

**City of Oak Harbor
Salary Structure
Teamsters Marina, Parks, and Public Works**

Effective 1/1/2026

COLA = 1.0250 Step = 1.03 COLA + Market = 1.05
With a 2.50% Increase from previous year + 2.5% market

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

Classifications	Salary Range	Proficiency Level									
		1	2	3	4	5	6	7	8	9	10
	TA	4,563	4,699	4,839	4,983	5,133	5,289	5,447	5,608	5,776	5,949
		26.33	27.11	27.92	28.75	29.61	30.51	31.42	32.35	33.32	34.32
Marina Maint Attend I or Ops Spec I Parks Specialist I	TB	4,651	4,791	4,934	5,081	5,232	5,389	5,554	5,719	5,891	6,067
		26.83	27.64	28.46	29.31	30.19	31.09	32.04	33.00	33.98	35.00
Solid Waste Collector I Storm Drain/WW Collections Spec I Streets Specialist I Water Specialist I	TC	4,839	4,983	5,133	5,289	5,447	5,608	5,777	5,951	6,375	6,313
		27.92	28.75	29.61	30.51	31.42	32.35	33.33	34.33	36.78	36.42
Marina Maint Attend III or Ops Spec III Administrative Assistant - Engineering	TD	5,032	5,183	5,340	5,500	5,663	5,833	6,009	6,189	6,375	6,566
		29.03	29.90	30.81	31.73	32.67	33.65	34.67	35.71	36.78	37.88
Utility Locator WWTP Operator-In-Training (OIT)	TE	5,081	5,232	5,389	5,554	5,719	5,888	6,066	6,249	6,437	6,630
		29.31	30.19	31.09	32.04	33.00	33.97	34.99	36.05	37.13	38.25
Parks Specialist II	TF	5,340	5,500	5,663	5,833	6,009	6,189	6,375	6,567	6,764	6,967
		30.81	31.73	32.67	33.65	34.67	35.71	36.78	37.89	39.02	40.19
Arborist Facility Utility Maintenance Solid Waste Collector II Storm Drain/WW Collections Specialist II Streets Specialist II Water Specialist II	TG	5,500	5,663	5,833	6,009	6,189	6,375	6,567	6,760	6,963	7,172
		31.73	32.67	33.65	34.67	35.71	36.78	37.89	39.00	40.17	41.38
Parks Specialist III WWTP Maintenance Mechanic WWTP Operator I	TH	5,720	5,888	6,067	6,249	6,437	6,629	6,830	7,031	7,242	7,459
		33.00	33.97	35.00	36.05	37.14	38.25	39.40	40.56	41.78	43.03
Engineer Technician SD/WWC Specialist III SW Collector III	TI	5,777	5,951	6,129	6,313	6,502	6,695	6,897	7,104	7,317	7,537
		33.33	34.33	35.36	36.42	37.51	38.63	39.79	40.99	42.22	43.48
Diesel Mechanic SD/WW Compliance Inspector/Educator Water Quality Specialist	TJ	5,833	6,009	6,189	6,375	6,567	6,760	6,964	7,174	7,389	7,611
		33.65	34.67	35.71	36.78	37.89	39.00	40.18	41.39	42.63	43.91
WWTP Operator II	TK	5,888	6,066	6,272	6,436	6,628	6,828	7,030	7,241	7,458	7,682
		33.97	34.99	36.18	37.13	38.24	39.39	40.56	41.77	43.03	44.32
Construction Inspector WWTP Lab Chemist Senior Engineering Technician	TL	6,189	6,375	6,567	6,760	6,964	7,174	7,388	7,610	7,839	8,074
		35.71	36.78	37.89	39.00	40.18	41.39	42.63	43.91	45.22	46.58
Special Pro./Sr. Compliance Inspect. Water Specialist III WWTP Operator III	TM	6,375	6,566	6,764	6,963	7,173	7,389	7,610	7,839	8,074	8,316
		36.78	37.88	39.02	40.17	41.38	42.63	43.90	45.22	46.58	47.98
	TN	6,566	6,763	6,967	7,172	7,388	7,611	7,838	8,074	8,316	8,565
		37.88	39.02	40.19	41.38	42.62	43.91	45.22	46.58	47.98	49.42
Maintenance Foreman Operations Foreman	TO	6,763	6,966	7,176	7,387	7,610	7,839	8,074	8,316	8,565	8,822
		39.02	40.19	41.40	42.62	43.90	45.23	46.58	47.98	49.42	50.90
	TP	6,966	7,175	7,391	7,609	7,838	8,074	8,316	8,565	8,822	9,087
		40.19	41.40	42.64	43.90	45.22	46.58	47.98	49.42	50.90	52.43
Senior Operations Foreman	TQ	7,175	7,391	7,613	7,837	8,073	8,316	8,565	8,822	9,087	9,360
		41.39	42.64	43.92	45.21	46.58	47.98	49.41	50.90	52.43	54.00