



TILLAMOOK COUNTY BOARD OF COMMISSIONERS

Erin Skaar - Paul Fournier - Mary Faith Bell

BOARD MEETING

Wednesday, November 26, 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 - 2025-11-26 BOCC MEETING AUDIO.MP4

CALL TO ORDER – November 26, 2025 9:01 a.m.

1. [Welcome & Request to Sign Guest List](#)
02:12

2. [Pledge of Allegiance](#)
02:13

3. [Public Comment](#)
02:45

[Appreciative of Letter to Secretary of Homeland Security/April Bailey](#)

4. [Non-Agenda Items: There are two non-agenda items that will be taken after Agenda Item #9/Commissioner Erin Skaar](#)
05:30

PRESENTATIONS AND REPORTS

5. [Nehalem Bay Watershed Council Annual Report/Zac Mallon, Director, Nehalem Bay Watershed Council](#)
11:59

AGENDA ITEM TAKEN OUT OF ORDER

LEGISLATIVE - ADMINISTRATIVE

6. [Consideration of Modification #1 to Personal Services Agreement #6615 with Trupp, HR Inc. for Leave Administration Services/Makenzi Weir, Human Resources Technician](#)
07:56

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.

7. Consideration of a Correction to the Fourth Amendment to Oregon Health Authority 2025-2027 Intergovernmental Agreement #185828 for the Financing of Public Health Services/Marlene Putman, Administrator, Health and Human Services

10:04

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

8. Consideration of a Contract for Goods with FMI Equipment for the Purchase of an ILF Aspen Mower/Chris Laity, Public Works Director

29:26

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

9. Consideration of a Professional Services Agreement with Great West Engineering for the Pacific City Transfer Station Improvements Phase #2 Project/Justin Weiss, Solid Waste Program Manager

37:38

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.

UNSCHEDULED: Consideration of a Letter to Secretary of Homeland Security Kristi Noem in Opposition of the Proposed Relocation of the Coast Guard MH-65 Dolphin Helicopter from Newport, Oregon/Commissioner Erin Skaar

45:36

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

UNSCHEDULED: Consideration of Modification #2 to Personal Services Agreement #6654 with Trupp HR, Inc. for a Compensation and Pay Equity Study/Rachel Hagerty, Chief Administrative Officer

52:43

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.

10. Consideration of Revised Non-Represented/Exempt and Executive Service Pay Tables for Fiscal Year 2025-2026/Rachel Hagerty, Chief Administrative Officer

59:19

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.

11. Consideration of a Personnel Requisition for a New Regular Full-Time Director of Financial Services in the Board of Commissioners' Office/Rachel Hagerty, Chief Administrative Officer

01:15:20

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

12. Board Concerns: There were none.

01:15:50

OTHER MEETINGS AND ANNOUNCEMENTS

01:16:15

The Commissioners will attend a quarterly financial work session on **Monday, November 24, 2025** at **10:30 a.m.** The work session 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: 866 914 607#.

The Commissioners will attend an executive session on **Monday, November 24, 2025** at **1:00 p.m.** pursuant to ORS 192.660(2)(i), to conduct a performance evaluation. The executive session will be held in the Board of Commissioners' Meeting Room 106 in the Tillamook County Courthouse, 201 Laurel Avenue, Tillamook. The executive session is not open to the public.

The Commissioners will attend a Tillamook Lightwave meeting on **Tuesday, November 25, 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 a Board Briefing on **Wednesday, November 26, 2025** at **2:00 p.m.** to discuss weekly Commissioner updates. The meeting will be held in the Board of Commissioners' Meeting Room 106 in the Tillamook County Courthouse, 201 Laurel Avenue, Tillamook. The teleconference number is: 1-971-254-3149, Conference ID: 866 914 607#.

Thanksgiving 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 will be **CLOSED** on **Thursday, November 27, 2025** and **Friday, November 28, 2025**. The Oregon State Circuit Court will be **CLOSED** on **Thursday, November 27, 2025**. Circuit Court will operate remotely on **Friday, November 28, 2025** and will also be available by phone.

The Commissioners will attend an executive session on **Tuesday, December 2, 2025** at **11:00 a.m.** pursuant to ORS 192.660(2)(i), to conduct a performance evaluation. The executive session will be held in the Board of Commissioners' Meeting Room 106 in the Tillamook County Courthouse, 201 Laurel Avenue, Tillamook. The executive session is not open to the public.

The Commissioners will attend a public hearing on **Wednesday, December 3, 2025** at **5:30 p.m.** regarding a series of legislative text amendments for residential and commercial zones of the Neahkahnie Community, including County Land Use Ordinance middle housing code updates. The hearing will be held 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#.

Commissioner Skaar recessed the meeting at 10:19 a.m. to go into executive session pursuant to ORS 192.660(2)(e).

Commissioner Skaar reconvened the meeting at 10:35 a.m.

ADJOURN – 10:35 a.m.

Wednesday, November 26, 2025

PLEASE PRINT

Item of Interest

Brandi Pierson brandi.pierson@tillamookcounty.gov Rachel Hagerty (here with)
Isabel Gilda agenda

(Please use reverse if necessary)



**NEW ALEM BAY
WATERSHED
COUNCIL**

2024

YEAR

IN

REVIEW





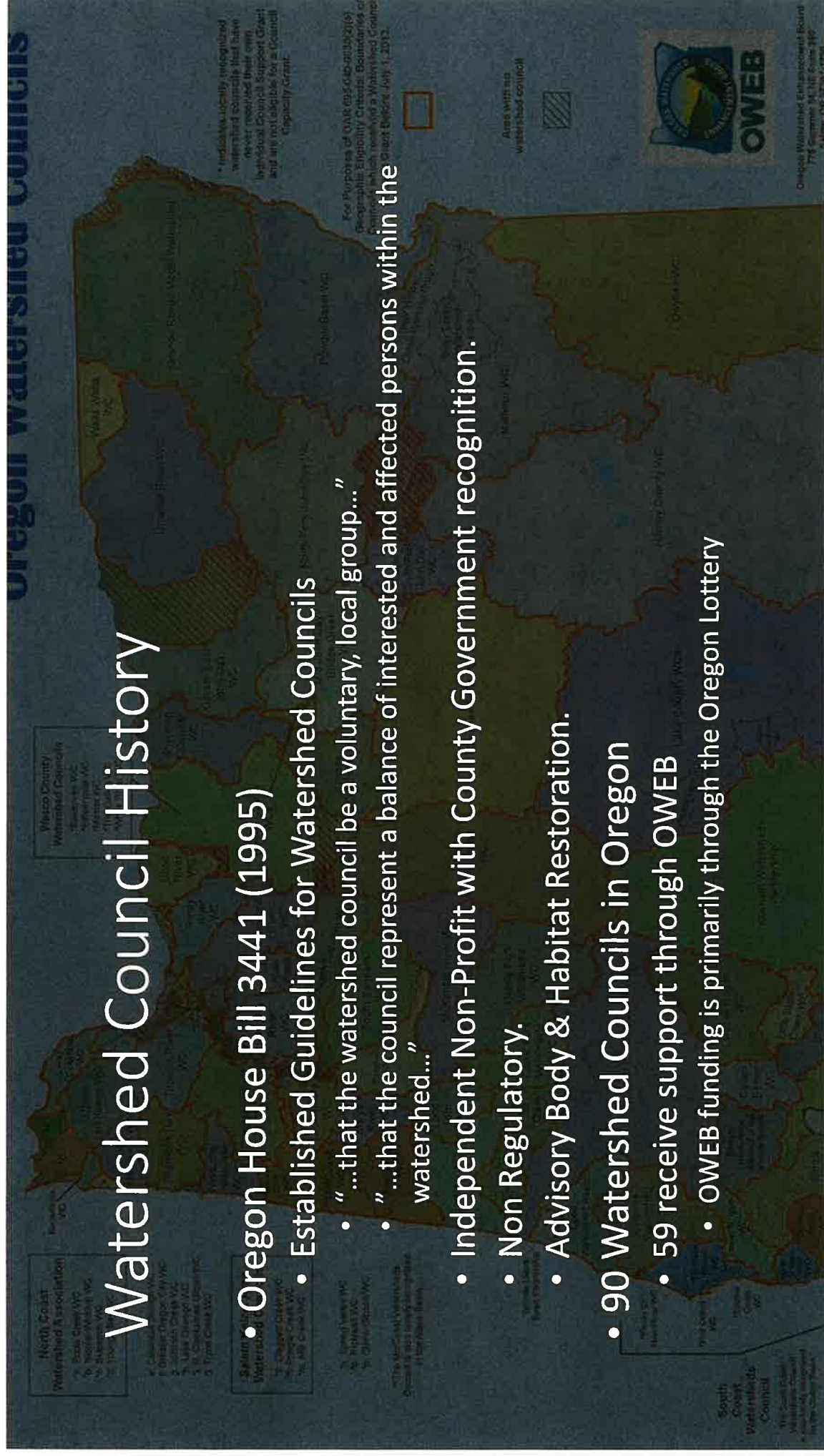
Who's the Nehalem Bay Watershed Council?

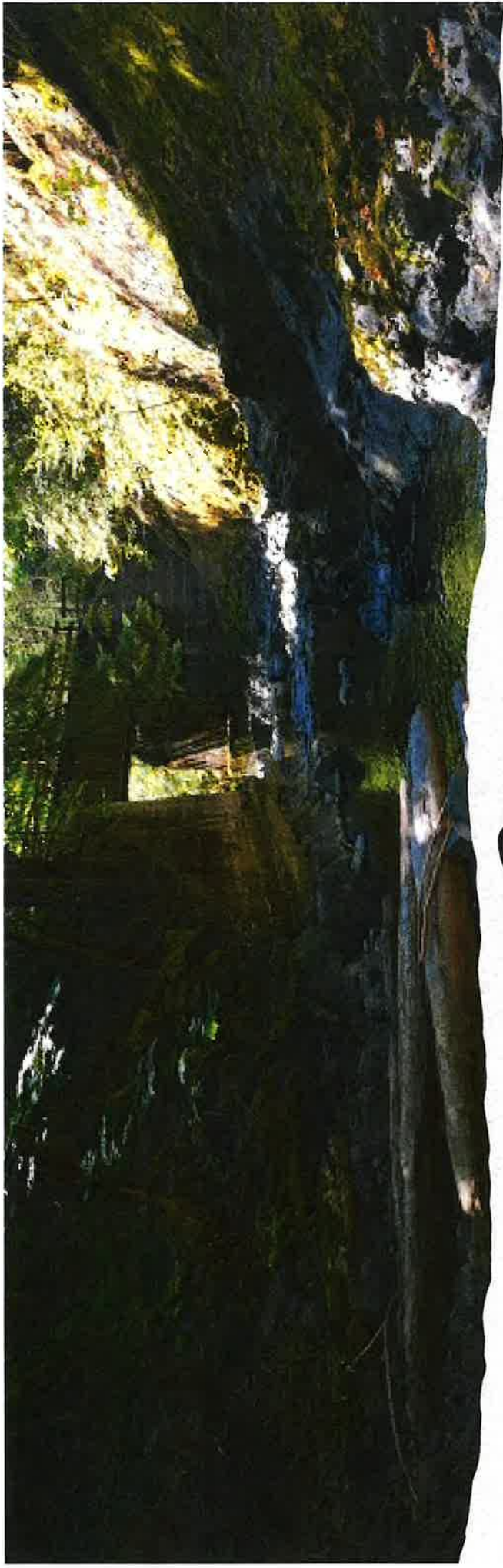
www.NehalemWatershed.org

Watershed Council History

• Oregon House Bill 3441 (1995)

- Established Guidelines for Watershed Councils
 - “...that the watershed council be a voluntary, local group...”
 - “...that the council represent a balance of interested and affected persons within the watershed...”
- Independent Non-Profit with County Government recognition.
- Non Regulatory.
- Advisory Body & Habitat Restoration.
- 90 Watershed Councils in Oregon
 - 59 receive support through OWEB
 - OWEB funding is primarily through the Oregon Lottery





NBWC Mission

Protect, preserve, and enhance the
Nehalem Watershed through leadership,
cooperation, and education.

What We Do:

We work with landowners, private companies, local, state and federal agencies, and the community to restore and enhance habitat for fish and wildlife.



Restoration and Enhancement

- Research
- Project Design / Engineering
- Restoration
 - Fish Passage
 - Riparian Planting
 - In-Stream Enhancement



Outreach and Education

- Biennial Nehalem Estuary Cleanup
- Speaker Series
- Explore Nature!





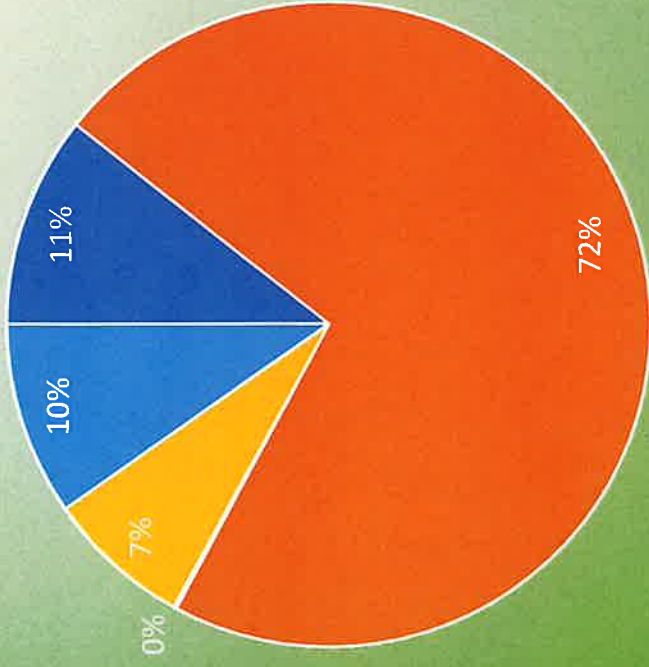
Where we do it!

2024 Income & Expenses

2024 Income

Total: \$362,704.58

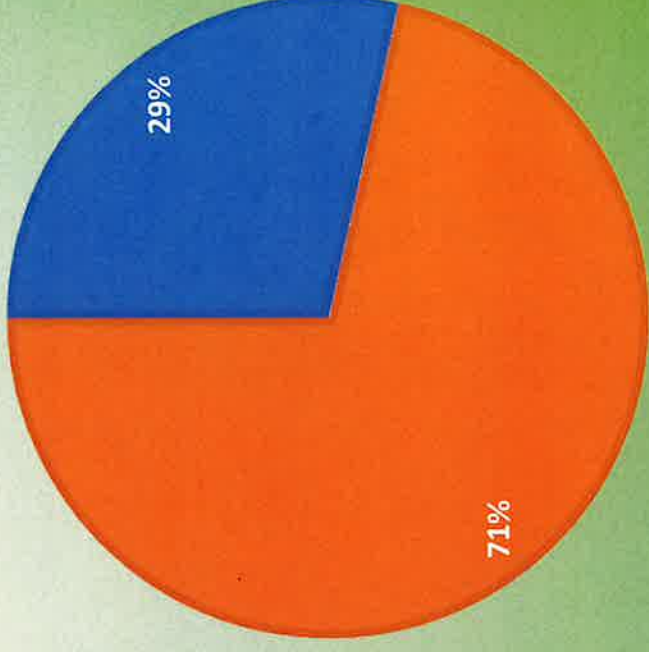
■ Federal Income ■ State Income ■ Donations ■ Private/Local ■ Miscellaneous



2024 EXPENSES

TOTAL: \$359,561.40

■ Admin ■ Restoration



2024 Projects



- Research
 - Riparian Buffer Zones Survey
- Design Projects
 - Salmonberry River Confluence Cold Water Refugia
 - Bandy Slough Tide Gate Removal
 - Coal Creek Habitat Enhancement Phase 2
 - Cook Creek Vicinity Culvert Replacements
 - Little Rackheap Creek Fish Passage Designs
 - Gallagher Slough Fish Passage Design
- Outreach
 - Nehalem Landowner Engagement Initiative
- Restoration
 - Nehalem River Ranch Riparian Restoration
 - Coal Creek Habitat Enhancement
 - Malone Riparian Revegetation
 - Little North Fork Large Wood Enhancement
- Collaborations
 - Nehalem Basin Partnership
 - North Coast Watershed Councils Collaborations
 - Network of Oregon Watershed Councils – Watershed Council Conference



Coal Creek Habitat Enhancement Phase 2



Description: This project is located in the tidal zone at the mouth of Coal Creek. It includes both banks of Coal Creek (0.3 miles) and includes bank setbacks, riparian restoration, tidal wetland restoration, and a tide gate removal.

Status: 90% Designs are in review presently. Permitting has begun. Implementation slated for 2026 or 2027 pending funding.

Goals:

- Restore fish passage to off channel habitat
- Provide winter refugia from high flows for juvenile salmonids
- Provide summer rearing habitat for juvenile salmonids
- Restore floodplain interaction and natural nutrient cycles.

Partners: Oregon Department of Fish and Wildlife, Oregon Watershed Enhancement Board, Wild Salmon Center, and Private Landowners.

D E S I G N

RESTORATION

Google Earth



R E S T O R A T I O N

Little North Fork Large Wood Enhancement

Description: In stream large wood enhancement on 0.5 miles of the Little North Fork Nehalem River and the decommissioning of a failed bridge and access road. Structures were placed with an excavator and by felling trees directly into the creek. 18 total structures were installed.

Status: Completed



Goal: To improve Coho salmon habitat through:

- In stream habitat diversity
- Floodplain engagement
- Increase rearing habitat
- Increase spawning habitat
- Wetland restoration

Partners:

- Weyerhaeuser Western Timberlands
- Oregon Watershed Enhancement Board.
- Tillamook Estuaries Partnership

OWEB Monitoring Photopoints – LNF Nehalem River (2024)

Project Name: Little North Fork Large Wood Enhancement (Project # 223-1002,
Project ID-22550)



Photopoint: LNF Nehalem R_LWD 18 - Log Bridge_Downstream_Pre1

Date: July 11, 2022

Time: 9:33am

Coordinates: 45.896031, -123.713678



Photopoint: LNF Nehalem R_LWD 18 - Log Bridge_Downstream_Post1

Date: August 22, 2024

Time: 2:33pm

Coordinates: 45.896031, -123.713678

R E S T O R A T I O N

Gods Valley Creek Instream Enhancement

Description: In stream large wood enhancement on 2.25 miles of Gods Valley Creek. Structures were placed with an excavator and by felling trees directly into the creek. 41 total structures were installed.

Status: Completed (2025)



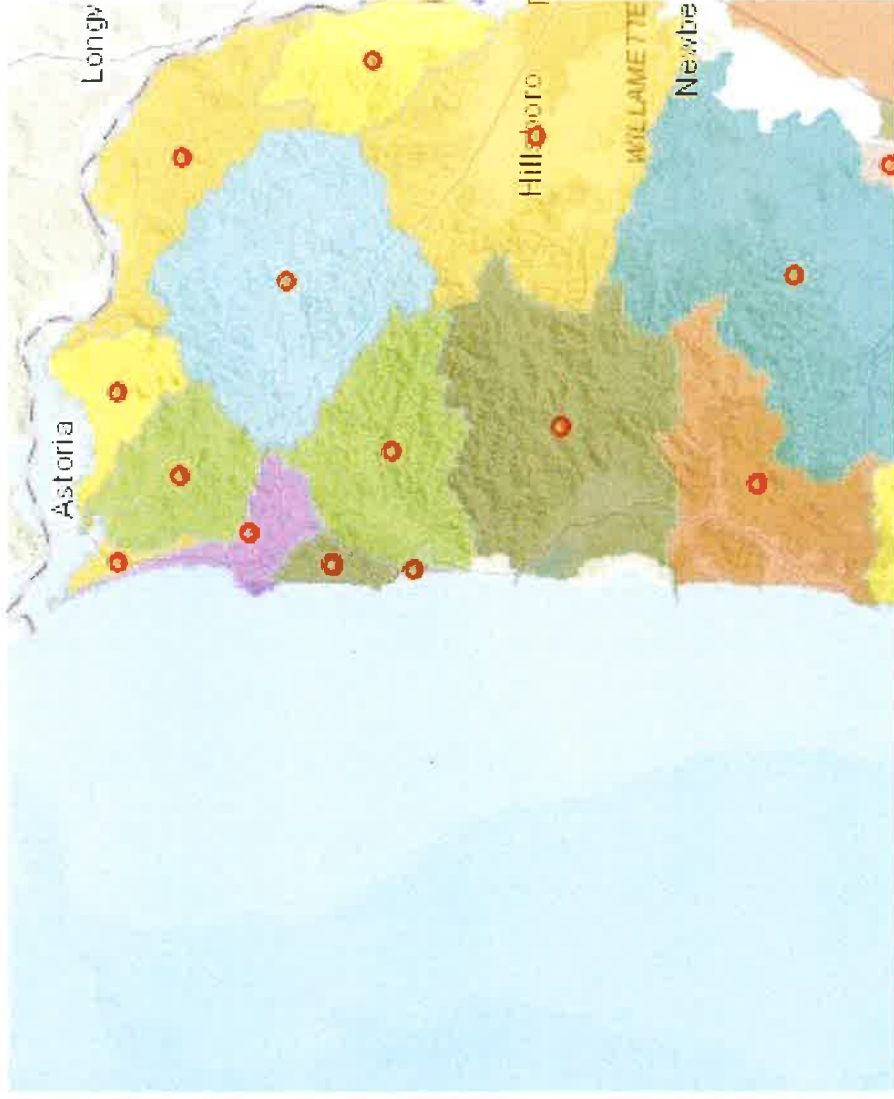
Goal: To improve Coho salmon habitat through:

- In stream habitat diversity
- Floodplain engagement
- Increase rearing habitat
- Increase spawning habitat
- Wetland restoration

Partners:

- Giustina Land and Timber Company
- Oregon Watershed Enhancement Board.
- Wild Salmon Center
- Tillamook Estuaries Partnership

Collaborations



Nehalem Basin Partnership

Description: This partnership coordinates between stakeholders throughout the Nehalem Basin to pursue projects prioritized in the Nehalem Strategic Action Plan for Coho.

Goals:

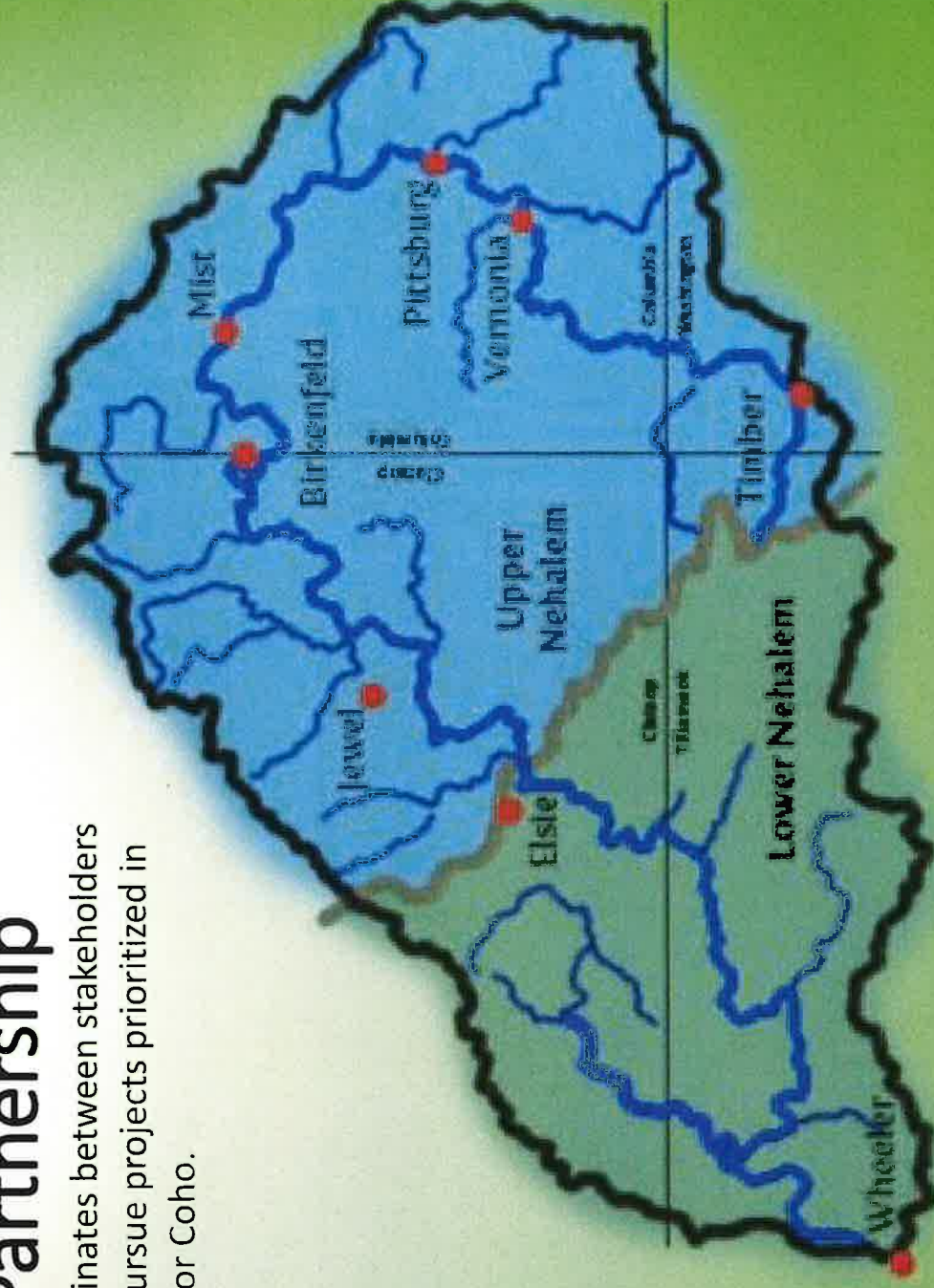
- Create more spawning and rearing habitat for Coho salmon.
- Improve coordination of restoration activities.
- Add large wood to all identified anchor habitats
- Remove fish passage barriers
- Improve wood recruitment by natural processes.

Accomplishments:

- Acquired an outreach grant to pursue a 10 year work plan.
- In final round of review for a Coastal Resilience grant from NFWF

Partners:

Upper Nehalem Watershed Council
Local, State, and Federal Agencies
Regional Timber Companies
Many More





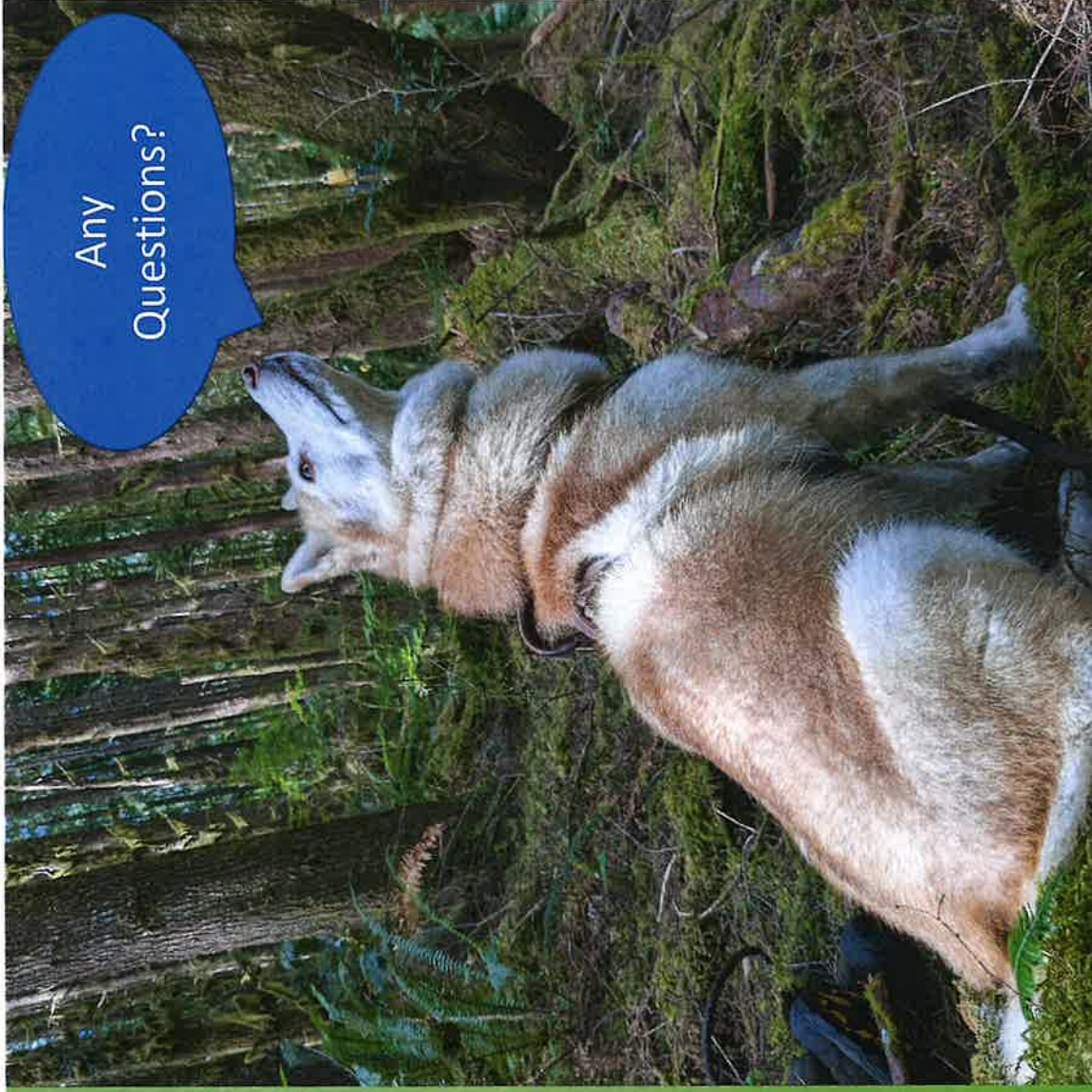
2024 Biennial Estuary Clean Up!

- March 9th, 2024
- Very Wet and Windy
- Nearly 30-yards of waste
- Hot tub
- 15 large blocks of Styrofoam
- 32 shoes
- 19 balls
- 4 lawn chairs
- Tires
- Glass bottles and aluminum cans
- And more...

FUNDERS and PARTNERS

- Upper Nehalem Watershed Council
- Nestucca, Neskowin, and Sand Lake Watersheds Council
- Tillamook Estuaries Partnership
- Necanicum Watershed Council
- North Coast Watershed Council
- Oregon Watershed Enhancement Board
- Wild Salmon Center
- Oregon Department of Fish and Wildlife
- National Fish and Wildlife Foundation
- National Oceanic and Atmospheric Administration
- Portland State University Masters of Environmental Science and Management Program
- Oregon State University
- The Network of Oregon Watershed Councils
- US Fish and Wildlife Service
- Oregon Parks and Recreation Department
- Oregon Department of Forestry
- Backyard Planting Program
- Northwest Oregon Restoration Program
- Lewis and Clark Timberlands
- Lower Nehalem Community Trust
- Visit Tillamook Coast
- Siletz Tribal Charitable Contributions Fund
- Nehalem River Ranch
- The Nature Conservancy
- Pacific Northwest National Laboratory
- Weyerhaeuser Western Timberlands
- Giustina Timber
- Heart of CARTM
- Private Landowners
- PacifiCorps





NEHALEM BAY WATERSHED COUNCIL

www.NehalemWatershed.org



Tillamook County Board of Commissioners

201 Laurel Avenue, Tillamook, OR 97141
Phone: 503-842-3403

Erin D. Skaar, Chair
Paul Fournier, Vice-Chair
Mary Faith Bell, Commissioner

November 26, 2025

The Honorable Kristi Noem
Secretary of Homeland Security
U.S. Department of Homeland Security
3801 Nebraska Avenue NW
Washington, DC 20528

Dear Secretary Noem,

On behalf of Tillamook County, Oregon, we write to respectfully express our strong opposition to the proposed relocation of the Coast Guard MH-65 Dolphin helicopter from Newport, Oregon.

For decades, the Coast Guard has provided critical lifesaving support to Tillamook County, coastal visitors, and residents of (south) Tillamook County.

Newport's location is central to that service area, with Cape Kiwanda serving as the dividing line between northern and southern coverage. If a southern helicopter is moved, response time for rescues south of Cape Kiwanda will increase dangerously. Air support from the north cannot cover this area.

Chief James Oeder of the Nestucca Rural Fire and Rescue has confirmed that Newport's air rescue has already been deployed at least twelve times this year alone. Losing this resource would be devastating in moments of urgent need.

The waters off Pacific City contain some of the finest crab grounds on the Oregon Coast, drawing vessels from both north and south during winter months when ocean conditions are often treacherous. In addition, visitors to our coast have faced climbing accidents and incidents of being swept out to sea, situations where the MH-65 Dolphin has proven essential in saving lives.

Tillamook County supports the United States Coast Guard, Oregon Parks and Recreation, and the Nestucca Fire and Rescue who provide education and outreach promoting safety in the coastal marine environment. Relocating this vital asset would undermine that progress and jeopardize the lives of those who depend on timely rescue operations.

Letter to Secretary Kristi Noem
Secretary of Homeland Security
United States Department of Homeland Security
November 26, 2025

We respectfully urge you to preserve the Newport-based MH-65 Dolphin helicopter. Keeping this lifesaving resource within safe proximity to our port is not merely a matter of convenience, it is a matter of life and death for our fishing community and coastal visitors.

Thank you for your consideration and your continued support of the Coast Guard's lifesaving mission.

Sincerely,

BOARD OF COMMISSIONERS FOR TILLAMOOK COUNTY, OREGON



Erin D. Skaar, Chair



Paul Fournier, Vice-Chair



Mary Faith Bell, Commissioner

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

Exempt																					
Table: NRE-O	TITLE	Range	Union	O/T Elig	Minimum				Steps				Maximum								
					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	\$ 6,563.50							
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								
Parks Maintenance Foreman		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								
Human Resources 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								
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

Revised and adopted by BOC 11/26/2025, Parks Maintenance Foreman added range 4 and Human Resources Manager added range 13

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
Parks Maintenance Foreman	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
Human Resources 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
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 Health 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 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

Revised and adopted by BOC 11/26/2025. Effective 12/1/2025

Revised and adopted by BOC 11/26/2025, Parks Maintenance Foreman added range 4 and Human Resources Manager added range 13

**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
Director of Financial Services	10	N	N	\$ 8,644.50	\$ 8,990.50	\$ 9,350.50	\$ 9,725.00	\$ 10,114.00	\$ 10,519.00	\$ 10,940.00
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 1/08/2025. Effective 1/1/2025 OPSRP

Revised and adopted by BOC 7/23/2025. Effective 8/1/2025

Revised and adopted by BOC 11/26/2025 (added Director of Financial Services range 10)

**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
Director of Financial Services	10	N	N	\$ 8,154.00	\$ 8,480.00	\$ 8,819.00	\$ 9,172.00	\$ 9,539.00	\$ 9,921.00	\$ 10,318.00
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

Revised and adopted by BOC 11/26/2025 (added Director of Financial Services range 10)