



TILLAMOOK COUNTY BOARD OF COMMISSIONERS

Erin Skaar - Paul Fournier - Mary Faith Bell

BOARD MEETING Wednesday, July 23, 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 - 2025-07-23 BOCC MEETING AUDIO.MP4

CALL TO ORDER – July 23, 2025 9:00 a.m.

1. Welcome & Request to Sign Guest List
01:50
2. Pledge of Allegiance
01:56
3. Public Comment: There were none.
02:17
4. Non-Agenda Items: There were none.
02:20

LEGISLATIVE - ADMINISTRATIVE

5. Consideration of a Resolution in the Matter of Proclaiming August 31, 2025 as "Overdose Awareness Day" in Tillamook County, Oregon/Austin Close, Public Health Program Representative, Health and Human Services
02:22

A motion was made by Commissioner Bell and seconded by Vice-Chair Fournier. The motion passed with three aye votes. The Board signed #R25-011.

6. Consideration of the Adoption of an Updated Non-Represented/Exempt Pay Table effective August 1, 2025/Shawn Blanchard, Treasurer
08:52

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

7. Consideration of the Adoption of an Updated Executive Service Pay Table effective August 1, 2025/Shawn Blanchard, Treasurer
22:31

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

8. Consideration of a Personnel Requisition for a New, Regular Full-Time IT Specialist 5 (Analyst Programmer) in the Information Services Department/Rachel Hagerty, Chief Administrative Officer
22:58

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

9. Consideration of an Order in the Matter of a Notice of Intent to Award a Contract for Goods for the Modular Panel Bridge Project/Chris Laity, Public Works Director
23:20

A motion was made by Commissioner Bell and seconded by Vice-Chair Fournier. The motion passed with three aye votes. The Board signed Order #25-044.

10. Consideration of an Order in the Matter of a Notice of Intent to Award a Personal Services Contract for Household Hazardous Waste, Conditionally Exempt Generator Waste, and Agricultural Pesticide Waste Management Services/Justin Weiss, Solid Waste Program Manager
30:45

A motion was made by Commissioner Bell and seconded by Vice-Chair Fournier. The motion passed with three aye votes. The Board signed Order #25-045.

11. Consideration of a Framework Agreement with OCLC, Inc. for Library Cataloging and Metadata Subscription Services/Don Allgeier, Library Director
35:39

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.

12. Consideration of a Personal Service Agreement with Discount Cell, LLC for Semtech Airlink Modems and Software Licensing Maintenance and Support/Jeff Underwood, Operations Manager, Information Services
40:15

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

13. Consideration of an Order in the Matter of the Appointment of Members to the Tillamook County Fair Board/Commissioner Mary Faith Bell
44:29

A motion was made by Commissioner Bell and seconded by Vice-Chair Fournier. The motion passed with three aye votes. The Board signed Order #25-046.

14. Consideration of Transient Lodging Tax Grant Agreement #2025-P-2 with the Salmonberry Trail Foundation for Organizational Capacity - Year 5 Project/Commissioner Erin Skaar
46:24

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

15. Consideration of Participation in a Nationwide Opioid Settlement Agreement/Joel Stevens, County Counsel
51:21

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

16. Consideration of Change Order #1 to Non-Prevailing Wage Rate Contract for Construction with EC Electric Company for the Tennis Court Interior Lighting Upgrade Project/Isabel Gilda, Administrative Analyst
1:03:00

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.

17. Consideration of a Title III Grant Agreement with the Tillamook County Sheriff's Office for the Search and Rescue Incident Command Trailer Project/Isabel Gilda, Administrative Analyst
1:10:24

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

18. Consideration of Modification #1 to Personal Services Agreement with Prothman Company for Sourcing and Outreach Services/Rachel Hagerty, Chief Administrative Officer
1:14:09

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.

19. Board Concerns
1:15:08

Dr. Betlinski's Retirement Party/Commissioner Mary Faith Bell

OTHER MEETINGS AND ANNOUNCEMENTS

1:15:48

The Local Public Safety Coordinating Council teleconference will be held **Monday, July 21, 2025 at 12:00 p.m.** The meeting will be held in the Board of Commissioners' Meeting Room 106 in the Tillamook County Courthouse, 201 Laurel Avenue, Tillamook. The teleconference number is 1-971-254-3149, Conference ID: 155 858 952.

The Commissioners will attend a Tillamook Lightwave meeting on **Tuesday, July 22, 2025 at 9:30 a.m.** The meeting will be held at the Tillamook PUD in the Carl Rawe Meeting Room, Tillamook.

The Commissioners will hold an executive session on **Tuesday, July 22, 2025 at 3:00 p.m.** pursuant to ORS 109.660(2)(i), to conduct a performance evaluation. The executive session will be held in the Board of Commissioners' Meeting Room 106, 201 Laurel Avenue, Tillamook. The executive session is not open to the public.

The Commissioners will attend a public hearing regarding County Land Use Ordinance middle housing code updates on **Wednesday, July 23, 2025 at 5:30 p.m.** at the Port of Tillamook Bay conference room, 4000 Blimp Boulevard, Tillamook. The teleconference number for this public hearing is 1-971-254-3149, Conference ID: 887 242 77#.

Chair Skaar recessed the meeting at 10:16 a.m. to go into executive session pursuant to ORS 192.660(2)(h).

Chair Skaar reconvened the meeting at 10:37 a.m.

ADJOURN – 10:37 a.m.

Wednesday, July 23, 2025

PLEASE PRINT

Item of Interest

Overdose Awareness Day

(Please use reverse if necessary)

TILLAMOOK COUNTY BOARD OF COMMISSIONERS' MEETING

WEDNESDAY, JULY 23, 2024

PUBLIC COMMENT SIGN-IN SHEET

PLEASE PRINT

[illegible]

TILLAMOOK COUNTY NON-REPRESENTED/EXEMPT SALARY 2025-2026 SALARY SCHEDULE												
EFFECTIVE AUGUST 1, 2025												
Exempt												
Table: NRE	Range	Union	O/T Elig	Minimum				Steps				Maximum
TITLE				1	2	3	4	5	6	7	8	9
No Assigned Classifications	3	N	N	\$ 4,349.00	\$ 4,523.00	\$ 4,704.00	\$ 4,892.00	\$ 5,088.00	\$ 5,292.00	\$ 5,504.00	\$ 5,724.00	\$ 5,953.00
SW Transfer Station Supervisor	4	N	N	\$ 4,523.00	\$ 4,704.00	\$ 4,892.00	\$ 5,088.00	\$ 5,292.00	\$ 5,504.00	\$ 5,724.00	\$ 5,953.00	\$ 6,191.00
Facilities Supervisor	4	N	N	\$ 4,523.00	\$ 4,704.00	\$ 4,892.00	\$ 5,088.00	\$ 5,292.00	\$ 5,504.00	\$ 5,724.00	\$ 5,953.00	\$ 6,191.00
Community Health Office Supervisor	5	N	N	\$ 4,704.00	\$ 4,892.00	\$ 5,088.00	\$ 5,292.00	\$ 5,504.00	\$ 5,724.00	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00
Veteran's Service Officer	5	N	N	\$ 4,704.00	\$ 4,892.00	\$ 5,088.00	\$ 5,292.00	\$ 5,504.00	\$ 5,724.00	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00
Justice Court Administrator	6	N	N	\$ 4,892.00	\$ 5,088.00	\$ 5,292.00	\$ 5,504.00	\$ 5,724.00	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00
District Attorney's Office Manager	7	N	N	\$ 5,088.00	\$ 5,292.00	\$ 5,504.00	\$ 5,724.00	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00
Parks Office Manager	7	N	N	\$ 5,088.00	\$ 5,292.00	\$ 5,504.00	\$ 5,724.00	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00
Chief Deputy Clerk	8	N	N	\$ 5,292.00	\$ 5,504.00	\$ 5,724.00	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00
Chief Deputy of Assessment & Taxation	8	N	N	\$ 5,292.00	\$ 5,504.00	\$ 5,724.00	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00
Human Resources Generalist	8	N	N	\$ 5,292.00	\$ 5,504.00	\$ 5,724.00	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00
Public Works Shop Supervisor	8	N	N	\$ 5,292.00	\$ 5,504.00	\$ 5,724.00	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00
Road District Supervisor	8	N	N	\$ 5,292.00	\$ 5,504.00	\$ 5,724.00	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00
Accounting Manager	9	N	N	\$ 5,504.00	\$ 5,724.00	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00
Emergency Management Director	9	N	N	\$ 5,504.00	\$ 5,724.00	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00
Library Manager	9	N	N	\$ 5,504.00	\$ 5,724.00	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00
Chief Appraiser	10	N	N	\$ 5,724.00	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00
Solid Waste Program Manager	10	N	N	\$ 5,724.00	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00
Chief MedicoLegal Death Investigator	11	N	N	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00
Community Health Clinic Manager	11	N	N	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00
Community Health Communications Manager	11	N	N	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00
Community Health Dental Manager	11	N	N	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00
Community Health Program Manager	11	N	N	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00
Environmental Health Program Manager	11	N	N	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00
Deputy DA 1	11	N	N	\$ 5,953.00	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00
Human Resource Analyst	12	N	N	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00	\$ 8,474.00
IS Operations Manager	12	N	N	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00	\$ 8,474.00
Engineering Project Manager	12	N	N	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00	\$ 8,474.00
Operations Superintendent	12	N	N	\$ 6,191.00	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00	\$ 8,474.00
Behavioral Health Clinician Assistant Manager	13	N	N	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00	\$ 8,474.00	\$ 8,813.00
Deputy DA 2	13	N	N	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00	\$ 8,474.00	\$ 8,813.00
Chief Deputy Treasurer/Asst Finance Director	13	N	N	\$ 6,439.00	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00	\$ 8,474.00	\$ 8,813.00
Assistant Building Official	14	N	N	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00	\$ 8,474.00	\$ 8,813.00	\$ 9,166.00
Behavioral Health Clinician Manager	14	N	N	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00	\$ 8,474.00	\$ 8,813.00	\$ 9,166.00
Community Health Chief Financial Officer	14	N	N	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00	\$ 8,474.00	\$ 8,813.00	\$ 9,166.00
Community Health Chief Operations Officer	14	N	N	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00	\$ 8,474.00	\$ 8,813.00	\$ 9,166.00
Community Heath Public Health Deputy Director	14	N	N	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00	\$ 8,474.00	\$ 8,813.00	\$ 9,166.00
Environmental Program Manager	14	N	N	\$ 6,697.00	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00	\$ 8,474.00	\$ 8,813.00	\$ 9,166.00
Building Official	15	N	N	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00	\$ 8,474.00	\$ 8,813.00	\$ 9,166.00	\$ 9,533.00
Deputy DA 3	15	N	N	\$ 6,965.00	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00	\$ 8,474.00	\$ 8,813.00	\$ 9,166.00	\$ 9,533.00
No Assigned Classifications	16	N	N	\$ 7,244.00	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00	\$ 8,474.00	\$ 8,813.00	\$ 9,166.00	\$ 9,533.00	\$ 9,914.00
Chief Deputy DA	17	N	N	\$ 7,534.00	\$ 7,835.00	\$ 8,148.00	\$ 8,474.00	\$ 8,813.00	\$ 9,166.00	\$ 9,533.00	\$ 9,914.00	\$ 10,311.00

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 (title update to ODA 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 2/12/25, Chief MedicoLegal Death Investigator added range 11

Revised and adopted by BOC 3/5/25, Public Works Shop Supervisor added range 8

Revised and adopted by BOC 7/23/2025. Effective 8/1/2025. Add IS Operations Manager to range 12.

TILLAMOOK COUNTY NON-REPRESENTED/EXEMPT SALARY 2025-2026 SALARY SCHEDULE (OPSRP)
EFFECTIVE AUGUST 1, 2025

Exempt	Range	Union	O/T Elig	Minimum					Steps				Maximum
Table: NRE-O				1	2	3	4	5	6	7	8	9	
TITLE													
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	
Public Works Shop 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	
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	
Chief Medicolegal Death Investigator	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 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	
IS Operations 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	
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 2/12/25, Chief Medicolegal Death Investigator added range 11

Revised and adopted by BOC 3/5/25, Public Works Shop Supervisor added range 8

Revised and adopted by BOC 7/23/2025. Effective 8/1/2025. Add IS Operations Manager to range 12.

TILLAMOOK COUNTY EXECUTIVE SERVICE MONTHLY SALARY SCHEDULE
FISCAL YEAR 25-26 - EFFECTIVE AUGUST 1, 2025

	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 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
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

	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 7/23/2025. Effective 8/1/2025. IS Operations Manager title to IS Director

TILLAMOOK COUNTY EXECUTIVE SERVICE MONTHLY SALARY SCHEDULE (OPSRP)
FISCAL YEAR 25-26 - EFFECTIVE AUGUST 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 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
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)

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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 1/08/2025. Effective 1/1/2025 OPSRP

Revised and adopted by BOC 7/23/2025. Effective 8/1/2025. IS Operations Manager title to IS Director