

**APPENDIX A**

**Port of Port Townsend  
Union Wage Table  
Effective January 1, 2024, includes 4.6% 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	\$24.68	\$25.42	\$26.18	\$26.97	\$27.78	\$28.61	\$29.47	\$30.35	\$31.26	\$32.20	\$33.17	Yard Laborer, Yard Laborer/Custodian, Custodian
11	\$26.50	\$27.30	\$28.11	\$28.96	\$29.83	\$30.72	\$31.64	\$32.59	\$33.57	\$34.58	\$35.61	Customer Service Representative, Quilcene Facility Attendant, Hoist Operator I, Maintenance Tech I
16	\$29.73	\$30.62	\$31.54	\$32.49	\$33.46	\$34.47	\$35.50	\$36.56	\$37.66	\$38.79	\$39.95	Customer Service Representative II, Hoist Operator II, Enviro Specialist, Maintenance Tech II
23	\$33.49	\$34.49	\$35.53	\$36.59	\$37.69	\$38.82	\$39.99	\$41.19	\$42.42	\$43.70	\$45.01	Maintenance Tech II - Specialist, Hoist Operator III
29	\$39.14	\$40.31	\$41.52	\$42.77	\$44.05	\$45.37	\$46.74	\$48.14	\$49.58	\$51.07	\$52.60	Maintenance Lead, Yard Lead, CSR III (Assistant Harbormaster)

*2024 Wage Table was updated from the 2023 Wage Table by adding a 4.6% CPI increase. This is effective January 1, 2024.*

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