



TILLAMOOK COUNTY BOARD OF COMMISSIONERS

Mary Faith Bell - Erin Skaar - Doug Olson

BOARD MEETING

Wednesday, January 24, 2024, 9:00 AM

Join In Person:

County Courthouse, Board of Commissioners' Meeting Room 106, 201 Laurel Avenue, Tillamook

Join Virtually:

tillamookcounty.gov/bocc/page/meetings-agendas-minutes or 1-971-254-3149, ID: 866 914 607#

Additional viewing options are available at tctvonline.com. Closed captioning and translation options are available for recorded videos at www.youtube.com/@tillamookcounty1434.

More detailed [meeting instructions](#) are available at tillamookcounty.gov/bocc/page/meetings-agendas-minutes. Call 503-842-1814 or send an email to helpdesk@tillamookcounty.gov regarding any meeting technical issues.

CALL TO ORDER

1. Welcome & Request to Sign Guest List
2. Pledge of Allegiance
3. Public Comment
4. Non-Agenda Items

PRESENTATIONS AND REPORTS

5. Service Award to Commissioner Doug Olson/Eric Swanson, President, Adventist Health Tillamook

LEGISLATIVE - ADMINISTRATIVE

6. Consideration of an Out of State Travel Request for Deputy Glen Watson to attend the National Association of Drug Court Professionals RISE 24 Conference in Anaheim, California from 5/22 - 5/25/2024/Lieutenant Ahnie Seaholm, Sheriff's Office
7. Consideration of a Tenth Amendment to Oregon Health Authority 2022 Intergovernmental Agreement #173148 for the Financing of Community Mental Health, Addiction Treatment, Recovery, & Prevention, and Problem Gambling Services/Frank Hanna-Williams, Executive Director, Tillamook Family Counseling Center

MEETING – 2024-01-24 BOCC MEETING AUDIO.MP4

CALL TO ORDER – January 24, 2024 09:00 a.m.

1. 03:38 Welcome & Request to Sign Guest List
2. 03:44 Pledge of Allegiance
3. 04:06 Public Comment: Public Comments Received Via Email Entered into the Public Meeting Record
4. 04:09 Non-Agenda Items
Postponing Elements of Agenda Items #13 and #14 – Pulling Pay Tables for Non-Represented/Exempt, Executive Service Pay Table from Agenda Item #13, and Non-Represented/Exempt, Non-Represented/Non-Exempt, Executive Services, Elected Officials, Health Providers, Part-Time, and Justice Facility Pay Tables from Agenda Item #14/Commissioner Mary Faith Bell

PRESENTATIONS AND REPORTS

5. 05:27 Service Award to Commissioner Doug Olson/Eric Swanson, President, Adventist Health Tillamook

LEGISLATIVE - ADMINISTRATIVE

6. 09:27 Consideration of an Out of State Travel Request for Deputy Glen Watson to attend the National Association of Drug Court Professionals RISE 24 Conference in Anaheim, California from 5/22 - 5/25/2024/Lieutenant Ahnie Seaholm, Sheriff's Office

A motion was made by Commissioner Skaar and seconded by Vice-Chair Olson. The motion passed with three aye votes. The Chair signed the travel request.

7. 13:25 Consideration of a Tenth Amendment to Oregon Health Authority 2022 Intergovernmental Agreement #173148 for the Financing of Community Mental Health, Addiction Treatment, Recovery, & Prevention, and Problem Gambling Services/Frank Hanna-Williams, Executive Director, Tillamook Family Counseling Center

A motion was made by Commissioner Skaar and seconded by Vice-Chair Olson. The motion passed with three aye votes. The Chair signed the amendment.

8. 15:45 Consideration of Professional Services Agreement #23/24-022 with Synergy Health and Wellness for WIC, Nutritionist and Training Supervisor Services/Marlene Putman, Administrator, Health and Human Services
- A motion was made by Commissioner Skaar and seconded by Vice-Chair Olson. The motion passed with three aye votes. The Board signed the agreement.
9. 21:42 Consideration of Modification #2 to Professional Services Agreement #6342 with The Smile Studio for Federally Qualified Health Center Oregon Health Plan Medicaid and Non-Insured Dental Services/Marlene Putman, Administrator, Health and Human Services
- A motion was made by Commissioner Skaar and seconded by Vice-Chair Olson. The motion passed with three aye votes. The Board signed the modification.
10. 24:51 Consideration of Professional Services Agreement #23/24-017 with The Smile Studio for Federally Qualified Health Center Oregon Health Plan Medicaid and Non-Insured Dental Services/Marlene Putman, Administrator, Health and Human Services
- A motion was made by Commissioner Skaar and seconded by Vice-Chair Olson. The motion passed with three aye votes. The Board signed the agreement.
11. 28:47 Consideration of an Agreement with Clatsop County for Prevention Program Services and Awareness/Marlene Putman, Administrator, Health and Human Services
- A motion was made by Commissioner Skaar and seconded by Vice-Chair Olson. The motion passed with three aye votes. The Chair signed the agreement.
12. 34:55 Consideration of Amendment 0002 to United States Department of Transportation Federal Highway Administration Funds Transfer Agreement # 69056720K500003 - Western Federal Lands Highway Division/Chris Laity, Director, Public Works
- A motion was made by Commissioner Skaar and seconded by Vice-Chair Olson. The motion passed with three aye votes. The Chair signed the amendment.

13. 37:09 Consideration of Revised AFSCME – General Service, AFSCME – IT, AFSCME – Behavioral Health Pay Tables Effective July 1, 2023 Resulting from Market Study Adjustments/Shawn Blanchard, Treasurer; Debra Jacob, Deputy Treasurer; Commissioner Erin Skaar

A motion was made by Commissioner Skaar and seconded by Vice-Chair Olson. The motion passed with three aye votes. The Board approved the revised pay tables.

14. 48:09 Consideration of Revised AFSCME – General Service, AFSCME – IT, AFSCME – Behavioral Health and Teamsters' Pay Tables Effective January 1, 2024 Resulting from COLA Adjustments/Shawn Blanchard, Treasurer; Debra Jacob, Deputy Treasurer; Commissioner Erin Skaar

A motion was made by Commissioner Skaar and seconded by Vice-Chair Olson. The motion passed with three aye votes. The Board approved the revised pay tables.

15. 50:58 Discussion Concerning the Tillamook County Annual Comprehensive Financial Report/Shawn Blanchard, Treasurer; Debra Jacob, Deputy Treasurer

51:05 Fiscal Year 2022/2023 Audit Report/Shawn Blanchard, Treasurer; Debra Jacob, Deputy Treasurer

16. 1:04:22 Consideration of an Agricultural Lease with Misty Meadow Dairy LLC for Vacant Land at Township 1S, Range 9W, Section 29, Tax Lot 1000, Tillamook County, Oregon/Rachel Hagerty, Chief of Staff

A motion was made by Commissioner Skaar and seconded by Vice-Chair Olson. The motion passed with three aye votes. The Chair signed the lease.

17. 1:09:01 Consideration of a Proposal to the Association of Oregon Counties and Oregon Judicial Department Court Facilities Task Force for the Courthouse Replacement Project/Rachel Hagerty, Chief of Staff

A motion was made by Commissioner Skaar and seconded by Vice-Chair Olson. The motion passed with three aye votes. The Board approved the proposal.

18. Board Concerns:
1:32:35 KTIL Cape Meares Tower Offline, Ice Storm Damage/Commissioner Mary Faith Bell

19. 1:33:56 Board Announcements

ADJOURN – 10:33 a.m.

8. Consideration of Professional Services Agreement #23/24-022 with Synergy Health and Wellness for WIC, Nutritionist and Training Supervisor Services/Marlene Putman, Administrator, Health and Human Services
9. Consideration of Modification #2 to Professional Services Agreement #6342 with The Smile Studio for Federally Qualified Health Center Oregon Health Plan Medicaid and Non-Insured Dental Services/Marlene Putman, Administrator, Health and Human Services
10. Consideration of Professional Services Agreement #23/24-017 with The Smile Studio for Federally Qualified Health Center Oregon Health Plan Medicaid and Non-Insured Dental Services/Marlene Putman, Administrator, Health and Human Services
11. Consideration of an Agreement with Clatsop County for Prevention Program Services and Awareness/Marlene Putman, Administrator, Health and Human Services
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13. Consideration of Revised AFSCME – General Service, AFSCME – IT, AFSCME – Behavioral Health, Non-Represented Exempt, Executive Service, and Part Time Pay Tables Effective July 1, 2023 Resulting from Market Study Adjustments/Jodi Wilson, Director, Human Resources
14. Consideration of Revised AFSCME – General Service, AFSCME – IT, AFSCME – Behavioral Health, Non-Represented Exempt, Non- Represented Non-Exempt, Executive Service, Elected Officials, Health Providers, Part Time, Teamsters, and Justice Facility Pay Tables Effective January 1, 2024 Resulting from COLA Adjustments/Jodi Wilson, Director, Human Resources
15. Discussion Concerning the Tillamook County Annual Comprehensive Financial Report/Shawn Blanchard, Treasurer
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17. Consideration of a Proposal to the Association of Oregon Counties and Oregon Judicial Department Court Facilities Task Force for the Courthouse Replacement Project/Rachel Hagerty, Chief of Staff
18. Board Concerns

ADJOURN

OTHER MEETINGS AND ANNOUNCEMENTS

The Commissioners will attend a Tillamook LightWave meeting on **Tuesday, January 23, 2024** at **9:30 a.m.** The teleconference number is 1-253-215-6782, Conference ID: 899 5732 9678.

The Commissioners will hold a Board Briefing on Wednesday, **January 24, 2024** at **2:00 p.m.** to discuss weekly Commissioner updates. The meeting will be held in the Board of Commissioners' Meeting Room 106 in the Tillamook County Courthouse, 201 Laurel Avenue, Tillamook, Oregon. The teleconference number is 1-971-254-3149, Conference ID: 866 914 607#.

WEDNESDAY, JANUARY 24, 2024

PLEASE PRINT

[illegible]

Wednesday, January 24, 2024

PLEASE PRINT

Erin Simpson	SWINARM@RAH.org	#5
John Hay	hayjj@rah.org	#5

(Please use reverse if necessary)

From:
To: Public Comments
Subject: EXTERNAL:
Date: Sunday, January 21, 2024 3:16:11 PM
Attachments: text.000000.txt

[**NOTICE:** This message originated outside of Tillamook County -- **DO NOT CLICK** on **links** or open **attachments** unless you are sure the content is safe.]

Dear Tillamook County Commissioners: Please do not cut the budget for the Sheriff department for 2023/24. They provide real emergency help through out Tillamook County and provide true security and a fundamental sense of security. If safety of our residents and visitors is a paramount priority then postponing discretionary construction projects would better achieve that objective than reducing sheriff deputies. Please put safety and security first. Thank you, we appreciate your attention to this matter,

From: Aubrey Olson
To: Public Comments
Subject: Comment on 01.24.2024 Agenda item
Date: Monday, January 22, 2024 9:02:24 AM

Good morning,

I am unable to attend the January 24, 2024 board meeting due to court obligations, so I respectfully submit to the Tillamook County Board of Commissioners the following comment on the January 24, 2024 Agenda Item #13, Consideration of Revised AFSCME – General Service, AFSCME – IT, AFSCME – Behavioral Health, NonRepresented Exempt, Executive Service, and Part Time Pay Tables Effective July 1, 2023 Resulting from Market Study Adjustments/Jodi Wilson, Director, Human Resources:

In reviewing the proposed pay tables in the agenda packet for January 24, 2024, the salary adjustments for all 5 positions for which the BOCC previously approved market adjustments is only 4%. However, I understand the BOCC approved 5% market adjustments for 4 of the positions and a 10% market adjustment for the Engineering Project Manager. It appears the positions were simply moved up a range on the existing pay table as opposed to calculating the 5 or 10% adjustment. For example, the Assistant Chief Deputy District Attorney position was moved from Range 14 to 15, which only accounts to a 4% adjustment. A 5% adjustment would be:

Step 1: \$6699 Step 2: \$6968 Step 3: \$7247 Step 4: \$7538 Step 5: \$7840 Step 6: \$8154
Step 7: \$8481 Step 8: \$8821 Step 9: \$9175

I respectfully request the Board of Commissioners reject the proposed pay tables and require Human Resources to submit corrected pay tables for consideration and adoption.

Thank you,

Aubrey Olson | District Attorney
TILLAMOOK COUNTY
201 Laurel Avenue
Tillamook, OR 97141
Phone (503) 842-3410
***** Please note my new email address:**
aubrey.olson@tillamookcounty.gov

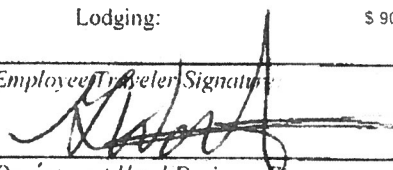
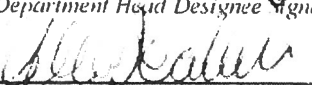
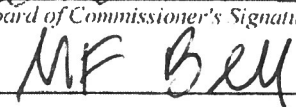
This e-mail is a public record of Tillamook County and is subject to the State of Oregon Retention Schedule and may be subject to public disclosure under the Oregon Public Records Law. This e-mail, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, or distribution is prohibited. If you are not the intended recipient, please send a reply e-mail to let the sender know of the error and destroy all copies of the original message.

PLEASE COMPLETE ALL SECTIONS IN YELLOW. WHERE DOLLAR AMOUNT DOES NOT APPLY LEAVE AT \$0.00
THIS FORM IS FILLABLE. AMOUNTS & TOTALS WILL CALCULATE AUTOMATICALLY

TILLAMOOK COUNTY TRAVEL AUTHORIZATION

01/01/2024-12/31/2024

Please complete this form and obtain required signatures **before** traveling.

1. Name of Employee/Traveler: Gen Watson		2. Date: 01/18/2024																					
3. Training Related Conference (if yes, attach Agenda): ☒ Yes ☐ No		4. Airfare/Railfare: \$ 300.00 Confirmation Number																					
5. Name of Conference or Training: RISE 24		6. Conference Training Cost: \$ 895.00																					
7. Itinerary: Destination (City, State): Anaheim, CA Est. Departure Date: 5/21/24 Time: 5:00 am Est. Return Date: 5/25/24 Time: 1:00 pm		8. Lodging Reservation Information: Hotel Name: Anaheim Portofino Inn and Suites Address: 1831 S Harbor Blvd Anaheim, CA 92802 Phone number: Confirmation Number:																					
9. Miscellaneous Expenses: (Identify Specific Expenses: Taxis, Shuttles, Etc.) a. Airport parking \$ 48.00 c. b. Uber to hotel & airport \$ 104.00 d.		10. Lodging Rate: Amount per Night: \$ 175.00 Tax per Night: \$ 51.00 Total per Night: \$ 226.00																					
11. Meals: (Please CHECK which rate you are using in ONE box below) Daily Meal Rate without receipts (See policy): CONUS Rate with detailed receipts and accounting:		Number of Nights: x 4 Total Lodging: \$ 904.00																					
*Daily Rate: \$ 74.00 *(Standard rate or City Conus Rate)		12. Cost of Trip: Airfare/Railfare: \$ 300.00 Lodging: \$ 904.00 Meal Per Diem: \$ 311.00 Personal Car Miles: \$ 0.00 Training/Conference Cost: \$ 895.00 Miscellaneous: \$ 152.00 Total Not To Exceed: \$ 2,562.00																					
<table border="1"> <thead> <tr> <th></th> <th># of Meals</th> <th>x Rate</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Breakfast:</td> <td>5</td> <td>\$ 17.00</td> <td>\$ 85.00</td> </tr> <tr> <td>Lunch:</td> <td>5</td> <td>\$ 18.00</td> <td>\$ 90.00</td> </tr> <tr> <td>Dinner:</td> <td>4</td> <td>\$ 34.00</td> <td>\$ 136.00</td> </tr> <tr> <td></td> <td></td> <td>Total Meals:</td> <td>\$ 311.00</td> </tr> </tbody> </table>			# of Meals	x Rate	Total	Breakfast:	5	\$ 17.00	\$ 85.00	Lunch:	5	\$ 18.00	\$ 90.00	Dinner:	4	\$ 34.00	\$ 136.00			Total Meals:	\$ 311.00		
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		Total Meals:	\$ 311.00																				
13. Personal Car Miles Total miles round trip: x 0.67 \$ 0.00		IRS Rate Total																					
14. Purpose of Trip (Be Specific). To attend the RISE 24 conference in Anaheim, CA May 22-25. I will be driving a county car to the airport. No meals are provided at the hotel or conference.																							
15. Approved for Payment:																							
Meal Per Diem: \$ 311.00		Transportation: \$ 300.00																					
Personal Car Miles: \$ 0.00		Training/Conference: \$ 895.00																					
Misc: \$ 152.00		Total \$ 2,562.00																					
Lodging: \$ 904.00																							
16. Employee/Traveler Signature: 		Date: 1/18/24																					
17. Department Head Designee Signature: 		Date: 01/18/2024																					
18. Board of Commissioner's Signature (Required for Out-Of-State): 		Date: 1/24/2024																					

RISE24

May 22-25, 2024 Anaheim, CA

Schedule at a Glance

We hard at work assembling a world-class program for RISE24. Stay tuned for the preliminary program grid, and check out the first look at our schedule at a glance

Wednesday, May 22

Discipline Breakouts

8:00 - 9:15 a.m.

Training Sessions

9:30 - 10:45 a.m.

General Session

11:00 a.m. - 12:15 p.m.

Lunch

12:15 - 2:00 p.m.

Skill-Building Sessions

2:00 - 5:00 p.m.

Exhibitor Networking and Light

Refreshments

5:00 - 6:00 p.m.

Thursday, May 23

Track Sessions

8:00 - 9:15 a.m.

Track Sessions

9:30 - 10:45 a.m.

General Session

11:00 a.m. - 12:15 p.m.

Lunch

12:15 - 2:00 p.m.

Track Sessions

2:00 - 5:00 p.m.

Track Sessions

8:30 AM - 12:00 PM

Exhibitor Networking and Light Refreshments

12:00 PM - 1:00 PM

Friday, May 24

Concurrent Sessions

8:30 AM - 12:00 PM

Concurrent Sessions

12:00 PM - 1:00 PM

General Session

1:00 PM - 2:00 PM

Lunch

2:00 PM - 3:00 PM

Concurrent Sessions

3:00 PM - 4:00 PM

Concurrent Sessions

4:00 PM - 5:00 PM

Saturday, May 25

Concurrent Sessions

8:30 AM - 12:00 PM

Concurrent Sessions

12:00 PM - 1:00 PM

General Session

1:00 PM - 2:00 PM

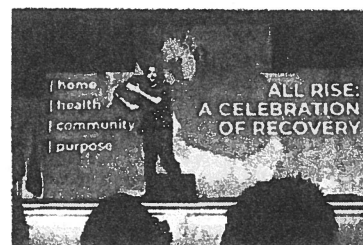
Explore RISE24



Explore Anaheim



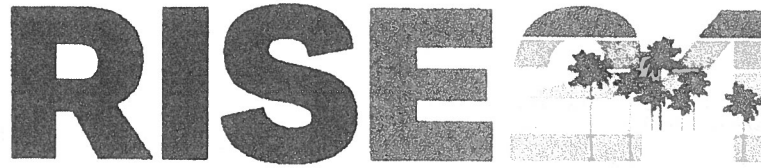
Justification Toolkit



Registration



Housing



May 22-25, 2024 Anaheim, CA

JUSTIFICATION TOOLKIT

We'll help you get to Anaheim, CA with our Justification Toolkit!

Many travel and training budgets have been reduced, which means that regardless of the merits of attending RISE24, you'll probably need to justify the expense and your time away from the office. So, we've put together a Justification Toolkit to help you explain how the return on investment is substantial for attending this training.

- Benefits of Attending
- Tips and Talking Points
- Calculate your Return on Investment (ROI)
- Justification Letter (a letter template you can complete and give your supervisor)

RISE24 reflects the "must have" content for treatment court professionals. It's the one event that brings together judges, law enforcement officials, treatment providers, drug and veterans court coordinators, researchers, celebrities, leading authorities on best practices in adult, juvenile, and veterans substance use treatment, drug court graduates, veteran treatment court graduates, probation officers, attorneys, consumer advocates, and experts in the treatment court field who will provide you with usable answers to your most pressing questions. No combination of other events can equal the quality, scope, and value of these four days. Since you've found this page, you probably know for more than 25 years this conference has consistently delivered the best-in-class speakers and content and is recognized as the leading training conference in the treatment court field.

Benefits of Attending

RISE24 includes content for treatment courts of every size and region. You'll gain new tactics, insights, and increased ability to improve the success of your treatment courts.

Five reasons you must attend:

1. Exclusive, practical content on topics for every discipline on your team.
2. Sessions covering every aspect of treatment courts
3. Direct access to the largest group of experts in the fields of treatment, evaluation, supervision, law, and other issues impacting your program.
4. Significant opportunities for peer idea exchanges.
5. A superior RISE24 Expo showcasing the newest and most innovative services and products for the treatment court field.

You'll benefit from:

- Comprehensive content: All Rise will cover the topics that matter most to treatment court professionals.
- A flexible program: We offer a combination of concurrent, discipline-specific, skills-building, training, and general sessions - providing you the ability to custom-build a tailor-made conference experience.
- Current thinking in the heart of the treatment court communities: Come hear experts talk about what concerns them now and into the future.

Tips and Talking Points

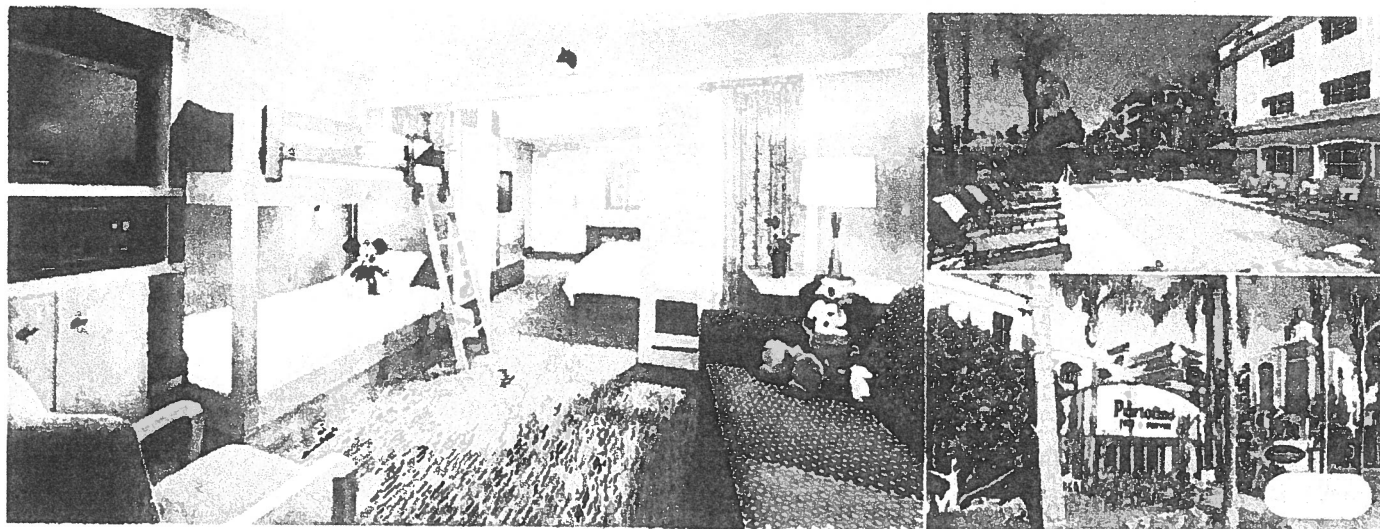
Here are some tips and talking points that you will want to consider when making your request to attend RISE24 - focus on what you will specifically bring back to the organization as return for the investment.

Prepare

- Be ready with a plan that shows who will cover for you while you are attending RISE24.
- This conference will help build your team, providing a forum for team members to discuss tools, technologies, and processes and how they might apply to improve your treatment court

See all properties

Save



Overview Amenities Rooms Location Accessibility Policies

Anaheim Portofino Inn and Suites

★★★

Comfortable family-friendly hotel, walk to Anaheim Convention Center

✓ Fully refundable ✓ Reserve now, pay later

7.6 Good

See all 1714 reviews

Popular amenities

Pool

Air conditioning

Housekeeping

Business services

Hot Tub

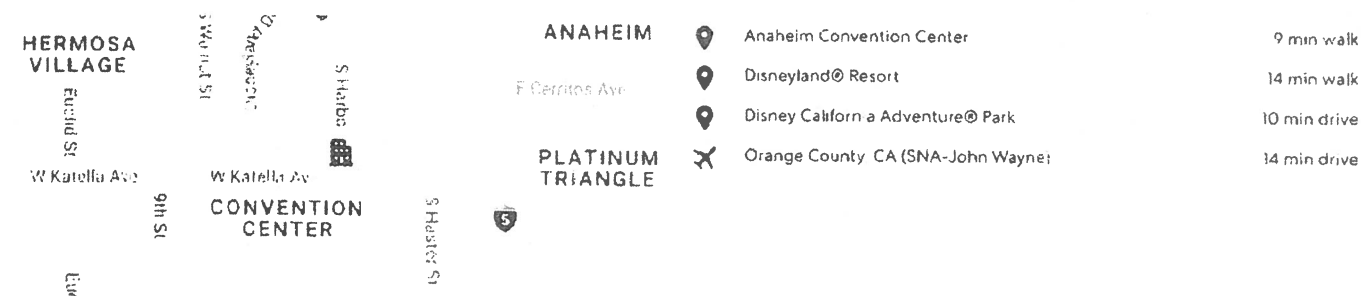
Gym

Laundry

24/7 front desk

See all

Explore the area



1831 S Harbor Blvd, Anaheim, CA 92802

View in a map

Choose your room

1 room, 2 travelers

Check in

Check out



Family Suite
8 3/10 Very Good

8 3/10 Very Good

- ✓ Reserve now, pay later

398 sq ft

 Sleeps 6

 1 King Bed, 2 Twin Beds and 1 Double Sofa Bed

Fully refundable (1)

Before Mon. May 20

[More details >](#)

\$213 ~~\$269~~

\$1,079 total
includes taxes & fees

Price \$14.95

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[View in a map](#)



What's nearby

- Anaheim GardenWalk - 6 min walk
- Anaheim Convention Center - 9 min walk
- Disneyland® Resort - 14 min walk
- Downtown Disney® District - 6 min drive
- Disney California Adventure® Park - 10 min drive



Getting around

- Santa Ana Regional Transportation Center - 11 min drive
- John Wayne Airport (SNA) - 15 min drive



Restaurants

- Flo's V8 Cafe - 11 min walk
- Luigi's Rollickin' Roadsters - 10 min walk
- Bubba Gump Shrimp Co - 6 min walk
- Starbucks - 3 min walk
- MIX Lounge - 7 min walk

Emphasize

- RISE24 offers a comprehensive, time-intensive learning environment. Your attendance will be much more cost effective and time-efficient compared to registering for multiple seminars or webinars. Plus, you'll minimize the time you are away from the office
- The conference offers treatment court professionals an unparalleled, world-class education. It provides an in-depth curriculum developed and delivered by the field's most recognized experts.
- Professional development training is critical to prepare employees to take on greater responsibility. Attendance at professional development conferences such as this will provide your treatment court with the tools to ensure your program has access to evidence-based solutions for your court and its participants.
- If you are working to obtain or maintain your professional education status, remind your supervisor that the conference offers valuable training hours you can apply towards required continuing education. This conference has been approved for continuing legal education (CLE) credits in most states, judicial education (CJE) credits, substance abuse provider and social work continuing education (CEU) hours. Also, All Rise is a certified provider of education for NAADAC.
- The content is appropriate for courts of all sizes and all regions.
- Vendor contacts and information from the RISE24 Expo.

Share

- Offer to deliver a short presentation and Q&A to your colleagues to share what you've learned. That way, others in your court will get the benefits of your attendance too
- Share the speaker handouts with your colleagues. As an attendee, you have unlimited access to materials posted by speakers.

Calculate ROI for Attendance (How to justify conference attendance)

Conference expenses are affected by a number of factors. Before you can even begin to justify conference expenses, you need to calculate what those expenses are. To do so, use the following Expenses Worksheet to develop a cost estimate for attending RISE24.

Expense	Guideline	Cost
Conference registration	\$795 for members \$895 for non-members	\$
Flight	Try a web travel service to get a quick estimate	\$
Lodging	All Rise has negotiated per diem rates with most hotels (\$183 + 17% tax + \$1.08 = \$215.19)	\$
Transportation (airport to hotel)	Taxi, car rental, ride share, etc.	\$
Transportation (hotel to airport)	Taxi, car rental, ride share, etc.	\$
Mileage reimbursement	Driving to conference? To the airport for your flight? Use Google to calculate distances, then multiply miles by .625 cents/mile (IRS standard for 2023)	\$
Parking reimbursement	At airport for flight departure, or at hotel where conference is located	\$
Food per diem	The IRS local rate is \$74	\$
Total		

Below is a suggested template for a letter you can draft to request employer support for your attendance at RISE24, May 22-25, 2024, in Anaheim, CA. If you decide to use it, please make sure you include your court or agency's name and the correct prices in the appropriate areas. Also, be sure to do your homework and calculate your return on investment (ROI). Registration includes a daily coffee break.

We look forward to seeing you in Anaheim, CA!

[Date]

[Supervisor's name]

[Title]

[Company name]

[Postal Address]

[City, State, Zip]

Dear [Supervisor's name],

I would like to attend the All Rise conference, RISE24, May 22-25, 2024, in Anaheim, CA. I believe that attending this conference will benefit me through the education I will obtain and the valuable information I'll be able to share with [insert court/agency name].

All Rise provides training to over 7,000 treatment court professionals annually at its national conference – the largest training conference in the nation addressing substance abuse and crime.

RISE24 is specifically tailored to enhance the skills, leadership, and training of the treatment court team with over 250 cutting-edge sessions, opportunities to connect and learn from colleagues around the world. I will come away educated and energized!

RISE24 offers courses for the new practitioner and team members who have been in the field for years. The sessions will be a blend of providing what to watch for now and in the future and practical ways to implement these concerns at a minimal cost. Further, it will help us focus our attention on the highest risk areas, given how stretched our resources are.

Plenary presentations and breakout session topics will include [add topics from your specialty and benefits specific to your responsibilities]. It is not often that an opportunity comes along for me to go to a conference like this, so I hope that you will approve my attendance. All Rise provides enormous value for the money because the pre-registration fee is only \$795 for members, \$895 for non-members, and \$595 for international attendees, which includes a daily coffee break. I have calculated the costs on the attached expense worksheet for your convenience.

Additionally, this conference will provide me most if not all of my continuing education. [Confirm that your court or organization requires/accepts RISE24 for hours.] RISE24 will offer me a world-class education that is unparalleled in our field.

For the benefits that I expect to derive from this conference, I believe those costs are minimal, and I hope you will support my attendance.

Sincerely,

[Your name]

[Title]



U.S. General Services Administration

FY 2024 Per Diem Rates for anaheim, California

Meals & Incidentals (M&IE) rates and breakdown

Primary Destination	County	M&IE Total	Continental Breakfast/Breakfast	Lunch	Dinner	Incidental Expenses	First & LastDay of Travel
Los Angeles	Los Angeles / Orange / Ventura / Edwards AFB less the city of Santa Monica	\$74	\$17	\$18	\$34	\$5	\$55.50



A flexible travel policy is in place systemwide. You may change or cancel your flight.

Flight summary [Change](#) | [Remove](#)



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SNA

Tue, May 21

Tue, May 21

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9:24 am

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SNA

PDX

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Sat, May 25

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Orange County: a Guide for Getting Around in the City

2080 yearly base hours

Table: A	TITLE	Range	Union	O/T Eligible	Minimum			Steps			Maximum		
					1	2	3	4	5	6			
	CUSTODIAN	4	A	Y	\$ 15.31	\$ 16.07	\$ 16.87	\$ 17.72	\$ 18.61	\$ 19.54	\$ 18.61	\$ 19.54	
	LIBRARY ASSISTANT 1	4	A	Y	\$ 15.31	\$ 16.07	\$ 16.87	\$ 17.72	\$ 18.61	\$ 19.54	\$ 18.61	\$ 19.54	
	PARK FEE COLLECTOR	4	A	Y	\$ 15.31	\$ 16.07	\$ 16.87	\$ 17.72	\$ 18.61	\$ 19.54	\$ 18.61	\$ 19.54	
	FLAGGER	5	A	Y	\$ 16.07	\$ 16.87	\$ 17.72	\$ 18.61	\$ 19.54	\$ 20.51	\$ 19.54	\$ 20.51	
	OFFICE SPECIALIST 1	5	A	Y	\$ 16.07	\$ 16.87	\$ 17.72	\$ 18.61	\$ 19.54	\$ 20.51	\$ 19.54	\$ 20.51	
	ACCOUNTING CLERK 1	6	A	Y	\$ 16.87	\$ 17.72	\$ 18.61	\$ 19.54	\$ 20.51	\$ 21.54	\$ 20.51	\$ 21.54	
	LIBRARY ASSISTANT 2	6	A	Y	\$ 16.87	\$ 17.72	\$ 18.61	\$ 19.54	\$ 20.51	\$ 21.54	\$ 20.51	\$ 21.54	
	VICTIM'S SPECIALIST	6	A	Y	\$ 16.87	\$ 17.72	\$ 18.61	\$ 19.54	\$ 20.51	\$ 21.54	\$ 20.51	\$ 21.54	
	OFFICE SPECIALIST 2	7	A	Y	\$ 17.72	\$ 18.61	\$ 19.54	\$ 20.51	\$ 21.54	\$ 22.62	\$ 21.54	\$ 22.62	
	SOLID WASTE OUTREACH SPECIALIST	7	A	Y	\$ 17.72	\$ 18.61	\$ 19.54	\$ 20.51	\$ 21.54	\$ 22.62	\$ 21.54	\$ 22.62	
	SOLID WASTE TRANSFER STATION ATTENDANT	7	A	Y	\$ 17.72	\$ 18.61	\$ 19.54	\$ 20.51	\$ 21.54	\$ 22.62	\$ 21.54	\$ 22.62	
	PARK MAINTENANCE & OPERATIONS TECHNICIAN 1	8	A	Y	\$ 18.61	\$ 19.54	\$ 20.51	\$ 21.54	\$ 22.62	\$ 23.75	\$ 22.62	\$ 23.75	
	ROAD MEO 1	8	A	Y	\$ 18.61	\$ 19.54	\$ 20.51	\$ 21.54	\$ 22.62	\$ 23.75	\$ 22.62	\$ 23.75	
	ACCOUNTING CLERK 2	9	A	Y	\$ 19.54	\$ 20.51	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 23.75	\$ 24.94	
	BUILDING & GROUNDS MAINTENANCE WORKER	9	A	Y	\$ 19.54	\$ 20.51	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 23.75	\$ 24.94	
	IT SPECIALIST 1 (Help Desk Specialist)	9	A	Y	\$ 19.54	\$ 20.51	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 23.75	\$ 24.94	
	JUVENILE PROBATION ASSISTANT	9	A	Y	\$ 19.54	\$ 20.51	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 23.75	\$ 24.94	
	LEGAL ASSISTANT 1	9	A	Y	\$ 19.54	\$ 20.51	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 23.75	\$ 24.94	
	LIBRARY ASSISTANT 3	9	A	Y	\$ 19.54	\$ 20.51	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 23.75	\$ 24.94	
	MEDICAL CLINIC ASSISTANT	9	A	Y	\$ 19.54	\$ 20.51	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 23.75	\$ 24.94	
	PERMIT TECHNICIAN	9	A	Y	\$ 19.54	\$ 20.51	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 23.75	\$ 24.94	
	WIC PROGRAM ASSISTANT	9	A	Y	\$ 19.54	\$ 20.51	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 23.75	\$ 24.94	
	TRADITIONAL HEALTH WORKER	10	A	Y	\$ 20.51	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 24.94	\$ 26.18	
	EMR SPECIALIST	10	A	Y	\$ 20.51	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 24.94	\$ 26.18	
	PROPERTY APPRAISER TRAINEE	10	A	Y	\$ 20.51	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 24.94	\$ 26.18	
	ACCOUNTING TECHNICIAN	11	A	Y	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49	\$ 26.18	\$ 27.49	

ASSESSMENT TECHNICIAN	11	A	Y	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49
GRANT COMPLIANCE ASSISTANT	11	A	Y	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49
IT SPECIALIST 2 (Computer Operations Technician)	11	A	Y	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49
JUV VIOLATIONS COURT/CONFLICT SOLUTIONS COORDINATOR	11	A	Y	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49
LEGAL ASSISTANT 2	11	A	Y	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49
MOBILE CLINIC DRIVER	11	A	Y	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49
PARK MAINTENANCE & OPERATIONS TECHNICIAN 2	11	A	Y	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49
ROAD MEO 2	11	A	Y	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49
VETERAN'S SERVICES COORDINATOR	11	A	Y	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49
VICTIM'S ASSISTANCE COORDINATOR	11	A	Y	\$ 21.54	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49
IT SPECIALIST 2 (Computer Operations Technician)	12	A	Y	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.87
LAND USE PLANNER 1	12	A	Y	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.87
MECHANIC 1	12	A	Y	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.87
MEDICAL BILLING TECHNICIAN	12	A	Y	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.87
PROPERTY APPRAISER 1	12	A	Y	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.87
SENIOR PERMIT TECHNICIAN	12	A	Y	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.87
SURVEY TECHNICIAN 1	12	A	Y	\$ 22.62	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.87
ENGINEERING TECHNICIAN 1	13	A	Y	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.87	\$ 30.31
ENVIRONMENTAL HEALTH SPECIALIST 1	13	A	Y	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.87	\$ 30.31
PUBLIC HEALTH PROGRAM REPRESENTATIVE	13	A	Y	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.87	\$ 30.31
ROAD MEO 3	13	A	Y	\$ 23.75	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.87	\$ 30.31
BUILDING INSPECTOR 1	14	A	Y	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.87	\$ 30.31	\$ 31.83
JUVENILE PROBATION OFFICER	14	A	Y	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.87	\$ 30.31	\$ 31.83
LAND USE PLANNER 2	14	A	Y	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.87	\$ 30.31	\$ 31.83
PROPERTY APPRAISER 2	14	A	Y	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.87	\$ 30.31	\$ 31.83
SURVEYOR TECHNICIAN 2	14	A	Y	\$ 24.94	\$ 26.18	\$ 27.49	\$ 28.87	\$ 30.31	\$ 31.83
ENVIRONMENTAL HEALTH SPECIALIST 2	15	A	Y	\$ 26.18	\$ 27.49	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42
GIS CARTOGRAPHIC ANALYST	15	A	Y	\$ 26.18	\$ 27.49	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42
IT SPECIALIST III (Computer Operations Technician)	15	A	Y	\$ 26.18	\$ 27.49	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42
MECHANIC 2	15	A	Y	\$ 26.18	\$ 27.49	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42
ROAD MEO 4	15	A	Y	\$ 26.18	\$ 27.49	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42
ENGINEERING TECHNICIAN 2	16	A	Y	\$ 27.49	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.09
LIBRARIAN	16	A	Y	\$ 27.49	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.09
NUTRITIONIST	16	A	Y	\$ 27.49	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.09

SYSTEMS LIBRRIAN	16	A	Y	\$ 27.49	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.09
SURVEY TECHNICIAN 3	16	A	Y	\$ 27.49	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.09
BUILDING INSPECTOR 2	17	A	Y	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.09	\$ 36.85
COMMUNICATIONS SYSTEM ADMINISTRATOR	17	A	Y	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.09	\$ 36.85
GRANTS PROGRAM MANAGER	17	A	Y	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.09	\$ 36.85
HHS ADMINISTRATIVE SPECIALIST	17	A	Y	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.09	\$ 36.85
HOUSING COORDINATOR	17	A	Y	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.09	\$ 36.85
LAND USE PLANNER 3	17	A	Y	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.09	\$ 36.85
IT SPECIALIST IV (Network and Computer Systems Technician)	17	A	Y	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.09	\$ 36.85
PROPERTY APPRAISER 3	17	A	Y	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.09	\$ 36.85
PW ADMINISTRATIVE SPECIALIST	17	A	Y	\$ 28.87	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.09	\$ 36.85
ENGINEERING TECHNICIAN 3	18	A	Y	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.09	\$ 36.85	\$ 38.69
REGISTERED NURSE 1	18	A	Y	\$ 30.31	\$ 31.83	\$ 33.42	\$ 35.09	\$ 36.85	\$ 38.69
REGISTERED NURSE 2	19	A	Y	\$ 31.83	\$ 33.42	\$ 35.09	\$ 36.85	\$ 38.69	\$ 40.63
BUILDING INSPECTOR 3	20	A	Y	\$ 33.42	\$ 35.09	\$ 36.85	\$ 38.69	\$ 40.63	\$ 42.66
ELECTRICAL INSPECTOR	20	A	Y	\$ 33.42	\$ 35.09	\$ 36.85	\$ 38.69	\$ 40.63	\$ 42.66
REGISTERED NURSE 3	20	A	Y	\$ 33.42	\$ 35.09	\$ 36.85	\$ 38.69	\$ 40.63	\$ 42.66

Revised 7/23/2014 to include Solid Waste Outreach Specialist Range 7 and Network & Computer Systems Technician Range 17
0% COLA FY 15/16

Bargaining note: L1 and L2 have been moved to Article 6

Revised and adopted by BOCC 3/9/16 (added Grants Program Manager to Range 17)

Revised and adopted by BOCC 7/13/16 (added Administrative Specialist-Public Works to Range 17)

Revised and adopted by BOCC 8/3/16 (MOA w/AFSCME 2734, moved RN1 from Range 15 to 18, moved RN2 from Range 16 to 19, moved RN 3 from Range 17 to 20)

Revised and adopted by BOCC 12/7/16 (added WIC Program Assistant to Range 9)

Bargaining Note: effective upon execution 2017 Custodian moved from Range 1 to Range 3

Revised and adopted by BOCC 6/21/17 (added Communications Field Technician to Range 14 and Engineering Technician 3 to Range 18)

Revised and adopted by BOCC 7/26/17 (added Road MEO 4-Specialist to Range 15)

Revised and adopted by BOCC 11/8/17 (added Computer Operations Technician 2 to Range 15)

Revised and adopted by BOCC 12/6/17 (added Child Support Enforcement Agent 2 to Range 13)

Revised 1/1/18 (.5% COLA provided by executed CBA)

Revised and adopted by BOCC 4/18/18 (added Senior Permit Technician to Range 12)

Revised and adopted by BOCC 7/11/18 (added Nutritionist to Range 16)

Revised 1/1/19 (.5% COLA provided by executed CBA)

Revised and adopted by BOCC 3/27/19 (added Help Desk Specialist to Range 9, added Assessment Technician to Range 11)

Revised and adopted by BOCC 4/24/19 (moved Building Inspector 3 & Electrical Inspector to Range 20)

Revised and adopted by BOCC 7/10/19 (added Housing Coordinator to Range 17)

Revised and adopted by BOCC 9/11/19 (added Assistant Juvenile Counselor to Range 9)
Revised and adopted by BOCC 10/23/2019 (1.5% COLA provided by executed MOU, updated Communications Field Technician job title to Communications System Administrator in Range 14)
Revised and adopted by BOCC 2/19/20 (Added Juvenile Probation Officer Range 13, removed Juvenile Counselor from Range 9)
Revised and adopted by BOCC 2/19/20 (Added Juvenile Probation Assistant Range 9, removed Assistant Juvenile Counselor from Range 9)
Revised and adopted by BOCC 7/29/20 (Removed Systems Manager from Range 19, removed Analyst/Programmer 1 from range 17)
Revised and adopted by BOC 6/30/2021
Revised and adopted by BOC 3/2/2022 (Updated Survey Technician title to Survey Technician 1 and added Survey Technician 2 to range 12)
Revised and adopted by BOC 4/6/2022 (Added Community Health Worker to Range 10)
Revised and adopted by BOC 10/13/2022 (Added Mobile Clinic Driver to Range 11)
Revised and adopted by BOC 1/1/2023. Effective 1/1/2023 5% Market Adj.
Revised and adopted by BOC 1/17/2024 retro to 7/1/2023
IT Specialist I-VI to IT Specialist 1-6
Mechanic to Mechanic 1
Mechanic Lead Worker to Mechanic 2
Road MEO-Entry Level to Road MEO 1
Road MEO – Journey Level to MEO 2
Road MEO-Advanced Journey Level to MEO 3
Survey Supervisor to Survey Technician 3
Accounting Clerk 1 range 5 to 6
Building & Grounds Maintenance Worker range 7 to 9
Building Inspector 1 range 11 to 14
Communications System Administrator range 14 to 17
Engineering Technician 1 range 12 to 13
Environmental Health Specialist 1 range 12-13
Environmental Health Specialist 2 range 14 to 15
Grant Compliance Assistant range 10 to 11
IT Specialist 2 range 10 to 12
Juvenile Probation Officer range 13 to 14
Land Use Planner 1 range 11 to 12
Office Specialist 1 range 4 to 5
Road MEO 1 – Entry Level range 6 to 8
Road MEO 2 – Journey Level range 9 to 11
Road MEO 3 – Advanced Journey Level range 11 to 13
Survey Technician 1 range 10 to 12
Survey Technician 2 range 12 to 14
Victim's Specialist range 4 to 5
Archived Child Support Enforcement Agent

Archived Licensed Practical Nurse

Archived Solid Waste Coordinator

Archived Engineering Technician Lead Worker

Revised and adopted by BOC 1/17/2024. Effective 1/1/2024 2% COLA.

TILLAMOOK COUNTY LOCAL 2743 AFSCME UNION SALARY SCHEDULE										
FISCAL YEAR 23-24 - EFFECTIVE JANUARY 1, 2024										
2080 yearly base hours										
Table: IT	TITLE	Range	Union	O/T Eligi	Minimum		Steps		Maximum	
					1	2	3	4	5	6
	IT SPECIALIST 5 (Analyst Programmer)	1	A	N	\$ 5,799	\$ 6,089	\$ 6,394	\$ 6,715	\$ 7,051	\$ 7,404
	IT SPECIALIST 6 (Systems Manager)	2	A	N	\$ 6,715	\$ 7,051	\$ 7,404	\$ 7,774	\$ 8,164	\$ 8,573

The positions of IT Specialist V, IT Specialist VI are FLSA exempt salaried positions
 Revised and adopted by BOC 6/22/2022. Effective 7/1/2022 3% COLA.
 Revised and adopted by BOC 1/11/2023. Effective 1/1/2023 5% Market Adj.
 Revised and adopted by BOC 1/17/2024 retro to 7/1/2023
 IT Specialist I-VI to IT Specialist 1-6
 Revised and adopted by BOC 1/17/2024. Effective 1/1/2024 2% COLA.

				ANNUAL RATE	
7	8	9	10	STEP 1	TOP STEP
#####	#####	#####	\$ 8,999.83	#####	#####
#####	#####	#####	#####	#####	#####

TILLAMOOK COUNTY LOCAL 2743 AFSCME UNION SALARY SCHEDULE

FISCAL YEAR 23-24 - EFFECTIVE JANUARY 1, 2024

2080 yearly base hours

Table: A1	TITLE	Range	Union	O/T Eligible	Minimum						Steps						Maximum					
					1						2						3					
					4						5						6					
	BEHAVIORAL HEALTH CLINICIAN 1	1	A	N	\$	5,868	\$	6,162	\$	6,472	\$	6,796	\$	7,138	\$	7,495	\$	7,870	\$	8,264		
	BEHAVIORAL HEALTH CLINICIAN 2	2	A	N	\$	6,162	\$	6,472	\$	6,796	\$	7,138	\$	7,495	\$	7,870	\$	8,264				
	BEHAVIORAL HEALTH CLINICIAN 3	3	A	N	\$	6,472	\$	6,796	\$	7,138	\$	7,495	\$	7,870	\$	8,264						

The positions of Behavioral Health Clinician I, II and III are FLSA exempt salaried positions

Revised and adopted by BOC 6/22/2022

Revised and adopted by BOC 1/11/2023. Effective 1/1/2023 5% Market Adj.

Revised and adopted by BOC 1/17/2024 retro to 7/1/2023

Behavioral Health Clinician I-III to Behavioral Health Clinician 1-3

Revised and adopted by BOC 1/17/2024. Effective 1/1/2024 2% COLA.

				ANNUAL RATE	
7	8	9	10	STEP 1	TOP STEP
#####	#####	#####	#####	#####	\$ 14,555,840.00
#####	#####	#####	#####	#####	\$ 15,285,920.00
#####	#####	#####	#####	#####	\$ 16,051,360.00

TILLAMOOK COUNTY NON-REPRESENTED/EXEMPT SALARY 2023-2024 SALARY SCHEDULE
EFFECTIVE JANUARY 1, 2024

Table: NRE		Exempt		Range		Union		O/T Eligi		Minimum		Steps		Maximum													
TITLE										1		2		3		4		5		6		7		8		9	
Parks Office Manager		2	N								\$ 4,060	\$ 4,223	\$ 4,392	\$ 4,569	\$ 4,752	\$ 4,943	\$ 5,141	\$ 5,347	\$ 5,561								
No Assigned Classifications		3	N								\$ 4,223	\$ 4,392	\$ 4,569	\$ 4,752	\$ 4,943	\$ 5,141	\$ 5,347	\$ 5,561	\$ 5,784								
SW Transfer Station Supervisor		4	N								\$ 4,392	\$ 4,569	\$ 4,752	\$ 4,943	\$ 5,141	\$ 5,347	\$ 5,561	\$ 5,784	\$ 6,016								
Facilities Supervisor		4	N								\$ 4,392	\$ 4,569	\$ 4,752	\$ 4,943	\$ 5,141	\$ 5,347	\$ 5,561	\$ 5,784	\$ 6,016								
Community Health Office Supervisor		5	N								\$ 4,569	\$ 4,752	\$ 4,943	\$ 5,141	\$ 5,347	\$ 5,561	\$ 5,784	\$ 6,016	\$ 6,257								
Veteran's Service Officer		5	N								\$ 4,569	\$ 4,752	\$ 4,943	\$ 5,141	\$ 5,347	\$ 5,561	\$ 5,784	\$ 6,016	\$ 6,257								
Justice Court Administrator		6	N								\$ 4,752	\$ 4,943	\$ 5,141	\$ 5,347	\$ 5,561	\$ 5,784	\$ 6,016	\$ 6,257	\$ 6,508								
District Attorney's Office Manager		7	N								\$ 4,943	\$ 5,141	\$ 5,347	\$ 5,561	\$ 5,784	\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769								
Chief Deputy Clerk		8	N								\$ 5,141	\$ 5,347	\$ 5,561	\$ 5,784	\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040								
Chief Deputy of Assessment & Taxation		8	N								\$ 5,141	\$ 5,347	\$ 5,561	\$ 5,784	\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040								
Human Resources Generalist		8	N								\$ 5,141	\$ 5,347	\$ 5,561	\$ 5,784	\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040								
Road District Supervisor		8	N								\$ 5,141	\$ 5,347	\$ 5,561	\$ 5,784	\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040								
Accounting Manager		9	N								\$ 5,347	\$ 5,561	\$ 5,784	\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323								
Emergency Management Director		9	N								\$ 5,347	\$ 5,561	\$ 5,784	\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323								
Library Manager		9	N								\$ 5,347	\$ 5,561	\$ 5,784	\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323								
Chief Appraiser		10	N								\$ 5,561	\$ 5,784	\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616								
Solid Waste Program Manager		10	N								\$ 5,561	\$ 5,784	\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616								
Com. Health Clinic Manager		11	N								\$ 5,784	\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921								
Com. Health Dental Manager		11	N								\$ 5,784	\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921								
Com. Health Program Manager		11	N								\$ 5,784	\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921								
Environmental Health Program Manager		11	N								\$ 5,784	\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921								
Deputy DA 1		11	N								\$ 5,784	\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921								
Engineering Project Supervisor (Manager)		11	N								\$ 5,784	\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921								
Human Resource Analyst		12	N								\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921	\$ 8,239								
Engineering Project Manager		12	N								\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921	\$ 8,239								
Operations Superintendent		12	N								\$ 6,016	\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921	\$ 8,239								
Behavioral Health Clinician Assistant Manager		13	N								\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921	\$ 8,239	\$ 8,569								
Deputy DA 2		13	N								\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921	\$ 8,239	\$ 8,569								
Chief Deputy Treasurer/Asst Finance Director		13	N								\$ 6,257	\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921	\$ 8,239	\$ 8,569								
Assistant Building Official		14	N								\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921	\$ 8,239	\$ 8,569	\$ 8,913								
Behavioral Health Clinician Manager		14	N								\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921	\$ 8,239	\$ 8,569	\$ 8,913								
Com. Health Chief Operations Officer		14	N								\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921	\$ 8,239	\$ 8,569	\$ 8,913								
Com. Public Health Deputy Director		14	N								\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921	\$ 8,239	\$ 8,569	\$ 8,913								
Environmental Program Manager		14	N								\$ 6,508	\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921	\$ 8,239	\$ 8,569	\$ 8,913								
Assistant Chief Deputy DA		15	N								\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921	\$ 8,239	\$ 8,569	\$ 8,913	\$ 9,270								
Building Official		15	N								\$ 6,769	\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921	\$ 8,239	\$ 8,569	\$ 8,913	\$ 9,270								
Chief Deputy DA		16	N								\$ 7,040	\$ 7,323	\$ 7,616	\$ 7,921	\$ 8,239	\$ 8,569	\$ 8,913	\$ 9,270	\$ 9,641								

Revised and adopted by BOC 1/11/2023. Effective 1/1/2023 5% Market Adj.

Revised and adopted by BOC 1/17/2024 retro to 7/1/2023

Environmental Health Program Manager range 10 to 11

Engineering Project Manager range 10 to 12

Assistant Chief Deputy DA range 14 to 15

Revised and adopted by BOC 1/17/2024. Effective 1/1/2024 2% COLA.

TILLAMOOK COUNTY NON-REPRESENTED/NON-EXEMPT SALARY SCHEDULE
FISCAL YEAR 23-24 - EFFECTIVE JANUARY 1, 2024

Non-Exempt		Range	Union	O/T Eligible										Maximum
Table: NRNE	TITLE													
					Minimum 1	2	3	4	5	6	7	8	9	
Human Resources Assistant		1	N	Y	\$ 22.51	\$ 23.42	\$ 24.36	\$ 25.34	\$ 26.36	\$ 27.42	\$ 28.52	\$ 29.66	\$ 30.86	
Secretary		1	N	Y	\$ 22.51	\$ 23.42	\$ 24.36	\$ 25.34	\$ 26.36	\$ 27.42	\$ 28.52	\$ 29.66	\$ 30.86	
Legal Secretary		2	N	Y	\$ 23.42	\$ 24.36	\$ 25.34	\$ 26.36	\$ 27.42	\$ 28.52	\$ 29.66	\$ 30.86	\$ 32.09	
Sheriff Office Manager		2	N	Y	\$ 23.42	\$ 24.36	\$ 25.34	\$ 26.36	\$ 27.42	\$ 28.52	\$ 29.66	\$ 30.86	\$ 32.09	
Kitchen Supervisor		2	N	Y	\$ 23.42	\$ 24.36	\$ 25.34	\$ 26.36	\$ 27.42	\$ 28.52	\$ 29.66	\$ 30.86	\$ 32.09	
Civil Program Manager		3	N	Y	\$ 24.36	\$ 25.34	\$ 26.36	\$ 27.42	\$ 28.52	\$ 29.66	\$ 30.86	\$ 32.09	\$ 33.37	
Executive Assistant		4	N	Y	\$ 25.34	\$ 26.36	\$ 27.42	\$ 28.52	\$ 29.66	\$ 30.86	\$ 32.09	\$ 33.37	\$ 34.71	
Human Resources Technician		4	N	Y	\$ 25.34	\$ 26.36	\$ 27.42	\$ 28.52	\$ 29.66	\$ 30.86	\$ 32.09	\$ 33.37	\$ 34.71	
Human Resource Coordinator		7	N	Y	\$ 28.52	\$ 29.66	\$ 30.86	\$ 32.09	\$ 33.37	\$ 34.71	\$ 36.11	\$ 37.56	\$ 39.07	
Payroll Specialist		7	N	Y	\$ 28.52	\$ 29.66	\$ 30.86	\$ 32.09	\$ 33.37	\$ 34.71	\$ 36.11	\$ 37.56	\$ 39.07	

Revised and adopted by BOC 1/11/2023. Effective 1/1/2023 5% Market Adj.
Revised and adopted by BOC 1/17/2024. Effective 1/1/2024 2% COLA.

TILLAMOOK COUNTY EXECUTIVE SERVICE MONTHLY SALARY SCHEDULE
FISCAL YEAR 23-24 - EFFECTIVE JANUARY 1, 2024

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Revised and adopted by BOCC 5/1/13 (added Human Resources Director to range E07, removed Human Resources & Risk Management Director from ES08)
Revised and adopted by BOCC 1/8/14 (County Counsel range changed from 0.5 FTE to 1.0 FTE and from 4 steps to 7 steps)
Revised and adopted by BOCC 1/20/16 (added County Surveyor to Range ES04 and General Services Administrator to Range ES05)
Revised and adopted by BOCC 6/21/17 (Name change from BOCC Chief of Administrative Staff to Chief of BOCC Staff, remains at ES08)
Revised and adopted by BOCC 7/25/18 (Effective 8/1/18 1% COLA)

Revised and adopted by BOCC 10/23/19 (Effective 11/1/19 1.5% COLA)

Revised and adopted by BOCC 2/10/2021 (added Human Resources & Risk Management Director back into to range E08, removed Human Resources Director from ES07)

Revised and adopted by BOCC 6/22/2022

Revised and adopted by BOC 1/11/2023. Effective 1/1/2023 5% Market Adj.

Revised and adopted by BOC 1/17/2024 retro to 7/1/2023

County Surveyor range 5 to 6

Human Resources & Risk Management Director range 8 to 9

Revised and adopted by BOC 1/17/2024. Effective 1/1/2024 2% COLA.

TILLAMOOK COUNTY ELECTED OFFICIAL MONTHLY SALARY SCHEDULE
FISCAL YEAR 23-24 - EFFECTIVE JANUARY 1, 2024

Table: EO	TITLE	Range	Monthly	Semi-Monthly	Annual
Commissioner		1	\$ 7,951.00	\$ 3,975.50	\$ 90,864.00
Clerk		2	\$ 7,774.00	\$ 3,887.00	\$ 88,836.00
Justice of the Peace		2	\$ 7,774.00	\$ 3,887.00	\$ 88,836.00
Treasurer*		3	\$ 8,811.00	\$ 4,405.50	\$ 100,692.00
Assessor**		4	\$ 8,219.00	\$ 4,109.50	\$ 93,924.00
Sheriff		5	\$ 10,899.00	\$ 5,449.50	\$ 116,412.00
District Attorney***		6	\$ 1,529.00	\$ 764.50	\$ 17,472.00
Pro-Tem Justice of the Peace			Hourly		
			\$ 42.71		

*Includes discretionary duty as County Budget Officer

**Includes discretionary duty as County Tax Collector

***County Stipend

Revised and adopted by BOCC 1/20/16 (Removed Surveyor from Elected Officials Pay Table to Executive Service Pay Table Range ES04.

Ordinance #78 repealing Ordinance #70, continuance of the office of Tillamook County Surveyor as an elective position. Ordinance #78 adopted 9/30/2015)

Revised and adopted by budget committee as recommended by compensation board May 10, 2017, 5% COLA effective July 1, 2017

Revised and adopted by BOCC as recommended by compensation board May 8, 2019, 1% COLA effective January 1, 2020

Revised and adopted by budget committee as recommended by compensation board May 12, 2021, 3% COLA effective July 1, 2021

Revised and adopted by budget committee as recommended by compensation board April 26, 2022, 3% COLA effective July 1, 2022

One time market rate adjustment of 7.7% for Sheriff as recommended by compensation board April 26, 2022 effective July 1, 2022

Revised and adopted by BOC 1/17/2024. Effective 1/1/2024 2% COLA.

Health Provider Pay Table

MID-LEVEL PROVIDERS - FAMILY NURSE PRACTITIONER AND PHYSICIAN ASSISTANT										
Years in Practice		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Monthly Base Pay Rate		\$ 8,400	\$ 8,751	\$ 9,116	\$ 9,496	\$ 9,892	\$ 10,305	\$ 10,735	\$ 11,183	\$ 11,649
SPECIAL CONDITIONS APPLY TO QUALIFY FOR THIS RETENTION AWARD										
Years of Service Retention AWARD*										
Year of Service for Tillamook County		YOS 1	YOS 2	YOS 3	YOS 4	YOS 5	YOS 6	YOS 7	YOS 8	YOS 9
Award Pay Monthly (up to maximum)		\$0.00	\$500.00	\$500.00	\$750.00	\$750.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,250.00
*Conditions to be met and Approved by the Department Director										
* Based on these required conditions:										
1. 325 patient encounters per month***; adjusted annually										
2. YOSRA is prorated based on % of FTE										
3. Closed Charts Formula:										
% of charts closed within 48 hours - 90% beginning January 1, 2016										
**based on average of 21.67 working days per month and 10 encounters per day; Includes available workdays for patient contact (i.e., incorporates all leave hours and any other non-patient time).										
PHYSICIANS										
Years in Practice		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Monthly Base Pay Rate		\$ 14,295	\$ 15,482	\$ 16,127	\$ 16,799	\$ 17,500	\$ 18,229	\$ 18,989	\$ 19,781	\$ 20,606
DENTIST										
Years in Practice		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Monthly Base Pay Rate		\$ 15,037	\$ 15,639	\$ 16,421	\$ 17,242	\$ 18,105	\$ 19,011	\$ 19,961	\$ 20,960	\$ 22,009
SPECIAL CONDITIONS APPLY TO QUALIFY FOR THIS RETENTION AWARD										
Years of Service Retention AWARD***										
Year of Service for Tillamook County		YOS 1	YOS 2	YOS 3	YOS 4	YOS 5	YOS 6	YOS 7	YOS 8	YOS 9
Award Pay Monthly (up to maximum)		\$0.00	\$500.00	\$750.00	\$750.00	\$1,000.00	\$1,000.00	\$1,250.00	\$1,250.00	\$1,250.00
***Based on these required conditions:										
1. YOSRA is prorated based on % of FTE										
2. Closed Charts Formula:										
% of charts closed within 48 hours - 90%										
PHYSICIAN/INTERNAL MEDICINE/PSYCHIATRIST & MEDICAL DIRECTOR AND/OR HEALTH OFFICER										
Years in Practice		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Monthly Base Pay Rate		\$ 17,978	\$ 18,924	\$ 19,921	\$ 20,969	\$ 22,074	\$ 23,237	\$ 24,461	\$ 25,749	\$ 27,104
SPECIAL CONDITIONS APPLY TO QUALIFY FOR THIS RETENTION AWARD										
Years of Service Retention AWARD*										
Year of Service for Tillamook County		YOS 1	YOS 2	YOS 3	YOS 4	YOS 5	YOS 6	YOS 7	YOS 8	YOS 9
Award Pay Monthly (up to maximum)		\$0.00	\$500.00	\$750.00	\$750.00	\$1,000.00	\$1,000.00	\$1,250.00	\$1,250.00	\$1,250.00
*Conditions to be met and Approved by the Department Director										
* Based on these required conditions:										
1. 325 patient encounters per month***; adjusted annually										
2. YOSRA is prorated based on % of FTE										
3. Closed Charts Formula:										
% of charts closed within 48 hours - 90% beginning January 1, 2016										
**based on average of 21.67 working days per month and 10 encounters per day; Includes available workdays for patient contact (i.e., incorporates all leave hours and any other non-patient time).										
Monthly Provider Leadership Stipends										
Monthly Stipend		Asst. Med Director	Medical Director	Public Health Official						
		\$ 575.00	\$980.00	\$780.00						
Temporary Physician (Individual Agreement)					Temporary Mid-Level Provider		per hour			
					\$90-\$175					
					per hour					
Provider On-Call-Weekly/Paid ONLY for full week on-call										
MD or PA On-Call Tillamook County Health Department			\$ 250.00							

Revised and adopted by BOCC 8/28/13 (changed Temporary Mid-Level Provider from flat rate of \$55 per hour to a range of minimum \$55 to maximum of \$140 per hour)

Revised and adopted by BOCC 11/7/13 (changed YIP to STEP and renamed Physicians-Internal Medicine to Physician/Internal Medicine & Medical and/or Health Officer, step 1 starting at \$160,344 annual salary, 3% between steps)
Revised and adopted by BOCC 6/24/15 (changed Mid-Level Providers range)
Revised and adopted by BOCC 1/20/16 (Internal Medical Physician-step 7 changed to step 1; from 3% to 5% between steps. Physician-step 5 changed to step 1; from 3% to 4% between steps. Med. Dir. stipend increased from \$780 to \$980. MD or PA on-call increased from \$230 to \$250.)
Revised & adopted by BOCC 10/23/19 (2.5% COLA)
Revised & adopted by BOCC 6/24/2020 (added Psychiatrist)
Revised & adopted by BOCC 9/2/2020 (added Dentist. 4% between steps, updated table description for clarity)
Revised & adopted by BOCC 6/23/2021 (Effective 7/1/2021 3% COLA)
Revised & adopted by BOCC 6/22/2022 (Effective 7/1/2022 3% COLA)
Revised and adopted by BOC 1/17/2024. Effective 1/1/2024 2% COLA.

TILLAMOOK COUNTY 2022-2023 PART TIME / TEMPORARY SALARY SCHEDULE
FISCAL YEAR 23-24 - EFFECTIVE JANUARY 1, 2024

Table: P	Range	Union	O/T Eligible			
TITLE				Minimum	Mid-Point	Maximum
BOOK MENDER	4	N	N	\$ 15.31	\$ 16.87	\$ 19.54
CUSTODIAN	4	N	N	\$ 15.31	\$ 16.87	\$ 19.54
ELECTIONS CLERK	4	N	N	\$ 15.31	\$ 16.87	\$ 19.54
LIBRARY ASSISTANT 1	4	N	N	\$ 15.31	\$ 16.87	\$ 19.54
OFFICE SPECIALIST 1	4	N	N	\$ 15.31	\$ 16.87	\$ 19.54
PARK FEE COLLECTOR/COURIER	4	N	N	\$ 15.31	\$ 16.87	\$ 19.54
PARK HOST	4	N	N	\$ 15.31	\$ 16.87	\$ 19.54
PARK LABORER	4	N	N	\$ 15.31	\$ 16.87	\$ 19.54
TRANSPORTATION COORDINATOR-VETERANS SERVICES	4	N	N	\$ 15.31	\$ 16.87	\$ 19.54
VICTIM'S SPECIALIST	5	N	N	\$ 16.07	\$ 17.72	\$ 20.51
FLAGGER	5	N	N	\$ 16.07	\$ 17.72	\$ 20.51
ACCOUNTING CLERK 1	6	N	N	\$ 16.87	\$ 18.61	\$ 21.54
LIBRARY ASSISTANT 2	6	N	N	\$ 16.87	\$ 18.61	\$ 21.54
PARKING AMBASSADOR	6	N	N	\$ 16.87	\$ 18.61	\$ 21.54
RECORDS CLERK	T6	N	N	\$ 17.68	\$ 19.32	\$ 21.75
INTERPRETER	7	N	N	\$ 17.72	\$ 19.54	\$ 22.62
OFFICE SPECIALIST 2	7	N	N	\$ 17.72	\$ 19.54	\$ 22.62
SOLID WASTE OUTREACH SPECIALIST	7	N	N	\$ 17.72	\$ 19.54	\$ 22.62
MARINE CADET	8	N	N	\$ 18.61	\$ 20.51	\$ 23.75
PARK ORDINANCE ENFORCEMENT OFFICER - UNARMED	8	N	N	\$ 18.61	\$ 20.51	\$ 23.75
ACCOUNTING CLERK 2	9	N	N	\$ 19.54	\$ 21.81	\$ 24.45
BUILDING & GROUNDS MAINTENANCE WORKER	9	N	N	\$ 19.54	\$ 21.54	\$ 24.94
LEGAL ASSISTANT 1	9	N	N	\$ 19.54	\$ 21.54	\$ 24.94
LIBRARY ASSISTANT 3	9	N	N	\$ 19.54	\$ 21.54	\$ 24.94
MEDICAL CLINIC ASSISTANT	9	N	N	\$ 19.54	\$ 21.54	\$ 24.94
SIGN TECHNICIAN	9	N	N	\$ 19.54	\$ 21.54	\$ 24.94
WIC PROGRAM ASSISTANT	9	N	N	\$ 19.54	\$ 21.54	\$ 24.94
LAW ENFORCEMENT TECH/CODE ENFORCEMENT	T10	N	N	\$ 21.63	\$ 23.64	\$ 26.60
ACCOUNTING TECHNICIAN	11	N	N	\$ 21.54	\$ 23.75	\$ 27.49
BUILDING INSPECTOR 1	11	N	N	\$ 21.54	\$ 23.75	\$ 27.49
CONFLICT SOLUTIONS COORDINATOR	11	N	N	\$ 21.54	\$ 23.75	\$ 27.49
GRANT COMPLIANCE ASSISTANT	11	N	N	\$ 21.54	\$ 23.75	\$ 27.49
LEGAL ASSISTANT 2	11	N	N	\$ 21.54	\$ 23.75	\$ 27.49
MOBILE CLINIC DRIVER	11	N	N	\$ 21.54	\$ 23.75	\$ 27.49
PARK MAINTENANCE & OPERATIONS TECHNICIAN 2	11	N	N	\$ 21.54	\$ 23.75	\$ 27.49
MECHANIC 1	12	N	N	\$ 22.62	\$ 24.94	\$ 28.87
PARK ORDINANCE ENFORCEMENT OFFICER - ARMED	12	N	N	\$ 22.62	\$ 24.94	\$ 28.87
JAIL COOK	T13	N	N	\$ 18.51	\$ 20.23	\$ 22.77
ENVIRONMENTAL HEALTH SPECIALIST 1	13	N	N	\$ 23.75	\$ 26.18	\$ 30.31
PROGRAM COORDINATOR	13	N	N	\$ 23.75	\$ 26.18	\$ 30.31
SENIOR PERMIT TECHNICIAN	13	N	N	\$ 23.75	\$ 26.18	\$ 30.31

ENVIRONMENTAL HEALTH SPECIALIST 2	15	N	N	\$	26.18	\$	28.87	\$	33.42
CRIMINAL/CORRECTIONS/MARINE/P & P DEPUTY	T15	N	N	\$	26.16	\$	30.04	\$	35.70
ENGINEERING TECHNICIAN 2	16	N	N	\$	27.49	\$	30.68	\$	35.09
LIBRARIAN	16	N	N	\$	27.49	\$	30.68	\$	35.09
BUILDING INSPECTOR 2	17	N	N	\$	28.87	\$	31.83	\$	36.85
HHS ADMIN SPECIALIST	17	N	N	\$	28.87	\$	31.83	\$	36.85
REGISTERED NURSE 1	18	N	N	\$	30.31	\$	33.42	\$	38.69
REGISTERED NURSE 2	19	N	N	\$	31.83	\$	35.09	\$	40.63
ACCOUNTING MANAGER	N19	N	N	\$	30.85	\$	34.71	\$	42.25
COMMUNITY HEALTH DENTAL MANAGER	N19	N	N	\$	38.29	\$	45.37	\$	52.44
BUILDING INSPECTOR 3	20	N	N	\$	33.42	\$	36.85	\$	42.66
ELECTRICAL INSPECTOR	20	N	N	\$	33.42	\$	36.85	\$	42.66
REGISTERED NURSE 3	20	N	N	\$	33.42	\$	36.85	\$	42.66
PROJECT MANAGER	N20	N	N	\$	22.97	\$	38.76	\$	54.54
RETIRED/REHIRED 150 DEPT HEAD	E21	N	N	\$	31.46	\$	44.09	\$	56.72

A Department Director may assign pay and/or hire temporary help at the range on this pay table as long as the rate is at or above the current Oregon minimum wage rate.

The Human Resources Director and Treasurer may add job titles and assign pay as needed by the County to be adopted by the Board of County Commissioners. Any pay range for retired employees rehired) require approval of the Board of County Commissioners.

Park Maintenance & Operations Tech 2 added to Range 11 effective 5/13/13
Engineering Technician 2 added to Range 16, Law Enforcement Technician/Code Enforcement added to Range 10 & WIC Program Coordinator added to Range 8 effective 7/18/18.
Building Official added to Range 19 and Sign technician added to Range 9 effective 8/20/13
Payroll Specialist added to Range 18 effective 8/19/15
BOCC Secretary added to Range 14 effective 2/10/16
Added Range 20 for BOCC Project Manager 2/10/16
Moved Criminal/Corrections/Marine Deputy from Range 14 to Range 15 2/24/16
Moved Custodian from Range 1 to Range 3, Added Records Clerk to Range 6, Added Parole & Probation Deputy to Range 15 effective 6/21/17
Added Conflict Solutions Coordinator to Range 11 effective 7/26/17
Added Retired/Rehired 150 day Dept. Head-Manager to Range 20 effective 1/3/18
Added Jail Cook to Range 13 effective 3/21/18
Added Senior Permit Tech to Range 13 effective 11/16/18
Revised and adopted by BOC 1/2/19 updated hourly rates
Revised and adopted by BOCC 11/1/19 updated hourly rates
Revised and adopted by BOCC 11/1/19 updated hourly rates
Added Mobile Clinic Driver to Range 11 effective 12/1/19
Revised and adopted by BOCC 12/16/2021 updated hourly rates
Revised and adopted by BOCC 3/2/2022 (Added Parking Ambassador to R6)
Revised and adopted by BOCC 4/20/2022 (Updated Retired/Rehired 150 to reflect Executive Service pay table)
Revised and adopted by BOCC 6/22/2022
Revised and adopted by BOCC 1/11/2023. Effective 1/1/2023 5% Market Adj.
Revised and adopted by BOC 1/17/2024 retro to 7/1/2023
Mechanic to Mechanic 1
Accounting Clerk 1 range 5 to 6
Building & Grounds Maintenance Worker range 7 to 9
Building Inspector 1 range 11 to 14
Environmental Health Specialist 1 range 12-13
Environmental Health Specialist 2 range 14 to 15
Grant Compliance Assistant range 10 to 11
Office Specialist 1 range 4 to 5
Victim's Specialist range 4 to 5

Archived Building Official

Archived Child Support Enforcement Agent

Archived Licensed Practical Nurse

Archived Human Resources Assistant

Archived Secretary

Archived Payroll Specialist

Revised and adopted by BOC 1/17/2024. Effective 1/1/2024 2% COLA.

.5% adjustment and on 2080 yearly base hours

[illegible]

Revised and adopted by BOC 1/11/2023. Effective 1/1/2023 5% Market Adj
Revised and adopted by BOC 6/28/2023. Effective 7/1/2023 3% COLA
Revised and adopted by BOC 1/17/2024. Effective 1/1/2024 .5% COLA.

TILLAMOOK COUNTY JUSTICE FACILITY HOURLY/SALARY SCHEDULE
FISCAL YEAR 23-24 - EFFECTIVE JANUARY 1, 2024
2080 yearly base hours

Table: JF													
TITLE	Range	Union	O/T Eligi	Steps									Maximum
				1	2	3	4	5	6	7	8	9	
No Assigned Classifications	1	N	Y	\$31.15	\$32.40	\$33.69	\$35.04	\$36.44	\$37.90	\$39.42	\$41.00	\$42.64	
Sergeant**	2	N	Y	\$32.40	\$33.69	\$35.04	\$36.44	\$37.90	\$39.42	\$41.00	\$42.64	\$44.34	
No Assigned Classifications	3	N	Y	\$33.69	\$35.04	\$36.44	\$37.90	\$39.42	\$41.00	\$42.64	\$44.34	\$46.12	
No Assigned Classifications	4	N	Y	\$35.04	\$36.44	\$37.90	\$39.42	\$41.00	\$42.64	\$44.34	\$46.12	\$47.96	
Table: JF													
TITLE	Range	Union	O/T Eligi	Steps									Maximum
				1	2	3	4	5	6	7	8	9	
Lieutenant	5	N	N	\$6,801	\$7,074	\$7,357	\$7,652	\$7,959	\$8,278	\$8,610	\$8,955	\$9,314	
Undersheriff	6	N	N	\$7,074	\$7,357	\$7,652	\$7,959	\$8,278	\$8,610	\$8,955	\$9,314	\$9,687	
No Assigned Classifications	7	N	N	\$7,357	\$7,652	\$7,959	\$8,278	\$8,610	\$8,955	\$9,314	\$9,687	\$10,075	

**Indicates non-represented/non-exempt status. Eligible for DPSST Inetmediate or Advance Certification pay.

Revised and adopted by BOC 1/19/2022

Revised and adopted by BOC 6/22/2022

Revised and adopted by BOC 1/11/2023. Effective 1/1/2023 5% Market Adj.

Revised and adopted by BOC 1/17/2024. Effective 1/1/2024 .5% COLA.

TILLAMOOK COUNTY LOCAL 2743 AFSCME UNION SALARY SCHEDULE
FISCAL YEAR 23-24 - EFFECTIVE JULY 1, 2023
2080 yearly base hours

FISCAL YEAR 23-24 - EFFECTIVE JULY 1, 2023
2080 yearly base hours

2080 yearly base hours

[illegible]

ASSESSMENT TECHNICIAN	11	A	Y	\$	21.12	\$	22.17	\$	23.28	\$	24.45	\$	25.67	\$	26.96
GRANT COMPLIANCE ASSISTANT	11	A	Y	\$	21.12	\$	22.17	\$	23.28	\$	24.45	\$	25.67	\$	26.96
IT SPECIALIST 2 (Computer Operations Technician)	11	A	Y	\$	21.12	\$	22.17	\$	23.28	\$	24.45	\$	25.67	\$	26.96
JUV VIOLATIONS COURT/CONFLICT SOLUTIONS COORDINATOR	11	A	Y	\$	21.12	\$	22.17	\$	23.28	\$	24.45	\$	25.67	\$	26.96
LEGAL ASSISTANT 2	11	A	Y	\$	21.12	\$	22.17	\$	23.28	\$	24.45	\$	25.67	\$	26.96
MOBILE CLINIC DRIVER	11	A	Y	\$	21.12	\$	22.17	\$	23.28	\$	24.45	\$	25.67	\$	26.96
PARK MAINTENANCE & OPERATIONS TECHNICIAN 2	11	A	Y	\$	21.12	\$	22.17	\$	23.28	\$	24.45	\$	25.67	\$	26.96
ROAD MEO 2	11	A	Y	\$	21.12	\$	22.17	\$	23.28	\$	24.45	\$	25.67	\$	26.96
VETERAN'S SERVICES COORDINATOR	11	A	Y	\$	21.12	\$	22.17	\$	23.28	\$	24.45	\$	25.67	\$	26.96
VICTIM'S ASSISTANCE COORDINATOR	11	A	Y	\$	21.12	\$	22.17	\$	23.28	\$	24.45	\$	25.67	\$	26.96
IT SPECIALIST 2 (Computer Operations Technician)	12	A	Y	\$	22.17	\$	23.28	\$	24.45	\$	25.67	\$	26.96	\$	28.30
LAND USE PLANNER 1	12	A	Y	\$	22.17	\$	23.28	\$	24.45	\$	25.67	\$	26.96	\$	28.30
MECHANIC 1	12	A	Y	\$	22.17	\$	23.28	\$	24.45	\$	25.67	\$	26.96	\$	28.30
MEDICAL BILLING TECHNICIAN	12	A	Y	\$	22.17	\$	23.28	\$	24.45	\$	25.67	\$	26.96	\$	28.30
PROPERTY APPRAISER 1	12	A	Y	\$	22.17	\$	23.28	\$	24.45	\$	25.67	\$	26.96	\$	28.30
SENIOR PERMIT TECHNICIAN	12	A	Y	\$	22.17	\$	23.28	\$	24.45	\$	25.67	\$	26.96	\$	28.30
SURVEY TECHNICIAN 1	12	A	Y	\$	22.17	\$	23.28	\$	24.45	\$	25.67	\$	26.96	\$	28.30
ENGINEERING TECHNICIAN 1	13	A	Y	\$	23.28	\$	24.45	\$	25.67	\$	26.96	\$	28.30	\$	29.72
ENVIRONMENTAL HEALTH SPECIALIST 1	13	A	Y	\$	23.28	\$	24.45	\$	25.67	\$	26.96	\$	28.30	\$	29.72
PUBLIC HEALTH PROGRAM REPRESENTATIVE	13	A	Y	\$	23.28	\$	24.45	\$	25.67	\$	26.96	\$	28.30	\$	29.72
ROAD MEO 3	13	A	Y	\$	23.28	\$	24.45	\$	25.67	\$	26.96	\$	28.30	\$	29.72
BUILDING INSPECTOR 1	14	A	Y	\$	24.45	\$	25.67	\$	26.96	\$	28.30	\$	29.72	\$	31.21
JUVENILE PROBATION OFFICER	14	A	Y	\$	24.45	\$	25.67	\$	26.96	\$	28.30	\$	29.72	\$	31.21
LAND USE PLANNER 2	14	A	Y	\$	24.45	\$	25.67	\$	26.96	\$	28.30	\$	29.72	\$	31.21
PROPERTY APPRAISER 2	14	A	Y	\$	24.45	\$	25.67	\$	26.96	\$	28.30	\$	29.72	\$	31.21
SURVEYOR TECHNICIAN 2	14	A	Y	\$	24.45	\$	25.67	\$	26.96	\$	28.30	\$	29.72	\$	31.21
ENVIRONMENTAL HEALTH SPECIALIST 2	15	A	Y	\$	25.67	\$	26.96	\$	28.30	\$	29.72	\$	31.21	\$	32.77
GIS CARTOGRAPHIC ANALYST	15	A	Y	\$	25.67	\$	26.96	\$	28.30	\$	29.72	\$	31.21	\$	32.77
IT SPECIALIST III (Computer Operations Technician)	15	A	Y	\$	25.67	\$	26.96	\$	28.30	\$	29.72	\$	31.21	\$	32.77
MECHANIC 2	15	A	Y	\$	25.67	\$	26.96	\$	28.30	\$	29.72	\$	31.21	\$	32.77
ROAD MEO 4	15	A	Y	\$	25.67	\$	26.96	\$	28.30	\$	29.72	\$	31.21	\$	32.77
ENGINEERING TECHNICIAN 2	16	A	Y	\$	26.96	\$	28.30	\$	29.72	\$	31.21	\$	32.77	\$	34.41
LIBRARIAN	16	A	Y	\$	26.96	\$	28.30	\$	29.72	\$	31.21	\$	32.77	\$	34.41
NUTRITIONIST	16	A	Y	\$	26.96	\$	28.30	\$	29.72	\$	31.21	\$	32.77	\$	34.41

SYSTEMS LIBRRIAN	16	A	Y	\$	26.96	\$	28.30	\$	29.72	\$	31.21	\$	32.77	\$	34.41
SURVEY TECHNICIAN 3	16	A	Y	\$	26.96	\$	28.30	\$	29.72	\$	31.21	\$	32.77	\$	34.41
BUILDING INSPECTOR 2	17	A	Y	\$	28.30	\$	29.72	\$	31.21	\$	32.77	\$	34.41	\$	36.13
COMMUNICATIONS SYSTEM ADMINISTRATOR	17	A	Y	\$	28.30	\$	29.72	\$	31.21	\$	32.77	\$	34.41	\$	36.13
GRANTS PROGRAM MANAGER	17	A	Y	\$	28.30	\$	29.72	\$	31.21	\$	32.77	\$	34.41	\$	36.13
HHS ADMINISTRATIVE SPECIALIST	17	A	Y	\$	28.30	\$	29.72	\$	31.21	\$	32.77	\$	34.41	\$	36.13
HOUSING COORDINATOR	17	A	Y	\$	28.30	\$	29.72	\$	31.21	\$	32.77	\$	34.41	\$	36.13
LAND USE PLANNER 3	17	A	Y	\$	28.30	\$	29.72	\$	31.21	\$	32.77	\$	34.41	\$	36.13
IT SPECIALIST IV (Network and Computer Systems Technician)	17	A	Y	\$	28.30	\$	29.72	\$	31.21	\$	32.77	\$	34.41	\$	36.13
PROPERTY APPRAISER 3	17	A	Y	\$	28.30	\$	29.72	\$	31.21	\$	32.77	\$	34.41	\$	36.13
PW ADMINISTRATIVE SPECIALIST	17	A	Y	\$	28.30	\$	29.72	\$	31.21	\$	32.77	\$	34.41	\$	36.13
ENGINEERING TECHNICIAN 3	18	A	Y	\$	29.72	\$	31.21	\$	32.77	\$	34.41	\$	36.13	\$	37.93
REGISTERED NURSE 1	18	A	Y	\$	29.72	\$	31.21	\$	32.77	\$	34.41	\$	36.13	\$	37.93
REGISTERED NURSE 2	19	A	Y	\$	31.21	\$	32.77	\$	34.41	\$	36.13	\$	37.93	\$	39.83
BUILDING INSPECTOR 3	20	A	Y	\$	32.77	\$	34.41	\$	36.13	\$	37.93	\$	39.83	\$	41.82
ELECTRICAL INSPECTOR	20	A	Y	\$	32.77	\$	34.41	\$	36.13	\$	37.93	\$	39.83	\$	41.82
REGISTERED NURSE 3	20	A	Y	\$	32.77	\$	34.41	\$	36.13	\$	37.93	\$	39.83	\$	41.82

Revised 7/23/2014 to include Solid Waste Outreach Specialist Range 7 and Network & Computer Systems Technician Range 17

0% COLA FY 15/16

Bargaining note: L1 and L2 have been moved to Article 6

Revised and adopted by BOCC 3/9/16 (added Grants Program Manager to Range 17)

Revised and adopted by BOCC 7/13/16 (added Administrative Specialist-Public Works to Range 17)

Revised and adopted by BOCC 8/3/16 (MOA w/AFSCME 2734, moved RN1 from Range 15 to 18, moved RN2 from Range 16 to 19, moved RN 3 from Range 17 to 20)

Revised and adopted by BOCC 12/7/16 (added WIC Program Assistant to Range 9)

Bargaining Note: effective upon execution 2017 Custodian moved from Range 1 to Range 3

Revised and adopted by BOCC 6/21/17 (added Communications Field Technician to Range 14 and Engineering Technician 3 to Range 18)

Revised and adopted by BOCC 7/26/17 (added Road MEO 4-Specialist to Range 15)

Revised and adopted by BOCC 11/8/17 (added Computer Operations Technician 2 to Range 15)

Revised and adopted by BOCC 12/6/17 (added Child Support Enforcement Agent 2 to Range 13)

Revised 1/1/18 (.5% COLA provided by executed CBA)

Revised and adopted by BOCC 4/18/18 (added Senior Permit Technician to Range 12)

Revised and adopted by BOCC 7/11/18 (added Nutritionist to Range 16)

Revised 1/1/19 (.5% COLA provided by executed CBA)

Revised and adopted by BOCC 3/27/19 (added Help Desk Specialist to Range 9, added Assessment Technician to Range 11)

Revised and adopted by BOCC 4/24/19 (moved Building Inspector 3 & Electrical Inspector to Range 20)

Revised and adopted by BOCC 7/10/19 (added Housing Coordinator to Range 17)

Revised and adopted by BOCC 9/11/19 (added Assistant Juvenile Counselor to Range 9)

Revised and adopted by BOCC 10/23/2019 (1.5% COLA provided by executed MOU, updated Communications Field Technician job title to Communications System Administrator in Range 14)

Revised and adopted by BOCC 2/19/20 (Added Juvenile Probation Officer Range 13, removed Juvenile Counselor from Range 13)
Revised and adopted by BOCC 2/19/20 (Added Juvenile Probation Assistant Range 9, removed Assistant Juvenile Counselor from Range 9)
Revised and adopted by BOCC 7/29/20 (Removed Systems Manager from Range 19, removed Analyst/Programmer 1 from range 17)
Revised and adopted by BOC 6/30/2021
Revised and adopted by BOC 3/2/2022 (Updated Survey Technician title to Survey Technician 1 and added Survey Technician 2 to range 12)
Revised and adopted by BOC 4/6/2022 (Added Community Health Worker to Range 10)
Revised and adopted by BOC 6/22/2022. Effective 7/1/2022 3% COLA.
Revised and adopted by BOC 10/13/2022 (Added Mobile Clinic Driver to Range 11)
Revised and adopted by BOC 1/11/2023. Effective 1/1/2023 5% Market Adj.
Revised and adopted by BOC 1/17/2024 retro to 7/1/2023
IT Specialist I-VI to IT Specialist 1-6
Mechanic to Mechanic 1
Mechanic Lead Worker to Mechanic 2
Road MEO-Entry Level to Road MEO 1
Road MEO – Journey Level to MEO 2
Road MEO-Advanced Journey Level to MEO 3
Survey Supervisor to Survey Technician 3
Accounting Clerk 1 range 5 to 6
Building & Grounds Maintenance Worker range 7 to 9
Building Inspector 1 range 11 to 14
Communications System Administrator range 14 to 17
Engineering Technician 1 range 12 to 13
Environmental Health Specialist 1 range 12-13
Environmental Health Specialist 2 range 14 to 15
Grant Compliance Assistant range 10 to 11
IT Specialist 2 range 10 to 12
Juvenile Probation Officer range 13 to 14
Land Use Planner 1 range 11 to 12
Office Specialist 1 range 4 to 5
Road MEO 1 – Entry Level range 6 to 8
Road MEO 2 – Journey Level range 9 to 11
Road MEO 3 – Advanced Journey Level range 11 to 13
Survey Technician 1 range 10 to 12
Survey Technician 2 range 12 to 14
Victim's Specialist range 4 to 5
Archived Child Support Enforcement Agent
Archived Licensed Practical Nurse

Archived Solid Waste Coordinator
Archived Engineering Technician Lead Worker

TILLAMOOK COUNTY LOCAL 2743 AFSCME UNION SALARY SCHEDULE
FISCAL YEAR 23-24 - EFFECTIVE JULY 1, 2023
2080 yearly base hours

Table: IT													
TITLE		Range		Union		O/T Elig				Steps			
						Minimum						Maximum	
						1		2		3		4	
										5		6	
IT SPECIALIST 5 (Analyst Programmer)		1	A	N	\$ 5,685.00	\$ 5,970.00	\$ 6,269.00	\$ 6,583.00	\$ 6,913.00	\$ 7,259.00			
IT SPECIALIST 6 (systems Manager)		2	A	N	\$ 6,583.00	\$ 6,913.00	\$ 7,259.00	\$ 7,622.00	\$ 8,004.00	\$ 8,405.00			

The positions of IT Specialist V, IT Specialist VI are FLSA exempt salaried positions
Revised and adopted by BOC 6/22/2022. Effective 7/1/2022 3% COLA.
Revised and adopted by BOC 1/11/2023. Effective 1/1/2023 5% Market Adj.
Revised and adopted by BOC 1/17/2024 retro to 7/1/2023
IT Specialist I-VI to IT Specialist 1-6

TILLAMOOK COUNTY LOCAL 2743 AFSCME UNION SALARY SCHEDULE											
FISCAL YEAR 23-24 - EFFECTIVE JULY 1, 2023											
2080 yearly base hours											
Table: A1	TITLE	Range	Union	O/T Eligible	Minimum						Maximum
					1	2	3	4	5	6	
	BEHAVIORAL HEALTH CLINICIAN 1	1	A	N	\$ 5,753.00	\$ 6,041.00	\$ 6,345.00	\$ 6,663.00	\$ 6,998.00	\$ 7,348.00	
	BEHAVIORAL HEALTH CLINICIAN 2	2	A	N	\$ 6,041.00	\$ 6,345.00	\$ 6,663.00	\$ 6,998.00	\$ 7,348.00	\$ 7,716.00	
	BEHAVIORAL HEALTH CLINICIAN 3	3	A	N	\$ 6,345.00	\$ 6,663.00	\$ 6,998.00	\$ 7,348.00	\$ 7,716.00	\$ 8,102.00	

The positions of Behavioral Health Clinician I, II and III are FLSA exempt salaried positions

Revised and adopted by BOC 6/22/2022

Revised and adopted by BOC 1/11/2023. Effective 1/1/2023 5% Market Adj.

Revised and adopted by BOC 1/17/2024 retro to 7/1/2023

Behavioral Health Clinician I-III to Behavioral Health Clinician 1-3

TILLAMOOK COUNTY NON-REPRESENTED/EXEMPT SALARY 2023-2024 SALARY SCHEDULE
EFFECTIVE JULY 1, 2023

Exempt Table: NRE	TITLE	Range	Union	O/T Elig									
					Minimum						Steps		Maximum
					1	2	3	4	5	6	7	8	9
	Parks Office Manager	2	N	N	\$ 3,980.00	\$ 4,140.00	\$ 4,306.00	\$ 4,479.00	\$ 4,659.00	\$ 4,846.00	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00
	No Assigned Classifications	3	N	N	\$ 4,140.00	\$ 4,306.00	\$ 4,479.00	\$ 4,659.00	\$ 4,846.00	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00
	SW Transfer Station Supervisor	4	N	N	\$ 4,306.00	\$ 4,479.00	\$ 4,659.00	\$ 4,846.00	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00
	Facilities Supervisor	4	N	N	\$ 4,306.00	\$ 4,479.00	\$ 4,659.00	\$ 4,846.00	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00
	Community Health Office Supervisor	5	N	N	\$ 4,479.00	\$ 4,659.00	\$ 4,846.00	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00
	Veteran's Service Officer	5	N	N	\$ 4,479.00	\$ 4,659.00	\$ 4,846.00	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00
	Justice Court Administrator	6	N	N	\$ 4,659.00	\$ 4,846.00	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00
	District Attorney's Office Manager	7	N	N	\$ 4,846.00	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00
	Chief Deputy Clerk	8	N	N	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00
	Chief Deputy of Assessment & Taxation	8	N	N	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00
	Human Resources Generalist	8	N	N	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00
	Road District Supervisor	8	N	N	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00
	Accounting Manager	9	N	N	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00
	Emergency Management Director	9	N	N	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00
	Library Manager	9	N	N	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00
	Chief Appraiser	10	N	N	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00
	Solid Waste Program Manager	10	N	N	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00
	Com. Health Clinic Manager	11	N	N	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00
	Com. Health Dental Manager	11	N	N	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00
	Com. Health Program Manager	11	N	N	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00
	Environmental Health Program Manager	11	N	N	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00
	Deputy DA 1	11	N	N	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00
	Engineering Project Supervisor (Manager)	11	N	N	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00
	Human Resource Analyst	12	N	N	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00
	Engineering Project Manager	12	N	N	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00
	Operations Superintendent	12	N	N	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00
	Behavioral Health Clinician Assistant Manager	13	N	N	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00
	Deputy DA 2	13	N	N	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00
	Chief Deputy Treasurer/Asst Finance Director	13	N	N	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00
	Assistant Building Official	14	N	N	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00
	Behavioral Health Clinician Manager	14	N	N	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00
	Com. Health Chief Operations Officer	14	N	N	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00
	Com. Public Health Deputy Director	14	N	N	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00
	Environmental Program Manager	14	N	N	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00
	Assistant Chief Deputy DA	15	N	N	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00	\$ 9,088.00
	Building Official	15	N	N	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00	\$ 9,088.00
	Chief Deputy DA	16	N	N	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00	\$ 9,088.00	\$ 9,452.00

Revised and adopted by BOC 1/11/2023. Effective 1/1/2023 5% Market Adj.

Revised and adopted by BOC 1/17/2024 retro to 7/1/2023
Environmental Health Program Manager range 10 to 11
Engineering Project Manager range 10 to 12
Assistant Chief Deputy DA range 14 to 15

TILLAMOOK COUNTY EXECUTIVE SERVICE MONTHLY SALARY SCHEDULE
FISCAL YEAR 23-24 - EFFECTIVE JULY 1, 2023

Table: ES	TITLE	Range	Union	O/T Eligible							
					Minimum		Steps				
					1	2	3	4	5	6	Maximum
No Assigned Classifications		1 N	N	N	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00
No Assigned Classifications		2 N	N	N	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00
Facilities Maintenance Director		3 N	N	N	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00
County Surveyor		5 N	N	N	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00
General Services Administrator		5 N	N	N	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00
No Assigned Classifications		6 N	N	N	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00
Parks Director		7 N	N	N	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00
Community Development Director		7 N	N	N	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00
Juvenile Director		7 N	N	N	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00
IS Operations Manager		8 N	N	N	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00	\$ 9,088.00
Library Director		8 N	N	N	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00	\$ 9,088.00
Chief of BOCC Staff		9 N	N	N	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00	\$ 9,088.00	\$ 9,452.00
Human Resources & Risk Management Director		9 N	N	N	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00	\$ 9,088.00	\$ 9,452.00
Health & Human Services Administrator		10 N	N	N	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00	\$ 9,088.00	\$ 9,452.00	\$ 9,831.00
Public Works Director		10 N	N	N	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00	\$ 9,088.00	\$ 9,452.00	\$ 9,831.00

Table: CC	TITLE	Range	Union	O/T Eligible							
					Minimum		Steps				
					1	2	3	4	5	6	Maximum
County Counsel .8 FTE		1 N	N	N	\$ 11,381.60	\$ 11,837.60	\$ 12,311.20	\$ 12,804.00	\$ 13,316.80	\$ 13,849.60	\$ 14,404.00

Revised and adopted by BOCC 5/1/13 (added Human Resources Director to range E07, removed Human Resources & Risk Management Director from ES08)

Revised and adopted by BOCC 1/8/14 (County Counsel range changed from 0.5 FTE to 1.0 FTE and from 4 steps to 7 steps)

Revised and adopted by BOCC 1/20/16 (added County Surveyor to Range ES04 and General Services Administrator to Range ES05)

Revised and adopted by BOCC 6/21/17 (Name change from BOCC Chief of Administrative Staff to Chief of BOCC Staff, remains at ES08)

Revised and adopted by BOCC 7/25/18 (Effective 8/1/18 1% COLA)

Revised and adopted by BOCC 10/23/19 (Effective 11/1/19 1.5% COLA)

Revised and adopted by BOCC 2/10/2021 (added Human Resources & Risk Management Director back into to range E08, removed Human Resources Director from ES07)

Revised and adopted by BOCC 6/22/2022

Revised and adopted by BOC 1/11/2023. Effective 1/1/2023 5% Market Adj.

Revised and adopted by BOC 1/17/2024 retro to 7/1/2023

County Surveyor range 5 to 6

Human Resources & Risk Management Director range 8 to 9

TILLAMOOK COUNTY PART TIME / TEMPORARY SALARY SCHEDULE
FISCAL YEAR 23-24 - EFFECTIVE JULY 1, 2023

Table: P	TITLE	Range	Union	O/T Eligible	Minimum	Mid-Point	Maximum
	BOOK MENDER	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
	CUSTODIAN	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
	ELECTIONS CLERK	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
	LIBRARY ASSISTANT 1	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
	OFFICE SPECIALIST 1	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
	PARK FEE COLLECTOR/COURIER	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
	PARK HOST	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
	PARK LABORER	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
	TRANSPORTATION COORDINATOR-VETERANS SERVICES	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
	VICTIM'S SPECIALIST	5	N	N	\$ 15.76	\$ 17.94	\$ 20.11
	FLAGGER	5	N	N	\$ 15.76	\$ 17.94	\$ 20.11
	ACCOUNTING CLERK 1	6	N	N	\$ 16.54	\$ 18.84	\$ 21.12
	LIBRARY ASSISTANT 2	6	N	N	\$ 16.54	\$ 18.84	\$ 21.12
	PARKING AMBASSADOR	6	N	N	\$ 16.54	\$ 18.84	\$ 21.12
	RECORDS CLERK	16	N	N	\$ 17.07	\$ 19.04	\$ 21.00
	INTERPRETER	7	N	N	\$ 17.37	\$ 19.78	\$ 22.17
	OFFICE SPECIALIST 2	7	N	N	\$ 17.37	\$ 19.78	\$ 22.17
	SOLID WASTE OUTREACH SPECIALIST	7	N	N	\$ 17.37	\$ 19.78	\$ 22.17
	HR ASSISTANT	8	N	N	\$ 22.07	\$ 26.16	\$ 30.25
	MARINE CADET	8	N	N	\$ 18.24	\$ 20.77	\$ 23.28
	PARK ORDINANCE ENFORCEMENT OFFICER - UNARMED	8	N	N	\$ 18.24	\$ 20.77	\$ 23.28
	ACCOUNTING CLERK 2	9	N	N	\$ 19.15	\$ 21.81	\$ 24.45
	BUILDING & GROUNDS MAINTENANCE WORKER	9	N	N	\$ 19.15	\$ 21.81	\$ 24.45
	LEGAL ASSISTANT 1	9	N	N	\$ 19.15	\$ 21.81	\$ 24.45
	LIBRARY ASSISTANT 3	9	N	N	\$ 19.15	\$ 21.81	\$ 24.45
	MEDICAL CLINIC ASSISTANT	9	N	N	\$ 19.15	\$ 21.81	\$ 24.45
	SIGN TECHNICIAN	9	N	N	\$ 19.15	\$ 21.81	\$ 24.45
	WIC PROGRAM ASSISTANT	9	N	N	\$ 19.15	\$ 21.81	\$ 24.45
	LAW ENFORCEMENT TECH/CODE ENFORCEMENT	10	N	N	\$ 20.89	\$ 23.29	\$ 25.69
	ACCOUNTING TECHNICIAN	11	N	N	\$ 21.12	\$ 24.04	\$ 26.96
	BUILDING INSPECTOR 1	11	N	N	\$ 21.12	\$ 24.04	\$ 26.96
	CONFLICT SOLUTIONS COORDINATOR	11	N	N	\$ 21.12	\$ 24.04	\$ 26.96
	GRANT COMPLIANCE ASSISTANT	11	N	N	\$ 21.12	\$ 24.04	\$ 26.96
	LEGAL ASSISTANT 2	11	N	N	\$ 21.12	\$ 24.04	\$ 26.96
	MOBILE CLINIC DRIVER	11	N	N	\$ 21.12	\$ 24.04	\$ 26.96
	PARK MAINTENANCE & OPERATIONS TECHNICIAN 2	11	N	N	\$ 21.12	\$ 24.04	\$ 26.96
	MECHANIC 1	12	N	N	\$ 22.17	\$ 25.24	\$ 28.30
	PARK ORDINANCE ENFORCEMENT OFFICER - ARMED	12	N	N	\$ 22.17	\$ 25.24	\$ 28.30
	JAIL COOK	13	N	N	\$ 17.88	\$ 19.94	\$ 22.00
	ENVIRONMENTAL HEALTH SPECIALIST 1	13	N	N	\$ 23.28	\$ 26.51	\$ 29.72
	PROGRAM COORDINATOR	13	N	N	\$ 23.28	\$ 26.51	\$ 29.72

SENIOR PERMIT TECHNICIAN	13	N	N	\$	23.28	\$	26.51	\$	29.72
SECRETARY	N14	N	N	\$	22.07	\$	26.16	\$	30.25
ENVIRONMENTAL HEALTH SPECIALIST 2	15	N	N	\$	25.67	\$	28.30	\$	32.77
CRIMINAL/CORRECTIONS/MARINE/P & P DEPUTY	T15	N	N	\$	25.26	\$	29.12	\$	32.97
ENGINEERING TECHNICIAN 2	16	N	N	\$	26.96	\$	30.68	\$	34.41
LIBRARIAN	16	N	N	\$	26.96	\$	30.68	\$	34.41
BUILDING INSPECTOR 2	17	N	N	\$	28.30	\$	32.22	\$	36.13
HHS ADMIN SPECIALIST	17	N	N	\$	28.30	\$	32.22	\$	36.13
REGISTERED NURSE 1	18	N	N	\$	29.72	\$	33.83	\$	37.93
PAYROLL SPECIALIST	N18	N	N	\$	27.96	\$	33.13	\$	38.30
REGISTERED NURSE 2	19	N	N	\$	31.21	\$	35.52	\$	39.83
ACCOUNTING MANAGER	N19	N	N	\$	30.25	\$	35.84	\$	41.42
BUILDING OFFICIAL	N19	N	N	\$	38.29	\$	45.37	\$	52.44
COMMUNITY HEALTH DENTAL MANAGER	N19	N	N	\$	38.29	\$	45.37	\$	52.44
BUILDING INSPECTOR 3	20	N	N	\$	32.77	\$	37.30	\$	41.82
ELECTRICAL INSPECTOR	20	N	N	\$	32.77	\$	37.30	\$	41.82
REGISTERED NURSE 3	20	N	N	\$	32.77	\$	37.30	\$	41.82
PROJECT MANAGER	N20	N	N	\$	22.97	\$	38.76	\$	54.54
RETIRED/REHIRED 150 DEPT HEAD	E21	N	N	\$	31.46	\$	44.09	\$	56.72

The Human Resources Director and Treasurer may add job titles and assign pay as needed by the County to be adopted by the Board of County Commissioners. Any pay range developed above 19 requires the approval of the Board of County Commissioners. All temporary employee (including retired employees rehired) require approval of the Board of County Commissioners.

Park Maintenance & Operations Tech 2 added to Range 11 effective 5/13/13

Engineering Technician 2 added to Range 16, Law Enforcement Technician/Code Enforcement added to Range 10 & WIC Program Coordinator added to Range 8 effective 7/18/13

Building Official added to Range 19 and Sign technician added to Range 9 effective 8/20/13

Payroll Specialist added to Range 18 effective 8/19/15

BOCC Secretary added to Range 14 effective 2/10/16

Added Range 20 for BOCC Project Manager 2/10/16

Moved Criminal/Corrections/Marine Deputy from Range 14 to Range 15 2/24/16

Moved Custodian from Range 1 to Range 3, Added Records Clerk to Range 6, Added Parole & Probation Deputy to Range 15 effective 6/21/17

Added Conflict Solutions Coordinator to Range 11 effective 7/26/17

Added Retired/Rehired 150 day Dept. Head-Manager to Range 20 effective 1/3/18

Added Jail Cook to Range 13 effective 3/21/18

Added Senior Permit Tech to Range 13 effective 11/16/18

Revised and adopted by BOC 1/2/19 updated hourly rates

Revised and adopted by BOCC 11/1/19 updated hourly rates

Revised and adopted by BOCC 11/1/19 updated hourly rates

Added Mobile Clinic Driver to Range 11 effective 12/1/19

Revised and adopted by BOCC 12/16/2021 updated hourly rates

Revised and adopted by BOCC 3/2/2022 (Added Parking Ambassador to R6)

Revised and adopted by BOCC 4/20/2022 (Updated Retired/Rehired 150 to reflect Executive Service pay table)

Revised and adopted by BOCC 6/22/2022

Revised and adopted by BOCC 6/22/2022

Revised and adopted by BOC 1/11/2023. Effective 1/1/2023 5% Market Adj.

Revised and adopted by BOC 1/17/2024 retro to 7/1/2023

Mechanic to Mechanic 1

Accounting Clerk 1 range 5 to 6

Building & Grounds Maintenance Worker range 7 to 9

Building Inspector 1 range 11 to 14

Environmental Health Specialist 1 range 12-13

Environmental Health Specialist 2 range 14 to 15

Grant Compliance Assistant range 10 to 11
Office Specialist 1 range 4 to 5
Victim's Specialist range 4 to 5
Archived Child Support Enforcement Agent
Archived Licensed Practical Nurse



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**TILLAMOOK COUNTY
HUMAN RESOURCES**
201 Laurel Avenue
Tillamook, Oregon 97141
(503) 842-3418
TTY/TDD 1(800) 833-3232

January 17, 2024

To: Board of County Commissioners; Mary Faith Bell, Erin Skaar, and Doug Olson

Staff Report

Objective: Recommendation and consideration for Board of County Commissioners approval of a 2% COLA for Elected Officials on January 1, 2024, and a 3% COLA for July 1, 2024, to align with the non-represented staff COLA.

Background: On January 10, 2024, the Board of County Commissioners ratified a new collective bargaining agreement with Oregon AFSCME Local 2734. The contract encompasses various aspects, including wages, benefits, working conditions, and other terms of employment. The prior Board agenda item provides a recommendation and consideration for the Board to consider a COLA and benefits changes for non-represented staff. When the budget permits, it has been a past practice for non-represented (non-certified) staff to receive COLAs similar to those received under the AFSCME contract.

On May 10, 2023, the Elected Official Compensation Committee recommended to the BOCC that elected officials receive COLA similar to non-represented to prevent ongoing salary compression. The practice also aligns the elected official COLA to fall within in the same cycle as non-represented staff. This agenda item recommends and requests the Board of Commissioners to consider the same COLA, retirement, and medical benefit change for Elected Officials as the non-represented staff.

Key Changes:

Salary: Based on the prior recommendation of the May 10, 2023, Elected Official Compensation Committee I recommend that elected officials receive a COLA at the same rate as non-representative staff. The recommended COLA adjustment is:

2% COLA effective January 1, 2024

3% COLA effective July 1, 2024

Retirement: Consistent with AFSCME and non-represented staff newly elected officials sworn in on or after July 1, 2024, will be enrolled in the PERS retirement plan. The current Tillamook County Retirement plan will remain the same but will be closed to new hires as of June 30, 2024. The salary table for new hires on or after July 1, 2024, will be increased by 6% to account for the required employee PERS pick-up. Current elected officials will remain on the current salary table as they will be grandfathered under the current County retirement plan.

Health Plan Changes: Effective July 1, 2025, employees will receive a **\$500** one-time payment in their HRA/VEBA to offset the County moving to a \$1,000 deductible within the CIS effective for the same period. Benefit changes and rates will be available to review during next years open enrollment period.

Recommendation: I recommend the Board consider the approval of a 2% COLA for elected officials on January 1, 2024, and a 3% COLA for July 1, 2024, to align with the non-represented staff COLA. Additionally, I recommend adopting the retirement and benefit changes outlined in this staff report to align with non-represented staff.

Next Steps: Upon Board approval, Human Resources will update the County pay plan and retirement plan document to adopt recommendations. The Human Resources department will initiate the Countywide communication regarding salary and benefit changes on behalf of the BOCC.

Documentation: *Summary of AFSCME and non-represented salary and benefit changes, Staff report, and minutes from May 10, 2023, Elected Official Compensation Committee.*

Sincerely,

Jodi Wilson

Jodi Wilson
Human Resources Director

Cc: Erin Skaar, County Commissioner/ Human Resources Commissioner Liaison
Joel Stevens, County Counsel



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HUMAN RESOURCES**
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January 17, 2024

To: Board of County Commissioners; Mary Faith Bell, Erin Skaar, and Doug Olson

Staff Report:

Objective: Recommendation and consideration for Board of County Commissioners approval of a 2% COLA for non-represented staff on January 1, 2024, and a 3% COLA for July 1, 2024, to align with the recently ratified AFSCME contract COLA.

Background: On January 10, 2024, the Board of County Commissioners ratified a new collective bargaining agreement with Oregon AFSCME Local 2734. The contract encompasses various aspects, including wages, benefits, working conditions, and other terms of employment. When the budget permits, it has been a past practice for non-represented staff to receive COLAs similar to those received under the AFSCME contract.

Non-represented employees within Sheriff's office or Justice Facility have traditionally followed the Teamsters collective bargaining agreement. The non-represented employees within the Justice Facility received a 3% COLA on July 1, 2023, and a .5% COLA on January 1, 2024. They also received an increase in their DPSST advanced and intermediate certification pay July 1, 2023. COLA considerations with this group of employees will be determined after successful bargaining with Teamsters.

Key Changes:

Salary: 66 non-represented classifications were determined to be at or above the market based on the County's current compensation philosophy. 5 classifications (one vacant) were identified as being 5% or greater behind market and a market adjustment was made to the nearest step to being position within market effective July 1, 2023.

Market Adjustments:

Environmental Health Program Manager 5%
Engineering Project Manager (vacant) 10%
Assistant Chief Deputy DA 5%
County Surveyor 5%
Human Resources & Risk Management Director 5%

Non-represented COLA:

2% COLA effective 1/1/2024
3% COLA effective 7/1/2024

Retirement: New hires on or after July 1, 2024, will be enrolled in the PERS retirement plan. The current Tillamook County Retirement plan will remain the same but be closed to new employees as of June 30, 2024. The non-represented salary table for new hires on or after 7/1/2024 will be increased by 6% to account for the required employee PERS pick up. Current non-represented employees will remain on the current salary table as they will be grandfathered under the current County retirement plan.

Health Plan Changes: Effective July 1, 2025, employees will receive a \$500 one-time payment in their HRA/VEBA to offset the County moving to a \$1,000 deductible within the CIS effective for the same period. Benefit changes and rates will be available to review during next years open enrollment period.

Vacation: Vacation leave will be available for new hires to use as of their 91st day of employment to align with sick leave use.

Sick Leave: Due to Paid Leave Oregon being available, sick leave will no longer be eligible for Leave donation. The Leave donation program will continue to be offered and employees may still donate vacation to those in need.

Holiday Pay: Departments that are required to work an alternate shift such as a 4-10's will receive holiday pay equivalent to their scheduled hours. Employees that work a 4-10 at the employees' preference will be allowed to work a 5-8 schedule that week or receive 8 hours of paid holiday.

Recommendation: I recommend the Board consider the approval of a 2% COLA for non-represented staff on January 1, 2024, and a 3% COLA for July 1, 2024, to align with the AFSCME COLA. Additionally, I recommend adopting the retirement and benefit changes outlined in this staff report to align with AFSCME staff.

Next Steps: Upon Board approval, Human Resources will update the County pay plan and retirement plan document to adopt recommendations. The Human Resources department will initiate the Countywide communication regarding salary and benefit changes on behalf of the BOCC.

Documentation: *Attachments include copies of a summary of key AFSCME changes.*

Sincerely,

Jodi Wilson

Jodi Wilson
Human Resources Director

Cc: Erin Skaar, County Commissioner/ Human Resources Commissioner Liaison
Joel Stevens, County Counsel



Land of Cheese, Trees and Ocean Breeze

**TILLAMOOK COUNTY
HUMAN RESOURCES**
201 Laurel Avenue
Tillamook, Oregon 97141
(503) 842-3418
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May 10, 2023

To: Elected Officials Compensation Committee
Chairman Doug Olson, Member Mike Scott, and Member Bill Baertlein

Re: HR Recommendations for Tillamook County Elected Officials Compensation

Elected Officials Compensation Committee,

In accordance with ORS 204.112, I am providing the following information and recommendations regarding Tillamook Counties Elected Officials Compensation. The salary data used in today's recommendations was as of March of 2023.

Background:

Historic COLA and wage adjustments for Elected officials include:

- 5% COLA July 1, 2017
- 1% COLA July 1, 2020
- 3% COLA July 1, 2021
- 3% COLA July 1, 2022, as well as a one-time market adjustment of 7.7% for the Sheriff

In **May of 2022**, HR Annie Consulting presented to the Compensation Committee the average compensation for elected County officials as well as identified what rank they are among the counties included in this study. The study included an expanded compensation philosophy to consider other Counties based on population size, and other labor market factors such as the cost-of-living index, cost of housing, population size, and bordering geographic location. As a result of this study a one-time market adjustment of 7.7% was approved by the BOCC for the Sheriff as well as a 3% COLA for Elected Officials became effective 7/1/2022.

On **January 1, 2023**, Human Resources reviewed Elected Officials pay mid-year due to the 5% market adjustment for all staff January 1, 2023. A recommendation of a one-time market adjustment of 15.6% for the Treasurer to align with the Sheriff's salary and 5% increase for the District Attorney was made to the Elected Official Compensation Committee. The recommendation for the Treasurer was to align the duties performed with similar duties that were performed by a Finance Director in other jurisdictions. This recommendation was approved by the Elected Official Compensation Committee but not approved by the Board of Commissioners.

Methodology:

Today's report is using the same comparators and compensation philosophy of the January 1, 2023, report but revised to reflect changes in salaries since the last study including:

- Categories used to compare counties included cost of living index, cost of housing, population size, and bordering geographic location. As a result, the following counties were used as market comparators: Clatsop, Malheur, Wasco, Union, Hood River, Jefferson, Curry, Crook, and Baker, Lincoln, Polk, and Jackson.
- August of 2022 the updated PSU population statistics became available. Tillamook County's population grew moving us from 6th in population of the 12 comparators to 8th in population of the 12 comparators.
- Salary data highlighted in orange reflects part time or stipend elected officials and is not used in our calculation of the average salary.
- This report only takes into consideration approved and published comparator salaries to date. It does not consider comparators 2023-24 COLA or market adjustments that may be under review.

Findings:

Elected Tillamook County Commissioners hold personnel, department head, and administrative duties that extend beyond those of their elected position peers. Many comparator jurisdictions appoint a County Administrator to manage the daily operations of the County. In this updated report we added County Administrator and County Charter data as a guide for those jurisdictions that utilize a different form of government. In the absence of a County Administrator the internal leadership and department oversight is provided by the Board of Commissioners who each have liaison duties to multiple County departments including those supervised by other Elected Officials.

The County Treasurer fills both the Treasurer and full-time position of Finance Director. This is an Elected Official salary that continues to lag the market when compared to like duty comparators.

The District Attorney is not a County paid Elected Official. They receive their salary from the State however the County does provide a stipend that is lagging the market.

When reviewing the rankings among comparator Counties, Clatsop and Jackson Counties were the consistent first and second highest compensated Elected Officials. While continuing to follow the County compensation philosophy, Jackson County population is 223,827. When reviewing the Elected Official data Human Resources is taking a conservative approach should Jackson County be determined at a latter date to not be a relevant comparator.

The practice of an annual cost-of-living adjustment has assisted in keeping Elected Officials' salary aligned with our comparators and less likely to need a larger market adjustment in future years.

While under great scrutiny of the public our Elected Officials are also working managers and department heads. We wish to balance fiscal responsibility with the compression it creates for general staff that may be below market due to the current salary structure.

Recommendations:

As stated in the findings, Human Resources is taking a conservative approach in the upcoming year. Small changes such as removing a single comparator or Pay Equity could impact the future of the pay plan.

1. There is a County Pay Equity Study underway. While Elected Officials are not subject to pay equity regulations, they are still a part of our internal compensation structure. Using similar bona fide factors as the pay equity study can balance the market data with internal equity of our classification structure. It is through this analysis that we can complete a holistic analysis of our Elected Officials' duties to ensure their compensation is relative to the external market and internally. This work is anticipated to be completed by December of 2023.
2. While the Pay Equity project is underway, we further recommend budgeting and approving a cost-of-living increase for Elected Officials that aligns with recommended non-represented salary tables. The amount and timing are to be determined through the regular budget process.

I thank you for your time and consideration of my recommendations.

Best regards,

Jodi Wilson

Jodi Wilson
Human Resources Director

**Tillamook County Proposal
Courtthouse Replacement Project
AOC-OJD Court Facilities Task Force**

**Executive Summary
January 24, 2024**

NEED

- The 2008 Oregon Court Facilities Assessment ranks the Tillamook County Courthouse as the 4th worst in the state (45/48).
- The size and logistics of Courtroom 108 are grossly inadequate to perform essential court functions.
- The courthouse lacks a sally port for secure in-custody defendant transport to and from the Jail.
- The ADA access is located at a non-secure entrance behind the courthouse.
- The courthouse was built in 1932 and does not meet current seismic standards.

READINESS

- Over at least the past 25 years the county has collaborated closely with state court staff to address serious structural deficiencies and public safety issues in the courthouse. Staff are collaborating on a two-phased project as the permanent solution and are committed to seeing it to completion. Phase 1 is completed, and the county is seeking Planning funding for Phase 2.

PHASED PROJECT APPROACH

	PHASE 1	PHASE 2	
	COURTHOUSE REMODEL	COURTHOUSE REPLACEMENT	
SCOPE	• Seismic Assessment • Relocate Courtroom 108 Operations to Remodeled BOC Meeting Room • Relocate BOC Meetings to Remodeled Courtroom 108 • Expand a Meeting Room for Jury Assembly	• Acquire 3-acre Property with 13,000 sf Building • Design Building Remodel	• Remodel 13,000 sf Building • Relocate Circuit Court and District Attorney Operations
STATUS	Completed	Pending State Match	On-Hold
TIMELINE	January - June 2022	2024 – 2025 <i>County Proposal for 25/27 Biennium</i>	2026 – 2030 <i>County Proposal for 27/29 Biennium</i>
FUNDING	\$561,422	\$3,924,800*	\$9,750,000*
<i>County</i>	\$473,726	\$2,924,800	\$3,546,350
<i>State Other</i>	\$87,696		
<i>State Planning</i>		\$1,000,000**	
<i>State Replacement</i>			\$6,203,650

***Preliminary estimate**

****January 2024 Request to AOC-OJD Court Facilities Task Force**

**Tillamook County Proposal
Courthouse Replacement Project
AOC-OJD Court Facilities Task Force**

January 24, 2024

Criteria:

1. Need

a. Current condition of your court facilities:

Few improvements have occurred within the Tillamook County courthouse since the 2008 State Court Assessment. Although there has been remodeling and minor security and surveillance enhancements, the major structural and life safety deficiencies continue to persist. Among the most notable is the co-mingling of court personnel, defendants, witnesses, victims, and judges throughout the facility. Additionally, in-custody defendants are transported from the Justice Facility to the courthouse for court appearances, where there is no sally port or secure unloading/loading area, and then escorted through non-secure hallways used by staff and members of the public.

The once woeful inadequacies in Courtroom 108 are described in Attachment A. The conditions presented a dangerous risk to people throughout the facility but particularly to those in Courtroom 108. In 2022, as part of Phase 1 of the county's overall solution to resolve the courthouse's major structural and life safety deficiencies, the county and state partnered to relocate Courtroom 108 operations to the remodeled Board of Commissioners' meeting room. The Board of Commissioners then remodeled Courtroom 108 into a board meeting room. A meeting room in the basement was also remodeled to accommodate jury assembly. These building improvements mitigated the urgent risks associated with former Courtroom 108 and allowed additional time for the county to pursue Phase 2, the more permanent solution.

Circuit court has been proactive in establishing and administering specialty courts. While this is a positive step for the justice system, increased space requirements to accommodate these courts puts additional pressure on the already limited courthouse space for county and state staff. Circuit court is quickly outgrowing its current footprint and has future needs for additional space to accommodate its operations safely and efficiently.

The 1932 courthouse does not meet current seismic standards and the Americans with Disabilities Act (ADA) ramp is located at a non-secure entrance in the back of the courthouse. The county commissioned a seismic assessment in 2022 but has yet to proceed with any courthouse seismic retrofitting.

b. Ranking/analysis in 2008 facilities assessment and any changes since.

The major deficiencies identified in 2008 remain unchanged leaving the courthouse ranked at least 45th out of 48; the fourth worst court facility in the state. The improvements described in Section 1.a. above are beneficial, but do not permanently solve the structural and life safety deficiencies.

c. See pp 38 and 62-63 of the February 2009 Legislative Committee on Court Facilities report. Please evaluate your facilities against those criteria:

The Risk of Harm within the courthouse is high for the reasons detailed below, not the least of

which is seismic safety. A local newspaper article in the early 1990's reported that concrete used at the county hospital (and presumably the county courthouse) was mixed with salt sand instead of washed sand. Unwashed sand may contain chlorides and sulfates which will deteriorate concrete over time. The 2022 seismic assessment finds that "the Tillamook County Courthouse has deficiencies that could result in significant structural damage in a major seismic event".

Security also remains a major concern and is related to both building configuration and ADA issues. Although most interior spaces are ADA compliant, the current ADA ramp for building access is at the rear of the building, while the secure public access point is located at the southwest front entrance.

2. Level of Collaboration and Involvement by the Court:

Over at least the past 25 years the county has been working closely with local judges and state court staff to address serious structural deficiencies and public safety issues in the courthouse. Throughout this period a commissioner and county staff have regularly participated with local judges, court staff, and other public safety personnel in various meetings to address these issues. Circuit court is supportive of this two-phased project as the permanent solution.

3. Readiness

a. Is the county ready to proceed?

The county is fully prepared and committed to collaborating with circuit court, AOC, and OJD to implement the following proposed two-phased project:

Phase 1: Courthouse Remodel

Scope: This phase completed a seismic assessment, relocated Courtroom 108 operations to the remodeled commissioners' meeting room, relocated commissioners' meetings to the remodeled Courtroom 108, and expanded an existing meeting room in the courthouse basement to accommodate jury assembly. The room exchange increased courtroom space from 532 square feet to 1,174 square feet. This short-term solution significantly alleviated the pressure on court functions and is part of the transition to the long-term solution.

Timeline: January – June 2022 (COMPLETED)

Phase 2: Courthouse Replacement

Note: The county is requesting financial support for Phase 2 for the 2025/2027 biennium.

Scope: This phase will include acquiring a 3-acre private property and 13,000 square foot building. The county is negotiating the purchase with the seller.

Once the property is acquired, the county will contract with an engineering firm to program and design an extensive building remodel for all circuit court and District Attorney operations. A work area for public defenders will also be included.

Timeline: The county intends to purchase the property in 2024. If state funds are secured for the 2025/2027 biennium, this engineering could begin as early as 2025. The

timeline is further detailed, along with the budget, in Section 3.b. below.

b. Does it have the necessary financial and political commitments? Please identify and explain.

The lack of county matching funds is a primary reason the pursuit of some feasible alternatives failed. In Fiscal Year 2023-2024, the county has \$1 million secured toward Phase 2 of the courthouse replacement project. The county intends to use the secured funding, along with other cash and/or a loan, to acquire the private property. In Fiscal Year 2024-2025, the county will budget funding to match the state improvement funds, if awarded, to support engineering services.

This project has the support of the Board of Commissioners, Circuit Court Judges, Trial Court Administrator, and District Attorney.

Phase 2 – Courthouse Replacement Summary Timeline and Budget

YEAR	PROCESS	BUDGET ITEM	TOTAL	COUNTY	STATE 'PLANNING'	STATE 'REPLACEMENT'
2024	Request Planning Funds for 25-27 Biennium; Acquire Property	Property Acquisition	\$2,657,300	\$2,657,300		
2025	Planning Funds Available; Engineering	Engineering ¹	\$1,267,500	\$267,500	\$1,000,000	
2026	Request Courthouse Replacement Funding for 27-29 Biennium					
2027						
2028						
2029	Courthouse Replacement Funds Available					
2030	Renovation	Renovation	\$9,750,000	\$3,546,350		\$6,203,650
¹ 13% of renovation cost			TOTALS	\$13,674,800	\$6,471,150	\$1,000,000
						\$6,203,650

Courthouse Replacement County Match Calculation

BUDGET ITEM	TOTAL	COUNTY	STATE 'REPLACEMENT'
Property Acquisition	\$2,657,300	\$2,657,300	
Renovation ¹	\$9,750,000	\$3,546,350	\$6,203,650
TOTALS	\$12,407,300	\$6,203,650	\$6,203,650

¹Match allocations to be adjusted once District Attorney space needs are determined

4. Likelihood of on-time, on-budget completion.

- a. Do other transactions need to occur before the project is ready to go? (e.g., Does the county already have the land and/or the project matching funds?)**

The county needs to acquire the private property and, if state Planning funds are awarded, allocate county matching funds to support the engineering services.

- b. What processes, decisions, actions need to occur to execute this project.**

The county needs to negotiate a purchase and sale agreement with the private property owner and acquire the property. The county also needs to be awarded state Planning funds before it can proceed with engineering services to program and design the courthouse replacement project.

- c. Describe the number/significance/complexity of project unknowns or contingencies.**

The most significant unknown is the acquisition of the private property. If the county is unable to acquire the property, the project as described will not proceed.

5. If bond funded (major rebuilds/new courthouses), does it meet the statutory criteria? See Sections 6 and 7, 2014 Senate Bill 5703 (Section 6 begins on page 4).

- a. Structural defects posing actual or potential threat to human health/safety.**
b. Replacing the courthouse more cost effective than remodel/repair; and
c. Create an opportunity to co-locate with other state offices.

These questions are not applicable to this specific proposal request as it is not being proposed for bond funding. The county intends to request courthouse replacement bond funding in January 2026 for the 2027-2029 biennium.

6. Urgency

- a. What are the consequences of this project not receiving funding now?**

The county has commenced this project and successfully completed Phase 1. However, the Phase 1 scope is not a viable long-term solution but rather a significant improvement in court function that mitigates risk and allows for further time to implement Phase 2.

In the event the Planning funds are not awarded through the state in the 2025/2027 biennium, the project may be postponed until the county can secure remaining funds, while costs increase, and the conditions of the courthouse will continue to deteriorate.

- b. What are the consequences of this project not receiving funding at all?**

If the project is not funded at all, conditions will continue to deteriorate, and it is reasonable to conclude that the courthouse will drop in ranking from 45th to last when compared to other court facilities within the state. Again, urgent needs will continue to be addressed but functional and safety challenges will remain until the second project phase is implemented. Given the political needs for such a project to be successful, together with the financial ones, the current availability for state funding is the best opportunity the county has to correctly and safely address its courthouse inadequacies.

- 7. Does the facility plan to incorporate Best Practices (e.g., as published by the NCSC)? See www.ncsc.org/topics/courthouse-facilities/courthouse-design-and-finance/resource-guide.aspx.**

The project will incorporate a variety of Best Practices throughout the building remodel design and continue the utilization of any applicable methods into construction.

- 8. Level of detail provided/currently available as an indicator of thoroughness/maturity of the proposal.**

The county completed Phase 1 in 2022 and was very recently presented with an opportunity to purchase a private property that provides for the opportunity to relocate circuit court and District Attorney operations in Phase 2. The county acknowledges details are absent and is committed to continue refining the project for successful implementation.

- 9. For non-bond projects, availability of county matching funds.**

Refer to Section 3.b.

ATTACHMENT A

The primary reason the county initiated this two-phased project was that one of the two existing courtrooms, now former Courtroom 108, was grossly inadequate in terms of space to perform essential court functions such as jury trials and presented serious safety risks to judges, court staff, and members of the public. According to the *General Facilities Design Assessment Criteria* adopted by Interim Committee on Court Facilities in 2009, the recommended size for a courtroom in which 12-person jury trials are conducted is 1,500 - 1,800 square feet, and according to the American Bar Association such a courtroom should be 2,000 square feet. Former Courtroom 108 was 532 square feet. This resulted in not only basic logistical problems, but also serious safety concerns.

As previously described in this proposal, in 2022, as part of Phase 1 of the county's overall solution to resolve the courthouse's major structural and life safety deficiencies, Courtroom 108 operations were relocated to the remodeled Board of Commissioners' meeting room. Provided below, to support the justification of the completed Phase 1, is a detailed description of the logistical and safety concerns associated with former Courtroom 108.

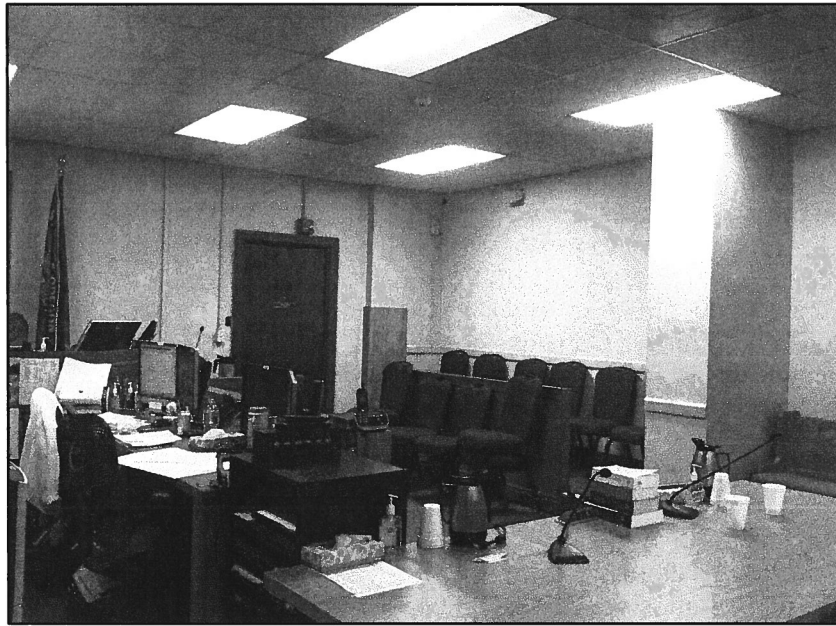
Logistical concerns included the following:

- Inadequate space for 12 jurors to sit comfortably.
- The witness stand was literally a few feet from the jurors and a witness could barely walk up to the witness stand without stepping on the jurors' feet.
- The "well" from which attorneys could present their case was five feet wide. Use of an easel or podium was not possible.
- The counsel table was too small to accommodate multiple party cases or to allow attorneys to have confidential conversation with their clients.
- There was a pillar which entirely blocked jurors seating in seats 5 and 6 from seeing the counsel table.
- The courtroom clerk had insufficient room to make copies and process paperwork.
- There was not enough seating to accommodate spectators in high profile cases or to allow all prospective jurors in a venire to be comfortably seated.
- If a litigant needed an interpreter while testifying, there was no room for an interpreter to stand without blocking either the judge or the jurors.
- It was almost impossible for a juror in a wheelchair to participate in a trial due to lack of space. In the spectator portion of the courtroom, citizens in wheelchairs had an extremely difficult time going in/out of the courtroom and wheelchairs in the gallery made ingress/egress for other persons very difficult.
- Jurors could not enter the courtroom directly and instead must travel through public hallways from the jury room.

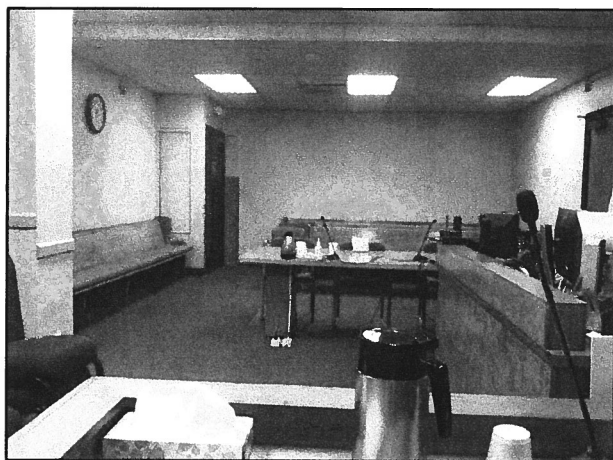
Safety concerns included the following:

- There was no secure entry or exit from the judge's chambers to the bench. A judge entering the courtroom walked within a few feet of in-custody defendants.
- The jurors were within a few feet of the defendant at the counsel table.
- The witnesses, including a defendant, walked within inches of jurors when taking the stand.
- The judge's bench was 12 feet from the attorney table where hostile litigants were seated.
- There was a single small door in the corner of the courtroom so that any evacuation of the courtroom due to security issues was difficult.
- In cases where weapons such as knives were introduced as evidence, these weapons were within a few feet of all participants during the proceeding.

Former Courtroom 108 Photographs



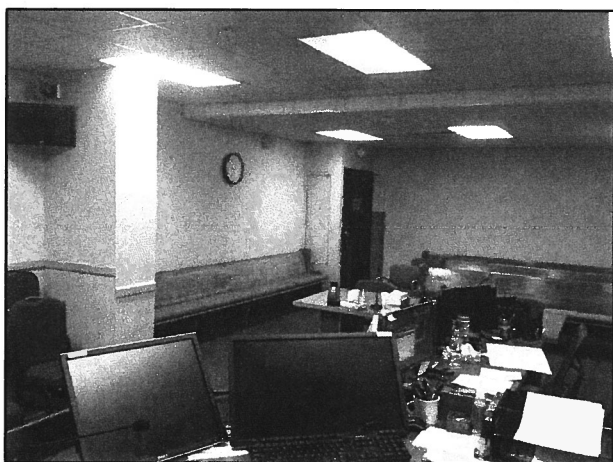
OVERALL VIEW



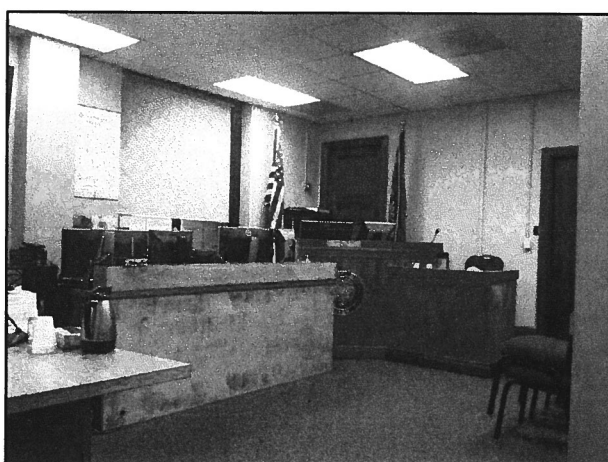
WITNESS STAND



COUNSEL TABLE - DEFENDANT SIDE



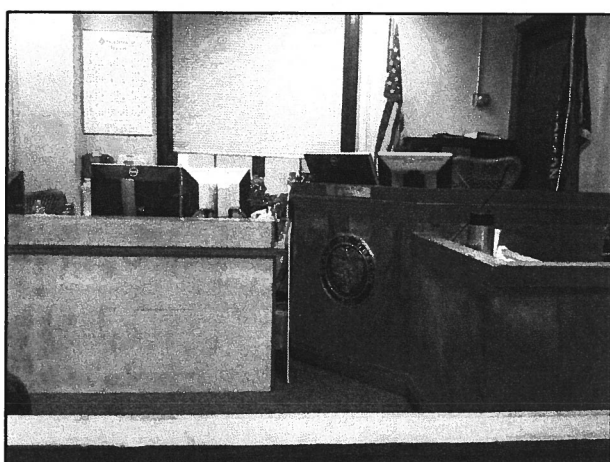
JUDGE'S BENCH



SPECTATOR'S VIEW



COUNSEL TABLE - PLAINTIFF SIDE



JURY BOX VIEW