

## Pay grade update for FY 2022

### Compensation structure update

K-State's compensation structure is intended to ensure employees are receiving market competitive pay – meaning comparable to what someone might be paid for similar duties and responsibilities at other organizations. As the market shifts, so must our structure. With that in mind, each year our staff conducts an analysis to determine what changes, if any, need to be made in order to keep pace with the market.

Based on our analysis of the market and corresponding recommendation, K-State has accepted and approved a 2 percent increase in the compensation structure (pay grade minimum, midpoint and maximum benchmarks) for university support staff and unclassified professional staff – not including unclassified professionals who also hold faculty status. This change will take effect at the start of FY 2022 (June 13, 2021).

Please note this increase represents a change in the compensation structure. This does not represent a change in individual pay for employees currently compensated above the FY22 pay grade minimum.

### Why is this important?

Compensating staff within their assigned pay grade helps to ensure we are staying competitive within our labor market. Exceptions to paying within the assigned pay grade mean we are either underpaying or overpaying and can result in retention or morale challenges. For that reason, it's important to ensure base salary falls between the minimum and maximum of the pay grade for a given position.

### Staff Pay Grades – FY22

The Compensation and Organizational Effectiveness [page](#) contains the full list for all pay grades. If you have additional questions please contact [hrcomp@ksu.edu](mailto:hrcomp@ksu.edu).

Hiring managers must ensure offers are made within the new range. Depending on when the recruitment started, it may still have an FY21 range listed in the position announcement.

Staff Pay Grades - FY21						
Each pay grade is designed to be inclusive of both starting pay and potential progression over time. The minimum of each pay grade is representative of the 25 <sup>th</sup> percentile of market, while the maximum is representative of the 75 <sup>th</sup> percentile. The middle of each pay grade (50 <sup>th</sup> percentile) represents typical pay for the duties of the position.						
Staff pay grades are effective June 14, 2020.						
<strong>Structure A</strong>						
Represents the standard structure, which includes a cross section of job functions and families.						
Grade	Annual Rate			Hourly Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
01A	\$20,340	\$24,410	\$28,470	\$9.78	\$11.74	\$13.69
02A	\$21,420	\$26,230	\$31,060	\$10.30	\$12.61	\$14.93
03A	\$23,570	\$28,850	\$34,170	\$11.33	\$13.87	\$16.43
04A	\$25,410	\$31,740	\$38,090	\$12.22	\$15.26	\$18.31
05A	\$27,940	\$34,920	\$41,900	\$13.43	\$16.79	\$20.14

*FY22 rates will be posted by May 28th.*

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