

**City of Oak Harbor  
Salary Structure  
Teamsters Public Works (PW)**

Effective **1/1/2023**

COLA = 1.0200      Step = 1.03  
With a 2.00% Increase from previous year

3%      3%      3%      3%      3%      3%      3%      3%

Classifications	Salary Range	Proficiency Level									
		1	2	3	4	5	6	7	8	9	10
Parks Specialist I Solid Waste Collector I Storm Drain/WW Collections Spec I Streets Specialist I Water Specialist I	TA	4,038 23.30	4,158 23.99	4,282 24.70	4,409 25.44	4,542 26.20	4,680 27.00	4,820 27.81	4,962 28.63	5,111 29.49	5,264 30.37
WWTP Operator-In-Training	TB	4,115 23.74	4,240 24.46	4,366 25.19	4,496 25.94	4,630 26.71	4,769 27.51	4,914 28.35	5,061 29.20	5,213 30.07	5,369 30.98
	TC	4281.97 24.70	4409.32 25.44	4541.97 26.20	4679.93 27.00	4820.01 27.81	4962.21 28.63	5111.84 29.49	5265.71 30.38	5424 31.29	5586 32.23
Administrative Assistant - Engineer	TD	4,453 25.69	4,587 26.46	4,726 27.26	4,867 28.08	5,011 28.91	5,162 29.78	5,318 30.68	5,477 31.60	5,641 32.55	5,810 33.52
WWTP Operator I	TE	4,496 25.94	4,630 26.71	4,769 27.51	4,914 28.35	5,061 29.20	5,211 30.06	5,368 30.97	5,530 31.90	5,696 32.86	5,867 33.85
Facilities & Utilities Worker Parks Specialist II Solid Waste Collector II	TF	4,726 27.26	4,867 28.08	5,011 28.91	5,162 29.78	5,318 30.68	5,477 31.60	5,641 32.55	5,811 33.53	5,986 34.53	6,165 35.57
Storm Drain/WW Collections Spec II Streets Spec II Water Spec II Arborist (2023-2024) Parks Spec III (2023-2024)	TG	4,867 28.08	5,011 28.91	5,162 29.78	5,318 30.68	5,477 31.60	5,641 32.55	5,811 33.53	5,982 34.51	6,161 35.55	6,346 36.61
Water Quality Specialist (2020) WWTP Operator II	TH	5,062 29.20	5,211 30.06	5,369 30.97	5,530 31.90	5,697 32.86	5,866 33.84	6,044 34.87	6,222 35.90	6,409 36.97	6,601 38.08
Engineer Technician Water Specialist III (2022)	TI	5,112 29.49	5,266 30.38	5,424 31.29	5,586 32.23	5,754 33.20	5,925 34.18	6,103 35.21	6,287 36.27	6,475 37.36	6,669 38.48
Diesel Mechanic SD/WW Compliance Insp/Ed	TJ	5,162 29.78	5,318 30.68	5,477 31.60	5,641 32.55	5,811 33.53	5,982 34.51	6,162 35.55	6,348 36.62	6,539 37.72	6,735 38.85
WWTP Laboratory Technician	TK	5,211 30.06	5,368 30.97	5,550 32.02	5,696 32.86	5,865 33.84	6,043 34.86	6,221 35.89	6,408 36.97	6,600 38.08	6,798 39.22
Construction Inspector Senior Engineering Technician (2020) Lab Chemist (2022)	TL	5,477 31.60	5,641 32.55	5,811 33.53	5,982 34.51	6,162 35.55	6,348 36.62	6,538 37.72	6,734 38.85	6,936 40.02	7,145 41.22
WWTP Op III (2022)	TM	5,641 32.55	5,811 33.52	5,986 34.53	6,161 35.55	6,347 36.62	6,539 37.72	6,734 38.85	6,936 40.02	7,145 41.22	7,359 42.46
Parks Maint Coordinator (2023-2024)	TN	5,810 33.52	5,985 34.53	6,165 35.57	6,346 36.61	6,538 37.72	6,735 38.85	6,936 40.02	7,145 41.22	7,359 42.46	7,580 43.73