

## 2025 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	31	\$31.61	-9%	\$34.60	64	26	\$33.05	7/24	383	8	\$39.23	7/25
Accounting Specialist	24	\$21.18	-3%	\$21.79	140	44	\$21.78	7/24	668	8	\$21.81	7/25
Activity Therapist I	22	\$25.74	6%	\$24.22	17	3	\$23.96	7/24	185	7	\$25.00	7/25
Administrative Assistant	248	\$17.80	-7%	\$19.06	306	38	\$18.99	7/25	2809	8	\$19.27	7/25
Administrative Officer	83	\$24.28	0%	\$24.30	62	15	\$23.38	7/25	716	7	\$27.06	7/25
Advanced Practice Regstr Nurse	18	\$70.82	15%	\$61.59	192	17	\$60.63	7/25	143	6	\$64.46	7/25
Agricultural Inspector	30	\$24.41	-14%	\$28.28	1	1	\$28.00	7/25	457	7	\$29.11	7/25
Appeals Referee	12	\$36.39	-3%	\$37.51	NA	NA	NA	NA	157	8	\$37.51	7/25
Applications Developer III	41	\$37.43	-11%	\$42.03	70	12	\$43.48	7/24	353	8	\$37.67	7/25
Applications Development Supv	9	\$49.55	-12%	\$56.42	36	9	\$57.01	7/24	155	7	\$54.64	7/25
Archeologist	5	\$24.30	-22%	\$30.97	NA	NA	NA	NA	25	5	\$30.97	7/25
Assistant Attorney General	55	\$50.93	6%	\$48.16	6	4	\$43.18	7/24	284	7	\$63.10	7/24
Attorney II	6	\$39.40	4%	\$38.06	38	11	\$35.81	7/25	447	7	\$44.79	7/25
Building System Technician	20	\$24.36	-2%	\$24.92	66	23	\$24.92	7/24	545	7	\$24.93	7/24
Business Systems Analyst	17	\$35.86	5%	\$34.13	99	13	\$32.83	7/24	365	8	\$38.03	7/25
Capitol Area Guard II	11	\$18.76	-9%	\$20.51	55	6	\$20.87	7/25	380	8	\$19.42	7/25
Carpenter Senior	5	\$24.32	-1%	\$24.55	26	10	\$24.80	7/24	574	7	\$23.80	7/25
Certified Nurse Aide II	11	\$23.78	24%	\$19.24	677	18	\$19.09	7/25	3904	8	\$19.67	7/25
Chemist	29	\$28.28	-11%	\$31.73	15	5	\$31.88	7/24	262	7	\$31.29	7/25
Chief Information Officer	15	\$62.71	-5%	\$65.81	21	21	\$66.40	7/24	86	8	\$64.04	7/25
Clinical Chaplain	17	\$29.50	2%	\$29.02	11	8	\$28.96	7/25	107	8	\$29.19	7/25
Communications Coordinator	21	\$30.84	5%	\$29.36	34	19	\$27.94	7/24	202	8	\$33.60	7/24
Communications Specialist II	37	\$28.33	12%	\$25.20	7	5	\$24.53	7/25	326	7	\$27.20	7/25
Construction Engineer	15	\$38.55	-6%	\$40.82	35	3	\$41.86	7/24	288	6	\$37.70	7/24
Cook Senior	4	\$18.82	7%	\$17.56	145	27	\$17.08	7/25	744	8	\$18.99	7/25
Coordinator	131	\$26.71	-7%	\$28.81	255	24	\$26.66	7/25	497	6	\$35.27	7/25
Correctional Industries Manager	14	\$27.45	7%	\$25.71	10	2	\$24.20	7/25	520	7	\$30.22	7/25
Corrections Counselor II	37	\$34.62	18%	\$29.46	15	2	\$29.23	7/25	1923	7	\$30.16	7/25
Corrections Officer I(B)	629	\$28.64	23%	\$23.24	214	16	\$22.26	7/25	9669	8	\$26.19	7/25
Corrections Officer II	312	\$30.81	19%	\$25.95	45	9	\$25.39	7/25	5256	8	\$27.61	7/25
Corrections Supervisor I	270	\$34.01	22%	\$27.96	58	13	\$26.65	7/25	2225	8	\$31.90	7/25

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Corrections Supervisor III	56	\$42.69	25%	\$34.14	14	11	\$33.25	7/25	513	8	\$36.81	7/25
Custodial Specialist	162	\$16.39	-4%	\$17.02	735	48	\$16.77	7/25	967	8	\$17.78	7/25
Custodial Supervisor	17	\$22.06	-2%	\$22.57	69	28	\$22.12	7/25	102	7	\$23.92	7/25
Customer Service Rep Sr/RCR Sr	90	\$23.01	-4%	\$24.05	326	34	\$22.32	7/25	381	7	\$29.23	7/25
Database Administrator	36	\$40.02	6%	\$37.85	36	21	\$36.08	7/24	254	7	\$43.14	7/25
Disability Examiner II	4	\$27.64	-4%	\$28.91	NA	NA	NA	NA	496	7	\$28.91	7/25
Driver License Examiner	157	\$20.40	-12%	\$23.23	NA	NA	NA	NA	289	5	\$23.23	7/25
EAI Investigator	20	\$34.20	0%	\$34.27	NA	NA	NA	NA	876	6	\$34.27	7/25
Economic Development Representative	21	\$33.62	3%	\$32.71	12	11	\$32.95	7/25	120	4	\$31.97	7/25
Education Program Consultant	27	\$33.41	12%	\$29.81	73	12	\$27.70	7/24	426	6	\$36.15	7/25
Education/Information Officer	12	\$32.87	4%	\$31.57	34	13	\$32.36	7/25	226	7	\$29.19	7/25
Electrician Senior	8	\$25.62	-6%	\$27.31	15	11	\$25.88	7/24	88	6	\$31.58	7/25
Electronics Technician Senior	14	\$25.48	-3%	\$26.38	17	7	\$25.50	7/24	87	6	\$29.00	7/25
Eligibility Consultant	55	\$22.23	0%	\$22.34	11	5	\$22.84	7/25	1686	6	\$20.84	7/25
Eligibility Professional	138	\$21.53	-19%	\$26.49	86	5	\$27.18	7/25	4176	8	\$24.41	7/25
Eligibility Supervisor	23	\$26.81	-20%	\$33.42	NA	NA	NA	NA	812	8	\$33.42	7/25
Enforcement Agent	70	\$31.43	-11%	\$35.42	279	13	\$36.16	7/25	156	6	\$33.20	7/25
Engineering Associate	113	\$34.45	4%	\$33.21	NA	NA	NA	NA	322	8	\$33.21	7/25
Engineering Technician Sr.	46	\$27.57	2%	\$27.02	29	2	\$27.54	7/24	345	7	\$25.45	7/25
Environmental Comp/Reg Spec	166	\$27.70	-13%	\$31.82	NA	NA	NA	NA	854	8	\$31.82	7/25
Environmental Specialist	86	\$29.15	-10%	\$32.34	NA	NA	NA	NA	720	8	\$32.34	7/25
Epidemiologist	16	\$30.14	-9%	\$33.10	4	2	\$31.93	7/24	144	7	\$36.59	7/25
Equipment Mechanic Senior	24	\$28.33	-4%	\$29.37	23	9	\$29.58	7/24	128	6	\$28.72	7/25
Equipment Operator	465	\$21.13	-11%	\$23.84	NA	NA	NA	NA	3229	7	\$23.84	7/25
Equipment Operator Senior	171	\$24.10	-9%	\$26.59	33	1	\$25.88	7/24	2008	6	\$28.72	7/25
Facilities Maintenance Supervisor	114	\$26.93	-9%	\$29.72	31	21	\$30.16	7/24	209	6	\$28.39	7/24
Facilities Specialist	74	\$23.08	-11%	\$25.90	48	14	\$26.71	7/24	575	8	\$23.47	7/24
Financial Examiner	80	\$36.18	4%	\$34.70	NA	NA	NA	NA	201	5	\$34.70	7/25
Fire Investigator	6	\$33.05	-14%	\$38.55	11	4	\$39.22	7/25	322	7	\$36.54	7/25
Fire Protection Specialist	14	\$20.10	-19%	\$24.87	NA	NA	NA	NA	135	6	\$24.87	7/25
Fisheries/Wildlife Biologist	92	\$30.53	-3%	\$31.45	NA	NA	NA	NA	267	7	\$31.45	7/25
Food Drug Lodging Surveyor	82	\$24.47	-6%	\$26.04	NA	NA	NA	NA	95	3	\$26.04	7/24
Food Service Worker	31	\$17.00	8%	\$15.71	489	34	\$14.62	7/25	744	8	\$18.99	7/25

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Forensic Scientist	76	\$43.78	26%	\$34.62	9	5	\$33.18	7/24	217	7	\$38.92	7/25
General Maint & Repair Technician Sr.	19	\$19.28	-10%	\$21.36	45	16	\$21.07	7/24	856	8	\$22.23	7/25
Geology Specialist	28	\$28.82	3%	\$28.01	NA	NA	NA	NA	148	5	\$28.01	7/24
Graphic Designer	10	\$27.02	-3%	\$27.87	23	14	\$28.00	7/25	99	8	\$27.46	7/25
Ground Maintenance Supervisor II	5	\$24.25	-8%	\$26.22	43	24	\$27.17	7/25	58	5	\$23.36	7/24
Health Facility Surveyor	71	\$31.32	-13%	\$35.96	3	2	\$36.98	7/25	411	8	\$32.88	7/25
Highway Maintenance Supervisor	130	\$28.97	-6%	\$30.83	34	16	\$29.40	7/24	726	7	\$35.11	7/25
Highway Patrol Captain	22	\$60.88	13%	\$53.95	30	12	\$51.37	7/25	231	7	\$61.68	7/25
Highway Patrol Lieutenant	91	\$51.99	2%	\$50.88	59	10	\$50.27	7/25	688	7	\$52.69	7/25
Highway Patrol Major	6	\$72.13	9%	\$66.48	15	7	\$66.09	7/25	95	7	\$67.63	7/25
Highway Patrol Trooper	93	\$33.20	-5%	\$34.86	17	4	\$34.64	7/25	2232	7	\$35.53	7/25
Historic Preservation Specialist II	8	\$25.39	-3%	\$26.30	5	4	\$25.16	7/25	59	7	\$29.70	7/25
Human Resource Professional III	16	\$34.22	-1%	\$34.43	63	37	\$33.54	7/24	238	7	\$37.11	7/25
Human Services Assistant	199	\$17.91	-16%	\$21.35	198	13	\$21.55	7/25	670	7	\$20.74	7/25
Human Services Counselor	84	\$26.52	-6%	\$28.08	10	4	\$27.64	7/25	307	8	\$29.41	7/25
Human Services Specialist	451	\$21.26	-23%	\$27.46	11	7	\$28.31	7/25	5494	8	\$24.91	7/25
Human Services Supervisor	72	\$27.34	-26%	\$37.13	6	4	\$37.54	7/25	677	6	\$35.90	7/24
Industrial Mechanical Tech	40	\$26.82	8%	\$24.76	36	11	\$24.38	7/24	755	7	\$25.89	7/24
Info Tech Security Analyst	40	\$42.29	8%	\$39.17	29	21	\$37.77	7/24	241	8	\$43.36	7/25
Information Technology Manager	22	\$44.16	-3%	\$45.60	47	33	\$45.60	7/25	N/A	N/A	N/A	N/A
IT Project Manager	23	\$41.15	-6%	\$43.64	42	28	\$42.48	7/24	93	5	\$47.11	7/25
Juvenile Corrections Officer 1(B)	69	\$28.33	22%	\$23.27	115	4	\$22.98	7/25	693	7	\$24.14	7/25
Laundry Worker	8	\$16.51	7%	\$15.47	34	8	\$15.09	7/24	131	6	\$16.59	7/24
Legal Assistant	132	\$24.72	-9%	\$27.12	82	19	\$26.44	7/25	429	8	\$29.15	7/25
Librarian II	4	\$26.57	-10%	\$29.58	52	13	\$29.92	7/25	75	8	\$28.57	7/25
Library Assistant II	5	\$16.16	1%	\$15.96	56	22	\$14.58	7/25	35	3	\$20.08	7/25
Licensed Practical Nurse & Senior	81	\$31.87	5%	\$30.45	273	16	\$29.79	7/25	517	8	\$32.42	7/25
Management Systems Analyst II	13	\$30.46	-5%	\$32.07	21	7	\$31.63	7/24	1686	7	\$33.39	7/25
Mental Health/Dev Disability Tech.	770	\$21.04	8%	\$19.46	15	2	\$18.15	7/25	6687	8	\$23.38	7/25
Microbiologist	32	\$30.71	-10%	\$34.23	23	3	\$34.76	7/24	298	8	\$32.65	7/25
Museum Specialist	6	\$20.14	-10%	\$22.49	10	8	\$20.12	7/25	36	6	\$29.61	7/25
Natural Resource Officer I	47	\$26.68	-7%	\$28.64	1	6	\$28.03	7/25	214	8	\$30.46	7/25
Natural Resource Officer II	23	\$30.82	3%	\$29.84	1	2	\$28.48	7/25	516	8	\$33.91	7/25

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Network Control Technician II	8	\$30.29	-11%	\$34.09	26	14	\$30.96	7/24	251	8	\$43.47	7/25
Network Service Technician	13	\$28.00	0%	\$27.89	31	14	\$27.44	7/24	87	7	\$29.23	7/24
Parole Officer II	31	\$32.15	12%	\$28.73	41	6	\$28.64	7/25	1879	8	\$29.00	7/25
Parole Supervisor	17	\$35.89	6%	\$33.89	13	4	\$32.97	7/25	410	8	\$36.65	7/25
Pharmacist	15	\$69.14	7%	\$64.87	108	10	\$66.95	7/25	88	8	\$58.63	7/25
Physical Plant Supervisor	45	\$33.83	3%	\$32.92	9	8	\$30.78	7/24	406	7	\$39.34	7/25
Physician Specialist	20	\$147.35	-21%	\$186.75	149	9	\$186.75	7/25	69	8	\$119.77	7/25
Plumber Senior	9	\$23.58	-15%	\$27.77	17	8	\$27.89	7/24	89	5	\$27.41	7/25
Power Plant Operator Senior	5	\$26.26	-13%	\$30.18	30	10	\$31.44	7/24	128	6	\$26.40	7/25
Procurement Officer II	19	\$27.73	-9%	\$30.38	27	13	\$30.38	7/24	209	8	\$30.38	7/25
Prof Environmental Engineer	21	\$46.62	15%	\$40.45	9	4	\$40.15	7/24	383	7	\$41.36	7/25
Professional Civil Engineer	107	\$49.44	3%	\$48.14	31	14	\$48.32	7/24	175	6	\$47.61	7/25
Professional Geologist	24	\$36.55	4%	\$35.11	8	2	\$35.03	7/24	163	6	\$35.35	7/25
Program Consultant	679	\$25.28	0%	\$25.36	24	6	\$23.14	7/25	393	5	\$32.03	7/25
Program Manager	186	\$33.52	-6%	\$35.75	NA	NA	NA	NA	779	6	\$35.75	7/24
Project Manager	49	\$35.94	0%	\$35.78	NA	NA	NA	NA	195	6	\$35.78	7/24
Property Appraiser II	2	\$26.64	-5%	\$28.13	37	12	\$26.00	7/24	57	7	\$34.53	7/25
Protective Investigator	18	\$23.71	-23%	\$30.86	10	6	\$31.58	7/25	502	4	\$28.71	7/24
Psychologist II	6	\$35.69	-18%	\$43.65	89	10	\$41.10	7/25	68	7	\$51.30	7/25
Public Defender I- IV	129	\$43.77	5%	\$41.81	NA	NA	NA	NA	396	5	\$41.81	7/24
Public Service Administrator I-3	456	\$28.87	-9%	\$31.55	5	4	\$31.68	7/24	234	4	\$31.17	7/24
Public Service Executive II-IV	102	\$43.37	-6%	\$46.04	NA	NA	NA	NA	383	5	\$46.04	7/24
Refrigeration & A/C Service Tech	13	\$24.83	-11%	\$27.96	11	5	\$28.22	7/24	135	6	\$27.19	7/25
Registered Nurse	118	\$42.55	6%	\$39.96	2020	37	\$39.31	7/25	1841	7	\$41.90	7/25
Registered Nurse Senior	48	\$44.63	-2%	\$45.46	94	16	\$44.36	7/25	666	8	\$48.77	7/25
Registered Nurse Specialist	18	\$50.99	2%	\$49.99	153	13	\$50.15	7/25	443	7	\$49.49	7/25
Research Analyst	108	\$28.49	-14%	\$33.24	13	5	\$33.55	7/24	243	6	\$32.29	7/25
Right-of-Way Property Appraiser	12	\$26.34	4%	\$25.28	38	11	\$24.59	7/24	54	6	\$27.33	7/25
Safety and Security Officer I	26	\$23.49	15%	\$20.43	194	28	\$20.76	7/25	380	8	\$19.42	7/25
Social Work Supervisor/Protection Supervisor	99	\$30.96	-17%	\$37.52	31	3	\$37.68	7/25	522	8	\$37.03	7/25
Social Worker Specialist/Protection Specialist	467	\$26.67	-17%	\$32.15	200	22	\$33.17	7/25	1526	8	\$29.09	7/25
Special Agent-KBI	77	\$43.44	15%	\$37.71	19	4	\$37.14	7/25	385	8	\$39.42	7/25
Special Investigator I-II	115	\$25.43	-11%	\$28.52	NA	NA	NA	NA	430	8	\$28.52	7/25

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Speech Language Pathologist	10	\$42.62	9%	\$39.05	89	11	\$38.73	7/25	26	4	\$40.01	7/25
Staff Development Specialist I	8	\$29.58	-7%	\$31.91	11	4	\$32.60	7/24	363	8	\$29.82	7/25
State Auditor II	9	\$31.19	-11%	\$35.13	7	6	\$36.55	7/24	713	7	\$30.88	7/25
Storekeeper Specialist	26	\$19.54	-3%	\$20.21	64	14	\$20.80	7/25	176	5	\$18.43	7/24
Systems Software Analyst I- III	14	\$32.21	-13%	\$37.21	38	18	\$36.53	7/25	414	8	\$39.23	7/25
Technology Support Consultant II	46	\$27.91	8%	\$25.80	37	18	\$23.98	7/24	323	8	\$31.27	7/25
Tourist Counselor	31	\$15.03	-22%	\$19.26	32	7	\$20.16	7/25	46	5	\$16.57	7/24
Unit Team Manager	54	\$37.55	6%	\$35.51	NA	NA	NA	NA	528	8	\$35.51	7/24
Utility Worker	36	\$16.18	-19%	\$20.05	213	27	\$20.77	7/24	609	6	\$17.88	7/24
Veterinarian	5	\$48.31	7%	\$45.34	13	5	\$42.76	7/25	29	7	\$53.09	7/25
Warden	8	\$56.35	10%	\$51.45	3	3	\$49.52	7/25	67	8	\$57.22	7/25