

2024 Market Survey: Summary Results

Class/Job Title	State of Kansas			Market Rate	In-State Employers				State Governments			
	# Emp.	SOK Avg.	Market Alignment		No. Emp.	No. Org.	Hourly Rate	Eff. Date	No. Emp.	No. Org.	Hourly Rate	Eff. Date
Accountant III	28	\$31.53	-8%	\$34.14	64	26	\$33.05	7/24	358	8	\$37.40	7/24
Accounting Specialist	34	\$20.61	-4%	\$21.54	140	44	\$21.78	7/24	318	8	\$20.80	7/24
Activity Therapist I	23	\$25.28	6%	\$23.82	17	3	\$23.96	7/24	178	6	\$23.41	7/24
Administrative Assistant	275	\$17.39	-7%	\$18.77	675	84	\$18.78	7/23	1766	8	\$18.74	7/24
Administrative Officer	80	\$23.93	-7%	\$25.74	159	43	\$25.27	7/23	780	8	\$27.16	7/24
Advanced Practice Registered Nurse	16	\$70.39	25%	\$56.22	91	10	\$54.23	7/23	157	6	\$62.20	7/24
Agricultural Inspector	27	\$24.62	-5%	\$25.85	5	3	\$25.60	7/23	193	7	\$26.59	7/24
Appeals Referee	14	\$35.60	-2%	\$36.47	NA	NA	NA	NA	131	8	\$36.47	7/24
Applications Developer III	38	\$34.48	-17%	\$41.69	70	12	\$43.48	7/24	353	8	\$36.30	7/24
Applications Development Supv	14	\$41.69	-25%	\$55.44	36	9	\$57.01	7/24	149	6	\$50.73	7/24
Assistant Attorney General	52	\$49.17	2%	\$48.16	6	4	\$43.18	7/24	284	7	\$63.10	7/24
Attorney II	5	\$36.27	-16%	\$43.22	57	34	\$43.44	7/23	444	7	\$42.54	7/24
Building Construction Inspector	5	\$27.87	1%	\$27.65	60	20	\$26.94	7/24	83	5	\$29.77	7/24
Building System Technician	20	\$23.70	-5%	\$24.92	66	23	\$24.92	7/24	545	7	\$24.93	7/24
Business Systems Analyst	34	\$34.53	5%	\$32.75	99	13	\$32.83	7/24	308	8	\$32.50	7/24
Capitol Area Guard II	11	\$18.30	-2%	\$18.59	NA	NA	NA	NA	290	8	\$18.59	7/24
Carpenter Senior	5	\$23.28	-4%	\$24.26	26	10	\$24.80	7/24	413	8	\$22.62	7/24
Certified Nurse Aide II	10	\$23.41	29%	\$18.09	598	17	\$18.02	7/23	3746	8	\$18.31	7/24
Chemist	26	\$28.10	-9%	\$30.89	15	5	\$31.88	7/24	121	7	\$27.91	7/24
Chief Information Officer	14	\$58.32	-12%	\$66.46	21	21	\$66.40	7/24	30	3	\$66.63	7/24
Clinical Chaplain	17	\$28.62	7%	\$26.87	19	5	\$26.46	7/23	100	8	\$28.10	7/24
Communications Coordinator	19	\$29.83	2%	\$29.36	34	19	\$27.94	7/24	202	8	\$33.60	7/24
Communications Specialist II	34	\$27.56	3%	\$26.80	NA	NA	NA	NA	355	8	\$26.80	7/24
Communications Specialist Supervisor	4	\$32.38	-5%	\$34.15	NA	NA	NA	NA	126	5	\$34.15	7/24
Construction Engineer	16	\$37.44	-8%	\$40.82	35	3	\$41.86	7/24	288	6	\$37.70	7/24
Cook Senior	25	\$16.79	-5%	\$17.66	148	30	\$17.37	7/23	601	8	\$18.53	7/24
Coordinator	112	\$26.49	4%	\$25.53	NA	NA	NA	NA	648	5	\$25.53	7/24
Correctional Industries Manager	23	\$29.40	0%	\$29.32	NA	NA	NA	NA	55	6	\$29.32	7/24
Corrections Counselor II	36	\$34.40	21%	\$28.48	NA	NA	NA	NA	1519	7	\$28.48	7/24
Corrections Officer I(B)	527	\$27.90	8%	\$25.94	NA	NA	NA	NA	9289	7	\$25.94	7/24
Corrections Officer II	293	\$30.66	12%	\$27.41	NA	NA	NA	NA	4508	8	\$27.41	7/24
Corrections Supervisor I	265	\$33.33	10%	\$30.21	NA	NA	NA	NA	2438	8	\$30.21	7/24
Corrections Supervisor III	19	\$43.71	20%	\$36.56	NA	NA	NA	NA	478	8	\$36.56	7/24
Custodial Specialist	147	\$16.31	9%	\$14.90	162	41	\$14.08	7/23	833	8	\$17.36	7/24
Custodial Supervisor	16	\$21.43	5%	\$20.38	73	36	\$19.44	7/23	106	7	\$23.18	7/24
Customer Service Rep Sr/RCR Sr	92	\$19.98	-27%	\$27.43	NA	NA	NA	NA	172	6	\$27.43	7/24

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					Emp.	Org.	Rate		Emp.	Org.		
Database Administrator	35	\$37.65	-1%	\$37.86	36	21	\$36.08	7/24	243	7	\$43.20	7/24
Disability Examiner II	2	\$26.98	-5%	\$28.35	2	1	\$28.15	7/23	408	8	\$28.95	7/24
Driver License Examiner	159	\$19.76	-11%	\$22.25	NA	NA	NA	NA	315	5	\$22.25	7/24
EAI Investigator	20	\$33.65	2%	\$33.10	NA	NA	NA	NA	894	6	\$33.10	7/24
Economic Development Representative	23	\$32.76	7%	\$30.75	NA	NA	NA	NA	117	5	\$30.75	7/24
Education Program Consultant	26	\$32.46	8%	\$30.10	73	12	\$27.70	7/24	741	7	\$37.29	7/24
Education/Information Officer	20	\$24.92	-24%	\$32.97	NA	NA	NA	NA	187	7	\$32.97	7/24
Electrician Senior	8	\$24.85	-10%	\$27.50	15	11	\$25.88	7/24	209	7	\$32.35	7/24
Electronics Technician Senior	10	\$25.29	-3%	\$26.10	17	7	\$25.50	7/24	57	7	\$27.88	7/24
Eligibility Consultant	52	\$21.69	-5%	\$22.81	NA	NA	NA	NA	1999	7	\$22.81	7/24
Eligibility Professional	144	\$19.57	-20%	\$24.32	NA	NA	NA	NA	1085	5	\$24.32	7/24
Eligibility Supervisor	22	\$24.47	-19%	\$30.21	NA	NA	NA	NA	563	6	\$30.21	7/24
Enforcement Agent	67	\$28.63	-19%	\$35.31	NA	NA	NA	NA	127	6	\$35.31	7/24
Engineering Associate	91	\$34.02	3%	\$32.96	NA	NA	NA	NA	315	8	\$32.96	7/24
Engineering Technician Sr.	54	\$26.93	0%	\$26.95	29	2	\$27.54	7/24	312	7	\$25.16	7/24
Environmental Comp/Reg Specialist	140	\$27.23	-7%	\$29.16	NA	NA	NA	NA	634	8	\$29.16	7/24
Environmental Specialist	97	\$28.58	-3%	\$29.58	NA	NA	NA	NA	577	8	\$29.58	7/24
Epidemiologist	21	\$29.58	-8%	\$32.29	4	2	\$31.93	7/24	150	8	\$33.35	7/24
Equipment Mechanic Senior	27	\$27.57	-4%	\$28.84	23	9	\$29.58	7/24	277	6	\$26.60	7/24
Equipment Operator	516	\$20.20	-14%	\$23.50	NA	NA	NA	NA	2801	7	\$23.50	7/24
Equipment Operator Senior	171	\$23.61	-10%	\$26.19	33	1	\$25.88	7/24	2476	6	\$27.11	7/24
Facilities Maintenance Supervisor	101	\$26.41	-11%	\$29.72	31	21	\$30.16	7/24	209	6	\$28.39	7/24
Facilities Specialist	67	\$22.30	-14%	\$25.90	48	14	\$26.71	7/24	575	8	\$23.47	7/24
Financial Examiner	80	\$34.22	-4%	\$35.68	NA	NA	NA	NA	261	7	\$35.68	7/24
Fire Investigator	8	\$31.28	-14%	\$36.22	NA	NA	NA	NA	246	7	\$36.22	7/24
Fisheries/Wildlife Biologist	66	\$30.38	0%	\$30.50	NA	NA	NA	NA	326	7	\$30.50	7/24
Food Drug Lodging Surveyor	71	\$22.04	-15%	\$26.04	NA	NA	NA	NA	95	3	\$26.04	7/24
Food Service Worker	37	\$16.81	11%	\$15.12	351	20	\$15.06	7/23	456	7	\$15.30	7/24
Forensic Scientist	58	\$43.23	29%	\$33.62	9	5	\$33.18	7/24	221	7	\$34.92	7/24
General Maint & Repair Technician Sr.	16	\$18.99	-10%	\$21.09	45	16	\$21.07	7/24	863	8	\$21.14	7/24
Geology Specialist	25	\$28.23	1%	\$28.01	NA	NA	NA	NA	148	5	\$28.01	7/24
Graphic Designer	7	\$26.27	-6%	\$28.05	14	10	\$28.86	7/23	82	7	\$25.60	7/24
Ground Maintenance Supervisor II	5	\$23.27	2%	\$22.86	59	45	\$22.69	7/23	58	5	\$23.36	7/24
Health Facility Surveyor	74	\$30.96	-1%	\$31.35	NA	NA	NA	NA	382	8	\$31.35	7/24
Highway Maintenance Supervisor	131	\$28.47	-7%	\$30.47	34	16	\$29.40	7/24	718	7	\$33.67	7/24
Highway Patrol Captain	21	\$60.52	3%	\$58.62	NA	NA	NA	NA	218	7	\$58.62	7/24
Highway Patrol Lieutenant	87	\$51.90	3%	\$50.44	NA	NA	NA	NA	662	7	\$50.44	7/24

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Highway Patrol Major	6	\$62.41	-3%	\$64.24	NA	NA	NA	NA	92	7	\$64.24	7/24
Highway Patrol Trooper	62	\$33.27	2%	\$32.76	NA	NA	NA	NA	1812	7	\$32.76	7/24
Historic Preservation Specialist II	10	\$25.10	-6%	\$26.73	12	9	\$25.81	7/23	269	8	\$29.48	7/24
Human Resource Professional III	14	\$33.24	-2%	\$33.75	63	37	\$33.54	7/24	521	8	\$34.38	7/24
Human Services Assistant	174	\$18.04	-9%	\$19.75	10	3	\$19.78	7/23	735	6	\$19.67	7/24
Human Services Counselor	76	\$25.18	-11%	\$28.19	11	3	\$28.37	7/23	380	8	\$27.64	7/24
Human Services Specialist	431	\$21.09	-12%	\$23.86	24	8	\$23.62	7/23	5518	8	\$24.58	7/24
Human Services Supervisor	70	\$25.60	-16%	\$30.63	20	12	\$28.87	7/23	677	6	\$35.90	7/24
Industrial Mechanical Tech	34	\$25.20	2%	\$24.76	36	11	\$24.38	7/24	755	7	\$25.89	7/24
Info Tech Security Analyst	32	\$42.43	13%	\$37.52	29	21	\$37.77	7/24	132	7	\$36.78	7/24
Information Systems Manager	29	\$46.90	-9%	\$51.37	33	32	\$50.05	7/24	49	7	\$55.31	7/24
IT Project Manager	19	\$38.54	-13%	\$44.30	42	28	\$42.48	7/24	105	7	\$49.74	7/24
Juvenile Corrections Officer I(B)	48	\$28.14	21%	\$23.17	NA	NA	NA	NA	691	7	\$23.17	7/24
Labor Conciliator	2	\$28.44	2%	\$27.94	NA	NA	NA	7/24	222	6	\$27.94	7/24
Laundry Worker	10	\$16.01	4%	\$15.47	34	8	\$15.09	7/24	131	6	\$16.59	7/24
Law Clerk	8	\$20.76	-8%	\$22.49	35	15	\$21.20	7/23	187	6	\$26.34	7/24
Legal Assistant	124	\$24.09	3%	\$23.31	54	22	\$22.00	7/23	208	8	\$27.24	7/24
Librarian II	3	\$26.22	-9%	\$28.69	63	16	\$29.81	7/23	43	6	\$25.32	7/24
Library Assistant II	4	\$16.47	12%	\$14.71	31	8	\$13.28	7/23	25	4	\$18.98	7/24
Licensed Mental Health Technician	9	\$28.95	22%	\$23.76	31	5	\$24.35	7/23	2741	8	\$21.97	7/24
Licensed Practical Nurse & Senior	88	\$30.78	12%	\$27.57	391	22	\$26.67	7/23	481	8	\$30.25	7/24
Management Systems Analyst II	11	\$30.51	-4%	\$31.94	21	7	\$31.63	7/24	995	8	\$32.88	7/24
Mental Health/Dev Disability Tech.	598	\$20.88	9%	\$19.14	219	4	\$18.40	7/23	4149	6	\$21.37	7/24
Microbiologist	25	\$28.93	-14%	\$33.58	23	3	\$34.76	7/24	142	7	\$30.05	7/24
Museum Specialist	6	\$19.79	-14%	\$23.12	23	8	\$22.14	7/23	47	7	\$26.07	7/24
Natural Resource Officer I	43	\$26.77	-7%	\$28.88	NA	NA	NA	NA	146	8	\$28.88	7/24
Natural Resource Officer II	23	\$30.69	-6%	\$32.82	NA	NA	NA	NA	439	8	\$32.82	7/24
Network Control Technician II	8	\$29.58	-5%	\$31.05	26	14	\$30.96	7/24	40	5	\$31.33	7/24
Network Service Technician	14	\$27.25	-2%	\$27.89	31	14	\$27.44	7/24	87	7	\$29.23	7/24
Parole Officer II	31	\$31.84	11%	\$28.63	NA	NA	NA	NA	811	7	\$28.63	7/24
Parole Supervisor	17	\$35.10	-3%	\$36.18	NA	NA	NA	NA	388	8	\$36.18	7/24
Physical Plant Supervisor	44	\$33.08	1%	\$32.81	9	8	\$30.78	7/24	388	7	\$38.88	7/24
Plumber Senior	9	\$23.38	-14%	\$27.17	17	8	\$27.89	7/24	110	6	\$25.02	7/24
Power Plant Operator Senior	6	\$23.18	-22%	\$29.60	30	10	\$31.44	7/24	55	6	\$24.09	7/24
Procurement Officer II	17	\$27.75	-7%	\$29.75	27	13	\$30.38	7/24	157	8	\$27.84	7/24
Prof Environmental Engineer	20	\$46.31	14%	\$40.56	9	4	\$40.15	7/24	178	5	\$41.80	7/24
Professional Civil Engineer	110	\$48.54	1%	\$47.86	31	14	\$48.32	7/24	177	6	\$46.49	7/24

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Professional Geologist	26	\$35.98	5%	\$34.41	8	2	\$35.03	7/24	11	6	\$32.55	7/24
Program Manager	137	\$33.86	-5%	\$35.75	NA	NA	NA	NA	779	6	\$35.75	7/24
Project Manager	52	\$34.46	-4%	\$35.78	NA	NA	NA	NA	195	6	\$35.78	7/24
Property Appraiser II	2	\$25.68	-7%	\$27.66	37	12	\$26.00	7/24	50	7	\$32.64	7/24
Protective Investigator	22	\$19.72	-31%	\$28.71	NA	NA	NA	NA	502	4	\$28.71	7/24
Psychologist II	6	\$34.82	-6%	\$37.22	124	12	\$33.25	7/23	44	7	\$49.14	7/24
Public Defender I- IV	112	\$43.91	5%	\$41.81	NA	NA	NA	NA	396	5	\$41.81	7/24
Public Service Administrator I-III	490	\$27.34	-13%	\$31.55	5	4	\$31.68	7/24	234	4	\$31.17	7/24
Public Service Executive II-IV	591	\$34.94	-24%	\$46.04	NA	NA	NA	NA	383	5	\$46.04	7/24
Refrigeration & A/C Service Tech	12	\$23.18	-17%	\$27.80	11	5	\$28.22	7/24	126	7	\$26.54	7/24
Registered Nurse	104	\$42.10	21%	\$34.88	1953	31	\$33.17	7/23	1624	7	\$40.02	7/24
Registered Nurse Senior	46	\$43.69	9%	\$40.03	60	17	\$38.05	7/23	591	8	\$45.95	7/24
Registered Nurse Specialist	1	\$53.49	29%	\$41.58	43	18	\$39.38	7/23	238	7	\$48.16	7/24
Research Analyst	105	\$26.01	-20%	\$32.41	13	5	\$33.55	7/24	185	7	\$29.00	7/24
Right-of-Way Property Appraiser	10	\$25.92	2%	\$25.41	38	11	\$24.59	7/24	47	5	\$27.85	7/24
Safety and Security Officer I	96	\$22.26	16%	\$19.17	39	6	\$19.36	7/23	290	8	\$18.59	7/24
Social Work Supervisor/Protection Supervisor	99	\$30.31	-12%	\$34.36	17	9	\$33.64	7/23	269	6	\$36.50	7/24
Social Worker Specialist/Protection Specialist	451	\$26.21	-11%	\$29.30	103	18	\$29.55	7/23	2095	8	\$28.54	7/24
Special Agent-KBI	66	\$43.59	11%	\$39.41	NA	NA	NA	NA	350	7	\$39.41	7/24
Special Investigator I-II	129	\$24.90	-8%	\$27.04	NA	NA	NA	NA	328	8	\$27.04	7/24
Speech Language Pathologist	9	\$43.13	10%	\$39.20	21	5	\$39.08	7/23	47	5	\$39.57	7/24
Staff Development Specialist I	10	\$27.53	-13%	\$31.48	11	4	\$32.60	7/24	310	8	\$28.12	7/24
State Auditor II	12	\$28.12	-19%	\$34.61	7	6	\$36.55	7/24	611	7	\$28.78	7/24
Storekeeper Specialist	30	\$19.41	5%	\$18.43	NA	NA	NA	NA	176	5	\$18.43	7/24
Technology Support Consultant II	43	\$27.02	5%	\$25.65	37	18	\$23.98	7/24	240	8	\$30.66	7/24
Tourist Counselor	24	\$15.03	-9%	\$16.57	NA	NA	NA	NA	46	5	\$16.57	7/24
Unit Team Manager	44	\$35.23	-1%	\$35.51	NA	NA	NA	NA	528	8	\$35.51	7/24
Utility Worker	30	\$16.56	-17%	\$20.05	213	27	\$20.77	7/24	609	6	\$17.88	7/24
Veterinarian	5	\$47.83	12%	\$42.76	16	9	\$39.88	7/23	32	5	\$51.38	7/24
Warden	9	\$55.32	5%	\$52.52	NA	NA	NA	NA	72	7	\$52.52	7/24