

Kitsap County Pay Scales as of 1/6/2025

NON, SSG, 1308-S, 1308SEC, 1308-Base, 1308JVCRTS. JDOG, TEAMPK, DPAGLD, Poll Worker, Corrections SGTs and LTs.

| Job Profile                              | Job Code      | Comp Grade | Comp Grade Profile | 1          | 2          | 3          | 4          | 5          | 6          | 7          | 8          | 9          | 10         | 11 | 12 | 13 | 14 | 15 |
|------------------------------------------|---------------|------------|--------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----|----|----|----|----|
| General Services Worker 1 - 1308         | GS1 - 1308    | 1308       | A01H               | 20.60      | 21.63      | 22.17      | 22.72      | 23.29      | 23.87      | 24.47      | 25.08      | 25.71      | 26.35      | -  | -  | -  | -  | -  |
| General Services Worker 2 - 1308         | GS2 - 1308    | 1308       | A02H               | 22.04      | 23.14      | 23.72      | 24.31      | 24.92      | 25.54      | 26.18      | 26.83      | 27.50      | 28.19      | -  | -  | -  | -  | -  |
| Office Support Assistant - 1308          | OS1 - 1308    | 1308       | A02H               | 22.04      | 23.14      | 23.72      | 24.31      | 24.92      | 25.54      | 26.18      | 26.83      | 27.50      | 28.19      | -  | -  | -  | -  | -  |
| Court Security Officer - 1308SEC         | LC1 - 1308SEC | 1308       | A03H               | 23.58      | 24.76      | 25.38      | 26.01      | 26.66      | 27.33      | 28.01      | 28.71      | 29.43      | 30.17      | -  | -  | -  | -  | -  |
| Court Security Officer Lead - 1308SEC    | LC2 - 1308SEC | 1308       | A04H               | 25.23      | 26.49      | 27.15      | 27.83      | 28.53      | 29.24      | 29.97      | 30.72      | 31.49      | 32.28      | -  | -  | -  | -  | -  |
| Facilities Maintenance Worker - 1308     | FA2 - 1308    | 1308       | A04H               | 25.23      | 26.49      | 27.15      | 27.83      | 28.53      | 29.24      | 29.97      | 30.72      | 31.49      | 32.28      | -  | -  | -  | -  | -  |
| Fiscal Support Technician - 1308         | FS1 - 1308    | 1308       | A04H               | 25.23      | 26.49      | 27.15      | 27.83      | 28.53      | 29.24      | 29.97      | 30.72      | 31.49      | 32.28      | -  | -  | -  | -  | -  |
| Office Support Specialist - 1308         | OS2 - 1308    | 1308       | A04H               | 25.23      | 26.49      | 27.15      | 27.83      | 28.53      | 29.24      | 29.97      | 30.72      | 31.49      | 32.28      | -  | -  | -  | -  | -  |
| Court Clerk - 1308                       | LCC1 - 1308   | 1308       | A05H               | 26.99      | 28.34      | 29.05      | 29.78      | 30.52      | 31.28      | 32.06      | 32.86      | 33.68      | 34.52      | -  | -  | -  | -  | -  |
| Fiscal Support Specialist - 1308         | FS2 - 1308    | 1308       | A05H               | 26.99      | 28.34      | 29.05      | 29.78      | 30.52      | 31.28      | 32.06      | 32.86      | 33.68      | 34.52      | -  | -  | -  | -  | -  |
| Office Support Coordinator - 1308        | OS3 - 1308    | 1308       | A05H               | 26.99      | 28.34      | 29.05      | 29.78      | 30.52      | 31.28      | 32.06      | 32.86      | 33.68      | 34.52      | -  | -  | -  | -  | -  |
| Appraiser Assistant - 1308               | AP1 - 1308    | 1308       | A06H               | 28.89      | 30.33      | 31.09      | 31.87      | 32.67      | 33.49      | 34.33      | 35.19      | 36.07      | 36.97      | -  | -  | -  | -  | -  |
| Construction Technician - 1308           | CC1 - 1308    | 1308       | A06H               | 28.89      | 30.33      | 31.09      | 31.87      | 32.67      | 33.49      | 34.33      | 35.19      | 36.07      | 36.97      | -  | -  | -  | -  | -  |
| Court Clerk-Lead - 1308                  | LCC2 - 1308   | 1308       | A06H               | 28.89      | 30.33      | 31.09      | 31.87      | 32.67      | 33.49      | 34.33      | 35.19      | 36.07      | 36.97      | -  | -  | -  | -  | -  |
| Engineering Technician - 1308            | ET1 - 1308    | 1308       | A06H               | 28.89      | 30.33      | 31.09      | 31.87      | 32.67      | 33.49      | 34.33      | 35.19      | 36.07      | 36.97      | -  | -  | -  | -  | -  |
| Facilities Maintenance Technician - 1308 | FA3 - 1308    | 1308       | A06H               | 28.89      | 30.33      | 31.09      | 31.87      | 32.67      | 33.49      | 34.33      | 35.19      | 36.07      | 36.97      | -  | -  | -  | -  | -  |
| Legal Assistant - 1308                   | LA1 - 1308    | 1308       | A06H               | 28.89      | 30.33      | 31.09      | 31.87      | 32.67      | 33.49      | 34.33      | 35.19      | 36.07      | 36.97      | -  | -  | -  | -  | -  |
| Program Technician - 1308                | PR1 - 1308    | 1308       | A06H               | 28.89      | 30.33      | 31.09      | 31.87      | 32.67      | 33.49      | 34.33      | 35.19      | 36.07      | 36.97      | -  | -  | -  | -  | -  |
| Program Technician - 1308SEC             | PR1 - 1308SEC | 1308       | A06H               | 28.89      | 30.33      | 31.09      | 31.87      | 32.67      | 33.49      | 34.33      | 35.19      | 36.07      | 36.97      | -  | -  | -  | -  | -  |
| Lead Legal Assistant - 1308              | LA2 - 1308    | 1308       | A07H               | 30.91      | 32.46      | 33.27      | 34.10      | 34.95      | 35.82      | 36.72      | 37.64      | 38.58      | 39.54      | -  | -  | -  | -  | -  |
| Technology Technician - 1308             | IT1 - 1308    | 1308       | A07H               | 30.91      | 32.46      | 33.27      | 34.10      | 34.95      | 35.82      | 36.72      | 37.64      | 38.58      | 39.54      | -  | -  | -  | -  | -  |
| Appraiser-Residential - 1308             | AP2 - 1308    | 1308       | A08H               | 33.07      | 34.72      | 35.59      | 36.48      | 37.39      | 38.32      | 39.28      | 40.26      | 41.27      | 42.30      | -  | -  | -  | -  | -  |
| Construction Inspector 1 - 1308          | CC2 - 1308    | 1308       | A08H               | 33.07      | 34.72      | 35.59      | 36.48      | 37.39      | 38.32      | 39.28      | 40.26      | 41.27      | 42.30      | -  | -  | -  | -  | -  |
| Engineering Technician Analyst - 1308    | ET2 - 1308    | 1308       | A08H               | 33.07      | 34.72      | 35.59      | 36.48      | 37.39      | 38.32      | 39.28      | 40.26      | 41.27      | 42.30      | -  | -  | -  | -  | -  |
| Facilities Maintenance Specialist - 1308 | FA4 - 1308    | 1308       | A08H               | 33.07      | 34.72      | 35.59      | 36.48      | 37.39      | 38.32      | 39.28      | 40.26      | 41.27      | 42.30      | -  | -  | -  | -  | -  |
| Planner 1 - 1308                         | PL1 - 1308    | 1308       | A08H               | 33.07      | 34.72      | 35.59      | 36.48      | 37.39      | 38.32      | 39.28      | 40.26      | 41.27      | 42.30      | -  | -  | -  | -  | -  |
| Program Specialist - 1308                | PR2 - 1308    | 1308       | A08H               | 33.07      | 34.72      | 35.59      | 36.48      | 37.39      | 38.32      | 39.28      | 40.26      | 41.27      | 42.30      | -  | -  | -  | -  | -  |
| Utilities Lab Analyst - 1308             | UL1 - 1308    | 1308       | A08H               | 33.07      | 34.72      | 35.59      | 36.48      | 37.39      | 38.32      | 39.28      | 40.26      | 41.27      | 42.30      | -  | -  | -  | -  | -  |
| Associate Financial Analyst - 1308       | FS0 - 1308    | 1308       | A09H               | 35.39      | 37.16      | 38.09      | 39.04      | 40.02      | 41.02      | 42.05      | 43.10      | 44.18      | 45.28      | -  | -  | -  | -  | -  |
| Construction Inspector 2 - 1308          | CC3 - 1308    | 1308       | A09H               | 35.39      | 37.16      | 38.09      | 39.04      | 40.02      | 41.02      | 42.05      | 43.10      | 44.18      | 45.28      | -  | -  | -  | -  | -  |
| Forensic Autopsy Technician - 1308       | FO1 - 1308    | 1308       | A09H               | 35.39      | 37.16      | 38.09      | 39.04      | 40.02      | 41.02      | 42.05      | 43.10      | 44.18      | 45.28      | -  | -  | -  | -  | -  |
| Medicolegal Death Investigator - 1308    | CO1 - 1308    | 1308       | A09H               | 35.39      | 37.16      | 38.09      | 39.04      | 40.02      | 41.02      | 42.05      | 43.10      | 44.18      | 45.28      | -  | -  | -  | -  | -  |
| Technology Specialist - 1308             | IT2 - 1308    | 1308       | A09H               | 35.39      | 37.16      | 38.09      | 39.04      | 40.02      | 41.02      | 42.05      | 43.10      | 44.18      | 45.28      | -  | -  | -  | -  | -  |
| Program Coordinator - 1308               | PR3 - 1308    | 1308       | A09S               | -          | -          | 79,216.34  | 81,196.75  | 83,226.67  | 85,307.34  | 87,440.02  | 89,626.02  | 91,866.67  | 94,163.34  | -  | -  | -  | -  | -  |
| Appraiser-Commercial - 1308              | AP3 - 1308    | 1308       | A10H               | 37.86      | 39.75      | 40.74      | 41.76      | 42.80      | 43.87      | 44.97      | 46.09      | 47.24      | 48.42      | -  | -  | -  | -  | -  |
| Deputy Fire Marshal 1 - 1308             | FM1 - 1308    | 1308       | A10H               | 37.86      | 39.75      | 40.74      | 41.76      | 42.80      | 43.87      | 44.97      | 46.09      | 47.24      | 48.42      | -  | -  | -  | -  | -  |
| Senior Engineering Technician - 1308     | ET3 - 1308    | 1308       | A10H               | 37.86      | 39.75      | 40.74      | 41.76      | 42.80      | 43.87      | 44.97      | 46.09      | 47.24      | 48.42      | -  | -  | -  | -  | -  |
| Planner 2 - 1308                         | PL2 - 1308    | 1308       | A10S               | 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 | -  | -  | -  | -  | -  |
| Purchasing Officer 1 - 1308              | PC1 - 1308    | 1308       | A10S               | 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 - 1308             | FM2 - 1308    | 1308       | A11H               | 40.51      | 42.54      | 43.60      | 44.69      | 45.81      | 46.96      | 48.13      | 49.33      | 50.56      | 51.82      | -  | -  | -  | -  | -  |
| Engineer 1 - 1308                        | EN1 - 1308    | 1308       | A11H               | 40.51      | 42.54      | 43.60      | 44.69      | 45.81      | 46.96      | 48.13      | 49.33      | 50.56      | 51.82      | -  | -  | -  | -  | -  |
| Business Analyst - 1308                  | BA2 - 1308    | 1308       | A11S               | 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 - 1308                 | FS4 - 1308    | 1308       | A11S               | 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 - 1308                         | PL3 - 1308    | 1308       | A11S               | 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 - 1308                   | PR4 - 1308    | 1308       | A11S               | 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 | -  | -  | -  | -  | -  |
| County Accountant - 1308                 | CA - 1308     | 1308       | A12S               | 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 | -  | -  | -  | -  | -  |
| Purchasing Officer 2 - 1308              | PC2 - 1308    | 1308       | A12S               | 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 | -  | -  | -  | -  | -  |
| Technology Analyst - 1308                | IT3 - 1308    | 1308       | A13S               | 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 | -  | -  | -  | -  | -  |
| Attorney 1 - NON (At Will)               | LC1 - NONAW   | NON        | ATT12S             | 90,158.85  | 94,666.79  | 97,033.46  | 99,459.30  | 101,945.78 | 104,494.42 | 107,106.78 | 109,784.45 | 112,529.06 | 115,342.29 | -  | -  | -  | -  | -  |
| Attorney 2 - NON (At Will)               | LC2 - NONAW   | NON        | ATT15S             | 110,460.38 | 115,983.40 | 118,882.99 | 121,855.06 | 124,901.44 | 128,023.98 | 131,224.58 | 134,505.19 | 137,867.82 | 141,314.52 | -  | -  | -  | -  | -  |
| Attorney 3 - NON (At Will)               | LC3 - NONAW   | NON        | ATT17S             | 126,455.27 | 132,778.03 | 136,097.48 | 139,499.92 | 142,987.42 | 146,562.11 | 150,226.16 | 153,981.81 | 157,831.36 | 161,777.14 | -  | -  | -  | -  | -  |
| Attorney 4 - NON (At Will)               | LC4 - NONAW   | NON        | ATT18S             | 135,303.48 | 142,068.65 | 145,620.37 | 149,260.88 | 152,992.40 | 156,817.21 | 160,737.64 | 164,756.08 | 168,874.98 | 173,096.85 | -  | -  | -  | -  | -  |
| Attorney 5 - NON (At Will)               | LC5 - NONAW   | NON        | ATT19S             | 144,775.80 | 152,014.59 | 155,814.95 | 159,710.32 | 163,703.08 | 167,795.66 | 171,990.55 | 176,290.31 | 180,697.57 | 185,215.01 | -  | -  | -  | -  | -  |

Kitsap County Pay Scales as of 1/6/2025

NON, SSG, 1308-S, 1308SEC, 1308-Base, 1308JVCRTS. JDOG, TEAMPK, DPAGLD, Poll Worker, 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    |
|---------------------------------------------|---------------|------------|--------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------|-------|-------|-------|-------|
| Corrections Officer - COROFF                | L11 - COROFF  | COROFF     | COH                | 33.02      | 33.85      | 34.70      | 35.57      | 36.46      | 37.37      | 38.30      | 39.26      | 40.24      | 41.25      | 42.28 | 43.34 | 44.42 | 45.53 | 46.67 |
| Corrections Sergeant - CORSGT               | L13 - 1308CS  | CORSGT     | CSH                | 51.34      | 53.91      | 56.61      | 59.44      | 60.93      | -          | -          | -          | -          | -          | -     | -     | -     | -     | -     |
| General Services Worker 2 - JDOG            | GS2 - JDOG    | JDOG       | D02H               | 22.04      | 23.14      | 23.72      | 24.31      | 24.92      | 25.54      | 26.18      | 26.83      | 27.50      | 28.19      | -     | -     | -     | -     | -     |
| Juvenile Detention Officer - JDOG           | JV1 - JDOG    | JDOG       | D06H               | 28.89      | 30.33      | 31.09      | 31.87      | 32.67      | 33.49      | 34.33      | 35.19      | 36.07      | 36.97      | -     | -     | -     | -     | -     |
| Deputy Sheriff - DEPUTY                     | L010 - DEPUTY | DEPUTY     | DSG1H              | 42.31      | 44.43      | 46.65      | 48.98      | 51.43      | 54.00      | -          | -          | -          | -          | -     | -     | -     | -     | -     |
| Sergeant - SPVDEP                           | L02 - SPVDEP  | SPVDEP     | DSG2H              | -          | -          | -          | 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               | -          | 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      | -     | -     | -     | -     | -     |

Kitsap County Pay Scales as of 1/6/2025

NON, SSG, 1308-S, 1308SEC, 1308-Base, 1308JVCRTS. JDOG, TEAMPK, DPAGLD, Poll Worker, 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 |
|------------------------------------------------------|--------------|------------|--------------------|-------|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----|----|----|----|----|
| Fiscal Support Technician - NON                      | FS1 - NON    | NON        | N04H               | 25.23 | 26.49 | 27.15     | 27.83     | 28.53     | 29.24     | 29.97     | 30.72     | 31.49     | 32.28     | -  | -  | -  | -  | -  |
| Fiscal Support Technician - XHELP                    | FS1 - XHELP  | NON        | N04H               | 25.23 | 26.49 | 27.15     | 27.83     | 28.53     | 29.24     | 29.97     | 30.72     | 31.49     | 32.28     | -  | -  | -  | -  | -  |
| Office Support Specialist - NON                      | OS2 - NON    | NON        | N04H               | 25.23 | 26.49 | 27.15     | 27.83     | 28.53     | 29.24     | 29.97     | 30.72     | 31.49     | 32.28     | -  | -  | -  | -  | -  |
| Office Support Specialist - NON (At Will)            | OS2 - NONAW  | NON        | N04H               | 25.23 | 26.49 | 27.15     | 27.83     | 28.53     | 29.24     | 29.97     | 30.72     | 31.49     | 32.28     | -  | -  | -  | -  | -  |
| Office Support Specialist - XHELP                    | OS2 - XHELP  | NON        | N04H               | 25.23 | 26.49 | 27.15     | 27.83     | 28.53     | 29.24     | 29.97     | 30.72     | 31.49     | 32.28     | -  | -  | -  | -  | -  |
| Parks Maintenance Worker - XHELP                     | PM1 - XHELP  | NON        | N04H               | 25.23 | 26.49 | 27.15     | 27.83     | 28.53     | 29.24     | 29.97     | 30.72     | 31.49     | 32.28     | -  | -  | -  | -  | -  |
| Substance Use Disorder Professional Trainee - NON    | TR3 - NON    | NON        | N04H               | 25.23 | 26.49 | 27.15     | 27.83     | 28.53     | 29.24     | 29.97     | 30.72     | 31.49     | 32.28     | -  | -  | -  | -  | -  |
| Court Clerk - XHELP                                  | LCC1 - XHELP | NON        | N05H               | 26.99 | 28.34 | 29.05     | 29.78     | 30.52     | 31.28     | 32.06     | 32.86     | 33.68     | 34.52     | -  | -  | -  | -  | -  |
| Fiscal Support Specialist - NON                      | FS2 - NON    | NON        | N05H               | 26.99 | 28.34 | 29.05     | 29.78     | 30.52     | 31.28     | 32.06     | 32.86     | 33.68     | 34.52     | -  | -  | -  | -  | -  |
| Fiscal Support Specialist - XHELP                    | FS2 - XHELP  | NON        | N05H               | 26.99 | 28.34 | 29.05     | 29.78     | 30.52     | 31.28     | 32.06     | 32.86     | 33.68     | 34.52     | -  | -  | -  | -  | -  |
| Office Support Coordinator - NON                     | OS3 - NON    | NON        | N05H               | 26.99 | 28.34 | 29.05     | 29.78     | 30.52     | 31.28     | 32.06     | 32.86     | 33.68     | 34.52     | -  | -  | -  | -  | -  |
| Office Support Coordinator - NON (At Will)           | OS3 - NONAW  | NON        | N05H               | 26.99 | 28.34 | 29.05     | 29.78     | 30.52     | 31.28     | 32.06     | 32.86     | 33.68     | 34.52     | -  | -  | -  | -  | -  |
| Office Support Coordinator - XHELP                   | OS3 - XHELP  | NON        | N05H               | 26.99 | 28.34 | 29.05     | 29.78     | 30.52     | 31.28     | 32.06     | 32.86     | 33.68     | 34.52     | -  | -  | -  | -  | -  |
| Engineering Technician - NON                         | ET1 - NON    | NON        | N06H               | 28.89 | 30.33 | 31.09     | 31.87     | 32.67     | 33.49     | 34.33     | 35.19     | 36.07     | 36.97     | -  | -  | -  | -  | -  |
| Engineering Technician - XHELP                       | ET1 - XHELP  | NON        | N06H               | 28.89 | 30.33 | 31.09     | 31.87     | 32.67     | 33.49     | 34.33     | 35.19     | 36.07     | 36.97     | -  | -  | -  | -  | -  |
| General Services Supervisor - NON                    | GS3 - NON    | NON        | N06H               | 28.89 | 30.33 | 31.09     | 31.87     | 32.67     | 33.49     | 34.33     | 35.19     | 36.07     | 36.97     | -  | -  | -  | -  | -  |
| Juvenile Detention Officer - XHELP                   | JV1 - XHELP  | NON        | N06H               | 28.89 | 30.33 | 31.09     | 31.87     | 32.67     | 33.49     | 34.33     | 35.19     | 36.07     | 36.97     | -  | -  | -  | -  | -  |
| Legal Assistant - NON                                | LA1 - NON    | NON        | N06H               | 28.89 | 30.33 | 31.09     | 31.87     | 32.67     | 33.49     | 34.33     | 35.19     | 36.07     | 36.97     | -  | -  | -  | -  | -  |
| Legal Intern (Rule 9) - 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               | -     | -     | 79,216.34 | 81,196.75 | 83,226.67 | 85,307.34 | 87,440.02 | 89,626.02 | 91,866.67 | 94,163.34 | -  | -  | -  | -  | -  |

Kitsap County Pay Scales as of 1/6/2025

NON, SSG, 1308-S, 1308SEC, 1308-Base, 1308JVCRTS. JDOG, TEAMPK, DPAGLD, Poll Worker, 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 |
|-------------------------------------------------|--------------|------------|--------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----|----|----|----|----|
| Program Coordinator - NON                       | PR3 - NON    | NON        | N09S               | -          | -          | 79,216.34  | 81,196.75  | 83,226.67  | 85,307.34  | 87,440.02  | 89,626.02  | 91,866.67  | 94,163.34  | -  | -  | -  | -  | -  |
| Court Reporter - NON (At Will)                  | LCR - NONAW  | NON        | N10H               | 37.86      | 39.75      | 40.74      | 41.76      | 42.80      | 43.87      | 44.97      | 46.09      | 47.24      | 48.42      | -  | -  | -  | -  | -  |
| Hazardous Waste Crew Supervisor - NON           | HW4 - NON    | NON        | N10H               | 37.86      | 39.75      | 40.74      | 41.76      | 42.80      | 43.87      | 44.97      | 46.09      | 47.24      | 48.42      | -  | -  | -  | -  | -  |
| Human Resources Consultant 1 - XHELP            | HR3 - XHELP  | NON        | N10H               | 37.86      | 39.75      | 40.74      | 41.76      | 42.80      | 43.87      | 44.97      | 46.09      | 47.24      | 48.42      | -  | -  | -  | -  | -  |
| Senior Engineering Technician - NON             | ET3 - NON    | NON        | N10H               | 37.86      | 39.75      | 40.74      | 41.76      | 42.80      | 43.87      | 44.97      | 46.09      | 47.24      | 48.42      | -  | -  | -  | -  | -  |
| Clerk of the Board - NON (At Will)              | OSO - NONAW  | NON        | N10S               | 78,749.01  | 82,686.46  | 84,753.62  | 86,872.46  | 89,044.27  | 91,270.38  | 93,552.14  | 95,890.94  | 98,288.21  | 100,745.42 | -  | -  | -  | -  | -  |
| Human Resources Consultant 1 - NON              | HR3 - NON    | NON        | N10S               | 78,749.01  | 82,686.46  | 84,753.62  | 86,872.46  | 89,044.27  | 91,270.38  | 93,552.14  | 95,890.94  | 98,288.21  | 100,745.42 | -  | -  | -  | -  | -  |
| Planner 2 - NON                                 | PL2 - NON    | NON        | N10S               | 78,749.01  | 82,686.46  | 84,753.62  | 86,872.46  | 89,044.27  | 91,270.38  | 93,552.14  | 95,890.94  | 98,288.21  | 100,745.42 | -  | -  | -  | -  | -  |
| Right Of Way Analyst - NON                      | RW2 - NON    | NON        | N10S               | 78,749.01  | 82,686.46  | 84,753.62  | 86,872.46  | 89,044.27  | 91,270.38  | 93,552.14  | 95,890.94  | 98,288.21  | 100,745.42 | -  | -  | -  | -  | -  |
| Risk Officer 1 - NON                            | RM1 - NON    | NON        | N10S               | 78,749.01  | 82,686.46  | 84,753.62  | 86,872.46  | 89,044.27  | 91,270.38  | 93,552.14  | 95,890.94  | 98,288.21  | 100,745.42 | -  | -  | -  | -  | -  |
| Deputy Fire Marshal 2 - XHELP                   | FM2 - XHELP  | NON        | N11H               | 40.51      | 42.54      | 43.60      | 44.69      | 45.81      | 46.96      | 48.13      | 49.33      | 50.56      | 51.82      | -  | -  | -  | -  | -  |
| Engineer 1 - NON                                | EN1 - NON    | NON        | N11H               | 40.51      | 42.54      | 43.60      | 44.69      | 45.81      | 46.96      | 48.13      | 49.33      | 50.56      | 51.82      | -  | -  | -  | -  | -  |
| Engineer 1 - XHELP                              | EN1 - XHELP  | NON        | N11H               | 40.51      | 42.54      | 43.60      | 44.69      | 45.81      | 46.96      | 48.13      | 49.33      | 50.56      | 51.82      | -  | -  | -  | -  | -  |
| Financial Analyst - XHELP                       | FS4 - XHELP  | NON        | N11H               | 40.51      | 42.54      | 43.60      | 44.69      | 45.81      | 46.96      | 48.13      | 49.33      | 50.56      | 51.82      | -  | -  | -  | -  | -  |
| Planner 3 - XHELP                               | PL3 - XHELP  | NON        | N11H               | 40.51      | 42.54      | 43.60      | 44.69      | 45.81      | 46.96      | 48.13      | 49.33      | 50.56      | 51.82      | -  | -  | -  | -  | -  |
| Program Analyst - XHELP                         | PR4 - XHELP  | NON        | N11H               | 40.51      | 42.54      | 43.60      | 44.69      | 45.81      | 46.96      | 48.13      | 49.33      | 50.56      | 51.82      | -  | -  | -  | -  | -  |
| Business Analyst - NON                          | BA2 - NON    | NON        | N11S               | 84,260.39  | 88,473.41  | 90,685.25  | 92,952.38  | 95,276.19  | 97,658.09  | 100,099.54 | 102,602.03 | 105,167.08 | 107,796.26 | -  | -  | -  | -  | -  |
| Financial Analyst - NON                         | FS4 - NON    | NON        | N11S               | 84,260.39  | 88,473.41  | 90,685.25  | 92,952.38  | 95,276.19  | 97,658.09  | 100,099.54 | 102,602.03 | 105,167.08 | 107,796.26 | -  | -  | -  | -  | -  |
| Financial Analyst - NON (At Will)               | FS4 - NONAW  | NON        | N11S               | 84,260.39  | 88,473.41  | 90,685.25  | 92,952.38  | 95,276.19  | 97,658.09  | 100,099.54 | 102,602.03 | 105,167.08 | 107,796.26 | -  | -  | -  | -  | -  |
| Law Clerk - NON (At Will)                       | LC0 - NONAW  | NON        | N11S               | 84,260.39  | 88,473.41  | 90,685.25  | 92,952.38  | 95,276.19  | 97,658.09  | 100,099.54 | 102,602.03 | 105,167.08 | 107,796.26 | -  | -  | -  | -  | -  |
| Parks Maintenance Supervisor - NON              | PM6 - NON    | NON        | N11S               | 84,260.39  | 88,473.41  | 90,685.25  | 92,952.38  | 95,276.19  | 97,658.09  | 100,099.54 | 102,602.03 | 105,167.08 | 107,796.26 | -  | -  | -  | -  | -  |
| Payroll Supervisor - NON                        | PS5 - NON    | NON        | N11S               | 84,260.39  | 88,473.41  | 90,685.25  | 92,952.38  | 95,276.19  | 97,658.09  | 100,099.54 | 102,602.03 | 105,167.08 | 107,796.26 | -  | -  | -  | -  | -  |
| Planner 3 - NON                                 | PL3 - NON    | NON        | N11S               | 84,260.39  | 88,473.41  | 90,685.25  | 92,952.38  | 95,276.19  | 97,658.09  | 100,099.54 | 102,602.03 | 105,167.08 | 107,796.26 | -  | -  | -  | -  | -  |
| Planner 3 - NONAW                               | PL3 - NONAW  | NON        | N11S               | 84,260.39  | 88,473.41  | 90,685.25  | 92,952.38  | 95,276.19  | 97,658.09  | 100,099.54 | 102,602.03 | 105,167.08 | 107,796.26 | -  | -  | -  | -  | -  |
| Program Analyst - NON                           | PR4 - NON    | NON        | N11S               | 84,260.39  | 88,473.41  | 90,685.25  | 92,952.38  | 95,276.19  | 97,658.09  | 100,099.54 | 102,602.03 | 105,167.08 | 107,796.26 | -  | -  | -  | -  | -  |
| Program Analyst - NON (At Will)                 | PR4 - NONAW  | NON        | N11S               | 84,260.39  | 88,473.41  | 90,685.25  | 92,952.38  | 95,276.19  | 97,658.09  | 100,099.54 | 102,602.03 | 105,167.08 | 107,796.26 | -  | -  | -  | -  | -  |
| Construction Inspection Supervisor - NON        | CC4 - NON    | NON        | N12H               | 43.35      | 45.52      | 46.66      | 47.83      | 49.03      | 50.26      | 51.52      | 52.81      | 54.13      | 55.48      | -  | -  | -  | -  | -  |
| Budget Analyst - NON                            | BF4 - NON    | NON        | N12S               | 90,158.85  | 94,666.79  | 97,033.46  | 99,459.30  | 101,945.78 | 104,494.42 | 107,106.78 | 109,784.45 | 112,529.06 | 115,342.29 | -  | -  | -  | -  | -  |
| County Accountant - NON                         | CA - NON     | NON        | N12S               | 90,158.85  | 94,666.79  | 97,033.46  | 99,459.30  | 101,945.78 | 104,494.42 | 107,106.78 | 109,784.45 | 112,529.06 | 115,342.29 | -  | -  | -  | -  | -  |
| ER&R Supervisor - NON                           | MC4 - NON    | NON        | N12S               | 90,158.85  | 94,666.79  | 97,033.46  | 99,459.30  | 101,945.78 | 104,494.42 | 107,106.78 | 109,784.45 | 112,529.06 | 115,342.29 | -  | -  | -  | -  | -  |
| Human Resources Consultant 2 - NON              | HR4 - NON    | NON        | N12S               | 90,158.85  | 94,666.79  | 97,033.46  | 99,459.30  | 101,945.78 | 104,494.42 | 107,106.78 | 109,784.45 | 112,529.06 | 115,342.29 | -  | -  | -  | -  | -  |
| Policy Analyst - NON (At Will)                  | PA2-NONAW    | NON        | N12S               | 90,158.85  | 94,666.79  | 97,033.46  | 99,459.30  | 101,945.78 | 104,494.42 | 107,106.78 | 109,784.45 | 112,529.06 | 115,342.29 | -  | -  | -  | -  | -  |
| Risk Officer 2 - NON                            | RM2 - NON    | NON        | N12S               | 90,158.85  | 94,666.79  | 97,033.46  | 99,459.30  | 101,945.78 | 104,494.42 | 107,106.78 | 109,784.45 | 112,529.06 | 115,342.29 | -  | -  | -  | -  | -  |
| Roads Maintenance Supervisor - NON              | RR6 - NON    | NON        | N12S               | 90,158.85  | 94,666.79  | 97,033.46  | 99,459.30  | 101,945.78 | 104,494.42 | 107,106.78 | 109,784.45 | 112,529.06 | 115,342.29 | -  | -  | -  | -  | -  |
| Utilities Supervisor - NON                      | UT5 - NON    | NON        | N12S               | 90,158.85  | 94,666.79  | 97,033.46  | 99,459.30  | 101,945.78 | 104,494.42 | 107,106.78 | 109,784.45 | 112,529.06 | 115,342.29 | -  | -  | -  | -  | -  |
| Program Supervisor - XHELP                      | PR5 - XHELP  | NON        | N13H               | 46.38      | 48.70      | 49.92      | 51.17      | 52.45      | 53.76      | 55.10      | 56.48      | 57.89      | 59.34      | -  | -  | -  | -  | -  |
| Program Supervisor/Assistant Fire Marshal - NON | PR5AFM - NON | NON        | N13H               | 46.38      | 48.70      | 49.92      | 51.17      | 52.45      | 53.76      | 55.10      | 56.48      | 57.89      | 59.34      | -  | -  | -  | -  | -  |
| Technology Analyst - XHELP                      | IT3 - XHELP  | NON        | N13H               | 46.38      | 48.70      | 49.92      | 51.17      | 52.45      | 53.76      | 55.10      | 56.48      | 57.89      | 59.34      | -  | -  | -  | -  | -  |
| Engineer 2 - NON                                | EN2 - NON    | NON        | N13S               | 96,467.18  | 101,290.54 | 103,822.80 | 106,418.37 | 109,078.83 | 111,805.80 | 114,600.95 | 117,465.97 | 120,402.62 | 123,412.69 | -  | -  | -  | -  | -  |
| Financial Supervisor - NON                      | FS5 - NON    | NON        | N13S               | 96,467.18  | 101,290.54 | 103,822.80 | 106,418.37 | 109,078.83 | 111,805.80 | 114,600.95 | 117,465.97 | 120,402.62 | 123,412.69 | -  | -  | -  | -  | -  |
| Financial Supervisor - NON (At Will)            | FS5 - NONAW  | NON        | N13S               | 96,467.18  | 101,290.54 | 103,822.80 | 106,418.37 | 109,078.83 | 111,805.80 | 114,600.95 | 117,465.97 | 120,402.62 | 123,412.69 | -  | -  | -  | -  | -  |
| Planning Supervisor - NON                       | PL4 - NON    | NON        | N13S               | 96,467.18  | 101,290.54 | 103,822.80 | 106,418.37 | 109,078.83 | 111,805.80 | 114,600.95 | 117,465.97 | 120,402.62 | 123,412.69 | -  | -  | -  | -  | -  |
| Planning Supervisor - NON (At Will)             | PL4 - NONAW  | NON        | N13S               | 96,467.18  | 101,290.54 | 103,822.80 | 106,418.37 | 109,078.83 | 111,805.80 | 114,600.95 | 117,465.97 | 120,402.62 | 123,412.69 | -  | -  | -  | -  | -  |
| Program Supervisor - NON                        | PR5 - NON    | NON        | N13S               | 96,467.18  | 101,290.54 | 103,822.80 | 106,418.37 | 109,078.83 | 111,805.80 | 114,600.95 | 117,465.97 | 120,402.62 | 123,412.69 | -  | -  | -  | -  | -  |
| Program Supervisor - NON (At Will)              | PR5 - NONAW  | NON        | N13S               | 96,467.18  | 101,290.54 | 103,822.80 | 106,418.37 | 109,078.83 | 111,805.80 | 114,600.95 | 117,465.97 | 120,402.62 | 123,412.69 | -  | -  | -  | -  | -  |
| Right Of Way Supervisor - NON                   | RW3 - NON    | NON        | N13S               | 96,467.18  | 101,290.54 | 103,822.80 | 106,418.37 | 109,078.83 | 111,805.80 | 114,600.95 | 117,465.97 | 120,402.62 | 123,412.69 | -  | -  | -  | -  | -  |
| Senior Business Analyst - NON                   | BA3 - NON    | NON        | N13S               | 96,467.18  | 101,290.54 | 103,822.80 | 106,418.37 | 109,078.83 | 111,805.80 | 114,600.95 | 117,465.97 | 120,402.62 | 123,412.69 | -  | -  | -  | -  | -  |
| Technology Analyst - NON                        | IT3 - NON    | NON        | N13S               | 96,467.18  | 101,290.54 | 103,822.80 | 106,418.37 | 109,078.83 | 111,805.80 | 114,600.95 | 117,465.97 | 120,402.62 | 123,412.69 | -  | -  | -  | -  | -  |
| Business Analyst Manager - NON                  | BA4 - NON    | NON        | N14S               | 103,226.76 | 108,388.10 | 111,097.80 | 113,875.25 | 116,722.13 | 119,640.18 | 122,631.18 | 125,696.96 | 128,839.38 | 132,060.36 | -  | -  | -  | -  | -  |
| Engineer 3 - NON                                | EN3 - NON    | NON        | N14S               | 103,226.76 | 108,388.10 | 111,097.80 | 113,875.25 | 116,722.13 | 119,640.18 | 122,631.18 | 125,696.96 | 128,839.38 | 132,060.36 | -  | -  | -  | -  | -  |
| Juvenile Court Services Manager - NON (At Will) | JVC - NONAW  | NON        | N14S               | 103,226.76 | 108,388.10 | 111,097.80 | 113,875.25 | 116,722.13 | 119,640.18 | 122,631.18 | 125,696.96 | 128,839.38 | 132,060.36 | -  | -  | -  | -  | -  |
| 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 | -  | -  | -  | -  | -  |



Kitsap County Pay Scales as of 1/6/2025

NON, SSG, 1308-S, 1308SEC, 1308-Base, 1308JVCRTS, JDOG, TEAMPK, DPAGLD, Poll Worker, 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 |
|----------------------------------------------------------|--------------|------------|--------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|----|----|----|----|----|
| 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      | -  | -  | -  | -  | -  |
| Administrative Manager - NON (At Will)                   | OS5 - NONAW  | NON        | N15S               | 110,460.38 | 115,983.40 | 118,882.99 | 121,855.06 | 124,901.44 | 128,023.98 | 131,224.58 | 134,505.19 | 137,867.82 | 141,314.52 | -  | -  | -  | -  | -  |
| Engineering Supervisor - NON                             | EN4 - NON    | NON        | N15S               | 110,460.38 | 115,983.40 | 118,882.99 | 121,855.06 | 124,901.44 | 128,023.98 | 131,224.58 | 134,505.19 | 137,867.82 | 141,314.52 | -  | -  | -  | -  | -  |
| Financial Manager - NON                                  | FS6 - NON    | NON        | N15S               | 110,460.38 | 115,983.40 | 118,882.99 | 121,855.06 | 124,901.44 | 128,023.98 | 131,224.58 | 134,505.19 | 137,867.82 | 141,314.52 | -  | -  | -  | -  | -  |
| Financial Manager - NON (At Will)                        | FS6 - NONAW  | NON        | N15S               | 110,460.38 | 115,983.40 | 118,882.99 | 121,855.06 | 124,901.44 | 128,023.98 | 131,224.58 | 134,505.19 | 137,867.82 | 141,314.52 | -  | -  | -  | -  | -  |
| Fire Marshal - NON (At Will)                             | FM3 - NONAW  | NON        | N15S               | 110,460.38 | 115,983.40 | 118,882.99 | 121,855.06 | 124,901.44 | 128,023.98 | 131,224.58 | 134,505.19 | 137,867.82 | 141,314.52 | -  | -  | -  | -  | -  |
| M&O Manager - NON                                        | MO7 - NON    | NON        | N15S               | 110,460.38 | 115,983.40 | 118,882.99 | 121,855.06 | 124,901.44 | 128,023.98 | 131,224.58 | 134,505.19 | 137,867.82 | 141,314.52 | -  | -  | -  | -  | -  |
| M&O Manager - NON (At Will)                              | MO7 - NONAW  | NON        | N15S               | 110,460.38 | 115,983.40 | 118,882.99 | 121,855.06 | 124,901.44 | 128,023.98 | 131,224.58 | 134,505.19 | 137,867.82 | 141,314.52 | -  | -  | -  | -  | -  |
| Utilities Operations Supervisor - NON                    | UT3 - NON    | NON        | N15S               | 110,460.38 | 115,983.40 | 118,882.99 | 121,855.06 | 124,901.44 | 128,023.98 | 131,224.58 | 134,505.19 | 137,867.82 | 141,314.52 | -  | -  | -  | -  | -  |
| Construction Manager - XHELP                             | CC5 - XHELP  | NON        | N16H               | 56.82      | 59.66      | 61.15      | 62.68      | 64.25      | 65.86      | 67.51      | 69.20      | 70.93      | 72.70      | -  | -  | -  | -  | -  |
| Accounting Manager - NON (At Will)                       | AC6 - NONAW  | NON        | N16S               | 118,188.72 | 124,098.16 | 127,200.61 | 130,380.63 | 133,640.15 | 136,981.15 | 140,405.68 | 143,915.82 | 147,513.72 | 151,201.56 | -  | -  | -  | -  | -  |
| Assistant Director Information Services - NON (At Will)  | AD7 - NONAW  | NON        | N16S               | 118,188.72 | 124,098.16 | 127,200.61 | 130,380.63 | 133,640.15 | 136,981.15 | 140,405.68 | 143,915.82 | 147,513.72 | 151,201.56 | -  | -  | -  | -  | -  |
| Assistant Director Parks - NON (At Will)                 | AD8 - NONAW  | NON        | N16S               | 118,188.72 | 124,098.16 | 127,200.61 | 130,380.63 | 133,640.15 | 136,981.15 | 140,405.68 | 143,915.82 | 147,513.72 | 151,201.56 | -  | -  | -  | -  | -  |
| Budget Manager - NON (At Will)                           | BF6 - NONAW  | NON        | N16S               | 118,188.72 | 124,098.16 | 127,200.61 | 130,380.63 | 133,640.15 | 136,981.15 | 140,405.68 | 143,915.82 | 147,513.72 | 151,201.56 | -  | -  | -  | -  | -  |
| Chief Deputy - NON (At Will)                             | CD0 - NONAW  | NON        | N16S               | 118,188.72 | 124,098.16 | 127,200.61 | 130,380.63 | 133,640.15 | 136,981.15 | 140,405.68 | 143,915.82 | 147,513.72 | 151,201.56 | -  | -  | -  | -  | -  |
| Construction Manager - NON                               | CC5 - NON    | NON        | N16S               | 118,188.72 | 124,098.16 | 127,200.61 | 130,380.63 | 133,640.15 | 136,981.15 | 140,405.68 | 143,915.82 | 147,513.72 | 151,201.56 | -  | -  | -  | -  | -  |
| Human Resources Manager - NON (At Will)                  | HR6 - NONAW  | NON        | N16S               | 118,188.72 | 124,098.16 | 127,200.61 | 130,380.63 | 133,640.15 | 136,981.15 | 140,405.68 | 143,915.82 | 147,513.72 | 151,201.56 | -  | -  | -  | -  | -  |
| Investment and Banking Officer - NON                     | IB5 - NONAW  | NON        | N16S               | 118,188.72 | 124,098.16 | 127,200.61 | 130,380.63 | 133,640.15 | 136,981.15 | 140,405.68 | 143,915.82 | 147,513.72 | 151,201.56 | -  | -  | -  | -  | -  |
| Purchasing and Contracts Manager - NON                   | PC4 - NON    | NON        | N16S               | 118,188.72 | 124,098.16 | 127,200.61 | 130,380.63 | 133,640.15 | 136,981.15 | 140,405.68 | 143,915.82 | 147,513.72 | 151,201.56 | -  | -  | -  | -  | -  |
| Risk Manager - NON                                       | RM4 - NON    | NON        | N16S               | 118,188.72 | 124,098.16 | 127,200.61 | 130,380.63 | 133,640.15 | 136,981.15 | 140,405.68 | 143,915.82 | 147,513.72 | 151,201.56 | -  | -  | -  | -  | -  |
| Senior M&O Manager - NON                                 | MO8 - NON    | NON        | N16S               | 118,188.72 | 124,098.16 | 127,200.61 | 130,380.63 | 133,640.15 | 136,981.15 | 140,405.68 | 143,915.82 | 147,513.72 | 151,201.56 | -  | -  | -  | -  | -  |
| Senior Program Manager - NON (At Will)                   | PR7 - NONAW  | NON        | N16S               | 118,188.72 | 124,098.16 | 127,200.61 | 130,380.63 | 133,640.15 | 136,981.15 | 140,405.68 | 143,915.82 | 147,513.72 | 151,201.56 | -  | -  | -  | -  | -  |
| Senior Program Manager - XHELP                           | PR7 - XHELP  | NON        | N16S               | 118,188.72 | 124,098.16 | 127,200.61 | 130,380.63 | 133,640.15 | 136,981.15 | 140,405.68 | 143,915.82 | 147,513.72 | 151,201.56 | -  | -  | -  | -  | -  |
| Senior Program Manager - XHELP                           | PR7 - XHELP  | NON        | N16H               | 56.82      | 59.66      | 61.15      | 62.68      | 64.25      | 65.86      | 67.51      | 69.20      | 70.93      | 72.70      | -  | -  | -  | -  | -  |
| Director Emergency Management - NON (At Will)            | DEM - NONAW  | NON        | N17S               | 126,455.27 | 132,778.03 | 136,097.48 | 139,499.92 | 142,987.42 | 146,562.11 | 150,226.16 | 153,981.81 | 157,831.36 | 161,777.14 | -  | -  | -  | -  | -  |
| Senior Engineering Manager - NON                         | EN8 - NON    | NON        | N17S               | 126,455.27 | 132,778.03 | 136,097.48 | 139,499.92 | 142,987.42 | 146,562.11 | 150,226.16 | 153,981.81 | 157,831.36 | 161,777.14 | -  | -  | -  | -  | -  |
| Technology Manager - NON (At Will)                       | IT6 - NONAW  | NON        | N17S               | 126,455.27 | 132,778.03 | 136,097.48 | 139,499.92 | 142,987.42 | 146,562.11 | 150,226.16 | 153,981.81 | 157,831.36 | 161,777.14 | -  | -  | -  | -  | -  |
| Assistant Director Community Development - NON (At Will) | AD4 - NONAW  | NON        | N18S               | 135,303.48 | 142,068.65 | 145,620.37 | 149,260.88 | 152,992.40 | 156,817.21 | 160,737.64 | 164,756.08 | 168,874.98 | 173,096.85 | -  | -  | -  | -  | -  |
| Assistant Director DAS - NON (At Will)                   | AD5 - NONAW  | NON        | N18S               | 135,303.48 | 142,068.65 | 145,620.37 | 149,260.88 | 152,992.40 | 156,817.21 | 160,737.64 | 164,756.08 | 168,874.98 | 173,096.85 | -  | -  | -  | -  | -  |
| Assistant Director Human Services - NON (At Will)        | AD6 - NONAW  | NON        | N18S               | 135,303.48 | 142,068.65 | 145,620.37 | 149,260.88 | 152,992.40 | 156,817.21 | 160,737.64 | 164,756.08 | 168,874.98 | 173,096.85 | -  | -  | -  | -  | -  |
| Assistant Director Public Works - NON (At Will)          | AD3 - NONAW  | NON        | N18S               | 135,303.48 | 142,068.65 | 145,620.37 | 149,260.88 | 152,992.40 | 156,817.21 | 160,737.64 | 164,756.08 | 168,874.98 | 173,096.85 | -  | -  | -  | -  | -  |
| Court Administrator - NON (At Will)                      | LCA - NONAW  | NON        | N18S               | 135,303.48 | 142,068.65 | 145,620.37 | 149,260.88 | 152,992.40 | 156,817.21 | 160,737.64 | 164,756.08 | 168,874.98 | 173,096.85 | -  | -  | -  | -  | -  |
| Assistant County Administrator - NON (At Will)           | DDCA - NONAW | NON        | N19S               | 144,775.80 | 152,014.59 | 155,814.95 | 159,710.32 | 163,703.08 | 167,795.66 | 171,990.55 | 176,290.31 | 180,697.57 | 185,215.01 | -  | -  | -  | -  | -  |
| Director Human Resources - NON (At Will)                 | DHR - NONAW  | NON        | N20S               | 154,915.70 | 162,661.49 | 166,728.03 | 170,896.23 | 175,168.64 | 179,547.86 | 184,036.56 | 188,637.47 | 193,353.41 | 198,187.25 | -  | -  | -  | -  | -  |
| Director Information Services - NON (At Will)            | DIS - NONAW  | NON        | N20S               | 154,915.70 | 162,661.49 | 166,728.03 | 170,896.23 | 175,168.64 | 179,547.86 | 184,036.56 | 188,637.47 | 193,353.41 | 198,187.25 | -  | -  | -  | -  | -  |
| Director Juvenile Services - NON (At Will)               | DJV - NONAW  | NON        | N20S               | 154,915.70 | 162,661.49 | 166,728.03 | 170,896.23 | 175,168.64 | 179,547.86 | 184,036.56 | 188,637.47 | 193,353.41 | 198,187.25 | -  | -  | -  | -  | -  |
| Director Parks - NON (At Will)                           | DPK - NONAW  | NON        | N20S               | 154,915.70 | 162,661.49 | 166,728.03 | 170,896.23 | 175,168.64 | 179,547.86 | 184,036.56 | 188,637.47 | 193,353.41 | 198,187.25 | -  | -  | -  | -  | -  |
| Director Administrative Services - NON (At Will)         | DAS - NONAW  | NON        | N21S               | 165,765.60 | 174,053.88 | 178,405.23 | 182,865.36 | 187,436.99 | 192,122.91 | 196,925.98 | 201,849.13 | 206,895.36 | 212,067.74 | -  | -  | -  | -  | -  |
| Director Community Development - NON (At Will)           | DCD - NONAW  | NON        | N21S               | 165,765.60 | 174,053.88 | 178,405.23 | 182,865.36 | 187,436.99 | 192,122.91 | 196,925.98 | 201,849.13 | 206,895.36 | 212,067.74 | -  | -  | -  | -  | -  |
| Director Human Services - NON (At Will)                  | DHS - NONAW  | NON        | N21S               | 165,765.60 | 174,053.88 | 178,405.23 | 182,865.36 | 187,436.99 | 192,122.91 | 196,925.98 | 201,849.13 | 206,895.36 | 212,067.74 | -  | -  | -  | -  | -  |
| Director Public Works - NON (At Will)                    | DPW - NONAW  | NON        | N21S               | 165,765.60 | 174,053.88 | 178,405.23 | 182,865.36 | 187,436.99 | 192,122.91 | 196,925.98 | 201,849.13 | 206,895.36 | 212,067.74 | -  | -  | -  | -  | -  |
| County Administrator - NON (At Will)                     | DCA - NONAW  | NON        | N23S               | 189,769.32 | 199,257.79 | 204,239.23 | 209,345.21 | 214,578.84 | 219,943.31 | 225,441.89 | 231,077.94 | 236,854.89 | 242,776.26 | -  | -  | -  | -  | -  |
| Forensic Pathologist - NON (At Will)                     | FO2 - NON    | NON        | N25S               | 217,281.69 | 228,145.77 | 233,849.41 | 239,695.65 | 245,688.04 | 251,830.24 | 258,126.00 | 264,579.15 | 271,193.63 | 277,973.47 | -  | -  | -  | -  | -  |
| Chief Criminal Deputy - NON (At Will)                    | SHD - NONAW  | NON        | NF03S              | 182,259.73 | -          | -          | -          | -          | -          | -          | -          | -          | -          | -  | -  | -  | -  | -  |
| Inspector - NON (At Will)                                | SHI - NONAW  | NON        | NF03S              | 182,259.73 | -          | -          | -          | -          | -          | -          | -          | -          | -          | -  | -  | -  | -  | -  |
| Superintendent of Corrections - NON (At Will)            | SHC - NONAW  | NON        | NF03S              | 182,259.73 | -          | -          | -          | -          | -          | -          | -          | -          | -          | -  | -  | -  | -  | -  |

Kitsap County Pay Scales as of 1/6/2025

NON, SSG, 1308-S, 1308SEC, 1308-Base, 1308JVCRTS. JDOG, TEAMPK, DPAGLD, Poll Worker, 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    |
|-------------------------------------------|----------------|------------|--------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|-------|-------|-------|-------|-------|
| Undersheriff - NON (At Will)              | DUS - NONAW    | NON        | NF04S              | 195,447.30 | -          | -          | -          | -          | -          | -          | -          | -          | -          | -     | -     | -     | -     | -     |
| Forensic Pathologist - XHELP              | FO2 - XHELP    | NON        | NG01H              | 150.00     | -          | -          | -          | -          | -          | -          | -          | -          | -          | -     | -     | -     | -     | -     |
| Medical Examiner - NON (At Will)          | ME1-NONAW      | NON        | NG02S              | 310,500.00 | -          | -          | -          | -          | -          | -          | -          | -          | -          | -     | -     | -     | -     | -     |
| Commissioner District 1 - NON             | O01 - NON      | NON        | O01S               | 164,408.79 | -          | -          | -          | -          | -          | -          | -          | -          | -          | -     | -     | -     | -     | -     |
| Commissioner District 2 - NON             | O02 - NON      | NON        | O02S               | 164,408.79 | -          | -          | -          | -          | -          | -          | -          | -          | -          | -     | -     | -     | -     | -     |
| Commissioner District 3 - NON             | O03 - NON      | NON        | O03S               | 164,408.79 | -          | -          | -          | -          | -          | -          | -          | -          | -          | -     | -     | -     | -     | -     |
| Prosecutor - NON                          | O04 - NON      | DNU-NON    | O04S               | 228,261.00 | -          | -          | -          | -          | -          | -          | -          | -          | -          | -     | -     | -     | -     | -     |
| Sheriff - NON                             | O05 - NON      | NON        | O05S               | 195,929.21 | -          | -          | -          | -          | -          | -          | -          | -          | -          | -     | -     | -     | -     | -     |
| Assessor - NON                            | O06 - NON      | NON        | O06S               | 160,298.57 | -          | -          | -          | -          | -          | -          | -          | -          | -          | -     | -     | -     | -     | -     |
| Treasurer - NON                           | O07 - NON      | NON        | O07S               | 160,298.57 | -          | -          | -          | -          | -          | -          | -          | -          | -          | -     | -     | -     | -     | -     |
| Auditor - NON                             | O08 - NON      | NON        | O08S               | 160,298.57 | -          | -          | -          | -          | -          | -          | -          | -          | -          | -     | -     | -     | -     | -     |
| Clerk - NON                               | O09 - NON      | NON        | O09S               | 160,298.57 | -          | -          | -          | -          | -          | -          | -          | -          | -          | -     | -     | -     | -     | -     |
| Poll Worker                               | POLWKR         | NON        | POL                | 16.66      | 17.57      | 19.57      | -          | -          | -          | -          | -          | -          | -          | -     | -     | -     | -     | -     |
| Attorney 1 - DPAGLD (At Will)             | LC1 - DPAGLDAW | DPAGLD     | Q12S               | 90,158.85  | 94,666.79  | 97,033.46  | 99,459.30  | 101,945.78 | 104,494.42 | 107,106.78 | 109,784.45 | 112,529.06 | 115,342.29 | -     | -     | -     | -     | -     |
| Attorney 2 - DPAGLD (At Will)             | LC2 - DPAGLDAW | DPAGLD     | Q15S               | 110,460.38 | 115,983.40 | 118,882.99 | 121,855.06 | 124,901.44 | 128,023.98 | 131,224.58 | 134,505.19 | 137,867.82 | 141,314.52 | -     | -     | -     | -     | -     |
| Attorney 3 - DPAGLD (At Will)             | LC3 - DPAGLDAW | DPAGLD     | Q17S               | 126,455.27 | 132,778.03 | 136,097.48 | 139,499.92 | 142,987.42 | 146,562.11 | 150,226.16 | 153,981.81 | 157,831.36 | 161,777.14 | -     | -     | -     | -     | -     |
| 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     | T06H               | 28.89      | 30.33      | 31.09      | 31.87      | 32.67      | 33.49      | 34.33      | 35.19      | 36.07      | 36.97      | -     | -     | -     | -     | -     |
| Program Specialist - JVCRTS               | PR2 - JVCRTS   | JVCRTS     | T08H               | 33.07      | 34.72      | 35.59      | 36.48      | 37.39      | 38.32      | 39.28      | 40.26      | 41.27      | 42.30      | -     | -     | -     | -     | -     |
| Court Services Officer - JVCRTS           | JC1 - JVCRTS   | JVCRTS     | T09H               | 35.39      | 37.16      | 38.09      | 39.04      | 40.02      | 41.02      | 42.05      | 43.10      | 44.18      | 45.28      | -     | -     | -     | -     | -     |
| Program Coordinator - JVCRTS              | PR3 - JVCRTS   | JVCRTS     | T09S               | -          | -          | 79,216.34  | 81,196.75  | 83,226.67  | 85,307.34  | 87,440.02  | 89,626.02  | 91,866.67  | 94,163.34  | -     | -     | -     | -     | -     |
| 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 |

Kitsap County Pay Scales as of 1/6/2025

NON, SSG, 1308-S, 1308SEC, 1308-Base, 1308JVCRTS. JDOG, TEAMPK, DPAGLD, Poll Worker, 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    |
|------------------------------------|--------------|------------|--------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| 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 |