

**APPENDIX A**

**Port of Port Townsend  
Union Wage Table  
Effective January 1, 2023, includes 5.0% CPI**

Grade	85%	Step 2	95%	Step 4	100%	Merit Based Steps						Position Title
	Step 1		Step 3		Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
10	\$23.59	\$24.30	\$25.03	\$25.78	\$26.55	\$27.35	\$28.17	\$29.02	\$29.89	\$30.78	\$31.71	Yard Laborer, Yard Laborer/Custodian, Custodian
11	\$25.34	\$26.10	\$26.88	\$27.68	\$28.52	\$29.37	\$30.25	\$31.16	\$32.09	\$33.06	\$34.05	Customer Service Representative, Quilcene Facility Attendant, Hoist Operator I, Maintenance Tech I
16	\$28.42	\$29.28	\$30.15	\$31.06	\$31.99	\$32.95	\$33.94	\$34.96	\$36.00	\$37.08	\$38.20	Customer Service Representative II, Hoist Operator II, Enviro Specialist, Maintenance Tech II
23	\$32.02	\$32.98	\$33.97	\$34.99	\$36.03	\$37.12	\$38.23	\$39.38	\$40.56	\$41.77	\$43.03	Maintenance Tech II - Specialist, Hoist Operator III
29	\$37.42	\$38.54	\$39.70	\$40.89	\$42.12	\$43.38	\$44.68	\$46.02	\$47.40	\$48.82	\$50.29	Maintenance Lead, Yard Lead, CSR III (Assistant Harbormaster)

*2023 Wage Table was updated from the 2022 Wage Table by adding a 5.0% CPI increase. This is effective January 1, 2023.*

For Agreement by and between  
Port of Port Townsend and  
Teamsters Local 589 for 2021-2024 contract  
finalized November 16, 2022