

# Tillamook County Pay Tables

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

*Effective January 1, 2026*

2080 yearly base hours

*\*Not eligible for Overtime (FLSA Exempt)*

AFSCME Local 2734

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

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

Part Time employee benefits are based on prorated FTE.

Notes:

Revised and adopted by BOCC 01/28/2026