

## 2023 Market Survey: Summary Results

Class/Job Title	State of Kansas			Market Rate	In-State Employers				State Government			
	# Emp.	SOK Avg.	Market Alignment		No. Emp.	No. Org.	Hourly Rate	Eff. Date	No. Emp.	No. Org.	Hourly Rate	Eff. Date
Accountant III	28	\$28.87	-20%	\$35.87	NA	NA	NA	NA	340	8	\$35.87	7/23
Accounting Specialist	35	\$18.56	-7%	\$19.94	NA	NA	NA	NA	399	8	\$19.94	7/23
Activity Therapist I	23	\$22.89	-11%	\$25.74	NA	NA	NA	NA	163	7	\$25.74	7/23
Administrative Assistant	284	\$15.23	-18%	\$18.56	675	84	\$18.78	7/23	2399	8	\$17.90	7/23
Administrative Officer	70	\$22.68	-10%	\$25.28	159	43	\$25.27	7/23	1262	8	\$25.31	7/23
Advanced Practice Regstr Nurse	12	\$68.23	23%	\$55.62	91	10	\$54.23	7/23	186	6	\$59.79	7/23
Agricultural Inspector II	2	\$22.44	-13%	\$25.78	5	3	\$25.60	7/23	256	7	\$26.30	7/23
Applications Developer III	40	\$32.88	-7%	\$35.31	39	19	\$36.29	7/23	601	8	\$32.35	7/23
Applications Development Supv	14	\$38.99	-12%	\$44.53	19	12	\$43.98	7/23	151	6	\$46.18	7/23
Attorney II	6	\$34.08	-22%	\$43.44	57	34	\$43.44	7/23	NA	NA	NA	NA
Building Construction Inspector	5	\$23.72	-27%	\$32.42	NA	NA	NA	NA	110	5	\$32.42	7/23
Business Systems Analyst	36	\$32.31	-6%	\$34.39	15	5	\$33.66	7/23	593	7	\$36.59	7/23
Capitol Area Guard II	11	\$17.34	-2%	\$17.67	NA	NA	NA	NA	264	8	\$17.67	7/23
Carpenter Senior	4	\$21.39	-5%	\$22.48	NA	NA	NA	NA	602	6	\$22.48	7/23
Certified Nurse Aide II	11	\$16.02	-12%	\$18.15	598	17	\$18.02	7/23	2011	8	\$18.52	7/23
Chemist	21	\$23.68	-18%	\$28.93	NA	NA	NA	NA	102	6	\$28.93	7/23
Clinical Chaplain	15	\$26.54	0%	\$26.64	19	5	\$26.46	7/23	97	8	\$27.16	7/23
Communications Specialist II	35	\$24.01	-7%	\$25.73	NA	NA	NA	NA	377	8	\$25.73	7/23
Cook Senior	4	\$14.28	-18%	\$17.32	148	30	\$17.37	7/23	741	8	\$17.18	7/23
Corrections Counselor II	38	\$28.54	-1%	\$28.71	NA	NA	NA	NA	1433	6	\$28.71	7/23
Corrections Officer I(B)	453	\$23.11	-3%	\$23.71	NA	NA	NA	NA	6558	8	\$23.71	7/23
Corrections Supervisor I	255	\$27.96	-7%	\$30.14	NA	NA	NA	NA	1871	7	\$30.14	7/23
Corrections Supervisor III	58	\$37.20	4%	\$35.66	NA	NA	NA	NA	470	8	\$35.66	7/23
Custodial Specialist	122	\$14.47	-1%	\$14.58	162	41	\$14.08	7/23	1361	8	\$16.08	7/23
Custodial Supervisor	13	\$20.42	2%	\$20.02	73	36	\$19.44	7/23	239	8	\$21.75	7/23
Database Administrator	33	\$35.40	-4%	\$36.97	44	32	\$35.83	7/23	546	7	\$40.37	7/23
Disability Examiner II	2	\$25.68	-8%	\$27.99	2	1	\$28.15	7/23	206	6	\$27.49	7/23
Driver License Examiner	162	\$18.69	-17%	\$22.58	NA	NA	NA	NA	484	8	\$22.58	7/23
EAI Investigator	21	\$28.54	-18%	\$34.92	NA	NA	NA	NA	351	6	\$34.92	7/23
Economic Development Representative	22	\$31.78	12%	\$28.44	NA	NA	NA	NA	54	4	\$28.44	7/23
Education Program Consultant	27	\$30.97	-7%	\$33.25	NA	NA	NA	NA	304	6	\$33.25	7/23
Electrician Senior	10	\$23.49	-17%	\$28.32	NA	NA	NA	NA	222	7	\$28.32	7/23

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Electronics Technician Senior	10	\$24.17	-9%	\$26.59	NA	NA	NA	NA	108	7	\$26.59	7/23
Enforcement Agent	65	\$27.22	-1%	\$27.63	NA	NA	NA	NA	90	4	\$27.63	7/22
Engineering Technician	317	\$23.79	1%	\$23.66	NA	NA	NA	NA	318	7	\$23.66	7/23
Environmental Comp/Reg Spec	150	\$26.14	-10%	\$28.94	NA	NA	NA	NA	607	8	\$28.94	7/23
Epidemiologist	18	\$27.67	-16%	\$33.10	NA	NA	NA	NA	378	7	\$33.10	7/23
Equipment Mechanic Senior	29	\$25.52	6%	\$24.08	NA	NA	NA	NA	222	7	\$24.08	7/23
Equipment Operator	602	\$19.76	-11%	\$22.16	NA	NA	NA	NA	2910	7	\$22.16	7/23
Equipment Operator Senior	176	\$21.60	-18%	\$26.45	NA	NA	NA	NA	1715	7	\$26.45	7/23
Facilities Maintenance Supervisor	96	\$23.66	-18%	\$28.68	NA	NA	NA	NA	163	5	\$28.68	7/22
Financial Examiner	80	\$32.78	-7%	\$35.30	NA	NA	NA	NA	179	7	\$35.30	7/23
Fire Investigator	8	\$29.09	-16%	\$34.52	NA	NA	NA	NA	337	6	\$34.52	7/23
Fisheries/Wildlife Biologist	98	\$28.48	-6%	\$30.36	NA	NA	NA	NA	436	7	\$30.36	7/23
Food Service Worker	26	\$12.11	-21%	\$15.32	351	20	\$15.06	7/23	409	4	\$16.08	7/23
Forensic Scientist	60	\$38.54	12%	\$34.51	NA	NA	NA	NA	302	8	\$34.51	7/23
General Maint & Repair Technician Sr.	45	\$16.71	-20%	\$21.00	NA	NA	NA	NA	1012	8	\$21.00	7/23
Graphic Designer	6	\$24.86	-12%	\$28.21	14	10	\$28.86	7/23	68	8	\$26.26	7/23
Ground Maintenance Supervisor II	4	\$20.31	-10%	\$22.69	59	45	\$22.69	7/23	NA	NA	NA	NA
Health Facility Surveyor	75	\$30.39	-3%	\$31.17	NA	NA	NA	NA	526	8	\$31.17	7/23
Highway Maintenance Supervisor	130	\$26.73	-17%	\$32.36	NA	NA	NA	NA	636	7	\$32.36	7/23
Highway Patrol Captain	21	\$52.39	-6%	\$55.85	NA	NA	NA	NA	231	7	\$55.85	7/23
Highway Patrol Lieutenant	86	\$45.31	-1%	\$45.95	NA	NA	NA	NA	1065	7	\$45.95	7/23
Highway Patrol Major	5	\$59.54	-1%	\$60.08	NA	NA	NA	NA	89	7	\$60.08	7/23
Highway Patrol Master/Tech Trooper	229	\$36.69	25%	\$29.43	NA	NA	NA	NA	1400	7	\$29.43	7/23
Historic Preservation Specialist II	6	\$23.70	-10%	\$26.21	12	9	\$25.81	7/23	68	8	\$27.42	7/23
Human Resource Professional III	6	\$29.69	-11%	\$33.53	NA	NA	NA	NA	513	8	\$33.53	7/23
Human Services Assistant	199	\$15.07	-25%	\$20.14	10	3	\$20.14	7/23	NA	NA	NA	NA
Human Services Counselor	74	\$23.71	-14%	\$27.43	8	2	\$27.60	7/23	373	8	\$26.92	7/23
Human Services Specialist	378	\$19.55	-17%	\$23.65	24	8	\$23.62	7/23	5550	8	\$23.72	7/23
Human Services Supervisor	67	\$24.04	-17%	\$28.87	20	12	\$28.87	7/23	NA	NA	NA	NA
IT Project Manager	7	\$36.82	-10%	\$40.88	45	39	\$39.04	7/23	136	4	\$46.38	7/23
Juvenile Corrections Officer 1(B)	40	\$23.56	4%	\$22.75	NA	NA	NA	NA	595	7	\$22.75	7/23
Labor Conciliator	2	\$27.08	-1%	\$27.45	NA	NA	NA	NA	228	7	\$27.45	7/23
Law Clerk	6	\$17.35	-18%	\$21.20	35	15	\$21.20	7/23	NA	NA	NA	NA
Legal Assistant	114	\$23.07	0%	\$23.00	54	22	\$22.00	7/23	239	8	\$26.00	7/23

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Librarian II	4	\$21.85	-26%	\$29.62	63	16	\$29.81	7/23	45	7	\$29.06	7/23
Library Assistant II	5	\$14.89	0%	\$14.84	31	8	\$13.28	7/23	66	5	\$19.53	7/23
Licensed Mental Health Technician	10	\$22.31	-8%	\$24.35	31	5	\$24.35	7/23	NA	NA	NA	NA
Licensed Practical Nurse & Senior	73	\$24.59	-10%	\$27.21	391	22	\$26.67	7/23	528	8	\$28.82	7/23
Management Systems Analyst II	14	\$27.45	-22%	\$35.14	40	9	\$36.51	7/23	925	8	\$31.03	7/23
Mental Health/Dev Disability Tech.	601	\$18.36	-4%	\$19.20	219	4	\$18.40	7/23	4404	7	\$21.59	7/23
Microbiologist	30	\$23.93	-22%	\$30.80	NA	NA	NA	NA	164	7	\$30.80	7/23
Museum Specialist	3	\$18.36	-17%	\$22.14	23	8	\$22.14	7/23	NA	NA	NA	NA
Natural Resource Officer II	21	\$30.77	-5%	\$32.35	NA	NA	NA	NA	268	7	\$32.35	7/23
Network Control Technician II	6	\$27.78	5%	\$26.52	58	29	\$26.52	7/23	NA	NA	NA	NA
Parole Officer II	30	\$27.53	4%	\$26.50	NA	NA	NA	NA	1650	7	\$26.50	7/23
Parole Supervisor	16	\$31.92	-8%	\$34.74	NA	NA	NA	NA	328	7	\$34.74	7/23
Physical Plant Supervisor	42	\$28.96	-22%	\$37.08	NA	NA	NA	NA	73	7	\$37.08	7/23
Plumber Senior	11	\$20.91	-14%	\$24.26	NA	NA	NA	NA	279	6	\$24.26	7/23
Power Plant Operator Senior	6	\$20.83	-11%	\$23.51	NA	NA	NA	NA	59	6	\$23.51	7/23
Procurement Officer II	19	\$25.06	-6%	\$26.63	NA	NA	NA	NA	184	8	\$26.63	7/23
Property Appraiser II	2	\$23.59	-17%	\$28.44	NA	NA	NA	NA	52	6	\$28.44	7/23
Psychologist II	5	\$34.53	-6%	\$36.60	124	12	\$33.25	7/23	49	7	\$46.64	7/23
Refrigeration & A/C Service Tech	7	\$23.08	-10%	\$25.69	NA	NA	NA	NA	287	6	\$25.69	7/23
Registered Nurse	109	\$36.59	6%	\$34.44	1953	31	\$33.17	7/23	1397	8	\$38.25	7/23
Registered Nurse Senior	16	\$37.53	-5%	\$39.47	60	17	\$38.05	7/23	516	7	\$43.71	7/23
Registered Nurse Specialist	1	\$39.84	-4%	\$41.53	43	18	\$39.38	7/23	118	7	\$47.98	7/23
Research Analyst	93	\$24.02	-13%	\$27.59	NA	NA	NA	NA	128	7	\$27.59	7/23
Right-of-Way Property Appraiser	11	\$24.02	-20%	\$30.09	NA	NA	NA	NA	114	6	\$30.09	7/23
Safety and Security Officer I	33	\$20.01	6%	\$18.94	39	6	\$19.36	7/23	264	8	\$17.67	7/23
Social Work Supervisor/Protection Supervisor	94	\$28.86	-14%	\$33.64	17	9	\$33.64	7/23	174	3	37.78	7/23
Social Worker Specialist/Protection Specialist	435	\$24.16	-18%	\$29.44	103	18	\$29.55	7/23	1924	8	\$29.10	7/23
Special Agent-KBI	61	\$34.72	-8%	\$37.91	NA	NA	NA	NA	368	7	\$37.91	7/23
Speech Language Pathologist	7	\$37.14	-5%	\$39.00	21	5	\$39.08	7/23	41	5	\$38.75	7/23
Staff Development Specialist I	6	\$27.98	-1%	\$28.30	NA	NA	NA	NA	280	8	\$28.30	7/23
State Auditor II	5	\$27.24	-4%	\$28.36	NA	NA	NA	NA	419	8	\$28.36	7/23
Technology Support Consultant II	43	\$24.71	-17%	\$29.90	NA	NA	NA	NA	558	8	\$29.90	7/23

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Unit Team Manager	45	\$31.93	8%	\$29.53	NA	NA	NA	NA	964	5	\$29.53	7/22
Veterinarian	5	\$45.96	11%	\$41.54	16	9	\$39.88	7/23	31	5	\$46.52	7/23
Warden	7	\$52.04	3%	\$50.33	NA	NA	NA	NA	53	8	\$50.33	7/23