



**Kitsap County Pay Scales**  
Effective: 1/2/2023

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Sergeant - SPVDEP	L02 - SPVDEP	SPVDEP	DSG2H	0.00	0.00	0.00	53.67	55.01	56.39	57.80	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
General Services Supervisor - 1308S	GS3 - 1308S	1308S	EB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
Office Support Supervisor - 1308S	OS4 - 1308S	1308S	EB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
Appraiser Supervisor - 1308S	AP4 - 1308S	1308S	EB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
Cadastral Supervisor - 1308S	AP0 - 1308S	1308S	EB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
M&O Crew Supervisor - 1308S	MO5 - 1308S	1308S	EB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
Utility Analyst Lead - 1308S	UL2 - 1308S	1308S	EC1H	33.19	34.02	34.87	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76	46.90
Technology Support Supervisor - 1308S	IT4 - 1308S	1308S	EC1S	69,035.20	70,761.08	72,530.11	74,343.36	76,201.94	78,106.99	80,059.66	82,061.15	84,112.68	86,215.50	88,370.89	90,580.16	92,844.66	95,165.78	97,544.92
Program Supervisor - 1308S	PR5 - 1308S	1308S	EC2S	72,883.20	74,705.28	76,572.91	78,487.23	80,449.41	82,460.65	84,522.17	86,635.22	88,801.10	91,021.13	93,296.66	95,629.08	98,019.81	100,470.31	102,982.07
Financial Supervisor - 1308	FS5 - 1308	1308S	EC4S	80,656.76	82,673.18	84,740.01	86,858.51	89,029.97	91,255.72	93,537.11	95,875.54	98,272.43	100,729.24	103,247.47	105,828.66	108,474.38	111,186.24	113,965.90
Technology Analyst Supervisor - 1308S	IT5 - 1308S	1308S	EC4S	80,656.76	82,673.18	84,740.01	86,858.51	89,029.97	91,255.72	93,537.11	95,875.54	98,272.43	100,729.24	103,247.47	105,828.66	108,474.38	111,186.24	113,965.90
General Services Worker 1 - TEAMPK	GS1 - TEAMPK	TEAMPK	FA0H	-	-	-	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84
General Services Worker 2 - TEAMPK	GS2 - TEAMPK	TEAMPK	FA1H	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63	23.20
Office Support Assistant - TEAMPK	OS1 - TEAMPK	TEAMPK	FA2H	18.28	18.74	19.21	19.69	20.18	20.68	21.20	21.73	22.27	22.83	23.40	23.99	24.59	25.20	25.83
M&O Worker - TEAMPK	MO1 - TEAMPK	TEAMPK	FA3H	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77	28.46
Fiscal Support Technician - TEAMPK	FS1 - TEAMPK	TEAMPK	FB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
M&O Technician - TEAMPK	MO2 - TEAMPK	TEAMPK	FB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
Office Support Specialist - TEAMPK	OS2 - TEAMPK	TEAMPK	FB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
Fiscal Support Specialist - TEAMPK	FS2 - TEAMPK	TEAMPK	FB2H	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91	33.73
M&O Specialist - TEAMPK	MO3 - TEAMPK	TEAMPK	FB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Office Support Coordinator - TEAMPK	OS3 - TEAMPK	TEAMPK	FB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
M&O Coordinator - TEAMPK	MO4 - TEAMPK	TEAMPK	FB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
Associate Financial Analyst - TEAMPK	FS0 - TEAMPK	TEAMPK	FB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
Sheriff Lieutenant - LTS	L03 - LTS	LTS	I01H	63.58	65.17	66.80	68.47	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Corrections Lieutenant - LTS	L10 - LTS	LTS	I02H	55.86	57.26	58.69	60.16	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Judge District Court - NON	JD1 - NON	NON	JD1S	206,988.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
District Court Commissioner - NON (At Will)	JD2 - NON	NON	JD2S	186,289.20	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Judge Pro Tem - XHELP	JPT - XHELP	NON	JPTH	69.66	75.00	124.22	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Judge Superior Court - NON	JS1 - NON	NON	JS1S	108,695.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Superior Court Commissioner - NON	JS2 - NON	NON	JS2S	195,651.90	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fiscal Support Technician - SUPGLD	FS1 - SUPGLD	SUPGLD	KB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
Sheriff Support Specialist - SUPGLD	OC2 - SUPGLD	SUPGLD	KB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
Sheriff Support Coordinator - SUPGLD	OC3 - SUPGLD	SUPGLD	KB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Sheriff Support Supervisor - SUPGLD	OC4 - SUPGLD	SUPGLD	KB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
Bailiff - XHELP	BAIL - XHELP	NON	NA0H	-	-	-	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84
General Services Worker 1 - NON	GS1 - NON	NON	NA0H	-	-	-	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84
General Services Worker 1 - XHELP	GS1 - XHELP	NON	NA0H	-	-	-	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84
Supported Employee 1 - NON	SE1 - NON	NON	NA0H	-	-	-	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84
Treatment Aide - NON	TR1 - NON	NON	NA0H	-	-	-	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84
Treatment Aide - XHELP	TR1 - XHELP	NON	NA0H	-	-	-	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84
General Services Worker 2 - NON	GS2 - NON	NON	NA1H	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63	23.20
General Services Worker 2 - XHELP	GS2 - XHELP	NON	NA1H	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63	23.20
Supported Employee 2 - NON	SE2 - NON	NON	NA1H	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63	23.20
Treatment Assistant 1 - NON	TR2 - NON	NON	NA1H	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63	23.20
Treatment Assistant 1 - XHELP	TR2 - XHELP	NON	NA1H	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63	23.20
Office Support Assistant - NON	OS1 - NON	NON	NA2H	18.28	18.74	19.21	19.69	20.18	20.68	21.20	21.73	22.27	22.83	23.40	23.99	24.59	25.20	25.83
Office Support Assistant - NON (At Will)	OS1 - NONAW	NON	NA2H	18.28	18.74	19.21	19.69	20.18	20.68	21.20	21.73	22.27	22.83	23.40	23.99	24.59	25.20	25.83
Office Support Assistant - XHELP	OS1 - XHELP	NON	NA2H	18.28	18.74	19.21	19.69	20.18	20.68	21.20	21.73	22.27	22.83	23.40	23.99	24.59	25.20	25.83
Court Security Officer - XHELP	LC1 - XHELP	NON	NA3H	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77	28.46
Extra Help-PW Summer Yr 1 - NON	XHPW1 - NON	NON	NA3H	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77	28.46
Extra Help-PW Summer Yr 1 - NON	XHPW1 - NON	NON	NA0H	-	-	-	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84
Extra Help-PW Summer Yr 2 - NON	XHPW2 - NON	NON	NA3H	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77	28.46
Extra Help-PW Summer Yr 2 - NON	XHPW2 - NON	NON	NA0H	-	-	-	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84
Extra Help-PW Summer Yr 3 - NON	XHPW3 - NON	NON	NA3H	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77	28.46
Extra Help-PW Summer Yr 3 - NON	XHPW3 - NON	NON	NA0H	-	-	-	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84
Extra Help-PW Summer Yr 4 - NON	XHPW4 - NON	NON	NA3H	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77	28.46

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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
Extra Help-PW Summer Yr 4 - NON	XHPW4 - NON	NON	NA1H	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63	23.20
M&O Worker - XHELP	MO1 - XHELP	NON	NA3H	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77	28.46
Fiscal Support Technician - NON	FS1 - NON	NON	NB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
Fiscal Support Technician - XHELP	FS1 - XHELP	NON	NB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
General Services Supervisor - NON	GS3 - NON	NON	NB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
Office Support Specialist/Legal Assistant - NON	OS2 - NON	NON	NB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
Office Support Specialist/Legal Assistant - NON (At Will)	OS2 - NONAW	NON	NB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
Office Support Specialist/Legal Assistant/Court Clerk - XHELP	OS2 - XHELP	NON	NB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
Substance Use Disorder Professional Trainee - NON	TR5 - NON	NON	NB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
Treatment Assistant Supervisor - NON	TR4 - NON	NON	NB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
Fiscal Support Specialist - NON	FS2 - NON	NON	NB2H	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91	33.73
Fiscal Support Specialist - XHELP	FS2 - XHELP	NON	NB2H	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91	33.73
Human Resources Technician - NON	HR1 - NON	NON	NB2H	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91	33.73
Juvenile Detention Officer - XHELP	JV1 - XHELP	NON	NB2H	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91	33.73
Program Technician - NON	PR1 - NON	NON	NB2H	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91	33.73
Program Technician - XHELP	PR1 - XHELP	NON	NB2H	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91	33.73
Right of Way Technician - NON	RW1 - NON	NON	NB2H	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91	33.73
Associate Business Analyst - NON	BA1 - NON	NON	NB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Associate Management Analyst - NON	MA1 - NON	NON	NB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Construction Inspector 1 - NON	CC2 - NON	NON	NB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Engineering Technician - NON	ET1 - NON	NON	NB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Engineering Technician - XHELP	ET1 - XHELP	NON	NB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
M&O Specialist - NON	MO3 - NON	NON	NB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Office Support Coordinator - NON	OS3 - NON	NON	NB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Office Support Coordinator - NON (At Will)	OS3 - NONAW	NON	NB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Office Support Coordinator - XHELP	OS3 - XHELP	NON	NB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Program Specialist - NON	PR2 - NON	NON	NB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Program Specialist - NON (At Will)	PR2 - NONAW	NON	NB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Program Specialist - XHELP	PR2 - XHELP	NON	NB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Substance Use Disorder Professional - XHELP	TR3 - NON	NON	NB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Substance Use Disorder Professional 1 - NON	TR6 - NON	NON	NB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Technology Technician - XHELP	IT1 - XHELP	NON	NB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Associate Planner - XHELP	PL1 - XHELP	NON	NB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
Construction Inspector 2 - NON	CC3 - NON	NON	NB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
Construction Inspector 2 - XHELP	CC3 - XHELP	NON	NB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
Engineering Technician Analyst - NON	ET2 - NON	NON	NB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
Forensic Autopsy Technician - XHELP	FO1 - XHELP	NON	NB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
Human Resources Specialist - NON	HR2 - NON	NON	NB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
Investigator - Non (At Will)	LCI - NONAW	NON	NB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
Juvenile Detention Supervisor - NON	JV2 - NON	NON	NB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
Juvenile Detention Supervisor - XHELP	JV2 - XHELP	NON	NB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
Medicolegal Death Investigator - XHELP	CO1 - XHELP	NON	NB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
Office Support Supervisor - NON	OS4 - NON	NON	NB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
Associate Financial Analyst - NON	FS0 - NON	NON	NB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
Construction Inspection Supervisor - NON	CC4 - NON	NON	NB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
Court Reporter - NON (At Will)	LCR - NONAW	NON	NB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
Deputy Fire Marshal 2 - XHELP	FM1 - XHELP	NON	NB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
M&O Crew Supervisor - NON	MO5 - NON	NON	NB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
Program Coordinator - XHELP	PR3 - XHELP	NON	NB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
Senior Engineering Technician - NON	ET3 - NON	NON	NB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
Substance Use Disorder Professional Supervisor - NON	TR7 - NON	NON	NB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
Technology Specialist - NON	IT2 - NON	NON	NB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
Technology Specialist - XHELP	IT2 - XHELP	NON	NB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
Business Analyst - NON	BA2 - NON	NON	NB5S	-	-	-	65,988.41	67,638.12	69,329.07	71,062.30	72,838.86	74,659.83	76,526.33	78,439.49	80,400.48	82,410.49	84,470.75	86,582.52
Fiscal Support Supervisor - NON	FS3 - NON	NON	NB5S	-	-	-	65,988.41	67,638.12	69,329.07	71,062.30	72,838.86	74,659.83	76,526.33	78,439.49	80,400.48	82,410.49	84,470.75	86,582.52
Management Analyst - NON	MA2 - NON	NON	NB5S	-	-	-	65,988.41	67,638.12	69,329.07	71,062.30	72,838.86	74,659.83	76,526.33	78,439.49	80,400.48	82,410.49	84,470.75	86,582.52

**Kitsap County Pay Scales**  
Effective: 1/2/2023

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	NB5S	-	-	-	65,988.41	67,638.12	69,329.07	71,062.30	72,838.86	74,659.83	76,526.33	78,439.49	80,400.48	82,410.49	84,470.75	86,582.52
Right Of Way Analyst - NON	RW2 - NON	NON	NB5S	-	-	-	65,988.41	67,638.12	69,329.07	71,062.30	72,838.86	74,659.83	76,526.33	78,439.49	80,400.48	82,410.49	84,470.75	86,582.52
Engineer 1 - NON	EN1 - NON	NON	NC1H	33.19	34.02	34.87	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76	46.90
Engineer 1 - XHELP	EN1 - XHELP	NON	NC1H	33.19	34.02	34.87	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76	46.90
Financial Analyst - XHELP	FS4 - XHELP	NON	NC1H	33.19	34.02	34.87	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76	46.90
Program Analyst - XHELP	PR4 - XHELP	NON	NC1H	33.19	34.02	34.87	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76	46.90
Clerk of the Board - NON (At Will)	OS0 - NONAW	NON	NC1S	69,035.20	70,761.08	72,530.11	74,343.36	76,201.94	78,106.99	80,059.66	82,061.15	84,112.68	86,215.50	88,370.89	90,580.16	92,844.66	95,165.78	97,544.92
Financial Analyst - NON	FS4 - NON	NON	NC1S	69,035.20	70,761.08	72,530.11	74,343.36	76,201.94	78,106.99	80,059.66	82,061.15	84,112.68	86,215.50	88,370.89	90,580.16	92,844.66	95,165.78	97,544.92
Financial Analyst - NON (At Will)	FS4 - NONAW	NON	NC1S	69,035.20	70,761.08	72,530.11	74,343.36	76,201.94	78,106.99	80,059.66	82,061.15	84,112.68	86,215.50	88,370.89	90,580.16	92,844.66	95,165.78	97,544.92
Human Resources Analyst - NON	HR3 - NON	NON	NC1S	69,035.20	70,761.08	72,530.11	74,343.36	76,201.94	78,106.99	80,059.66	82,061.15	84,112.68	86,215.50	88,370.89	90,580.16	92,844.66	95,165.78	97,544.92
Planner - NON	PL2 - NON	NON	NC1S	69,035.20	70,761.08	72,530.11	74,343.36	76,201.94	78,106.99	80,059.66	82,061.15	84,112.68	86,215.50	88,370.89	90,580.16	92,844.66	95,165.78	97,544.92
Planner - NON (At Will)	PL2 - NONAW	NON	NC1S	69,035.20	70,761.08	72,530.11	74,343.36	76,201.94	78,106.99	80,059.66	82,061.15	84,112.68	86,215.50	88,370.89	90,580.16	92,844.66	95,165.78	97,544.92
Program Analyst - NON	PR4 - NON	NON	NC1S	69,035.20	70,761.08	72,530.11	74,343.36	76,201.94	78,106.99	80,059.66	82,061.15	84,112.68	86,215.50	88,370.89	90,580.16	92,844.66	95,165.78	97,544.92
Program Analyst - NON (At Will)	PR4 - NONAW	NON	NC1S	69,035.20	70,761.08	72,530.11	74,343.36	76,201.94	78,106.99	80,059.66	82,061.15	84,112.68	86,215.50	88,370.89	90,580.16	92,844.66	95,165.78	97,544.92
Program Supervisor - NON (At Will)	PR5 - NONAW	NON	NC2S	72,883.20	74,705.28	76,572.91	78,487.23	80,449.41	82,460.65	84,522.17	86,635.22	88,801.10	91,021.13	93,296.66	95,629.08	98,019.81	100,470.31	102,982.07
Program Supervisor - NON (At Will)	PR5 - NONAW	NON	NC2H	35.04	35.92	36.82	37.74	38.68	39.65	40.64	41.66	42.70	43.77	44.86	45.98	47.13	48.31	49.52
Program Supervisor/Assistant Fire Marshal	PR5AFM - NON	NON	NC2H	35.04	35.92	36.82	37.74	38.68	39.65	40.64	41.66	42.70	43.77	44.86	45.98	47.13	48.31	49.52
Law Clerk - NON (At Will)	LC0 - NONAW	NON	NC2S	72,883.20	74,705.28	76,572.91	78,487.23	80,449.41	82,460.65	84,522.17	86,635.22	88,801.10	91,021.13	93,296.66	95,629.08	98,019.81	100,470.31	102,982.07
M&O Supervisor - NON	MO6 - NON	NON	NC2S	72,883.20	74,705.28	76,572.91	78,487.23	80,449.41	82,460.65	84,522.17	86,635.22	88,801.10	91,021.13	93,296.66	95,629.08	98,019.81	100,470.31	102,982.07
Program Supervisor - NON	PR5 - NON	NON	NC2S	72,883.20	74,705.28	76,572.91	78,487.23	80,449.41	82,460.65	84,522.17	86,635.22	88,801.10	91,021.13	93,296.66	95,629.08	98,019.81	100,470.31	102,982.07
Right Of Way Supervisor - NON	RW3 - NON	NON	NC2S	72,883.20	74,705.28	76,572.91	78,487.23	80,449.41	82,460.65	84,522.17	86,635.22	88,801.10	91,021.13	93,296.66	95,629.08	98,019.81	100,470.31	102,982.07
Senior Business Analyst - NON	BA3 - NON	NON	NC2S	72,883.20	74,705.28	76,572.91	78,487.23	80,449.41	82,460.65	84,522.17	86,635.22	88,801.10	91,021.13	93,296.66	95,629.08	98,019.81	100,470.31	102,982.07
Technology Analyst - XHELP	IT3 - XHELP	NON	NC3H	36.90	37.82	38.77	39.74	40.73	41.75	42.79	43.86	44.96	46.08	47.23	48.41	49.62	50.86	52.13
Engineer 2 - NON	EN2 - NON	NON	NC3S	76,752.00	78,670.80	80,637.57	82,653.51	84,719.85	86,837.85	89,008.80	91,234.02	93,514.87	95,852.74	98,249.06	100,705.29	103,222.92	105,803.49	108,448.58
Planning Supervisor - NON	PL3 - NON	NON	NC3S	76,752.00	78,670.80	80,637.57	82,653.51	84,719.85	86,837.85	89,008.80	91,234.02	93,514.87	95,852.74	98,249.06	100,705.29	103,222.92	105,803.49	108,448.58
Planning Supervisor - NON (At Will)	PL3 - NONAW	NON	NC3S	76,752.00	78,670.80	80,637.57	82,653.51	84,719.85	86,837.85	89,008.80	91,234.02	93,514.87	95,852.74	98,249.06	100,705.29	103,222.92	105,803.49	108,448.58
Technology Analyst - NON	IT3 - NON	NON	NC3S	76,752.00	78,670.80	80,637.57	82,653.51	84,719.85	86,837.85	89,008.80	91,234.02	93,514.87	95,852.74	98,249.06	100,705.29	103,222.92	105,803.49	108,448.58
Administrative Manager - NON (At Will)	OS5 - NONAW	NON	NC4S	80,656.76	82,673.18	84,740.01	86,858.51	89,029.97	91,255.72	93,537.11	95,875.54	98,272.43	100,729.24	103,247.47	105,828.66	108,474.38	111,186.24	113,965.90
Engineer 3 - NON	EN3 - NON	NON	NC4S	80,656.76	82,673.18	84,740.01	86,858.51	89,029.97	91,255.72	93,537.11	95,875.54	98,272.43	100,729.24	103,247.47	105,828.66	108,474.38	111,186.24	113,965.90
Financial Supervisor - NON	FS5 - NON	NON	NC4S	80,656.76	82,673.18	84,740.01	86,858.51	89,029.97	91,255.72	93,537.11	95,875.54	98,272.43	100,729.24	103,247.47	105,828.66	108,474.38	111,186.24	113,965.90
Financial Supervisor - NON (At Will)	FS5 - NONAW	NON	NC4S	80,656.76	82,673.18	84,740.01	86,858.51	89,029.97	91,255.72	93,537.11	95,875.54	98,272.43	100,729.24	103,247.47	105,828.66	108,474.38	111,186.24	113,965.90
Fire Marshal - NON (At Will)	FM3 - NONAW	NON	NC4S	80,656.76	82,673.18	84,740.01	86,858.51	89,029.97	91,255.72	93,537.11	95,875.54	98,272.43	100,729.24	103,247.47	105,828.66	108,474.38	111,186.24	113,965.90
Juvenile Court Services Manager - (At Will)	JVC - NONAW	NON	NC4S	80,656.76	82,673.18	84,740.01	86,858.51	89,029.97	91,255.72	93,537.11	95,875.54	98,272.43	100,729.24	103,247.47	105,828.66	108,474.38	111,186.24	113,965.90
Juvenile Detention Manager - NON (At Will)	JVD - NONAW	NON	NC4S	80,656.76	82,673.18	84,740.01	86,858.51	89,029.97	91,255.72	93,537.11	95,875.54	98,272.43	100,729.24	103,247.47	105,828.66	108,474.38	111,186.24	113,965.90
Program Manager - NON	PR6 - NON	NON	NC4S	80,656.76	82,673.18	84,740.01	86,858.51	89,029.97	91,255.72	93,537.11	95,875.54	98,272.43	100,729.24	103,247.47	105,828.66	108,474.38	111,186.24	113,965.90
Program Manager - NON (At Will)	PR6 - NONAW	NON	NC4S	80,656.76	82,673.18	84,740.01	86,858.51	89,029.97	91,255.72	93,537.11	95,875.54	98,272.43	100,729.24	103,247.47	105,828.66	108,474.38	111,186.24	113,965.90
Construction Manager - NON	CC5 - NON	NON	NC5S	84,507.15	86,619.83	88,785.33	91,004.96	93,280.08	95,612.08	98,002.38	100,452.44	102,963.75	105,537.84	108,176.29	110,880.70	113,652.72	116,494.04	119,406.39
Construction Manager - XHELP	CC5 - XHELP	NON	NC5S	84,507.15	86,619.83	88,785.33	91,004.96	93,280.08	95,612.08	98,002.38	100,452.44	102,963.75	105,537.84	108,176.29	110,880.70	113,652.72	116,494.04	119,406.39
Engineering Supervisor - NON	EN4 - NON	NON	NC5S	84,507.15	86,619.83	88,785.33	91,004.96	93,280.08	95,612.08	98,002.38	100,452.44	102,963.75	105,537.84	108,176.29	110,880.70	113,652.72	116,494.04	119,406.39
Engineering Supervisor - XHELP	EN4 - XHELP	NON	NC5S	84,507.15	86,619.83	88,785.33	91,004.96	93,280.08	95,612.08	98,002.38	100,452.44	102,963.75	105,537.84	108,176.29	110,880.70	113,652.72	116,494.04	119,406.39
Financial Manager - NON	FS6 - NON	NON	NC5S	84,507.15	86,619.83	88,785.33	91,004.96	93,280.08	95,612.08	98,002.38	100,452.44	102,963.75	105,537.84	108,176.29	110,880.70	113,652.72	116,494.04	119,406.39
Financial Manager - NON (At Will)	FS6 - NONAW	NON	NC5S	84,507.15	86,619.83	88,785.33	91,004.96	93,280.08	95,612.08	98,002.38	100,452.44	102,963.75	105,537.84	108,176.29	110,880.70	113,652.72	116,494.04	119,406.39
Utility Operations Supervisor - NON	UT3 - NON	NON	NC5S	84,507.15	86,619.83	88,785.33	91,004.96	93,280.08	95,612.08	98,002.38	100,452.44	102,963.75	105,537.84	108,176.29	110,880.70	113,652.72	116,494.04	119,406.39
Assistant Director - NON (At Will)	AD1 - NONAW	NON	ND1S	92,275.09	94,581.97	96,946.52	99,370.18	101,854.43	104,400.79	107,010.81	109,686.08	112,428.23	115,238.94	118,119.91	121,072.91	124,099.73	127,202.22	130,382.28
Business Analyst Manager - NON	BA4 - NON	NON	ND1S	92,275.09	94,581.97	96,946.52	99,370.18	101,854.43	104,400.79	107,010.81	109,686.08	112,428.23	115,238.94	118,119.91	121,072.91	124,099.73	127,202.22	130,382.28
Chief Deputy - NON (At Will)	CD0 - NONAW	NON	ND1S	92,275.09	94,581.97	96,946.52	99,370.18	101,854.43	104,400.79	107,010.81	109,686.08	112,428.23	115,238.94	118,119.91	121,072.91	124,099.73	127,202.22	130,382.

**Kitsap County Pay Scales**  
Effective: 1/2/2023

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Assistant Director Public Works - NON (At Will)	AD3 - NONAW	NON	NE1S	115,511.76	118,399.55	121,359.54	124,393.53	127,503.37	130,690.95	133,958.22	137,307.18	140,739.86	144,258.36	147,864.82	151,561.44	155,350.48	159,234.24	163,215.10
Chief Criminal Deputy - NON (At Will)	SHD - NONAW	NON	NE1S	115,511.76	118,399.55	121,359.54	124,393.53	127,503.37	130,690.95	133,958.22	137,307.18	140,739.86	144,258.36	147,864.82	151,561.44	155,350.48	159,234.24	163,215.10
Inspector - NON (At Will)	SHI - NONAW	NON	NE1S	115,511.76	118,399.55	121,359.54	124,393.53	127,503.37	130,690.95	133,958.22	137,307.18	140,739.86	144,258.36	147,864.82	151,561.44	155,350.48	159,234.24	163,215.10
Superintendent of Corrections - NON (At Will)	SHC - NONAW	NON	NE1S	115,511.76	118,399.55	121,359.54	124,393.53	127,503.37	130,690.95	133,958.22	137,307.18	140,739.86	144,258.36	147,864.82	151,561.44	155,350.48	159,234.24	163,215.10
Director Parks - NON (At Will)	DPK - NONAW	NON	NE2S	119,406.92	122,392.09	125,451.89	128,588.19	131,802.89	135,097.96	138,475.41	141,937.30	145,485.73	149,122.87	152,850.94	156,672.21	160,589.02	164,603.75	168,718.84
Director Community Development - NON (At Will)	DCD - NONAW	NON	NE3S	123,279.70	126,361.69	129,520.73	132,758.75	136,077.72	139,479.66	142,966.65	146,540.82	150,204.34	153,959.45	157,808.44	161,753.65	165,797.49	169,942.43	174,190.99
Director Human Resources - NON (At Will)	DHR - NONAW	NON	NE3S	123,279.70	126,361.69	129,520.73	132,758.75	136,077.72	139,479.66	142,966.65	146,540.82	150,204.34	153,959.45	157,808.44	161,753.65	165,797.49	169,942.43	174,190.99
Director Human Services - NON (At Will)	DHS - NONAW	NON	NE3S	123,279.70	126,361.69	129,520.73	132,758.75	136,077.72	139,479.66	142,966.65	146,540.82	150,204.34	153,959.45	157,808.44	161,753.65	165,797.49	169,942.43	174,190.99
Director Information Services - NON (At Will)	DIS - NONAW	NON	NE3S	123,279.70	126,361.69	129,520.73	132,758.75	136,077.72	139,479.66	142,966.65	146,540.82	150,204.34	153,959.45	157,808.44	161,753.65	165,797.49	169,942.43	174,190.99
Director Juvenile Services - NON (At Will)	DJV - NONAW	NON	NE3S	123,279.70	126,361.69	129,520.73	132,758.75	136,077.72	139,479.66	142,966.65	146,540.82	150,204.34	153,959.45	157,808.44	161,753.65	165,797.49	169,942.43	174,190.99
Director Administrative Services - NON (At Will)	DAS - NONAW	NON	NE4S	131,025.26	134,300.89	137,658.41	141,099.87	144,627.37	148,243.05	151,949.13	155,747.86	159,641.56	163,632.60	167,723.42	171,916.51	176,214.42	180,619.78	185,135.27
Director Public Works - NON (At Will)	DPW - NONAW	NON	NE4S	131,025.26	134,300.89	137,658.41	141,099.87	144,627.37	148,243.05	151,949.13	155,747.86	159,641.56	163,632.60	167,723.42	171,916.51	176,214.42	180,619.78	185,135.27
Undersheriff - NON (At Will)	DUS - NONAW	NON	NE4S	131,025.26	134,300.89	137,658.41	141,099.87	144,627.37	148,243.05	151,949.13	155,747.86	159,641.56	163,632.60	167,723.42	171,916.51	176,214.42	180,619.78	185,135.27
County Administrator - NON (At Will)	DCA - NONAW	NON	NF1S	142,643.59	146,209.68	149,864.92	153,611.54	157,451.83	161,388.13	165,422.83	169,558.40	173,797.36	178,142.29	182,595.85	187,160.75	191,839.77	196,635.76	201,551.65
Forensic Pathologist - XHELP	FO2 - XHELP	NON	NG1H	150.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Forensic Pathologist - NON (At Will)	FO2 - NON	NON	NG1S	204,487.50	214,487.50	224,487.50	234,487.50	244,487.50	254,487.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Medical Examiner - NON (At Will)	ME1-NONAW	NON	NG2S	269,500.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Commissioner District 1 - NON	O01 - NON	NON	O01S	154,364.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Commissioner District 2 - NON	O02 - NON	NON	O02S	154,364.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Commissioner District 3 - NON	O03 - NON	NON	O03S	154,362.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Prosecutor - NON	O04 - NON	NON	O04S	217,391.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sheriff - NON	O05 - NON	NON	O05S	175,456.23	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Assessor - NON	O06 - NON	NON	O06S	149,939.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Treasurer - NON	O07 - NON	NON	O07S	149,939.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Auditor - NON	O08 - NON	NON	O08S	149,939.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Clerk - NON	O09 - NON	NON	O09S	149,939.62	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Coroner - NON	O10 - NON	NON	O10S	129,428.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Poll Worker	POLLWKR	NON	POL	15.74	16.56	18.87	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Attorney 1 - DPAGLD (At Will)	LC1 - DPAGLDAW	DPAGLD	Q01S	69,038.42	70,764.38	72,533.49	74,346.83	76,205.50	78,110.64	80,063.41	82,065.00	84,116.63	86,219.55	88,375.04	90,584.42	92,849.03	95,170.26	97,549.52
Attorney 2 - DPAGLD (At Will)	LC2 - DPAGLDAW	DPAGLD	Q02S	92,275.09	94,581.97	96,946.52	99,370.18	101,854.43	104,400.79	107,010.81	109,686.08	112,428.23	115,238.94	118,119.91	121,072.91	124,099.73	127,202.22	130,382.28
Attorney 3 - DPAGLD (At Will)	LC3 - DPAGLDAW	DPAGLD	Q03S	100,020.65	102,521.17	105,084.20	107,711.31	110,404.09	113,164.19	115,993.29	118,893.12	121,865.45	124,912.09	128,034.89	131,235.76	134,516.65	137,879.57	141,326.56
Extra Help-PW Summer Yr 1 - COU252	XHPW1 - COU252	PW COUNCIL	RA3H	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77	28.46
Extra Help-PW Summer Yr 1 - COU252	XHPW1 - COU252	PW COUNCIL	RA0H	-	-	-	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84
Extra Help-PW Summer Yr 2 - COU252	XHPW2 - COU252	PW COUNCIL	RA3H	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77	28.46
Extra Help-PW Summer Yr 2 - COU252	XHPW2 - COU252	PW COUNCIL	RA0H	-	-	-	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84
Extra Help-PW Summer Yr 3 - COU252	XHPW3 - COU252	PW COUNCIL	RA3H	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77	28.46
Extra Help-PW Summer Yr 3 - COU252	XHPW3 - COU252	PW COUNCIL	RA0H	-	-	-	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33	20.84
Extra Help-PW Summer Yr 4 - COU252	XHPW4 - COU252	PW COUNCIL	RA3H	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77	28.46
Extra Help-PW Summer Yr 4 - COU252	XHPW4 - COU252	PW COUNCIL	RA1H	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63	23.20
M&O Worker - COU252	MO1 - COU252	PW COUNCIL	RA3H	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77	28.46
M&O Worker - COU589	MO1 - COU589	PW COUNCIL	RA3H	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77	28.46
M&O Technician - COU252	MO2 - COU252	PW COUNCIL	RB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
M&O Technician - COU282	MO2 - COU282	PW COUNCIL	RB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
M&O Technician - COU302	MO2 - COU302	PW COUNCIL	RB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
M&O Technician - COU589	MO2 - COU589	PW COUNCIL	RB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
Equipment Services Mechanic - COU282	MC1 - COU282	PW COUNCIL	RB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
M&O Specialist - COU282	MO3 - COU282	PW COUNCIL	RB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
M&O Specialist - COU302	MO3 - COU302	PW COUNCIL	RB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
M&O Specialist - COU589	MO3 - COU589	PW COUNCIL	RB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Equipment Services Mechanic Lead - COU282	MC2 - COU282	PW COUNCIL	RB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
M&O Coordinator - COU302	MO4 - COU302	PW COUNCIL	RB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
M&O Crew Supervisor - COU302	MO5 - COU302	PW COUNCIL	RB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
M&O Crew Supervisor - COU589	MO5 - COU589	PW COUNCIL	RB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
Program Technician - JVCRTS	PR1 - JVCRTS	JVCRTS	TB2H	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91	33.73
Program Specialist - JVCRTS	PR2 - JVCRTS	JVCRTS	TB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Program Coordinator - JVCRTS	PR3 - JVCRTS	JVCRTS	TB5S	61,276.80	62,808.72	64,378.94	65,988.41	67,638.12	69,329.07	71,062.30	72,838.86	74,659.83	76,526.33	78,439.49	80,400.48	82,410.49	84,470.75	86,582.52

**Kitsap County Pay Scales**  
Effective: 1/2/2023

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 Services Officer - JVCRTS	JV1 - JVCRTS	JVCRTS	TC1H	33.19	34.02	34.87	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76	46.90
Plant Operator Trainee - TEAMUT	UT0 - TEAMUT	TEAMUT	WA2H	18.28	18.74	19.21	19.69	20.18	20.68	21.20	21.73	22.27	22.83	23.40	23.99	24.59	25.20	25.83
M&O Worker - TEAMUT	MO1 - TEAMUT	TEAMUT	WA3H	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77	28.46
M&O Technician - TEAMUT	MO2 - TEAMUT	TEAMUT	WB1H	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33	31.09
Construction Inspector 1 - TEAMUT	CC2 - TEAMUT	TEAMUT	WB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
M&O Specialist - TEAMUT	MO3 - TEAMUT	TEAMUT	WB3H	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48	36.37
Construction Inspector 2 - TEAMUT	CC3 - TEAMUT	TEAMUT	WB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
M&O Coordinator - TEAMUT	MO4 - TEAMUT	TEAMUT	WB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
Plant Operator - TEAMUT	UT1 - TEAMUT	TEAMUT	WB4H	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02	38.97
Instrument & Control Technician - TEAMUT	EL1 - TEAMUT	TEAMUT	WB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
M&O Crew Supervisor - TEAMUT	MO5 - TEAMUT	TEAMUT	WB5H	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61	41.63
Electrician Supervisor - TEAMUT	EL2 - TEAMUT	TEAMUT	WC1H	33.19	34.02	34.87	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76	46.90
Plant Operator Supervisor - TEAMUT	UT2 - TEAMUT	TEAMUT	WC1H	33.19	34.02	34.87	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76	46.90