



TILLAMOOK COUNTY BOARD OF COMMISSIONERS

Paul Fournier - Mary Faith Bell - Erin Skaar

BOARD MEETING

Wednesday, January 28, 2026, 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.

2026-01-28 BOCC MEETING AUDIO.MP4

CALL TO ORDER – January 28, 2026 9:00 a.m.

1. Welcome & Request to Sign Guest List
01:07

2. Pledge of Allegiance
01:13

3. Public Comment
01:34

Pay Tables #10 and #15/Jacquelyn Rogers
Pay Table #15/April Bailey

4. Non-Agenda/Unscheduled Items: One unscheduled item followed Item #7.
13:37

LEGISLATIVE - ADMINISTRATIVE

5. Consideration of a Ninth Amendment to Oregon Health Authority 2024-2025 Intergovernmental Agreement #026023 for the Financing of Community Mental Health, Addiction Treatment, Recovery, & Prevention and Problem Gambling Services/Amanda Bunger, Executive Director, Tillamook Family Counseling Center
13:43

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

6. Consideration of Tourism Advisory Committee Recommendations for 2025-2026 TLT Tourism-Related Facilities Community Grants/Nan Devlin, Tillamook Coast Visitors Association

15:26

A motion was made by Commissioner Skaar and seconded by Vice-Chair Bell to approve grants in the amount of \$453,425.00, which is the presented recommended Tourism Advisory Committee suggested if additional Transient Lodging Tax is not added, plus the addition of the North Tillamook Library Friends' grant for \$5,400.00 and this overage funding may be removed from next year's facilities grants pending available funding if no additional Transient Lodging Tax is added. The motion passed with three aye votes. The Board approved the recommendations.

7. Consideration of a Partnership Agreement with LA County Library for the One Book, One Coast Project/Don Allgeier, Library Director

1:03:21

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

UNSCHEDULED: Consideration of Change Order #1 to Contract #6730 Prevailing Wage Contract for Construction with Farline Bridge, Inc. for the Lagler Temporary Bridge/Chris Laity, Public Works Director

1:07:41

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

8. Consideration of a Letter of Support to Oregon Watershed Enhancement Board for the Tillamook Bay Watershed Council's Grant Application/Commissioner Erin Skaar

1:10:38

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

9. Consideration of Adopting Tillamook County Pay Tables for Fiscal Year 2025-2026, Effective January 1, 2026 for Part Time Employees/Debra Jacob, Director of Financial Services/Treasurer

1:12:44

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

10. Consideration of Adopting Tillamook County Pay Tables for Fiscal Year 2025-2026, Effective January 1, 2026 for AFSCME Employees/Debra Jacob, Director of Financial Services/Treasurer

01:23:32

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

11. Consideration of Adopting Tillamook County Pay Tables for Fiscal Year 2025-2026, Effective January 1, 2026 for Teamsters Employees/Debra Jacob, Director of Financial Services/Treasurer

1:23:33

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

12. Consideration of Adopting Tillamook County Pay Tables for Fiscal Year 2025-2026, Effective January 1, 2026 for Teamsters Sergeants Employees/Debra Jacob, Director of Financial Services/Treasurer

1:23:34

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

13. Consideration of Adopting Tillamook County Pay Tables for Fiscal Year 2025-2026, Effective January 1, 2026 for Justice Facility Employees/Debra Jacob, Director of Financial Services/Treasurer

1:23:35

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

14. Consideration of Adopting Tillamook County Pay Tables for Fiscal Year 2025-2026, Effective January 1, 2026 for Health Provider Employees/Debra Jacob, Director of Financial Services/Treasurer

1:23:36

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

15. Consideration of Adopting Tillamook County Pay Tables for Fiscal Year 2025-2026, Effective January 1, 2026 for Non-Represented and Executive Service Employees/Debra Jacob, Director of Financial Services/Treasurer

1:23:37

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

16. Board Concerns

1:24:11

Pay table approval process; method of notifying staff; policy non-represented & executive longevity pay/Commissioner Erin Skaar

OTHER MEETINGS AND ANNOUNCEMENTS

1:27:29

The Commissioners will attend a Tillamook Lightwave meeting on **Tuesday, January 27, 2026** at **9:30 a.m.** The meeting will be held at the Tillamook PUD in the Carl Rawe Meeting Room, Tillamook.

Tillamook County's Compensation Board will meet on **Tuesday, January 27, 2026** at **11:30 a.m.** in the Board of Commissioners' Meeting Room 106 at the Tillamook County Courthouse, 201 Laurel Avenue, Tillamook. The teleconference number is 1-971-254-3149, Conference ID: 866 914 607#. The Compensation Board, as required by State law ORS 204.112, will discuss the process to determine compensation for the salaries of the County's elected officials. If you have questions, please contact Rachel Hagerty, Chief Administrative Officer, at rachel.hagerty@tillamookcount.gov

The Commissioners will hold a Board Briefing on **Wednesday, January 28, 2026** at **2:00 p.m.** to discuss weekly Commissioner updates. The meeting will be held in the Board of Commissioners' Meeting Room 106 at the Tillamook County Courthouse, 201 Laurel Avenue, Tillamook. The teleconference number is 1-971-254-3149, Conference ID: 866 914 607#.

The Commissioners will attend a workshop and forest tour with the Confederated Tribes of Grand Ronde Tribal Council on Tuesday, February 3, 2026 at **12:00 p.m.** The workshop will be held at the Tribal Council located at 9615 Grand Ronde Road, Grand Ronde.

Chair Fournier recessed the meeting at 10:26 a.m. to go into executive session pursuant to ORS 192.660(2)(e).

Chair Fournier reconvened the meeting at 10:47 a.m.

ADJOURN – 10:47 a.m.

Wednesday, January 28, 2026

PLEASE PRINT

Item of Interest

TAC - Facilities grants

(Please use reverse if necessary)

TILLAMOOK COUNTY BOARD OF COMMISSIONERS' MEETING

WEDNESDAY, JANUARY 28, 2026

PUBLIC COMMENT SIGN-IN SHEET

PLEASE PRINT

[illegible]

2025-26 Tourism-related Facilities Grant applicants: TAC Recommendations

Applicant	Project	\$ \$ requested	\$ \$ SUGGESTED IF ADD'L TLT IS NOT ADDED	\$ \$ SUGGESTED IF ADD'L TLT IS ADDED	Notes	Average score	Ranking
Tillamook Estuaries Partnership	Estuaries Science Center	\$75,000	\$50,000 partial	+ \$25,000 for full request of \$75,000	Schematic design, part of an overall design	72.6	#1
City of Rockaway Beach	Lake Lytle Restroom	\$75,000	\$50,000 partial	+ \$25,000 for full request of \$75,000	Part of extensive Lake Lytle facilities improvements	71.4	#2
Friends of Cape Meares Lighthouse	Fresnel Lens Restoration	\$75,000	\$50,000 partial	+ \$25,000 for full request of \$75,000	Partnership with OPRD	68.6	#3
Oregon Coast Scenic Railroad	Completion of Water tower	\$75,000	\$50,000 partial	+ \$25,000 for full request of \$75,000	Water tower part of Historic Railroad Depot project, and provides water during wildfires	68.2	#4
Oceanside Action Partnership	Tire Trail Rebuild	\$13,400	\$13,400 fully funded	\$13,400	Make repairs to a trail that was closed in 2023	66.2	#6
City of Wheeler	Dock and pathway accessibility improvements	\$64,230	\$46,780 partial	\$46,780 <i>No add'l funds requested – TAC approved partial payment</i>	Continuation of bayfront upgrades	63.6	#8
Oceanside Action Partnership	Shared use path project	\$35,000	\$35,000 fully funded	\$35,000	Engineering study and path plan	61.6	#9
Tillamook Off- Road Alliance	Buzzard Butte Trail Network	\$75,000	\$50,000 partial	+ \$25,000 for full request of \$75,000	Build-out Ridgeline Trail bottom and top sections, create parking area at Whalen Knob Trailhead	59.8	#11
Netarts- Oceanside Volunteer	Emergency preparedness Conex boxes	\$46,000	\$35,000	\$35,000 <i>No add'l funds requested – TAC</i>	Long-term storage for emergency supplies	55.8	#12 - TIE

Firefighters Association				<i>approved partial payment</i>	servicing visitors and community		
Dorymen's Heritage Center	100-Year Land Lease Plan and Schematic Design Phase	\$75,000	\$50,000 partial	+ \$25,000 for full request of \$75,000	Next phase of development of the Dorymen's Heritage Center in Pacific City	53.6	#14
Kiawanda Community Center	Entryway Improvements (applicant refers to it as "beautification")	\$65,959.64	\$17,845 partial	\$17,845 <i>No add'l funds requested – TAC approved partial payment</i>	<i>Much of the request was not eligible or deemed necessary</i>	50.75 (Jeremy abstained)	#15
			\$448,025	\$598,025			
			Total recommended award if no additional TLT funds beyond the \$48,025 recommended by TAC (based on \$400K grant fund)				
				Total recommended award if county agrees to \$198,025 in additional TLT grant funding beyond the \$400K grant fund			
			NOT AWARDED	REASON			
State Forest Trust of Oregon	Tillamook Forest Center tech upgrade	\$30,000	NOT AWARDED	Wanted computer equipment and touch screens, not 10-year real property	Visitor services center for touchscreen etc.	67.6	#5
City of Tillamook	Goodspeed Park repairs and improvements	\$75,000	NOT AWARDED	Public restrooms in Tillamook have been shut down for years, no fountain at the park. No	Restroom, fountain and entrance door	65.8	#7 TIE



Tillamook County Board of Commissioners

201 Laurel Avenue, Tillamook, OR 97141

Phone: 503-842-3403

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

January 28, 2026

Oregon Watershed Enhancement Board
775 Summer Street NE, Suite 360
Salem, OR 97301

RE: Tillamook Bay Watershed Council's (TBWC) Grant Application

Dear OWEB Review Team,

Tillamook County is happy to support the Tillamook Bay Watershed Council's (TBWC) grant application. Our County is committed to stewardship of our environment throughout the region, and we believe this work is an important step toward improving the health of the Tillamook Bay watershed.

Habitat enhancement across the watershed continues to be a priority, and it goes hand in hand with meaningful community engagement. Following the Council's hiatus, the work TBWC is doing to rebuild its presence and regain trust in the community is essential to moving restoration efforts forward. Continued engagement with local volunteers and stronger partnerships with members of the agricultural community will help develop projects that improve aquatic habitat and benefit salmon and other species, while also strengthening community connections. Developing these events while directly showing demonstrations and holding workshops on best practices gives the community a real doorway into partnership and involvement with the watershed council.

This approach aligns well with TBWC's 10-year Strategic Action Plan and Organization Plan, including efforts such as riparian plantings, large wood installation projects, and outreach and community engagement. We believe this project will make measurable progress toward improving habitat conditions within the Tillamook Bay watershed while supporting long-term community involvement.

As a partner of TBWC, we appreciate your consideration of this application and look forward to the positive outcomes this work will bring to the watershed and the community.

Thank you for your consideration,

Sincerely,

BOARD OF COMMISSIONERS FOR TILLAMOOK COUNTY, OREGON

A blue ink signature of Paul Fournier, written in a cursive style.
Paul Fournier, ChairA blue ink signature of Mary Faith Bell, written in a cursive style.
Mary Faith Bell, Vice-ChairA blue ink signature of Erin D. Skaar, written in a cursive style.
Erin D. Skaar, Commissioner

Tillamook County Pay Tables

Fiscal Year 2025-2026 (July 1, 2025 - June 30, 2026)

Effective January 1, 2026

2080 yearly base hours

*Not eligible for Overtime (FLSA Exempt)

Part Time								
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Elections Clerk	PT4	\$16.24	\$17.06	\$17.91	\$18.80	\$19.74	\$20.73	Hourly
		\$2,815	\$2,956	\$3,104	\$3,259	\$3,422	\$3,593	Monthly
		\$33,785	\$35,474	\$37,249	\$39,110	\$41,065	\$43,118	Annual
Elections Clerk	PT4	\$17.22	\$18.08	\$18.98	\$19.93	\$20.93	\$21.97	Hourly
		\$2,984	\$3,134	\$3,290	\$3,455	\$3,628	\$3,809	Monthly
		\$35,813	\$37,602	\$39,483	\$41,456	\$43,530	\$45,706	Annual
Parking Ambassador	PT6	\$17.91	\$18.80	\$19.74	\$20.73	\$21.77	\$22.86	Hourly
		\$3,104	\$3,259	\$3,422	\$3,593	\$3,773	\$3,962	Monthly
		\$37,249	\$39,110	\$41,065	\$43,118	\$45,275	\$47,538	Annual
Parking Ambassador	PT6	\$18.98	\$19.93	\$20.93	\$21.97	\$23.07	\$24.23	Hourly
		\$3,290	\$3,455	\$3,628	\$3,809	\$3,999	\$4,199	Monthly
		\$39,483	\$41,456	\$43,530	\$45,706	\$47,992	\$50,390	Annual

Part Time employee benefits are based on prorated FTE.

Notes:

Revised and adopted by BOCC 01/28/2026

Tillamook County Pay Tables

Fiscal Year 2025-2026 (July 1, 2025 - June 30, 2026)

Effective January 1, 2026

2080 yearly base hours

*Not eligible for Overtime (FLSA Exempt)

AFSCME Local 2734								
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Park Fee Collector	A4	\$16.24	\$17.06	\$17.91	\$18.80	\$19.74	\$20.73	Hourly
Park Fee Collector - Courier		\$2,815	\$2,956	\$3,104	\$3,259	\$3,422	\$3,593	Monthly
		\$33,785	\$35,474	\$37,249	\$39,110	\$41,065	\$43,118	Annual
Park Fee Collector	A4	\$17.22	\$18.08	\$18.98	\$19.93	\$20.93	\$21.97	Hourly
Park Fee Collector - Courier		\$2,984	\$3,134	\$3,290	\$3,455	\$3,628	\$3,809	Monthly
		\$35,813	\$37,602	AF	\$41,456	\$43,530	\$45,706	Annual
Flagger	A5	\$17.06	\$17.91	\$18.80	\$19.74	\$20.73	\$21.77	Hourly
		\$2,956	\$3,104	\$3,259	\$3,422	\$3,593	\$3,773	Monthly
		\$35,474	\$37,249	\$39,110	\$41,065	\$43,118	\$45,275	Annual
Flagger	A5	\$18.08	\$18.98	\$19.93	\$20.93	\$21.97	\$23.07	Hourly
		\$3,134	\$3,290	\$3,455	\$3,628	\$3,809	\$3,999	Monthly
		\$37,602	\$39,483	\$41,456	\$43,530	\$45,706	\$47,992	Annual
Custodian	A6	\$17.91	\$18.80	\$19.74	\$20.73	\$21.77	\$22.86	Hourly
Library Assistant 1		\$3,104	\$3,259	\$3,422	\$3,593	\$3,773	\$3,962	Monthly
Park Laborer		\$37,249	\$39,110	\$41,065	\$43,118	\$45,275	\$47,538	Annual
Custodian	A6	\$18.98	\$19.93	\$20.93	\$21.97	\$23.07	\$24.23	Hourly
Library Assistant 1		\$3,290	\$3,455	\$3,628	\$3,809	\$3,999	\$4,199	Monthly
Park Laborer		\$39,483	\$41,456	\$43,530	\$45,706	\$47,992	\$50,390	Annual
Interpreter - Spanish	A7	\$18.80	\$19.74	\$20.73	\$21.77	\$22.86	\$24.00	Hourly
Library Courier		\$3,259	\$3,422	\$3,593	\$3,773	\$3,962	\$4,160	Monthly
Office Specialist 1		\$39,110	\$41,065	\$43,118	\$45,275	\$47,538	\$49,916	Annual
Solid Waste Transfer Station Technician 1								
Interpreter - Spanish	A7	\$19.93	\$20.93	\$21.97	\$23.07	\$24.23	\$25.44	Hourly
Library Courier		\$3,455	\$3,628	\$3,809	\$3,999	\$4,199	\$4,409	Monthly
Office Specialist 1		\$41,456	\$43,530	\$45,706	\$47,992	\$50,390	\$52,911	Annual
Solid Waste Transfer Station Technician 1								
Accounting Clerk 1	A8	\$19.74	\$20.73	\$21.77	\$22.86	\$24.00	\$25.20	Hourly
Library Assistant 2		\$3,422	\$3,593	\$3,773	\$3,962	\$4,160	\$4,368	Monthly
Victims Specialist		\$41,065	\$43,118	\$45,275	\$47,538	\$49,916	\$52,412	Annual
Accounting Clerk 1	A8	\$20.93	\$21.97	\$23.07	\$24.23	\$25.44	\$26.71	Hourly
Library Assistant 2		\$3,628	\$3,809	\$3,999	\$4,199	\$4,409	\$4,630	Monthly
Victims Specialist		\$43,530	\$45,706	\$47,992	\$50,390	\$52,911	\$55,557	Annual
Justice Court Clerk 1	A9	\$20.73	\$21.77	\$22.86	\$24.00	\$25.20	\$26.46	Hourly
Legal Assistant 1		\$3,593	\$3,773	\$3,962	\$4,160	\$4,368	\$4,586	Monthly
Medical Clinic Assistant 1		\$43,118	\$45,275	\$47,538	\$49,916	\$52,412	\$55,033	Annual
Office Specialist 2								
Park Office Specialist								
Patient Services Specialist								
Public Health Client Specialist								
Women, Infants and Children Program Assistant								
Justice Court Clerk 1	A9	\$21.97	\$23.07	\$24.23	\$25.44	\$26.71	\$28.05	Hourly
Legal Assistant 1		\$3,809	\$3,999	\$4,199	\$4,409	\$4,630	\$4,861	Monthly
Medical Clinic Assistant 1		\$45,706	\$47,992	\$50,390	\$52,911	\$55,557	\$58,334	Annual
Office Specialist 2								
Park Office Specialist								
Patient Services Specialist								
Public Health Client Specialist								
Women, Infants and Children Program Assistant								

AFSCME Local 2734

Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Building and Grounds Maintenance Worker	A10	\$21.77	\$22.86	\$24.00	\$25.20	\$26.46	\$27.78	Hourly
Dental Assistant		\$3,773	\$3,962	\$4,160	\$4,368	\$4,586	\$4,815	Monthly
Justice Court Clerk 2		\$45,275	\$47,538	\$49,916	\$52,412	\$55,033	\$57,784	Annual

Library Technical Services Specialist
Medical Clinic Assistant 2
Park Maintenance and Operations Technician 1
Patient Navigator
Permit Technician
Road Maintenance Equipment Operator 1
Solid Waste Transfer Station Technician 2
Traditional Health Worker

Building and Grounds Maintenance Worker	A10	\$23.07	\$24.23	\$25.44	\$26.71	\$28.05	\$29.45	Hourly	PERS/OPSRP
Dental Assistant		\$3,999	\$4,199	\$4,409	\$4,630	\$4,861	\$5,104	Monthly	
Justice Court Clerk 2		\$47,992	\$50,390	\$52,911	\$55,557	\$58,334	\$61,252	Annual	

Library Technical Services Specialist
Medical Clinic Assistant 2
Park Maintenance and Operations Technician 1
Patient Navigator
Permit Technician
Road Maintenance Equipment Operator 1
Solid Waste Transfer Station Technician 2
Traditional Health Worker

Accounting Clerk 2	A11	\$22.86	\$24.00	\$25.20	\$26.46	\$27.78	\$29.17	Hourly
Accounting Technician 1		\$3,962	\$4,160	\$4,368	\$4,586	\$4,815	\$5,056	Monthly
Electronic Health Records Specialist		\$47,538	\$49,916	\$52,412	\$55,033	\$57,784	\$60,674	Annual

Legal Assistant 2
Medical Clinic Assistant 3
Mobile Clinic Driver
Property Appraiser Trainee
Transient Lodging Tax Program Administrator
Victims Assistance Case Manager

Accounting Clerk 2	A11	\$24.23	\$25.44	\$26.71	\$28.05	\$29.45	\$30.92	Hourly	PERS/OPSRP
Accounting Technician 1		\$4,199	\$4,409	\$4,630	\$4,861	\$5,104	\$5,359	Monthly	
Electronic Health Records Specialist		\$50,390	\$52,911	\$55,557	\$58,334	\$61,252	\$64,314	Annual	

Legal Assistant 2
Medical Clinic Assistant 3
Mobile Clinic Driver
Property Appraiser Trainee
Transient Lodging Tax Program Administrator
Victims Assistance Case Manager

Assessment Technician	A12	\$24.00	\$25.20	\$26.46	\$27.78	\$29.17	\$30.63	Hourly
Clinical Care Coordinator 1		\$4,160	\$4,368	\$4,586	\$4,815	\$5,056	\$5,309	Monthly
Community Health Interpreter 1		\$49,916	\$52,412	\$55,033	\$57,784	\$60,674	\$63,708	Annual

Computer Operations Technician 1
Medical Billing Technician
Recording and Elections Technician
Road Maintenance Equipment Operator 2
Veterans Services Coordinator

Assessment Technician	A12	\$25.44	\$26.71	\$28.05	\$29.45	\$30.92	\$32.47	Hourly	PERS/OPSRP
Clinical Care Coordinator 1		\$4,409	\$4,630	\$4,861	\$5,104	\$5,359	\$5,628	Monthly	
Community Health Interpreter 1		\$52,911	\$55,557	\$58,334	\$61,252	\$64,314	\$67,531	Annual	

Computer Operations Technician 1
Medical Billing Technician
Recording and Elections Technician
Road Maintenance Equipment Operator 2
Veterans Services Coordinator

AFSCME Local 2734

Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Accounting Technician 3	A16	\$29.17	\$30.63	\$32.16	\$33.77	\$35.46	\$37.23	Hourly
Collections Librarian		\$5,056	\$5,309	\$5,574	\$5,853	\$6,146	\$6,453	Monthly
Communication Specialist		\$60,674	\$63,708	\$66,893	\$70,237	\$73,748	\$77,436	Annual

Accounting Technician 3	A16	\$30.92	\$32.47	\$34.09	\$35.79	\$37.58	\$39.46	Hourly	PERS/OPSRP
Collections Librarian		\$5,359	\$5,628	\$5,909	\$6,204	\$6,514	\$6,840	Monthly	
Communication Specialist		\$64,314	\$67,531	\$70,907	\$74,452	\$78,173	\$82,083	Annual	

Communications System Administrator	A17	\$30.63	\$32.16	\$33.77	\$35.46	\$37.23	\$39.09	Hourly
Data Specialist		\$5,309	\$5,574	\$5,853	\$6,146	\$6,453	\$6,776	Monthly
Electronic Health Records Support Analyst		\$63,708	\$66,893	\$70,237	\$73,748	\$77,436	\$81,307	Annual

Communications System Administrator	A17	\$32.47	\$34.09	\$35.79	\$37.58	\$39.46	\$41.44	Hourly	PERS/OPSRP
Data Specialist		\$5,628	\$5,909	\$6,204	\$6,514	\$6,840	\$7,182	Monthly	
Electronic Health Records Support Analyst		\$67,531	\$70,907	\$74,452	\$78,173	\$82,083	\$86,185	Annual	

Building Inspector 2	A18	\$32.16	\$33.77	\$35.46	\$37.23	\$39.09	\$41.05	Hourly
Community Development Program Assistant		\$5,574	\$5,853	\$6,146	\$6,453	\$6,776	\$7,114	Monthly
Credentialing - Vital Statistics		\$66,893	\$70,237	\$73,748	\$77,436	\$81,307	\$85,374	Annual

Building Inspector 2	A18	\$34.09	\$35.79	\$37.58	\$39.46	\$41.44	\$43.51	Hourly	PERS/OPSRP
Community Development Program Assistant		\$5,909	\$6,204	\$6,514	\$6,840	\$7,182	\$7,541	Monthly	
Credentialing - Vital Statistics		\$70,907	\$74,452	\$78,173	\$82,083	\$86,185	\$90,497	Annual	

AFSCME Local 2734

Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6		
Healthcare Data Analyst	A19	\$33.77	\$35.46	\$37.23	\$39.09	\$41.05	\$43.10	Hourly	
Land Use Planner 3		\$5,853	\$6,146	\$6,453	\$6,776	\$7,114	\$7,470	Monthly	
		\$70,237	\$73,748	\$77,436	\$81,307	\$85,374	\$89,642	Annual	
Healthcare Data Analyst	A19	\$35.79	\$37.58	\$39.46	\$41.44	\$43.51	\$45.68	Hourly	
Land Use Planner 3		\$6,204	\$6,514	\$6,840	\$7,182	\$7,541	\$7,918	Monthly	
		\$74,452	\$78,173	\$82,083	\$86,185	\$90,497	\$95,021	Annual	PERS/OPSRP
No Assigned Classifications	A20	\$35.46	\$37.23	\$39.09	\$41.05	\$43.10	\$45.25	Hourly	
		\$6,146	\$6,453	\$6,776	\$7,114	\$7,470	\$7,844	Monthly	
		\$73,748	\$77,436	\$81,307	\$85,374	\$89,642	\$94,124	Annual	
No Assigned Classifications	A20	\$37.58	\$39.46	\$41.44	\$43.51	\$45.68	\$47.97	Hourly	
		\$6,514	\$6,840	\$7,182	\$7,541	\$7,918	\$8,314	Monthly	
		\$78,173	\$82,083	\$86,185	\$90,497	\$95,021	\$99,771	Annual	PERS/OPSRP
Building Inspector 3	A21	\$37.23	\$39.09	\$41.05	\$43.10	\$45.25	\$47.52	Hourly	
Electrical Inspector		\$6,453	\$6,776	\$7,114	\$7,470	\$7,844	\$8,236	Monthly	
Registered Nurse 2 - Clinic		\$77,436	\$81,307	\$85,374	\$89,642	\$94,124	\$98,831	Annual	
Registered Nurse 2 - Clinical									
Building Inspector 3	A21	\$39.46	\$41.44	\$43.51	\$45.68	\$47.97	\$50.37	Hourly	
Electrical Inspector		\$6,840	\$7,182	\$7,541	\$7,918	\$8,314	\$8,730	Monthly	
Registered Nurse 2 - Clinic		\$82,083	\$86,185	\$90,497	\$95,021	\$99,771	\$104,761	Annual	PERS/OPSRP
Registered Nurse 2 - Clinical									
Registered Nurse 3 - Clinic	A22	\$39.09	\$41.05	\$43.10	\$45.25	\$47.52	\$49.89	Hourly	
Registered Nurse 3 - Public Health		\$6,776	\$7,114	\$7,470	\$7,844	\$8,236	\$8,648	Monthly	
		\$81,307	\$85,374	\$89,642	\$94,124	\$98,831	\$103,773	Annual	
Registered Nurse 3 - Clinic	A22	\$41.44	\$43.51	\$45.68	\$47.97	\$50.37	\$52.88	Hourly	
Registered Nurse 3 - Public Health		\$7,182	\$7,541	\$7,918	\$8,314	\$8,730	\$9,167	Monthly	
		\$86,185	\$90,497	\$95,021	\$99,771	\$104,761	\$109,999	Annual	PERS/OPSRP
No Assigned Classifications	A23	\$41.05	\$43.10	\$45.25	\$47.52	\$49.89	\$52.39	Hourly	
		\$7,114	\$7,470	\$7,844	\$8,236	\$8,648	\$9,080	Monthly	
		\$85,374	\$89,642	\$94,124	\$98,831	\$103,773	\$108,963	Annual	
No Assigned Classifications	A23	\$43.51	\$45.68	\$47.97	\$50.37	\$52.88	\$55.53	Hourly	
		\$7,541	\$7,918	\$8,314	\$8,730	\$9,167	\$9,625	Monthly	
		\$90,497	\$95,021	\$99,771	\$104,761	\$109,999	\$115,500	Annual	PERS/OPSRP
Behavioral Health Clinician 1*	ABH1	\$35.91	\$37.71	\$39.60	\$41.58	\$43.67	\$45.85	Hourly	
		\$6,225	\$6,537	\$6,864	\$7,208	\$7,569	\$7,948	Monthly	
		\$74,700	\$78,444	\$82,368	\$86,496	\$90,828	\$95,376	Annual	
Behavioral Health Clinician 1*	ABH1	\$38.07	\$39.98	\$41.98	\$44.08	\$46.29	\$48.61	Hourly	
		\$6,599	\$6,929	\$7,276	\$7,640	\$8,023	\$8,425	Monthly	
		\$79,188	\$83,148	\$87,312	\$91,680	\$96,276	\$101,100	Annual	PERS/OPSRP
Behavioral Health Clinician 2*	ABH2	\$37.71	\$39.60	\$41.58	\$43.67	\$45.85	\$48.15	Hourly	
		\$6,537	\$6,864	\$7,208	\$7,569	\$7,948	\$8,346	Monthly	
		\$78,444	\$82,368	\$86,496	\$90,828	\$95,376	\$100,152	Annual	
Behavioral Health Clinician 2*	ABH2	\$39.98	\$41.98	\$44.08	\$46.29	\$48.61	\$51.04	Hourly	
		\$6,929	\$7,276	\$7,640	\$8,023	\$8,425	\$8,847	Monthly	
		\$83,148	\$87,312	\$91,680	\$96,276	\$101,100	\$106,164	Annual	PERS/OPSRP
Behavioral Health Clinician 3*	ABH3	\$39.60	\$41.58	\$43.67	\$45.85	\$48.15	\$50.56	Hourly	
		\$6,864	\$7,208	\$7,569	\$7,948	\$8,346	\$8,764	Monthly	
		\$82,368	\$86,496	\$90,828	\$95,376	\$100,152	\$105,168	Annual	
Behavioral Health Clinician 3*	ABH3	\$41.98	\$44.08	\$46.29	\$48.61	\$51.04	\$53.60	Hourly	
		\$7,276	\$7,640	\$8,023	\$8,425	\$8,847	\$9,290	Monthly	
		\$87,312	\$91,680	\$96,276	\$101,100	\$106,164	\$111,480	Annual	PERS/OPSRP
No Assigned Classifications*	AIT1	\$35.49	\$37.27	\$39.13	\$41.09	\$43.14	\$45.30	Hourly	
		\$6,152	\$6,460	\$6,783	\$7,122	\$7,478	\$7,852	Monthly	
		\$73,824	\$77,520	\$81,396	\$85,464	\$89,736	\$94,224	Annual	
No Assigned Classifications*	AIT1	\$37.62	\$39.51	\$41.48	\$43.55	\$45.73	\$48.02	Hourly	
		\$6,521	\$6,848	\$7,190	\$7,549	\$7,927	\$8,323	Monthly	
		\$78,252	\$82,176	\$86,280	\$90,588	\$95,124	\$99,876	Annual	PERS/OPSRP
Analyst Programmer*	AIT2	\$41.11	\$43.16	\$45.32	\$47.58	\$49.96	\$52.46	Hourly	
Systems Manager*		\$7,125	\$7,481	\$7,855	\$8,248	\$8,660	\$9,093	Monthly	
		\$85,500	\$89,772	\$94,260	\$98,976	\$103,920	\$109,116	Annual	

AFSCME Local 2734								
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Analyst Programmer*	AIT2	\$43.58	\$45.75	\$48.03	\$50.44	\$52.96	\$55.61	Hourly
Systems Manager*		\$7,553	\$7,930	\$8,326	\$8,743	\$9,180	\$9,639	Monthly
		\$90,636	\$95,160	\$99,912	\$104,916	\$110,160	\$115,668	Annual
Clinical Pharmacist*	APH1	\$59.84	\$62.84	\$65.98	\$69.28	\$72.75	\$76.39	Hourly
		\$10,373	\$10,892	\$11,437	\$12,009	\$12,610	\$13,241	Monthly
		\$124,476	\$130,704	\$137,244	\$144,108	\$151,320	\$158,892	Annual
Clinical Pharmacist*	APH1	\$63.43	\$66.61	\$69.94	\$73.44	\$77.12	\$80.97	Hourly
		\$10,995	\$11,546	\$12,123	\$12,730	\$13,367	\$14,035	Monthly
		\$131,940	\$138,552	\$145,476	\$152,760	\$160,404	\$168,420	Annual

Part Time employee benefits are based on prorated FTE.

Notes:

Revised and adopted by BOCC 01/28/2026

Tillamook County Pay Tables

Fiscal Year 2025-2026 (July 1, 2025 - June 30, 2026)

Effective January 1, 2026

2080 yearly base hours

*Not eligible for Overtime (FLSA Exempt)

Teamsters Local 223												
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	
Corrections Deputy	TA	\$29.64	\$30.53	\$31.45	\$32.39	\$33.36	\$34.36	\$35.39	\$36.45	\$37.55	\$38.67	Hourly
Criminal Deputy		\$5,138	\$5,292	\$5,450	\$5,614	\$5,782	\$5,956	\$6,135	\$6,319	\$6,508	\$6,703	Monthly
Parole and Probation Deputy		\$61,651	\$63,500	\$65,406	\$67,367	\$69,389	\$71,471	\$73,615	\$75,824	\$78,100	\$80,442	Annual
Corrections Deputy	TA	\$31.42	\$32.36	\$33.33	\$34.33	\$35.36	\$36.42	\$37.52	\$38.64	\$39.80	\$40.99	Hourly
Criminal Deputy		\$5,446	\$5,609	\$5,778	\$5,951	\$6,129	\$6,313	\$6,503	\$6,698	\$6,899	\$7,106	Monthly
Parole and Probation Deputy		\$65,349	\$67,311	\$69,331	\$71,408	\$73,553	\$75,760	\$78,033	\$80,373	\$82,786	\$85,268	Annual
Corrections Technician	TB	\$24.50	\$25.24	\$25.99	\$26.77	\$27.58	\$28.40	\$29.25	\$30.13			Hourly
Parole and Probation Technician		\$4,247	\$4,374	\$4,505	\$4,640	\$4,780	\$4,923	\$5,071	\$5,223			Monthly
		\$50,960	\$52,489	\$54,063	\$55,686	\$57,356	\$59,076	\$60,848	\$62,675			Annual
Corrections Technician	TB	\$25.97	\$26.75	\$27.55	\$28.38	\$29.23	\$30.11	\$31.01	\$31.94			Hourly
Parole and Probation Technician		\$4,501	\$4,636	\$4,776	\$4,919	\$5,067	\$5,218	\$5,375	\$5,536			Monthly
		\$54,018	\$55,638	\$57,308	\$59,026	\$60,798	\$62,620	\$64,499	\$66,435			Annual
No Assigned Classifications	TD	\$20.03	\$20.63	\$21.25	\$21.89	\$22.55	\$23.22	\$23.92	\$24.64			Hourly
		\$3,472	\$3,576	\$3,683	\$3,794	\$3,908	\$4,025	\$4,146	\$4,270			Monthly
		\$41,662	\$42,912	\$44,200	\$45,527	\$46,894	\$48,300	\$49,749	\$51,243			Annual
No Assigned Classifications	TD	\$21.23	\$21.87	\$22.53	\$23.20	\$23.90	\$24.61	\$25.35	\$26.11			Hourly
		\$3,680	\$3,791	\$3,904	\$4,022	\$4,142	\$4,266	\$4,395	\$4,526			Monthly
		\$44,163	\$45,488	\$46,852	\$48,258	\$49,708	\$51,197	\$52,734	\$54,317			Annual
No Assigned Classifications	TD.2	\$20.84	\$21.46	\$22.11	\$22.77	\$23.45	\$24.16	\$24.88	\$25.63			Hourly
		\$3,612	\$3,720	\$3,832	\$3,947	\$4,065	\$4,187	\$4,313	\$4,442			Monthly
		\$43,341	\$44,641	\$45,980	\$47,360	\$48,780	\$50,244	\$51,752	\$53,304			Annual
No Assigned Classifications	TD.2	\$22.09	\$22.75	\$23.43	\$24.14	\$24.86	\$25.61	\$26.37	\$27.17			Hourly
		\$3,828	\$3,943	\$4,062	\$4,183	\$4,309	\$4,438	\$4,571	\$4,709			Monthly
		\$45,941	\$47,320	\$48,739	\$50,201	\$51,707	\$53,258	\$54,858	\$56,503			Annual
Records Clerk	TD.3	\$21.66	\$22.31	\$22.98	\$23.67	\$24.38	\$25.11	\$25.86	\$26.64			Hourly
		\$3,755	\$3,867	\$3,983	\$4,103	\$4,226	\$4,352	\$4,483	\$4,617			Monthly
		\$45,055	\$46,407	\$47,798	\$49,232	\$50,708	\$52,229	\$53,795	\$55,409			Annual
Records Clerk	TD.3	\$22.96	\$23.65	\$24.36	\$25.09	\$25.84	\$26.62	\$27.42	\$28.24			Hourly
		\$3,980	\$4,099	\$4,222	\$4,349	\$4,479	\$4,614	\$4,752	\$4,894			Monthly
		\$47,759	\$49,192	\$50,667	\$52,185	\$53,751	\$55,363	\$57,023	\$58,733			Annual

Part Time employee benefits are based on prorated FTE.

Notes

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Tillamook County Pay Tables

Fiscal Year 2025-2026 (July 1, 2025 - June 30, 2026)

Effective January 1, 2026

2080 yearly base hours

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Teamsters-Sergeants Local 223								
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Sergeant - Community Corrections Division	TS3	\$42.95	\$44.66	\$46.45	\$48.31	\$50.24	\$52.25	Hourly
Sergeant - Corrections Division		\$7,444	\$7,742	\$8,052	\$8,374	\$8,708	\$9,057	Monthly
Sergeant - Criminal Division		\$89,328	\$92,901	\$96,618	\$100,483	\$104,501	\$108,682	Annual
Sergeant - Community Corrections Division	TS3	\$45.52	\$47.34	\$49.24	\$51.21	\$53.26	\$55.39	Hourly
Sergeant - Corrections Division		\$7,891	\$8,206	\$8,535	\$8,876	\$9,231	\$9,600	Monthly
Sergeant - Criminal Division		\$94,688	\$98,476	\$102,415	\$106,513	\$110,770	\$115,203	Annual

PERS/OPSRP

Part Time employee benefits are based on prorated FTE.

Notes:

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Tillamook County Pay Tables

Fiscal Year 2025-2026 (July 1, 2025 - June 30, 2026)

Effective January 1, 2026

2080 yearly base hours

*Not eligible for Overtime (FLSA Exempt)

Justice Facility											
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Lieutenant - Community Corrections Division	JF5	\$44.68	\$46.47	\$48.33	\$50.26	\$52.27	\$54.36	\$56.53	\$58.79	\$61.15	Hourly
Lieutenant - Corrections Division		\$7,745	\$8,055	\$8,377	\$8,712	\$9,060	\$9,422	\$9,799	\$10,191	\$10,599	Monthly
		\$92,940	\$96,660	\$100,524	\$104,544	\$108,720	\$113,064	\$117,588	\$122,292	\$127,188	Annual
Lieutenant - Community Corrections Division	JF5	\$47.37	\$49.26	\$51.23	\$53.28	\$55.41	\$57.62	\$59.93	\$62.33	\$64.82	Hourly
Lieutenant - Corrections Division		\$8,210	\$8,539	\$8,880	\$9,235	\$9,604	\$9,988	\$10,387	\$10,803	\$11,235	Monthly
		\$98,520	\$102,468	\$106,560	\$110,820	\$115,248	\$119,856	\$124,644	\$129,636	\$134,820	Annual
Undersheriff	JF6	\$46.47	\$48.33	\$50.26	\$52.27	\$54.36	\$56.53	\$58.79	\$61.15	\$63.59	Hourly
		\$8,055	\$8,377	\$8,712	\$9,060	\$9,422	\$9,799	\$10,191	\$10,599	\$11,023	Monthly
		\$96,660	\$100,524	\$104,544	\$108,720	\$113,064	\$117,588	\$122,292	\$127,188	\$132,276	Annual
Undersheriff	JF6	\$49.26	\$51.23	\$53.28	\$55.41	\$57.62	\$59.93	\$62.33	\$64.82	\$67.41	Hourly
		\$8,539	\$8,880	\$9,235	\$9,604	\$9,988	\$10,387	\$10,803	\$11,235	\$11,685	Monthly
		\$102,468	\$106,560	\$110,820	\$115,248	\$119,856	\$124,644	\$129,636	\$134,820	\$140,220	Annual

Part Time employee benefits are based on prorated FTE.

Notes:

Revised and adopted by BOCC 01/28/2026

*Not eligible for Overtime (FLSA Exempt)

Health Provider											
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Family Nurse Practitioner	HPA	\$52.44	\$54.54	\$56.72	\$58.99	\$61.35	\$63.80	\$66.35	\$69.01	\$71.76	Hourly
Physician Associate		\$9,090	\$9,454	\$9,832	\$10,225	\$10,634	\$11,059	\$11,501	\$11,961	\$12,439	Monthly
Psychiatric Mental Health Nurse Practitioner		\$109,080	\$113,448	\$117,984	\$122,700	\$127,608	\$132,708	\$138,012	\$143,532	\$149,268	Annual
Family Nurse Practitioner	HPA	\$55.59	\$57.81	\$60.13	\$62.53	\$65.03	\$67.63	\$70.33	\$73.15	\$76.07	Hourly
Physician Associate		\$9,635	\$10,021	\$10,422	\$10,839	\$11,272	\$11,723	\$12,191	\$12,679	\$13,185	Monthly
Psychiatric Mental Health Nurse Practitioner		\$115,620	\$120,252	\$125,064	\$130,068	\$135,264	\$140,676	\$146,292	\$152,148	\$158,220	Annual
Years of Service with 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	\$500	\$500	\$750	\$750	\$1,000	\$1,000	\$1,000	\$1,250	
Years of Service Retention Award		Special conditions apply to qualify for this retention award (see below) and are to be met and approved the Department Director.									
1) Years of Service is prorated based on % of FTE.											
2) 325 patient encounters per month, adjusted annually. This is based on the 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).											
2a) Closed Charts Formula = % of charts closed within 48 hours = 90%											
2b) **The number of completed encounters per day will be updated effective July 1, 2026											
Physician	HPB	\$91.00	\$94.64	\$98.42	\$102.36	\$106.45	\$110.71	\$115.14	\$119.75	\$124.53	Hourly
		\$15,773	\$16,404	\$17,060	\$17,742	\$18,452	\$19,190	\$19,958	\$20,756	\$21,586	Monthly
		\$189,276	\$196,848	\$204,720	\$212,904	\$221,424	\$230,280	\$239,496	\$249,072	\$259,032	Annual
Physician	HPB	\$96.46	\$100.32	\$104.33	\$108.50	\$112.84	\$117.35	\$122.05	\$126.93	\$132.01	Hourly
		\$16,719	\$17,388	\$18,084	\$18,807	\$19,559	\$20,341	\$21,155	\$22,001	\$22,881	Monthly
		\$200,628	\$208,656	\$217,008	\$225,684	\$234,708	\$244,092	\$253,860	\$264,012	\$274,572	Annual
Years of Service with 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	\$500	\$500	\$750	\$750	\$1,000	\$1,000	\$1,000	\$1,250	
Years of Service Retention Award		Special conditions apply to qualify for this retention award (see below) and are to be met and approved the Department Director.									
1) Years of Service is prorated based on % of FTE.											
2) Closed Charts Formula = % of charts closed within 48 hours = 90%											
Dental Director	HPC	\$92.04	\$96.64	\$101.48	\$106.55	\$111.87	\$117.47	\$123.34	\$129.51	\$135.98	Hourly
Dentist		\$15,953	\$16,751	\$17,589	\$18,468	\$19,391	\$20,361	\$21,379	\$22,448	\$23,570	Monthly
		\$191,436	\$201,012	\$211,068	\$221,616	\$232,692	\$244,332	\$256,548	\$269,376	\$282,840	Annual
Dental Director	HPC	\$97.56	\$102.44	\$107.56	\$112.94	\$118.58	\$124.52	\$130.74	\$137.28	\$144.14	Hourly
Dentist		\$16,910	\$17,756	\$18,644	\$19,576	\$20,554	\$21,583	\$22,662	\$23,795	\$24,984	Monthly
		\$202,920	\$213,072	\$223,728	\$234,912	\$246,648	\$258,996	\$271,944	\$285,540	\$299,808	Annual
Years of Service with 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	\$500	\$500	\$750	\$750	\$1,000	\$1,000	\$1,000	\$1,250	
Years of Service Retention Award		Special conditions apply to qualify for this retention award (see below) and are to be met and approved the Department Director.									
1) Years of Service is prorated based on % of FTE.											
2) Closed Charts Formula = % of charts closed within 48 hours = 90% (beginning January 1, 2016)											
Physician - Internal Medicine	HPD	\$110.04	\$115.76	\$121.78	\$128.11	\$134.78	\$141.78	\$149.16	\$156.91	\$165.07	Hourly
Psychiatrist		\$19,073	\$20,065	\$21,108	\$22,206	\$23,361	\$24,576	\$25,854	\$27,198	\$28,612	Monthly
		\$228,876	\$240,780	\$253,298	\$266,472	\$280,332	\$294,912	\$310,248	\$326,376	\$343,344	Annual
Physician - Internal Medicine	HPD	\$116.64	\$122.71	\$129.08	\$135.80	\$142.86	\$150.29	\$158.11	\$166.33	\$174.98	Hourly
Psychiatrist		\$20,217	\$21,269	\$22,374	\$23,538	\$24,763	\$26,051	\$27,405	\$28,830	\$30,329	Monthly
		\$242,604	\$255,228	\$268,488	\$282,456	\$297,156	\$312,612	\$328,860	\$345,960	\$363,948	Annual
Years of Service with 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	\$500	\$750	\$750	\$1,000	\$1,000	\$1,250	\$1,250	\$1,250	
Years of Service Retention Award		Special conditions apply to qualify for this retention award (see below) and are to be met and approved the Department Director.									
1) Years of Service is prorated based on % of FTE.											
2) 325 patient encounters per month, adjusted annually. This is based on the 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).											
2a) Closed Charts Formula = % of charts closed within 48 hours = 90% (beginning January 1, 2016)											
2b) **The number of completed encounters per day will be updated effective July 1, 2026											

Health Provider												
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9		
Medical Director	HPE	\$115.54	\$121.55	\$127.87	\$134.52	\$141.51	\$148.88	\$156.62	\$164.76	\$173.33	Hourly	
Public Health Officer		\$20.027	\$21.068	\$22.164	\$23.317	\$24.529	\$25.805	\$27.147	\$28.559	\$30.044	Monthly	
		\$240.324	\$252.816	\$265.968	\$279.804	\$294.348	\$309.660	\$325.764	\$342.708	\$360.528	Annual	
Medical Director	HPE	\$122.48	\$128.84	\$135.54	\$142.59	\$150.01	\$157.81	\$166.02	\$174.65	\$183.73	Hourly	
Public Health Officer		\$21.229	\$22.332	\$23.494	\$24.716	\$26.001	\$27.353	\$28.776	\$30.273	\$31.847	Monthly	PERS/OPSRP
		\$254.748	\$267.984	\$281.928	\$296.592	\$312.012	\$328.236	\$345.312	\$363.276	\$382.164	Annual	
Years of Service with 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	\$500	\$750	\$750	\$1,000	\$1,000	\$1,250	\$1,250	\$1,250		
Years of Service Retention Award	Special conditions apply to qualify for this retention award (see below) and are to be met and approved the Department Director:											
1)	Years of Service is prorated based on % of FTE.											
2)	325 patient encounters per month, adjusted annually. This is based on the 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).											
2a)	Closed Charis Formula = % of charis closed within 48 hours = 90% (beginning January 1, 2016)											
2b)	**The number of completed encounters per day will be updated effective July 1, 2026											

Monthly Provider Leadership Stipends		
Description	Eligible Job Titles	Amount
Temporary Assignment	Temporary Physician (Individual Agreement)	\$90 - \$175 per hour
	Temporary Mid-Level Provider	\$55 - \$140 per hour
On Call	Provider On-Call-Weekly / Paid only for full week of on-call	\$250/week
	MD or PA On-Call Tillamook County Health Department	\$250/week

Part Time employee benefits are based on prorated FTE.

Notes:
Revised and adopted by BOCC 01/28/2026

Tillamook County Pay Tables

Fiscal Year 2025-2026 (July 1, 2025 - June 30, 2026)

Effective January 1, 2026

2080 yearly base hours

*Not eligible for Overtime (FLSA Exempt)

Non-Represented & Executive Service											
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Board Assistant*	NRNE1	\$24.84	\$25.83	\$26.87	\$27.94	\$29.06	\$30.22	\$31.43	\$32.69		Hourly
Human Resources Assistant*		\$4,306	\$4,478	\$4,657	\$4,843	\$5,037	\$5,238	\$5,448	\$5,666		Monthly
		\$51,667	\$53,735	\$55,883	\$58,119	\$60,445	\$62,862	\$65,376	\$67,991		Annual
Board Assistant*	NRNE1	\$26.33	\$27.38	\$28.48	\$29.62	\$30.80	\$32.04	\$33.32	\$34.65		Hourly
Human Resources Assistant*		\$4,564	\$4,747	\$4,936	\$5,134	\$5,339	\$5,553	\$5,775	\$6,006		Monthly
		\$54,766	\$56,959	\$59,236	\$61,608	\$64,072	\$66,633	\$69,299	\$72,070		Annual
No Assigned Classifications*	NRNE2	\$25.83	\$26.87	\$27.94	\$29.06	\$30.22	\$31.43	\$32.69	\$34.00		Hourly
		\$4,478	\$4,657	\$4,843	\$5,037	\$5,238	\$5,448	\$5,666	\$5,893		Monthly
		\$53,735	\$55,883	\$58,119	\$60,445	\$62,862	\$65,376	\$67,991	\$70,712		Annual
No Assigned Classifications*	NRNE2	\$27.38	\$28.48	\$29.62	\$30.80	\$32.04	\$33.32	\$34.65	\$36.04		Hourly
		\$4,747	\$4,936	\$5,134	\$5,339	\$5,553	\$5,775	\$6,006	\$6,246		Monthly
		\$56,959	\$59,236	\$61,608	\$64,072	\$66,633	\$69,299	\$72,070	\$74,955		Annual
Civil Program Manager*	NRNE3	\$26.87	\$27.94	\$29.06	\$30.22	\$31.43	\$32.69	\$34.00	\$35.36		Hourly
		\$4,657	\$4,843	\$5,037	\$5,238	\$5,448	\$5,666	\$5,893	\$6,128		Monthly
		\$55,883	\$58,119	\$60,445	\$62,862	\$65,376	\$67,991	\$70,712	\$73,540		Annual
Civil Program Manager*	NRNE3	\$28.48	\$29.62	\$30.80	\$32.04	\$33.32	\$34.65	\$36.04	\$37.48		Hourly
		\$4,936	\$5,134	\$5,339	\$5,553	\$5,775	\$6,006	\$6,246	\$6,496		Monthly
		\$59,236	\$61,608	\$64,072	\$66,633	\$69,299	\$72,070	\$74,955	\$77,952		Annual
Human Resources Technician*	NRNE4	\$27.94	\$29.06	\$30.22	\$31.43	\$32.69	\$34.00	\$35.36	\$36.77		Hourly
		\$4,843	\$5,037	\$5,238	\$5,448	\$5,666	\$5,893	\$6,128	\$6,373		Monthly
		\$58,119	\$60,445	\$62,862	\$65,376	\$67,991	\$70,712	\$73,540	\$76,482		Annual
Human Resources Technician*	NRNE4	\$29.62	\$30.80	\$32.04	\$33.32	\$34.65	\$36.04	\$37.48	\$38.98		Hourly
		\$5,134	\$5,339	\$5,553	\$5,775	\$6,006	\$6,246	\$6,496	\$6,756		Monthly
		\$61,608	\$64,072	\$66,633	\$69,299	\$72,070	\$74,955	\$77,952	\$81,070		Annual
Administrative Analyst*	NRNE5	\$29.06	\$30.22	\$31.43	\$32.69	\$34.00	\$35.36	\$36.77	\$38.24		Hourly
		\$5,037	\$5,238	\$5,448	\$5,666	\$5,893	\$6,128	\$6,373	\$6,628		Monthly
		\$60,445	\$62,862	\$65,376	\$67,991	\$70,712	\$73,540	\$76,482	\$79,541		Annual
Administrative Analyst*	NRNE5	\$30.80	\$32.04	\$33.32	\$34.65	\$36.04	\$37.48	\$38.98	\$40.54		Hourly
		\$5,339	\$5,553	\$5,775	\$6,006	\$6,246	\$6,496	\$6,756	\$7,026		Monthly
		\$64,072	\$66,633	\$69,299	\$72,070	\$74,955	\$77,952	\$81,070	\$84,313		Annual
No Assigned Classifications*	NRNE6	\$30.22	\$31.43	\$32.69	\$34.00	\$35.36	\$36.77	\$38.24	\$39.77		Hourly
		\$5,238	\$5,448	\$5,666	\$5,893	\$6,128	\$6,373	\$6,628	\$6,894		Monthly
		\$62,862	\$65,376	\$67,991	\$70,712	\$73,540	\$76,482	\$79,541	\$82,724		Annual
No Assigned Classifications*	NRNE6	\$32.04	\$33.32	\$34.65	\$36.04	\$37.48	\$38.98	\$40.54	\$42.16		Hourly
		\$5,553	\$5,775	\$6,006	\$6,246	\$6,496	\$6,756	\$7,026	\$7,307		Monthly
		\$66,633	\$69,299	\$72,070	\$74,955	\$77,952	\$81,070	\$84,313	\$87,687		Annual
Payroll Specialist*	NRNE7	\$31.43	\$32.69	\$34.00	\$35.36	\$36.77	\$38.24	\$39.77	\$41.36		Hourly
		\$5,448	\$5,666	\$5,893	\$6,128	\$6,373	\$6,628	\$6,894	\$7,169		Monthly
		\$65,376	\$67,991	\$70,712	\$73,540	\$76,482	\$79,541	\$82,724	\$86,033		Annual
Payroll Specialist*	NRNE7	\$33.32	\$34.65	\$36.04	\$37.48	\$38.98	\$40.54	\$42.16	\$43.84		Hourly
		\$5,775	\$6,006	\$6,246	\$6,496	\$6,756	\$7,026	\$7,307	\$7,600		Monthly
		\$69,299	\$72,070	\$74,955	\$77,952	\$81,070	\$84,313	\$87,687	\$91,196		Annual
No Assigned Classifications*	NRNE8	\$32.69	\$34.00	\$35.36	\$36.77	\$38.24	\$39.77	\$41.36	\$43.02		Hourly
		\$5,666	\$5,893	\$6,128	\$6,373	\$6,628	\$6,894	\$7,169	\$7,456		Monthly
		\$67,991	\$70,712	\$73,540	\$76,482	\$79,541	\$82,724	\$86,033	\$89,473		Annual
No Assigned Classifications*	NRNE8	\$34.65	\$36.04	\$37.48	\$38.98	\$40.54	\$42.16	\$43.84	\$45.60		Hourly
		\$6,006	\$6,246	\$6,496	\$6,756	\$7,026	\$7,307	\$7,600	\$7,903		Monthly
		\$72,070	\$74,955	\$77,952	\$81,070	\$84,313	\$87,687	\$91,196	\$94,842		Annual
No Assigned Classifications*	NRNE9	\$34.00	\$35.36	\$36.77	\$38.24	\$39.77	\$41.36	\$43.02	\$44.74		Hourly
		\$5,893	\$6,128	\$6,373	\$6,628	\$6,894	\$7,169	\$7,456	\$7,754		Monthly
		\$70,712	\$73,540	\$76,482	\$79,541	\$82,724	\$86,033	\$89,473	\$93,053		Annual
No Assigned Classifications*	NRNE9	\$36.04	\$37.48	\$38.98	\$40.54	\$42.16	\$43.84	\$45.60	\$47.42		Hourly
		\$6,246	\$6,496	\$6,756	\$7,026	\$7,307	\$7,600	\$7,903	\$8,220		Monthly
		\$74,955	\$77,952	\$81,070	\$84,313	\$87,687	\$91,196	\$94,842	\$98,636		Annual
Expanded Practice Dental Hygienist*	NRNEDH	\$38.24	\$39.77	\$41.36	\$43.02	\$44.74	\$46.53	\$48.39	\$50.33		Hourly
		\$6,628	\$6,894	\$7,169	\$7,456	\$7,754	\$8,065	\$8,388	\$8,724		Monthly
		\$79,541	\$82,724	\$86,033	\$89,473	\$93,053	\$96,774	\$100,651	\$104,686		Annual
Expanded Practice Dental Hygienist*	NRNEDH	\$40.54	\$42.16	\$43.84	\$45.60	\$47.42	\$49.32	\$51.29	\$53.35		Hourly
		\$7,026	\$7,307	\$7,600	\$7,903	\$8,220	\$8,548	\$8,891	\$9,247		Monthly
		\$84,313	\$87,687	\$91,196	\$94,842	\$98,636	\$102,581	\$106,689	\$110,968		Annual
No Assigned Classifications	NRE3	\$25.84	\$26.87	\$27.95	\$29.07	\$30.23	\$31.44	\$32.70	\$34.01	\$35.37	Hourly
		\$4,479	\$4,658	\$4,844	\$5,038	\$5,240	\$5,450	\$5,668	\$5,895	\$6,131	Monthly
		\$53,748	\$55,896	\$58,128	\$60,456	\$62,880	\$65,400	\$68,016	\$70,740	\$73,572	Annual

Non-Represented & Executive Service

Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9		
No Assigned Classifications	NRE3	\$27.39	\$28.49	\$29.63	\$30.81	\$32.05	\$33.33	\$34.67	\$36.05	\$37.49	Hourly	PERS/OPSRP
		\$4,748	\$4,938	\$5,135	\$5,341	\$5,555	\$5,777	\$6,009	\$6,249	\$6,499	Monthly	
		\$56,976	\$59,256	\$61,620	\$64,092	\$66,660	\$69,324	\$72,108	\$74,988	\$77,988	Annual	
Facilities Supervisor	NRE4	\$26.87	\$27.95	\$29.07	\$30.23	\$31.44	\$32.70	\$34.01	\$35.37	\$36.78	Hourly	
Park Maintenance Foreman		\$4,658	\$4,844	\$5,036	\$5,240	\$5,450	\$5,668	\$5,895	\$6,131	\$6,376	Monthly	
Solid Waste Transfer Station Supervisor		\$55,896	\$58,128	\$60,456	\$62,880	\$65,400	\$68,016	\$70,740	\$73,572	\$76,512	Annual	
Facilities Supervisor	NRE4	\$26.49	\$29.63	\$30.81	\$32.05	\$33.33	\$34.67	\$36.05	\$37.49	\$38.99	Hourly	PERS/OPSRP
Park Maintenance Foreman		\$4,938	\$5,135	\$5,341	\$5,555	\$5,777	\$6,009	\$6,249	\$6,499	\$6,759	Monthly	
Solid Waste Transfer Station Supervisor		\$59,256	\$61,620	\$64,092	\$66,660	\$69,324	\$72,108	\$74,988	\$77,988	\$81,108	Annual	
Veterans Service Officer	NRE5	\$27.95	\$29.07	\$30.23	\$31.44	\$32.70	\$34.01	\$35.37	\$36.78	\$38.26	Hourly	
		\$4,844	\$5,038	\$5,240	\$5,450	\$5,668	\$5,895	\$6,131	\$6,376	\$6,631	Monthly	
		\$58,128	\$60,456	\$62,880	\$65,400	\$68,016	\$70,740	\$73,572	\$76,512	\$79,572	Annual	
Veterans Service Officer	NRE5	\$29.63	\$30.81	\$32.05	\$33.33	\$34.67	\$36.05	\$37.49	\$38.99	\$40.55	Hourly	PERS/OPSRP
		\$5,135	\$5,341	\$5,555	\$5,777	\$6,009	\$6,249	\$6,499	\$6,759	\$7,029	Monthly	
		\$61,620	\$64,092	\$66,660	\$69,324	\$72,108	\$74,988	\$77,988	\$81,108	\$84,348	Annual	
Justice Court Administrator	NRE6	\$29.07	\$30.23	\$31.44	\$32.70	\$34.01	\$35.37	\$36.78	\$38.26	\$39.78	Hourly	
		\$5,038	\$5,240	\$5,450	\$5,668	\$5,895	\$6,131	\$6,376	\$6,631	\$6,896	Monthly	
		\$60,456	\$62,880	\$65,400	\$68,016	\$70,740	\$73,572	\$76,512	\$79,572	\$82,752	Annual	
Justice Court Administrator	NRE6	\$30.81	\$32.05	\$33.33	\$34.67	\$36.05	\$37.49	\$38.99	\$40.55	\$42.17	Hourly	PERS/OPSRP
		\$5,341	\$5,555	\$5,777	\$6,009	\$6,249	\$6,499	\$6,759	\$7,029	\$7,310	Monthly	
		\$64,092	\$66,660	\$69,324	\$72,108	\$74,988	\$77,988	\$81,108	\$84,348	\$87,720	Annual	
Clinical Care Coordinator Supervisor	NRE7	\$30.23	\$31.44	\$32.70	\$34.01	\$35.37	\$36.78	\$38.26	\$39.78	\$41.38	Hourly	
Clinical Supervisor - Medical Assistants		\$5,240	\$5,450	\$5,668	\$5,895	\$6,131	\$6,376	\$6,631	\$6,896	\$7,172	Monthly	
Community Health Office Supervisor		\$62,880	\$65,400	\$68,016	\$70,740	\$73,572	\$76,512	\$79,572	\$82,752	\$86,064	Annual	
District Attorney's Office Manager												
Parks Office Manager												
Sheriff's Office Manager												
Clinical Care Coordinator Supervisor	NRE7	\$32.05	\$33.33	\$34.67	\$36.05	\$37.49	\$38.99	\$40.55	\$42.17	\$43.86	Hourly	PERS/OPSRP
Clinical Supervisor - Medical Assistants		\$5,555	\$5,777	\$6,009	\$6,249	\$6,499	\$6,759	\$7,029	\$7,310	\$7,603	Monthly	
Community Health Office Supervisor		\$66,660	\$69,324	\$72,108	\$74,988	\$77,988	\$81,108	\$84,348	\$87,720	\$91,236	Annual	
District Attorney's Office Manager												
Parks Office Manager												
Sheriff's Office Manager												
Chief Deputy Clerk	NRE8	\$31.44	\$32.70	\$34.01	\$35.37	\$36.78	\$38.26	\$39.78	\$41.38	\$43.03	Hourly	
Chief Deputy of Assessment and Taxation		\$5,450	\$5,668	\$5,895	\$6,131	\$6,376	\$6,631	\$6,896	\$7,172	\$7,459	Monthly	
Human Resources Generalist		\$65,400	\$68,016	\$70,740	\$73,572	\$76,512	\$79,572	\$82,752	\$86,064	\$89,508	Annual	
Public Works Shop Supervisor												
Road District Supervisor												
Chief Deputy Clerk	NRE8	\$33.33	\$34.67	\$36.05	\$37.49	\$38.99	\$40.55	\$42.17	\$43.86	\$45.62	Hourly	PERS/OPSRP
Chief Deputy of Assessment and Taxation		\$5,777	\$6,009	\$6,249	\$6,499	\$6,759	\$7,029	\$7,310	\$7,603	\$7,907	Monthly	
Human Resources Generalist		\$69,324	\$72,108	\$74,988	\$77,988	\$81,108	\$84,348	\$87,720	\$91,236	\$94,884	Annual	
Public Works Shop Supervisor												
Road District Supervisor												
Library Manager	NRE9	\$32.70	\$34.01	\$35.37	\$36.78	\$38.26	\$39.78	\$41.38	\$43.03	\$44.75	Hourly	
		\$5,668	\$5,895	\$6,131	\$6,376	\$6,631	\$6,896	\$7,172	\$7,459	\$7,757	Monthly	
		\$68,016	\$70,740	\$73,572	\$76,512	\$79,572	\$82,752	\$86,064	\$89,508	\$93,084	Annual	
Library Manager	NRE9	\$34.67	\$36.05	\$37.49	\$38.99	\$40.55	\$42.17	\$43.86	\$45.62	\$47.44	Hourly	PERS/OPSRP
		\$6,009	\$6,249	\$6,499	\$6,759	\$7,029	\$7,310	\$7,603	\$7,907	\$8,223	Monthly	
		\$72,108	\$74,988	\$77,988	\$81,108	\$84,348	\$87,720	\$91,236	\$94,884	\$98,676	Annual	
Chief Appraiser	NRE10	\$34.01	\$35.37	\$36.78	\$38.26	\$39.78	\$41.38	\$43.03	\$44.75	\$46.54	Hourly	
Emergency Management Director		\$5,895	\$6,131	\$6,376	\$6,631	\$6,896	\$7,172	\$7,459	\$7,757	\$8,067	Monthly	
Solid Waste Program Manager		\$70,740	\$73,572	\$76,512	\$79,572	\$82,752	\$86,064	\$89,508	\$93,084	\$96,804	Annual	
Chief Appraiser	NRE10	\$36.05	\$37.49	\$38.99	\$40.55	\$42.17	\$43.86	\$45.62	\$47.44	\$49.34	Hourly	PERS/OPSRP
Emergency Management Director		\$6,249	\$6,499	\$6,759	\$7,029	\$7,310	\$7,603	\$7,907	\$8,223	\$8,552	Monthly	
Solid Waste Program Manager		\$74,988	\$77,988	\$81,108	\$84,348	\$87,720	\$91,236	\$94,884	\$98,676	\$102,624	Annual	
Accounting Manager	NRE11	\$35.37	\$36.78	\$38.26	\$39.78	\$41.38	\$43.03	\$44.75	\$46.54	\$48.40	Hourly	
Chief Medicolegal Death Investigator		\$6,131	\$6,376	\$6,631	\$6,896	\$7,172	\$7,459	\$7,757	\$8,067	\$8,390	Monthly	
Community Health Administrative Manager		\$73,572	\$76,512	\$79,572	\$82,752	\$86,064	\$89,508	\$93,084	\$96,804	\$100,680	Annual	
Community Health Communications Manager												
Community Health Dental Manager												
Community Health Program Manager												
Accounting Manager	NRE11	\$37.49	\$38.99	\$40.55	\$42.17	\$43.86	\$45.62	\$47.44	\$49.34	\$51.31	Hourly	PERS/OPSRP
Chief Medicolegal Death Investigator		\$6,499	\$6,759	\$7,029	\$7,310	\$7,603	\$7,907	\$8,223	\$8,552	\$8,894	Monthly	
Community Health Administrative Manager		\$77,988	\$81,108	\$84,348	\$87,720	\$91,236	\$94,884	\$98,676	\$102,624	\$106,728	Annual	
Community Health Communications Manager												
Community Health Dental Manager												
Community Health Program Manager												
Human Resources Analyst	NRE12	\$36.78	\$38.26	\$39.78	\$41.38	\$43.03	\$44.75	\$46.54	\$48.40	\$50.34	Hourly	
Information Services Operations Manager		\$6,376	\$6,631	\$6,896	\$7,172	\$7,459	\$7,757	\$8,067	\$8,390	\$8,726	Monthly	
		\$76,512	\$79,572	\$82,752	\$86,064	\$89,508	\$93,084	\$96,804	\$100,680	\$104,712	Annual	

Non-Represented & Executive Service

Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9		
Human Resources Analyst	NRE12	\$38.99	\$40.55	\$42.17	\$43.86	\$45.62	\$47.44	\$49.34	\$51.31	\$53.37	Hourly	PERS/OPSRP
Information Services Operations Manager		\$6,759	\$7,029	\$7,310	\$7,603	\$7,907	\$8,223	\$8,552	\$8,894	\$9,250	Monthly	
		\$81,108	\$84,348	\$87,720	\$91,236	\$94,884	\$98,676	\$102,624	\$106,728	\$111,000	Annual	
Behavioral Health Clinician Assistant Manager	NRE13	\$38.26	\$39.78	\$41.38	\$43.03	\$44.75	\$46.54	\$48.40	\$50.34	\$52.36	Hourly	PERS/OPSRP
Community Health Clinic Manager		\$6,631	\$6,896	\$7,172	\$7,459	\$7,757	\$8,067	\$8,390	\$8,726	\$9,075	Monthly	
Deputy District Attorney 1		\$79,572	\$82,752	\$86,064	\$89,508	\$93,084	\$96,804	\$100,680	\$104,712	\$108,900	Annual	
Environmental Health Program Manager												
Behavioral Health Clinician Assistant Manager	NRE13	\$40.55	\$42.17	\$43.86	\$45.62	\$47.44	\$49.34	\$51.31	\$53.37	\$55.50	Hourly	PERS/OPSRP
Community Health Clinic Manager		\$7,029	\$7,310	\$7,603	\$7,907	\$8,223	\$8,552	\$8,894	\$9,250	\$9,620	Monthly	
Deputy District Attorney 1		\$84,348	\$87,720	\$91,236	\$94,884	\$98,676	\$102,624	\$106,728	\$111,000	\$115,440	Annual	
Environmental Health Program Manager												
Assistant Building Official	NRE14	\$39.78	\$41.38	\$43.03	\$44.75	\$46.54	\$48.40	\$50.34	\$52.36	\$54.45	Hourly	PERS/OPSRP
Behavioral Health Clinician Manager		\$6,896	\$7,172	\$7,459	\$7,757	\$8,067	\$8,390	\$8,726	\$9,075	\$9,438	Monthly	
Community Health Clinical Manager		\$82,752	\$86,064	\$89,508	\$93,084	\$96,804	\$100,680	\$104,712	\$108,900	\$113,256	Annual	
Engineering Project Manager												
Environmental Program Manager												PERS/OPSRP
Human Resources Manager												
Operations Superintendent												
Assistant Building Official	NRE14	\$42.17	\$43.86	\$45.62	\$47.44	\$49.34	\$51.31	\$53.37	\$55.50	\$57.72	Hourly	
Behavioral Health Clinician Manager		\$7,310	\$7,603	\$7,907	\$8,223	\$8,552	\$8,894	\$9,250	\$9,620	\$10,005	Monthly	PERS/OPSRP
Community Health Clinical Manager		\$87,720	\$91,236	\$94,884	\$98,676	\$102,624	\$106,728	\$111,000	\$115,440	\$120,060	Annual	
Engineering Project Manager												
Environmental Program Manager												
Human Resources Manager												PERS/OPSRP
Operations Superintendent												
Building Official	NRE15	\$41.38	\$43.03	\$44.75	\$46.54	\$48.40	\$50.34	\$52.36	\$54.45	\$56.63	Hourly	
Deputy District Attorney 2		\$7,172	\$7,459	\$7,757	\$8,067	\$8,390	\$8,726	\$9,075	\$9,438	\$9,816	Monthly	PERS/OPSRP
Health Care Data Analyst & EMR Systems Manager		\$86,064	\$89,508	\$93,084	\$96,804	\$100,680	\$104,712	\$108,900	\$113,256	\$117,792	Annual	
Building Official	NRE15	\$43.86	\$45.62	\$47.44	\$49.34	\$51.31	\$53.37	\$55.50	\$57.72	\$60.03	Hourly	
Deputy District Attorney 2		\$7,603	\$7,907	\$8,223	\$8,552	\$8,894	\$9,250	\$9,620	\$10,005	\$10,405	Monthly	PERS/OPSRP
Health Care Data Analyst & EMR Systems Manager		\$91,236	\$94,884	\$98,676	\$102,624	\$106,728	\$111,000	\$115,440	\$120,060	\$124,860	Annual	
Community Health Chief Financial Officer	NRE16	\$43.03	\$44.75	\$46.54	\$48.40	\$50.34	\$52.36	\$54.45	\$56.63	\$58.90	Hourly	PERS/OPSRP
Community Health Chief Operations Officer		\$7,459	\$7,757	\$8,067	\$8,390	\$8,726	\$9,075	\$9,438	\$9,816	\$10,209	Monthly	
Community Public Health Deputy Director		\$89,508	\$93,084	\$96,804	\$100,680	\$104,712	\$108,900	\$113,256	\$117,792	\$122,508	Annual	
Community Health Chief Financial Officer	NRE16	\$45.62	\$47.44	\$49.34	\$51.31	\$53.37	\$55.50	\$57.72	\$60.03	\$62.43	Hourly	PERS/OPSRP
Community Health Chief Operations Officer		\$7,907	\$8,223	\$8,552	\$8,894	\$9,250	\$9,620	\$10,005	\$10,405	\$10,822	Monthly	
Community Public Health Deputy Director		\$94,884	\$98,676	\$102,624	\$106,728	\$111,000	\$115,440	\$120,060	\$124,860	\$129,864	Annual	
Deputy District Attorney 3	NRE17	\$44.75	\$46.54	\$48.40	\$50.34	\$52.36	\$54.45	\$56.63	\$58.90	\$61.25	Hourly	PERS/OPSRP
		\$7,757	\$8,067	\$8,390	\$8,726	\$9,075	\$9,438	\$9,816	\$10,209	\$10,617	Monthly	
		\$93,084	\$96,804	\$100,680	\$104,712	\$108,900	\$113,256	\$117,792	\$122,508	\$127,404	Annual	
Deputy District Attorney 3	NRE17	\$47.44	\$49.34	\$51.31	\$53.37	\$55.50	\$57.72	\$60.03	\$62.43	\$64.93	Hourly	PERS/OPSRP
		\$8,223	\$8,552	\$8,894	\$9,250	\$9,620	\$10,005	\$10,405	\$10,822	\$11,255	Monthly	
		\$98,676	\$102,624	\$106,728	\$111,000	\$115,440	\$120,060	\$124,860	\$129,864	\$135,060	Annual	
No Assigned Classifications	NRE18	\$46.54	\$48.40	\$50.34	\$52.36	\$54.45	\$56.63	\$58.90	\$61.25	\$63.70	Hourly	PERS/OPSRP
		\$8,067	\$8,390	\$8,726	\$9,075	\$9,438	\$9,816	\$10,209	\$10,617	\$11,042	Monthly	
		\$96,804	\$100,680	\$104,712	\$108,900	\$113,256	\$117,792	\$122,508	\$127,404	\$132,504	Annual	
No Assigned Classifications	NRE18	\$49.34	\$51.31	\$53.37	\$55.50	\$57.72	\$60.03	\$62.43	\$64.93	\$67.53	Hourly	PERS/OPSRP
		\$8,552	\$8,894	\$9,250	\$9,620	\$10,005	\$10,405	\$10,822	\$11,255	\$11,705	Monthly	
		\$102,624	\$106,728	\$111,000	\$115,440	\$120,060	\$124,860	\$129,864	\$135,060	\$140,460	Annual	
Chief Deputy District Attorney	NRE19	\$48.40	\$50.34	\$52.36	\$54.45	\$56.63	\$58.90	\$61.25	\$63.70	\$66.25	Hourly	PERS/OPSRP
		\$8,390	\$8,726	\$9,075	\$9,438	\$9,816	\$10,209	\$10,617	\$11,042	\$11,484	Monthly	
		\$100,680	\$104,712	\$108,900	\$113,256	\$117,792	\$122,508	\$127,404	\$132,504	\$137,808	Annual	
Chief Deputy District Attorney	NRE19	\$51.31	\$53.37	\$55.50	\$57.72	\$60.03	\$62.43	\$64.93	\$67.53	\$70.23	Hourly	PERS/OPSRP
		\$8,894	\$9,250	\$9,620	\$10,005	\$10,405	\$10,822	\$11,255	\$11,705	\$12,174	Monthly	
		\$106,728	\$111,000	\$115,440	\$120,060	\$124,860	\$129,864	\$135,060	\$140,460	\$146,088	Annual	
No Assigned Classifications	ES5	\$39.81	\$41.41	\$43.06	\$44.79	\$46.58	\$48.44	\$50.38	\$52.40		Hourly	PERS/OPSRP
		\$6,901	\$7,177	\$7,464	\$7,763	\$8,074	\$8,397	\$8,733	\$9,082		Monthly	
		\$82,812	\$86,124	\$89,568	\$93,156	\$96,888	\$100,764	\$104,796	\$108,984		Annual	
No Assigned Classifications	ES5	\$42.21	\$43.89	\$45.65	\$47.48	\$49.38	\$51.35	\$53.41	\$55.54		Hourly	PERS/OPSRP
		\$7,316	\$7,608	\$7,912	\$8,229	\$8,559	\$8,901	\$9,257	\$9,627		Monthly	
		\$87,792	\$91,296	\$94,944	\$98,748	\$102,708	\$106,812	\$111,084	\$115,524		Annual	
No Assigned Classifications	ES6	\$41.41	\$43.06	\$44.79	\$46.58	\$48.44	\$50.38	\$52.40	\$54.49		Hourly	PERS/OPSRP
		\$7,177	\$7,464	\$7,763	\$8,074	\$8,397	\$8,733	\$9,082	\$9,445		Monthly	
		\$86,124	\$89,568	\$93,156	\$96,888	\$100,764	\$104,796	\$108,984	\$113,340		Annual	
No Assigned Classifications	ES6	\$43.89	\$45.65	\$47.48	\$49.38	\$51.35	\$53.41	\$55.54	\$57.76		Hourly	PERS/OPSRP
		\$7,608	\$7,912	\$8,229	\$8,559	\$8,901	\$9,257	\$9,627	\$10,012		Monthly	
		\$91,296	\$94,944	\$98,748	\$102,708	\$106,812	\$111,084	\$115,524	\$120,144		Annual	
County Surveyor	ES7	\$43.06	\$44.79	\$46.58	\$48.44	\$50.38	\$52.40	\$54.49	\$56.67		Hourly	PERS/OPSRP
Juvenile Director		\$7,464	\$7,763	\$8,074	\$8,397	\$8,733	\$9,082	\$9,445	\$9,823		Monthly	
Parks Director		\$89,568	\$93,156	\$96,888	\$100,764	\$104,796	\$108,984	\$113,340	\$117,876		Annual	

Non-Represented & Executive Service												
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9		
County Surveyor	ES7	\$45.65	\$47.48	\$49.38	\$51.35	\$53.41	\$55.54	\$57.76	\$60.08		Hourly	PERS/OPSRP
Juvenile Director		\$7,912	\$8,229	\$8,559	\$8,901	\$9,257	\$9,627	\$10,012	\$10,413		Monthly	
Parks Director		\$94,944	\$98,748	\$102,708	\$106,812	\$111,084	\$115,524	\$120,144	\$124,956		Annual	
Library Director	ES8	\$44.79	\$46.58	\$48.44	\$50.38	\$52.40	\$54.49	\$56.67	\$58.94		Hourly	
		\$7,763	\$8,074	\$8,397	\$8,733	\$9,082	\$9,445	\$9,823	\$10,216		Monthly	
		\$93,156	\$96,888	\$100,764	\$104,796	\$108,984	\$113,340	\$117,876	\$122,592		Annual	
Library Director	ES8	\$47.48	\$49.38	\$51.35	\$53.41	\$55.54	\$57.76	\$60.08	\$62.48		Hourly	PERS/OPSRP
		\$8,229	\$8,559	\$8,901	\$9,257	\$9,627	\$10,012	\$10,413	\$10,829		Monthly	
		\$98,748	\$102,708	\$106,812	\$111,084	\$115,524	\$120,144	\$124,956	\$129,948		Annual	
No Assigned Classifications	ES9	\$46.58	\$48.44	\$50.38	\$52.40	\$54.49	\$56.67	\$58.94	\$61.30		Hourly	
		\$8,074	\$8,397	\$8,733	\$9,082	\$9,445	\$9,823	\$10,216	\$10,625		Monthly	
		\$96,888	\$100,764	\$104,796	\$108,984	\$113,340	\$117,876	\$122,592	\$127,500		Annual	
No Assigned Classifications	ES9	\$49.38	\$51.35	\$53.41	\$55.54	\$57.76	\$60.08	\$62.48	\$64.98		Hourly	PERS/OPSRP
		\$8,559	\$8,901	\$9,257	\$9,627	\$10,012	\$10,413	\$10,829	\$11,263		Monthly	
		\$102,708	\$106,812	\$111,084	\$115,524	\$120,144	\$124,956	\$129,948	\$135,156		Annual	
Director of Financial Services	ES10	\$48.44	\$50.38	\$52.40	\$54.49	\$56.67	\$58.94	\$61.30	\$63.75		Hourly	
Information Services Director		\$8,397	\$8,733	\$9,082	\$9,445	\$9,823	\$10,216	\$10,625	\$11,050		Monthly	
		\$100,764	\$104,796	\$108,984	\$113,340	\$117,876	\$122,592	\$127,500	\$132,600		Annual	
Director of Financial Services	ES10	\$51.35	\$53.41	\$55.54	\$57.76	\$60.08	\$62.48	\$64.98	\$67.58		Hourly	PERS/OPSRP
Information Services Director		\$8,901	\$9,257	\$9,627	\$10,012	\$10,413	\$10,829	\$11,263	\$11,713		Monthly	
		\$106,812	\$111,084	\$115,524	\$120,144	\$124,956	\$129,948	\$135,156	\$140,556		Annual	
Community Development Director	ES11	\$50.38	\$52.40	\$54.49	\$56.67	\$58.94	\$61.30	\$63.75	\$66.30		Hourly	
Health and Human Services Administrator		\$8,733	\$9,082	\$9,445	\$9,823	\$10,216	\$10,625	\$11,050	\$11,492		Monthly	
Human Resources and Risk Management Director		\$104,796	\$108,984	\$113,340	\$117,876	\$122,592	\$127,500	\$132,600	\$137,904		Annual	
Community Development Director	ES11	\$53.41	\$55.54	\$57.76	\$60.08	\$62.48	\$64.98	\$67.58	\$70.28		Hourly	PERS/OPSRP
Health and Human Services Administrator		\$9,257	\$9,627	\$10,012	\$10,413	\$10,829	\$11,263	\$11,713	\$12,182		Monthly	
Human Resources and Risk Management Director		\$111,084	\$115,524	\$120,144	\$124,956	\$129,948	\$135,156	\$140,556	\$146,184		Annual	
Public Works Director	ES12	\$52.40	\$54.49	\$56.67	\$58.94	\$61.30	\$63.75	\$66.30	\$68.95		Hourly	
		\$9,082	\$9,445	\$9,823	\$10,216	\$10,625	\$11,050	\$11,492	\$11,952		Monthly	
		\$108,984	\$113,340	\$117,876	\$122,592	\$127,500	\$132,600	\$137,904	\$143,424		Annual	
Public Works Director	ES12	\$55.54	\$57.76	\$60.08	\$62.48	\$64.98	\$67.58	\$70.28	\$73.10		Hourly	PERS/OPSRP
		\$9,627	\$10,012	\$10,413	\$10,829	\$11,263	\$11,713	\$12,182	\$12,670		Monthly	
		\$115,524	\$120,144	\$124,956	\$129,948	\$135,156	\$140,556	\$146,184	\$152,040		Annual	
Chief Administrative Officer	ES13	\$54.49	\$56.67	\$58.94	\$61.30	\$63.75	\$66.30	\$68.95	\$71.71		Hourly	
		\$9,445	\$9,823	\$10,216	\$10,625	\$11,050	\$11,492	\$11,952	\$12,430		Monthly	
		\$113,340	\$117,876	\$122,592	\$127,500	\$132,600	\$137,904	\$143,424	\$149,160		Annual	
Chief Administrative Officer	ES13	\$57.76	\$60.08	\$62.48	\$64.98	\$67.58	\$70.28	\$73.10	\$76.02		Hourly	PERS/OPSRP
		\$10,012	\$10,413	\$10,829	\$11,263	\$11,713	\$12,182	\$12,670	\$13,176		Monthly	
		\$120,144	\$124,956	\$129,948	\$135,156	\$140,556	\$146,184	\$152,040	\$158,112		Annual	
No Assigned Classifications	ES14	\$56.67	\$58.94	\$61.30	\$63.75	\$66.30	\$68.95	\$71.71	\$74.58		Hourly	
		\$9,823	\$10,216	\$10,625	\$11,050	\$11,492	\$11,952	\$12,430	\$12,927		Monthly	
		\$117,876	\$122,592	\$127,500	\$132,600	\$137,904	\$143,424	\$149,160	\$155,124		Annual	
No Assigned Classifications	ES14	\$60.08	\$62.48	\$64.98	\$67.58	\$70.28	\$73.10	\$76.02	\$79.06		Hourly	PERS/OPSRP
		\$10,413	\$10,829	\$11,263	\$11,713	\$12,182	\$12,670	\$13,176	\$13,703		Monthly	
		\$124,956	\$129,948	\$135,156	\$140,556	\$146,184	\$152,040	\$158,112	\$164,436		Annual	
County Counsel	ESCC	\$88.82	\$92.37	\$96.06	\$99.91	\$103.90	\$108.06	\$112.38	\$116.87		Hourly	
		\$15,395	\$16,011	\$16,651	\$17,317	\$18,010	\$18,730	\$19,479	\$20,258		Monthly	
		\$184,740	\$192,132	\$199,812	\$207,804	\$216,120	\$224,760	\$233,748	\$243,096		Annual	
County Counsel	ESCC	\$94.15	\$97.92	\$101.83	\$105.90	\$110.14	\$114.54	\$119.12	\$123.88		Hourly	PERS/OPSRP
		\$16,319	\$16,972	\$17,650	\$18,356	\$19,091	\$19,854	\$20,648	\$21,473		Monthly	
		\$195,828	\$203,664	\$211,800	\$220,272	\$229,092	\$238,248	\$247,776	\$257,676		Annual	

Part Time employee benefits are based on prorated FTE.

Notes:

Revised and adopted by BOCC 01/28/2026