

**Kitsap County Pay Scales**  
Effective: 1/1/2024

As of 01/04/24

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Administrative Manager - NON (At Will)	OS5 - NONAW	NON	NC4S	82,269.90	84,326.65	86,434.82	88,595.69	90,810.58	93,080.84	95,407.86	97,793.06	100,237.89	102,743.84	105,312.44	107,945.25	110,643.88	113,409.98	116,245.23
Appraiser Assistant - 1308	AP1 - 1308	1308	AB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Appraiser Supervisor - 1308S	AP4 - 1308S	1308S	EB5H	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
Appraiser-Commercial - 1308	AP3 - 1308	1308	AB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Appraiser-Residential - 1308	AP2 - 1308	1308	AB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Assessor - NON	O06 - NON	NON	O06S	152,938.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Assistant Director - NON (At Will)	AD1 - NONAW	NON	ND1S	94,120.59	96,473.60	98,885.44	101,357.58	103,891.52	106,488.81	109,151.03	111,879.81	114,676.81	117,543.73	120,482.32	123,494.38	126,581.74	129,746.28	132,989.94
Assistant Director Public Works - NON (At Will)	AD3 - NONAW	NON	NE1S	117,822.00	120,767.55	123,786.74	126,881.41	130,053.45	133,304.79	136,637.41	140,053.35	143,554.68	147,143.55	150,822.14	154,592.69	158,457.51	162,418.95	166,479.42
Associate Business Analyst - 1308	BA1 - 1308	1308	AB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Associate Business Analyst - NON	BA1 - NON	NON	NB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Associate Financial Analyst - 1308	FS0 - 1308	1308	AB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
Associate Financial Analyst - NON	FS0 - NON	NON	NB5H	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
Associate Financial Analyst - TEAMPK	FS0 - TEAMPK	TEAMPK	FB5H	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
Associate Planner - 1308	PL1 - 1308	1308	AB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Associate Planner - XHELP	PL1 - XHELP	NON	NB4H	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
Attorney 1 - DPAGLD (At Will)	LC1 - DPAGLD	DPAGLD	Q01S	70,419.19	72,179.67	73,984.16	75,833.76	77,729.60	79,672.84	81,664.66	83,706.28	85,798.94	87,943.91	90,142.51	92,396.07	94,705.97	97,073.62	99,500.46
Attorney 1 - NON (At Will)	LC1 - NONAW	NON	ATTC1S	70,419.19	72,179.67	73,984.16	75,833.76	77,729.60	79,672.84	81,664.66	83,706.28	85,798.94	87,943.91	90,142.51	92,396.07	94,705.97	97,073.62	99,500.46
Attorney 1 - Rule 9 Intern	LC1 - INTERN	NON	ATTC1S	70,419.19	72,179.67	73,984.16	75,833.76	77,729.60	79,672.84	81,664.66	83,706.28	85,798.94	87,943.91	90,142.51	92,396.07	94,705.97	97,073.62	99,500.46
Attorney 2 - DPAGLD (At Will)	LC2 - DPAGLD	DPAGLD	Q02S	94,120.59	96,473.60	98,885.44	101,357.58	103,891.52	106,488.81	109,151.03	111,879.81	114,676.81	117,543.73	120,482.32	123,494.38	126,581.74	129,746.28	132,989.94
Attorney 2 - NON (At Will)	LC2 - NONAW	NON	ATTD1S	94,120.59	96,473.60	98,885.44	101,357.58	103,891.52	106,488.81	109,151.03	111,879.81	114,676.81	117,543.73	120,482.32	123,494.38	126,581.74	129,746.28	132,989.94
Attorney 3 - DPAGLD (At Will)	LC3 - DPAGLD	DPAGLD	Q03S	102,021.06	104,571.59	107,185.88	109,865.53	112,612.17	115,427.47	118,313.16	121,270.99	124,302.76	127,410.33	130,595.59	133,860.48	137,206.99	140,637.16	144,153.09
Attorney 3 - NON (At Will)	LC3 - NONAW	NON	ATTD3S	102,021.06	104,571.59	107,185.88	109,865.53	112,612.17	115,427.47	118,313.16	121,270.99	124,302.76	127,410.33	130,595.59	133,860.48	137,206.99	140,637.16	144,153.09
Attorney 4 - NON (At Will)	LC4 - NONAW	NON	ATTD4S	106,953.14	109,626.97	112,367.64	115,176.83	118,056.25	121,007.66	124,032.85	127,133.67	130,312.01	133,569.81	136,909.06	140,331.79	143,840.08	147,436.08	151,121.98
Attorney 5 - NON (At Will)	LC5 - NONAW	NON	ATTE3S	125,745.29	128,888.92	132,111.14	135,413.92	138,799.27	142,269.25	145,825.98	149,471.63	153,208.42	157,038.63	160,964.60	164,988.72	169,113.44	173,341.28	177,674.81
Auditor - NON	O08 - NON	NON	O08S	152,938.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Bailiff - XHELP	BAIL - XHELP	NON	NA0H	-	-	-	-	16.58	16.99	17.41	17.85	18.30	18.76	19.23	19.71	20.20	20.71	21.23
Business Analyst - 1308	BA2 - 1308	1308	AB5S	-	-	-	-	68,990.88	70,715.65	72,483.54	74,295.63	76,153.02	78,056.85	80,008.27	82,008.48	84,058.69	86,160.16	88,314.16
Business Analyst - NON	BA2 - NON	NON	NB5S	-	-	-	-	68,990.88	70,715.65	72,483.54	74,295.63	76,153.02	78,056.85	80,008.27	82,008.48	84,058.69	86,160.16	88,314.16
Business Analyst Manager - NON	BA4 - NON	NON	ND1S	94,120.59	96,473.60	98,885.44	101,357.58	103,891.52	106,488.81	109,151.03	111,879.81	114,676.81	117,543.73	120,482.32	123,494.38	126,581.74	129,746.28	132,989.94
Cadastral Supervisor - 1308S	AP0 - 1308S	1308S	EB5H	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
Chief Criminal Deputy - NON (At Will)	SHD - NONAW	NON	NE1S	117,822.00	120,767.55	123,786.74	126,881.41	130,053.45	133,304.79	136,637.41	140,053.35	143,554.68	147,143.55	150,822.14	154,592.69	158,457.51	162,418.95	166,479.42
Chief Deputy - NON (At Will)	CD0 - NONAW	NON	ND1S	94,120.59	96,473.60	98,885.44	101,357.58	103,891.52	106,488.81	109,151.03	111,879.81	114,676.81	117,543.73	120,482.32	123,494.38	126,581.74	129,746.28	132,989.94
Clerk - NON	O09 - NON	NON	O09S	152,938.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerk of the Board - NON (At Will)	OSO - NONAW	NON	NC1S	70,415.90	72,176.30	73,980.71	75,830.23	77,725.99	79,669.14	81,660.87	83,702.39	85,794.95	87,939.82	90,138.32	92,391.78	94,701.57	97,069.11	99,495.84
Commissioner District 1 - NON	O01 - NON	NON	O01S	156,679.72	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Commissioner District 2 - NON	O02 - NON	NON	O02S	156,679.72	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Commissioner District 3 - NON	O03 - NON	NON	O03S	156,679.72	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Construction Inspection Supervisor - NON	CC4 - NON	NON	NB5H	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
Construction Inspector 1 - 1308	CC2 - 1308	1308	AB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Construction Inspector 1 - NON	CC2 - NON	NON	NB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Construction Inspector 1 - 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
Construction Inspector 2 - 1308	CC3 - 1308	1308	AB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Construction Inspector 2 - NON	CC3 - NON	NON	NB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Construction Inspector 2 - 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
Construction Inspector 2 - XHELP	CC3 - XHELP	NON	NB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Construction Manager - NON	CC5 - NON	NON	NC5S	86,197.29	88,352.22	90,561.03	92,825.06	95,145.69	97,524.33	99,962.44	102,461.50	105,023.04	107,648.62	110,339.84	113,098.34	115,925.80	118,823.95	121,794.55
Construction Manager - XHELP	CC5 - XHELP	NON	NC5S	86,197.29	88,352.22	90,561.03	92,825.06	95,145.69	97,524.33	99,962.44	102,461.50	105,023.04	107,648.62	110,339.84	113,098.34	115,925.80	118,823.95	121,794.55
Construction Technician - 1308	CC1 - 1308	1308	AB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Coroner - NON	O10 - NON	NON	O10S	129,428.25	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Corrections Lieutenant - LTS	L10 - LTS	LTS	I02H	50.65	53.32	56.13	-	-	-	-	-	-	-	-	-	-	-	-
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	-	-
Corrections Sergeant - CORSGT	L13 - 1308CS	CORSGT	CSH	-	43.00	45.15	47.41	48.60	-	-	-	-	-	-	-	-	-	-
County Administrator - NON (At Will)	DCA - NONAW	NON	NF1S	145,496.46	149,133.87	152,862.22	156,683.78	160,600.87	164,615.89	168,731.29	172,949.57	177,273.31	181,705.14	186,247.77	190,903.96	195,676.		

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As of 01/04/24

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Court Reporter - NON (At Will)	LCR - NONAW	NON	NB5H	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
Court Security Officer - 1308SEC	LC1 - 1308SEC	1308	AA3H	20.55	21.06	21.59	22.13	22.68	23.25	23.83	24.43	25.04	25.67	26.31	26.97	27.64	28.33	29.04
Court Security Officer - XHELP	LC1 - XHELP	NON	NA3H	20.55	21.06	21.59	22.13	22.68	23.25	23.83	24.43	25.04	25.67	26.31	26.97	27.64	28.33	29.04
Court Security Officer Lead - 1308SEC	LC2 - 1308SEC	1308	AB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
Court Services Officer - JVCRTS	JV1 - JVCRTS	JVCRTS	TC1H	33.85	34.70	35.57	36.46	37.37	38.30	39.26	40.24	41.25	42.28	43.34	44.42	45.53	46.67	47.84
Deputy County Administrator - NON (At Will)	DDCA - NONAW	NON	ND4S	106,953.14	109,626.97	112,367.64	115,176.83	118,056.25	121,007.66	124,032.85	127,133.67	130,312.01	133,569.81	136,909.06	140,331.79	143,840.08	147,436.08	151,121.98
Deputy Fire Marshal 1 - 1308	FM1 - 1308	1308	AB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Deputy Fire Marshal 2 - 1308	FM2 - 1308	1308	AB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
Deputy Fire Marshal 2 - XHELP	FM1 - XHELP	NON	NB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
Deputy Sheriff - DEPUTY	L010 - DEPUTY	DEPUTY	DSG1H	40.53	42.56	44.69	46.92	49.27	51.73	-	-	-	-	-	-	-	-	-
Director Administrative Services - NON (At Will)	DAS - NONAW	NON	NE4S	133,645.77	136,986.91	140,411.58	143,921.87	147,519.92	151,207.92	154,988.12	158,862.82	162,834.39	166,905.25	171,077.88	175,354.83	179,738.70	184,232.17	188,837.97
Director Community Development - NON (At Will)	DCD - NONAW	NON	NE3S	125,745.29	128,888.92	132,111.14	135,413.92	138,799.27	142,269.25	145,825.98	149,471.63	153,208.42	157,038.63	160,964.60	164,988.72	169,113.44	173,341.28	177,674.81
Director Emergency Management - NON (At Will)	DEM - NONAW	NON	ND4S	106,953.14	109,626.97	112,367.64	115,176.83	118,056.25	121,007.66	124,032.85	127,133.67	130,312.01	133,569.81	136,909.06	140,331.79	143,840.08	147,436.08	151,121.98
Director Human Resources - NON (At Will)	DHR - NONAW	NON	NE3S	125,745.29	128,888.92	132,111.14	135,413.92	138,799.27	142,269.25	145,825.98	149,471.63	153,208.42	157,038.63	160,964.60	164,988.72	169,113.44	173,341.28	177,674.81
Director Human Services - NON (At Will)	DHS - NONAW	NON	NE3S	125,745.29	128,888.92	132,111.14	135,413.92	138,799.27	142,269.25	145,825.98	149,471.63	153,208.42	157,038.63	160,964.60	164,988.72	169,113.44	173,341.28	177,674.81
Director Information Services - NON (At Will)	DIS - NONAW	NON	NE3S	125,745.29	128,888.92	132,111.14	135,413.92	138,799.27	142,269.25	145,825.98	149,471.63	153,208.42	157,038.63	160,964.60	164,988.72	169,113.44	173,341.28	177,674.81
Director Juvenile Services - NON (At Will)	DJV - NONAW	NON	NE3S	125,745.29	128,888.92	132,111.14	135,413.92	138,799.27	142,269.25	145,825.98	149,471.63	153,208.42	157,038.63	160,964.60	164,988.72	169,113.44	173,341.28	177,674.81
Director Parks - NON (At Will)	DPK - NONAW	NON	NE2S	121,795.06	124,839.94	127,960.94	131,159.96	134,438.96	137,799.93	141,244.93	144,776.05	148,395.45	152,105.34	155,907.97	159,805.67	163,800.81	167,895.83	172,093.23
Director Public Works - NON (At Will)	DPW - NONAW	NON	NE4S	133,645.77	136,986.91	140,411.58	143,921.87	147,519.92	151,207.92	154,988.12	158,862.82	162,834.39	166,905.25	171,077.88	175,354.83	179,738.70	184,232.17	188,837.97
District Court Commissioner - NON (At Will)	JD2 - NON	NON	JD2S	186,289.20	-	-	-	-	-	-	-	-	-	-	-	-	-	-
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
Engineer 1 - 1308	EN1 - 1308	1308	AC1H	33.85	34.70	35.57	36.46	37.37	38.30	39.26	40.24	41.25	42.28	43.34	44.42	45.53	46.67	47.84
Engineer 1 - NON	EN1 - NON	NON	NC1H	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
Engineer 1 - XHELP	EN1 - XHELP	NON	NC1H	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
Engineer 2 - NON	EN2 - NON	NON	NC3S	78,287.04	80,244.22	82,250.33	84,306.59	86,414.25	88,574.61	90,788.98	93,058.70	95,385.17	97,769.80	100,214.05	102,719.40	105,287.39	107,919.57	110,617.56
Engineer 3 - NON	EN3 - NON	NON	NC4S	82,269.90	84,326.65	86,434.82	88,595.69	90,810.58	93,080.84	95,407.86	97,793.06	100,237.89	102,743.84	105,312.44	107,945.25	110,643.88	113,409.98	116,245.23
Engineering Supervisor - NON	EN4 - NON	NON	NC5S	86,197.29	88,352.22	90,561.03	92,825.06	95,145.69	97,524.33	99,962.44	102,461.50	105,023.04	107,648.62	110,339.84	113,098.34	115,925.80	118,823.95	121,794.55
Engineering Supervisor - XHELP	EN4 - XHELP	NON	NC5S	86,197.29	88,352.22	90,561.03	92,825.06	95,145.69	97,524.33	99,962.44	102,461.50	105,023.04	107,648.62	110,339.84	113,098.34	115,925.80	118,823.95	121,794.55
Engineering Technician - 1308	ET1 - 1308	1308	AB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Engineering Technician - NON	ET1 - NON	NON	NB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Engineering Technician - XHELP	ET1 - XHELP	NON	NB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Engineering Technician Analyst - 1308	ET2 - 1308	1308	AB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Engineering Technician Analyst - NON	ET2 - NON	NON	NB4H	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
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
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
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	-	-	-	-	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 1 - NON	XHPW1 - NON	NON	NA3H	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 - NON	XHPW1 - NON	NON	NA0H	-	-	-	-	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	-	-	-	-	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 - NON	XHPW2 - NON	NON	NA3H	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 - NON	XHPW2 - NON	NON	NA0H	-	-	-	-	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	-	-	-	-	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 - NON	XHPW3 - NON	NON	NA3H	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 - NON	XHPW3 - NON	NON	NA0H	-	-	-	-	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
Extra Help-PW Summer Yr 4 - NON	XHPW4 - NON	NON	NA3H	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 - NON	XHPW4 - NON	NON	NA1H	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
Financial Analyst - 1308	FS4 - 1308	1308	AC1S	70,415.90	72,176.30	73,980.71	75,830.23	77,725.99	79,669.14	81,660.87	83,702.39	85,794.95	87,939.82	90,138.32	92,391.78	94,701.57	97,069.11	99,495.84
Financial Analyst - NON	FS4 - NON	NON	NC1S	70,415.90	72,176.30	73,980.71	75,830.23	77,725.99	79,669.14	81,660.87	83,702.39	85,794.95	87,939.82	90,138.32	92,391.78	94,701.57	97,069.11	99,495.84
Financial Analyst - NON (At Will)	FS4 - NONAW	NON	NC1S	70,415.90	72,176.30	73,980.71	75,830.23	77,725.99	79,669.14	81,660.87	83,702.39	85,794.95	87,939.82	90,138.32	92,391.78	94,701.57	97,069.11	99,495.84
Financial Analyst - XHELP	FS4 - XHELP	NON	NC1H	33.85	34.70	35.57	36.46	37.37	38.30	39.26	40.24	41.25	42.28	43.34	44.42	45.53	46.67	47.84
Financial Manager - NON	FS6 - NON	NON	NC5S	86,197.29	88,352.22	90,561.03	92,825.06	95,145.69	97,524.33	99,962.44	102,461.50	105,023.04	107,648.62	110,339.84	113,098.34	115,925.80	118,823.95	121,794.55

**Kitsap County Pay Scales**  
Effective: 1/1/2024

As of 01/04/24

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Financial Manager - NON (At Will)	FS6 - NONAW	NON	NC5S	86,197.29	88,352.22	90,561.03	92,825.06	95,145.69	97,524.33	99,962.44	102,461.50	105,023.04	107,648.62	110,339.84	113,098.34	115,925.80	118,823.95	121,794.55
Financial Supervisor - 1308	FS5 - 1308	1308S	EC4S	82,269.90	84,326.65	86,434.82	88,595.69	90,810.58	93,080.84	95,407.86	97,793.06	100,237.89	102,743.84	105,312.44	107,945.25	110,643.88	113,409.98	116,245.23
Financial Supervisor - NON	FS5 - NON	NON	NC4S	82,269.90	84,326.65	86,434.82	88,595.69	90,810.58	93,080.84	95,407.86	97,793.06	100,237.89	102,743.84	105,312.44	107,945.25	110,643.88	113,409.98	116,245.23
Financial Supervisor - NON (At Will)	FS5 - NONAW	NON	NC4S	82,269.90	84,326.65	86,434.82	88,595.69	90,810.58	93,080.84	95,407.86	97,793.06	100,237.89	102,743.84	105,312.44	107,945.25	110,643.88	113,409.98	116,245.23
Fire Marshal - NON (At Will)	FM3 - NONAW	NON	NC4S	82,269.90	84,326.65	86,434.82	88,595.69	90,810.58	93,080.84	95,407.86	97,793.06	100,237.89	102,743.84	105,312.44	107,945.25	110,643.88	113,409.98	116,245.23
Fiscal Support Specialist - 1308	FS2 - 1308	1308	AB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Fiscal Support Specialist - NON	FS2 - NON	NON	NB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Fiscal Support Specialist - TEAMPK	FS2 - TEAMPK	TEAMPK	FB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Fiscal Support Specialist - XHELP	FS2 - XHELP	NON	NB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Fiscal Support Supervisor - NON	FS3 - NON	NON	NB5S	-	-	-	-	68,990.88	70,715.65	72,483.54	74,295.63	76,153.02	78,056.85	80,008.27	82,008.48	84,058.69	86,160.16	88,314.16
Fiscal Support Technician - 1308	FS1 - 1308	1308	AB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
Fiscal Support Technician - NON	FS1 - NON	NON	NB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
Fiscal Support Technician - SUPGLD	FS1 - SUPGLD	SUPGLD	KB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
Fiscal Support Technician - TEAMPK	FS1 - TEAMPK	TEAMPK	FB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
Fiscal Support Technician - XHELP	FS1 - XHELP	NON	NB1H	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
Forensic Autopsy Technician - 1308	FO1 - 1308	1308	AB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Forensic Autopsy Technician - XHELP	FO1 - XHELP	NON	NB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Forensic Pathologist - NON (At Will)	FO2 - NON	NON	NG1S	208,577.25	218,577.25	228,577.25	238,577.25	248,577.25	258,577.25	-	-	-	-	-	-	-	-	-
Forensic Pathologist - XHELP	FO2 - XHELP	NON	NG1H	150.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
General Services Supervisor - 1308S	GS3 - 1308S	1308S	EB1H	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
General Services Supervisor - NON	GS3 - NON	NON	NB1H	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
General Services Worker 1 - 1308	GS1 - 1308	1308	AA0H	-	-	-	-	16.58	16.99	17.41	17.85	18.30	18.76	19.23	19.71	20.20	20.71	21.23
General Services Worker 1 - NON	GS1 - NON	NON	NA0H	-	-	-	-	16.58	16.99	17.41	17.85	18.30	18.76	19.23	19.71	20.20	20.71	21.23
General Services Worker 1 - TEAMPK	GS1 - TEAMPK	TEAMPK	FA0H	-	-	-	-	16.58	16.99	17.41	17.85	18.30	18.76	19.23	19.71	20.20	20.71	21.23
General Services Worker 1 - XHELP	GS1 - XHELP	NON	NA0H	-	-	-	-	16.58	16.99	17.41	17.85	18.30	18.76	19.23	19.71	20.20	20.71	21.23
General Services Worker 2 - 1308	GS2 - 1308	1308	AA1H	16.75	17.17	17.60	18.04	18.49	18.95	19.42	19.91	20.41	20.92	21.44	21.98	22.53	23.09	23.67
General Services Worker 2 - JDOG	GS2 - JDOG	JDOG	DA1H	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
General Services Worker 2 - NON	GS2 - NON	NON	NA1H	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
General Services Worker 2 - TEAMPK	GS2 - TEAMPK	TEAMPK	FA1H	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
General Services Worker 2 - XHELP	GS2 - XHELP	NON	NA1H	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
Human Resources Analyst - NON	HR3 - NON	NON	NC1S	70,415.90	72,176.30	73,980.71	75,830.23	77,725.99	79,669.14	81,660.87	83,702.39	85,794.95	87,939.82	90,138.32	92,391.78	94,701.57	97,069.11	99,495.84
Human Resources Manager - NON (At Will)	HR4 - NONAW	NON	ND1S	94,120.59	96,473.60	98,885.44	101,357.58	103,891.52	106,488.81	109,151.03	111,879.81	114,676.81	117,543.73	120,482.32	123,494.38	126,581.74	129,746.28	132,989.94
Human Resources Specialist - NON	HR2 - NON	NON	NB4H	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
Human Resources Technician - NON	HR1 - NON	NON	NB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Inspector - NON (At Will)	SHI - NONAW	NON	NE1S	117,822.00	120,767.55	123,786.74	126,881.41	130,053.45	133,304.79	136,637.41	140,053.35	143,554.68	147,143.55	150,822.14	154,592.69	158,457.51	162,418.95	166,479.42
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
Investigator - Non (At Will)	LCI - NONAW	NON	NB4H	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
Judge District Court - NON	JD1 - NON	NON	JD1S	206,988.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Judge Pro Tem - XHELP	JPT - XHELP	NON	JPTH	69.66	75.00	124.22	-	-	-	-	-	-	-	-	-	-	-	-
Judge Superior Court - NON	JS1 - NON	NON	JS1S	108,695.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Juvenile Court Services Manager - (At Will)	JVC - NONAW	NON	NC4S	82,269.90	84,326.65	86,434.82	88,595.69	90,810.58	93,080.84	95,407.86	97,793.06	100,237.89	102,743.84	105,312.44	107,945.25	110,643.88	113,409.98	116,245.23
Juvenile Detention Manager - NON (At Will)	JVD - NONAW	NON	NC4S	82,269.90	84,326.65	86,434.82	88,595.69	90,810.58	93,080.84	95,407.86	97,793.06	100,237.89	102,743.84	105,312.44	107,945.25	110,643.88	113,409.98	116,245.23
Juvenile Detention Officer - JDOG	JV1 - JDOG	JDOG	DB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	-
Juvenile Detention Officer - XHELP	JV1 - XHELP	NON	NB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Juvenile Detention Supervisor - NON	JV2 - NON	NON	NB4H	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
Juvenile Detention Supervisor - XHELP	JV2 - XHELP	NON	NB4H	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
Law Clerk - NON (At Will)	LC0 - NONAW	NON	NC2S	74,340.86	76,199.38	78,104.36	80,056.97	82,058.39	84,109.85	86,212.60	88,367.92	90,577.12	92,841.55	95,162.59	97,541.65	99,980.19	102,479.69	105,041.68
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 Coordinator - TEAMPK	MO4 - TEAMPK	TEAMPK	FB4H	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
M&O Crew Supervisor - 1308S	MO5 - 1308S	1308S	EB5H	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 - 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
M&O Crew Supervisor - NON	MO5 - NON	NON	NB5H	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
M&O Manager - NON	MO7 - NON	NON	ND1S	94,120.59	96,473.60	98,885.44	101,357.58	103,891.52	106,488.81	109,151.03	111,879.81	114,676.81	117,543.73	120,482.32	123,494.38	126,581.74	129,746.28	132,989.94



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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
M&O Manager - NON (At Will)	MO7 - NONAW	NON	ND1S	94,120.59	96,473.60	98,885.44	101,357.58	103,891.52	106,488.81	109,151.03	111,879.81	114,676.81	117,543.73	120,482.32	123,494.38	126,581.74	129,746.28	132,989.94
M&O Specialist - 1308	MO3 - 1308	1308	AB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
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
M&O Specialist - NON	MO3 - NON	NON	NB3H	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 - TEAMPK	MO3 - TEAMPK	TEAMPK	FB3H	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
M&O Supervisor - NON	MO6 - NON	NON	NC2S	74,340.86	76,199.38	78,104.36	80,056.97	82,058.39	84,109.85	86,212.60	88,367.92	90,577.12	92,841.55	95,162.59	97,541.65	99,980.19	102,479.69	105,041.68
M&O Technician - 1308	MO2 - 1308	1308	AB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
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
M&O Technician - TEAMPK	MO2 - TEAMPK	TEAMPK	FB1H	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 - 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
M&O Worker - 1308	MO1 - 1308	1308	AA3H	20.55	21.06	21.59	22.13	22.68	23.25	23.83	24.43	25.04	25.67	26.31	26.97	27.64	28.33	29.04
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 Worker - TEAMPK	MO1 - TEAMPK	TEAMPK	FA3H	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 - TEAMUT	MO1 - TEAMUT	TEAMUT	WA3H	21.06	20.65	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 - XHELP	MO1 - XHELP	NON	NA3H	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
Medical Examiner - NON (At Will)	ME1-NONAW	NON	NG2S	274,890.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Medicolegal Death Investigator - 1308	CO1 - 1308	1308	AB4H	28.14	28.84	29.56	30.30	31.06	31.84	32.64	33.46	34.30	35.16	36.04	36.94	37.86	38.81	39.78
Medicolegal Death Investigator - XHELP	CO1 - XHELP	NON	NB4H	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
Office Support Assistant - 1308	OS1 - 1308	1308	AA2H	18.65	19.12	19.60	20.09	20.59	21.10	21.63	22.17	22.72	23.29	23.87	24.47	25.08	25.71	26.35
Office Support Assistant - NON	OS1 - NON	NON	NA2H	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
Office Support Assistant - NON (At Will)	OS1 - NONAW	NON	NA2H	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
Office Support Assistant - TEAMPK	OS1 - TEAMPK	TEAMPK	FA2H	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
Office Support Assistant - XHELP	OS1 - XHELP	NON	NA2H	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
Office Support Coordinator - 1308	OS3 - 1308	1308	AB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Office Support Coordinator - NON	OS3 - NON	NON	NB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Office Support Coordinator - NON (At Will)	OS3 - NONAW	NON	NB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Office Support Coordinator - TEAMPK	OS3 - TEAMPK	TEAMPK	FB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Office Support Coordinator - XHELP	OS3 - XHELP	NON	NB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Office Support Specialist - TEAMPK	OS2 - TEAMPK	TEAMPK	FB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
Office Support Specialist/Legal Assistant - 1308	OS2 - 1308	1308	AB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
Office Support Specialist/Legal Assistant - NON	OS2 - NON	NON	NB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
Office Support Specialist/Legal Assistant - NON (At Will)	OS2 - NONAW	NON	NB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
Office Support Specialist/Legal Assistant/Court Clerk - XHELP	OS2 - XHELP	NON	NB1H	22.45	23.01	23.59	24.18	24.78	25.40	26.04	26.69	27.36	28.04	28.74	29.46	30.20	30.96	31.73
Office Support Supervisor - 1308S	OS4 - 1308S	1308S	EB4H	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
Office Support Supervisor - NON	OS4 - NON	NON	NB4H	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
Planner - 1308	PL2 - 1308	1308	AC1S	70,415.90	72,176.30	73,980.71	75,830.23	77,725.99	79,669.14	81,660.87	83,702.39	85,794.95	87,939.82	90,138.32	92,391.78	94,701.57	97,069.11	99,495.84
Planner - NON	PL2 - NON	NON	NC1S	70,415.90	72,176.30	73,980.71	75,830.23	77,725.99	79,669.14	81,660.87	83,702.39	85,794.95	87,939.82	90,138.32	92,391.78	94,701.57	97,069.11	99,495.84
Planner - NON (At Will)	PL2 - NONAW	NON	NC1S	70,415.90	72,176.30	73,980.71	75,830.23	77,725.99	79,669.14	81,660.87	83,702.39	85,794.95	87,939.82	90,138.32	92,391.78	94,701.57	97,069.11	99,495.84
Planning Supervisor - NON	PL3 - NON	NON	NC3S	78,287.04	80,244.22	82,250.33	84,306.59	86,414.25	88,574.61	90,788.98	93,058.70	95,385.17	97,769.80	100,214.05	102,719.40	105,287.39	107,919.57	110,617.56
Planning Supervisor - NON (At Will)	PL3 - NONAW	NON	NC3S	78,287.04	80,244.22	82,250.33	84,306.59	86,414.25	88,574.61	90,788.98	93,058.70	95,385.17	97,769.80	100,214.05	102,719.40	105,287.39	107,919.57	110,617.56
Plant Operator - TEAMUT	UT1 - 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 Supervisor - TEAMUT	UT2 - TEAMUT	TEAMUT	WC1H	33.85	34.70	35.57	36.46	37.37	38.30	39.26	40.24	41.25	42.28	43.34	44.42	45.53	46.67	47.84
Plant Operator Trainee - TEAMUT	UT0 - 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
Poll Worker	POLWKR	NON	POL	16.28	17.17	19.57	-	-	-	-	-	-	-	-	-	-	-	-
Program Analyst - 1308	PR4 - 1308	1308	AC1S	70,415.90	72,176.30	73,980.71	75,830.23	77,725.99	79,669.14	81,660.87	83,702.39	85,794.95	87,939.82	90,138.32	92,391.78	94,701.57	97,069.11	99,495.84
Program Analyst - NON	PR4 - NON	NON	NC1S	70,415.90	72,176.30	73,980.71	75,830.23	77,725.99	79,669.14	81,660.87	83,702.39	85,794.95	87,939.82	90,138.32	92,391.78	94,701.57	97,069.11	99,495.84
Program Analyst - NON (At Will)	PR4 - NONAW	NON	NC1S	70,415.90	72,176.30	73,980.71	75,830.23	77,725.99	79,669.14	81,660.87	83,702.39	85,794.95	87,939.82	90,138.32	92,391.78	94,701.57	97,069.11	

**Kitsap County Pay Scales**  
Effective: 1/1/2024

As of 01/04/24

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 - JVCRTS	PR3 - JVCRTS	JVCRTS	TB5S	-	-	-	-	68,990.88	70,715.65	72,483.54	74,295.63	76,153.02	78,056.85	80,008.27	82,008.48	84,058.69	86,160.16	88,314.16
Program Coordinator - NON	PR3 - NON	NON	NB5S	-	-	-	-	68,990.88	70,715.65	72,483.54	74,295.63	76,153.02	78,056.85	80,008.27	82,008.48	84,058.69	86,160.16	88,314.16
Program Coordinator - XHELP	PR3 - XHELP	NON	NB5H	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 Manager - NON	PR6 - NON	NON	NC4S	82,269.90	84,326.65	86,434.82	88,595.69	90,810.58	93,080.84	95,407.86	97,793.06	100,237.89	102,743.84	105,312.44	107,945.25	110,643.88	113,409.98	116,245.23
Program Manager - NON (At Will)	PR6 - NONAW	NON	NC4S	82,269.90	84,326.65	86,434.82	88,595.69	90,810.58	93,080.84	95,407.86	97,793.06	100,237.89	102,743.84	105,312.44	107,945.25	110,643.88	113,409.98	116,245.23
Program Specialist - 1308	PR2 - 1308	1308	AB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Program Specialist - JVCRTS	PR2 - JVCRTS	JVCRTS	TB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Program Specialist - NON	PR2 - NON	NON	NB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Program Specialist - NON (At Will)	PR2 - NONAW	NON	NB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Program Specialist - XHELP	PR2 - XHELP	NON	NB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Program Supervisor - 1308S	PR5 - 1308S	1308S	EC2S	74,340.86	76,199.38	78,104.36	80,056.97	82,058.39	84,109.85	86,212.60	88,367.92	90,577.12	92,841.55	95,162.59	97,541.65	99,980.19	102,479.69	105,041.68
Program Supervisor - NON	PR5 - NON	NON	NC2S	74,340.86	76,199.38	78,104.36	80,056.97	82,058.39	84,109.85	86,212.60	88,367.92	90,577.12	92,841.55	95,162.59	97,541.65	99,980.19	102,479.69	105,041.68
Program Supervisor - NON (At Will)	PR5 - NONAW	NON	NC2S	74,340.86	76,199.38	78,104.36	80,056.97	82,058.39	84,109.85	86,212.60	88,367.92	90,577.12	92,841.55	95,162.59	97,541.65	99,980.19	102,479.69	105,041.68
Program Supervisor - NON (At Will)	PR5 - NONAW	NON	NC2H	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76	46.90	48.07	49.27	50.50
Program Supervisor/Assistant Fire Marshal	PR5AFM - NON	NON	NC2H	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76	46.90	48.07	49.27	50.50
Program Technician - 1308	PR1 - 1308	1308	AB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Program Technician - 1308SEC	PR1 - 1308SEC	1308	AB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Program Technician - JVCRTS	PR1 - JVCRTS	JVCRTS	TB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Program Technician - NON	PR1 - NON	NON	NB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Program Technician - XHELP	PR1 - XHELP	NON	NB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Prosecutor - NON	O04 - NON	NON	O04S	217,391.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Right Of Way Analyst - NON	RW2 - NON	NON	NB5S	-	-	-	-	68,990.88	70,715.65	72,483.54	74,295.63	76,153.02	78,056.85	80,008.27	82,008.48	84,058.69	86,160.16	88,314.16
Right Of Way Supervisor - NON	RW3 - NON	NON	NC2S	74,340.86	76,199.38	78,104.36	80,056.97	82,058.39	84,109.85	86,212.60	88,367.92	90,577.12	92,841.55	95,162.59	97,541.65	99,980.19	102,479.69	105,041.68
Right of Way Technician - NON	RW1 - NON	NON	NB2H	24.35	24.96	25.58	26.22	26.88	27.55	28.24	28.95	29.67	30.41	31.17	31.95	32.75	33.57	34.41
Senior Engineering Technician - 1308	ET3 - 1308	1308	AB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
Senior Engineering Technician - NON	ET3 - NON	NON	NB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
Senior M&O Manager - NON	MO8 - NON	NON	ND3S	102,021.06	104,571.59	107,185.88	109,865.53	112,612.17	115,427.47	118,313.16	121,270.99	124,302.76	127,410.33	130,595.59	133,860.48	137,206.99	140,637.16	144,153.09
Senior Program Manager - NON (At Will)	PR7 - NONAW	NON	ND1S	94,120.59	96,473.60	98,885.44	101,357.58	103,891.52	106,488.81	109,151.03	111,879.81	114,676.81	117,543.73	120,482.32	123,494.38	126,581.74	129,746.28	132,989.94
Sergeant - SPVDEP	L02 - SPVDEP	SPVDEP	DSG2H	-	-	-	56.90	58.32	59.78	61.27	-	-	-	-	-	-	-	-
Sheriff - NON	O05 - NON	NON	O05S	178,965.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sheriff Lieutenant - LTS	L03 - LTS	LTS	I01H	63.87	67.23	70.77	-	-	-	-	-	-	-	-	-	-	-	-
Sheriff Support Coordinator - SUPGLD	OC3 - SUPGLD	SUPGLD	KB3H	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
Sheriff Support Specialist - SUPGLD	OC2 - SUPGLD	SUPGLD	KB1H	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
Sheriff Support Supervisor - SUPGLD	OC4 - SUPGLD	SUPGLD	KB5H	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
Substance Use Disorder Professional - XHELP	TR3 - NON	NON	NB3H	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
Substance Use Disorder Professional 1 - NON	TR6 - NON	NON	NB3H	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
Substance Use Disorder Professional Supervisor - NON	TR7 - NON	NON	NB5H	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
Substance Use Disorder Professional Trainee - NON	TR5 - NON	NON	NB1H	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
Superintendent of Corrections - NON (At Will)	SHC - NONAW	NON	NE1S	117,822.00	120,767.55	123,786.74	126,881.41	130,053.45	133,304.79	136,637.41	140,053.35	143,554.68	147,143.55	150,822.14	154,592.69	158,457.51	162,418.95	166,479.42
Superior Court Commissioner - NON	JS2 - NON	NON	JS2S	195,651.90	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Supported Employee 1 - NON	SE1 - NON	NON	NA0H	-	-	-	-	16.58	16.99	17.41	17.85	18.30	18.76	19.23	19.71	20.20	20.71	21.23
Supported Employee 2 - NON	SE2 - NON	NON	NA1H	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
Technology Analyst - 1308	IT3 - 1308	1308	AC3S	78,287.04	80,244.22	82,250.33	84,306.59	86,414.25	88,574.61	90,788.98	93,058.70	95,385.17	97,769.80	100,214.05	102,719.40	105,287.39	107,919.57	110,617.56
Technology Analyst - NON	IT3 - NON	NON	NC3S	78,287.04	80,244.22	82,250.33	84,306.59	86,414.25	88,574.61	90,788.98	93,058.70	95,385.17	97,769.80	100,214.05	102,719.40	105,287.39	107,919.57	110,617.56
Technology Analyst - XHELP	IT3 - XHELP	NON	NC3H	37.64	38.58	39.54	40.53	41.54	42.58	43.64	44.73	45.85	47.00	48.18	49.38	50.61	51.88	53.18
Technology Analyst Supervisor - 1308S	IT5 - 1308S	1308S	EC4S	82,269.90	84,326.65	86,434.82	88,595.69	90,810.58	93,080.84	95,407.86	97,793.06	100,237.89	102,743.84	105,312.44	107,945.25	110,643.88	113,409.98	116,245.23
Technology Manager - NON (At Will)	IT6 - NONAW	NON	ND2S	98,070.83	100,522.60	103,035.67	105,611.56	108,251.85	110,958.15	113,732.10	116,575.40	119,489.79	122,477.03	125,538.96	128,677.43	131,894.37	135,191.73	138,571.52
Technology Specialist - 1308	IT2 - 1308	1308	AB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
Technology Specialist - NON	IT2 - NON	NON	NB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
Technology Specialist - XHELP	IT2 - XHELP	NON	NB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
Technology Support Supervisor - 1308S	IT4 - 1308S	1308S	EC1S	70,415.90	72,176.30	73,980.71	75,830.23	77,725.99	79,669.00	81,660.87	83,702.39	85,794.95	87,939.82	90,138.32	92,391.78	94,701.57	97,069.11	99,495.84
Technology Technician - 1308	IT1 - 1308	1308	AB3H	26.25	26.91	27.58	28.27	28.98	29.70	30.44	31.20	31.98	32.78	33.60	34.44	35.30	36.18	37.08
Technology Technician - XHELP	IT1 - XHELP	NON	NB3H	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
Treasurer - NON	O07 - NON	NON	O07S	152,938.43	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Treatment Aide - NON	TR1 - NON	NON	NA0H	-	-	-	-	16.58	16.99	17.41	17.85	18.30	18.76	19.23	19.71	20.20	20.71	21.23
Treatment Aide - XHELP	TR1 - XHELP	NON	NA0H	-	-	-	-	16.58	16.99	17.41	17.85	18.30	18.76	19.23	19.71	20.20	20.71	21.23

**Kitsap County Pay Scales**  
**Effective: 1/1/2024**

As of 01/04/24

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Treatment Assistant 1 - NON	TR2 - NON	NON	NA1H	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
Treatment Assistant 1 - XHELP	TR2 - XHELP	NON	NA1H	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
Treatment Assistant Supervisor - NON	TR4 - NON	NON	NB1H	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
Undersheriff - NON (At Will)	DUS - NONAW	NON	NE4S	133,645.77	136,986.91	140,411.58	143,921.87	147,519.92	151,207.92	154,988.12	158,862.82	162,834.39	166,905.25	171,077.88	175,354.83	179,738.70	184,232.17	188,837.97
Utility Analyst - 1308	UL1 - 1308	1308	AB5H	30.05	30.80	31.57	32.36	33.17	34.00	34.85	35.72	36.61	37.53	38.47	39.43	40.42	41.43	42.47
Utility Analyst Lead - 1308S	UL2 - 1308S	1308S	EC1H	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
Utility Operations Supervisor - NON	UT3 - NON	NON	NC5S	86,197.29	88,352.22	90,561.03	92,825.06	95,145.69	97,524.33	99,962.44	102,461.50	105,023.04	107,648.62	110,339.84	113,098.34	115,925.80	118,823.95	121,794.55