

Kitsap County Pay Scales as of 1/6/2025

NON, SSG, 1308-S, JDOG, TEAMPK Compensation Study COLA. Poll Worker upate, Corrections SGTs and LTs.

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
General Services Worker 1 - 1308	GS1 - 1308	1308	AA0H	15.02	15.40	15.79	16.18	16.58	16.99	17.41	17.85	18.30	18.76	19.23	19.71	20.20	20.71	21.23
General Services Worker 2 - 1308	GS2 - 1308	1308	AA1H	16.75	17.17	17.60	18.04	18.49	18.95	19.42	19.91	20.41	20.92	21.44	21.98	22.53	23.09	23.67
Office Support Assistant - 1308	OS1 - 1308	1308	AA2H	18.65	19.12	19.60	20.09	20.59	21.10	21.63	22.17	22.72	23.29	23.87	24.47	25.08	25.71	26.35
Court Security Officer - 1308SEC	LC1 - 1308SEC	1308	AA3H	20.55	21.06	21.59	22.13	22.68	23.25	23.83	24.43	25.04	25.67	26.31	26.97	27.64	28.33	29.04
M&O Worker - 1308	MO1 - 1308	1308	AA3H	20.55	21.06	21.59	22.13	22.68	23.25	23.83	24.43	25.04	25.67	26.31	26.97	27.64	28.33	29.04
Court Clerk - 1308	LC1 - 1308	1308	AB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
Court Security Officer Lead - 1308SEC	LC2 - 1308SEC	1308	AB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
Fiscal Support Technician - 1308	FS1 - 1308	1308	AB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
M&O Technician - 1308	MO2 - 1308	1308	AB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
Office Support Specialist/Legal Assistant - 1308	OS2 - 1308	1308	AB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
Appraiser Assistant - 1308	AP1 - 1308	1308	AB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Construction Technician - 1308	CC1 - 1308	1308	AB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Court Clerk-Lead - 1308	LC2 - 1308	1308	AB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Fiscal Support Specialist - 1308	FS2 - 1308	1308	AB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Program Technician - 1308	PR1 - 1308	1308	AB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Program Technician - 1308SEC	PR1 - 1308SEC	1308	AB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Appraiser-Residential - 1308	AP2 - 1308	1308	AB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Associate Business Analyst - 1308	BA1 - 1308	1308	AB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Construction Inspector 1 - 1308	CC2 - 1308	1308	AB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Engineering Technician - 1308	ET1 - 1308	1308	AB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
M&O Specialist - 1308	MO3 - 1308	1308	AB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Office Support Coordinator - 1308	OS3 - 1308	1308	AB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Program Specialist - 1308	PR2 - 1308	1308	AB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Technology Technician - 1308	IT1 - 1308	1308	AB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Appraiser-Commercial - 1308	AP3 - 1308	1308	AB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Associate Planner - 1308	PL1 - 1308	1308	AB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Construction Inspector 2 - 1308	CC3 - 1308	1308	AB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Deputy Fire Marshal 1 - 1308	FM1 - 1308	1308	AB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Engineering Technician Analyst - 1308	ET2 - 1308	1308	AB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Forensic Autopsy Technician - 1308	FO1 - 1308	1308	AB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Medicolegal Death Investigator - 1308	CO1 - 1308	1308	AB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Associate Financial Analyst - 1308	FS0 - 1308	1308	AB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
Deputy Fire Marshal 2 - 1308	FM2 - 1308	1308	AB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
Senior Engineering Technician - 1308	ET3 - 1308	1308	AB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
Technology Specialist - 1308	IT2 - 1308	1308	AB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
Utility Analyst - 1308	UL1 - 1308	1308	AB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
Business Analyst - 1308	BA2 - 1308	1308	AB5S	62,502.34	64,064.90	65,666.52	67,308.18	68,990.88	70,715.65	72,483.54	74,295.63	76,153.02	78,056.85	80,008.27	82,008.48	84,058.69	86,160.16	88,314.16
Program Coordinator - 1308	PR3 - 1308	1308	AB5S	62,502.34	64,064.90	65,666.52	67,308.18	68,990.88	70,715.65	72,483.54	74,295.63	76,153.02	78,056.85	80,008.27	82,008.48	84,058.69	86,160.16	88,314.16
Engineer 1 - 1308	EN1 - 1308	1308	AC1H	33.85	34.70	35.57	36.46	37.37	38.30	39.26	40.24	41.25	42.28	43.34	44.42	45.53	46.67	47.84
Financial Analyst - 1308	FS4 - 1308	1308	AC1S	70,415.90	72,176.30	73,980.71	75,830.23	77,725.99	79,669.14	81,660.87	83,702.39	85,794.95	87,939.82	90,138.32	92,391.78	94,701.57	97,069.11	99,495.84
Planner - 1308	PL2 - 1308	1308	AC1S	70,415.90	72,176.30	73,980.71	75,830.23	77,725.99	79,669.14	81,660.87	83,702.39	85,794.95	87,939.82	90,138.32	92,391.78	94,701.57	97,069.11	99,495.84
Program Analyst - 1308	PR4 - 1308	1308	AC1S	70,415.90	72,176.30	73,980.71	75,830.23	77,725.99	79,669.14	81,660.87	83,702.39	85,794.95	87,939.82	90,138.32	92,391.78	94,701.57	97,069.11	99,495.84
Technology Analyst - 1308	IT3 - 1308	1308	AC3S	78,287.04	80,244.22	82,250.33	84,306.59	86,414.25	88,574.61	90,788.98	93,058.70	95,385.17	97,769.80	100,214.05	102,719.40	105,287.39	107,919.57	110,617.56
Attorney 1 - NON (At Will)	LC1 - NONAW	NON	ATT12S	90,158.85	94,666.79	97,033.46	99,459.30	101,945.78	104,494.42	107,106.78	109,784.45	112,529.06	115,342.29	-	-	-	-	-
Attorney 2 - NON (At Will)	LC2 - NONAW	NON	ATT15S	110,460.38	115,983.40	118,882.99	121,855.06	124,901.44	128,023.98	131,224.58	134,505.19	137,867.82	141,314.52	-	-	-	-	-
Attorney 3 - NON (At Will)	LC3 - NONAW	NON	ATT17S	126,455.27	132,778.03	136,097.48	139,499.92	142,987.42	146,562.11	150,226.16	153,981.81	157,831.36	161,777.14	-	-	-	-	-
Attorney 4 - NON (At Will)	LC4 - NONAW	NON	ATT18S	135,303.48	142,068.65	145,620.37	149,260.88	152,992.40	156,817.21	160,737.64	164,756.08	168,874.98	173,096.85	-	-	-	-	-
Attorney 5 - NON (At Will)	LC5 - NONAW	NON	ATT19S	144,775.80	152,014.59	155,814.95	159,710.32	163,703.08	167,795.66	171,990.55	176,290.31	180,697.57	185,215.01	-	-	-	-	-
Corrections Officer - COROFF	L11 - COROFF	COROFF	COH	33.02	33.85	34.70	35.57	36.46	37.37	38.30	39.26	40.24	41.25	42.28	43.34	44.42	45.53	46.67
Corrections Sergeant - CORSGT	L13 - 1308CS	CORSGT	CSH	51.34	53.91	56.61	59.44	60.93	-	-	-	-	-	-	-	-	-	-
General Services Worker 2 - JDOG	GS2 - JDOG	JDOG	D02H	22.04	23.14	23.72	24.31	24.92	25.54	26.18	26.83	27.50	28.19	-	-	-	-	-
Juvenile Detention Officer - JDOG	JV1 - JDOG	JDOG	D06H	28.89	30.33	31.09	31.87	32.67	33.49	34.33	35.19	36.07	36.97	-	-	-	-	-
Deputy Sheriff - DEPUTY	L010 - DEPUTY	DEPUTY	DSG1H	42.31	44.43	46.65	48.98	51.43	54.00	-	-	-	-	-	-	-	-	-
Sergeant - SPVDEP	L02 - SPVDEP	SPVDEP	DSG2H	0.00	0.00	0.00	59.40	60.89	62.41	63.97	0.00	0.00	0.00	-	-	-	-	-
General Services Supervisor - 1308S	GS3 - 1308S	1308S	E06H	28.89	30.33	31.09	31.87	32.67	33.49	34.33	35.19	36.07	36.97	-	-	-	-	-
Cadastral Supervisor - 1308S	AP0 - 1308S	1308S	E09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-
Facilities Crew Supervisor - 1308S	FA5 - 1308S	1308S	E09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-
Office Support Supervisor - 1308S	OS4 - 1308S	1308S	E09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-
Parks Crew Supervisor - 1308S	PM5 - 1308S	1308S	E09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-
Utilities Lab Analyst Supervisor - 1308S	UL2 - 1308S	1308S	E10H	37.86	39.75	40.74	41.76	42.80	43.87	44.97	46.09	47.24	48.42	-	-			

Kitsap County Pay Scales as of 1/6/2025

NON, SSG, 1308-S, JDOG, TEAMPK Compensation Study COLA. Poll Worker upate, Corrections SGTs and LTs.

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Parks Maintenance Technician - TEAMPK	PM2 - TEAMPK	TEAMPK	F05H	26.99	28.34	29.05	29.78	30.52	31.28	32.06	32.86	33.68	34.52	-	-	-	-	-
Parks Maintenance Specialist - TEAMPK	PM3 - TEAMPK	TEAMPK	F07H	30.91	32.46	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	-	-	-	-	-
Associate Financial Analyst - TEAMPK	FS0 - TEAMPK	TEAMPK	F09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-
Sheriff Lieutenant - LTS	L03 - LTS	LTS	I01H	70.37	72.13	73.93	75.78	-	-	-	-	-	-	-	-	-	-	-
Corrections Lieutenant - LTS	L10 - LTS	LTS	I02H	67.02	68.70	70.42	72.18	-	-	-	-	-	-	-	-	-	-	-
Judge District Court - NON	JD1 - NON	DNU-NON	JD1S	217,337.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
District Court Commissioner - NON (At Will)	JD2 - NON	DNU-NON	JD2S	195,603.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Judge Pro Tem - XHELP	JPT - XHELP	DNU-NON	JPTH	69.66	124.19	130.44	-	-	-	-	-	-	-	-	-	-	-	-
Judge Superior Court - NON	JS1 - NON	DNU-NON	JS1S	114,130.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Superior Court Commissioner - NON	JS2 - NON	DNU-NON	JS2S	205,434.90	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fiscal Support Technician - SUPGLD	FS1 - SUPGLD	SUPGLD	K04H	25.23	26.49	27.15	27.83	28.53	29.24	29.97	30.72	31.49	32.28	-	-	-	-	-
Fiscal Support Specialist - SUPGLD	FS2 - SUPGLD	SUPGLD	K05H	26.99	28.34	29.05	29.78	30.52	31.28	32.06	32.86	33.68	34.52	-	-	-	-	-
Sheriff Support Specialist - SUPGLD	OC2 - SUPGLD	SUPGLD	K05H	26.99	28.34	29.05	29.78	30.52	31.28	32.06	32.86	33.68	34.52	-	-	-	-	-
Sheriff Support Coordinator - SUPGLD	OC3 - SUPGLD	SUPGLD	K07H	30.91	32.46	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	-	-	-	-	-
Sheriff Support Supervisor - SUPGLD	OC4 - SUPGLD	SUPGLD	K09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-
Bailiff - XHELP	BAIL - XHELP	NON	N00H	16.66	17.49	17.93	18.38	18.84	19.31	19.79	20.28	20.79	21.31	-	-	-	-	-
Supported Employee 1 - NON	SE1 - NON	NON	N00H	16.66	17.49	17.93	18.38	18.84	19.31	19.79	20.28	20.79	21.31	-	-	-	-	-
General Services Worker 1 - NON	GS1 - NON	NON	N01H	20.60	21.63	22.17	22.72	23.29	23.87	24.47	25.08	25.71	26.35	-	-	-	-	-
General Services Worker 1 - XHELP	GS1 - XHELP	NON	N01H	20.60	21.63	22.17	22.72	23.29	23.87	24.47	25.08	25.71	26.35	-	-	-	-	-
Supported Employee 2 - NON	SE2 - NON	NON	N01H	20.60	21.63	22.17	22.72	23.29	23.87	24.47	25.08	25.71	26.35	-	-	-	-	-
Treatment Assistant - NON	TR2 - NON	NON	N01H	20.60	21.63	22.17	22.72	23.29	23.87	24.47	25.08	25.71	26.35	-	-	-	-	-
Treatment Assistant - XHELP	TR2 - XHELP	NON	N01H	20.60	21.63	22.17	22.72	23.29	23.87	24.47	25.08	25.71	26.35	-	-	-	-	-
General Services Worker 2 - NON	GS2 - NON	NON	N02H	22.04	23.14	23.72	24.31	24.92	25.54	26.18	26.83	27.50	28.19	-	-	-	-	-
General Services Worker 2 - XHELP	GS2 - XHELP	NON	N02H	22.04	23.14	23.72	24.31	24.92	25.54	26.18	26.83	27.50	28.19	-	-	-	-	-
Office Support Assistant - NON	OS1 - NON	NON	N02H	22.04	23.14	23.72	24.31	24.92	25.54	26.18	26.83	27.50	28.19	-	-	-	-	-
Office Support Assistant - NON (At Will)	OS1 - NONAW	NON	N02H	22.04	23.14	23.72	24.31	24.92	25.54	26.18	26.83	27.50	28.19	-	-	-	-	-
Office Support Assistant - XHELP	OS1 - XHELP	NON	N02H	22.04	23.14	23.72	24.31	24.92	25.54	26.18	26.83	27.50	28.19	-	-	-	-	-
Court Security Officer - XHELP	LC1 - XHELP	NON	N03H	23.58	24.76	25.38	26.01	26.66	27.33	28.01	28.71	29.43	30.17	-	-	-	-	-
Extra Help-Summer - NON	XHPW1 - NON	NON	N03H	23.58	24.76	25.38	26.01	26.66	27.33	28.01	28.71	29.43	30.17	-	-	-	-	-
Fiscal Support Technician - NON	FS1 - NON	NON	N04H	25.23	26.49	27.15	27.83	28.53	29.24	29.97	30.72	31.49	32.28	-	-	-	-	-
Fiscal Support Technician - XHELP	FS1 - XHELP	NON	N04H	25.23	26.49	27.15	27.83	28.53	29.24	29.97	30.72	31.49	32.28	-	-	-	-	-
Office Support Specialist - NON	OS2 - NON	NON	N04H	25.23	26.49	27.15	27.83	28.53	29.24	29.97	30.72	31.49	32.28	-	-	-	-	-
Office Support Specialist - NON (At Will)	OS2 - NONAW	NON	N04H	25.23	26.49	27.15	27.83	28.53	29.24	29.97	30.72	31.49	32.28	-	-	-	-	-
Office Support Specialist - XHELP	OS2 - XHELP	NON	N04H	25.23	26.49	27.15	27.83	28.53	29.24	29.97	30.72	31.49	32.28	-	-	-	-	-
Parks Maintenance Worker - XHELP	PM1 - XHELP	NON	N04H	25.23	26.49	27.15	27.83	28.53	29.24	29.97	30.72	31.49	32.28	-	-	-	-	-
Substance Use Disorder Professional Trainee - NON	TR3 - NON	NON	N04H	25.23	26.49	27.15	27.83	28.53	29.24	29.97	30.72	31.49	32.28	-	-	-	-	-
Court Clerk - XHELP	LCC1 - XHELP	NON	N05H	26.99	28.34	29.05	29.78	30.52	31.28	32.06	32.86	33.68	34.52	-	-	-	-	-
Fiscal Support Specialist - NON	FS2 - NON	NON	N05H	26.99	28.34	29.05	29.78	30.52	31.28	32.06	32.86	33.68	34.52	-	-	-	-	-
Fiscal Support Specialist - XHELP	FS2 - XHELP	NON	N05H	26.99	28.34	29.05	29.78	30.52	31.28	32.06	32.86	33.68	34.52	-	-	-	-	-
Office Support Coordinator - NON	OS3 - NON	NON	N05H	26.99	28.34	29.05	29.78	30.52	31.28	32.06	32.86	33.68	34.52	-	-	-	-	-
Office Support Coordinator - NON (At Will)	OS3 - NONAW	NON	N05H	26.99	28.34	29.05	29.78	30.52	31.28	32.06	32.86	33.68	34.52	-	-	-	-	-
Office Support Coordinator - XHELP	OS3 - XHELP	NON	N05H	26.99	28.34	29.05	29.78	30.52	31.28	32.06	32.86	33.68	34.52	-	-	-	-	-
Engineering Technician - NON	ET1 - NON	NON	N06H	28.89	30.33	31.09	31.87	32.67	33.49	34.33	35.19	36.07	36.97	-	-	-	-	-
Engineering Technician - XHELP	ET1 - XHELP	NON	N06H	28.89	30.33	31.09	31.87	32.67	33.49	34.33	35.19	36.07	36.97	-	-	-	-	-
General Services Supervisor - NON	GS3 - NON	NON	N06H	28.89	30.33	31.09	31.87	32.67	33.49	34.33	35.19	36.07	36.97	-	-	-	-	-
Juvenile Detention Officer - XHELP	JV1 - XHELP	NON	N06H	28.89	30.33	31.09	31.87	32.67	33.49	34.33	35.19	36.07	36.97	-	-	-	-	-
Legal Assistant - NON	LA1 - NON	NON	N06H	28.89	30.33	31.09	31.87	32.67	33.49	34.33	35.19	36.07	36.97	-	-	-	-	-
Legal Intern - Rule 9	LC1 - INTERN	NON	N06H	28.89	30.33	31.09	31.87	32.67	33.49	34.33	35.19	36.07	36.97	-	-	-	-	-
Program Technician - NON	PR1 - NON	NON	N06H	28.89	30.33	31.09	31.87	32.67	33.49	34.33	35.19	36.07	36.97	-	-	-	-	-
Program Technician - XHELP	PR1 - XHELP	NON	N06H	28.89	30.33	31.09	31.87	32.67	33.49	34.33	35.19	36.07	36.97	-	-	-	-	-
Substance Use Disorder Professional - NON	TR6 - NON	NON	N06H	28.89	30.33	31.09	31.87	32.67	33.49	34.33	35.19	36.07	36.97	-	-	-	-	-
Substance Use Disorder Professional - XHELP	TR6 - XHELP	NON	N06H	28.89	30.33	31.09	31.87	32.67	33.49	34.33	35.19	36.07	36.97	-	-	-	-	-
Treatment Assistant Supervisor - NON	TR4 - NON	NON	N06H	28.89	30.33	31.09	31.87	32.67	33.49	34.33	35.19	36.07	36.97	-	-	-	-	-
Human Resources Associate 1 - NON	HR1 - NON	NON	N07H	30.91	32.46	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	-	-	-	-	-
Lead Legal Assistant - NON	LA2 - NON	NON	N07H	30.91	32.46	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	-	-	-	-	-
Right of Way Technician - NON	RW1 - NON	NON	N07H	30.91	32.46	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	-	-	-	-	-
Technology Technician - XHELP	IT1 - XHELP	NON	N07H	30.91	32.46	33.27	34.10	34.95	35.82	36.72	37.64	38.58	39.54	-	-	-	-	-
Construction Inspector 1 - NON	CC2 - NON	NON	N08H	33.07	34.72	35.59	36.48	37.39	38.32	39.28	40.26	41.27	42.30	-	-	-	-	-
Engineering Technician Analyst - NON	ET2 - NON	NON	N08H	33.07	34.72	35.59	36.48	37.39	38.32	39.28	40.26	41.27	42.30	-	-	-	-	-
Investigator - NON (At Will)	LCI - NONAW	NON	N08H	33.07	34.72	35.59	36.48	37.39	38.32	39.28	40.26	41.27	42.30	-	-	-	-	-
Parks Coordinator - NON	PM4 - NON	NON	N08H	33.07	34.72	35.59	36.48	37.39	38.32	39.28	40.26	41.27	42.30	-	-	-	-	-
Planner 1 - NON	PL1 - NON	NON	N08H	33.07	34.72	35.59	36.48	37.39	38.32	39.28	40.26	41.27	42.30	-	-	-	-	-
Planner 1 - NON (At Will)	PL1 - NONAW	NON	N08H	33.07	34.72	35.59	36.48	37.39	38.32	39.28	40.26	41.27	42.30	-	-	-	-	-
Planner 1 - XHELP	PL1 - XHELP	NON	N08H	33.07	34.72	35.59	36.48	37.39	38.32	39.28	40.26	41.27	42.30	-	-	-	-	-
Program Specialist - NON	PR2 - NON	NON	N08H	33.07	34.72	35.59	36.48	37.39	38.32	39.28	40.26	41.27	42.30	-	-	-	-	-
Program Specialist - NON (At Will)	PR2 - NONAW	NON	N08H	33.07	34.72	35.59	36.48	37.39	38.32	39.28	40.26	41.27	42.30	-	-	-	-	-
Program Specialist - XHELP	PR2 - XHELP	NON	N08H	33.07	34.72	35.59	36.48	37.39	38.32	39.28	40.26	41.27	42.30	-	-	-	-	-
Substance Use Disorder Professional Supervisor - NON	TR7 - NON	NON	N08H	33.07	34.72	35.59	36.48	37.39	38.32	39.28	40.26	41.27	42.30	-	-	-	-	-
Utilities Specialist - NON	UT2 - NON	NON	N08H	33.07	34.72	35.59	36.48	37.39	38.32	39.28	40.26	41.27	42.30	-	-	-	-	-
Associate Financial Analyst - NON	FS0 - NON	NON	N09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-

Kitsap County Pay Scales as of 1/6/2025

NON, SSG, 1308-S, JDOG, TEAMPK Compensation Study COLA. Poll Worker upate, Corrections SGTs and LTs.

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Construction Inspector 2 - NON	CC3 - NON	NON	N09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-
Construction Inspector 2 - XHELP	CC3 - XHELP	NON	N09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-
Forensic Autopsy Technician - XHELP	FO1 - XHELP	NON	N09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-
Human Resources Associate 2 - NON	HR2 - NON	NON	N09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-
Juvenile Detention Supervisor - NON	JV2 - NON	NON	N09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-
Juvenile Detention Supervisor - XHELP	JV2 - XHELP	NON	N09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-
Medicolegal Death Investigator - XHELP	CO1 - XHELP	NON	N09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-
Office Support Supervisor - NON	OS4 - NON	NON	N09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-
Program Coordinator - XHELP	PR3 - XHELP	NON	N09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-
Technology Specialist - NON	IT2 - NON	NON	N09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-
Technology Specialist - XHELP	IT2 - XHELP	NON	N09H	35.39	37.16	38.09	39.04	40.02	41.02	42.05	43.10	44.18	45.28	-	-	-	-	-
Fiscal Support Supervisor - NON	FS3 - NON	NON	N09S	73,604.03	77,284.23	79,216.34	81,196.75	83,226.67	85,307.34	87,440.02	89,626.02	91,866.67	94,163.34	-	-	-	-	-
Program Coordinator - NON	PR3 - NON	NON	N09S	73,604.03	77,284.23	79,216.34	81,196.75	83,226.67	85,307.34	87,440.02	89,626.02	91,866.67	94,163.34	-	-	-	-	-
Court Reporter - NON (At Will)	LCR - NONAW	NON	N10H	37.86	39.75	40.74	41.76	42.80	43.87	44.97	46.09	47.24	48.42	-	-	-	-	-
Hazardous Waste Crew Supervisor - NON	HW4 - NON	NON	N10H	37.86	39.75	40.74	41.76	42.80	43.87	44.97	46.09	47.24	48.42	-	-	-	-	-
Human Resources Consultant 1 - XHELP	HR3 - XHELP	NON	N10H	37.86	39.75	40.74	41.76	42.80	43.87	44.97	46.09	47.24	48.42	-	-	-	-	-
Senior Engineering Technician - NON	ET3 - NON	NON	N10H	37.86	39.75	40.74	41.76	42.80	43.87	44.97	46.09	47.24	48.42	-	-	-	-	-
Clerk of the Board - NON (At Will)	OSO - NONAW	NON	N10S	78,749.01	82,686.46	84,753.62	86,872.46	89,044.27	91,270.38	93,552.14	95,890.94	98,288.21	100,745.42	-	-	-	-	-
Human Resources Consultant 1 - NON	HR3 - NON	NON	N10S	78,749.01	82,686.46	84,753.62	86,872.46	89,044.27	91,270.38	93,552.14	95,890.94	98,288.21	100,745.42	-	-	-	-	-
Planner 2 - NON	PL2 - NON	NON	N10S	78,749.01	82,686.46	84,753.62	86,872.46	89,044.27	91,270.38	93,552.14	95,890.94	98,288.21	100,745.42	-	-	-	-	-
Right Of Way Analyst - NON	RW2 - NON	NON	N10S	78,749.01	82,686.46	84,753.62	86,872.46	89,044.27	91,270.38	93,552.14	95,890.94	98,288.21	100,745.42	-	-	-	-	-
Risk Officer 1 - NON	RM1 - NON	NON	N10S	78,749.01	82,686.46	84,753.62	86,872.46	89,044.27	91,270.38	93,552.14	95,890.94	98,288.21	100,745.42	-	-	-	-	-
Deputy Fire Marshal 2 - XHELP	FM2 - XHELP	NON	N11H	40.51	42.54	43.60	44.69	45.81	46.96	48.13	49.33	50.56	51.82	-	-	-	-	-
Engineer 1 - NON	EN1 - NON	NON	N11H	40.51	42.54	43.60	44.69	45.81	46.96	48.13	49.33	50.56	51.82	-	-	-	-	-
Engineer 1 - XHELP	EN1 - XHELP	NON	N11H	40.51	42.54	43.60	44.69	45.81	46.96	48.13	49.33	50.56	51.82	-	-	-	-	-
Financial Analyst - XHELP	FS4 - XHELP	NON	N11H	40.51	42.54	43.60	44.69	45.81	46.96	48.13	49.33	50.56	51.82	-	-	-	-	-
Planner 3 - XHELP	PL3 - XHELP	NON	N11H	40.51	42.54	43.60	44.69	45.81	46.96	48.13	49.33	50.56	51.82	-	-	-	-	-
Program Analyst - XHELP	PR4 - XHELP	NON	N11H	40.51	42.54	43.60	44.69	45.81	46.96	48.13	49.33	50.56	51.82	-	-	-	-	-
Business Analyst - NON	BA2 - NON	NON	N11S	84,260.39	88,473.41	90,685.25	92,952.38	95,276.19	97,658.09	100,099.54	102,602.03	105,167.08	107,796.26	-	-	-	-	-
Financial Analyst - NON	FS4 - NON	NON	N11S	84,260.39	88,473.41	90,685.25	92,952.38	95,276.19	97,658.09	100,099.54	102,602.03	105,167.08	107,796.26	-	-	-	-	-
Financial Analyst - NON (At Will)	FS4 - NONAW	NON	N11S	84,260.39	88,473.41	90,685.25	92,952.38	95,276.19	97,658.09	100,099.54	102,602.03	105,167.08	107,796.26	-	-	-	-	-
Law Clerk - NON (At Will)	LC0 - NONAW	NON	N11S	84,260.39	88,473.41	90,685.25	92,952.38	95,276.19	97,658.09	100,099.54	102,602.03	105,167.08	107,796.26	-	-	-	-	-
Parks Maintenance Supervisor - NON	PM6 - NON	NON	N11S	84,260.39	88,473.41	90,685.25	92,952.38	95,276.19	97,658.09	100,099.54	102,602.03	105,167.08	107,796.26	-	-	-	-	-
Payroll Supervisor - NON	PS5 - NON	NON	N11S	84,260.39	88,473.41	90,685.25	92,952.38	95,276.19	97,658.09	100,099.54	102,602.03	105,167.08	107,796.26	-	-	-	-	-
Planner 3 - NON	PL3 - NON	NON	N11S	84,260.39	88,473.41	90,685.25	92,952.38	95,276.19	97,658.09	100,099.54	102,602.03	105,167.08	107,796.26	-	-	-	-	-
Planner 3 - NONAW	PL3 - NONAW	NON	N11S	84,260.39	88,473.41	90,685.25	92,952.38	95,276.19	97,658.09	100,099.54	102,602.03	105,167.08	107,796.26	-	-	-	-	-
Program Analyst - NON	PR4 - NON	NON	N11S	84,260.39	88,473.41	90,685.25	92,952.38	95,276.19	97,658.09	100,099.54	102,602.03	105,167.08	107,796.26	-	-	-	-	-
Program Analyst - NON (At Will)	PR4 - NONAW	NON	N11S	84,260.39	88,473.41	90,685.25	92,952.38	95,276.19	97,658.09	100,099.54	102,602.03	105,167.08	107,796.26	-	-	-	-	-
Construction Inspection Supervisor - NON	CC4 - NON	NON	N12H	43.35	45.52	46.66	47.83	49.03	50.26	51.52	52.81	54.13	55.48	-	-	-	-	-
Budget Analyst - NON	BF4 - NON	NON	N12S	90,158.85	94,666.79	97,033.46	99,459.30	101,945.78	104,494.42	107,106.78	109,784.45	112,529.06	115,342.29	-	-	-	-	-
County Accountant - NON	CA - NON	NON	N12S	90,158.85	94,666.79	97,033.46	99,459.30	101,945.78	104,494.42	107,106.78	109,784.45	112,529.06	115,342.29	-	-	-	-	-
ER&R Supervisor - NON	MC4 - NON	NON	N12S	90,158.85	94,666.79	97,033.46	99,459.30	101,945.78	104,494.42	107,106.78	109,784.45	112,529.06	115,342.29	-	-	-	-	-
Human Resources Consultant 2 - NON	HR4 - NON	NON	N12S	90,158.85	94,666.79	97,033.46	99,459.30	101,945.78	104,494.42	107,106.78	109,784.45	112,529.06	115,342.29	-	-	-	-	-
Policy Analyst - NON (At Will)	PA2-NONAW	NON	N12S	90,158.85	94,666.79	97,033.46	99,459.30	101,945.78	104,494.42	107,106.78	109,784.45	112,529.06	115,342.29	-	-	-	-	-
Risk Officer 2 - NON	RM2 - NON	NON	N12S	90,158.85	94,666.79	97,033.46	99,459.30	101,945.78	104,494.42	107,106.78	109,784.45	112,529.06	115,342.29	-	-	-	-	-
Roads Maintenance Supervisor - NON	RR6 - NON	NON	N12S	90,158.85	94,666.79	97,033.46	99,459.30	101,945.78	104,494.42	107,106.78	109,784.45	112,529.06	115,342.29	-	-	-	-	-
Utilities Supervisor - NON	UT5 - NON	NON	N12S	90,158.85	94,666.79	97,033.46	99,459.30	101,945.78	104,494.42	107,106.78	109,784.45	112,529.06	115,342.29	-	-	-	-	-
Program Supervisor - XHELP	PR5 - XHELP	NON	N13H	46.38	48.70	49.92	51.17	52.45	53.76	55.10	56.48	57.89	59.34	-	-	-	-	-
Program Supervisor/Assistant Fire Marshal - NON	PR5AFM - NON	NON	N13H	46.38	48.70	49.92	51.17	52.45	53.76	55.10	56.48	57.89	59.34	-	-	-	-	-
Technology Analyst - XHELP	IT3 - XHELP	NON	N13H	46.38	48.70	49.92	51.17	52.45	53.76	55.10	56.48	57.89	59.34	-	-	-	-	-
Engineer 2 - NON	EN2 - NON	NON	N13S	96,467.18	101,290.54	103,822.80	106,418.37	109,078.83	111,805.80	114,600.95	117,465.97	120,402.62	123,412.69	-	-	-	-	-
Financial Supervisor - NON	FS5 - NON	NON	N13S	96,467.18	101,290.54	103,822.80	106,418.37	109,078.83	111,805.80	114,600.95	117,465.97	120,402.62	123,412.69	-	-	-	-	-
Financial Supervisor - NON (At Will)	FS5 - NONAW	NON	N13S	96,467.18	101,290.54	103,822.80	106,418.37	109,078.83	111,805.80	114,600.95	117,465.97	120,402.62	123,412.69	-	-	-	-	-
Planning Supervisor - NON	PL4 - NON	NON	N13S	96,467.18	101,290.54	103,822.80	106,418.37	109,078.83	111,805.80	114,600.95	117,465.97	120,402.62	123,412.69	-	-	-	-	-
Planning Supervisor - NON (At Will)	PL4 - NONAW	NON	N13S	96,467.18	101,290.54	103,822.80	106,418.37	109,078.83	111,805.80	114,600.95	117,465.97	120,402.62	123,412.69	-	-	-	-	-
Program Supervisor - NON	PR5 - NON	NON	N13S	96,467.18	101,290.54	103,822.80	106,418.37	109,078.83	111,805.80	114,600.95	117,465.97	120,402.62	123,412.69	-	-	-	-	-
Program Supervisor - NON (At Will)	PR5 - NONAW	NON	N13S	96,467.18	101,290.54	103,822.80	106,418.37	109,078.83	111,805.80	114,600.95	117,465.97	120,402.62	123,412.69	-	-	-	-	-
Right Of Way Supervisor - NON	RW3 - NON	NON	N13S	96,467.18	101,290.54	103,822.80	106,418.37	109,078.83	111,805.80	114,600.95	117,465.97	120,402.62	123,412.69	-	-	-	-	-
Senior Business Analyst - NON	BA3 - NON	NON	N13S	96,467.18	101,290.54	103,822.80	106,418.37	109,078.83	111,805.80	114,600.95	117,465.97	120,402.62	123,412.69	-	-	-	-	-
Technology Analyst - NON	IT3 - NON	NON	N13S	96,467.18	101,290.54	103,822.80	106,418.37	109,078.83	111,805.80	114,600.95	117,465.97	120,402.62	123,412.69	-	-	-	-	-
Business Analyst Manager - NON	BA4 - NON	NON	N14S	103,226.76	108,388.10	111,097.80	113,875.25	116,722.13	119,640.18	122,631.18	125,696.96	128,839.38	132,060.36	-	-	-	-	-
Engineer 3 - NON	EN3 - NON	NON	N14S	103,226.76	108,388.10	111,097.80	113,875.25	116,722.13	119,640.18	122,631.18	125,696.96	128,839.38	132,060.36	-	-	-	-	-
Juvenile Court Services Manager - NON (At Will)	JVC - NONAW	NON	N14S	103,226.76	108,388.10	111,097.80	113,875.25	116,722.13	119,640.18	122,631.18	125,696.96	128,839.38	132,060.36					

Kitsap County Pay Scales as of 1/6/2025

NON, SSG, 1308-S, JDGO, TEAMPK Compensation Study COLA. Poll Worker upate, Corrections SGTs and LTs.

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Engineering Supervisor - XHELP	EN4 - XHELP	NON	N15H	53.11	55.77	57.16	58.59	60.05	61.55	63.09	64.67	66.29	67.95	-	-	-	-	-
Utilities Operations Supervisor - XHELP	UT3 - XHELP	NON	N12H	43.35	45.52	46.66	47.83	49.03	50.26	51.52	52.81	54.13	55.48	-	-	-	-	-
Utilities Operations Supervisor - XHELP	UT3 - XHELP	NON	N15H	53.11	55.77	57.16	58.59	60.05	61.55	63.09	64.67	66.29	67.95	-	-	-	-	-
Administrative Manager - NON (At Will)	OSS5 - NONAW	NON	N15S	110,460.38	115,983.40	118,882.99	121,855.06	124,901.44	128,023.98	131,224.58	134,505.19	137,867.82	141,314.52	-	-	-	-	-
Engineering Supervisor - NON	EN4 - NON	NON	N15S	110,460.38	115,983.40	118,882.99	121,855.06	124,901.44	128,023.98	131,224.58	134,505.19	137,867.82	141,314.52	-	-	-	-	-
Financial Manager - NON	FS6 - NON	NON	N15S	110,460.38	115,983.40	118,882.99	121,855.06	124,901.44	128,023.98	131,224.58	134,505.19	137,867.82	141,314.52	-	-	-	-	-
Financial Manager - NON (At Will)	FS6 - NONAW	NON	N15S	110,460.38	115,983.40	118,882.99	121,855.06	124,901.44	128,023.98	131,224.58	134,505.19	137,867.82	141,314.52	-	-	-	-	-
Fire Marshal - NON (At Will)	FM3 - NONAW	NON	N15S	110,460.38	115,983.40	118,882.99	121,855.06	124,901.44	128,023.98	131,224.58	134,505.19	137,867.82	141,314.52	-	-	-	-	-
M&O Manager - NON	MO7 - NON	NON	N15S	110,460.38	115,983.40	118,882.99	121,855.06	124,901.44	128,023.98	131,224.58	134,505.19	137,867.82	141,314.52	-	-	-	-	-
M&O Manager - NON (At Will)	MO7 - NONAW	NON	N15S	110,460.38	115,983.40	118,882.99	121,855.06	124,901.44	128,023.98	131,224.58	134,505.19	137,867.82	141,314.52	-	-	-	-	-
Utilities Operations Supervisor - NON	UT3 - NON	NON	N15S	110,460.38	115,983.40	118,882.99	121,855.06	124,901.44	128,023.98	131,224.58	134,505.19	137,867.82	141,314.52	-	-	-	-	-
Construction Manager - XHELP	CC5 - XHELP	NON	N16H	56.82	59.66	61.15	62.68	64.25	65.86	67.51	69.20	70.93	72.70	-	-	-	-	-
Accounting Manager - NON (At Will)	AC6 - NONAW	NON	N16S	118,188.72	124,098.16	127,200.61	130,380.63	133,640.15	136,981.15	140,405.68	143,915.82	147,513.72	151,201.56	-	-	-	-	-
Assistant Director Information Services - NON (At Will)	AD7 - NONAW	NON	N16S	118,188.72	124,098.16	127,200.61	130,380.63	133,640.15	136,981.15	140,405.68	143,915.82	147,513.72	151,201.56	-	-	-	-	-
Assistant Director Parks - NON (At Will)	AD8 - NONAW	NON	N16S	118,188.72	124,098.16	127,200.61	130,380.63	133,640.15	136,981.15	140,405.68	143,915.82	147,513.72	151,201.56	-	-	-	-	-
Budget Manager - NON (At Will)	BF6 - NONAW	NON	N16S	118,188.72	124,098.16	127,200.61	130,380.63	133,640.15	136,981.15	140,405.68	143,915.82	147,513.72	151,201.56	-	-	-	-	-
Chief Deputy - NON (At Will)	CD0 - NONAW	NON	N16S	118,188.72	124,098.16	127,200.61	130,380.63	133,640.15	136,981.15	140,405.68	143,915.82	147,513.72	151,201.56	-	-	-	-	-
Construction Manager - NON	CC5 - NON	NON	N16S	118,188.72	124,098.16	127,200.61	130,380.63	133,640.15	136,981.15	140,405.68	143,915.82	147,513.72	151,201.56	-	-	-	-	-
Human Resources Manager - NON (At Will)	HR6 - NONAW	NON	N16S	118,188.72	124,098.16	127,200.61	130,380.63	133,640.15	136,981.15	140,405.68	143,915.82	147,513.72	151,201.56	-	-	-	-	-
Investment and Banking Officer - NON	IB5 - NONAW	NON	N16S	118,188.72	124,098.16	127,200.61	130,380.63	133,640.15	136,981.15	140,405.68	143,915.82	147,513.72	151,201.56	-	-	-	-	-
Purchasing and Contracts Manager - NON	PC4 - NON	NON	N16S	118,188.72	124,098.16	127,200.61	130,380.63	133,640.15	136,981.15	140,405.68	143,915.82	147,513.72	151,201.56	-	-	-	-	-
Risk Manager - NON	RM4 - NON	NON	N16S	118,188.72	124,098.16	127,200.61	130,380.63	133,640.15	136,981.15	140,405.68	143,915.82	147,513.72	151,201.56	-	-	-	-	-
Senior M&O Manager - NON	MO8 - NON	NON	N16S	118,188.72	124,098.16	127,200.61	130,380.63	133,640.15	136,981.15	140,405.68	143,915.82	147,513.72	151,201.56	-	-	-	-	-
Senior Program Manager - NON (At Will)	PR7 - NONAW	NON	N16S	118,188.72	124,098.16	127,200.61	130,380.63	133,640.15	136,981.15	140,405.68	143,915.82	147,513.72	151,201.56	-	-	-	-	-
Senior Program Manager - XHELP	PR7 - XHELP	NON	N16S	118,188.72	124,098.16	127,200.61	130,380.63	133,640.15	136,981.15	140,405.68	143,915.82	147,513.72	151,201.56	-	-	-	-	-
Senior Program Manager - XHELP	PR7 - XHELP	NON	N16H	56.82	59.66	61.15	62.68	64.25	65.86	67.51	69.20	70.93	72.70	-	-	-	-	-
Director Emergency Management - NON (At Will)	DEM - NONAW	NON	N17S	126,455.27	132,778.03	136,097.48	139,499.92	142,987.42	146,562.11	150,226.16	153,981.81	157,831.36	161,777.14	-	-	-	-	-
Senior Engineering Manager - NON	EN8 - NON	NON	N17S	126,455.27	132,778.03	136,097.48	139,499.92	142,987.42	146,562.11	150,226.16	153,981.81	157,831.36	161,777.14	-	-	-	-	-
Technology Manager - NON (At Will)	IT6 - NONAW	NON	N17S	126,455.27	132,778.03	136,097.48	139,499.92	142,987.42	146,562.11	150,226.16	153,981.81	157,831.36	161,777.14	-	-	-	-	-
Assistant Director Community Development - NON (At Will)	AD4 - NONAW	NON	N18S	135,303.48	142,068.65	145,620.37	149,260.88	152,992.40	156,817.21	160,737.64	164,756.08	168,874.98	173,096.85	-	-	-	-	-
Assistant Director DAS - NON (At Will)	AD5 - NONAW	NON	N18S	135,303.48	142,068.65	145,620.37	149,260.88	152,992.40	156,817.21	160,737.64	164,756.08	168,874.98	173,096.85	-	-	-	-	-
Assistant Director Human Services - NON (At Will)	AD6 - NONAW	NON	N18S	135,303.48	142,068.65	145,620.37	149,260.88	152,992.40	156,817.21	160,737.64	164,756.08	168,874.98	173,096.85	-	-	-	-	-
Assistant Director Public Works - NON (At Will)	AD3 - NONAW	NON	N18S	135,303.48	142,068.65	145,620.37	149,260.88	152,992.40	156,817.21	160,737.64	164,756.08	168,874.98	173,096.85	-	-	-	-	-
Court Administrator - NON (At Will)	LCA - NONAW	NON	N18S	135,303.48	142,068.65	145,620.37	149,260.88	152,992.40	156,817.21	160,737.64	164,756.08	168,874.98	173,096.85	-	-	-	-	-
Assistant County Administrator - NON (At Will)	DDCA - NONAW	NON	N19S	144,775.80	152,014.59	155,814.95	159,710.32	163,703.08	167,795.66	171,990.55	176,290.31	180,697.57	185,215.01	-	-	-	-	-
Director Human Resources - NON (At Will)	DHR - NONAW	NON	N20S	154,915.70	162,661.49	166,728.03	170,896.23	175,168.64	179,547.86	184,036.56	188,637.47	193,353.41	198,187.25	-	-	-	-	-
Director Information Services - NON (At Will)	DIS - NONAW	NON	N20S	154,915.70	162,661.49	166,728.03	170,896.23	175,168.64	179,547.86	184,036.56	188,637.47	193,353.41	198,187.25	-	-	-	-	-
Director Juvenile Services - NON (At Will)	DJV - NONAW	NON	N20S	154,915.70	162,661.49	166,728.03	170,896.23	175,168.64	179,547.86	184,036.56	188,637.47	193,353.41	198,187.25	-	-	-	-	-
Director Parks - NON (At Will)	DPK - NONAW	NON	N20S	154,915.70	162,661.49	166,728.03	170,896.23	175,168.64	179,547.86	184,036.56	188,637.47	193,353.41	198,187.25	-	-	-	-	-
Director Administrative Services - NON (At Will)	DAS - NONAW	NON	N21S	165,765.60	174,053.88	178,405.23	182,865.36	187,436.99	192,122.91	196,925.98	201,849.13	206,895.36	212,067.74	-	-	-	-	-
Director Community Development - NON (At Will)	DCD - NONAW	NON	N21S	165,765.60	174,053.88	178,405.23	182,865.36	187,436.99	192,122.91	196,925.98	201,849.13	206,895.36	212,067.74	-	-	-	-	-
Director Human Services - NON (At Will)	DHS - NONAW	NON	N21S	165,765.60	174,053.88	178,405.23	182,865.36	187,436.99	192,122.91	196,925.98	201,849.13	206,895.36	212,067.74	-	-	-	-	-
Director Public Works - NON (At Will)	DPW - NONAW	NON	N21S	165,765.60	174,053.88	178,405.23	182,865.36	187,436.99	192,122.91	196,925.98	201,849.13	206,895.36	212,067.74	-	-	-	-	-
County Administrator - NON (At Will)	DCA - NONAW	NON	N23S	189,769.32	199,257.79	204,239.23	209,345.21	214,578.84	219,943.31	225,441.89	231,077.94	236,854.89	242,776.26	-	-	-	-	-
Forensic Pathologist - NON (At Will)	FO2 - NON	NON	N25S	217,281.69	228,145.77	233,849.41	239,695.65	245,688.04	251,830.24	258,126.00	264,579.15	271,193.63	277,973.47	-	-	-	-	-
Chief Criminal Deputy - NON (At Will)	SHD - NONAW	NON	NF03S	182,259.73	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspector - NON (At Will)	SHI - NONAW	NON	NF03S	182,259.73	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Superintendent of Corrections - NON (At Will)	SHC - NONAW	NON	NF03S	182,259.73	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Undersheriff - NON (At Will)	DUS - NONAW	NON	NF04S	195,447.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Forensic Pathologist - XHELP	FO2 - XHELP	NON	NG01H	150.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medical Examiner - NON (At Will)	ME1-NONAW	NON	NG02S	310,500.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Commissioner District 1 - NON	O01 - NON	NON	O01S	164,408.79	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Commissioner District 2 - NON	O02 - NON	NON	O02S	164,408.79	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Commissioner District 3 - NON	O03 - NON	NON	O03S	164,408.79	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prosecutor - NON	O04 - NON	DNUNON	O04S	228,261.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sheriff - NON	O05 - NON	NON	O05S	195,929.21	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Assessor - NON	O06 - NON	NON	O06S	160,298.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Treasurer - NON	O07 - NON	NON	O07S	160,298.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Auditor - NON	O08 - NON	NON	O08S	160,298.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerk - NON	O09 - NON	NON	O09S	160,298.57	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Poll Worker	POLWKR	NON	POL	16.66	17.57	19.57	-	-	-	-	-	-	-	-	-	-	-	-
Attorney 1 - DPAGLD (At Will)	LC1 - DPAGLD	DPAGLD	Q01S	70,419.19	72,179.67	73,984.16	75,833.76	77,729.60	79,672.84	81,664.66	83,706.28	85,798.94	87,943.91	90,142.51	92,396.07	94,705.97	97,073.62	99,500.46
Attorney 2 - DPAGLD (At Will)	LC2 - DPAGLD	DPAGLD	Q02S	94,120.59	96,473.60	98,885.44	101,357.58	103,891.52	106,488.81	109,151.03	111,879.81	114,676.81	117,543.73	120,482.32	123,494.38	126,581.74	129,746.28	132,989.94
Attorney 3 - DPAGLD (At Will)	LC3 - DPAGLD	DPAGLD	Q03S	102,021.06	104,571.59	107,185.8												

Kitsap County Pay Scales as of 1/6/2025

NON, SSG, 1308-S, JDOG, TEAMPK Compensation Study COLA. Poll Worker upate, Corrections SGTs and LTs.

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Extra Help-PW Summer Yr 4 - COU252	XHPW4 - COU252	PW COUNCIL	RA3H	20.55	21.06	21.59	22.13	22.68	23.25	23.83	24.43	25.04	25.67	26.31	26.97	27.64	28.33	29.04
Extra Help-PW Summer Yr 4 - COU252	XHPW4 - COU252	PW COUNCIL	RA1H	16.75	17.17	17.60	18.04	18.49	18.95	19.42	19.91	20.41	20.92	21.44	21.98	22.53	23.09	23.67
M&O Worker - COU252	MO1 - COU252	PW COUNCIL	RA3H	20.55	21.06	21.59	22.13	22.68	23.25	23.83	24.43	25.04	25.67	26.31	26.97	27.64	28.33	29.04
M&O Worker - COU589	MO1 - COU589	PW COUNCIL	RA3H	20.55	21.06	21.59	22.13	22.68	23.25	23.83	24.43	25.04	25.67	26.31	26.97	27.64	28.33	29.04
M&O Technician - COU252	MO2 - COU252	PW COUNCIL	RB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
M&O Technician - COU282	MO2 - COU282	PW COUNCIL	RB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
M&O Technician - COU302	MO2 - COU302	PW COUNCIL	RB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
M&O Technician - COU589	MO2 - COU589	PW COUNCIL	RB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
Equipment Services Mechanic - COU282	MC1 - COU282	PW COUNCIL	RB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
M&O Specialist - COU282	MO3 - COU282	PW COUNCIL	RB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
M&O Specialist - COU302	MO3 - COU302	PW COUNCIL	RB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
M&O Specialist - COU589	MO3 - COU589	PW COUNCIL	RB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Equipment Services Mechanic Lead - COU282	MC2 - COU282	PW COUNCIL	RB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
M&O Coordinator - COU302	MO4 - COU302	PW COUNCIL	RB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
M&O Crew Supervisor - COU302	MO5 - COU302	PW COUNCIL	RB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
M&O Crew Supervisor - COU589	MO5 - COU589	PW COUNCIL	RB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
Program Technician - JVCRTS	PR1 - JVCRTS	JVCRTS	TB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Program Specialist - JVCRTS	PR2 - JVCRTS	JVCRTS	TB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Program Coordinator - JVCRTS	PR3 - JVCRTS	JVCRTS	TB5S	62,502.34	64,064.90	65,666.52	67,308.18	68,990.88	70,715.65	72,483.54	74,295.63	76,153.02	78,056.85	80,008.27	82,008.48	84,058.69	86,160.16	88,314.16
Court Services Officer - JVCRTS	JC1 - JVCRTS	JVCRTS	TC1H	33.85	34.70	35.57	36.46	37.37	38.30	39.26	40.24	41.25	42.28	43.34	44.42	45.53	46.67	47.84
Plant Operator Trainee - TEAMUT	WW0 - TEAMUT	TEAMUT	WA2H	18.65	19.12	19.60	20.09	20.59	21.10	21.63	22.17	22.72	23.29	23.87	24.47	25.08	25.71	26.35
M&O Worker - TEAMUT	MO1 - TEAMUT	TEAMUT	WA3H	20.55	21.06	21.59	22.13	22.68	23.25	23.83	24.43	25.04	25.67	26.31	26.97	27.64	28.33	29.04
M&O Technician - TEAMUT	MO2 - TEAMUT	TEAMUT	WB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
Construction Inspector 1 - TEAMUT	CC2 - TEAMUT	TEAMUT	WB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
M&O Specialist - TEAMUT	MO3 - TEAMUT	TEAMUT	WB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Construction Inspector 2 - TEAMUT	CC3 - TEAMUT	TEAMUT	WB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
M&O Coordinator - TEAMUT	MO4 - TEAMUT	TEAMUT	WB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Plant Operator - TEAMUT	WW1 - TEAMUT	TEAMUT	WB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Instrument & Control Technician - TEAMUT	EL1 - TEAMUT	TEAMUT	WB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
M&O Crew Supervisor - TEAMUT	MO5 - TEAMUT	TEAMUT	WB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
Electrician Supervisor - TEAMUT	EL2 - TEAMUT	TEAMUT	WC1H	33.85	34.70	35.57	36.46	37.37	38.30	39.26	40.24	41.25	42.28	43.34	44.42	45.53	46.67	47.84
Plant Operator Supervisor - TEAMUT	WW5 - TEAMUT	TEAMUT	WC1H	33.85	34.70	35.57	36.46	37.37	38.30	39.26	40.24	41.25	42.28	43.34	44.42	45.53	46.67	47.84