

**Kootenai County Classifications
Position Grade and Salary Ranges
Effective 9/21/2025**

Grade	Position Title	Minimum	Market	Maximum
02H	ANNUAL	\$34,361.60	\$40,872.00	\$48,857.60
	HOURLY	\$16.52	\$19.65	\$23.97
	Assistant, Maintenance Clerk, General Clerk, Night Records (P/T) Mail Handler, Maintenance Assistant Scanner Technician Secretary I			
03H	ANNUAL	\$37,128.00	\$44,116.80	\$53,830.40
	HOURLY	\$17.85	\$21.21	\$25.88
	Clerk II, Administrative Clerk II, Court Services Clerk II, Customer Service Clerk II, Title Clerk, Probation Duty Clerk, Records Senior Clerk, Warrants Records License Examiner Secretary, Jury Commissioner Secretary, Legal Secretary, Senior			
04H	ANNUAL	\$39,291.20	\$46,716.80	\$57,012.80
	HOURLY	\$18.89	\$22.46	\$27.41
	Assistant, Planning Clerk III, Appraisal Clerk III, Court Services Clerk III, Customer Service Clerk III, Title Coordinator, EOC Custody Technician Officer, Community Service Specialist, Background Specialist, Elections Specialist, Recording Specialist, Records Specialist, Jail Property Specialist, Sex Offender Registry Technician I, Appraisal Technician I, Cadastral Technician I, Customer Service Technician, Records Technician, Solid Waste Technician, Training/Personnel Warrant Tech/Extradition Coordinator			

Grade	Position Title	Minimum	Market	Maximum
05H	ANNUAL	\$42,494.40	\$50,841.60	\$61,588.80
	HOURLY	\$20.43	\$24.27	\$29.61
	Clerk III, Title Leadworker Clerk Lead, Court Services Clerk, Court Services Float Lead Recording Operator, Equipment Operator, Equipment/Laborer Operator II, Maintenance Permit Coordinator Permit Coordinator, Site Disturbance Secretary, Administrative Secretary, Administrative-Lead Security Screener Specialist, Elections Training Specialist, Graphic Production Specialist I, Cadastral Mapping Specialist II, Treasury Technician II, Appraisal Technician II, Cadastral Technician, Permit			
06H	ANNUAL	\$45,905.60	\$54,496.00	\$66,518.40
	HOURLY	\$22.07	\$26.20	\$31.98
	Assistant, Administrative Assistant, Judicial Assistant, Legal Assistant, Legal Civil Assistant Supervisor, Driver's License Assistant Supervisor, Records Assistant, Veteran Services Clerk Lead, Court Services Float Coordinator, Help Desk Coordinator, Preparedness Officer I, Code Compliance Officer, Animal Control Officer, Diversion Compliance Purchasing Agent Specialist II, Cadastral Mapping Specialist III, Treasury Specialist, Airport Operations Specialist, Civil Deputy Specialist, Family Court Services Specialist, JJC Judicial Supervisor, Recording Technician, Accounting Technician, Communications Technician III, Customer Service Technician Sr, Permit			

Grade	Position Title	Minimum	Market	Maximum
07H	ANNUAL	\$49,566.40	\$58,864.00	\$71,822.40
	HOURLY	\$23.83	\$28.30	\$34.53
	Administrator, Grants Appraiser I, Mobile Home Appraiser I, Residential Assistant Manager, DMV Bailliff Coordinator, Victim Services Crime Analyst Executive Assistant Lead, County Assistance Legal intern Mechanic, Auto Officer, Juvenile Detention Operator, Heavy Equipment Operator Senior, Maintenance Park Ranger Specialist, Accounts Receivable Specialist IV, Treasury Superintendent, Noxious Weed Supervisor I, Administrative Supervisor, Civil Supervisor, Criminal Supervisor, Records			
08H	ANNUAL	\$53,518.40	\$63,606.40	\$77,584.00
	HOURLY	\$25.73	\$30.58	\$37.30
	Accountant, Associate Appraiser I, Commercial Appraiser II, Mobile Home Appraiser II, Personal Property Appraiser II, Residential Assistant Coord, Treatment Court Assistant, Veterans Officer Bailliff, Senior Chief Budget Officer Compliance Administrator Coroner, Deputy Executive Assistant, Legal Inmate Programs Dir/Chaplain Investigator, Juv Predisposition Juv Pre Investigator/Juv PO Mechanic, Heavy Equipment Officer II, Code Compliance Specialist, PC/Network Specialist, Property Evidence Specialist, Safety & Environment Supervisor, Float Clerks Supervisor, JJC Technician, Network			

Grade	Position Title	Minimum	Market	Maximum
9H/S	ANNUAL	\$57,803.20	\$68,681.60	\$83,803.20
	BI-WEEKLY	\$2,223.20	\$2,641.60	\$3,223.20
	HOURLY	\$27.79	\$33.02	\$40.29
	Accountant, Payroll Accountant, Treasury Specialist Appraiser II, Commercial Appraiser III, Residential Building Inspector II Business Intelligence Analyst Manager, Grants Manager, Training & Development Manager, Transit Fleet Maintenance Officer, Diversion Probation Officer, Probation Officer, Probation Restitution Registered Nurse (RN) Shop Lead Specialist III, Cadastral Map. Specialist, Lead Cadastral Map Specialist, Fixed Route Programs Specialist, Transit Program Supervisor, Auto Shop Supervisor, Driver's License Supervisor, Juv Det Shift Supervisor, Records Technician, Environmental System			
10H/S	ANNUAL	\$62,420.80	\$74,172.80	\$90,500.80
	BI-WEEKLY	\$2,400.80	\$2,852.80	\$3,480.80
	HOURLY	\$30.01	\$35.66	\$43.51
	Accountant, Staff Airport Ops Supervisor/Duty Manager Analyst, GIS Appraiser Lead, Commercial Appraiser Lead, Forrest/Ag Appraiser Lead, Mobile Homes Appraiser Lead, Residential Assistant Manager, Landfill Assistant Manager, Transf/HazMat Bailliff, Chief/Jury Comm. Building Inspector III Coordinator, DUI Court Coordinator, Mental Health Court- Coordinator, Veterans Court HR Generalist Investigator, Prosecutor Manager I, Applications Systems Manager, Administrative Communications & Project Manager Manager, DMV			

Grade	Position Title	Minimum	Market	Maximum
10H/S	ANNUAL	\$62,420.80	\$74,172.80	\$90,500.80
	BI-WEEKLY	\$2,400.80	\$2,852.80	\$3,480.80
	HOURLY	\$30.01	\$35.66	\$43.51
	Manager, Facilities Manager, Public Transit Program Manager, PW/NWC Operations Manager, Recording Officer, Court Assistance Officer, Veteran Services Personnel Adm/Admin Manager Planner I Plans Examiner Specialist, Senior PC/Network Supervisor II, Administrative Supervisor, Adult Misd Probation Supervisor, Juvenile Diversion Supervisor, Juvenile Probation Supervisor, Training			
11H/S	ANNUAL	\$67,392.00	\$80,121.60	\$97,760.00
	BI-WEEKLY	\$2,592.00	\$3,081.60	\$3,760.00
	HOURLY	\$32.40	\$38.52	\$47.00
	Accountant, Senior Analyst, Systems Appraiser, Sr Training Deputy Building Official HR Generalist, Sr Investigator, Chief Criminal Manager, Court Services Manager, Elections Manager, Landfill Manager, Transfer Station/Hazmat Mental Health Clinician Planner II			
12H/S	ANNUAL	\$72,758.40	\$86,465.60	\$105,580.80
	BI-WEEKLY	\$2,798.40	\$3,325.60	\$4,060.80
	HOURLY	\$34.98	\$41.57	\$50.76
	Director, Assistant JDET GIS Developer / Administrator Manager, Accounting Manager, Business & Finance Manager, Land Records Manager, Public Safety Systems Manager, Residential Appraisal Manager, Specialized Appraisal Manager II, Application Systems Planner III Planner III - Trainer			

Grade	Position Title	Minimum	Market	Maximum
13S	ANNUAL	\$78,624.00	\$93,454.40	\$114,025.60
	BI-WEEKLY	\$3,024.00	\$3,594.40	\$4,385.60
	County Surveyor			
14S	ANNUAL	\$84,905.60	\$100,880.00	\$123,115.20
	BI-WEEKLY	\$3,265.60	\$3,880.00	\$4,735.20
	Administrator, Network Chief Building Official Deputy Director, Finance Director, Court Services Manager, GIS Manager, Operations (SW) Manager, Planning Manager Senior, Appl Systems			
15S	ANNUAL	\$91,728.00	\$108,992.00	\$132,974.40
	BI-WEEKLY	\$3,528.00	\$4,192.00	\$5,114.40
	Deputy Director of Operations Director, AMP Director, Elections Director, Emergency Management Director, Juvenile Detention Director, Juvenile Probation			
16S	ANNUAL	\$99,008.00	\$117,707.20	\$143,603.20
	BI-WEEKLY	\$3,808.00	\$4,527.20	\$5,523.20
	Director, Airport Director, Facilities Director, Parks/Waterways & NWC Director, Solid Waste			
17S	ANNUAL	\$106,953.60	\$127,088.00	\$155,084.80
	BI-WEEKLY	\$4,113.60	\$4,888.00	\$5,964.80
	Director, Community Development Director, Human Resources Director, Information Technology			
18S	ANNUAL	\$116,584.00	\$138,507.20	\$169,041.60
	BI-WEEKLY	\$4,484.00	\$5,327.20	\$6,501.60
	Director, Finance			

Grade	Position Title	Minimum	Market	Maximum
ATP1	ANNUAL	\$70,158.40	\$83,366.40	\$101,712.00
	BI-WEEKLY	\$2,698.40	\$3,206.40	\$3,912.00
	Judicial Staff Attorney			
ATP2	ANNUAL	\$75,795.20	\$90,043.20	\$109,865.60
	BI-WEEKLY	\$2,915.20	\$3,463.20	\$4,225.60
	Deputy Prosecuting Attorney			
ATP3	ANNUAL	\$81,848.00	\$97,260.80	\$118,684.80
	BI-WEEKLY	\$3,148.00	\$3,740.80	\$4,564.80
	Deputy Prosecuting Attorney			
ATP4	ANNUAL	\$91,686.40	\$108,950.40	\$132,912.00
	BI-WEEKLY	\$3,526.40	\$4,190.40	\$5,112.00
	Deputy Prosecuting Attorney			
ATP5	ANNUAL	\$110,011.20	\$130,728.00	\$159,494.40
	BI-WEEKLY	\$4,231.20	\$5,028.00	\$6,134.40
	Deputy Prosecuting Attorney Civil Deputy Prosecuting Attorney			
ATCD	ANNUAL	\$118,788.80	\$141,190.40	\$172,244.80
	BI-WEEKLY	\$4,568.80	\$5,430.40	\$6,624.80
	Chief Deputy Prosecutor			
CD2	ANNUAL	\$72,529.60	\$86,195.20	\$105,144.00
	BI-WEEKLY	\$2,789.60	\$3,315.20	\$4,044.00
	Coroner, Chief Deputy			
CD3	ANNUAL	\$79,788.80	\$94,785.60	\$115,668.80
	BI-WEEKLY	\$3,068.80	\$3,645.60	\$4,448.80
	No positions in this grade			
CD4	ANNUAL	\$87,713.30	\$104,228.80	\$127,233.60
	BI-WEEKLY	\$3,373.60	\$4,008.80	\$4,893.60
	Chief Deputy, Assessor Chief Deputy, Clerk Chief Deputy, Treasurer			

Grade	Position Title	Minimum	Market	Maximum
	Detention Deputy			
DDE	ANNUAL	\$61,193.60		
	HOURLY	\$29.42		
DD	ANNUAL	\$62,753.60	\$72,633.60	\$84,094.40
	HOURLY	\$30.17	\$34.92	\$40.43
	Detention Sergeant			
DS2	ANNUAL	\$89,190.40	\$94,619.20	\$102,585.60
	HOURLY	\$42.88	\$45.49	\$49.32
DS3	ANNUAL	\$90,958.40	\$96,720.00	\$105,684.80
	HOURLY	\$43.73	\$46.50	\$50.81
	Peace Officer Recruit			
OPDE	ANNUAL	\$64,251.20		
	HOURLY	\$30.89		
	Peace Officer			
OPD	ANNUAL	\$67,454.40	\$77,896.00	\$90,417.60
	HOURLY	\$32.43	\$37.45	\$43.47
	Peace Officer Longevity Pay			
OP10	ANNUAL	\$93,142.40		
	HOURLY	\$44.78		
OP15	ANNUAL	\$96,865.60		
	HOURLY	\$46.57		
OP20	ANNUAL	\$101,691.20		
	HOURLY	\$48.89		
	Operations Sergeant			
SGT	ANNUAL	\$94,952.00	\$99,756.80	\$104,811.20
	HOURLY	\$45.65	\$47.96	\$50.39
	Operations Sergeant Longevity Pay			
SG10	ANNUAL	\$97,801.60	\$102,772.80	\$107,972.80
	HOURLY	\$47.02	\$49.41	\$51.91
SG15	ANNUAL	\$101,691.20	\$106,849.60	\$112,278.40
	HOURLY	\$48.89	\$51.37	\$53.98
SG20	ANNUAL	\$106,787.20	\$112,216.00	\$117,894.40
	HOURLY	\$51.34	\$53.95	\$56.68
	Lieutenant			
LT	ANNUAL	\$111,966.40	\$117,665.60	\$123,593.60
	HOURLY	\$53.83	\$56.57	\$59.42
	Lieutenant Longevity Pay			
LT10	ANNUAL	\$115,336.00	\$121,201.60	\$127,316.80
	HOURLY	\$55.45	\$58.27	\$61.21
LT15	ANNUAL	\$119,953.60	\$126,048.00	\$132,392.00
	HOURLY	\$57.67	\$60.60	\$63.65
LT20	ANNUAL	\$125,944.00	\$132,329.60	\$139,027.20
	HOURLY	\$60.55	\$63.62	\$66.40

Grade	Position Title	Minimum	Market	Maximum
	Captain			
CPT	ANNUAL	\$128,211.20	\$133,390.40	\$138,798.40
	BI-WEEKLY	\$4,931.20	\$5,130.40	\$5,338.40
Captain Longevity Pay				
CP10	ANNUAL	\$132,059.20	\$137,384.00	\$142,958.40
	BI-WEEKLY	\$5,079.20	\$5,284.00	\$5,498.40
CP15	ANNUAL	\$137,342.40	\$142,875.20	\$148,678.40
	BI-WEEKLY	\$5,282.40	\$5,495.20	\$5,718.40
CP20	ANNUAL	\$144,206.40	\$150,009.60	\$156,104.00
	BI-WEEKLY	\$5,546.40	\$5,769.60	\$6,004.00
	Undersheriff			
UND	ANNUAL	\$145,038.40	\$147,929.60	\$150,904.00
	BI-WEEKLY	\$5,578.40	\$5,689.60	\$5,804.00
	Emergency Communications Officer			
ECO1	ANNUAL	\$59,966.40	\$67,454.40	\$75,899.20
	HOURLY	\$28.83	\$32.43	\$36.49
ECO2	ANNUAL	\$62,358.40	\$70,158.40	\$78,963.00
	HOURLY	\$29.98	\$33.73	\$37.95
ECO3	ANNUAL	\$64,854.40	\$72,966.40	\$82,076.80
	HOURLY	\$31.18	\$35.08	\$39.46
EOCA	ANNUAL	\$67,454.40	\$75,899.20	\$85,363.20
	HOURLY	\$32.43	\$36.49	\$41.04
	Emergency Communications Supervisor			
ES2	ANNUAL	\$87,921.60	\$95,097.60	\$102,856.00
	HOURLY	\$42.27	\$45.92	\$49.45
ES3	ANNUAL	\$91,436.80	\$98,883.20	\$106,932.80
	HOURLY	\$43.96	\$47.54	\$51.41
ESA	ANNUAL	\$95,097.60	\$102,856.00	\$111,217.60
	HOURLY	\$45.72	\$49.45	\$53.47
	Communication Services Admin			
CSA	ANNUAL	\$80,308.80	\$91,644.80	\$104,603.20
	BI-WEEKLY	\$3,088.80	\$3,524.80	\$4,023.20
	Communication Services Admin Lead			
CSLA	ANNUAL	\$84,552.00	\$96,470.40	\$109,553.60
	BI-WEEKLY	\$3,252.00	\$3,710.40	\$4,213.60

Grade	Position Title	Minimum	Market	Maximum
Grade	ELECTED OFFICIALS	Market		
EL1	ANNUAL	\$159,182.40		
	BI-WEEKLY	\$6,122.40		
	County Prosecutor			
EL2	ANNUAL	\$108,888.00		
	BI-WEEKLY	\$4,188.00		
	County Assessor			
EL3	ANNUAL	\$114,878.40		
	BI-WEEKLY	\$4,418.40		
	County Clerk			
EL4	ANNUAL	\$108,992.00		
	BI-WEEKLY	\$4,192.00		
	County Commissioner			
EL5	ANNUAL	\$97,468.80		
	BI-WEEKLY	\$3,748.80		
	County Coroner			
EL6	ANNUAL	\$110,136.00		
	BI-WEEKLY	\$4,236.00		
	County Treasurer			
EL7	ANNUAL	\$145,516.80		
	BI-WEEKLY	\$5,596.80		
	Sheriff			