

**Kitsap County Pay Scales**

Effective: 1/3/2022

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

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
General Services Worker 1 - 1308	GS1 - 1308	1308	AA0H	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33
General Services Worker 2 - 1308	GS2 - 1308	1308	AA1H	16.02	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63
Office Support Assistant - 1308	OS1 - 1308	1308	AA2H	17.83	18.28	18.74	19.21	19.69	20.18	20.68	21.20	21.73	22.27	22.83	23.40	23.99	24.59	25.20
Court Security Officer - 1308SEC	LC1 - 1308SEC	1308	AA3H	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77
M&O Worker - 1308	MO1 - 1308	1308	AA3H	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77
Court Clerk - 1308	LC1 - 1308	1308	AB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
Court Security Officer Lead - 1308SEC	LC2 - 1308SEC	1308	AB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
Fiscal Support Technician - 1308	FS1 - 1308	1308	AB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
M&O Technician - 1308	MO2 - 1308	1308	AB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
Office Support Specialist/Legal Assistant - 1308	OS2 - 1308	1308	AB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
Appraiser Assistant - 1308	AP1 - 1308	1308	AB2H	23.29	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91
Construction Technician - 1308	CC1 - 1308	1308	AB2H	23.29	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91
Court Clerk-Lead - 1308	LC2 - 1308	1308	AB2H	23.29	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91
Fiscal Support Specialist - 1308	FS2 - 1308	1308	AB2H	23.29	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91
Program Technician - 1308	PR1 - 1308	1308	AB2H	23.29	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91
Program Technician - 1308SEC	PR1 - 1308SEC	1308	AB2H	23.29	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91
Appraiser-Residential - 1308	AP2 - 1308	1308	AB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
Associate Management Analyst - 1308	MA1 - 1308	1308	AB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
Construction Inspector 1 - 1308	CC2 - 1308	1308	AB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
Engineering Technician - 1308	ET1 - 1308	1308	AB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
M&O Specialist - 1308	MO3 - 1308	1308	AB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
Office Support Coordinator - 1308	OS3 - 1308	1308	AB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
Program Specialist - 1308	PR2 - 1308	1308	AB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
Technology Technician - 1308	IT1 - 1308	1308	AB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
Appraiser-Commercial - 1308	AP3 - 1308	1308	AB4H	26.92	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02
Associate Planner - 1308	PL1 - 1308	1308	AB4H	26.92	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02
Construction Inspector 2 - 1308	CC3 - 1308	1308	AB4H	26.92	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02
Deputy Coroner - 1308	CO1 - 1308	1308	AB4H	26.92	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02
Deputy Fire Marshal 1 - 1308	FM1 - 1308	1308	AB4H	26.92	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02
Engineering Technician Analyst - 1308	ET2 - 1308	1308	AB4H	26.92	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02
Forensic Autopsy Technician - 1308	FO1 - 1308	1308	AB4H	26.92	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02
Associate Financial Analyst - 1308	FS0 - 1308	1308	AB5H	28.74	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61
Deputy Fire Marshal 2 - 1308	FM2 - 1308	1308	AB5H	28.74	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61
Senior Engineering Technician - 1308	ET3 - 1308	1308	AB5H	28.74	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61
Technology Specialist - 1308	IT2 - 1308	1308	AB5H	28.74	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61
Utility Analyst - 1308	UL1 - 1308	1308	AB5H	28.74	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61
Management Analyst - 1308	MA2 - 1308	1308	AB5S	59,779.20	61,276.80	62,816.00	64,396.80	65,998.40	67,641.60	69,326.40	71,052.80	72,820.80	74,651.20	76,523.20	78,436.80	80,392.00	82,409.60	84,468.80
Program Coordinator - 1308	PR3 - 1308	1308	AB5S	59,779.20	61,276.80	62,816.00	64,396.80	65,998.40	67,641.60	69,326.40	71,052.80	72,820.80	74,651.20	76,523.20	78,436.80	80,392.00	82,409.60	84,468.80
Engineer 1 - 1308	EN1 - 1308	1308	AC1H	32.38	33.19	34.02	34.87	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76
Financial Analyst - 1308	FS4 - 1308	1308	AC1S	67,350.40	69,035.20	70,761.60	72,529.60	74,339.20	76,190.40	78,104.00	80,059.20	82,056.00	84,115.20	86,216.00	88,379.20	90,584.00	92,851.20	95,180.80
Planner - 1308	PL2 - 1308	1308	AC1S	67,350.40	69,035.20	70,761.60	72,529.60	74,339.20	76,190.40	78,104.00	80,059.20	82,056.00	84,115.20	86,216.00	88,379.20	90,584.00	92,851.20	95,180.80
Program Analyst - 1308	PR4 - 1308	1308	AC1S	67,350.40	69,035.20	70,761.60	72,529.60	74,339.20	76,190.40	78,104.00	80,059.20	82,056.00	84,115.20	86,216.00	88,379.20	90,584.00	92,851.20	95,180.80
Technology Analyst - 1308	IT3 - 1308	1308	AC3S	74,880.00	76,752.00	78,665.60	80,641.60	82,659.20	84,718.40	86,840.00	89,003.20	91,228.80	93,516.80	95,846.40	98,238.40	100,692.80	103,209.60	105,788.80
Attorney 1 - NON (At Will)	LC1 - NONAW	NON	ATTC1S	67,354.56	69,038.42	70,764.38	72,533.49	74,346.83	76,205.50	78,110.64	80,063.41	82,065.00	84,116.63	86,219.55	88,375.04	90,584.42	92,849.03	95,170.26
Attorney 2 - NON (At Will)	LC2 - NONAW	NON	ATTD1S	90,024.48	92,275.09	94,581.97	96,946.52	99,370.18	101,854.43	104,400.79	107,010.81	109,686.08	112,428.23	115,238.94	118,119.91	121,072.91	124,099.73	127,202.22
Attorney 3 - NON (At Will)	LC3 - NONAW	NON	ATTD3S	97,581.12	100,020.65	102,521.17	105,084.20	107,711.31	110,404.09	113,164.19	115,993.29	118,893.12	121,865.45	124,912.09	128,034.89	131,235.76	134,516.65	137,879.57
Attorney 4 - NON (At Will)	LC4 - NONAW	NON	ATTD4S	102,298.56	104,856.02	107,477.42	110,164.36	112,918.47	115,741.43	118,634.97	121,600.84	124,640.86	127,756.88	130,950.80	134,224.57	137,580.18	141,019.68	144,545.17
Attorney 5 - NON (At Will)	LC5 - NONAW	NON	ATTE3S	120,272.88	123,279.70	126,361.69	129,520.73	132,758.75	136,077.72	139,479.66	142,966.65	146,540.82	150,204.34	153,959.45	157,808.44	161,753.65	165,797.49	169,942.43
Corrections Officer - COROFF	L11 - COROFF	COROFF	COH	29.10	29.83	30.58	31.34	32.12	32.92	33.74	34.58	35.44	36.33	37.24	38.17	39.12	0.00	0.00
Corrections Sergeant - CORSGT	L13 - 1308CS	CORSGT	CSH	0.00	43.00	45.15	47.41	49.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
General Services Worker 2 - JDOG	GS2 - JDOG	JDOG	DA1H	16.02	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63
Juvenile Detention Officer - JDOG	JV1 - JDOG	JDOG	DB2H	23.29	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	0.00
Deputy Sheriff - DEPUTY	L010 - DEPUTY	DEPUTY	DSG1H	35.70	37.49	39.36	41.33	43.40	45.57	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Sergeant - SPVDEP	L02 - SPVDEP	SPVDEP	DSG2H	0.00	0.00	0.00	50.13	51.38	52.66	53.98	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
General Services Supervisor - 1308S	GS3 - 1308S	1308S	EB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
Office Support Supervisor - 1308S	OS4 - 1308S	1308S	EB4H	26.92	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02
Appraiser Supervisor - 1308S	AP4 - 1308S	1308S	EB5H	28.74	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61
Cadastral Supervisor - 1308S	AP0 - 1308S	13																

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Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Utility Analyst Lead - 1308S	UL2 - 1308S	1308S	EC1H	32.38	33.19	34.02	34.87	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76
Technology Support Supervisor - 1308S	IT4 - 1308S	1308S	EC1S	67,350.40	69,035.20	70,761.60	72,529.60	74,339.20	76,190.40	78,104.00	80,059.20	82,056.00	84,115.20	86,216.00	88,379.20	90,584.00	92,851.20	95,180.80
Program Supervisor - 1308S	PR5 - 1308S	1308S	EC2S	71,115.20	72,883.60	74,713.60	76,585.60	78,499.20	80,454.40	82,472.00	84,531.20	86,652.80	88,816.00	91,041.60	93,308.80	95,638.40	98,030.40	100,484.80
Financial Supervisor - 1308	FS5 - 1308	1308S	EC4S	78,689.52	80,656.76	82,673.18	84,740.01	86,858.51	89,029.97	91,255.72	93,537.11	95,875.54	98,272.43	100,729.24	103,247.47	105,828.66	108,474.38	111,186.24
Technology Analyst Supervisor - 1308S	IT5 - 1308S	1308S	EC4S	78,689.52	80,656.76	82,673.18	84,740.01	86,858.51	89,029.97	91,255.72	93,537.11	95,875.54	98,272.43	100,729.24	103,247.47	105,828.66	108,474.38	111,186.24
General Services Worker 1 - TEAMPK	GS1 - TEAMPK	TEAMPK	FA0H	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33
General Services Worker 2 - TEAMPK	GS2 - TEAMPK	TEAMPK	FA1H	16.02	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63
Office Support Assistant - TEAMPK	OS1 - TEAMPK	TEAMPK	FA2H	17.83	18.28	18.74	19.21	19.69	20.18	20.68	21.20	21.73	22.27	22.83	23.40	23.99	24.59	25.20
M&O Worker - TEAMPK	MO1 - TEAMPK	TEAMPK	FA3H	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77
Fiscal Support Technician - TEAMPK	FS1 - TEAMPK	TEAMPK	FB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
M&O Technician - TEAMPK	MO2 - TEAMPK	TEAMPK	FB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
Office Support Specialist - TEAMPK	OS2 - TEAMPK	TEAMPK	FB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
Fiscal Support Specialist - TEAMPK	FS2 - TEAMPK	TEAMPK	FB2H	23.29	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91
M&O Specialist - TEAMPK	MO3 - TEAMPK	TEAMPK	FB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
Office Support Coordinator - TEAMPK	OS3 - TEAMPK	TEAMPK	FB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
M&O Coordinator - TEAMPK	MO4 - TEAMPK	TEAMPK	FB4H	26.92	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02
Associate Financial Analyst - TEAMPK	FS0 - TEAMPK	TEAMPK	FB5H	28.74	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61
Sheriff Lieutenant - LTS	L03 - LTS	LTS	I01H	56.56	59.39	62.36	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Corrections Lieutenant - LTS	L10 - LTS	LTS	I02H	52.38	55.00	57.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Judge District Court - NON	JD1 - NON	NON	JD1S	190,120.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
District Court Commissioner - NON (At Will)	JD2 - NON	NON	JD2S	171,108.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Judge Pro Tem - XHELP	JPT - XHELP	NON	JPTH	65.48	114.10	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Judge Superior Court - NON	JS1 - NON	NON	JS1S	99,837.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Superior Court Commissioner - NON	JS2 - NON	NON	JS2S	179,707.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Fiscal Support Technician - SUPGLD	FS1 - SUPGLD	SUPGLD	KB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
Sheriff Support Specialist - SUPGLD	OC2 - SUPGLD	SUPGLD	KB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
Sheriff Support Coordinator - SUPGLD	OC3 - SUPGLD	SUPGLD	KB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
Sheriff Support Supervisor - SUPGLD	OC4 - SUPGLD	SUPGLD	KB5H	28.74	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61
Bailiff - XHELP	BAIL - XHELP	NON	NA0H	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33
General Services Worker 1 - NON	GS1 - NON	NON	NA0H	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33
General Services Worker 1 - XHELP	GS1 - XHELP	NON	NA0H	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33
Supported Employee 1 - NON	SE1 - NON	NON	NA0H	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33
Treatment Aide - NON	TR1 - NON	NON	NA0H	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33
Treatment Aide - XHELP	TR1 - XHELP	NON	NA0H	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33
General Services Worker 2 - NON	GS2 - NON	NON	NA1H	16.02	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63
General Services Worker 2 - XHELP	GS2 - XHELP	NON	NA1H	16.02	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63
Supported Employee 2 - NON	SE2 - NON	NON	NA1H	16.02	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63
Treatment Assistant 1 - NON	TR2 - NON	NON	NA1H	16.02	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63
Treatment Assistant 1 - XHELP	TR2 - XHELP	NON	NA1H	16.02	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63
Office Support Assistant - NON	OS1 - NON	NON	NA2H	17.83	18.28	18.74	19.21	19.69	20.18	20.68	21.20	21.73	22.27	22.83	23.40	23.99	24.59	25.20
Office Support Assistant - NON (At Will)	OS1 - NONAW	NON	NA2H	17.83	18.28	18.74	19.21	19.69	20.18	20.68	21.20	21.73	22.27	22.83	23.40	23.99	24.59	25.20
Office Support Assistant - XHELP	OS1 - XHELP	NON	NA2H	17.83	18.28	18.74	19.21	19.69	20.18	20.68	21.20	21.73	22.27	22.83	23.40	23.99	24.59	25.20
Court Security Officer - XHELP	LC1 - XHELP	NON	NA3H	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77
Extra Help-PW Summer Yr 1 - NON	XHPW1 - NON	NON	NA3H	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77
Extra Help-PW Summer Yr 1 - NON	XHPW1 - NON	NON	NA0H	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33
Extra Help-PW Summer Yr 2 - NON	XHPW2 - NON	NON	NA3H	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77
Extra Help-PW Summer Yr 2 - NON	XHPW2 - NON	NON	NA0H	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33
Extra Help-PW Summer Yr 3 - NON	XHPW3 - NON	NON	NA3H	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77
Extra Help-PW Summer Yr 3 - NON	XHPW3 - NON	NON	NA0H	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33
Extra Help-PW Summer Yr 4 - NON	XHPW4 - NON	NON	NA3H	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77
Extra Help-PW Summer Yr 4 - NON	XHPW4 - NON	NON	NA1H	16.02	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63
M&O Worker - XHELP	MO1 - XHELP	NON	NA3H	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77
Fiscal Support Technician - NON	FS1 - NON	NON	NB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
Fiscal Support Technician - XHELP	FS1 - XHELP	NON	NB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
General Services Supervisor - NON	GS3 - NON	NON	NB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
Office Support Specialist/Legal Assistant - NON	OS2 - NON	NON	NB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
Office Support Specialist/Legal Assistant - NON (At Will)	OS2 - NONAW	NON	NB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
Office Support Specialist/Legal Assistant/Court Clerk - XHELP	OS2 - XHELP	NON	NB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
Substance Use Disorder Professional Trainee - NON	TR5 - NON	NON	NB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
Treatment Assistant Supervisor - NON	TR4 - NON	NON	NB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33

**Kitsap County Pay Scales**

Effective: 1/3/2022

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

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



**Kitsap County Pay Scales**

Effective: 1/3/2022

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

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

Kitsap County Pay Scales

Effective: 1/3/2022

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

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Extra Help-PW Summer Yr 1 - COU252	XHPW1 - COU252	PW COUNCIL	RA3H	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77
Extra Help-PW Summer Yr 1 - COU252	XHPW1 - COU252	PW COUNCIL	RA0H	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33
Extra Help-PW Summer Yr 2 - COU252	XHPW2 - COU252	PW COUNCIL	RA3H	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77
Extra Help-PW Summer Yr 2 - COU252	XHPW2 - COU252	PW COUNCIL	RA0H	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33
Extra Help-PW Summer Yr 3 - COU252	XHPW3 - COU252	PW COUNCIL	RA3H	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77
Extra Help-PW Summer Yr 3 - COU252	XHPW3 - COU252	PW COUNCIL	RA0H	14.37	14.73	15.10	15.48	15.87	16.27	16.68	17.10	17.53	17.97	18.42	18.88	19.35	19.83	20.33
Extra Help-PW Summer Yr 4 - COU252	XHPW4 - COU252	PW COUNCIL	RA3H	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77
Extra Help-PW Summer Yr 4 - COU252	XHPW4 - COU252	PW COUNCIL	RA1H	16.02	16.42	16.83	17.25	17.68	18.12	18.57	19.03	19.51	20.00	20.50	21.01	21.54	22.08	22.63
M&O Worker - COU252	MO1 - COU252	PW COUNCIL	RA3H	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77
M&O Worker - COU589	MO1 - COU589	PW COUNCIL	RA3H	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77
M&O Technician - COU252	MO2 - COU252	PW COUNCIL	RB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
M&O Technician - COU282	MO2 - COU282	PW COUNCIL	RB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
M&O Technician - COU302	MO2 - COU302	PW COUNCIL	RB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
M&O Technician - COU589	MO2 - COU589	PW COUNCIL	RB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
Equipment Services Mechanic - COU282	MC1 - COU282	PW COUNCIL	RB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
M&O Specialist - COU282	MO3 - COU282	PW COUNCIL	RB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
M&O Specialist - COU302	MO3 - COU302	PW COUNCIL	RB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
M&O Specialist - COU589	MO3 - COU589	PW COUNCIL	RB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
Equipment Services Mechanic Lead - COU282	MC2 - COU282	PW COUNCIL	RB4H	26.92	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02
M&O Coordinator - COU302	MO4 - COU302	PW COUNCIL	RB4H	26.92	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02
M&O Crew Supervisor - COU302	MO5 - COU302	PW COUNCIL	RB5H	28.74	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61
M&O Crew Supervisor - COU589	MO5 - COU589	PW COUNCIL	RB5H	28.74	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61
Program Technician - JVCRTS	PR1 - JVCRTS	JVCRTS	TB2H	23.29	23.87	24.47	25.08	25.71	26.35	27.01	27.69	28.38	29.09	29.82	30.57	31.33	32.11	32.91
Program Specialist - JVCRTS	PR2 - JVCRTS	JVCRTS	TB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
Program Coordinator - JVCRTS	PR3 - JVCRTS	JVCRTS	TB5S	59,779.20	61,276.80	62,816.00	64,396.80	65,998.40	67,641.60	69,326.40	71,052.80	72,820.80	74,651.20	76,523.20	78,436.80	80,392.00	82,409.60	84,468.80
Court Services Officer - JVCRTS	JV1 - JVCRTS	JVCRTS	TC1H	32.38	33.19	34.02	34.87	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76
Plant Operator Trainee - TEAMUT	UT0 - TEAMUT	TEAMUT	WA2H	17.83	18.28	18.74	19.21	19.69	20.18	20.68	21.20	21.73	22.27	22.83	23.40	23.99	24.59	25.20
M&O Worker - TEAMUT	MO1 - TEAMUT	TEAMUT	WA3H	19.66	20.15	20.65	21.17	21.70	22.24	22.80	23.37	23.95	24.55	25.16	25.79	26.43	27.09	27.77
M&O Technician - TEAMUT	MO2 - TEAMUT	TEAMUT	WB1H	21.47	22.01	22.56	23.12	23.70	24.29	24.90	25.52	26.16	26.81	27.48	28.17	28.87	29.59	30.33
Construction Inspector 1 - TEAMUT	CC2 - TEAMUT	TEAMUT	WB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
M&O Specialist - TEAMUT	MO3 - TEAMUT	TEAMUT	WB3H	25.11	25.74	26.38	27.04	27.72	28.41	29.12	29.85	30.60	31.37	32.15	32.95	33.77	34.61	35.48
Construction Inspector 2 - TEAMUT	CC3 - TEAMUT	TEAMUT	WB4H	26.92	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02
M&O Coordinator - TEAMUT	MO4 - TEAMUT	TEAMUT	WB4H	26.92	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02
Plant Operator - TEAMUT	UT1 - TEAMUT	TEAMUT	WB4H	26.92	27.59	28.28	28.99	29.71	30.45	31.21	31.99	32.79	33.61	34.45	35.31	36.19	37.09	38.02
Instrument & Control Technician - TEAMUT	EL1 - TEAMUT	TEAMUT	WB5H	28.74	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61
M&O Crew Supervisor - TEAMUT	MO5 - TEAMUT	TEAMUT	WB5H	28.74	29.46	30.20	30.96	31.73	32.52	33.33	34.16	35.01	35.89	36.79	37.71	38.65	39.62	40.61
Electrician Supervisor - TEAMUT	EL2 - TEAMUT	TEAMUT	WC1H	32.38	33.19	34.02	34.87	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76
Plant Operator Supervisor - TEAMUT	UT2 - TEAMUT	TEAMUT	WC1H	32.38	33.19	34.02	34.87	35.74	36.63	37.55	38.49	39.45	40.44	41.45	42.49	43.55	44.64	45.76