

Kitsap County Pay Scales

Effective: 1/3/2022

Updated: 5/23 - CBA: JDOG 1308-JC

| 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               | 14.37      | 14.73      | 15.10      | 15.48      | 15.87      | 16.27      | 16.68      | 17.10      | 17.53      | 17.97      | 18.42      | 18.88      | 19.35      | 19.83      | 20.33      |
| General Services Worker 2 - 1308                 | GS2 - 1308    | 1308       | AA1H               | 16.02      | 16.42      | 16.83      | 17.25      | 17.68      | 18.12      | 18.57      | 19.03      | 19.51      | 20.00      | 20.50      | 21.01      | 21.54      | 22.08      | 22.63      |
| Office Support Assistant - 1308                  | OS1 - 1308    | 1308       | AA2H               | 17.83      | 18.28      | 18.74      | 19.21      | 19.69      | 20.18      | 20.68      | 21.20      | 21.73      | 22.27      | 22.83      | 23.40      | 23.99      | 24.59      | 25.20      |
| Court Security Officer - 1308SEC                 | LC1 - 1308SEC | 1308       | AA3H               | 19.66      | 20.15      | 20.65      | 21.17      | 21.70      | 22.24      | 22.80      | 23.37      | 23.95      | 24.55      | 25.16      | 25.79      | 26.43      | 27.09      | 27.77      |
| M&O Worker - 1308                                | MO1 - 1308    | 1308       | AA3H               | 19.66      | 20.15      | 20.65      | 21.17      | 21.70      | 22.24      | 22.80      | 23.37      | 23.95      | 24.55      | 25.16      | 25.79      | 26.43      | 27.09      | 27.77      |
| Court Clerk - 1308                               | LC1 - 1308    | 1308       | AB1H               | 21.47      | 22.01      | 22.56      | 23.12      | 23.70      | 24.29      | 24.90      | 25.52      | 26.16      | 26.81      | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| Court Security Officer Lead - 1308SEC            | LC2 - 1308SEC | 1308       | AB1H               | 21.47      | 22.01      | 22.56      | 23.12      | 23.70      | 24.29      | 24.90      | 25.52      | 26.16      | 26.81      | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| Fiscal Support Technician - 1308                 | FS1 - 1308    | 1308       | AB1H               | 21.47      | 22.01      | 22.56      | 23.12      | 23.70      | 24.29      | 24.90      | 25.52      | 26.16      | 26.81      | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| M&O Technician - 1308                            | MO2 - 1308    | 1308       | AB1H               | 21.47      | 22.01      | 22.56      | 23.12      | 23.70      | 24.29      | 24.90      | 25.52      | 26.16      | 26.81      | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| Office Support Specialist/Legal Assistant - 1308 | OS2 - 1308    | 1308       | AB1H               | 21.47      | 22.01      | 22.56      | 23.12      | 23.70      | 24.29      | 24.90      | 25.52      | 26.16      | 26.81      | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| Appraiser Assistant - 1308                       | AP1 - 1308    | 1308       | AB2H               | 23.29      | 23.87      | 24.47      | 25.08      | 25.71      | 26.35      | 27.01      | 27.69      | 28.38      | 29.09      | 29.82      | 30.57      | 31.33      | 32.11      | 32.91      |
| Construction Technician - 1308                   | CC1 - 1308    | 1308       | AB2H               | 23.29      | 23.87      | 24.47      | 25.08      | 25.71      | 26.35      | 27.01      | 27.69      | 28.38      | 29.09      | 29.82      | 30.57      | 31.33      | 32.11      | 32.91      |
| Court Clerk-Lead - 1308                          | LC2 - 1308    | 1308       | AB2H               | 23.29      | 23.87      | 24.47      | 25.08      | 25.71      | 26.35      | 27.01      | 27.69      | 28.38      | 29.09      | 29.82      | 30.57      | 31.33      | 32.11      | 32.91      |
| Fiscal Support Specialist - 1308                 | FS2 - 1308    | 1308       | AB2H               | 23.29      | 23.87      | 24.47      | 25.08      | 25.71      | 26.35      | 27.01      | 27.69      | 28.38      | 29.09      | 29.82      | 30.57      | 31.33      | 32.11      | 32.91      |
| Program Technician - 1308                        | PR1 - 1308    | 1308       | AB2H               | 23.29      | 23.87      | 24.47      | 25.08      | 25.71      | 26.35      | 27.01      | 27.69      | 28.38      | 29.09      | 29.82      | 30.57      | 31.33      | 32.11      | 32.91      |
| Program Technician - 1308SEC                     | PR1 - 1308SEC | 1308       | AB2H               | 23.29      | 23.87      | 24.47      | 25.08      | 25.71      | 26.35      | 27.01      | 27.69      | 28.38      | 29.09      | 29.82      | 30.57      | 31.33      | 32.11      | 32.91      |
| Appraiser-Residential - 1308                     | AP2 - 1308    | 1308       | AB3H               | 25.11      | 25.74      | 26.38      | 27.04      | 27.72      | 28.41      | 29.12      | 29.85      | 30.60      | 31.37      | 32.15      | 32.95      | 33.77      | 34.61      | 35.48      |
| Associate Management Analyst - 1308              | MA1 - 1308    | 1308       | AB3H               | 25.11      | 25.74      | 26.38      | 27.04      | 27.72      | 28.41      | 29.12      | 29.85      | 30.60      | 31.37      | 32.15      | 32.95      | 33.77      | 34.61      | 35.48      |
| Construction Inspector 1 - 1308                  | CC2 - 1308    | 1308       | AB3H               | 25.11      | 25.74      | 26.38      | 27.04      | 27.72      | 28.41      | 29.12      | 29.85      | 30.60      | 31.37      | 32.15      | 32.95      | 33.77      | 34.61      | 35.48      |
| Engineering Technician - 1308                    | ET1 - 1308    | 1308       | AB3H               | 25.11      | 25.74      | 26.38      | 27.04      | 27.72      | 28.41      | 29.12      | 29.85      | 30.60      | 31.37      | 32.15      | 32.95      | 33.77      | 34.61      | 35.48      |
| M&O Specialist - 1308                            | MO3 - 1308    | 1308       | AB3H               | 25.11      | 25.74      | 26.38      | 27.04      | 27.72      | 28.41      | 29.12      | 29.85      | 30.60      | 31.37      | 32.15      | 32.95      | 33.77      | 34.61      | 35.48      |
| Office Support Coordinator - 1308                | OS3 - 1308    | 1308       | AB3H               | 25.11      | 25.74      | 26.38      | 27.04      | 27.72      | 28.41      | 29.12      | 29.85      | 30.60      | 31.37      | 32.15      | 32.95      | 33.77      | 34.61      | 35.48      |
| Program Specialist - 1308                        | PR2 - 1308    | 1308       | AB3H               | 25.11      | 25.74      | 26.38      | 27.04      | 27.72      | 28.41      | 29.12      | 29.85      | 30.60      | 31.37      | 32.15      | 32.95      | 33.77      | 34.61      | 35.48      |
| Technology Technician - 1308                     | IT1 - 1308    | 1308       | AB3H               | 25.11      | 25.74      | 26.38      | 27.04      | 27.72      | 28.41      | 29.12      | 29.85      | 30.60      | 31.37      | 32.15      | 32.95      | 33.77      | 34.61      | 35.48      |
| Appraiser-Commercial - 1308                      | AP3 - 1308    | 1308       | AB4H               | 26.92      | 27.59      | 28.28      | 28.99      | 29.71      | 30.45      | 31.21      | 31.99      | 32.79      | 33.61      | 34.45      | 35.31      | 36.19      | 37.09      | 38.02      |
| Associate Planner - 1308                         | PL1 - 1308    | 1308       | AB4H               | 26.92      | 27.59      | 28.28      | 28.99      | 29.71      | 30.45      | 31.21      | 31.99      | 32.79      | 33.61      | 34.45      | 35.31      | 36.19      | 37.09      | 38.02      |
| Construction Inspector 2 - 1308                  | CC3 - 1308    | 1308       | AB4H               | 26.92      | 27.59      | 28.28      | 28.99      | 29.71      | 30.45      | 31.21      | 31.99      | 32.79      | 33.61      | 34.45      | 35.31      | 36.19      | 37.09      | 38.02      |
| Deputy Coroner - 1308                            | CO1 - 1308    | 1308       | AB4H               | 26.92      | 27.59      | 28.28      | 28.99      | 29.71      | 30.45      | 31.21      | 31.99      | 32.79      | 33.61      | 34.45      | 35.31      | 36.19      | 37.09      | 38.02      |
| Deputy Fire Marshal 1 - 1308                     | FM1 - 1308    | 1308       | AB4H               | 26.92      | 27.59      | 28.28      | 28.99      | 29.71      | 30.45      | 31.21      | 31.99      | 32.79      | 33.61      | 34.45      | 35.31      | 36.19      | 37.09      | 38.02      |
| Engineering Technician Analyst - 1308            | ET2 - 1308    | 1308       | AB4H               | 26.92      | 27.59      | 28.28      | 28.99      | 29.71      | 30.45      | 31.21      | 31.99      | 32.79      | 33.61      | 34.45      | 35.31      | 36.19      | 37.09      | 38.02      |
| Forensic Autopsy Technician - 1308               | FO1 - 1308    | 1308       | AB4H               | 26.92      | 27.59      | 28.28      | 28.99      | 29.71      | 30.45      | 31.21      | 31.99      | 32.79      | 33.61      | 34.45      | 35.31      | 36.19      | 37.09      | 38.02      |
| Associate Financial Analyst - 1308               | FS0 - 1308    | 1308       | AB5H               | 28.74      | 29.46      | 30.20      | 30.96      | 31.73      | 32.52      | 33.33      | 34.16      | 35.01      | 35.89      | 36.79      | 37.71      | 38.65      | 39.62      | 40.61      |
| Deputy Fire Marshal 2 - 1308                     | FM2 - 1308    | 1308       | AB5H               | 28.74      | 29.46      | 30.20      | 30.96      | 31.73      | 32.52      | 33.33      | 34.16      | 35.01      | 35.89      | 36.79      | 37.71      | 38.65      | 39.62      | 40.61      |
| Senior Engineering Technician - 1308             | ET3 - 1308    | 1308       | AB5H               | 28.74      | 29.46      | 30.20      | 30.96      | 31.73      | 32.52      | 33.33      | 34.16      | 35.01      | 35.89      | 36.79      | 37.71      | 38.65      | 39.62      | 40.61      |
| Technology Specialist - 1308                     | IT2 - 1308    | 1308       | AB5H               | 28.74      | 29.46      | 30.20      | 30.96      | 31.73      | 32.52      | 33.33      | 34.16      | 35.01      | 35.89      | 36.79      | 37.71      | 38.65      | 39.62      | 40.61      |
| Utility Analyst - 1308                           | UL1 - 1308    | 1308       | AB5H               | 28.74      | 29.46      | 30.20      | 30.96      | 31.73      | 32.52      | 33.33      | 34.16      | 35.01      | 35.89      | 36.79      | 37.71      | 38.65      | 39.62      | 40.61      |
| Management Analyst - 1308                        | MA2 - 1308    | 1308       | AB5S               | 59,779.20  | 61,276.80  | 62,816.00  | 64,396.80  | 65,998.40  | 67,641.60  | 69,326.40  | 71,052.80  | 72,820.80  | 74,651.20  | 76,523.20  | 78,436.80  | 80,392.00  | 82,409.60  | 84,468.80  |
| Program Coordinator - 1308                       | PR3 - 1308    | 1308       | AB5S               | 59,779.20  | 61,276.80  | 62,816.00  | 64,396.80  | 65,998.40  | 67,641.60  | 69,326.40  | 71,052.80  | 72,820.80  | 74,651.20  | 76,523.20  | 78,436.80  | 80,392.00  | 82,409.60  | 84,468.80  |
| Engineer 1 - 1308                                | EN1 - 1308    | 1308       | AC1H               | 32.38      | 33.19      | 34.02      | 34.87      | 35.74      | 36.63      | 37.55      | 38.49      | 39.45      | 40.44      | 41.45      | 42.49      | 43.55      | 44.64      | 45.76      |
| Financial Analyst - 1308                         | FS4 - 1308    | 1308       | AC1S               | 67,350.40  | 69,035.20  | 70,761.60  | 72,529.60  | 74,339.20  | 76,190.40  | 78,104.00  | 80,059.20  | 82,056.00  | 84,115.20  | 86,216.00  | 88,379.20  | 90,584.00  | 92,851.20  | 95,180.80  |
| Planner - 1308                                   | PL2 - 1308    | 1308       | AC1S               | 67,350.40  | 69,035.20  | 70,761.60  | 72,529.60  | 74,339.20  | 76,190.40  | 78,104.00  | 80,059.20  | 82,056.00  | 84,115.20  | 86,216.00  | 88,379.20  | 90,584.00  | 92,851.20  | 95,180.80  |
| Program Analyst - 1308                           | PR4 - 1308    | 1308       | AC1S               | 67,350.40  | 69,035.20  | 70,761.60  | 72,529.60  | 74,339.20  | 76,190.40  | 78,104.00  | 80,059.20  | 82,056.00  | 84,115.20  | 86,216.00  | 88,379.20  | 90,584.00  | 92,851.20  | 95,180.80  |
| Technology Analyst - 1308                        | IT3 - 1308    | 1308       | AC3S               | 74,880.00  | 76,752.00  | 78,665.60  | 80,641.60  | 82,659.20  | 84,718.40  | 86,840.00  | 89,003.20  | 91,228.80  | 93,516.80  | 95,846.40  | 98,238.40  | 100,692.80 | 103,209.60 | 105,788.80 |
| Attorney 1 - NON (At Will)                       | LC1 - NONAW   | NON        | ATTC1S             | 67,354.56  | 69,038.42  | 70,764.38  | 72,533.49  | 74,346.83  | 76,205.50  | 78,110.64  | 80,063.41  | 82,065.00  | 84,116.63  | 86,219.55  | 88,375.04  | 90,584.42  | 92,849.03  | 95,170.26  |
| Attorney 2 - NON (At Will)                       | LC2 - NONAW   | NON        | ATTD1S             | 90,024.48  | 92,275.09  | 94,581.97  | 96,946.52  | 99,370.18  | 101,854.43 | 104,400.79 | 107,010.81 | 109,686.08 | 112,428.23 | 115,238.94 | 118,119.91 | 121,072.91 | 124,099.73 | 127,202.22 |
| Attorney 3 - NON (At Will)                       | LC3 - NONAW   | NON        | ATTD3S             | 97,581.12  | 100,020.65 | 102,521.17 | 105,084.20 | 107,711.31 | 110,404.09 | 113,164.19 | 115,993.29 | 118,893.12 | 121,865.45 | 124,912.09 | 128,034.89 | 131,235.76 | 134,516.65 | 137,879.57 |
| Attorney 4 - NON (At Will)                       | LC4 - NONAW   | NON        | ATTD4S             | 102,298.56 | 104,856.02 | 107,477.42 | 110,164.36 | 112,918.47 | 115,741.43 | 118,634.97 | 121,600.84 | 124,640.86 | 127,756.88 | 130,950.80 | 134,224.57 | 137,580.18 | 141,019.68 | 144,545.17 |
| Attorney 5 - NON (At Will)                       | LC5 - NONAW   | NON        | ATTE3S             | 120,272.88 | 123,279.70 | 126,361.69 | 129,520.73 | 132,758.75 | 136,077.72 | 139,479.66 | 142,966.65 | 146,540.82 | 150,204.34 | 153,959.45 | 157,808.44 | 161,753.65 | 165,797.49 | 169,942.43 |
| Corrections Officer - COROFF                     | L11 - COROFF  | COROFF     | COH                | 29.10      | 29.83      | 30.58      | 31.34      | 32.12      | 32.92      | 33.74      | 34.58      | 35.44      | 36.33      | 37.24      | 38.17      | 39.12      | 0.00       | 0.00       |
| Corrections Sergeant - CORSGT                    | L13 - 1308CS  | CORSGT     | CSH                | 0.00       | 43.00      | 45.15      | 47.41      | 48.60      | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       |
| General Services Worker 2 - JDOG                 | GS2 - JDOG    | JDOG       | DA1H               | 16.02      | 16.42      | 16.83      | 17.25      | 17.68      | 18.12      | 18.57      | 19.03      | 19.51      | 20.00      | 20.50      | 21.01      | 21.54      | 22.08      | 22.63      |
| Juvenile Detention Officer - JDOG                | JV1 - JDOG    | JDOG       | DB2H               | 23.29      | 23.87      | 24.47      | 25.08      | 25.71      | 26.35      | 27.01      | 27.69      | 28.38      | 29.09      | 29.82      | 30.57      | 31.33      | 32.11      | 0.00       |
| Deputy Sheriff - DEPUTY                          | L010 - DEPUTY | DEPUTY     | DSG1H              | 35.70      | 37.49      | 39.36      | 41.33      | 43.40      | 45.57      | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       |
| Sergeant - SPVDEP                                | L02 - SPVDEP  | SPVDEP     | DSG2H              | 0.00       | 0.00       | 0.00       | 50.13      | 51.38      | 52.66      | 53.98      | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       |
| General Services Supervisor - 1308S              | GS3 - 1308S   | 1308S      | EB1H               | 21.47      | 22.01      | 22.56      | 23.12      | 23.70      | 24.29      | 24.90      | 25.52      | 26.16      | 26.81      | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| Office Support Supervisor - 1308S                | OS4 - 1308S   | 1308S      | EB4H               | 26.92      | 27.59      | 28.28      | 28.99      | 29.71      | 30.45      | 31.21      | 31.99      | 32.79      | 33.61      | 34.45      | 35.31      | 36.19      | 37.09      | 38.02      |
| Appraiser Supervisor - 1308S                     | AP4 - 1308S   | 1308S      | EB5H               | 28.74      | 29.46      | 30.20      | 30.96      | 31.73      | 32.52      | 33.33      | 34.16      | 35.01      | 35.89      | 36.79      | 37.71      | 38.65      | 39.62      | 40.61      |
| Cadastral Supervisor - 1308S                     | AP0 - 1308S   | 1308S      | EB5H               | 28.74      | 29.46      | 30.20      | 30.96      | 31.73      | 32.52      | 33.33      | 34.16      | 35.01      | 35.89      | 36.7       |            |            |            |            |

Kitsap County Pay Scales

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| Job Profile                                                   | Job Code     | Comp Grade | Comp Grade Profile | 1          | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9         | 10        | 11         | 12         | 13         | 14         | 15         |
|---------------------------------------------------------------|--------------|------------|--------------------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|------------|------------|------------|------------|
| Utility Analyst Lead - 1308S                                  | UL2 - 1308S  | 1308S      | EC1H               | 32.38      | 33.19     | 34.02     | 34.87     | 35.74     | 36.63     | 37.55     | 38.49     | 39.45     | 40.44     | 41.45      | 42.49      | 43.55      | 44.64      | 45.76      |
| Technology Support Supervisor - 1308S                         | IT4 - 1308S  | 1308S      | EC1S               | 67,350.40  | 69,035.20 | 70,761.60 | 72,529.60 | 74,339.20 | 76,190.40 | 78,104.00 | 80,059.20 | 82,056.00 | 84,115.20 | 86,216.00  | 88,379.20  | 90,584.00  | 92,851.20  | 95,180.80  |
| Program Supervisor - 1308S                                    | PR5 - 1308S  | 1308S      | EC2S               | 71,115.20  | 72,883.20 | 74,713.60 | 76,585.60 | 78,499.20 | 80,454.40 | 82,472.00 | 84,531.20 | 86,652.80 | 88,816.00 | 91,041.60  | 93,308.80  | 95,638.40  | 98,030.40  | 100,484.80 |
| Financial Supervisor - 1308                                   | FS5 - 1308   | 1308S      | EC4S               | 78,689.52  | 80,656.76 | 82,673.18 | 84,740.01 | 86,858.51 | 89,029.97 | 91,255.72 | 93,537.11 | 95,875.54 | 98,272.43 | 100,729.24 | 103,247.47 | 105,828.66 | 108,474.38 | 111,186.24 |
| Technology Analyst Supervisor - 1308S                         | IT5 - 1308S  | 1308S      | EC4S               | 78,689.52  | 80,656.76 | 82,673.18 | 84,740.01 | 86,858.51 | 89,029.97 | 91,255.72 | 93,537.11 | 95,875.54 | 98,272.43 | 100,729.24 | 103,247.47 | 105,828.66 | 108,474.38 | 111,186.24 |
| General Services Worker 1 - TEAMPK                            | GS1 - TEAMPK | TEAMPK     | FA0H               | 14.37      | 14.73     | 15.10     | 15.48     | 15.87     | 16.27     | 16.68     | 17.10     | 17.53     | 17.97     | 18.42      | 18.88      | 19.35      | 19.83      | 20.33      |
| General Services Worker 2 - TEAMPK                            | GS2 - TEAMPK | TEAMPK     | FA1H               | 16.02      | 16.42     | 16.83     | 17.25     | 17.68     | 18.12     | 18.57     | 19.03     | 19.51     | 20.00     | 20.50      | 21.01      | 21.54      | 22.08      | 22.63      |
| Office Support Assistant - TEAMPK                             | OS1 - TEAMPK | TEAMPK     | FA2H               | 17.83      | 18.28     | 18.74     | 19.21     | 19.69     | 20.18     | 20.68     | 21.20     | 21.73     | 22.27     | 22.83      | 23.40      | 23.99      | 24.59      | 25.20      |
| M&O Worker - TEAMPK                                           | MO1 - TEAMPK | TEAMPK     | FA3H               | 19.66      | 20.15     | 20.65     | 21.17     | 21.70     | 22.24     | 22.80     | 23.37     | 23.95     | 24.55     | 25.16      | 25.79      | 26.43      | 27.09      | 27.77      |
| Fiscal Support Technician - TEAMPK                            | FS1 - TEAMPK | TEAMPK     | FB1H               | 21.47      | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| M&O Technician - TEAMPK                                       | MO2 - TEAMPK | TEAMPK     | FB1H               | 21.47      | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| Office Support Specialist - TEAMPK                            | OS2 - TEAMPK | TEAMPK     | FB1H               | 21.47      | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| Fiscal Support Specialist - TEAMPK                            | FS2 - TEAMPK | TEAMPK     | FB2H               | 23.29      | 23.87     | 24.47     | 25.08     | 25.71     | 26.35     | 27.01     | 27.69     | 28.38     | 29.09     | 29.82      | 30.57      | 31.33      | 32.11      | 32.91      |
| M&O Specialist - TEAMPK                                       | MO3 - TEAMPK | TEAMPK     | FB3H               | 25.11      | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15      | 32.95      | 33.77      | 34.61      | 35.48      |
| Office Support Coordinator - TEAMPK                           | OS3 - TEAMPK | TEAMPK     | FB3H               | 25.11      | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15      | 32.95      | 33.77      | 34.61      | 35.48      |
| M&O Coordinator - TEAMPK                                      | MO4 - TEAMPK | TEAMPK     | FB4H               | 26.92      | 27.59     | 28.28     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     | 32.79     | 33.61     | 34.45      | 35.31      | 36.19      | 37.09      | 38.02      |
| Associate Financial Analyst - TEAMPK                          | FS0 - TEAMPK | TEAMPK     | FB5H               | 28.74      | 29.46     | 30.20     | 30.96     | 31.73     | 32.52     | 33.33     | 34.16     | 35.01     | 35.89     | 36.79      | 37.71      | 38.65      | 39.62      | 40.61      |
| Sheriff Lieutenant - LTS                                      | L03 - LTS    | LTS        | I01H               | 56.56      | 59.39     | 62.36     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       |
| Corrections Lieutenant - LTS                                  | L10 - LTS    | LTS        | I02H               | 50.65      | 53.32     | 56.13     | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       |
| Judge District Court - NON                                    | JD1 - NON    | NON        | JD1S               | 190,120.00 | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       |
| District Court Commissioner - NON (At Will)                   | JD2 - NON    | NON        | JD2S               | 171,108.00 | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       |
| Judge Pro Tem - XHELP                                         | JPT - XHELP  | NON        | JPTH               | 65.48      | 114.10    | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       |
| Judge Superior Court - NON                                    | JS1 - NON    | NON        | JS1S               | 99,837.50  | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       |
| Superior Court Commissioner - NON                             | JS2 - NON    | NON        | JS2S               | 179,707.50 | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00      | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       |
| Fiscal Support Technician - SUPGLD                            | FS1 - SUPGLD | SUPGLD     | KB1H               | 21.47      | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| Sheriff Support Specialist - SUPGLD                           | OC2 - SUPGLD | SUPGLD     | KB1H               | 21.47      | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| Sheriff Support Coordinator - SUPGLD                          | OC3 - SUPGLD | SUPGLD     | KB3H               | 25.11      | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15      | 32.95      | 33.77      | 34.61      | 35.48      |
| Sheriff Support Supervisor - SUPGLD                           | OC4 - SUPGLD | SUPGLD     | KB5H               | 28.74      | 29.46     | 30.20     | 30.96     | 31.73     | 32.52     | 33.33     | 34.16     | 35.01     | 35.89     | 36.79      | 37.71      | 38.65      | 39.62      | 40.61      |
| Bailiff - XHELP                                               | BAIL - XHELP | NON        | NA0H               | 14.37      | 14.73     | 15.10     | 15.48     | 15.87     | 16.27     | 16.68     | 17.10     | 17.53     | 17.97     | 18.42      | 18.88      | 19.35      | 19.83      | 20.33      |
| General Services Worker 1 - NON                               | GS1 - NON    | NON        | NA0H               | 14.37      | 14.73     | 15.10     | 15.48     | 15.87     | 16.27     | 16.68     | 17.10     | 17.53     | 17.97     | 18.42      | 18.88      | 19.35      | 19.83      | 20.33      |
| General Services Worker 1 - XHELP                             | GS1 - XHELP  | NON        | NA0H               | 14.37      | 14.73     | 15.10     | 15.48     | 15.87     | 16.27     | 16.68     | 17.10     | 17.53     | 17.97     | 18.42      | 18.88      | 19.35      | 19.83      | 20.33      |
| Supported Employee 1 - NON                                    | SE1 - NON    | NON        | NA0H               | 14.37      | 14.73     | 15.10     | 15.48     | 15.87     | 16.27     | 16.68     | 17.10     | 17.53     | 17.97     | 18.42      | 18.88      | 19.35      | 19.83      | 20.33      |
| Treatment Aide - NON                                          | TR1 - NON    | NON        | NA0H               | 14.37      | 14.73     | 15.10     | 15.48     | 15.87     | 16.27     | 16.68     | 17.10     | 17.53     | 17.97     | 18.42      | 18.88      | 19.35      | 19.83      | 20.33      |
| Treatment Aide - XHELP                                        | TR1 - XHELP  | NON        | NA0H               | 14.37      | 14.73     | 15.10     | 15.48     | 15.87     | 16.27     | 16.68     | 17.10     | 17.53     | 17.97     | 18.42      | 18.88      | 19.35      | 19.83      | 20.33      |
| General Services Worker 2 - NON                               | GS2 - NON    | NON        | NA1H               | 16.02      | 16.42     | 16.83     | 17.25     | 17.68     | 18.12     | 18.57     | 19.03     | 19.51     | 20.00     | 20.50      | 21.01      | 21.54      | 22.08      | 22.63      |
| General Services Worker 2 - XHELP                             | GS2 - XHELP  | NON        | NA1H               | 16.02      | 16.42     | 16.83     | 17.25     | 17.68     | 18.12     | 18.57     | 19.03     | 19.51     | 20.00     | 20.50      | 21.01      | 21.54      | 22.08      | 22.63      |
| Supported Employee 2 - NON                                    | SE2 - NON    | NON        | NA1H               | 16.02      | 16.42     | 16.83     | 17.25     | 17.68     | 18.12     | 18.57     | 19.03     | 19.51     | 20.00     | 20.50      | 21.01      | 21.54      | 22.08      | 22.63      |
| Treatment Assistant 1 - NON                                   | TR2 - NON    | NON        | NA1H               | 16.02      | 16.42     | 16.83     | 17.25     | 17.68     | 18.12     | 18.57     | 19.03     | 19.51     | 20.00     | 20.50      | 21.01      | 21.54      | 22.08      | 22.63      |
| Treatment Assistant 1 - XHELP                                 | TR2 - XHELP  | NON        | NA1H               | 16.02      | 16.42     | 16.83     | 17.25     | 17.68     | 18.12     | 18.57     | 19.03     | 19.51     | 20.00     | 20.50      | 21.01      | 21.54      | 22.08      | 22.63      |
| Office Support Assistant - NON                                | OS1 - NON    | NON        | NA2H               | 17.83      | 18.28     | 18.74     | 19.21     | 19.69     | 20.18     | 20.68     | 21.20     | 21.73     | 22.27     | 22.83      | 23.40      | 23.99      | 24.59      | 25.20      |
| Office Support Assistant - NON (At Will)                      | OS1 - NONAW  | NON        | NA2H               | 17.83      | 18.28     | 18.74     | 19.21     | 19.69     | 20.18     | 20.68     | 21.20     | 21.73     | 22.27     | 22.83      | 23.40      | 23.99      | 24.59      | 25.20      |
| Office Support Assistant - XHELP                              | OS1 - XHELP  | NON        | NA2H               | 17.83      | 18.28     | 18.74     | 19.21     | 19.69     | 20.18     | 20.68     | 21.20     | 21.73     | 22.27     | 22.83      | 23.40      | 23.99      | 24.59      | 25.20      |
| Court Security Officer - XHELP                                | LC1 - XHELP  | NON        | NA3H               | 19.66      | 20.15     | 20.65     | 21.17     | 21.70     | 22.24     | 22.80     | 23.37     | 23.95     | 24.55     | 25.16      | 25.79      | 26.43      | 27.09      | 27.77      |
| Extra Help-PW Summer Yr 1 - NON                               | XHPW1 - NON  | NON        | NA3H               | 19.66      | 20.15     | 20.65     | 21.17     | 21.70     | 22.24     | 22.80     | 23.37     | 23.95     | 24.55     | 25.16      | 25.79      | 26.43      | 27.09      | 27.77      |
| Extra Help-PW Summer Yr 1 - NON                               | XHPW1 - NON  | NON        | NA0H               | 14.37      | 14.73     | 15.10     | 15.48     | 15.87     | 16.27     | 16.68     | 17.10     | 17.53     | 17.97     | 18.42      | 18.88      | 19.35      | 19.83      | 20.33      |
| Extra Help-PW Summer Yr 2 - NON                               | XHPW2 - NON  | NON        | NA3H               | 19.66      | 20.15     | 20.65     | 21.17     | 21.70     | 22.24     | 22.80     | 23.37     | 23.95     | 24.55     | 25.16      | 25.79      | 26.43      | 27.09      | 27.77      |
| Extra Help-PW Summer Yr 2 - NON                               | XHPW2 - NON  | NON        | NA0H               | 14.37      | 14.73     | 15.10     | 15.48     | 15.87     | 16.27     | 16.68     | 17.10     | 17.53     | 17.97     | 18.42      | 18.88      | 19.35      | 19.83      | 20.33      |
| Extra Help-PW Summer Yr 3 - NON                               | XHPW3 - NON  | NON        | NA3H               | 19.66      | 20.15     | 20.65     | 21.17     | 21.70     | 22.24     | 22.80     | 23.37     | 23.95     | 24.55     | 25.16      | 25.79      | 26.43      | 27.09      | 27.77      |
| Extra Help-PW Summer Yr 3 - NON                               | XHPW3 - NON  | NON        | NA0H               | 14.37      | 14.73     | 15.10     | 15.48     | 15.87     | 16.27     | 16.68     | 17.10     | 17.53     | 17.97     | 18.42      | 18.88      | 19.35      | 19.83      | 20.33      |
| Extra Help-PW Summer Yr 4 - NON                               | XHPW4 - NON  | NON        | NA3H               | 19.66      | 20.15     | 20.65     | 21.17     | 21.70     | 22.24     | 22.80     | 23.37     | 23.95     | 24.55     | 25.16      | 25.79      | 26.43      | 27.09      | 27.77      |
| Extra Help-PW Summer Yr 4 - NON                               | XHPW4 - NON  | NON        | NA1H               | 16.02      | 16.42     | 16.83     | 17.25     | 17.68     | 18.12     | 18.57     | 19.03     | 19.51     | 20.00     | 20.50      | 21.01      | 21.54      | 22.08      | 22.63      |
| M&O Worker - XHELP                                            | MO1 - XHELP  | NON        | NA3H               | 19.66      | 20.15     | 20.65     | 21.17     | 21.70     | 22.24     | 22.80     | 23.37     | 23.95     | 24.55     | 25.16      | 25.79      | 26.43      | 27.09      | 27.77      |
| Fiscal Support Technician - NON                               | FS1 - NON    | NON        | NB1H               | 21.47      | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| Fiscal Support Technician - XHELP                             | FS1 - XHELP  | NON        | NB1H               | 21.47      | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| General Services Supervisor - NON                             | GS3 - NON    | NON        | NB1H               | 21.47      | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| Office Support Specialist/Legal Assistant - NON               | OS2 - NON    | NON        | NB1H               | 21.47      | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| Office Support Specialist/Legal Assistant - NON (At Will)     | OS2 - NONAW  | NON        | NB1H               | 21.47      | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| Office Support Specialist/Legal Assistant/Court Clerk - XHELP | OS2 - XHELP  | NON        | NB1H               | 21.47      | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| Substance Use Disorder Professional Trainee - NON             | TR5 - NON    | NON        | NB1H               | 21.47      | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |
| Treatment Assistant Supervisor - NON                          | TR4 - NON    | NON        | NB1H               | 21.47      | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48      | 28.17      | 28.87      | 29.59      | 30.33      |



Kitsap County Pay Scales

Effective: 1/3/2022

Updated: 5/23 - CBA: JDOG 1308-JC

| Job Profile                                          | Job Code     | Comp Grade | Comp Grade Profile | 1         | 2         | 3         | 4         | 5         | 6         | 7         | 8         | 9         | 10        | 11        | 12        | 13        | 14        | 15         |
|------------------------------------------------------|--------------|------------|--------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|------------|
| Fiscal Support Specialist - NON                      | FS2 - NON    | NON        | NB2H               | 23.29     | 23.87     | 24.47     | 25.08     | 25.71     | 26.35     | 27.01     | 27.69     | 28.38     | 29.09     | 29.82     | 30.57     | 31.33     | 32.11     | 32.91      |
| Fiscal Support Specialist - XHELP                    | FS2 - XHELP  | NON        | NB2H               | 23.29     | 23.87     | 24.47     | 25.08     | 25.71     | 26.35     | 27.01     | 27.69     | 28.38     | 29.09     | 29.82     | 30.57     | 31.33     | 32.11     | 32.91      |
| Human Resources Technician - NON                     | HR1 - NON    | NON        | NB2H               | 23.29     | 23.87     | 24.47     | 25.08     | 25.71     | 26.35     | 27.01     | 27.69     | 28.38     | 29.09     | 29.82     | 30.57     | 31.33     | 32.11     | 32.91      |
| Juvenile Detention Officer - XHELP                   | JV1 - XHELP  | NON        | NB2H               | 23.29     | 23.87     | 24.47     | 25.08     | 25.71     | 26.35     | 27.01     | 27.69     | 28.38     | 29.09     | 29.82     | 30.57     | 31.33     | 32.11     | 32.91      |
| Program Technician - NON                             | PR1 - NON    | NON        | NB2H               | 23.29     | 23.87     | 24.47     | 25.08     | 25.71     | 26.35     | 27.01     | 27.69     | 28.38     | 29.09     | 29.82     | 30.57     | 31.33     | 32.11     | 32.91      |
| Program Technician - XHELP                           | PR1 - XHELP  | NON        | NB2H               | 23.29     | 23.87     | 24.47     | 25.08     | 25.71     | 26.35     | 27.01     | 27.69     | 28.38     | 29.09     | 29.82     | 30.57     | 31.33     | 32.11     | 32.91      |
| Right of Way Technician - NON                        | RW1 - NON    | NON        | NB2H               | 23.29     | 23.87     | 24.47     | 25.08     | 25.71     | 26.35     | 27.01     | 27.69     | 28.38     | 29.09     | 29.82     | 30.57     | 31.33     | 32.11     | 32.91      |
| Associate Management Analyst - NON                   | MA1 - NON    | NON        | NB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48      |
| Construction Inspector 1 - NON                       | CC2 - NON    | NON        | NB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48      |
| Engineering Technician - NON                         | ET1 - NON    | NON        | NB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48      |
| Engineering Technician - XHELP                       | ET1 - XHELP  | NON        | NB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48      |
| M&O Specialist - NON                                 | MO3 - NON    | NON        | NB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48      |
| Office Support Coordinator - NON                     | OS3 - NON    | NON        | NB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48      |
| Office Support Coordinator - NON (At Will)           | OS3 - NONAW  | NON        | NB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48      |
| Office Support Coordinator - XHELP                   | OS3 - XHELP  | NON        | NB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48      |
| Program Specialist - NON                             | PR2 - NON    | NON        | NB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48      |
| Program Specialist - NON (At Will)                   | PR2 - NONAW  | NON        | NB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48      |
| Program Specialist - XHELP                           | PR2 - XHELP  | NON        | NB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48      |
| Substance Use Disorder Professional - XHELP          | TR3 - NON    | NON        | NB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48      |
| Substance Use Disorder Professional 1 - NON          | TR6 - NON    | NON        | NB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48      |
| Associate Planner - XHELP                            | PL1 - XHELP  | NON        | NB4H               | 26.92     | 27.59     | 28.28     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     | 32.79     | 33.61     | 34.45     | 35.31     | 36.19     | 37.09     | 38.02      |
| Construction Inspector 2 - NON                       | CC3 - NON    | NON        | NB4H               | 26.92     | 27.59     | 28.28     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     | 32.79     | 33.61     | 34.45     | 35.31     | 36.19     | 37.09     | 38.02      |
| Construction Inspector 2 - XHELP                     | CC3 - XHELP  | NON        | NB4H               | 26.92     | 27.59     | 28.28     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     | 32.79     | 33.61     | 34.45     | 35.31     | 36.19     | 37.09     | 38.02      |
| Deputy Coroner - XHELP                               | CO1 - XHELP  | NON        | NB4H               | 26.92     | 27.59     | 28.28     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     | 32.79     | 33.61     | 34.45     | 35.31     | 36.19     | 37.09     | 38.02      |
| Engineering Technician Analyst - NON                 | ET2 - NON    | NON        | NB4H               | 26.92     | 27.59     | 28.28     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     | 32.79     | 33.61     | 34.45     | 35.31     | 36.19     | 37.09     | 38.02      |
| Human Resources Specialist - NON                     | HR2 - NON    | NON        | NB4H               | 26.92     | 27.59     | 28.28     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     | 32.79     | 33.61     | 34.45     | 35.31     | 36.19     | 37.09     | 38.02      |
| Investigator - Non (At Will)                         | LCI - NONAW  | NON        | NB4H               | 26.92     | 27.59     | 28.28     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     | 32.79     | 33.61     | 34.45     | 35.31     | 36.19     | 37.09     | 38.02      |
| Juvenile Detention Supervisor - NON                  | JV2 - NON    | NON        | NB4H               | 26.92     | 27.59     | 28.28     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     | 32.79     | 33.61     | 34.45     | 35.31     | 36.19     | 37.09     | 38.02      |
| Juvenile Detention Supervisor - XHELP                | JV2 - XHELP  | NON        | NB4H               | 26.92     | 27.59     | 28.28     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     | 32.79     | 33.61     | 34.45     | 35.31     | 36.19     | 37.09     | 38.02      |
| Office Support Supervisor - NON                      | OS4 - NON    | NON        | NB4H               | 26.92     | 27.59     | 28.28     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     | 32.79     | 33.61     | 34.45     | 35.31     | 36.19     | 37.09     | 38.02      |
| Associate Financial Analyst - NON                    | FS0 - NON    | NON        | NB5H               | 28.74     | 29.46     | 30.20     | 30.96     | 31.73     | 32.52     | 33.33     | 34.16     | 35.01     | 35.89     | 36.79     | 37.71     | 38.65     | 39.62     | 40.61      |
| Construction Inspection Supervisor - NON             | CC4 - NON    | NON        | NB5H               | 28.74     | 29.46     | 30.20     | 30.96     | 31.73     | 32.52     | 33.33     | 34.16     | 35.01     | 35.89     | 36.79     | 37.71     | 38.65     | 39.62     | 40.61      |
| Court Reporter - NON (At Will)                       | LCR - NONAW  | NON        | NB5H               | 28.74     | 29.46     | 30.20     | 30.96     | 31.73     | 32.52     | 33.33     | 34.16     | 35.01     | 35.89     | 36.79     | 37.71     | 38.65     | 39.62     | 40.61      |
| Deputy Fire Marshal 2 - XHELP                        | FM1 - XHELP  | NON        | NB5H               | 28.74     | 29.46     | 30.20     | 30.96     | 31.73     | 32.52     | 33.33     | 34.16     | 35.01     | 35.89     | 36.79     | 37.71     | 38.65     | 39.62     | 40.61      |
| M&O Crew Supervisor - NON                            | MO5 - NON    | NON        | NB5H               | 28.74     | 29.46     | 30.20     | 30.96     | 31.73     | 32.52     | 33.33     | 34.16     | 35.01     | 35.89     | 36.79     | 37.71     | 38.65     | 39.62     | 40.61      |
| Program Coordinator - XHELP                          | PR3 - XHELP  | NON        | NB5H               | 28.74     | 29.46     | 30.20     | 30.96     | 31.73     | 32.52     | 33.33     | 34.16     | 35.01     | 35.89     | 36.79     | 37.71     | 38.65     | 39.62     | 40.61      |
| Senior Engineering Technician - NON                  | ET3 - NON    | NON        | NB5H               | 28.74     | 29.46     | 30.20     | 30.96     | 31.73     | 32.52     | 33.33     | 34.16     | 35.01     | 35.89     | 36.79     | 37.71     | 38.65     | 39.62     | 40.61      |
| Substance Use Disorder Professional Supervisor - NON | TR7 - NON    | NON        | NB5H               | 28.74     | 29.46     | 30.20     | 30.96     | 31.73     | 32.52     | 33.33     | 34.16     | 35.01     | 35.89     | 36.79     | 37.71     | 38.65     | 39.62     | 40.61      |
| Technology Specialist - NON                          | IT2 - NON    | NON        | NB5H               | 28.74     | 29.46     | 30.20     | 30.96     | 31.73     | 32.52     | 33.33     | 34.16     | 35.01     | 35.89     | 36.79     | 37.71     | 38.65     | 39.62     | 40.61      |
| Fiscal Support Supervisor - NON                      | FS3 - NON    | NON        | NB5S               | 59,779.20 | 61,276.80 | 62,816.00 | 64,396.80 | 65,998.40 | 67,641.60 | 69,326.40 | 71,052.80 | 72,820.80 | 74,651.20 | 76,523.20 | 78,436.80 | 80,392.00 | 82,409.60 | 84,468.80  |
| Management Analyst - NON                             | MA2 - NON    | NON        | NB5S               | 59,779.20 | 61,276.80 | 62,816.00 | 64,396.80 | 65,998.40 | 67,641.60 | 69,326.40 | 71,052.80 | 72,820.80 | 74,651.20 | 76,523.20 | 78,436.80 | 80,392.00 | 82,409.60 | 84,468.80  |
| Program Coordinator - NON                            | PR3 - NON    | NON        | NB5S               | 59,779.20 | 61,276.80 | 62,816.00 | 64,396.80 | 65,998.40 | 67,641.60 | 69,326.40 | 71,052.80 | 72,820.80 | 74,651.20 | 76,523.20 | 78,436.80 | 80,392.00 | 82,409.60 | 84,468.80  |
| Right Of Way Analyst - NON                           | RW2 - NON    | NON        | NB5S               | 59,779.20 | 61,276.80 | 62,816.00 | 64,396.80 | 65,998.40 | 67,641.60 | 69,326.40 | 71,052.80 | 72,820.80 | 74,651.20 | 76,523.20 | 78,436.80 | 80,392.00 | 82,409.60 | 84,468.80  |
| Engineer 1 - NON                                     | EN1 - NON    | NON        | NC1H               | 32.38     | 33.19     | 34.02     | 34.87     | 35.74     | 36.63     | 37.55     | 38.49     | 39.45     | 40.44     | 41.45     | 42.49     | 43.55     | 44.64     | 45.76      |
| Financial Analyst - XHELP                            | FS4 - XHELP  | NON        | NC1H               | 32.38     | 33.19     | 34.02     | 34.87     | 35.74     | 36.63     | 37.55     | 38.49     | 39.45     | 40.44     | 41.45     | 42.49     | 43.55     | 44.64     | 45.76      |
| Program Analyst - XHELP                              | PR4 - XHELP  | NON        | NC1H               | 32.38     | 33.19     | 34.02     | 34.87     | 35.74     | 36.63     | 37.55     | 38.49     | 39.45     | 40.44     | 41.45     | 42.49     | 43.55     | 44.64     | 45.76      |
| Clerk of the Board - NON (At Will)                   | OS0 - NONAW  | NON        | NC1S               | 67,350.40 | 69,035.20 | 70,761.60 | 72,529.60 | 74,339.20 | 76,190.40 | 78,104.00 | 80,059.20 | 82,056.00 | 84,115.20 | 86,216.00 | 88,379.20 | 90,584.00 | 92,851.20 | 95,180.80  |
| Financial Analyst - NON                              | FS4 - NON    | NON        | NC1S               | 67,350.40 | 69,035.20 | 70,761.60 | 72,529.60 | 74,339.20 | 76,190.40 | 78,104.00 | 80,059.20 | 82,056.00 | 84,115.20 | 86,216.00 | 88,379.20 | 90,584.00 | 92,851.20 | 95,180.80  |
| Financial Analyst - NON (At Will)                    | FS4 - NONAW  | NON        | NC1S               | 67,350.40 | 69,035.20 | 70,761.60 | 72,529.60 | 74,339.20 | 76,190.40 | 78,104.00 | 80,059.20 | 82,056.00 | 84,115.20 | 86,216.00 | 88,379.20 | 90,584.00 | 92,851.20 | 95,180.80  |
| Human Resources Analyst - NON                        | HR3 - NON    | NON        | NC1S               | 67,350.40 | 69,035.20 | 70,761.60 | 72,529.60 | 74,339.20 | 76,190.40 | 78,104.00 | 80,059.20 | 82,056.00 | 84,115.20 | 86,216.00 | 88,379.20 | 90,584.00 | 92,851.20 | 95,180.80  |
| Planner - NON                                        | PL2 - NON    | NON        | NC1S               | 67,350.40 | 69,035.20 | 70,761.60 | 72,529.60 | 74,339.20 | 76,190.40 | 78,104.00 | 80,059.20 | 82,056.00 | 84,115.20 | 86,216.00 | 88,379.20 | 90,584.00 | 92,851.20 | 95,180.80  |
| Planner - NON (At Will)                              | PL2 - NONAW  | NON        | NC1S               | 67,350.40 | 69,035.20 | 70,761.60 | 72,529.60 | 74,339.20 | 76,190.40 | 78,104.00 | 80,059.20 | 82,056.00 | 84,115.20 | 86,216.00 | 88,379.20 | 90,584.00 | 92,851.20 | 95,180.80  |
| Program Analyst - NON                                | PR4 - NON    | NON        | NC1S               | 67,350.40 | 69,035.20 | 70,761.60 | 72,529.60 | 74,339.20 | 76,190.40 | 78,104.00 | 80,059.20 | 82,056.00 | 84,115.20 | 86,216.00 | 88,379.20 | 90,584.00 | 92,851.20 | 95,180.80  |
| Program Analyst - NON (At Will)                      | PR4 - NONAW  | NON        | NC1S               | 67,350.40 | 69,035.20 | 70,761.60 | 72,529.60 | 74,339.20 | 76,190.40 | 78,104.00 | 80,059.20 | 82,056.00 | 84,115.20 | 86,216.00 | 88,379.20 | 90,584.00 | 92,851.20 | 95,180.80  |
| Program Supervisor - NON (At Will)                   | PR5 - NONAW  | NON        | NC2S               | 71,115.20 | 72,883.20 | 74,713.60 | 76,585.60 | 78,499.20 | 80,454.40 | 82,472.00 | 84,531.20 | 86,652.80 | 88,816.00 | 91,041.60 | 93,308.80 | 95,638.40 | 98,030.40 | 100,484.80 |
| Program Supervisor - NON (At Will)                   | PR5 - NONAW  | NON        | NC2H               | 34.19     | 35.04     | 35.92     | 36.82     | 37.74     | 38.68     | 39.65     | 40.64     | 41.66     | 42.70     | 43.77     | 44.86     | 45.98     | 47.13     | 48.31      |
| Program Supervisor/Assistant Fire Marshal            | PR5AFM - NON | NON        | NC2H               | 34.19     | 35.04     | 35.92     | 36.82     | 37.74     | 38.68     | 39.65     | 40.64     | 41.66     | 42.70     | 43.77     | 44.86     | 45.98     | 47.13     | 48.31      |
| Law Clerk - NON (At Will)                            | LC0 - NONAW  | NON        | NC2S               | 71,115.20 | 72,883.20 | 74,713.60 | 76,585.60 | 78,499.20 | 80,454.40 | 82,472.00 | 84,531.20 | 86,652.80 | 88,816.00 | 91,041.60 | 93,308.80 | 95,638.40 | 98,030.40 | 100,484.80 |
| M&O Supervisor - NON                                 | MO6 - NON    | NON        | NC2S               | 71,115.20 | 72,883.20 | 74,713.60 | 76,585.60 | 78,499.20 | 80,454.40 | 82,472.00 | 84,531.20 | 86,652.80 | 88,816.00 | 91,041.60 | 93,308.80 | 95,638.40 | 98,030.40 | 100,484.80 |
| Program Supervisor - NON                             | PR5 - NON    | NON        | NC2S               | 71,115.20 | 72,883.20 | 74,713.60 | 76        |           |           |           |           |           |           |           |           |           |           |            |

Effective: 1/3/2022

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| Job Profile                                      | Job Code     | Comp Grade | Comp Grade Profile | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11         | 12         | 13         | 14         | 15         |
|--------------------------------------------------|--------------|------------|--------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|
| Right Of Way Supervisor - NON                    | RW3 - NON    | NON        | NC2S               | 71,115.20  | 72,883.20  | 74,713.60  | 76,585.60  | 78,499.20  | 80,454.40  | 82,472.00  | 84,531.20  | 86,652.80  | 88,816.00  | 91,041.60  | 93,308.80  | 95,638.40  | 98,030.40  | 100,484.80 |
| Technology Analyst - XHELP                       | IT3 - XHELP  | NON        | NC3H               | 36.00      | 36.90      | 37.82      | 38.77      | 39.74      | 40.73      | 41.75      | 42.79      | 43.86      | 44.96      | 46.08      | 47.23      | 48.41      | 49.62      | 50.86      |
| Engineer 2 - NON                                 | EN2 - NON    | NON        | NC3S               | 74,880.00  | 76,752.00  | 78,665.60  | 80,641.60  | 82,659.20  | 84,718.40  | 86,840.00  | 89,003.20  | 91,228.80  | 93,516.80  | 95,846.40  | 98,238.40  | 100,692.80 | 103,209.60 | 105,788.80 |
| Planning Supervisor - NON                        | PL3 - NON    | NON        | NC3S               | 74,880.00  | 76,752.00  | 78,665.60  | 80,641.60  | 82,659.20  | 84,718.40  | 86,840.00  | 89,003.20  | 91,228.80  | 93,516.80  | 95,846.40  | 98,238.40  | 100,692.80 | 103,209.60 | 105,788.80 |
| Planning Supervisor - NON (At Will)              | PL3 - NONAW  | NON        | NC3S               | 74,880.00  | 76,752.00  | 78,665.60  | 80,641.60  | 82,659.20  | 84,718.40  | 86,840.00  | 89,003.20  | 91,228.80  | 93,516.80  | 95,846.40  | 98,238.40  | 100,692.80 | 103,209.60 | 105,788.80 |
| Technology Analyst - NON                         | IT3 - NON    | NON        | NC3S               | 74,880.00  | 76,752.00  | 78,665.60  | 80,641.60  | 82,659.20  | 84,718.40  | 86,840.00  | 89,003.20  | 91,228.80  | 93,516.80  | 95,846.40  | 98,238.40  | 100,692.80 | 103,209.60 | 105,788.80 |
| Administrative Manager - NON (At Will)           | OS5 - NONAW  | NON        | NC4S               | 78,689.52  | 80,656.76  | 82,673.18  | 84,740.01  | 86,858.51  | 89,029.97  | 91,255.72  | 93,537.11  | 95,875.54  | 98,272.43  | 100,729.24 | 103,247.47 | 105,828.66 | 108,474.38 | 111,186.24 |
| Financial Supervisor - NON                       | FS5 - NON    | NON        | NC4S               | 78,689.52  | 80,656.76  | 82,673.18  | 84,740.01  | 86,858.51  | 89,029.97  | 91,255.72  | 93,537.11  | 95,875.54  | 98,272.43  | 100,729.24 | 103,247.47 | 105,828.66 | 108,474.38 | 111,186.24 |
| Financial Supervisor - NON (At Will)             | FS5 - NONAW  | NON        | NC4S               | 78,689.52  | 80,656.76  | 82,673.18  | 84,740.01  | 86,858.51  | 89,029.97  | 91,255.72  | 93,537.11  | 95,875.54  | 98,272.43  | 100,729.24 | 103,247.47 | 105,828.66 | 108,474.38 | 111,186.24 |
| Fire Marshal - NON (At Will)                     | FM3 - NONAW  | NON        | NC4S               | 78,689.52  | 80,656.76  | 82,673.18  | 84,740.01  | 86,858.51  | 89,029.97  | 91,255.72  | 93,537.11  | 95,875.54  | 98,272.43  | 100,729.24 | 103,247.47 | 105,828.66 | 108,474.38 | 111,186.24 |
| Juvenile Court Services Manager - (At Will)      | JVC - NONAW  | NON        | NC4S               | 78,689.52  | 80,656.76  | 82,673.18  | 84,740.01  | 86,858.51  | 89,029.97  | 91,255.72  | 93,537.11  | 95,875.54  | 98,272.43  | 100,729.24 | 103,247.47 | 105,828.66 | 108,474.38 | 111,186.24 |
| Juvenile Detention Manager - NON (At Will)       | JVD - NONAW  | NON        | NC4S               | 78,689.52  | 80,656.76  | 82,673.18  | 84,740.01  | 86,858.51  | 89,029.97  | 91,255.72  | 93,537.11  | 95,875.54  | 98,272.43  | 100,729.24 | 103,247.47 | 105,828.66 | 108,474.38 | 111,186.24 |
| Program Manager - NON                            | PR6 - NON    | NON        | NC4S               | 78,689.52  | 80,656.76  | 82,673.18  | 84,740.01  | 86,858.51  | 89,029.97  | 91,255.72  | 93,537.11  | 95,875.54  | 98,272.43  | 100,729.24 | 103,247.47 | 105,828.66 | 108,474.38 | 111,186.24 |
| Program Manager - NON (At Will)                  | PR6 - NONAW  | NON        | NC4S               | 78,689.52  | 80,656.76  | 82,673.18  | 84,740.01  | 86,858.51  | 89,029.97  | 91,255.72  | 93,537.11  | 95,875.54  | 98,272.43  | 100,729.24 | 103,247.47 | 105,828.66 | 108,474.38 | 111,186.24 |
| Construction Manager - NON                       | CC5 - NON    | NON        | NC5S               | 82,446.00  | 84,507.15  | 86,619.83  | 88,785.33  | 91,004.96  | 93,280.08  | 95,612.08  | 98,002.38  | 100,452.44 | 102,963.75 | 105,537.84 | 108,176.29 | 110,880.70 | 113,652.72 | 116,494.04 |
| Engineering Supervisor - NON                     | EN3 - NON    | NON        | NC5S               | 82,446.00  | 84,507.15  | 86,619.83  | 88,785.33  | 91,004.96  | 93,280.08  | 95,612.08  | 98,002.38  | 100,452.44 | 102,963.75 | 105,537.84 | 108,176.29 | 110,880.70 | 113,652.72 | 116,494.04 |
| Financial Manager - NON                          | FS6 - NON    | NON        | NC5S               | 82,446.00  | 84,507.15  | 86,619.83  | 88,785.33  | 91,004.96  | 93,280.08  | 95,612.08  | 98,002.38  | 100,452.44 | 102,963.75 | 105,537.84 | 108,176.29 | 110,880.70 | 113,652.72 | 116,494.04 |
| Financial Manager - NON (At Will)                | FS6 - NONAW  | NON        | NC5S               | 82,446.00  | 84,507.15  | 86,619.83  | 88,785.33  | 91,004.96  | 93,280.08  | 95,612.08  | 98,002.38  | 100,452.44 | 102,963.75 | 105,537.84 | 108,176.29 | 110,880.70 | 113,652.72 | 116,494.04 |
| Utility Operations Supervisor - NON              | UT3 - NON    | NON        | NC5S               | 82,446.00  | 84,507.15  | 86,619.83  | 88,785.33  | 91,004.96  | 93,280.08  | 95,612.08  | 98,002.38  | 100,452.44 | 102,963.75 | 105,537.84 | 108,176.29 | 110,880.70 | 113,652.72 | 116,494.04 |
| Assistant Director - NON (At Will)               | AD1 - NONAW  | NON        | ND1S               | 90,024.48  | 92,275.09  | 94,581.97  | 96,946.52  | 99,370.18  | 101,854.43 | 104,400.79 | 107,010.81 | 109,686.08 | 112,428.23 | 115,238.94 | 118,119.91 | 121,072.91 | 124,099.73 | 127,202.22 |
| Chief Deputy - NON (At Will)                     | CD0 - NONAW  | NON        | ND1S               | 90,024.48  | 92,275.09  | 94,581.97  | 96,946.52  | 99,370.18  | 101,854.43 | 104,400.79 | 107,010.81 | 109,686.08 | 112,428.23 | 115,238.94 | 118,119.91 | 121,072.91 | 124,099.73 | 127,202.22 |
| Human Resources Manager - NON (At Will)          | HR4 - NONAW  | NON        | ND1S               | 90,024.48  | 92,275.09  | 94,581.97  | 96,946.52  | 99,370.18  | 101,854.43 | 104,400.79 | 107,010.81 | 109,686.08 | 112,428.23 | 115,238.94 | 118,119.91 | 121,072.91 | 124,099.73 | 127,202.22 |
| M&O Manager - NON                                | MO7 - NON    | NON        | ND1S               | 90,024.48  | 92,275.09  | 94,581.97  | 96,946.52  | 99,370.18  | 101,854.43 | 104,400.79 | 107,010.81 | 109,686.08 | 112,428.23 | 115,238.94 | 118,119.91 | 121,072.91 | 124,099.73 | 127,202.22 |
| M&O Manager - NON (At Will)                      | MO7 - NONAW  | NON        | ND1S               | 90,024.48  | 92,275.09  | 94,581.97  | 96,946.52  | 99,370.18  | 101,854.43 | 104,400.79 | 107,010.81 | 109,686.08 | 112,428.23 | 115,238.94 | 118,119.91 | 121,072.91 | 124,099.73 | 127,202.22 |
| Senior Management Analyst - NON                  | MA3 - NON    | NON        | ND1S               | 90,024.48  | 92,275.09  | 94,581.97  | 96,946.52  | 99,370.18  | 101,854.43 | 104,400.79 | 107,010.81 | 109,686.08 | 112,428.23 | 115,238.94 | 118,119.91 | 121,072.91 | 124,099.73 | 127,202.22 |
| Senior Program Manager - NON (At Will)           | PR7 - NONAW  | NON        | ND1S               | 90,024.48  | 92,275.09  | 94,581.97  | 96,946.52  | 99,370.18  | 101,854.43 | 104,400.79 | 107,010.81 | 109,686.08 | 112,428.23 | 115,238.94 | 118,119.91 | 121,072.91 | 124,099.73 | 127,202.22 |
| Technology Manager - NON (At Will)               | IT6 - NONAW  | NON        | ND2S               | 93,802.80  | 96,147.87  | 98,551.57  | 101,015.36 | 103,540.74 | 106,129.26 | 108,782.49 | 111,502.05 | 114,289.60 | 117,146.84 | 120,075.51 | 123,077.40 | 126,154.34 | 129,308.20 | 132,540.91 |
| Court Administrator - NON (At Will)              | LCA - NONAW  | NON        | ND3S               | 97,581.12  | 100,020.65 | 102,521.17 | 105,084.20 | 107,711.31 | 110,404.09 | 113,164.19 | 115,993.29 | 118,893.12 | 121,865.45 | 124,912.09 | 128,034.89 | 131,235.76 | 134,516.65 | 137,879.57 |
| Senior M&O Manager - NON                         | MO8 - NON    | NON        | ND3S               | 97,581.12  | 100,020.65 | 102,521.17 | 105,084.20 | 107,711.31 | 110,404.09 | 113,164.19 | 115,993.29 | 118,893.12 | 121,865.45 | 124,912.09 | 128,034.89 | 131,235.76 | 134,516.65 | 137,879.57 |
| Deputy County Administrator - NON (At Will)      | DDCA - NONAW | NON        | ND4S               | 102,298.56 | 104,856.02 | 107,477.42 | 110,164.36 | 112,918.47 | 115,741.43 | 118,634.97 | 121,600.84 | 124,640.86 | 127,756.88 | 130,950.80 | 134,224.57 | 137,580.18 | 141,019.68 | 144,545.17 |
| Director Emergency Management - NON (At Will)    | DEM - NONAW  | NON        | ND4S               | 102,298.56 | 104,856.02 | 107,477.42 | 110,164.36 | 112,918.47 | 115,741.43 | 118,634.97 | 121,600.84 | 124,640.86 | 127,756.88 | 130,950.80 | 134,224.57 | 137,580.18 | 141,019.68 | 144,545.17 |
| Assistant Director Public Works - NON (At Will)  | AD3 - NONAW  | NON        | NE1S               | 112,694.40 | 115,511.76 | 118,399.55 | 121,359.54 | 124,393.53 | 127,503.37 | 130,690.95 | 133,958.22 | 137,307.18 | 140,739.86 | 144,258.36 | 147,864.82 | 151,561.44 | 155,350.48 | 159,234.24 |
| Chief Criminal Deputy - NON (At Will)            | SHD - NONAW  | NON        | NE1S               | 112,694.40 | 115,511.76 | 118,399.55 | 121,359.54 | 124,393.53 | 127,503.37 | 130,690.95 | 133,958.22 | 137,307.18 | 140,739.86 | 144,258.36 | 147,864.82 | 151,561.44 | 155,350.48 | 159,234.24 |
| Inspector - NON (At Will)                        | SHI - NONAW  | NON        | NE1S               | 112,694.40 | 115,511.76 | 118,399.55 | 121,359.54 | 124,393.53 | 127,503.37 | 130,690.95 | 133,958.22 | 137,307.18 | 140,739.86 | 144,258.36 | 147,864.82 | 151,561.44 | 155,350.48 | 159,234.24 |
| Superintendent of Corrections - NON (At Will)    | SHC - NONAW  | NON        | NE1S               | 112,694.40 | 115,511.76 | 118,399.55 | 121,359.54 | 124,393.53 | 127,503.37 | 130,690.95 | 133,958.22 | 137,307.18 | 140,739.86 | 144,258.36 | 147,864.82 | 151,561.44 | 155,350.48 | 159,234.24 |
| Director Parks - NON (At Will)                   | DPK - NONAW  | NON        | NE2S               | 116,494.56 | 119,406.92 | 122,392.09 | 125,451.89 | 128,588.19 | 131,802.89 | 135,097.96 | 138,475.41 | 141,937.30 | 145,485.73 | 149,122.87 | 152,850.94 | 156,672.21 | 160,589.02 | 164,603.75 |
| Director Community Development - NON (At Will)   | DCD - NONAW  | NON        | NE3S               | 120,272.88 | 123,279.70 | 126,361.69 | 129,520.73 | 132,758.75 | 136,077.72 | 139,479.66 | 142,966.65 | 146,540.82 | 150,204.34 | 153,959.45 | 157,808.44 | 161,753.65 | 165,797.49 | 169,942.43 |
| Director Human Resources - NON (At Will)         | DHR - NONAW  | NON        | NE3S               | 120,272.88 | 123,279.70 | 126,361.69 | 129,520.73 | 132,758.75 | 136,077.72 | 139,479.66 | 142,966.65 | 146,540.82 | 150,204.34 | 153,959.45 | 157,808.44 | 161,753.65 | 165,797.49 | 169,942.43 |
| Director Human Services - NON (At Will)          | DHS - NONAW  | NON        | NE3S               | 120,272.88 | 123,279.70 | 126,361.69 | 129,520.73 | 132,758.75 | 136,077.72 | 139,479.66 | 142,966.65 | 146,540.82 | 150,204.34 | 153,959.45 | 157,808.44 | 161,753.65 | 165,797.49 | 169,942.43 |
| Director Information Services - NON (At Will)    | DIS - NONAW  | NON        | NE3S               | 120,272.88 | 123,279.70 | 126,361.69 | 129,520.73 | 132,758.75 | 136,077.72 | 139,479.66 | 142,966.65 | 146,540.82 | 150,204.34 | 153,959.45 | 157,808.44 | 161,753.65 | 165,797.49 | 169,942.43 |
| Director Juvenile Services - NON (At Will)       | DJV - NONAW  | NON        | NE3S               | 120,272.88 | 123,279.70 | 126,361.69 | 129,520.73 | 132,758.75 | 136,077.72 | 139,479.66 | 142,966.65 | 146,540.82 | 150,204.34 | 153,959.45 | 157,808.44 | 161,753.65 | 165,797.49 | 169,942.43 |
| Director Administrative Services - NON (At Will) | DAS - NONAW  | NON        | NE4S               | 127,829.52 | 131,025.26 | 134,300.89 | 137,658.41 | 141,099.87 | 144,627.37 | 148,243.05 | 151,949.13 | 155,747.86 | 159,641.56 | 163,632.60 | 167,723.42 | 171,916.51 | 176,214.42 | 180,619.78 |
| Director Public Works - NON (At Will)            | DPW - NONAW  | NON        | NE4S               | 127,829.52 | 131,025.26 | 134,300.89 | 137,658.41 | 141,099.87 | 144,627.37 | 148,243.05 | 151,949.13 | 155,747.86 | 159,641.56 | 163,632.60 | 167,723.42 | 171,916.51 | 176,214.42 | 180,619.78 |
| Undersheriff - NON (At Will)                     | DUS - NONAW  | NON        | NE4S               | 127,829.52 | 131,025.26 | 134,300.89 | 137,658.41 | 141,099.87 | 144,627.37 | 148,243.05 | 151,949.13 | 155,747.86 | 159,641.56 | 163,632.60 | 167,723.42 | 171,916.51 | 176,214.42 | 180,619.78 |
| County Administrator - NON (At Will)             | DCA - NONAW  | NON        | NF1S               | 139,164.48 | 142,643.59 | 146,209.68 | 149,864.92 | 153,611.54 | 157,451.83 | 161,388.13 | 165,422.83 | 169,558.40 | 173,797.36 | 178,142.29 | 182,595.85 | 187,160.75 | 191,839.77 | 196,635.76 |
| Forensic Pathologist - NON (At Will)             | FO2 - NON    | NON        | NG1S               | 199,500.00 | 209,500.00 | 219,500.00 | 229,500.00 | 239,500.00 | 249,500.00 | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       |
| Commissioner District 1 - NON                    | O01 - NON    | NON        | O01S               | 152,083.01 | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       |
| Commissioner District 2 - NON                    | O02 - NON    | NON        | O02S               | 152,083.01 | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       | 0.00       |
| Commissioner District 3 - NON                    | O03 - NON    | NON        | O03S               | 146,507.04 | 0.00       | 0.00       | 0.00       |            |            |            |            |            |            |            |            |            |            |            |



Kitsap County Pay Scales

Effective: 1/3/2022

Updated: 5/23 - CBA: JDOG 1308-JC

| 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 1 - COU252        | XHPW1 - COU252 | PW COUNCIL | RA3H               | 19.66     | 20.15     | 20.65     | 21.17     | 21.70     | 22.24     | 22.80     | 23.37     | 23.95     | 24.55     | 25.16     | 25.79     | 26.43     | 27.09     | 27.77     |
| Extra Help-PW Summer Yr 1 - COU252        | XHPW1 - COU252 | PW COUNCIL | RA0H               | 14.37     | 14.73     | 15.10     | 15.48     | 15.87     | 16.27     | 16.68     | 17.10     | 17.53     | 17.97     | 18.42     | 18.88     | 19.35     | 19.83     | 20.33     |
| Extra Help-PW Summer Yr 2 - COU252        | XHPW2 - COU252 | PW COUNCIL | RA3H               | 19.66     | 20.15     | 20.65     | 21.17     | 21.70     | 22.24     | 22.80     | 23.37     | 23.95     | 24.55     | 25.16     | 25.79     | 26.43     | 27.09     | 27.77     |
| Extra Help-PW Summer Yr 2 - COU252        | XHPW2 - COU252 | PW COUNCIL | RA0H               | 14.37     | 14.73     | 15.10     | 15.48     | 15.87     | 16.27     | 16.68     | 17.10     | 17.53     | 17.97     | 18.42     | 18.88     | 19.35     | 19.83     | 20.33     |
| Extra Help-PW Summer Yr 3 - COU252        | XHPW3 - COU252 | PW COUNCIL | RA3H               | 19.66     | 20.15     | 20.65     | 21.17     | 21.70     | 22.24     | 22.80     | 23.37     | 23.95     | 24.55     | 25.16     | 25.79     | 26.43     | 27.09     | 27.77     |
| Extra Help-PW Summer Yr 3 - COU252        | XHPW3 - COU252 | PW COUNCIL | RA0H               | 14.37     | 14.73     | 15.10     | 15.48     | 15.87     | 16.27     | 16.68     | 17.10     | 17.53     | 17.97     | 18.42     | 18.88     | 19.35     | 19.83     | 20.33     |
| Extra Help-PW Summer Yr 4 - COU252        | XHPW4 - COU252 | PW COUNCIL | RA3H               | 19.66     | 20.15     | 20.65     | 21.17     | 21.70     | 22.24     | 22.80     | 23.37     | 23.95     | 24.55     | 25.16     | 25.79     | 26.43     | 27.09     | 27.77     |
| Extra Help-PW Summer Yr 4 - COU252        | XHPW4 - COU252 | PW COUNCIL | RA1H               | 16.02     | 16.42     | 16.83     | 17.25     | 17.68     | 18.12     | 18.57     | 19.03     | 19.51     | 20.00     | 20.50     | 21.01     | 21.54     | 22.08     | 22.63     |
| M&O Worker - COU252                       | MO1 - COU252   | PW COUNCIL | RA3H               | 19.66     | 20.15     | 20.65     | 21.17     | 21.70     | 22.24     | 22.80     | 23.37     | 23.95     | 24.55     | 25.16     | 25.79     | 26.43     | 27.09     | 27.77     |
| M&O Worker - COU589                       | MO1 - COU589   | PW COUNCIL | RA3H               | 19.66     | 20.15     | 20.65     | 21.17     | 21.70     | 22.24     | 22.80     | 23.37     | 23.95     | 24.55     | 25.16     | 25.79     | 26.43     | 27.09     | 27.77     |
| M&O Technician - COU252                   | MO2 - COU252   | PW COUNCIL | RB1H               | 21.47     | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48     | 28.17     | 28.87     | 29.59     | 30.33     |
| M&O Technician - COU282                   | MO2 - COU282   | PW COUNCIL | RB1H               | 21.47     | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48     | 28.17     | 28.87     | 29.59     | 30.33     |
| M&O Technician - COU302                   | MO2 - COU302   | PW COUNCIL | RB1H               | 21.47     | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48     | 28.17     | 28.87     | 29.59     | 30.33     |
| M&O Technician - COU589                   | MO2 - COU589   | PW COUNCIL | RB1H               | 21.47     | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48     | 28.17     | 28.87     | 29.59     | 30.33     |
| Equipment Services Mechanic - COU282      | MC1 - COU282   | PW COUNCIL | RB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48     |
| M&O Specialist - COU282                   | MO3 - COU282   | PW COUNCIL | RB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48     |
| M&O Specialist - COU302                   | MO3 - COU302   | PW COUNCIL | RB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48     |
| M&O Specialist - COU589                   | MO3 - COU589   | PW COUNCIL | RB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48     |
| Equipment Services Mechanic Lead - COU282 | MC2 - COU282   | PW COUNCIL | RB4H               | 26.92     | 27.59     | 28.28     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     | 32.79     | 33.61     | 34.45     | 35.31     | 36.19     | 37.09     | 38.02     |
| M&O Coordinator - COU302                  | MO4 - COU302   | PW COUNCIL | RB4H               | 26.92     | 27.59     | 28.28     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     | 32.79     | 33.61     | 34.45     | 35.31     | 36.19     | 37.09     | 38.02     |
| M&O Crew Supervisor - COU302              | MO5 - COU302   | PW COUNCIL | RB5H               | 28.74     | 29.46     | 30.20     | 30.96     | 31.73     | 32.52     | 33.33     | 34.16     | 35.01     | 35.89     | 36.79     | 37.71     | 38.65     | 39.62     | 40.61     |
| M&O Crew Supervisor - COU589              | MO5 - COU589   | PW COUNCIL | RB5H               | 28.74     | 29.46     | 30.20     | 30.96     | 31.73     | 32.52     | 33.33     | 34.16     | 35.01     | 35.89     | 36.79     | 37.71     | 38.65     | 39.62     | 40.61     |
| Program Technician - JVCRTS               | PR1 - JVCRTS   | JVCRTS     | TB2H               | 23.29     | 23.87     | 24.47     | 25.08     | 25.71     | 26.35     | 27.01     | 27.69     | 28.38     | 29.09     | 29.82     | 30.57     | 31.33     | 32.11     | 32.91     |
| Program Specialist - JVCRTS               | PR2 - JVCRTS   | JVCRTS     | TB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48     |
| Program Coordinator - JVCRTS              | PR3 - JVCRTS   | JVCRTS     | TB5S               | 59,779.20 | 61,276.80 | 62,816.00 | 64,396.80 | 65,998.40 | 67,641.60 | 69,326.40 | 71,052.80 | 72,820.80 | 74,651.20 | 76,523.20 | 78,436.80 | 80,392.00 | 82,409.60 | 84,468.80 |
| Court Services Officer - JVCRTS           | JV1 - JVCRTS   | JVCRTS     | TC1H               | 32.38     | 33.19     | 34.02     | 34.87     | 35.74     | 36.63     | 37.55     | 38.49     | 39.45     | 40.44     | 41.45     | 42.49     | 43.55     | 44.64     | 45.76     |
| Plant Operator Trainee - TEAMUT           | UT0 - TEAMUT   | TEAMUT     | WA2H               | 17.83     | 18.28     | 18.74     | 19.21     | 19.69     | 20.18     | 20.68     | 21.20     | 21.73     | 22.27     | 22.83     | 23.40     | 23.99     | 24.59     | 25.20     |
| M&O Worker - TEAMUT                       | MO1 - TEAMUT   | TEAMUT     | WA3H               | 19.66     | 20.15     | 20.65     | 21.17     | 21.70     | 22.24     | 22.80     | 23.37     | 23.95     | 24.55     | 25.16     | 25.79     | 26.43     | 27.09     | 27.77     |
| M&O Technician - TEAMUT                   | MO2 - TEAMUT   | TEAMUT     | WB1H               | 21.47     | 22.01     | 22.56     | 23.12     | 23.70     | 24.29     | 24.90     | 25.52     | 26.16     | 26.81     | 27.48     | 28.17     | 28.87     | 29.59     | 30.33     |
| Construction Inspector 1 - TEAMUT         | CC2 - TEAMUT   | TEAMUT     | WB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48     |
| M&O Specialist - TEAMUT                   | MO3 - TEAMUT   | TEAMUT     | WB3H               | 25.11     | 25.74     | 26.38     | 27.04     | 27.72     | 28.41     | 29.12     | 29.85     | 30.60     | 31.37     | 32.15     | 32.95     | 33.77     | 34.61     | 35.48     |
| Construction Inspector 2 - TEAMUT         | CC3 - TEAMUT   | TEAMUT     | WB4H               | 26.92     | 27.59     | 28.28     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     | 32.79     | 33.61     | 34.45     | 35.31     | 36.19     | 37.09     | 38.02     |
| M&O Coordinator - TEAMUT                  | MO4 - TEAMUT   | TEAMUT     | WB4H               | 26.92     | 27.59     | 28.28     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     | 32.79     | 33.61     | 34.45     | 35.31     | 36.19     | 37.09     | 38.02     |
| Plant Operator - TEAMUT                   | UT1 - TEAMUT   | TEAMUT     | WB4H               | 26.92     | 27.59     | 28.28     | 28.99     | 29.71     | 30.45     | 31.21     | 31.99     | 32.79     | 33.61     | 34.45     | 35.31     | 36.19     | 37.09     | 38.02     |
| Instrument & Control Technician - TEAMUT  | EL1 - TEAMUT   | TEAMUT     | WB5H               | 28.74     | 29.46     | 30.20     | 30.96     | 31.73     | 32.52     | 33.33     | 34.16     | 35.01     | 35.89     | 36.79     | 37.71     | 38.65     | 39.62     | 40.61     |
| M&O Crew Supervisor - TEAMUT              | MO5 - TEAMUT   | TEAMUT     | WB5H               | 28.74     | 29.46     | 30.20     | 30.96     | 31.73     | 32.52     | 33.33     | 34.16     | 35.01     | 35.89     | 36.79     | 37.71     | 38.65     | 39.62     | 40.61     |
| Electrician Supervisor - TEAMUT           | EL2 - TEAMUT   | TEAMUT     | WC1H               | 32.38     | 33.19     | 34.02     | 34.87     | 35.74     | 36.63     | 37.55     | 38.49     | 39.45     | 40.44     | 41.45     | 42.49     | 43.55     | 44.64     | 45.76     |
| Plant Operator Supervisor - TEAMUT        | UT2 - TEAMUT   | TEAMUT     | WC1H               | 32.38     | 33.19     | 34.02     | 34.87     | 35.74     | 36.63     | 37.55     | 38.49     | 39.45     | 40.44     | 41.45     | 42.49     | 43.55     | 44.64     | 45.76     |