Kansas State University
Budget Office
University Support Staff (USS) % Increases

October 01, 2026

FY	COLA Increase	Merit Increase	Total Salary Increase	Longevity Bonus
2027	-	2.00%	2.00% [27a]	$500 to $1,250
2026	1.50%	2.00%	3.50% [26a]	$500 to $1,250
2025	2.00%	-	2.00% [25a]	$500 to $1,250
2024	1.25%	2.50%	3.25% [24a]	$500 to $1,250
2023	2.00%	3.00%	5.00% [23a]	$500 to $1,250
2022	-	-	-	$500 to $1,250
2021	-	-	-	$500 to $1,250
2020	2.50%	-	2.50% [20a]	$500 to $1,250
2019	-	-	-	$500 to $1,250
2018	2.50%	-	2.50% [18a]	$500 to $1,250
2017	-	-	-	$500 to $1,250
2016	-	-	-	$500 to $1,250
2015 [15a]	2.00%	-	2.00% [15b]	$500 to $1,250
	Step Movement	**Base Salary Adjustment**	**Total Salary Increase***	
2014	-	-	-	$400 to $1,000
2013	-	-	- [13a]	$400 to $1,000
2012	-	-	-	$500 to $1,250
2011	-	-	- [11a]	$500 to $1,250
2010	-	-	- [10a]	$500 to $1,250
2009	-	2.50%	2.50% [09a]	$500 to $1,250
2008	-	2.00%	2.00% [08a]	$500 to $1,250
2007	2.50% [07a]	1.50%	4.00%	$400 to $1,000
2006	-	2.50% [06a]	2.50%	$400 to $1,000
2005	-	3.00%	3.00%	$400 to $1,000
2004	-	1.50% [04a]	1.50%	$400 to $1,000
2003	-	-	-	$400 to $1,000
2002	-	1.50% [02a]	3.00%	$400 to $1,000
2001	2.50%	1.50% [01a]	2.50%	$400 to $1,000
2000	2.50%	1.00%	3.50%	$400 to $1,000
1999	2.50%	1.50%	4.00%	$400 to $1,000
1998	2.50%	1.00%	3.50%	$400 to $1,000
1997	2.50%	-	2.50%	$400 to $1,000
1996	2.50%	1.00%	3.50%	$400 to $1,000
1995	2.50%	1.50% [95a]	4.00%	$400 to $1,000
1994	2.50%	0.50%	3.00%	$400 to $1,000
1993	2.50%	1.00% [93a]	3.50%	$400 to $1,000
1992	2.50%	-	2.50%	$400 to $1,000
1991	2.50%	1.50%	4.00%	$400 to $1,000
1990	2.50%	3.00%	5.50%	$400 to $1,000
1989	2.50%	4.00%	6.50%	No
1988	2.50%	2.00% [88a]	4.50%	No
1987	2.50%	3.00%	5.50%	No

**Excluding Longevity*

[27a] 2% merit pool allocated for one-time performance bonuses.

[26a] 1.5% COLA increase given for the full FY and a 2% merit pool allocated for one-time performance bonuses.

[25a] 2.0% COLA increase given for the full FY.

[24a] 1.25% COLA increase and a 2.5% merit pool allocated for the full FY.

[23a] 2% COLA increase and a 3% merit pool allocated for the full FY.

[20a] 2.5% COLA increase given for the full FY.

[18a] 1% COLA increase for the full FY. An additional 1.5% COLA increase began 7/2/18 for those who were not already above that % increase amount prior to the FY18 1% COLA.

[15a] Classified staff were converted to University Support Staff (USS) 7/1/14.

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[15b] No increase was approved by the Legislature. KSU funded a 2% COLA for USS employees.

[13a] No general increase was approved by the Legislature. However, the Legislature did fund market salary adjustments of 5% to specific job titles. Additionally, longevity was decreased from $50 per year to $40 per year.

[11a] No general increase was approved by the Legislature. However, the Legislature did contintue to fund market salary adjustments which ranged from 2.5 % to 20% based on the specific job title. Additionally, the Legislature lapsed SGF longevity funding from the base appropriations.

[10a] No general increase was approved by the Legislature. However, the Legislature did contintue to fund market salary adjustments which ranged from 2.5 % to 20% based on the specific job title. Additionally, the Legislature lapsed SGF longevity funding from the base appropriations.

[09a] The Legislature approved implementation of a new state classified employee pay plan for all state employees in FY 2009 as recommended by the State Employee Oversight Commission. The Legislature approved a below market salary adjustment of at least 5% for those classified job codes that are in the basic vocational classes (i.e. senior administrative assistant, custodial specialist and general maintenance repair technician). The Legislature has also appropriated funds to provide below market salary adjustments for each year through FY 2012. Also, the Legislature discontinued the longevity program for all new employees hired after 6/15/08.

[08a] Plus a one-time $860 payment pd on 12/14/07. The Legislature also approved one pay grade increase of 5% for those classified job codes that are paid 25% below market.

[07a] Effective 9/10/06

[06a] 1.87% annualized for mid year increase

[04a] Effective 7/20/03

[02a] Effective 12/9/01

[01a] Effective 6/10/01

[95a] Effective 9/18/94

[93a] Effective 12/18/92

[88a] Effective 12/18/87