

2022 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	27	\$24.55	-24%	\$32.23	70	48	\$31.83	7/22	295	7	\$33.41	7/22
Accounting Specialist	38	\$17.79	-1%	\$17.93	NA	NA	NA	NA	401	7	\$17.93	7/22
Activity Therapist I	17	\$21.41	3%	\$20.86	5	3	\$19.69	7/22	133	7	\$24.37	7/22
Administrative Assistant	297	\$14.45	-15%	\$16.95	NA	NA	NA	NA	2082	7	\$16.95	7/22
Administrative Officer	68	\$20.49	-21%	\$25.80	NA	NA	NA	NA	1046	7	\$25.80	7/22
Advanced Practice Regstr Nurse	10	\$62.93	8%	\$58.24	NA	NA	NA	NA	118	5	\$58.24	7/22
Agricultural Inspector II	3	\$20.98	-16%	\$24.84	NA	NA	NA	NA	207	5	\$24.84	7/22
Applications Developer III	15	\$30.18	-10%	\$33.65	61	10	\$34.41	7/20	630	7	\$31.37	7/22
Applications Development Supv	13	\$37.74	-2%	\$38.65	4	4	\$37.32	7/20	190	6	\$42.63	7/22
Attorney II	3	\$33.38	-9%	\$36.77	61	32	\$35.97	7/20	206	5	\$39.18	7/22
Building Construction Inspector	5	\$22.59	-8%	\$24.63	44	22	\$23.72	7/21	157	6	\$27.34	7/22
Building System Technician	21	\$21.57	-2%	\$22.05	16	9	\$22.95	7/21	543	8	\$19.35	7/18
Business Systems Analyst	41	\$31.10	12%	\$27.69	4	4	\$27.25	7/20	227	6	\$29.02	7/20
Capitol Area Guard II	11	\$16.93	27%	\$13.32	24	1	\$13.22	7/20	119	2	\$13.63	7/20
Carpenter Senior	3	\$18.64	-19%	\$23.08	41	13	\$23.39	7/21	257	6	\$22.15	7/22
Certified Nurse Aide II	12	\$14.49	-5%	\$15.32	479	21	\$14.69	7/22	1262	7	\$17.19	7/22
Chemist	19	\$22.80	-13%	\$26.24	42	13	\$25.59	7/22	84	5	\$28.20	7/22
Clinical Chaplain	12	\$20.18	-26%	\$27.45	8	5	\$27.95	7/20	67	7	\$25.96	7/22
Communications Specialist II	40	\$18.82	-3%	\$19.38	148	20	\$17.51	7/21	305	7	\$25.00	7/22
Communications Specialist Supervisor	4	\$21.91	2%	\$21.54	39	20	\$21.51	7/21	50	6	\$21.61	7/18
Cook Senior	5	\$12.21	-13%	\$14.09	131	40	\$13.48	7/20	794	7	\$15.90	7/22
Corrections Counselor II	36	\$24.67	-19%	\$30.43	NA	NA	NA	NA	1401	6	\$30.43	7/22
Corrections Manager II	22	\$31.62	-5%	\$33.28	9	7	\$33.24	7/22	413	7	\$33.39	7/22
Corrections Officer I(B)	482	\$21.05	4%	\$20.27	185	12	\$19.22	7/22	8109	7	\$23.43	7/22
Corrections Officer II	283	\$23.42	8%	\$21.65	77	10	\$21.65	7/22	NA	NA	NA	NA
Corrections Supervisor I	259	\$25.55	-2%	\$26.12	37	10	\$25.04	7/22	1212	7	\$29.36	7/22
Custodial Specialist	123	\$13.30	-8%	\$14.38	833	38	\$14.22	7/22	1334	7	\$14.87	7/22
Custodial Supervisor	14	\$18.97	4%	\$18.18	77	45	\$17.34	7/20	211	7	\$20.70	7/22
Database Administrator	27	\$35.73	14%	\$31.32	21	16	\$30.46	7/20	423	5	\$33.90	7/22
Disability Examiner	4	\$24.48	-6%	\$26.09	NA	NA	NA	NA	163	5	\$26.09	7/22
Driver License Examiner	143	\$17.10	-19%	\$21.01	NA	NA	NA	NA	290	7	\$21.01	7/22
EAI Investigator	16	\$26.17	-5%	\$27.41	5	5	\$25.76	7/22	356	6	\$32.34	7/22

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Economic Development Representative	23	\$31.77	17%	\$27.24	NA	NA	NA	NA	36	3	\$27.24	7/22
Education Program Consultant	34	\$30.00	-10%	\$33.15	NA	NA	NA	NA	316	5	\$33.15	7/22
Electrician Senior	6	\$22.05	-9%	\$24.26	41	20	\$23.21	7/21	135	6	\$27.39	7/22
Electronics Technician Senior	7	\$23.36	11%	\$21.13	30	10	\$19.53	7/22	131	6	\$25.93	7/22
Enforcement Agent	65	\$25.97	3%	\$25.31	33	10	\$24.53	7/22	90	4	\$27.63	7/22
Engineering Technician	310	\$21.38	-4%	\$22.20	NA	NA	NA	NA	302	6	\$22.20	7/22
Environmental Comp/Reg Spec	128	\$24.70	-17%	\$29.68	NA	NA	NA	NA	582	7	\$29.68	7/22
Epidemiologist	17	\$25.17	-19%	\$30.98	NA	NA	NA	NA	322	6	\$30.98	7/22
Equipment Mechanic Senior	27	\$22.06	-21%	\$27.94	4	2	\$29.35	7/21	338	6	\$23.72	7/22
Equipment Operator	717	\$18.37	-1%	\$18.54	444	42	\$18.04	7/21	2846	7	\$20.02	7/22
Equipment Operator Senior	25	\$20.10	-7%	\$21.60	4	4	\$20.75	7/22	1737	7	\$24.13	7/22
Facilities Maintenance Supervisor	94	\$20.36	-25%	\$27.14	48	33	\$26.62	7/22	163	5	\$28.68	7/22
Facilities Specialist	60	\$19.12	-7%	\$20.50	41	25	\$20.50	7/21	NA	NA	NA	NA
Financial Examiner	80	\$31.81	-11%	\$35.68	30	26	\$36.78	7/22	202	6	\$32.39	7/22
Fire Investigator	7	\$27.74	-7%	\$29.92	4	3	\$29.18	7/21	349	6	\$32.15	7/22
Fisheries/Wildlife Biologist	96	\$27.40	-7%	\$29.58	NA	NA	NA	NA	456	6	\$29.58	7/22
Food Service Worker	29	\$11.33	-4%	\$11.80	471	37	\$11.24	7/20	562	6	\$13.47	7/20
Forensic Scientist	66	\$37.07	9%	\$33.98	NA	NA	NA	NA	242	7	\$33.98	7/22
General Maint & Repair Technician Sr.	7	\$14.82	-20%	\$18.43	179	42	\$17.33	7/21	783	7	\$21.72	7/22
Graphic Designer	5	\$24.21	16%	\$20.91	45	9	\$19.61	7/20	70	7	\$24.82	7/22
Ground Maintenance Supervisor II	2	\$19.19	-9%	\$21.03	66	49	\$19.96	7/20	234	5	\$24.22	7/20
Health Facility Surveyor	64	\$29.20	-3%	\$30.01	NA	NA	NA	NA	491	7	\$30.01	7/22
Highway Maintenance Supervisor	132	\$25.63	-7%	\$27.59	33	25	\$26.85	7/22	716	7	\$29.80	7/22
Highway Patrol Captain	21	\$50.57	7%	\$47.24	31	12	\$46.92	7/22	281	7	\$48.20	7/22
Highway Patrol Lieutenant	84	\$44.18	5%	\$41.92	66	12	\$42.25	7/22	1152	7	\$40.94	7/22
Highway Patrol Major	5	\$56.14	2%	\$55.23	26	11	\$55.77	7/22	89	7	\$53.61	7/22
Highway Patrol Master/Tech Trooper	227	\$35.76	30%	\$27.43	78	10	\$27.15	7/22	1545	6	\$28.28	7/22
Historic Preservation Specialist II	5	\$22.29	-17%	\$26.80	NA	NA	NA	NA	64	7	\$26.80	7/22
Historic Site Curator I	1	\$26.98	-4%	\$27.99	NA	NA	NA	NA	28	4	\$27.99	7/22
Human Resource Professional III	3	\$26.52	2%	\$26.02	89	63	\$24.46	7/21	548	7	\$30.71	7/22
Human Services Assistant	240	\$13.81	-18%	\$16.91	NA	NA	NA	NA	1217	4	\$16.91	7/20
Human Services Counselor	72	\$22.77	-9%	\$25.13	NA	NA	NA	NA	312	7	\$25.13	7/22
Human Services Specialist	394	\$17.35	-23%	\$22.47	NA	NA	NA	NA	4367	7	\$22.47	7/22
Human Services Supervisor	64	\$23.28	-5%	\$24.61	2	2	\$24.99	7/20	370	4	\$23.45	7/20

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Information Technology Project Manager	11	\$34.20	-2%	\$34.91	11	11	\$31.84	7/20	51	5	\$44.10	7/22
Juvenile Corrections Officer 1(B)	57	\$21.27	2%	\$20.81	NA	NA	NA	NA	615	6	\$20.81	7/22
Labor Conciliator	3	\$28.34	7%	\$26.44	NA	NA	NA	NA	170	6	\$26.44	7/22
Laundry Worker	12	\$11.86	-8%	\$12.83	20	10	\$12.63	7/21	160	6	\$13.44	7/20
Law Clerk	13	\$14.81	-32%	\$21.80	11	4	\$21.71	7/20	112	6	\$22.08	7/20
Law Enforcement Officer I & II	36	\$31.51	5%	\$30.01	1476	40	\$27.96	7/22	2298	5	\$36.16	7/22
Legal Assistant	101	\$22.17	6%	\$20.97	58	28	\$19.63	7/20	188	7	\$24.98	7/22
Librarian II	2	\$19.65	-18%	\$23.99	10	6	\$22.39	7/20	37	6	\$28.79	7/22
Library Assistant II	3	\$14.55	-5%	\$15.34	10	4	\$14.40	7/20	67	4	\$18.16	7/22
Licensed Mental Health Technician	14	\$20.35	13%	\$17.98	49	4	\$16.38	7/20	460	3	\$22.79	7/20
Licensed Practical Nurse & Senior	72	\$23.00	2%	\$22.50	505	25	\$21.22	7/20	357	7	\$26.32	7/22
Management Systems Analyst II	15	\$26.20	-14%	\$30.36	15	10	\$29.98	7/20	1221	7	\$31.49	7/22
Mechanic Senior	1	\$19.65	-9%	\$21.64	24	13	\$21.57	7/22	259	7	\$21.83	7/22
Mental Health/Dev Disability Tech.	647	\$16.98	6%	\$15.95	140	4	\$14.36	7/20	4487	6	\$20.72	7/22
Microbiologist	28	\$22.34	-18%	\$27.24	9	3	\$26.24	7/22	132	6	\$30.25	7/22
Museum Specialist	3	\$18.73	-15%	\$21.96	21	9	\$22.03	7/20	41	5	\$21.74	7/20
Natural Resource Officer I	45	\$22.71	-16%	\$27.06	NA	NA	NA	NA	247	7	\$27.06	7/22
Natural Resource Officer II	22	\$25.75	-14%	\$29.98	NA	NA	NA	NA	299	6	\$29.98	7/22
Network Control Technician II	8	\$26.47	1%	\$26.09	18	16	\$26.22	7/20	47	4	\$25.70	7/20
Network Service Technician	15	\$24.95	6%	\$23.51	36	21	\$22.90	7/22	41	4	\$25.33	7/22
Parole Officer II	30	\$25.01	-5%	\$26.36	304	1	\$26.69	7/21	1602	6	\$25.36	7/22
Parole Supervisor	16	\$28.91	-8%	\$31.55	44	1	\$31.31	07/21	305	6	\$32.26	7/22
Physical Plant Supervisor	45	\$25.97	-17%	\$31.38	15	11	\$30.32	7/21	86	7	\$34.57	7/22
Plumber Senior	4	\$21.44	-8%	\$23.41	21	11	\$23.56	7/21	204	5	\$22.95	7/22
Power Plant Operator Senior	7	\$16.86	-27%	\$23.06	28	9	\$22.91	7/21	85	5	\$23.52	7/22
Procurement Officer II	4	\$24.02	-4%	\$25.08	NA	NA	NA	NA	158	7	\$25.08	7/22
Property Appraiser II	2	\$22.44	-3%	\$23.19	67	18	\$21.27	7/21	58	6	\$28.96	7/22
Psychologist II	1	\$31.22	1%	\$30.85	107	15	\$26.71	7/20	118	7	\$43.25	7/22
Refrigeration & A/C Service Tech	9	\$18.88	-22%	\$24.14	8	6	\$24.16	7/21	220	6	\$24.07	7/22
Registered Nurse	108	\$34.72	11%	\$31.33	1954	37	\$29.74	7/22	804	7	\$36.09	7/22
Registered Nurse Senior	17	\$34.34	-9%	\$37.70	33	7	\$36.60	7/22	470	7	\$41.01	7/22
Registered Nurse Specialist	15	\$37.53	-6%	\$40.02	38	13	\$38.23	7/22	82	6	\$45.40	7/22
Research Analyst	91	\$23.34	-12%	\$26.47	NA	NA	NA	NA	102	6	\$26.47	7/22
Right-of-Way Property Appraiser	16	\$24.21	-6%	\$25.62	NA	NA	NA	NA	225	5	\$25.62	7/22

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Safety and Security Officer I	14	\$18.81	20%	\$15.70	78	10	\$15.47	7/20	284	7	\$16.38	7/22
Social Work Supervisor/Protection Supervisor	87	\$26.46	-22%	\$34.09	38	11	\$33.87	7/22	74	3	\$34.75	7/22
Social Worker Specialist/Protection Specialist	440	\$22.21	-20%	\$27.90	120	23	\$28.32	7/22	1943	6	\$26.64	7/22
Special Agent-KBI	62	\$33.60	-2%	\$34.26	NA	NA	NA	NA	375	7	\$34.26	7/22
Speech Language Pathologist	9	\$37.69	8%	\$34.84	NA	NA	NA	NA	19	3	\$34.84	7/22
Staff Development Specialist I	5	\$23.13	-22%	\$29.69	7	5	\$30.88	7/21	234	7	\$26.11	7/22
State Auditor II	6	\$26.25	-12%	\$29.90	6	4	\$31.15	7/22	365	7	\$26.16	7/22
Storekeeper Specialist	15	\$15.45	0%	\$15.44	16	11	\$15.19	7/20	197	5	\$16.20	7/20
Technology Support Consultant II	11	\$22.81	-1%	\$23.11	59	24	\$21.31	7/22	555	7	\$28.50	7/22
Tourist Counselor	6	\$11.51	-9%	\$12.61	9	5	\$12.31	7/20	279	4	\$13.49	7/20
Unit Team Manager	42	\$29.65	7%	\$27.59	1	1	\$26.94	7/22	964	5	\$29.53	7/22
Utility Worker	38	\$13.90	-10%	\$15.37	130	18	\$15.48	7/21	133	5	\$15.03	7/18
Veterinarian	5	\$43.06	0%	\$43.00	6	3	\$43.03	7/22	27	5	\$42.91	7/22
Warden	9	\$47.18	-3%	\$48.86	NA	NA	NA	NA	42	7	\$48.86	7/22