



BOARD OF COMMISSIONERS WORK STUDY MEETING AGENDA

Date: November 18, 2025

Time: 8:30AM – 10:00AM

Page

1. CALL TO ORDER

2. AGENDA REVIEW

3. CHAIRPERSON'S COMMENTS

4. FULL DISCUSSION / ACTION ITEMS

- a. Presentation – Compensation Consultant
 - Resolution No. 25-76, Approval and Implementation of Non-Rep Salary Survey Results

1

5. EXECUTIVE DIRECTOR ITEMS

6. PUBLIC COMMENTS

Please state your name for the record. You will have 3 minutes to address the Board.

7. FOR THE GOOD OF THE ORDER:

Transit Board members' comments

8. ADJOURN

Agendas and Board Packets are available online at www.kitsaptransit.com and available in large-print format upon request. If you will need accessibility accommodations for this public meeting, please contact the Clerk of the Board at (360) 478-6230 or via email at JacquelynB@kitsaptransit.com by noon on the Wednesday before the meeting.



Board of Commissioners Agenda Summary

Meeting Date: 11/18/2025

AGENDA ITEM: Resolution No. 25-76, Implement 2025 Non-Rep Salary Survey

SUBMITTED BY: Mary Pauly

TITLE: Director

DEPARTMENT: Human Resources

EXHIBITS/ATTACHMENTS: Resolution No. 25-76 and Exhibits A & B

BUDGETARY IMPACT *(if applicable)*

BUDGETED AMOUNT:

EXPENDITURE REQUIRED:

FUNDING SOURCE:

REVIEWED BY: Executive Director

REVIEWED DATE: 11/14/2025

SUMMARY STATEMENT:

This resolution approves the implementation of the non-represented salary study results as referenced in the Kitsap Transit 2026 Organizational Chart, Exhibit A, and the 2025 non-represented salary schedule, Exhibit B. The approved 2026 Budget includes the implementation of the non-represented salary study results.

RECOMMENDED ACTION/MOTION:

MOTION: Move to adopt Resolution No. 25-76, The Board of Commissioners hereby approves the implementation of the 2025 non-represented salary survey presented as Exhibit B and effective with the next full pay period beginning November 23, 2025.

RESOLUTION NO. 25-76

A RESOLUTION OF KITSAP TRANSIT BOARD OF COMMISSIONERS AUTHORIZING THE IMPLEMENTATION OF THE RESULTS OF THE 2025 NON-REPRESENTED EMPLOYEE SALARY SURVEY AND THE REVISION OF THE KITSAP TRANSIT NON-REPRESENTED SALARY SCHEDULE TO REFLECT THOSE RESULTS

WHEREAS, the last non-represented employee salary survey was implemented in 2022; and

WHEREAS, prior direction of the Board of Commissioners is to perform a salary survey for non-represented staff no less than every three years; and

WHEREAS, the Board approved in the 2025 budget sufficient funds to conduct a non-represented salary survey in 2025; and

WHEREAS, the salary survey has been completed with the results and recommendations to bring the agency into conformance with the market and those same results and recommendations have been presented to the Board at the Kitsap Transit Work Study meeting on November 18, 2025; and

WHEREAS, employees impacted by the 2025 salary survey will be placed at the nearest step in the recommended salary range of the affected position that exceeds the impacted employees current wage rate; and

WHEREAS, employee positions with salary range adjustments of five percent or less should realize their entire wage adjustment the first year of implementation of the salary survey; and

WHEREAS, employee positions with salary range adjustments greater than five percent will be placed in the applicable step of the new range (usually lower step) in the first year to then later progress through five percent step adjustments each year at the new greater position range until the employee meets or exceeds their current step of the lower range; and

WHEREAS, depending on the number of recommended ranges for each position affected by the 2025 salary survey, affected employee wages may take one to three years to realize the full benefit of the salary survey; and

WHEREAS, the approximate pro-rata unbudgeted impact for the remainder of 2025 is estimated at twenty thousand dollars (\$20,000) when implementing the proposed wage adjustments effective with next full pay period; and

WHEREAS, the 2026 budget, approved by the Board on November 4, 2025, in Resolution 25-73, included the implementation of the salary survey results; and

WHEREAS, the projected 2026 impact of the proposed market adjustments for eighteen (18) positions, affecting forty-three (43) non-represented employees, is anticipated to result in a total annual increase in wages and benefits estimated at two hundred forty-four thousand dollars (\$244,000); and

WHEREAS, the salary survey resulted in title changes of some positions for internal equity and consistency, reflected in the Organizational Chart and incorporated by reference herein as Exhibit A; and

WHEREAS, Kitsap Transit staff now recommend the implementation of the salary survey and the resulting non-rep salary schedule as presented and incorporated by reference herein as Exhibit B effective with the next full pay period beginning November 23, 2025.

NOW, THEREFORE, BE IT RESOLVED the Board of Commissioners hereby approves the implementation of the 2025 non-represented salary survey effective with the next full pay period beginning November 23, 2025.

ADOPTED by the Kitsap Transit Board of Commissioners at a regular meeting held on the 18th day of November, 2025.

Robert Putaansuu, Chairperson

ATTEST:

Jackie Bidon, Clerk of the Board

DRAFT

Kitsap Transit

2026 Pending Structure and Staffing

KITSAP TRANSIT BOARD OF COMMISSIONERS (Nine voting & 10 total)
 Three Kitsap County Commissioners, City of Bremerton Mayor and one Bremerton Council Member,
 City of Port Orchard Mayor or Council Member, City of Bainbridge Island Mayor or Council Member, City of Poulsbo Mayor or Council Member, One at
 large member chosen from the City of Port Orchard, Bainbridge Island or Poulsbo, and
 one non-voting labor unions' representative.

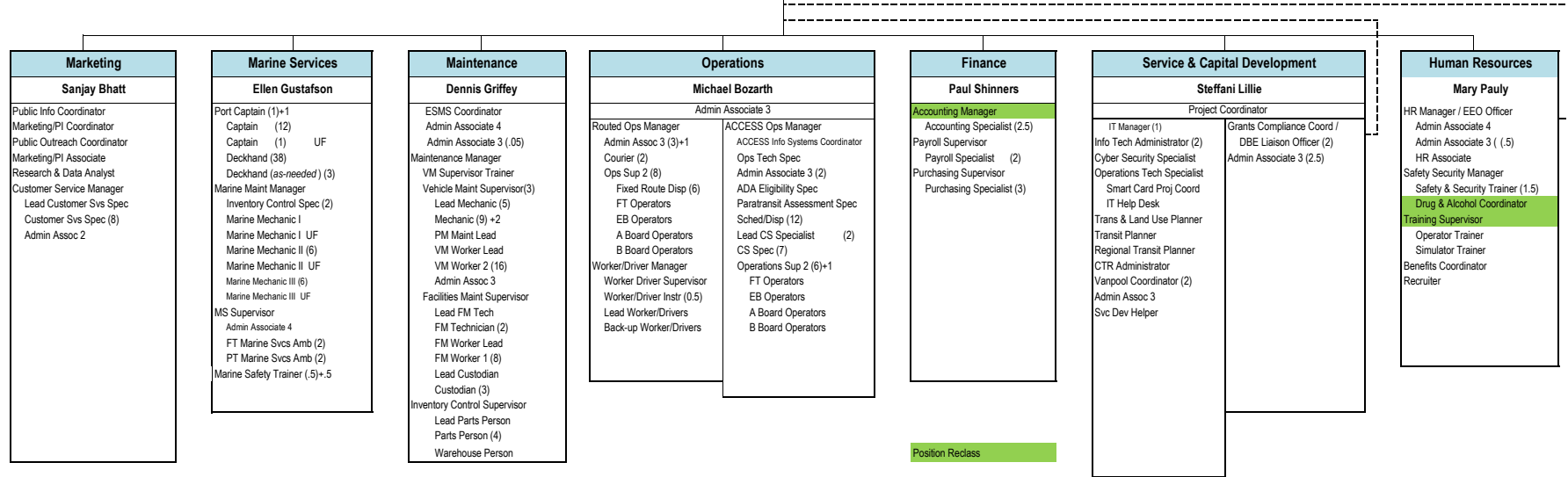
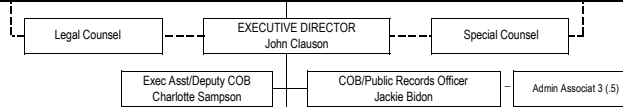


EXHIBIT B
Kitsap Transit Proposed
Non-Rep Salary Schedule
Effective 10/27/25

(wage may vary based on employee's current step)

11.23.25 Proposed Non-Rep Salary Schedule									Longevity Premium		
Occupational Job Classes	Salary Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	15 years	20 years	25 years
	1	\$41,993.89	\$44,022.95	\$46,257.49	\$48,620.45	\$51,163.20	\$53,705.95	\$56,454.17	\$57,583.26	\$58,712.34	\$60,970.51
	Monthly	\$3,499.49	\$3,668.58	\$3,854.79	\$4,051.70	\$4,263.60	\$4,475.50	\$4,704.51	\$4,798.60	\$4,892.69	\$5,080.88
	Hourly	\$20.19	\$21.16	\$22.24	\$23.38	\$24.60	\$25.82	\$27.14	\$27.68	\$28.23	\$29.31
	2	\$43,046.95	\$45,178.75	\$47,438.97	\$49,853.30	\$52,421.73	\$55,015.85	\$57,815.44	\$58,971.75	\$60,128.06	\$62,440.68
	Monthly	\$3,587.25	\$3,764.90	\$3,953.25	\$4,154.44	\$4,368.48	\$4,584.65	\$4,817.95	\$4,914.31	\$5,010.67	\$5,203.39
	Hourly	\$20.70	\$21.72	\$22.81	\$23.97	\$25.20	\$26.45	\$27.80	\$28.35	\$28.91	\$30.02
	3	\$44,022.95	\$46,257.49	\$48,620.45	\$51,163.20	\$53,705.95	\$56,454.17	\$59,228.08	\$60,412.64	\$61,597.20	\$63,966.33
	Monthly	\$3,668.58	\$3,854.79	\$4,051.70	\$4,263.60	\$4,475.50	\$4,704.51	\$4,935.67	\$5,034.39	\$5,133.10	\$5,330.53
	Hourly	\$21.16	\$22.24	\$23.38	\$24.60	\$25.82	\$27.14	\$28.48	\$29.04	\$29.61	\$30.75
	4	\$45,178.75	\$47,438.97	\$49,853.30	\$52,421.73	\$55,015.85	\$57,815.44	\$60,743.46	\$61,958.33	\$63,173.20	\$65,602.93
	Monthly	\$3,764.90	\$3,953.25	\$4,154.44	\$4,368.48	\$4,584.65	\$4,817.95	\$5,061.95	\$5,163.19	\$5,264.43	\$5,466.91
	Hourly	\$21.72	\$22.81	\$23.97	\$25.20	\$26.45	\$27.80	\$29.20	\$29.79	\$30.37	\$31.54
	5	\$46,257.49	\$48,620.45	\$51,163.20	\$53,705.95	\$56,454.17	\$59,228.08	\$62,284.52	\$63,530.21	\$64,775.90	\$67,267.28
	Monthly	\$3,854.79	\$4,051.70	\$4,263.60	\$4,475.50	\$4,704.51	\$4,935.67	\$5,190.38	\$5,294.18	\$5,397.99	\$5,605.61
	Hourly	\$22.24	\$23.38	\$24.60	\$25.82	\$27.14	\$28.48	\$29.94	\$30.54	\$31.14	\$32.34
Courier Farebox Puller Svc Dev Helper/Parking Lot Attendant	6	\$47,438.97	\$49,853.30	\$52,421.73	\$55,015.85	\$57,815.44	\$60,743.46	\$63,799.89	\$65,075.89	\$66,351.89	\$68,903.88
	Monthly	\$3,953.25	\$4,154.44	\$4,368.48	\$4,584.65	\$4,817.95	\$5,061.95	\$5,316.66	\$5,422.99	\$5,529.32	\$5,741.99
	Hourly	\$22.81	\$23.97	\$25.20	\$26.45	\$27.80	\$29.20	\$30.67	\$31.29	\$31.90	\$33.13
	7	\$48,620.45	\$51,163.20	\$53,705.95	\$56,454.17	\$59,228.08	\$62,284.52	\$65,392.32	\$66,700.17	\$68,008.01	\$70,623.71
	Monthly	\$4,051.70	\$4,263.60	\$4,475.50	\$4,704.51	\$4,935.67	\$5,190.38	\$5,449.36	\$5,558.35	\$5,667.33	\$5,885.31
	Hourly	\$23.38	\$24.60	\$25.82	\$27.14	\$28.48	\$29.94	\$31.44	\$32.07	\$32.70	\$33.95
	8	\$49,853.30	\$52,421.73	\$55,015.85	\$57,815.44	\$60,743.46	\$63,799.89	\$67,061.80	\$68,403.04	\$69,744.28	\$72,426.75
	Monthly	\$4,154.44	\$4,368.48	\$4,584.65	\$4,817.95	\$5,061.95	\$5,316.66	\$5,588.48	\$5,700.25	\$5,812.02	\$6,035.56
	Hourly	\$23.97	\$25.20	\$26.45	\$27.80	\$29.20	\$30.67	\$32.24	\$32.89	\$33.53	\$34.82
	9	\$51,163.20	\$53,705.95	\$56,454.17	\$59,228.08	\$62,284.52	\$65,392.32	\$68,782.65	\$70,158.31	\$71,533.96	\$74,285.27
	Monthly	\$4,263.60	\$4,475.50	\$4,704.51	\$4,935.67	\$5,190.38	\$5,449.36	\$5,731.89	\$5,846.53	\$5,961.16	\$6,190.44
	Hourly	\$24.60	\$25.82	\$27.14	\$28.48	\$29.94	\$31.44	\$33.07	\$33.73	\$34.39	\$35.71
	10	\$52,421.73	\$55,015.85	\$57,815.44	\$60,743.46	\$63,799.89	\$67,061.80	\$70,477.82	\$71,887.38	\$73,296.93	\$76,116.05
	Monthly	\$4,368.48	\$4,584.65	\$4,817.95	\$5,061.95	\$5,316.66	\$5,588.48	\$5,873.15	\$5,990.61	\$6,108.08	\$6,343.00
	Hourly	\$25.20	\$26.45	\$27.80	\$29.20	\$30.67	\$32.24	\$33.88	\$34.56	\$35.24	\$36.59
Administrative Associate 2 Customer Service Specialist	11	\$53,705.95	\$56,454.17	\$59,228.08	\$62,284.52	\$65,392.32	\$68,782.65	\$72,250.04	\$73,695.04	\$75,140.04	\$78,030.04
	Monthly	\$4,475.50	\$4,704.51	\$4,935.67	\$5,190.38	\$5,449.36	\$5,731.89	\$6,020.84	\$6,141.25	\$6,261.67	\$6,502.50
	Hourly	\$25.82	\$27.14	\$28.48	\$29.94	\$31.44	\$33.07	\$34.74	\$35.43	\$36.13	\$37.51
	12	\$55,015.85	\$57,815.44	\$60,743.46	\$63,799.89	\$67,061.80	\$70,477.82	\$74,047.94	\$75,528.90	\$77,009.86	\$79,971.78
	Monthly	\$4,584.65	\$4,817.95	\$5,061.95	\$5,316.66	\$5,588.48	\$5,873.15	\$6,170.66	\$6,294.08	\$6,417.49	\$6,664.31
	Hourly	\$26.45	\$27.80	\$29.20	\$30.67	\$32.24	\$33.88	\$35.60	\$36.31	\$37.02	\$38.45
	13	\$56,454.17	\$59,228.08	\$62,284.52	\$65,392.32	\$68,782.65	\$72,250.04	\$75,820.16	\$77,336.57	\$78,852.97	\$81,885.78
	Monthly	\$4,704.51	\$4,935.67	\$5,190.38	\$5,449.36	\$5,731.89	\$6,020.84	\$6,318.35	\$6,444.71	\$6,571.08	\$6,823.81
	Hourly	\$27.14	\$28.48	\$29.94	\$31.44	\$33.07	\$34.74	\$36.45	\$37.18	\$37.91	\$39.37
Administrative Associate 3 Marine Services Ambassador Worker Driver Instructor	14	\$57,815.44	\$60,743.46	\$63,799.89	\$67,061.80	\$70,477.82	\$74,047.94	\$77,772.17	\$79,327.62	\$80,883.06	\$83,993.95
	Monthly	\$4,817.95	\$5,061.95	\$5,316.66	\$5,588.48	\$5,873.15	\$6,170.66	\$6,481.01	\$6,610.63	\$6,740.25	\$6,999.50
	Hourly	\$27.80	\$29.20	\$30.67	\$32.24	\$33.88	\$35.60	\$37.39	\$38.14	\$38.89	\$40.38
Lead Customer Service Specialist	15	\$59,228.08	\$62,284.52	\$65,392.32	\$68,782.65	\$72,250.04	\$75,820.16	\$79,698.50	\$81,292.47	\$82,886.44	\$86,074.38
	Monthly	\$4,935.67	\$5,190.38	\$5,449.36	\$5,731.89	\$6,020.84	\$6,318.35	\$6,641.54	\$6,774.37	\$6,907.20	\$7,172.86
	Hourly	\$28.48	\$29.94	\$31.44	\$33.07	\$34.74	\$36.45	\$38.32	\$39.08	\$39.85	\$41.38
	16	\$60,743.46	\$63,799.89	\$67,061.80	\$70,477.82	\$74,047.94	\$77,772.17	\$81,701.88	\$83,335.91	\$84,969.95	\$88,238.03
	Monthly	\$5,061.95	\$5,316.66	\$5,588.48	\$5,873.15	\$6,170.66	\$6,481.01	\$6,808.49	\$6,944.66	\$7,080.83	\$7,353.17
	Hourly	\$29.20	\$30.67	\$32.24	\$33.88	\$35.60	\$37.39	\$39.28	\$40.07	\$40.85	\$42.42
Administrative Associate 4 ADA Eligibility Specialist Physical Assessment Specialist	17	\$62,284.52	\$65,392.32	\$68,782.65	\$72,250.04	\$75,820.16	\$79,698.50	\$83,730.94	\$85,405.56	\$87,080.18	\$90,429.41
	Monthly	\$5,190.38	\$5,449.36	\$5,731.89	\$6,020.84	\$6,318.35	\$6,641.54	\$6,977.58	\$7,117.13	\$7,256.68	\$7,535.78
	Hourly	\$29.94	\$31.44	\$33.07	\$34.74	\$36.45	\$38.32	\$40.26	\$41.06	\$41.87	\$43.48
	18	\$63,799.89	\$67,061.80	\$70,477.82	\$74,047.94	\$77,772.17	\$81,701.88	\$85,837.05	\$87,553.80	\$89,270.54	\$92,704.02
	Monthly	\$5,316.66	\$5,588.48	\$5,873.15	\$6,170.66	\$6,481.01	\$6,808.49	\$7,153.09	\$7,296.15	\$7,439.21	\$7,725.33
	Hourly	\$30.67	\$32.24	\$33.88	\$35.60	\$37.39	\$39.28	\$41.27	\$42.09	\$42.92	\$44.57
	19	\$65,392.32	\$68,782.65	\$72,250.04	\$75,820.16	\$79,698.50	\$83,730.94	\$87,968.85	\$89,728.23	\$91,487.61	\$95,006.36
	Monthly	\$5,449.36	\$5,731.89	\$6,020.84	\$6,318.35	\$6,641.54	\$6,977.58	\$7,330.74	\$7,477.35	\$7,623.97	\$7,917.20
	Hourly	\$31.44	\$33.07	\$34.74	\$36.45	\$38.32	\$40.26	\$42.29	\$43.14	\$43.98	\$45.68
IT Help Desk Technician Ops Technical Specialist	20	\$67,061.80	\$70,477.82	\$74,047.94	\$77,772.17	\$81,701.88	\$85,837.05	\$90,152.02	\$91,955.06	\$93,758.10	\$97,364.18
	Monthly	\$5,588.48	\$5,873.15	\$6,170.66	\$6,481.01	\$6,808.49	\$7,153.09	\$7,512.67	\$7,662.92	\$7,813.18	\$8,113.68
	Hourly	\$32.24	\$33.88	\$35.60	\$37.39	\$39.28	\$41.27	\$43.34	\$44.21	\$45.08	\$46.81
Payroll Specialist Purchasing Specialist Marine Inventory Control Specialist Accounting Specialist	21	\$68,782.65	\$72,250.04	\$75,820.16	\$79,698.50	\$83,730.94	\$87,968.85	\$92,437.93	\$94,286.69	\$96,135.45	\$99,832.96
	Monthly	\$5,731.89	\$6,020.84	\$6,318.35	\$6,641.54	\$6,977.58	\$7,330.74	\$7,703.16	\$7,857.22	\$8,011.29	\$8,319.41
	Hourly	\$33.07	\$34.74	\$36.45	\$38.32	\$40.26	\$42.29	\$44.44	\$45.33	\$46.22	\$48.00
Scheduler/Dispatcher Marketing & Public Info Associate	22	\$70,477.82	\$74,047.94	\$77,772.17	\$81,701.88	\$85,837.05	\$90,152.02	\$94,749.52	\$96,644.51	\$98,539.50	\$102,329.48
	Monthly	\$5,873.15	\$6,170.66	\$6,481.01	\$6,808.49	\$7,153.09	\$7,512.67	\$7,895.79	\$8,053.71	\$8,211.62	\$8,527.46
	Hourly	\$33.88	\$35.60	\$37.39	\$39.28	\$41.27	\$43.34	\$45.55	\$46.46	\$47.37	\$49.20

EXHIBIT B
Kitsap Transit Proposed
Non-Rep Salary Schedule
Effective 10/27/25

	23	\$72,250.04	\$75,820.16	\$79,698.50	\$83,730.94	\$87,968.85	\$92,437.93	\$97,112.48	\$99,054.73	\$100,996.98	\$104,881.48
	Monthly	\$6,020.84	\$6,318.35	\$6,641.54	\$6,977.58	\$7,330.74	\$7,703.16	\$8,092.71	\$8,254.56	\$8,416.41	\$8,740.12
	Hourly	\$34.74	\$36.45	\$38.32	\$40.26	\$42.29	\$44.44	\$46.69	\$47.62	\$48.56	\$50.42
	24	\$74,047.94	\$77,772.17	\$81,701.88	\$85,837.05	\$90,152.02	\$94,749.52	\$99,526.81	\$101,517.34	\$103,507.88	\$107,488.95
	Monthly	\$6,170.66	\$6,481.01	\$6,808.49	\$7,153.09	\$7,512.67	\$7,895.79	\$8,293.90	\$8,459.78	\$8,625.66	\$8,957.41
	Hourly	\$35.60	\$37.39	\$39.28	\$41.27	\$43.34	\$45.55	\$47.85	\$48.81	\$49.76	\$51.68
Human Resources Associate	25	\$75,820.16	\$79,698.50	\$83,730.94	\$87,968.85	\$92,437.93	\$97,112.48	\$102,018.19	\$104,058.55	\$106,098.91	\$110,179.64
	Monthly	\$6,318.35	\$6,641.54	\$6,977.58	\$7,330.74	\$7,703.16	\$8,092.71	\$8,501.52	\$8,671.55	\$8,841.58	\$9,181.64
	Hourly	\$36.45	\$38.32	\$40.26	\$42.29	\$44.44	\$46.69	\$49.05	\$50.03	\$51.01	\$52.97
Marine Mechanic III	26	\$77,772.17	\$81,701.88	\$85,837.05	\$90,152.02	\$94,749.52	\$99,526.81	\$104,586.62	\$106,678.35	\$108,770.08	\$112,953.55
	Monthly	\$6,481.01	\$6,808.49	\$7,153.09	\$7,512.67	\$7,895.79	\$8,293.90	\$8,715.55	\$8,889.86	\$9,064.17	\$9,412.80
	Hourly	\$37.39	\$39.28	\$41.27	\$43.34	\$45.55	\$47.85	\$50.28	\$51.29	\$52.29	\$54.30
Operations Coordinator Executive Asst/Deputy COB	27	\$79,698.50	\$83,730.94	\$87,968.85	\$92,437.93	\$97,112.48	\$102,018.19	\$107,180.74	\$109,324.35	\$111,467.97	\$115,755.20
	Monthly	\$6,641.54	\$6,977.58	\$7,330.74	\$7,703.16	\$8,092.71	\$8,501.52	\$8,931.73	\$9,110.36	\$9,289.00	\$9,646.27
	Hourly	\$38.32	\$40.26	\$42.29	\$44.44	\$46.69	\$49.05	\$51.53	\$52.56	\$53.59	\$55.65
	28	\$81,701.88	\$85,837.05	\$90,152.02	\$94,749.52	\$99,526.81	\$104,586.62	\$109,877.59	\$112,075.15	\$114,272.70	\$118,667.80
	Monthly	\$6,808.49	\$7,153.09	\$7,512.67	\$7,895.79	\$8,293.90	\$8,715.55	\$9,156.47	\$9,339.60	\$9,522.72	\$9,888.98
	Hourly	\$39.28	\$41.27	\$43.34	\$45.55	\$47.85	\$50.28	\$52.83	\$53.88	\$54.94	\$57.05
CTR Administrator Deckhand Marine Services Supervisor Smart Card Project Coordinator Vanpool Coordinator Project Coordinator ACCESS Service Coordinator	29	\$83,730.94	\$87,968.85	\$92,437.93	\$97,112.48	\$102,018.19	\$107,180.74	\$112,625.82	\$114,878.33	\$117,130.85	\$121,635.88
	Monthly	\$6,977.58	\$7,330.74	\$7,703.16	\$8,092.71	\$8,501.52	\$8,931.73	\$9,385.48	\$9,573.19	\$9,760.90	\$10,136.32
	Hourly	\$40.26	\$42.29	\$44.44	\$46.69	\$49.05	\$51.53	\$54.15	\$55.23	\$56.31	\$58.48
Safety and Security Trainer Operator Trainer Simulator Trainer	30	\$85,837.05	\$90,152.02	\$94,749.52	\$99,526.81	\$104,586.62	\$109,877.59	\$115,425.41	\$117,733.92	\$120,042.43	\$124,659.44
	Monthly	\$7,153.09	\$7,512.67	\$7,895.79	\$8,293.90	\$8,715.55	\$9,156.47	\$9,618.78	\$9,811.16	\$10,003.54	\$10,388.29
	Hourly	\$41.27	\$43.34	\$45.55	\$47.85	\$50.28	\$52.83	\$55.49	\$56.60	\$57.71	\$59.93
Marketing & Public Info Coordinator Public Information Coordinator Marine Safety Trainer Public Outreach Coordinator Sr. Deckhand Drug & Alcohol Coordinator	31	\$87,968.85	\$92,437.93	\$97,112.48	\$102,018.19	\$107,180.74	\$112,625.82	\$118,302.06	\$120,668.10	\$123,034.14	\$127,766.22
	Monthly	\$7,330.74	\$7,703.16	\$8,092.71	\$8,501.52	\$8,931.73	\$9,385.48	\$9,858.50	\$10,055.67	\$10,252.84	\$10,647.19
	Hourly	\$42.29	\$44.44	\$46.69	\$49.05	\$51.53	\$54.15	\$56.88	\$58.01	\$59.15	\$61.43
ESMS Coordinator Recruiter	32	\$90,152.02	\$94,749.52	\$99,526.81	\$104,586.62	\$109,877.59	\$115,425.41	\$121,307.12	\$123,733.27	\$126,159.41	\$131,011.69
	Monthly	\$7,512.67	\$7,895.79	\$8,293.90	\$8,715.55	\$9,156.47	\$9,618.78	\$10,108.93	\$10,311.11	\$10,513.28	\$10,917.64
	Hourly	\$43.34	\$45.55	\$47.85	\$50.28	\$52.83	\$55.49	\$58.32	\$59.49	\$60.65	\$62.99
	33	\$92,437.93	\$97,112.48	\$102,018.19	\$107,180.74	\$112,625.82	\$118,302.06	\$124,312.19	\$126,798.43	\$129,284.68	\$134,257.17
	Monthly	\$7,703.16	\$8,092.71	\$8,501.52	\$8,931.73	\$9,385.48	\$9,858.50	\$10,359.35	\$10,566.54	\$10,773.72	\$11,188.10
	Hourly	\$44.44	\$46.69	\$49.05	\$51.53	\$54.15	\$56.88	\$59.77	\$60.96	\$62.16	\$64.55
Inventory Control Supervisor Operations Supervisor 2	34	\$94,749.52	\$99,526.81	\$104,586.62	\$109,877.59	\$115,425.41	\$121,307.12	\$127,394.31	\$129,942.20	\$132,490.08	\$137,585.86
	Monthly	\$7,895.79	\$8,293.90	\$8,715.55	\$9,156.47	\$9,618.78	\$10,108.93	\$10,616.19	\$10,828.52	\$11,040.84	\$11,465.49
	Hourly	\$45.55	\$47.85	\$50.28	\$52.83	\$55.49	\$58.32	\$61.25	\$62.47	\$63.70	\$66.15
Training Supervisor Research & Data Analyst Payroll Supervisor Transit Planner Regional Transit Planner	35	\$97,112.48	\$102,018.19	\$107,180.74	\$112,625.82	\$118,302.06	\$124,312.19	\$130,579.17	\$133,190.75	\$135,802.34	\$141,025.50
	Monthly	\$8,092.71	\$8,501.52	\$8,931.73	\$9,385.48	\$9,858.50	\$10,359.35	\$10,881.60	\$11,099.23	\$11,316.86	\$11,752.13
	Hourly	\$46.69	\$49.05	\$51.53	\$54.15	\$56.88	\$59.77	\$62.78	\$64.03	\$65.29	\$67.80
Facilities Maintenance Supervisor Vehicle Maintenance Supervisor COB/Public Records Officer	36	\$99,526.81	\$104,586.62	\$109,877.59	\$115,425.41	\$121,307.12	\$127,394.31	\$133,866.76	\$136,544.10	\$139,221.43	\$144,576.11
	Monthly	\$8,293.90	\$8,715.55	\$9,156.47	\$9,618.78	\$10,108.93	\$10,616.19	\$11,155.56	\$11,378.67	\$11,601.79	\$12,048.01
	Hourly	\$47.85	\$50.28	\$52.83	\$55.49	\$58.32	\$61.25	\$64.36	\$65.65	\$66.93	\$69.51
Info Technology Administrator Transportation & Land Use Planner Cyber Security Specialist Grants & Compliance Coordinator	37	\$102,018.19	\$107,180.74	\$112,625.82	\$118,302.06	\$124,312.19	\$130,579.17	\$137,205.73	\$139,949.84	\$142,693.96	\$148,182.19
	Monthly	\$8,501.52	\$8,931.73	\$9,385.48	\$9,858.50	\$10,359.35	\$10,881.60	\$11,433.81	\$11,662.49	\$11,891.16	\$12,348.52
	Hourly	\$49.05	\$51.53	\$54.15	\$56.88	\$59.77	\$62.78	\$65.96	\$67.28	\$68.60	\$71.24
Vehicle Maintenance Supervisor Trainer Purchasing Supervisor	38	\$104,586.62	\$109,877.59	\$115,425.41	\$121,307.12	\$127,394.31	\$133,866.76	\$140,673.11	\$143,486.58	\$146,300.04	\$151,926.96
	Monthly	\$8,715.55	\$9,156.47	\$9,618.78	\$10,108.93	\$10,616.19	\$11,155.56	\$11,722.76	\$11,957.21	\$12,191.67	\$12,660.58
	Hourly	\$50.28	\$52.83	\$55.49	\$58.32	\$61.25	\$64.36	\$67.63	\$68.98	\$70.34	\$73.04
Customer Service Manager Marine Mechanic II	39	\$107,180.74	\$112,625.82	\$118,302.06	\$124,312.19	\$130,579.17	\$137,205.73	\$144,140.50	\$147,023.31	\$149,906.12	\$155,671.74
	Monthly	\$8,931.73	\$9,385.48	\$9,858.50	\$10,359.35	\$10,881.60	\$11,433.81	\$12,011.71	\$12,251.94	\$12,492.18	\$12,972.64
	Hourly	\$51.53	\$54.15	\$56.88	\$59.77	\$62.78	\$65.96	\$69.30	\$70.68	\$72.07	\$74.84
	40	\$109,877.59	\$115,425.41	\$121,307.12	\$127,394.31	\$133,866.76	\$140,673.11	\$147,761.99	\$150,717.23	\$153,672.47	\$159,582.95
	Monthly	\$9,156.47	\$9,618.78	\$10,108.93	\$10,616.19	\$11,155.56	\$11,722.76	\$12,313.50	\$12,559.77	\$12,806.04	\$13,298.58
	Hourly	\$52.83	\$55.49	\$58.32	\$61.25	\$64.36	\$67.63	\$71.04	\$72.46	\$73.88	\$76.72
Marine Mechanic I Safety & Security Manager Human Resources Manager	41	\$112,625.82	\$118,302.06	\$124,312.19	\$130,579.17	\$137,205.73	\$144,140.50	\$151,486.22	\$154,515.94	\$157,545.67	\$163,605.12
	Monthly	\$9,385.48	\$9,858.50	\$10,359.35	\$10,881.60	\$11,433.81	\$12,011.71	\$12,623.85	\$12,876.33	\$13,128.81	\$13,633.76
	Hourly	\$54.15	\$56.88	\$59.77	\$62.78	\$65.96	\$69.30	\$72.83	\$74.29	\$75.74	\$78.66

EXHIBIT B
Kitsap Transit Proposed
Non-Rep Salary Schedule
Effective 10/27/25

Captain	42	\$115,425.41	\$121,307.12	\$127,394.31	\$133,841.08	\$140,698.80	\$147,736.31	\$155,210.45	\$158,314.66	\$161,418.87	\$167,627.28
Worker Driver Manager	Monthly	\$9,618.78	\$10,108.93	\$10,616.19	\$11,153.42	\$11,724.90	\$12,311.36	\$12,934.20	\$13,192.89	\$13,451.57	\$13,968.94
Accounting Manager	Hourly	\$55.49	\$58.32	\$61.25	\$64.35	\$67.64	\$71.03	\$74.62	\$76.11	\$77.61	\$80.59
	43	\$118,302.06	\$124,312.19	\$130,579.17	\$137,180.04	\$144,140.50	\$151,486.22	\$159,114.47	\$162,296.76	\$165,479.05	\$171,843.62
	Monthly	\$9,858.50	\$10,359.35	\$10,881.60	\$11,431.67	\$12,011.71	\$12,623.85	\$13,259.54	\$13,524.73	\$13,789.92	\$14,320.30
	Hourly	\$56.88	\$59.77	\$62.78	\$65.95	\$69.30	\$72.83	\$76.50	\$78.03	\$79.56	\$82.62
	44	\$121,307.12	\$127,394.31	\$133,866.76	\$140,673.11	\$147,761.99	\$155,210.45	\$163,095.54	\$166,357.45	\$169,619.36	\$176,143.18
	Monthly	\$10,108.93	\$10,616.19	\$11,155.56	\$11,722.76	\$12,313.50	\$12,934.20	\$13,591.29	\$13,863.12	\$14,134.95	\$14,678.60
	Hourly	\$58.32	\$61.25	\$64.36	\$67.63	\$71.04	\$74.62	\$78.41	\$79.98	\$81.55	\$84.68
Maintenance Manager	45	\$124,312.19	\$130,579.17	\$137,205.73	\$144,140.50	\$151,486.22	\$159,088.78	\$167,153.66	\$170,496.74	\$173,839.81	\$180,525.96
	Monthly	\$10,359.35	\$10,881.60	\$11,433.81	\$12,011.71	\$12,623.85	\$13,257.40	\$13,929.47	\$14,208.06	\$14,486.65	\$15,043.83
	Hourly	\$59.77	\$62.78	\$65.96	\$69.30	\$72.83	\$76.48	\$80.36	\$81.97	\$83.58	\$86.79
Routed Operations Manager	46	\$127,394.31	\$133,866.76	\$140,673.11	\$147,761.99	\$155,210.45	\$163,095.54	\$171,340.21	\$174,767.02	\$178,193.82	\$185,047.43
ACCESS Operations Manager	Monthly	\$10,616.19	\$11,155.56	\$11,722.76	\$12,313.50	\$12,934.20	\$13,591.29	\$14,278.35	\$14,563.92	\$14,849.49	\$15,420.62
Port Captain	Hourly	\$61.25	\$64.36	\$67.63	\$71.04	\$74.62	\$78.41	\$82.38	\$84.02	\$85.67	\$88.97
IT Manager											
Marine Maintenance Manager	47	\$130,579.17	\$137,205.73	\$144,140.50	\$151,486.22	\$159,088.78	\$167,153.66	\$175,603.81	\$179,115.89	\$182,627.96	\$189,652.12
	Monthly	\$10,881.60	\$11,433.81	\$12,011.71	\$12,623.85	\$13,257.40	\$13,929.47	\$14,633.65	\$14,926.32	\$15,219.00	\$15,840.34
	Hourly	\$62.78	\$65.96	\$69.30	\$72.83	\$76.48	\$80.36	\$84.42	\$86.11	\$87.80	\$91.18
	48	\$133,866.76	\$140,673.11	\$147,761.99	\$155,210.45	\$163,095.54	\$171,340.21	\$179,995.83	\$183,595.75	\$187,195.67	\$194,395.50
	Monthly	\$11,155.56	\$11,722.76	\$12,313.50	\$12,934.20	\$13,591.29	\$14,278.35	\$14,999.65	\$15,299.65	\$15,599.64	\$16,199.63
	Hourly	\$64.36	\$67.63	\$71.04	\$74.62	\$78.41	\$82.38	\$86.54	\$88.27	\$90.00	\$93.46
	49	\$137,205.73	\$144,140.50	\$151,486.22	\$159,088.78	\$167,153.66	\$175,603.81	\$184,490.59	\$188,180.40	\$191,870.22	\$199,249.84
	Monthly	\$11,433.81	\$12,011.71	\$12,623.85	\$13,257.40	\$13,929.47	\$14,633.65	\$15,374.22	\$15,681.70	\$15,989.18	\$16,604.15
	Hourly	\$65.96	\$69.30	\$72.83	\$76.48	\$80.36	\$84.42	\$88.70	\$90.47	\$92.25	\$95.79
Human Resources Director	50	\$140,673.11	\$147,761.99	\$155,210.45	\$163,095.54	\$171,340.21	\$179,995.83	\$189,088.09	\$192,869.85	\$196,651.61	\$204,215.14
Marketing & Public Info Director	Monthly	\$11,722.76	\$12,313.50	\$12,934.20	\$13,591.29	\$14,278.35	\$14,999.65	\$15,757.34	\$16,072.49	\$16,387.63	\$17,017.93
Serv & Cap Development Director	Hourly	\$67.63	\$71.04	\$74.62	\$78.41	\$82.38	\$86.54	\$90.91	\$92.73	\$94.54	\$98.18
	51	\$144,140.50	\$151,486.22	\$159,088.78	\$167,153.66	\$175,603.81	\$184,490.59	\$193,865.38	\$197,742.68	\$201,619.99	\$209,374.61
	Monthly	\$12,011.71	\$12,623.85	\$13,257.40	\$13,929.47	\$14,633.65	\$15,374.22	\$16,155.45	\$16,478.56	\$16,801.67	\$17,447.88
	Hourly	\$69.30	\$72.83	\$76.48	\$80.36	\$84.42	\$88.70	\$93.20	\$95.07	\$96.93	\$100.66
Finance Director	52	\$147,761.99	\$155,210.45	\$163,095.54	\$171,340.21	\$179,995.83	\$189,088.09	\$198,694.03	\$202,667.91	\$206,641.79	\$214,589.55
Marine Services Director	Monthly	\$12,313.50	\$12,934.20	\$13,591.29	\$14,278.35	\$14,999.65	\$15,757.34	\$16,557.84	\$16,888.99	\$17,220.15	\$17,738.67
Operations Director	Hourly	\$71.04	\$74.62	\$78.41	\$82.38	\$86.54	\$90.91	\$95.53	\$97.44	\$99.35	\$103.17
Vehicle & Facilities Maint Director											
	53	\$151,486.22	\$159,114.47	\$167,153.66	\$175,603.81	\$184,464.91	\$193,839.69	\$203,676.79	\$207,750.33	\$211,823.86	\$219,970.94
	Monthly	\$12,623.85	\$13,259.54	\$13,929.47	\$14,633.65	\$15,372.08	\$16,153.31	\$16,973.07	\$17,312.53	\$17,651.99	\$18,330.91
	Hourly	\$72.83	\$76.50	\$80.36	\$84.42	\$88.69	\$93.19	\$97.92	\$99.88	\$101.84	\$105.76
	54	\$155,210.45	\$163,095.54	\$171,340.21	\$179,995.83	\$189,088.09	\$198,694.03	\$208,762.29	\$212,937.54	\$217,112.78	\$225,463.27
	Monthly	\$12,934.20	\$13,591.29	\$14,278.35	\$14,999.65	\$15,757.34	\$16,557.84	\$17,396.86	\$17,744.79	\$18,092.73	\$18,788.61
	Hourly	\$74.62	\$78.41	\$82.38	\$86.54	\$90.91	\$95.53	\$100.37	\$102.37	\$104.38	\$108.40
	55	\$159,088.78	\$167,153.66	\$175,603.81	\$184,490.59	\$193,865.38	\$203,651.11	\$213,976.21	\$218,255.74	\$222,535.26	\$231,094.31
	Monthly	\$13,257.40	\$13,929.47	\$14,633.65	\$15,374.22	\$16,155.45	\$16,970.93	\$17,831.35	\$18,187.98	\$18,544.60	\$19,257.86
	Hourly	\$76.48	\$80.36	\$84.42	\$88.70	\$93.20	\$97.91	\$102.87	\$104.93	\$106.99	\$111.10
	56	\$163,095.54	\$171,340.21	\$179,995.83	\$189,088.09	\$198,694.03	\$208,762.29	\$219,318.55	\$223,704.92	\$228,091.30	\$236,864.04
	Monthly	\$13,591.29	\$14,278.35	\$14,999.65	\$15,757.34	\$16,557.84	\$17,396.86	\$18,276.55	\$18,642.08	\$19,007.61	\$19,738.67
	Hourly	\$78.41	\$82.38	\$86.54	\$90.91	\$95.53	\$100.37	\$105.44	\$107.55	\$109.66	\$113.88
	57	\$167,153.66	\$175,603.81	\$184,490.59	\$193,865.38	\$203,651.11	\$213,976.21	\$224,815.00	\$229,311.30	\$233,807.60	\$242,800.20
	Monthly	\$13,929.47	\$14,633.65	\$15,374.22	\$16,155.45	\$16,970.93	\$17,831.35	\$18,734.58	\$19,109.28	\$19,483.97	\$20,233.35
	Hourly	\$80.36	\$84.42	\$88.70	\$93.20	\$97.91	\$102.87	\$108.08	\$110.25	\$112.41	\$116.73
	58	\$171,340.21	\$179,995.83	\$189,088.09	\$198,694.03	\$208,762.29	\$219,318.55	\$230,285.77	\$234,891.48	\$239,497.20	\$248,708.63
	Monthly	\$14,278.35	\$14,999.65	\$15,757.34	\$16,557.84	\$17,396.86	\$18,276.55	\$19,190.48	\$19,574.29	\$19,958.10	\$20,725.72
	Hourly	\$82.38	\$86.54	\$90.91	\$95.53	\$100.37	\$105.44	\$110.71	\$112.93	\$115.14	\$119.57
	59	\$175,603.81	\$184,490.59	\$193,865.38	\$203,651.11	\$213,976.21	\$224,815.00	\$236,064.74	\$240,786.04	\$245,507.33	\$254,949.92
	Monthly	\$14,633.65	\$15,374.22	\$16,155.45	\$16,970.93	\$17,831.35	\$18,734.58	\$19,672.06	\$20,065.50	\$20,458.94	\$21,245.83
	Hourly	\$84.42	\$88.70	\$93.20	\$97.91	\$102.87	\$108.08	\$113.49	\$115.76	\$118.03	\$122.57
	60	\$179,995.83	\$189,088.09	\$198,694.03	\$208,762.29	\$219,318.55	\$230,285.77	\$241,766.66	\$246,602.00	\$251,437.33	\$261,108.00
	Monthly	\$14,999.65	\$15,757.34	\$16,557.84	\$17,396.86	\$18,276.55	\$19,190.48	\$20,147.22	\$20,550.17	\$20,953.11	\$21,759.00
	Hourly	\$86.54	\$90.91	\$95.53	\$100.37	\$105.44	\$110.71	\$116.23	\$118.56	\$120.88	\$125.53
	61	\$184,495.73	\$193,815.29	\$203,661.38	\$213,981.35	\$224,801.52	\$236,042.91	\$247,810.83	\$252,767.05	\$257,723.26	\$267,635.70
	Monthly	\$15,374.64	\$16,151.27	\$16,971.78	\$17,831.78	\$18,733.46	\$19,670.24	\$20,650.90	\$21,063.92	\$21,476.94	\$22,302.97
	Hourly	\$88.70	\$93.18	\$97.91	\$102.88	\$108.08	\$113.48	\$119.14	\$121.52	\$123.91	\$128.67
Executive Director	62	\$189,108.12	\$198,660.67	\$208,752.92	\$219,330.88	\$230,421.56	\$241,943.98	\$254,006.10	\$259,086.22	\$264,166.35	\$274,326.59
	Monthly	\$15,759.01	\$16,555.06	\$17,396.08	\$18,277.57	\$19,201.80	\$20,162.00	\$21,167.18	\$21,590.52	\$22,013.86	\$22,860.55
	Hourly	\$90.92	\$95.51	\$100.36	\$105.45	\$110.78	\$116.32	\$122.12	\$124.56	\$127.00	\$131.89