

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.

Signed by:

Rob Putaansuu

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Robert Putaansuu, Chairperson

ATTEST:

DocuSigned by:

Jackie Bidon

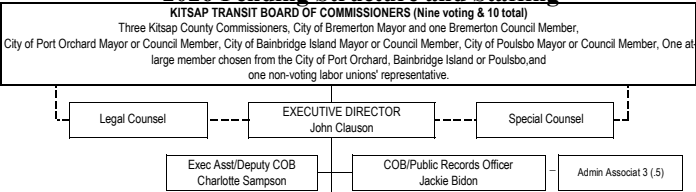
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Jackie Bidon, Clerk of the Board

EXHIBIT A

Kitsap Transit

2026 Pending Structure and Staffing



Marketing
Sanjay Bhatt
Public Info Coordinator Marketing/PI Coordinator Public Outreach Coordinator Marketing/PI Associate Research & Data Analyst Customer Service Manager Lead Customer Svs Spec Customer Svs Spec (8) Admin Assoc 2

Marine Services
Ellen Gustafson
Port Captain (1)+1 Captain (12) Captain (1) UF Deckhand (38) Deckhand (as-needed) (3) Marine Maint Manager Inventory Control Spec (2) Marine Mechanic I Marine Mechanic I UF Marine Mechanic II (6) Marine Mechanic II UF Marine Mechanic III (6) Marine Mechanic III UF MS Supervisor Admin Associate 4 FT Marine Svcs Amb (2) PT Marine Svcs Amb (2) Marine Safety Trainer (.5)+.5

Maintenance
Dennis Griffey
ESMS Coordinator Admin Associate 4 Admin Associate 3 (.05) Maintenance Manager VM Supervisor Trainer Vehicle Maint Supervisor(3) Lead Mechanic (5) Mechanic (9) +2 PM Maint Lead VM Worker Lead VM Worker 2 (16) Admin Assoc 3 Facilities Maint Supervisor Lead FM Tech FM Technician (2) FM Worker Lead FM Worker 1 (8) Lead Custodian Custodian (3) Inventory Control Supervisor Lead Parts Person Parts Person (4) Warehouse Person

Operations
Michael Bozarth
Admin Associate 3
Routed Ops Manager Admin Assoc 3 (3)+1 Courier (2) Ops Sup 2 (8) Fixed Route Disp (6) FT Operators EB Operators A Board Operators B Board Operators Worker/Driver Manager Worker Driver Supervisor Worker/Driver Instr (0.5) Lead Worker/Drivers Back-up Worker/Drivers
ACCESS Ops Manager ACCESS Info Systems Coordinator Ops Tech Spec Admin Associate 3 (2) ADA Eligibility Spec Paratransit Assessment Spec Sched/Disp (12) Lead CS Specialist (2) CS Spec (7) Operations Sup 2 (6)+1 FT Operators EB Operators A Board Operators B Board Operators

Finance
Paul Shinnners
Accounting Manager Accounting Specialist (2.5) Payroll Supervisor Payroll Specialist (2) Purchasing Supervisor Purchasing Specialist (3)

Position Reiclass

Service & Capital Development
Steffani Lillie
Project Coordinator
IT Manager (1) Info Tech Administrator (2) Cyber Security Specialist Operations Tech Specialist Smart Card Proj Coord IT Help Desk Trans & Land Use Planner Transit Planner Regional Transit Planner CTR Administrator Vanpool Coordinator (2) Admin Assoc 3 Svc Dev Helper
Grants Compliance Coord / DBE Liaison Officer (2) Admin Associate 3 (2.5)

Human Resources
Mary Pauly
HR Manager / EEO Officer Admin Associate 4 Admin Associate 3 (.5) HR Associate Safety Security Manager Safety & Security Trainer (1.5) Drug & Alcohol Coordinator Training Supervisor Operator Trainer Simulator Trainer Benefits Coordinator Recruiter

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	\$15,804.34	
	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	\$17,788.46	
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	