

NEBRASKA

Good Life. Great Service.

DEPT. OF ADMINISTRATIVE SERVICES



Pete Ricketts, Governor

On this 16th day of May, 2022, the State Personnel Board reviewed and approved the methodology and results of the State of Nebraska 2021 Salary Survey.

A blue ink signature of Patrick Guinan, written in a cursive style.

Patrick Guinan, Chair
State Personnel Board

Sean Davis, Administrator

Department of Administrative Services | EMPLOYEE RELATIONS

1526 K Street, Ste. 120
Lincoln, Nebraska 68508

OFFICE 402-471-8292
FAX 402-471-3394

das.nebraska.org



STATE OF NEBRASKA

2021 Salary Survey

NEBRASKA

Good Life. Great Service.

DEPT. OF ADMINISTRATIVE SERVICES

PUBLISHED BY:
STATE PERSONNEL
DEPARTMENT OF ADMINISTRATIVE SERVICES
APRIL 2022

From the Director

NEBRASKA

Good Life. Great Mission.

Nebraskans,

Under Governor Pete Ricketts' leadership, we strive to run state government in Nebraska in the most effective and efficient manner possible. Data is a key tool we use to achieve this goal and which impacts our business decisions. In this year's Salary Survey report, you will find data the State of Nebraska will utilize to further improve our workforce and help attract and retain top talent. This report will also benefit the Nebraska business community by providing important economic development related data and information.

The data in this year's report shows that the State of Nebraska beat the overall average for minimum hiring rates for a majority of the healthcare and corrections positions surveyed, in large part due to the historic pay increases for state positions in these fields. For example, the State's minimum starting salary for Corrections Corporals ranked 1st highest of all respondents. Nebraska state government also continues to provide one of the most generous traditional leave programs in the State, joining the 30% of respondents who offer from 13-14 paid holidays per year. You will also see the impact of the State's low unemployment rate on employers filling important positions in sectors throughout Nebraska.

Due to increased participation from public and private sector employers, this year's Salary Survey report features significantly improved data and information. Thank you to all the employers that participated in this year's Salary Survey to help provide this much needed information, and we hope the report will be beneficial to you and your businesses.

Sincerely,



Jason Jackson
Department of Administrative Services Director

Nebraska State Government

2021 Salary Survey

Contents

Overview	1
Methodology	2
Respondent Data	3
Interpreting Tables and Charts	7
Benchmark Job Descriptions (includes directory)	8
Wage Results by Benchmark Job (includes directory)	21
Wage Increase Approaches	70
Shift Differential	71
Benefits Data (includes directory)	72
Hardest to Fill Positions	95
Appendix A: Salary Conversion Table	96

Current and past survey results may be found at the State Personnel website under the Classification & Compensation section: <https://govdocs.nebraska.gov/epubs/P2000/B002.html>

Overview

The Nebraska State Personnel Office distributed 257 copies of the **2021 Local Salary Survey** file via email to public and private employers within the state. A total of 76 employers supplied wage and/or benefits data.

Responses were combined and reported as statewide averages or aggregated by area, industry group, or employer size. Actual values for Nebraska State Government (excluding University of Nebraska and Nebraska State College employees) were displayed alongside average responses from other employers.

Salary survey results showed average compensation levels within Nebraska for each of 133 benchmark jobs. In addition, employers reported employee benefits and their hardest to fill job openings.

- Data from 76 employers from across Nebraska, nearly 30% (29.6%) of those surveyed, contributed to these survey results.
- The three areas of the state were defined according to Workforce Development Areas (page 3).
- Employers with 10 to 17,111 Nebraska employees from government, utilities, education, health care, education, or other private industry groups participated (pages 3 - 5).
- The 133 benchmark jobs reported minimum, maximum, and average wages for 24,231 employees in 23 categories (benchmark definitions, pages 8 - 20; wage data, pages 21 - 69).
- Employers shared their approaches to wage increases and use of shift differential (pages 70 -71).
- Benefits data was aggregated for leave, insurance, retirement contributions, and children in the workplace (pages 72 - 94).
- Survey participants listed up to five of their hardest to fill positions during what many described as a very difficult time to hire and retain staff (page 95).

Methodology

Survey Purpose

The State Personnel Division of the State of Nebraska conducted its annual survey of in-state employers in accordance with Nebraska Revised Statutes §§ 81-1307.01 and 81-1307.02, to measure “the competitive standing of state salaries with salary levels of the labor market.” After being reviewed by the State Personnel Board, these results were forwarded to the Legislature and the Governor. Results were then published online for use by community leaders, employers, and citizens.

Procedure

The data hinged upon time and effort invested by public and private employers across Nebraska to report wage and benefits information in response to the survey, which included a salary survey, benefits survey, and feedback form. A total of 257 surveys were sent via email in December 2021, and results were collected over two months. Diverse industries and locations were surveyed, reflecting the range of job positions and distribution of state employment across Nebraska.

To prepare the salary survey, the 2020 benchmarks (job descriptions) were revised by the Classification and Compensation team based on changes and consolidations of classes made by the Department of Administrative Services in 2021. The survey asked participants to carefully review the benchmark job descriptions and to report data for their organization’s comparable jobs, substantially similar to any of those 133 descriptions across 23 job categories.

The salary data were aggregated and reported by location and industry categories, but they were only displayed for categories when there were three or more respondents to protect confidentiality. Averages were reported by number of employers responding to a given benchmark rather than weighting wages based on the number of employees.

In contrast, Nebraska government data was fully presented separately to compare it to other employers in the labor market. That data originated from a Workday system report (1). State of Nebraska numbers were combined with all others in the “All Respondents” averages reported for each benchmark.

Definition of Terms

- **Average:** The arithmetic mean value of a dataset calculated by adding all the values and then dividing by the number of values in the group.
- **Benchmark:** Standard position description included in the survey used as a basis to match an employer’s positions.
- **Counts:** Values representing the total number of employers and/or the total number of employees for a given benchmark or benefit by area, industry, or size.
- **Median:** The middle point of a dataset (50th percentile). This value is sometimes used instead of the average when outliers may skew the average.
- **Pay Rate:** The average hourly wage of the employees matched to the benchmark. When necessary, pay rates were converted to hourly rates.
- **Pay Range Minimum:** The average of the minimums of the pay range for the employers for a benchmark.

- **Pay Range Maximum:** The average of the maximums of the pay range for the employers for a benchmark.
- **Respondent Location:** The primary location of the employer based upon Workforce Development Areas (see “Location Categories” below). The categories of employers include Greater Lincoln (Lancaster and Saunders Counties), Greater Omaha (Douglas, Sarpy, and Washington Counties), Greater Nebraska (the other 88 counties), and State Government (excluding the University of Nebraska and the state colleges).
- **Respondent Industry:** The general category of business that represents the employer’s primary category of business. The categories of employers include Government, Utilities, Education, Health Care, and Other Private Businesses (excluding private schools and healthcare facilities). See “Industry Categories” below for more details.

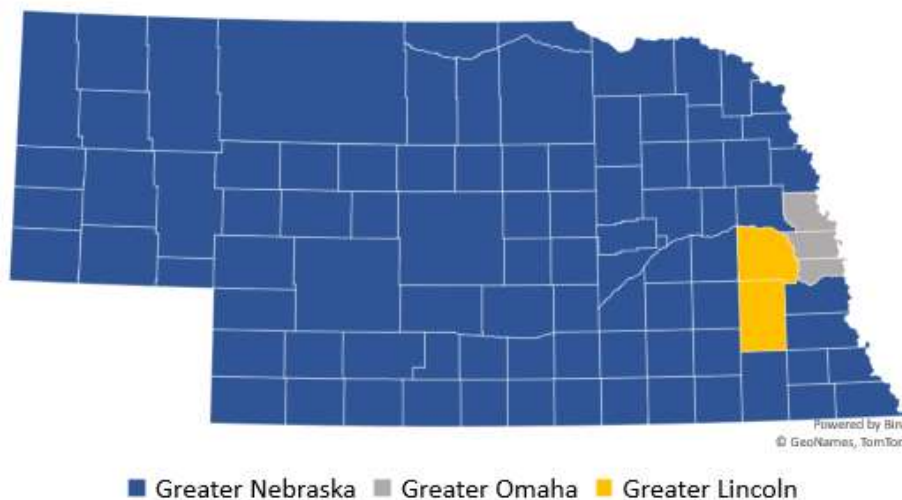
Respondent Data

Location Categories

The **2021 Local Salary Survey** sorted data from 76 Nebraska employers from 30 of the state’s 93 counties. For reporting purposes, the state was divided into three areas defined by the Governor’s guidelines set for Workforce Development Areas (2):

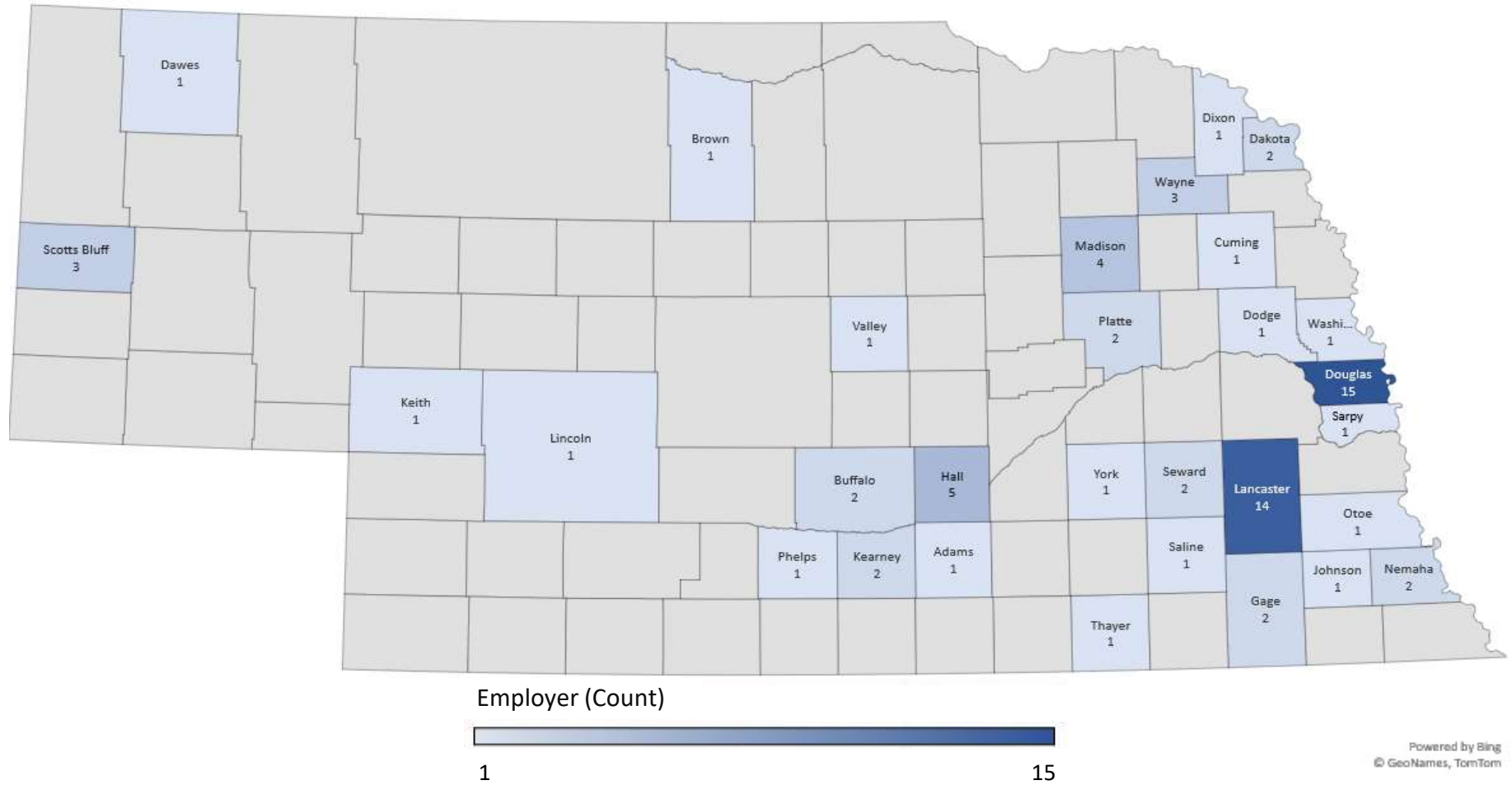
- **Greater Lincoln:** Lancaster and Saunders Counties
- **Greater Omaha:** Douglas, Sarpy, and Washington Counties
- **Greater Nebraska:** the other 88 counties

Nebraska Workforce Development Areas

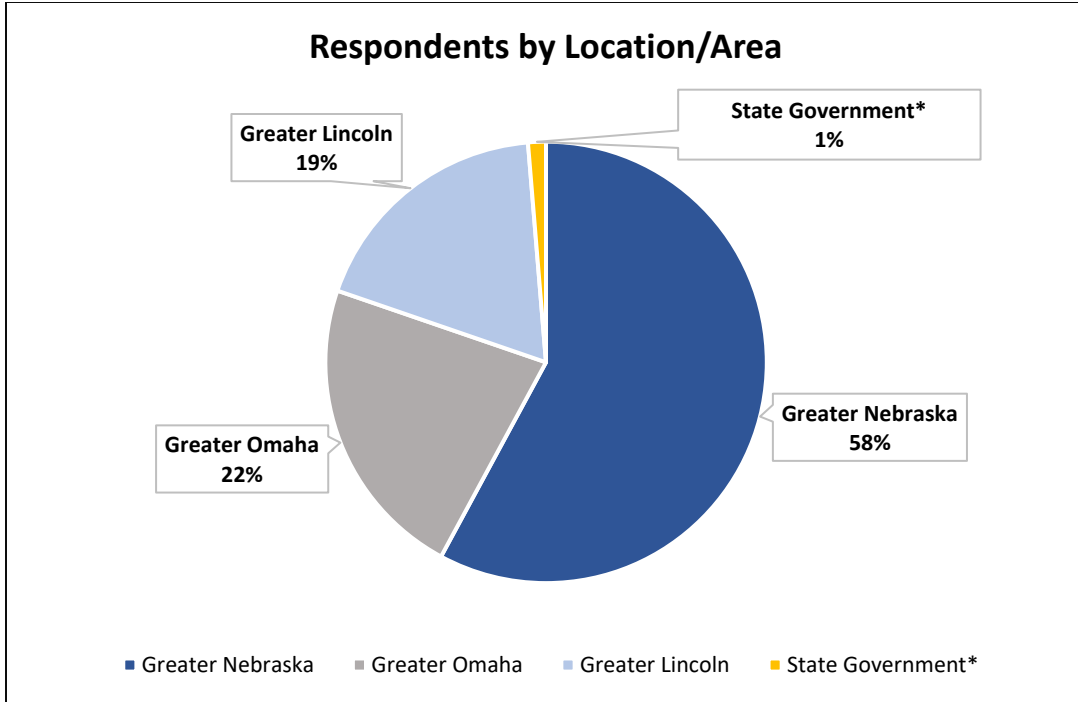


Nebraska **State Government** was listed separately as an area (and industry). State Government data in this publication did not include the University of Nebraska system nor the state colleges. In addition to state government data, information was received from 14 Greater Lincoln employers, 17 Greater Omaha employers, and 44 Greater Nebraska employers.

Distribution of Respondents by County

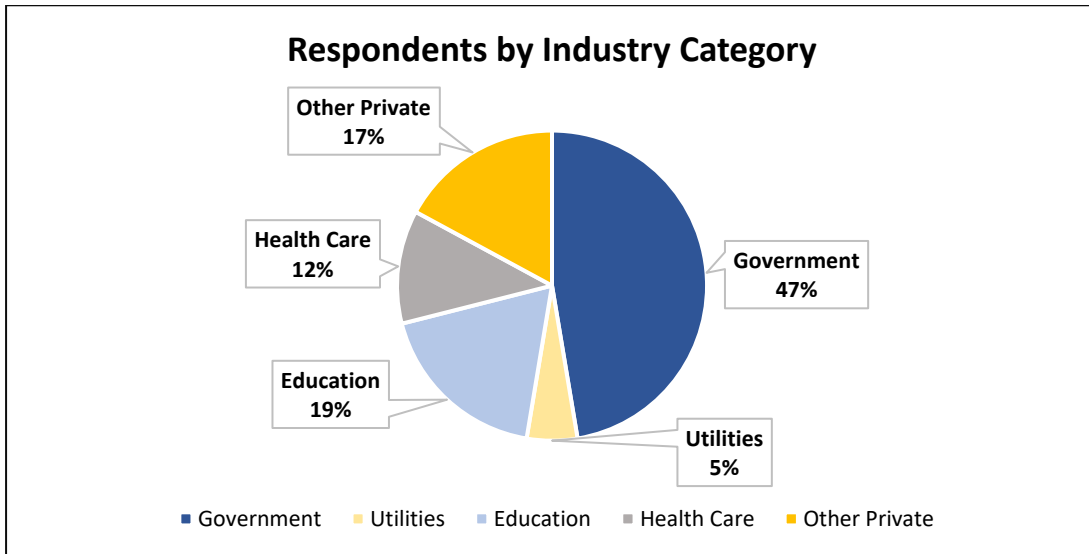


Employers in 30 of Nebraska's 93 counties provided data for this survey. All respondents, except the State of Nebraska, were included by county on the map above.



Industry Categories

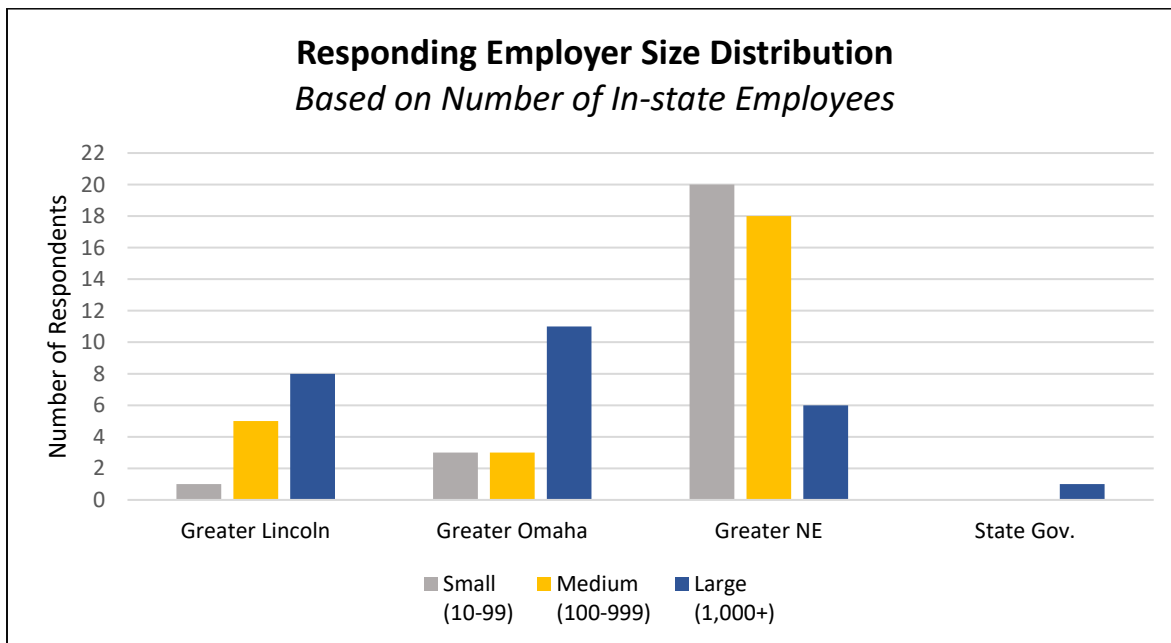
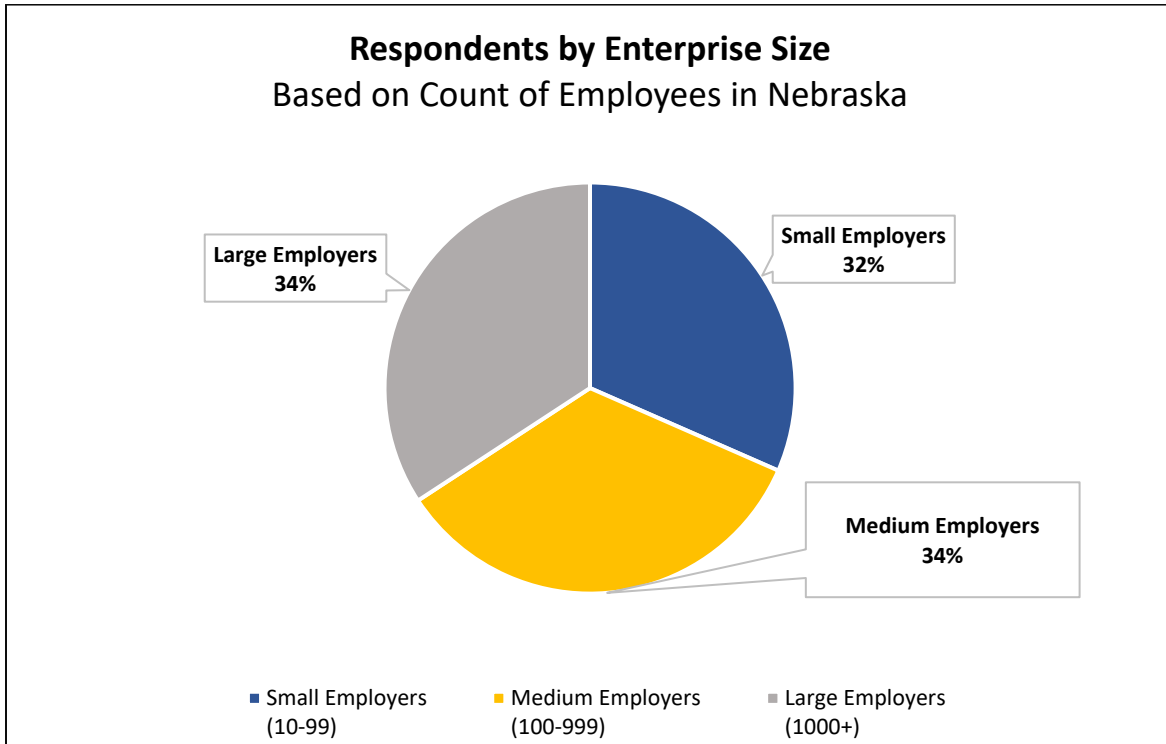
The employers who responded to the 2021 survey represented the following broad categories: Government (36), Utilities (4), Education (14), Health Care (9), and Other Private Businesses (13).



Government employers included city, county, and state agencies, Natural Resources Districts, and Airport Authorities. Utilities included power generation and distribution agencies. Education employers included K-12 districts, colleges, and universities. Health care respondents represented small, medium, and large hospitals and medical facilities across the state. Other private businesses comprised diverse enterprises including manufacturing, finance, social services, sales, and science.

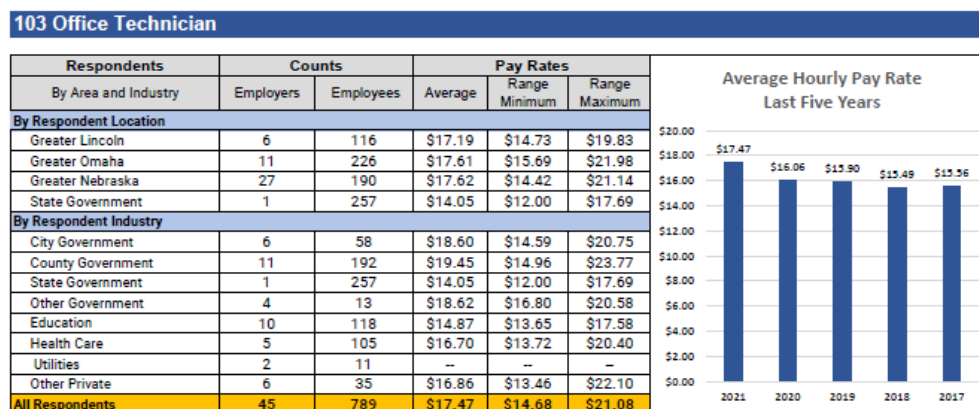
Employer Size Categories

The size of the responding businesses within Nebraska, based on count of in-state employees, ranged from 10 to 17,111 (State of Nebraska). There were 24 small employers with (10-99 employees), 26 medium employers (100-999 employees), and 26 large employers (1000+ employees). Some employers had a larger multi-state presence, but those numbers were not included here.



Interpreting Tables and Charts

For each of the 133 benchmarks, a table and graph of aggregated values were compiled. Each table presented counts of employers and their employees along with averaged salary values by location and industry. Some values were suppressed to protect the identity of responding employers. All wage data, regardless of whether displayed, were included in the sums and averages for all respondents in the gold-highlighted line at the bottom of the table.



- Hourly Pay Tables**
 Sums of employers and employees are shown for each location or industry category. Average pay rates and average minimum and maximum pay ranges were calculated by number of employers (not weighted by number of employees). All respondent pay rates for a given benchmark were averaged for the “All Respondents” row in gold.
- Average Hourly Pay Rate Charts**
 The graphs to the right of each benchmark table presented up to five years of historical data from the salary survey. Newer benchmarks had fewer years of data available. Each column represented the average hourly pay rate of all employers reporting for that benchmark in the given year. Because the types and numbers of employers participating in the survey varied, the averages may differ substantially from year to year.
- Suppressing Employer Wages**
 If an employer category (location or industry) contained fewer than 3 participating employers, the data was not shown; a dash “--” appeared in those cells signifying that data was suppressed to maintain confidentiality for respondents. If no employer responded within a given category, the cells remained blank.
- Vacation Leave Stacked Column Charts**
 An example showing how to read these charts was provided on the bottom of page 75.

Resources

(1) Workday Report, December 31, 2021, for all Regular state employees (excludes temporary staff, University of Nebraska system, and State Colleges).

(2) NEworks.com, Workforce Development Areas:

<https://www.dol.nebraska.gov/ReemploymentServices/Training/WIOA/LocalWorkforceDevelopmentAreas>

Benchmark Job Descriptions

Office/Clerical/Warehouse Jobs (Benchmark #103 - #149)	12
Office Technician (similar to Office Clerk)	12
Office Specialist	12
Administrative Technician (similar to Administrative Assistant)	12
Administrative Specialist	12
Office Supervisor	12
Mail/Material Specialist	12
Supply Technician II (formerly Supply Worker II)	12
Warehouse Manager	12
Accounting Jobs (Benchmark #151 - #159)	12
Accountant I	12
Accountant II	12
Accountant III	12
Controller	13
Legal Jobs (Benchmark #161 - #164)	13
Paralegal I	13
Attorney I	13
Attorney II	13
Attorney III	13
Buying/Purchasing Jobs (Benchmark #175 - #177)	13
Procurement Specialist	13
Procurement Officer	13
Procurement Contracts Officer	13
Human Resources/Training Jobs (Benchmark #182 - #189)	13
Human Resources Generalist	13
Human Resources Generalist II	13
Human Resources Generalist III	13
Human Resources Administrator	13
Employee Relations Administrator	13
Training Coordinator	13
Training Manager	13
School Administration (Benchmark #190)	13
Principal	13
Administration/Research/Statistics Jobs (#200 - #210)	14
Research Analyst II	14
Statistical Analyst II	14
Administrative Programs Officer I (formerly Admin Assistant II)	14

Administrative Programs Officer II (formerly Administrative Assistant III)	14
Safety Coordinator	14

Public Information/Relations Jobs (Benchmark #222 - #224) 14

Marketing & Communications Specialist I (formerly Public Info Officer I)	14
Marketing & Communications Specialist II (formerly Public Info Officer II)	14
Marketing & Communications Specialist III (formerly Public Info Officer III)	14

Library Jobs (Benchmark #231 - #235) 14

Librarian	14
-----------	----

Auditing Jobs (Benchmark #252 - #254) 14

Auditor	14
Auditor Senior	14

Computer/IT Jobs (Benchmark #262 - #298) 14

Information Technology Computer Operator/Senior	14
Information Technology Applications Developer	14
Information Technology Applications Developer/Senior	14
Information Technology Business Systems Analyst	15
Information Technology Business Systems Analyst/Coordinator	15
Information Technology Infrastructure Support Technician	15
Information Technology Infrastructure Support Analyst	15
Information Technology Infrastructure Support Analyst/Senior	15
Information Technology Help Desk Coordinator	15
Information Technology Supervisor	15
Information Technology Manager I	15

Custodian/Vehicle Jobs (Benchmark #301 - # 311) 15

Custodial Supervisor	15
Housekeeping Supervisor	15
Vehicle Operator	15

Laundry Jobs (Benchmark #331 - # 334) 15

Laundry Worker	15
Laundry Supervisor	15

Food Service Jobs (Benchmark #341 - #351) 15

Food Service Assistant	15
Food Service Worker	15
Food Service Supervisor	15
Food Service Manager	15
Food Service Director II	15
Dietitian	15

Security Jobs (Benchmark #372 - # 382)	15
Security Guard	15
Security Communications Specialist	15
Maintenance and Trades Jobs (Benchmark #402 - #464)	16
Maintenance Technician (Groundskeeping, Housekeeping, and Custodial)	16
Groundskeeper Supervisor	16
Maintenance Specialist I	16
Maintenance Specialist II	16
Facility Maintenance Supervisor	16
Facility Maintenance Manager I	16
Facility Maintenance Manager II	16
Electrician	16
Plumber	16
Electronics Technician	16
Electronics Technician/Senior	16
Stationary Engineer	16
Stationary Engineer Senior	16
Stationary Engineer Supervisor	16
Automotive Mechanic I	16
Automotive Mechanic II	16
Automotive/Diesel Mechanic	16
Street and Road Jobs (Benchmark #481 - #488)	16
Street, Road, or Highway Maintenance Worker	16
Senior Street, Road, or Highway Maintenance Worker	16
Heavy Equipment Operator/Mechanic	17
Street or Road Maintenance Crew Chief	17
Street or Road Maintenance Supervisor	17
Printing/Artist/Photography Jobs (Benchmark #505 - #552)	17
Printing Services Supervisor	17
Printing Services Technician I	17
Laboratory Jobs (Benchmark #603 - #618)	17
Medical Technologist	17
Scientific Technician	17
Scientist I	17
Laboratory Section Supervisor	17
Engineering/Architecture Jobs (Benchmark #642 - #680)	17
Design Technician III	17
Design Technician Supervisor	17
Construction Technician I	17
Designer II	17

Engineer	17
Professional Engineer I	17
Professional Engineer II	17
Professional Engineer III	18
Engineering Senior Manager (Engineer VII)	18
Architect	18

Health Care Jobs (Benchmark #701 - #795) 18

Nursing Assistant I	18
Nursing Assistant II / Medication Aide	18
Licensed Practical Nurse	18
Registered Nurse	18
Nursing Supervisor	18
Assistant Director of Nursing	18
Director of Nursing	18
Physical Therapy Aide	18
Physical Therapist II	18
Physical Therapy Director	18
Occupational Therapist	18
Dental Assistant	18
Pharmacy Technician	19
Respiratory Therapist	19
Behavioral Health Practitioner II (formerly Mental Health Pract II)	19
Social Service Worker	19
Social Services Supervisor	19
Social Worker II	19
Certified Master Social Worker	19
Psychologist/Licensed	19
Recreation Aide	19
Recreation Specialist	19
Activity Assistant	19
Activity Specialist	19
Health Information Manager	19

Corrections Officer Jobs (Benchmark #975 - #980) 19

Correctional Corporal	19
Correctional Sergeant	19
Correctional Lieutenant	19

Law Enforcement Jobs (Benchmark #981 - #994) 20

Emergency Dispatcher (Communications Specialist)	20
Emergency Dispatcher Supervisor (Communications Specialist Supervisor)	20
Law Enforcement Officer	20
Law Enforcement Officer Supervisor	20
Law Enforcement Investigation Officer	20

Benchmark Number	Benchmark Job Title	Benchmark Job Description
Office/Clerical/Warehouse Jobs: 103-149		
103	Office Technician (similar to Office Clerk)	Under immediate to general supervision, positions at this level are assigned a variety of basic clerical or secretarial activities in support of agency office, program, or administrative operations. Duties may be limited to one specific activity or include a variety of support activities such as sorting and distributing mail, data entry, word processing, typing, scanning/filing, answering and directing phone calls, reviewing information for accuracy, maintaining records, scheduling, and copying material.
147	Office Specialist	Under general supervision, positions at this level perform a variety of detailed, time-consuming technical support activities to assist a section, unit, or immediate supervisor (usually mid-level or professional) with detailed portions of program, technical, or administrative operations or perform moderately complex clerical/secretarial support of a generalized or specialized nature. Duties are performed in accord with clear, applicable guidelines, relative to the employing agency's program-administrative functions. Positions at this level apply knowledge of standardized rules, policies, procedures, guidelines, or practices to plan and carry out tasks and resolve problems. Assignments involve related steps, processes, and methods which require selection from a limited number of options/choices. Some judgment is applied in locating, selecting, and applying these directives to specific cases, but there is limited latitude for the use of initiative and discretion in resolving issues. Some positions may require knowledge of technical terminology or special software programs to perform duties unique to the employing agency. Positions in this class are primarily concerned with assuring procedures are followed correctly and work is completed timely.
148	Administrative Technician (similar to Administrative Assistant)	Under general supervision, positions may provide varied advanced technical/administrative support for a mid-level to high-level manager or unit in the processing, coordinating, tracking, and monitoring of program-administrative functions or perform technical processing activities in specialized department functions. Work products or services affect the accuracy, reliability, and efficiency of unit or agency program/administrative operations of the employing agency.
149	Administrative Specialist	Under limited supervision, positions at this level have independent responsibility to manage the day-to-day operations of an agency program-administrative or technical function. Work products or services provided affects the design of unit or agency operations, systems, programs, or services provided. Positions are responsible to direct technical and/or administrative processes through planning including establishing administrative procedures for assigned area, determining work processes and potential staffing needs/assignments, and monitoring quality of work. Typical positions under this capacity may serve as an office manager for a small agency with a singular mission or a district/regional office; lead or supervise a unit of at least three technical/administrative support FTE on a regular and recurring basis; or provide specialized program assistance through statistical research and analysis or management analysis to assist a program manager or administrator with program planning and evaluation.
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.
137	Mail/Material Specialist	Incumbents in this class are expected to utilize knowledge of an extensive body of complex and diverse rules/regulations, procedures, guidelines and sources to perform work and resolve issues. They use judgment and discretion in interpreting and adapting regulations and guidelines to specific cases and to determine the appropriate course of action. They may function as a technical expert to resolve issues where there is a conflict in guidelines or an unprecedented issue not covered by guidelines. Positions have the authority to determine the appropriate course of action and resolve issues.
144	Supply Technician II (formerly Supply Worker II)	Under limited supervision, performs skilled work related to material supply, inventory, and warehouse management in one or more storeroom units or warehouse locations. Work assignments allow for a moderate degree of responsibility for work sequencing, priority and timing. Incumbents lead store or warehouse operations including all aspects of ordering, receiving, and storing materials, supplies, and equipment and maintaining an accurate record of current inventory. Work involves a thorough understanding of the procurement process, inventory controls, storage, and distribution practices. Decisions involve responsiveness to continual changes in inventory and customer demands, availability of storage space and delivery complications.
145	Warehouse Manager	Interpersonal contacts include the support staff, professional and managerial positions internal and external to the agency, the public, community partners, agency stakeholders inside and outside of state government, and/or representatives of public officials to interpret and explain program/administrative policies, processes, and guidelines; resolve conflicts, negotiate, or to plan and manage assigned operations. Positions may be an individual contributor, work leader, or have administrative supervisory responsibility. The preponderance of work time for any Administrative Specialist position would not reflect conventional clerical/processing duties.
Accounting Jobs: 151-159		
155	Accountant I	Under general supervision, positions at this level perform paraprofessional technical work or routine professional accounting functions in the day-to-day maintenance and reporting of accounting and/or financial data in an established accounting/financial system of limited complexity. Positions reside at agencies that deal with limited fiscal programs, small number of fund types, revenue sources, and cost allocations or assigned to assist in the work of a unit within a centralized accounting operation. Work involves performing recurring traditional accounting functions such as posting data, reconciling ledgers, journals, worksheets and accounts, processing deposits, approving payment documents, and preparing various standardized accounting/fiscal reports.
156	Accountant II	Under limited supervision, performs full-performance professional accounting work involving a wide variety of accounting and related financial activities. Teammates apply knowledge of accounting theory/principles to develop, revise, implement, or maintain one or more standalone accounting/financial systems. Work is performed under less stable conditions with frequent changes in systematic structure of accounts or adaptations of standard operating systems, with multiple funding sources and/or agency programs, or in an environment that demands the job to coordinate highly diversified or separated components of a financial system to perform the maintenance and financial analysis and reporting. The preponderance of work time for any Accountant II would not reflect transactional accounting duties.
157	Accountant III	Under administrative direction, positions in this class independently administer an agency's financial management program; assist in the management of an extensive accounting or fiscal management program; supervise the day-to-day operations of a functional unit or section within an extensive fiscal operation; and/or serve as the principal staff authority for advanced specialized accounting tasks. Positions have overall responsibility for a highly complex accounting system operation including account structure, internal controls, and financial reporting. Positions evaluate the relevance and importance of accounting theories, concepts, and generally accepted principles in order to develop a different approach to fit specific agency or program accounting needs and circumstances in order to maintain agency-wide and/or sub-systems. Teammates work with a high level of discretion and make decisions on a regular and ongoing basis independent of others review.

Benchmark Number	Benchmark Job Title	Benchmark Job Description
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.
Legal Jobs: 161-164		
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, administers, 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.
Buying/Purchasing Jobs: 175-177		
175	Procurement Specialist	Under general supervision, positions perform procurement transactions for goods and/or services, which range from standardized products and services to those of moderate complexity. Items are procured through formally advertised bid procedures and firm fixed-price contracts using standard clauses in accordance with statutes and regulations of the State Purchasing Bureau.
176	Procurement Officer	This classification differs from the Procurement Specialist classification in that the teammate manages the purchase of highly technical, scientific, large volume and/or high-cost goods and services for their agency. Under limited to administrative supervision, positions classified to the Procurement Officer may also be responsible for the direction of the agency's entire procurement operation, or a significant portion/function of that operation, depending on the size of the agency. Supervisory responsibilities over other procurement staff may be assigned to positions in this classification. This classification differs from the Procurement Contracts Officer classification in that teammates perform contract management functions, rather than contract administration functions, including ensuring deliverables are received, specifications are met, and payments are made, which may include calculating and imposing pay factors; meets with contractors and agency personnel when vendor performance issues arise on purchase orders and/or contracts.
177	Procurement Contracts Officer	Positions in this class are assigned professional work performing contract administration functions for the procurement of goods and services, including the development of bid specifications, management of competitive bid process, negotiating contracts, monitoring of suppliers, contractors and service providers' performance in the fulfillment of their contractual obligations, and ensuring appropriate actions are taken to promptly remedy any deficiencies observed in contract implementation, scope or terms and conditions. Work requires making decisions concerning such issues as the interpretation of a considerable amount of technical data, policy and regulatory information, and the planning and coordination of procurement activities for pre-award, post-award, or other contractual functions. Positions in the classification may be expected to serve as a team leader and/or supervisory responsibilities over positions classified to the Procurement Specialists, Procurement Officers, or other professional/technical support positions.
Human Resources/Training Jobs: 182-189		
183	Human Resources Generalist	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	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 Coordinator	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 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 and managing operations of a training facility.
School Administration: 190		
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, and counsels students. Must hold a Nebraska Administrative and Supervisory certificate with a Principal's 7-12 endorsement

Benchmark Number	Benchmark Job Title	Benchmark Job Description
Administration/Research/Statistics Jobs: 200-210		
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.
207	Administrative Programs Officer I (formerly Admin Assistant II)	Under limited supervision, positions at this level serve as a coordinator or specialist for an agency's professional technical, business management or operational function. Positions assigned business management functions are generally found in small agencies or a division of a medium to large-sized agency. Positions at this level are typically assigned independent responsibility for a program or business operation involving extensive liaison, coordination, and interaction with employees and customers/clients of the employing agency, members/representatives of boards, commissions, councils or other governmental agencies or legislative contacts, community/professional associations and/or interest groups, and the public, requiring persuasion and motivation to achieve established goals and requirements through these individuals and organizations. Positions require in-depth program administrative knowledge to set goals and plans, produce agreements/settlements, resolve conflicts and provide fiscal management.
208	Administrative Programs Officer II (formerly Administrative Assistant III)	Under administrative direction, positions at this level independently manage major programs or business affairs of major programs, administrative operations, and associated policies, processes, budgets, and actions that directly affect the overall mission and goals of the employing agency, board, commission, or similar organizational entity. Positions provide administrative management services including advising senior officials on operational practices and policy issues, coordinating/managing projects with agency-wide, statewide impact, and serving as principal liaison with legislative officials, other public, private, and community organizations, and news media representatives or business management services which may include fiscal management, material/physical management (fixed assets, inventory, space/storage management), and contract management. Positions are frequently tasked with responsibility for other lead or senior administrative, technical or clerical personnel accountable for significant agency operations or resources.
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.
Public Information/Relations Jobs: 222-224		
222	Marketing & Communications Specialist I (formerly Public Info Officer I)	Positions are primarily focused on the technical production of promotional or informational materials following defined objectives and deadlines or are responsible for one functional area or objective of the marketing/communication operations. Positions have limited responsibilities for overall communication/marketing projects, and the review and approval of finished technical work is expected. Contact with media representatives requires prior approval and is only for the purpose of disseminating approved agency/program information or to explain noncontroversial agency policies and programs.
223	Marketing & Communications Specialist II (formerly Public Info 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 writing and researching material, producing output or graphics, printing, etc.
224	Marketing & Communications Specialist III (formerly Public Info Officer III)	Develops, coordinates, and implements an employer's public information and public relations functions. Works with a wide variety of management officials in coordinating the diverse public relations needs of the organization. Positions are located in a multi-program or promotionally oriented state agency that has high visibility, extensive and difficult public relations requirements and circumstances, and impact with a statewide, national, or international scope. Positions may have full supervisory responsibility for professional and support staff. Acts as an organizational spokesperson during news conferences. Highest level of public information employee in organization.
Library Jobs: 231-235		
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.
Auditing Jobs: 252-254		
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 review 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.
Computer/IT Jobs: 262-298		
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.

Benchmark Number	Benchmark Job Title	Benchmark Job Description
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.
Custodian/Vehicle Jobs: 301-311		
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. Ensures 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.
Laundry Jobs: 331-334		
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.
Food Service Jobs: 341 - 351		
341	Food Service Assistant	Under immediate to general supervision, performs routine work in simple food preparation, serving and cleanup tasks. Work assignments are clearly defined and performed under established work procedures and policies. Positions may provide training to new employees in this class or explain work processes but would not be assigned work leader responsibilities such as assigning and monitoring work.
342	Food Service Worker	Positions in this class work under the general supervision of a Food Service Supervisor or higher level and are assigned one or more of the following primary functions: performs skilled work in the preparation and serving of food; oversees food preparation, serving, and maintenance of kitchen sanitation by inmate workers in a secure correctional environment; or serves as a lead worker assigning and monitoring the work of at least three Food Service Assistant positions. Positions at this level follow established procedures and policies. Decisions made at this level are operational relating to the training and monitoring of lower level food staff and/or inmates in the proper food handling, serving, and cleaning of dining and food prep areas.
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, 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.
Security Jobs: 372-382		
372	Security Guard	Operates audio/visual monitoring systems, including computer linked security systems -- responding to messages and alarms. Monitor fire alarm system. Patrol interiors and exteriors of buildings. Control after hour access to buildings. Answer informational requests of visitors. Maintain 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.

Benchmark Number	Benchmark Job Title	Benchmark Job Description
Maintenance and Trades Jobs: 402 - 464		
402	Maintenance Technician (Groundskeeping, Housekeeping, and Custodial)	This is work as an entry-level to semi-skilled building laborer or tradesperson in the performance of routine grounds maintenance, custodial/janitorial or housekeeping work, and apprentice-level facility maintenance activities. Work is typically labor intensive and requires close to general supervision in at least one building or maintenance trade including custodial/housekeeping work, uncomplicated building repair and maintenance, or groundskeeping work. Positions at this level receive verbal instruction to properly accomplish or organize tasks. Decision-making authority is limited to selection of tools or equipment and determining the organization and sequence of separate work tasks.
404	Groundskeeper Supervisor	Supervises grounds keeping 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.
413	Maintenance Specialist I	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	Maintenance Specialist II	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, equipment, 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.
Street and Road Jobs: 481-488		
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 stripers, snooper, rock cutters, pavement stripers, semi-truck trailers, etc. Performs duties of an entry level Highway Maintenance Worker.

Benchmark Number	Benchmark Job Title	Benchmark Job Description
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.
Printing/Artist/Photography Jobs: 505-552		
505	Printing Services Supervisor	This is the third level in the Printing Services series. The Printing Services Supervisor serves as a working supervisor over a team or shift, and is responsible for the full range of operations of assigned to the team or shift, including the quality and output of work. Duties also include responsibility to coordinate the print shop services, which includes consultation with agencies, preparing cost estimates, scheduling jobs, and resolving issues with agencies, other supervisors, or management. Positions in this classification have administrative work in directing and coordinating large-scale printing, copying and or mail jobs. This position will fill in the absence of the Printing Services Manager.
512	Printing Services Technician I	This is the first classification level of the Printing Services class series. Under general supervision, positions at this level are assigned to independently operate a wide variety of printing, reproduction, duplicating machinery, and related printing and office equipment. Positions at this level are assigned standard to intermediate difficulty printing and bindery operations; unclear problems are resolved by a higher classification.
Laboratory Jobs: 603-618		
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	Scientific Technician	Under immediate to general supervision, positions at this level perform repetitive, well-defined laboratory tests or analyses. Use of instrumentation and equipment is routine and rarely requires special instruction. Judgment in analysis of results is limited and under supervision. Assignments may involve a number of steps, tests, and/or pieces of equipment and include logging or entering data, reporting findings, preparing test materials and samples, and cleaning and setting up equipment. May conduct tests and examinations involving biological, microbiological, and other scientific applications and analyze human or animal specimens.
616	Scientist I	This is the career level of this series where positions may conduct a variety of chemical, biological, and/or physical tests and analyses under limited supervision. Positions will be assigned more complex analysis methods than positions in the Scientific Technician level, such as DNA or antibody-based methods in a microbiology lab or chromatography in a chemical lab. Work is still performed according to established methodologies, but teammates may troubleshoot tests and equipment with some supervisory assistance. Any changes to established protocols require approval from a higher-level scientist. Positions at this level may also provide technical guidance to other laboratory staff on analytical procedures or laboratory operations.
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.
Engineering/Architecture Jobs: 642 - 680		
644	Design Technician III	Applies Computer Aided Design (CAD) technology performs 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	Work is performed under limited supervision of a higher-level engineer and is reviewed for accuracy and conformance of the final product to engineering principles and employing agency policies and practices. Positions in this class will perform assignments that include civil engineering work in the areas of design, structure, project development, traffic, program management, construction, material testing, and project management. Some positions will perform environmental engineering work in areas of public water supply systems, swimming pools, wastewater disposal, solid waste disposal, agricultural waste disposal, hazardous waste disposal, air pollution or related environmental engineering problems. Positions assigned supervisory duties will supervise pre-professional engineering personnel and/or technical professionals who perform related duties.
673	Professional Engineer I	Work is performed under general to limited supervision of a higher-level professional engineer or an administrative official. Positions in this class are assigned complex engineering functions and provide professional engineering advice, which may include specialized or advanced technical/professional engineering services. Positions assigned supervisory duties will supervise pre-professional engineering personnel, engineers-in- training, and/or technical professionals who perform related duties.
674	Professional Engineer II	Under limited supervision of a higher-level professional engineer or an administrative official, positions perform complex licensed professional level engineer work for one or more office and/or field based projects with diverse engineering components and requirements. Positions at this level serve as technical experts in a specialty area having significant impact, and assignments that entail responsibility for functions of significant scope and complexity. Serve as principle engineer performing specialized or diverse professional level engineering work and/or coordinating the employing agency's professional level engineering functions. Will have independent, complex functional and coordination responsibilities requiring advanced or comprehensive engineering knowledge. Positions assigned supervisory duties will supervise a team or work unit of primarily lower level professional Engineers, technical professionals, and/or paraprofessional engineering employees.

Benchmark Number	Benchmark Job Title	Benchmark Job Description
681	Professional Engineer III	Positions work under administrative direction of a higher-level professional engineer or an administrative official. Assignments involve independent responsibility and incumbents are responsible for a complex engineering function in a specialized area of engineering having significant statewide impact. Assigned work typically requires significant administrative and program management responsibilities and knowledge. Provides licensed professional engineering advice and guidance to senior managers of the employing agency and/or other entities, to ensure engineering program and project activities adhere to relevant laws, professional standards, program regulations, employing agency policies and specific plans, specifications, and material requirements. Positions assigned supervisory duties will manage one or more work units and supervise primarily professional-level licensed engineers, other professional-level employees, and/or paraprofessionals engaged in either specialized or diverse activities that are statewide or regional in scope.
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.
Health Care Jobs: 701-795		
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.
713	Nursing Supervisor	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	Assistant 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.
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.
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.

Benchmark Number	Benchmark Job Title	Benchmark Job Description
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. Prepare labels for unit doses. Receive and record all incoming drugs. Check for outdated medications and process return to pharmaceutical companies. Maintain 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	Behavioral Health Practitioner II (formerly Mental Health Pract II)	Positions in this level work under limited supervision to perform independent, professional counseling/treatment services in either mental health counseling or alcohol/drug counseling. Teammates occupying positions in this class are fully licensed/certified in one of two fields - mental health or alcohol and drug treatment/counseling. Positions may provide clinical supervision to provisionally licensed individuals working to obtain the required number of hours of supervised experience needed for full licensure in the same field.
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 benefits, rights and responsibilities, and services available through agency services or other social/community service agencies.
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	Develops, coordinates, and implements the results of 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 other departments.
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.
Corrections Officer Jobs: 975-980		
976	Correctional Corporal	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 lead for a team of Corporals. 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.

Benchmark Number	Benchmark Job Title	Benchmark Job Description
Law Enforcement Jobs: 981 - 994		
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.

Wage Results by Benchmark Job

Office/Clerical/Warehouse Jobs (Benchmark #103 - #149)	25
Office Technician (similar to Office Clerk)	25
Office Supervisor	25
Mail/Material Specialist	25
Supply Technician II (formerly Supply Worker II)	26
Warehouse Manager	26
Office Specialist (NEW)	26
Administrative Technician (similar to Administrative Assistant) (NEW)	27
Administrative Specialist (NEW)	27
Accounting Jobs (Benchmark #151 - #159)	27
Accountant I	27
Accountant II	28
Accountant III	28
Controller	28
Legal Jobs (Benchmark #161 - #164)	29
Paralegal I	29
Attorney I	29
Attorney II	29
Attorney III	30
Buying/Purchasing Jobs (Benchmark #175 - #177)	30
Procurement Specialist	30
Procurement Officer	30
Procurement Contracts Officer	31
Human Resources/Training Jobs (Benchmark #182 - #189)	31
Human Resources Generalist	31
Human Resources Generalist II	31
Human Resources Generalist III	32
Human Resources Administrator	32
Employee Relations Administrator	32
Training Coordinator	33
Training Manager	33
School Administration (Benchmark #190)	33
Principal	33
Administration/Research/Statistics Jobs (#200 - #210)	34
Research Analyst II	34
Statistical Analyst II	34
Administrative Programs Officer I (formerly Admin Assistant II)	34

Administrative Programs Officer II (formerly Administrative Assistant III)	35
Safety Coordinator	35
Public Information/Relations Jobs (Benchmark #222 - #224)	35
Marketing & Communications Specialist I (formerly Public Info Officer I)	35
Marketing & Communications Specialist II (formerly Public Info Officer II)	36
Marketing & Communications Specialist III (formerly Public Info Officer III)	36
Library Jobs (Benchmark #231 - #235)	36
Librarian	36
Auditing Jobs (Benchmark #252 - #254)	37
Auditor	37
Auditor Senior	37
Computer/IT Jobs (Benchmark #262 - #298)	37
Information Technology Computer Operator/Senior	37
Information Technology Applications Developer	38
Information Technology Applications Developer/Senior	38
Information Technology Business Systems Analyst	38
Information Technology Business Systems Analyst/Coordinator	39
Information Technology Infrastructure Support Technician	39
Information Technology Infrastructure Support Analyst	39
Information Technology Infrastructure Support Analyst/Senior	40
Information Technology Help Desk Coordinator	40
Information Technology Supervisor	40
Information Technology Manager I	41
Custodian/Vehicle Jobs (Benchmark #301 - # 311)	41
Custodial Supervisor	41
Housekeeping Supervisor	41
Vehicle Operator	42
Laundry Jobs (Benchmark #331 - # 334)	42
Laundry Worker	42
Laundry Supervisor	42
Food Service Jobs (Benchmark #341 - #351)	43
Food Service Assistant	43
Food Service Worker	43
Food Service Supervisor	43
Food Service Manager	44
Food Service Director II	44
Dietitian	44

Security Jobs (Benchmark #372 - # 382)	45
Security Guard	45
Security Communications Specialist	45
Maintenance and Trades Jobs (Benchmark #402 - #464)	45
Maintenance Technician (Groundskeeping, Housekeeping, and Custodial)	45
Groundskeeper Supervisor	46
Maintenance Specialist I	46
Maintenance Specialist II	46
Facility Maintenance Supervisor	47
Facility Maintenance Manager I	47
Facility Maintenance Manager II	47
Electrician	48
Plumber	48
Electronics Technician	48
Electronics Technician/Senior	49
Stationary Engineer	49
Stationary Engineer Senior	49
Stationary Engineer Supervisor	50
Automotive Mechanic I	50
Automotive Mechanic II	50
Automotive/Diesel Mechanic	51
Street and Road Jobs (Benchmark #481 - #488)	51
Street, Road, or Highway Maintenance Worker	51
Senior Street, Road, or Highway Maintenance Worker	51
Heavy Equipment Operator/Mechanic	52
Street or Road Maintenance Crew Chief	52
Street or Road Maintenance Supervisor	52
Printing/Artist/Photography Jobs (Benchmark #505 - #552)	53
Printing Services Supervisor	53
Printing Services Technician I	53
Laboratory Jobs (Benchmark #603 - #618)	53
Medical Technologist	53
Scientific Technician	54
Scientist I	54
Laboratory Section Supervisor	54
Engineering/Architecture Jobs (Benchmark #642 - #680)	55
Design Technician III	55
Design Technician Supervisor	55
Construction Technician I	55
Designer II	56

Engineer	56
Professional Engineer I	56
Professional Engineer II	57
Engineering Senior Manager (Engineer VII)	57
Architect	57
Professional Engineer III (NEW)	58
Health Care Jobs (Benchmark #701 - #795)	58
Nursing Assistant I	58
Nursing Assistant II / Medication Aide	58
Licensed Practical Nurse	59
Registered Nurse	59
Nursing Supervisor	59
Assistant Director of Nursing	60
Director of Nursing	60
Physical Therapy Aide	60
Physical Therapist II	61
Physical Therapy Director	61
Occupational Therapist	61
Dental Assistant	62
Pharmacy Technician	62
Respiratory Therapist	62
Behavioral Health Practitioner II (formerly Mental Health Pract II)	63
Social Service Worker	63
Social Services Supervisor	63
Social Worker II	64
Certified Master Social Worker	64
Psychologist/Licensed	64
Recreation Aide	65
Recreation Specialist	65
Activity Assistant	65
Activity Specialist	66
Health Information Manager	66
Corrections Officer Jobs (Benchmark #975 - #980)	66
Correctional Corporal	66
Correctional Sergeant	67
Correctional Lieutenant	67
Law Enforcement Jobs (Benchmark #981 - #994)	67
Emergency Dispatcher (Communications Specialist)	67
Emergency Dispatcher Supervisor (Communications Specialist Supervisor)	68
Law Enforcement Officer	68
Law Enforcement Officer Supervisor	68
Law Enforcement Investigation Officer	69

103 Office Technician

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	6	116	\$17.19	\$14.73	\$19.83
Greater Omaha	11	226	\$17.61	\$15.69	\$21.98
Greater Nebraska	27	190	\$17.62	\$14.42	\$21.14
State Government	1	257	\$14.05	\$12.00	\$17.69
By Respondent Industry					
City Government	6	58	\$18.60	\$14.59	\$20.75
County Government	11	192	\$19.45	\$14.96	\$23.77
State Government	1	257	\$14.05	\$12.00	\$17.69
Other Government	4	13	\$18.62	\$16.80	\$20.58
Education	10	118	\$14.87	\$13.65	\$17.58
Health Care	5	105	\$16.70	\$13.72	\$20.40
Utilities	2	11	--	--	--
Other Private	6	35	\$16.86	\$13.46	\$22.10
All Respondents	45	789	\$17.47	\$14.68	\$21.08



105 Office Supervisor

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	20	\$23.00	\$18.78	\$25.54
Greater Omaha	7	34	\$36.47	\$29.27	\$39.87
Greater Nebraska	16	42	\$27.97	\$21.06	\$31.40
State Government	1	4	\$22.60	\$18.41	\$27.61
By Respondent Industry					
City Government	6	21	\$28.95	\$26.19	\$31.53
County Government	8	44	\$29.28	\$22.17	\$37.57
State Government	1	4	\$22.60	\$18.41	\$27.61
Other Government	3	4	\$36.87	\$24.53	\$31.04
Education	3	20	\$22.36	\$19.13	\$25.45
Health Care	4	5	\$26.83	\$18.97	\$28.59
Utilities	2	2	--	--	--
Other Private					
All Respondents	27	100	\$28.98	\$22.87	\$32.92



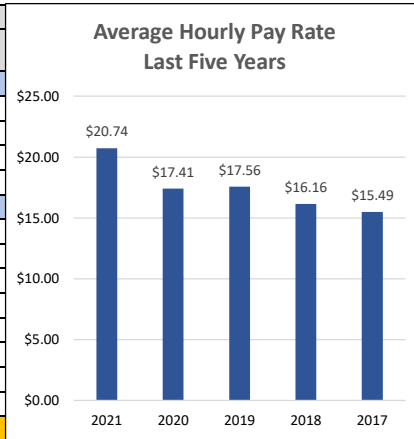
137 Mail/Material Specialist

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	10	--	--	--
Greater Omaha	6	39	\$20.23	\$16.76	\$22.14
Greater Nebraska	1	1	--	--	--
State Government	1	23	\$14.13	\$12.40	\$18.28
By Respondent Industry					
City Government					
County Government					
State Government	1	23	\$14.13	\$12.40	\$18.28
Other Government					
Education	3	24	\$17.34	\$14.40	\$19.50
Health Care	2	3	--	--	--
Utilities	1	4	--	--	--
Other Private	3	19	\$19.04	\$15.66	\$21.28
All Respondents	10	73	\$19.22	\$15.45	\$21.36



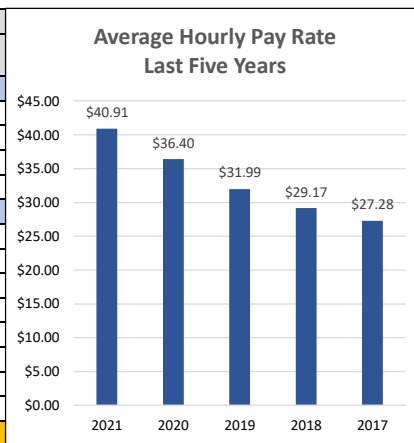
144 Supply Technician II

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	9	\$25.13	\$19.64	\$27.83
Greater Omaha	6	19	\$19.50	\$20.26	\$23.43
Greater Nebraska	9	19	\$20.54	\$16.43	\$24.59
State Government	1	37	\$16.90	\$13.43	\$19.80
By Respondent Industry					
City Government	2	3	--	--	--
County Government	1	1	--	--	--
State Government	1	37	\$16.90	\$13.43	\$19.80
Other Government					
Education	6	17	\$18.11	\$17.34	\$23.24
Health Care	6	14	\$19.98	\$15.69	\$23.68
Utilities	2	9	--	--	--
Other Private	1	3	--	--	--
All Respondents	19	84	\$20.74	\$17.80	\$24.61



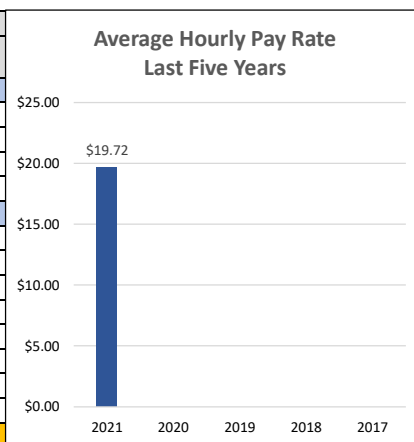
145 Warehouse Manager

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	6	\$39.47	\$36.40	\$43.52
Greater Omaha	3	4	\$47.98	\$40.81	\$55.78
Greater Nebraska	2	2	--	--	--
State Government	1	2	\$23.83	\$18.60	\$27.91
By Respondent Industry					
City Government	1	1	--	--	--
County Government					
State Government	1	2	\$23.83	\$18.60	\$27.91
Other Government	1	1	--	--	--
Education	2	5	--	--	--
Health Care					
Utilities	2	3	--	--	--
Other Private	2	2	--	--	--
All Respondents	9	14	\$40.91	\$35.54	\$45.87



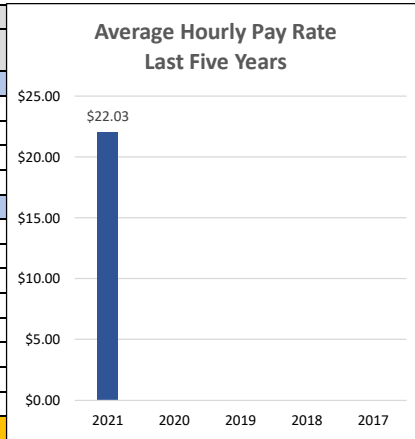
147 Office Specialist -- (NEW)

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	8	136	\$21.09	\$15.99	\$24.79
Greater Omaha	5	89	\$20.09	\$17.66	\$23.75
Greater Nebraska	21	261	\$19.16	\$15.88	\$22.19
State Government	1	340	\$17.00	\$14.90	\$21.96
By Respondent Industry					
City Government	5	54	\$21.73	\$17.16	\$23.19
County Government	10	122	\$21.04	\$18.12	\$24.32
State Government	1	340	\$17.00	\$14.90	\$21.96
Other Government	2	5	--	--	--
Education	10	176	\$18.19	\$14.35	\$21.28
Health Care	5	100	\$18.93	\$14.17	\$21.46
Utilities	1	8	--	--	--
Other Private	1	21	--	--	--
All Respondents	35	826	\$19.72	\$16.14	\$22.97



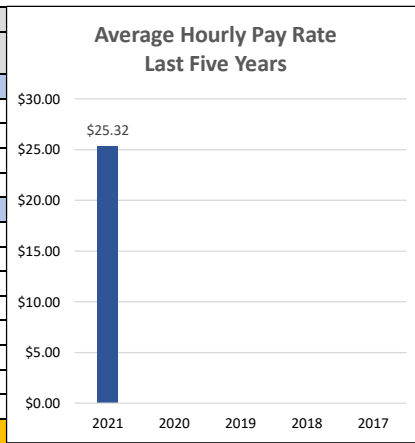
148 Administrative Technician (similar to Administrative Assistant) -- (NEW)

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	16	\$23.34	\$18.57	\$26.74
Greater Omaha	10	70	\$25.84	\$20.37	\$31.76
Greater Nebraska	23	125	\$20.29	\$17.13	\$23.55
State Government	1	208	\$18.59	\$16.02	\$23.61
By Respondent Industry					
City Government	9	33	\$23.31	\$19.00	\$24.95
County Government	7	55	\$23.16	\$19.63	\$27.47
State Government	1	208	\$18.59	\$16.02	\$23.61
Other Government	2	3	--	--	--
Education	7	56	\$18.39	\$14.76	\$23.39
Health Care	5	17	\$20.58	\$15.86	\$23.80
Utilities	1	14	--	--	--
Other Private	5	33	\$25.41	\$20.00	\$30.50
All Respondents	37	419	\$22.03	\$18.11	\$26.06



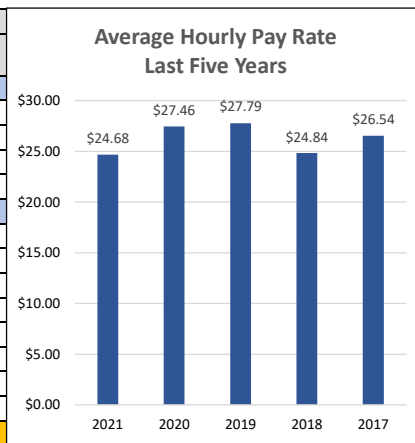
149 Administrative Specialist -- (NEW)

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	8	\$26.65	\$22.05	\$30.09
Greater Omaha	7	92	\$30.56	\$25.21	\$33.73
Greater Nebraska	13	48	\$22.66	\$18.55	\$28.12
State Government	1	143	\$19.23	\$17.22	\$25.38
By Respondent Industry					
City Government	4	17	\$28.20	\$23.74	\$34.27
County Government	6	22	\$26.17	\$23.51	\$32.43
State Government	1	143	\$19.23	\$17.22	\$25.38
Other Government	1	1	--	--	--
Education	5	17	\$22.70	\$19.62	\$25.80
Health Care	5	76	\$24.79	\$18.17	\$29.16
Utilities	1	6	--	--	--
Other Private	1	9	--	--	--
All Respondents	24	291	\$25.32	\$21.21	\$30.14



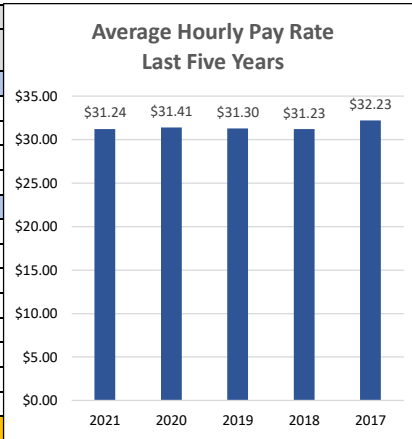
155 Accountant I

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	6	13	\$25.90	\$22.94	\$29.07
Greater Omaha	11	45	\$28.02	\$23.42	\$33.95
Greater Nebraska	17	40	\$22.25	\$20.03	\$26.34
State Government	1	122	\$17.13	\$14.07	\$20.74
By Respondent Industry					
City Government	5	16	\$22.63	\$22.34	\$27.03
County Government	3	7	\$32.77	\$26.10	\$37.14
State Government	1	122	\$17.13	\$14.07	\$20.74
Other Government	2	2	--	--	--
Education	11	30	\$23.75	\$21.28	\$27.71
Health Care	5	7	\$27.33	\$20.79	\$30.93
Utilities	2	3	--	--	--
Other Private	6	33	\$22.05	\$18.67	\$27.73
All Respondents	35	220	\$24.68	\$21.56	\$29.20



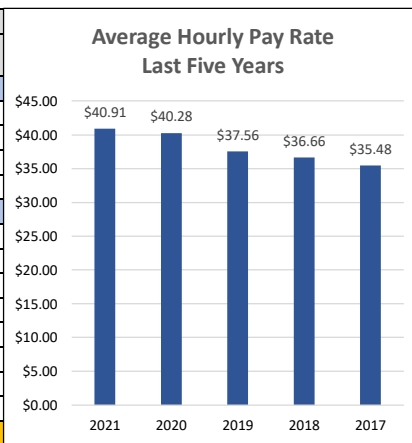
156 Accountant II

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	8	17	\$32.34	\$26.61	\$36.40
Greater Omaha	11	55	\$35.49	\$30.56	\$41.74
Greater Nebraska	12	21	\$27.08	\$23.82	\$32.74
State Government	1	60	\$21.42	\$19.46	\$28.69
By Respondent Industry					
City Government	3	7	\$30.24	\$29.45	\$35.00
County Government	1	3	--	--	--
State Government	1	60	\$21.42	\$19.46	\$28.69
Other Government	1	1	--	--	--
Education	10	42	\$28.69	\$25.71	\$31.94
Health Care	6	10	\$30.97	\$24.05	\$36.35
Utilities	3	8	\$39.10	\$32.11	\$43.03
Other Private	7	22	\$34.52	\$28.19	\$41.76
All Respondents	32	153	\$31.24	\$26.76	\$36.58



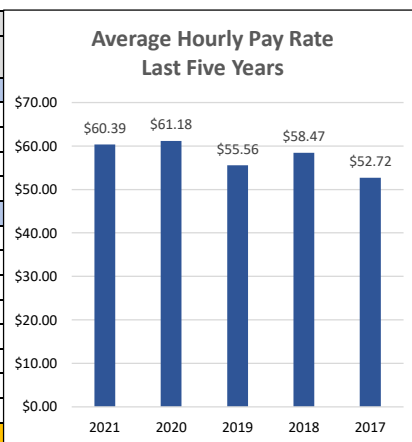
157 Accountant III

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	8	11	\$44.08	\$39.90	\$56.36
Greater Omaha	10	30	\$48.41	\$38.61	\$53.78
Greater Nebraska	15	20	\$35.54	\$30.18	\$42.37
State Government	1	26	\$26.50	\$22.49	\$33.15
By Respondent Industry					
City Government	5	6	\$42.02	\$38.28	\$46.36
County Government	3	3	\$41.39	\$34.93	\$46.44
State Government	1	26	\$26.50	\$22.49	\$33.15
Other Government	1	1	--	--	--
Education	11	27	\$34.19	\$30.71	\$38.33
Health Care	4	6	\$37.76	\$28.34	\$45.95
Utilities	3	5	\$38.35	\$40.43	\$59.99
Other Private	6	13	\$61.33	\$41.28	\$65.86
All Respondents	34	87	\$40.91	\$35.00	\$49.36



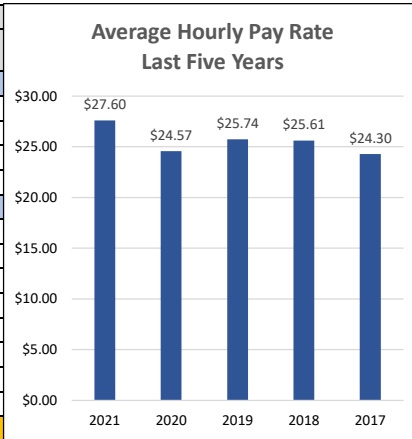
159 Controller

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	5	5	\$76.21	\$77.64	\$110.56
Greater Omaha	12	11	\$65.97	\$54.47	\$74.82
Greater Nebraska	19	24	\$53.49	\$47.37	\$63.33
State Government	1	9	\$42.75	\$31.82	\$47.72
By Respondent Industry					
City Government	7	6	\$43.66	\$47.61	\$59.44
County Government	5	5	\$43.31	\$38.48	\$50.10
State Government	1	9	\$42.75	\$31.82	\$47.72
Other Government	1	1	--	--	--
Education	6	6	\$57.09	\$55.43	\$63.10
Health Care	7	6	\$74.10	\$53.77	\$82.12
Utilities	3	3	\$96.47	\$68.72	\$88.27
Other Private	7	13	\$71.02	\$62.45	\$93.34
All Respondents	37	49	\$60.39	\$52.34	\$71.36



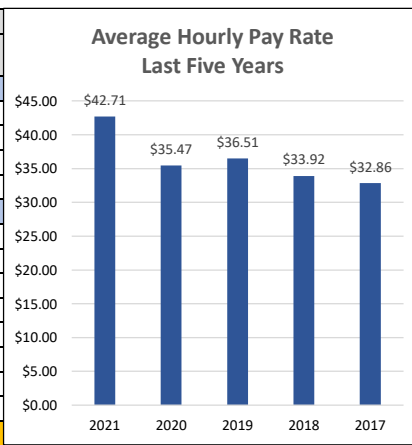
161 Paralegal I

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	5	22	\$24.24	\$19.77	\$27.36
Greater Omaha	6	20	\$34.01	\$27.06	\$37.61
Greater Nebraska	5	15	\$23.66	\$19.17	\$26.92
State Government	1	19	\$21.68	\$19.70	\$29.05
By Respondent Industry					
City Government	3	4	\$28.67	\$24.12	\$32.44
County Government	6	37	\$24.93	\$18.90	\$25.41
State Government	1	19	\$21.68	\$19.70	\$29.05
Other Government					
Education	2	5	--	--	--
Health Care	2	3	--	--	--
Utilities					
Other Private	3	8	\$35.71	\$28.62	\$41.81
All Respondents	17	76	\$27.60	\$21.99	\$30.74



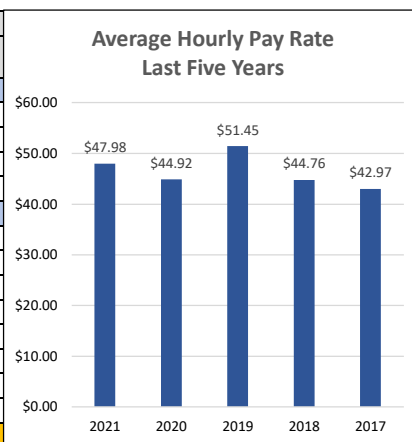
162 Attorney I

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	3	--	--	--
Greater Omaha	4	57	\$42.48	\$39.20	\$58.55
Greater Nebraska	6	15	\$47.56	\$42.00	\$56.09
State Government	1	2	\$23.91	\$22.77	\$33.56
By Respondent Industry					
City Government	2	7	--	--	--
County Government	7	64	\$43.08	\$37.46	\$49.72
State Government	1	2	\$23.91	\$22.77	\$33.56
Other Government					
Education	1	2	--	--	--
Health Care	1	1	--	--	--
Utilities					
Other Private	1	1	--	--	--
All Respondents	13	77	\$42.71	\$37.69	\$53.28



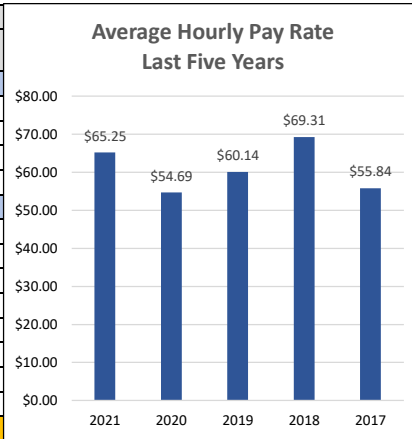
163 Attorney II

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	36	\$62.99	\$50.46	\$78.19
Greater Omaha	6	34	\$54.88	\$46.47	\$63.59
Greater Nebraska	9	11	\$36.54	\$23.45	\$29.61
State Government	1	10	\$30.16	\$26.32	\$38.79
By Respondent Industry					
City Government	3	13	\$46.19	\$33.60	\$48.69
County Government	10	58	\$37.11	\$28.83	\$32.99
State Government	1	10	\$30.16	\$26.32	\$38.79
Other Government					
Education	2	2	--	--	--
Health Care	2	4	--	--	--
Utilities					
Other Private	1	4	--	--	--
All Respondents	19	91	\$47.98	\$38.76	\$49.91



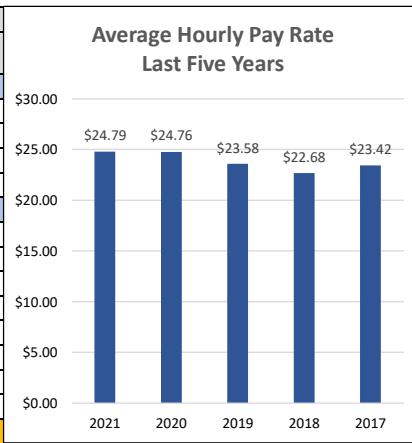
164 Attorney III

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	27	--	--	--
Greater Omaha	9	28	\$77.46	\$61.76	\$83.67
Greater Nebraska	9	26	\$47.49	\$40.06	\$59.32
State Government	1	71	\$40.45	\$32.21	\$48.32
By Respondent Industry					
City Government	3	4	\$56.76	\$49.05	\$70.46
County Government	10	61	\$47.99	\$37.92	\$51.16
State Government	1	71	\$40.45	\$32.21	\$48.32
Other Government					
Education	2	2	--	--	--
Health Care	1	1	--	--	--
Utilities	1	2	--	--	--
Other Private	3	11	\$90.97	\$74.71	\$123.28
All Respondents	21	152	\$65.25	\$51.27	\$73.37



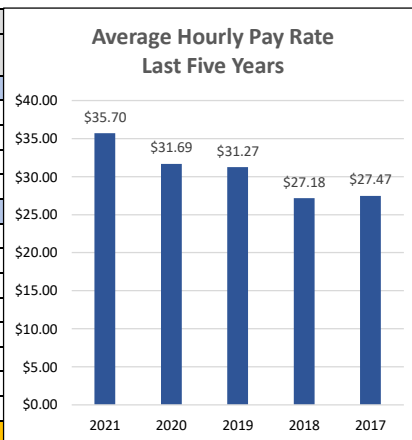
175 Procurement Specialist

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	2	\$14.83	\$18.47	\$27.87
Greater Omaha	6	25	\$27.87	\$23.85	\$32.07
Greater Nebraska	5	10	\$27.51	\$22.21	\$34.29
State Government	1	18	\$22.54	\$21.04	\$31.02
By Respondent Industry					
City Government					
County Government	1	1	--	--	--
State Government	1	18	\$22.54	\$21.04	\$31.02
Other Government					
Education	5	9	\$23.55	\$21.07	\$27.33
Health Care	3	12	\$24.60	\$19.34	\$29.13
Utilities	2	4	--	--	--
Other Private	3	11	\$28.44	\$22.78	\$34.98
All Respondents	15	55	\$24.79	\$22.30	\$32.03



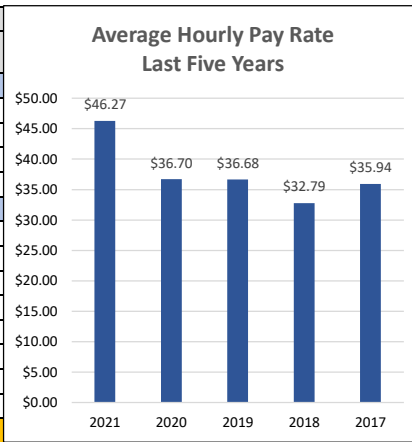
176 Procurement Officer

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	4	\$28.16	\$23.25	\$37.11
Greater Omaha	5	13	\$41.08	\$35.89	\$51.49
Greater Nebraska	2	3	--	--	--
State Government	1	7	\$25.83	\$24.32	\$35.85
By Respondent Industry					
City Government					
County Government					
State Government	1	7	\$25.83	\$24.32	\$35.85
Other Government					
Education	2	2	--	--	--
Health Care	1	1	--	--	--
Utilities	2	5	--	--	--
Other Private	5	12	\$36.93	\$29.87	\$46.35
All Respondents	11	27	\$35.70	\$30.72	\$45.86



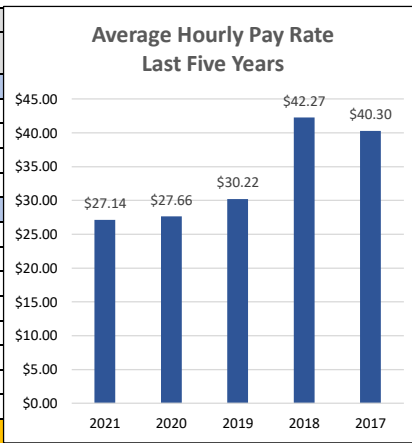
177 Procurement Contracts Officer

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	4	6	\$45.73	\$42.06	\$67.55
Greater Omaha	4	9	\$52.08	\$42.54	\$54.71
Greater Nebraska	1	2	--	--	--
State Government	1	19	\$27.59	\$26.14	\$38.54
By Respondent Industry					
City Government					
County Government	1	1	--	--	--
State Government	1	19	--	--	--
Other Government					
Education	4	6	\$43.49	\$39.83	\$46.00
Health Care					
Utilities	3	9	\$49.23	\$41.71	\$61.61
Other Private	1	1	--	--	--
All Respondents	10	36	\$46.27	\$40.07	\$57.15



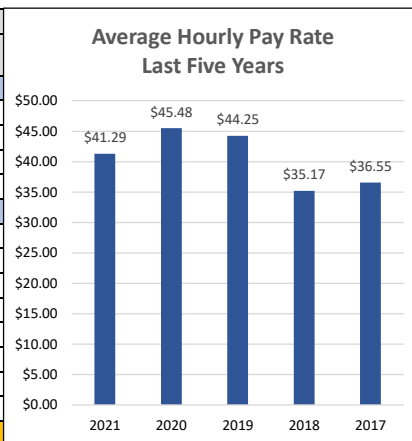
183 Human Resources Generalist

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	4	9	\$31.26	\$27.97	\$34.85
Greater Omaha	4	9	\$30.64	\$26.88	\$33.88
Greater Nebraska	10	19	\$23.96	\$22.82	\$30.04
State Government	1	38	\$22.04	\$17.52	\$26.28
By Respondent Industry					
City Government	6	15	\$28.59	\$28.00	\$34.47
County Government	4	5	\$27.25	\$22.72	\$29.12
State Government	1	38	\$22.04	\$17.52	\$26.28
Other Government	1	1	--	--	--
Education	2	4	--	--	--
Health Care	2	4	--	--	--
Utilities					
Other Private	3	8	\$23.86	\$22.03	\$28.49
All Respondents	19	75	\$27.14	\$24.57	\$31.75



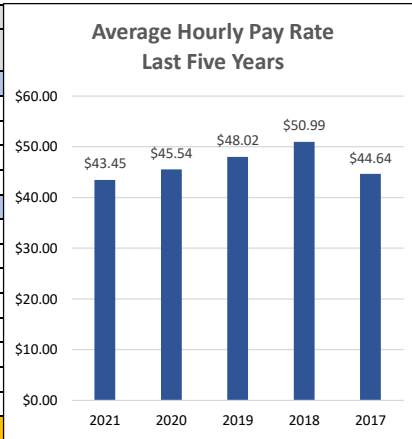
184 Human Resources Generalist II

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	5	11	\$46.85	\$33.33	\$50.24
Greater Omaha	6	13	\$41.73	\$35.26	\$50.97
Greater Nebraska	8	10	\$39.37	\$34.00	\$46.42
State Government	1	25	\$26.29	\$21.76	\$32.65
By Respondent Industry					
City Government	2	5	--	--	--
County Government	1	1	--	--	--
State Government	1	25	\$26.29	\$21.76	\$32.65
Other Government					
Education	5	7	\$43.05	\$37.80	\$46.15
Health Care	4	9	\$38.33	\$31.16	\$47.72
Utilities	3	5	\$50.65	\$39.28	\$58.28
Other Private	4	7	\$36.57	\$29.05	\$44.86
All Respondents	20	59	\$41.29	\$33.60	\$48.05



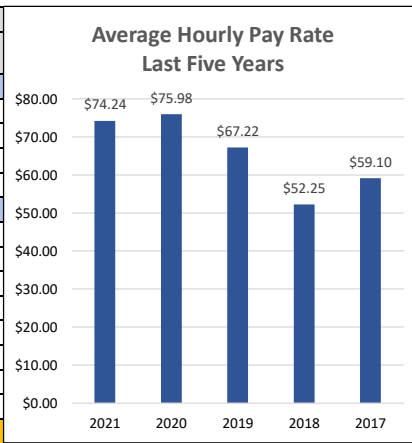
185 Human Resources Generalist III

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	2	--	--	--
Greater Omaha	7	20	\$50.47	\$42.70	\$56.28
Greater Nebraska	6	7	\$38.56	\$30.50	\$44.92
State Government	1	21	\$31.50	\$25.15	\$37.73
By Respondent Industry					
City Government	1	1	--	--	--
County Government	2	2	--	--	--
State Government	1	21	\$31.50	\$25.15	\$37.73
Other Government					
Education	4	12	\$40.13	\$34.12	\$42.72
Health Care	2	2	--	--	--
Utilities	3	6	\$55.37	\$41.91	\$62.22
Other Private	3	6	\$46.08	\$40.68	\$53.51
All Respondents	16	50	\$43.45	\$35.93	\$49.13



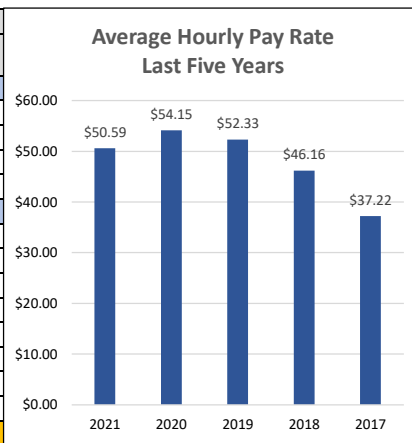
186 Human Resources Administrator

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	4	4	\$100.01	\$80.21	\$132.54
Greater Omaha	7	7	\$87.36	\$54.10	\$72.47
Greater Nebraska	11	10	\$58.00	\$45.24	\$62.77
State Government	1	2	\$41.82	\$33.59	\$50.38
By Respondent Industry					
City Government	2	2	--	--	--
County Government	3	3	\$55.86	\$43.09	\$63.70
State Government	1	2	\$41.82	\$33.59	\$50.38
Other Government					
Education	8	8	\$63.09	\$57.33	\$67.60
Health Care	4	3	\$134.92	\$64.19	\$98.65
Utilities	1	1	--	--	--
Other Private	4	4	\$77.16	\$63.84	\$109.89
All Respondents	23	23	\$74.24	\$54.82	\$80.28



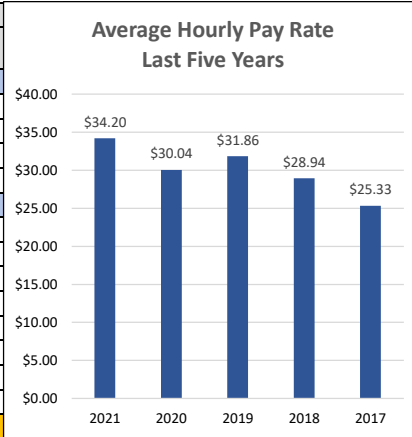
187 Employee Relations Administrator

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	2	--	--	--
Greater Omaha	3	5	\$60.76	\$49.07	\$65.61
Greater Nebraska	2	2	--	--	--
State Government	1	1	\$37.76		
By Respondent Industry					
City Government	3	3	\$51.38	\$46.72	\$61.45
County Government					
State Government	1	1	\$37.76		
Other Government					
Education	2	2	--	--	--
Health Care	1	1	--	--	--
Utilities	1	3	--	--	--
Other Private					
All Respondents	8	10	\$50.59	\$46.15	\$60.32



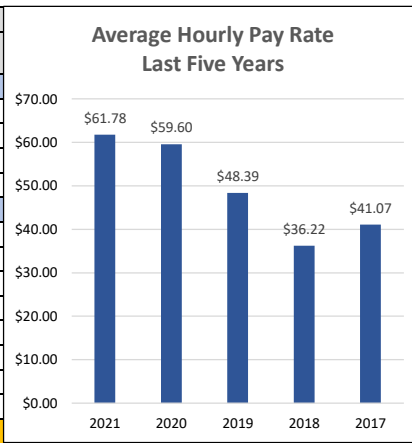
188 Training Coordinator

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	4	--	--	--
Greater Omaha	6	19	\$42.88	\$35.64	\$49.95
Greater Nebraska	3	4	\$24.59	\$18.42	\$28.80
State Government	1	32	\$25.03	\$21.18	\$31.23
By Respondent Industry					
City Government					
County Government					
State Government	1	32	\$25.03	\$21.18	\$31.23
Other Government					
Education	1	1	--	--	--
Health Care	3	6	\$34.99	\$26.28	\$40.54
Utilities	2	3	--	--	--
Other Private	5	17	\$32.93	\$28.75	\$40.64
All Respondents	12	59	\$34.20	\$28.49	\$41.23



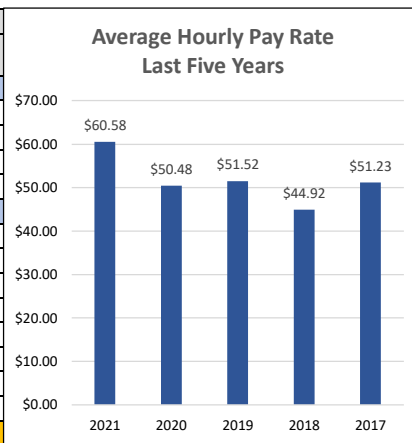
189 Training Manager

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	2	--	--	--
Greater Omaha	3	4	\$75.13	\$62.21	\$87.17
Greater Nebraska	2	2	--	--	--
State Government	1	6	\$28.94	\$23.11	\$34.66
By Respondent Industry					
City Government					
County Government					
State Government	1	6	\$28.94	\$23.11	\$34.66
Other Government					
Education	1	2	--	--	--
Health Care	2	2	--	--	--
Utilities	2	2	--	--	--
Other Private	2	2	--	--	--
All Respondents	8	14	\$61.78	\$49.53	\$73.32



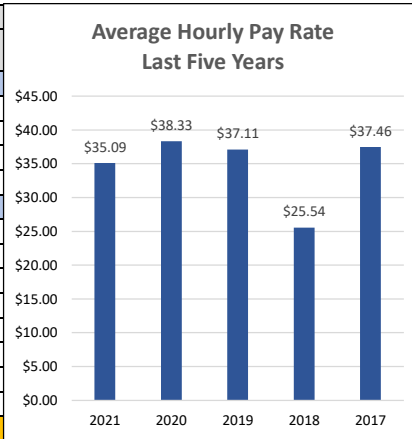
190 Principal

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	65	--	--	--
Greater Omaha	5	85	\$59.40	\$51.83	\$65.70
Greater Nebraska	4	30	\$76.98	\$53.65	\$84.23
State Government	1	3	\$39.64	\$24.84	\$37.27
By Respondent Industry					
City Government					
County Government					
State Government	1	3	\$39.64	\$24.84	\$37.27
Other Government	1	1	--	--	--
Education	7	176	\$59.99	\$52.24	\$71.05
Health Care	1	2	--	--	--
Utilities					
Other Private	1	1	--	--	--
All Respondents	11	183	\$60.58	\$49.66	\$69.06



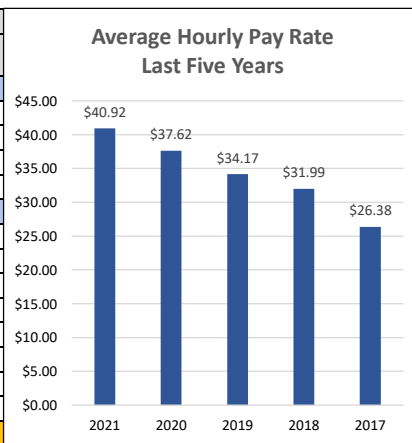
202 Research Analyst II

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	2	--	--	--
Greater Omaha	3	6	\$49.33	\$44.53	\$57.05
Greater Nebraska	3	3	\$24.30	\$19.34	\$29.00
State Government	1	18	\$24.57	\$19.80	\$29.19
By Respondent Industry					
City Government					
County Government					
State Government	1	18	\$24.57	\$19.80	\$29.19
Other Government					
Education	4	5	\$37.46	\$37.66	\$46.40
Health Care	2	3	--	--	--
Utilities					
Other Private	1	3	--	--	--
All Respondents	8	29	\$35.09	\$31.21	\$42.65



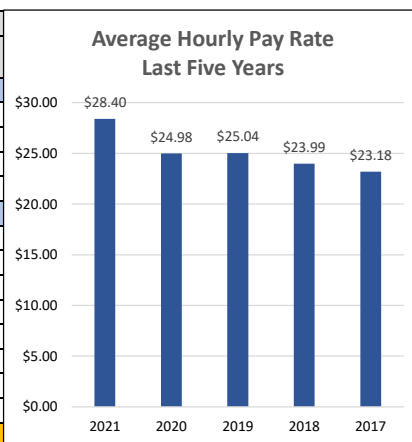
204 Statistical Analyst II

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	4	--	--	--
Greater Omaha	2	2	--	--	--
Greater Nebraska	6	8	\$34.89	\$31.93	\$43.08
State Government	1	8	\$24.81	\$19.80	\$29.19
By Respondent Industry					
City Government					
County Government					
State Government	1	8	\$24.81	\$19.80	\$29.19
Other Government	2	4	--	--	--
Education	6	9	\$50.14	\$48.24	\$60.17
Health Care	1	1	--	--	--
Utilities					
Other Private					
All Respondents	10	22	\$40.92	\$36.05	\$48.28



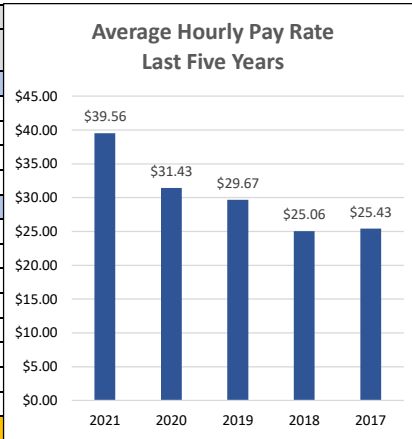
207 Administrative Programs Officer I (formerly Administrative Assistant II)

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	15	\$22.44	\$19.76	\$26.94
Greater Omaha	4	42	\$31.17	\$26.22	\$35.32
Greater Nebraska	12	40	\$29.66	\$27.77	\$38.34
State Government	1	115	\$21.37	\$18.33	\$27.02
By Respondent Industry					
City Government	1	4	--	--	--
County Government	3	7	\$30.68	\$32.38	\$42.04
State Government	1	115	\$21.37	\$18.33	\$27.02
Other Government	3	2	\$22.53	\$26.43	\$25.15
Education	8	78	\$26.80	\$23.66	\$35.09
Health Care	1	1	--	--	--
Utilities	1	3	--	--	--
Other Private	2	2	--	--	--
All Respondents	20	212	\$28.40	\$25.79	\$35.26



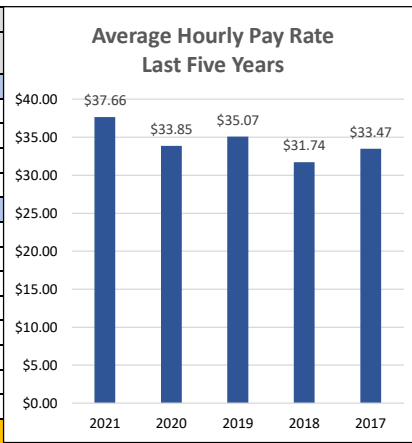
208 Administrative Programs Officer II (formerly Administrative Assistant III)

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln					
Greater Omaha	2	15	--	--	--
Greater Nebraska	13	40	\$39.80	\$35.03	\$47.26
State Government	1	76	\$24.80	\$21.18	\$31.23
By Respondent Industry					
City Government	2	5	--	--	--
County Government	3	17	\$26.25	\$17.10	\$28.92
State Government	1	76	\$24.80	\$21.18	\$31.23
Other Government	3	6	\$30.13	\$26.21	\$31.74
Education	4	23	\$42.80	\$43.48	\$55.44
Health Care	1	1	--	--	--
Utilities	1	1	--	--	--
Other Private	1	2	--	--	--
All Respondents	16	131	\$39.56	\$35.30	\$46.21



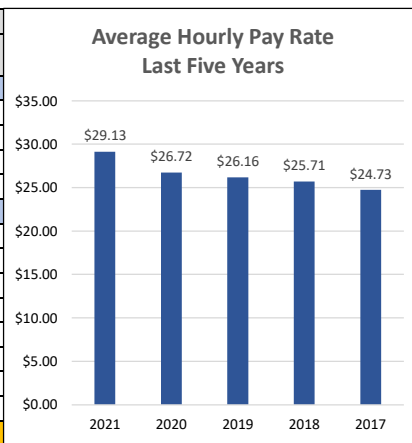
210 Safety Coordinator

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	7	11	\$41.24	\$29.73	\$38.73
Greater Omaha	6	6	\$43.08	\$38.55	\$50.78
Greater Nebraska	11	14	\$33.03	\$28.20	\$37.14
State Government	1	4	\$26.27	\$24.48	\$35.45
By Respondent Industry					
City Government	2	2	--	--	--
County Government	3	3	\$27.18	\$22.35	\$26.57
State Government	1	4	\$26.27	\$24.48	\$35.45
Other Government	1	1	--	--	--
Education	7	9	\$40.46	\$34.13	\$41.07
Health Care	4	5	\$43.05	\$29.74	\$45.06
Utilities	3	4	\$42.64	\$36.28	\$46.54
Other Private	4	7	\$42.58	\$35.43	\$50.14
All Respondents	25	35	\$37.66	\$31.42	\$41.22



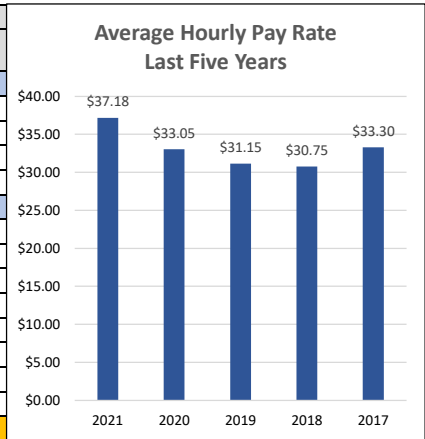
222 Marketing & Communications Specialist I (formerly Public Information Officer I)

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	6	19	\$27.60	\$24.42	\$31.87
Greater Omaha	6	7	\$34.71	\$27.46	\$40.67
Greater Nebraska	9	10	\$27.54	\$28.46	\$37.75
State Government	1	18	\$19.26	\$17.05	\$25.13
By Respondent Industry					
City Government	2	7	--	--	--
County Government	2	2	--	--	--
State Government	1	18	\$19.26	\$17.05	\$25.13
Other Government	3	3	\$26.44	\$25.24	\$30.77
Education	7	12	\$22.75	\$22.69	\$26.01
Health Care	1	1	--	--	--
Utilities	4	5	\$44.20	\$38.25	\$55.96
Other Private	2	6	--	--	--
All Respondents	22	54	\$29.13	\$26.14	\$36.06



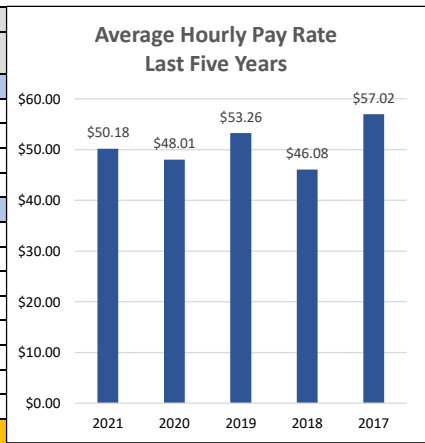
223 Marketing & Communications Specialist II (formerly Public Information Officer II)

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	5	6	\$37.76	\$33.03	\$45.23
Greater Omaha	5	11	\$46.93	\$41.81	\$55.37
Greater Nebraska	5	7	\$29.82	\$26.11	\$34.91
State Government	1	35	\$22.36	\$19.70	\$29.04
By Respondent Industry					
City Government	2	3	--	--	--
County Government					
State Government	1	35	\$22.36	\$19.70	\$29.04
Other Government					
Education	7	9	\$36.15	\$37.89	\$44.84
Health Care	3	5	\$33.42	\$23.01	\$34.84
Utilities	1	1	--	--	--
Other Private	2	6	--	--	--
All Respondents	16	59	\$37.18	\$32.11	\$43.28



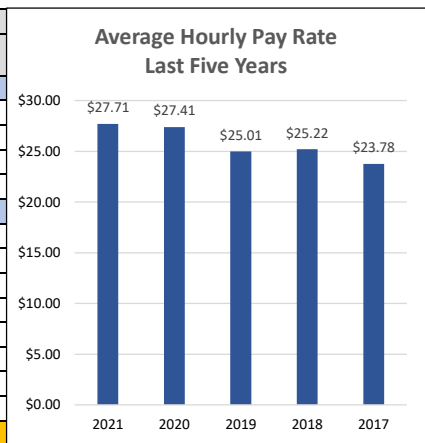
224 Marketing & Communications Specialist III (formerly Public Information Officer III)

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	6	8	\$57.29	\$43.47	\$65.40
Greater Omaha	4	8	\$56.34	\$48.47	\$63.30
Greater Nebraska	10	9	\$44.57	\$36.06	\$52.17
State Government	1	24	\$27.71	\$22.77	\$33.56
By Respondent Industry					
City Government	1	3	--	--	--
County Government	2	1	--	--	--
State Government	1	24	\$27.71	\$22.77	\$33.56
Other Government	3	3	\$42.92	\$28.98	\$37.77
Education	6	6	\$57.60	\$58.09	\$69.27
Health Care	4	5	\$44.27	\$31.95	\$49.12
Utilities	2	5	--	--	--
Other Private	2	2	--	--	--
All Respondents	21	49	\$50.18	\$40.38	\$57.92



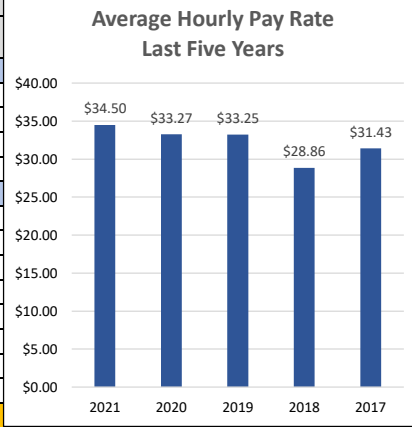
235 Librarian

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	67	\$30.03	\$24.26	\$38.59
Greater Omaha	5	113	\$29.73	\$24.21	\$32.86
Greater Nebraska	16	26	\$26.65	\$21.20	\$30.14
State Government	1	4	\$28.51	\$25.42	\$37.47
By Respondent Industry					
City Government	15	55	\$25.36	\$21.57	\$28.98
County Government					
State Government	1	4	\$28.51	\$25.42	\$37.47
Other Government					
Education	8	151	\$31.32	\$23.26	\$38.39
Health Care	1	0	--	--	--
Utilities					
Other Private					
All Respondents	25	210	\$27.71	\$22.22	\$32.12



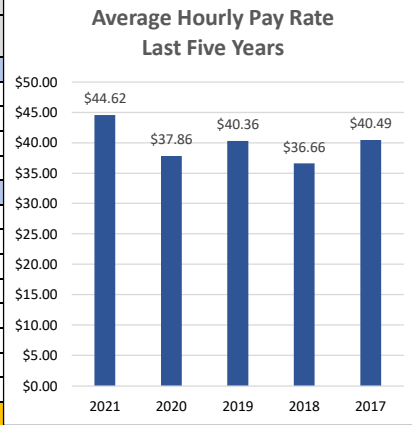
252 Auditor

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	5	\$32.05	\$29.01	\$37.71
Greater Omaha	6	19	\$37.88	\$33.94	\$46.82
Greater Nebraska					
State Government	1	24	\$24.96	\$20.03	\$29.53
By Respondent Industry					
City Government					
County Government	1	3	--	--	--
State Government	1	24	\$24.96	\$20.03	\$29.53
Other Government					
Education	2	1	--	--	--
Health Care					
Utilities	2	3	--	--	--
Other Private	4	17	\$35.85	\$30.39	\$43.57
All Respondents	10	48	\$34.50	\$31.07	\$42.36



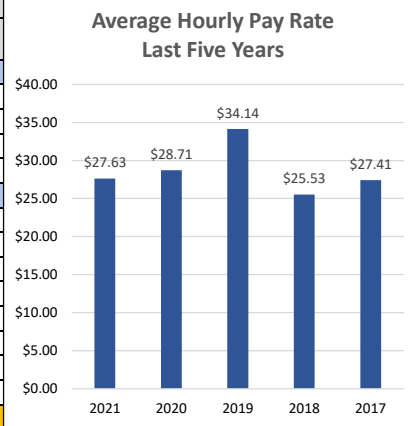
253 Auditor Senior

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	5	\$38.88	\$31.24	\$46.00
Greater Omaha	4	16	\$50.57	\$41.20	\$61.74
Greater Nebraska	2	3	--	--	--
State Government	1	8	\$26.26	\$23.15	\$34.12
By Respondent Industry					
City Government					
County Government					
State Government	1	8	\$26.26	\$23.15	\$34.12
Other Government					
Education	1	3	--	--	--
Health Care	1	1	--	--	--
Utilities	3	4	\$46.19	\$39.75	\$58.66
Other Private	4	16	\$47.07	\$37.20	\$55.74
All Respondents	10	32	\$44.62	\$34.41	\$50.98



268 Information Technology Computer Operator/Senior

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	1	--	--	--
Greater Omaha	1	20	--	--	--
Greater Nebraska	2	5	--	--	--
State Government	1	3	\$17.24	\$15.86	\$23.38
By Respondent Industry					
City Government	1	1	--	--	--
County Government					
State Government	1	3	\$17.24	\$15.86	\$23.38
Other Government					
Education					
Health Care	2	24	--	--	--
Utilities					
Other Private	1	1	--	--	--
All Respondents	5	29	\$27.63	\$21.53	\$33.44



270 Information Technology Applications Developer

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	5	24	\$34.17	\$30.06	\$41.26
Greater Omaha	5	40	\$47.46	\$37.99	\$53.13
Greater Nebraska	5	15	\$31.81	\$27.79	\$39.70
State Government	1	49	\$28.00	\$26.27	\$38.73
By Respondent Industry					
City Government	1	4	--	--	--
County Government	1	1	--	--	--
State Government	1	49	\$28.00	\$26.27	\$38.73
Other Government					
Education	5	11	\$28.80	\$29.20	\$31.72
Health Care	2	2	--	--	--
Utilities	2	14	--	--	--
Other Private	4	47	\$42.34	\$34.54	\$56.23
All Respondents	16	128	\$37.20	\$31.84	\$44.63



271 Information Technology Applications Developer/Senior

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	7	16	\$39.02	\$34.17	\$48.01
Greater Omaha	7	83	\$51.03	\$42.01	\$55.45
Greater Nebraska	5	5	\$45.51	\$37.14	\$49.29
State Government	1	95	\$34.21	\$31.57	\$46.54
By Respondent Industry					
City Government	2	2	--	--	--
County Government	1	1	--	--	--
State Government	1	95	\$34.21	\$31.57	\$46.54
Other Government					
Education	7	12	\$37.19	\$34.60	\$42.36
Health Care	3	7	\$56.41	\$39.47	\$60.19
Utilities	3	6	\$54.08	\$47.10	\$54.04
Other Private	3	76	\$49.29	\$42.01	\$61.14
All Respondents	20	199	\$44.56	\$37.95	\$51.18



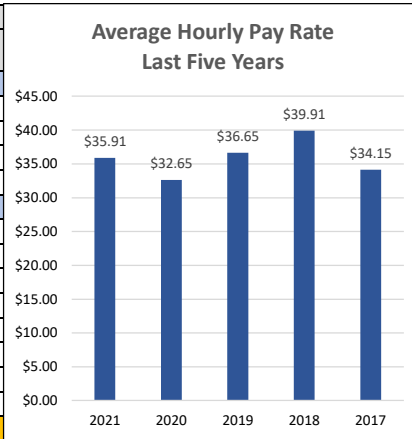
275 Information Technology Business Systems Analyst

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	4	13	\$33.21	\$28.65	\$39.26
Greater Omaha	4	57	\$42.68	\$35.87	\$50.34
Greater Nebraska	5	15	\$42.64	\$34.39	\$48.46
State Government	1	103	\$26.15	\$23.51	\$34.66
By Respondent Industry					
City Government					
County Government					
State Government	1	103	\$26.15	\$23.51	\$34.66
Other Government					
Education	3	6	\$35.58	\$35.25	\$40.61
Health Care	3	19	\$30.40	\$22.49	\$33.84
Utilities	3	17	\$46.20	\$37.45	\$53.01
Other Private	4	43	\$45.05	\$36.13	\$54.59
All Respondents	14	188	\$38.78	\$32.40	\$45.38



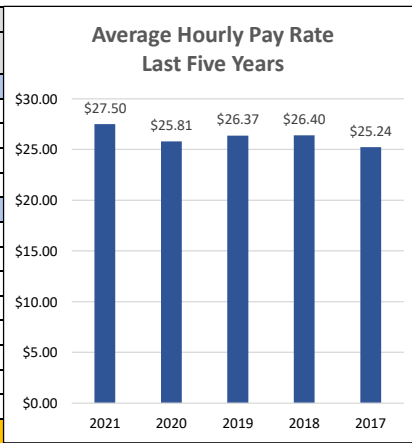
276 Information Technology Business Systems Analyst/Coordinator

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	4	--	--	--
Greater Omaha	4	92	\$39.58	\$34.21	\$47.58
Greater Nebraska	4	6	\$33.20	\$31.34	\$42.51
State Government	1	56	\$28.17	\$25.08	\$36.97
By Respondent Industry					
City Government	2	2	--	--	--
County Government	1	2	--	--	--
State Government	1	56	\$28.17	\$25.08	\$36.97
Other Government					
Education	2	7	--	--	--
Health Care	2	81	--	--	--
Utilities	3	10	\$42.13	\$37.23	\$54.94
Other Private					
All Respondents	11	158	\$35.91	\$31.77	\$44.13



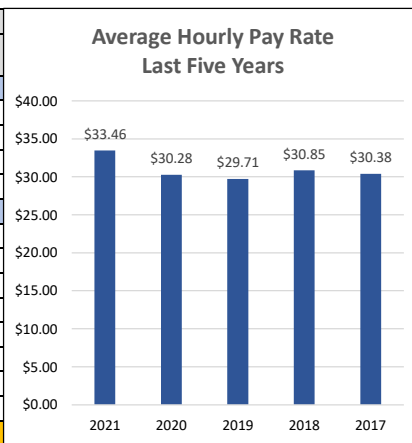
286 Information Technology Infrastructure Support Technician

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	5	17	\$28.22	\$23.87	\$32.95
Greater Omaha	4	12	\$35.83	\$30.03	\$41.20
Greater Nebraska	9	38	\$22.90	\$21.82	\$28.64
State Government	1	5	\$22.75	\$18.62	\$27.45
By Respondent Industry					
City Government	2	9	--	--	--
County Government	3	5	\$31.65	\$27.05	\$29.90
State Government	1	5	\$22.75	\$18.62	\$27.45
Other Government	1	2	--	--	--
Education	4	30	\$22.14	\$20.57	\$28.34
Health Care	3	3	\$21.36	\$17.44	\$25.83
Utilities	2	11	--	--	--
Other Private	3	7	\$33.64	\$28.02	\$42.67
All Respondents	19	72	\$27.50	\$24.16	\$32.56



287 Information Technology Infrastructure Support Analyst

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	6	18	\$33.27	\$28.40	\$41.37
Greater Omaha	4	16	\$42.11	\$35.61	\$50.67
Greater Nebraska	6	18	\$28.40	\$27.14	\$38.67
State Government	1	54	\$25.28	\$22.58	\$33.28
By Respondent Industry					
City Government	2	2	--	--	--
County Government	1	1	--	--	--
State Government	1	54	\$25.28	\$22.58	\$33.28
Other Government					
Education	6	32	\$27.63	\$24.18	\$36.11
Health Care	2	1	--	--	--
Utilities	2	6	--	--	--
Other Private	3	10	\$45.47	\$34.15	\$54.48
All Respondents	17	106	\$33.46	\$29.36	\$42.17



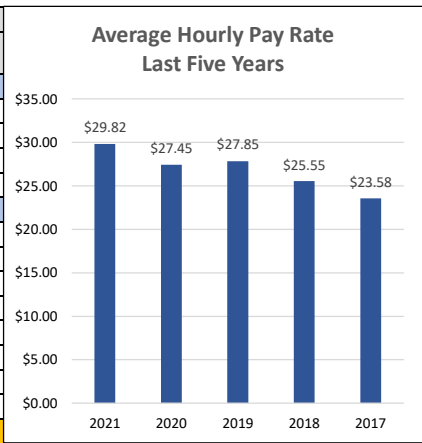
288 Information Technology Infrastructure Support Analyst/Senior

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	7	23	\$41.37	\$33.09	\$43.97
Greater Omaha	4	7	\$43.40	\$39.11	\$55.99
Greater Nebraska	9	19	\$37.41	\$30.47	\$44.44
State Government	1	68	\$30.32	\$27.13	\$39.99
By Respondent Industry					
City Government	2	15	--	--	--
County Government	1	1	--	--	--
State Government	1	68	\$30.32	\$27.13	\$39.99
Other Government					
Education	7	13	\$32.13	\$28.37	\$35.36
Health Care	3	7	\$41.21	\$29.75	\$44.68
Utilities	3	10	\$47.69	\$37.39	\$55.51
Other Private	4	3	\$47.74	\$40.77	\$61.60
All Respondents	21	117	\$39.44	\$32.95	\$46.36



295 Information Technology Help Desk Coordinator

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	6	11	\$25.81	\$20.82	\$30.10
Greater Omaha	7	49	\$37.00	\$35.51	\$48.12
Greater Nebraska	7	7	\$28.18	\$23.05	\$33.42
State Government	1	15	\$20.62	\$18.62	\$27.45
By Respondent Industry					
City Government	1	1	--	--	--
County Government					
State Government	1	15	\$20.62	\$18.62	\$27.45
Other Government					
Education	7	12	\$27.87	\$31.97	\$40.96
Health Care	6	9	\$28.73	\$21.75	\$31.63
Utilities	1	10	--	--	--
Other Private	5	35	\$30.09	\$24.24	\$39.55
All Respondents	21	82	\$29.82	\$26.63	\$37.43



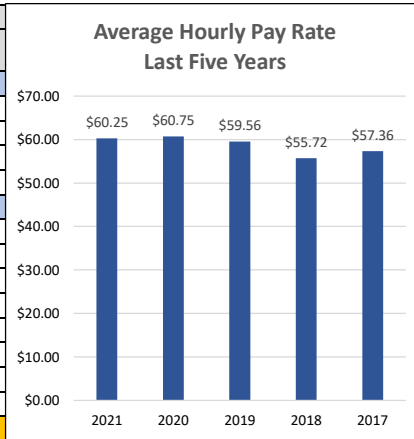
297 Information Technology Supervisor

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	7	14	\$47.08	\$43.92	\$61.78
Greater Omaha	3	4	\$60.66	\$48.27	\$59.65
Greater Nebraska	9	11	\$48.47	\$43.98	\$54.96
State Government	1	42	\$44.91	\$39.88	\$59.82
By Respondent Industry					
City Government	2	4	--	--	--
County Government	1	2	--	--	--
State Government	1	42	\$44.91	\$39.88	\$59.82
Other Government					
Education	10	14	\$49.58	\$46.13	\$58.31
Health Care	3	4	\$46.76	\$35.56	\$56.10
Utilities	2	4	--	--	--
Other Private	1	1	--	--	--
All Respondents	20	71	\$49.63	\$44.51	\$58.28



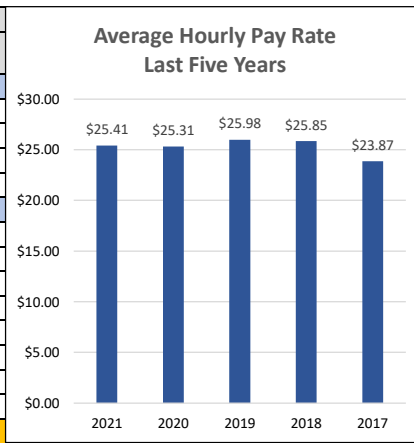
298 Information Technology Manager I

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	10	17	\$60.96	\$53.45	\$78.29
Greater Omaha	6	7	\$58.55	\$51.62	\$67.33
Greater Nebraska	9	8	\$61.92	\$43.49	\$65.04
State Government	1	20	\$49.96	\$43.87	\$65.80
By Respondent Industry					
City Government	3	4	\$61.30	\$44.30	\$62.95
County Government					
State Government	1	20	\$49.96	\$43.87	\$65.80
Other Government	1	1	--		
Education	8	13	\$57.34	\$46.16	\$56.48
Health Care	2	1	--	--	--
Utilities	4	5	\$68.47	\$54.44	\$80.62
Other Private	7	8	\$64.72	\$53.82	\$82.47
All Respondents	26	52	\$60.25	\$48.98	\$70.41



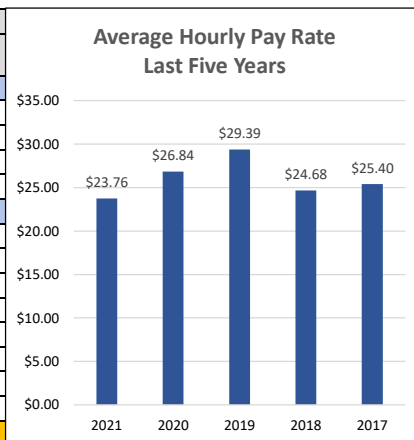
303 Custodial Supervisor

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	7	25	\$30.18	\$24.82	\$29.49
Greater Omaha	5	18	\$24.02	\$21.73	\$28.39
Greater Nebraska	11	41	\$23.72	\$19.88	\$25.96
State Government	1	1	\$17.28	\$14.61	\$21.91
By Respondent Industry					
City Government	2	1	--	--	--
County Government	6	7	\$24.57	\$20.18	\$23.86
State Government	1	1	\$17.28	\$14.61	\$21.91
Other Government					
Education	9	62	\$24.56	\$23.33	\$28.00
Health Care	2	8	--	--	--
Utilities	1	2	--	--	--
Other Private	3	4	\$28.23	\$23.32	\$30.39
All Respondents	24	85	\$25.41	\$21.63	\$27.45



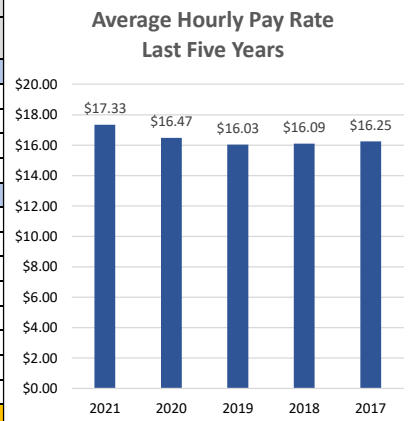
306 Housekeeping Supervisor

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	2	--	--	--
Greater Omaha	2	1	--	--	--
Greater Nebraska	5	6	\$17.19	\$17.13	\$25.44
State Government	1	2	\$23.06	\$19.32	\$28.97
By Respondent Industry					
City Government					
County Government	1	1	--		
State Government	1	2	\$23.06	\$19.32	\$28.97
Other Government					
Education	3	2	\$30.49	\$30.49	\$41.06
Health Care	5	6	\$21.08	\$18.23	\$27.59
Utilities					
Other Private					
All Respondents	10	11	\$23.76	\$21.43	\$31.13



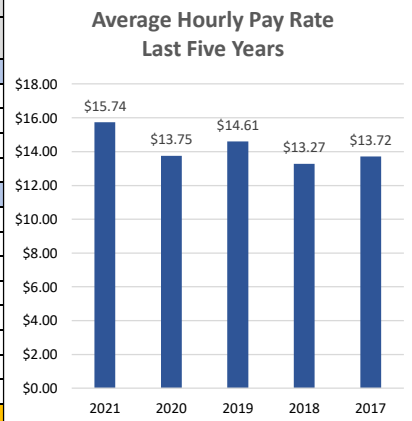
311 Vehicle Operator

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	4	112	\$21.50	\$18.14	\$22.58
Greater Omaha	1	35	--	--	--
Greater Nebraska	5	54	\$14.57	\$12.76	\$17.51
State Government	1	2	\$16.19	\$12.00	\$17.69
By Respondent Industry					
City Government	2	98	--	--	--
County Government	2	16	--	--	--
State Government	1	2	\$16.19	\$12.00	\$17.69
Other Government					
Education	3	35	\$18.38	\$16.60	\$20.14
Health Care	3	52	\$16.98	\$14.18	\$20.49
Utilities					
Other Private					
All Respondents	11	203	\$17.33	\$14.97	\$19.87



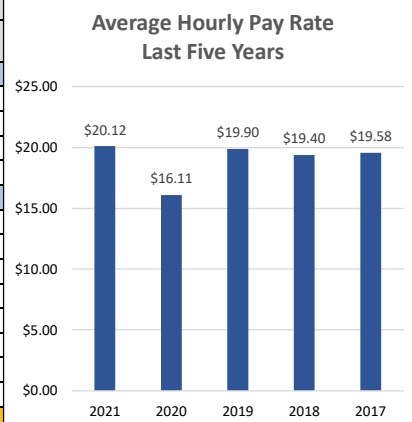
332 Laundry Worker

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	15	--	--	--
Greater Omaha	1	3	--	--	--
Greater Nebraska	2	1	--	--	--
State Government	1	7	\$13.64	\$12.00	\$17.69
By Respondent Industry					
City Government					
County Government	1	3	--	--	--
State Government	1	7	\$13.64	\$12.00	\$17.69
Other Government					
Education					
Health Care	3	16	\$15.04	\$12.39	\$18.34
Utilities					
Other Private					
All Respondents	5	26	\$15.74	\$12.79	\$18.55



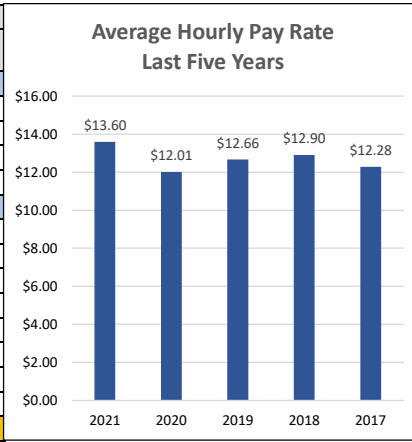
333 Laundry Supervisor

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	2	--	--	--
Greater Omaha	1	1	--	--	--
Greater Nebraska					
State Government	1	0		\$12.34	\$18.19
By Respondent Industry					
City Government					
County Government	1	1	--	--	--
State Government	1	0		\$12.34	\$18.19
Other Government					
Education					
Health Care	1	2	--	--	--
Utilities					
Other Private					
All Respondents	3	3	\$20.12	\$14.94	\$22.46



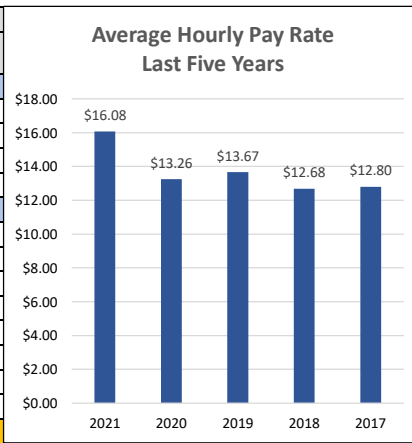
341 Food Service Assistant

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	37	--	--	--
Greater Omaha	4	186	\$13.92	\$12.22	\$16.77
Greater Nebraska	6	101	\$12.97	\$11.87	\$17.73
State Government	1	44	\$14.93	\$14.40	\$21.23
By Respondent Industry					
City Government					
County Government	1	21	--	--	--
State Government	1	44	\$14.93	\$14.40	\$21.23
Other Government					
Education	6	240	\$13.25	\$11.96	\$17.05
Health Care	4	63	\$13.43	\$11.96	\$18.11
Utilities					
Other Private					
All Respondents	12	368	\$13.60	\$12.34	\$18.00



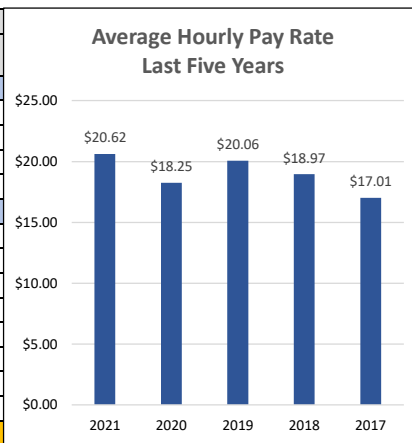
342 Food Service Worker

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	243	\$14.75	\$13.61	\$17.01
Greater Omaha	4	26	\$15.66	\$13.26	\$17.65
Greater Nebraska	9	100	\$16.39	\$13.49	\$19.93
State Government	1	97	\$17.88	\$15.48	\$22.82
By Respondent Industry					
City Government	1	2	--	--	--
County Government	2	3	--	--	--
State Government	1	97	\$17.88	\$15.48	\$22.82
Other Government					
Education	6	324	\$14.63	\$13.31	\$17.44
Health Care	6	34	\$17.36	\$13.87	\$20.73
Utilities					
Other Private	1	6	--	--	--
All Respondents	17	466	\$16.08	\$13.59	\$19.13



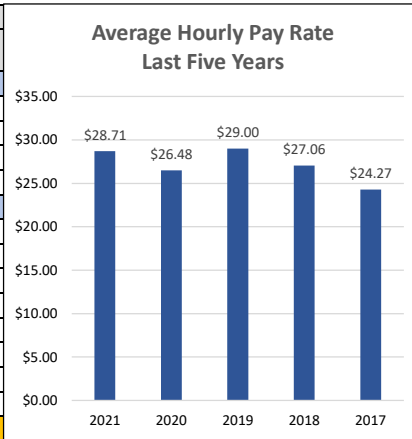
345 Food Service Supervisor

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	61	--	--	--
Greater Omaha	5	86	\$21.54	\$18.57	\$26.66
Greater Nebraska	7	17	\$20.12	\$15.55	\$23.79
State Government	1	9	\$20.71	\$17.32	\$25.99
By Respondent Industry					
City Government					
County Government	1	2	--	--	--
State Government	1	9	\$20.71	\$17.32	\$25.99
Other Government					
Education	6	148	\$19.24	\$17.42	\$23.78
Health Care	6	12	\$20.62	\$15.78	\$23.59
Utilities					
Other Private	1	2	--	--	--
All Respondents	15	173	\$20.62	\$16.80	\$24.54



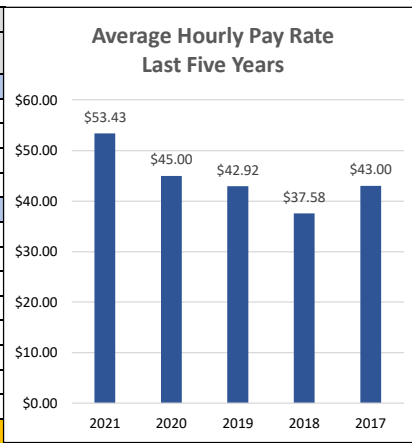
347 Food Service Manager

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	7	\$29.65	\$21.34	\$29.20
Greater Omaha	4	8	\$35.39	\$27.97	\$41.60
Greater Nebraska	4	27	\$22.79	\$18.18	\$27.74
State Government	1	16	\$23.74	\$19.83	\$29.74
By Respondent Industry					
City Government	1	0		--	--
County Government	1	1	--	--	--
State Government	1	16	\$23.74	\$19.83	\$29.74
Other Government					
Education	5	22	\$27.28	\$23.25	\$32.37
Health Care	3	18	\$27.52	\$20.10	\$31.31
Utilities					
Other Private	1	1	--	--	--
All Respondents	12	58	\$28.71	\$22.37	\$32.89



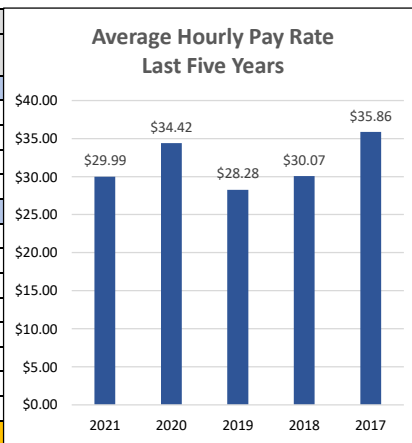
349 Food Service Director II

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	5	--	--	--
Greater Omaha	1	1	--	--	--
Greater Nebraska	3	3	\$58.15	\$52.54	\$64.30
State Government	1	6	\$34.62	\$26.48	\$39.72
By Respondent Industry					
City Government					
County Government					
State Government	1	6	\$34.62	\$26.48	\$39.72
Other Government					
Education	4	8	\$54.58	\$53.26	\$56.70
Health Care	1	1	--	--	--
Utilities					
Other Private					
All Respondents	6	15	\$53.43	\$46.66	\$56.08



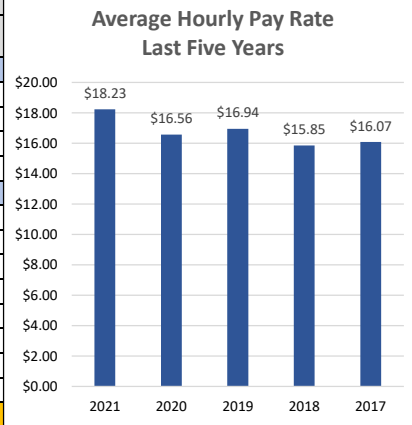
351 Dietitian

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	29	--	--	--
Greater Omaha	2	3	--	--	--
Greater Nebraska	7	10	\$30.97	\$25.20	\$35.96
State Government	1	5	\$32.48	\$25.64	\$37.80
By Respondent Industry					
City Government					
County Government	1	2	--	--	--
State Government	1	5	\$32.48	\$25.64	\$37.80
Other Government					
Education	2	2	--	--	--
Health Care	7	37	\$28.38	\$24.42	\$36.83
Utilities					
Other Private	1	1	--	--	--
All Respondents	12	47	\$29.99	\$25.66	\$36.22



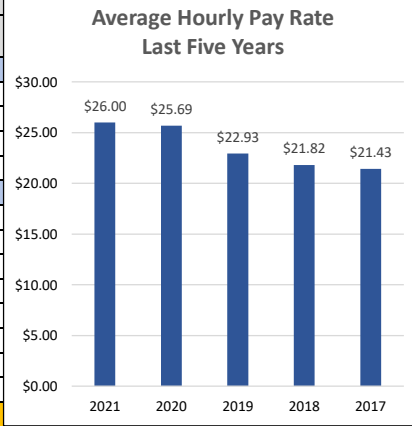
372 Security Guard

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	15	--	--	--
Greater Omaha	5	228	\$18.17	\$16.23	\$23.28
Greater Nebraska	5	23	\$17.43	\$14.67	\$21.81
State Government	1	7	\$18.57	\$16.18	\$23.40
By Respondent Industry					
City Government					
County Government	3	30	\$21.84	\$19.73	\$25.95
State Government	1	7	\$18.57	\$16.18	\$23.40
Other Government					
Education	6	160	\$16.12	\$14.69	\$22.28
Health Care	1	6	--	--	--
Utilities					
Other Private	2	70	--	--	--
All Respondents	13	273	\$18.23	\$15.97	\$23.26



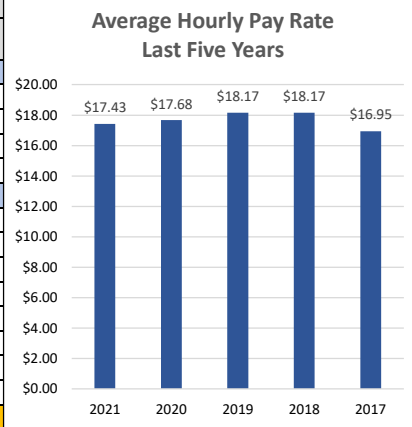
381 Security Communications Specialist

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	1	--	--	--
Greater Omaha	2	5	--	--	--
Greater Nebraska	2	2	--	--	--
State Government	1	10	\$22.07	\$19.92	\$28.51
By Respondent Industry					
City Government					
County Government	1	1	--	--	--
State Government	1	10	\$22.07	\$19.92	\$28.51
Other Government					
Education					
Health Care	3	3	\$24.45	\$18.04	\$27.32
Utilities	1	4	--	--	--
Other Private					
All Respondents	6	18	\$26.00	\$20.42	\$29.47



402 Maintenance Technician (Groundskeeping, Housekeeping, and Custodial)

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	5	23	\$21.18	\$18.22	\$23.45
Greater Omaha	10	453	\$17.85	\$15.51	\$20.87
Greater Nebraska	28	124	\$16.48	\$15.38	\$19.75
State Government	1	125	\$16.56	\$14.40	\$21.23
By Respondent Industry					
City Government	8	73	\$16.42	\$16.05	\$19.32
County Government	11	32	\$17.20	\$16.17	\$20.23
State Government	1	125	\$16.56	\$14.40	\$21.23
Other Government	3	12	\$21.66	\$19.33	\$24.03
Education	11	404	\$16.56	\$15.15	\$19.10
Health Care	6	30	\$20.28	\$15.59	\$23.05
Utilities	1	1			--
Other Private	3	48	\$15.73	\$12.82	\$20.72
All Respondents	44	725	\$17.43	\$15.74	\$20.49



404 Groundskeeper Supervisor

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	4	--	--	--
Greater Omaha	6	16	\$25.76	\$19.22	\$25.83
Greater Nebraska	14	19	\$25.71	\$20.29	\$28.06
State Government	1	3	\$25.62	\$20.34	\$30.51
By Respondent Industry					
City Government	7	21	\$26.91	\$21.41	\$28.12
County Government	3	3	\$24.43	\$22.09	\$26.99
State Government	1	3	\$25.62	\$20.34	\$30.51
Other Government	1	1	--	--	--
Education	6	9	\$26.92	\$20.57	\$30.23
Health Care	3	3	\$19.76	\$15.19	\$23.08
Utilities	1	1	--	--	--
Other Private	1	1	--	--	--
All Respondents	23	42	\$26.04	\$20.30	\$28.27



413 Maintenance Specialist I

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	8	63	\$27.11	\$22.52	\$30.16
Greater Omaha	7	159	\$27.15	\$23.76	\$30.63
Greater Nebraska	16	70	\$21.14	\$18.07	\$24.00
State Government	1	135	\$22.54	\$19.03	\$28.06
By Respondent Industry					
City Government	7	44	\$23.21	\$20.16	\$25.98
County Government	4	13	\$23.77	\$20.98	\$25.04
State Government	1	135	\$22.54	\$19.03	\$28.06
Other Government	3	19	\$24.16	\$20.33	\$28.29
Education	7	118	\$21.69	\$18.88	\$24.31
Health Care	4	38	\$23.92	\$17.51	\$25.76
Utilities	2	12	--	--	--
Other Private	4	48	\$24.75	\$19.01	\$29.98
All Respondents	32	427	\$24.40	\$20.51	\$27.33



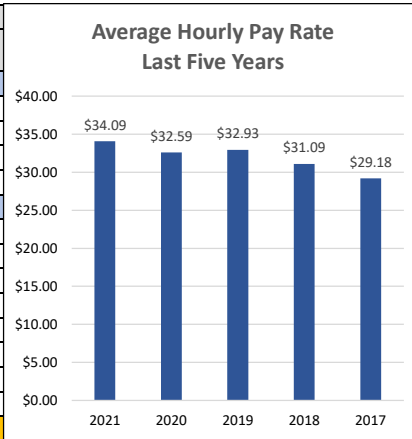
414 Maintenance Specialist II

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	4	--	--	--
Greater Omaha	5	69	\$39.11	\$34.38	\$44.39
Greater Nebraska	8	13	\$24.85	\$19.14	\$26.99
State Government	1	21	\$24.78	\$20.46	\$30.16
By Respondent Industry					
City Government	1	52	--	--	--
County Government	1	1	--	--	--
State Government	1	21	\$24.78	\$20.46	\$30.16
Other Government	1	1	--	--	--
Education	2	4	--	--	--
Health Care	5	11	\$28.08	\$20.74	\$31.09
Utilities	1	6	--	--	--
Other Private	4	11	\$37.51	\$31.11	\$46.42
All Respondents	16	107	\$30.26	\$24.48	\$33.61



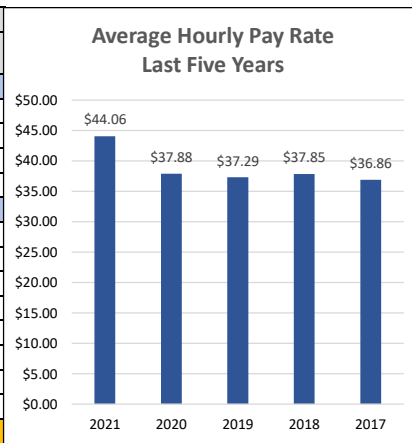
415 Facility Maintenance Supervisor

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	6	18	\$37.57	\$28.45	\$39.84
Greater Omaha	7	38	\$37.84	\$31.38	\$40.66
Greater Nebraska	8	8	\$27.31	\$23.88	\$30.37
State Government	1	25	\$27.65	\$22.32	\$33.49
By Respondent Industry					
City Government	4	35	\$27.98	\$26.99	\$32.12
County Government	6	9	\$31.18	\$23.49	\$27.60
State Government	1	25	\$27.65	\$22.32	\$33.49
Other Government	1	3	--	--	--
Education	1	1	--	--	--
Health Care	3	3	\$36.26	\$27.29	\$41.05
Utilities	2	4	--	--	--
Other Private	4	9	\$35.19	\$28.61	\$38.14
All Respondents	22	89	\$34.09	\$27.42	\$36.45



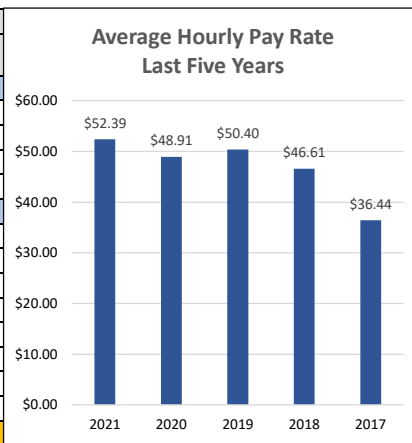
416 Facility Maintenance Manager I

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	5	9	\$46.02	\$40.60	\$52.68
Greater Omaha	5	9	\$49.39	\$35.55	\$47.84
Greater Nebraska	10	12	\$40.78	\$31.95	\$43.87
State Government	1	10	\$30.57	\$25.80	\$38.69
By Respondent Industry					
City Government	2	7	--	--	--
County Government	4	3	\$33.87	\$32.82	\$41.93
State Government	1	10	\$30.57	\$25.80	\$38.69
Other Government	1	1	--	--	--
Education	5	8	\$50.46	\$38.49	\$45.37
Health Care	5	5	\$43.43	\$33.99	\$52.50
Utilities	1	1	--	--	--
Other Private	2	5	--	--	--
All Respondents	21	40	\$44.06	\$34.81	\$46.91



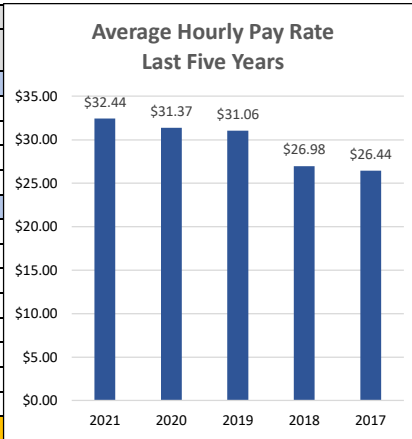
417 Facility Maintenance Manager II

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	5	--	--	--
Greater Omaha	5	17	\$61.46	\$50.46	\$62.59
Greater Nebraska	7	7	\$48.12	\$34.03	\$58.76
State Government	1	6	\$35.97	\$29.81	\$44.72
By Respondent Industry					
City Government	1	12	--	--	--
County Government	2	5	--	--	--
State Government	1	6	\$35.97	\$29.81	\$44.72
Other Government	1	1	--	--	--
Education	5	6	\$52.88	\$49.64	\$62.15
Health Care	2	2	--	--	--
Utilities	1	1	--	--	--
Other Private	2	2	--	--	--
All Respondents	15	35	\$52.39	\$40.10	\$57.91



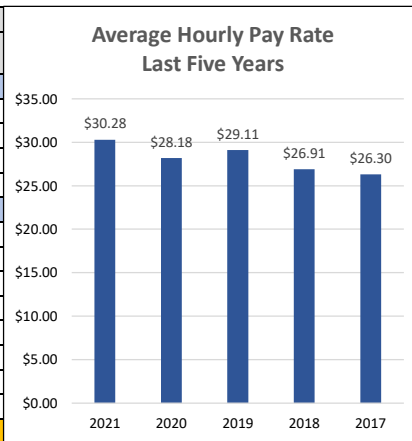
420 Electrician

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	6	19	\$32.41	\$26.12	\$32.60
Greater Omaha	9	37	\$35.66	\$32.02	\$40.91
Greater Nebraska	7	19	\$29.22	\$27.27	\$34.82
State Government	1	8	\$26.04	\$20.46	\$30.16
By Respondent Industry					
City Government	3	8	\$28.92	\$27.77	\$31.58
County Government	2	1	--	--	--
State Government	1	8	\$26.04	\$20.46	\$30.16
Other Government	1	1	--	--	--
Education	9	30	\$29.92	\$30.35	\$34.59
Health Care	4	9	\$33.08	\$23.87	\$36.35
Utilities	2	24	--	--	--
Other Private	1	2	--	--	--
All Respondents	23	83	\$32.44	\$28.25	\$36.05



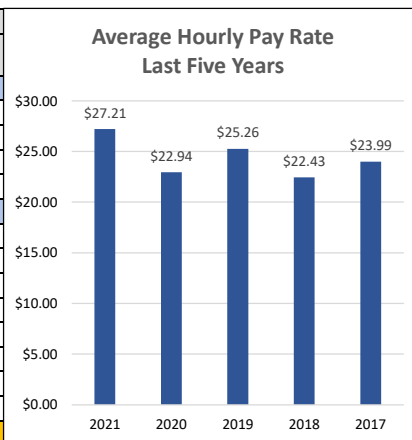
422 Plumber

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	5	19	\$30.62	\$26.70	\$33.22
Greater Omaha	5	14	\$31.85	\$28.55	\$38.58
Greater Nebraska	1	1	--	--	--
State Government	1	13	\$23.37	\$20.46	\$30.16
By Respondent Industry					
City Government	2	2	--	--	--
County Government					
State Government	1	13	\$23.37	\$20.46	\$30.16
Other Government					
Education	4	23	\$33.34	\$39.94	\$39.94
Health Care	4	5	\$28.92	\$20.97	\$31.81
Utilities					
Other Private	1	4	--	--	--
All Respondents	12	47	\$30.28	\$26.14	\$34.73



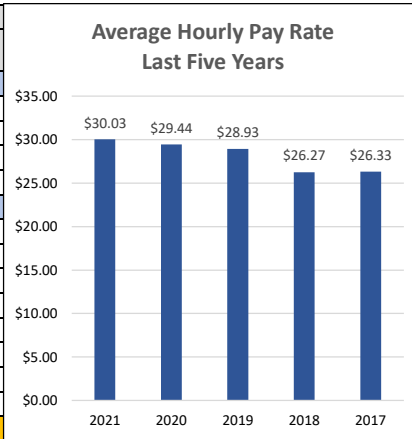
441 Electronics Technician

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	5	--	--	--
Greater Omaha	2	9	--	--	--
Greater Nebraska	3	7	\$27.43	\$26.23	\$31.15
State Government	1	1	\$17.00	\$16.02	\$23.61
By Respondent Industry					
City Government	3	6	\$27.31	\$26.91	\$29.96
County Government	1	1	--	--	--
State Government	1	1	\$17.00	\$16.02	\$23.61
Other Government					
Education	1	8	--	--	--
Health Care	1	4	--	--	--
Utilities					
Other Private	1	2	--	--	--
All Respondents	8	22	\$27.21	\$24.79	\$31.22



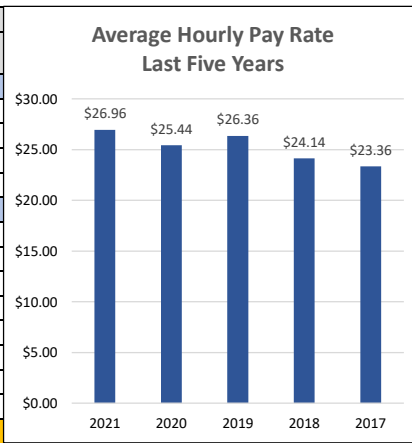
442 Electronics Technician/Senior

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	11	\$34.82	\$30.69	\$34.97
Greater Omaha	1	1	--	--	--
Greater Nebraska	3	4	\$23.47	\$24.91	\$29.51
State Government	1	20	\$19.86	\$18.33	\$27.02
By Respondent Industry					
City Government	2	2	--	--	--
County Government	1	1	--	--	--
State Government	1	20	\$19.86	\$18.33	\$27.02
Other Government	1	2	--	--	--
Education	1	8	--	--	--
Health Care	1	1	--	--	--
Utilities					
Other Private	1	2	--	--	--
All Respondents	8	36	\$30.03	\$27.86	\$33.69



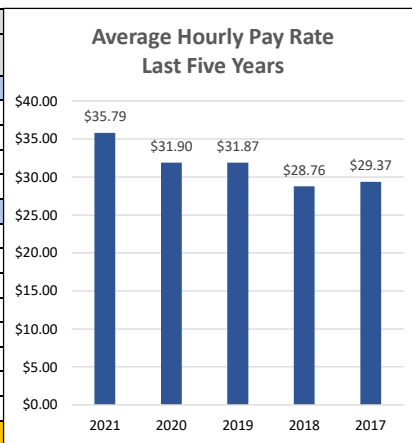
453 Stationary Engineer

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln					
Greater Omaha	3	13	\$25.87	\$22.98	\$29.33
Greater Nebraska	4	24	\$27.79	\$27.44	\$37.25
State Government	1	0		\$13.86	\$20.43
By Respondent Industry					
City Government	1	13	--	--	--
County Government	1	2	--	--	--
State Government	1	0		\$13.86	\$20.43
Other Government					
Education	2	13	--	--	--
Health Care	2	5	--	--	--
Utilities					
Other Private	1	4	--	--	--
All Respondents	8	37	\$26.96	\$23.59	\$31.45



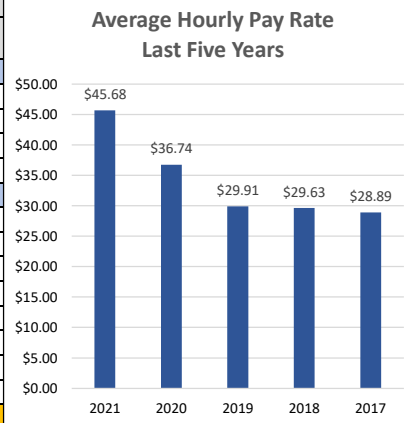
454 Stationary Engineer Senior

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln					
Greater Omaha	5	33	\$38.17	\$32.40	\$41.81
Greater Nebraska	2	13	--	--	--
State Government	1	7	\$23.52	\$19.03	\$28.06
By Respondent Industry					
City Government	2	15	--	--	--
County Government	1	18	--	--	--
State Government	1	7	\$23.52	\$19.03	\$28.06
Other Government					
Education	3	12	\$32.40	\$29.18	\$34.10
Health Care	1	1	--	--	--
Utilities					
Other Private					
All Respondents	8	53	\$35.79	\$29.53	\$38.66



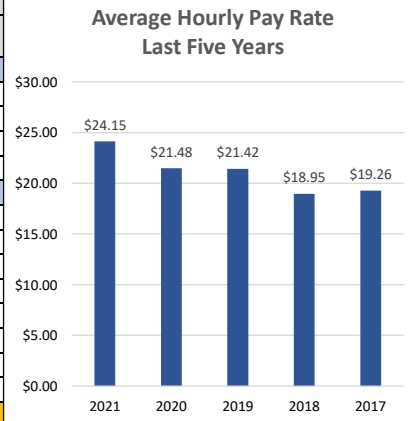
455 Stationary Engineer Supervisor

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln					
Greater Omaha	3	2	\$58.25	\$32.58	\$50.98
Greater Nebraska	2	2	--	--	--
State Government	1	1	\$26.40	\$22.32	\$33.49
By Respondent Industry					
City Government	2	1	--	--	--
County Government	1	1	--	--	--
State Government	1	1	\$26.40	\$22.32	\$33.49
Other Government					
Education	1	1	--	--	--
Health Care					
Utilities					
Other Private	1	1	--	--	--
All Respondents	6	5	\$45.68	\$31.18	\$45.92



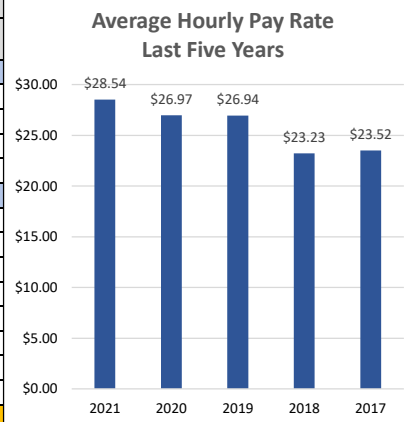
462 Automotive Mechanic I

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	5	\$25.48	\$20.16	\$26.16
Greater Omaha	5	48	\$27.50	\$23.18	\$29.63
Greater Nebraska	3	3	\$20.57	\$15.30	\$24.43
State Government	1	1	\$18.83	\$12.52	\$18.46
By Respondent Industry					
City Government	2	40	--	--	--
County Government	3	1	\$24.61	\$19.70	\$25.23
State Government	1	1	\$18.83	\$12.52	\$18.46
Other Government					
Education	4	4	\$20.61	\$16.88	\$25.53
Health Care					
Utilities	2	11	--	--	--
Other Private					
All Respondents	12	57	\$24.15	\$19.96	\$26.72



463 Automotive Mechanic II

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	26	\$29.53	\$25.42	\$31.99
Greater Omaha	4	22	\$32.86	\$27.25	\$34.28
Greater Nebraska	2	2	--	--	--
State Government	1	3	\$16.57	\$14.40	\$21.23
By Respondent Industry					
City Government	2	7	--	--	--
County Government	3	8	\$24.56	\$22.80	\$28.16
State Government	1	3	\$16.57	\$14.40	\$21.23
Other Government					
Education	2	16	--	--	--
Health Care					
Utilities	1	16	--	--	--
Other Private	1	3	--	--	--
All Respondents	10	53	\$28.54	\$24.22	\$31.12



464 Automotive/Diesel Mechanic

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	16	\$31.66	\$24.87	\$34.73
Greater Omaha	3	27	\$33.82	\$32.22	\$36.55
Greater Nebraska	3	6	\$26.49	\$25.87	\$30.15
State Government	1	86	\$20.00	\$18.60	\$27.42
By Respondent Industry					
City Government	4	13	\$27.26	\$25.02	\$30.00
County Government	1	3	--	--	--
State Government	1	86	\$20.00	\$18.60	\$27.42
Other Government	1	3	--	--	--
Education	1	8	--	--	--
Health Care					
Utilities	2	22	--	--	--
Other Private					
All Respondents	10	135	\$29.59	\$26.75	\$33.17



481 Street, Road, or Highway Maintenance Worker

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	30	--	--	--
Greater Omaha	3	75	\$20.87	\$18.73	\$24.45
Greater Nebraska	14	107	\$20.14	\$18.96	\$38.13
State Government	1	38	\$16.33	\$16.30	\$24.03
By Respondent Industry					
City Government	11	114	\$19.83	\$18.57	\$43.92
County Government	7	98	\$21.42	\$19.65	\$22.22
State Government	1	38	\$16.33	\$16.30	\$24.03
Other Government					
Education					
Health Care					
Utilities					
Other Private					
All Respondents	19	250	\$20.21	\$18.85	\$34.37



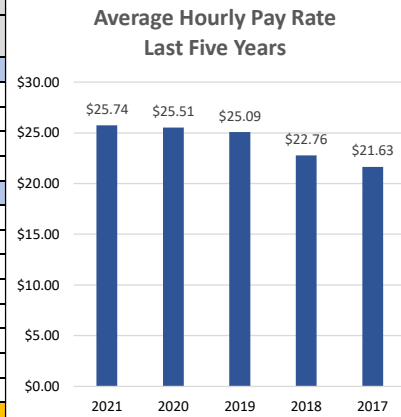
482 Senior Street, Road, or Highway Maintenance Worker

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	21	--	--	--
Greater Omaha	3	38	\$24.73	\$20.81	\$25.27
Greater Nebraska	14	92	\$22.84	\$20.26	\$26.28
State Government	1	480	\$18.54	\$17.55	\$25.87
By Respondent Industry					
City Government	10	66	\$24.31	\$20.27	\$27.16
County Government	8	85	\$22.15	\$20.79	\$24.87
State Government	1	480	\$18.54	\$17.55	\$25.87
Other Government					
Education					
Health Care					
Utilities					
Other Private					
All Respondents	19	631	\$23.15	\$20.32	\$26.20



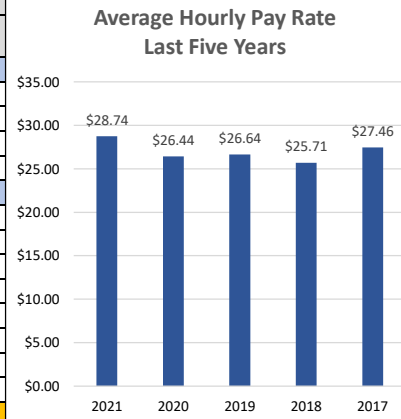
484 Heavy Equipment Operator/Mechanic

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln					
Greater Omaha	3	43	\$34.47	\$29.49	\$31.90
Greater Nebraska	8	70	\$23.82	\$21.59	\$25.69
State Government	1	5	\$19.84	\$14.16	\$20.87
By Respondent Industry					
City Government	4	24	\$25.34	\$23.83	\$29.00
County Government	6	53	\$23.43	\$20.43	\$23.48
State Government	1	5	\$19.84	\$14.16	\$20.87
Other Government					
Education					
Health Care					
Utilities	1	36	--	--	--
Other Private					
All Respondents	12	118	\$25.74	\$23.07	\$26.94



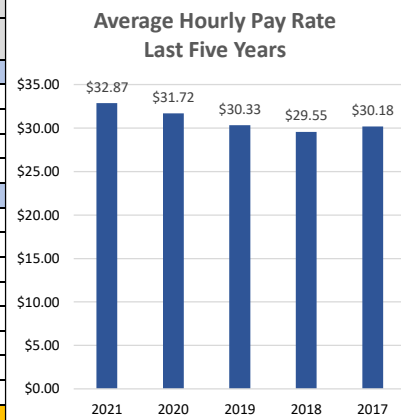
486 Street or Road Maintenance Crew Chief

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	10	--	--	--
Greater Omaha	3	19	\$29.76	\$27.23	\$32.61
Greater Nebraska	10	16	\$29.13	\$25.65	\$31.73
State Government	1	126	\$21.85	\$20.25	\$29.85
By Respondent Industry					
City Government	9	33	\$30.93	\$26.16	\$33.70
County Government	5	12	\$27.04	\$24.79	\$26.33
State Government	1	126	\$21.85	\$20.25	\$29.85
Other Government					
Education					
Health Care					
Utilities					
Other Private					
All Respondents	15	171	\$28.74	\$25.32	\$31.70



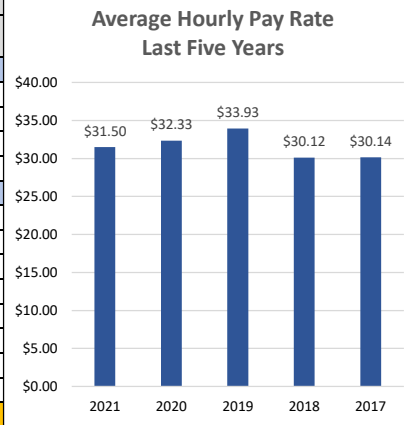
488 Street or Road Maintenance Supervisor

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln					
Greater Omaha	4	14	\$35.71	\$34.17	\$39.23
Greater Nebraska	16	22	\$32.80	\$28.72	\$34.20
State Government	1	92	\$25.12	\$22.75	\$34.10
By Respondent Industry					
City Government	8	16	\$34.82	\$30.13	\$38.57
County Government	12	20	\$32.43	\$29.65	\$33.04
State Government	1	92	\$25.12	\$22.75	\$34.10
Other Government					
Education					
Health Care					
Utilities					
Other Private					
All Respondents	21	128	\$32.87	\$29.41	\$35.38



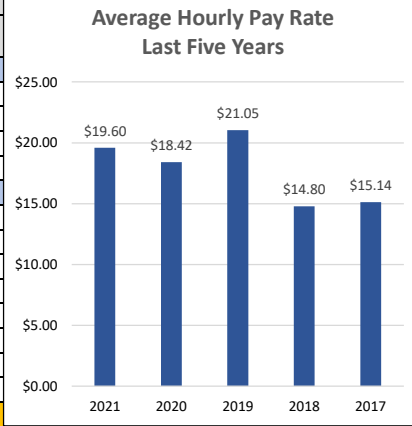
505 Printing Services Supervisor

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	2	--	--	--
Greater Omaha	2	2	--	--	--
Greater Nebraska	2	2	--	--	--
State Government	1	4	\$27.65	\$18.83	\$30.90
By Respondent Industry					
City Government					
County Government					
State Government	1	4	\$27.65	\$18.83	\$30.90
Other Government					
Education	4	4	\$33.40	\$34.53	\$40.33
Health Care					
Utilities	1	1	--	--	--
Other Private	1	1	--	--	--
All Respondents	7	10	\$31.50	\$29.05	\$38.24



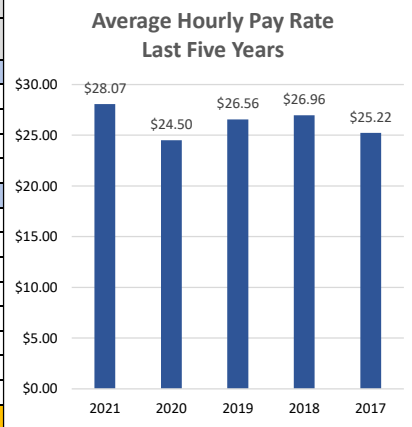
512 Printing Services Technician I

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	8	--	--	--
Greater Omaha	2	4	--	--	--
Greater Nebraska	1	2	--	--	--
State Government	1	0		\$14.01	\$20.65
By Respondent Industry					
City Government					
County Government					
State Government	1	0		\$14.01	\$20.65
Other Government					
Education	4	13	\$16.49	\$13.84	\$20.22
Health Care					
Utilities	1	1	--	--	--
Other Private					
All Respondents	6	14	\$19.60	\$17.21	\$23.14



603 Medical Technologist

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	32	--	--	--
Greater Omaha	1	5	--	--	--
Greater Nebraska	5	30	\$28.65	\$23.63	\$35.71
State Government	1	1	\$23.11	\$22.00	\$32.44
By Respondent Industry					
City Government					
County Government					
State Government	1	1	\$23.11	\$22.00	\$32.44
Other Government					
Education					
Health Care	8	67	\$28.78	\$23.22	\$35.21
Utilities					
Other Private					
All Respondents	9	68	\$28.07	\$23.09	\$34.90



613 Scientific Technician

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	9	\$24.97	\$19.93	\$27.57
Greater Omaha	2	3	--	--	--
Greater Nebraska	6	22	\$29.09	\$25.62	\$34.15
State Government	1	2	\$18.71	\$13.93	\$20.53
By Respondent Industry					
City Government	4	6	\$25.83	\$24.51	\$28.56
County Government					
State Government	1	2	\$18.71	\$13.93	\$20.53
Other Government					
Education	3	7	\$21.23	\$16.79	\$23.32
Health Care	3	15	\$29.39	\$22.61	\$34.07
Utilities	1	6	--	--	--
Other Private					
All Respondents	12	36	\$26.30	\$22.49	\$30.18



616 Scientist I

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	4	--	--	--
Greater Omaha	2	57	--	--	--
Greater Nebraska	2	5	--	--	--
State Government	1	10	\$22.88	\$21.31	\$31.41
By Respondent Industry					
City Government	1	1	--	--	--
County Government					
State Government	1	10	\$22.88	\$21.31	\$31.41
Other Government					
Education	3	60	\$22.94	\$19.76	\$25.37
Health Care	2	5	--	--	--
Utilities					
Other Private					
All Respondents	7	76	\$28.11	\$23.13	\$32.47



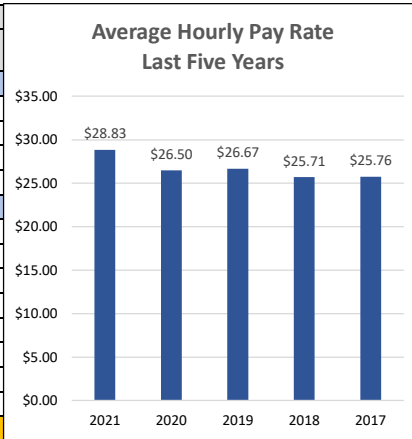
618 Laboratory Section Supervisor

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	1	--	--	--
Greater Omaha	1	1	--	--	--
Greater Nebraska	5	10	\$46.38	\$31.80	\$49.00
State Government	1	3	\$34.55	\$26.42	\$39.63
By Respondent Industry					
City Government	1			--	--
County Government					
State Government	1	3	\$34.55	\$26.42	\$39.63
Other Government					
Education					
Health Care	7	12	\$44.43	\$30.93	\$47.39
Utilities					
Other Private					
All Respondents	9	15	\$43.02	\$30.15	\$45.47



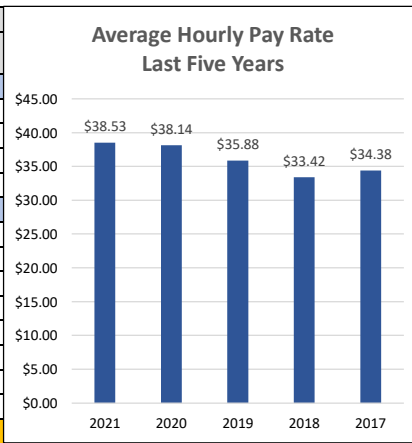
644 Design Technician III

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	3	\$30.73	\$25.60	\$36.04
Greater Omaha	3	5	\$26.96	\$21.89	\$28.88
Greater Nebraska	4	13	\$31.32	\$24.61	\$37.10
State Government	1	4	\$18.80	\$18.33	\$27.02
By Respondent Industry					
City Government	3	4	\$29.30	\$22.47	\$30.72
County Government	1	0		--	--
State Government	1	4	\$18.80	\$18.33	\$27.02
Other Government					
Education	1	1	--		
Health Care					
Utilities	3	6	\$34.88	\$28.95	\$40.32
Other Private	2	10	--	--	--
All Respondents	11	25	\$28.83	\$23.36	\$33.42



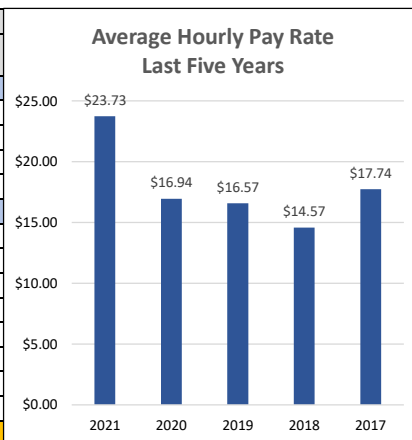
645 Design Technician Supervisor

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	3	\$46.10	\$39.52	\$53.21
Greater Omaha	2	1	--	--	--
Greater Nebraska	3	4	\$33.19	\$26.29	\$41.11
State Government	1	2	\$25.78	\$20.87	\$31.31
By Respondent Industry					
City Government	1	0		--	--
County Government					
State Government	1	2	\$25.78	\$20.87	\$31.31
Other Government					
Education	1	1	--	--	--
Health Care	1	1	--	--	--
Utilities	2	3	--	--	--
Other Private	3	3	\$41.30	\$31.42	\$49.21
All Respondents	9	10	\$38.53	\$31.13	\$43.50



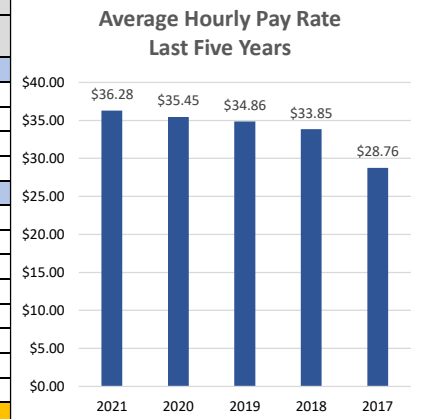
651 Construction Technician I

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln					
Greater Omaha	2	30	--	--	--
Greater Nebraska	3	4	\$26.57	\$20.72	\$24.78
State Government	1	25	\$16.93	\$16.30	\$24.03
By Respondent Industry					
City Government	1	16	--	--	--
County Government	2	3	--	--	--
State Government	1	25	\$16.93	\$16.30	\$24.03
Other Government					
Education					
Health Care	1	1	--	--	--
Utilities					
Other Private	1	14	--	--	--
All Respondents	6	59	\$23.73	\$19.41	\$26.51



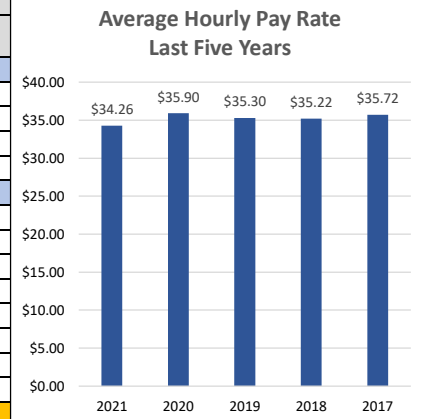
656 Designer II

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	5	--	--	--
Greater Omaha	3	21	\$37.39	\$32.08	\$38.58
Greater Nebraska	1	2	--	--	--
State Government	1	6	\$24.24	\$21.18	\$31.23
By Respondent Industry					
City Government	2	10	--	--	--
County Government					
State Government	1	6	\$24.24	\$21.18	\$31.23
Other Government					
Education					
Health Care					
Utilities	2	13	--	--	--
Other Private	2	5	--	--	--
All Respondents	7	34	\$36.28	\$30.92	\$42.83



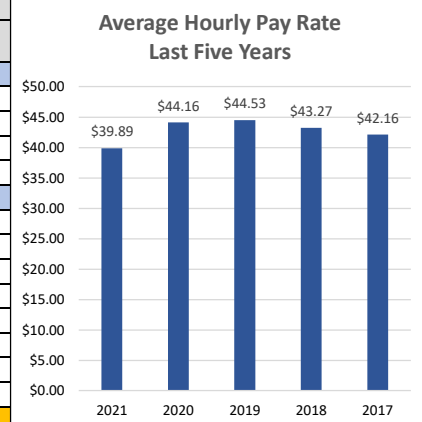
672 Engineer

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	4	55	\$37.63	\$31.16	\$48.32
Greater Omaha	3	13	\$34.68	\$31.71	\$42.69
Greater Nebraska	5	21	\$33.10	\$31.36	\$42.40
State Government	1	72	\$27.48	\$25.56	\$37.67
By Respondent Industry					
City Government	4	17	\$35.13	\$33.41	\$40.02
County Government	2	1	--	--	--
State Government	1	72	\$27.48	\$25.56	\$37.67
Other Government					
Education					
Health Care					
Utilities	2	16	--	--	--
Other Private	4	55	\$32.74	\$26.13	\$45.60
All Respondents	13	161	\$34.26	\$30.89	\$43.92



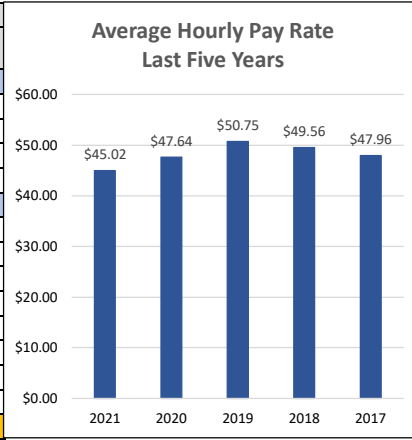
673 Professional Engineer I

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	4	32	\$36.68	\$33.64	\$45.54
Greater Omaha	2	21	--	--	--
Greater Nebraska	2	30	--	--	--
State Government	1	35	\$35.76	\$29.13	\$42.95
By Respondent Industry					
City Government	1	17	--	--	--
County Government	1	0			
State Government	1	35	\$35.76	\$29.13	\$42.95
Other Government	1	1	--		
Education					
Health Care					
Utilities	3	47	\$42.65	\$37.39	\$55.51
Other Private	2	18	--	--	--
All Respondents	9	118	\$39.89	\$34.04	\$52.09



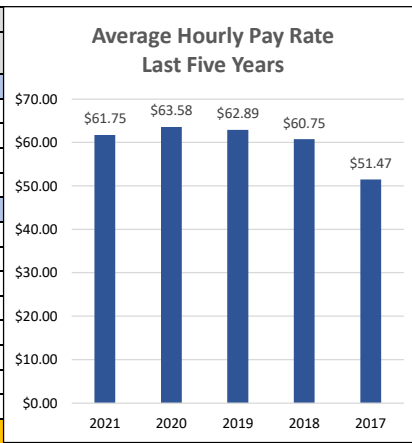
674 Professional Engineer II

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	16	\$45.41	\$39.18	\$54.01
Greater Omaha	3	46	\$47.47	\$39.33	\$59.65
Greater Nebraska	1	1	--	--	--
State Government	1	53	\$43.19	\$33.51	\$49.39
By Respondent Industry					
City Government	3	17	\$41.64	\$42.19	\$48.01
County Government	1	3	--	--	--
State Government	1	53	\$43.19	\$33.51	\$49.39
Other Government					
Education					
Health Care					
Utilities	2	38	--	--	--
Other Private	1	5	--	--	--
All Respondents	8	116	\$45.02	\$40.37	\$54.93



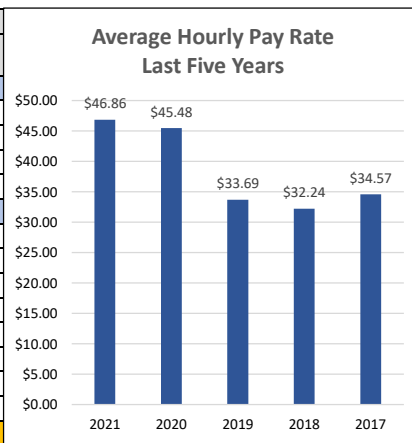
675 Engineering Senior Manager (Engineer VII)

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	5	\$57.38	\$47.40	\$68.16
Greater Omaha	4	17	\$62.65	\$47.71	\$69.89
Greater Nebraska	2	2	--	--	--
State Government	1	8	\$59.93	\$44.28	\$66.43
By Respondent Industry					
City Government	3	6	\$69.12	\$48.42	\$66.48
County Government	1	1	--	--	--
State Government	1	8	\$59.93	\$44.28	\$66.43
Other Government	1	1	--	--	--
Education					
Health Care	1	1	--	--	--
Utilities	2	14	--	--	--
Other Private	1	1	--	--	--
All Respondents	10	32	\$61.75	\$46.61	\$68.57



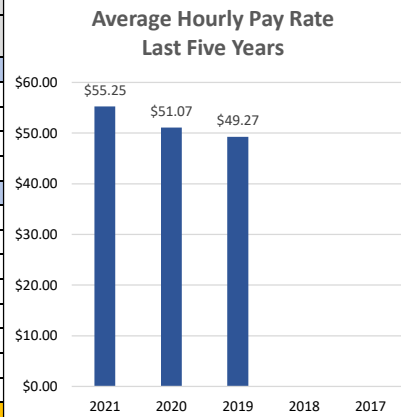
680 Architect

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln					
Greater Omaha	1	5	--	--	--
Greater Nebraska	1	1	--	--	--
State Government	1	1	\$35.80	\$27.48	\$40.51
By Respondent Industry					
City Government					
County Government					
State Government	1	1	\$35.80	\$27.48	\$40.51
Other Government					
Education					
Health Care					
Utilities	1	5	--	--	--
Other Private	1	1	--	--	--
All Respondents	3	7	\$46.86	\$36.49	\$55.73



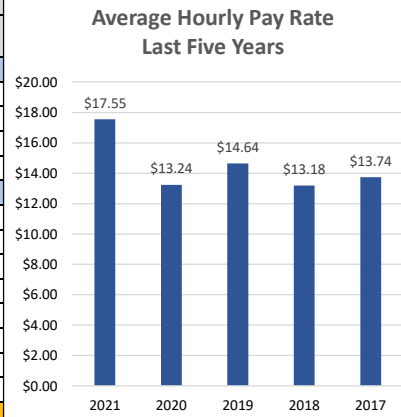
681 Professional Engineer III -- (NEW)

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	15	--	--	--
Greater Omaha	3	55	\$55.66	\$45.76	\$68.64
Greater Nebraska	2	2	--	--	--
State Government	1	44	\$49.76	\$37.87	\$55.83
By Respondent Industry					
City Government	3	16	\$57.31	\$43.24	\$59.67
County Government					
State Government	1	44	\$49.76	\$37.87	\$55.83
Other Government	1	1	--	--	--
Education					
Health Care					
Utilities	2	52	--	--	--
Other Private	1	3	--	--	--
All Respondents	8	116	\$55.25	\$43.47	\$63.62



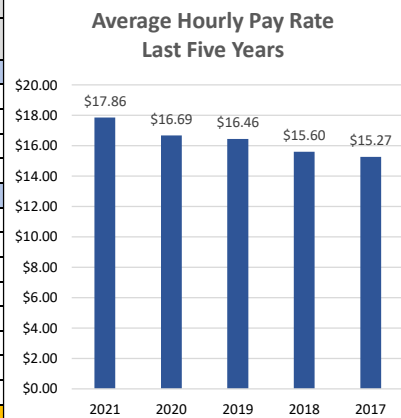
701 Nursing Assistant I

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	199	--	--	--
Greater Omaha	3	247	\$17.65	\$15.51	\$19.69
Greater Nebraska	6	155	\$17.34	\$14.88	\$21.93
State Government	1	1	\$18.81	\$15.60	\$23.00
By Respondent Industry					
City Government					
County Government	2	96	--	--	--
State Government	1	1	\$18.81	\$15.60	\$23.00
Other Government					
Education	1	60	--	--	--
Health Care	7	445	\$16.93	\$14.69	\$21.85
Utilities					
Other Private					
All Respondents	11	602	\$17.55	\$15.13	\$21.50



702 Nursing Assistant II / Medication Aide

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	348	--	--	--
Greater Omaha	1	561	--	--	--
Greater Nebraska	3	86	\$16.45	\$13.02	\$21.66
State Government	1	127	\$19.97	\$18.81	\$27.72
By Respondent Industry					
City Government					
County Government					
State Government	1	127	\$19.97	\$18.81	\$27.72
Other Government					
Education					
Health Care	5	946	\$18.20	\$14.54	\$21.79
Utilities					
Other Private	1	49	--	--	--
All Respondents	7	1122	\$17.86	\$14.64	\$22.66



707 Licensed Practical Nurse

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	6	52	\$23.20	\$19.30	\$26.30
Greater Omaha	3	96	\$28.17	\$22.63	\$32.82
Greater Nebraska	6	85	\$29.97	\$20.92	\$36.12
State Government	1	76	\$29.89	\$23.40	\$34.49
By Respondent Industry					
City Government	1	1	--	--	--
County Government	2	25	--	--	--
State Government	1	76	\$29.89	\$23.40	\$34.49
Other Government					
Education	1	29	--	--	--
Health Care	9	171	\$27.69	\$20.14	\$33.91
Utilities					
Other Private	2	7	--	--	--
All Respondents	16	309	\$27.16	\$20.79	\$31.72



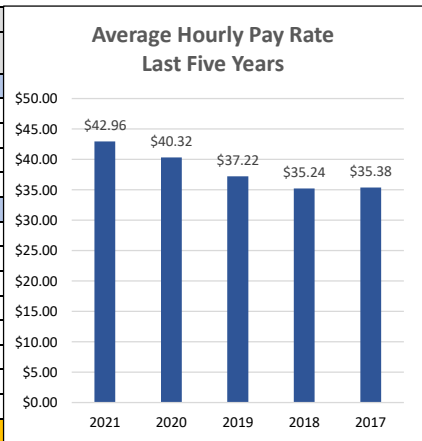
712 Registered Nurse

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	5	1506	\$37.35	\$30.30	\$48.51
Greater Omaha	5	2167	\$35.26	\$27.11	\$45.84
Greater Nebraska	10	620	\$35.72	\$25.25	\$40.43
State Government	1	87	\$41.48	\$32.52	\$59.39
By Respondent Industry					
City Government					
County Government	5	64	\$37.04	\$29.60	\$39.25
State Government	1	87	\$41.48	\$32.52	\$59.39
Other Government					
Education	4	136	\$36.86	\$26.93	\$47.38
Health Care	9	3839	\$35.79	\$26.57	\$44.10
Utilities					
Other Private	2	254	--	--	--
All Respondents	21	4380	\$36.36	\$27.34	\$44.75



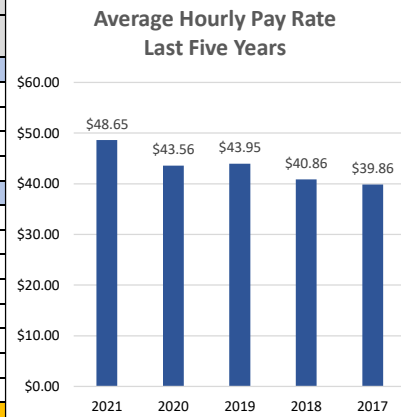
713 Nursing Supervisor

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	5	--	--	--
Greater Omaha	5	111	\$45.58	\$35.63	\$54.47
Greater Nebraska	6	17	\$39.75	\$32.97	\$47.02
State Government	1	42	\$44.10	\$34.55	\$51.83
By Respondent Industry					
City Government					
County Government	3	8	\$45.23	\$35.61	\$51.38
State Government	1	42	\$44.10	\$34.55	\$51.83
Other Government					
Education	1	1	--	--	--
Health Care	7	112	\$41.15	\$31.16	\$48.37
Utilities	1	1	--	--	--
Other Private	1	11	--	--	--
All Respondents	14	175	\$42.96	\$34.24	\$50.35



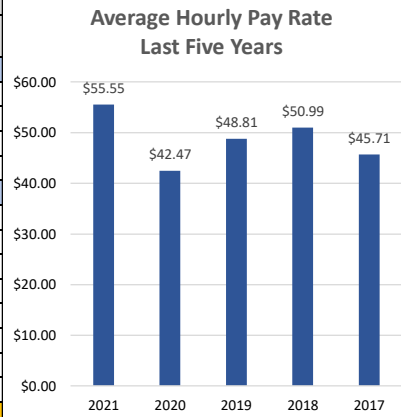
714 Assistant Director of Nursing

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	0	--	--	--
Greater Omaha	1	1	--	--	--
Greater Nebraska	2	3	--	--	--
State Government	1	24	\$49.16	\$37.14	\$55.71
By Respondent Industry					
City Government					
County Government	2	1	--	--	--
State Government	1	24	\$49.16	\$37.14	\$55.71
Other Government					
Education					
Health Care	2	3	--	--	--
Utilities					
Other Private					
All Respondents	5	28	\$48.65	\$34.77	\$52.74



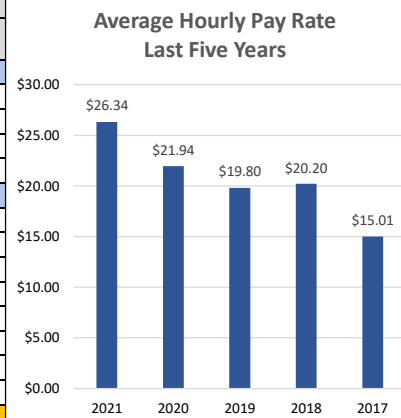
715 Director of Nursing

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	2	--	--	--
Greater Omaha	2	2	--	--	--
Greater Nebraska	4	4	\$53.41	\$47.81	\$66.99
State Government	1	12	\$57.97	\$42.92	\$64.38
By Respondent Industry					
City Government					
County Government	2	2	--	--	--
State Government	1	12	\$57.97	\$42.92	\$64.38
Other Government					
Education	3	3	\$40.59	\$45.38	\$59.91
Health Care	3	3	\$75.30	\$53.53	\$81.81
Utilities					
Other Private					
All Respondents	9	20	\$55.55	\$46.09	\$67.05



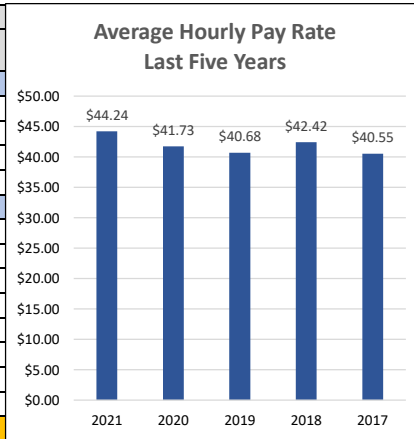
722 Physical Therapy Aide

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	5	--	--	--
Greater Omaha	1	13	--	--	--
Greater Nebraska	2	5	--	--	--
State Government	1	3	\$22.11	\$16.62	\$24.50
By Respondent Industry					
City Government					
County Government					
State Government	1	3	\$22.11	\$16.62	\$24.50
Other Government					
Education					
Health Care	4	23	\$27.40	\$21.10	\$30.50
Utilities					
Other Private					
All Respondents	5	26	\$26.34	\$20.21	\$29.30



725 Physical Therapist II

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	4	62	\$46.73	\$40.96	\$54.62
Greater Omaha	4	73	\$39.62	\$27.59	\$43.73
Greater Nebraska	4	41	\$43.19	\$33.58	\$52.68
State Government	1	2	\$52.41	\$33.06	\$48.73
By Respondent Industry					
City Government					
County Government					
State Government	1	2	\$52.41	\$33.06	\$48.73
Other Government					
Education	5	30	\$45.52	\$36.81	\$49.61
Health Care	7	146	\$42.35	\$32.79	\$51.00
Utilities					
Other Private					
All Respondents	13	178	\$44.24	\$33.91	\$50.41



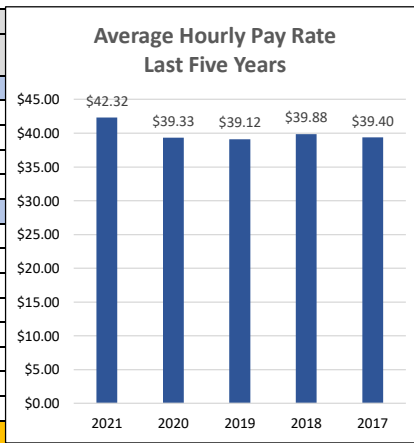
726 Physical Therapy Director

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln			--	--	--
Greater Omaha	1	2	--	--	--
Greater Nebraska	2	1	--	--	--
State Government	1	1	\$59.97	\$34.72	\$52.08
By Respondent Industry					
City Government					
County Government					
State Government	1	1	\$59.97	\$34.72	\$52.08
Other Government					
Education					
Health Care	3	3	\$55.26	\$42.41	\$64.18
Utilities					
Other Private					
All Respondents	4	4	\$56.83	\$40.49	\$61.16



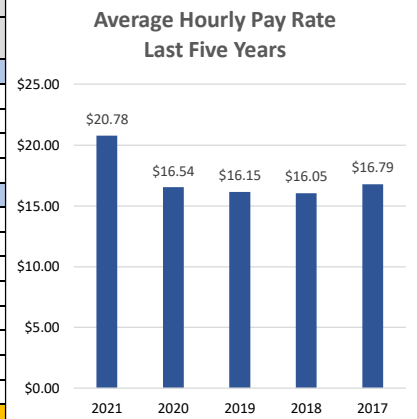
730 Occupational Therapist

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	72	\$46.80	\$37.76	\$52.62
Greater Omaha	2	42	--	--	--
Greater Nebraska	5	26	\$41.82	\$32.39	\$50.09
State Government	1	4	\$47.67	\$29.85	\$44.00
By Respondent Industry					
City Government					
County Government					
State Government	1	4	\$47.67	\$29.85	\$44.00
Other Government					
Education	2	20	--	--	--
Health Care	8	120	\$39.52	\$31.29	\$48.27
Utilities					
Other Private					
All Respondents	11	144	\$42.32	\$32.70	\$48.84



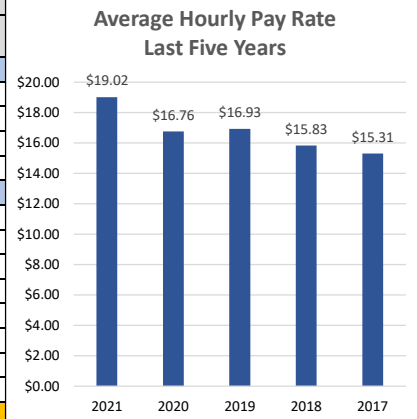
734 Dental Assistant

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln					
Greater Omaha	1	9	--	--	--
Greater Nebraska					
State Government	1	2	\$21.45	\$16.47	\$24.29
By Respondent Industry					
City Government					
County Government					
State Government	1	2	\$21.45	\$16.47	\$24.29
Other Government					
Education					
Health Care	1	9	--	--	--
Utilities					
Other Private					
All Respondents	2	11	\$20.78	\$15.79	\$23.66



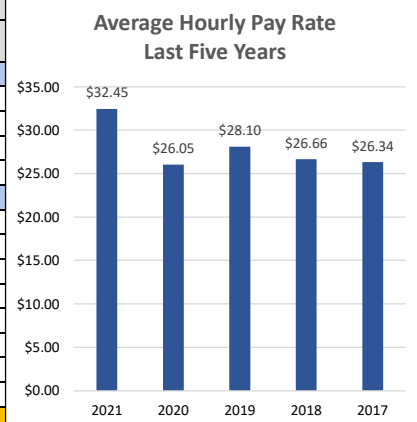
741 Pharmacy Technician

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	22	\$15.94	\$14.61	\$21.13
Greater Omaha	3	130	\$19.49	\$15.26	\$20.67
Greater Nebraska	6	49	\$20.09	\$15.64	\$22.66
State Government	1	8	\$18.36	\$16.17	\$23.83
By Respondent Industry					
City Government	1	0	--	--	--
County Government	1	3	--	--	--
State Government	1	8	\$18.36	\$16.17	\$23.83
Other Government					
Education					
Health Care	9	190	\$18.99	\$15.33	\$21.95
Utilities					
Other Private	1	8	--	--	--
All Respondents	13	209	\$19.02	\$15.35	\$21.94



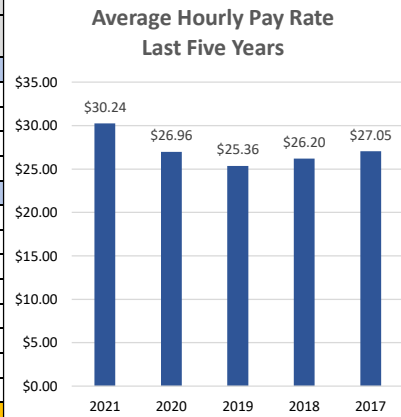
745 Respiratory Therapist

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	37	--	--	--
Greater Omaha	1	106	--	--	--
Greater Nebraska	6	31	\$34.60	\$24.66	\$35.90
State Government	1	1	\$31.38	\$24.47	\$36.07
By Respondent Industry					
City Government					
County Government					
State Government	1	1	\$31.38	\$24.47	\$36.07
Other Government					
Education					
Health Care	9	174	\$32.58	\$24.23	\$36.81
Utilities					
Other Private					
All Respondents	10	175	\$32.45	\$24.25	\$36.73



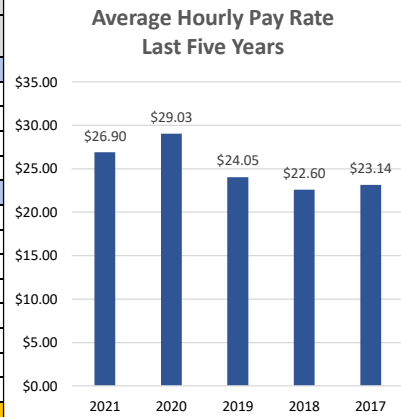
749 Behavioral Health Practitioner II (formerly Mental Health Practitioner II)

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	7	--	--	--
Greater Omaha	3	23	\$33.94	\$26.92	\$36.86
Greater Nebraska	4	9	\$28.30	\$31.39	\$39.25
State Government	1	19	\$27.78	\$26.43	\$38.97
By Respondent Industry					
City Government					
County Government	1	1	--	--	--
State Government	1	19	\$27.78	\$26.43	\$38.97
Other Government					
Education	4	11	\$29.45	\$33.98	\$37.76
Health Care	3	27	\$29.11	\$23.99	\$36.14
Utilities					
Other Private					
All Respondents	9	58	\$30.24	\$27.49	\$37.45



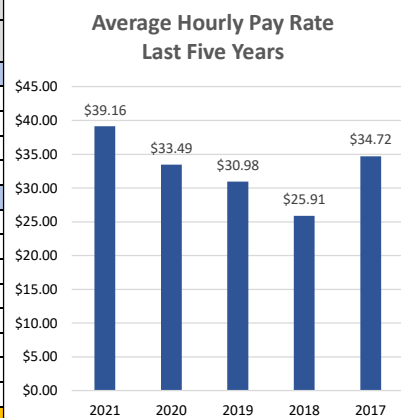
754 Social Service Worker

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	12	--	--	--
Greater Omaha	3	29	\$27.01	\$18.67	\$28.42
Greater Nebraska	4	27	\$30.13	\$23.38	\$34.87
State Government	1	565	\$18.27	\$17.05	\$25.13
By Respondent Industry					
City Government	1	12	--	--	--
County Government	2	2	--	--	--
State Government	1	565	\$18.27	\$17.05	\$25.13
Other Government					
Education	1	19	--	--	--
Health Care	3	9	\$26.87	\$20.25	\$30.22
Utilities					
Other Private	1	26	--	--	--
All Respondents	9	633	\$26.90	\$21.07	\$30.99



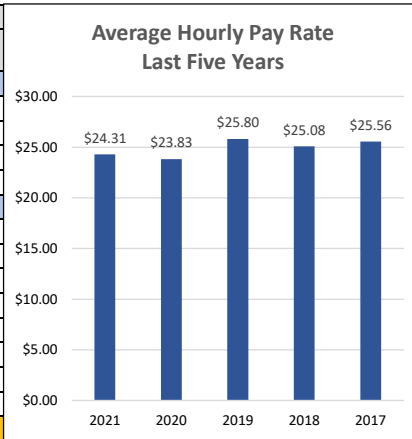
755 Social Services Supervisor

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	6	--	--	--
Greater Omaha	3	9	\$39.44	\$33.86	\$47.15
Greater Nebraska	1	1	--	--	--
State Government	1	80	\$23.96	\$21.50	\$32.24
By Respondent Industry					
City Government	1	6	--	--	--
County Government					
State Government	1	80	\$23.96	\$21.50	\$32.24
Other Government					
Education	1	1	--	--	--
Health Care	2	2	--	--	--
Utilities					
Other Private	1	7	--	--	--
All Respondents	6	96	\$39.16	\$31.93	\$45.36



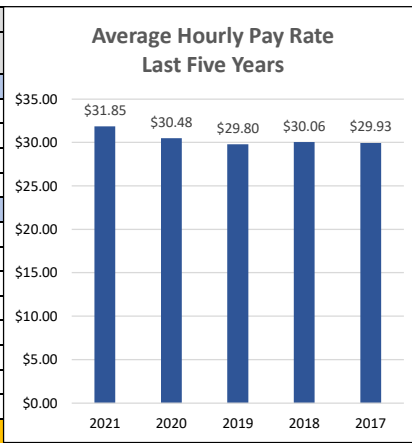
758 Social Worker II

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	16	--	--	--
Greater Omaha	1	0	--	--	--
Greater Nebraska	3	3	\$24.74	\$17.34	\$26.90
State Government	1	9	\$25.42	\$21.79	\$32.12
By Respondent Industry					
City Government					
County Government	1	0		--	--
State Government	1	9	\$25.42	\$21.79	\$32.12
Other Government					
Education					
Health Care	4	19	\$24.04	\$17.58	\$27.31
Utilities					
Other Private					
All Respondents	6	28	\$24.31	\$18.84	\$28.27



759 Certified Master Social Worker

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	75	--	--	--
Greater Omaha	2	49	--	--	--
Greater Nebraska	3	6	\$29.18	\$23.90	\$35.93
State Government	1	18	\$30.29	\$27.07	\$39.90
By Respondent Industry					
City Government					
County Government	1	1	--	--	--
State Government	1	18	\$30.29	\$27.07	\$39.90
Other Government					
Education	2	122	--	--	--
Health Care	4	7	\$30.87	\$23.41	\$35.51
Utilities					
Other Private					
All Respondents	8	148	\$31.85	\$25.59	\$40.11



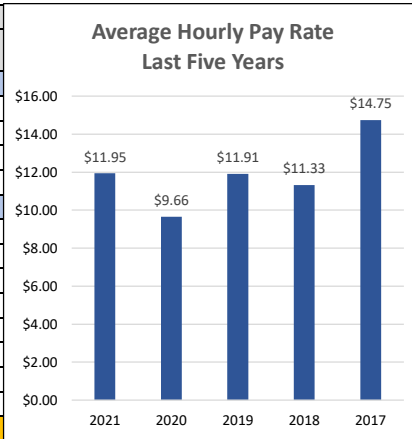
767 Psychologist/Licensed

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	4	75	\$46.40	\$37.35	\$56.60
Greater Omaha	4	60	\$45.95	\$30.58	\$53.78
Greater Nebraska	2	2	--	--	--
State Government	1	17	\$51.79	\$30.41	\$44.83
By Respondent Industry					
City Government					
County Government	2	2	--	--	--
State Government	1	17	\$51.79	\$30.41	\$44.83
Other Government					
Education	3	108	\$38.21	\$28.41	\$50.88
Health Care	4	20	\$49.28	\$36.59	\$56.50
Utilities					
Other Private	1	7	--	--	--
All Respondents	11	154	\$47.55	\$33.95	\$54.10



771 Recreation Aide

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	3	--	--	--
Greater Omaha	1	12	--	--	--
Greater Nebraska	2	15	--	--	--
State Government	1	0		\$13.44	\$19.81
By Respondent Industry					
City Government	3	18	\$11.43	\$10.83	\$16.74
County Government					
State Government	1	0		\$13.44	\$19.81
Other Government					
Education					
Health Care					
Utilities					
Other Private	1	12	--	--	--
All Respondents	5	30	\$11.95	\$11.19	\$17.10



772 Recreation Specialist

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1		--	--	--
Greater Omaha	2	20	--	--	--
Greater Nebraska	4	5	\$18.54	\$20.97	\$23.97
State Government	1	19	\$22.19	\$20.46	\$30.16
By Respondent Industry					
City Government	4	18	\$22.22	\$20.27	\$22.11
County Government	1	6	--	--	--
State Government	1	19	\$22.19	\$20.46	\$30.16
Other Government					
Education					
Health Care	2	1	--	--	--
Utilities					
Other Private					
All Respondents	8	44	\$23.56	\$20.37	\$26.32



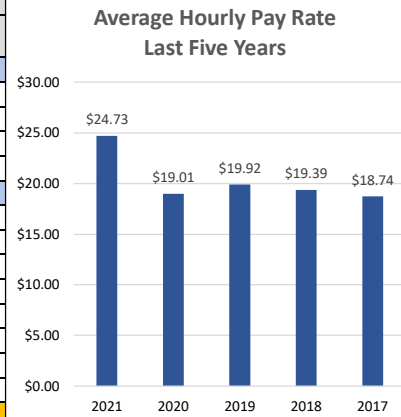
773 Activity Assistant

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln					
Greater Omaha	1	3	--	--	--
Greater Nebraska	2	3	--	--	--
State Government	1	12	\$15.86	\$14.77	\$21.78
By Respondent Industry					
City Government					
County Government	1	3	--	--	--
State Government	1	12	\$15.86	\$14.77	\$21.78
Other Government					
Education					
Health Care	2	3	--	--	--
Utilities					
Other Private					
All Respondents	4	18	\$18.87	\$16.27	\$23.88



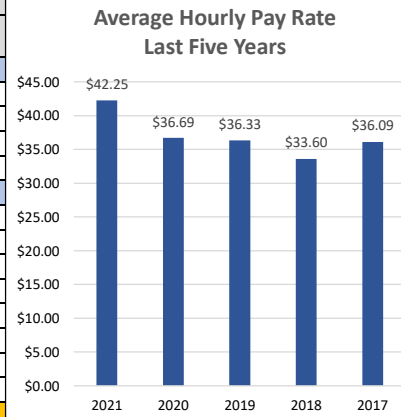
774 Activity Specialist

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	4	--	--	--
Greater Omaha					
Greater Nebraska	2	2	--	--	--
State Government	1	39	\$18.61	\$17.05	\$25.13
By Respondent Industry					
City Government					
County Government					
State Government	1	39	\$18.61	\$17.05	\$25.13
Other Government					
Education					
Health Care	3	6	\$26.78	\$20.39	\$30.92
Utilities					
Other Private					
All Respondents	4	45	\$24.73	\$19.56	\$29.47



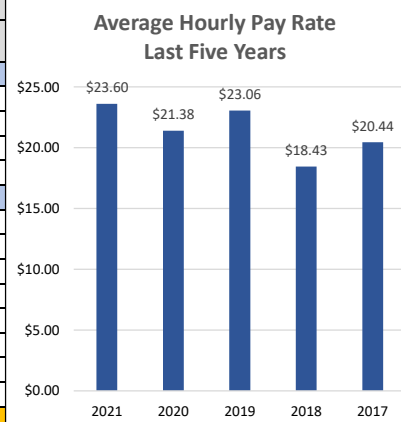
795 Health Information Manager

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	5	--	--	--
Greater Omaha	2	2	--	--	--
Greater Nebraska	1	1	--	--	--
State Government	1	7	\$26.40	\$22.88	\$33.73
By Respondent Industry					
City Government	1	4	--	--	--
County Government	1	1	--	--	--
State Government	1	7	\$26.40	\$22.88	\$33.73
Other Government					
Education					
Health Care	3	3	\$47.94	\$36.57	\$56.95
Utilities					
Other Private					
All Respondents	6	15	\$42.25	\$32.88	\$49.88



976 Correctional Corporal

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	158	--	--	--
Greater Omaha	3	333	\$23.85	\$21.98	\$28.00
Greater Nebraska	6	69	\$21.38	\$19.08	\$24.78
State Government	1	691	\$29.97	\$25.00	\$31.00
By Respondent Industry					
City Government					
County Government	10	560	\$22.81	\$20.19	\$26.28
State Government	1	691	\$29.97	\$25.00	\$31.00
Other Government					
Education					
Health Care					
Utilities					
Other Private					
All Respondents	11	1251	\$23.60	\$20.62	\$26.71



977 Correctional Sergeant

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	26	--	--	--
Greater Omaha	3	73	\$30.67	\$25.22	\$32.91
Greater Nebraska	5	27	\$26.54	\$24.88	\$30.65
State Government	1	127	\$33.90	\$29.00	\$41.15
By Respondent Industry					
City Government					
County Government	9	126	\$29.83	\$25.80	\$32.44
State Government	1	127	\$33.90	\$29.00	\$41.15
Other Government					
Education					
Health Care					
Utilities					
Other Private					
All Respondents	10	253	\$30.34	\$26.16	\$33.41



978 Correctional Lieutenant

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	1	7	--	--	--
Greater Omaha	3	22	\$38.44	\$31.77	\$39.39
Greater Nebraska	6	11	\$42.84	\$35.53	\$40.89
State Government	1	51	\$33.57	\$31.18	\$46.76
By Respondent Industry					
City Government					
County Government	10	40	\$41.35	\$34.54	\$41.03
State Government	1	51	\$33.57	\$31.18	\$46.76
Other Government					
Education					
Health Care					
Utilities					
Other Private					
All Respondents	11	91	\$40.48	\$34.16	\$41.67



981 Emergency Dispatcher (Communications Specialist)

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	3	40	\$21.47	\$18.82	\$24.76
Greater Omaha	5	101	\$23.81	\$20.43	\$26.07
Greater Nebraska	13	112	\$20.58	\$18.46	\$22.24
State Government	1	20	\$21.73	\$20.47	\$30.17
By Respondent Industry					
City Government	6	69	\$20.87	\$17.97	\$24.13
County Government	11	154	\$21.77	\$19.64	\$23.01
State Government	1	20	\$21.73	\$20.47	\$30.17
Other Government	1	9	--	--	--
Education	3	21	\$22.13	\$19.71	\$23.88
Health Care					
Utilities					
Other Private					
All Respondents	22	273	\$21.53	\$19.11	\$23.89



982 Emergency Dispatcher Supervisor (Communications Specialist Supervisor)

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	2	8	--	--	--
Greater Omaha	4	9	\$30.67	\$25.62	\$33.27
Greater Nebraska	13	22	\$28.90	\$22.88	\$28.48
State Government	1	4	\$26.50	\$21.80	\$32.70
By Respondent Industry					
City Government	5	12	\$29.77	\$24.85	\$33.78
County Government	12	22	\$29.21	\$23.16	\$27.80
State Government	1	4	\$26.50	\$21.80	\$32.70
Other Government					
Education	2	5	--	--	--
Health Care					
Utilities					
Other Private					
All Respondents	20	43	\$29.36	\$24.14	\$30.23



992 Law Enforcement Officer

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	4	347	\$32.28	\$25.56	\$35.87
Greater Omaha	7	164	\$33.06	\$27.25	\$34.91
Greater Nebraska	19	305	\$25.91	\$23.47	\$28.60
State Government	1	249	\$29.65	\$23.74	\$36.04
By Respondent Industry					
City Government	10	451	\$30.21	\$26.00	\$33.83
County Government	14	290	\$27.06	\$23.35	\$28.92
State Government	1	249	\$29.65	\$23.74	\$36.04
Other Government	1	15	--	--	--
Education	5	60	\$28.96	\$25.46	\$30.63
Health Care					
Utilities					
Other Private					
All Respondents	31	1065	\$28.58	\$24.63	\$31.26



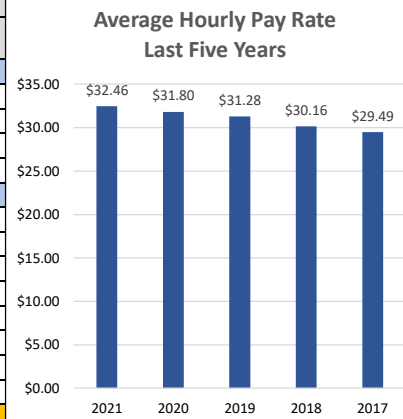
993 Law Enforcement Officer Supervisor

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln	4	68	\$44.28	\$36.06	\$46.43
Greater Omaha	7	151	\$41.16	\$35.50	\$40.69
Greater Nebraska	15	51	\$33.50	\$30.04	\$35.36
State Government	1	48	\$38.45	\$29.13	\$44.06
By Respondent Industry					
City Government	9	203	\$36.83	\$32.73	\$39.79
County Government	12	44	\$36.35	\$32.13	\$37.11
State Government	1	48	\$38.45	\$29.13	\$44.06
Other Government	1	3	--	--	--
Education	4	20	\$40.02	\$35.19	\$40.34
Health Care					
Utilities					
Other Private					
All Respondents	27	318	\$37.26	\$32.47	\$38.90

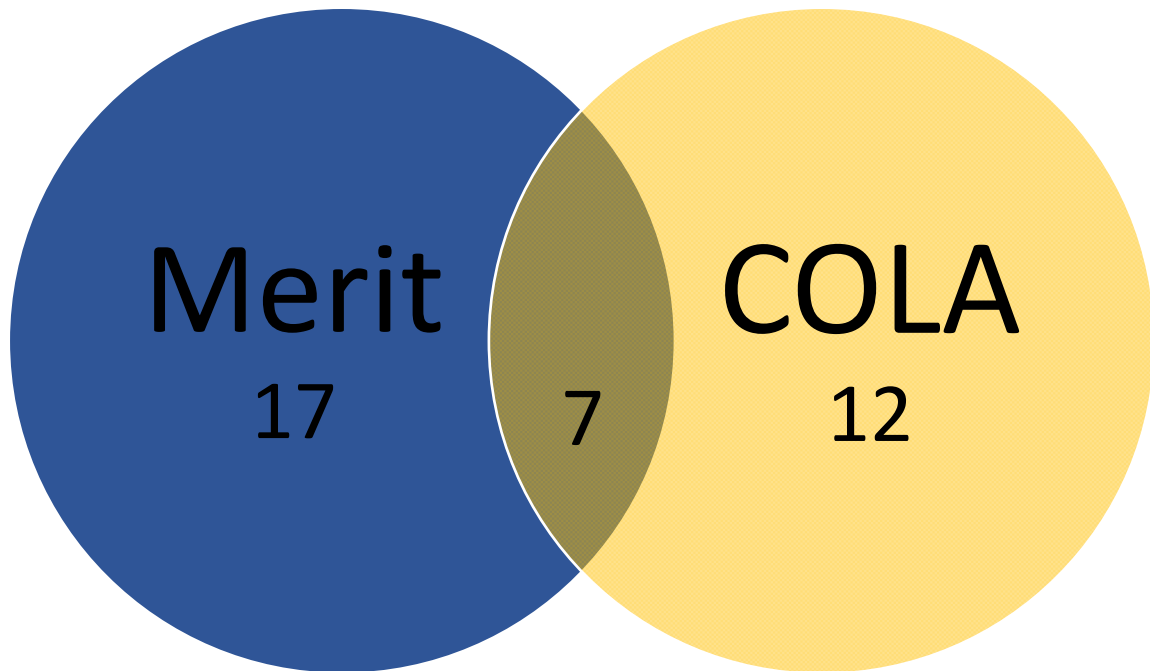


994 Law Enforcement Investigation Officer

Respondents By Area and Industry	Counts		Pay Rates		
	Employers	Employees	Average	Range Minimum	Range Maximum
By Respondent Location					
Greater Lincoln					
Greater Omaha	5	34	\$32.00	\$25.52	\$32.27
Greater Nebraska	6	10	\$31.69	\$29.28	\$33.92
State Government	1	76	\$38.08	\$25.82	\$41.80
By Respondent Industry					
City Government	1	1	--	--	--
County Government	8	40	\$31.38	\$28.39	\$33.07
State Government	1	76	\$38.08	\$25.82	\$41.80
Other Government					
Education	2	3	--		
Health Care					
Utilities					
Other Private					
All Respondents	12	120	\$32.46	\$28.25	\$34.81



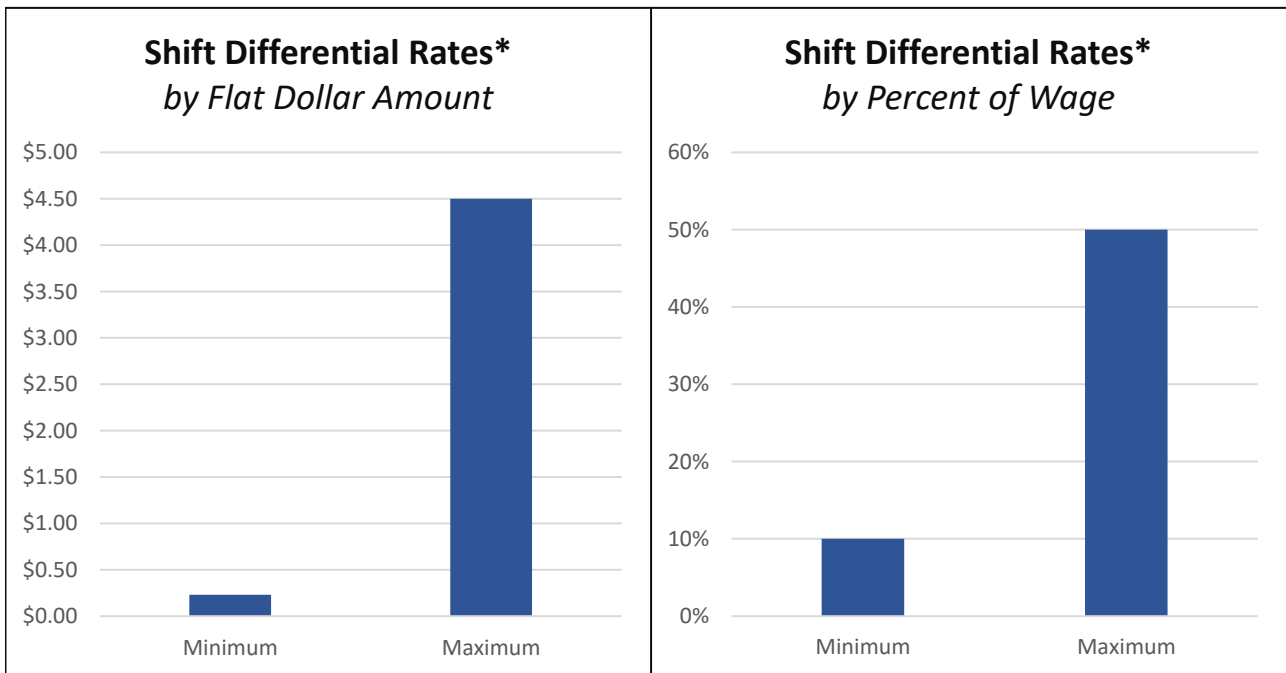
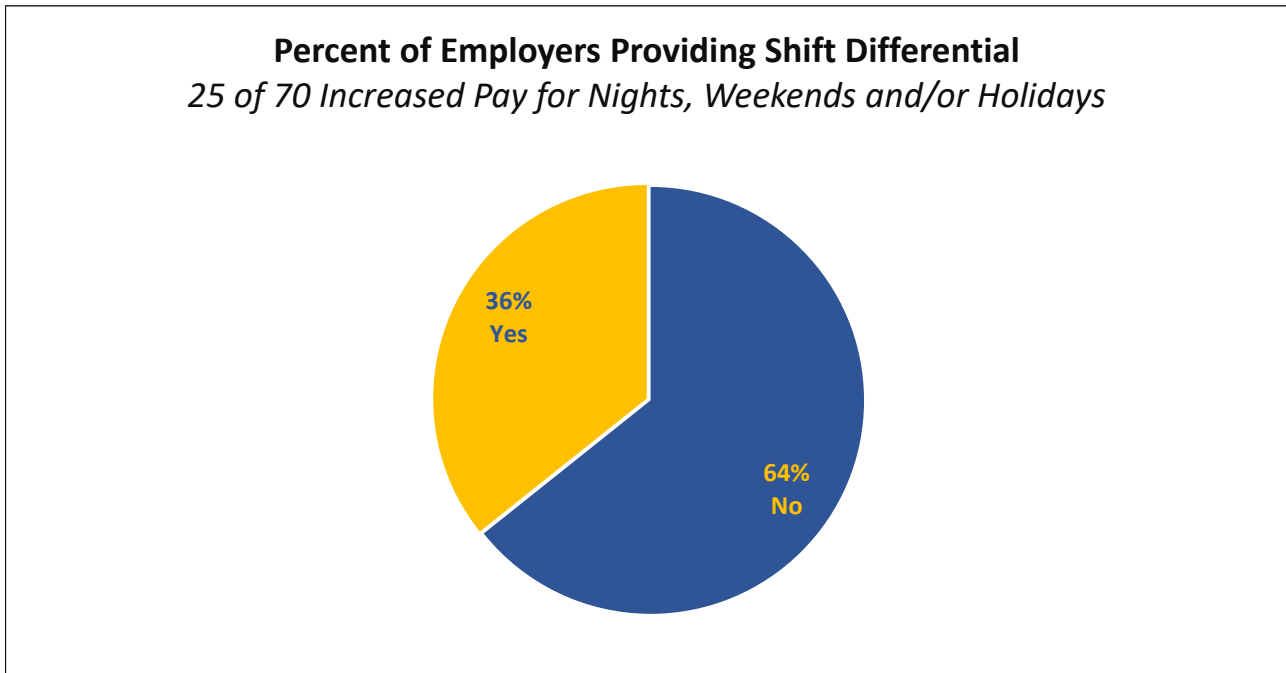
Wage Increase Approaches Used by Employers



The number of merit pay (pay for performance) versus Cost of Living (COLA) systems was based on 67 employer responses to an open-ended question on wage increase methods. Some employers listed multiple systems and managed employee groups differently.

- 17 (25%) used some form of merit-based system (without a COLA method).
- 12 (18%) used a Cost of Living (COLA) method (without a merit system).
- 7 (10%) used both a merit-based and COLA system for determining wage increases.
- 31 (46%) listed neither merit-based nor COLA systems.
- Methods/factors for determining wage increases included: Merit, COLA, Market Research, Negotiate/Contract, Step Plan, Manager/Board Discretion, and Budget-driven.

Shift Differential



*The rates reported varied by shifts, job assignments, and agreements. There were insufficient comparable values to report average rates.

Benefits Data

Leave Data	73
Average Paid Time Off (PTO) System Leave	73
PTO and Traditional Leave Systems Across Categories	74
Average Vacation Days Earned Per Year	75
Vacation Days by Years of Service - Greater Lincoln	76
Vacation Days by Years of Service - Greater Omaha	77
Vacation Days by Years of Service - Greater Nebraska	78
Holiday Leave	79
Sick Leave Days Earned by Area	80
Leave Data by Employer Area	82
Insurance Data	84
Health Insurance Contributions - Single Coverage	84
Health Insurance Contributions - Family Coverage	85
Health Insurance Contributions - Retiree Coverage	86
Dental Insurance Contributions - Single Coverage	88
Dental Insurance Contributions - Family Coverage	89
Life Insurance Provided by Employers	90
Other	92
Retirement Contributions	92
Children in the Workplace	94

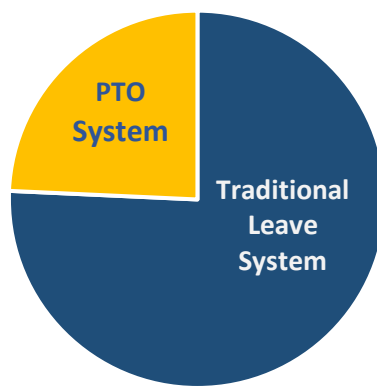
Average Paid Time Off (PTO) System Leave

PTO - Replaces Vacation, Sick, & Holiday Leave	
Years of Service	Average Days Earned
1st	22.8
2nd	22.8
3rd	22.8
4th	22.8
5th	25.0
6th	25.0
7th	25.0
8th	26.3
9th	26.3
10th	27.8
11th	27.8
12th	27.8
13th	27.8
14th	27.8
15th	28.8
16th - 19th	30.0
20th - 24th	30.0
25th	30.0

PTO - Combines Vacation & Sick Leave	
Years of Service	Average Days Earned
1st	14.5
2nd	15.8
3rd	16.1
4th	16.5
5th	18.8
6th	19.6
7th	19.9
8th	19.9
9th	19.9
10th	22.3
11th	22.8
12th	22.8
13th	22.8
14th	23.3
15th	24.5
16th - 19th	24.5
20th - 24th	24.8
25th	25.2

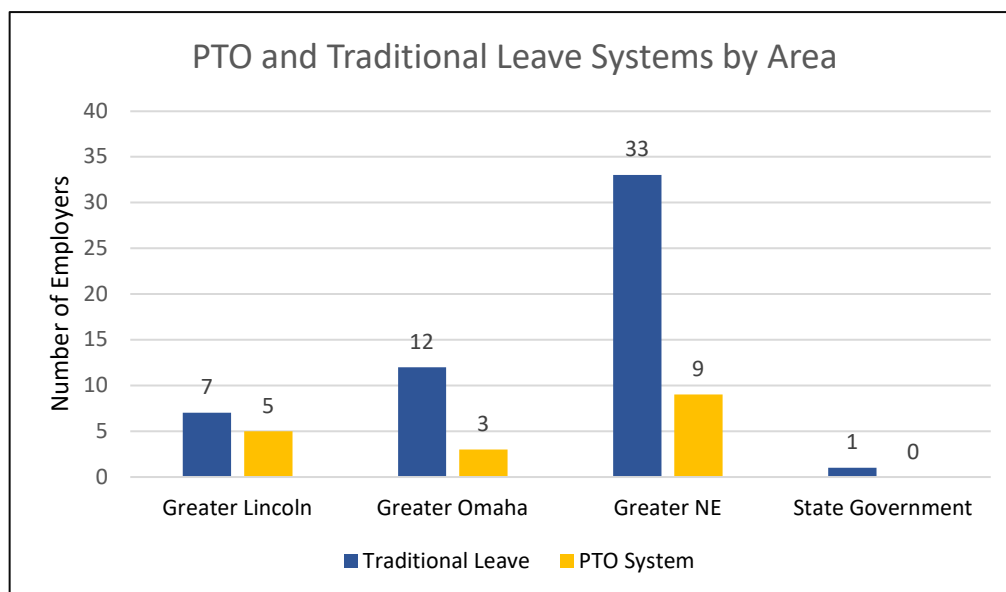
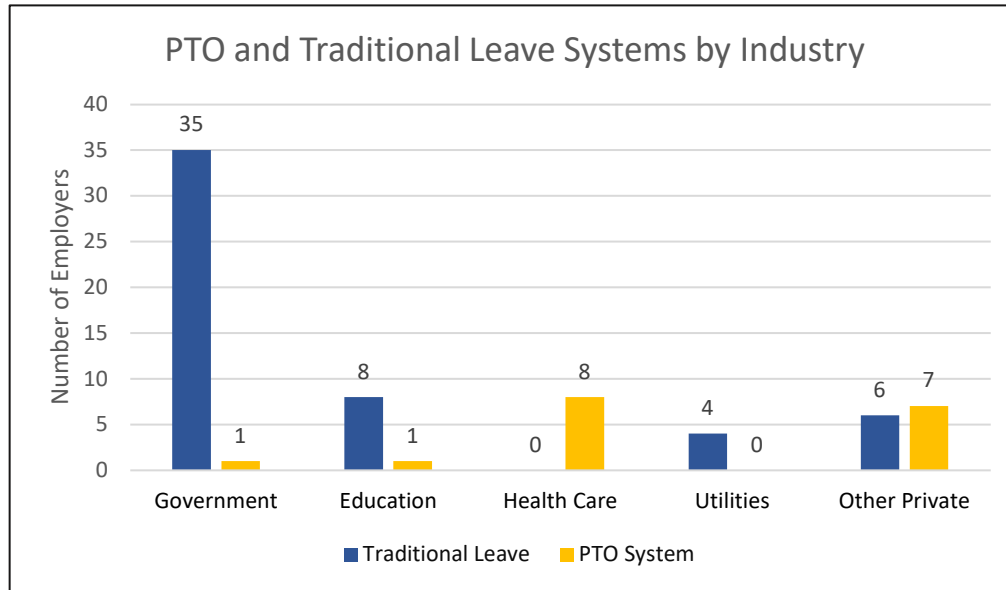
The averages above represent those employers utilizing a Paid Time Off (PTO) system that combines vacation, sick, and sometimes holiday leave into a single plan. This is in contrast to traditional leave systems with separate banks of vacation and sick leave.

Traditional vs. PTO Leave Systems
All Responding Employers



Of the 70 survey respondents who provided leave data, 17 (24%) used a Paid Time Off (PTO) system (4 covered holidays along with vacation and sick leave). The other 53 employers (76%) used a traditional leave system.

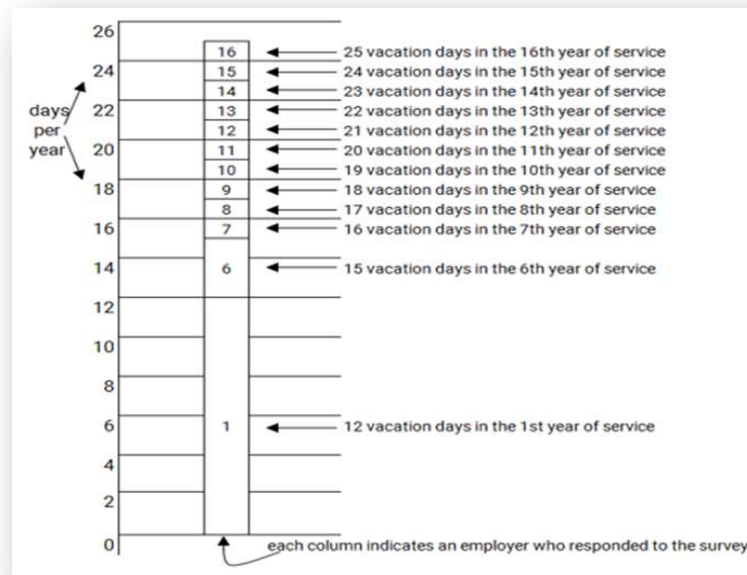
PTO and Traditional Leave Systems Across Categories



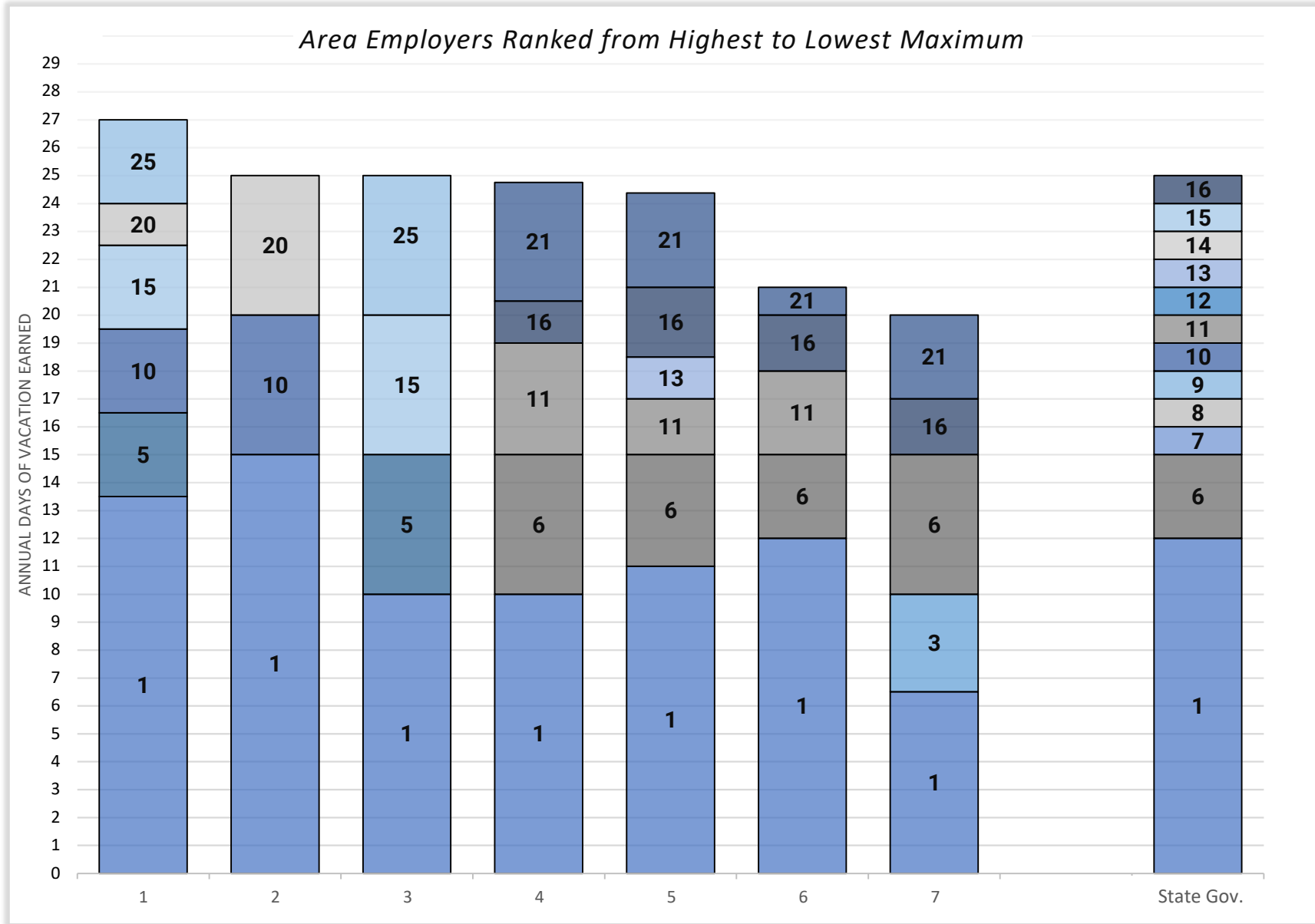
Average Vacation Days Earned Per Year

(Does not include PTO Systems)

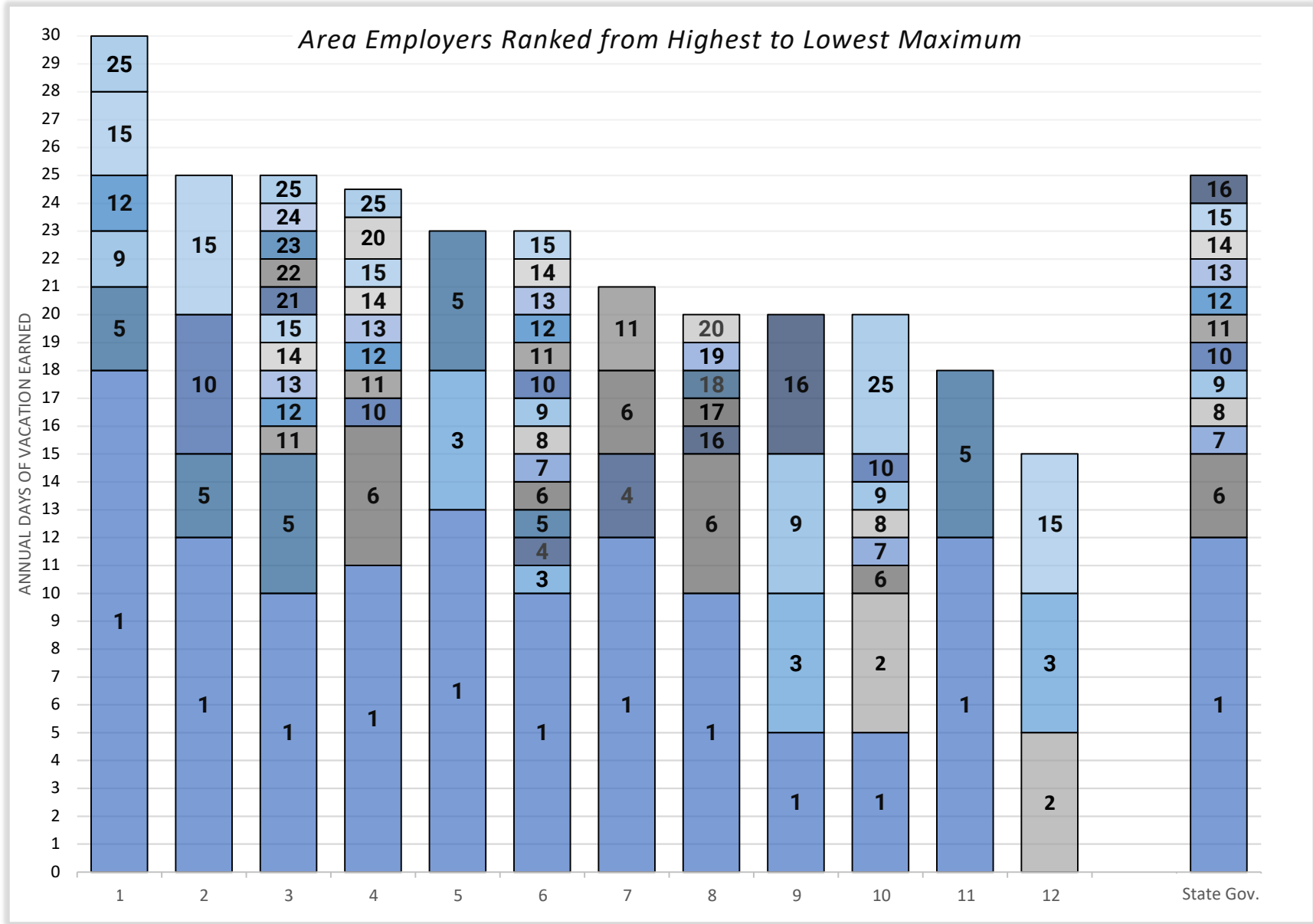
Years of Service	All Respondents	Greater Lincoln	Greater Omaha	Greater Nebraska
1st Year	9.4	11.1	9.8	8.8
2nd Year	10.5	11.1	10.7	10.2
3rd Year	11.0	11.6	12.0	10.5
4th Year	11.3	11.6	12.3	10.8
5th Year	12.4	12.8	14.3	11.7
6th Year	13.6	15.2	15.5	12.5
7th Year	13.9	15.2	15.7	12.8
8th Year	14.4	15.2	15.8	13.7
9th Year	14.8	15.2	16.6	14.0
10th Year	15.6	16.4	17.3	14.7
11th Year	16.6	17.6	17.8	15.9
12th Year	16.9	17.6	18.2	16.1
13th Year	17.2	17.9	18.4	16.4
14th Year	17.4	17.9	18.7	16.7
15th Year	18.4	19.0	20.0	17.5
16th Year	19.1	20.1	20.5	18.2
17th Year	19.2	20.1	20.6	18.3
18th Year	19.3	20.1	20.7	18.4
19th Year	19.4	20.1	20.8	18.6
20th Year	20.1	21.1	21.0	19.4
21st Year	20.4	22.7	21.0	19.5
22nd Year	20.4	22.7	21.1	19.5
23rd Year	20.4	22.7	21.2	19.5
24th Year	20.5	22.7	21.3	19.5
25th Year	20.8	23.9	22.0	19.6



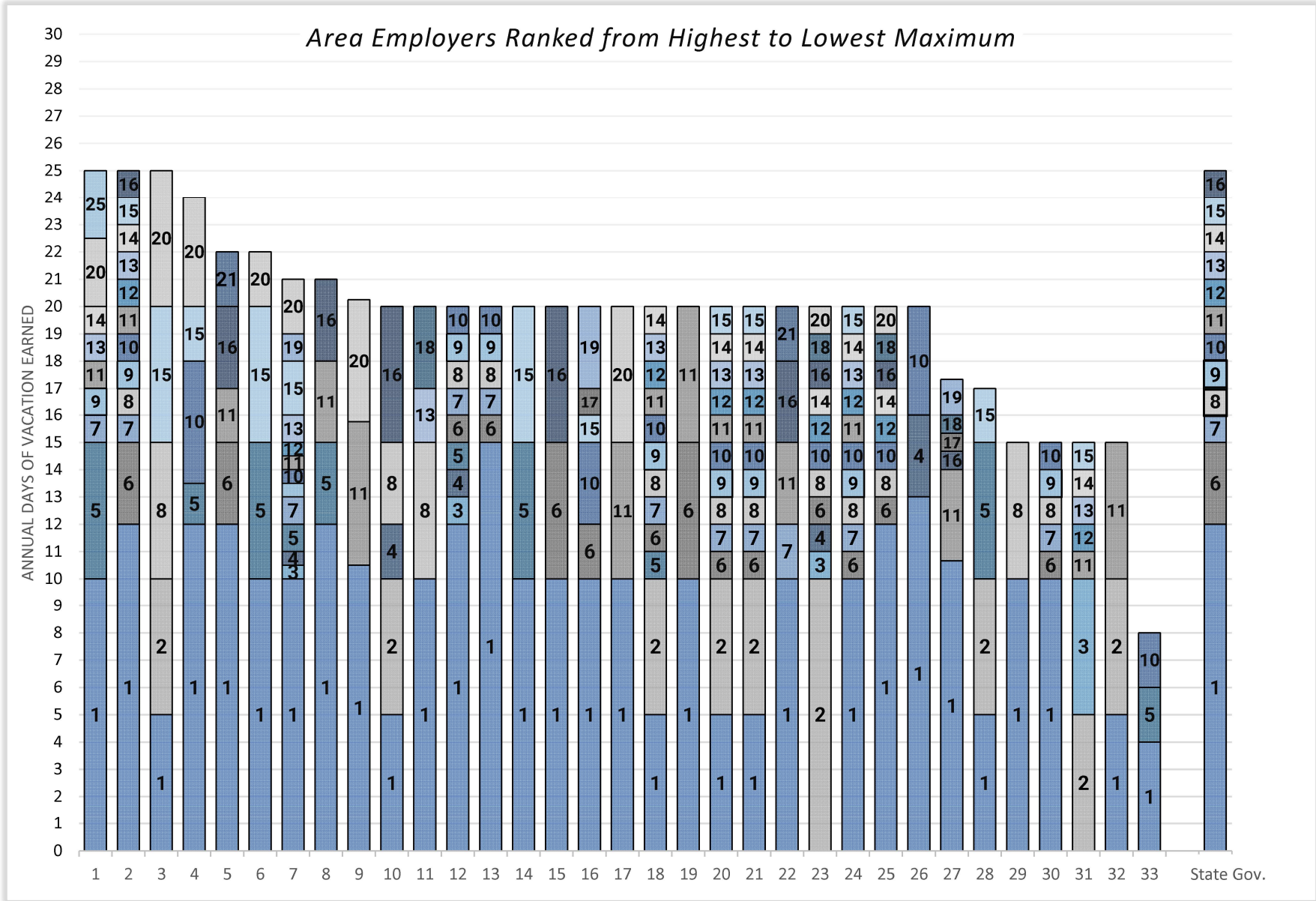
Vacation Days by Years of Service - Greater Lincoln



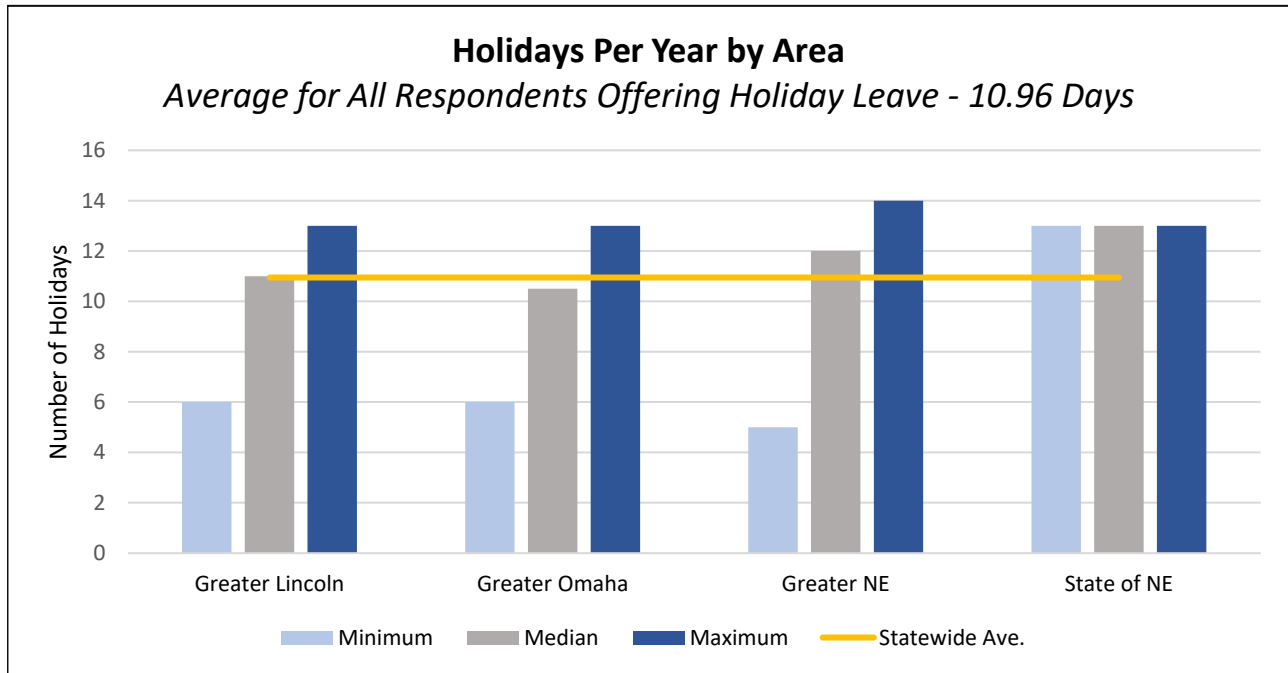
Vacation Days by Years of Service - Greater Omaha



Vacation Days by Years of Service - Greater Nebraska

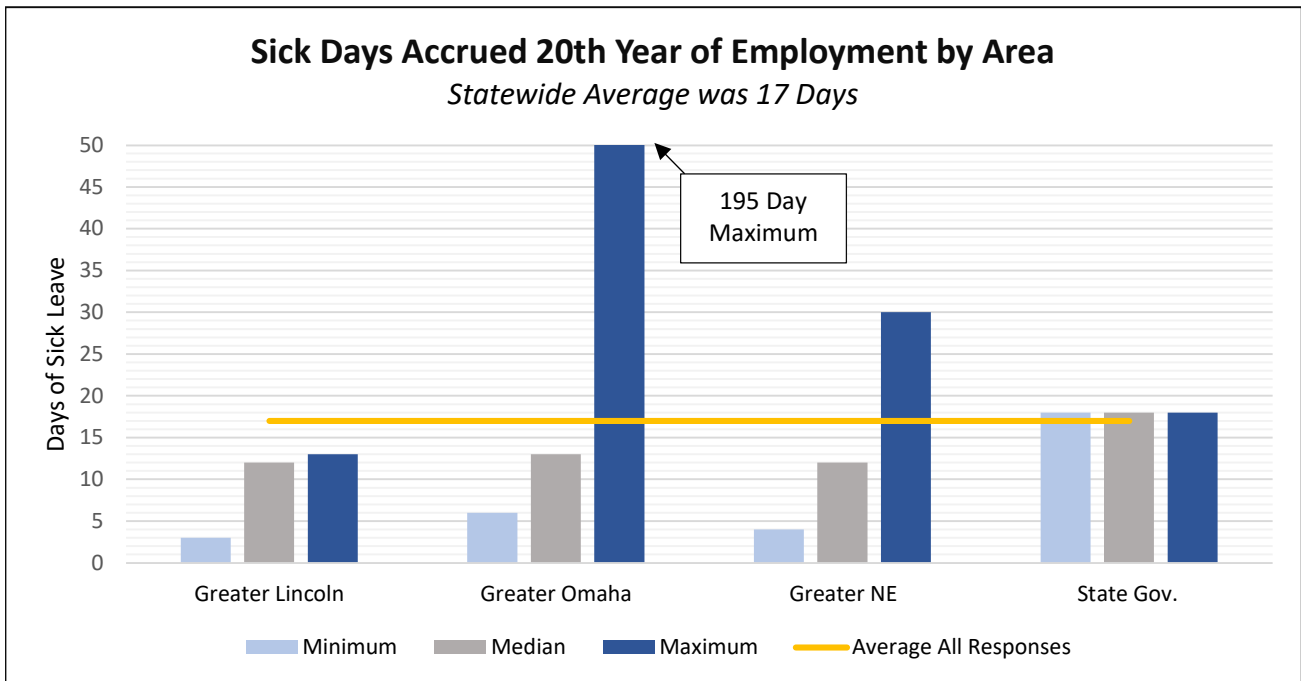
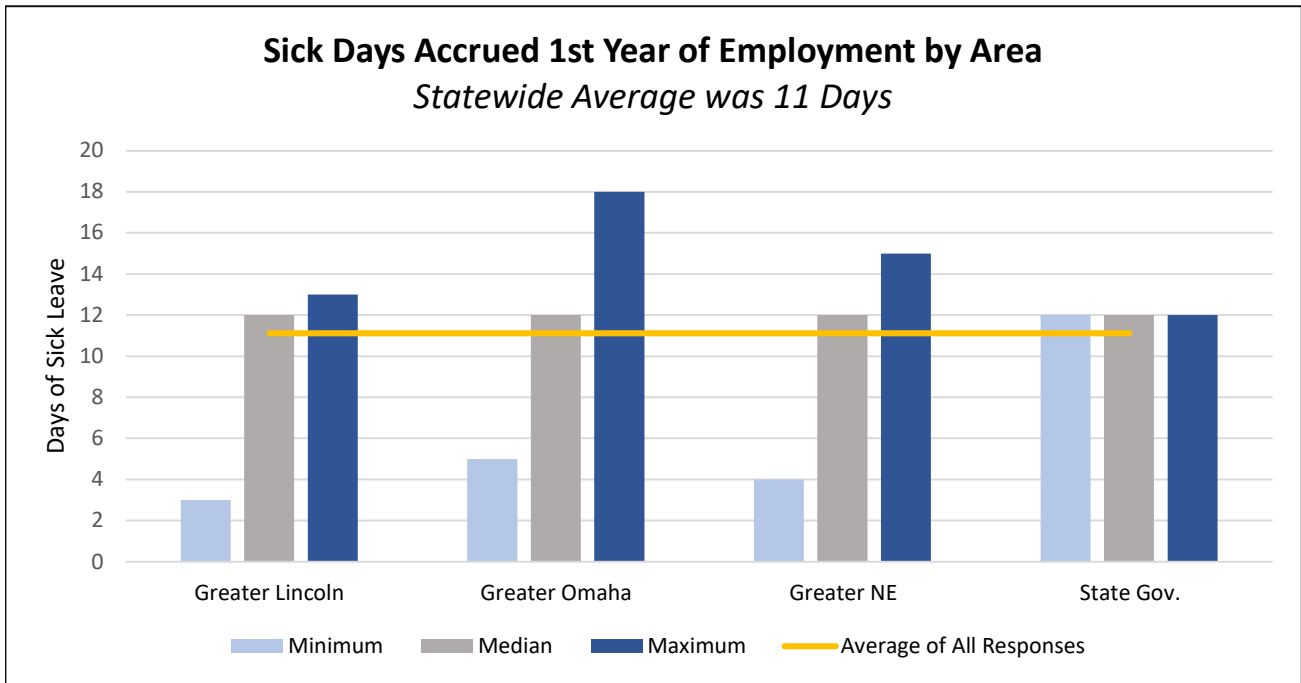


Holiday Leave

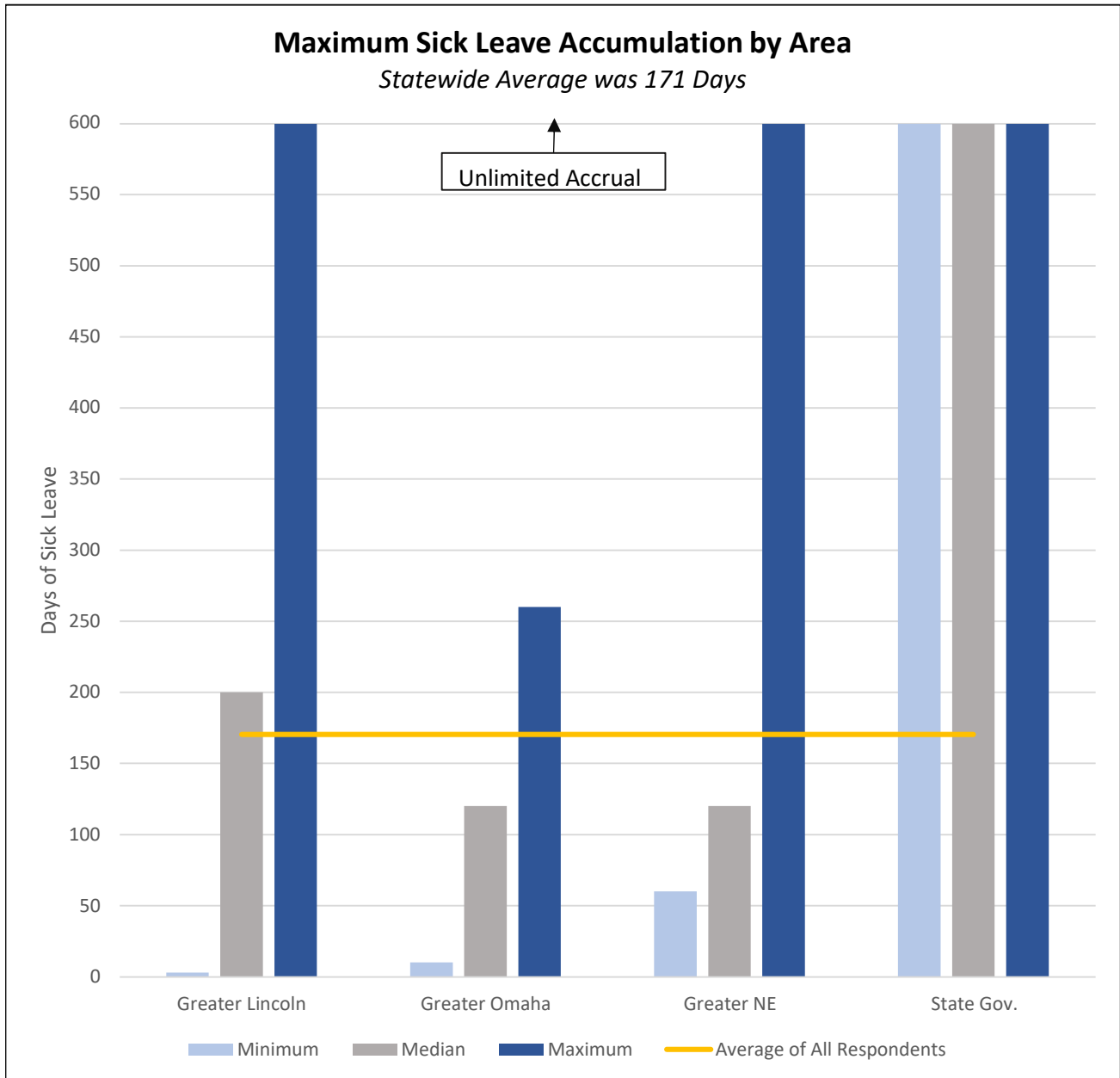


The chart above showed the number of holidays provided annually by employers who offered any (>0) days of holiday leave. Of 70 responding employers, 4 offered no holiday leave, and all of them provided Paid Time Off (PTO) leave systems rather than traditional leave systems.

Sick Leave Days Earned



Sick Leave Days Earned



Leave Data by Employer Area

Ref. No.	Local Workforce Development Area	Days of Sick Leave			Holidays Per Year	Vacation Days 1st Year	PTO Leave 1st Year
		Accrued 1st Year	Accrued 20th Year	Maximum Accumulation			
1	Greater Lincoln	3	3	3	6	--	5
2	Greater Lincoln	5	5	*Unlimited - 250	9	6.5	--
3	Greater Lincoln	11	11	200	11	12	--
4	Greater Lincoln	12	12	160	11	13.5	--
5	Greater Lincoln	12	12	192	12	10	--
6	Greater Lincoln	12	12	*Unlimited - 600	13	11	--
7	Greater Lincoln	13	13	260	13	10	--
8	Greater Lincoln	--	--	--	6	--	--
9	Greater Lincoln	--	--	--	9	15	--
10	Greater Lincoln	--	--	--	9	--	18
11	Greater Lincoln	--	--	--	12	--	10
12	Greater Lincoln	--	--	--	--	--	23
13	Greater Omaha	5	65	130	10	13	--
14	Greater Omaha	6	6	10	8	5	--
15	Greater Omaha	10	195	260	12	10	--
16	Greater Omaha	12	12	110	12	12	--
17	Greater Omaha	12	12	120	11	10	--
18	Greater Omaha	12	12	120	13	5	--
19	Greater Omaha	12	12	120	--	10	--
20	Greater Omaha	13	13	120	12	11	--
21	Greater Omaha	14	14	180	13	12	--
22	Greater Omaha	16	16	130	8	18	--
23	Greater Omaha	18	18	35	13	12	--
24	Greater Omaha	--	--	--	6	--	--
25	Greater Omaha	--	--	--	6	0	20
26	Greater Omaha	--	--	--	8	--	15
27	Greater Omaha	--	--	--	10	--	15
28	Greater Nebraska	4	4	*Unlimited - 200	10	4	--
29	Greater Nebraska	6	6	60	12	0	--
30	Greater Nebraska	8	8	60	--	--	22
31	Greater Nebraska	8	8	90	13	12	--
32	Greater Nebraska	10	10	80	13	5	--
33	Greater Nebraska	10	10	*Unlimited - 500	12	10	--
34	Greater Nebraska	10	18	60	14	5	--
35	Greater Nebraska	11	12	120	11	**0	--
36	Greater Nebraska	12	12	60	12	12	--
37	Greater Nebraska	12	12	90	11	5	--
38	Greater Nebraska	12	12	90	12	10	--
39	Greater Nebraska	12	12	90	14	5	--
40	Greater Nebraska	12	12	90	14	10	--
41	Greater Nebraska	12	12	110	9	10	--
42	Greater Nebraska	12	12	120	11	10	--
43	Greater Nebraska	12	12	120	11	10	--

Leave Data by Employer Area

Ref. No.	Local Workforce Development Area	Days of Sick Leave			Holidays Per Year	Vacation Days 1st Year	PTO Leave 1st Year
		Accrued 1st Year	Accrued 20th Year	Maximum Accumulation			
44	Greater Nebraska	12	12	120	13.5	5	--
45	Greater Nebraska	12	12	120	13.5	12	--
46	Greater Nebraska	12	12	135	12	10	--
47	Greater Nebraska	12	12	138.25	11	10	--
48	Greater Nebraska	12	12	150	11	10	--
49	Greater Nebraska	12	12	155	13.5	10.5	--
50	Greater Nebraska	12	12	180	11	10	--
51	Greater Nebraska	12	12	240	9	10	--
52	Greater Nebraska	12	12	*Unlimited - 600	10	12	--
53	Greater Nebraska	12	12	--	12	5	--
54	Greater Nebraska	12	18	180	13	15	--
55	Greater Nebraska	12	30	180	13	12	--
56	Greater Nebraska	12	--	60	12	5	--
57	Greater Nebraska	13	13	480	13	13	--
58	Greater Nebraska	14	12	120	13	10	--
59	Greater Nebraska	15	15	128	10	12	--
60	Greater Nebraska	--	--	--	5	--	13
61	Greater Nebraska	--	--	--	6	--	20
62	Greater Nebraska	--	--	--	6	--	23
63	Greater Nebraska	--	--	--	8	--	5
64	Greater Nebraska	--	--	--	12	10.66	--
65	Greater Nebraska	--	--	--	12	--	20
66	Greater Nebraska	--	--	--	14	10	--
67	Greater Nebraska	--	--	--	14	--	5
68	Greater Nebraska	--	--	--	--	--	22
69	Greater Nebraska	--	--	--	--	--	24
70	State Government ¹	12	18	*Unlimited - 600	13	12	--
	Average (of values >0)	11.20	16.82	170.53	10.96	9.77	16.25

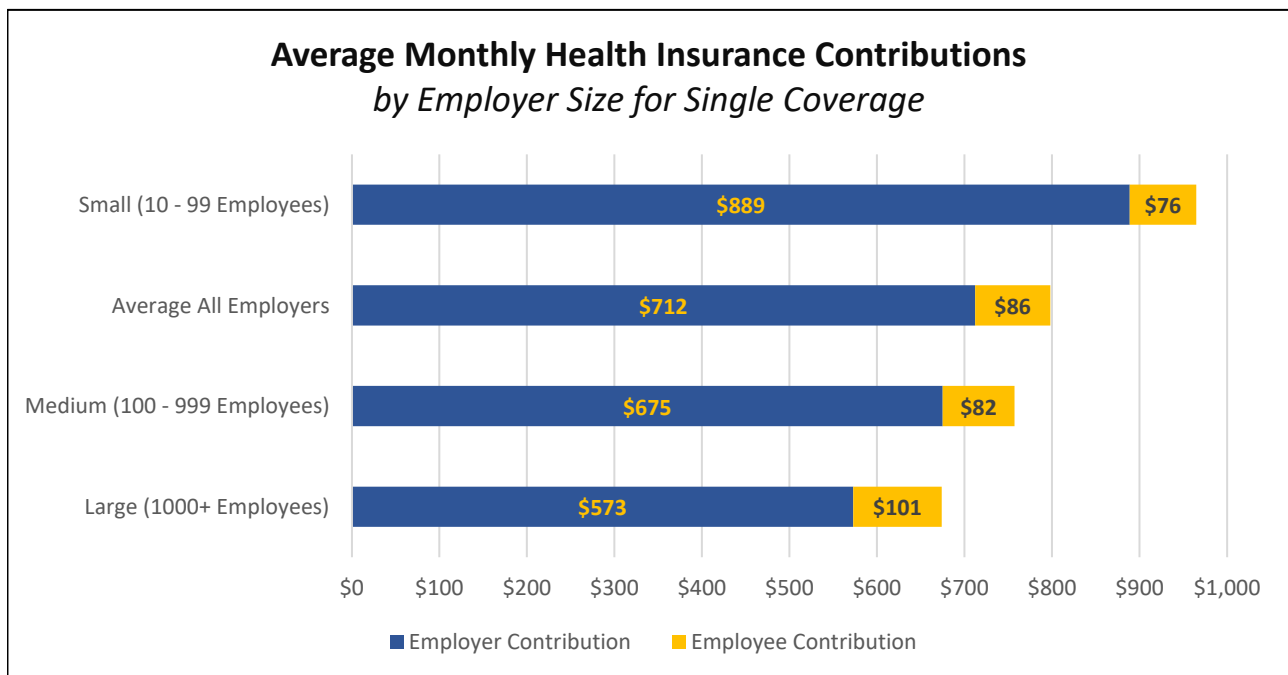
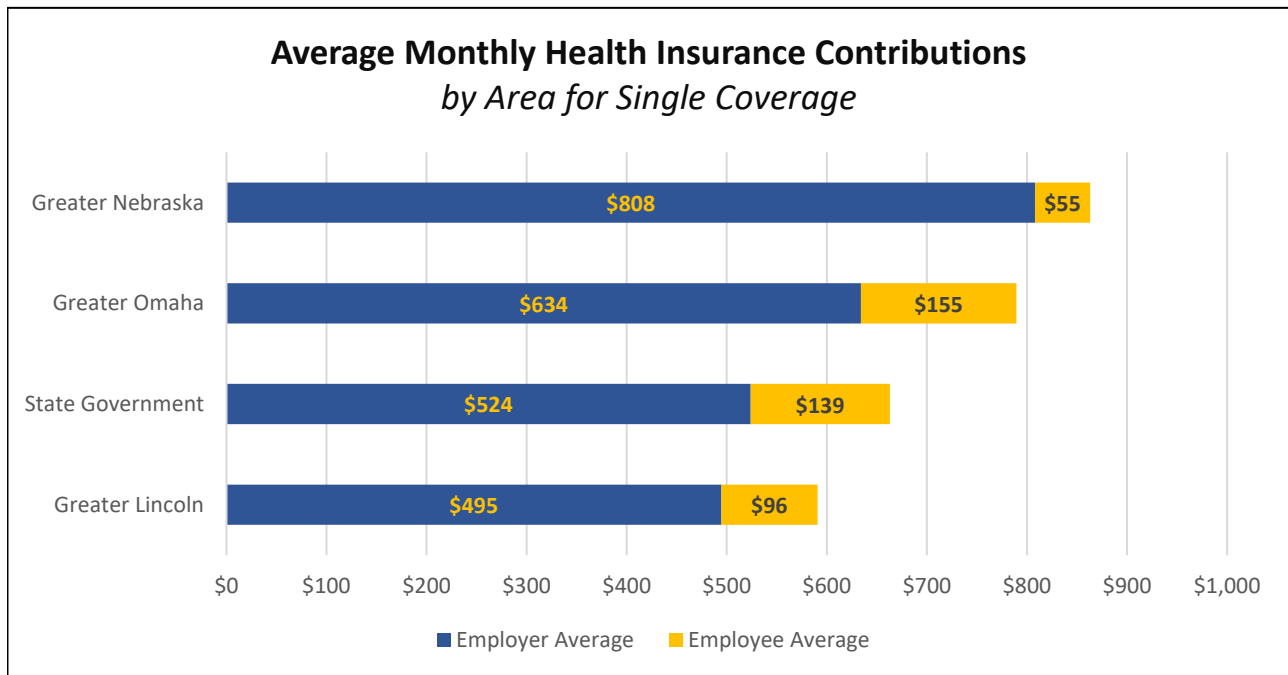
Note: Not all survey respondents reported benefits data.

(1) State Government data excludes the University of Nebraska system, State Colleges, and temporary employees.

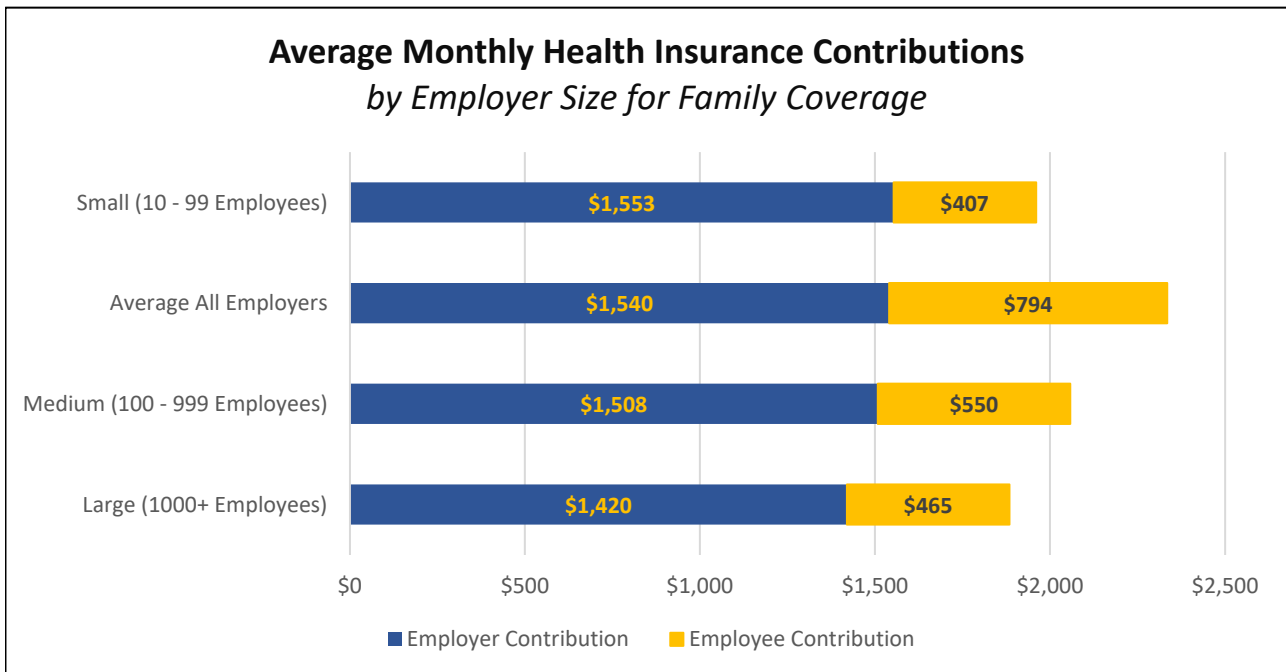
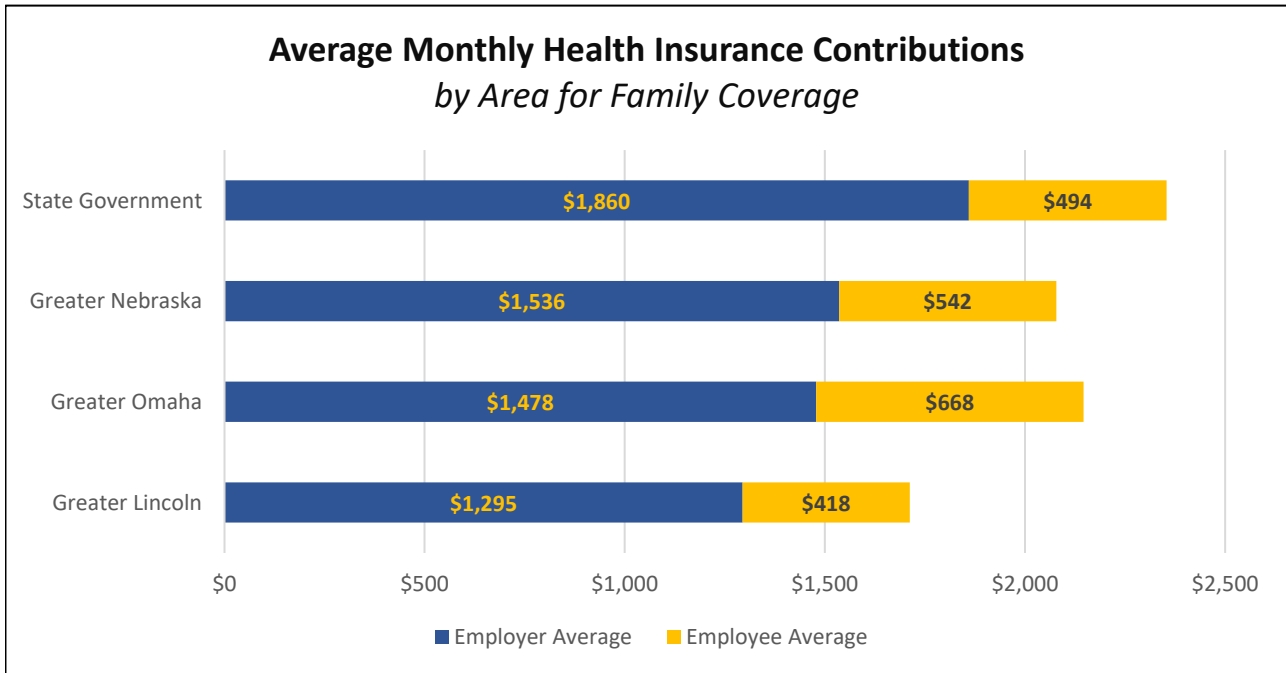
* Unlimited Sick Leave Accumulations: To graph and compare data, values of 50 times the first year's sick leave accrual rate were assigned to the response "unlimited."

** Vacation accrual starts after one year of service at this employer.

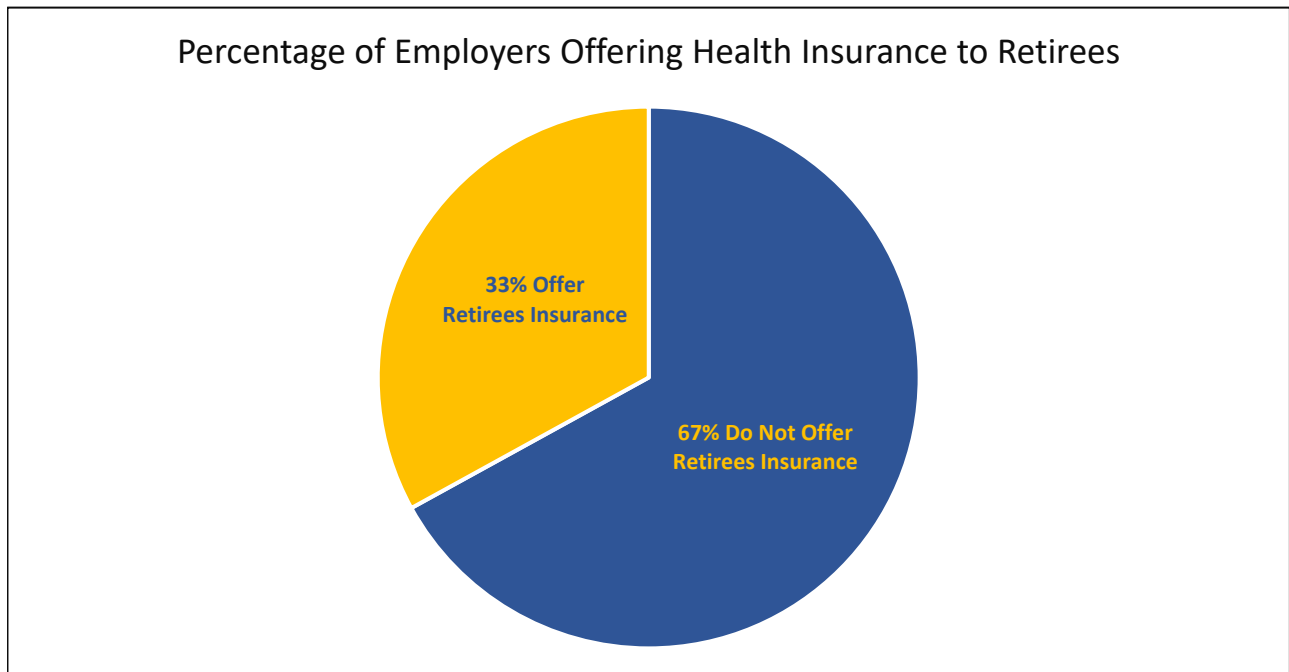
Health Insurance Contributions - Single Coverage



Health Insurance Contributions - Family Coverage



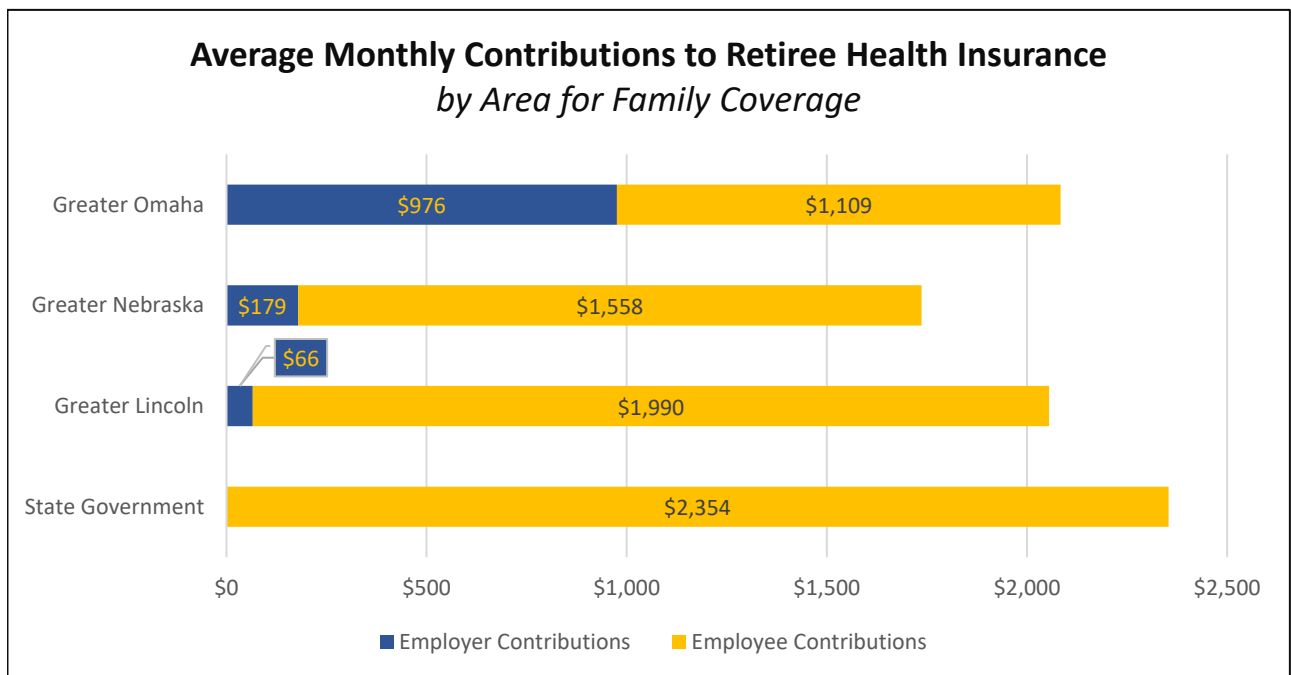
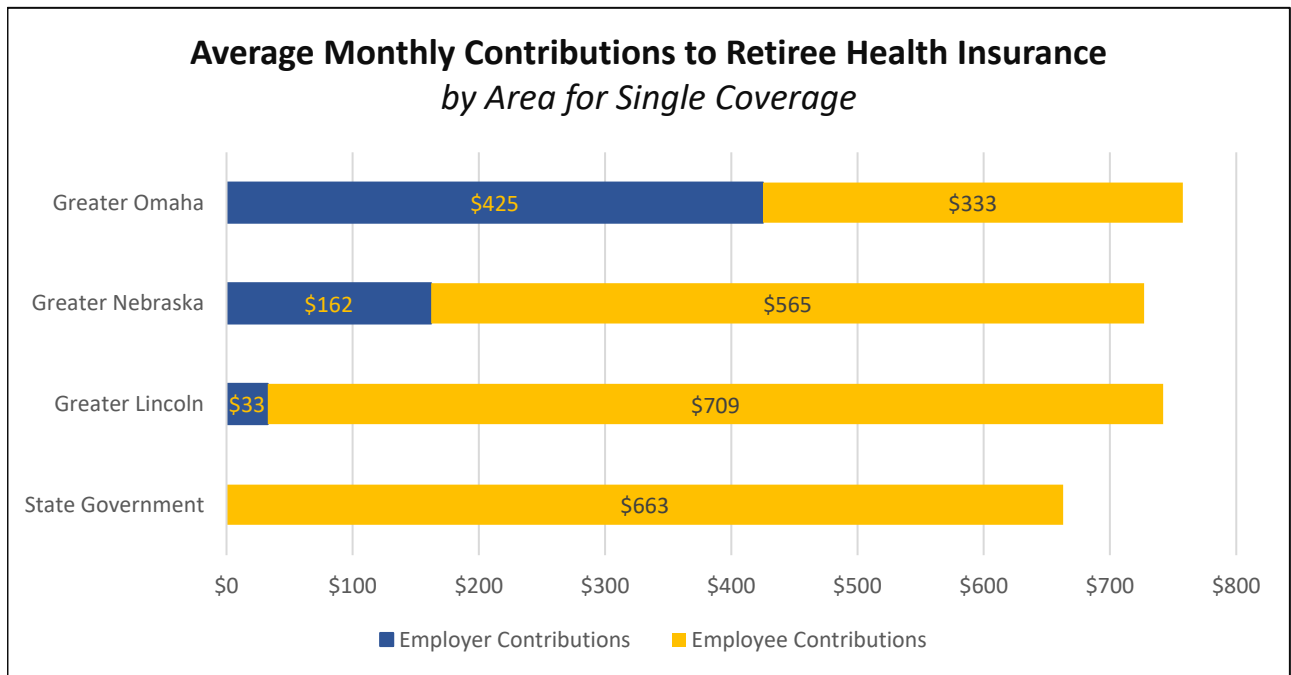
Health Insurance Contributions - Retiree Coverage



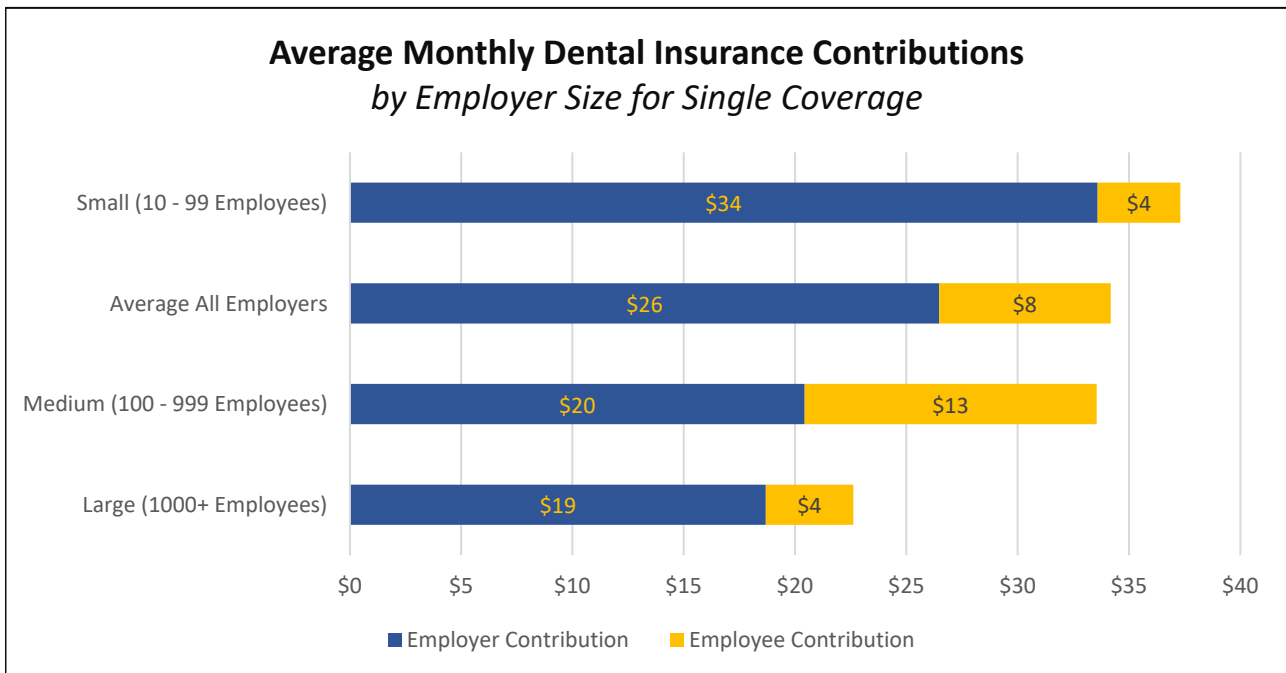
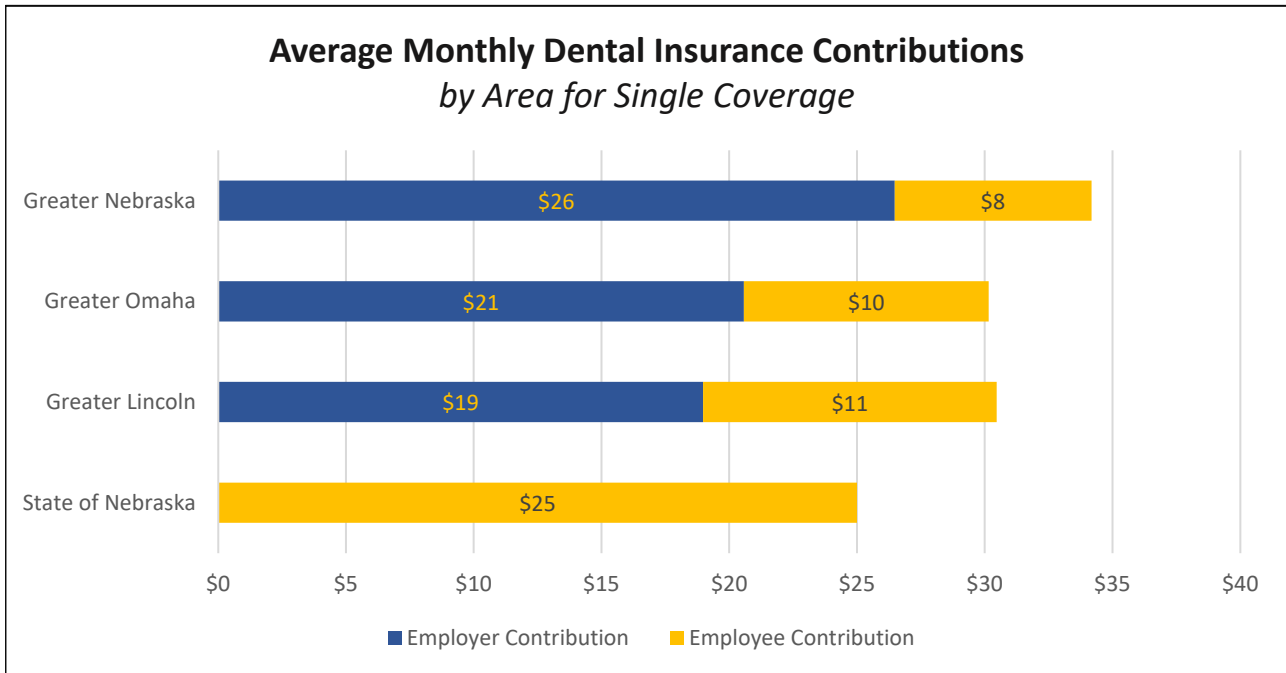
Of the 70 employers participating in the benefits survey, one-third made health insurance benefits available to retirees, at least until the age of 65.

- 23 (33%) made health insurance available to retirees
- 8 employers made some contributions toward the insurance
- 1 paid 100% of benefits for single coverage
- 47 (66%) did not offer health insurance benefits to retirees

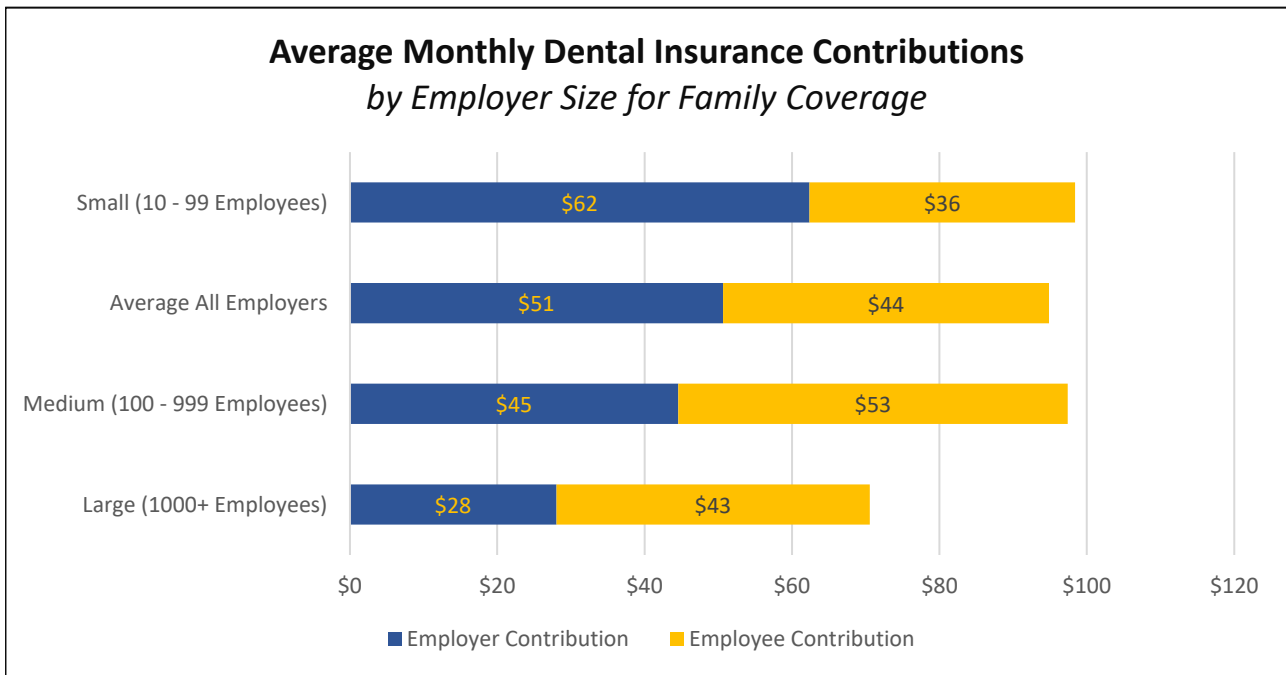
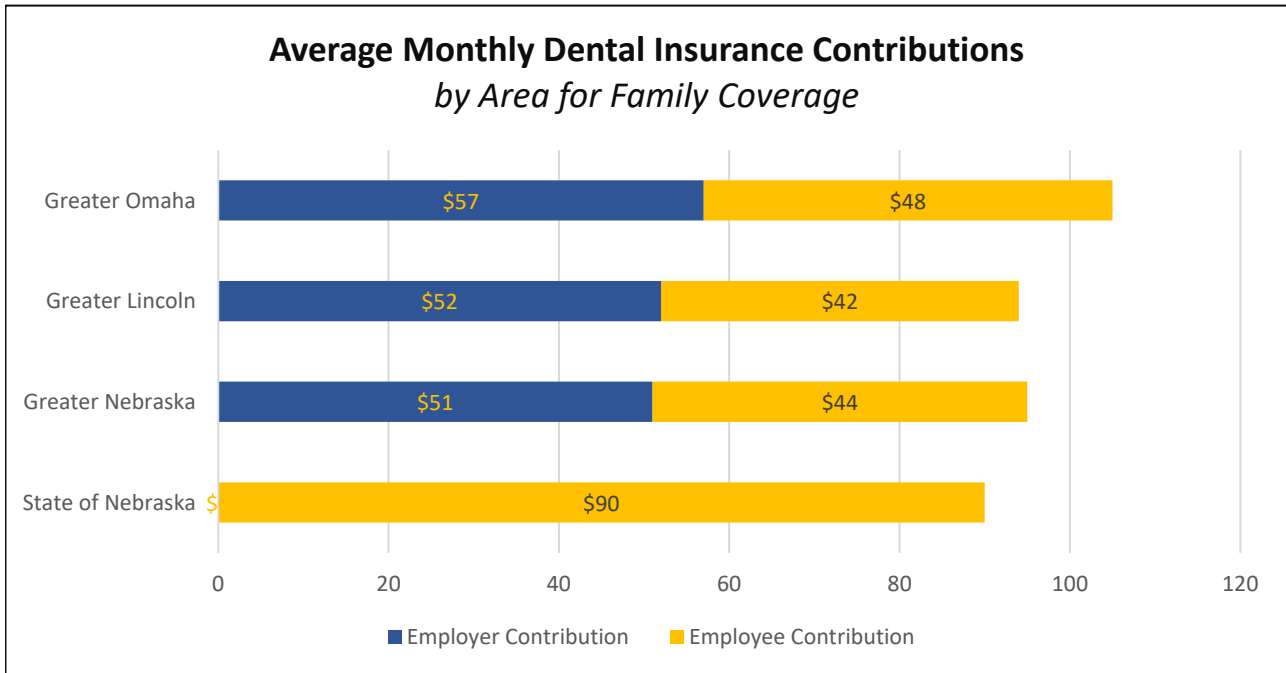
Health Insurance Contributions - Retiree Coverage



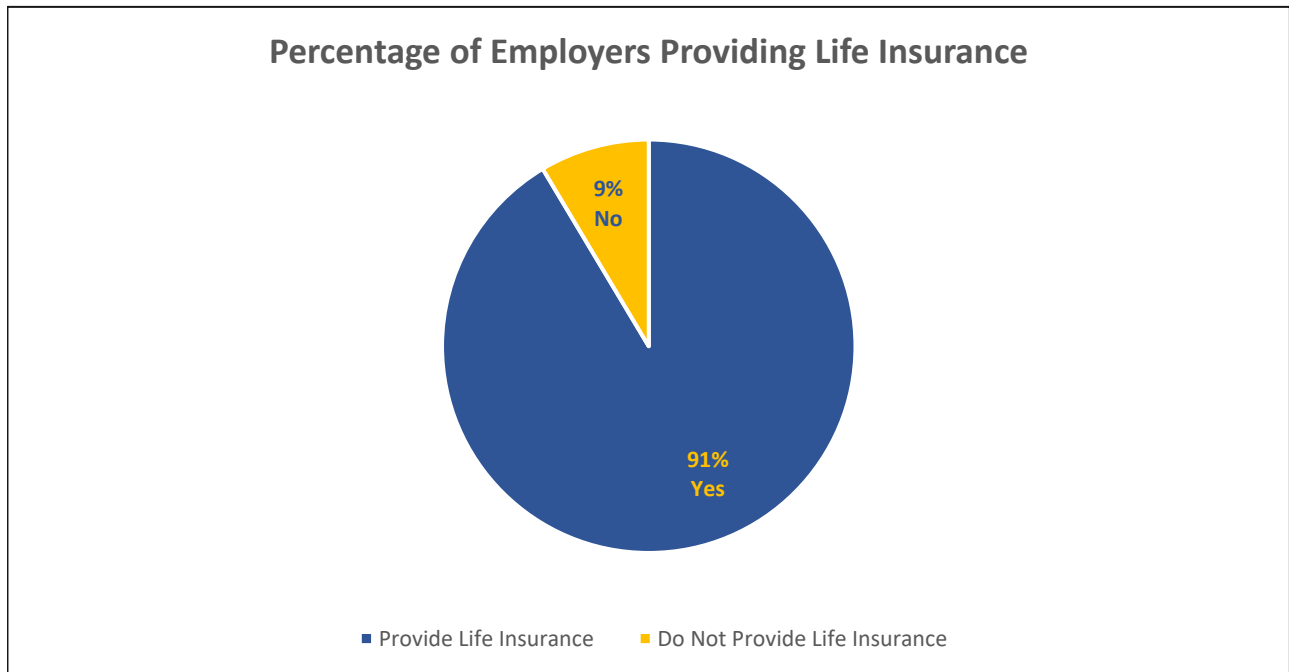
Dental Insurance Contributions - Single Coverage



Dental Insurance Contributions - Family Coverage



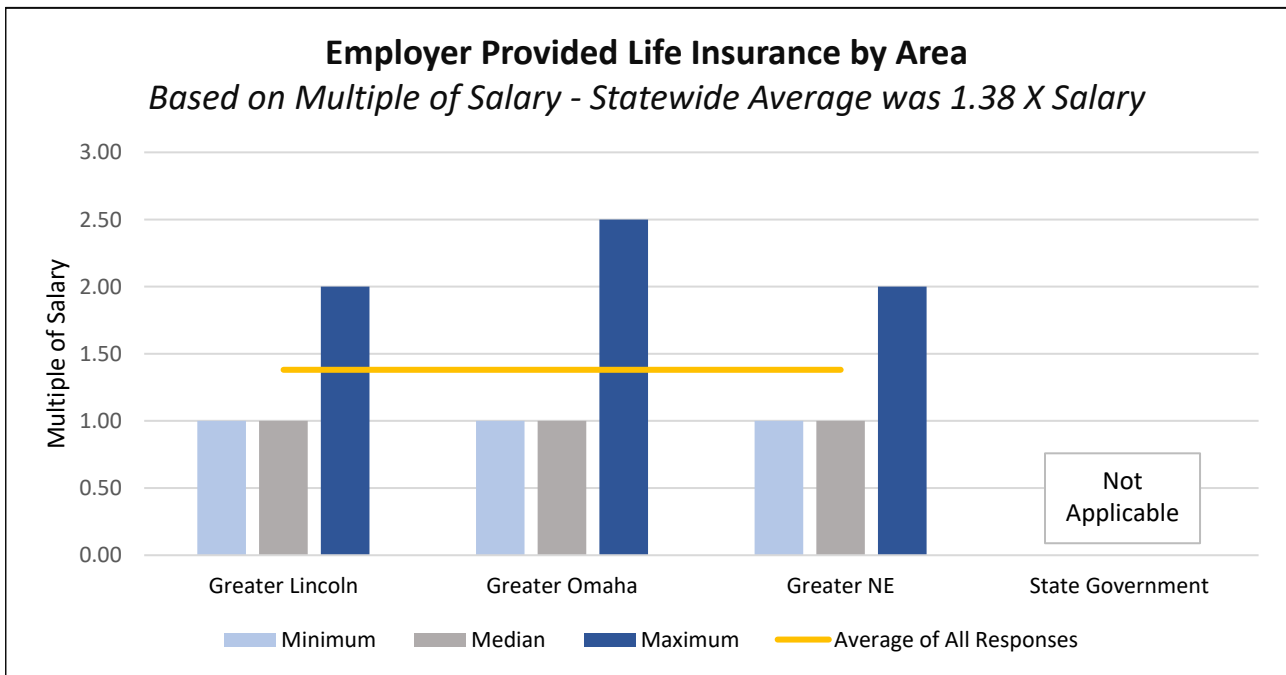
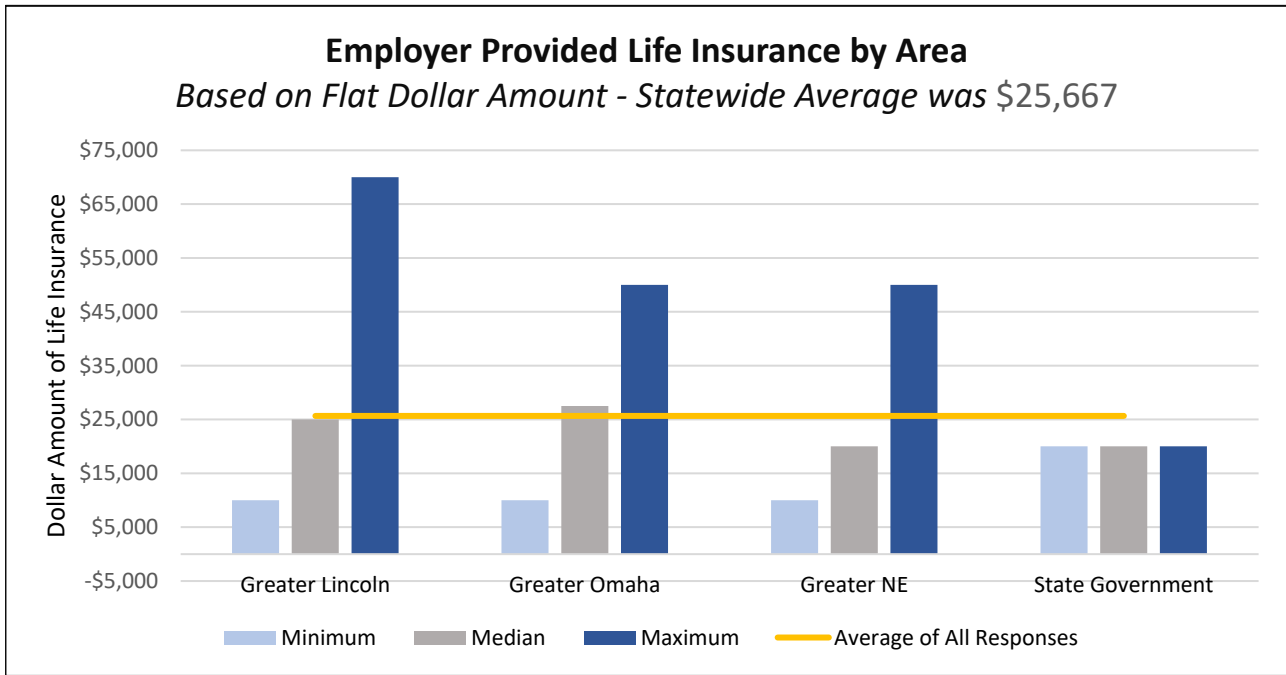
Life Insurance Provided by Employers



Of the 70 employers participating in the benefits survey, 91% (64) provided some amount of life insurance coverage to employees whether based on a specified dollar amount or a multiple of the employee's salary.

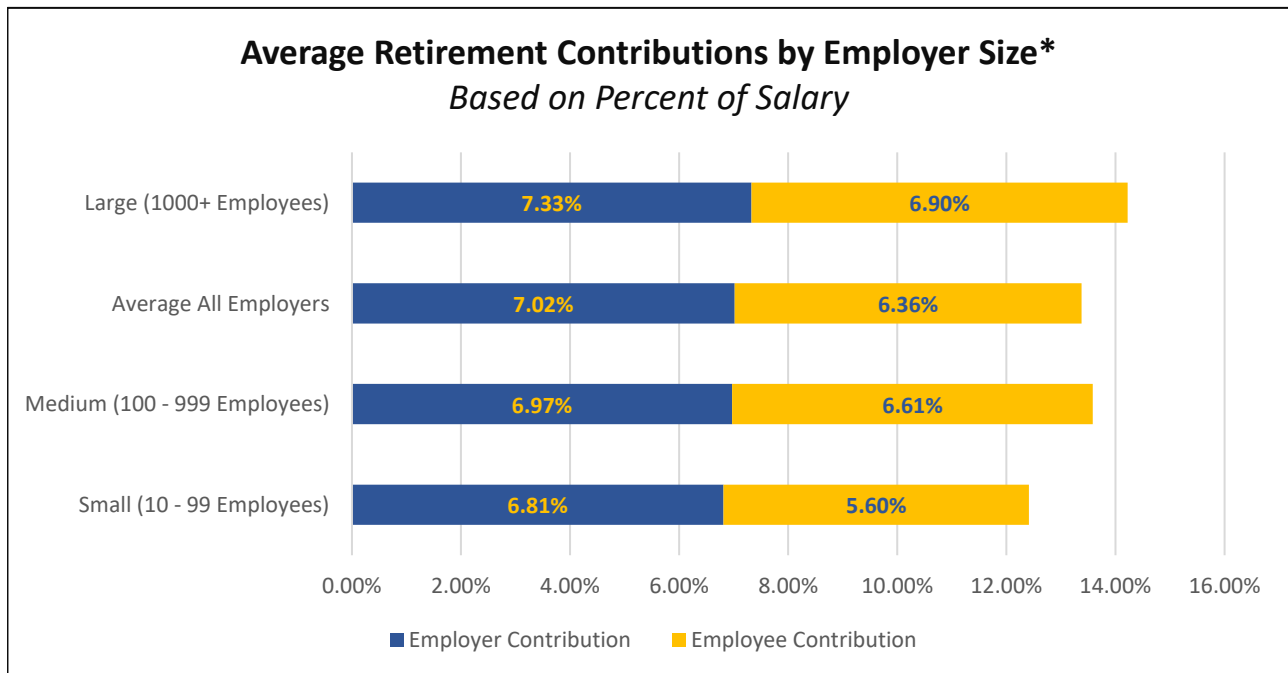
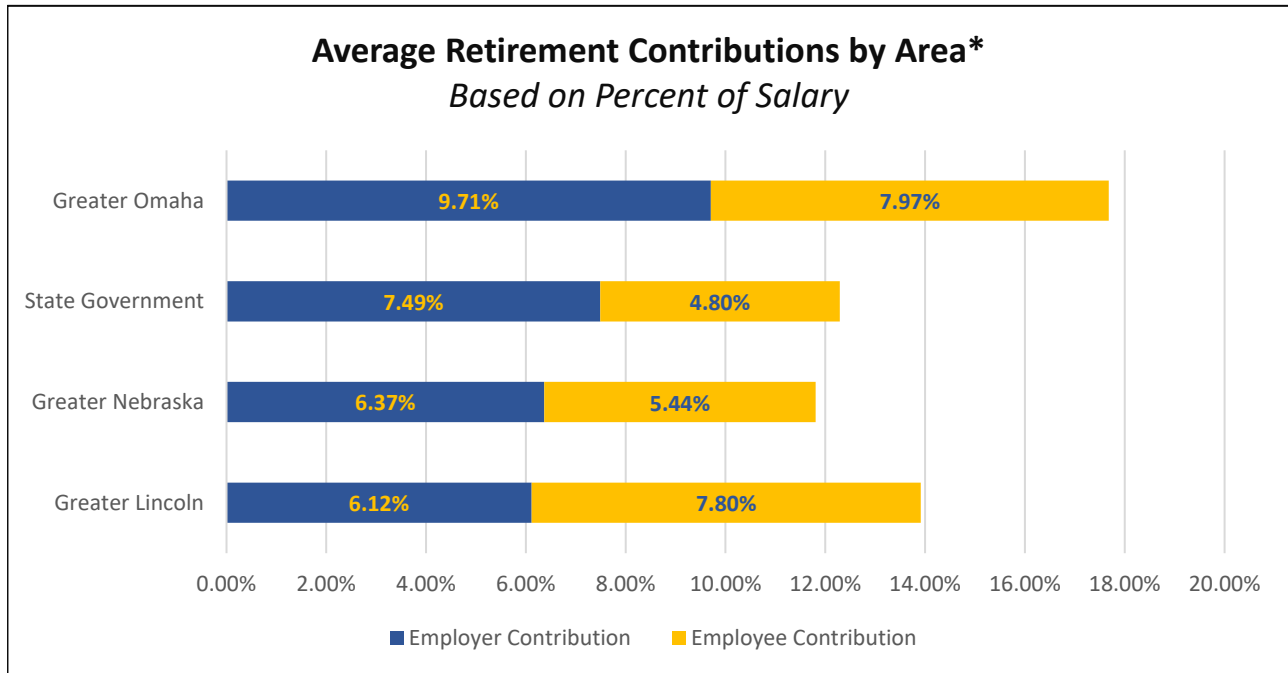
- 42 (60%) provided life insurance based on a flat dollar amount
- 22 (31%) provided life insurance based on a multiple of an employee's salary
- 2 other employers made life insurance available but did not provide any coverage
- 6 (9%) did not provide life insurance coverage for employees

Life Insurance Provided by Employers



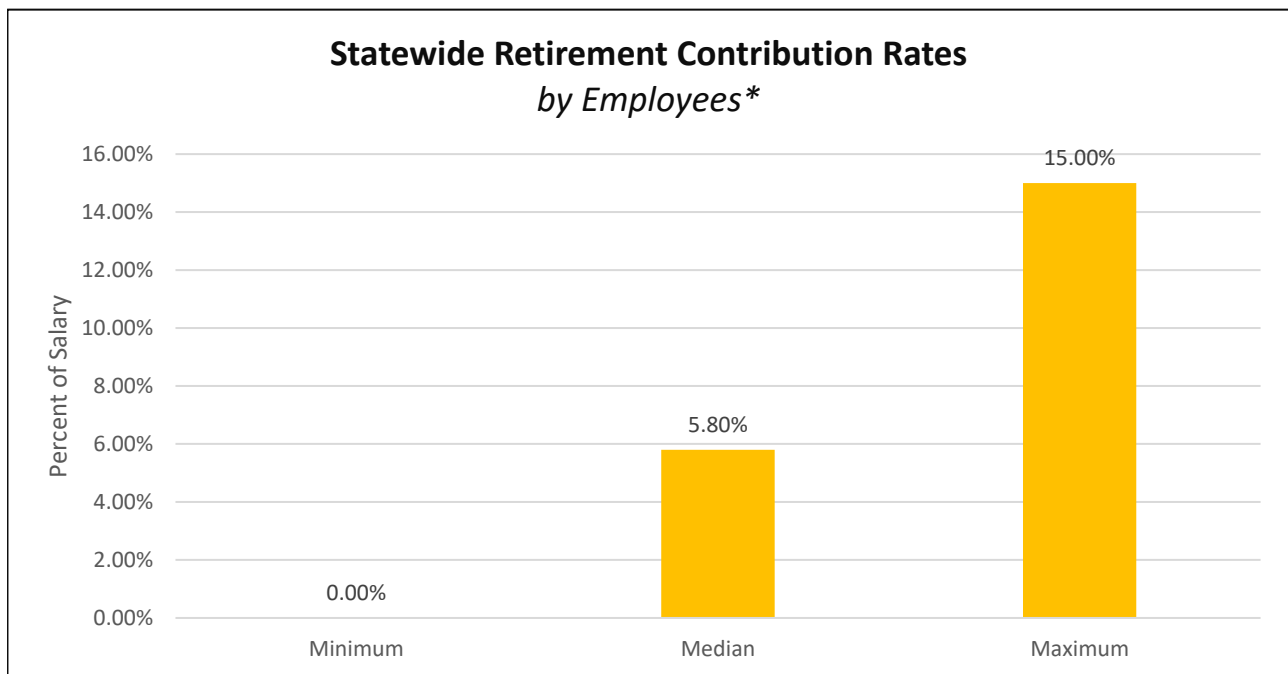
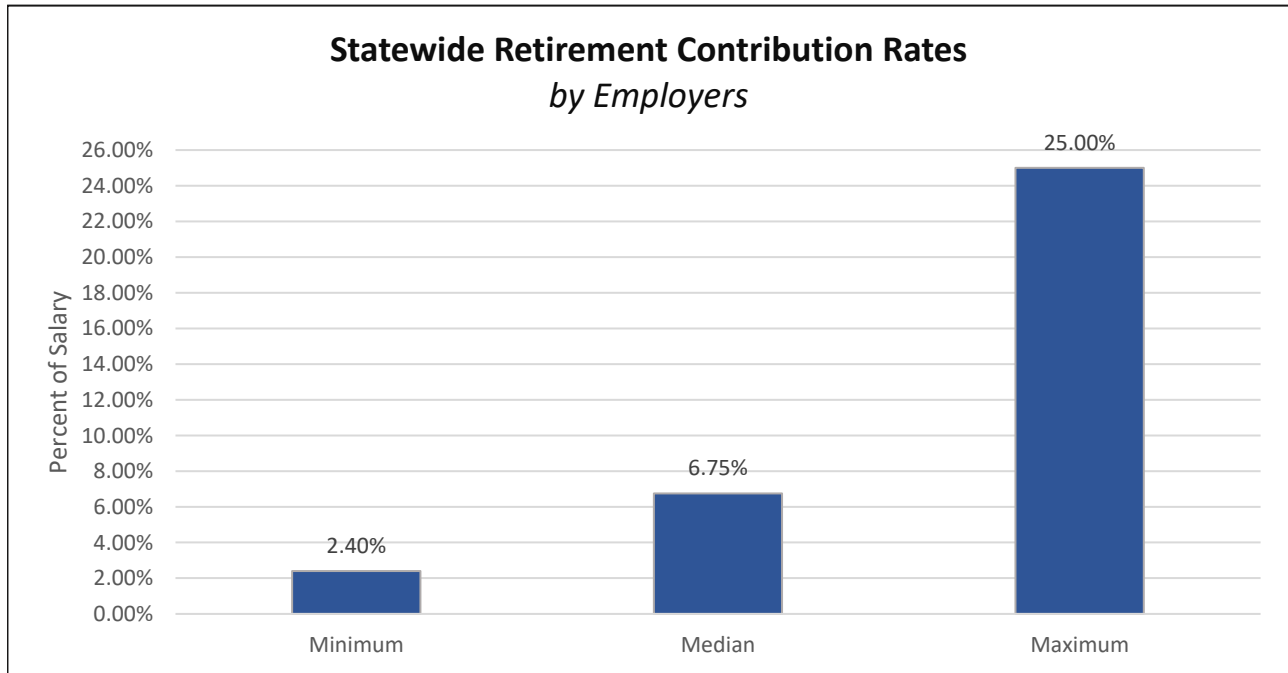
Note: Over half of the employers in each area offered coverage of 1 X salary, which was also the minimum for each area.

Retirement Contributions



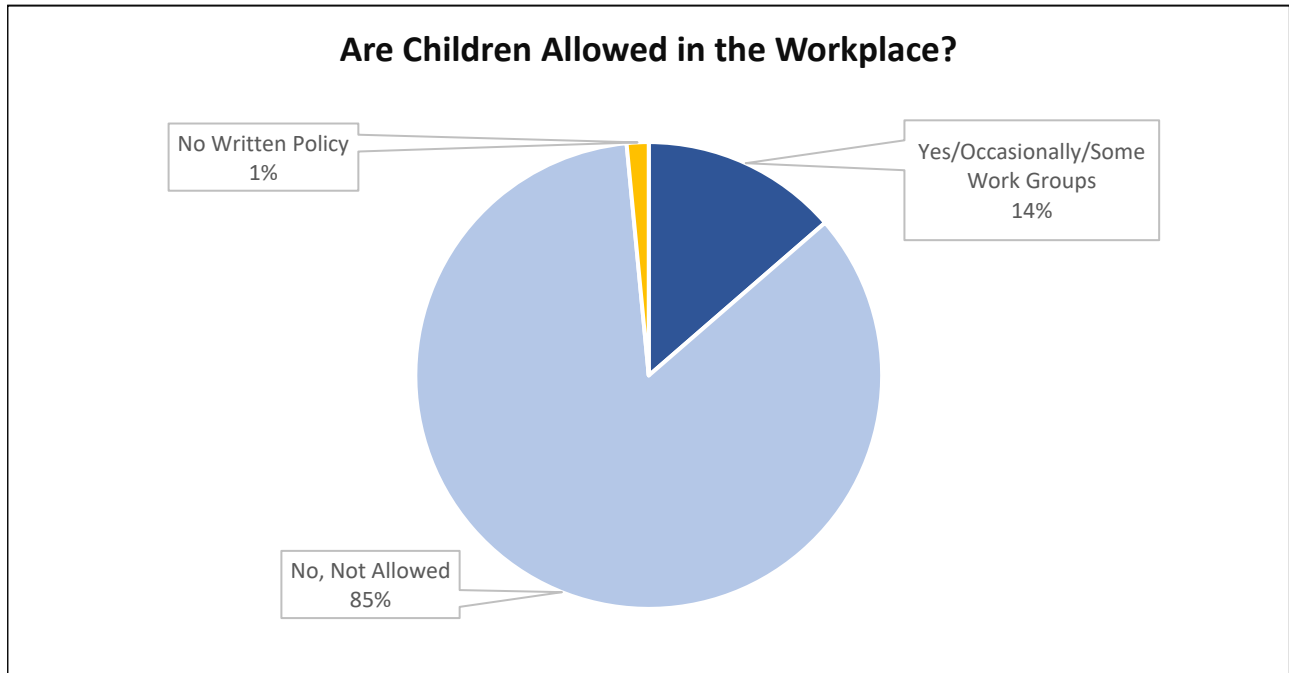
*Years of service affected some rates. Of 69 employers, 4 allowed employees to contribute up to the IRS maximum of \$19,500 for 2021; the rate of 15% was assigned for comparison purposes.

Retirement Contributions



*Years of service affected some rates. Of 69 employers, 4 allowed employees to contribute up to the IRS maximum of \$19,500 for 2021; the rate of 15% was assigned for comparison purposes.

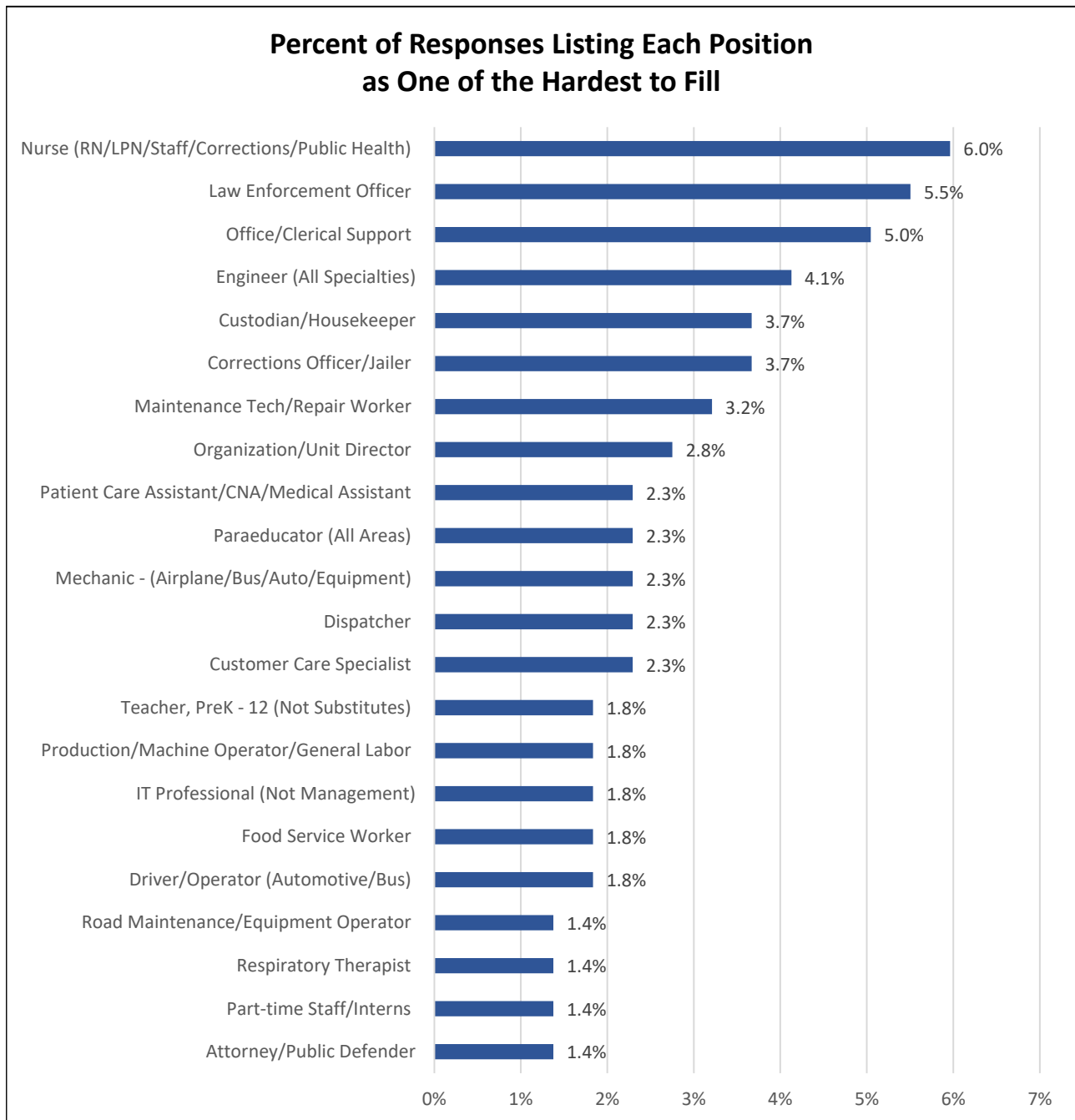
Children in the Workplace



Of the 66 employers responding to this question, 9 (14%) said they allow children in the workplace, at least on occasion or for specific work groups.

- 1 (1%) said "yes" without qualification.
- 8 (12%) said only for specific work groups or in limited situations.
- 56 (85%) did not allow children in the workplace.
- 1 (1%) said there was no written policy on children in the workplace.

Hardest Positions to Fill



A total of 58 employers listed up to 5 positions as hardest to fill (218 responses). The combined job titles above were identified most frequently. One employer reported trouble filling positions in all areas, while a second said they had high retention and no trouble filling positions.

Appendix A: 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

Appendix A: Salary Conversion Table (Continued)

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
	*40 hour week	*173.33 hour month	*2080 hour year		*40 hour week	*173.33 hour month	*2080 hour year		*40 hour week	*173.33 hour month	*2080 hour year

STATE OF NEBRASKA
2021 Salary Survey

NEBRASKA

Good Life. Great Service.

DEPT. OF ADMINISTRATIVE SERVICES

PUBLISHED BY:
STATE PERSONNEL
DEPARTMENT OF ADMINISTRATIVE SERVICES
APRIL 2022