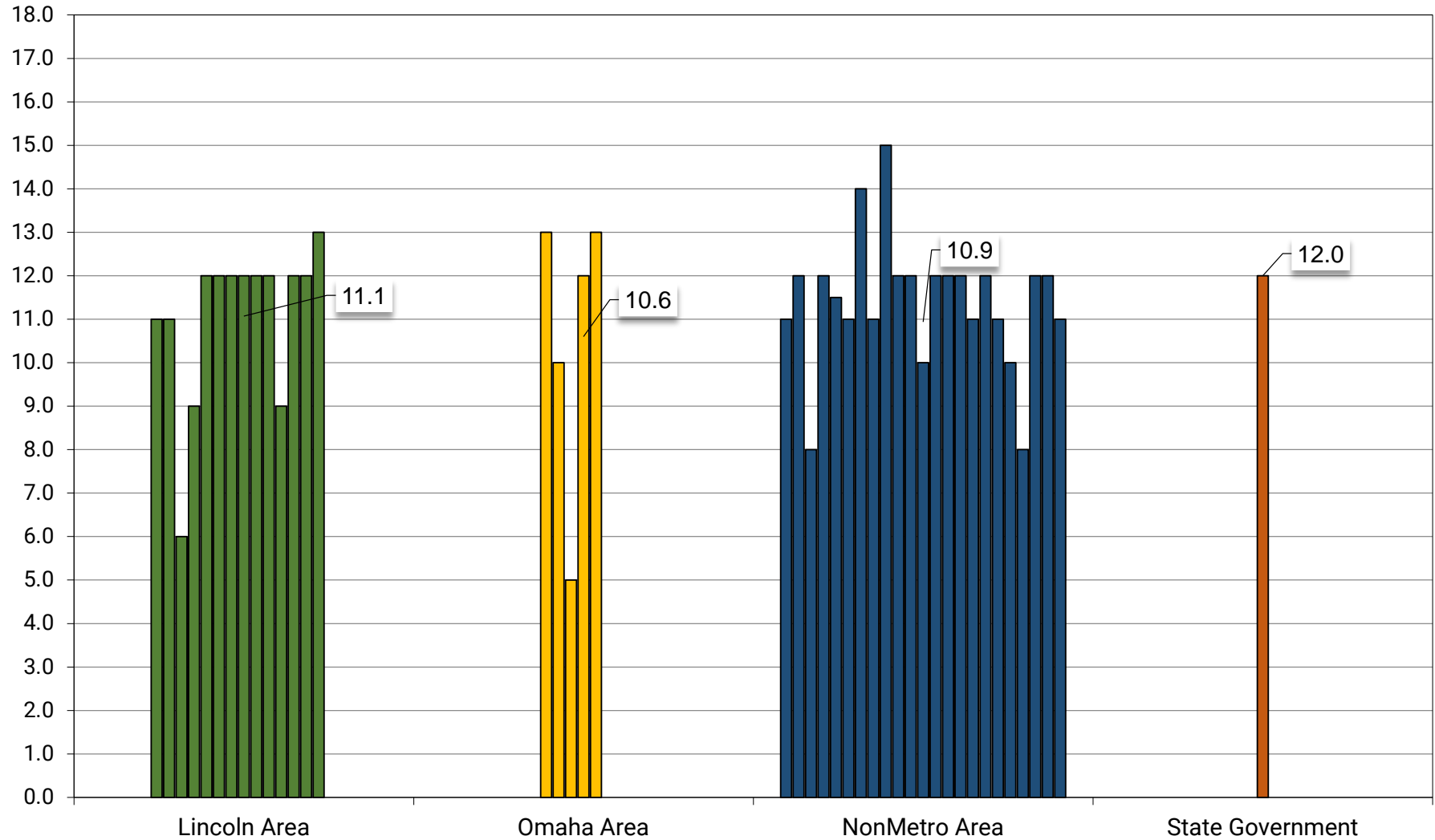
Vacation - Omaha Area



Holidays Per Year

(Lines represent averages)

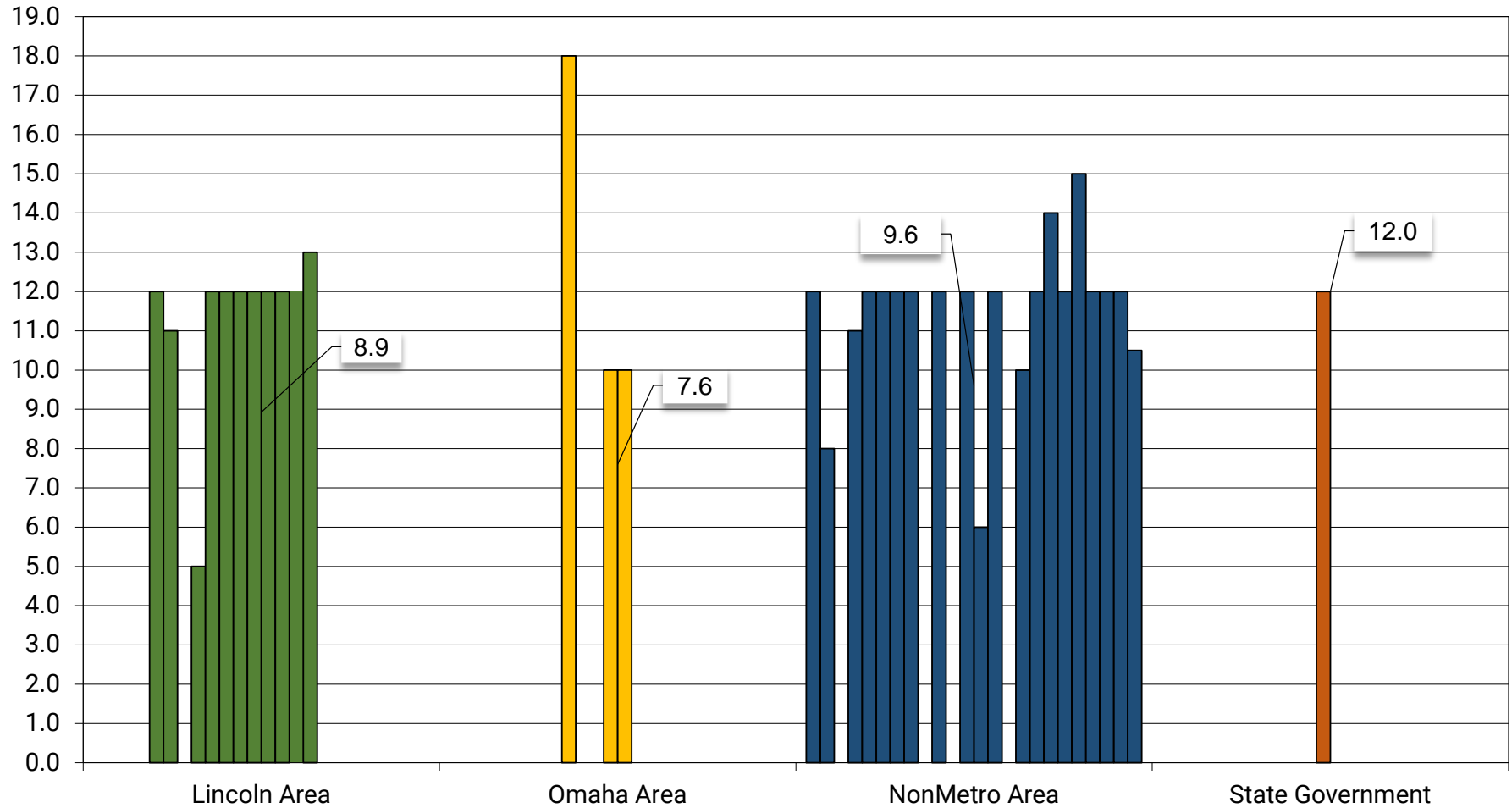
(Each Column represents an employer who participated)



Sick Leave Days Earned in the 1st Year of Employment

(Lines represent averages)

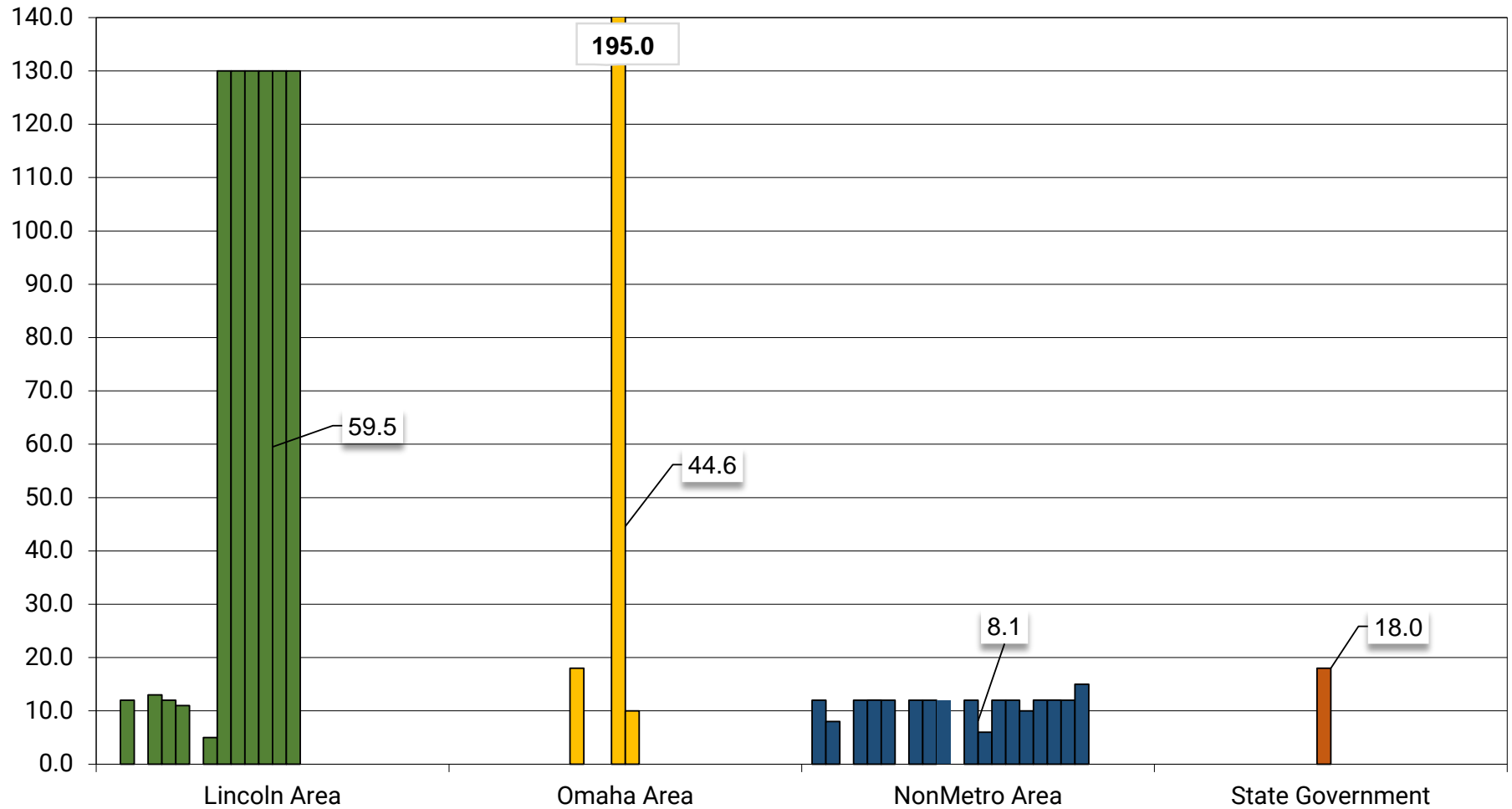
(Each Column represents an employer who participated)



Sick Leave Days Earned in the 20th Year of Employment

(Lines represent averages)

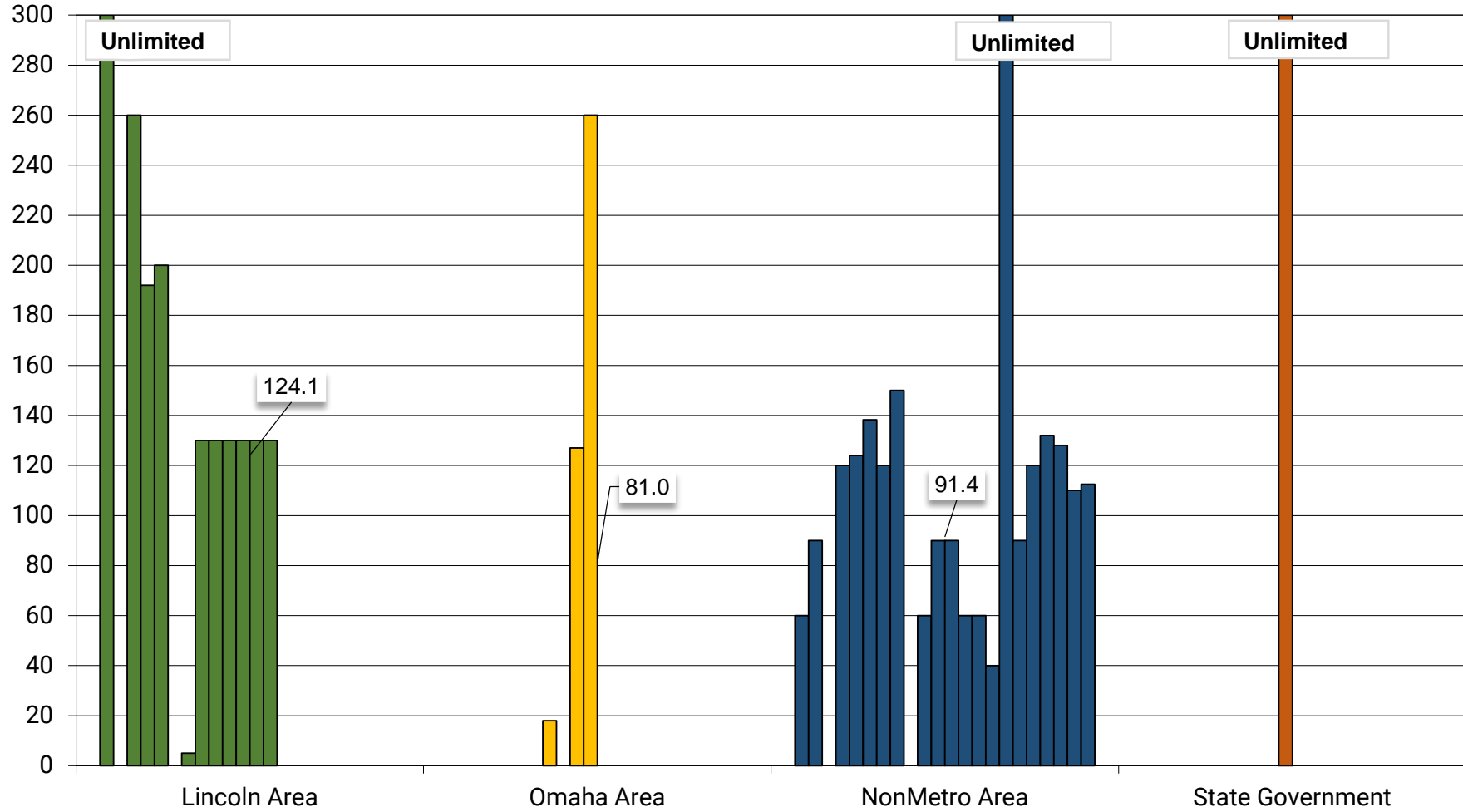
(Each Column represents an employer who participated)



Sick Leave Days - Maximum Accumulation

(Lines represent averages)

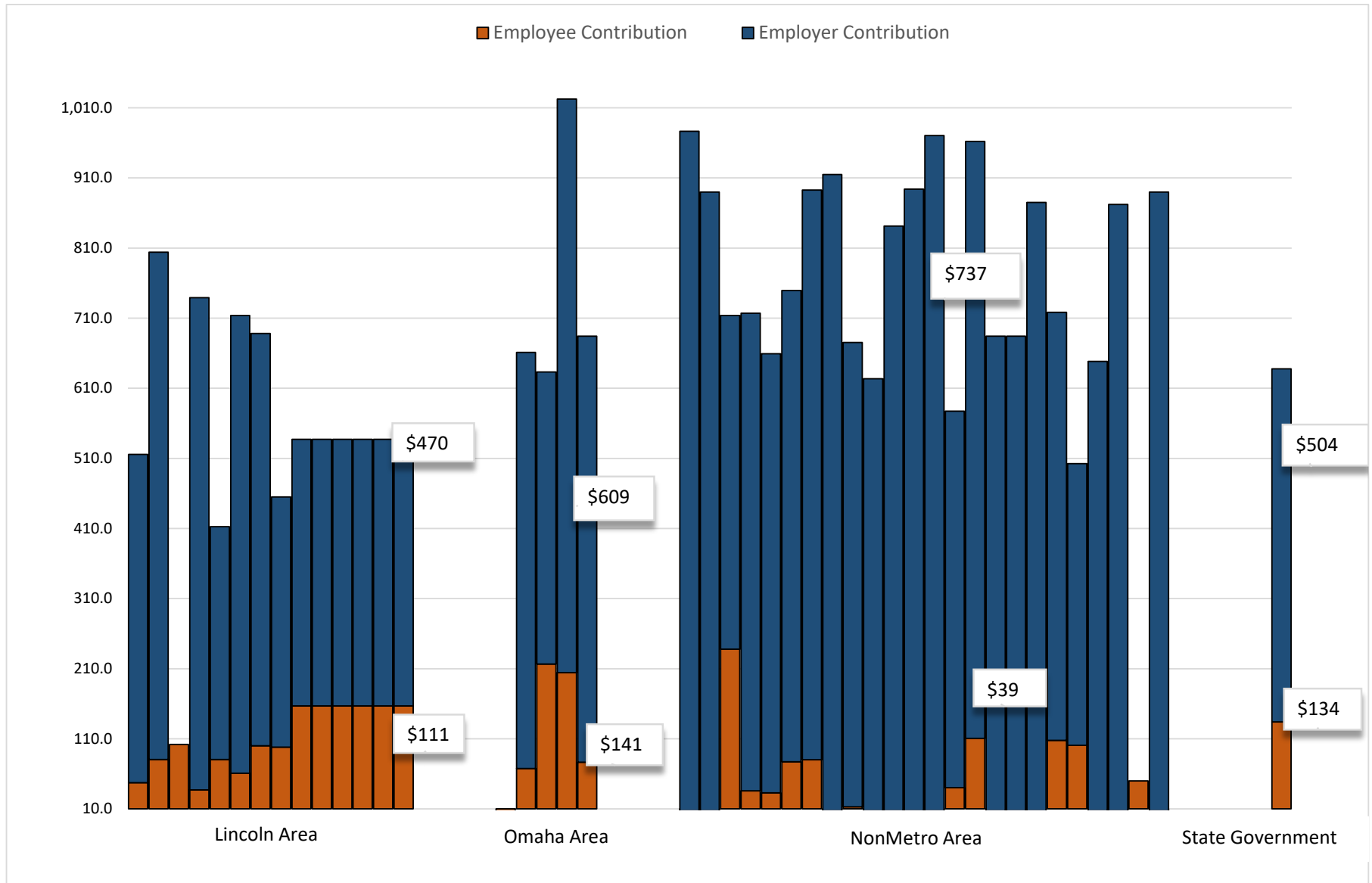
(Each Column represents an employer who participated)



Health Insurance - Single Coverage

(Lines represent averages)

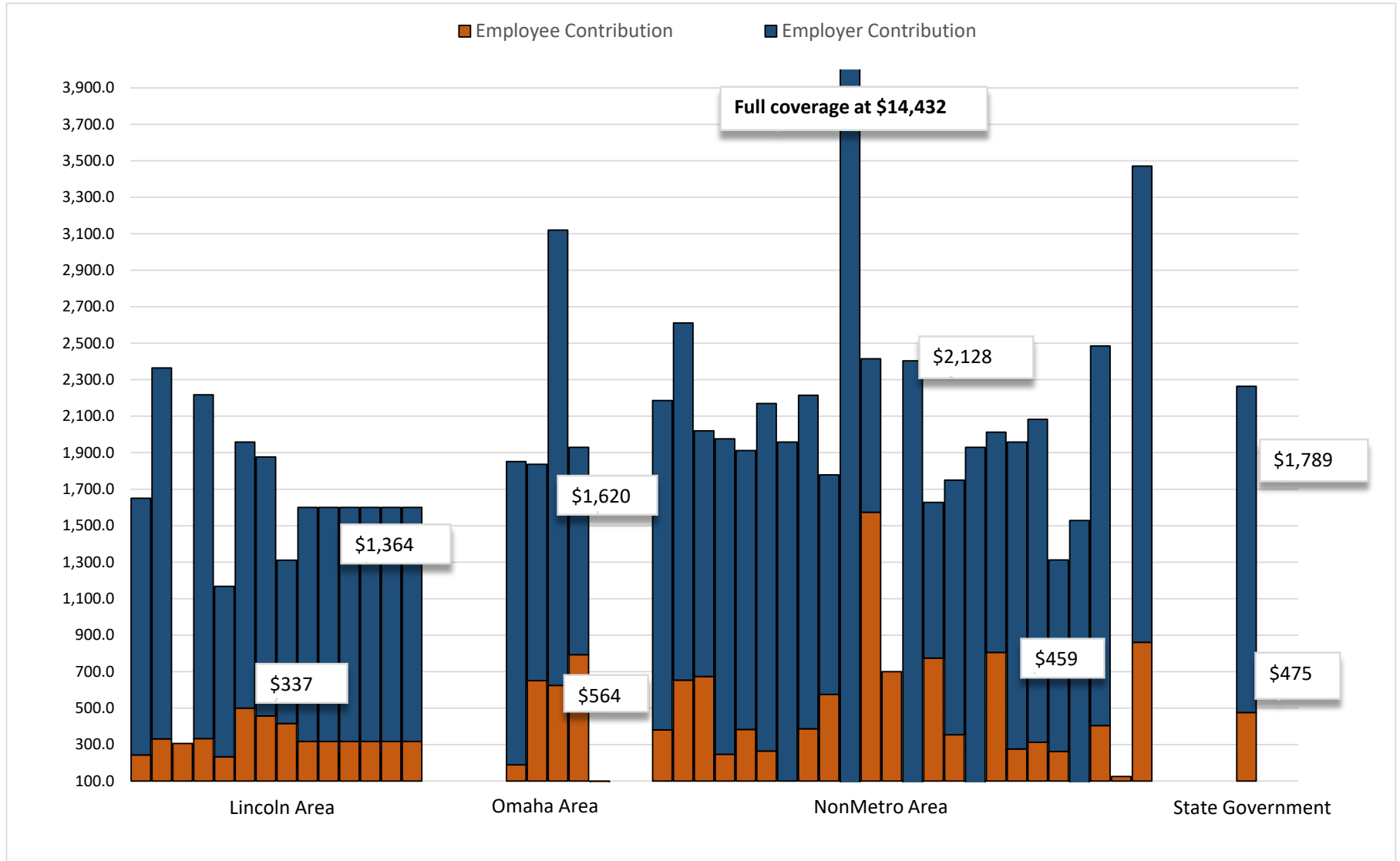
(Each column represents an employer who responded)



Health Insurance - Family Coverage

(Lines represent averages)

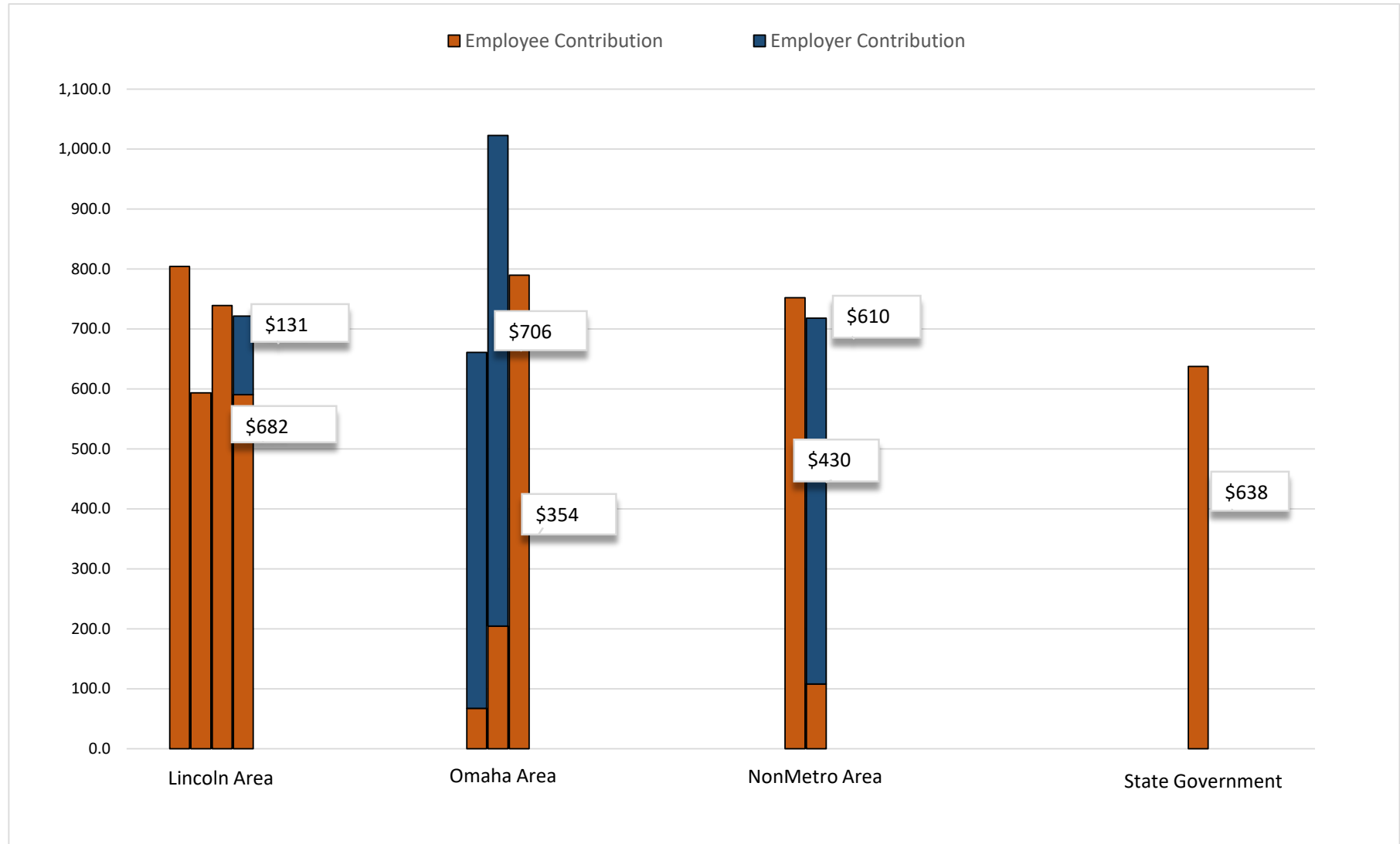
(Each column represents an employer who responded)



Retiree Health Insurance - Single Coverage

(Lines represent averages)

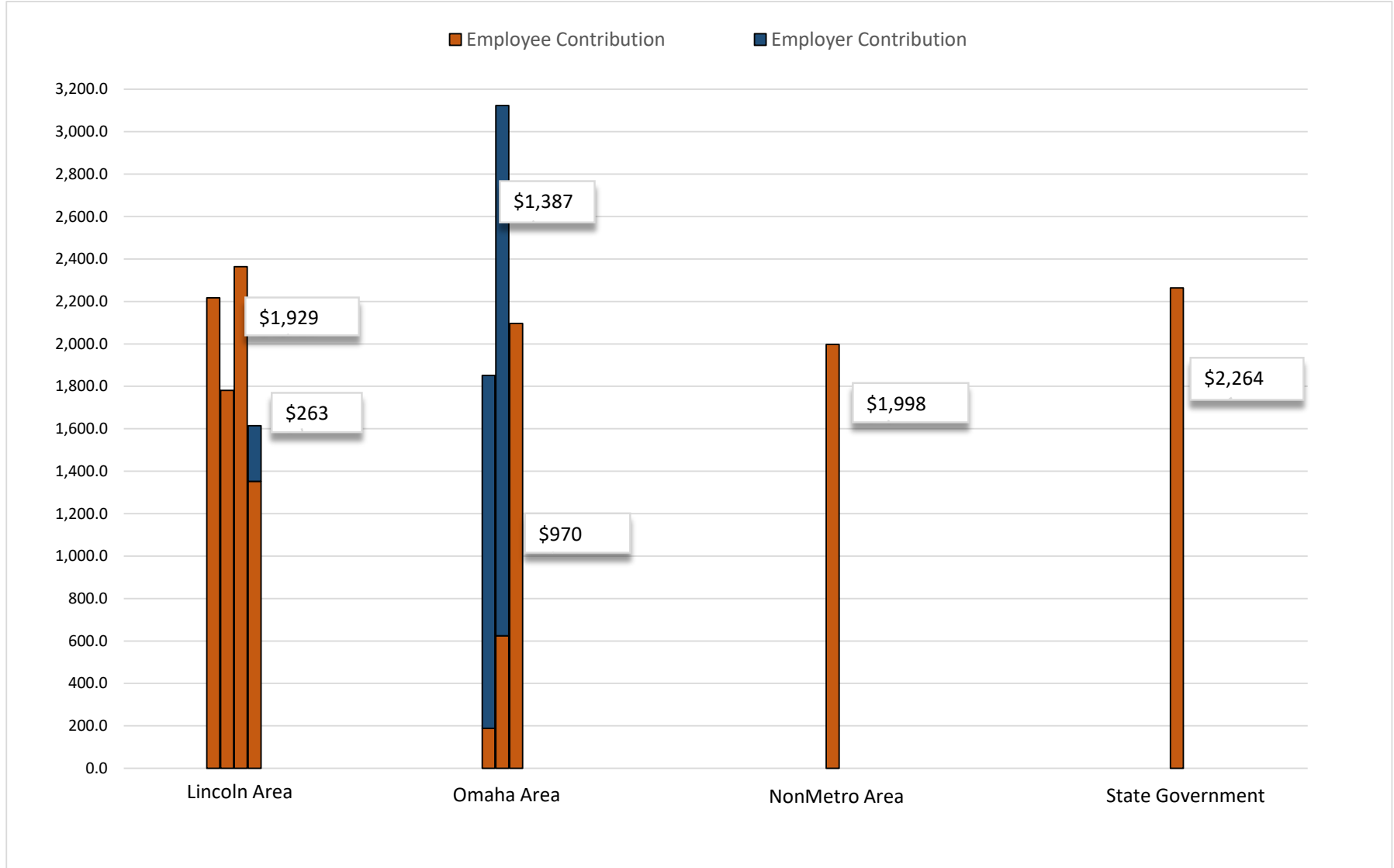
(Each column represents an employer who participated)



Retiree Health Insurance - Family Coverage

(Lines represent averages)

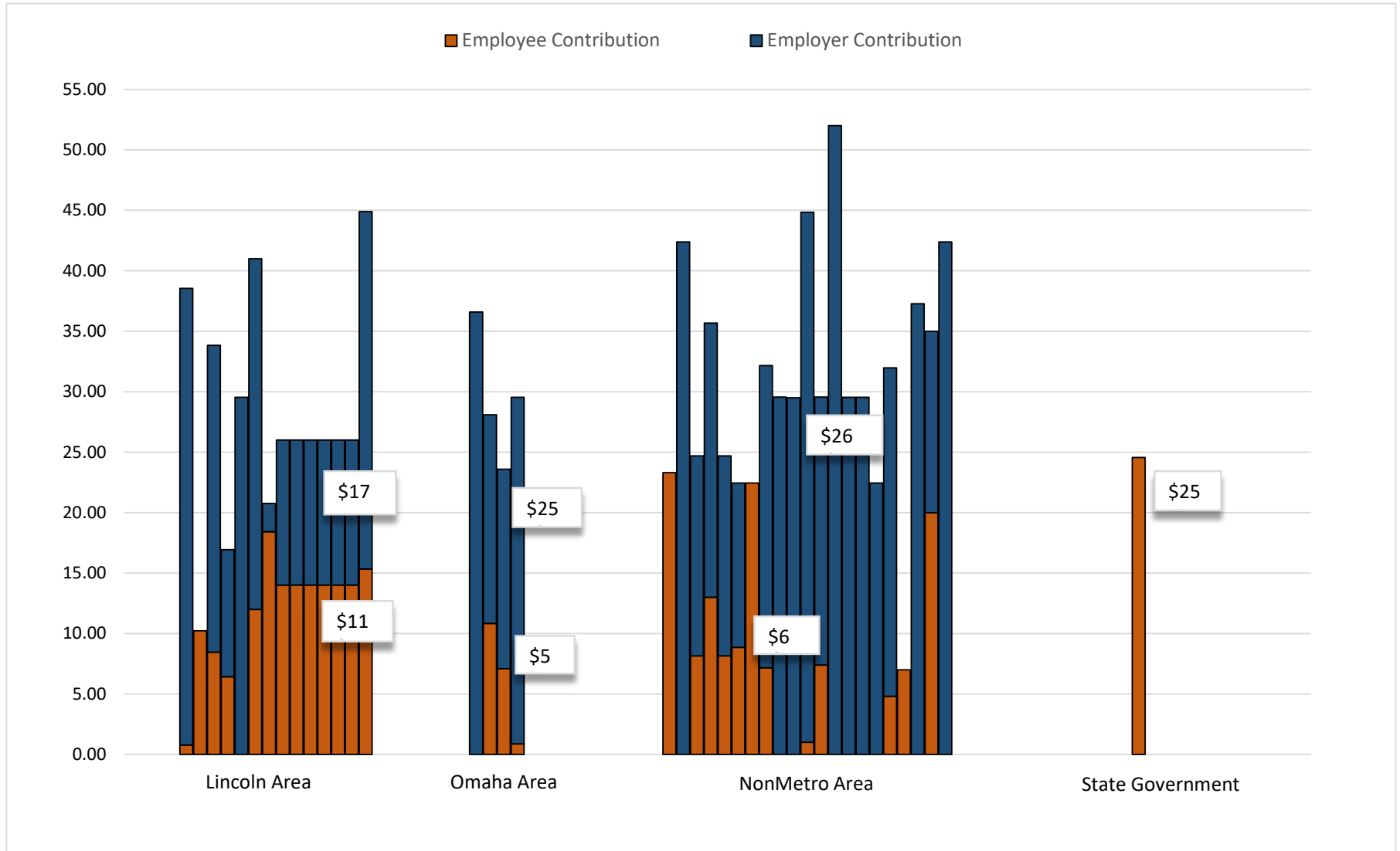
(Each column represents an employer who participated)



Dental Insurance - Single Coverage

(Lines represent averages)

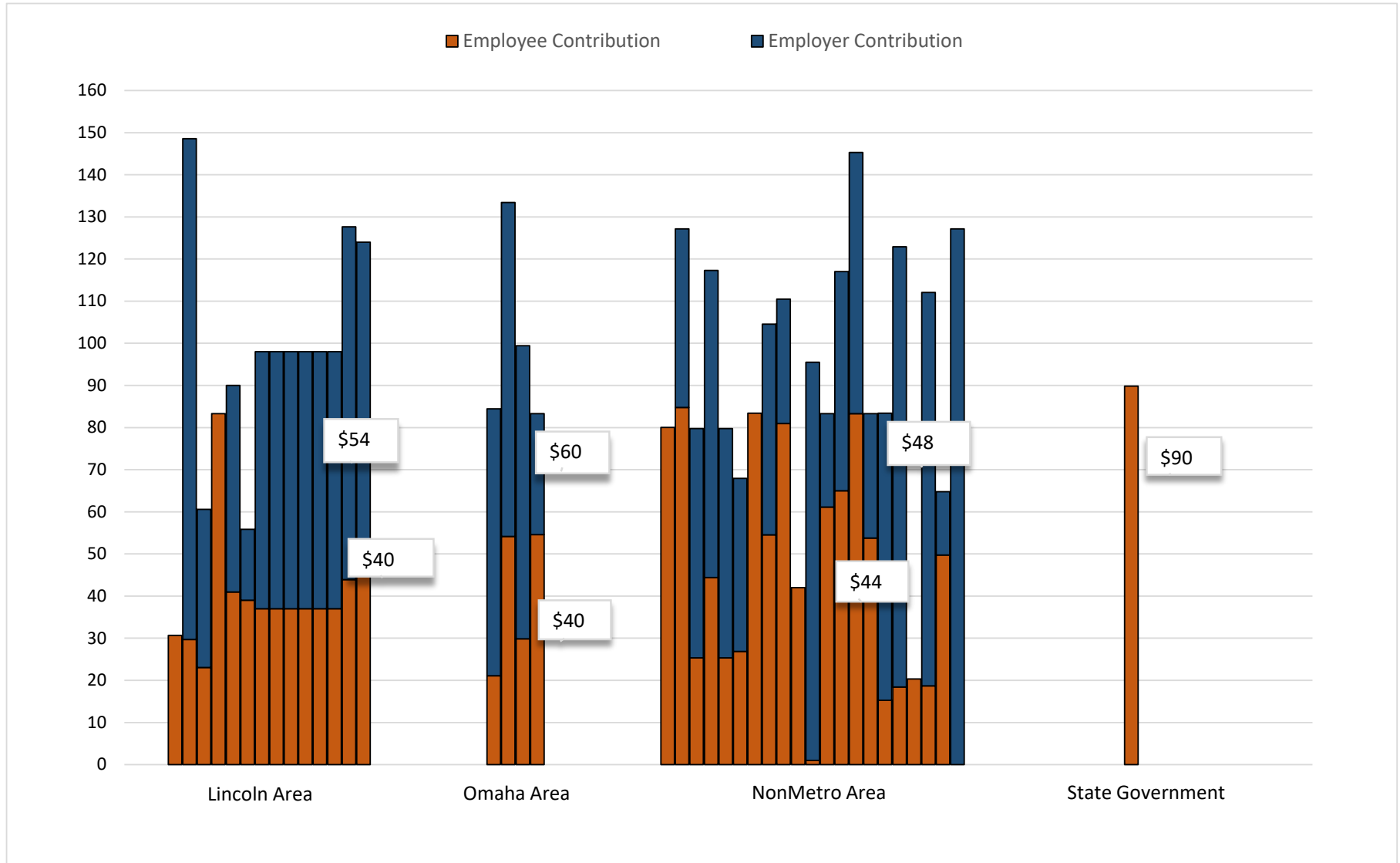
(Each column represents an employer who participated)



Dental Insurance - Family Coverage

(Lines represent averages)

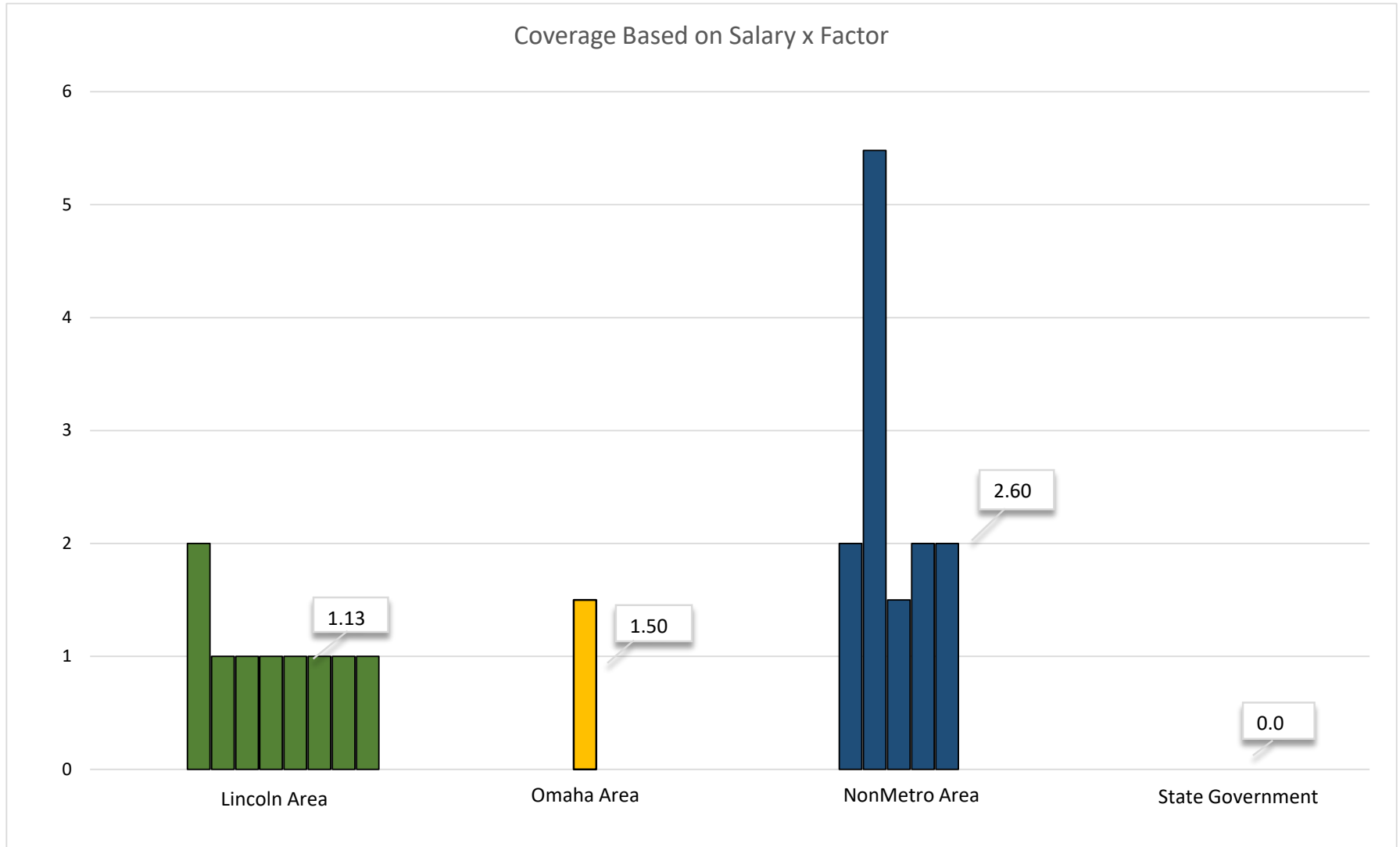
(Each column represents an employer who participated)



Life Insurance

(Lines represent averages)

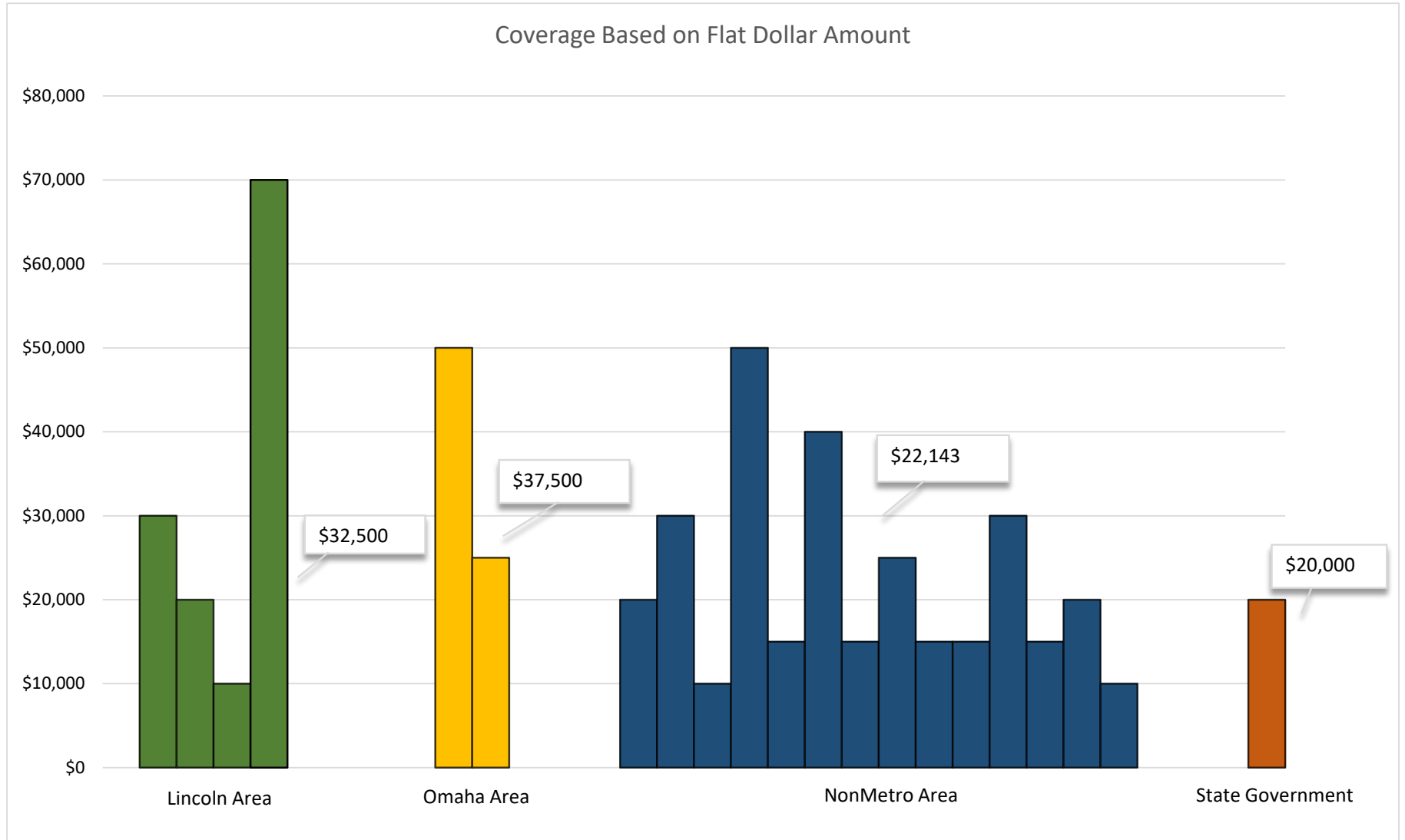
(Each column represents an employer who participated)



Life Insurance

(Lines represent averages)

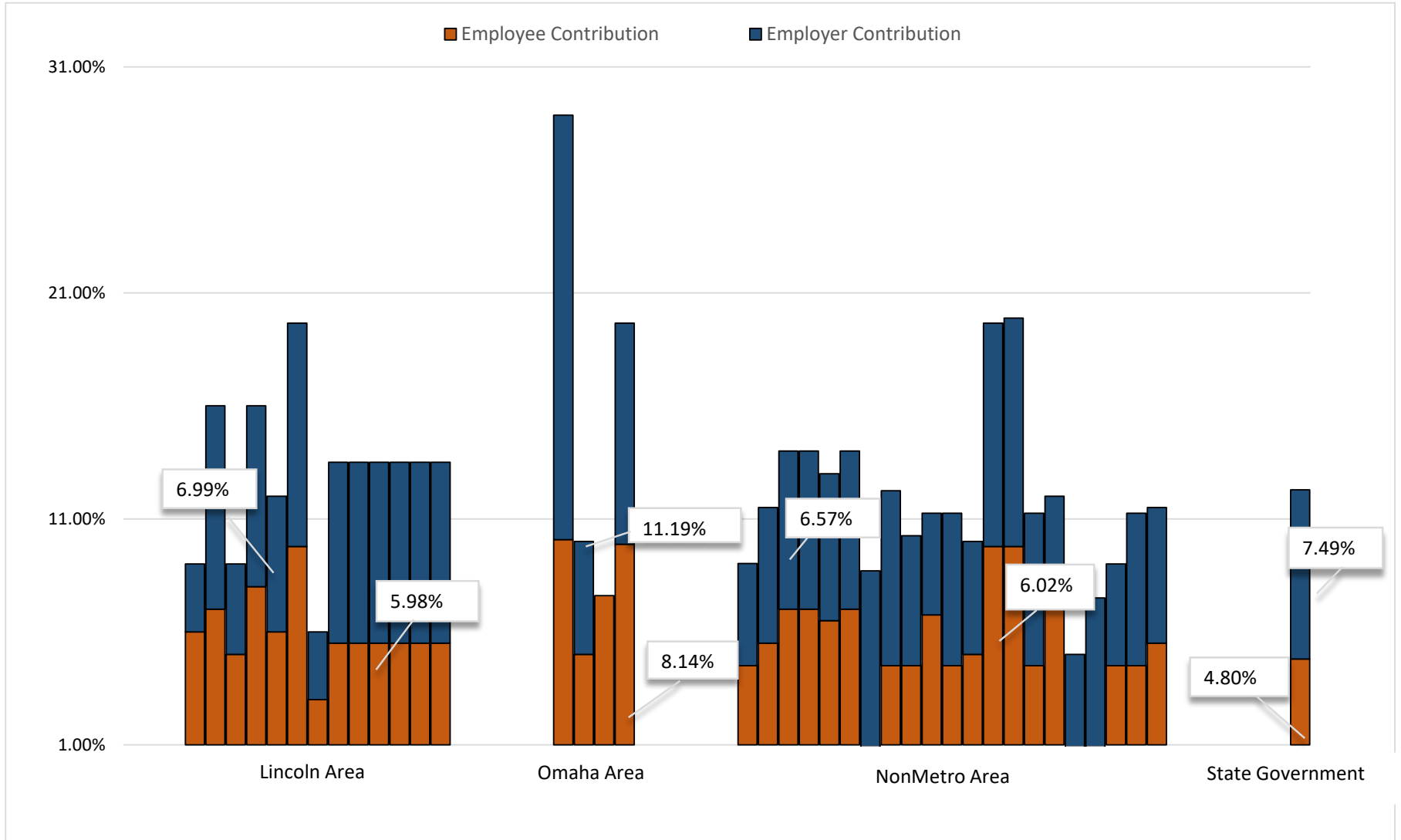
(Each column represents an employer who participated)



Retirement

(Lines represent averages)

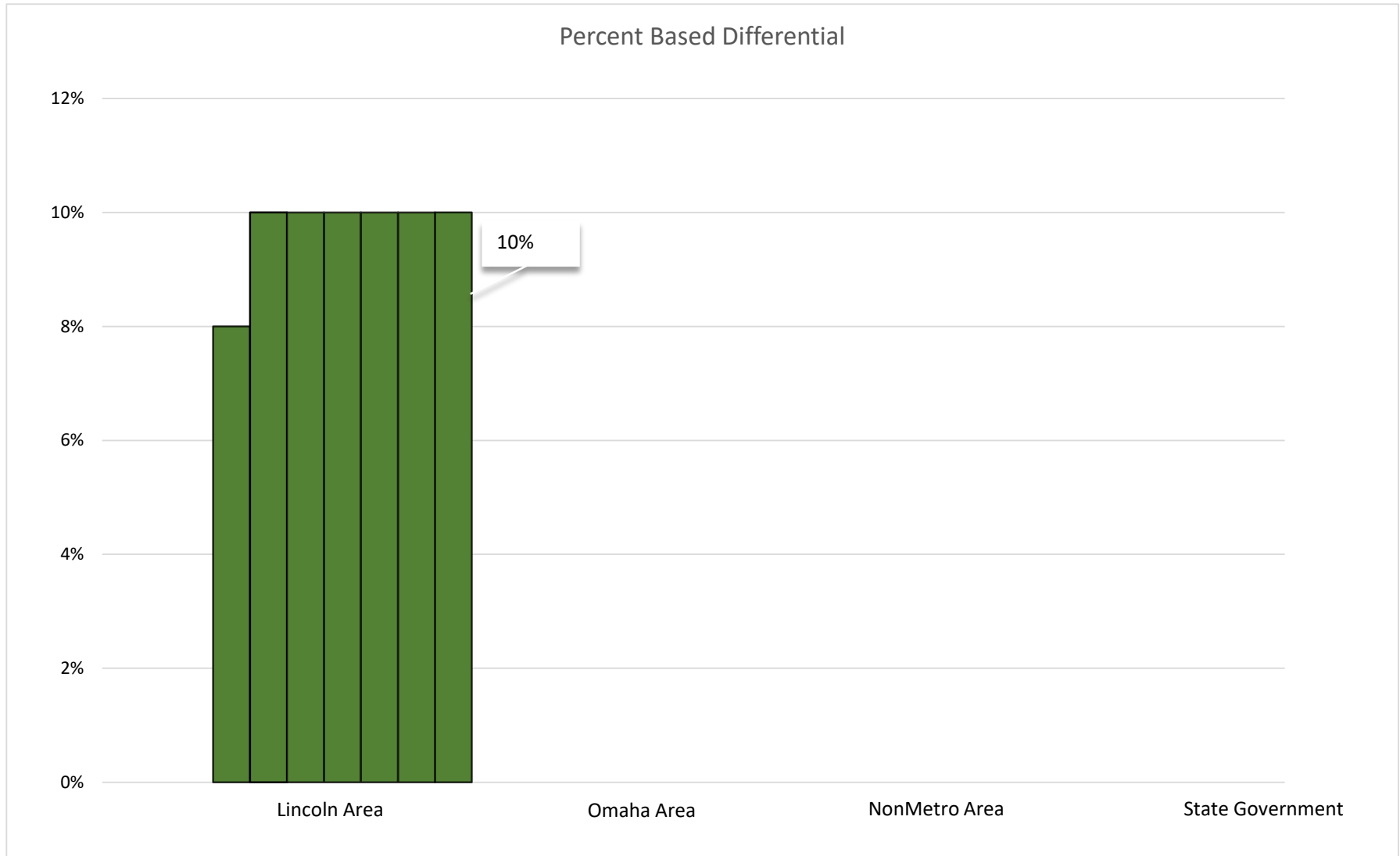
(Each column represents an employer who participated)



Shift Differential

(Lines represent averages)

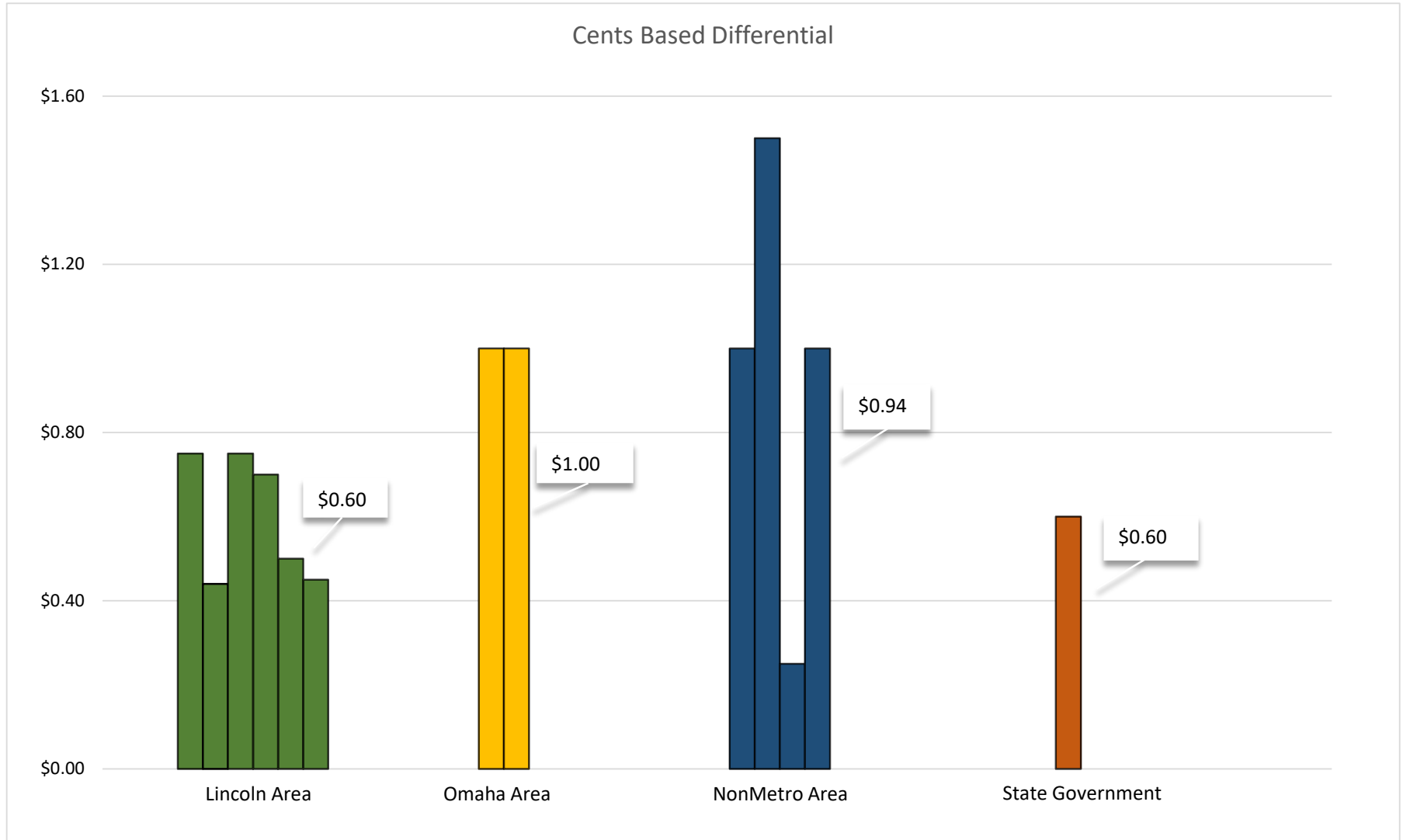
(Each column represents an employer who participated)



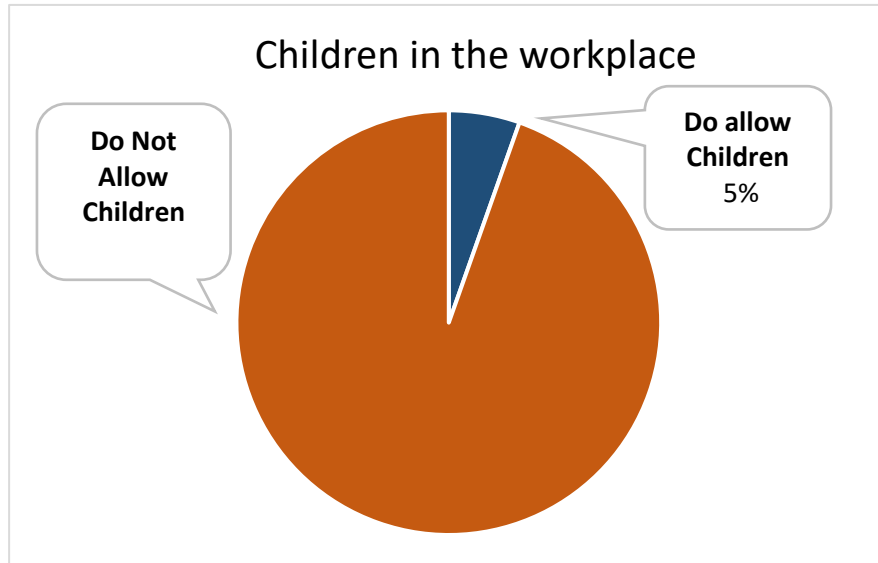
Shift Differential

(Lines represent averages)

(Each column represents an employer who participated)



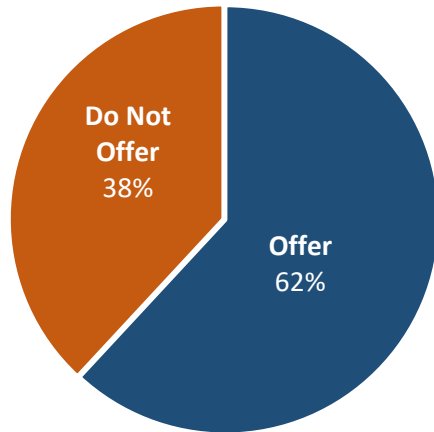
Children in the Workplace



Two employers allow children in the workplace.

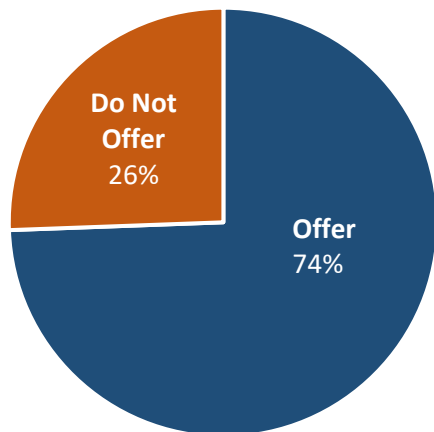
Response to COVID

Offering Flexible Schedule



62% of respondents are offering some form of flexible scheduling as a result of COVID-19.

Offering Telework



74% of respondents are offering some form of telework as a result of COVID-19.

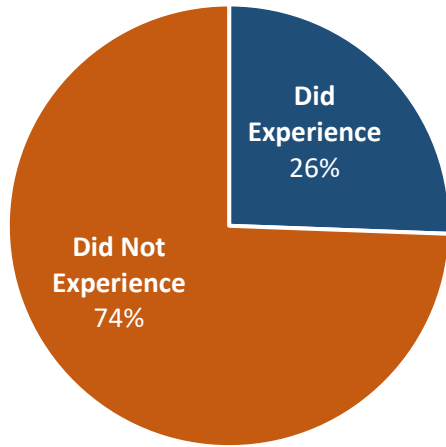
Shifts in Policy



65% of respondents experienced some form of shift in policy as a result of COVID-19.

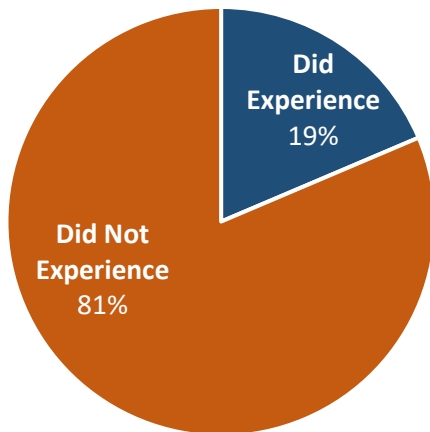
Response to COVID (continued)

Shifts in Pay



26% of respondents experienced some form of shift in pay as a result of COVID-19.

Shifts in Benefits



19% of respondents experienced some form of shift in benefits as a result of COVID-19.

Salary Conversion Table

Hourly Rate	Weekly Rate*	Monthly Rate*	Annual Rate*	Hourly Rate	Weekly Rate*	Monthly Rate*	Annual Rate*	Hourly Rate	Weekly Rate*	Monthly Rate*	Annual Rate*
\$8.00	\$320	\$1,387	\$16,640	\$16.00	\$640	\$2,773	\$33,280	\$24.00	\$960	\$4,160	\$49,920
\$8.25	\$330	\$1,430	\$17,160	\$16.25	\$650	\$2,817	\$33,800	\$24.25	\$970	\$4,203	\$50,440
\$8.50	\$340	\$1,473	\$17,680	\$16.50	\$660	\$2,860	\$34,320	\$24.50	\$980	\$4,247	\$50,960
\$8.75	\$350	\$1,517	\$18,200	\$16.75	\$670	\$2,903	\$34,840	\$24.75	\$990	\$4,290	\$51,480
\$9.00	\$360	\$1,560	\$18,720	\$17.00	\$680	\$2,947	\$35,360	\$25.00	\$1,000	\$4,333	\$52,000
\$9.25	\$370	\$1,603	\$19,240	\$17.25	\$690	\$2,990	\$35,880	\$25.25	\$1,010	\$4,377	\$52,520
\$9.50	\$380	\$1,647	\$19,760	\$17.50	\$700	\$3,033	\$36,400	\$25.50	\$1,020	\$4,420	\$53,040
\$9.75	\$390	\$1,690	\$20,280	\$17.75	\$710	\$3,077	\$36,920	\$25.75	\$1,030	\$4,463	\$53,560
\$10.00	\$400	\$1,733	\$20,800	\$18.00	\$720	\$3,120	\$37,440	\$26.00	\$1,040	\$4,507	\$54,080
\$10.25	\$410	\$1,777	\$21,320	\$18.25	\$730	\$3,163	\$37,960	\$26.25	\$1,050	\$4,550	\$54,600
\$10.50	\$420	\$1,820	\$21,840	\$18.50	\$740	\$3,207	\$38,480	\$26.50	\$1,060	\$4,593	\$55,120
\$10.75	\$430	\$1,863	\$22,360	\$18.75	\$750	\$3,250	\$39,000	\$26.75	\$1,070	\$4,637	\$55,640
\$11.00	\$440	\$1,907	\$22,880	\$19.00	\$760	\$3,293	\$39,520	\$27.00	\$1,080	\$4,680	\$56,160
\$11.25	\$450	\$1,950	\$23,400	\$19.25	\$770	\$3,337	\$40,040	\$27.25	\$1,090	\$4,723	\$56,680
\$11.50	\$460	\$1,993	\$23,920	\$19.50	\$780	\$3,380	\$40,560	\$27.50	\$1,100	\$4,767	\$57,200
\$11.75	\$470	\$2,037	\$24,440	\$19.75	\$790	\$3,423	\$41,080	\$27.75	\$1,110	\$4,810	\$57,720
\$12.00	\$480	\$2,080	\$24,960	\$20.00	\$800	\$3,467	\$41,600	\$28.00	\$1,120	\$4,853	\$58,240
\$12.25	\$490	\$2,123	\$25,480	\$20.25	\$810	\$3,510	\$42,120	\$28.25	\$1,130	\$4,897	\$58,760
\$12.50	\$500	\$2,167	\$26,000	\$20.50	\$820	\$3,553	\$42,640	\$28.50	\$1,140	\$4,940	\$59,280
\$12.75	\$510	\$2,210	\$26,520	\$20.75	\$830	\$3,597	\$43,160	\$28.75	\$1,150	\$4,983	\$59,800
\$13.00	\$520	\$2,253	\$27,040	\$21.00	\$840	\$3,640	\$43,680	\$29.00	\$1,160	\$5,027	\$60,320
\$13.25	\$530	\$2,297	\$27,560	\$21.25	\$850	\$3,683	\$44,200	\$29.25	\$1,170	\$5,070	\$60,840
\$13.50	\$540	\$2,340	\$28,080	\$21.50	\$860	\$3,727	\$44,720	\$29.50	\$1,180	\$5,113	\$61,360
\$13.75	\$550	\$2,383	\$28,600	\$21.75	\$870	\$3,770	\$45,240	\$29.75	\$1,190	\$5,157	\$61,880
\$14.00	\$560	\$2,427	\$29,120	\$22.00	\$880	\$3,813	\$45,760	\$30.00	\$1,200	\$5,200	\$62,400
\$14.25	\$570	\$2,470	\$29,640	\$22.25	\$890	\$3,857	\$46,280	\$30.25	\$1,210	\$5,243	\$62,920
\$14.50	\$580	\$2,513	\$30,160	\$22.50	\$900	\$3,900	\$46,800	\$30.50	\$1,220	\$5,287	\$63,440
\$14.75	\$590	\$2,557	\$30,680	\$22.75	\$910	\$3,943	\$47,320	\$30.75	\$1,230	\$5,330	\$63,960
\$15.00	\$600	\$2,600	\$31,200	\$23.00	\$920	\$3,987	\$47,840	\$31.00	\$1,240	\$5,373	\$64,480
\$15.25	\$610	\$2,643	\$31,720	\$23.25	\$930	\$4,030	\$48,360	\$31.25	\$1,250	\$5,417	\$65,000
\$15.50	\$620	\$2,687	\$32,240	\$23.50	\$940	\$4,073	\$48,880	\$31.50	\$1,260	\$5,460	\$65,520
\$15.75	\$630	\$2,730	\$32,760	\$23.75	\$950	\$4,117	\$49,400	\$31.75	\$1,270	\$5,503	\$66,040

Salary Conversion Table

Hourly Rate	Weekly Rate*	Monthly Rate*	Annual Rate*	Hourly Rate	Weekly Rate*	Monthly Rate*	Annual Rate*	Hourly Rate	Weekly Rate*	Monthly Rate*	Annual Rate*
\$32.00	\$1,280	\$5,547	\$66,560	\$37.50	\$1,500	\$6,500	\$78,000	\$43.00	\$1,720	\$7,453	\$89,440
\$32.25	\$1,290	\$5,590	\$67,080	\$37.75	\$1,510	\$6,543	\$78,520	\$43.25	\$1,730	\$7,497	\$89,960
\$32.50	\$1,300	\$5,633	\$67,600	\$38.00	\$1,520	\$6,587	\$79,040	\$43.50	\$1,740	\$7,540	\$90,480
\$32.75	\$1,310	\$5,677	\$68,120	\$38.25	\$1,530	\$6,630	\$79,560	\$43.75	\$1,750	\$7,583	\$91,000
\$33.00	\$1,320	\$5,720	\$68,640	\$38.50	\$1,540	\$6,673	\$80,080	\$44.00	\$1,760	\$7,627	\$91,520
\$33.25	\$1,330	\$5,763	\$69,160	\$38.75	\$1,550	\$6,717	\$80,600	\$44.25	\$1,770	\$7,670	\$92,040
\$33.50	\$1,340	\$5,807	\$69,680	\$39.00	\$1,560	\$6,760	\$81,120	\$44.50	\$1,780	\$7,713	\$92,560
\$33.75	\$1,350	\$5,850	\$70,200	\$39.25	\$1,570	\$6,803	\$81,640	\$44.75	\$1,790	\$7,757	\$93,080
\$34.00	\$1,360	\$5,893	\$70,720	\$39.50	\$1,580	\$6,847	\$82,160	\$45.00	\$1,800	\$7,800	\$93,600
\$34.25	\$1,370	\$5,937	\$71,240	\$39.75	\$1,590	\$6,890	\$82,680	\$45.25	\$1,810	\$7,843	\$94,120
\$34.50	\$1,380	\$5,980	\$71,760	\$40.00	\$1,600	\$6,933	\$83,200	\$45.50	\$1,820	\$7,887	\$94,640
\$34.75	\$1,390	\$6,023	\$72,280	\$40.25	\$1,610	\$6,977	\$83,720	\$45.75	\$1,830	\$7,930	\$95,160
\$35.00	\$1,400	\$6,067	\$72,800	\$40.50	\$1,620	\$7,020	\$84,240	\$46.00	\$1,840	\$7,973	\$95,680
\$35.25	\$1,410	\$6,110	\$73,320	\$40.75	\$1,630	\$7,063	\$84,760	\$46.25	\$1,850	\$8,017	\$96,200
\$35.50	\$1,420	\$6,153	\$73,840	\$41.00	\$1,640	\$7,107	\$85,280	\$46.50	\$1,860	\$8,060	\$96,720
\$35.75	\$1,430	\$6,197	\$74,360	\$41.25	\$1,650	\$7,150	\$85,800	\$46.75	\$1,870	\$8,103	\$97,240
\$36.00	\$1,440	\$6,240	\$74,880	\$41.50	\$1,660	\$7,193	\$86,320	\$47.00	\$1,880	\$8,147	\$97,760
\$36.25	\$1,450	\$6,283	\$75,400	\$41.75	\$1,670	\$7,237	\$86,840	\$47.25	\$1,890	\$8,190	\$98,280
\$36.50	\$1,460	\$6,327	\$75,920	\$42.00	\$1,680	\$7,280	\$87,360	\$47.50	\$1,900	\$8,233	\$98,800
\$36.75	\$1,470	\$6,370	\$76,440	\$42.25	\$1,690	\$7,323	\$87,880	\$47.75	\$1,910	\$8,277	\$99,320
\$37.00	\$1,480	\$6,413	\$76,960	\$42.50	\$1,700	\$7,367	\$88,400	\$48.00	\$1,920	\$8,320	\$99,840
\$37.25	\$1,490	\$6,457	\$77,480	\$42.75	\$1,710	\$7,410	\$88,920	\$48.25	\$1,930	\$8,363	\$100,360
	<i>*40 hour week</i>	<i>*173.33 hour month</i>	<i>*2080 hour year</i>		<i>*40 hour week</i>	<i>*173.33 hour month</i>	<i>*2080 hour year</i>		<i>*40 hour week</i>	<i>*173.33 hour month</i>	<i>*2080 hour year</i>

STATE OF NEBRASKA
2020 Salary Survey