TILLAMOOK COUNTY
BOARD OF COMMISSIONERS
Erin Skaar - Paul Fournier - Mary Faith Bell

BOARD MEETING
Wednesday, December 31, 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 - 2025-12-31 BOCC MEETING AUDIO.MP4

CALL TO ORDER – December 31, 2025 9:01 a.m.

1. Welcome & Request to Sign Guest List
   04:25

2. Pledge of Allegiance
   04:32

3. Public Comment: There were none.
   04:54

4. Non-Agenda Items:
   04:57

   Agenda Item #15 is postponed/Commissioner Erin Skaar

LEGISLATIVE - ADMINISTRATIVE

5. Consideration of a Marine Law Enforcement Purchase Proposal for the Purchase of a Replacement 2.3L EcoBoost Indmar Inboard Engine for the 2021 Rogue Jet Patrol Board/Matt Kelly, Undersheriff, Sheriff's Office
   05:04

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

6. Consideration of a 1st Amendment to Oregon State Marine Board Intergovernmental Cooperative Agreement No. 250-2527TILLAMOOK-000 for Fiscal Year 2025-2027/Matt Kelly, Undersheriff, Sheriff's Office
   07:25

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

7. Consideration of a Professional Services Agreement with Roger Cook, PHD, LPC for Sex Offender Assessment and Counseling Services/Lieutenant Ahnie Seaholm, Sheriff's Office
08:14

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

8. Consideration of an Order in the Matter of Designating a State of Emergency within Tillamook County/Randy Thorpe, Director, Emergency Management
10:01

A motion was made by Vice-Chair Fournier and seconded by Commissioner Bell. The motion passed with three aye votes. The Board signed order #25-075.

9. Consideration of a Covered E-Waste Service Agreement with Universal Recycling Technologies for Recycling Services of Electronic Displays, Peripherals, Data Containing Equipment and Other Electronic Materials/Justin Weiss, Solid Waste Program Manager
15:36

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

10. Consideration of an Order in the Matter of the Reappointment of a Member to the Tillamook County Solid Waste Advisory Committee/Justin Weiss, Solid Waste Program Manager
17:03

A motion was made by Vice-Chair Fournier and seconded by Commissioner Bell. The motion passed with three aye votes. The Board signed Order #25-076, SWSD #25-007.

11. Consideration of an Order in the Matter of the Reappointment of a Member to the Tillamook County Solid Waste Budget Committee/Justin Weiss, Solid Waste Program Manager
19:37

A motion was made by Vice-Chair Fournier and seconded by Commissioner Bell. The motion passed with three aye votes. The Board signed Order #25-077, SWSD #25-008.

12. Consideration of Modification #1 to Professional Services Agreement #6751 with SAI Design and Build LLC for the Barview Jetty Campground Fee Booths Design and Consulting Project/Dan Keyes, Parks Director
20:10

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

13. Consideration of an Order in the Matter of Adjusting Certain Fees at Tillamook County Campgrounds and Day Use Areas/Dan Keyes, Director, Parks Department
22:43

A motion was made by Vice-Chair Fournier and seconded by Commissioner Bell. The motion passed with three aye votes. The Board signed Order #25-078.

14. Consideration of Amendment #2 to Grant Agreement #2021-P5 Transient Lodging Tax (TLT) for Destination Management with Tillamook County Fairgrounds for the Fairgrounds Site Power Plan Project/Camy VonSeggern, Director, Tillamook County Fairgrounds
25:30

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

15. **POSTPONED** - Consideration of a Prevailing Wage Rate Contract for Construction with McKinstry Essention, LLC for the Tillamook County Main Library Lighting and HVAC System Phase One Upgrades Project/Don Allgeier, Director, Library

16. Consideration of Intergovernmental Agreement No. 15561 with the State of Oregon Youth Authority for Expunction of Juvenile Records/Matthew Thenell, Director, Juvenile Department.
27:29

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

17. Consideration of Amendment Number 01 to the ODOT Delivered Federal Project for Dougherty Slough, Blum Lane Prince Bridge No. 57C36 Key Number 22657/Chris Laity, Public Works Director
29:36

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

18. Consideration of a Non-Prevailing Wage Rate Contract for Construction with P&L Heating & Sheet Metal for the Health Department Main Clinic Waiting Room and South Wing Heat Pump Replacements Project/Kevin Jolly, Facilities Supervisor
32:29

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

19. Consideration of Revised AFSCME and AFSCME OPSRP Pay Tables for Fiscal Year 2025-2026 as Set Forth Below/Debra Jacob, Director of Financial Services

a. Tillamook County Local 2743 AFSCME Union Salary Schedule Fiscal Year 25-26 - Effective July 1, 2025
b. Tillamook County Local 2743 AFSCME Union Salary Schedule (OPSRP) Fiscal Year 25-26 - Effective July 1, 2025
34:10

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

20. Consideration of Revised AFSCME, AFSCME Behavioral Health, AFSCME IT, Non-Represented/Non-Exempt, Non-Represented Exempt, Executive Service, and Health Provider Pay Tables for Fiscal Year 2025-2026 as Set Forth Below/Debra Jacob, Director of Financial Services

a. Tillamook County Local 2743 AFSCME Union Salary Schedule (OPSRP) Fiscal Year 25-26 - Effective July 1, 2025
b. Tillamook County Local 2743 AFSCME Union Salary Schedule Fiscal Year 25-26 - Effective July 1 2025
c. Tillamook County Local 2743 AFSCME Union Behavioral Health Salary Schedule Fiscal Year 25-26 - Effective July 1, 2025
d. Tillamook County Local 2743 AFSCME Union Behavioral Health Salary Schedule (OPSRP) Fiscal Year 25-26 - Effective July 1, 2025

e. Tillamook County Local 2743 AFSCME Union Information Technology Salary Schedule Fiscal Year 25-26 - Effective July 1, 2025
f. Tillamook County Local 2743 AFSCME Union Information Technology Salary Schedule (OPSRP) Fiscal Year 25-26 - Effective July 1, 2025
g. Tillamook County Non-Represented/Non-Exempt Salary Schedule Fiscal Year 25-26 - Effective July 1, 2025
h. Tillamook County Non-Represented/Non-Exempt Salary Schedule (OPSRP) Fiscal Year 25-26 - Effective July 1, 2025
i. Tillamook County Non-Represented Exempt Salary Schedule Fiscal Year 25-26 - Effective July 1, 2025
j. Tillamook County Non-Represented Exempt Salary Schedule (OPSRP) Fiscal Year 25-26 - Effective July 1, 2025
k. Tillamook County Executive Service Monthly Salary Schedule Fiscal Year 25-26 - Effective August 1, 2025
l. Tillamook County Executive Service Monthly Salary Schedule (OPSRP) Fiscal Year 25-26 - Effective August 1, 2025
m. Tillamook County Health Provider Salary Schedule Fiscal Year 25-26 - Effective July 1, 2025
n. Tillamook County Health Provider Salary Schedule (OPSRP) Fiscal Year 25-26 - Effective July 1, 2025
37:32

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

21. Consideration of an Order in the Matter of Appointing a Person to Fill a Vacancy in the Position of County Treasurer/Rachel Hagerty, Chief Administrative Officer
41:49

A motion was made by Vice-Chair Fournier and seconded by Commissioner Bell. The Board signed Order #25-079.

22. Consideration of an Order in the Matter of the Appointment of a Budget Officer for Tillamook County for the Remainder of Fiscal Year 2025-2026/Rachel Hagerty, Chief Administrative Officer
47:54

A motion was made by Vice-Chair Fournier and seconded by Commissioner Bell. The Board signed Order #25-080.

23. Consideration of an Order in the Matter of the Appointment of a Solid Waste Service District Budget Officer for the Remainder of Fiscal Year 2025-2026/Rachel Hagerty, Chief Administrative Officer
48:15

A motion was made by Vice-Chair Fournier and seconded by Commissioner Bell. The Board signed Order #25-081, SWSD #25-009.

24. Consideration of an Order in the Matter of the Appointment of a 4-H & Extension Service District Budget Officer for the Remainder of Fiscal Year 2025-2026/Rachel Hagerty, Chief Administrative Officer
48:37

A motion was made by Vice-Chair Fournier and seconded by Commissioner Bell. The Board signed Order #25-082, 4-H & Ext. #25-003.

25. Consideration of an Order in the Matter of the Appointment of the Chair and Vice-Chair to the Tillamook County Board of Commissioners for 2026/Rachel Hagerty, Chief Administrative Officer
49:04

A motion was made by Vice-Chair Fournier and seconded by Commissioner Bell. The Board signed Order #25-083.

26. Board Concerns
57:28

Happy New Year/Commissioners Bell and Fournier

OTHER MEETINGS AND ANNOUNCEMENTS

58:01

The Commissioners will hold a Board Briefing on **Wednesday, December 31, 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#.

New Year's Day is an observed holiday for Tillamook County. All County offices in the courthouse will be **CLOSED** on **Thursday, January 1, 2026.** In addition, the Tillamook County Library, administrative offices in the Jail and Justice Facility, Public Works Department, Community Development Department, Surveyor's Office, and the Health and Human Services Department and clinics will be closed. The State Circuit Court, located in the County Courthouse, will also be **CLOSED** on **Thursday, January 1, 2026.**

Tillamook County's Elected Official Compensation Board will meet on **Tuesday, January 13, 2026** at **3:00 p.m.** 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#.

Chair Skaar recessed the meeting at 9:58 a.m. to go into executive session pursuant to ORS 192.660(2)(e).

Chair Skaar reconvened the meeting at 10:49 a.m..

ADJOURN – 10:49 a.m.

BOARD OF COMMISSIONERS' BOARD MEETING
Wednesday, December 31, 2025

	Present	Absent		Present	Absent
Erin Skaar	✓		Rachel Hagerty	✓	
Paul Fournier	✓		Bill Sargent		
Mary Faith Bell	✓				

PLEASE PRINT

Name	Email or Address	Item of Interest
Matt Thorell	Matthew.thorell@tillamookcounty.gov	#16

(Please use reverse if necessary)

TILLAMOOK COUNTY BOARD OF COMMISSIONERS' MEETING

WEDNESDAY, DECEMBER 31, 2025

PUBLIC COMMENT SIGN-IN SHEET

PLEASE PRINT

NAME	AGENDA ITEM	AREA OF RESIDENCE	NAME OF ORGANIZATION (IF ANY)
There were no sign-ins			

TILLAMOOK COUNTY LOCAL 2743 AFSCME UNION SALARY SCHEDULE
FISCAL YEAR 25-26 - EFFECTIVE JULY 1, 2025
2080 yearly base hours

Table: A TITLE	Range	Union	O/T Eligible	Minimum 1	2	Steps 3	4	5	Maximum 6
CUSTODIAN	4	A	Y	$ 15.77	$ 16.56	$ 17.39	$ 18.25	$ 19.17	$ 20.13
LIBRARY ASSISTANT 1	4	A	Y	$ 15.77	$ 16.56	$ 17.39	$ 18.25	$ 19.17	$ 20.13
PARK FEE COLLECTOR	4	A	Y	$ 15.77	$ 16.56	$ 17.39	$ 18.25	$ 19.17	$ 20.13
FLAGGER	5	A	Y	$ 16.56	$ 17.39	$ 18.25	$ 19.17	$ 20.13	$ 21.13
OFFICE SPECIALIST 1	5	A	Y	$ 16.56	$ 17.39	$ 18.25	$ 19.17	$ 20.13	$ 21.13
ACCOUNTING CLERK 1	6	A	Y	$ 17.39	$ 18.25	$ 19.17	$ 20.13	$ 21.13	$ 22.19
LIBRARY ASSISTANT 2	6	A	Y	$ 17.39	$ 18.25	$ 19.17	$ 20.13	$ 21.13	$ 22.19
VICTIM'S SPECIALIST	6	A	Y	$ 17.39	$ 18.25	$ 19.17	$ 20.13	$ 21.13	$ 22.19
OFFICE SPECIALIST 2	7	A	Y	$ 18.25	$ 19.17	$ 20.13	$ 21.13	$ 22.19	$ 23.30
SOLID WASTE OUTREACH SPECIALIST	7	A	Y	$ 18.25	$ 19.17	$ 20.13	$ 21.13	$ 22.19	$ 23.30
SOLID WASTE TRANSFER STATION ATTENDANT	7	A	Y	$ 18.25	$ 19.17	$ 20.13	$ 21.13	$ 22.19	$ 23.30
PARK MAINTENANCE & OPERATIONS TECHNICIAN 1	8	A	Y	$ 19.17	$ 20.13	$ 21.13	$ 22.19	$ 23.30	$ 24.46
ROAD MEO 1	8	A	Y	$ 19.17	$ 20.13	$ 21.13	$ 22.19	$ 23.30	$ 24.46
ACCOUNTING CLERK 2	9	A	Y	$ 20.13	$ 21.13	$ 22.19	$ 23.30	$ 24.46	$ 25.69
BUILDING & GROUNDS MAINTENANCE WORKER	9	A	Y	$ 20.13	$ 21.13	$ 22.19	$ 23.30	$ 24.46	$ 25.69
IT SPECIALIST 1 (Help Desk Specialist)	9	A	Y	$ 20.13	$ 21.13	$ 22.19	$ 23.30	$ 24.46	$ 25.69
JUVENILE PROBATION ASSISTANT	9	A	Y	$ 20.13	$ 21.13	$ 22.19	$ 23.30	$ 24.46	$ 25.69
LEGAL ASSISTANT 1	9	A	Y	$ 20.13	$ 21.13	$ 22.19	$ 23.30	$ 24.46	$ 25.69
LIBRARY ASSISTANT 3	9	A	Y	$ 20.13	$ 21.13	$ 22.19	$ 23.30	$ 24.46	$ 25.69
MEDICAL CLINIC ASSISTANT	9	A	Y	$ 20.13	$ 21.13	$ 22.19	$ 23.30	$ 24.46	$ 25.69
PERMIT TECHNICIAN	9	A	Y	$ 20.13	$ 21.13	$ 22.19	$ 23.30	$ 24.46	$ 25.69
WIC PROGRAM ASSISTANT	9	A	Y	$ 20.13	$ 21.13	$ 22.19	$ 23.30	$ 24.46	$ 25.69
CERTIFIED MEDICAL CLINIC ASSISTANT	10	A	Y	$ 21.13	$ 22.19	$ 23.30	$ 24.46	$ 25.69	$ 26.97
EMR SPECIALIST	10	A	Y	$ 21.13	$ 22.19	$ 23.30	$ 24.46	$ 25.69	$ 26.97
PROPERTY APPRAISER TRAINEE	10	A	Y	$ 21.13	$ 22.19	$ 23.30	$ 24.46	$ 25.69	$ 26.97
TRADITIONAL HEALTH WORKER	10	A	Y	$ 21.13	$ 22.19	$ 23.30	$ 24.46	$ 25.69	$ 26.97
ACCOUNTING TECHNICIAN	11	A	Y	$ 22.19	$ 23.30	$ 24.46	$ 25.69	$ 26.97	$ 28.32
ASSESSMENT TECHNICIAN	11	A	Y	$ 22.19	$ 23.30	$ 24.46	$ 25.69	$ 26.97	$ 28.32
GRANT COMPLIANCE ASSISTANT	11	A	Y	$ 22.19	$ 23.30	$ 24.46	$ 25.69	$ 26.97	$ 28.32
LEGAL ASSISTANT 2	11	A	Y	$ 22.19	$ 23.30	$ 24.46	$ 25.69	$ 26.97	$ 28.32
MOBILE CLINIC DRIVER	11	A	Y	$ 22.19	$ 23.30	$ 24.46	$ 25.69	$ 26.97	$ 28.32
PARK MAINTENANCE & OPERATIONS TECHNICIAN 2	11	A	Y	$ 22.19	$ 23.30	$ 24.46	$ 25.69	$ 26.97	$ 28.32
ROAD MEO 2	11	A	Y	$ 22.19	$ 23.30	$ 24.46	$ 25.69	$ 26.97	$ 28.32
VETERAN'S SERVICES COORDINATOR	11	A	Y	$ 22.19	$ 23.30	$ 24.46	$ 25.69	$ 26.97	$ 28.32
VICTIM'S ASSISTANCE COORDINATOR	11	A	Y	$ 22.19	$ 23.30	$ 24.46	$ 25.69	$ 26.97	$ 28.32
IT SPECIALIST 2 (Computer Operations Technician)	12	A	Y	$ 23.30	$ 24.46	$ 25.69	$ 26.97	$ 28.32	$ 29.73
LAND USE PLANNER 1	12	A	Y	$ 23.30	$ 24.46	$ 25.69	$ 26.97	$ 28.32	$ 29.73
MECHANIC 1	12	A	Y	$ 23.30	$ 24.46	$ 25.69	$ 26.97	$ 28.32	$ 29.73
MEDICAL BILLING TECHNICIAN	12	A	Y	$ 23.30	$ 24.46	$ 25.69	$ 26.97	$ 28.32	$ 29.73
PROPERTY APPRAISER 1	12	A	Y	$ 23.30	$ 24.46	$ 25.69	$ 26.97	$ 28.32	$ 29.73
SENIOR PERMIT TECHNICIAN	12	A	Y	$ 23.30	$ 24.46	$ 25.69	$ 26.97	$ 28.32	$ 29.73
SURVEY TECHNICIAN 1	12	A	Y	$ 23.30	$ 24.46	$ 25.69	$ 26.97	$ 28.32	$ 29.73
ENGINEERING TECHNICIAN 1	13	A	Y	$ 24.46	$ 25.69	$ 26.97	$ 28.32	$ 29.73	$ 31.22
ENVIRONMENTAL HEALTH SPECIALIST 1	13	A	Y	$ 24.46	$ 25.69	$ 26.97	$ 28.32	$ 29.73	$ 31.22
PUBLIC HEALTH PROGRAM REPRESENTATIVE	13	A	Y	$ 24.46	$ 25.69	$ 26.97	$ 28.32	$ 29.73	$ 31.22
ROAD MEO 3	13	A	Y	$ 24.46	$ 25.69	$ 26.97	$ 28.32	$ 29.73	$ 31.22
BUILDING INPSECTOR 1	14	A	Y	$ 25.69	$ 26.97	$ 28.32	$ 29.73	$ 31.22	$ 32.78
JUVENILE PROBATION OFFICER	14	A	Y	$ 25.69	$ 26.97	$ 28.32	$ 29.73	$ 31.22	$ 32.78
LAND USE PLANNER 2	14	A	Y	$ 25.69	$ 26.97	$ 28.32	$ 29.73	$ 31.22	$ 32.78
LIBRARY OUTREACH SPECIALIST	14	A	Y	$ 25.69	$ 26.97	$ 28.32	$ 29.73	$ 31.22	$ 32.78
PROPERTY APPRAISER 2	14	A	Y	$ 25.69	$ 26.97	$ 28.32	$ 29.73	$ 31.22	$ 32.78
SURVEY TECHNICIAN 2	14	A	Y	$ 25.69	$ 26.97	$ 28.32	$ 29.73	$ 31.22	$ 32.78
ACCOUNTING COORDINATOR	15	A	Y	$ 26.97	$ 28.32	$ 29.73	$ 31.22	$ 32.78	$ 34.42
ENVIRONMENTAL HEALTH SPECIALIST 2	15	A	Y	$ 26.97	$ 28.32	$ 29.73	$ 31.22	$ 32.78	$ 34.42
IT SPECIALIST 3 (Computer Operations Technician)	15	A	Y	$ 26.97	$ 28.32	$ 29.73	$ 31.22	$ 32.78	$ 34.42
MECHANIC 2	15	A	Y	$ 26.97	$ 28.32	$ 29.73	$ 31.22	$ 32.78	$ 34.42
ROAD MEO 4	15	A	Y	$ 26.97	$ 28.32	$ 29.73	$ 31.22	$ 32.78	$ 34.42

ENGINEERING TECHNICIAN 2	16	A	Y	$ 28.32	$ 29.73	$ 31.22	$ 32.78	$ 34.42	$ 36.14	
LIBRARIAN	16	A	Y	$ 28.32	$ 29.73	$ 31.22	$ 32.78	$ 34.42	$ 36.14	
NUTRITIONIST	16	A	Y	$ 28.32	$ 29.73	$ 31.22	$ 32.78	$ 34.42	$ 36.14	
SYSTEMS LIBRRIAN	16	A	Y	$ 28.32	$ 29.73	$ 31.22	$ 32.78	$ 34.42	$ 36.14	
SURVEY TECHNICIAN 3	16	A	Y	$ 28.32	$ 29.73	$ 31.22	$ 32.78	$ 34.42	$ 36.14	
BUILDING INSPECTOR 2	17	A	Y	$ 29.73	$ 31.22	$ 32.78	$ 34.42	$ 36.14	$ 37.95	
COMMUNICATIONS SYSTEM ADMINISTRATOR	17	A	Y	$ 29.73	$ 31.22	$ 32.78	$ 34.42	$ 36.14	$ 37.95	
GIS CARTOGRAPHIC ANALYST	17	A	Y	$ 29.73	$ 31.22	$ 32.78	$ 34.42	$ 36.14	$ 37.95	
GRANTS PROGRAM MANAGER	17	A	Y	$ 29.73	$ 31.22	$ 32.78	$ 34.42	$ 36.14	$ 37.95	
HHS ADMINISTRATIVE SPECIALIST	17	A	Y	$ 29.73	$ 31.22	$ 32.78	$ 34.42	$ 36.14	$ 37.95	
HOUSING COORDINATOR	17	A	Y	$ 29.73	$ 31.22	$ 32.78	$ 34.42	$ 36.14	$ 37.95	
LAND USE PLANNER 3	17	A	Y	$ 29.73	$ 31.22	$ 32.78	$ 34.42	$ 36.14	$ 37.95	
IT SPECIALIST 4 (Network and Computer Systems Technician)	17	A	Y	$ 29.73	$ 31.22	$ 32.78	$ 34.42	$ 36.14	$ 37.95	
PROPERTY APPRAISER 3	17	A	Y	$ 29.73	$ 31.22	$ 32.78	$ 34.42	$ 36.14	$ 37.95	
PW ADMINISTRATIVE SPECIALIST	17	A	Y	$ 29.73	$ 31.22	$ 32.78	$ 34.42	$ 36.14	$ 37.95	
ENGINEERING TECHNICIAN 3	18	A	Y	$ 31.22	$ 32.78	$ 34.42	$ 36.14	$ 37.95	$ 39.85	
REGISTERED NURSE 1	18	A	Y	$ 31.22	$ 32.78	$ 34.42	$ 36.14	$ 37.95	$ 39.85	
REGISTERED NURSE 2	19	A	Y	$ 32.78	$ 34.42	$ 36.14	$ 37.95	$ 39.85	$ 41.84	
BUILDING INSPECTOR 3	20	A	Y	$ 34.42	$ 36.14	$ 37.95	$ 39.85	$ 41.84	$ 43.93	
ELECTRICAL INSPECTOR	20	A	Y	$ 34.42	$ 36.14	$ 37.95	$ 39.85	$ 41.84	$ 43.93	
REGISTERED NURSE 3	20	A	Y	$ 34.42	$ 36.14	$ 37.95	$ 39.85	$ 41.84	$ 43.93	

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 12/31/2025. Retro to 1/1/2025

Added Accounting Coordinator to Range 15

GIS Cartographic Analyst Range 15 to Range 17

Added Library Outreach Specialist to Range 14

TILLAMOOK COUNTY LOCAL 2743 AFSCME UNION SALARY SCHEDULE (OPSRP)
FISCAL YEAR 25-26 - EFFECTIVE JULY 1, 2025
2080 yearly base hours

Table: A-O	Range	Union	O/T Eligible	Minimum		Steps			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	$ 33.10
ENVIRONMENTAL HEALTH SPECIALIST 1	13	A-O	Y	$ 25.93	$ 27.23	$ 28.59	$ 30.02	$ 31.52	$ 33.10
PUBLIC HEALTH PROGRAM REPRESENTATIVE	13	A-O	Y	$ 25.93	$ 27.23	$ 28.59	$ 30.02	$ 31.52	$ 33.10
ROAD MEO 3	13	A-O	Y	$ 25.93	$ 27.23	$ 28.59	$ 30.02	$ 31.52	$ 33.10
BUILDING INPSECTOR 1	14	A-O	Y	$ 27.23	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75
JUVENILE PROBATION OFFICER	14	A-O	Y	$ 27.23	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75
LAND USE PLANNER 2	14	A-O	Y	$ 27.23	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75
LIBRARY OUTREACH SPECIALIST	14	A-O	Y	$ 25.69	$ 26.97	$ 28.32	$ 29.73	$ 31.22	$ 32.78
PROPERTY APPRAISER 2	14	A-O	Y	$ 27.23	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75
SURVEY TECHNICIAN 2	14	A-O	Y	$ 27.23	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75
ACCOUNTING COORDINATOR	15	A-O	Y	$ 25.69	$ 26.97	$ 28.32	$ 29.73	$ 31.22	$ 32.78
ENVIRONMENTAL HEALTH SPECIALIST 2	15	A-O	Y	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49
IT SPECIALIST 3 (Computer Operations Technician)	15	A-O	Y	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49
MECHANIC 2	15	A-O	Y	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49

ROAD MEO 4	15	A-O	Y	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49
ENGINEERING TECHNICIAN 2	16	A-O	Y	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32
LIBRARIAN	16	A-O	Y	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32
NUTRITIONIST	16	A-O	Y	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32
SYSTEMS LIBRRIAN	16	A-O	Y	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32
SURVEY TECHNICIAN 3	16	A-O	Y	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32
BUILDING INSPECTOR 2	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
COMMUNICATIONS SYSTEM ADMINISTRATOR	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
GIS CARTOGRAPHIC ANALYST	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
GRANTS PROGRAM MANAGER	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
HHS ADMINISTRATIVE SPECIALIST	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
HOUSING COORDINATOR	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
LAND USE PLANNER 3	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
IT SPECIALIST 4 (Network and Computer Systems Technician)	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
PROPERTY APPRAISER 3	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
PW ADMINISTRATIVE SPECIALIST	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
ENGINEERING TECHNICIAN 3	18	A-O	Y	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23	$ 42.24
REGISTERED NURSE 1	18	A-O	Y	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23	$ 42.24
REGISTERED NURSE 2	19	A-O	Y	$ 34.75	$ 36.49	$ 38.32	$ 40.23	$ 42.24	$ 44.36
BUILDING INSPECTOR 3	20	A-O	Y	$ 36.49	$ 38.32	$ 40.23	$ 42.24	$ 44.36	$ 46.57
ELECTRICAL INSPECTOR	20	A-O	Y	$ 36.49	$ 38.32	$ 40.23	$ 42.24	$ 44.36	$ 46.57
REGISTERED NURSE 3	20	A-O	Y	$ 36.49	$ 38.32	$ 40.23	$ 42.24	$ 44.36	$ 46.57

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

Revised and adopted by BOC 12/31/2025. Retro to 1/1/2025

Added Accounting Coordinator to Range 15

GIS Cartographic Analyst Range 15 to Range 17

Added Library Outreach Specialist to Range 14

TILLAMOOK COUNTY LOCAL 2743 AFSCME UNION SALARY SCHEDULE (OPSRP)
FISCAL YEAR 25-26 - EFFECTIVE JULY 1, 2025
2080 yearly base hours

Table: A-O	Range	Union	O/T Eligible	Minimum		Steps			Maximum
TITLE				1	2	3	4	5	6
CUSTODIAN	4	A-O	Y	$ 17.22	$ 18.08	$ 18.98	$ 19.93	$ 20.93	$ 21.98
LIBRARY ASSISTANT 1	4	A-O	Y	$ 17.22	$ 18.08	$ 18.98	$ 19.93	$ 20.93	$ 21.98
PARK FEE COLLECTOR	4	A-O	Y	$ 17.22	$ 18.08	$ 18.98	$ 19.93	$ 20.93	$ 21.98
FLAGGER	5	A-O	Y	$ 18.08	$ 18.98	$ 19.93	$ 20.93	$ 21.98	$ 23.07
OFFICE SPECIALIST 1	5	A-O	Y	$ 18.08	$ 18.98	$ 19.93	$ 20.93	$ 21.98	$ 23.07
ACCOUNTING CLERK 1	6	A-O	Y	$ 18.98	$ 19.93	$ 20.93	$ 21.98	$ 23.07	$ 24.23
LIBRARY ASSISTANT 2	6	A-O	Y	$ 18.98	$ 19.93	$ 20.93	$ 21.98	$ 23.07	$ 24.23
VICTIM'S SPECIALIST	6	A-O	Y	$ 18.98	$ 19.93	$ 20.93	$ 21.98	$ 23.07	$ 24.23
OFFICE SPECIALIST 2	7	A-O	Y	$ 19.93	$ 20.93	$ 21.98	$ 23.07	$ 24.23	$ 25.44
SOLID WASTE OUTREACH SPECIALIST	7	A-O	Y	$ 19.93	$ 20.93	$ 21.98	$ 23.07	$ 24.23	$ 25.44
SOLID WASTE TRANSFER STATION ATTENDANT	7	A-O	Y	$ 19.93	$ 20.93	$ 21.98	$ 23.07	$ 24.23	$ 25.44
PARK MAINTENANCE & OPERATIONS TECHNICIAN 1	8	A-O	Y	$ 20.93	$ 21.98	$ 23.07	$ 24.23	$ 25.44	$ 26.71
ROAD MEO 1	8	A-O	Y	$ 20.93	$ 21.98	$ 23.07	$ 24.23	$ 25.44	$ 26.71
ACCOUNTING CLERK 2	9	A-O	Y	$ 21.98	$ 23.07	$ 24.23	$ 25.44	$ 26.71	$ 28.05
BUILDING & GROUNDS MAINTENANCE WORKER	9	A-O	Y	$ 21.98	$ 23.07	$ 24.23	$ 25.44	$ 26.71	$ 28.05
IT SPECIALIST 1 (Help Desk Specialist)	9	A-O	Y	$ 21.98	$ 23.07	$ 24.23	$ 25.44	$ 26.71	$ 28.05
JUVENILE PROBATION ASSISTANT	9	A-O	Y	$ 21.98	$ 23.07	$ 24.23	$ 25.44	$ 26.71	$ 28.05
LEGAL ASSISTANT 1	9	A-O	Y	$ 21.98	$ 23.07	$ 24.23	$ 25.44	$ 26.71	$ 28.05
LIBRARY ASSISTANT 3	9	A-O	Y	$ 21.98	$ 23.07	$ 24.23	$ 25.44	$ 26.71	$ 28.05
MEDICAL CLINIC ASSISTANT	9	A-O	Y	$ 21.98	$ 23.07	$ 24.23	$ 25.44	$ 26.71	$ 28.05
PERMIT TECHNICIAN	9	A-O	Y	$ 21.98	$ 23.07	$ 24.23	$ 25.44	$ 26.71	$ 28.05
WIC PROGRAM ASSISTANT	9	A-O	Y	$ 21.98	$ 23.07	$ 24.23	$ 25.44	$ 26.71	$ 28.05
CERTIFIED MEDICAL CLINIC ASSISTANT	10	A-O	Y	$ 23.07	$ 24.23	$ 25.44	$ 26.71	$ 28.05	$ 29.45
EMR SPECIALIST	10	A-O	Y	$ 23.07	$ 24.23	$ 25.44	$ 26.71	$ 28.05	$ 29.45
PROPERTY APPRAISER TRAINEE	10	A-O	Y	$ 23.07	$ 24.23	$ 25.44	$ 26.71	$ 28.05	$ 29.45
TRADITIONAL HEALTH WORKER	10	A-O	Y	$ 23.07	$ 24.23	$ 25.44	$ 26.71	$ 28.05	$ 29.45
ACCOUNTING TECHNICIAN	11	A-O	Y	$ 24.23	$ 25.44	$ 26.71	$ 28.05	$ 29.45	$ 30.92
ASSESSMENT TECHNICIAN	11	A-O	Y	$ 24.23	$ 25.44	$ 26.71	$ 28.05	$ 29.45	$ 30.92
GRANT COMPLIANCE ASSISTANT	11	A-O	Y	$ 24.23	$ 25.44	$ 26.71	$ 28.05	$ 29.45	$ 30.92
LEGAL ASSISTANT 2	11	A-O	Y	$ 24.23	$ 25.44	$ 26.71	$ 28.05	$ 29.45	$ 30.92
MOBILE CLINIC DRIVER	11	A-O	Y	$ 24.23	$ 25.44	$ 26.71	$ 28.05	$ 29.45	$ 30.92
PARK MAINTENANCE & OPERATIONS TECHNICIAN 2	11	A-O	Y	$ 24.23	$ 25.44	$ 26.71	$ 28.05	$ 29.45	$ 30.92
ROAD MEO 2	11	A-O	Y	$ 24.23	$ 25.44	$ 26.71	$ 28.05	$ 29.45	$ 30.92
VETERAN'S SERVICES COORDINATOR	11	A-O	Y	$ 24.23	$ 25.44	$ 26.71	$ 28.05	$ 29.45	$ 30.92
VICTIM'S ASSISTANCE COORDINATOR	11	A-O	Y	$ 24.23	$ 25.44	$ 26.71	$ 28.05	$ 29.45	$ 30.92
IT SPECIALIST 2 (Computer Operations Technician)	12	A-O	Y	$ 25.44	$ 26.71	$ 28.05	$ 29.45	$ 30.92	$ 32.47
LAND USE PLANNER 1	12	A-O	Y	$ 25.44	$ 26.71	$ 28.05	$ 29.45	$ 30.92	$ 32.47
MECHANIC 1	12	A-O	Y	$ 25.44	$ 26.71	$ 28.05	$ 29.45	$ 30.92	$ 32.47
MEDICAL BILLING TECHNICIAN	12	A-O	Y	$ 25.44	$ 26.71	$ 28.05	$ 29.45	$ 30.92	$ 32.47
PROPERTY APPRAISER 1	12	A-O	Y	$ 25.44	$ 26.71	$ 28.05	$ 29.45	$ 30.92	$ 32.47
SENIOR PERMIT TECHNICIAN	12	A-O	Y	$ 25.44	$ 26.71	$ 28.05	$ 29.45	$ 30.92	$ 32.47
SURVEY TECHNICIAN 1	12	A-O	Y	$ 25.44	$ 26.71	$ 28.05	$ 29.45	$ 30.92	$ 32.47
ENGINEERING TECHNICIAN 1	13	A-O	Y	$ 26.71	$ 28.05	$ 29.45	$ 30.92	$ 32.47	$ 34.09
ENVIRONMENTAL HEALTH SPECIALIST 1	13	A-O	Y	$ 26.71	$ 28.05	$ 29.45	$ 30.92	$ 32.47	$ 34.09
PUBLIC HEALTH PROGRAM REPRESENTATIVE	13	A-O	Y	$ 26.71	$ 28.05	$ 29.45	$ 30.92	$ 32.47	$ 34.09
ROAD MEO 3	13	A-O	Y	$ 26.71	$ 28.05	$ 29.45	$ 30.92	$ 32.47	$ 34.09
BUILDING INPSECTOR 1	14	A-O	Y	$ 28.05	$ 29.45	$ 30.92	$ 32.47	$ 34.09	$ 35.80
JUVENILE PROBATION OFFICER	14	A-O	Y	$ 28.05	$ 29.45	$ 30.92	$ 32.47	$ 34.09	$ 35.80
LAND USE PLANNER 2	14	A-O	Y	$ 28.05	$ 29.45	$ 30.92	$ 32.47	$ 34.09	$ 35.80
LIBRARY OUTREACH SPECIALIST	14	A-O	Y	$ 26.46	$ 27.78	$ 29.17	$ 30.63	$ 32.16	$ 33.77
PROPERTY APPRAISER 2	14	A-O	Y	$ 28.05	$ 29.45	$ 30.92	$ 32.47	$ 34.09	$ 35.80
SURVEY TECHNICIAN 2	14	A-O	Y	$ 28.05	$ 29.45	$ 30.92	$ 32.47	$ 34.09	$ 35.80
ACCOUNTING COORDINATOR	15	A-O	Y	$ 26.46	$ 27.78	$ 29.17	$ 30.63	$ 32.16	$ 33.77
ENVIRONMENTAL HEALTH SPECIALIST 2	15	A-O	Y	$ 29.45	$ 30.92	$ 32.47	$ 34.09	$ 35.80	$ 37.59
IT SPECIALIST 3 (Computer Operations Technician)	15	A-O	Y	$ 29.45	$ 30.92	$ 32.47	$ 34.09	$ 35.80	$ 37.59
MECHANIC 2	15	A-O	Y	$ 29.45	$ 30.92	$ 32.47	$ 34.09	$ 35.80	$ 37.59

ROAD MEO 4	15	A-O	Y	$ 29.45	$ 30.92	$ 32.47	$ 34.09	$ 35.80	$ 37.59
ENGINEERING TECHNICIAN 2	16	A-O	Y	$ 30.92	$ 32.47	$ 34.09	$ 35.80	$ 37.59	$ 39.46
LIBRARIAN	16	A-O	Y	$ 30.92	$ 32.47	$ 34.09	$ 35.80	$ 37.59	$ 39.46
NUTRITIONIST	16	A-O	Y	$ 30.92	$ 32.47	$ 34.09	$ 35.80	$ 37.59	$ 39.46
SYSTEMS LIBRRIAN	16	A-O	Y	$ 30.92	$ 32.47	$ 34.09	$ 35.80	$ 37.59	$ 39.46
SURVEY TECHNICIAN 3	16	A-O	Y	$ 30.92	$ 32.47	$ 34.09	$ 35.80	$ 37.59	$ 39.46
BUILDING INSPECTOR 2	17	A-O	Y	$ 32.47	$ 34.09	$ 35.80	$ 37.59	$ 39.46	$ 41.44
COMMUNICATIONS SYSTEM ADMINISTRATOR	17	A-O	Y	$ 32.47	$ 34.09	$ 35.80	$ 37.59	$ 39.46	$ 41.44
GIS CARTOGRAPHIC ANALYST	17	A-O	Y	$ 32.47	$ 34.09	$ 35.80	$ 37.59	$ 39.46	$ 41.44
GRANTS PROGRAM MANAGER	17	A-O	Y	$ 32.47	$ 34.09	$ 35.80	$ 37.59	$ 39.46	$ 41.44
HHS ADMINISTRATIVE SPECIALIST	17	A-O	Y	$ 32.47	$ 34.09	$ 35.80	$ 37.59	$ 39.46	$ 41.44
HOUSING COORDINATOR	17	A-O	Y	$ 32.47	$ 34.09	$ 35.80	$ 37.59	$ 39.46	$ 41.44
LAND USE PLANNER 3	17	A-O	Y	$ 32.47	$ 34.09	$ 35.80	$ 37.59	$ 39.46	$ 41.44
IT SPECIALIST 4 (Network and Computer Systems Technician)	17	A-O	Y	$ 32.47	$ 34.09	$ 35.80	$ 37.59	$ 39.46	$ 41.44
PROPERTY APPRAISER 3	17	A-O	Y	$ 32.47	$ 34.09	$ 35.80	$ 37.59	$ 39.46	$ 41.44
PW ADMINISTRATIVE SPECIALIST	17	A-O	Y	$ 32.47	$ 34.09	$ 35.80	$ 37.59	$ 39.46	$ 41.44
ENGINEERING TECHNICIAN 3	18	A-O	Y	$ 34.09	$ 35.80	$ 37.59	$ 39.46	$ 41.44	$ 43.51
REGISTERED NURSE 1	18	A-O	Y	$ 34.09	$ 35.80	$ 37.59	$ 39.46	$ 41.44	$ 43.51
REGISTERED NURSE 2	19	A-O	Y	$ 35.80	$ 37.59	$ 39.46	$ 41.44	$ 43.51	$ 45.68
BUILDING INSPECTOR 3	20	A-O	Y	$ 37.59	$ 39.46	$ 41.44	$ 43.51	$ 45.68	$ 47.97
ELECTRICAL INSPECTOR	20	A-O	Y	$ 37.59	$ 39.46	$ 41.44	$ 43.51	$ 45.68	$ 47.97
REGISTERED NURSE 3	20	A-O	Y	$ 37.59	$ 39.46	$ 41.44	$ 43.51	$ 45.68	$ 47.97

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

Revised and adopted by BOC 12/31/2025. Retro to 1/1/2025

Added Accounting Coordinator to Range 15

GIS Cartographic Analyst Range 15 to Range 17

Added Library Outreach Specialist to Range 14

Revised and adopted by BOC 12/31/2025 . Effective 7/1/2025 3% COLA.

TILLAMOOK COUNTY LOCAL 2743 AFSCME UNION SALARY SCHEDULE
FISCAL YEAR 25-26 - EFFECTIVE JULY 1, 2025
2080 yearly base hours

Table: A	Range	Union	O/T Eligible	Minimum		Steps			Maximum
TITLE				1	2	3	4	5	6
CUSTODIAN	4	A	Y	$ 16.24	$ 17.06	$ 17.91	$ 18.80	$ 19.74	$ 20.73
LIBRARY ASSISTANT 1	4	A	Y	$ 16.24	$ 17.06	$ 17.91	$ 18.80	$ 19.74	$ 20.73
PARK FEE COLLECTOR	4	A	Y	$ 16.24	$ 17.06	$ 17.91	$ 18.80	$ 19.74	$ 20.73
FLAGGER	5	A	Y	$ 17.06	$ 17.91	$ 18.80	$ 19.74	$ 20.73	$ 21.77
OFFICE SPECIALIST 1	5	A	Y	$ 17.06	$ 17.91	$ 18.80	$ 19.74	$ 20.73	$ 21.77
ACCOUNTING CLERK 1	6	A	Y	$ 17.91	$ 18.80	$ 19.74	$ 20.73	$ 21.77	$ 22.86
LIBRARY ASSISTANT 2	6	A	Y	$ 17.91	$ 18.80	$ 19.74	$ 20.73	$ 21.77	$ 22.86
VICTIM'S SPECIALIST	6	A	Y	$ 17.91	$ 18.80	$ 19.74	$ 20.73	$ 21.77	$ 22.86
OFFICE SPECIALIST 2	7	A	Y	$ 18.80	$ 19.74	$ 20.73	$ 21.77	$ 22.86	$ 24.00
SOLID WASTE OUTREACH SPECIALIST	7	A	Y	$ 18.80	$ 19.74	$ 20.73	$ 21.77	$ 22.86	$ 24.00
SOLID WASTE TRANSFER STATION ATTENDANT	7	A	Y	$ 18.80	$ 19.74	$ 20.73	$ 21.77	$ 22.86	$ 24.00
PARK MAINTENANCE & OPERATIONS TECHNICIAN 1	8	A	Y	$ 19.74	$ 20.73	$ 21.77	$ 22.86	$ 24.00	$ 25.20
ROAD MEO 1	8	A	Y	$ 19.74	$ 20.73	$ 21.77	$ 22.86	$ 24.00	$ 25.20
ACCOUNTING CLERK 2	9	A	Y	$ 20.73	$ 21.77	$ 22.86	$ 24.00	$ 25.20	$ 26.46
BUILDING & GROUNDS MAINTENANCE WORKER	9	A	Y	$ 20.73	$ 21.77	$ 22.86	$ 24.00	$ 25.20	$ 26.46
IT SPECIALIST 1 (Help Desk Specialist)	9	A	Y	$ 20.73	$ 21.77	$ 22.86	$ 24.00	$ 25.20	$ 26.46
JUVENILE PROBATION ASSISTANT	9	A	Y	$ 20.73	$ 21.77	$ 22.86	$ 24.00	$ 25.20	$ 26.46
LEGAL ASSISTANT 1	9	A	Y	$ 20.73	$ 21.77	$ 22.86	$ 24.00	$ 25.20	$ 26.46
LIBRARY ASSISTANT 3	9	A	Y	$ 20.73	$ 21.77	$ 22.86	$ 24.00	$ 25.20	$ 26.46
MEDICAL CLINIC ASSISTANT	9	A	Y	$ 20.73	$ 21.77	$ 22.86	$ 24.00	$ 25.20	$ 26.46
PERMIT TECHNICIAN	9	A	Y	$ 20.73	$ 21.77	$ 22.86	$ 24.00	$ 25.20	$ 26.46
WIC PROGRAM ASSISTANT	9	A	Y	$ 20.73	$ 21.77	$ 22.86	$ 24.00	$ 25.20	$ 26.46
CERTIFIED MEDICAL CLINIC ASSISTANT	10	A	Y	$ 21.77	$ 22.86	$ 24.00	$ 25.20	$ 26.46	$ 27.78
EMR SPECIALIST	10	A	Y	$ 21.77	$ 22.86	$ 24.00	$ 25.20	$ 26.46	$ 27.78
PROPERTY APPRAISER TRAINEE	10	A	Y	$ 21.77	$ 22.86	$ 24.00	$ 25.20	$ 26.46	$ 27.78
TRADITIONAL HEALTH WORKER	10	A	Y	$ 21.77	$ 22.86	$ 24.00	$ 25.20	$ 26.46	$ 27.78
ACCOUNTING TECHNICIAN	11	A	Y	$ 22.86	$ 24.00	$ 25.20	$ 26.46	$ 27.78	$ 29.17
ASSESSMENT TECHNICIAN	11	A	Y	$ 22.86	$ 24.00	$ 25.20	$ 26.46	$ 27.78	$ 29.17
GRANT COMPLIANCE ASSISTANT	11	A	Y	$ 22.86	$ 24.00	$ 25.20	$ 26.46	$ 27.78	$ 29.17
LEGAL ASSISTANT 2	11	A	Y	$ 22.86	$ 24.00	$ 25.20	$ 26.46	$ 27.78	$ 29.17
MOBILE CLINIC DRIVER	11	A	Y	$ 22.86	$ 24.00	$ 25.20	$ 26.46	$ 27.78	$ 29.17
PARK MAINTENANCE & OPERATIONS TECHNICIAN 2	11	A	Y	$ 22.86	$ 24.00	$ 25.20	$ 26.46	$ 27.78	$ 29.17
ROAD MEO 2	11	A	Y	$ 22.86	$ 24.00	$ 25.20	$ 26.46	$ 27.78	$ 29.17
VETERAN'S SERVICES COORDINATOR	11	A	Y	$ 22.86	$ 24.00	$ 25.20	$ 26.46	$ 27.78	$ 29.17
VICTIM'S ASSISTANCE COORDINATOR	11	A	Y	$ 22.86	$ 24.00	$ 25.20	$ 26.46	$ 27.78	$ 29.17
IT SPECIALIST 2 (Computer Operations Technician)	12	A	Y	$ 24.00	$ 25.20	$ 26.46	$ 27.78	$ 29.17	$ 30.63
LAND USE PLANNER 1	12	A	Y	$ 24.00	$ 25.20	$ 26.46	$ 27.78	$ 29.17	$ 30.63
MECHANIC 1	12	A	Y	$ 24.00	$ 25.20	$ 26.46	$ 27.78	$ 29.17	$ 30.63
MEDICAL BILLING TECHNICIAN	12	A	Y	$ 24.00	$ 25.20	$ 26.46	$ 27.78	$ 29.17	$ 30.63
PROPERTY APPRAISER 1	12	A	Y	$ 24.00	$ 25.20	$ 26.46	$ 27.78	$ 29.17	$ 30.63
SENIOR PERMIT TECHNICIAN	12	A	Y	$ 24.00	$ 25.20	$ 26.46	$ 27.78	$ 29.17	$ 30.63
SURVEY TECHNICIAN 1	12	A	Y	$ 24.00	$ 25.20	$ 26.46	$ 27.78	$ 29.17	$ 30.63
ENGINEERING TECHNICIAN 1	13	A	Y	$ 25.20	$ 26.46	$ 27.78	$ 29.17	$ 30.63	$ 32.16
ENVIRONMENTAL HEALTH SPECIALIST 1	13	A	Y	$ 25.20	$ 26.46	$ 27.78	$ 29.17	$ 30.63	$ 32.16
PUBLIC HEALTH PROGRAM REPRESENTATIVE	13	A	Y	$ 25.20	$ 26.46	$ 27.78	$ 29.17	$ 30.63	$ 32.16
ROAD MEO 3	13	A	Y	$ 25.20	$ 26.46	$ 27.78	$ 29.17	$ 30.63	$ 32.16
BUILDING INPSECTOR 1	14	A	Y	$ 26.46	$ 27.78	$ 29.17	$ 30.63	$ 32.16	$ 33.77
JUVENILE PROBATION OFFICER	14	A	Y	$ 26.46	$ 27.78	$ 29.17	$ 30.63	$ 32.16	$ 33.77
LAND USE PLANNER 2	14	A	Y	$ 26.46	$ 27.78	$ 29.17	$ 30.63	$ 32.16	$ 33.77
LIBRARY OUTREACH SPECIALIST	14	A	Y	$ 26.46	$ 27.78	$ 29.17	$ 30.63	$ 32.16	$ 33.77
PROPERTY APPRAISER 2	14	A	Y	$ 26.46	$ 27.78	$ 29.17	$ 30.63	$ 32.16	$ 33.77
SURVEY TECHNICIAN 2	14	A	Y	$ 26.46	$ 27.78	$ 29.17	$ 30.63	$ 32.16	$ 33.77
ACCOUNTING COORDINATOR	15	A	Y	$ 27.78	$ 29.17	$ 30.63	$ 32.16	$ 33.77	$ 35.46
ENVIRONMENTAL HEALTH SPECIALIST 2	15	A	Y	$ 27.78	$ 29.17	$ 30.63	$ 32.16	$ 33.77	$ 35.46
IT SPECIALIST 3 (Computer Operations Technician)	15	A	Y	$ 27.78	$ 29.17	$ 30.63	$ 32.16	$ 33.77	$ 35.46
MECHANIC 2	15	A	Y	$ 27.78	$ 29.17	$ 30.63	$ 32.16	$ 33.77	$ 35.46
ROAD MEO 4	15	A	Y	$ 27.78	$ 29.17	$ 30.63	$ 32.16	$ 33.77	$ 35.46

ENGINEERING TECHNICIAN 2	16	A	Y	$ 29.17	$ 30.63	$ 32.16	$ 33.77	$ 35.46	$ 37.23
LIBRARIAN	16	A	Y	$ 29.17	$ 30.63	$ 32.16	$ 33.77	$ 35.46	$ 37.23
NUTRITIONIST	16	A	Y	$ 29.17	$ 30.63	$ 32.16	$ 33.77	$ 35.46	$ 37.23
SYSTEMS LIBRRIAN	16	A	Y	$ 29.17	$ 30.63	$ 32.16	$ 33.77	$ 35.46	$ 37.23
SURVEY TECHNICIAN 3	16	A	Y	$ 29.17	$ 30.63	$ 32.16	$ 33.77	$ 35.46	$ 37.23
BUILDING INSPECTOR 2	17	A	Y	$ 30.63	$ 32.16	$ 33.77	$ 35.46	$ 37.23	$ 39.09
COMMUNICATIONS SYSTEM ADMINISTRATOR	17	A	Y	$ 30.63	$ 32.16	$ 33.77	$ 35.46	$ 37.23	$ 39.09
GIS CARTOGRAPHIC ANALYST	17	A	Y	$ 30.63	$ 32.16	$ 33.77	$ 35.46	$ 37.23	$ 39.09
GRANTS PROGRAM MANAGER	17	A	Y	$ 30.63	$ 32.16	$ 33.77	$ 35.46	$ 37.23	$ 39.09
HHS ADMINISTRATIVE SPECIALIST	17	A	Y	$ 30.63	$ 32.16	$ 33.77	$ 35.46	$ 37.23	$ 39.09
HOUSING COORDINATOR	17	A	Y	$ 30.63	$ 32.16	$ 33.77	$ 35.46	$ 37.23	$ 39.09
LAND USE PLANNER 3	17	A	Y	$ 30.63	$ 32.16	$ 33.77	$ 35.46	$ 37.23	$ 39.09
IT SPECIALIST 4 (Network and Computer Systems Technician)	17	A	Y	$ 30.63	$ 32.16	$ 33.77	$ 35.46	$ 37.23	$ 39.09
PROPERTY APPRAISER 3	17	A	Y	$ 30.63	$ 32.16	$ 33.77	$ 35.46	$ 37.23	$ 39.09
PW ADMINISTRATIVE SPECIALIST	17	A	Y	$ 30.63	$ 32.16	$ 33.77	$ 35.46	$ 37.23	$ 39.09
ENGINEERING TECHNICIAN 3	18	A	Y	$ 32.16	$ 33.77	$ 35.46	$ 37.23	$ 39.09	$ 41.05
REGISTERED NURSE 1	18	A	Y	$ 32.16	$ 33.77	$ 35.46	$ 37.23	$ 39.09	$ 41.05
REGISTERED NURSE 2	19	A	Y	$ 33.77	$ 35.46	$ 37.23	$ 39.09	$ 41.05	$ 43.10
BUILDING INSPECTOR 3	20	A	Y	$ 35.46	$ 37.23	$ 39.09	$ 41.05	$ 43.10	$ 45.25
ELECTRICAL INSPECTOR	20	A	Y	$ 35.46	$ 37.23	$ 39.09	$ 41.05	$ 43.10	$ 45.25
REGISTERED NURSE 3	20	A	Y	$ 35.46	$ 37.23	$ 39.09	$ 41.05	$ 43.10	$ 45.25

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 12/31/2025. Retro to 1/1/2025

Added Accounting Coordinator to Range 15

GIS Cartographic Analyst Range 15 to Range 17

Added Library Outreach Specialist to Range 14

Revised and adopted by BOC 12/31/2025 . Effective 7/1/2025 3% COLA.

July 1, 2024 Oregon Min Wage $14.70

TILLAMOOK COUNTY LOCAL 2743 AFSCME UNION SALARY SCHEDULE
FISCAL YEAR 25-26 - EFFECTIVE JULY 1, 2025
2080 yearly base hours

Table: A1	Range	Union	O/T Eligible	Minimum		Steps			Maximum
TITLE				1	2	3	4	5	6
BEHAVIORAL HEALTH CLINICIAN 1	1	A	N	$ 6,225.00	$ 6,537.00	$ 6,864.00	$ 7,208.00	$ 7,569.00	$ 7,948.00
BEHAVIORAL HEALTH CLINICIAN 2	2	A	N	$ 6,537.00	$ 6,864.00	$ 7,208.00	$ 7,569.00	$ 7,948.00	$ 8,346.00
BEHAVIORAL HEALTH CLINICIAN 3	3	A	N	$ 6,864.00	$ 7,208.00	$ 7,569.00	$ 7,948.00	$ 8,346.00	$ 8,764.00

The positions of Behavioral Health Clinician I, II and III are FLSA exempt salaried positions
Revised and adopted by BOC 6/22/2022
Revised and adopted by BOC 1/11/2023. Effective 1/1/2023 5% Market Adj.
Revised and adopted by BOC 1/17/2024 retro to 7/1/2023
Behavioral Health Clinician I-III to Behavioral Health Clinician 1-3
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 12/31/2025 . Effective 7/1/2025 3% COLA.

TILLAMOOK COUNTY LOCAL 2743 AFSCME UNION SALARY SCHEDULE (OPSRP)
FISCAL YEAR 25-26 - EFFECTIVE JULY 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	$ 6,598.50	$ 6,928.50	$ 7,275.00	$ 7,639.00	$ 8,021.00	$ 8,422.50
BEHAVIORAL HEALTH CLINICIAN 2	2	A	N	$ 6,929.00	$ 7,275.50	$ 7,639.50	$ 8,021.50	$ 8,423.00	$ 8,844.50
BEHAVIORAL HEALTH CLINICIAN 3	3	A	N	$ 7,276.00	$ 7,640.00	$ 8,022.00	$ 8,423.50	$ 8,845.00	$ 9,287.50

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 1/08/2025. Effective 1/1/2025 OPSRP
Revised and adopted by BOC 12/31/2025 . Effective 7/1/2025 3% COLA.

TILLAMOOK COUNTY LOCAL 2743 AFSCME UNION SALARY SCHEDULE
FISCAL YEAR 25-26 - EFFECTIVE JULY 1, 2025
2080 yearly base hours

Table: IT	Range	Union	O/T Eligi	Minimum		Steps			Maximum
TITLE				1	2	3	4	5	6
IT SPECIALIST 5 (Analyst Programmer)	1	A	N	$ 6,152.00	$ 6,460.00	$ 6,783.00	$ 7,122.00	$ 7,478.00	$ 7,852.00
IT SPECIALIST 6 (Systems Manager)	2	A	N	$ 7,125.00	$ 7,481.00	$ 7,855.00	$ 8,248.00	$ 8,660.00	$ 9,093.00

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 12/31/2025 . Effective 7/1/2025 3% COLA.

TILLAMOOK COUNTY LOCAL 2743 AFSCME UNION SALARY SCHEDULE (OPSRP)
FISCAL YEAR 25-26 - EFFECTIVE JULY 1, 2025
2080 yearly base hours

Table: IT-O	Range	Union	O/T Eligibl	Minimum		Steps			Maximum
TITLE				1	2	3	4	5	6
IT SPECIALIST 5 (Analyst Programmer)	1	A	N	$ 6,521.00	$ 6,847.50	$ 7,190.00	$ 7,549.50	$ 7,927.00	$ 8,323.50
IT SPECIALIST 6 (Systems Manager)	2	A	N	$ 7,552.50	$ 7,930.50	$ 8,327.50	$ 8,744.00	$ 9,181.50	$ 9,641.00

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 1/08/2025. Effective 1/1/2025 OPSRP
Revised and adopted by BOC 12/31/2025 . Effective 7/1/2025 3% COLA.

TILLAMOOK COUNTY LOCAL 2743 AFSCME UNION SALARY SCHEDULE (OPSRP)
FISCAL YEAR 25-26 - EFFECTIVE JULY 1, 2025
2080 yearly base hours

Table: A-O	Range	Union	O/T Eligible	Minimum		Steps			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	$ 33.10
ENVIRONMENTAL HEALTH SPECIALIST 1	13	A-O	Y	$ 25.93	$ 27.23	$ 28.59	$ 30.02	$ 31.52	$ 33.10
PUBLIC HEALTH PROGRAM REPRESENTATIVE	13	A-O	Y	$ 25.93	$ 27.23	$ 28.59	$ 30.02	$ 31.52	$ 33.10
ROAD MEO 3	13	A-O	Y	$ 25.93	$ 27.23	$ 28.59	$ 30.02	$ 31.52	$ 33.10
BUILDING INPSECTOR 1	14	A-O	Y	$ 27.23	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75
JUVENILE PROBATION OFFICER	14	A-O	Y	$ 27.23	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75
LAND USE PLANNER 2	14	A-O	Y	$ 27.23	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75
LIBRARY OUTREACH SPECIALIST	14	A-O	Y	$ 25.69	$ 26.97	$ 28.32	$ 29.73	$ 31.22	$ 32.78
PROPERTY APPRAISER 2	14	A-O	Y	$ 27.23	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75
SURVEY TECHNICIAN 2	14	A-O	Y	$ 27.23	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75
ACCOUNTING COORDINATOR	15	A-O	Y	$ 25.69	$ 26.97	$ 28.32	$ 29.73	$ 31.22	$ 32.78
ENVIRONMENTAL HEALTH SPECIALIST 2	15	A-O	Y	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49
IT SPECIALIST 3 (Computer Operations Technician)	15	A-O	Y	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49
MECHANIC 2	15	A-O	Y	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49

ROAD MEO 4	15	A-O	Y	$ 28.59	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49
ENGINEERING TECHNICIAN 2	16	A-O	Y	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32
LIBRARIAN	16	A-O	Y	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32
NUTRITIONIST	16	A-O	Y	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32
SYSTEMS LIBRRIAN	16	A-O	Y	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32
SURVEY TECHNICIAN 3	16	A-O	Y	$ 30.02	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32
BUILDING INSPECTOR 2	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
COMMUNICATIONS SYSTEM ADMINISTRATOR	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
GIS CARTOGRAPHIC ANALYST	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
GRANTS PROGRAM MANAGER	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
HHS ADMINISTRATIVE SPECIALIST	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
HOUSING COORDINATOR	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
LAND USE PLANNER 3	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
IT SPECIALIST 4 (Network and Computer Systems Technician)	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
PROPERTY APPRAISER 3	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
PW ADMINISTRATIVE SPECIALIST	17	A-O	Y	$ 31.52	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23
ENGINEERING TECHNICIAN 3	18	A-O	Y	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23	$ 42.24
REGISTERED NURSE 1	18	A-O	Y	$ 33.10	$ 34.75	$ 36.49	$ 38.32	$ 40.23	$ 42.24
REGISTERED NURSE 2	19	A-O	Y	$ 34.75	$ 36.49	$ 38.32	$ 40.23	$ 42.24	$ 44.36
BUILDING INSPECTOR 3	20	A-O	Y	$ 36.49	$ 38.32	$ 40.23	$ 42.24	$ 44.36	$ 46.57
ELECTRICAL INSPECTOR	20	A-O	Y	$ 36.49	$ 38.32	$ 40.23	$ 42.24	$ 44.36	$ 46.57
REGISTERED NURSE 3	20	A-O	Y	$ 36.49	$ 38.32	$ 40.23	$ 42.24	$ 44.36	$ 46.57

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

Revised and adopted by BOC 12/31/2025. Retro to 1/1/2025

Added Accounting Coordinator to Range 15

GIS Cartographic Analyst Range 15 to Range 17

Added Library Outreach Specialist to Range 14

TILLAMOOK COUNTY NON-REPRESENTED/EXEMPT SALARY 2025-2026 SALARY SCHEDULE
EFFECTIVE JULY 1, 2025

Exempt

Table: NRE	Range	Union	O/T Eligi	Minimum				Steps				Maximum
TITLE				1	2	3	4	5	6	7	8	9
No Assigned Classifications	3	N	N	$ 4,479.00	$ 4,658.00	$ 4,844.00	$ 5,038.00	$ 5,240.00	$ 5,450.00	$ 5,668.00	$ 5,895.00	$ 6,131.00
SW Transfer Station Supervisor	4	N	N	$ 4,658.00	$ 4,844.00	$ 5,038.00	$ 5,240.00	$ 5,450.00	$ 5,668.00	$ 5,895.00	$ 6,131.00	$ 6,376.00
Parks Maintenance Foreman	4	N	N	$ 4,658.00	$ 4,844.00	$ 5,038.00	$ 5,240.00	$ 5,450.00	$ 5,668.00	$ 5,895.00	$ 6,131.00	$ 6,376.00
Facilities Supervisor	4	N	N	$ 4,658.00	$ 4,844.00	$ 5,038.00	$ 5,240.00	$ 5,450.00	$ 5,668.00	$ 5,895.00	$ 6,131.00	$ 6,376.00
Community Health Office Supervisor	5	N	N	$ 4,844.00	$ 5,038.00	$ 5,240.00	$ 5,450.00	$ 5,668.00	$ 5,895.00	$ 6,131.00	$ 6,376.00	$ 6,631.00
Veteran's Service Officer	5	N	N	$ 4,844.00	$ 5,038.00	$ 5,240.00	$ 5,450.00	$ 5,668.00	$ 5,895.00	$ 6,131.00	$ 6,376.00	$ 6,631.00
Justice Court Administrator	6	N	N	$ 5,038.00	$ 5,240.00	$ 5,450.00	$ 5,668.00	$ 5,895.00	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00
District Attorney's Office Manager	7	N	N	$ 5,240.00	$ 5,450.00	$ 5,668.00	$ 5,895.00	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00
Parks Office Manager	7	N	N	$ 5,240.00	$ 5,450.00	$ 5,668.00	$ 5,895.00	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00
Chief Deputy Clerk	8	N	N	$ 5,450.00	$ 5,668.00	$ 5,895.00	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00
Chief Deputy of Assessment & Taxation	8	N	N	$ 5,450.00	$ 5,668.00	$ 5,895.00	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00
Human Resources Generalist	8	N	N	$ 5,450.00	$ 5,668.00	$ 5,895.00	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00
Public Works Shop Supervisor	8	N	N	$ 5,450.00	$ 5,668.00	$ 5,895.00	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00
Road District Supervisor	8	N	N	$ 5,450.00	$ 5,668.00	$ 5,895.00	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00
Accounting Manager	9	N	N	$ 5,668.00	$ 5,895.00	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00
Emergency Management Director	9	N	N	$ 5,668.00	$ 5,895.00	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00
Library Manager	9	N	N	$ 5,668.00	$ 5,895.00	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00
Chief Appraiser	10	N	N	$ 5,895.00	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00
Solid Waste Program Manager	10	N	N	$ 5,895.00	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00
Chief MedicoLegal Death Investigator	11	N	N	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00
Community Health Clinic Manager	11	N	N	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00
Community Health Communications Manager	11	N	N	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00
Community Health Dental Manager	11	N	N	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00
Community Health Program Manager	11	N	N	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00
Environmental Health Program Manager	11	N	N	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00
Deputy DA 1	11	N	N	$ 6,131.00	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00
Human Resource Analyst	12	N	N	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00	$ 8,726.00
IS Operations Manager	12	N	N	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00	$ 8,726.00
Engineering Project Manager	12	N	N	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00	$ 8,726.00
Operations Superintendent	12	N	N	$ 6,376.00	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00	$ 8,726.00
Behavioral Health Clinician Assistant Manager	13	N	N	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00	$ 8,726.00	$ 9,075.00
Deputy DA 2	13	N	N	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00	$ 8,726.00	$ 9,075.00
Human Resources Manager	13	N	N	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00	$ 8,726.00	$ 9,075.00
Chief Deputy Treasurer/Asst Finance Director	13	N	N	$ 6,631.00	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00	$ 8,726.00	$ 9,075.00
Assistant Building Official	14	N	N	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00	$ 8,726.00	$ 9,075.00	$ 9,438.00
Behavioral Health Clinician Manager	14	N	N	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00	$ 8,726.00	$ 9,075.00	$ 9,438.00
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	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00	$ 8,726.00	$ 9,075.00	$ 9,438.00
Community Heath Public Health Deputy Director	14	N	N	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00	$ 8,726.00	$ 9,075.00	$ 9,438.00
Environmental Program Manager	14	N	N	$ 6,896.00	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00	$ 8,726.00	$ 9,075.00	$ 9,438.00
Building Official	15	N	N	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00	$ 8,726.00	$ 9,075.00	$ 9,438.00	$ 9,816.00
Deputy DA 3	15	N	N	$ 7,172.00	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00	$ 8,726.00	$ 9,075.00	$ 9,438.00	$ 9,816.00
No Assigned Classifications	16	N	N	$ 7,459.00	$ 7,757.00	$ 8,067.00	$ 8,390.00	$ 8,726.00	$ 9,075.00	$ 9,438.00	$ 9,816.00	$ 10,209.00
Chief Deputy DA	17	N	N	$ 7,757.00	$ 8,067.00	$ 8,390.00	$ 8,726.00	$ 9,075.00	$ 9,438.00	$ 9,816.00	$ 10,209.00	$ 10,617.00

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 Manger 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

Revised and adopted by BOC 12/31/2025. Effective 7/1/2025 3% COLA.

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

Exempt

Table: NRE-O	Range	Union	O/T Eligi	Minimum				Steps				Maximum
TITLE				1	2	3	4	5	6	7	8	9
No Assigned Classifications	3	N	N	$ 4,748.50	$ 4,938.50	$ 5,136.50	$ 5,342.00	$ 5,556.00	$ 5,778.50	$ 6,010.00	$ 6,250.50	$ 6,501.00
SW Transfer Station Supervisor	4	N	N	$ 4,938.50	$ 5,136.50	$ 5,342.00	$ 5,556.00	$ 5,778.50	$ 6,010.00	$ 6,250.50	$ 6,501.00	$ 6,761.50
Parks Maintenance Foreman	4	N	N	$ 4,938.50	$ 5,136.50	$ 5,342.00	$ 5,556.00	$ 5,778.50	$ 6,010.00	$ 6,250.50	$ 6,501.00	$ 6,761.50
Facilities Supervisor	4	N	N	$ 4,938.50	$ 5,136.50	$ 5,342.00	$ 5,556.00	$ 5,778.50	$ 6,010.00	$ 6,250.50	$ 6,501.00	$ 6,761.50
Community Health Office Supervisor	5	N	N	$ 5,136.50	$ 5,342.00	$ 5,556.00	$ 5,778.50	$ 6,010.00	$ 6,250.50	$ 6,501.00	$ 6,761.50	$ 7,032.00
Veteran's Service Officer	5	N	N	$ 5,136.50	$ 5,342.00	$ 5,556.00	$ 5,778.50	$ 6,010.00	$ 6,250.50	$ 6,501.00	$ 6,761.50	$ 7,032.00
Justice Court Administrator	6	N	N	$ 5,342.00	$ 5,556.00	$ 5,778.50	$ 6,010.00	$ 6,250.50	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50
District Attorney's Office Manager	7	N	N	$ 5,556.00	$ 5,778.50	$ 6,010.00	$ 6,250.50	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50
Parks Office Manager	7	N	N	$ 5,556.00	$ 5,778.50	$ 6,010.00	$ 6,250.50	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50
Chief Deputy Clerk	8	N	N	$ 5,778.50	$ 6,010.00	$ 6,250.50	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00
Chief Deputy of Assessment & Taxation	8	N	N	$ 5,778.50	$ 6,010.00	$ 6,250.50	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00
Human Resources Generalist	8	N	N	$ 5,778.50	$ 6,010.00	$ 6,250.50	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00
Public Works Shop Supervisor	8	N	N	$ 5,778.50	$ 6,010.00	$ 6,250.50	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00
Road District Supervisor	8	N	N	$ 5,778.50	$ 6,010.00	$ 6,250.50	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00
Accounting Manager	9	N	N	$ 6,010.00	$ 6,250.50	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50
Emergency Management Director	9	N	N	$ 6,010.00	$ 6,250.50	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50
Library Manager	9	N	N	$ 6,010.00	$ 6,250.50	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50
Chief Appraiser	10	N	N	$ 6,250.50	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00
Solid Waste Program Manager	10	N	N	$ 6,250.50	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00
Chief MedicoLegal Death Investigator	11	N	N	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50
Community Health Clinic Manager	11	N	N	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50
Community Health Communications Manager	11	N	N	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50
Community Health Dental Manager	11	N	N	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50
Community Health Program Manager	11	N	N	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50
Environmental Health Program Manager	11	N	N	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50
Deputy DA 1	11	N	N	$ 6,501.00	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50
Human Resource Analyst	12	N	N	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50
IS Operations Manager	12	N	N	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50
Engineering Project Manager	12	N	N	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50
Operations Superintendent	12	N	N	$ 6,761.50	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50
Behavioral Health Clinician Assistant Manager	13	N	N	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50	$ 9,626.00
Deputy DA 2	13	N	N	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50	$ 9,626.00
Human Resources Manager	13	N	N	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50	$ 9,626.00
Chief Deputy Treasurer/Asst Finance Director	13	N	N	$ 7,032.00	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50	$ 9,626.00
Assistant Building Official	14	N	N	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50	$ 9,626.00	$ 10,011.50
Behavioral Health Clinician Manager	14	N	N	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50	$ 9,626.00	$ 10,011.50
Community Health Chief Financial Officer	14	N	N	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50	$ 9,626.00	$ 10,011.50
Community Health Chief Operations Officer	14	N	N	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50	$ 9,626.00	$ 10,011.50
Community Heath Public Health Deputy Director	14	N	N	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50	$ 9,626.00	$ 10,011.50
Environmental Program Manager	14	N	N	$ 7,313.50	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50	$ 9,626.00	$ 10,011.50
Building Official	15	N	N	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50	$ 9,626.00	$ 10,011.50	$ 10,412.00
Deputy DA 3	15	N	N	$ 7,606.50	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50	$ 9,626.00	$ 10,011.50	$ 10,412.00
No Assigned Classifications	16	N	N	$ 7,911.00	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50	$ 9,626.00	$ 10,011.50	$ 10,412.00	$ 10,828.50
Chief Deputy DA	17	N	N	$ 8,227.50	$ 8,557.00	$ 8,899.50	$ 9,255.50	$ 9,626.00	$ 10,011.50	$ 10,412.00	$ 10,828.50	$ 11,262.00

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 Manger 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
Revised and adopted by BOC 12/31/2025. Effective 7/1/2025 3% COLA.

TILLAMOOK COUNTY NON-REPRESENTED/NON-EXEMPT SALARY SCHEDULE
FISCAL YEAR 25-26 - EFFECTIVE JULY 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	$ 23.89	$ 24.84	$ 25.84	$ 26.87	$ 27.94	$ 29.06	$ 30.22	$ 31.43	$ 32.69
Secretary	1	N	Y	$ 23.89	$ 24.84	$ 25.84	$ 26.87	$ 27.94	$ 29.06	$ 30.22	$ 31.43	$ 32.69
Legal Secretary	2	N	Y	$ 24.84	$ 25.84	$ 26.87	$ 27.94	$ 29.06	$ 30.22	$ 31.43	$ 32.69	$ 34.00
Sheriff Office Manager	2	N	Y	$ 24.84	$ 25.84	$ 26.87	$ 27.94	$ 29.06	$ 30.22	$ 31.43	$ 32.69	$ 34.00
Kitchen Supervisor	2	N	Y	$ 24.84	$ 25.84	$ 26.87	$ 27.94	$ 29.06	$ 30.22	$ 31.43	$ 32.69	$ 34.00
Civil Program Manager	3	N	Y	$ 25.84	$ 26.87	$ 27.94	$ 29.06	$ 30.22	$ 31.43	$ 32.69	$ 34.00	$ 35.36
Executive Assistant	4	N	Y	$ 26.87	$ 27.94	$ 29.06	$ 30.22	$ 31.43	$ 32.69	$ 34.00	$ 35.36	$ 36.77
Human Resources Technician	4	N	Y	$ 26.87	$ 27.94	$ 29.06	$ 30.22	$ 31.43	$ 32.69	$ 34.00	$ 35.36	$ 36.77
Administrative Analyst	5	N	Y	$ 27.94	$ 29.06	$ 30.22	$ 31.43	$ 32.69	$ 34.00	$ 35.36	$ 36.77	$ 38.24
Human Resource Coordinator	7	N	Y	$ 30.22	$ 31.43	$ 32.69	$ 34.00	$ 35.36	$ 36.77	$ 38.24	$ 39.77	$ 41.36
Payroll Specialist	7	N	Y	$ 30.22	$ 31.43	$ 32.69	$ 34.00	$ 35.36	$ 36.77	$ 38.24	$ 39.77	$ 41.36

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 12/31/2025 . Effective 7/1/2025 3% COLA.

TILLAMOOK COUNTY NON-REPRESENTED/NON-EXEMPT SALARY SCHEDULE (OPSRP)
FISCAL YEAR 25-26 - EFFECTIVE JULY 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	$ 25.32	$ 26.33	$ 27.39	$ 28.48	$ 29.62	$ 30.80	$ 32.04	$ 33.32	$ 34.65
Secretary	1	N	Y	$ 25.32	$ 26.33	$ 27.39	$ 28.48	$ 29.62	$ 30.80	$ 32.04	$ 33.32	$ 34.65
Legal Secretary	2	N	Y	$ 26.33	$ 27.39	$ 28.48	$ 29.62	$ 30.80	$ 32.04	$ 33.32	$ 34.65	$ 36.04
Sheriff Office Manager	2	N	Y	$ 26.33	$ 27.39	$ 28.48	$ 29.62	$ 30.80	$ 32.04	$ 33.32	$ 34.65	$ 36.04
Kitchen Supervisor	2	N	Y	$ 26.33	$ 27.39	$ 28.48	$ 29.62	$ 30.80	$ 32.04	$ 33.32	$ 34.65	$ 36.04
Civil Program Manager	3	N	Y	$ 27.39	$ 28.48	$ 29.62	$ 30.80	$ 32.04	$ 33.32	$ 34.65	$ 36.04	$ 37.48
Executive Assistant	4	N	Y	$ 28.48	$ 29.62	$ 30.80	$ 32.04	$ 33.32	$ 34.65	$ 36.04	$ 37.48	$ 38.98
Human Resources Technician	4	N	Y	$ 28.48	$ 29.62	$ 30.80	$ 32.04	$ 33.32	$ 34.65	$ 36.04	$ 37.48	$ 38.98
Administrative Analyst	5	N	Y	$ 29.62	$ 30.80	$ 32.04	$ 33.32	$ 34.65	$ 36.04	$ 37.48	$ 38.98	$ 40.54
Human Resource Coordinator	7	N	Y	$ 32.04	$ 33.32	$ 34.65	$ 36.04	$ 37.48	$ 38.98	$ 40.54	$ 42.16	$ 43.84
Payroll Specialist	7	N	Y	$ 32.04	$ 33.32	$ 34.65	$ 36.04	$ 37.48	$ 38.98	$ 40.54	$ 42.16	$ 43.84

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 1/08/2025. Effective 1/1/2025 OPSRP
Revised and adopted by BOC 12/31/2025 . Effective 7/1/2025 3% COLA.

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

Table: ES	Range	Union	O/T Eligible	Minimum			Steps			Maximum
TITLE				1	2	3	4	5	6	7
No Assigned Classifications	1	N	N	$ 5,900.00	$ 6,136.00	$ 6,381.00	$ 6,636.00	$ 6,901.00	$ 7,177.00	$ 7,464.00
No Assigned Classifications	2	N	N	$ 6,136.00	$ 6,381.00	$ 6,636.00	$ 6,901.00	$ 7,177.00	$ 7,464.00	$ 7,763.00
Facilities Maintenance Director	3	N	N	$ 6,381.00	$ 6,636.00	$ 6,901.00	$ 7,177.00	$ 7,464.00	$ 7,763.00	$ 8,074.00
County Surveyor	5	N	N	$ 6,901.00	$ 7,177.00	$ 7,464.00	$ 7,763.00	$ 8,074.00	$ 8,397.00	$ 8,733.00
General Services Administrator	5	N	N	$ 6,901.00	$ 7,177.00	$ 7,464.00	$ 7,763.00	$ 8,074.00	$ 8,397.00	$ 8,733.00
No Assigned Classifications	6	N	N	$ 7,177.00	$ 7,464.00	$ 7,763.00	$ 8,074.00	$ 8,397.00	$ 8,733.00	$ 9,082.00
Parks Director	7	N	N	$ 7,464.00	$ 7,763.00	$ 8,074.00	$ 8,397.00	$ 8,733.00	$ 9,082.00	$ 9,445.00
Community Development Director	7	N	N	$ 7,464.00	$ 7,763.00	$ 8,074.00	$ 8,397.00	$ 8,733.00	$ 9,082.00	$ 9,445.00
Juvenile Director	7	N	N	$ 7,464.00	$ 7,763.00	$ 8,074.00	$ 8,397.00	$ 8,733.00	$ 9,082.00	$ 9,445.00
IS Director	8	N	N	$ 7,763.00	$ 8,074.00	$ 8,397.00	$ 8,733.00	$ 9,082.00	$ 9,445.00	$ 9,823.00
Library Director	8	N	N	$ 7,763.00	$ 8,074.00	$ 8,397.00	$ 8,733.00	$ 9,082.00	$ 9,445.00	$ 9,823.00
Chief of BOCC Staff	9	N	N	$ 8,074.00	$ 8,397.00	$ 8,733.00	$ 9,082.00	$ 9,445.00	$ 9,823.00	$ 10,216.00
Human Resources & Risk Management Director	9	N	N	$ 8,074.00	$ 8,397.00	$ 8,733.00	$ 9,082.00	$ 9,445.00	$ 9,823.00	$ 10,216.00
Director of Financial Services	10	N	N	$ 8,397.00	$ 8,733.00	$ 9,082.00	$ 9,445.00	$ 9,823.00	$ 10,216.00	$ 10,625.00
Health & Human Services Administrator	10	N	N	$ 8,397.00	$ 8,733.00	$ 9,082.00	$ 9,445.00	$ 9,823.00	$ 10,216.00	$ 10,625.00
Public Works Director	10	N	N	$ 8,397.00	$ 8,733.00	$ 9,082.00	$ 9,445.00	$ 9,823.00	$ 10,216.00	$ 10,625.00
No Assigned Classifications	11	N	N	$ 8,733.00	$ 9,082.00	$ 9,445.00	$ 9,823.00	$ 10,216.00	$ 10,625.00	$ 11,050.00
Chief Administrative Officer	12	N	N	$ 9,082.00	$ 9,445.00	$ 9,823.00	$ 10,216.00	$ 10,625.00	$ 11,050.00	$ 11,492.00

Table: CC	Range	Union	O/T Eligibl	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)
Revised and adopted by BOC 12/31/2025 . Effective 7/1/2025 3% COLA.

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

Table: ES-O	Range	Union	O/T Eligible	Minimum			Steps			Maximum
TITLE				1	2	3	4	5	6	7
No Assigned Classifications	1	N	N	$ 6,254.00	$ 6,504.50	$ 6,765.00	$ 7,036.00	$ 7,317.50	$ 7,610.50	$ 7,915.00
No Assigned Classifications	2	N	N	$ 6,504.50	$ 6,765.00	$ 7,036.00	$ 7,317.50	$ 7,610.50	$ 7,915.00	$ 8,232.00
Facilities Maintenance Director	3	N	N	$ 6,765.00	$ 7,036.00	$ 7,317.50	$ 7,610.50	$ 7,915.00	$ 8,232.00	$ 8,561.50
County Surveyor	5	N	N	$ 7,317.50	$ 7,610.50	$ 7,915.00	$ 8,232.00	$ 8,561.50	$ 8,904.00	$ 9,260.50
General Services Administrator	5	N	N	$ 7,317.50	$ 7,610.50	$ 7,915.00	$ 8,232.00	$ 8,561.50	$ 8,904.00	$ 9,260.50
No Assigned Classifications	6	N	N	$ 7,610.50	$ 7,915.00	$ 8,232.00	$ 8,561.50	$ 8,904.00	$ 9,260.50	$ 9,631.00
Parks Director	7	N	N	$ 7,915.00	$ 8,232.00	$ 8,561.50	$ 8,904.00	$ 9,260.50	$ 9,631.00	$ 10,016.50
Community Development Director	7	N	N	$ 7,915.00	$ 8,232.00	$ 8,561.50	$ 8,904.00	$ 9,260.50	$ 9,631.00	$ 10,016.50
Juvenile Director	7	N	N	$ 7,915.00	$ 8,232.00	$ 8,561.50	$ 8,904.00	$ 9,260.50	$ 9,631.00	$ 10,016.50
IS Director	8	N	N	$ 8,232.00	$ 8,561.50	$ 8,904.00	$ 9,260.50	$ 9,631.00	$ 10,016.50	$ 10,417.50
Library Director	8	N	N	$ 8,232.00	$ 8,561.50	$ 8,904.00	$ 9,260.50	$ 9,631.00	$ 10,016.50	$ 10,417.50
Chief of BOCC Staff	9	N	N	$ 8,561.50	$ 8,904.00	$ 9,260.50	$ 9,631.00	$ 10,016.50	$ 10,417.50	$ 10,834.50
Human Resources & Risk Management Director	9	N	N	$ 8,561.50	$ 8,904.00	$ 9,260.50	$ 9,631.00	$ 10,016.50	$ 10,417.50	$ 10,834.50
Director of Financial Services	10	N	N	$ 8,904.00	$ 9,260.50	$ 9,631.00	$ 10,016.50	$ 10,417.50	$ 10,834.50	$ 11,268.00
Health & Human Services Administrator	10	N	N	$ 8,904.00	$ 9,260.50	$ 9,631.00	$ 10,016.50	$ 10,417.50	$ 10,834.50	$ 11,268.00
Public Works Director	10	N	N	$ 8,904.00	$ 9,260.50	$ 9,631.00	$ 10,016.50	$ 10,417.50	$ 10,834.50	$ 11,268.00
No Assigned Classifications	11	N	N	$ 9,260.50	$ 9,631.00	$ 10,016.50	$ 10,417.50	$ 10,834.50	$ 11,268.00	$ 11,719.00
Chief Administrative Officer	12	N	N	$ 9,631.00	$ 10,016.50	$ 10,417.50	$ 10,834.50	$ 11,268.00	$ 11,719.00	$ 12,188.00

Table: CC	Range	Union	O/T Eligib	Minimum			Steps			Maximum
TITLE				1	2	3	4	5	6	7
County Counsel	1	N	N	$ 15,382.50	$ 15,998.00	$ 16,638.00	$ 17,303.50	$ 17,995.50	$ 18,715.50	$ 19,464.00

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)
Revised and adopted by BOC 12/31/2025 . Effective 7/1/2025 3% COLA.

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	$ 9,635.50	$ 10,021.00	$ 10,422.00	$ 10,839.00	$ 11,273.00	$ 11,724.00	$ 12,193.00	$ 12,681.00	$ 13,188.50

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	$ 16,719.50	$ 17,388.50	$ 18,084.50	$ 18,808.00	$ 19,560.50	$ 20,343.00	$ 21,157.00	$ 22,003.50	$ 22,884.00

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	$ 16,910.00	$ 17,755.50	$ 18,643.50	$ 19,576.00	$ 20,555.00	$ 21,583.00	$ 22,662.50	$ 23,796.00	$ 24,986.00

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. 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	$ 20,217.50	$ 21,228.50	$ 22,290.00	$ 23,404.50	$ 24,575.00	$ 25,804.00	$ 27,094.50	$ 28,449.50	$ 29,872.00

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

	Asst. Med Director	Medical Director	Public Health Official
Monthly Stipend	$ 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 1/08/2025. Effective 1/1/2025 OPSRP
Revised and adopted by BOC 12/31/2025 . Effective 7/1/2025 3% COLA.

Health Provider Pay Table

TABLE HP-A — **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	$ 9,090.00	$ 9,454.00	$ 9,832.00	$ 10,225.00	$ 10,634.00	$ 11,059.00	$ 11,501.00	$ 11,961.00	$ 12,439.00

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	$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-B — **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	$ 15,773.00	$ 16,404.00	$ 17,060.00	$ 17,742.00	$ 18,452.00	$ 19,190.00	$ 19,958.00	$ 20,756.00	$ 21,586.00

TABLE HP-C — **DENTIST**

Years in Practice	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Monthly Base Pay Rate	$ 15,953.00	$ 16,751.00	$ 17,589.00	$ 18,468.00	$ 19,391.00	$ 20,361.00	$ 21,379.00	$ 22,448.00	$ 23,570.00

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. YOSRA is prorated based on % of FTE
2. Closed Charts Formula:
% of charts closed within 48 hours - 90%

TABLE HP-D — **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	$ 19,073.00	$ 20,065.00	$ 21,108.00	$ 22,206.00	$ 23,361.00	$ 24,576.00	$ 25,854.00	$ 27,198.00	$ 28,612.00

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

	Asst. Med Director	Medical Director	Public Health Official
Monthly Stipend	$ 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 12/31/2025 . Effective 7/1/2025 3% COLA.