



State of Nebraska

2022 Local Salary Survey

NEBRASKA

Good Life. Great Service.

DEPT. OF ADMINISTRATIVE SERVICES

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Jim Pillen, Governor

On this 27th day of July, 2023, the State Personnel Board reviewed and approved the methodology and results of the State of Nebraska 2022 Salary Survey.

A handwritten signature in black ink, appearing to read "Patrick Guinan", written over a horizontal line.

Patrick Guinan, Chair
State Personnel Board

Dan Birdsall, Administrator

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Nebraska State Government

2022 Salary Survey

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

Methodology

Survey Purpose

The State Personnel Division of the State of Nebraska conducted its annual Survey of in-state employees 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”. The Nebraska State Personnel Office altered the format that had been used in previous years for the 2022 Salary Survey. In lieu of surveying private and public employers in Nebraska, which led to inconsistent participation and results, the Survey was based on a comparison of State of Nebraska pay lines to data from the U.S Bureau of Labor Statistics, 4th Quarter of 2022 Occupational Employment and Wage Statistics (OEWS) report for Nebraska.

Procedure

To prepare the salary survey, the benchmarks from prior salary surveys were identified and matched to the categories of the Nebraska 4th Quarter of 2022 OEWS report, based on the category definitions. Nebraska state job classifications within those benchmarked categories were evaluated. The three Nebraska state job classifications with the most incumbents were identified and used for the 2022 Salary Survey. In short, Nebraska state job classifications were matched to certain OEWS categories, identified as a Standard Occupational Classification (SOC) Codes, with the three most populated being presented in the final 2022 Salary Survey tables.

Interpreting Tables and Charts

The wage data pulled from the Nebraska 4th Quarter 2022 OEWS report includes the following measures:

- **Hourly Entry Wage:** the mean of the lower third of the population for the category
- **Hourly Experienced Wage:** the mean of the upper two thirds of the population for the category.

These were deemed comparable to the Minimum Hourly Rate and Maximum Hourly Rate of State of Nebraska job classifications.

For each of the categories, a table was compiled that reflects the wage data from the Nebraska 4th Quarter of 2022 OWES report and State of Nebraska job classifications. The comparisons in wage data are to statewide across Nebraska, as well as by Metro and Non-Metro regions. To provide succinct data, the State of Nebraska job classifications listed are the three within the benchmarked categories with the most incumbents, if three or more were available, as shown in the example table below.

SOC Category 131020 - Buyers and Purchasing Agents				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 34.22	\$ 22.14	\$ 40.26
Metro		\$ 34.40	\$ 22.83	\$ N/A
Non-Metro		\$ 33.91	\$ 21.02	\$ 40.35
Nebraska Comparable Classifications				
Job Code	Job Title			
A04011	Procurement Specialist	\$ 23.16	\$ 21.47	\$ 31.64
A/V04012	Procurement Officer	\$ 26.40	\$ 24.81	\$ 36.57
A/V04013	Procurement Contracts Officer	\$ 28.75	\$ 26.67	\$ 39.31

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Buyers and Purchasing Agents

SOC Category 131020-Buyers and Purchasing Agents

This broad occupation includes the following three detailed occupations: 13-1021 Buyers and Purchasing Agents, Farm Products; 13-1022 Wholesale and Retail Buyers, Except Farm Products; and 13-1023 Purchasing Agents, Except Wholesale, Retail, and Farm Products.

Nebraska Positions

Job Title	Job Description
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.
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, 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.
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 and 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 this 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.

SOC Category 131020 - Buyers and Purchasing Agents				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 34.22	\$ 22.14	\$ 40.26
Metro		\$ 34.40	\$ 22.83	N/A
Non-Metro		\$ 33.91	\$ 21.02	\$ 40.35
Nebraska Comparable Classifications				
Job Code	Job Title			
A04011	Procurement Specialist	\$ 23.16	\$ 21.47	\$ 31.64
A/V04012	Procurement Officer	\$ 26.40	\$ 24.81	\$ 36.57
A/V04013	Procurement Contracts Officer	\$ 28.75	\$ 26.67	\$ 39.31

Compliance Officers

SOC Category 131040-Compliance Officers

Examine, evaluate, and investigate eligibility for or conformity with laws and regulations governing contract compliance of licenses and permits, and perform other compliance and enforcement inspection and analysis activities not classified elsewhere. Excludes "Financial Examiners" (13-2061), "Tax Examiners and Collectors, and Revenue Agents" (13-2081), "Occupational Health and Safety Specialists" (19-5011), "Occupational Health and Safety Technicians" (19-5012), "Transportation Security Screeners" (33-9093), "Agricultural Inspectors" (45-2011), "Construction and Building Inspectors" (47-4011), and "Transportation Inspectors" (53-6051).

Nebraska Positions

Job Title	Job Description
Administrative Programs Officer I (Formally Administrative Assistant II)	Under limited supervision, positions at this level serve as a coordinator or specialists 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.
Motor Vehicle Examiner	Under general supervision of a Motor Vehicle Driver Licensing Services Assistant District Supervisor or Motor Vehicle Driver Licensing Services District Supervisor, administers a variety of driver licenses tests involving the application and interpretation of driver licensing laws and authorizes the issuance of driver licenses, permits and identification cards. Verifies identity/citizenship of applicants and determines authenticity of governmental and other official documents. May be responsible for operations within a specific driver license examination area or office.
Child Care/Services Inspection Specialist	Under general supervision, inspects child care facilities, child caring agencies, child placing agencies and group homes for conformance with departmental standards for licensure, conducts complaint investigations on licensed and illegally operating programs; initiated or recommends negative/discipline actions including but not limited to licensing agreements, corrective action status, probation, limitations on license, civil penalties, suspension, revocation and emergency order against licensed programs in response to non-compliance with regulations; testifies in Administrative Hearings.

SOC Category 131040-Compliance Officers			
	Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics			
General	\$ 35.85	\$ 23.73	\$ 41.91
Metro	\$ 36.43	\$ 24.27	\$ 42.50
Non-Metro	\$ 32.83	\$ 21.00	\$ 38.75
Nebraska Comparable Classifications			
Job Code	Job Title		
A/K/V09011	Administrative Programs Officer I	\$ 21.71	\$ 18.696
X60112	Motor Vehicle Examiner	\$ 17.45	\$ 16.812
X62710	Child Care/Services Inspection Specialist	\$ 23.76	\$ 19.051
		\$ 27.560	\$ 24.782
		\$ 28.083	

Human Resources Specialists

SOC Category 131071-Human Resources Specialists

Recruit, screen, interview, or place individuals within an organization. May perform other activities in multiple human resources areas. Excludes "Compensation, Benefits, and Job Analysis Specialists" (13-1141) and "Training and Development Specialists" (13-1151).

Nebraska Positions

Job Title	Job Description
Workforce Coordinator	Under limited supervision, develops and promotes One Stop Center employment services to community businesses and coordinates partner activities. Provides job search assistance, preparation and vocational guidance to applicants.
Human Resources Generalists	First professional/supervisory level in the general personal management class series. coordinates 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.
HR Specialists Senior/ HR Business Partner I	Under limited supervision, positions allocated to this classification may function as the agency specialists within a specific HR function to include: talent acquisition, classification and compensation, total rewards, benefits and/or organizational development. Technical direction or final approval typically is received from a higher-level personnel official within the agency or a State Personnel or Employee Relations official. The highest-level agency official has final authority to determine personnel goals and policies and/or approve recommendations and proposals. Positions at this level may supervise and/or lead professional, technical or other lower-level staff.

SOC Category 131071-Human Resources Specialists

		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 30.67	\$ 20.13	\$ 35.93
Metro		\$ 31.02	\$ 20.16	\$ 36.45
Non-Metro		\$ 29.71	\$ 20.08	\$ 34.53
Nebraska Comparable Classifications				
Job Code	Job Title			
C70130	Workforce Coordinator	\$ 19.83	\$ 18.459	\$ 27.211
K/V17252	HR Specialist/Generalist	\$ 21.96	\$ 19.657	\$ 30.786
K/V17253	HR Specialist Senior/HR Business Partner I	\$ 27.54	\$ 19.657	\$ 30.786

Accountants and Auditors

SOC Category 132011-Accountants and Auditors

Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data. Excludes "Tax Examiners and Collectors, and Revenue Agents" (13-2081).

Nebraska Positions

Job Title	Job Description
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.
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.
Federal Aid Administrator II	Coordinates allocations of federal funds available to local units of government, insuring efficiency and compliance with federal laws and regulations in use of those funds; supervises record maintenance of grants.

SOC Category 132011-Accountants and Auditors				
	Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate	
SOC Statistics				
General	\$ 36.11	\$ 23.88	\$ 42.22	
Metro	\$ 36.47	\$ 24.50	\$ 42.45	
Non-Metro	\$ 35.18	\$ 22.49	\$ 41.53	
Nebraska Comparable Classifications				
Job Code	Job Title			
A/K/V19011	Accountant I	\$ 17.07	\$ 14.347	\$ 21.150
A/K/V19012	Accountant II	\$ 21.98	\$ 19.851	\$ 29.263
A/K19612	Federal Aid Administrator II	\$ 22.28	\$ 21.338	\$ 31.456

Computer System Analysts

SOC Category 151211-Computer System Analysts
Analyze science, engineering, business, and other data processing problems to develop and implement solutions to complex applications problems, system administration issues, or network concerns. Perform systems management and integration functions, improve existing computer systems, and review computer system capabilities, workflow, and schedule limitations. May analyze or recommend commercially available software.

Nebraska Positions

Job Title	Job Description
Information Technology Business Systems Analyst	Under general supervision, performs business process analysis and design and provides system support for automated business application by serving as a liaison between the business end users and applications developers.
Information technology Business System Analyst/Coordinator	Under limited supervision, perform business process analysis and design and provides system support for a significant component of a major/long term project or major business system process/application(s) by serving as a liaison between the business end users and applications developers; may or may not lead other information technology professional staff.
Information Technology Business Systems Analyst/Supervisor	Under limited supervision, supervises three or more Information Technology (IT) Business System analyst and/or IT Business systems Analyst Coordinator positions on a regular and recurring basis. 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 applications developers.

SOC Category 151211-Computer System Analysts				
	Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate	
SOC Statistics				
General	\$ 43.72	\$ 27.43	\$ 51.85	
Metro	\$ 45.12	\$ 31.45	\$ 51.95	
Non-Metro	\$ 38.94	\$ 14.40	\$ 51.20	
Nebraska Comparable Classifications				
Job Code	Job Title			
A/V07081	IT Business Systems Analyst	\$ 26.44	\$ 23.982	\$ 35.353
A/K/V07082	IT Business Systems Analyst/Coordinator	\$ 28.23	\$ 25.583	\$ 37.711
V07083	IT Business Systems Analyst/Supervisor	\$ 33.32	\$ 28.431	\$ 42.648

Computer Network Support Specialists

SOC Category 151231-Computer Network Support Specialists
Analyze, test, troubleshoot, and evaluate existing network systems, such as local area networks (LAN), wide area networks (WAN), cloud networks, servers, and other data communications networks. Perform network maintenance to ensure networks operate correctly with minimal interruption. Excludes "Computer Network Architects" (15-1241) and "Network and Computer Systems Administrators" (15-1244).

Nebraska Positions

Job Title	Job Description
Information Technology Infrastructure Support Analyst	Independently performs journey level, hardware and software support including server hardware and software installations/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 balances.
Information Technology Infrastructure Support Analyst/Senior	Independently performs advanced level of 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.
Information Technology Infrastructure Support Analyst/Lead	Under general supervision, performs work as described below in one of the following information technology areas: hardware and software support, network support, systems administration, research procurement and/or training; leads a team of three or more IT professionals on an ongoing basis.

SOC Category 151231-Computer Network Support Specialists				
	Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate	
SOC Statistics				
General	\$ 30.47	\$ 21.05	\$ 35.18	
Metro	\$ 31.27	\$ 22.13	\$ 35.84	
Non-Metro	\$ 27.96	\$ 17.87	\$ 32.99	
Nebraska Comparable Classifications				
Job Code	Job Title			
A07072	IT Infrastructure Support Analyst	\$ 25.08	\$ 23.028	\$ 33.945
A/V07073	IT Infrastructure Support Analyst/Senior	\$ 30.44	\$ 28.431	\$ 42.648
A/V07074	IT Infrastructure Support Analyst/Lead	\$ 36.81	\$ 32.249	\$ 47.539

Computer User Support Specialists

SOC Category 151232-Computer User Support Specialists

Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, via telephone, or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems. Excludes "Network and Computer Systems Administrators" (15-1244).

Nebraska Positions

Job Title	Job Description
Network Operations Center Specialist	Work requires specialized proficiency in network operations, security and user support and is conducted under limited supervision. Positions develop and document solutions and internal instructions to improve processing tools and performance to reduce outages or downtime. Positions use judgment and resourcefulness to tailor existing guidelines so they can be applied to particular circumstances and deal with emergencies. Provides tier1 and Tier 2 Service Desk support for 24/7 Network Operations Center (NOC). Serves as a resource or guide by advising others on how to effectively use processes and tools within a system or as a member of a collaborative problem-solving team.
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 telecommunication problems and assisting the user in resolving the problem.
Information Technology Help Desk Coordinator/Senior	Under general supervision, performs expert support as described below in one or more of the following information technology (IT) areas: hardware and software support, network support, systems administration, research, procurement, and/or training.

SOC Category 151232-Computer User Support Specialists				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 26.83	\$ 19.02	\$ 30.73
Metro		\$ 26.86	\$ 19.15	\$ 30.72
Non-Metro		\$ 26.70	\$ 18.58	\$ 30.76
Nebraska Comparable Classifications				
Job Code	Job Title			
A07035	Network Operations Center Specialist	\$ 28.41	\$ 21.500	\$ 31.694
A07061	IT Help Desk Coordinator	\$ 20.34	\$ 18.992	\$ 27.997
A/V07062	IT Help Desk Coordinator/Senior	\$ 24.90	\$ 23.028	\$ 33.945

Software Developers

SOC Category 151252-Software Developers

Research, design, and develop computer and network software or specialized utility programs. Analyze user needs and develop software solutions, applying principles and techniques of computer science, engineering, and mathematical analysis. Update software or enhance existing software capabilities. May work with computer hardware engineers to integrate hardware and software systems, and develop specifications and performance requirements. May maintain databases within an application area, working individually or coordinating database development as part of a team.

Nebraska Positions

Job Title	Job Description
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.
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.
Information Technology Applications Developer/Lead	Under general supervision, performs work as described below in one of the following information technology areas; hardware and software support, network support, systems administration, research, procurement and/or training; leads a team of three or more IT professionals on an ongoing basis.

SOC Category 151252-Software Developers				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 50.68	\$ 34.23	\$ 58.90
Metro		\$ 50.42	\$ 34.20	\$ 58.53
Non-Metro		\$ 51.54	\$ 35.16	\$ 59.73
Nebraska Comparable Classifications				
Job Code	Job Title			
A07011	IT Applications Developer	\$ 27.31	\$ 26.799	\$ 39.506
A/K/V07012	IT Applications Developer/Senior	\$ 34.44	\$ 32.204	\$ 47.473
A/V07014	IT Applications Developer/Lead	\$ 42.75	\$ 37.533	\$ 55.328

Civil Engineers

SOC Category 172051-Civil Engineers

Perform engineering duties in planning, designing, and overseeing construction and maintenance of building structures and facilities, such as roads, railroads, airports, bridges, harbors, channels, dams, irrigation projects, pipelines, power plants, and water and sewage systems. Includes architectural, structural, traffic, and geotechnical engineers. Excludes "Hydrologists" (19-2043).

Nebraska Positions

Job Title	Job Description
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 principals 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 professional who perform related duties.
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 principal 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.
Highway Project Manager	Under general to limited supervision, manages and coordinates all field based aspects of construction projects ranging from routine to the most complex, where one or more projects are assigned; directs daily project construction engineering functions in accordance with requirements of plans and specifications; supervises assigned professional, paraprofessional and technical employees.

SOC Category 172051-Civil Engineers				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 45.75	\$ 30.32	\$ 53.47
Metro		\$ 45.04	\$ 30.08	\$ 52.53
Non-Metro		\$ 48.21	\$ 31.17	\$ 56.73
Nebraska Comparable Classifications				
Job Code	Job Title			
E/V55011	Engineer	\$ 27.81	\$ 26.067	\$ 38.428
E/V55013	Professional Engineer II	\$ 43.84	\$ 34.176	\$ 50.380
V57250	Highway Project Manager	\$ 33.82	\$ 29.580	\$ 44.370

Environmental Scientists and Specialists, Including Health

SOC Category 192041-Environmental Scientists and Specialists, Including Health

Conduct research or perform investigation for the purpose of identifying, abating, or eliminating sources of pollutants or hazards that affect either the environment or public health. Using knowledge of various scientific disciplines, may collect, synthesize, study, report, and recommend action based on data derived from measurements or observations of air, food, soil, water, and other sources. Excludes "Zoologists and Wildlife Biologists" (19-1023), "Conservation Scientists" (19-1031), "Forest and Conservation Technicians" (19-4071), "Occupational Health and Safety Specialists" (19-5011), "Fish and Game Wardens" (33-3031), and "Forest and Conservation Workers" (45-4011).

Nebraska Positions

Job Title	Job Description
Environmental Specialist II	Under general supervision, performs professional research work collecting and analyzing natural science data for compliance of agency functions with various federal and state laws, rules, regulations, standards and interstate compacts and decrees; assembles and analyzes technical data in a specialized field pertinent to the functions of the employing agency; activities performed including developing, monitoring and reporting results of environmental plans and programs effecting division wide or agency wide functions; develops policy and procedures to implement new regulations' planning, investigation, surveillance, monitoring and enforcement applied to environmental quality; monitors compliance of and initiates enforcement actions.
Environmental Specialist III	Under limited supervision, performs advanced technical professional research work in collecting, analyzing, computing, and reporting to ensure compliance with federal and state laws, rules, regulations, standards and interstate compacts and decrees, monitors and coordinates permit application processes; manages, coordinates and/or monitors program compliance. Trains agency, state and local public officials and staff on federal and state program regulations, procedures, standards and requirements.
Environmental Specialist Supervisor	Under limited supervision, performs supervisory and administrative work in collecting, analyzing, computing and reporting to ensure compliance with federal and state laws, rules, regulations, standards and interstate compacts and decrees. Positions at this level supervise professional level scientific positions, manage administrative activities, direct and coordinate projects, develop and implement policies, processes and directives. Positions may be responsible for various environmental program functions such as field studies or impact assessments, regulatory/technical compliance reviews, interagency/jurisdiction liaisons, and agency and contractor technical assistance coordination activities.

SOC Category 192041-Environmental Scientists and Specialists, including Health				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 33.74	\$ 24.11	\$ 38.55
Metro		\$ 33.91	\$ 24.20	\$ 38.77
Non-Metro		\$ 32.96	\$ 23.69	\$ 37.59
Nebraska Comparable Classifications				
Job Code	Job Title			
E45012	Environmental Specialist II	\$ 26.53	\$ 23.455	\$ 34.575
E/V45013	Environmental Specialist III	\$ 29.89	\$ 26.384	\$ 38.894
V45014	Environmental Supervisor	\$ 34.32	\$ 28.632	\$ 42.949

Environmental Science and Protection Technicians, Including Health

SOC Category 194042-Environmental Science and Protection Technicians, Including Health

Perform laboratory and field tests to monitor the environment and investigate sources of pollution, including those that affect health, under the direction of an environmental scientist, engineer, or other specialist. May collect samples of gases, soil, water, and other materials for testing.

Nebraska Positions

Job Title	Job Description
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.
Scientist II	Positions at this level are considered the specialist level. Teammates utilize critical thinking skills, advanced knowledge, experience and potentially additional training to perform complex chemical, physical and/or biological analyses with minimal supervision. Positions are also assigned advanced lab functions such as developing, evaluating and validating lab methods and protocols, serving as the scientific peer to the Laboratory Supervisor, or troubleshooting methodologies with little to no supervision. Teammates are expected to maintain expertise and on-going training in the assigned methods, and some positions may require proficiency tests in the relevant discipline. Positions may act in a lead-worker capacity by training lab personnel, coordinating and assigning day-to-day lab functions and troubleshooting testing issues.
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.

SOC Category 194042-Environmental Science and Protection Technicians, including Health				
	Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate	
SOC Statistics				
General	\$ 23.10	\$ 17.37	\$ 25.97	
Metro	\$ 24.34	\$ 16.99	\$ 28.03	
Non-Metro	\$ 21.43	\$ 17.94	\$ 23.17	
Nebraska Comparable Classifications				
Job Code	Job Title	Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
E53022	Scientist I	\$ 22.79	\$ 21.735	\$ 32.040
E53023	Scientist II	\$ 28.46	\$ 24.504	\$ 36.123
M53021	Scientific Technician	\$ 19.27	\$ 14.208	\$ 20.944

Child, Family and School Social Workers

SOC Category 211021-Child, Family and School Social Workers

Provide social services and assistance to improve the social and psychological functioning of children and their families and to maximize the family well-being and the academic functioning of children. May assist parents, arrange adoptions, and find foster homes for abandoned or abused children. In schools, they address such problems as teenage pregnancy, misbehavior, and truancy. May also advise teachers.

Nebraska Positions

Job Title	Job Description
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.
Child and Family Services Specialist	Assess and insure child, youth and vulnerable adult safety, permanency and well-being while making reasonable efforts to solidify, preserve, strengthen and maintain family unity through direct case management. Provides direct services involving abuse and neglect, foster care, protective services, status offenders or other cases of a similar nature.
Child and Family Services Specialists Supervisor	Directs the operations of a unit of Child and Family Services Specialist workers to ensure the application of administrative and/or program policies and plans to work activities and to facilitate through advice and consultation the resolving of problems in the delivery of casework services.

SOC Category 211021-Child, Family, and School Social Workers				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 22.48	\$ 17.44	\$ 25.01
Metro		\$ 23.00	\$ 17.49	\$ 25.76
Non-Metro		\$ 21.70	\$ 17.35	\$ 23.87
Nebraska Comparable Classifications				
Job Code	Job Title			
C72172	Social Services Worker	\$ 18.57	\$ 17.391	\$ 25.636
C72312	Child/Family Services Specialist	\$ 23.68	\$ 22.320	\$ 32.902
V72314	Child and Family Services Specialist Supervisor	\$ 30.81	\$ 27.732	\$ 41.597

Community and Social Service Specialists, All Other

SOC Category 211099-Community and Social Service Specialists, All Other

All community and social service specialists not listed separately.

Nebraska Positions

Job Title	Job Description
DD Service Coordinator	Under general supervision, coordinates and oversees the delivery of services to persons with intellectual or other developmental disabilities including but not limited to: assessment and eligibility determination; development of Individual Program Plans, Individual Family Support Plans and Support Plans; monitoring provision of services.
DHHS Program Specialists	Under limited supervision, plans and coordinates the development, administration and evaluation of a statewide health and human services program(s); serves as a resource and consultant to provide technical assistance/advice to agency staff, clients and service providers; researches and develops program policy and performs quality assurance analysis and evaluation of assigned program(s).
DHHS Program Coordinator	Under limited supervision, coordinates the administration of various state and federally funded programs throughout the state to include grant/contract administration, budget monitoring, and the development of program policies, procedures and evaluation criteria to ensure compliance with state and federal regulations.

SOC Category 211099-Community and Social Service Specialists, All Other				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 22.90	\$ 17.98	\$ 25.37
Metro		\$ 23.14	\$ 18.00	\$ 25.70
Non-Metro		\$ 22.29	\$ 17.98	\$ 24.45
Nebraska Comparable Classifications				
Job Code	Job Title			
C72831	DD Service Coordinator	\$ 22.84	\$ 20.460	\$ 30.161
C/V73210	DHHS Program Specialist	\$ 24.58	\$ 22.203	\$ 32.730
C/V73260	DHHS Program Coordinator	\$ 25.44	\$ 23.868	\$ 35.184

Lawyers

SOC Category 231011-Lawyers

Represent clients in criminal and civil litigation and other legal proceedings, draw up legal documents, or manage or advise clients on legal transactions. May specialize in a single area or may practice broadly in many areas of law.

Nebraska Positions

Job Title	Job Description
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.
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.
Agency Legal Counsel	Under administrative direction, directs and manages the entire legal department and all legal functions within an agency/system. Supervises assigned staff engaged in providing professional legal and technical support services.

SOC Category 231011-Lawyers				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 54.77	\$ 30.75	\$ 66.79
Metro		\$ 56.69	\$ 32.37	\$ 68.84
Non-Metro		\$ 47.51	\$ 25.73	\$ 58.40
Nebraska Comparable Classifications				
Job Code	Job Title			
G/K31112	Attorney II	\$ 31.36	\$ 26.842	\$ 39.569
G/K31113	Attorney III	\$ 42.38	\$ 32.857	\$ 49.283
G31115	Agency Legal Counsel	\$ 52.48	\$ 37.973	\$ 56.957

Public Relations Specialist

SOC Category 273031-Public Relations Specialist

Promote or create an intended public image for individuals, groups, or organizations. May write or select material for release to various communications media. May specialize in using social media.

Nebraska Positions

Job Title	Job Description
Marketing and Communications Specialist 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 non-controversial agency policies and programs.
Marketing and Communications Specialist 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 medial 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.
Marketing and Communications Specialist 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.

SOC Category 273031-Public Relations Specialist				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 29.41	\$ 19.01	\$ 34.61
Metro		\$ 29.81	\$ 19.50	\$ 34.96
Non-Metro		\$ 27.82	\$ 17.22	\$ 33.12
Nebraska Comparable Classifications				
Job Code	Job Title			
A/V33011	Marketing & Communications Specialist I	\$ 20.19	\$ 17.391	\$ 25.637
A/K/V33012	Marketing & Communications Specialist II	\$ 22.92	\$ 20.096	\$ 29.624
A/G/K/V33013	Marketing & Communications Specialist III	\$ 29.56	\$ 23.224	\$ 34.235

Dietitians and Nutritionists

SOC Category 291031-Dietitians and Nutritionists

Plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. May supervise activities of a department providing quantity food services, counsel individuals, or conduct nutritional research.

Nebraska Positions

Job Title	Job Description
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.
Public Health Nutritionist, Senior	Under limited supervision, coordinates and qualitatively evaluates a variety of state wide nutrition programs; determines compliance with federal regulations; analyzes cost effectiveness and has authority over a multi-program or specialized area; provides technical assistance and work guidance to others.

SOC Category 291031-Dietitians and Nutritionists				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 30.70	\$ 23.13	\$ 34.48
Metro		\$ 31.18	\$ 23.56	\$ 34.98
Non-Metro		\$ 29.78	\$ 22.48	\$ 33.42
Nebraska Comparable Classifications				
Job Code	Job Title			
H80410	Dietitian	\$ 31.70	\$ 25.640	\$ 37.796
H80452	Public Health Nutritionist, Senior	\$ 34.74	\$ 29.631	\$ 43.680

Registered Nurses

SOC Category 291141-Registered Nurses

Plan and conduct food service or nutritional programs to assist in the promotion of health and control of disease. May supervise activities of a department providing quantity food services, counsel individuals, or conduct nutritional research.

Nebraska Positions

Job Title	Job Description
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.
Administrative Nurse	Under limited supervision and within the scope of the RN licensure, positions in this classification may be assigned one or more of the following primary administrative roles; first line supervisor over professional and direct care nursing staff in the delivery of nursing services; direct the infection control program and oversee the risk management processes; develop and present a wide variety of clinical care training programs and assess the competency of a variety of clinical care programs and situations.
Nursing Services Surveyor Consultant	Under limited supervision, surveys or inspects health care facilities, health care services hospitals and nursing homes to determine compliance with statutes and regulations and/or program requirements.

SOC Category 291141-Registered Nurses				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 35.90	\$ 28.88	\$ 39.42
Metro		\$ 36.59	\$ 29.42	\$ 40.17
Non-Metro		\$ 34.50	\$ 28.04	\$ 37.73
Nebraska Comparable Classifications				
Job Code	Job Title			
H/V75014	Registered Nurse	\$ 41.45	\$ 32.516	\$ 59.389
G/H/V75015	Administrative Nurse	\$ 44.58	\$ 34.550	\$ 51.826
X62580	Nursing Services Surveyor Consultant	\$ 40.83	\$ 30.164	\$ 44.465

Psychiatric Technicians

SOC Category 292053-Psychiatric Technicians

Care for individuals with mental or emotional conditions or disabilities, following the instructions of physicians or other health practitioners. Monitor patients' physical and emotional well-being and report to medical staff. May participate in rehabilitation and treatment programs, help with personal hygiene, and administer oral or injectable medications.

Nebraska Positions

Job Title	Job Description
Behavior Technician	Under general supervision, provides continuous intensive behavioral modification, trauma-focused interventions, residential care, custody and supervision of high acuity youth located at Youth Rehabilitation Treatment Center-Lincoln 24-hour state facility/ward; provides structured therapeutic activities and assist youth according to their individual treatment plan; maintains a secure, safe and clean environment and implements safety protocols.
Mental health Security Specialist II	Under general supervision, provides direct care and/or residential care, custody and monitoring of individuals in a juvenile dual diagnosis unit or secure state facility/ward under the direction of nursing and medical staff. Incumbents perform duties related to basic physical care, treatment programs and behavior interventions. They observe, report and record individual/group behavior and activities and implement interventions as authorized.
Mental Health Security Unit Supervisor	Under limited supervision, oversees operations of a mental health security unit through supervision of Mental Health Security Specialist staff and under the guidance of professional nursing and medical staff; ensures assigned unit is in compliance with applicable state and federal regulations; performs specialized sub-professional care for patients.

SOC Category 292053-Psychiatric Technicians				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 17.52	\$ 14.40	\$ 19.08
Metro		\$ 17.66	\$ 14.75	\$ 19.12
Non-Metro		\$ 16.70	\$ 12.40	\$ 18.85
Nebraska Comparable Classifications				
Job Code	Job Title			
P72011	Behavior Technician	\$ 27.17	\$ 25.500	\$ 31.500
P76142	Mental Health Security Specialist II	\$ 25.99	\$ 23.500	\$ 29.500
V76154	Mental Health Security Unit Supervisor	\$ 26.50	\$ 24.200	\$ 36.300

Licensed Practical and Licensed Vocational Nurses

SOC Category 292061-Licensed Practical and Licensed Vocational Nurses

Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.

Nebraska Position

Job Title	Job Description
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.

SOC Category 292061-Licensed Practical and Licensed Vocational Nurses				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 24.70	\$ 20.70	\$ 26.69
Metro		\$ 25.25	\$ 21.02	\$ 27.38
Non-Metro		\$ 24.00	\$ 20.35	\$ 25.82
Nebraska Comparable Classifications				
Job Code	Job Title			
I/V75013	Licensed Practical Nurse	\$ 30.37	\$ 23.400	\$ 43.173

Nursing Assistants

SOC Category 311131-Nursing Assistants

Provide or assist with basic care or support under the direction of onsite licensed nursing staff. Perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting, or ambulation of patients in a health or nursing facility. May include medication administration and other health-related tasks. Includes nursing care attendants, nursing aides, and nursing attendants. Excludes “Home Health Aides” (31-1121), “Personal Care Aides” (31-1122), “Orderlies” (31-1132), and “Psychiatric Aides” (31-1133).

Nebraska Positions

Job Title	Job Description
Staff Care Technician I	Incumbents must successfully complete the required State approved 76-hour nurse aide training course and competency evaluation program administered by the State of Nebraska for continued employment. this class initially works under close supervision and gradually less supervision as proficiency in skills is acquired. Provide treatment according to the standards of nursing care allowed under the scope of respective licensure or serve in the administration of nursing services. This series encompasses both general practice and specialized management including infection control, quality assurance, MDS administration and general nurse supervision.
Staff Care Technician II	Under immediate supervision of a licensed Registered Nurse or designee, provides basic nursing care, administers medications, and applies treatments for members within the scope of the Nebraska Medication Aide Act, State of Nebraska Nursing Assistant regulations and agency regulations. Trains, mentors, coaches and assists with the orientation of new Staff care Technicians and performs related work as assigned. Incumbents classified to this level have completed the required coursework, demonstrated the written and clinical competencies required by the State of Nebraska for nursing assistants, are listed on the Nebraska Nurse Aide Registry, and are expected to meet requirements to be listed on the Medication Aide Registry as a Medication Aide-40 Hour within one year of employment.

SOC Category 311131-Nursing Assistants				
	Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate	
SOC Statistics				
General	\$ 17.38	\$ 15.15	\$ 18.49	
Metro	\$ 17.66	\$ 15.40	\$ 18.80	
Non-Metro	\$ 16.97	\$ 14.93	\$ 18.00	
Nebraska Comparable Classifications				
Job Code	Job Title			
175011	Staff Care Technician I	\$ 15.60	\$ 15.600	\$ 22.996
175012	Staff Care Technician II	\$ 20.39	\$ 18.807	\$ 27.724

Dental Assistants

SOC Category 319091-Dental Assistants

Perform limited clinical duties under the direction of a dentist. Clinical duties may include equipment preparation and sterilization, preparing patients for treatment, assisting the dentist during treatment, and providing patients with instructions for oral healthcare procedures. May perform administrative duties such as scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes.

Nebraska Position

Job Title	Job Description
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.

SOC Category 319091-Dental Assistants				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 21.97	\$ 18.58	\$ 23.66
Metro		\$ 22.54	\$ 19.15	\$ 24.24
Non-Metro		\$ 20.78	\$ 17.75	\$ 22.28
Nebraska Comparable Classifications				
Job Code	Job Title			
174110	Dental Assistant	\$ 19.07	\$ 16.475	\$ 24.286

First-Line Supervisors of Police and Detectives

SOC Category 331012-First-Line Supervisors of Police and Detectives

Directly supervise and coordinate activities of members of police force.

Nebraska Positions

Job Title	Job Description
State Patrol Sergeant	Under limited supervision, supervises, schedules and evaluates officer performance. Assigns casework to investigators and provides officer support. Conducts and directs investigations of major crimes and utilizes fingerprint and evidence kits. Participates in search warrant and arrest proceedings. Conducts and/or attends meetings and makes presentations at professional and public conferences and events.
State Patrol Lieutenant	Performs responsible work in the direction and coordination of the activities and duties of a unit of sergeants, corporals and troopers in an assigned territory or a specialized function.
State Patrol Captain	Performs responsible supervisory work in the direction and coordination of the personnel in a troop area or in the direction of a specialized functional division.

SOC Category 331012-First-Line Supervisors of Police and Detectives				
	Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate	
SOC Statistics				
General	\$ 48.17	\$ 34.92	\$ 54.79	
Metro	\$ 53.39	\$ 43.62	\$ 58.27	
Non-Metro	\$ 39.81	\$ 29.86	\$ 44.79	
Nebraska Comparable Classifications				
Job Code	Job Title			
L64112	State Patrol Sergeant	\$ 39.05	\$ 29.130	\$ 44.060
V64113	State Patrol Lieutenant	\$ 51.42	\$ 33.128	\$ 49.688
V64114	State Patrol Captain	\$ 55.14	\$ 38.284	\$ 57.423

Correctional Officers and Jailers

SOC Category 333012-Correctional Officers and Jailers

Guard inmates in penal or rehabilitative institutions in accordance with established regulations and procedures. May guard prisoners in transit between jail, courtroom, prison, or other point. Includes deputy sheriffs and police who spend the majority of their time guarding prisoners in correctional institutions.

Nebraska Positions

Job Title	Job Description
Corrections 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.
Corrections 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.
Corrections Unit Caseworker	Under general supervision, coordinates and manages caseload programs for inmates within a correctional housing unit; develops treatment plans for inmates/offenders; conducts counseling sessions to include crisis intervention and problem-solving solutions.

SOC Category 333012-Correctional Officers and Jailers				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 24.95	\$ 21.00	\$ 26.93
Metro		\$ 25.87	\$ 22.36	\$ 27.62
Non-Metro		\$ 23.10	\$ 19.35	\$ 24.96
Nebraska Comparable Classifications				
Job Code	Job Title			
P66112	Corrections Corporal	\$ 30.26	\$ 26.500	\$ 32.500
P/V66113	Corrections Sergeant	\$ 34.40	\$ 29.000	\$ 41.148
P66441	Corrections Unit Caseworker	\$ 30.71	\$ 26.500	\$ 32.500

Detectives and Criminal Investigators

SOC Category 333021-Detectives and Criminal Investigators
Conduct investigations related to suspected violations of federal, state, or local laws to prevent or solve crimes. Excludes "Private Detectives and Investigators" (33-9021).

Nebraska Positions

Job Title	Job Description
State Patrol Investigation Officer	Under general supervision, conducts criminal, narcotic and liquor investigations; enforces criminal, narcotic and liquor laws.
State Patrol Investigation Sergeant	Under limited supervision, supervises, schedules and evaluates officer performance. Assigns casework to investigators and provides officer support. Conducts and directs investigations of major crimes and utilizes fingerprint and evidence kits. Participated in search warrant and arrest proceedings. Conducts and/or attends meetings and makes presentations at professional and public conferences and events.
Motor Vehicle Fraud Investigator	Under limited supervision, conduct complex criminal, administrative and civil investigations regarding fraudulent activity and enforce state motor vehicle laws and agency policies and guidelines. Review of statewide fraudulent activities may involve detailed research, witness interviewing and collaboration with law enforcement and other entities.

SOC Category 333021-Detectives and Criminal Investigators				
	Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate	
SOC Statistics				
General	\$ 41.91	\$ 25.54	\$ 50.08	
Metro	\$ 45.24	\$ 26.86	\$ 54.43	
Non-Metro	\$ 33.93	\$ 22.56	\$ 39.61	
Nebraska Comparable Classifications				
Job Code	Job Title			
L64210	State Patrol Investigation Officer	\$ 38.28	\$ 25.820	\$ 41.800
L64211	State Patrol Investigation Sergeant	\$ 43.48	\$ 32.420	\$ 47.400
X62931	Motor Vehicle Fraud Investigator	\$ 28.67	\$ 23.365	\$ 34.443

Police and Sheriff's Patrol Officers

SOC Category 333051-Police and Sheriff's Patrol Officers

Maintain order and protect life and property by enforcing local, tribal, state, or federal laws and ordinances. Perform a combination of the following duties: patrol a specific area; direct traffic; issue traffic summonses; investigate accidents; apprehend and arrest suspects, or serve legal processes of courts. Includes police officers working at educational institutions.

Nebraska Position

Job Title	Job Description
State Patrol Trooper	Under general supervision, enforces traffic, motor vehicle and criminal laws. Incumbents can be assigned as a Trooper Coach to new Troopers.

SOC Category 333051-Police and Sheriff's Patrol Officers				
	Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate	
SOC Statistics				
General	\$ 33.56	\$ 24.47	\$ 38.11	
Metro	\$ 36.81	\$ 28.41	\$ 41.01	
Non-Metro	\$ 28.87	\$ 22.36	\$ 32.12	
Nebraska Comparable Classifications				
Job Code	Job Title			
L64111	State Patrol Trooper	\$ 30.22	\$ 23.740	\$ 36.040

Security Guards

SOC Category 339032-Security Guards

Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. May operate x-ray and metal detector equipment. Excludes "Police Officers" (33-3050) and "Transportation Security Screeners" (33-9093).

Nebraska Positions

Job Title	Job Description
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 information requests of visitors. Maintain summary of activities, complaints, etc. Does not carry a weapon nor is a sworn officer.
Military Security Officer	Enforce rules, regulations and policies to ensure compliance with applicable directives in the day-to-day security mission of the Nebraska National Guard Base. Functions as an armed security officer for personnel, aircraft and base resources located within the Nebraska National Guard Base. Protects the military installation from sabotage, espionage, trespass, theft, fire, accident and/or willful damage and destruction.

SOC Category 339032-Security Guards				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 18.73	\$ 14.20	\$ 21.00
Metro		\$ 18.66	\$ 14.18	\$ 20.89
Non-Metro		\$ 18.99	\$ 14.27	\$ 21.35
Nebraska Comparable Classifications				
Job Code	Job Title			
P64831	Security Guard	\$ 17.49	\$ 16.180	\$ 23.400
P64912	Military Security Officer	\$ 22.22	\$ 20.804	\$ 27.746

Cooks, Institution and Cafeteria

SOC Category 352012-Cooks, Institution and Cafeteria

Prepare and cook large quantities of food for institutions, such as schools, hospitals, or cafeterias.

Nebraska Position

Job Title	Job Description
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 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.

SOC Category 352012-Cooks, Institution and Cafeteria				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 16.22	\$ 13.45	\$ 17.61
Metro		\$ 16.87	\$ 14.16	\$ 18.22
Non-Metro		\$ 15.74	\$ 13.00	\$ 17.11
Nebraska Comparable Classifications				
Job Code	Job Title			
M/V80012	Food Service Worker	\$ 17.77	\$ 15.480	\$ 22.819

Janitors, Cleaners Except Maids and Housekeeping Cleaners

SOC Category 372011-Janitors, Cleaners Except Maids and Housekeeping Cleaners

Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and removing rubbish. Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow or debris from sidewalk.

Nebraska Position

Job Title	Job Description
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.

SOC Category 372011-Janitors and Cleaners, Except Maids and Housekeeping Cleaners

	Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics			
General	\$ 16.24	\$ 12.53	\$ 18.10
Metro	\$ 16.09	\$ 12.64	\$ 17.82
Non-Metro	\$ 16.51	\$ 12.59	\$ 18.47
Nebraska Comparable Classifications			
Job Code	Job Title		
M/V84011	Maintenance Technician	\$ 16.47	\$ 14.400 \$ 21.227

Eligibility Interviewers, Government Programs

SOC Category 434061-Eligibility Interviewers, Government Programs

Determine eligibility of persons applying to receive assistance from government programs and agency resources, such as welfare, unemployment benefits, social security, and public housing.

Nebraska Positions

Job Title	Job Description
UI Adjudicator	Under general supervision, interviews claimants, employers and other interested parties to determine claimant's past, present and future unemployment insurance eligibility and employer's charging. Evaluates facts, reconciles conflicting employment information and issues formal, written appealable determinations by applying appropriate federal and State Employment Security laws and/or regulations.
DHHS Eligibility Technician	Under immediate to general supervision, determines eligibility for a single program and/or a limited number of cases for several assistance programs.

SOC Category 434061-Eligibility Interviewers, Government Programs

SOC Category 434061-Eligibility Interviewers, Government Programs				
	Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate	
SOC Statistics				
General	\$ 20.81	\$ 16.12	\$ 23.14	
Metro	\$ 21.12	\$ 17.03	\$ 23.16	
Non-Metro	\$ 19.77	\$ 14.80	\$ 22.25	
Nebraska Comparable Classifications				
Job Code	Job Title			
C69420	UI Adjudicator	\$ 18.27	\$ 17.391	\$ 25.636
C72230	DHHS Eligibility Technician	\$ 16.09	\$ 15.196	\$ 22.401

Public Safety Telecommunicators

SOC Category 435031-Public Safety Telecommunicators

Operate telephone, radio, or other communication systems to receive and communicate requests for emergency assistance at 9-1-1 public safety answering points and emergency operations centers. Take information from the public and other sources regarding crimes, threats, disturbances, acts of terrorism, fires, medical emergencies, and other public safety matters. May coordinate and provide information to law enforcement and emergency response personnel. May access sensitive databases and other information sources as needed. May provide additional instructions to callers based on knowledge of and certification in law enforcement, fire, or emergency medical procedures.

Nebraska Positions

Job Title	Job Description
State Patrol Communications Specialist	Under limited supervision, operates radio, teletype, Communication Aided Dispatch (CAD), various computer systems and telephone communications devices to collect and distribute restricted access, mission critical information to and from law enforcement officers and other public safety workers. Communicates with the public in routine and emergency situations.
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.

SOC Category 435031-Public Safety Telecommunicators

		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 21.59	\$ 16.96	\$ 23.91
Metro		\$ 24.22	\$ 18.66	\$ 26.99
Non-Metro		\$ 19.83	\$ 15.96	\$ 21.75
Nebraska Comparable Classifications				
Job Code	Job Title			
K/M61811	State Patrol Communications Specialist	\$ 21.49	\$ 20.466	\$ 30.169
P61851	Security Communications Specialist	\$ 22.41	\$ 19.920	\$ 28.510

Office Clerks, General

SOC Category 439061-Office Clerks, General

Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, office machine operation, and filing.

Nebraska Positions

Job Title	Job Description
Office Technician	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.
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 involved 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.
Administrative Technician	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.

SOC Category 439061-Office Clerks, General

		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 17.74	\$ 12.62	\$ 20.30
Metro		\$ 18.25	\$ 12.98	\$ 20.87
Non-Metro		\$ 16.93	\$ 12.13	\$ 19.32
Nebraska Comparable Classifications				
Job Code	Job Title			
K/S01011	Office Technician	\$ 14.05	\$ 12.240	\$ 18.043
K/S/V01012	Office Specialist	\$ 17.27	\$ 15.198	\$ 22.403
K/S/V01013	Administrative Technician	\$ 18.83	\$ 16.338	\$ 24.084

Electricians

SOC Category 472111-Electricians
Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems. Excludes "Security and Fire Alarm Systems Installers" (49-2098).

Nebraska Position

Job Title	Job Description
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.

SOC Category 472111-Electricians				
	Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate	
SOC Statistics				
General	\$ 26.66	\$ 17.70	\$ 31.13	
Metro	\$ 26.90	\$ 17.85	\$ 31.43	
Non-Metro	\$ 26.11	\$ 17.54	\$ 30.40	
Nebraska Comparable Classifications				
Job Code	Job Title			
M84210	Electrician	\$ 26.47	\$ 20.460	\$ 30.161

Plumbers, Pipefitters and Steamfitters

SOC Category 472152-Plumbers, Pipefitters and Steamfitters

Assemble, install, alter, and repair pipelines or pipe systems that carry water, steam, air, or other liquids or gases. May install heating and cooling equipment and mechanical control systems. Includes sprinkler fitters.

Nebraska Position

Job Title	Job Description
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.

SOC Category 472152-Plumbers, Pipefitters, and Steamfitters				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 29.43	\$ 18.18	\$ 35.06
Metro		\$ 31.30	\$ 20.02	\$ 36.95
Non-Metro		\$ 25.15	\$ 15.86	\$ 29.78
Nebraska Comparable Classifications				
Job Code	Job Title			
M84230	Plumber	\$ 24.18	\$ 20.460	\$ 30.161

Highway Maintenance Workers

SOC Category 474051-Highway Maintenance Workers

Maintain highways, municipal and rural roads, airport runways, and rights-of-way. Duties include patching broken or eroded pavement and repairing guard rails, highway markers, and snow fences. May also mow or clear brush from along road, or plow snow from roadway. Excludes "Tree Trimmers and Pruners" (37-3013).

Nebraska Positions

Job Title	Job Description
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 though and around construction or maintenance projects. May operate snow removal equipment as needed in emergencies or labor shortages.
Senior Street, Road or Highway Maintenance Worker	Operates all types of heavy-duty highway or road maintenance equipment such as trucks, rollers, front-end loaders, tractors, motor graders, snowplows, backhoes, etc. Operates specialized equipment including lay-down machine, pavement striper, snooper, rock cutters, pavement stripers, semi-truck trailers, etc. Performs duties of an entry level Highway Maintenance Worker.
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 and equipment assignments. Monitors and oversees safety practices applied by crew. Maintains required reports and records. Operates maintenance equipment and other specialized equipment. Maintains and repairs highway, roadside and other pavement surfaces.

SOC Category 474051-Highway Maintenance Workers

		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 20.53	\$ 17.06	\$ 22.26
Metro		\$ 21.91	\$ 17.71	\$ 24.02
Non-Metro		\$ 20.16	\$ 16.89	\$ 21.79
Nebraska Comparable Classifications				
Job Code	Job Title			
M85111	Hwy Maintenance Worker	\$ 16.67	\$ 16.626	\$ 24.509
M85112	Hwy Maintenance Worker/Senior	\$ 18.90	\$ 17.901	\$ 26.388
M85113	Hwy Maintenance Crew Chief	\$ 22.27	\$ 20.655	\$ 30.448

Maintenance and Repair Workers, General

SOC Category 499071-Maintenance and Repair Workers, General

Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of a building in repair. Duties may involve pipe fitting; HVAC maintenance; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs. Excludes "Facilities Managers" (11-3013) and "Maintenance Workers, Machinery" (49-9043).

Nebraska Positions

Job Title	Job Description
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.
Game and Parks Superintendent II	Under general supervision, direct or oversee a particular component or operational department at a large scale park to assist a higher level Superintendent with functions such as grounds and maintenance, housekeeping, visitor activities, specialized recreational activities, and group conference planning. Positions in this class may also oversee the daily operations and maintenance of small and/or medium scale parks or recreation areas. Positions may assist with a variety of functions including budget development, asset management, visitor safety, enforcement activities and public relations.
Game and Parks Superintendent III	Under limited supervision, directs the daily operations and maintenance of a large recreation area, state park, or historical park that provide multiple, diverse visitor services and programming either seasonally or year round. Areas supervised may be a combination of larger scale parks that operate conference facilities, lodging/food service and natural and cultural management and remote/satellite unstaffed park areas.

SOC Category 499071-Maintenance and Repair Workers, General

		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 21.91	\$ 15.68	\$ 25.03
Metro		\$ 22.69	\$ 16.37	\$ 25.85
Non-Metro		\$ 20.75	\$ 14.70	\$ 23.78
Nebraska Comparable Classifications				
Job Code	Job Title			
M/V84012	Maintenance Specialist I	\$ 22.49	\$ 19.033	\$ 28.057
E/V43212	G&P Superintendent II	\$ 23.94	\$ 21.996	\$ 32.425
V43213	G&P Superintendent III	\$ 27.76	\$ 22.886	\$ 34.329

First-Line Supervisors of Production and Operating Workers

SOC Category 511011-First-Line Supervisors of Production and Operating Workers
Directly supervise and coordinate the activities of production and operating workers, such as inspectors, precision workers, machine setters and operators, assemblers, fabricators, and plant and system operators. Excludes team or work leaders.

Nebraska Positions

Job Title	Job Description
Corrections Industries Shop Operator	Under limited supervision; plans, organizes, coordinates, directs and controls the production, manufacturing and product flow of goods and/or services in a profit center utilizing inmate labor.
Corrections Industries Print Shop Operator	Under limited supervision; plans, organizes, coordinates, directs and controls the production of the print shop as a profit center utilizing inmate labor.
Highway Quality Assurance Manager	Responsible for maintaining a standard of quality for materials used in the maintenance and construction of highways.

SOC Category 511011-First-Line Supervisors of Production and Operating Workers				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 32.99	\$ 22.79	\$ 38.01
Metro		\$ 33.34	\$ 23.38	\$ 38.32
Non-Metro		\$ 32.60	\$ 22.13	\$ 37.84
Nebraska Comparable Classifications				
Job Code	Job Title			
M84631	Corrections Industries Shop Operator	\$ 24.67	\$ 20.460	\$ 30.161
M84660	Corrections Industries Print Shop Operator	\$ 26.80	\$ 22.932	\$ 33.805
V53550	Hwy Quality Assurance Manager	\$ 29.62	\$ 22.504	\$ 33.761

Stationary Engineers and Boiler Operators

SOC Category 518021-Stationary Engineers and Boiler Operators

Operate or maintain stationary engines, boilers, or other mechanical equipment to provide utilities for buildings or industrial processes. Operate equipment such as steam engines, generators, motors, turbines, and steam boilers.

Nebraska Position

Job Title	Job Description
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.

SOC Category 518021-Stationary Engineers and Boiler Operators				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 27.16	\$ 23.14	\$ 29.16
Metro		\$ 27.35	\$ 23.63	\$ 29.21
Non-Metro		\$ 26.50	\$ 21.57	\$ 28.96
Nebraska Comparable Classifications				
Job Code	Job Title			
M84582	Stationary Engineer Senior	\$ 22.65	\$ 19.033	\$ 28.057

Laborers and Freight, Stock and Material Movers, Hand

SOC Category 537062-Laborers and Freight, Stock and Material Movers, Hand

Manually move freight, stock, luggage, or other materials, or perform other general labor. Includes all manual laborers not elsewhere classified. Excludes "Construction Laborers" (47-2061) and "Helpers, Construction Trades" (47-3011 through 47-3019). Excludes "Material Moving Workers" (53-7011 through 53-7199) who use power equipment.

Nebraska Positions

Job Title	Job Description
Supply Technician I	Under general supervision, performs routine sales, storekeeping and inventory control duties in the daily operation of one or more store facilities. Work assignments are clearly defined and performed under established work procedures and processes. Employees have responsibility for regular purchasing, receiving and displaying of products and merchandise. Work involves standardized and repetitive customer and vendor contact. This consistency is commonplace, with the exception of marketing products for sale, where creativity is utilized for merchandising displays. Employees consult with a supervisor or lead staff on matters not covered by rules or procedures and obtain approval for decisions or actions not previously performed or authorized.
Supply Technician 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.

SOC Category 537062-Laborers and Freight, Stock, and Material Movers, Hand				
	Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate	
SOC Statistics				
General	\$ 18.43	\$ 14.45	\$ 20.43	
Metro	\$ 18.46	\$ 14.23	\$ 20.58	
Non-Metro	\$ 18.41	\$ 14.72	\$ 20.26	
Nebraska Comparable Classifications				
Job Code	Job Title			
S05011	Supply Technician I	\$ 14.96	\$ 12.746	\$ 18.789
S/V05012	Supply Technician II	\$ 17.27	\$ 13.702	\$ 20.198

Survey Researchers

SOC Category 193022-Survey Researchers

Plan, develop, or conduct surveys. May analyze and interpret the meaning of survey data, determine survey objectives, or suggest or test question wording. Includes social scientists who primarily design questionnaires or supervise survey teams. Excludes “Market Research Analysts and Marketing Specialists” (13-1161) and “Statisticians” (15-2041).

Nebraska Positions

Job Title	Job Description
State Patrol Crime Analyst	Under limited supervision, performs a statewide and interstate role leading and participating in activities related to the analysis of criminal and intelligence data for the Nebraska State Patrol. Provides a wide range of specialized services and analytical products used by state, federal and local law enforcement officers and judicial or other criminal justice officials for use in prevention of future crimes, solving crimes, and other enforcement activities; may supervise technical or administrative support staff as needed.
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.
Statistical Analyst III	Under limited supervision, plans and conducts program specific or advanced statistical data collection and analysis projects or activities, interprets information and designs methodologies for collecting and reporting program and demographic data, and makes recommendations for process improvements. May provide work guidance as a team/project leader to other members or employees performing statistical analyses or similar studies.

SOC Category 193022-Survey Researchers				
		Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate
SOC Statistics				
General		\$ 27.47	\$ 18.10	\$ 32.15
Metro		\$ 27.82	\$ 18.10	\$ 32.68
Non-Metro		\$ 24.73	\$ 18.69	\$ 27.74
Nebraska Comparable Classifications				
Job Code	Job Title			
A/V13130	State Patrol Crime Analyst	\$ 21.47	\$ 19.777	\$ 29.154
A13252	Statistical Analyst II	\$ 25.32	\$ 20.200	\$ 29.777
A/K/V13253	Statistical Analyst III	\$ 26.77	\$ 23.342	\$ 34.409

Bus and Truck Mechanics and Diesel Engine Specialists

SOC Category 493031-Bus and Truck Mechanics and Diesel Engine Specialists

Diagnose, adjust, repair, or overhaul buses and trucks, or maintain and repair any type of diesel engines. Includes mechanics working primarily with automobile or marine diesel engines.

Nebraska Positions

Job Title	Job Description
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. Requires electrical systems.
Automotive/Diesel Mechanic Lead	Under limited supervision, leads the work of automotive/diesel mechanics at a central maintenance shop of an agency or district and independently performs highly skilled diagnosis, maintenance and repair of multiple makes and models of heavy-duty trucks, road construction and maintenance equipment containing multiple, computerized systems/sensors, medium and light weight vehicles and other motorized equipment.

SOC Category 493031-Bus and Truck Mechanics and Diesel Engine Specialists				
	Average Hourly Rate	Minimum / Entry Hourly Rate	Max / Experienced Hourly Rate	
SOC Statistics				
General	\$ 24.85	\$ 17.82	\$ 28.36	
Metro	\$ 25.70	\$ 18.59	\$ 29.25	
Non-Metro	\$ 23.79	\$ 17.07	\$ 27.14	
Nebraska Comparable Classifications				
Job Code	Job Title			
M84624	Automotive/Diesel Mechanic	\$ 20.90	\$ 18.973	\$ 27.969
M84625	Automotive/Diesel Mechanic Lead	\$ 21.78	\$ 20.397	\$ 30.068

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

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