

Kitsap County Pay Scales as of 1/1/2026

2026 General Wage Increase Deputies, Patrol Sergeants, Patrol Lieutenants

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	21.16	22.22	22.78	23.35	23.93	24.53	25.14	25.77	26.41	27.07	-	-	-	-	-
General Services Worker 2 - 1308	GS2 - 1308	1308	A02H	22.64	23.77	24.36	24.97	25.59	26.23	26.89	27.56	28.25	28.96	-	-	-	-	-
Office Support Assistant - 1308	OS1 - 1308	1308	A02H	22.64	23.77	24.36	24.97	25.59	26.23	26.89	27.56	28.25	28.96	-	-	-	-	-
Court Security Officer - 1308SEC	LC1 - 1308SEC	1308	A03H	24.22	25.43	26.07	26.72	27.39	28.07	28.77	29.49	30.23	30.99	-	-	-	-	-
Court Security Officer Lead - 1308SEC	LC2 - 1308SEC	1308	A04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-
Facilities Maintenance Worker - 1308	FA2 - 1308	1308	A04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-
Fiscal Support Technician - 1308	FS1 - 1308	1308	A04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-
Office Support Specialist - 1308	OS2 - 1308	1308	A04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-
Court Clerk - 1308	LCC1 - 1308	1308	A05H	27.72	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	-	-	-	-	-
Fiscal Support Specialist - 1308	FS2 - 1308	1308	A05H	27.72	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	-	-	-	-	-
Office Support Coordinator - 1308	OS3 - 1308	1308	A05H	27.72	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	-	-	-	-	-
Appraiser Trainee - 1308	AP1 - 1308	1308	A06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Construction Technician - 1308	CC1 - 1308	1308	A06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Court Clerk-Lead - 1308	LCC2 - 1308	1308	A06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Engineering Technician - 1308	ET1 - 1308	1308	A06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Facilities Maintenance Technician - 1308	FA3 - 1308	1308	A06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Legal Assistant - 1308	LA1 - 1308	1308	A06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Program Technician - 1308	PR1 - 1308	1308	A06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Program Technician - 1308SEC	PR1 - 1308SEC	1308	A06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Lead Legal Assistant - 1308	LA2 - 1308	1308	A07H	31.74	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	-	-	-	-	-
Technology Technician - 1308	IT1 - 1308	1308	A07H	31.74	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	-	-	-	-	-
Appraiser-Residential - 1308	AP2 - 1308	1308	A08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Construction Inspector 1 - 1308	CC2 - 1308	1308	A08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Engineering Technician Analyst - 1308	ET2 - 1308	1308	A08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Facilities Maintenance Specialist - 1308	FA4 - 1308	1308	A08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Planner 1 - 1308	PL1 - 1308	1308	A08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Program Specialist - 1308	PR2 - 1308	1308	A08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Utilities Lab Analyst - 1308	UL1 - 1308	1308	A08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Associate Business Analyst - 1308	BA1 - 1308	1308	A09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Associate Financial Analyst - 1308	FS0 - 1308	1308	A09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Construction Inspector 2 - 1308	CC3 - 1308	1308	A09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Forensic Autopsy Technician - 1308	FO1 - 1308	1308	A09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Medicolegal Death Investigator - 1308	CO1 - 1308	1308	A09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Technology Specialist - 1308	IT2 - 1308	1308	A09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Program Coordinator - 1308	PR3 - 1308	1308	A09S	-	-	81,355.18	83,389.06	85,473.79	87,610.63	89,800.90	92,045.92	94,347.07	96,705.75	-	-	-	-	-
Appraiser-Commercial - 1308	AP3 - 1308	1308	A10H	38.88	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	-	-	-	-	-
Deputy Fire Marshal 1 - 1308	FM1 - 1308	1308	A10H	38.88	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	-	-	-	-	-
Senior Engineering Technician - 1308	ET3 - 1308	1308	A10H	38.88	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	-	-	-	-	-
Planner 2 - 1308	PL2 - 1308	1308	A10S	80,875.23	84,918.99	87,041.96	89,218.01	91,448.46	93,734.67	96,078.04	98,479.99	100,941.99	103,465.54	-	-	-	-	-
Purchasing Officer 1 - 1308	PC1 - 1308	1308	A10S	80,875.23	84,918.99	87,041.96	89,218.01	91,448.46	93,734.67	96,078.04	98,479.99	100,941.99	103,465.54	-	-	-	-	-
Deputy Fire Marshal 2 - 1308	FM2 - 1308	1308	A11H	41.60	43.68	44.77	45.89	47.04	48.22	49.43	50.67	51.94	53.24	-	-	-	-	-
Engineer 1 - 1308	EN1 - 1308	1308	A11H	41.60	43.68	44.77	45.89	47.04	48.22	49.43	50.67	51.94	53.24	-	-	-	-	-
Business Analyst - 1308	BA2 - 1308	1308	A11S	86,535.42	90,862.19	93,133.74	95,462.08	97,848.63	100,294.85	102,802.22	105,372.28	108,006.59	110,706.75	-	-	-	-	-
Financial Analyst - 1308	FS4 - 1308	1308	A11S	86,535.42	90,862.19	93,133.74	95,462.08	97,848.63	100,294.85	102,802.22	105,372.28	108,006.59	110,706.75	-	-	-	-	-
Planner 3 - 1308	PL3 - 1308	1308	A11S	86,535.42	90,862.19	93,133.74	95,462.08	97,848.63	100,294.85	102,802.22	105,372.28	108,006.59	110,706.75	-	-	-	-	-
Program Analyst - 1308	PR4 - 1308	1308	A11S	86,535.42	90,862.19	93,133.74	95,462.08	97,848.63	100,294.85	102,802.22	105,372.28	108,006.59	110,706.75	-	-	-	-	-
County Accountant - 1308	CA - 1308	1308	A12S	92,593.14	97,222.80	99,653.37	102,144.70	104,698.32	107,315.78	109,998.67	112,748.64	115,567.36	118,456.54	-	-	-	-	-
Purchasing Officer 2 - 1308	PC2 - 1308	1308	A12S	92,593.14	97,222.80	99,653.37	102,144.70	104,698.32	107,315.78	109,998.67	112,748.64	115,567.36	118,456.54	-	-	-	-	-
Technology Analyst - 1308	IT3 - 1308	1308	A13S	99,071.79	104,025.38	106,626.01	109,291.66	112,023.95	114,824.55	117,695.16	120,637.54	123,653.48	126,744.82	-	-	-	-	-
Attorney 1 - NON (At Will)	LC1 - NONAW	NON	ATT12S	92,593.14	97,222.80	99,653.37	102,144.70	104,698.32	107,315.78	109,998.67	112,748.64	115,567.36	118,456.54	-	-	-	-	-
Attorney 2 - NON (At Will)	LC2 - NONAW	NON	ATT15S	113,442.81	119,114.95	122,092.82	125,145.14	128,273.77	131,480.61	134,767.63	138,136.82	141,590.24	145,130.00	-	-	-	-	-
Attorney 3 - NON (At Will)	LC3 - NONAW	NON	ATT17S	129,869.56	136,363.04	139,772.12	143,266.42	146,848.08	150,519.28	154,282.26	158,139.32	162,092.80	166,145.12	-	-	-	-	-

Kitsap County Pay Scales as of 1/1/2026

2026 General Wage Increase Deputies, Patrol Sergeants, Patrol Lieutenants

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Attorney 4 - NON (At Will)	LC4 - NONAW	NON	ATT18S	138,956.67	145,904.50	149,552.11	153,290.91	157,123.18	161,051.26	165,077.54	169,204.48	173,434.59	177,770.45	-	-	-	-	-
Attorney 5 - NON (At Will)	LC5 - NONAW	NON	ATT19S	148,684.75	156,118.99	160,021.96	164,022.51	168,123.07	172,326.15	176,634.30	181,050.16	185,576.41	190,215.82	-	-	-	-	-
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	22.64	23.77	24.36	24.97	25.59	26.23	26.89	27.56	28.25	28.96	-	-	-	-	-
Juvenile Detention Officer - JDOG	JV1 - JDOG	JDOG	D06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Deputy Sheriff - DEPUTY	L010 - DEPUTY	DEPUTY	DSG1H	43.58	45.76	48.05	50.45	52.97	55.62	-	-	-	-	-	-	-	-	-
Sergeant - SPVDEP	L02 - SPVDEP	SPVDEP	DSG2H	-	-	-	61.18	62.71	64.28	65.89	-	-	-	-	-	-	-	-
General Services Supervisor - 1308S	GS3 - 1308S	1308S	E06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Cadastral Supervisor - 1308S	AP0 - 1308S	1308S	E09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Facilities Crew Supervisor - 1308S	FA5 - 1308S	1308S	E09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Office Support Supervisor - 1308S	OS4 - 1308S	1308S	E09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Parks Crew Supervisor - 1308S	PM5 - 1308S	1308S	E09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Fiscal Support Supervisor - 1308S	FS3 - 1308S	1308S	E09S	-	-	81,355.18	83,389.06	85,473.79	87,610.63	89,800.90	92,045.92	94,347.07	96,705.75	-	-	-	-	-
Utilities Lab Analyst Supervisor - 1308S	UL2 - 1308S	1308S	E10H	38.88	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	-	-	-	-	-
Appraiser Supervisor - 1308S	AP4 - 1308S	1308S	E11H	41.60	43.68	44.77	45.89	47.04	48.22	49.43	50.67	51.94	53.24	-	-	-	-	-
Technology Support Supervisor - 1308S	IT4 - 1308S	1308S	E11S	86,535.42	90,862.19	93,133.74	95,462.08	97,848.63	100,294.85	102,802.22	105,372.28	108,006.59	110,706.75	-	-	-	-	-
Program Supervisor - 1308S	PR5 - 1308S	1308S	E13S	99,071.79	104,025.38	106,626.01	109,291.66	112,023.95	114,824.55	117,695.16	120,637.54	123,653.48	126,744.82	-	-	-	-	-
Senior Purchasing Officer - 1308S	PC3 - 1308S	1308S	E14S	106,013.88	111,314.57	114,097.43	116,949.87	119,873.62	122,870.46	125,942.22	129,090.78	132,318.05	135,626.00	-	-	-	-	-
Technology Analyst Supervisor - 1308S	IT5 - 1308S	1308S	E14S	106,013.88	111,314.57	114,097.43	116,949.87	119,873.62	122,870.46	125,942.22	129,090.78	132,318.05	135,626.00	-	-	-	-	-
General Services Worker 1 - TEAMPK	GS1 - TEAMPK	TEAMPK	F01H	21.16	22.22	22.78	23.35	23.93	24.53	25.14	25.77	26.41	27.07	-	-	-	-	-
General Services Worker 2 - TEAMPK	GS2 - TEAMPK	TEAMPK	F02H	22.64	23.77	24.36	24.97	25.59	26.23	26.89	27.56	28.25	28.96	-	-	-	-	-
Office Support Assistant - TEAMPK	OS1 - TEAMPK	TEAMPK	F02H	22.64	23.77	24.36	24.97	25.59	26.23	26.89	27.56	28.25	28.96	-	-	-	-	-
Office Support Specialist - TEAMPK	OS2 - TEAMPK	TEAMPK	F04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-
Parks Maintenance Worker - TEAMPK	PM1 - TEAMPK	TEAMPK	F04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-
Office Support Coordinator - TEAMPK	OS3 - TEAMPK	TEAMPK	F05H	27.72	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	-	-	-	-	-
Parks Maintenance Technician - TEAMPK	PM2 - TEAMPK	TEAMPK	F05H	27.72	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	-	-	-	-	-
Parks Maintenance Specialist - TEAMPK	PM3 - TEAMPK	TEAMPK	F07H	31.74	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	-	-	-	-	-
Associate Financial Analyst - TEAMPK	FS0 - TEAMPK	TEAMPK	F09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Sheriff Lieutenant - LTS	L03 - LTS	LTS	I01H	72.48	74.29	76.15	78.05	-	-	-	-	-	-	-	-	-	-	-
Corrections Lieutenant - LTS	L10 - LTS	LTS	I02H	67.02	68.70	70.42	72.18	-	-	-	-	-	-	-	-	-	-	-
Judge District Court - NON	JD1 - NON	JUD	JD1S	226,096.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
District Court Commissioner - NON (At Will)	JD2 - NON	JUD	JD2S	203,486.40	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Judge Pro Tem - XHELP	JPT - XHELP	JUD	JPTH	129.20	135.70	-	-	-	-	-	-	-	-	-	-	-	-	-
Judge Superior Court - NON	JS1 - NON	JUD	JS1S	118,730.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Superior Court Commissioner - NON	JS2 - NON	JUD	JS2S	213,714.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fiscal Support Technician - SUPGLD	FS1 - SUPGLD	SUPGLD	K04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-
Fiscal Support Specialist - SUPGLD	FS2 - SUPGLD	SUPGLD	K05H	27.72	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	-	-	-	-	-
Sheriff Support Specialist - SUPGLD	OC2 - SUPGLD	SUPGLD	K05H	27.72	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	-	-	-	-	-
Sheriff Support Coordinator - SUPGLD	OC3 - SUPGLD	SUPGLD	K07H	31.74	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	-	-	-	-	-
Sheriff Support Supervisor - SUPGLD	OC4 - SUPGLD	SUPGLD	K09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Bailiff - XHELP	BAIL - XHELP	NON	N00H	17.13	17.99	18.44	18.90	19.37	19.85	20.35	20.86	21.38	21.91	-	-	-	-	-
Supported Employee 1 - NON	SE1 - NON	NON	N00H	17.13	17.99	18.44	18.90	19.37	19.85	20.35	20.86	21.38	21.91	-	-	-	-	-
General Services Worker 1 - NON	GS1 - NON	NON	N01H	21.16	22.22	22.78	23.35	23.93	24.53	25.14	25.77	26.41	27.07	-	-	-	-	-
General Services Worker 1 - XHELP	GS1 - XHELP	NON	N01H	21.16	22.22	22.78	23.35	23.93	24.53	25.14	25.77	26.41	27.07	-	-	-	-	-
Supported Employee 2 - NON	SE2 - NON	NON	N01H	21.16	22.22	22.78	23.35	23.93	24.53	25.14	25.77	26.41	27.07	-	-	-	-	-
Treatment Assistant - NON	TR2 - NON	NON	N01H	21.16	22.22	22.78	23.35	23.93	24.53	25.14	25.77	26.41	27.07	-	-	-	-	-
Treatment Assistant - XHELP	TR2 - XHELP	NON	N01H	21.16	22.22	22.78	23.35	23.93	24.53	25.14	25.77	26.41	27.07	-	-	-	-	-
Extra Help-Summer - NON	XHPW1 - NON	NON	N02H	22.64	23.77	24.36	24.97	25.59	26.23	26.89	27.56	28.25	28.96	-	-	-	-	-
General Services Worker 2 - NON	GS2 - NON	NON	N02H	22.64	23.77	24.36	24.97	25.59	26.23	26.89	27.56	28.25	28.96	-	-	-	-	-
General Services Worker 2 - XHELP	GS2 - XHELP	NON	N02H	22.64	23.77	24.36	24.97	25.59	26.23	26.89	27.56	28.25	28.96	-	-	-	-	-
Office Support Assistant - NON	OS1 - NON	NON	N02H	22.64	23.77	24.36	24.97	25.59	26.23	26.89	27.56	28.25	28.96	-	-	-	-	-

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2026 General Wage Increase Deputies, Patrol Sergeants, Patrol Lieutenants

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Office Support Assistant - NON (At Will)	OS1 - NONAW	NON	N02H	22.64	23.77	24.36	24.97	25.59	26.23	26.89	27.56	28.25	28.96	-	-	-	-	-
Office Support Assistant - XHELP	OS1 - XHELP	NON	N02H	22.64	23.77	24.36	24.97	25.59	26.23	26.89	27.56	28.25	28.96	-	-	-	-	-
Court Security Officer - XHELP	LC1 - XHELP	NON	N03H	24.22	25.43	26.07	26.72	27.39	28.07	28.77	29.49	30.23	30.99	-	-	-	-	-
Intern - INTERN	INT - INTERN	NON	N03H	24.22	25.43	26.07	26.72	27.39	28.07	28.77	29.49	30.23	30.99	-	-	-	-	-
Fiscal Support Technician - NON	FS1 - NON	NON	N04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-
Fiscal Support Technician - XHELP	FS1 - XHELP	NON	N04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-
Office Support Specialist - NON	OS2 - NON	NON	N04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-
Office Support Specialist - NON (At Will)	OS2 - NONAW	NON	N04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-
Office Support Specialist - XHELP	OS2 - XHELP	NON	N04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-
Parks Maintenance Worker - XHELP	PM1 - XHELP	NON	N04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-
Substance Use Disorder Professional Trainee - NON	TR3 - NON	NON	N04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-
Court Clerk - XHELP	LCC1 - XHELP	NON	N05H	27.72	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	-	-	-	-	-
Fiscal Support Specialist - NON	FS2 - NON	NON	N05H	27.72	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	-	-	-	-	-
Fiscal Support Specialist - XHELP	FS2 - XHELP	NON	N05H	27.72	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	-	-	-	-	-
Office Support Coordinator - NON	OS3 - NON	NON	N05H	27.72	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	-	-	-	-	-
Office Support Coordinator - NON (At Will)	OS3 - NONAW	NON	N05H	27.72	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	-	-	-	-	-
Office Support Coordinator - XHELP	OS3 - XHELP	NON	N05H	27.72	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	-	-	-	-	-
Engineering Technician - NON	ET1 - NON	NON	N06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Engineering Technician - XHELP	ET1 - XHELP	NON	N06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
General Services Supervisor - NON	GS3 - NON	NON	N06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Juvenile Detention Officer - XHELP	JV1 - XHELP	NON	N06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Legal Assistant - NON	LA1 - NON	NON	N06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Legal Intern (Rule 9) - INT	LC1 - INTERN	NON	N06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Program Technician - NON	PR1 - NON	NON	N06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Program Technician - XHELP	PR1 - XHELP	NON	N06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Substance Use Disorder Professional - NON	TR6 - NON	NON	N06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Substance Use Disorder Professional - XHELP	TR6 - XHELP	NON	N06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Treatment Assistant Supervisor - NON	TR4 - NON	NON	N06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Human Resources Associate 1 - NON	HR1 - NON	NON	N07H	31.74	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	-	-	-	-	-
Lead Legal Assistant - NON	LA2 - NON	NON	N07H	31.74	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	-	-	-	-	-
Right of Way Technician - NON	RW1 - NON	NON	N07H	31.74	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	-	-	-	-	-
Sheriff's Administrative Assistant - NON (At Will)	EA1 - NON (At Will)	NON	N07H	31.74	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	-	-	-	-	-
Technology Technician - XHELP	IT1 - XHELP	NON	N07H	31.74	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	-	-	-	-	-
Construction Inspector 1 - NON	CC2 - NON	NON	N08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Engineering Technician Analyst - NON	ET2 - NON	NON	N08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Investigator - NON (At Will)	LCI - NONAW	NON	N08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Parks Coordinator - NON	PM4 - NON	NON	N08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Planner 1 - NON	PL1 - NON	NON	N08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Planner 1 - NON (At Will)	PL1 - NONAW	NON	N08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Planner 1 - XHELP	PL1 - XHELP	NON	N08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Program Specialist - NON	PR2 - NON	NON	N08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Program Specialist - NON (At Will)	PR2 - NONAW	NON	N08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Program Specialist - XHELP	PR2 - XHELP	NON	N08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Substance Use Disorder Professional Supervisor - NON	TR7 - NON	NON	N08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Utilities Maintenance Specialist - NON	UM3 - NON	NON	N08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Associate Business Analyst - NON	BA1 - NON	NON	N09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Associate Business Analyst - NON (At Will)	BA1 - NONAW	NON	N09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Associate Financial Analyst - NON	FS0 - NON	NON	N09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Construction Inspector 2 - NON	CC3 - NON	NON	N09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Construction Inspector 2 - XHELP	CC3 - XHELP	NON	N09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Forensic Autopsy Technician - XHELP	FO1 - XHELP	NON	N09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Human Resources Associate 2 - NON	HR2 - NON	NON	N09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-

Kitsap County Pay Scales as of 1/1/2026

2026 General Wage Increase Deputies, Patrol Sergeants, Patrol Lieutenants

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Juvenile Detention Supervisor - NON	JV2 - NON	NON	N09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Juvenile Detention Supervisor - XHELP	JV2 - XHELP	NON	N09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Medicolegal Death Investigator - XHELP	CO1 - XHELP	NON	N09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Office Support Supervisor - NON	OS4 - NON	NON	N09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Program Coordinator - XHELP	PR3 - XHELP	NON	N09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Technology Specialist - NON	IT2 - NON	NON	N09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Technology Specialist - XHELP	IT2 - XHELP	NON	N09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Child Forensic Interviewer - NON	FI1 - NON	NON	N09S	-	-	81,355.18	83,389.06	85,473.79	87,610.63	89,800.90	92,045.92	94,347.07	96,705.75	-	-	-	-	-
Fiscal Support Supervisor - NON	FS3 - NON	NON	N09S	-	-	81,355.18	83,389.06	85,473.79	87,610.63	89,800.90	92,045.92	94,347.07	96,705.75	-	-	-	-	-
Program Coordinator - NON	PR3 - NON	NON	N09S	-	-	81,355.18	83,389.06	85,473.79	87,610.63	89,800.90	92,045.92	94,347.07	96,705.75	-	-	-	-	-
Court Reporter - NON (At Will)	LCR - NONAW	NON	N10H	38.88	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	-	-	-	-	-
Hazardous Waste Crew Supervisor - NON	HW4 - NON	NON	N10H	38.88	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	-	-	-	-	-
Human Resources Consultant 1 - XHELP	HR3 - XHELP	NON	N10H	38.88	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	-	-	-	-	-
Senior Engineering Technician - NON	ET3 - NON	NON	N10H	38.88	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	-	-	-	-	-
Clerk of the Board - NON (At Will)	OS0 - NONAW	NON	N10S	80,875.23	84,918.99	87,041.96	89,218.01	91,448.46	93,734.67	96,078.04	98,479.99	100,941.99	103,465.54	-	-	-	-	-
Human Resources Consultant 1 - NON	HR3 - NON	NON	N10S	80,875.23	84,918.99	87,041.96	89,218.01	91,448.46	93,734.67	96,078.04	98,479.99	100,941.99	103,465.54	-	-	-	-	-
Planner 2 - NON	PL2 - NON	NON	N10S	80,875.23	84,918.99	87,041.96	89,218.01	91,448.46	93,734.67	96,078.04	98,479.99	100,941.99	103,465.54	-	-	-	-	-
Right Of Way Analyst - NON	RW2 - NON	NON	N10S	80,875.23	84,918.99	87,041.96	89,218.01	91,448.46	93,734.67	96,078.04	98,479.99	100,941.99	103,465.54	-	-	-	-	-
Risk Officer 1 - NON	RM1 - NON	NON	N10S	80,875.23	84,918.99	87,041.96	89,218.01	91,448.46	93,734.67	96,078.04	98,479.99	100,941.99	103,465.54	-	-	-	-	-
Deputy Fire Marshal 2 - XHELP	FM2 - XHELP	NON	N11H	41.60	43.68	44.77	45.89	47.04	48.22	49.43	50.67	51.94	53.24	-	-	-	-	-
Engineer 1 - NON	EN1 - NON	NON	N11H	41.60	43.68	44.77	45.89	47.04	48.22	49.43	50.67	51.94	53.24	-	-	-	-	-
Engineer 1 - XHELP	EN1 - XHELP	NON	N11H	41.60	43.68	44.77	45.89	47.04	48.22	49.43	50.67	51.94	53.24	-	-	-	-	-
Financial Analyst - XHELP	FS4 - XHELP	NON	N11H	41.60	43.68	44.77	45.89	47.04	48.22	49.43	50.67	51.94	53.24	-	-	-	-	-
Planner 3 - XHELP	PL3 - XHELP	NON	N11H	41.60	43.68	44.77	45.89	47.04	48.22	49.43	50.67	51.94	53.24	-	-	-	-	-
Program Analyst - XHELP	PR4 - XHELP	NON	N11H	41.60	43.68	44.77	45.89	47.04	48.22	49.43	50.67	51.94	53.24	-	-	-	-	-
Business Analyst - NON	BA2 - NON	NON	N11S	86,535.42	90,862.19	93,133.74	95,462.08	97,848.63	100,294.85	102,802.22	105,372.28	108,006.59	110,706.75	-	-	-	-	-
Financial Analyst - NON	FS4 - NON	NON	N11S	86,535.42	90,862.19	93,133.74	95,462.08	97,848.63	100,294.85	102,802.22	105,372.28	108,006.59	110,706.75	-	-	-	-	-
Financial Analyst - NON (At Will)	FS4 - NONAW	NON	N11S	86,535.42	90,862.19	93,133.74	95,462.08	97,848.63	100,294.85	102,802.22	105,372.28	108,006.59	110,706.75	-	-	-	-	-
Law Clerk - NON (At Will)	LC0 - NONAW	NON	N11S	86,535.42	90,862.19	93,133.74	95,462.08	97,848.63	100,294.85	102,802.22	105,372.28	108,006.59	110,706.75	-	-	-	-	-
Parks Maintenance Supervisor - NON	PM6 - NON	NON	N11S	86,535.42	90,862.19	93,133.74	95,462.08	97,848.63	100,294.85	102,802.22	105,372.28	108,006.59	110,706.75	-	-	-	-	-
Payroll Supervisor - NON	PS5 - NON	NON	N11S	86,535.42	90,862.19	93,133.74	95,462.08	97,848.63	100,294.85	102,802.22	105,372.28	108,006.59	110,706.75	-	-	-	-	-
Planner 3 - NON	PL3 - NON	NON	N11S	86,535.42	90,862.19	93,133.74	95,462.08	97,848.63	100,294.85	102,802.22	105,372.28	108,006.59	110,706.75	-	-	-	-	-
Planner 3 - NON (At Will)	PL3 - NONAW	NON	N11S	86,535.42	90,862.19	93,133.74	95,462.08	97,848.63	100,294.85	102,802.22	105,372.28	108,006.59	110,706.75	-	-	-	-	-
Program Analyst - NON	PR4 - NON	NON	N11S	86,535.42	90,862.19	93,133.74	95,462.08	97,848.63	100,294.85	102,802.22	105,372.28	108,006.59	110,706.75	-	-	-	-	-
Program Analyst - NON (At Will)	PR4 - NONAW	NON	N11S	86,535.42	90,862.19	93,133.74	95,462.08	97,848.63	100,294.85	102,802.22	105,372.28	108,006.59	110,706.75	-	-	-	-	-
Budget Analyst - NON	BF4 - NON	NON	N12S	92,593.14	97,222.80	99,653.37	102,144.70	104,698.32	107,315.78	109,998.67	112,748.64	115,567.36	118,456.54	-	-	-	-	-
Construction Inspection Supervisor - NON	CC4 - NON	NON	N12S	92,593.14	97,222.80	99,653.37	102,144.70	104,698.32	107,315.78	109,998.67	112,748.64	115,567.36	118,456.54	-	-	-	-	-
County Accountant - NON	CA - NON	NON	N12S	92,593.14	97,222.80	99,653.37	102,144.70	104,698.32	107,315.78	109,998.67	112,748.64	115,567.36	118,456.54	-	-	-	-	-
ER&R Supervisor - NON	MC4 - NON	NON	N12S	92,593.14	97,222.80	99,653.37	102,144.70	104,698.32	107,315.78	109,998.67	112,748.64	115,567.36	118,456.54	-	-	-	-	-
Human Resources Consultant 2 - NON	HR4 - NON	NON	N12S	92,593.14	97,222.80	99,653.37	102,144.70	104,698.32	107,315.78	109,998.67	112,748.64	115,567.36	118,456.54	-	-	-	-	-
Policy Analyst - NON (At Will)	PA2 - NONAW	NON	N12S	92,593.14	97,222.80	99,653.37	102,144.70	104,698.32	107,315.78	109,998.67	112,748.64	115,567.36	118,456.54	-	-	-	-	-
Risk Officer 2 - NON	RM2 - NON	NON	N12S	92,593.14	97,222.80	99,653.37	102,144.70	104,698.32	107,315.78	109,998.67	112,748.64	115,567.36	118,456.54	-	-	-	-	-
Roads Maintenance Supervisor - NON	RR6 - NON	NON	N12S	92,593.14	97,222.80	99,653.37	102,144.70	104,698.32	107,315.78	109,998.67	112,748.64	115,567.36	118,456.54	-	-	-	-	-
Utilities Supervisor - NON	UT5 - NON	NON	N12S	92,593.14	97,222.80	99,653.37	102,144.70	104,698.32	107,315.78	109,998.67	112,748.64	115,567.36	118,456.54	-	-	-	-	-
Program Supervisor - XHELP	PR5 - XHELP	NON	N13H	47.63	50.01	51.26	52.54	53.85	55.20	56.58	57.99	59.44	60.93	-	-	-	-	-
Program Supervisor/Assistant Fire Marshal - NON	PR5AFM - NON	NON	N13H	47.63	50.01	51.26	52.54	53.85	55.20	56.58	57.99	59.44	60.93	-	-	-	-	-
Technology Analyst - XHELP	IT3 - XHELP	NON	N13H	47.63	50.01	51.26	52.54	53.85	55.20	56.58	57.99	59.44	60.93	-	-	-	-	-
Engineer 2 - NON	EN2 - NON	NON	N13S	99,071.79	104,025.38	106,626.01	109,291.66	112,023.95	114,824.55	117,695.16	120,637.54	123,653.48	126,744.82	-	-	-	-	-
Financial Supervisor - NON	FS5 - NON	NON	N13S	99,071.79	104,025.38	106,626.01	109,291.66	112,023.95	114,824.55	117,695.16	120,637.54	123,653.48	126,744.82	-	-	-	-	-
Financial Supervisor - NON (At Will)	FS5 - NONAW	NON	N13S	99,071.79	104,025.38	106,626.01	109,291.66	112,023.95	114,824.55	117,695.16	120,637.54	123,653.48	126,744.82	-	-	-	-	-
Planning Supervisor - NON	PL4 - NON	NON	N13S	99,071.79	104,025.38	106,626.01	109,291.66	112,023.95	114,824.55	117,695.16	120,637.54	123,653.48	126,744.82	-	-	-	-	-
Planning Supervisor - NON (At Will)	PL4 - NONAW	NON	N13S	99,071.79	104,025.38	106,626.01	109,291.66	112,023.95	114,824.55	117,695.16	120,637.54	123,653.48	126,744.82	-	-	-	-	-

Kitsap County Pay Scales as of 1/1/2026

2026 General Wage Increase Deputies, Patrol Sergeants, Patrol Lieutenants

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 Supervisor - NON	PR5 - NON	NON	N13S	99,071.79	104,025.38	106,626.01	109,291.66	112,023.95	114,824.55	117,695.16	120,637.54	123,653.48	126,744.82	-	-	-	-	-
Program Supervisor - NON (At Will)	PR5 - NONAW	NON	N13S	99,071.79	104,025.38	106,626.01	109,291.66	112,023.95	114,824.55	117,695.16	120,637.54	123,653.48	126,744.82	-	-	-	-	-
Right Of Way Supervisor - NON	RW3 - NON	NON	N13S	99,071.79	104,025.38	106,626.01	109,291.66	112,023.95	114,824.55	117,695.16	120,637.54	123,653.48	126,744.82	-	-	-	-	-
Senior Business Analyst - NON	BA3 - NON	NON	N13S	99,071.79	104,025.38	106,626.01	109,291.66	112,023.95	114,824.55	117,695.16	120,637.54	123,653.48	126,744.82	-	-	-	-	-
Technology Analyst - NON	IT3 - NON	NON	N13S	99,071.79	104,025.38	106,626.01	109,291.66	112,023.95	114,824.55	117,695.16	120,637.54	123,653.48	126,744.82	-	-	-	-	-
Business Analyst Manager - NON	BA4 - NON	NON	N14S	106,013.88	111,314.57	114,097.43	116,949.87	119,873.62	122,870.46	125,942.22	129,090.78	132,318.05	135,626.00	-	-	-	-	-
Engineer 3 - NON	EN3 - NON	NON	N14S	106,013.88	111,314.57	114,097.43	116,949.87	119,873.62	122,870.46	125,942.22	129,090.78	132,318.05	135,626.00	-	-	-	-	-
Juvenile Court Services Manager - NON (At Will)	JVC - NONAW	NON	N14S	106,013.88	111,314.57	114,097.43	116,949.87	119,873.62	122,870.46	125,942.22	129,090.78	132,318.05	135,626.00	-	-	-	-	-
Juvenile Detention Manager - NON (At Will)	JVD - NONAW	NON	N14S	106,013.88	111,314.57	114,097.43	116,949.87	119,873.62	122,870.46	125,942.22	129,090.78	132,318.05	135,626.00	-	-	-	-	-
Program Manager - NON	PR6 - NON	NON	N14S	106,013.88	111,314.57	114,097.43	116,949.87	119,873.62	122,870.46	125,942.22	129,090.78	132,318.05	135,626.00	-	-	-	-	-
Program Manager - NON (At Will)	PR6 - NONAW	NON	N14S	106,013.88	111,314.57	114,097.43	116,949.87	119,873.62	122,870.46	125,942.22	129,090.78	132,318.05	135,626.00	-	-	-	-	-
Senior Budget Analyst - NON	BF5 - NON	NON	N14S	106,013.88	111,314.57	114,097.43	116,949.87	119,873.62	122,870.46	125,942.22	129,090.78	132,318.05	135,626.00	-	-	-	-	-
Senior Human Resources Consultant - NON	HR5 - NON	NON	N14S	106,013.88	111,314.57	114,097.43	116,949.87	119,873.62	122,870.46	125,942.22	129,090.78	132,318.05	135,626.00	-	-	-	-	-
Senior Policy Analyst - NON (At Will)	PA3-NONAW	NON	N14S	106,013.88	111,314.57	114,097.43	116,949.87	119,873.62	122,870.46	125,942.22	129,090.78	132,318.05	135,626.00	-	-	-	-	-
Senior Risk Officer - NON	RM3 - NON	NON	N14S	106,013.88	111,314.57	114,097.43	116,949.87	119,873.62	122,870.46	125,942.22	129,090.78	132,318.05	135,626.00	-	-	-	-	-
Engineering Supervisor - XHELP	EN4 - XHELP	NON	N15H	54.54	57.27	58.70	60.17	61.67	63.21	64.79	66.41	68.07	69.77	-	-	-	-	-
Utilities Operations Supervisor - XHELP	UT3 - XHELP	NON	N15H	54.54	57.27	58.70	60.17	61.67	63.21	64.79	66.41	68.07	69.77	-	-	-	-	-
Administrative Manager - NON (At Will)	OS5 - NONAW	NON	N15S	113,442.81	119,114.95	122,092.82	125,145.14	128,273.77	131,480.61	134,767.63	138,136.82	141,590.24	145,130.00	-	-	-	-	-
Engineering Supervisor - NON	EN4 - NON	NON	N15S	113,442.81	119,114.95	122,092.82	125,145.14	128,273.77	131,480.61	134,767.63	138,136.82	141,590.24	145,130.00	-	-	-	-	-
Financial Manager - NON	FS6 - NON	NON	N15S	113,442.81	119,114.95	122,092.82	125,145.14	128,273.77	131,480.61	134,767.63	138,136.82	141,590.24	145,130.00	-	-	-	-	-
Financial Manager - NON (At Will)	FS6 - NONAW	NON	N15S	113,442.81	119,114.95	122,092.82	125,145.14	128,273.77	131,480.61	134,767.63	138,136.82	141,590.24	145,130.00	-	-	-	-	-
Fire Marshal - NON (At Will)	FM3 - NONAW	NON	N15S	113,442.81	119,114.95	122,092.82	125,145.14	128,273.77	131,480.61	134,767.63	138,136.82	141,590.24	145,130.00	-	-	-	-	-
M&O Manager - NON	MO7 - NON	NON	N15S	113,442.81	119,114.95	122,092.82	125,145.14	128,273.77	131,480.61	134,767.63	138,136.82	141,590.24	145,130.00	-	-	-	-	-
M&O Manager - NON (At Will)	MO7 - NONAW	NON	N15S	113,442.81	119,114.95	122,092.82	125,145.14	128,273.77	131,480.61	134,767.63	138,136.82	141,590.24	145,130.00	-	-	-	-	-
Utilities Operations Supervisor - NON	UT3 - NON	NON	N15S	113,442.81	119,114.95	122,092.82	125,145.14	128,273.77	131,480.61	134,767.63	138,136.82	141,590.24	145,130.00	-	-	-	-	-
Construction Manager - XHELP	CC5 - XHELP	NON	N16H	58.35	61.27	62.80	64.37	65.98	67.63	69.32	71.05	72.83	74.65	-	-	-	-	-
Accounting Manager - NON (At Will)	AC6 - NONAW	NON	N16S	121,379.82	127,448.81	130,635.03	133,900.91	137,248.43	140,679.64	144,196.63	147,801.55	151,496.59	155,284.00	-	-	-	-	-
Assistant Director Information Services - NON (At Will)	AD7 - NONAW	NON	N16S	121,379.82	127,448.81	130,635.03	133,900.91	137,248.43	140,679.64	144,196.63	147,801.55	151,496.59	155,284.00	-	-	-	-	-
Assistant Director Parks - NON (At Will)	AD8 - NONAW	NON	N16S	121,379.82	127,448.81	130,635.03	133,900.91	137,248.43	140,679.64	144,196.63	147,801.55	151,496.59	155,284.00	-	-	-	-	-
Budget Manager - NON (At Will)	BF6 - NONAW	NON	N16S	121,379.82	127,448.81	130,635.03	133,900.91	137,248.43	140,679.64	144,196.63	147,801.55	151,496.59	155,284.00	-	-	-	-	-
Chief Deputy - NON (At Will)	CD0 - NONAW	NON	N16S	121,379.82	127,448.81	130,635.03	133,900.91	137,248.43	140,679.64	144,196.63	147,801.55	151,496.59	155,284.00	-	-	-	-	-
Construction Manager - NON	CC5 - NON	NON	N16S	121,379.82	127,448.81	130,635.03	133,900.91	137,248.43	140,679.64	144,196.63	147,801.55	151,496.59	155,284.00	-	-	-	-	-
Human Resources Manager - NON (At Will)	HR6 - NONAW	NON	N16S	121,379.82	127,448.81	130,635.03	133,900.91	137,248.43	140,679.64	144,196.63	147,801.55	151,496.59	155,284.00	-	-	-	-	-
Investment and Banking Officer - NON	IB5 - NONAW	NON	N16S	121,379.82	127,448.81	130,635.03	133,900.91	137,248.43	140,679.64	144,196.63	147,801.55	151,496.59	155,284.00	-	-	-	-	-
Purchasing and Contracts Manager - NON	PC4 - NON	NON	N16S	121,379.82	127,448.81	130,635.03	133,900.91	137,248.43	140,679.64	144,196.63	147,801.55	151,496.59	155,284.00	-	-	-	-	-
Risk Manager - NON	RM4 - NON	NON	N16S	121,379.82	127,448.81	130,635.03	133,900.91	137,248.43	140,679.64	144,196.63	147,801.55	151,496.59	155,284.00	-	-	-	-	-
Senior M&O Manager - NON	MO8 - NON	NON	N16S	121,379.82	127,448.81	130,635.03	133,900.91	137,248.43	140,679.64	144,196.63	147,801.55	151,496.59	155,284.00	-	-	-	-	-
Senior Program Manager - NON (At Will)	PR7 - NONAW	NON	N16S	121,379.82	127,448.81	130,635.03	133,900.91	137,248.43	140,679.64	144,196.63	147,801.55	151,496.59	155,284.00	-	-	-	-	-
Senior Program Manager - XHELP	PR7 - XHELP	NON	N16S	121,379.82	127,448.81	130,635.03	133,900.91	137,248.43	140,679.64	144,196.63	147,801.55	151,496.59	155,284.00	-	-	-	-	-
Senior Program Manager - XHELP	PR7 - XHELP	NON	N16H	58.35	61.27	62.80	64.37	65.98	67.63	69.32	71.05	72.83	74.65	-	-	-	-	-
Director Emergency Management - NON (At Will)	DEM - NONAW	NON	N17S	129,869.56	136,363.04	139,772.12	143,266.42	146,848.08	150,519.28	154,282.26	158,139.32	162,092.80	166,145.12	-	-	-	-	-
Senior Engineering Manager - NON	EN8 - NON	NON	N17S	129,869.56	136,363.04	139,772.12	143,266.42	146,848.08	150,519.28	154,282.26	158,139.32	162,092.80	166,145.12	-	-	-	-	-
Technology Manager - NON (At Will)	IT6 - NONAW	NON	N17S	129,869.56	136,363.04	139,772.12	143,266.42	146,848.08	150,519.28	154,282.26	158,139.32	162,092.80	166,145.12	-	-	-	-	-
Assistant Director Community Development - NON (At Will)	AD4 - NONAW	NON	N18S	138,956.67	145,904.50	149,552.11	153,290.91	157,123.18	161,051.26	165,077.54	169,204.48	173,434.59	177,770.45	-	-	-	-	-
Assistant Director DAS - NON (At Will)	AD5 - NONAW	NON	N18S	138,956.67	145,904.50	149,552.11	153,290.91	157,123.18	161,051.26	165,077.54	169,204.48	173,434.59	177,770.45	-	-	-	-	-
Assistant Director Human Services - NON (At Will)	AD6 - NONAW	NON	N18S	138,956.67	145,904.50	149,552.11	153,290.91	157,123.18	161,051.26	165,077.54	169,204.48	173,434.59	177,770.45	-	-	-	-	-
Assistant Director Public Works - NON (At Will)	AD3 - NONAW	NON	N18S	138,956.67	145,904.50	149,552.11	153,290.91	157,123.18	161,051.26	165,077.54	169,204.48	173,434.59	177,770.45	-	-	-	-	-
Court Administrator - NON (At Will)	LCA - NONAW	NON	N18S	138,956.67	145,904.50	149,552.11	153,290.91	157,123.18	161,051.26	165,077.54	169,204.48	173,434.59	177,770.45	-	-	-	-	-
Assistant County Administrator - NON (At Will)	DDCA - NONAW	NON	N19S	148,684.75	156,118.99	160,021.96	164,022.51	168,123.07	172,326.15	176,634.30	181,050.16	185,576.41	190,215.82	-	-	-	-	-
Director Human Resources - NON (At Will)	DHR - NONAW	NON	N20S	159,098.42	167,053.34	171,229.67	175,510.41	179,898.17	184,395.62	189,005.51	193,730.65	198,573.92	203,538.27	-	-	-	-	-
Director Information Services - NON (At Will)	DIS - NONAW	NON	N20S	159,098.42	167,053.34	171,229.67	175,510.41	179,898.17	184,395.62	189,005.51	193,730.65	198,573.92	203,538.27	-	-	-	-	-
Director Juvenile Services - NON (At Will)	DJV - NONAW	NON	N20S	159,098.42	167,053.34	171,229.67	175,510.41	179,898.17	184,395.62	189,005.51	193,730.65	198,573.92	203,538.27	-	-	-	-	-

Kitsap County Pay Scales as of 1/1/2026

2026 General Wage Increase Deputies, Patrol Sergeants, Patrol Lieutenants

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Director Parks - NON (At Will)	DPK - NONAW	NON	N20S	159,098.42	167,053.34	171,229.67	175,510.41	179,898.17	184,395.62	189,005.51	193,730.65	198,573.92	203,538.27	-	-	-	-	-
Director Administrative Services - NON (At Will)	DAS - NONAW	NON	N21S	170,241.27	178,753.33	183,222.16	187,802.71	192,497.78	197,310.22	202,242.98	207,299.05	212,481.53	217,793.57	-	-	-	-	-
Director Community Development - NON (At Will)	DCD - NONAW	NON	N21S	170,241.27	178,753.33	183,222.16	187,802.71	192,497.78	197,310.22	202,242.98	207,299.05	212,481.53	217,793.57	-	-	-	-	-
Director Human Services - NON (At Will)	DHS - NONAW	NON	N21S	170,241.27	178,753.33	183,222.16	187,802.71	192,497.78	197,310.22	202,242.98	207,299.05	212,481.53	217,793.57	-	-	-	-	-
Director Public Works - NON (At Will)	DPW - NONAW	NON	N21S	170,241.27	178,753.33	183,222.16	187,802.71	192,497.78	197,310.22	202,242.98	207,299.05	212,481.53	217,793.57	-	-	-	-	-
County Administrator - NON (At Will)	DCA - NONAW	NON	N23S	194,893.09	204,637.74	209,753.68	214,997.52	220,372.46	225,881.77	231,528.81	237,317.03	243,249.96	249,331.21	-	-	-	-	-
Forensic Pathologist - NON (At Will)	FO3 - NON	NON	N25S	223,148.30	234,305.72	240,163.36	246,167.44	252,321.63	258,629.67	265,095.41	271,722.80	278,515.87	285,478.77	-	-	-	-	-
Chief Criminal Deputy - NON (At Will)	SHD - NONAW	NON	NF03S	187,180.74	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Inspector - NON (At Will)	SHI - NONAW	NON	NF03S	187,180.74	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Superintendent of Corrections - NON (At Will)	SHC - NONAW	NON	NF03S	187,180.74	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Undersheriff - NON (At Will)	DUS - NONAW	NON	NF04S	200,724.38	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Forensic Pathologist (On Call) - XHELP	FO2 - XHELP	NON	NG01H	150.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Forensic Pathologist - XHELP	FO3 - XHELP	NON	NG01S	205,400.00	215,670.00	221,061.75	226,588.29	232,253.00	238,059.33	244,010.81	250,111.08	256,363.86	262,772.96	-	-	-	-	-
Medical Examiner - NON (At Will)	ME1-NONAW	NON	NG02S	318,883.50	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Commissioner District 1 - NON	O01 - NON	NON	O01S	167,696.96	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Commissioner District 2 - NON	O02 - NON	NON	O02S	167,696.96	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Commissioner District 3 - NON	O03 - NON	NON	O03S	167,696.96	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Prosecutor - NON	O04 - NON	JUD	O04S	237,460.00	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sheriff - NON	O05 - NON	NON	O05S	201,219.30	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Assessor - NON	O06 - NON	NON	O06S	163,504.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Treasurer - NON	O07 - NON	NON	O07S	163,504.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Auditor - NON	O08 - NON	NON	O08S	163,504.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Clerk - NON	O09 - NON	NON	O09S	163,504.54	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Poll Worker	POLWKR	NON	POL	17.13	18.84	20.54	-	-	-	-	-	-	-	-	-	-	-	-
Attorney 1 - DPAGLD (At Will)	LC1 - DPAGLD	DPAGLD	Q12S	92,593.14	97,222.80	99,653.37	102,144.70	104,698.32	107,315.78	109,998.67	112,748.64	115,567.36	118,456.54	-	-	-	-	-
Attorney 2 - DPAGLD (At Will)	LC2 - DPAGLD	DPAGLD	Q15S	113,442.81	119,114.95	122,092.82	125,145.14	128,273.77	131,480.61	134,767.63	138,136.82	141,590.24	145,130.00	-	-	-	-	-
Attorney 3 - DPAGLD (At Will)	LC3 - DPAGLD	DPAGLD	Q17S	129,869.56	136,363.04	139,772.12	143,266.42	146,848.08	150,519.28	154,282.26	158,139.32	162,092.80	166,145.12	-	-	-	-	-
Extra Help-Summer - COU252	XHPW1 - COU252	PW COUNCIL	R02H	22.64	23.77	24.36	24.97	25.59	26.23	26.89	27.56	28.25	28.96	-	-	-	-	-
Roads Maintenance Trainee - COU252	RR1 - COU252	PW COUNCIL	R04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-
Roads Maintenance Trainee - COU302	RR1 - COU302	PW COUNCIL	R04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-
Roads Maintenance Trainee - COU589	RR1 - COU589	PW COUNCIL	R04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-
Traffic Signs Technician - COU589	TN2 - COU589	PW COUNCIL	R05H	27.72	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	-	-	-	-	-
Roads Maintenance Technician - COU252	RR3 - COU252	PW COUNCIL	R07H	31.74	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	-	-	-	-	-
Roads Maintenance Technician - COU302	RR3 - COU302	PW COUNCIL	R07H	31.74	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	-	-	-	-	-
Roads Maintenance Technician - COU589	RR3 - COU589	PW COUNCIL	R07H	31.74	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	-	-	-	-	-
Traffic Signal Technician - COU589	TS2 - COU589	PW COUNCIL	R07H	31.74	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	-	-	-	-	-
Traffic Signs Specialist - COU589	TN3 - COU589	PW COUNCIL	R07H	31.74	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	-	-	-	-	-
Equipment Services Mechanic - COU282	MC1 - COU282	PW COUNCIL	R08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Equipment Services Specialist - COU282	MC3 - COU282	PW COUNCIL	R08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Roads Maintenance Specialist - COU252	RR4 - COU252	PW COUNCIL	R09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Roads Maintenance Specialist - COU302	RR4 - COU302	PW COUNCIL	R09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Roads Maintenance Specialist - COU589	RR4 - COU589	PW COUNCIL	R09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Traffic Signal Specialist - COU589	TS3 - COU589	PW COUNCIL	R09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Equipment Services Mechanic Crew Supervisor - COU282	MC2 - COU282	PW COUNCIL	R10H	38.88	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	-	-	-	-	-
M&O Training and Safety Officer - COU302	MO9 - COU302	PW COUNCIL	R10H	38.88	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	-	-	-	-	-
Roads Crew Supervisor - COU302	RR5 - COU302	PW COUNCIL	R10H	38.88	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	-	-	-	-	-
Traffic Signal Crew Supervisor - COU589	TS4 - COU589	PW COUNCIL	R10H	38.88	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	-	-	-	-	-
Program Technician - JVCRTS	PR1 - JVCRTS	JVCRTS	T06H	29.67	31.15	31.93	32.73	33.55	34.39	35.25	36.13	37.03	37.96	-	-	-	-	-
Program Specialist - JVCRTS	PR2 - JVCRTS	JVCRTS	T08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Court Services Officer - JVCRTS	JC1 - JVCRTS	JVCRTS	T09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Program Coordinator - JVCRTS	PR3 - JVCRTS	JVCRTS	T09S	-	-	81,355.18	83,389.06	85,473.79	87,610.63	89,800.90	92,045.92	94,347.07	96,705.75	-	-	-	-	-
Utilities Maintenance Worker - TEAMUT	UM1 - TEAMUT	TEAMUT	W04H	25.91	27.21	27.89	28.59	29.30	30.03	30.78	31.55	32.34	33.15	-	-	-	-	-

Kitsap County Pay Scales as of 1/1/2026

2026 General Wage Increase Deputies, Patrol Sergeants, Patrol Lieutenants

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Utilities Maintenance Technician - TEAMUT	UM2 - TEAMUT	TEAMUT	W05H	27.72	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	-	-	-	-	-
WWTP Operator Trainee - TEAMUT	WW0 - TEAMUT	TEAMUT	W05H	27.72	29.11	29.84	30.59	31.35	32.13	32.93	33.75	34.59	35.45	-	-	-	-	-
Construction Inspector 1 - TEAMUT	CC2 - TEAMUT	TEAMUT	W08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Industrial Mechanic - TEAMUT	IM1 - TEAMUT	TEAMUT	W08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Solid Waste Coordinator - TEAMUT	SW4 - TEAMUT	TEAMUT	W08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Utilities Maintenance Specialist - TEAMUT	UM3 - TEAMUT	TEAMUT	W08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
WWTP Operator 1- TEAMUT	WW1 - TEAMUT	TEAMUT	W08H	33.96	35.66	36.55	37.46	38.40	39.36	40.34	41.35	42.38	43.44	-	-	-	-	-
Construction Inspector 2 - TEAMUT	CC3 - TEAMUT	TEAMUT	W09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Hazardous Waste Specialist - TEAMUT	HW3 - TEAMUT	TEAMUT	W09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Instrument & Control Technician - TEAMUT	EL1 - TEAMUT	TEAMUT	W09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Solid Waste Crew Supervisor - TEAMUT	SW5 - TEAMUT	TEAMUT	W09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
WWTP Operator 2 - TEAMUT	WW2 - TEAMUT	TEAMUT	W09H	36.35	38.17	39.12	40.10	41.10	42.13	43.18	44.26	45.37	46.50	-	-	-	-	-
Instrument & Control Specialist - TEAMUT	EL2 - TEAMUT	TEAMUT	W10H	38.88	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	-	-	-	-	-
M&O Training and Safety Officer - TEAMUT	MO9 - TEAMUT	TEAMUT	W10H	38.88	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	-	-	-	-	-
Utilities Crew Supervisor - TEAMUT	UT4 - TEAMUT	TEAMUT	W10H	38.88	40.82	41.84	42.89	43.96	45.06	46.19	47.34	48.52	49.73	-	-	-	-	-
Instrument & Control Supervisor - TEAMUT	EL3 - TEAMUT	TEAMUT	W11H	41.60	43.68	44.77	45.89	47.04	48.22	49.43	50.67	51.94	53.24	-	-	-	-	-
WWTP Operator 3 - TEAMUT	WW3 - TEAMUT	TEAMUT	W11H	41.60	43.68	44.77	45.89	47.04	48.22	49.43	50.67	51.94	53.24	-	-	-	-	-
WWTP Operator Supervisor - TEAMUT	WW5 - TEAMUT	TEAMUT	W12H	44.52	46.75	47.92	49.12	50.35	51.61	52.90	54.22	55.58	56.97	-	-	-	-	-