



TILLAMOOK COUNTY BOARD OF COMMISSIONERS

Paul Fournier - Mary Faith Bell - Erin Skaar

BOARD MEETING

Wednesday, June 17, 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#

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 - 2026-06-17 BOCC MEETING AUDIO.MP4

CALL TO ORDER – June 17, 2026 9:00 a.m.

1. Welcome & Request to Sign Guest List

00:51

2. Pledge of Allegiance

00:58

3. Public Comment

01:23

01:53 Appreciates Board's support of survivors of domestic and other violence/Valerie Bundy, Executive Director, Tides of Change

03:05 Hoped District Attorney investigation would create a process that works; survivors deserve to be believed/Sarah Ermer, Board Member Tides of Change

05:35 Thanks and encouragement through process for standing firm against abuse/Cristel Scott, Board Member Tides of Change

06:55 Strong supporter of advocates and survivors; all involved in process need to work together/John Prather, Board Member Tides of Change

10:10 Autistic, developmentally delayed daughter sexually assaulted. District Attorney's Office treated her like a defendant; DA called two weeks ago after media threats and stated DA controls case outcome/Confidential Commenter

14:50 Significant legal proceedings unable to take hard individual stance; proud and supportive of board and decisions/Sheriff Josh Brown

16:42 Supports the resolution; please adopt protocol for elected officials sanctions; encouraged all to reflect on how district attorney re-elected/April Bailey

4. Non-Agenda Items: One unscheduled agenda item taken after Item #12/Commissioner Mary Faith Bell
19:14

LEGISLATIVE - ADMINISTRATIVE

5. Consideration of a Resolution in the Matter of Proclaiming No Confidence in Aubrey Olson, District Attorney for Tillamook County/Bryan Libel, County Counsel
19:22

A motion was made by Commissioner Skaar and seconded by Chair Fournier. The motion passed with three aye votes. The Board signed #R26-013.

6. Consideration of an Order in the Matter of Rescinding Board Order #25-007 and Establishing and Modifying Fees for the Tillamook County Clerk's Office/Christy Nyseth, County Clerk
55:04

A motion was made by Commissioner Skaar and seconded by Chair Fournier. The motion passed with three aye votes. The Board signed Order #26-032.

7. Consideration of a Contract for Goods with JB Wood Recyclers for Parks Department Firewood/Dan Keyes, Director, Parks Department
58:28

A motion was made by Commissioner Skaar and seconded by Chair Fournier. The motion passed with three aye votes. The Board signed the Contract.

8. Consideration of a Contract for Goods with Boyd's Implement Service, Inc. for Parks Department Tractor and Utility Vehicles/Dan Keyes, Director, Parks Department
1:02:14

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

9. Consideration of a Prevailing Wage Rate Contract for Construction with Unitus Services LLC for the Pacific City Transfer Station Improvements Project/Justin Weiss, Solid Waste Program Manager
1:05:47

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

10. Consideration of Modification #23 to Professional Services Agreement #3491 with Don G. Averill Recycling, Inc. for the Transfer Station Operation, Transport and Disposal for Processing of Solid Waste/Justin Weiss, Solid Waste Program Manager
1:07:54

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

11. Consideration of Modification #14 to Personal Services Agreement #4334 with Helion Software, Inc. for ORCATS Tax Assessment Software License, Maintenance and Support/KaSandra Larson, Assessor & Tax Collector

1:11:43

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

12. Consideration of an Amendment to an Intergovernmental Agreement No. PO-44000-00047172 with the State of Oregon Department of Consumer and Business Services for Manufactured Home Document Processing/KaSandra Larson, Assessor & Tax Collector

1:13:26

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

UNSCHEDULED: Consideration of an Order in the Matter of a Notice of Intent to Award a Prevailing Wage Rate Contract for Construction for the Tillamook County Fairgrounds 2026 Electrical Service Upgrades Project/Camy Vonseggern, Director, Tillamook County Fairgrounds

1:15:31

A motion was made by Commissioner Skaar and seconded by Chair Fournier. The motion passed with three aye votes. The Board signed Order #26-033.

13. Consideration of an Order in the Matter of Acceptance of Certification of Election, Proclamation of Results, and Formation of the Tillamook Bay Fire & Rescue RFPD/Isabel Gilda, Administrative Analyst

1:18:57

A motion was made by Commissioner Skaar and seconded by Chair Fournier. The motion passed with three aye votes. The Board signed Order #26-034.

14. Consideration of a Contract for Goods with LDV Inc for the Search and Rescue Incident Command Trailer/Joshua Brown, Sheriff

1:29:04

A motion was made by Commissioner Skaar and seconded by Chair Fournier. The motion passed with three aye votes. The Board signed the contract for goods.

15. Consideration of a Settlement Agreement to Resolve Tax Foreclosure Litigation against Tillamook County Following the U.S. Supreme Court Case, *Tyler v Hennepin County*/Bryan Libel, County Counsel

1:33:17

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

16. Consideration of a Professional Services Agreement with CDR Labor Law for Labor and Employment Law Attorney Services/Rachel Hagerty, Chief Administrative Officer

1:43:13

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

17. Consideration of an Order in the Matter of Adopting Fiscal Year 2026-2027 Financial Strategies and Guidance/Debra Jacob, Director of Financial Services/Treasurer

1:45:55

A motion was made by Commissioner Skaar and seconded by Chair Fournier. The motion passed with three aye votes. The Board signed Order #26-035.

18. **9:30 a.m.**

Public Hearing: Concerning Adopting the Budget Appropriating Funds, Imposing Ad Valorem Taxes, and Categorizing Taxes for the 4-H and Extension Service District for Fiscal Year 2026-2027/Debra Jacob, Director of Financial Services/Treasurer

1:49:21

1:49:36 Staff Report/Debra Jacob

1:50:49 Opened Public Hearing

1:51:02 Closed Public Hearing: There was no testimony.

19. Consideration of an Order in the Matter of Adopting the Budget, Appropriating Funds, Imposing Ad Valorem Taxes, and Categorizing Taxes for the 4-H and Extension Service District for Fiscal Year 2026-2027/Debra Jacob, Director of Financial Services/Treasurer

1:51:08

A motion was made by Commissioner Skaar and seconded by Chair Fournier. The motion passed with three aye votes. The Board signed Order #26-036.

20. **9:35 a.m.**

Public Hearing: Concerning Adopting the Budget, Appropriating Funds, and Categorizing Taxes for the Solid Waste Service District for Fiscal Year 2026-2027/Debra Jacob, Director of Financial Services/Treasurer

1:52:11

1:52:28 Staff Report/Debra Jacob

1:53:44 Open Public Hearing

1:54:00 Close Public Hearing: There was no testimony.

21. Consideration of an Order in the Matter of Adopting the Budget, Appropriating Funds, and Categorizing Taxes for the Solid Waste Service District for Fiscal Year 2026-2027/Debra Jacob, Director of Financial Services/Treasurer

1:54:13

A motion was made by Commissioner Skaar and seconded by Chair Fournier. The motion passed with three aye votes. The Board signed Order #26-037, SWSD #26-006.

22. **9:40 a.m.**

Public Hearing: Concerning Adopting the Budget, Appropriating Funds, Levying and Categorizing Ad Valorem Taxes for the Fiscal Year 2026-2027/Debra Jacob, Director of Financial Services/Treasurer

1:54:44

1:54:57 Staff Report/Debra Jacob

2:01:19 Opened Public Hearing

2:01:35 In favor don't pay District Attorney stipend, professional liability insurance/April Bailey

2:02:08 Closed Public Hearing

23. Consideration of an Order in the Matter of Adopting the Budget, Appropriating Funds, Levying and Categorizing Ad Valorem Taxes for Fiscal Year 2026-2027/Debra Jacob, Director of Financial Services/Treasurer

a. Consideration of the Proposed Change(s) to the Approved Fiscal Year

2:02:19

A motion was made by Commissioner Skaar and seconded by Chair Fournier. The motion passed with three aye votes. The Board signed Order #26-038.

24. Consideration of the Adoption of the Following Tillamook County Pay Tables/Makenzi Weir, Human Resources Manager:

2:07:54

- For Fiscal Year 2025-2026, Effective January 1, 2026 for Non-Represented Employees
- For Fiscal Year 2026-2027, Effective July 1, 2026 for Part Time Employees
- For Fiscal Year 2026-2027, Effective July 1, 2026 for AFSCME Employees
- For Fiscal Year 2026-2027, Effective July 1, 2026 for Teamsters Employees
- For Fiscal Year 2026-2027, Effective July 1, 2026 for Teamsters Sergeants Employees
- For Fiscal Year 2026-2027, Effective July 1, 2026 for Justice Facility Employees
- For Fiscal Year 2026-2027, Effective July 1, 2026 for Health Provider Employees
- For Fiscal Year 2026-2027, Effective July 1, 2026 for Non-Represented and Executive Service Employees
- For Fiscal Year 2026-2027, Effective July 1, 2026 for Elected Officials

A motion was made by Commissioner Skaar and seconded by Chair Fournier. The motion passed with three aye votes. The Board adopted the listed Tillamook County pay tables except the elected officials pay table.

2:12:49

A motion was made by Commissioner Skaar and seconded by Chair Fournier. The motion passed with three aye votes. The Board adopted the elected officials pay table with the removal of the District Attorney's stipend.

25. Board Concerns

2:13:27

Thank you to April Bailey for staying for entire meeting/Commissioner Paul Fournier

OTHER MEETINGS AND ANNOUNCEMENTS

The Tillamook County Board of Commissioners and the Tillamook County Fair Board are seeking three members to join them in the planning and management of the fair and fairgrounds. Membership application forms are available on the Tillamook County website under the Board of Commissioners' page. Applications should be e-mailed to Isabel Gilda in the Commissioners' office at Isabel.gilda@tillamookcounty.gov by 5:00 p.m. on June 26, 2026. For more information on how to submit an electronic application, call Isabel Gilda at 503-842-3431. For questions about the fair board, please call fair director Camy VonSeggern at 503-842-2272.

The Local Public Safety Coordinating Council teleconference will be held **Monday, June 15, 2026** at **12:00 p.m.** The meeting will be held in the Board of Commissioners' Meeting Room 106 in the Tillamook County Courthouse, 201 Laurel Avenue, Tillamook. The teleconference number is 1-971-254-3149, Conference ID: 155 858 952#.

The Commissioners will hold a work session on **Monday, June 15, 2026** at **1:30 p.m.** to discuss the County Administrative Annex. The work session will be held in the Board of Commissioners' Meeting Room 106 at the Tillamook County Courthouse, 201 Laurel Avenue, Tillamook.

The Commissioners will attend a Budget Committee meeting on **Tuesday, June 16, 2026** at **1:30 p.m.** The Budget Committee meeting will be held in the Board of Commissioners' Meeting Room 106 at the Tillamook County Courthouse, 201 Laurel Avenue, Tillamook. The teleconference number is 1-971-254-3149, Conference ID: 866 914 607#.

The Commissioners will hold a Board Briefing on **Wednesday, June 17, 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#.

Juneteenth is an observed holiday for the County and the State of Oregon Circuit Court. All County Offices in the Tillamook County Courthouse and the Tillamook County Library, administrative offices in the Jail and Justice Facility, Public Works Department, Department of Community Development, Surveyor's Office and the Health and Human Services Department and clinics, and the State Circuit Court, will be **CLOSED** on **Friday, June 19, 2026**.

The Commissioners will hold a third and final public hearing on **Wednesday, June 24, 2026** at **9:45 a.m.** concerning Amendment #2 Amending an Ordinance #64 Prohibiting the Running of Dogs at Large; Providing for the Licensing, Impoundment And Care of Dogs; Providing for the Applicability of this Ordinance within Certain Incorporated Cities; Repealing Prior Enactments and Establishing Penalties for Violations of the Ordinance. The public hearing 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#.

ADJOURN – 11:20 a.m.

TILLAMOOK COUNTY BOARD OF COMMISSIONERS' MEETING

WEDNESDAY, JUNE 17~~X~~⁵ 2026 – 9:00 A.M.

PUBLIC COMMENT SIGN-IN SHEET

PLEASE PRINT

[illegible]

BOARD OF COMMISSIONERS'

BOARD MEETING

Wednesday, June 17, 2026

	Present	Absent		Present	Absent
Paul Fournier	<u>✓</u>	<u>✓</u>	Rachel Hagerty	<u>✓</u>	<u> </u>
Mary Faith Bell	<u>✓</u>	<u> </u>	Bryan Libel	<u>✓</u>	<u> </u>
Erin Skaar	<u>✓</u>	<u> </u>			

PLEASE PRINT

<u>Name</u>	<u>Email or Address</u>	<u>Item of Interest</u>
Christy Nyseth		Clerk
Sarah Ermer		Public Comment
Max Sherman		
Valerie Bundy		
CRISTEL SCOTT		PUBLIC COMMENT
JOHN PRATHER		
Josh Sisco		
Norma Obrist		
Bridge He Conn		
NICK TROXEL		
Sarah Dentel		
Karen Dye		
April Bulky		

(Please use reverse if necessary)

From: [robin kostrikin](#)
To: [Public Comments](#); [Rachel Hagerty](#)
Cc: [Bryan Libel](#); [Josh Brown](#)
Subject: EXTERNAL: Public testimony June 17, 2026 Agenda # 5 A Vote of No Confidence=DA
Date: Tuesday, June 16, 2026 5:36:01 AM

[NOTICE: This message originated outside of Tillamook County -- DO NOT CLICK on links or open attachments unless you are sure the content is safe.]

Good morning Commissioners,

I am writing today as a concerned citizen regarding the recent independent investigation into the Tillamook County District Attorney's Office and the issues that have been raised publicly.

After reviewing the report in full, I found the investigator's work to be thorough, detailed and credible. Based on the findings, however, I have lost confidence in the current leadership of the District Attorney's Office. I support a vote of no confidence. The report was deeply disturbing and revealed concerns that were far more serious than I had anticipated.

My concerns are not based on a single issue, but rather a pattern of experiences and information that have raised questions over time. For example, when I previously inquired about the prosecution timeline in a sexual abuse case involving a former Nestucca School District Alternative Education teacher, I did not receive a clear explanation from Ms. Olson regarding mandatory reporting laws, the delays involved, or the circumstances surrounding the reduction of charges from a felony to a misdemeanor. Instead, I was referred back to the school district. That response did not address my concerns and contributed to my uncertainty regarding the handling of the case.

I am also troubled by what appears to be significant delays in bringing serious criminal cases to trial, as well as questions regarding case outcomes, scheduling practices, and adherence to proper legal procedures. Additionally, the treatment of employees, law enforcement partners, victims, and victim-rights advocates described in the report raises serious concerns. Delays and management issues can have lasting impacts on victims, families, and public confidence in the justice system.

I was particularly appalled by what I perceived during Ms. Olson's interview as an unwillingness to accept responsibility for the operation of her office. She seemed to have a complete lack of empathy for victims as well as a disregard for law enforcement and victims advocates. I was also disappointed that some individuals declined to participate in the investigation rather than contributing information that could have helped provide a more complete understanding of the issues involved.

Additionally, I am shocked regarding the efforts by Ms. Olson to identify a whistleblower in the sheriff's department and allegations of retaliation. Employees must be able to report concerns without fear of retaliation, and any perception that whistleblowers are not protected undermines confidence in the integrity of public institutions. What about actions taken by our DDA's that were inappropriate? How will

they be held accountable as county employees?

I would also appreciate clarification from county leadership regarding when concerns about the District Attorney's Office first became known, particularly any information that may have been known before the matter became public. Transparency in this area is essential to maintaining public trust. Specifically, I would like to understand the reasoning behind informing Ms. Olson of the investigation in November while not disclosing the existence of the investigation to the public at that time.

I appreciate the Board's decision to authorize an independent investigation. However, I continue to question why it took so long for the report to become public. My understanding is that the investigation began in November and that the report was completed on February 17, pending redaction's. Yet, the report was not released until after ballots had been mailed and many citizens had already voted. As a result, voters did not have access to this information before the election. I would appreciate an explanation of the decision-making process that led to the timing of the report's release.

I also have questions regarding discussions about stipends and bonding requirements. While accountability is important, I am concerned about creating precedents that could potentially be misapplied to future elected officials. If the County chooses to pursue such measures, I believe clear standards and safeguards should be established to ensure that any action is applied fairly, consistently, and without political influence.

Another concern involves statements indicating that some individuals like Commissioner Bell were aware of these issues long before these complaints were brought to your Human Resources Department, but said nothing. Transparency regarding those decisions is important to restoring public trust.

It is important to recognize that the District Attorney is an elected position and that there are limits to direct county authority. However, elected officials remain accountable to the public they serve, and it is appropriate for county leaders and citizens to expect transparency, professionalism, ethical conduct, and effective leadership from all public officials and employees.

These concerns extend beyond any one individual. They affect crime victims, law enforcement partnerships, county employees, and the public's confidence in the justice system. Regardless of differing perspectives, I believe we can all agree that public office is a public trust.

I respectfully ask that the Board of Commissioners continue pursuing all lawful and appropriate avenues to ensure accountability, protect employees who report concerns, and restore public confidence in the integrity of the District Attorney's Office.

I am also exploring other avenues for accountability, including encouraging victims, victim-rights advocates, employees, and community members to file complaints with the Oregon State Bar, the Oregon Attorney General, and the US Department of Justice if they believe such action is warranted.

Finally, I plan to attend the July trial involving Jeremy Davidson to support the victim. My hope is that there will be no further delays. The case has already been pending for approximately eighteen months, and the victim has endured a lengthy process. Cases involving allegations of serious crimes deserve timely resolution whenever possible, both for victims and for the integrity of the justice system.

Thank you for your time and consideration.

Sincerely,

Robin Kostrikin

Pacific City

From: Zoey Painter
To: Public Comments
Subject: EXTERNAL: Written public comment for June 17th board Meeting
Date: Tuesday, June 16, 2026 11:24:39 AM

[NOTICE: This message originated outside of Tillamook County -- DO NOT CLICK on links or open attachments unless you are sure the content is safe.]

To the Tillamook County Board of Commissioners,

My name is Zoey Painter, and I am the mother of [REDACTED]

I am writing in support of the proposed resolution of no confidence regarding District Attorney Aubrey Olson.

I do not submit this statement lightly. Nor do I submit it as someone who began this process distrustful of the District Attorney's Office. In fact, when charges were initially filed, I personally thanked District Attorney Olson and her office. I believed the matter was being taken seriously. I believed the system was functioning as intended. Most importantly, I believed my son mattered.

I no longer hold that belief.

On March 15, 2025, my eight-year-old son attended a three-year-old child's birthday party. During that gathering, a forty-five-year-old adult male, Jeff Gerhardt, physically grabbed, restrained, and pinned my son to the ground in front of numerous adults and children.

This was not a dispute between children.

This was not horseplay.

This was not accidental contact.

This was a grown man making the conscious decision to physically overpower a child.

According to my son, while he was attempting to get up and expressing that he did not like what was happening, he was told, “No, you like that, don’t you?” while continuing to be restrained. He later described the incident in remarkable detail, including recalling the veins bulging in the man’s arms while pressure was being applied around his neck.

The individual involved later admitted to physically restraining my son and justified his actions by asserting that my son deserved it.

Not that it was accidental.

Not that it was misunderstood.

Not that it never happened.

That he believed my son deserved it.

The consequences were neither fleeting nor insignificant.

Photographs documented visible injuries and bruising. Medical records documented those injuries. The emotional repercussions extended far beyond the physical marks. My son experienced anxiety, panic attacks, disrupted sleep, emotional distress, and an ongoing fear of encountering the individual involved.

Yet even those descriptions fail to fully capture the reality of what followed.

The intrusion of this incident did not cease when the physical restraint ended.

Following the incident, the individual involved appeared at my

residence. Given the circumstances, I did not answer the door. There were also occasions where he attempted to approach or engage with us in public.

Compounding matters further, he lives directly down the street from our family.

This is not a situation where an offender disappeared from our lives and allowed a child to heal.

My son continues to see reminders of this incident in the course of ordinary daily life. We encounter him in the neighborhood. We encounter him in public. We encounter the reality that the person who physically restrained a child returned to his normal life while my son was left to navigate the consequences.

One of the most difficult realities for me as a parent has been watching my child continue to bear the emotional burden of this incident while the adult responsible faced no meaningful legal accountability whatsoever.

The impact was visible not only to me, but to numerous independent adults.

His teacher observed changes in his behavior.

Family friends observed changes in his behavior.

Most significantly, his coaches observed it firsthand.

Maverick participated in the same jiu-jitsu program as the other child involved. On multiple occasions, when he realized the adult involved was present, he became so emotionally distressed that he could not participate. There were instances where we were forced to leave entirely because he was unable to remain in class.

These incidents were witnessed firsthand by instructors and coaches.

They did not hear about his distress from me.

They watched it happen themselves.

When I reported this incident, I trusted the justice system to evaluate the evidence and allow the legal process to proceed accordingly.

Instead, my confidence was gradually eroded through a pattern of decisions, procedural failures, shifting explanations, and unanswered questions that remain unresolved to this day.

One of my most significant concerns was the speed with which the case was initially dismissed.

The first dismissal occurred within weeks.

At a time when information was still being gathered, the matter was effectively set aside.

Even more troubling is my understanding that critical information had not yet been obtained before that determination was made.

One of the clearest examples involves the OTIS investigation.

My understanding is that the District Attorney's Office initially made its charging determination before obtaining OTIS findings. When those findings were later received, OTIS determined the allegation to be warranted child abuse.

Even then, the conclusion remained unchanged.

When I questioned how that could be the case given the volume of

evidence that had been gathered, I was told that District Attorney Olson could not ethically move forward with prosecution and risk losing her bar license.

As a mother, I have struggled to reconcile that explanation with the facts before her.

By that point, there were multiple witnesses, photographs, medical records, documented injuries, admissions by the individual involved, behavioral changes observed by teachers, coaches, and family friends, and a warranted child abuse finding.

Yet despite the continued accumulation of evidence, the conclusion remained unchanged.

I have spent a great deal of time attempting to understand how such a conclusion was reached.

To this day, I remain unable to reconcile how such an extraordinary accumulation of evidence could collectively be deemed insufficient.

There were multiple witnesses.

There were photographs.

There were medical records.

There were documented injuries.

There were admissions.

There were behavioral changes observed by teachers, coaches, and family friends.

There was a child who consistently described what happened to him.

There was a warranted child abuse finding.

Yet I was repeatedly told there was insufficient evidence to ethically proceed.

If all of that is insufficient, then I believe the public deserves a clear explanation of what would be considered sufficient.

Were the photographs not enough?

Were the injuries not enough?

Were the medical records not enough?

Were the admissions not enough?

Were the witnesses not enough?

Were the panic attacks not enough?

Were the coaches who witnessed his emotional breakdowns not enough?

Was the warranted child abuse finding not enough?

What exactly would have been enough?

Another concern involved the handling of the case after charges had already been filed.

An arraignment date was scheduled. I appeared as directed.

The defendant did not.

I later learned that notice had been sent incorrectly, that his name had been entered incorrectly in the system, and they didn't input correct crime date.

I was informed a warrant would be issued.

To my knowledge, one never was.

The arraignment never proceeded.

Another arraignment was never scheduled.

For a case involving a child victim, these are not insignificant administrative oversights.

These are failures that directly impacted the progression of the case.

Equally troubling was the repeated tendency to attribute shortcomings elsewhere.

Throughout this process, I was repeatedly left with the impression that delays, deficiencies, investigative concerns, and procedural problems were being attributed to the Tillamook County Sheriff's Office.

I found this particularly disheartening because Detective Wood was one of the few individuals who consistently communicated with me throughout this process.

When explanations repeatedly point outward rather than inward, accountability becomes increasingly difficult to identify.

Confidence in leadership requires ownership.

I did not see that ownership.

During discussions regarding my son's case, District Attorney Olson referenced O.J. Simpson while discussing evidentiary standards and prosecution decisions.

I found that comparison astonishing.

As a mother attempting to understand why a case involving her child was being dismissed, hearing one of the most notorious criminal cases in American history invoked as part of that discussion was deeply troubling and entirely disconnected from the reality my family was experiencing.

However, one of the questions I continue to struggle with is how much evidence is required before a child victim is considered worthy of protection under the law.

In my son's case there were witnesses.

There were photographs.

There were medical records.

There were documented behavioral changes observed by adults in his life.

There were admissions by the adult involved.

There were findings from OTIS that the allegation was warranted.

There was a child who consistently described what happened to him, including details no child should have to remember.

Yet I was repeatedly told there was insufficient evidence to proceed.

My concern is not that a prosecutor exercised discretion.

My concern is how that discretion was exercised.

My concern is that a decision appears to have been made before all available information was obtained and reviewed.

My concern is that when additional information was obtained, including a warranted child abuse finding, the conclusion remained unchanged.

My concern is that procedural errors occurred after charges were filed, including notice being sent incorrectly and an arraignment failing to proceed, yet accountability for those failures remained difficult to identify.

Most troubling of all, however, is the message left behind.

What message are we sending children?

My son learned that a grown man can put his hands on a child, restrain that child, leave visible injuries, admit to doing so, justify doing so, and face no meaningful consequence.

What message are we sending parents?

That photographs, medical documentation, witness statements, admissions, behavioral changes, and a warranted child abuse finding can all coexist and still fail to satisfy the threshold for action.

What message are we sending the next child who finds themselves in a similar situation?

Because those questions matter.

There is one additional fact that I believe is important for this Board to consider.

Throughout the entirety of my son's case, I was unaware that District Attorney Aubrey Olson herself was the subject of an investigation concerning the operation and management of her office.

Had I known such an investigation was underway while my family was actively experiencing the concerns outlined in this statement, I would have welcomed the opportunity to participate in that process and provide information regarding our experience.

The concerns I have described today were not developed after learning of that investigation. They existed while the case was actively unfolding.

At the time, I believed I was navigating an isolated experience involving my son's case. It was only later that I learned broader concerns regarding the office were apparently significant enough to warrant investigation.

Learning that an investigation was occurring during the same period my family was experiencing these issues was deeply concerning. It left me wondering whether our experience may have been relevant to that review and whether the perspectives of victims and their families were fully considered.

Had I known investigators were examining concerns involving the District Attorney's Office, I would have gladly spoken with them. I would have provided documentation. I would have shared our communications, our experiences, and the concerns that ultimately led to my loss of confidence.

I cannot say whether our experience would have altered any findings.

I can say with certainty that I would have wanted it to be heard.

The issue before this Board is not whether every citizen agrees with every charging decision.

The issue is whether the actions, judgment, leadership, transparency, and accountability demonstrated by this office inspire public confidence.

Based upon my family's experience, they do not.

My confidence was not lost because I disagreed with an outcome.

My confidence was lost because of how that outcome was reached.

Confidence is earned through transparency.

Confidence is earned through accountability.

Confidence is earned through sound judgment.

Confidence is earned through public trust.

My experience with this case left me questioning all four.

For those reasons, I respectfully support the proposed resolution of no confidence and ask this Board to consider not only statistics and reports, but also the lived experiences of the citizens whose lives are directly impacted by the decisions of this office.

Thank you for considering this letter.

Respectfully,

Zoey Painter

Mother of Maverick Cherry

Case Number 25CR55126

Tillamook County Resident

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	\$21.84	\$25.53	\$28.87	\$27.94	\$28.06	\$30.22	\$31.43	\$32.69		Hourly	
Human Resources Assistant		\$4,306	\$4,478	\$4,637	\$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	NRNE	\$25.33	\$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	PER/OPSP
		\$54,788	\$56,959	\$59,236	\$61,608	\$64,072	\$66,633	\$69,299	\$72,070		Annual	
No Assigned Classifications	NRNE2	\$25.83	\$28.87	\$27.94	\$29.06	\$30.22	\$31.43	\$32.69	\$34.00		Hourly	
		\$4,478	\$4,637	\$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	PER/OPSP
		\$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	
		\$4,637	\$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	PER/OPSP
		\$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	PER/OPSP
		\$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	PER/OPSP
		\$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	PER/OPSP
		\$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	PER/OPSP
		\$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	PER/OPSP
		\$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	PER/OPSP
		\$74,955	\$77,952	\$81,070	\$84,313	\$87,687	\$91,196	\$94,842	\$98,636		Annual	
Expanded Practice Dental Hygienist	NRNEDH	\$39.24	\$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	\$8,386	\$8,724		Monthly	
		\$79,541	\$82,724	\$86,033	\$89,473	\$93,053	\$96,774	\$100,651	\$104,685		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	PER/OPSP
		\$84,313	\$87,687	\$91,196	\$94,842	\$98,636	\$102,581	\$106,689	\$110,968		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*	NRE2	\$27.84	\$28.87	\$29.95	\$31.07	\$32.23	\$33.44	\$34.70	\$36.01	\$37.37	Hourly
		\$37.79	\$4,633	\$4,844	\$5,078	\$5,349	\$5,651	\$5,983	\$6,345	\$6,731	Monthly
		\$31,129	\$32,895	\$34,128	\$35,456	\$36,880	\$38,400	\$39,918	\$41,534	\$43,247	Annual
No Assigned Classifications*	NRE3	\$27.39	\$28.49	\$29.63	\$30.81	\$32.05	\$33.33	\$34.67	\$36.05	\$37.49	Hourly
		\$4,748	\$4,938	\$5,135	\$5,341	\$5,555	\$5,777	\$6,009	\$6,249	\$6,499	Monthly
		\$36,978	\$39,255	\$41,620	\$44,092	\$46,660	\$49,324	\$52,088	\$54,952	\$57,916	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*		\$1,558	\$4,844	\$5,078	\$5,349	\$5,651	\$5,983	\$6,345	\$6,731	\$7,131	Monthly
Solid Waste Transfer Station Supervisor*		\$39,696	\$41,128	\$42,656	\$44,280	\$45,900	\$47,618	\$49,334	\$51,048	\$52,761	Annual
Facilities Supervisor*	NRE4	\$28.49	\$29.63	\$30.81	\$32.05	\$33.33	\$34.67	\$36.05	\$37.49	\$38.99	Hourly
Park Maintenance Foreman*		\$4,918	\$5,135	\$5,341	\$5,555	\$5,777	\$6,009	\$6,249	\$6,499	\$6,759	Monthly
Solid Waste Transfer Station Supervisor*		\$39,256	\$41,620	\$44,092	\$46,660	\$49,324	\$52,088	\$54,952	\$57,916	\$60,980	Annual
Veterans Service Officer*	NRE5	\$27.85	\$29.07	\$30.23	\$31.44	\$32.70	\$34.01	\$35.37	\$36.78	\$38.25	Hourly
		\$4,844	\$5,078	\$5,349	\$5,651	\$5,983	\$6,345	\$6,731	\$7,131	\$7,545	Monthly
		\$38,128	\$40,456	\$42,880	\$45,400	\$48,016	\$50,732	\$53,548	\$56,464	\$59,480	Annual
Veterans Service Officer*	NRE5	\$29.63	\$30.81	\$32.05	\$33.33	\$34.67	\$36.05	\$37.49	\$38.99	\$40.55	Hourly
		\$5,135	\$5,341	\$5,555	\$5,777	\$6,009	\$6,249	\$6,499	\$6,759	\$7,029	Monthly
		\$41,620	\$44,092	\$46,660	\$49,324	\$52,088	\$54,952	\$57,916	\$60,980	\$64,144	Annual
No Assigned Classifications*	NRE6	\$29.07	\$30.23	\$31.44	\$32.70	\$34.01	\$35.37	\$36.78	\$38.25	\$39.78	Hourly
		\$5,078	\$5,349	\$5,651	\$5,983	\$6,345	\$6,731	\$7,131	\$7,545	\$7,971	Monthly
		\$40,456	\$42,880	\$45,400	\$48,016	\$50,732	\$53,548	\$56,464	\$59,480	\$62,596	Annual
No Assigned Classifications*	NRE6	\$30.81	\$32.05	\$33.33	\$34.67	\$36.05	\$37.49	\$38.99	\$40.55	\$42.17	Hourly
		\$5,341	\$5,555	\$5,777	\$6,009	\$6,249	\$6,499	\$6,759	\$7,029	\$7,310	Monthly
		\$44,092	\$46,660	\$49,324	\$52,088	\$54,952	\$57,916	\$60,980	\$64,144	\$67,408	Annual
Clinical Care Coordinator Supervisor*	NRE7	\$30.23	\$31.44	\$32.70	\$34.01	\$35.37	\$36.78	\$38.25	\$39.78	\$41.36	Hourly
Clinical Supervisor - Medical Assistants*		\$5,210	\$5,410	\$5,668	\$5,955	\$6,271	\$6,616	\$6,991	\$7,396	\$7,831	Monthly
Community Health Office Supervisor*		\$62,890	\$65,400	\$68,016	\$70,740	\$73,572	\$76,512	\$79,560	\$82,716	\$85,980	Annual
District Attorney's Office Manager*											
Justice Court Administrator*											
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
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	\$72,088	\$74,888	\$77,888	\$81,000	\$84,348	\$87,920	\$91,624	Annual
District Attorney's Office Manager*											
Justice Court Administrator*											
Parks Office Manager*											
Sheriff's Office Manager*											
Chief Deputy Clerk*	NRE8	\$31.44	\$32.70	\$34.01	\$35.37	\$36.78	\$38.25	\$39.78	\$41.36	\$43.03	Hourly
Chief Deputy of Assessment and Taxation*		\$6,480	\$6,658	\$6,855	\$7,071	\$7,306	\$7,561	\$7,836	\$8,131	\$8,446	Monthly
Human Resources Generalist*		\$65,400	\$68,016	\$70,740	\$73,572	\$76,512	\$79,560	\$82,716	\$85,980	\$89,352	Annual
Property Manager*											
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
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	\$72,088	\$74,888	\$77,888	\$81,000	\$84,348	\$87,920	\$91,624	\$95,464	Annual
Property Manager*											
Public Works Shop Supervisor*											
Road District Supervisor*											
Library Manager*	NRE9	\$31.70	\$33.01	\$34.37	\$35.78	\$37.26	\$38.78	\$40.36	\$42.00	\$43.75	Hourly
		\$5,668	\$5,896	\$6,131	\$6,378	\$6,631	\$6,896	\$7,171	\$7,459	\$7,757	Monthly
		\$58,016	\$60,740	\$63,572	\$66,512	\$69,560	\$72,716	\$75,980	\$79,352	\$82,832	Annual
Library Manager*	NRE9	\$34.67	\$36.05	\$37.49	\$38.99	\$40.55	\$42.17	\$43.86	\$45.62	\$47.44	Hourly
		\$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	\$94,888	\$98,676	Annual
Chief Appraiser*	NRE10	\$31.01	\$32.27	\$33.58	\$34.95	\$36.38	\$37.86	\$39.39	\$40.97	\$42.60	Hourly
Emergency Management Director*		\$5,895	\$6,131	\$6,375	\$6,631	\$6,896	\$7,172	\$7,459	\$7,757	\$8,067	Monthly
Solid Waste Program Manager*		\$70,740	\$73,572	\$76,512	\$79,560	\$82,716	\$85,980	\$89,352	\$92,832	\$96,424	Annual
Chief Appraiser*	NRE10	\$36.05	\$37.49	\$38.99	\$40.55	\$42.17	\$43.86	\$45.62	\$47.44	\$49.34	Hourly
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	\$94,888	\$98,676	\$102,624	Annual
Accounting Manager*	NRE11	\$35.37	\$36.78	\$38.25	\$39.78	\$41.36	\$42.99	\$44.75	\$46.54	\$48.39	Hourly
Chief Medicolegal Death Investigator*		\$6,131	\$6,375	\$6,631	\$6,896	\$7,172	\$7,459	\$7,757	\$8,067	\$8,390	Monthly
Community Health Administrative Manager*		\$73,572	\$76,512	\$79,560	\$82,716	\$85,980	\$89,352	\$92,832	\$96,424	\$100,128	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
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	\$94,888	\$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	\$38.25	\$39.78	\$41.36	\$42.99	\$44.75	\$46.54	\$48.40	\$50.34	Hourly
Information Services Operations Manager*		\$6,375	\$6,631	\$6,896	\$7,172	\$7,459	\$7,757	\$8,067	\$8,390	\$8,726	Monthly
		\$76,512	\$79,560	\$82,716	\$85,980	\$89,352	\$92,832	\$96,424	\$100,128	\$104,112	Annual

Non-Represented (Exempt)

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	\$36.99	\$40.36	\$42.17	\$43.86	\$45.62	\$47.44	\$49.34	\$51.31	\$53.37	Hourly	PERS/CPSP
Information Services Operations Manager*		\$6,759	\$7,029	\$7,310	\$7,603	\$7,907	\$8,223	\$8,552	\$8,894	\$9,250	Monthly	
		\$81,106	\$84,348	\$87,720	\$91,236	\$94,981	\$98,876	\$102,824	\$106,728	\$111,000	Annual	
Behavioral Health Clinician Assistant Manager*	NRE13	\$38.13	\$39.78	\$41.38	\$43.03	\$44.75	\$46.54	\$48.40	\$50.34	\$52.36	Hourly	
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*		\$78,572	\$82,752	\$88,064	\$93,508	\$99,084	\$104,792	\$110,630	\$116,712	\$122,900	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/CPSP
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	
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 Clinic Manager*		\$82,752	\$88,064	\$93,508	\$99,084	\$104,792	\$110,630	\$116,712	\$122,900	\$129,256	Annual	
Engineering Project Manager*												
Environmental Program Manager*												
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	PERS/CPSP
Behavioral Health Clinician Manager*		\$7,310	\$7,603	\$7,907	\$8,223	\$8,552	\$8,894	\$9,250	\$9,620	\$10,005	Monthly	
Community Health Clinic 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*												
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	
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	PERS/CPSP
Deputy District Attorney 2*		\$7,603	\$7,907	\$8,223	\$8,552	\$8,894	\$9,250	\$9,620	\$10,005	\$10,405	Monthly	
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	
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/CPSP
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	
		\$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/CPSP
		\$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	
		\$9,067	\$9,438	\$9,816	\$10,209	\$10,617	\$11,042	\$11,484	\$11,942	\$12,414	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/CPSP
		\$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	
		\$9,390	\$9,816	\$10,209	\$10,617	\$11,042	\$11,484	\$11,942	\$12,414	\$12,898	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/CPSP
		\$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	

Tillamook County Pay Tables

Fiscal Year 2026-2027 (July 1, 2026 - June 30, 2027)

Effective July 1, 2026

2080 yearly base hours

Not eligible for Overtime (FLSA Exempt)

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	ES3	\$39.81	\$41.41	\$43.06	\$44.79	\$46.58	\$48.44	\$50.38	\$52.40		Hourly
		\$4,501	\$7,177	\$7,464	\$7,753	\$8,074	\$8,397	\$8,733	\$9,062		Monthly
		\$82,512	\$86,124	\$89,888	\$93,786	\$97,888	\$102,764	\$104,796	\$108,981		Annual
No Assigned Classifications	ES5	\$42.21	\$43.89	\$45.63	\$47.48	\$49.39	\$51.35	\$53.41	\$55.54		Hourly
		\$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	ES5	\$41.41	\$43.06	\$44.79	\$46.58	\$48.44	\$50.38	\$52.40	\$54.49		Hourly
		\$7,177	\$7,464	\$7,753	\$8,074	\$8,397	\$8,733	\$9,062	\$9,445		Monthly
		\$86,124	\$89,888	\$93,786	\$97,888	\$102,764	\$104,796	\$108,984	\$113,740		Annual
No Assigned Classifications	ES6	\$43.89	\$45.63	\$47.48	\$49.39	\$51.35	\$53.41	\$55.54	\$57.78		Hourly
		\$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
Juvenile Director		\$7,464	\$7,753	\$8,074	\$8,397	\$8,733	\$9,062	\$9,445	\$9,829		Monthly
Parks Director		\$89,888	\$93,786	\$97,888	\$102,764	\$104,796	\$108,984	\$113,740	\$117,876		Annual
County Surveyor	ES7	\$45.63	\$47.48	\$49.39	\$51.35	\$53.41	\$55.54	\$57.78	\$60.08		Hourly
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
		\$7,753	\$8,074	\$8,397	\$8,733	\$9,062	\$9,445	\$9,829	\$10,216		Monthly
		\$93,786	\$97,888	\$102,764	\$104,796	\$108,984	\$113,740	\$117,876	\$122,592		Annual
Library Director	ES8	\$47.48	\$49.39	\$51.35	\$53.41	\$55.54	\$57.78	\$60.08	\$62.48		Hourly
		\$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	\$9,062	\$9,445	\$9,829	\$10,216	\$10,625		Monthly
		\$96,839	\$100,764	\$104,796	\$108,984	\$113,740	\$117,876	\$122,592	\$127,501		Annual
No Assigned Classifications	ES9	\$49.39	\$51.35	\$53.41	\$55.54	\$57.78	\$60.08	\$62.48	\$64.98		Hourly
		\$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	\$9,062	\$9,445	\$9,829	\$10,216	\$10,625	\$11,050		Monthly
		\$104,796	\$104,796	\$104,904	\$113,740	\$117,876	\$122,592	\$127,500	\$132,600		Annual
Director of Financial Services	ES10	\$51.35	\$53.41	\$55.54	\$57.78	\$60.08	\$62.48	\$64.98	\$67.58		Hourly
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	\$9,062	\$9,445	\$9,829	\$10,216	\$10,625	\$11,050	\$11,492		Monthly
Human Resources and Risk Management Director		\$104,904	\$104,904	\$113,740	\$117,876	\$122,592	\$127,500	\$132,600	\$137,804		Annual
Community Development Director	ES11	\$53.41	\$55.54	\$57.78	\$60.08	\$62.48	\$64.98	\$67.58	\$70.28		Hourly
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
		\$9,062	\$9,445	\$9,829	\$10,216	\$10,625	\$11,050	\$11,492	\$11,952		Monthly
		\$108,984	\$113,740	\$117,876	\$122,592	\$127,500	\$132,600	\$137,804	\$143,124		Annual
Public Works Director	ES12	\$55.54	\$57.78	\$60.08	\$62.48	\$64.98	\$67.58	\$70.28	\$73.10		Hourly
		\$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	\$71.77		Hourly
		\$9,445	\$9,829	\$10,216	\$10,625	\$11,050	\$11,492	\$11,952	\$12,430		Monthly
		\$113,740	\$117,876	\$122,592	\$127,500	\$132,600	\$137,804	\$143,124	\$148,560		Annual
Chief Administrative Officer	ES13	\$57.78	\$60.08	\$62.48	\$64.98	\$67.58	\$70.28	\$73.10	\$76.02		Hourly
		\$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	\$71.77	\$74.58		Hourly
		\$9,829	\$10,216	\$10,625	\$11,050	\$11,492	\$11,952	\$12,430	\$12,927		Monthly
		\$117,876	\$122,592	\$127,500	\$132,600	\$137,804	\$143,124	\$148,560	\$154,124		Annual
No Assigned Classifications	ES14	\$60.08	\$62.48	\$64.98	\$67.58	\$70.28	\$73.10	\$76.02	\$79.06		Hourly
		\$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 Council	ESCC	\$36.82	\$92.37	\$36.06	\$99.91	\$103.90	\$108.06	\$112.33	\$116.57		Hourly
		\$15,393	\$16,011	\$16,651	\$17,317	\$18,010	\$18,730	\$19,479	\$20,258		Monthly
		\$184,740	\$192,132	\$195,812	\$207,804	\$216,120	\$224,760	\$233,748	\$243,090		Annual
County Council	ESCC	\$94.15	\$97.92	\$101.83	\$105.90	\$110.14	\$114.54	\$119.12	\$123.88		Hourly
		\$16,319	\$16,972	\$17,650	\$18,359	\$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

Revised and adopted by BOCC 06/17/2026, Moved Justice Court Administrator to NRE7, added Property Manager to NRE8.

Tillamook County Pay Tables

Fiscal Year 2026-2027 (July 1, 2026 - June 30, 2027)

Effective July 1, 2026

2080 yearly base hours

Not eligible for Overtime (FLSA Non-Exempt)

Part Time									
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6		
Elections Clerk	PT4	\$16,711	\$17,551	\$18,431	\$19,351	\$20,321	\$21,331	Hourly	
		\$2,897	\$3,042	\$3,194	\$3,354	\$3,521	\$3,698	Monthly	
		\$34,765	\$36,504	\$38,330	\$40,246	\$42,257	\$44,371	Annual	
Elections Clerk	PT4	\$17,721	\$18,601	\$19,531	\$20,511	\$21,541	\$22,611	Hourly	PERS/OPSRP
		\$3,071	\$3,225	\$3,386	\$3,555	\$3,733	\$3,919	Monthly	
		\$36,851	\$38,694	\$40,631	\$42,661	\$44,793	\$47,033	Annual	
Parking Ambassador	PT6	\$18,431	\$19,351	\$20,321	\$21,331	\$22,401	\$23,521	Hourly	
		\$3,194	\$3,354	\$3,521	\$3,698	\$3,882	\$4,077	Monthly	
		\$38,330	\$40,246	\$42,257	\$44,371	\$46,590	\$48,920	Annual	
Parking Ambassador	PT6	\$19,531	\$20,511	\$21,541	\$22,611	\$23,741	\$24,931	Hourly	PERS/OPSRP
		\$3,386	\$3,555	\$3,733	\$3,919	\$4,115	\$4,321	Monthly	
		\$40,631	\$42,661	\$44,793	\$47,033	\$49,385	\$51,854	Annual	

Part Time employee benefits are based on prorated FTE.

Notes:

Revised and adopted by BOCC 01/28/2026

Revised and adopted by BOCC 06/17/2026, Effective 7/1/2026, 2.9% COLA

Tillamook County Pay Tables

Fiscal Year 2026-2027 (July 1, 2026 - June 30, 2027)

Effective July 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	\$16,711	\$17,551	\$18,413	\$19,355	\$20,321	\$21,333	Hourly
Park Fee Collector - Courier		\$2,897	\$3,042	\$3,194	\$3,354	\$3,521	\$3,698	Monthly
		\$34,765	\$36,504	\$38,330	\$40,246	\$42,257	\$44,371	Annual
Park Fee Collector	A4	\$17,721	\$18,601	\$19,531	\$20,511	\$21,541	\$22,611	Hourly
Park Fee Collector - Courier		\$3,071	\$3,225	\$3,386	\$3,555	\$3,733	\$3,919	Monthly
		\$36,851	\$38,694	\$40,631	\$42,661	\$44,793	\$47,033	Annual
Flagger	A5	\$17,551	\$18,413	\$19,355	\$20,321	\$21,333	\$22,401	Hourly
		\$3,042	\$3,194	\$3,354	\$3,521	\$3,698	\$3,882	Monthly
		\$36,504	\$38,330	\$40,246	\$42,257	\$44,371	\$46,590	Annual
Flagger	A5	\$18,601	\$19,531	\$20,511	\$21,541	\$22,611	\$23,741	Hourly
		\$3,225	\$3,386	\$3,555	\$3,733	\$3,919	\$4,115	Monthly
		\$38,694	\$40,631	\$42,661	\$44,793	\$47,033	\$49,385	Annual
Custodian	A6	\$18,413	\$19,355	\$20,321	\$21,333	\$22,401	\$23,521	Hourly
Library Assistant 1		\$3,194	\$3,354	\$3,521	\$3,698	\$3,882	\$4,077	Monthly
Park Laborer		\$38,330	\$40,246	\$42,257	\$44,371	\$46,590	\$48,920	Annual
Custodian	A6	\$19,531	\$20,511	\$21,541	\$22,611	\$23,741	\$24,931	Hourly
Library Assistant 1		\$3,386	\$3,555	\$3,733	\$3,919	\$4,115	\$4,321	Monthly
Park Laborer		\$40,631	\$42,661	\$44,793	\$47,033	\$49,385	\$51,854	Annual
Interpreter - Spanish	A7	\$19,355	\$20,321	\$21,333	\$22,401	\$23,521	\$24,701	Hourly
Library Courier		\$3,354	\$3,521	\$3,698	\$3,882	\$4,077	\$4,280	Monthly
Office Specialist 1		\$40,246	\$42,257	\$44,371	\$46,590	\$48,920	\$51,366	Annual
Solid Waste Transfer Station Technician 1								
Interpreter - Spanish	A7	\$20,511	\$21,541	\$22,611	\$23,741	\$24,931	\$26,181	Hourly
Library Courier		\$3,555	\$3,733	\$3,919	\$4,115	\$4,321	\$4,537	Monthly
Office Specialist 1		\$42,661	\$44,793	\$47,033	\$49,385	\$51,854	\$54,448	Annual
Solid Waste Transfer Station Technician 1								
Accounting Clerk 1	A8	\$20,321	\$21,333	\$22,401	\$23,521	\$24,701	\$25,931	Hourly
Library Assistant 2		\$3,521	\$3,698	\$3,882	\$4,077	\$4,280	\$4,495	Monthly
Victims Specialist		\$42,257	\$44,371	\$46,590	\$48,920	\$51,366	\$53,934	Annual
Accounting Clerk 1	A8	\$21,541	\$22,611	\$23,741	\$24,931	\$26,181	\$27,491	Hourly
Library Assistant 2		\$3,733	\$3,919	\$4,115	\$4,321	\$4,537	\$4,764	Monthly
Victims Specialist		\$44,793	\$47,033	\$49,385	\$51,854	\$54,448	\$57,171	Annual
Justice Court Clerk 1	A9	\$21,333	\$22,401	\$23,521	\$24,701	\$25,931	\$27,231	Hourly
Legal Assistant 1		\$3,698	\$3,882	\$4,077	\$4,280	\$4,495	\$4,719	Monthly
Medical Clinic Assistant 1		\$44,371	\$46,590	\$48,920	\$51,366	\$53,934	\$56,632	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	\$22,611	\$23,741	\$24,931	\$26,181	\$27,491	\$28,861	Hourly
Legal Assistant 1		\$3,919	\$4,115	\$4,321	\$4,537	\$4,764	\$5,003	Monthly
Medical Clinic Assistant 1		\$47,033	\$49,385	\$51,854	\$54,448	\$57,171	\$60,031	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	
Clinical Care Coordinator 2	A13	\$25,934	\$27,231	\$28,529	\$30,027	\$31,525	\$33,023	Hourly
Community Health Interpreter 2		\$4,495	\$4,719	\$4,955	\$5,203	\$5,463	\$5,736	Monthly
Engineering Technician 1		\$53,934	\$56,632	\$59,463	\$62,435	\$65,557	\$68,836	Annual

Legal Assistant 3
Park Maintenance and Operations Technician 2
Permit Technician - Building
Property Appraiser 1
Solid Waste Outreach Specialist
Tobacco Prevention and Education Program Coordinator
Victims Assistance Coordinator
Women, Infants and Children Program Coordinator

Clinical Care Coordinator 2	A13	\$27.49	\$28.86	\$30.30	\$31.82	\$33.41	\$35.08	Hourly	PERS/OPSRP
Community Health Interpreter 2		\$4,764	\$5,003	\$5,253	\$5,515	\$5,791	\$6,081	Monthly	
Engineering Technician 1		\$57,171	\$60,031	\$63,030	\$66,181	\$69,491	\$72,966	Annual	

Legal Assistant 3
Park Maintenance and Operations Technician 2
Permit Technician - Building
Property Appraiser 1
Solid Waste Outreach Specialist
Tobacco Prevention and Education Program Coordinator
Victims Assistance Coordinator
Women, Infants and Children Program Coordinator

Accounting Technician 2	A14	\$27.23	\$28.59	\$30.02	\$31.52	\$33.09	\$34.75	Hourly
Community and Public Health Program Coordinator 1		\$4,719	\$4,955	\$5,203	\$5,463	\$5,736	\$6,023	Monthly
Expanded Function Dental Assistant		\$56,632	\$59,463	\$62,435	\$65,557	\$68,836	\$72,278	Annual

Land Use Planner 1
Library Outreach Specialist
Licensed Practical Nurse
Mechanic 1
Road Maintenance Equipment Operator 3
Survey Technician 1

Accounting Technician 2	A14	\$28.86	\$30.30	\$31.82	\$33.41	\$35.08	\$36.83	Hourly	PERS/OPSRP
Community and Public Health Program Coordinator 1		\$5,003	\$5,253	\$5,515	\$5,791	\$6,081	\$6,385	Monthly	
Expanded Function Dental Assistant		\$60,031	\$63,030	\$66,181	\$69,491	\$72,966	\$76,615	Annual	

Land Use Planner 1
Library Outreach Specialist
Licensed Practical Nurse
Mechanic 1
Road Maintenance Equipment Operator 3
Survey Technician 1

Accounting Coordinator	A15	\$28.59	\$30.02	\$31.52	\$33.09	\$34.75	\$36.49	Hourly
Building Inspector 1		\$4,955	\$5,203	\$5,463	\$5,736	\$6,023	\$6,324	Monthly
Community and Public Health Program Coordinator 2		\$59,463	\$62,435	\$65,557	\$68,836	\$72,278	\$75,891	Annual

Computer Operations Technician 2
Disease Intervention Specialist
Environmental Health Specialist 1
Harm Reduction Coordinator
Library Administrative Specialist
Property Appraiser 2

Accounting Coordinator	A15	\$30.30	\$31.82	\$33.41	\$35.08	\$36.83	\$38.68	Hourly	PERS/OPSRP
Building Inspector 1		\$5,253	\$5,515	\$5,791	\$6,081	\$6,385	\$6,704	Monthly	
Community and Public Health Program Coordinator 2		\$63,030	\$66,181	\$69,491	\$72,966	\$76,615	\$80,444	Annual	

Computer Operations Technician 2
Disease Intervention Specialist
Environmental Health Specialist 1
Harm Reduction Coordinator
Library Administrative Specialist
Property Appraiser 2

AFSCME Local 2734

Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Accounting Technician 3	A16	\$30.02	\$31.52	\$33.09	\$34.75	\$36.49	\$38.31	Hourly
Collections Librarian		\$5,203	\$5,463	\$5,736	\$6,023	\$6,324	\$6,640	Monthly
Communication Specialist		\$62,435	\$65,557	\$68,836	\$72,278	\$75,891	\$79,685	Annual
Engineering Technician 2								
Juvenile Probation Officer								
Land Use Planner 2								
Nutritionist								
Programming Librarian								
Survey Technician 2								
Systems Librarian								
Teen Librarian								
Youth Librarian								

Accounting Technician 3	A16	\$31.82	\$33.41	\$35.08	\$36.83	\$38.68	\$40.61	Hourly	PERS/OPSRP
Collections Librarian		\$5,515	\$5,791	\$6,081	\$6,385	\$6,704	\$7,039	Monthly	
Communication Specialist		\$66,181	\$69,491	\$72,966	\$76,615	\$80,444	\$84,467	Annual	
Engineering Technician 2									
Juvenile Probation Officer									
Land Use Planner 2									
Nutritionist									
Programming Librarian									
Survey Technician 2									
Systems Librarian									
Teen Librarian									
Youth Librarian									

Communications System Administrator	A17	\$31,52	\$33.09	\$34.75	\$36.49	\$38.31	\$40.23	Hourly
Data Specialist		\$5,463	\$5,736	\$6,023	\$6,324	\$6,640	\$6,973	Monthly
Electronic Health Records Support Analyst		\$65,557	\$68,836	\$72,278	\$75,891	\$79,685	\$83,670	Annual
Environmental Health Specialist 2								
GIS Cartographic Analyst								
Grants Program Manager								
Mechanic 2								
Network and Computer Systems Administrator								
Property Appraiser 3								

Communications System Administrator	A17	\$33.41	\$35.08	\$36.83	\$38.68	\$40.61	\$42.64	Hourly	PERS/OPSRP
Data Specialist		\$5,791	\$6,081	\$6,385	\$6,704	\$7,039	\$7,391	Monthly	
Electronic Health Records Support Analyst		\$69,491	\$72,966	\$76,615	\$80,444	\$84,467	\$88,691	Annual	
Environmental Health Specialist 2									
GIS Cartographic Analyst									
Grants Program Manager									
Mechanic 2									
Network and Computer Systems Administrator									
Property Appraiser 3									

Building Inspector 2	A18	\$33.09	\$34.75	\$36.49	\$38.31	\$40.23	\$42.24	Hourly
Community Development Program Assistant		\$5,736	\$6,023	\$6,324	\$6,640	\$6,973	\$7,321	Monthly
Credentialing - Vital Statistics		\$68,836	\$72,278	\$75,891	\$79,685	\$83,670	\$87,853	Annual
Engineering Technician 3								
Health and Human Services Administrative Specialist								
Housing Coordinator								
Public Works Administrative Specialist								
Registered Nurse 1 - Clinic								
Registered Nurse 1 - Clinical								
Survey Technician 3								

Building Inspector 2	A18	\$35.08	\$36.83	\$38.68	\$40.61	\$42.64	\$44.77	Hourly	PERS/OPSPR
Community Development Program Assistant		\$6,081	\$6,385	\$6,704	\$7,039	\$7,391	\$7,760	Monthly	
Credentialing - Vital Statistics		\$72,966	\$76,615	\$80,444	\$84,467	\$88,691	\$93,124	Annual	
Engineering Technician 3									
Health and Human Services Administrative Specialist									
Housing Coordinator									
Public Works Administrative Specialist									
Registered Nurse 1 - Clinic									
Registered Nurse 1 - Clinical									
Survey Technician 3									

AFSCME Local 2734

Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6		
Healthcare Data Analyst	A19	\$34.75	\$36.49	\$38.31	\$40.23	\$42.24	\$44.35	Hourly	
Land Use Planner 3		\$6,023	\$6,324	\$6,640	\$6,973	\$7,321	\$7,687	Monthly	
		\$72,278	\$75,891	\$79,685	\$83,670	\$87,853	\$92,246	Annual	
Healthcare Data Analyst	A19	\$36.83	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	Hourly	PERS/OPSRP
Land Use Planner 3		\$6,385	\$6,704	\$7,039	\$7,391	\$7,760	\$8,148	Monthly	
		\$76,615	\$80,444	\$84,467	\$88,691	\$93,124	\$97,781	Annual	
No Assigned Classifications	A20	\$36.49	\$38.31	\$40.23	\$42.24	\$44.35	\$46.57	Hourly	
		\$6,324	\$6,640	\$6,973	\$7,321	\$7,687	\$8,071	Monthly	
		\$75,891	\$79,685	\$83,670	\$87,853	\$92,246	\$96,857	Annual	
No Assigned Classifications	A20	\$38.68	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	Hourly	PERS/OPSRP
		\$6,704	\$7,039	\$7,391	\$7,760	\$8,148	\$8,556	Monthly	
		\$80,444	\$84,467	\$88,691	\$93,124	\$97,781	\$102,669	Annual	
Building Inspector 3	A21	\$38.31	\$40.23	\$42.24	\$44.35	\$46.57	\$48.89	Hourly	
Electrical Inspector		\$6,640	\$6,973	\$7,321	\$7,687	\$8,071	\$8,475	Monthly	
Registered Nurse 2 - Clinic		\$79,685	\$83,670	\$87,853	\$92,246	\$96,857	\$101,700	Annual	
Registered Nurse 2 - Clinical									
Building Inspector 3	A21	\$40.61	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	Hourly	PERS/OPSRP
Electrical Inspector		\$7,039	\$7,391	\$7,760	\$8,148	\$8,556	\$8,984	Monthly	
Registered Nurse 2 - Clinic		\$84,467	\$88,691	\$93,124	\$97,781	\$102,669	\$107,802	Annual	
Registered Nurse 2 - Clinical									
Registered Nurse 3 - Clinic	A22	\$40.23	\$42.24	\$44.35	\$46.57	\$48.89	\$51.34	Hourly	
Registered Nurse 3 - Public Health		\$6,973	\$7,321	\$7,687	\$8,071	\$8,475	\$8,893	Monthly	
		\$83,670	\$87,853	\$92,246	\$96,857	\$101,700	\$106,785	Annual	
Registered Nurse 3 - Clinic	A22	\$42.64	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	Hourly	PERS/OPSRP
Registered Nurse 3 - Public Health		\$7,391	\$7,760	\$8,148	\$8,556	\$8,984	\$9,433	Monthly	
		\$88,691	\$93,124	\$97,781	\$102,669	\$107,802	\$113,192	Annual	
No Assigned Classifications	A23	\$42.24	\$44.35	\$46.57	\$48.89	\$51.34	\$53.91	Hourly	
		\$7,321	\$7,687	\$8,071	\$8,475	\$8,893	\$9,344	Monthly	
		\$87,853	\$92,246	\$96,857	\$101,700	\$106,785	\$112,124	Annual	
No Assigned Classifications	A23	\$44.77	\$47.01	\$49.36	\$51.83	\$54.42	\$57.14	Hourly	PERS/OPSRP
		\$7,760	\$8,148	\$8,556	\$8,984	\$9,433	\$9,904	Monthly	
		\$93,124	\$97,781	\$102,669	\$107,802	\$113,192	\$118,851	Annual	
Behavioral Health Clinician 1*	ABH1	\$56.96	\$58.81	\$60.75	\$62.80	\$64.94	\$67.19	Hourly	
		\$6,406	\$6,727	\$7,064	\$7,418	\$7,789	\$8,173	Monthly	
		\$76,872	\$80,724	\$84,769	\$88,916	\$93,468	\$98,148	Annual	
Behavioral Health Clinician 1*	ABH1	\$39.17	\$41.14	\$43.20	\$45.36	\$47.63	\$50.02	Hourly	PERS/OPSRP
		\$6,790	\$7,131	\$7,488	\$7,863	\$8,256	\$8,670	Monthly	
		\$81,480	\$85,572	\$89,856	\$94,356	\$99,072	\$104,040	Annual	
Behavioral Health Clinician 2*	ABH2	\$38.81	\$40.75	\$42.80	\$44.94	\$47.19	\$49.55	Hourly	
		\$6,727	\$7,064	\$7,418	\$7,789	\$8,179	\$8,588	Monthly	
		\$80,724	\$84,768	\$89,016	\$93,468	\$98,148	\$103,056	Annual	
Behavioral Health Clinician 2*	ABH2	\$41.14	\$43.20	\$45.36	\$47.63	\$50.02	\$52.52	Hourly	PERS/OPSRP
		\$7,131	\$7,488	\$7,863	\$8,256	\$8,670	\$9,103	Monthly	
		\$85,572	\$89,856	\$94,356	\$99,072	\$104,040	\$109,236	Annual	
Behavioral Health Clinician 3*	ABH3	\$40.75	\$42.80	\$44.94	\$47.19	\$49.55	\$52.03	Hourly	
		\$7,064	\$7,418	\$7,789	\$8,179	\$8,588	\$9,018	Monthly	
		\$84,768	\$89,016	\$93,468	\$98,148	\$103,056	\$108,216	Annual	
Behavioral Health Clinician 3*	ABH3	\$43.20	\$45.36	\$47.63	\$50.02	\$52.52	\$55.15	Hourly	PERS/OPSRP
		\$7,488	\$7,863	\$8,256	\$8,670	\$9,103	\$9,559	Monthly	
		\$89,856	\$94,356	\$99,072	\$104,040	\$109,236	\$114,708	Annual	
No Assigned Classifications*	AIT1	\$36.52	\$38.35	\$40.26	\$42.28	\$44.39	\$46.61	Hourly	
		\$6,330	\$6,647	\$6,979	\$7,328	\$7,694	\$8,079	Monthly	
		\$75,960	\$79,754	\$83,748	\$87,936	\$92,328	\$96,948	Annual	
No Assigned Classifications*	AIT1	\$38.71	\$40.65	\$42.68	\$44.82	\$47.05	\$49.41	Hourly	PERS/OPSRP
		\$6,710	\$7,046	\$7,398	\$7,768	\$8,156	\$8,564	Monthly	
		\$80,520	\$84,552	\$88,776	\$93,216	\$97,872	\$102,768	Annual	
Analyst Programmer*	AIT2	\$42.30	\$44.42	\$46.64	\$48.97	\$51.42	\$53.99	Hourly	
Systems Manager*		\$7,332	\$7,699	\$8,084	\$8,488	\$8,912	\$9,358	Monthly	
		\$87,984	\$92,388	\$97,008	\$101,856	\$106,944	\$112,296	Annual	

AFSCME Local 2734								
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Analyst Programmer*	AIT2	\$44.84	\$47.08	\$49.44	\$51.91	\$54.50	\$57.23	Hourly
Systems Manager*		\$7,772	\$8,161	\$8,569	\$8,997	\$9,447	\$9,919	Monthly
		\$93,264	\$97,932	\$102,828	\$107,964	\$113,364	\$119,028	Annual
Clinical Pharmacist*	APH1	\$61.58	\$64.66	\$67.90	\$71.30	\$74.86	\$78.61	Hourly
		\$10,674	\$11,208	\$11,769	\$12,358	\$12,976	\$13,625	Monthly
		\$128,088	\$134,496	\$141,228	\$148,296	\$155,712	\$163,500	Annual
Clinical Pharmacist*	APH1	\$65.27	\$68.54	\$71.97	\$75.57	\$79.36	\$83.33	Hourly
		\$11,314	\$11,880	\$12,475	\$13,099	\$13,755	\$14,443	Monthly
		\$135,768	\$142,560	\$149,700	\$157,188	\$165,060	\$173,316	Annual

Part Time employee benefits are based on prorated FTE.

Notes:

Revised and adopted by BOCC 01/28/2026

Revised and adopted by BOCC 06/17/2026. Effective 7/1/2026; 2.9% COLA provided by executed CBA.

Tillamook County Pay Tables

Fiscal Year 2026-2027 (July 1, 2026 - June 30, 2027)

Effective July 1, 2026

2080 yearly base hours

Eligible for Overtime (FLSA Non-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	\$30.53	\$31.45	\$32.39	\$33.36	\$34.36	\$35.39	\$36.45	\$37.55	\$38.67	\$39.83	Hourly	
Criminal Deputy		\$5,292	\$5,450	\$5,614	\$5,782	\$5,956	\$6,135	\$6,319	\$6,508	\$6,703	\$6,905	Monthly	
Parole and Probation Deputy		\$63,500	\$65,406	\$67,367	\$69,389	\$71,471	\$73,615	\$75,824	\$78,100	\$80,442	\$82,855	Annual	
Corrections Deputy	TA	\$32.36	\$33.33	\$34.33	\$35.36	\$36.42	\$37.52	\$38.64	\$39.80	\$40.99	\$42.22	Hourly	PERG/OPSRP
Criminal Deputy		\$5,609	\$5,778	\$5,951	\$6,129	\$6,313	\$6,503	\$6,698	\$6,899	\$7,106	\$7,319	Monthly	
Parole and Probation Deputy		\$67,311	\$69,331	\$71,408	\$73,553	\$75,760	\$78,033	\$80,373	\$82,786	\$85,268	\$87,826	Annual	
Corrections Technician	TB	\$25.24	\$25.99	\$26.77	\$27.58	\$28.40	\$29.25	\$30.13	\$31.04			Hourly	
Parole and Probation Technician		\$4,374	\$4,505	\$4,640	\$4,780	\$4,923	\$5,071	\$5,223	\$5,380			Monthly	
		\$52,489	\$54,063	\$55,686	\$57,356	\$59,076	\$60,848	\$62,675	\$64,555			Annual	
Corrections Technician	TB	\$26.75	\$27.55	\$28.38	\$29.23	\$30.11	\$31.01	\$31.94	\$32.90			Hourly	PERG/OPSRP
Parole and Probation Technician		\$4,636	\$4,776	\$4,919	\$5,067	\$5,218	\$5,375	\$5,536	\$5,702			Monthly	
		\$55,638	\$57,308	\$59,026	\$60,798	\$62,620	\$64,499	\$66,435	\$68,428			Annual	
No Assigned Classifications	TD	\$20.63	\$21.25	\$21.89	\$22.55	\$23.22	\$23.92	\$24.64	\$25.38			Hourly	
		\$3,576	\$3,683	\$3,794	\$3,908	\$4,025	\$4,146	\$4,270	\$4,398			Monthly	
		\$42,912	\$44,200	\$45,527	\$46,894	\$48,300	\$49,749	\$51,243	\$52,780			Annual	
No Assigned Classifications	TD	\$21.87	\$22.53	\$23.20	\$23.90	\$24.61	\$25.35	\$26.11	\$26.90			Hourly	PERG/OPSRP
		\$3,791	\$3,904	\$4,022	\$4,142	\$4,266	\$4,395	\$4,526	\$4,662			Monthly	
		\$45,488	\$46,852	\$48,258	\$49,708	\$51,197	\$52,734	\$54,317	\$55,948			Annual	
No Assigned Classifications	TD.2	\$21.46	\$22.11	\$22.77	\$23.45	\$24.16	\$24.88	\$25.63	\$26.40			Hourly	
		\$3,720	\$3,832	\$3,947	\$4,065	\$4,187	\$4,313	\$4,442	\$4,575			Monthly	
		\$44,641	\$45,990	\$47,360	\$48,760	\$50,244	\$51,752	\$53,304	\$54,904			Annual	
No Assigned Classifications	TD.2	\$22.75	\$23.43	\$24.14	\$24.86	\$25.61	\$26.37	\$27.17	\$27.98			Hourly	PERG/OPSRP
		\$3,943	\$4,062	\$4,183	\$4,309	\$4,438	\$4,671	\$4,709	\$4,850			Monthly	
		\$47,320	\$48,739	\$50,201	\$51,707	\$53,258	\$54,858	\$56,503	\$58,198			Annual	
Records Clerk	TD.3	\$22.31	\$22.98	\$23.67	\$24.38	\$25.11	\$25.86	\$26.64	\$27.44			Hourly	
		\$3,867	\$3,983	\$4,103	\$4,226	\$4,352	\$4,483	\$4,617	\$4,756			Monthly	
		\$46,407	\$47,798	\$49,232	\$50,708	\$52,229	\$53,795	\$55,409	\$57,071			Annual	
Records Clerk	TD.3	\$23.65	\$24.36	\$25.09	\$25.84	\$26.62	\$27.42	\$28.24	\$29.08			Hourly	PERG/OPSRP
		\$4,099	\$4,222	\$4,349	\$4,479	\$4,614	\$4,752	\$4,894	\$5,041			Monthly	
		\$49,192	\$50,667	\$52,185	\$53,751	\$55,363	\$57,023	\$58,733	\$60,495			Annual	

Part Time employee benefits are based on prorated FTE.

Notes:

Revised and adopted by BOCC 01/28/2026

Revised and adopted by BOCC 06/17/2026. Effective 7/1/2026; 3% COLA provided by executed CBA.

Tillamook County Pay Tables

Fiscal Year 2026-2027 (July 1, 2026 - June 30, 2027)

Effective July 1, 2026

2080 yearly base hours

Eligible for Overtime (FLSA Non-Exempt)

Teamsters-Sergeants Local 223								
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Sergeant - Community Corrections Division	TS3	\$44,23	\$46,00	\$47,84	\$49,76	\$51,75	\$53,82	Hourly
Sergeant - Corrections Division		\$7,667	\$7,974	\$8,293	\$8,625	\$8,969	\$9,328	Monthly
Sergeant - Criminal Division		\$92,007	\$95,686	\$99,513	\$103,495	\$107,634	\$111,939	Annual
Sergeant - Community Corrections Division	TS3	\$46.89	\$48.76	\$50.71	\$52.74	\$54.85	\$57.05	Hourly
Sergeant - Corrections Division		\$8,127	\$8,452	\$8,790	\$9,142	\$9,508	\$9,888	Monthly
Sergeant - Criminal Division		\$97,527	\$101,427	\$105,485	\$109,703	\$114,092	\$118,656	Annual

Part Time employee benefits are based on prorated FTE.

Notes:

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Tillamook County Pay Tables

Fiscal Year 2026-2027 (July 1, 2026 - June 30, 2027)

Effective July 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	JF6	\$46.02	\$47.86	\$49.78	\$51.77	\$53.84	\$55.99	\$58.23	\$60.56	\$62.98	Hourly
Lieutenant - Corrections Division		\$7,977	\$8,296	\$8,628	\$8,973	\$9,332	\$9,705	\$10,093	\$10,497	\$10,917	Monthly
		\$99,724	\$99,552	\$103,536	\$107,676	\$111,984	\$116,460	\$121,116	\$125,964	\$131,004	Annual
Lieutenant - Community Corrections Division	JF5	\$48.78	\$50.73	\$52.77	\$54.88	\$57.07	\$59.35	\$61.73	\$64.19	\$66.77	Hourly
Lieutenant - Corrections Division		\$8,456	\$8,794	\$9,146	\$9,512	\$9,892	\$10,288	\$10,699	\$11,127	\$11,573	Monthly
		\$101,472	\$105,528	\$109,752	\$114,144	\$118,704	\$123,456	\$128,388	\$133,524	\$138,876	Annual
Undersheriff	JF6	\$47.88	\$49.78	\$51.77	\$53.84	\$55.99	\$58.23	\$60.56	\$62.98	\$65.50	Hourly
		\$8,296	\$8,628	\$8,973	\$9,332	\$9,705	\$10,093	\$10,497	\$10,917	\$11,354	Monthly
		\$99,552	\$103,536	\$107,676	\$111,984	\$116,460	\$121,116	\$125,964	\$131,004	\$136,248	Annual
Undersheriff	JF6	\$50.73	\$52.77	\$54.88	\$57.07	\$59.35	\$61.73	\$64.19	\$66.77	\$69.44	Hourly
		\$8,794	\$9,146	\$9,512	\$9,892	\$10,288	\$10,699	\$11,127	\$11,573	\$12,036	Monthly
		\$105,528	\$109,752	\$114,144	\$118,704	\$123,456	\$128,388	\$133,524	\$138,876	\$144,432	Annual

Part Time employee benefits are based on prorated FTE.

Notes:

Revised and adopted by BOCC 01/28/2026

Revised and adopted by BOCC 06/17/2026. Effective 7/1/2026, 3% COLA

Tillamook County Pay Tables

Fiscal Year 2026-2027 (July 1, 2026 - June 30, 2027)

Effective July 1, 2026

2080 yearly base hours

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	\$53.97	\$56.12	\$58.37	\$60.70	\$63.13	\$65.66	\$68.28	\$71.01	\$73.85	Hourly
Physician Associate		\$9,354	\$9,728	\$10,117	\$10,522	\$10,943	\$11,381	\$11,836	\$12,309	\$12,801	Monthly
Psychiatric Mental Health Nurse Practitioner		\$112,248	\$116,736	\$121,404	\$126,264	\$131,316	\$136,572	\$142,032	\$147,708	\$153,612	Annual
Family Nurse Practitioner	HPA	\$57.20	\$59.49	\$61.87	\$64.34	\$66.92	\$69.60	\$72.38	\$75.28	\$78.28	Hourly
Physician Associate		\$9,915	\$10,312	\$10,724	\$11,153	\$11,600	\$12,064	\$12,546	\$13,048	\$13,569	Monthly
Psychiatric Mental Health Nurse Practitioner		\$118,980	\$123,744	\$128,688	\$133,836	\$139,200	\$144,768	\$150,552	\$156,576	\$162,828	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	\$93.63	\$97.38	\$101.27	\$105.32	\$109.53	\$113.91	\$118.47	\$123.21	\$128.13	Hourly
		\$16,230	\$16,679	\$17,154	\$17,656	\$18,186	\$18,745	\$19,335	\$21,356	\$22,210	Monthly
		\$194,760	\$202,548	\$210,648	\$219,072	\$227,832	\$236,940	\$246,420	\$256,272	\$266,520	Annual
Physician	HPB	\$99.25	\$103.22	\$107.35	\$111.64	\$116.11	\$120.75	\$125.58	\$130.60	\$135.83	Hourly
		\$17,204	\$17,892	\$18,607	\$19,351	\$20,125	\$20,930	\$21,767	\$22,637	\$23,543	Monthly
		\$206,448	\$214,704	\$223,284	\$232,212	\$241,500	\$251,160	\$261,204	\$271,644	\$282,516	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	\$94.71	\$99.44	\$104.42	\$109.64	\$115.12	\$120.88	\$126.92	\$133.27	\$139.93	Hourly
Dentist		\$16,416	\$17,237	\$18,099	\$19,004	\$19,954	\$20,952	\$22,000	\$23,100	\$24,255	Monthly
		\$196,992	\$206,844	\$217,188	\$228,048	\$239,448	\$251,424	\$264,000	\$277,200	\$291,060	Annual
Dental Director	HPC	\$100.39	\$105.41	\$110.68	\$116.22	\$122.03	\$128.13	\$134.54	\$141.27	\$148.33	Hourly
Dentist		\$17,401	\$18,271	\$19,185	\$20,144	\$21,151	\$22,209	\$23,320	\$24,486	\$25,710	Monthly
		\$208,812	\$219,252	\$230,220	\$241,728	\$253,812	\$266,508	\$279,840	\$293,832	\$308,520	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	\$113.23	\$119.12	\$125.31	\$131.83	\$138.68	\$145.89	\$153.48	\$161.46	\$169.85	Hourly
Psychiatrist		\$19,626	\$20,647	\$21,721	\$22,850	\$24,038	\$25,288	\$26,603	\$27,986	\$29,441	Monthly
		\$235,512	\$247,764	\$260,652	\$274,200	\$288,456	\$303,456	\$319,236	\$335,832	\$353,292	Annual
Physician - Internal Medicine	HPD	\$120.02	\$126.27	\$132.83	\$139.74	\$147.00	\$154.64	\$162.69	\$171.14	\$180.04	Hourly
Psychiatrist		\$20,804	\$21,886	\$23,024	\$24,221	\$25,480	\$26,805	\$28,199	\$29,665	\$31,207	Monthly
		\$249,648	\$262,632	\$276,288	\$290,652	\$305,760	\$321,660	\$338,388	\$355,980	\$374,484	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	\$118,89	\$123,08	\$131,58	\$138,42	\$145,62	\$152,20	\$161,16	\$169,55	\$178,36	Hourly
Public Health Officer		\$20,808	\$21,890	\$22,607	\$23,993	\$25,241	\$26,554	\$27,935	\$29,368	\$30,916	Monthly
		\$247,206	\$260,160	\$273,684	\$287,916	\$302,852	\$318,646	\$335,220	\$352,656	\$370,992	Annual
Medical Director	HPE	\$126,02	\$132,58	\$139,47	\$146,73	\$154,36	\$162,39	\$170,83	\$179,72	\$189,06	Hourly
Public Health Officer		\$21,844	\$22,981	\$24,175	\$25,433	\$26,755	\$28,147	\$29,611	\$31,151	\$32,771	Monthly
		\$262,128	\$275,772	\$290,100	\$305,196	\$321,060	\$337,764	\$355,332	\$373,812	\$393,252	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	
Amount 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											

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

Revised and adopted by BOCC 06/17/2026. Effective 7/1/2026, 2.9% COLA

Tillamook County Pay Tables

Fiscal Year 2026-2027 (July 1, 2026 - June 30, 2027)

Effective July 1, 2026

2080 yearly base hours

*Not eligible for Overtime (FLSA Exempt)

Non-Represented (Non-Exempt)											
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Board Assistant	NRNE1	\$25.56	\$26.59	\$27.65	\$28.75	\$29.90	\$31.10	\$32.34	\$33.64		Hourly
Human Resources Assistant		\$4,430	\$4,608	\$4,792	\$4,984	\$5,183	\$5,390	\$5,606	\$5,830		Monthly
		\$55,185	\$55,291	\$57,302	\$59,802	\$62,194	\$64,682	\$67,269	\$69,961		Annual
Board Assistant	NRNE1	\$27.09	\$28.18	\$29.30	\$30.48	\$31.70	\$32.96	\$34.28	\$35.65		Hourly
Human Resources Assistant		\$4,696	\$4,884	\$5,079	\$5,283	\$5,494	\$5,714	\$5,942	\$6,180		Monthly
		\$56,356	\$58,608	\$60,952	\$63,390	\$65,926	\$68,563	\$71,304	\$74,158		Annual
No Assigned Classifications	NRNE2	\$29.58	\$27.65	\$28.75	\$29.90	\$31.10	\$32.34	\$33.64	\$34.98		Hourly
		\$4,608	\$4,792	\$4,984	\$5,183	\$5,390	\$5,606	\$5,830	\$6,063		Monthly
		\$55,291	\$57,302	\$59,802	\$62,194	\$64,682	\$67,269	\$69,961	\$72,758		Annual
No Assigned Classifications	NRNE2	\$28.18	\$29.30	\$30.48	\$31.70	\$32.96	\$34.28	\$35.65	\$37.08		Hourly
		\$4,884	\$5,079	\$5,283	\$5,494	\$5,714	\$5,942	\$6,180	\$6,427		Monthly
		\$58,608	\$60,952	\$63,390	\$65,926	\$68,563	\$71,304	\$74,158	\$77,124		Annual
Civil Program Manager	NRNE3	\$27.65	\$28.75	\$29.90	\$31.10	\$32.34	\$33.64	\$34.98	\$36.38		Hourly
		\$4,792	\$4,984	\$5,183	\$5,390	\$5,606	\$5,830	\$6,063	\$6,306		Monthly
		\$57,302	\$59,802	\$62,194	\$64,682	\$67,269	\$69,961	\$72,758	\$75,668		Annual
Civil Program Manager	NRNE3	\$29.30	\$30.48	\$31.70	\$32.96	\$34.28	\$35.65	\$37.08	\$38.56		Hourly
		\$5,079	\$5,283	\$5,494	\$5,714	\$5,942	\$6,180	\$6,427	\$6,684		Monthly
		\$60,952	\$63,390	\$65,926	\$68,563	\$71,304	\$74,158	\$77,124	\$80,209		Annual
Human Resources Technician	NRNE4	\$28.75	\$29.90	\$31.10	\$32.34	\$33.64	\$34.98	\$36.38	\$37.83		Hourly
		\$4,984	\$5,183	\$5,390	\$5,606	\$5,830	\$6,063	\$6,306	\$6,558		Monthly
		\$59,802	\$62,194	\$64,682	\$67,269	\$69,961	\$72,758	\$75,668	\$78,695		Annual
Human Resources Technician	NRNE4	\$30.48	\$31.70	\$32.96	\$34.28	\$35.65	\$37.08	\$38.56	\$40.10		Hourly
		\$5,283	\$5,494	\$5,714	\$5,942	\$6,180	\$6,427	\$6,684	\$6,951		Monthly
		\$63,390	\$65,926	\$68,563	\$71,304	\$74,158	\$77,124	\$80,209	\$83,416		Annual
Administrative Analyst	NRNE5	\$29.90	\$31.10	\$32.34	\$33.64	\$34.98	\$36.38	\$37.83	\$39.35		Hourly
		\$5,183	\$5,390	\$5,606	\$5,830	\$6,063	\$6,306	\$6,558	\$6,820		Monthly
		\$62,194	\$64,682	\$67,269	\$69,961	\$72,758	\$75,668	\$78,695	\$81,842		Annual
Administrative Analyst	NRNE5	\$31.70	\$32.96	\$34.28	\$35.65	\$37.08	\$38.56	\$40.10	\$41.71		Hourly
		\$5,494	\$5,714	\$5,942	\$6,180	\$6,427	\$6,684	\$6,951	\$7,229		Monthly
		\$65,926	\$68,563	\$71,304	\$74,158	\$77,124	\$80,209	\$83,416	\$86,753		Annual
No Assigned Classifications	NRNE6	\$31.10	\$32.34	\$33.64	\$34.98	\$36.38	\$37.83	\$39.35	\$40.92		Hourly
		\$5,390	\$5,606	\$5,830	\$6,063	\$6,306	\$6,558	\$6,820	\$7,093		Monthly
		\$64,682	\$67,269	\$69,961	\$72,758	\$75,668	\$78,695	\$81,842	\$85,116		Annual
No Assigned Classifications	NRNE6	\$32.96	\$34.28	\$35.65	\$37.08	\$38.56	\$40.10	\$41.71	\$43.38		Hourly
		\$5,714	\$5,942	\$6,180	\$6,427	\$6,684	\$6,951	\$7,229	\$7,519		Monthly
		\$68,563	\$71,304	\$74,158	\$77,124	\$80,209	\$83,416	\$86,753	\$90,222		Annual
Payroll Specialist	NRNE7	\$32.34	\$33.64	\$34.98	\$36.38	\$37.83	\$39.35	\$40.92	\$42.56		Hourly
		\$5,606	\$5,830	\$6,063	\$6,306	\$6,558	\$6,820	\$7,093	\$7,377		Monthly
		\$67,269	\$69,961	\$72,758	\$75,668	\$78,695	\$81,842	\$85,116	\$88,521		Annual
Payroll Specialist	NRNE7	\$34.28	\$35.65	\$37.08	\$38.56	\$40.10	\$41.71	\$43.38	\$45.11		Hourly
		\$5,942	\$6,180	\$6,427	\$6,684	\$6,951	\$7,229	\$7,519	\$7,819		Monthly
		\$71,304	\$74,158	\$77,124	\$80,209	\$83,416	\$86,753	\$90,222	\$93,831		Annual
No Assigned Classifications	NRNE8	\$33.64	\$34.98	\$36.38	\$37.83	\$39.35	\$40.92	\$42.56	\$44.26		Hourly
		\$5,830	\$6,063	\$6,306	\$6,558	\$6,820	\$7,093	\$7,377	\$7,672		Monthly
		\$69,961	\$72,758	\$75,668	\$78,695	\$81,842	\$85,116	\$88,521	\$92,061		Annual
No Assigned Classifications	NRNE8	\$35.65	\$37.08	\$38.56	\$40.10	\$41.71	\$43.38	\$45.11	\$46.92		Hourly
		\$6,180	\$6,427	\$6,684	\$6,951	\$7,229	\$7,519	\$7,819	\$8,132		Monthly
		\$74,158	\$77,124	\$80,209	\$83,416	\$86,753	\$90,222	\$93,831	\$97,585		Annual
No Assigned Classifications	NRNE9	\$34.98	\$36.38	\$37.83	\$39.35	\$40.92	\$42.56	\$44.26	\$46.03		Hourly
		\$6,063	\$6,306	\$6,558	\$6,820	\$7,093	\$7,377	\$7,672	\$7,979		Monthly
		\$72,758	\$75,668	\$78,695	\$81,842	\$85,116	\$88,521	\$92,061	\$95,742		Annual
No Assigned Classifications	NRNE9	\$37.08	\$38.56	\$40.10	\$41.71	\$43.38	\$45.11	\$46.92	\$48.79		Hourly
		\$6,427	\$6,684	\$6,951	\$7,229	\$7,519	\$7,819	\$8,132	\$8,457		Monthly
		\$77,124	\$80,209	\$83,416	\$86,753	\$90,222	\$93,831	\$97,585	\$101,487		Annual
Expanded Practice Dental Hygienist	NRNEDH	\$39.35	\$40.92	\$42.56	\$44.26	\$46.03	\$47.87	\$49.79	\$51.78		Hourly
		\$6,820	\$7,093	\$7,377	\$7,672	\$7,979	\$8,298	\$8,630	\$8,976		Monthly
		\$81,842	\$85,116	\$88,521	\$92,061	\$95,742	\$99,572	\$103,563	\$107,707		Annual
Expanded Practice Dental Hygienist	NRNEDH	\$41.71	\$43.38	\$45.11	\$46.92	\$48.79	\$50.74	\$52.78	\$54.89		Hourly
		\$7,229	\$7,519	\$7,819	\$8,132	\$8,457	\$8,795	\$9,148	\$9,514		Monthly
		\$86,753	\$90,222	\$93,831	\$97,585	\$101,487	\$105,545	\$109,776	\$114,169		Annual

Non-Represented (Exempt)

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	\$26.59	\$27.65	\$28.76	\$29.91	\$31.10	\$32.35	\$33.64	\$34.98	\$36.39	Hourly
		\$4,609	\$4,793	\$4,981	\$5,184	\$5,391	\$5,607	\$5,831	\$6,064	\$6,307	Monthly
		\$55,309	\$57,916	\$59,920	\$62,208	\$64,692	\$67,384	\$69,972	\$72,763	\$75,694	Annual
No Assigned Classifications*	NRE3	\$28.19	\$29.31	\$30.49	\$31.71	\$32.97	\$34.29	\$35.66	\$37.08	\$38.57	Hourly
		\$4,686	\$5,081	\$5,285	\$5,496	\$5,715	\$5,944	\$6,181	\$6,428	\$6,686	Monthly
		\$58,632	\$60,972	\$63,420	\$65,952	\$68,580	\$71,328	\$74,172	\$77,136	\$80,232	Annual
Facilities Supervisor*	NRE4	\$27.65	\$28.76	\$29.91	\$31.10	\$32.35	\$33.64	\$34.96	\$36.39	\$37.94	Hourly
Park Maintenance Foreman*		\$4,793	\$4,965	\$5,184	\$5,391	\$5,607	\$5,831	\$6,064	\$6,307	\$6,559	Monthly
Solid Waste Transfer Station Supervisor*		\$57,816	\$59,920	\$62,208	\$64,692	\$67,384	\$69,972	\$72,768	\$75,684	\$78,708	Annual
Facilities Supervisor*	NRE4	\$29.31	\$30.49	\$31.71	\$32.97	\$34.29	\$35.66	\$37.08	\$38.57	\$40.11	Hourly
Park Maintenance Foreman*		\$5,081	\$5,285	\$5,496	\$5,715	\$5,944	\$6,181	\$6,428	\$6,686	\$6,953	Monthly
Solid Waste Transfer Station Supervisor*		\$60,972	\$63,420	\$65,952	\$68,580	\$71,328	\$74,172	\$77,136	\$80,232	\$83,436	Annual
Veterans Service Officer*	NRE5	\$26.76	\$29.91	\$31.10	\$32.35	\$33.64	\$34.98	\$36.39	\$37.84	\$39.35	Hourly
		\$4,985	\$5,184	\$5,391	\$5,607	\$5,831	\$6,064	\$6,307	\$6,559	\$6,821	Monthly
		\$59,820	\$62,208	\$64,692	\$67,284	\$69,972	\$72,763	\$75,684	\$78,708	\$81,852	Annual
Veterans Service Officer*	NRE5	\$30.49	\$31.71	\$32.97	\$34.29	\$35.66	\$37.08	\$38.57	\$40.11	\$41.72	Hourly
		\$5,285	\$5,496	\$5,715	\$5,944	\$6,181	\$6,428	\$6,686	\$6,953	\$7,231	Monthly
		\$63,420	\$65,952	\$68,580	\$71,328	\$74,172	\$77,136	\$80,232	\$83,436	\$86,772	Annual
No Assigned Classifications*	NRE6	\$29.91	\$31.10	\$32.35	\$33.64	\$34.98	\$36.39	\$37.84	\$39.35	\$40.93	Hourly
		\$5,184	\$5,391	\$5,607	\$5,831	\$6,064	\$6,307	\$6,559	\$6,821	\$7,094	Monthly
		\$62,208	\$64,692	\$67,284	\$69,972	\$72,768	\$75,684	\$78,708	\$81,852	\$85,128	Annual
No Assigned Classifications*	NRE6	\$31.71	\$32.97	\$34.29	\$35.66	\$37.08	\$38.57	\$40.11	\$41.72	\$43.38	Hourly
		\$5,496	\$5,715	\$5,944	\$6,181	\$6,428	\$6,686	\$6,953	\$7,231	\$7,520	Monthly
		\$65,952	\$68,580	\$71,328	\$74,172	\$77,136	\$80,232	\$83,436	\$86,772	\$90,240	Annual
Clinical Care Coordinator Supervisor*	NRE7	\$31.10	\$32.35	\$33.64	\$34.98	\$36.39	\$37.84	\$39.35	\$40.93	\$42.57	Hourly
Clinical Supervisor - Medical Assistants*		\$5,391	\$5,607	\$5,831	\$6,064	\$6,307	\$6,559	\$6,821	\$7,094	\$7,378	Monthly
Community Health Office Supervisor*		\$64,692	\$67,284	\$69,972	\$72,768	\$75,684	\$78,708	\$81,852	\$85,128	\$88,536	Annual
District Attorney's Office Manager*											
Justice Court Administrator*											
Parks Office Manager*											
Sheriff's Office Manager*											
Clinical Care Coordinator Supervisor*	NRE7	\$32.97	\$34.29	\$35.66	\$37.08	\$38.57	\$40.11	\$41.72	\$43.38	\$45.12	Hourly
Clinical Supervisor - Medical Assistants*		\$5,715	\$5,944	\$6,181	\$6,428	\$6,686	\$6,953	\$7,231	\$7,520	\$7,821	Monthly
Community Health Office Supervisor*		\$68,580	\$71,328	\$74,172	\$77,136	\$80,232	\$83,436	\$86,772	\$90,240	\$93,852	Annual
District Attorney's Office Manager*											
Justice Court Administrator*											
Parks Office Manager*											
Sheriff's Office Manager*											
Chief Deputy Clerk*	NRE8	\$32.35	\$33.64	\$34.98	\$36.39	\$37.84	\$39.35	\$40.93	\$42.57	\$44.27	Hourly
Chief Deputy of Assessment and Taxation*		\$5,607	\$5,831	\$6,064	\$6,307	\$6,559	\$6,821	\$7,094	\$7,378	\$7,673	Monthly
Human Resources Generalist*		\$67,284	\$69,972	\$72,768	\$75,684	\$78,708	\$81,852	\$85,128	\$88,536	\$92,076	Annual
Property Manager*											
Public Works Shop Supervisor*											
Road District Supervisor*											
Chief Deputy Clerk*	NRE8	\$34.29	\$35.66	\$37.08	\$38.57	\$40.11	\$41.72	\$43.38	\$45.12	\$46.93	Hourly
Chief Deputy of Assessment and Taxation*		\$5,944	\$6,181	\$6,428	\$6,686	\$6,953	\$7,231	\$7,520	\$7,821	\$8,134	Monthly
Human Resources Generalist*		\$71,328	\$74,172	\$77,136	\$80,232	\$83,436	\$86,772	\$90,240	\$93,852	\$97,608	Annual
Property Manager*											
Public Works Shop Supervisor*											
Road District Supervisor*											
Library Manager*	NRE9	\$33.64	\$34.98	\$36.39	\$37.84	\$39.35	\$40.93	\$42.57	\$44.27	\$46.04	Hourly
		\$5,831	\$6,064	\$6,307	\$6,559	\$6,821	\$7,094	\$7,378	\$7,673	\$7,980	Monthly
		\$69,972	\$72,768	\$75,684	\$78,708	\$81,852	\$85,128	\$88,536	\$92,076	\$95,760	Annual
Library Manager*	NRE9	\$35.66	\$37.08	\$38.57	\$40.11	\$41.72	\$43.38	\$45.12	\$46.93	\$48.80	Hourly
		\$6,181	\$6,428	\$6,686	\$6,953	\$7,231	\$7,520	\$7,821	\$8,134	\$8,459	Monthly
		\$74,172	\$77,136	\$80,232	\$83,436	\$86,772	\$90,240	\$93,852	\$97,608	\$101,508	Annual
Chief Appraiser*	NRE10	\$34.08	\$36.39	\$37.84	\$39.35	\$40.93	\$42.57	\$44.27	\$46.04	\$47.88	Hourly
Emergency Management Director*		\$6,064	\$6,307	\$6,559	\$6,821	\$7,094	\$7,378	\$7,673	\$7,980	\$8,299	Monthly
Solid Waste Program Manager*		\$72,768	\$75,684	\$78,708	\$81,852	\$85,128	\$88,536	\$92,076	\$95,760	\$99,588	Annual
Chief Appraiser*	NRE10	\$37.08	\$38.57	\$40.11	\$41.72	\$43.38	\$45.12	\$46.93	\$48.80	\$50.75	Hourly
Emergency Management Director*		\$6,428	\$6,686	\$6,953	\$7,231	\$7,520	\$7,821	\$8,134	\$8,459	\$8,797	Monthly
Solid Waste Program Manager*		\$77,136	\$80,232	\$83,436	\$86,772	\$90,240	\$93,852	\$97,608	\$101,508	\$105,564	Annual
Accounting Manager*	NRE11	\$36.39	\$37.84	\$39.35	\$40.93	\$42.57	\$44.27	\$46.04	\$47.88	\$49.79	Hourly
Chief Medicolegal Death Investigator*		\$6,307	\$6,559	\$6,821	\$7,094	\$7,378	\$7,673	\$7,980	\$8,299	\$8,631	Monthly
Community Health Administrative Manager*		\$75,684	\$78,708	\$81,852	\$85,128	\$88,536	\$92,076	\$95,760	\$99,588	\$103,572	Annual
Community Health Communications Manager*											
Community Health Dental Manager*											
Community Health Program Manager*											
Accounting Manager*	NRE11	\$38.57	\$40.11	\$41.72	\$43.38	\$45.12	\$46.93	\$48.80	\$50.75	\$52.78	Hourly
Chief Medicolegal Death Investigator*		\$6,686	\$6,953	\$7,231	\$7,520	\$7,821	\$8,134	\$8,459	\$8,797	\$9,149	Monthly
Community Health Administrative Manager*		\$80,232	\$83,436	\$86,772	\$90,240	\$93,852	\$97,608	\$101,508	\$105,564	\$109,788	Annual
Community Health Communications Manager*											
Community Health Dental Manager*											
Community Health Program Manager*											
Human Resources Analyst*	NRE12	\$37.84	\$39.35	\$40.93	\$42.57	\$44.27	\$46.04	\$47.88	\$49.79	\$51.78	Hourly
Information Services Operations Manager*		\$6,559	\$6,821	\$7,094	\$7,378	\$7,673	\$7,980	\$8,299	\$8,631	\$8,976	Monthly
		\$78,708	\$81,852	\$85,128	\$88,536	\$92,076	\$95,760	\$99,588	\$103,572	\$107,712	Annual

Non-Represented (Exempt)

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	\$40.11	\$41.72	\$43.38	\$45.12	\$46.93	\$48.80	\$50.75	\$52.78	\$54.89	Hourly	PERS/OPSRP
Information Services Operations Manager*		\$6,353	\$7,231	\$7,520	\$7,821	\$8,134	\$8,459	\$8,797	\$9,149	\$9,515	Monthly	
		\$83,436	\$86,772	\$90,240	\$93,852	\$97,608	\$101,508	\$105,564	\$109,788	\$114,180	Annual	
Behavioral Health Clinician Assistant Manager*	NRE13	\$39.35	\$40.93	\$42.67	\$44.27	\$46.04	\$47.88	\$49.79	\$51.78	\$53.86	Hourly	PERS/OPSRP
Community Health Clinic Manager*		\$6,621	\$7,094	\$7,378	\$7,673	\$7,980	\$8,299	\$8,631	\$8,976	\$9,335	Monthly	
Deputy District Attorney 1*		\$81,052	\$85,128	\$88,536	\$92,076	\$95,760	\$99,588	\$103,572	\$107,712	\$112,020	Annual	
Environmental Health Program Manager*												
Behavioral Health Clinician Assistant Manager*	NRE13	\$41.72	\$43.38	\$45.12	\$46.93	\$48.80	\$50.75	\$52.78	\$54.89	\$57.09	Hourly	PERS/OPSRP
Community Health Clinic Manager*		\$7,231	\$7,520	\$7,821	\$8,134	\$8,459	\$8,797	\$9,149	\$9,515	\$9,896	Monthly	
Deputy District Attorney 1*		\$86,772	\$90,240	\$93,852	\$97,608	\$101,508	\$105,564	\$109,788	\$114,180	\$118,752	Annual	
Environmental Health Program Manager*												
Assistant Building Official*	NRE14	\$40.93	\$42.67	\$44.27	\$46.04	\$47.88	\$49.79	\$51.78	\$53.86	\$56.01	Hourly	PERS/OPSRP
Behavioral Health Clinician Manager*		\$7,094	\$7,378	\$7,673	\$7,980	\$8,299	\$8,631	\$8,976	\$9,335	\$9,708	Monthly	
Community Health Clinical Manager*		\$85,128	\$89,536	\$92,076	\$95,760	\$99,588	\$103,572	\$107,712	\$112,020	\$116,496	Annual	
Engineering Project Manager*												
Environmental Program Manager*												
Human Resources Manager*												
Operations Superintendent*												
Assistant Building Official*	NRE14	\$43.38	\$45.12	\$46.93	\$48.80	\$50.75	\$52.78	\$54.89	\$57.09	\$59.37	Hourly	PERS/OPSRP
Behavioral Health Clinician Manager*		\$7,520	\$7,821	\$8,134	\$8,459	\$8,797	\$9,149	\$9,515	\$9,896	\$10,291	Monthly	
Community Health Clinical Manager*		\$90,240	\$93,852	\$97,608	\$101,508	\$105,564	\$109,788	\$114,180	\$118,752	\$123,492	Annual	
Engineering Project Manager*												
Environmental Program Manager*												
Human Resources Manager*												
Operations Superintendent*												
Building Official*	NRE15	\$42.67	\$44.27	\$46.04	\$47.88	\$49.79	\$51.78	\$53.86	\$56.01	\$58.25	Hourly	PERS/OPSRP
Deputy District Attorney 2*		\$7,378	\$7,673	\$7,980	\$8,299	\$8,631	\$8,976	\$9,335	\$9,708	\$10,096	Monthly	
Health Care Data Analyst & EMR Systems Manager*		\$88,536	\$92,076	\$95,760	\$99,588	\$103,572	\$107,712	\$112,020	\$116,496	\$121,152	Annual	
Building Official*	NRE16	\$45.12	\$46.93	\$48.80	\$50.75	\$52.78	\$54.89	\$57.09	\$59.37	\$61.74	Hourly	PERS/OPSRP
Deputy District Attorney 2*		\$7,821	\$8,134	\$8,459	\$8,797	\$9,149	\$9,515	\$9,896	\$10,291	\$10,702	Monthly	
Health Care Data Analyst & EMR Systems Manager*		\$93,852	\$97,608	\$101,508	\$105,564	\$109,788	\$114,180	\$118,752	\$123,492	\$128,424	Annual	
Community Health Chief Financial Officer*	NRE16	\$44.27	\$46.04	\$47.88	\$49.79	\$51.78	\$53.86	\$56.01	\$58.25	\$60.58	Hourly	PERS/OPSRP
Community Health Chief Operations Officer*		\$7,673	\$7,980	\$8,299	\$8,631	\$8,976	\$9,335	\$9,708	\$10,096	\$10,500	Monthly	
Community Public Health Deputy Director*		\$92,076	\$95,760	\$99,588	\$103,572	\$107,712	\$112,020	\$116,496	\$121,152	\$126,000	Annual	
Community Health Chief Financial Officer*	NRE16	\$46.93	\$48.80	\$50.75	\$52.78	\$54.89	\$57.09	\$59.37	\$61.74	\$64.21	Hourly	PERS/OPSRP
Community Health Chief Operations Officer*		\$8,134	\$8,459	\$8,797	\$9,149	\$9,515	\$9,896	\$10,291	\$10,702	\$11,130	Monthly	
Community Public Health Deputy Director*		\$97,608	\$101,508	\$105,564	\$109,788	\$114,180	\$118,752	\$123,492	\$128,424	\$133,560	Annual	
Deputy District Attorney 3*	NRE17	\$46.04	\$47.88	\$49.79	\$51.78	\$53.86	\$56.01	\$58.25	\$60.58	\$63.00	Hourly	PERS/OPSRP
		\$7,980	\$8,299	\$8,631	\$8,976	\$9,335	\$9,708	\$10,096	\$10,500	\$10,920	Monthly	
		\$95,760	\$99,588	\$103,572	\$107,712	\$112,020	\$116,496	\$121,152	\$126,000	\$131,040	Annual	
Deputy District Attorney 3*	NRE17	\$48.80	\$50.75	\$52.78	\$54.89	\$57.09	\$59.37	\$61.74	\$64.21	\$66.78	Hourly	PERS/OPSRP
		\$8,459	\$8,797	\$9,149	\$9,515	\$9,896	\$10,291	\$10,702	\$11,130	\$11,576	Monthly	
		\$101,508	\$105,564	\$109,788	\$114,180	\$118,752	\$123,492	\$128,424	\$133,560	\$138,912	Annual	
No Assigned Classifications*	NRE18	\$47.88	\$49.79	\$51.78	\$53.86	\$56.01	\$58.25	\$60.58	\$63.00	\$65.52	Hourly	PERS/OPSRP
		\$8,299	\$8,631	\$8,976	\$9,335	\$9,708	\$10,096	\$10,500	\$10,920	\$11,357	Monthly	
		\$99,588	\$103,572	\$107,712	\$112,020	\$116,496	\$121,152	\$126,000	\$131,040	\$136,284	Annual	
No Assigned Classifications*	NRE18	\$50.75	\$52.78	\$54.89	\$57.09	\$59.37	\$61.74	\$64.21	\$66.78	\$69.46	Hourly	PERS/OPSRP
		\$9,797	\$9,149	\$9,515	\$9,896	\$10,291	\$10,702	\$11,130	\$11,576	\$12,039	Monthly	
		\$105,564	\$109,788	\$114,180	\$118,752	\$123,492	\$128,424	\$133,560	\$138,912	\$144,468	Annual	
Chief Deputy District Attorney*	NRE19	\$49.79	\$51.78	\$53.86	\$56.01	\$58.25	\$60.58	\$63.00	\$65.52	\$68.14	Hourly	PERS/OPSRP
		\$8,631	\$8,976	\$9,335	\$9,708	\$10,096	\$10,500	\$10,920	\$11,357	\$11,811	Monthly	
		\$103,572	\$107,712	\$112,020	\$116,496	\$121,152	\$126,000	\$131,040	\$136,284	\$141,732	Annual	
Chief Deputy District Attorney*	NRE19	\$52.78	\$54.89	\$57.09	\$59.37	\$61.74	\$64.21	\$66.78	\$69.46	\$72.23	Hourly	PERS/OPSRP
		\$9,149	\$9,515	\$9,896	\$10,291	\$10,702	\$11,130	\$11,576	\$12,039	\$12,520	Monthly	
		\$109,788	\$114,180	\$118,752	\$123,492	\$128,424	\$133,560	\$138,912	\$144,468	\$150,240	Annual	

Tillamook County Pay Tables

Fiscal Year 2026-2027 (July 1, 2026 - June 30, 2027)

Effective July 1, 2026

2080 yearly base hours

Not eligible for Overtime (FLSA Exempt)

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	ES5	\$40.98	\$42.62	\$44.32	\$46.09	\$47.94	\$49.85	\$51.85	\$53.92		Hourly	
		\$7,103	\$7,387	\$7,682	\$7,989	\$8,309	\$8,641	\$8,987	\$9,346		Monthly	
		\$85,236	\$88,644	\$92,184	\$95,968	\$99,908	\$103,692	\$107,844	\$112,152		Annual	
No Assigned Classifications	ES5	\$43.44	\$45.18	\$46.98	\$48.86	\$50.82	\$52.85	\$54.96	\$57.16		Hourly	PERS/OPSRP
		\$7,530	\$7,831	\$8,143	\$8,469	\$8,808	\$9,160	\$9,527	\$9,907		Monthly	
		\$90,360	\$93,972	\$97,716	\$101,628	\$105,696	\$109,920	\$114,324	\$118,884		Annual	
No Assigned Classifications	ES6	\$42.62	\$44.32	\$46.09	\$47.94	\$49.85	\$51.85	\$53.92	\$56.08		Hourly	
		\$7,387	\$7,682	\$7,989	\$8,309	\$8,641	\$8,987	\$9,346	\$9,720		Monthly	
		\$88,644	\$92,184	\$95,968	\$99,908	\$103,692	\$107,844	\$112,152	\$116,640		Annual	
No Assigned Classifications	ES6	\$45.18	\$46.98	\$48.86	\$50.82	\$52.85	\$54.96	\$57.16	\$59.45		Hourly	PERS/OPSRP
		\$7,831	\$8,143	\$8,469	\$8,808	\$9,160	\$9,527	\$9,907	\$10,304		Monthly	
		\$93,972	\$97,716	\$101,628	\$105,696	\$109,920	\$114,324	\$118,884	\$123,648		Annual	
County Surveyor	ES7	\$44.32	\$46.09	\$47.94	\$49.85	\$51.85	\$53.92	\$56.08	\$58.32		Hourly	
Juvenile Director		\$7,682	\$7,989	\$8,309	\$8,641	\$8,987	\$9,346	\$9,720	\$10,109		Monthly	
Parks Director		\$92,184	\$95,968	\$99,908	\$103,692	\$107,844	\$112,152	\$116,640	\$121,308		Annual	
County Surveyor	ES7	\$46.98	\$48.86	\$50.82	\$52.85	\$54.96	\$57.16	\$59.45	\$61.82		Hourly	PERS/OPSRP
Juvenile Director		\$8,143	\$8,469	\$8,808	\$9,160	\$9,527	\$9,907	\$10,304	\$10,716		Monthly	
Parks Director		\$97,716	\$101,628	\$105,696	\$109,920	\$114,324	\$118,884	\$123,648	\$128,592		Annual	
Library Director	ES8	\$46.09	\$47.94	\$49.85	\$51.85	\$53.92	\$56.08	\$58.32	\$60.65		Hourly	
		\$7,989	\$8,309	\$8,641	\$8,987	\$9,346	\$9,720	\$10,109	\$10,513		Monthly	
		\$95,868	\$99,708	\$103,692	\$107,844	\$112,152	\$116,640	\$121,308	\$126,156		Annual	
Library Director	ES8	\$48.86	\$50.82	\$52.85	\$54.96	\$57.16	\$59.45	\$61.82	\$64.29		Hourly	PERS/OPSRP
		\$8,469	\$8,808	\$9,160	\$9,527	\$9,907	\$10,304	\$10,716	\$11,144		Monthly	
		\$101,628	\$105,696	\$109,920	\$114,324	\$118,884	\$123,648	\$128,592	\$133,728		Annual	
No Assigned Classifications	ES9	\$47.94	\$49.85	\$51.85	\$53.92	\$56.08	\$58.32	\$60.65	\$63.08		Hourly	
		\$8,309	\$8,641	\$8,987	\$9,346	\$9,720	\$10,109	\$10,513	\$10,934		Monthly	
		\$99,708	\$103,692	\$107,844	\$112,152	\$116,640	\$121,308	\$126,156	\$131,208		Annual	
No Assigned Classifications	ES9	\$50.82	\$52.85	\$54.96	\$57.16	\$59.45	\$61.82	\$64.29	\$66.87		Hourly	PERS/OPSRP
		\$8,808	\$9,160	\$9,527	\$9,907	\$10,304	\$10,716	\$11,144	\$11,591		Monthly	
		\$105,696	\$109,920	\$114,324	\$118,884	\$123,648	\$128,592	\$133,728	\$139,092		Annual	
Director of Financial Services	ES10	\$49.85	\$51.85	\$53.92	\$56.08	\$58.32	\$60.65	\$63.08	\$65.60		Hourly	
Information Services Director		\$8,641	\$8,987	\$9,346	\$9,720	\$10,109	\$10,513	\$10,934	\$11,371		Monthly	
		\$107,844	\$112,152	\$116,640	\$121,308	\$126,156	\$131,208	\$136,452	\$141,912		Annual	
Director of Financial Services	ES10	\$52.85	\$54.96	\$57.16	\$59.45	\$61.82	\$64.29	\$66.87	\$69.54		Hourly	PERS/OPSRP
Information Services Director		\$9,160	\$9,527	\$9,907	\$10,304	\$10,716	\$11,144	\$11,591	\$12,054		Monthly	
		\$109,920	\$114,324	\$118,884	\$123,648	\$128,592	\$133,728	\$139,092	\$144,648		Annual	
Community Development Director	ES11	\$51.85	\$53.92	\$56.08	\$58.32	\$60.65	\$63.08	\$65.60	\$68.23		Hourly	
Health and Human Services Administrator		\$8,987	\$9,346	\$9,720	\$10,109	\$10,513	\$10,934	\$11,371	\$11,826		Monthly	
Human Resources and Risk Management Director		\$107,844	\$112,152	\$116,640	\$121,308	\$126,156	\$131,208	\$136,452	\$141,912		Annual	
Community Development Director	ES11	\$54.96	\$57.16	\$59.45	\$61.82	\$64.29	\$66.87	\$69.54	\$72.32		Hourly	PERS/OPSRP
Health and Human Services Administrator		\$9,527	\$9,907	\$10,304	\$10,716	\$11,144	\$11,591	\$12,054	\$12,536		Monthly	
Human Resources and Risk Management Director		\$114,324	\$118,884	\$123,648	\$128,592	\$133,728	\$139,092	\$144,648	\$150,432		Annual	
Public Works Director	ES12	\$53.92	\$56.08	\$58.32	\$60.65	\$63.08	\$65.60	\$68.23	\$70.96		Hourly	
		\$9,346	\$9,720	\$10,109	\$10,513	\$10,934	\$11,371	\$11,826	\$12,299		Monthly	
		\$112,152	\$116,640	\$121,308	\$126,156	\$131,208	\$136,452	\$141,912	\$147,588		Annual	
Public Works Director	ES12	\$57.16	\$59.45	\$61.82	\$64.29	\$66.87	\$69.54	\$72.32	\$75.21		Hourly	PERS/OPSRP
		\$9,907	\$10,304	\$10,716	\$11,144	\$11,591	\$12,054	\$12,536	\$13,037		Monthly	
		\$118,884	\$123,648	\$128,592	\$133,728	\$139,092	\$144,648	\$150,432	\$156,444		Annual	
Chief Administrative Officer	ES13	\$56.08	\$58.32	\$60.65	\$63.08	\$65.60	\$68.23	\$70.96	\$73.79		Hourly	
		\$9,720	\$10,109	\$10,513	\$10,934	\$11,371	\$11,826	\$12,299	\$12,791		Monthly	
		\$116,640	\$121,308	\$126,156	\$131,208	\$136,452	\$141,912	\$147,588	\$153,492		Annual	
Chief Administrative Officer	ES13	\$59.45	\$61.82	\$64.29	\$66.87	\$69.54	\$72.32	\$75.21	\$78.23		Hourly	PERS/OPSRP
		\$10,304	\$10,716	\$11,144	\$11,591	\$12,054	\$12,536	\$13,037	\$13,559		Monthly	
		\$123,648	\$128,592	\$133,728	\$139,092	\$144,648	\$150,432	\$156,444	\$162,708		Annual	
No Assigned Classifications	ES14	\$58.32	\$60.65	\$63.08	\$65.60	\$68.23	\$70.96	\$73.79	\$76.75		Hourly	
		\$10,109	\$10,513	\$10,934	\$11,371	\$11,826	\$12,299	\$12,791	\$13,303		Monthly	
		\$121,308	\$126,156	\$131,208	\$136,452	\$141,912	\$147,588	\$153,492	\$159,636		Annual	
No Assigned Classifications	ES14	\$61.82	\$64.29	\$66.87	\$69.54	\$72.32	\$75.21	\$78.23	\$81.36		Hourly	PERS/OPSRP
		\$10,716	\$11,144	\$11,591	\$12,054	\$12,536	\$13,037	\$13,559	\$14,102		Monthly	
		\$128,592	\$133,728	\$139,092	\$144,648	\$150,432	\$156,444	\$162,708	\$169,224		Annual	
County Counsel	ESCC	\$91.39	\$95.05	\$98.85	\$102.80	\$106.92	\$111.19	\$115.64	\$120.27		Hourly	
		\$15,841	\$16,475	\$17,134	\$17,819	\$18,532	\$19,273	\$20,044	\$20,848		Monthly	
		\$190,092	\$197,700	\$205,606	\$213,828	\$222,364	\$231,276	\$240,529	\$250,153		Annual	
County Counsel	ESCC	\$96.97	\$100.75	\$104.78	\$108.97	\$113.33	\$117.86	\$122.58	\$127.48		Hourly	PERS/OPSRP
		\$16,791	\$17,464	\$18,162	\$18,888	\$19,644	\$20,429	\$21,247	\$22,097		Monthly	
		\$201,492	\$209,568	\$217,944	\$226,656	\$235,728	\$245,148	\$254,964	\$265,164		Annual	

Part Time employee benefits are based on prorated FTE.

Notes:

Revised and adopted by BOCC 01/28/2026

Revised and adopted by BOCC 06/17/2026. Effective 7/1/2026, 2.9% COLA

Tillamook County Pay Tables

Fiscal Year 2026-2027 (July 1, 2026 - June 30, 2027)

2080 yearly base hours

Effective July 1, 2026

Not Eligible for Overtime (FLSA Exempt)

Elected Officials				
Job Title	Range	Step 1		
Treasurer**	EO1	N/A	Hourly	
		\$928	Monthly	
		\$11,136	Annual	
Treasurer**	EO1	N/A	Hourly	PERS/OPSRP
		N/A	Monthly	
		N/A	Annual	
District Attorney**	EO2	N/A	Hourly	
		\$1,751	Monthly	
		\$21,012	Annual	
District Attorney**	EO2	N/A	Hourly	PERS/OPSRP
		N/A	Monthly	
		N/A	Annual	
Pro-Tem Justice of the Peace	EO3	\$47.56	Hourly	
		\$8,243	Monthly	
		\$98,916	Annual	
Pro-Tem Justice of the Peace	EO3	\$50.41	Hourly	PERS/OPSRP
		\$8,738	Monthly	
		\$104,856	Annual	
Clerk	EO3	\$47.56	Hourly	
Justice of the Peace	EO3	\$8,243	Monthly	
		\$98,916	Annual	
Clerk	EO3	\$50.41	Hourly	
Justice of the Peace	EO3	\$8,738	Monthly	
		\$104,856	Annual	
Commissioner	EO4	\$48.65	Hourly	
		\$9,432	Monthly	
		\$101,184	Annual	
Commissioner	EO4	\$51.57	Hourly	PERS/OPSRP
		\$8,938	Monthly	
		\$107,256	Annual	
Assessor*	EO5	\$50.29	Hourly	
		\$8,717	Monthly	
		\$104,604	Annual	
Assessor*	EO5	\$53.31	Hourly	PERS/OPSRP
		\$9,241	Monthly	
		\$110,892	Annual	
Sheriff	EO6	\$69.18	Hourly	
		\$11,991	Monthly	
		\$143,892	Annual	
Sheriff	EO6	\$73.33	Hourly	PERS/OPSRP
		\$12,711	Monthly	
		\$152,532	Annual	

* Includes discretionary duty as County Tax Collector

**County stipend

Part Time employee benefits are based on prorated FTE.

Notes:

Revised and adopted by BOCC 03/04/2026

Revised and adopted by BOCC 06/17/2026. Effective 7/1/2026, 2.9% COLA

