



TILLAMOOK COUNTY BOARD OF COMMISSIONERS

Erin Skaar - Paul Fournier - Mary Faith Bell

BOARD MEETING

Wednesday, January 15, 2025, 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.

MEETING - 2025-01-15 BOCC MEETING AUDIO.MP4

CALL TO ORDER – January 15, 2025 9:01 a.m.

1. [Welcome & Request to Sign Guest List](#)
02:45
2. [Pledge of Allegiance](#)
02:52
3. [Public Comment](#): There were none.
03:11
4. [Non-Agenda Items](#): [Item #25 taken out of order prior to Item #5; one unscheduled item taken after Item #24.](#)
03:14

LEGISLATIVE - ADMINISTRATIVE

5. [Consideration of a Services Agreement with Wellness Health Centers for Recruitment Services/Marlene Putman, Administrator, Health and Human Services](#)
07:14

A motion was made by Commissioner Bell and seconded by Vice-Chair Fournier. The motion passed with three aye votes. The Chair signed the agreement.

6. [Consideration of a Health Resources and Services Administration Grant Application #25-038 for the Rural Health Care Services Outreach Program/Marlene Putman, Administrator, Health and Human Services](#)
12:49

A motion was made by Commissioner Bell and seconded by Vice-Chair Fournier. The motion passed with three aye votes. The Board approved the grant application.

7. Consideration of Amendment #1 to #6211 Grant Agreement #2021-P-5 Transient Lodging Tax (TLT) for Destination Management with the Tillamook County Fairgrounds for the Fairgrounds Site Power Plan/Camy Vonseggern, Director, Tillamook County Fairgrounds

23:22

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

8. Consideration of Modification #2 to Professional Services Agreement #6410 with PAE Consulting Engineers, Inc. for the Tillamook County Fairgrounds Electrical Service Upgrade Project/Camy Vonseggern, Director, Tillamook County Fairgrounds

26:16

A motion was made by Commissioner Bell and seconded by Vice-Chair Fournier. The motion passed with three aye votes. The Board signed the modification.

9. Consideration of Change Order #2 to Non-Prevailing Wage Rate Contract for Construction with Versatile Networks & Communications for the Network Cable Installation in the Assessor and Clerk's Office Project/Jeff Underwood, Information Technology Operations Manager

27:58

A motion was made by Commissioner Bell and seconded by Vice-Chair Fournier. The motion passed with three aye votes. The Board signed the change order.

10. Consideration of an Intergovernmental Agreement with the Cities of Newport, Toledo, Siletz, Waldport, Lincoln City, Tillamook County, Lincoln County Library District, Oregon Coast Community College, Tillamook Bay Community College, and Clatsop Community College as the Chinook Library System for Utilizing a Shared Integrated Library System/Don Allgeier, Library Director

30:22

A motion was made by Commissioner Bell and seconded by Vice-Chair Fournier. The motion passed with three aye votes. The Chair signed the agreement.

11. Consideration of the Adoption of an Oregon Public Service Retirement Plan Teamster Union Pay Table Effective January 1, 2025; and 12. Consideration of the Adoption of an Oregon Public Service Retirement Plan Justice Facility Pay Table Effective January 1, 2025; and 13. Consideration of the Adoption of an Oregon Public Service Retirement Plan Local 2743 AFSCME Union Pay Table Effective January 1, 2025; and 14. Consideration of the Adoption of an Oregon Public Service Retirement Plan Local 2743 AFSCME Union Information Technology Pay Table Effective January 1, 2025; and 15. Consideration of the Adoption of an Oregon Public Service Retirement Plan Local 2743 AFSCME Union Behavioral Health Pay Table Effective January 1, 2025; and 16. Consideration of the Adoption of an Oregon Public Service Retirement Plan Non-Represented/Non-Exempt Pay Table Effective January 1, 2025; and 17. Consideration of the Adoption of an Oregon Public Service Retirement Plan Non-Represented/Exempt Pay Table Effective January 1, 2025; and 18. Consideration of the Adoption of an Oregon Public Service Retirement Plan Executive Service Pay Table Effective January 1, 2025; and 19. Consideration of the Adoption of an Oregon Public Service Retirement Plan Health Provider Pay Table Effective January 1, 2025; and 20. Consideration of the Adoption of an Oregon Public Service Retirement Plan Part-Time/Temporary Pay Table Effective January 1, 2025; and 21. Consideration of the Adoption of a Revised Oregon Public Service Retirement Plan Non-Represented/Non-Exempt Pay Table Effective January 1, 2025; and 22. Consideration of the Adoption of a Revised Oregon Public Service Retirement Plan Executive Service Pay Table Effective January 1, 2025/Shawn Blanchard, Treasurer/Shawn Blanchard, Treasurer

35:27

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

23. Consideration of the Adoption of a Revised Non-Represented/Non-Exempt Pay Table Effective January 1, 2025/Shawn Blanchard, Treasurer

38:28

A motion was made by Commissioner Bell and seconded by Vice-Chair Fournier. The motion passed with three aye votes. The Board approved the pay table.

24. Consideration of the Adoption of a Revised Executive Service Pay Table Effective October 9, 2024/Shawn Blanchard, Treasurer

39:40

A motion was made by Commissioner Bell and seconded by Vice-Chair Fournier. The motion passed with three aye votes. The Board approved the pay table.

UNSCHEDULED: Consideration of Appointing the Chief Administrative Officer at Range 12 Step 6 on the Executive Service Pay Table/Commissioner Erin Skaar

39:40

A motion was made by Commissioner Bell and seconded by Vice-Chair Fournier. The motion passed with three aye votes. The Board approved the appointment.

25. Consideration of an Intergovernmental Agreement with the North County Recreation District for the Aquatic Center Construction in the City of Nehalem/Rachel Hagerty, Chief Administrative Officer

03:50

A motion was made by Commissioner Bell and seconded by Vice-Chair Fournier. The motion passed with three aye votes. The Chair signed the agreement.

ITEM TAKEN OUT OF ORDER

26. Consideration of Modification #1 to Professional Services Agreement #6596 with Trupp HR Inc. for the Job Classification Study/Rachel Hagerty, Chief Administrative Officer

43:24

A motion was made by Commissioner Bell and seconded by Vice-Chair Fournier. The motion passed with three aye votes. The Board signed the modification.

27. Board Concerns

46:12

STR Meetings/Commissioner Mary Faith Bell

STR Meetings Email Comments; FEMA BiOp/Commissioner Erin Skaar

Evening STR Meeting/County Counsel William Sargent

OTHER MEETINGS AND ANNOUNCEMENTS

53:33

The Commissioners will hold a Board Briefing on **Wednesday, January 15, 2025** at **2:00 p.m.** to discuss weekly Commissioner updates. The meeting will be held in the Board of Commissioners' Meeting Room 106 at the Tillamook County Courthouse, 201 Laurel Avenue, Tillamook. The teleconference number is 1-971-254-3149, Conference ID: 866 914 607#.

The Commissioners will hold two town halls to hear from short-term rental and lodging owners and operators regarding raising county transient lodging taxes. The first town hall will be **Thursday, January 16, 2025** at **5:30 p.m.** The second town hall will be **Saturday, January 18, 2025** at **10:00 a.m.** Both meetings will be held in at the Port of Tillamook Bay conference room, 4000 Blimp Boulevard, Tillamook. The teleconference number is 1-971-254-3149,

Conference ID: 887 242 77#.

Martin Luther King, Jr. Day is an observed holiday for the County and the Oregon State Circuit Court. All County offices in the Tillamook County Courthouse and the Tillamook County Library, administrative offices in the Jail and Justice Facility, Public Works Department, Department of Community Development, Surveyor's Office, and the Health and Human Services Department and clinics, and the State Circuit Court, will be **CLOSED** on **Monday, January 20, 2025.**

ADJOURN – 9:54 a.m.

Wednesday, January 15, 2025

PLEASE PRINT

Item of Interest

Michael Himes michaeth@neodnethim.org NCRN IGA

(Please use reverse if necessary)

RURAL HEALTH NETWORK PARTNER MEETING

*Grant opportunity
Due January 27, 2025*

INTRODUCTION TO HRSA 038

Rural Health Care Services Outreach Program

Purpose

- Improve and expand health care to include new and enhanced rural services
- Strengthen local resources and capacity
- Deliver services through strong consortium where every member is involved and engaged
- Use community engagement and evidence-based/informed models
- Improve population health and demonstrate outcomes and sustainability

HRSA 038 KEY APPLICATION FEATURES

Funding Tracks

- **Regular Track:** 40 awards of \$250,000/year for 4 years
- **Special Track*:** 10 awards, \$300,000/year for 4 years.
- *Focusing on heart disease, cancer, unintentional injury/substance abuse, chronic lower respiratory disease, stroke, and/or maternal health.
- Organizations may only apply to one track

Grant Logistics

- Grant opened 12/04/24 DUE 1/27/25
- Recommended project director with at least 1.0 FTE **at time of application**
- If key staff are not hired, include a **letter of commitment**
- Network partners must submit memorandums of understanding/agreement (MOU/A) **or** letters of commitment
- These will be sent out by TCCHC

2024 STRATEGIC PLAN PRIORITIES

Priorities



Formality: Formalize the Network as an independent organization that operates according to defined policies and shared agreements.	Adaptability: Develop a Network procedure for ongoing Quality Improvement (QI), such as a Rapid-Cycle framework, to ensure flexibility and responsiveness to the dynamic social, political, and economic environment in which the Network is operating.	Partnership: Improve healthcare partner collaboration to systemically and collectively increase services that integrate addressing social determinants of health for comprehensive care.	Traditional Health Worker initiatives: Improve community access to a comprehensive array of support services by maximizing the availability of Traditional Health Workers to meet the diverse needs of the population.	Workforce development: By July 2025 develop and begin to implement a phased action plan to support efforts related to 1-3 areas of SDoH of interest in Tillamook County.
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ACTIONABLE PRIORITIES

PARTNERSHIP

Improve collaboration and collectively increase services addressing SDOH.

Objective: 40% of patients screened for SDOH are referred through a closed-loop referral system.

Objective: Implement action plan to support 1-3 areas of SDOH in Tillamook County.

HEALTH WORKER INITIATIVES

Improve community access to support services using traditional health workers.

Objective: Create and utilize a Traditional Health Worker (THW) partnership Network.

Objective: Increase number of Network partners' patients served by THWs by 25%.

WORKFORCE DEVELOPMENT

Provide opportunities for professional development in health sectors.

Objective: 50% of member and selected partner employees will be trained in cultural competency and health equity.

Objective: 30% of ESL interpreters will be certified for Network members and partners.



DISCUSSION: WHICH ACTIONABLE PRIORITY RESONATES?

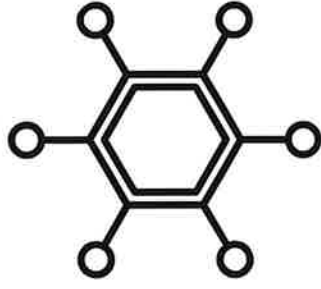


RECOMMENDATIONS

Based on our core team's review of application materials, strategic planning documents, meeting notes, and past projects.

Our Recommendation

- Focusing on strategic plan priority 4: Traditional Health Worker Initiatives
- Using a screen and refer system to increase THW use at all Network agencies
- Implementing a 'hub and spoke' model for THW deployment to partner agencies



Reasoning

- Team reviewed materials over the last three weeks including meeting notes, past projects, and application materials.
- Relevant past projects (See: Canyonlands Community Health Care and Heartland Rural Health Network Inc.)
- Evidence-based models reflecting current efforts
 - Collective Impact, Transtheoretical Model, Health Information Exchange Technology, T/CHWs and Screening and Health Educator Model.
- Improving and expanding existing T/CHW programming and diabetes prevention work.

SAMPLE BUDGET YEAR1

Position Title	FTE	Salary	Benefit %	Benefit Amount	In-Kind	Total Request
Project Coordinator	1.0	\$56,098	50%	\$28,049		\$84,147
THW Coordinator	0.4	?	?	?		\$30,000
THW/CHW	1.0	\$48,464	25%	\$12,116		\$60,580
THW/CHW	.5	\$48,464	25%	\$12,116	\$30,000	\$30,580
Personnel Subtotal						\$205,306
Contract: Data Collection						\$20,000
Subtotal						\$
Indirect			10%			225,306
						\$22,531
Total Amount						\$247,837

FIST TO FIVE

Please submit your Fist to Five vote either by holding up your hand showing 0-5 fingers, or by commenting in the chat.

First vote: Moving forward on applying to the HRSA O38 Rural Healthcare Services grant.

Second vote: Pursuing the Traditional Health Worker Initiative.

FIST TO FIVE



5 = Absolutely!



4 = Yes



3 = O.K.



2 = I'd rather not, but if.....



1 = No



0 = Never!

Notice of Funding Opportunity
Application due January 27, 2025

HRSA

Health Resources & Services Administration

Federal Office of Rural Health Policy
Community-Based Division

Rural Health Care Services Outreach Program

Opportunity number: HRSA-25-038



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Before you begin

If you believe you are a good candidate for this funding opportunity, secure your [SAM.gov](#) and [Grants.gov](#) registrations now. If you are already registered, make sure your registrations are active and up-to-date.

SAM.gov registration (this can take several weeks)

You must have an active account with SAM.gov. This includes having a Unique Entity Identifier (UEI).

[See Step 2: Get Ready to Apply](#)

Grants.gov registration (this can take several days)

You must have an active Grants.gov registration. Doing so requires a Login.gov registration as well.

[See Step 2: Get Ready to Apply](#)

Apply by the application due date

Applications are due by 11:59 p.m. Eastern Time on January 27, 2025.



To help you find what you need, this NOFO uses internal links. In Adobe Reader, you can go back to where you were by pressing Alt + Left Arrow (Windows) or Command + Left Arrow (Mac) on your keyboard.



Step 1:

Review the Opportunity

In this step

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Basic information

Health Resources and Services Administration (HRSA)

Federal Office of Rural Health Policy

Community-Based Division

Expand and enhance the delivery of health care services to promote outreach in rural communities.

Summary

Support organizations to promote rural health care services outreach by improving and expanding the delivery of health care services to include new and enhanced services in rural areas.

Funding details

Application type: New

Expected total available funding in FY 2025: \$13,000,000

Expected number and type of awards: Up to 50 total grants

- Up to 40 Regular Track awards
- Up to 10 Special Track awards

Funding range per award:

- Up to \$250,000 for [Regular Track](#) each budget period, or
- Up to \$300,000 for [Special Track](#) each budget period

We plan to fund awards in 12-month budget periods for a total four-year period of performance from May 1, 2025, to April 30, 2029.

The program and awards depend on the appropriation of funds and are subject to change based on the availability and amount of appropriations.



Have questions? Go to [Contacts and Support](#).

Key facts

Opportunity name: Rural Health Care Services Outreach Program

Opportunity number: HRSA-25-038

Announcement version: New

Federal assistance listing: 93.912

Statutory authority: 42 U.S.C. 254c(e) (Section 330A(e) of the Public Health Service Act)

Key dates

NOFO issue date: December 5, 2024

Informational webinar: December 11, 2024

Application deadline: January 27, 2025

Expected award date is by: April 1, 2025

Expected start date: May 1, 2025

Eligibility

Who can apply

All domestic* public or private, non-profit, and for-profit entities are eligible to apply.

Types of eligible organizations

This includes entities such as non-profits with a 501(c)(3) and non-profits with an IRS status other than a 501(c)(3). Other eligible entities may include but are not limited to:

- Public and private institutions of higher education
- State and county health departments
- Hospitals, including rural emergency hospitals
- Native American tribal government and organizations
- Community-based organization
- Federally qualified health centers
- Rural health clinics

Tribal exception: HRSA is aware that tribes and tribal organizations may not meet the Employer Identification Number (EIN) or Unique Entity Identifier (UEI) requirement of this NOFO. As a result, tribes and tribal organizations that only have one EIN or UEI or are unable to demonstrate that the network is composed of at least three unique entities, may request a tribal exception. Applicants must request a tribal EIN exception in [Attachment 14: Tribal EIN exception request](#).

* “Domestic” means the 50 states, the District of Columbia, the Commonwealth of Puerto Rico, the Northern Mariana Islands, American Samoa, Guam, the U.S. Virgin Islands, the Federated States of Micronesia, the Republic of the Marshall Islands, and the Republic of Palau.

Individuals are not eligible applicants under this NOFO.

Other eligibility criteria

In addition, per statute, you must meet the requirements in this list. Failure to respond to these requirements will impact your application’s score.

- Have demonstrated experience serving, or capacity to serve, rural underserved populations.
- Include only rural counties and census tracts in [HRSA-designated rural areas](#) as target service areas served by grant funds from this program, if awarded. Refer to and provide required documentation in [Attachment 3: Map of service area](#).

- Represents a consortium that meets all [Program Requirements and Expectations](#)
- Have not previously received an award under this program for the same or similar project unless the proposing to expand the scope of the project or area that will be served through the project.
- Consult your [State Office of Rural Health \(SORH\)](#) regarding your intent to apply to this program. If you are from the U.S. territories and do not have the functional equivalent of a SORH, you are still eligible to apply without completion of this requirement. Refer to [Attachment 1: Required documentation from State Office of Rural Health](#) for required documentation from SORH required documentation from SORH.

Completeness and responsiveness criteria

We will review your application to make sure it meets these basic requirements to forward in the competition.

We will not consider an application that:

- Is from an organization that does not meet all [eligibility criteria](#).
- Requests funding above the award ceiling shown in the [funding range](#).
- Is submitted after the [deadline](#).

Application limits

Generally, you may not submit multiple applications under the same Unique Entity Identifier (UEI) (previously DUNS) number and/or EIN.

You may only submit multiple applications under the same Unique Entity Identifier (UEI) number and/or EIN, if each proposes distinct projects and an appropriate EIN Exception Request is submitted with your application. We will only review your last validated application for each distinct project before the deadline.

For more information about UEI/EIN exceptions request, please see [Attachment 13: EIN/UEI exception request](#) and [Attachment 14: Tribal EIN/UEI exception request](#).

Cost sharing

This program has no cost-sharing requirement. If you choose to share in the costs of the project, we will not consider it during [merit review](#). We will hold you accountable for any funds you add, including through [reporting](#).

Program description

Purpose

This community-based grant program aims to support organizations to promote rural health care services outreach by improving and expanding the delivery of health care services to include new and enhanced services in rural areas.

To achieve this purpose, the program also aims to strengthen local resources and capacity in rural communities. Through collaborative consortiums that include three or more [health care providers](#), each community can develop innovative approaches to solve their own unique challenges and factors underlying rural health disparities.

Goals

- Expand the delivery of health care services to include new and enhanced services exclusively in rural communities.
- Deliver health care services through a strong consortium, in which every consortium member organization is actively involved and engaged in the planning and delivery of services.
- Use community engagement and [evidence-based or innovative, evidence-informed model\(s\)](#) in the delivery of health care services.
- Improve population health and demonstrate health outcomes and sustainability.

Background

The Rural Health Care Services Outreach Program (Outreach Program) enables award recipients to use federal funding to design and implement projects that are specifically tailored to meet rural populations' unique health needs. Funding can be used for a broad range of health care services that are based on each rural community's needs. The Outreach Program offers an opportunity for award recipients to work collaboratively with rural communities to adapt to the emerging trends in rural health care and meet the unique needs of the people they serve. Building on previous efforts, the Outreach Program is continuing the existing Special Track in the FY 2025-2029 funding cycle and adding maternal health as a new focus area. As trends in maternal health have worsened over time and risk from maternal death rates is unevenly distributed across low-income persons and rural residents, maternal health has been an important focus across the country, including in rural areas.^[1] Rural residents have a 9 percent greater chance of experiencing severe maternal disease and death rates compared with urban residents.^[2] Applicants are encouraged to focus on reducing risk factors for pregnant persons during and after pregnancy through screening and referral

to needed services and interventions to appropriate consortium members to provide those services.

Previously funded Outreach programs provided good examples of how award recipients have used this funding to address health challenges and how the flexible nature of the program can target a community's unique health needs, including those that directly address rural health disparities. To view the project descriptions for the FY 2021 Outreach cohort, please visit: <https://www.ruralhealthinfo.org/assets/4663-20745/2021-2025-outreach-program-directory.pdf>.

To view the abstracts of previous Outreach awards, visit the HRSA Data Warehouse: <https://data.hrsa.gov/tools/find-grants>.

Program requirements and expectations

You must meet all the requirements stated in the [Eligibility](#) and [Other Eligibility criteria](#) sections. You are also expected to meet the requirements and expectations outlined in this section. Failure to respond to these requirements will impact your application's score.

Consortium requirements

- Specify at least three [health care provider](#) organizations that are separately owned entities (including the applicant organization) that will serve as members of your consortium. Include this information in [Attachment 8: Consortium member list](#).
- Demonstrate that at least sixty-six percent (66%) or two-thirds of the consortium members are located within a [HRSA-designated rural area](#). Include this information in [Attachment 8: Consortium member list](#).

Rural service area requirements

- Specify a target rural service area the proposed project will serve. Only counties and/or census tracts that are a [HRSA-designated rural area](#) are eligible to as target rural service areas under this grant program. Include this information in [Attachment 3: Map of service area](#).
- Demonstrate your experience serving, or the capacity to serve rural underserved populations by including your organization's experience in serving, or the capacity to serve, rural underserved populations, such as any existing or prior collaboration and working within the target service area(s) in the [Project narrative](#) under [organization information](#) section and in the [Project abstract](#).

Funding track selection requirements

You are required to select **one** of these two funding tracks to apply for Outreach Program funding:

1. Regular Track
2. Special Track

Your funding track selection must be provided in the [Project abstract](#) and [Attachment 10: Special track participation statement](#).

Objective reviews of applications will be completed for all eligible applicants based on the funding track identified.

Funding track project requirements

Successful applicants are expected to fulfill the requirements of the funding track identified in the application.

A full list of requirements for each funding track is provided in this section.

Requirements for each funding track are applicable to the Outreach Program's four-year period of performance May 1, 2025, to April 30, 2029. For more information on the track's comparison, refer to [Appendix C: Regular Track and Special Track Comparison Table](#).

Regular Track

Applicants to the Outreach Program Regular Track can request up to **\$250,000** a year, for the four-year period of performance.

The purpose of the Regular Track is to fund projects that expand access to health care in rural communities, improve the delivery of health care services, and strengthen resources and capacity in rural communities through collaborative consortiums. These projects are community driven and focus on outreach and education activities targeting unique health needs in rural communities. Goals include demonstrating improvement in health outcomes and creating long-term sustainability through funded projects. To accomplish these goals, successful Regular Track applicants are expected to use of Outreach program funds to implement activities that:

- Develop and implement an [evidence-based, innovative or evidence-informed](#) intervention that promotes health services by enhancing health delivery to rural underserved populations based on the identified needs of the community or region projects propose to address.
- Focuses on outreach and delivery of health care services, including social and other health-related service needs, to address and improve outcomes of targeted

health care needs for the rural service areas the project serves during the four-year funding period.

- Actively collaborates and involves rural community and consortium members in project implementation throughout the duration of the four-year period of performance.
- In collaboration with rural community and consortium members, implements project activities and informs plans for sustainability and possible replication or expansion of projects in other rural settings, after federal funding ends.

Special Track

Applicants to the Outreach Program Special Track can request up to **\$300,000** a year for the four-year period of performance.

The purpose of the Special Track is to fund projects that address the underlying factors that drive rural health disparities related to stroke, heart disease, chronic lower respiratory disease, unintentional injury, cancer, and maternal health. The goals of Special Track projects are to demonstrate a collective impact to better manage conditions, address risk factors, and focus on prevention.

Successful Special Track applicants are also expected to implement projects able to fulfill these requirements:

- Clearly indicates selection of one or more of the Special Track focus areas:
 - Stroke
 - Heart disease
 - Chronic lower respiratory disease
 - Unintentional injury
 - Cancer
 - Maternal health
- Focuses project design on [evidence-based, innovative, or evidence-informed](#) intervention effectively to address the identified focus area(s) for the clearly defined rural population(s) who receive grant project intervention services.
- Implements activities and possesses project capacity to demonstrate improvements in key health indicators and/or outcomes for the rural target population that can be attributed to the project intervention during the four-year period of performance.
- Clearly defines the individuals from the rural target population who are the intended [beneficiaries](#) of funded project intervention activities that will be assessed for improvement in key health indicators and/or outcomes measured.

- Collects and tracks ongoing relevant data over the course of the four-year period of performance to effectively assess the impact of grant project activities on the identified rural target population(s) for the selected Special Track focus area(s).
- Produces sustainable initiatives to inform replication or expansion of similar prevention and health promotion models in other rural settings addressing risk factors and prevention for the selected Special Track focus area(s). As such, we highly encourage you to:
 - Incorporate new Medicare billing codes for community and behavioral services.
 - Consider participation in incentive programs and to leverage reimbursement strategies as a means for project sustainability. Incentives refer to improving the way providers are paid and offering incentive payments for providing high quality health care. This includes participation in value-based payment systems, such as accountable care organizations (ACO), patient centered medical homes (PCMH), bundled payments, and other shared savings models. Such incentives offer opportunities that can contribute to project sustainability.
 - Reimbursement strategies leverage payment reimbursements for certain services to qualified patient populations. Many of the Centers for Medicare & Medicaid (CMS) programs, such as the Chronic Care Management and Diabetes Prevention Program, incentivize provision of preventive services and chronic disease management for Medicare patients, offering reimbursements when services are provided.
 - Consider a network service model where members use a dues structure to continue successful services after the completion of the grant.
 - Improve outcomes and achieve savings by reducing inappropriate emergency department billing or avoidable hospital re-admissions and using those savings to form a revenue stream to sustain the project.
- Actively collaborates and involves rural community and consortium members in project implementation throughout the duration of the four-year period of performance.
 - In an effort to promote expanded or scaled impact of your project, we highly encourage you to work with a regional or state-based entity as one of the consortium members, such as a state Medicaid office, regional managed care association or regional health care foundation.
- Uses the first year of the grant period of performance strategically to include a [community assessment](#) that informs the intervention and selected Special Track focus area(s) and rural target population(s).

- Has the capacity to track the recipients of project intervention services over the duration of program to determine improvement over time and report on performance measures (which includes cost-savings analysis, risk reduction, etc.), project specific measures and program deliverables.
 - For Special Track projects focusing on maternal health, tracking recipients of project intervention services over time to determine improvement of perinatal outcomes for at least one year within the period of performance, following receipt of services.

Program data collection

- If you receive an award, you will report measures to a centralized program outcomes reporting system.
- A final set of measures will be provided by FORHP post-award. To help prepare for data collection, consider the draft measures included in [Appendix A: Rural Health Care Services Outreach Program Measures Sample](#).
- Special Track applicants are expected to collect, track, and report on data for the project's clearly defined intervention recipients over time to respond to measures related to the project's selected focus area(s), including potential cost-savings resulting from prevention and risk reduction activities, for the four-year period of performance.
 - For Special Track projects focusing on maternal health, should collect, track, and report on data for the project's clearly defined intervention recipients over time to determine improvement of perinatal outcomes for at least one year during the period of performance, following receipt of services.
- All recipients (Regular and Special Tracks) will work closely with technical assistance (TA) providers throughout the four-year period of performance. The targeted TA will assist award recipients with achieving desired project outcomes, sustainability, and strategic planning, and will ensure alignment of the awarded project with the Outreach Program goals. The TA is provided to award recipients at no additional cost. This HRSA investment helps ensure the projects' success. We have found that most award recipients benefit greatly from the support provided through these collaborations. If funded, award recipients will learn more about the targeted technical assistance and evaluation support.

Award information

Funding policies and limitations

Policies

- We will only make awards if this program receives funding. If Congress appropriates funds for this purpose, we will move forward with the review and award process.
- Support beyond the first budget year will depend on:
 - Appropriation of funds
 - Your satisfactory progress in meeting the project's objectives
 - A decision that continued funding is in the government's best interest
- Travel funds for two staff members to attend a two-day grant program meeting must be included as a budget line-item A. To determine estimated travel costs to Washington, D.C., see the U.S. General Services Administration (GSA) per diem rates for FY 2025.
- If we receive more funding for this program, we may:
 - Fund more applicants from the rank order list
 - Extend the period of performance
 - Award supplemental funding

General limitations

- For guidance on some types of costs we do not allow or restrict, see Project Budget Information in Section 3.1.4 of the [Application Guide](#). You can also see 45 CFR part 75, or any superseding regulation, [General Provisions for Selected Items of Cost](#).
- You cannot earn profit from the federal award. See [45 CFR 75.400\(g\)](#).
- Congress's current appropriations act includes a salary limitation, which applies to this program. As of January 2024, the salary rate limitation is \$221,900. This limitation may be updated.

Program-specific statutory or regulatory limitations

You cannot use funds:

- To build or acquire real property
- For construction
- To pay for equipment costs not directly related to the award

See [Manage Your Grant](#) for other information on costs and financial management.

Indirect costs

Indirect costs are costs you charge across more than one project that cannot be easily separated by project. For example, this could include utilities for a building that supports multiple projects.

Indirect costs are determined using one of two methods:

Method 1 – Approved rate. You currently have an indirect cost rate approved by your cognizant federal agency.

Method 2 – *De minimis* rate. Per [2 CFR 200.414\(f\)](#), if you have never received a negotiated indirect cost rate, you may elect to charge a *de minimis* rate. If you choose this method, costs included in the indirect cost pool must not be charged as direct costs.

This rate is 15% of modified total direct costs (MTDC). See [2 CFR 200.1](#) for the definition of MTDC. You can use this rate indefinitely.

Program income

Program income is money earned as a result of your award-supported project activities. You must use any program income you generate from awarded funds for approved project-related activities. Find more about program income at [45 CFR 75.307](#).

TILLAMOOK COUNTY LOCAL 223 TEAMSTERS UNION SALARY SCHEDULE (OPSRP)
FISCAL YEAR 24-25 - EFFECTIVE JANUARY 1, 2025
2080 yearly base hours

	Range	Union	O/T Eligible										
Table: T-O				Minimum				Steps					Maximum
TITLE				1	2	3	4	5	6	7	8	9	10
CORRECTIONS DEPUTY	A	T	Y	\$ 30.50	\$ 31.42	\$ 32.36	\$ 33.33	\$ 34.33	\$ 35.36	\$ 36.42	\$ 37.52	\$ 38.64	\$ 39.80
CRIMINAL DEPUTY	A	T	Y	\$ 30.50	\$ 31.42	\$ 32.36	\$ 33.33	\$ 34.33	\$ 35.36	\$ 36.42	\$ 37.52	\$ 38.64	\$ 39.80
PAROLE AND PROBATION DEPUTY	A	T	Y	\$ 30.50	\$ 31.42	\$ 32.36	\$ 33.33	\$ 34.33	\$ 35.36	\$ 36.42	\$ 37.52	\$ 38.64	\$ 39.80
Table: T-O	Range	Union	O/T Eligible	Minimum			Steps					Maximum	
TITLE				1	2	3	4	5	6	7	8		
CORRECTIONS TECHNICIAN	B	T	Y	\$ 25.22	\$ 25.97	\$ 26.75	\$ 27.56	\$ 28.38	\$ 29.23	\$ 30.11	\$ 31.01		
LAW ENFORCEMENT TECHNICIAN	B	T	Y	\$ 25.22	\$ 25.97	\$ 26.75	\$ 27.56	\$ 28.38	\$ 29.23	\$ 30.11	\$ 31.01		
PAROLE AND PROBATION TECHNICIAN	B	T	Y	\$ 25.22	\$ 25.97	\$ 26.75	\$ 27.56	\$ 28.38	\$ 29.23	\$ 30.11	\$ 31.01		
Table: T-O	Range	Union	O/T Eligible	Minimum			Steps					Maximum	
TITLE				1	2	3	4	5	6	7	8		
No Assigned Classifications	C	T	Y	\$ 21.58	\$ 22.23	\$ 22.90	\$ 23.58	\$ 24.29	\$ 25.02	\$ 25.77	\$ 26.54		
No Assigned Classifications	C	T	Y	\$ 21.58	\$ 22.23	\$ 22.90	\$ 23.58	\$ 24.29	\$ 25.02	\$ 25.77	\$ 26.54		
Table: T-O	Range	Union	O/T Eligible	Minimum			Steps					Maximum	
TITLE				1	2	3	4	5	6	7	8		
RECORDS CLERK	D	T	Y	\$ 20.62	\$ 21.24	\$ 21.87	\$ 22.53	\$ 23.21	\$ 23.90	\$ 24.62	\$ 25.36		

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.
Revised and adopted by BOC 9/11/2024. Effective 7/1/2024 10% market
adjustment. Revised and adopted by BOC 1/15/2025. Effective 1/1/2025 OPSRP

TILLAMOOK COUNTY JUSTICE FACILITY HOURLY/SALARY SCHEDULE (OPSRP)													
FISCAL YEAR 24-25 - EFFECTIVE JANUARY 1, 2025													
2080 yearly base hours													
Table: JF-O	Range	Union	O/T Eligib	Minimum				Steps					Maximum
TITLE				1	2	3	4	5	6	7	8	9	
No Assigned Classifications	1	N	Y	\$ 36.33	\$ 37.78	\$ 39.29	\$ 40.86	\$ 42.50	\$ 44.20	\$ 45.97	\$ 47.81	\$ 49.72	
Sergeant**	2	N	Y	\$ 37.78	\$ 39.29	\$ 40.86	\$ 42.50	\$ 44.20	\$ 45.97	\$ 47.81	\$ 49.72	\$ 51.71	
No Assigned Classifications	3	N	Y	\$ 39.29	\$ 40.86	\$ 42.50	\$ 44.20	\$ 45.97	\$ 47.81	\$ 49.72	\$ 51.71	\$ 53.77	
No Assigned Classifications	4	N	Y	\$ 40.86	\$ 42.50	\$ 44.20	\$ 45.97	\$ 47.81	\$ 49.72	\$ 51.71	\$ 53.77	\$ 55.93	
Table: JF-O	Range	Union	O/T Eligib	Minimum				Steps					Maximum
TITLE				1	2	3	4	5	6	7	8	9	
Lieutenant	5	N	N	\$ 7,970.00	\$ 8,289.00	\$ 8,621.00	\$ 8,966.00	\$ 9,325.00	\$ 9,698.00	\$ 10,086.00	\$ 10,489.50	\$ 10,909.50	
Undersheriff	6	N	N	\$ 8,289.00	\$ 8,621.00	\$ 8,966.00	\$ 9,325.00	\$ 9,698.00	\$ 10,086.00	\$ 10,489.50	\$ 10,909.50	\$ 11,346.00	
No Assigned Classifications	7	N	N	\$ 8,621.00	\$ 8,966.00	\$ 9,325.00	\$ 9,698.00	\$ 10,086.00	\$ 10,489.50	\$ 10,909.50	\$ 11,346.00	\$ 11,800.00	

**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 3/13/2024. Effective 1/1/2024 .5% COLA

Revised and adopted by BOC 9/11/2024. Effective 7/1/2024 10% COLA

Revised and adopted by BOC 1/15/2025. Effective 1/1/2025 OPSRP

TILLAMOOK COUNTY LOCAL 2743 AFSCE UNION SALARY SCHEDULE (OPSRP)
FISCAL YEAR 24-25 - EFFECTIVE JANUARY 1, 2025
2080 yearly base hours

	Range	Union	O/T Eligible	Minimum		Steps			
Table: A-O				1	2	3	4	5	Maximum
TITLE				1	2	3	4	5	6
CUSTODIAN	4	A-O	Y	\$ 16.72	\$ 17.55	\$ 18.43	\$ 19.35	\$ 20.32	\$ 21.33
LIBRARY ASSISTANT 1	4	A-O	Y	\$ 16.72	\$ 17.55	\$ 18.43	\$ 19.35	\$ 20.32	\$ 21.33
PARK FEE COLLECTOR	4	A-O	Y	\$ 16.72	\$ 17.55	\$ 18.43	\$ 19.35	\$ 20.32	\$ 21.33
FLAGGER	5	A-O	Y	\$ 17.55	\$ 18.43	\$ 19.35	\$ 20.32	\$ 21.33	\$ 22.40
OFFICE SPECIALIST 1	5	A-O	Y	\$ 17.55	\$ 18.43	\$ 19.35	\$ 20.32	\$ 21.33	\$ 22.40
ACCOUNTING CLERK 1	6	A-O	Y	\$ 18.43	\$ 19.35	\$ 20.32	\$ 21.33	\$ 22.40	\$ 23.52
LIBRARY ASSISTANT 2	6	A-O	Y	\$ 18.43	\$ 19.35	\$ 20.32	\$ 21.33	\$ 22.40	\$ 23.52
VICTIM'S SPECIALIST	6	A-O	Y	\$ 18.43	\$ 19.35	\$ 20.32	\$ 21.33	\$ 22.40	\$ 23.52
OFFICE SPECIALIST 2	7	A-O	Y	\$ 19.35	\$ 20.32	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.70
SOLID WASTE OUTREACH SPECIALIST	7	A-O	Y	\$ 19.35	\$ 20.32	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.70
SOLID WASTE TRANSFER STATION ATTENDANT	7	A-O	Y	\$ 19.35	\$ 20.32	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.70
PARK MAINTENANCE & OPERATIONS TECHNICIAN 1	8	A-O	Y	\$ 20.32	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.93
ROAD MEO 1	8	A-O	Y	\$ 20.32	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.93
ACCOUNTING CLERK 2	9	A-O	Y	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23
BUILDING & GROUNDS MAINTENANCE WORKER	9	A-O	Y	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23
IT SPECIALIST 1 (Help Desk Specialist)	9	A-O	Y	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23
JUVENILE PROBATION ASSISTANT	9	A-O	Y	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23
LEGAL ASSISTANT 1	9	A-O	Y	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23
LIBRARY ASSISTANT 3	9	A-O	Y	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23
MEDICAL CLINIC ASSISTANT	9	A-O	Y	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23
PERMIT TECHNICIAN	9	A-O	Y	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23
WIC PROGRAM ASSISTANT	9	A-O	Y	\$ 21.33	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23
CERTIFIED MEDICAL CLINIC ASSISTANT	10	A-O	Y	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59
EMR SPECIALIST	10	A-O	Y	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59
PROPERTY APPRAISER TRAINEE	10	A-O	Y	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59
TRADITIONAL HEALTH WORKER	10	A-O	Y	\$ 22.40	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59
ACCOUNTING TECHNICIAN	11	A-O	Y	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02
ASSESSMENT TECHNICIAN	11	A-O	Y	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02
GRANT COMPLIANCE ASSISTANT	11	A-O	Y	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02
LEGAL ASSISTANT 2	11	A-O	Y	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02
MOBILE CLINIC DRIVER	11	A-O	Y	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02
PARK MAINTENANCE & OPERATIONS TECHNICIAN 2	11	A-O	Y	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02
ROAD MEO 2	11	A-O	Y	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02
VETERAN'S SERVICES COORDINATOR	11	A-O	Y	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02
VICTIM'S ASSISTANCE COORDINATOR	11	A-O	Y	\$ 23.52	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02
IT SPECIALIST 2 (Computer Operations Technician)	12	A-O	Y	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.52
LAND USE PLANNER 1	12	A-O	Y	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.52
MECHANIC 1	12	A-O	Y	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.52
MEDICAL BILLING TECHNICIAN	12	A-O	Y	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.52
PROPERTY APPRAISER 1	12	A-O	Y	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.52
SENIOR PERMIT TECHNICIAN	12	A-O	Y	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.52
SURVEY TECHNICIAN 1	12	A-O	Y	\$ 24.70	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.52
ENGINEERING TECHNICIAN 1	13	A-O	Y	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.52	\$ 33.09
ENVIRONMENTAL HEALTH SPECIALIST 1	13	A-O	Y	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.52	\$ 33.09
PUBLIC HEALTH PROGRAM REPRESENTATIVE	13	A-O	Y	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.52	\$ 33.09
ROAD MEO 3	13	A-O	Y	\$ 25.93	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.52	\$ 33.09
BUILDING INSPECTOR 1	14	A-O	Y	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.52	\$ 33.09	\$ 34.75
JUVENILE PROBATION OFFICER	14	A-O	Y	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.52	\$ 33.09	\$ 34.75
LAND USE PLANNER 2	14	A-O	Y	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.52	\$ 33.09	\$ 34.75
PROPERTY APPRAISER 2	14	A-O	Y	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.52	\$ 33.09	\$ 34.75
SURVEY TECHNICIAN 2	14	A-O	Y	\$ 27.23	\$ 28.59	\$ 30.02	\$ 31.52	\$ 33.09	\$ 34.75
ENVIRONMENTAL HEALTH SPECIALIST 2	15	A-O	Y	\$ 28.59	\$ 30.02	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49
GIS CARTOGRAPHIC ANALYST	15	A-O	Y	\$ 28.59	\$ 30.02	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49

IT SPECIALIST 3 (Computer Operations Technician)	15	A-O	Y	\$ 28.59	\$ 30.02	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49
MECHANIC 2	15	A-O	Y	\$ 28.59	\$ 30.02	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49
ROAD MEO 4	15	A-O	Y	\$ 28.59	\$ 30.02	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49
ENGINEERING TECHNICIAN 2	16	A-O	Y	\$ 30.02	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49	\$ 38.31
LIBRARIAN	16	A-O	Y	\$ 30.02	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49	\$ 38.31
NUTRITIONIST	16	A-O	Y	\$ 30.02	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49	\$ 38.31
SYSTEMS LIBRRIAN	16	A-O	Y	\$ 30.02	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49	\$ 38.31
SURVEY TECHNICIAN 3	16	A-O	Y	\$ 30.02	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49	\$ 38.31
BUILDING INSPECTOR 2	17	A-O	Y	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49	\$ 38.31	\$ 40.22
COMMUNICATIONS SYSTEM ADMINISTRATOR	17	A-O	Y	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49	\$ 38.31	\$ 40.22
GRANTS PROGRAM MANAGER	17	A-O	Y	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49	\$ 38.31	\$ 40.22
HHS ADMINISTRATIVE SPECIALIST	17	A-O	Y	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49	\$ 38.31	\$ 40.22
HOUSING COORDINATOR	17	A-O	Y	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49	\$ 38.31	\$ 40.22
LAND USE PLANNER 3	17	A-O	Y	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49	\$ 38.31	\$ 40.22
IT SPECIALIST 4 (Network and Computer Systems Technician)	17	A-O	Y	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49	\$ 38.31	\$ 40.22
PROPERTY APPRAISER 3	17	A-O	Y	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49	\$ 38.31	\$ 40.22
PW ADMINISTRATIVE SPECIALIST	17	A-O	Y	\$ 31.52	\$ 33.09	\$ 34.75	\$ 36.49	\$ 38.31	\$ 40.22
ENGINEERING TECHNICIAN 3	18	A-O	Y	\$ 33.09	\$ 34.75	\$ 36.49	\$ 38.31	\$ 40.22	\$ 42.24
REGISTERED NURSE 1	18	A-O	Y	\$ 33.09	\$ 34.75	\$ 36.49	\$ 38.31	\$ 40.22	\$ 42.24
REGISTERED NURSE 2	19	A-O	Y	\$ 34.75	\$ 36.49	\$ 38.31	\$ 40.22	\$ 42.24	\$ 44.35
BUILDING INSPECTOR 3	20	A-O	Y	\$ 36.49	\$ 38.31	\$ 40.22	\$ 42.24	\$ 44.35	\$ 46.56
ELECTRICAL INSPECTOR	20	A-O	Y	\$ 36.49	\$ 38.31	\$ 40.22	\$ 42.24	\$ 44.35	\$ 46.56
REGISTERED NURSE 3	20	A-O	Y	\$ 36.49	\$ 38.31	\$ 40.22	\$ 42.24	\$ 44.35	\$ 46.56

Revised 7/23/2014 to include Solid Waste Outreach Specialist Range 7 and Network & Compute
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 Range14)

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 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
Revised and adopted by BOC 1/17/2024. Effective 1/1/2024 2% COLA.
Revised and adopted by BOC 6/26/2024. Effective 7/1/2024 3% COLA. (Added Certified Medical Assistant to Range 10)
Revised and adopted by BOC 1/15/2025. Effective 1/1/2025 OPSRP

TILLAMOOK COUNTY LOCAL 2743 AFSCME UNION SALARY SCHEDULE (OPSRP)									
FISCAL YEAR 24-25 - EFFECTIVE JANUARY 1, 2025									
2080 yearly base hours									
Table: IT-O	Range	Union	O/T Eligib						
TITLE				Minimum		Steps			Maximum
				1	2	3	4	5	6
IT SPECIALIST 5 (Analyst Programmer)	1	A	N	\$ 6,331.50	\$ 6,648.50	\$ 6,981.00	\$ 7,330.50	\$ 7,697.50	\$ 8,082.50
IT SPECIALIST 6 (Systems Manager)	2	A	N	\$ 7,332.00	\$ 7,699.00	\$ 8,084.00	\$ 8,488.50	\$ 8,913.00	\$ 9,359.00

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

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

Revised and adopted by BOC 6/26/2024. Effective 7/1/2024 3% COLA.

Revised and adopted by BOC 1/15/2025. Effective 1/1/2025 OPSRP

TILLAMOOK COUNTY LOCAL 2743 AFSCME UNION SALARY SCHEDULE (OPSRP)									
FISCAL YEAR 24-25 - EFFECTIVE JANUARY 1, 2025									
2080 yearly base hours									
Table: A1-O	Range	Union	O/T Eligible	Minimum		Steps			Maximum
TITLE				1	2	3	4	5	6
BEHAVIORAL HEALTH CLINICIAN 1	1	A	N	\$ 6,406.50	\$ 6,727.00	\$ 7,063.50	\$ 7,417.00	\$ 7,788.00	\$ 8,177.50
BEHAVIORAL HEALTH CLINICIAN 2	2	A	N	\$ 6,728.00	\$ 7,064.50	\$ 7,418.00	\$ 7,789.00	\$ 8,178.50	\$ 8,587.50
BEHAVIORAL HEALTH CLINICIAN 3	3	A	N	\$ 7,065.00	\$ 7,418.50	\$ 7,789.50	\$ 8,179.00	\$ 8,588.00	\$ 9,017.50

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.

Revised and adopted by BOC 6/26/2024. Effective 7/1/2024 3% COLA.

Revised and adopted by BOC 1/15/2025. Effective 1/1/2025 OPSRP

TILLAMOOK COUNTY NON-REPRESENTED/NON-EXEMPT SALARY SCHEDULE (OPSRP)
FISCAL YEAR 24-25 - EFFECTIVE JANUARY 1, 2025

Non-Exempt	Range	Union	O/T Eligible										
Table: NRNE-O				Minimum				Steps					Maximum
TITLE				1	2	3	4	5	6	7	8	9	
Human Resources Assistant	1	N	Y	\$ 24.58	\$ 25.57	\$ 26.59	\$ 27.65	\$ 28.76	\$ 29.91	\$ 31.10	\$ 32.35	\$ 33.64	
Secretary	1	N	Y	\$ 24.58	\$ 25.57	\$ 26.59	\$ 27.65	\$ 28.76	\$ 29.91	\$ 31.10	\$ 32.35	\$ 33.64	
Legal Secretary	2	N	Y	\$ 25.56	\$ 26.59	\$ 27.65	\$ 28.76	\$ 29.91	\$ 31.10	\$ 32.35	\$ 33.64	\$ 34.99	
Sheriff Office Manager	2	N	Y	\$ 25.56	\$ 26.59	\$ 27.65	\$ 28.76	\$ 29.91	\$ 31.10	\$ 32.35	\$ 33.64	\$ 34.99	
Kitchen Supervisor	2	N	Y	\$ 25.56	\$ 26.59	\$ 27.65	\$ 28.76	\$ 29.91	\$ 31.10	\$ 32.35	\$ 33.64	\$ 34.99	
Civil Program Manager	3	N	Y	\$ 26.58	\$ 27.65	\$ 28.76	\$ 29.91	\$ 31.10	\$ 32.35	\$ 33.64	\$ 34.99	\$ 36.39	
Executive Assistant	4	N	Y	\$ 27.65	\$ 28.76	\$ 29.91	\$ 31.10	\$ 32.35	\$ 33.64	\$ 34.99	\$ 36.39	\$ 37.84	
Human Resources Technician	4	N	Y	\$ 27.65	\$ 28.76	\$ 29.91	\$ 31.10	\$ 32.35	\$ 33.64	\$ 34.99	\$ 36.39	\$ 37.84	
Human Resource Coordinator	7	N	Y	\$ 31.10	\$ 32.35	\$ 33.64	\$ 34.99	\$ 36.39	\$ 37.84	\$ 39.36	\$ 40.93	\$ 42.57	
Payroll Specialist	7	N	Y	\$ 31.10	\$ 32.35	\$ 33.64	\$ 34.99	\$ 36.39	\$ 37.84	\$ 39.36	\$ 40.93	\$ 42.57	

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.

Revised and adopted by BOC 6/26/2024. Effective 7/1/2024 3% COLA.

Revised and adopted by BOC 1/15/2025. Effective 1/1/2025 OPSRP

TILLAMOOK COUNTY NON-REPRESENTED/EXEMPT SALARY 2024-2025 SALARY SCHEDULE (OPSRP)
EFFECTIVE JANUARY 1, 2025

Exempt												
Table: NRE-O	Range	Union	O/T Eligible	Minimum				Steps				Maximum
TITLE				1	2	3	4	5	6	7	8	9
No Assigned Classifications	3	N	N	\$ 4,610.50	\$ 4,795.00	\$ 4,987.00	\$ 5,186.50	\$ 5,394.00	\$ 5,610.00	\$ 5,834.50	\$ 6,068.00	\$ 6,311.00
SW Transfer Station Supervisor	4	N	N	\$ 4,795.00	\$ 4,987.00	\$ 5,186.50	\$ 5,394.00	\$ 5,610.00	\$ 5,834.50	\$ 6,068.00	\$ 6,311.00	\$ 6,563.50
Facilities Supervisor	4	N	N	\$ 4,795.00	\$ 4,987.00	\$ 5,186.50	\$ 5,394.00	\$ 5,610.00	\$ 5,834.50	\$ 6,068.00	\$ 6,311.00	\$ 6,563.50
Community Health Office Supervisor	5	N	N	\$ 4,987.00	\$ 5,186.50	\$ 5,394.00	\$ 5,610.00	\$ 5,834.50	\$ 6,068.00	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50
Veteran's Service Officer	5	N	N	\$ 4,987.00	\$ 5,186.50	\$ 5,394.00	\$ 5,610.00	\$ 5,834.50	\$ 6,068.00	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50
Justice Court Administrator	6	N	N	\$ 5,186.50	\$ 5,394.00	\$ 5,610.00	\$ 5,834.50	\$ 6,068.00	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00
District Attorney's Office Manager	7	N	N	\$ 5,394.00	\$ 5,610.00	\$ 5,834.50	\$ 6,068.00	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00
Parks Office Manager	7	N	N	\$ 5,394.00	\$ 5,610.00	\$ 5,834.50	\$ 6,068.00	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00
Chief Deputy Clerk	8	N	N	\$ 5,610.00	\$ 5,834.50	\$ 6,068.00	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50
Chief Deputy of Assessment & Taxation	8	N	N	\$ 5,610.00	\$ 5,834.50	\$ 6,068.00	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50
Human Resources Generalist	8	N	N	\$ 5,610.00	\$ 5,834.50	\$ 6,068.00	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50
Road District Supervisor	8	N	N	\$ 5,610.00	\$ 5,834.50	\$ 6,068.00	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50
Accounting Manager	9	N	N	\$ 5,834.50	\$ 6,068.00	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00
Emergency Management Director	9	N	N	\$ 5,834.50	\$ 6,068.00	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00
Library Manager	9	N	N	\$ 5,834.50	\$ 6,068.00	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00
Chief Appraiser	10	N	N	\$ 6,068.00	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50
Solid Waste Program Manager	10	N	N	\$ 6,068.00	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50
Community Health Clinic Manager	11	N	N	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00
Community Health Communications Manager	11	N	N	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00
Community Health Dental Manager	11	N	N	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00
Community Health Program Manager	11	N	N	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00
Environmental Health Program Manager	11	N	N	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00
Deputy DA 1	11	N	N	\$ 6,311.00	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00
Human Resource Analyst	12	N	N	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00	\$ 8,985.00
Engineering Project Manager	12	N	N	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00	\$ 8,985.00
Operations Superintendent	12	N	N	\$ 6,563.50	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00	\$ 8,985.00
Behavioral Health Clinician Assistant Manager	13	N	N	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00	\$ 8,985.00	\$ 9,344.50
Deputy DA 2	13	N	N	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00	\$ 8,985.00	\$ 9,344.50
Chief Deputy Treasurer/Asst Finance Director	13	N	N	\$ 6,826.50	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00	\$ 8,985.00	\$ 9,344.50
Assistant Building Official	14	N	N	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00	\$ 8,985.00	\$ 9,344.50	\$ 9,718.50
Behavioral Health Clinician Manager	14	N	N	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00	\$ 8,985.00	\$ 9,344.50	\$ 9,718.50
Community Health Chief Financial Officer	14	N	N	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00	\$ 8,985.00	\$ 9,344.50	\$ 9,718.50
Community Health Chief Operations Officer	14	N	N	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00	\$ 8,985.00	\$ 9,344.50	\$ 9,718.50
Community Health Public Health Deputy Director	14	N	N	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00	\$ 8,985.00	\$ 9,344.50	\$ 9,718.50
Environmental Program Manager	14	N	N	\$ 7,100.00	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00	\$ 8,985.00	\$ 9,344.50	\$ 9,718.50
Building Official	15	N	N	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00	\$ 8,985.00	\$ 9,344.50	\$ 9,718.50	\$ 10,107.50
Deputy DA 3	15	N	N	\$ 7,384.00	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00	\$ 8,985.00	\$ 9,344.50	\$ 9,718.50	\$ 10,107.50
No Assigned Classifications	16	N	N	\$ 7,679.50	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00	\$ 8,985.00	\$ 9,344.50	\$ 9,718.50	\$ 10,107.50	\$ 10,512.00
Chief Deputy DA	17	N	N	\$ 7,987.00	\$ 8,306.50	\$ 8,639.00	\$ 8,985.00	\$ 9,344.50	\$ 9,718.50	\$ 10,107.50	\$ 10,512.00	\$ 10,932.50

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 (title update to DDA 3)

Chief Deputy DA Range 16 to 17

Revised and adopted by BOC 3/13/2024 retro to 7/1/2023

Revised and adopted by BOC 3/13/2024. Effective 1/1/2024 2% COLA

Revised and adopted by BOC 5/8/2024 Parks Office Manager range 4 to range 7

Revised and adopted by BOC 6/26/2024. Effective 7/1/2024 3% COLA

Revised and adopted by BOC 7/3/2024. Community Health Communications Manager range 11 and Community Health Chief Financial Officer range 15 effective 7/1/2024.

Revised and adopted by BOC 1/15/2025. Effective 1/1/2025 OPSRP

TILLAMOOK COUNTY EXECUTIVE SERVICE MONTHLY SALARY SCHEDULE (OPSRP)
FISCAL YEAR 24-25 - EFFECTIVE JANUARY 1, 2025

	Range	Union	O/T Eligible	Minimum			Steps			Maximum
TITLE				1	2	3	4	5	6	7
No Assigned Classifications	1	N	N	\$ 6,071.50	\$ 6,314.50	\$ 6,567.50	\$ 6,830.50	\$ 7,104.00	\$ 7,388.50	\$ 7,684.50
No Assigned Classifications	2	N	N	\$ 6,314.50	\$ 6,567.50	\$ 6,830.50	\$ 7,104.00	\$ 7,388.50	\$ 7,684.50	\$ 7,992.00
Facilities Maintenance Director	3	N	N	\$ 6,567.50	\$ 6,830.50	\$ 7,104.00	\$ 7,388.50	\$ 7,684.50	\$ 7,992.00	\$ 8,312.00
County Surveyor	5	N	N	\$ 7,104.00	\$ 7,388.50	\$ 7,684.50	\$ 7,992.00	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50
General Services Administrator	5	N	N	\$ 7,104.00	\$ 7,388.50	\$ 7,684.50	\$ 7,992.00	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50
No Assigned Classifications	6	N	N	\$ 7,388.50	\$ 7,684.50	\$ 7,992.00	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50
Parks Director	7	N	N	\$ 7,684.50	\$ 7,992.00	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00
Community Development Director	7	N	N	\$ 7,684.50	\$ 7,992.00	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00
Juvenile Director	7	N	N	\$ 7,684.50	\$ 7,992.00	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00
IS Operations Manager	8	N	N	\$ 7,992.00	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00	\$ 10,114.00
Library Director	8	N	N	\$ 7,992.00	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00	\$ 10,114.00
Chief of BOCC Staff	9	N	N	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00	\$ 10,114.00	\$ 10,519.00
Human Resources & Risk Management Director	9	N	N	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00	\$ 10,114.00	\$ 10,519.00
Health & Human Services Administrator	10	N	N	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00	\$ 10,114.00	\$ 10,519.00	\$ 10,940.00
Public Works Director	10	N	N	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00	\$ 10,114.00	\$ 10,519.00	\$ 10,940.00
	Range	Union	O/T Eligible	Minimum			Steps			Maximum
TITLE				1	2	3	4	5	6	7
County Counsel	1	N	N	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00	\$ 10,114.00	\$ 10,519.00	\$ 10,940.00	\$ 11,378.00

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 4 to 5

Human Resources & Risk Management Director range 8 to 9

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

Revised and adopted by BOC 6/26/2024. Effective 7/1/2024 3% COLA.

Revised and adopted by BOC 1/15/2025. Effective 1/1/2025 OPSRP

Health Provider Pay Table (OPSRP)

TABLE HP-OA		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	\$ 9,354.50	\$ 9,729.00	\$ 10,118.50	\$ 10,523.50	\$ 10,944.50	\$ 11,382.50	\$ 11,838.00	\$ 12,312.00	\$ 12,804.50
Years of Service Retention AWARD*	SPECIAL CONDITIONS APPLY TO QUALIFY FOR THIS 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).									
TABLE HP-OB		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	\$ 16,233.00	\$ 16,882.50	\$ 17,558.00	\$ 18,260.50	\$ 18,991.00	\$ 19,751.00	\$ 20,541.50	\$ 21,363.50	\$ 22,218.50
TABLE HP-OC		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	\$ 16,417.50	\$ 17,238.50	\$ 18,100.50	\$ 19,006.00	\$ 19,956.50	\$ 20,954.50	\$ 22,002.50	\$ 23,103.00	\$ 24,258.50
Years of Service Retention AWARD***	SPECIAL CONDITIONS APPLY TO QUALIFY FOR THIS 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. YOSRA is prorated based on % of FTE 2. Closed Charts Formula: % of charts closed within 48 hours - 90%									
TABLE HP-OD		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	\$ 19,628.00	\$ 20,609.50	\$ 21,640.00	\$ 22,722.00	\$ 23,858.50	\$ 25,051.50	\$ 26,304.50	\$ 27,620.00	\$ 29,001.00
Years of Service Retention AWARD*	SPECIAL CONDITIONS APPLY TO QUALIFY FOR THIS 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)		\$90-\$175 per hour	Temporary Mid-Level Provider	\$55.00-\$140 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 1/11/2023. Effective 1/1/2023 5% Market Adj.

Revised & adopted by BOC 3/13/2024 Structure, HP-B range Step 1, adjusted to be 4% between steps

Revised and adopted by BOC 3/13/2024. Effective 1/1/2024 2% COLA

Revised and adopted by BOC 6/26/2024. Effective 7/1/2024 3% COLA

Revised and adopted by BOC 1/15/2025. Effective 1/1/2025 OPSRP

TILLAMOOK COUNTY 2024-2025 PART TIME / TEMPORARY SALARY SCHEDULE (OPSRP)
FISCAL YEAR 24-25 - EFFECTIVE JANUARY 1, 2025

Table: P-O						
TITLE	Range	Union	O/T Eligible	Minimum	Mid-Point	Maximum
BOOK MENDER	4	N	N	\$ 16.72	\$ 18.43	\$ 21.34
CUSTODIAN	4	N	N	\$ 16.72	\$ 18.43	\$ 21.34
ELECTIONS CLERK	4	N	N	\$ 16.72	\$ 18.43	\$ 21.34
LIBRARY ASSISTANT 1	4	N	N	\$ 16.72	\$ 18.43	\$ 21.34
OFFICE SPECIALIST 1	4	N	N	\$ 16.72	\$ 18.43	\$ 21.34
PARK FEE COLLECTOR/COURIER	4	N	N	\$ 16.72	\$ 18.43	\$ 21.34
PARK HOST	4	N	N	\$ 16.72	\$ 18.43	\$ 21.34
PARK LABORER	4	N	N	\$ 16.72	\$ 18.43	\$ 21.34
TRANSPORTATION COORDINATOR-VETERANS SERVICES	4	N	N	\$ 16.72	\$ 18.43	\$ 21.34
VICTIM'S SPECIALIST	5	N	N	\$ 17.55	\$ 19.35	\$ 22.40
FLAGGER	5	N	N	\$ 17.55	\$ 19.35	\$ 22.40
ACCOUNTING CLERK 1	6	N	N	\$ 18.43	\$ 20.32	\$ 23.52
LIBRARY ASSISTANT 2	6	N	N	\$ 18.43	\$ 20.32	\$ 23.52
PARKING AMBASSADOR	6	N	N	\$ 18.43	\$ 20.32	\$ 23.52
RECORDS CLERK	T6	N	N	\$ 20.62	\$ 22.53	\$ 25.36
INTERPRETER	7	N	N	\$ 19.35	\$ 21.34	\$ 24.70
OFFICE SPECIALIST 2	7	N	N	\$ 19.35	\$ 21.34	\$ 24.70
SOLID WASTE OUTREACH SPECIALIST	7	N	N	\$ 19.35	\$ 21.34	\$ 24.70
MARINE CADET	8	N	N	\$ 21.23	\$ 24.18	\$ 27.10
PARK RANGER	8	N	N	\$ 21.23	\$ 24.18	\$ 27.10
ACCOUNTING CLERK 2	9	N	N	\$ 21.34	\$ 23.52	\$ 27.23
BUILDING & GROUNDS MAINTENANCE WORKER	9	N	N	\$ 21.34	\$ 23.52	\$ 27.23
LEGAL ASSISTANT 1	9	N	N	\$ 21.34	\$ 23.52	\$ 27.23
LIBRARY ASSISTANT 3	9	N	N	\$ 21.34	\$ 23.52	\$ 27.23
MEDICAL CLINIC ASSISTANT	9	N	N	\$ 21.34	\$ 23.52	\$ 27.23
SIGN TECHNICIAN	9	N	N	\$ 21.34	\$ 23.52	\$ 27.23
WIC PROGRAM ASSISTANT	9	N	N	\$ 21.34	\$ 23.52	\$ 27.23
LAW ENFORCEMENT TECH/CODE ENFORCEMENT	T10	N	N	\$ 25.22	\$ 27.56	\$ 31.01
ACCOUNTING TECHNICIAN	11	N	N	\$ 23.52	\$ 25.93	\$ 30.02
CONFLICT SOLUTIONS COORDINATOR	11	N	N	\$ 23.52	\$ 25.93	\$ 30.02
GRANT COMPLIANCE ASSISTANT	11	N	N	\$ 23.52	\$ 25.93	\$ 30.02
LEGAL ASSISTANT 2	11	N	N	\$ 23.52	\$ 25.93	\$ 30.02
MOBILE CLINIC DRIVER	11	N	N	\$ 23.52	\$ 25.93	\$ 30.02
PARK MAINTENANCE & OPERATIONS TECHNICIAN 2	11	N	N	\$ 23.52	\$ 25.93	\$ 30.02
MECHANIC 1	12	N	N	\$ 24.70	\$ 27.23	\$ 31.52
PARK ORDINANCE ENFORCEMENT OFFICER - ARMED	12	N	N	\$ 24.70	\$ 27.23	\$ 31.52
SENIOR PERMIT TECHNICIAN	12	N	N	\$ 24.70	\$ 27.23	\$ 31.52
ENVIRONMENTAL HEALTH SPECIALIST 1	13	N	N	\$ 25.93	\$ 27.56	\$ 31.01
PROGRAM COORDINATOR	13	N	N	\$ 25.93	\$ 27.56	\$ 31.01
BUILDING INSPECTOR 1	14	N	N	\$ 27.23	\$ 30.02	\$ 34.76
ENVIRONMENTAL HEALTH SPECIALIST 2	15	N	N	\$ 28.59	\$ 31.52	\$ 36.49
CRIMINAL/CORRECTIONS/MARINE/P & P DEPUTY	T15	N	N	\$ 30.50	\$ 34.33	\$ 39.80
ENGINEERING TECHNICIAN 2	16	N	N	\$ 30.02	\$ 33.10	\$ 38.32

LIBRARIAN	16	N	N	\$ 30.02	\$ 33.10	\$ 38.32
BUILDING INSPECTOR 2	17	N	N	\$ 31.52	\$ 34.76	\$ 40.23
HHS ADMIN SPECIALIST	17	N	N	\$ 31.52	\$ 34.76	\$ 40.23
REGISTERED NURSE 1	18	N	N	\$ 33.10	\$ 36.49	\$ 42.25
REGISTERED NURSE 2	19	N	N	\$ 34.75	\$ 38.32	\$ 44.36
ACCOUNTING MANAGER	N19	N	N	\$ 33.66	\$ 37.85	\$ 46.04
BUILDING INSPECTOR 3	20	N	N	\$ 36.49	\$ 40.23	\$ 46.58
ELECTRICAL INSPECTOR	20	N	N	\$ 36.49	\$ 40.23	\$ 46.58
REGISTERED NURSE 3	20	N	N	\$ 36.49	\$ 40.23	\$ 46.58
COMMUNITY HEALTH DENTAL MANAGER	N21	N	N	\$ 37.53	\$ 42.23	\$ 51.39
PROJECT MANAGER	N22	N	N	\$ 25.83	\$ 43.59	\$ 61.34
RETIRED/REHIRED 150 DEPT HEAD	E23	N	N	\$ 35.37	\$ 49.58	\$ 63.78

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 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 3/13/2024 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

Structure Adjustment - Community Health Dental Manager Range 19 to N21

Revised and adopted by BOC 3/13/2024. Effective 1/1/2024 2% COLA.

Revised and adopted by BOC 6/26/2024. Effective 7/1/2024 3% COLA (title change from Park Ordinance Enforcement Officer to Park Ranger

Revised and adopted Proposed by BOC 9/11/2024. Effective 7/1/2024 10% market adjustment for Teamster positions.

Revised and adopted by BOC 1/15/2025. Effective 1/1/2025 OPSRP

TILLAMOOK COUNTY NON-REPRESENTED/NON-EXEMPT SALARY SCHEDULE (OPSRP)
FISCAL YEAR 24-25 - EFFECTIVE JANUARY 1, 2025

Non-Exempt	Range	Union	O/T Eligible									
Table: NRNE-O				Minimum				Steps				Maximum
TITLE				1	2	3	4	5	6	7	8	9
Human Resources Assistant	1	N	Y	\$ 24.58	\$ 25.57	\$ 26.59	\$ 27.65	\$ 28.76	\$ 29.91	\$ 31.10	\$ 32.35	\$ 33.64
Secretary	1	N	Y	\$ 24.58	\$ 25.57	\$ 26.59	\$ 27.65	\$ 28.76	\$ 29.91	\$ 31.10	\$ 32.35	\$ 33.64
Legal Secretary	2	N	Y	\$ 25.56	\$ 26.59	\$ 27.65	\$ 28.76	\$ 29.91	\$ 31.10	\$ 32.35	\$ 33.64	\$ 34.99
Sheriff Office Manager	2	N	Y	\$ 25.56	\$ 26.59	\$ 27.65	\$ 28.76	\$ 29.91	\$ 31.10	\$ 32.35	\$ 33.64	\$ 34.99
Kitchen Supervisor	2	N	Y	\$ 25.56	\$ 26.59	\$ 27.65	\$ 28.76	\$ 29.91	\$ 31.10	\$ 32.35	\$ 33.64	\$ 34.99
Civil Program Manager	3	N	Y	\$ 26.58	\$ 27.65	\$ 28.76	\$ 29.91	\$ 31.10	\$ 32.35	\$ 33.64	\$ 34.99	\$ 36.39
Executive Assistant	4	N	Y	\$ 27.65	\$ 28.76	\$ 29.91	\$ 31.10	\$ 32.35	\$ 33.64	\$ 34.99	\$ 36.39	\$ 37.84
Human Resources Technician	4	N	Y	\$ 27.65	\$ 28.76	\$ 29.91	\$ 31.10	\$ 32.35	\$ 33.64	\$ 34.99	\$ 36.39	\$ 37.84
Administrative Analyst	5	N	Y	\$ 28.75	\$ 29.91	\$ 31.10	\$ 32.35	\$ 33.64	\$ 34.99	\$ 36.39	\$ 37.84	\$ 39.36
Human Resource Coordinator	7	N	Y	\$ 31.10	\$ 32.35	\$ 33.64	\$ 34.99	\$ 36.39	\$ 37.84	\$ 39.36	\$ 40.93	\$ 42.57
Payroll Specialist	7	N	Y	\$ 31.10	\$ 32.35	\$ 33.64	\$ 34.99	\$ 36.39	\$ 37.84	\$ 39.36	\$ 40.93	\$ 42.57

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.

Revised and adopted by BOC 6/26/2024. Effective 7/1/2024 3% COLA.

Revised and adopted by BOC 1/15/2025. Effective 1/1/2025 OPSRP

TILLAMOOK COUNTY EXECUTIVE SERVICE MONTHLY SALARY SCHEDULE (OPSRP)
FISCAL YEAR 24-25 - EFFECTIVE JANUARY 1, 2025

	Range	Union	O/T Eligible	Minimum			Steps			Maximum
TITLE				1	2	3	4	5	6	7
No Assigned Classifications	1	N	N	\$ 6,071.50	\$ 6,314.50	\$ 6,567.50	\$ 6,830.50	\$ 7,104.00	\$ 7,388.50	\$ 7,684.50
No Assigned Classifications	2	N	N	\$ 6,314.50	\$ 6,567.50	\$ 6,830.50	\$ 7,104.00	\$ 7,388.50	\$ 7,684.50	\$ 7,992.00
Facilities Maintenance Director	3	N	N	\$ 6,567.50	\$ 6,830.50	\$ 7,104.00	\$ 7,388.50	\$ 7,684.50	\$ 7,992.00	\$ 8,312.00
County Surveyor	5	N	N	\$ 7,104.00	\$ 7,388.50	\$ 7,684.50	\$ 7,992.00	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50
General Services Administrator	5	N	N	\$ 7,104.00	\$ 7,388.50	\$ 7,684.50	\$ 7,992.00	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50
No Assigned Classifications	6	N	N	\$ 7,388.50	\$ 7,684.50	\$ 7,992.00	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50
Parks Director	7	N	N	\$ 7,684.50	\$ 7,992.00	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00
Community Development Director	7	N	N	\$ 7,684.50	\$ 7,992.00	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00
Juvenile Director	7	N	N	\$ 7,684.50	\$ 7,992.00	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00
IS Operations Manager	8	N	N	\$ 7,992.00	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00	\$ 10,114.00
Library Director	8	N	N	\$ 7,992.00	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00	\$ 10,114.00
Chief of BOCC Staff	9	N	N	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00	\$ 10,114.00	\$ 10,519.00
Human Resources & Risk Management Director	9	N	N	\$ 8,312.00	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00	\$ 10,114.00	\$ 10,519.00
Health & Human Services Administrator	10	N	N	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00	\$ 10,114.00	\$ 10,519.00	\$ 10,940.00
Public Works Director	10	N	N	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00	\$ 10,114.00	\$ 10,519.00	\$ 10,940.00
No Assigned Classifications	11	N	N	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00	\$ 10,114.00	\$ 10,519.00	\$ 10,940.00	\$ 11,378.00
Chief Administrative Officer	12	N	N	\$ 9,350.50	\$ 9,725.00	\$ 10,114.00	\$ 10,519.00	\$ 10,940.00	\$ 11,378.00	\$ 11,833.50
	Range	Union	O/T Eligible	Minimum			Steps			Maximum
TITLE				1	2	3	4	5	6	7
County Counsel	1	N	N	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00	\$ 10,114.00	\$ 10,519.00	\$ 10,940.00	\$ 11,378.00

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 4 to 5

Human Resources & Risk Management Director range 8 to 9

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

Revised and adopted by BOC 6/26/2024, Effective 7/1/2024 3% COLA.

Revised and adopted by BOC 1/15/2025. Effective 1/1/2025 OPSRP

**TILLAMOOK COUNTY NON-REPRESENTED/NON-EXEMPT SALARY SCHEDULE
FISCAL YEAR 24-25 - EFFECTIVE JANUARY 1, 2025**

Non-Exempt	Range	Union	O/T Eligible									
Table: NRNE				Minimum				Steps				Maximum
TITLE				1	2	3	4	5	6	7	8	9
Human Resources Assistant	1	N	Y	\$ 23.19	\$ 24.11	\$ 25.08	\$ 26.08	\$ 27.12	\$ 28.21	\$ 29.34	\$ 30.51	\$ 31.73
Secretary	1	N	Y	\$ 23.19	\$ 24.11	\$ 25.08	\$ 26.08	\$ 27.12	\$ 28.21	\$ 29.34	\$ 30.51	\$ 31.73
Legal Secretary	2	N	Y	\$ 24.11	\$ 25.08	\$ 26.08	\$ 27.12	\$ 28.21	\$ 29.34	\$ 30.51	\$ 31.73	\$ 33.00
Sheriff Office Manager	2	N	Y	\$ 24.11	\$ 25.08	\$ 26.08	\$ 27.12	\$ 28.21	\$ 29.34	\$ 30.51	\$ 31.73	\$ 33.00
Kitchen Supervisor	2	N	Y	\$ 24.11	\$ 25.08	\$ 26.08	\$ 27.12	\$ 28.21	\$ 29.34	\$ 30.51	\$ 31.73	\$ 33.00
Civil Program Manager	3	N	Y	\$ 25.08	\$ 26.08	\$ 27.12	\$ 28.21	\$ 29.34	\$ 30.51	\$ 31.73	\$ 33.00	\$ 34.32
Executive Assistant	4	N	Y	\$ 26.08	\$ 27.12	\$ 28.21	\$ 29.34	\$ 30.51	\$ 31.73	\$ 33.00	\$ 34.32	\$ 35.69
Human Resources Technician	4	N	Y	\$ 26.08	\$ 27.12	\$ 28.21	\$ 29.34	\$ 30.51	\$ 31.73	\$ 33.00	\$ 34.32	\$ 35.69
Administrative Analyst	5	N	Y	\$ 27.12	\$ 28.21	\$ 29.34	\$ 30.51	\$ 31.73	\$ 33.00	\$ 34.32	\$ 35.69	\$ 37.12
Human Resource Coordinator	7	N	Y	\$ 29.34	\$ 30.51	\$ 31.73	\$ 33.00	\$ 34.32	\$ 35.69	\$ 37.12	\$ 38.61	\$ 40.15
Payroll Specialist	7	N	Y	\$ 29.34	\$ 30.51	\$ 31.73	\$ 33.00	\$ 34.32	\$ 35.69	\$ 37.12	\$ 38.61	\$ 40.15

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.

Revised and adopted by BOC 6/26/2024. Effective 7/1/2024 3% COLA.

Revised and adopted by BOC 1/15/2025. Effective 1/1/2025 OPSRP

TILLAMOOK COUNTY EXECUTIVE SERVICE MONTHLY SALARY SCHEDULE
FISCAL YEAR 24-25 - EFFECTIVE OCTOBER 9, 2024

Table: ES	Range	Union	O/T Eligible	Minimum			Steps			Maximum
TITLE				1	2	3	4	5	6	7
No Assigned Classifications	1	N	N	\$ 5,728.00	\$ 5,957.00	\$ 6,195.00	\$ 6,443.00	\$ 6,701.00	\$ 6,969.00	\$ 7,248.00
No Assigned Classifications	2	N	N	\$ 5,957.00	\$ 6,195.00	\$ 6,443.00	\$ 6,701.00	\$ 6,969.00	\$ 7,248.00	\$ 7,538.00
Facilities Maintenance Director	3	N	N	\$ 6,195.00	\$ 6,443.00	\$ 6,701.00	\$ 6,969.00	\$ 7,248.00	\$ 7,538.00	\$ 7,840.00
County Surveyor	5	N	N	\$ 6,701.00	\$ 6,969.00	\$ 7,248.00	\$ 7,538.00	\$ 7,840.00	\$ 8,154.00	\$ 8,480.00
General Services Administrator	5	N	N	\$ 6,701.00	\$ 6,969.00	\$ 7,248.00	\$ 7,538.00	\$ 7,840.00	\$ 8,154.00	\$ 8,480.00
No Assigned Classifications	6	N	N	\$ 6,969.00	\$ 7,248.00	\$ 7,538.00	\$ 7,840.00	\$ 8,154.00	\$ 8,480.00	\$ 8,819.00
Parks Director	7	N	N	\$ 7,248.00	\$ 7,538.00	\$ 7,840.00	\$ 8,154.00	\$ 8,480.00	\$ 8,819.00	\$ 9,172.00
Community Development Director	7	N	N	\$ 7,248.00	\$ 7,538.00	\$ 7,840.00	\$ 8,154.00	\$ 8,480.00	\$ 8,819.00	\$ 9,172.00
Juvenile Director	7	N	N	\$ 7,248.00	\$ 7,538.00	\$ 7,840.00	\$ 8,154.00	\$ 8,480.00	\$ 8,819.00	\$ 9,172.00
IS Operations Manager	8	N	N	\$ 7,538.00	\$ 7,840.00	\$ 8,154.00	\$ 8,480.00	\$ 8,819.00	\$ 9,172.00	\$ 9,539.00
Library Director	8	N	N	\$ 7,538.00	\$ 7,840.00	\$ 8,154.00	\$ 8,480.00	\$ 8,819.00	\$ 9,172.00	\$ 9,539.00
Chief of BOCC Staff	9	N	N	\$ 7,840.00	\$ 8,154.00	\$ 8,480.00	\$ 8,819.00	\$ 9,172.00	\$ 9,539.00	\$ 9,921.00
Human Resources & Risk Management Director	9	N	N	\$ 7,840.00	\$ 8,154.00	\$ 8,480.00	\$ 8,819.00	\$ 9,172.00	\$ 9,539.00	\$ 9,921.00
Health & Human Services Administrator	10	N	N	\$ 8,154.00	\$ 8,480.00	\$ 8,819.00	\$ 9,172.00	\$ 9,539.00	\$ 9,921.00	\$ 10,318.00
Public Works Director	10	N	N	\$ 8,154.00	\$ 8,480.00	\$ 8,819.00	\$ 9,172.00	\$ 9,539.00	\$ 9,921.00	\$ 10,318.00
No Assigned Classifications	11	N	N	\$ 8,480.00	\$ 8,819.00	\$ 9,172.00	\$ 9,539.00	\$ 9,921.00	\$ 10,318.00	\$ 10,731.00
Chief Administrative Officer	12	N	N	\$ 8,819.00	\$ 9,172.00	\$ 9,539.00	\$ 9,921.00	\$ 10,318.00	\$ 10,731.00	\$ 11,160.00
Table: CC	Range	Union	O/T Eligible	Minimum			Steps			Maximum
TITLE				1	2	3	4	5	6	7
County Counsel	1	N	N	\$ 14,512.00	\$ 15,092.00	\$ 15,696.00	\$ 16,324.00	\$ 16,977.00	\$ 17,656.00	\$ 18,362.00

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 4 to 5

Human Resources & Risk Management Director range 8 to 9

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

Revised and adopted by BOC 6/26/2024. Effective 7/1/2024 3% COLA.

Revised and adopted by BOC 1/15/2025. Effective 1/1/2025 OPSRP