

Kitsap County Pay Scales as of 1/6/2025

NON, SSG, 1308-S, 1308SEC, 1308-Base, 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 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	-	-	-	59.40	60.89	62.41	63.97	-	-	-	-	-	-	-	-
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	-	-	-	-	-
Appraiser Supervisor - 1308S	AP4 - 1308S	1308S	E11H	40.51	42.54	43.60	44.69	45.81	46.96	48.13	49.33	50.56	51.82	-	-	-	-	-
Technology Support Supervisor - 1308S	IT4 - 1308S	1308S	E11S	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 Supervisor - 1308S	PR5 - 1308S	1308S	E13S	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 Purchasing Officer - 1308S	PC3 - 1308S	1308S	E14S	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	-	-	-	-	-
Technology Analyst Supervisor - 1308S	IT5 - 1308S	1308S	E14S	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	-	-	-	-	-
General Services Worker 1 - TEAMPK	GS1 - TEAMPK	TEAMPK	F01H	20.60	21.63	22.17	22.72	23.29	23.87	24.47	25.08	25.71	26.35	-	-	-	-	-
General Services Worker 2 - TEAMPK	GS2 - TEAMPK	TEAMPK	F02H	22.04	23.14	23.72	24.31	24.92	25.54	26.18	26.83	27.50	28.19	-	-	-	-	-
Office Support Assistant - TEAMPK	OS1 - TEAMPK	TEAMPK	F02H	22.04	23.14	23.72	24.31	24.92	25.54	26.18	26.83	27.50	28.19	-	-	-	-	-
Office Support Specialist - TEAMPK	OS2 - TEAMPK	TEAMPK	F04H	25.23	26.49	27.15	27.83	28.53	29.24	29.97	30.72	31.49	32.28	-	-	-	-	-
Parks Maintenance Worker - TEAMPK	PM1 - TEAMPK	TEAMPK	F04H	25.23	26.49	27.15	27.83	28.53	29.24	29.97	30.72	31.49	32.28	-	-	-	-	-
Office Support Coordinator - TEAMPK	OS3 - 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 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	-	-	-	-	-
Extra Help-Summer - NON	XHPW1 - 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 - 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	-	-	-	-	-
Intern - INTERN	INT - INTERN	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	-	-	-	-	-

Kitsap County Pay Scales as of 1/6/2025

NON, SSG, 1308-S, 1308SEC, 1308-Base, 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
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) - INT	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	-	-	-	-	-
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)	OS0 - 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	-	-	-	-	-

Kitsap County Pay Scales as of 1/6/2025

NON, SSG, 1308-S, 1308SEC, 1308-Base, 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
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	-	-	-	-	-
Juvenile Detention Manager - NON (At Will)	JVD - 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	-	-	-	-	-
Program Manager - NON	PR6 - 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	-	-	-	-	-
Program Manager - NON (At Will)	PR6 - 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	-	-	-	-	-
Senior Budget Analyst - NON	BF5 - 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	-	-	-	-	-
Senior Human Resources Consultant - NON	HR5 - 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	-	-	-	-	-
Senior Policy Analyst - NON (At Will)	PA3-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	-	-	-	-	-
Senior Risk Officer - NON	RM3 - 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	-	-	-	-	-
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	-	-	-	-	-

Kitsap County Pay Scales as of 1/6/2025

NON, SSG, 1308-S, 1308SEC, 1308-Base, 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
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 - DPAGLDAW	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 - DPAGLDAW	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 - DPAGLDAW	DPAGLD	Q03S	102,021.06	104,571.59	107,185.88	109,865.53	112,612.17	115,427.47	118,313.16	121,270.99	124,302.76	127,410.33	130,595.59	133,860.48	137,206.99	140,637.16	144,153.09
Extra Help-PW Summer Yr 1 - COU252	XHPW1 - 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 1 - COU252	XHPW1 - COU252	PW COUNCIL	RA0H	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
Extra Help-PW Summer Yr 2 - COU252	XHPW2 - 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 2 - COU252	XHPW2 - COU252	PW COUNCIL	RA0H	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
Extra Help-PW Summer Yr 3 - COU252	XHPW3 - 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 3 - COU252	XHPW3 - COU252	PW COUNCIL	RA0H	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
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