

**Kitsap County Pay Scales**  
**Effective: 7/4/2022**

Updated: 7/5 - KCSO Patrol Deputy SGT 1% Increase LTS (7/4) Resolution 090-2021 (7/1)

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	36.06	37.86	39.75	41.74	43.83	46.02	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	50.63	51.90	53.20	54.53	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

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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
Cadastral Supervisor - 1308S	AP0 - 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
M&O Crew Supervisor - 1308S	MO5 - 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
Technology Specialist - 1308S	IT2 - 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
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	72,883.20	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
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	57.13	59.99	62.99	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	193,447.00	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	174,102.30	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	116.10	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	101,584.50	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	182,852.10	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	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

**Kitsap County Pay Scales**  
**Effective: 7/4/2022**

Updated: 7/5 - KCSO Patrol Deputy SGT 1% Increase LTS (7/4) Resolution 090-2021 (7/1)

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 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
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)	LC1 - 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)	OS0 - 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



**Kitsap County Pay Scales**  
**Effective: 7/4/2022**

Updated: 7/5 - KCSO Patrol Deputy SGT 1% Increase LTS (7/4) Resolution 090-2021 (7/1)

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
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	95,638.40	98,030.40	100,484.80
Program Supervisor - NON	PR5 - 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
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	13								

**Kitsap County Pay Scales**  
**Effective: 7/4/2022**

Updated: 7/5 - KCSO Patrol Deputy SGT 1% Increase LTS (7/4) Resolution 090-2021 (7/1)

Job Profile	Job Code	Comp Grade	Comp Grade Profile	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Commissioner District 3 - NON	O03 - NON	NON	O03S	146,507.04	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	203,169.00	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	171,176.81	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	146,282.55	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	146,282.55	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	146,282.55	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	146,282.55	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	POLWKR	NON	POL	15.15	17.56	17.99	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	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 - DPAGLD (At Will)	LC2 - DPAGLDAW	DPAGLD	Q02S	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 - DPAGLD (At Will)	LC3 - DPAGLDAW	DPAGLD	Q03S	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
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