

Tillamook County Pay Tables

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

Effective January 1, 2026

2080 yearly base hours

*Not eligible for Overtime (FLSA Exempt)

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

| AFSCME Local 2734 | | | | | | | | | |
|--|-------|----------|----------|----------|----------|----------|----------|---------|------------|
| Job Title | Range | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | | |
| Building and Grounds Maintenance Worker | A10 | \$21.77 | \$22.86 | \$24.00 | \$25.20 | \$26.46 | \$27.78 | Hourly | |
| Dental Assistant | | \$3,773 | \$3,962 | \$4,160 | \$4,368 | \$4,586 | \$4,815 | Monthly | |
| Justice Court Clerk 2 | | \$45,275 | \$47,538 | \$49,916 | \$52,412 | \$55,033 | \$57,784 | Annual | |
| Library Technical Services Specialist | | | | | | | | | |
| Medical Clinic Assistant 2 | | | | | | | | | |
| Park Maintenance and Operations Technician 1 | | | | | | | | | |
| Patient Navigator | | | | | | | | | |
| Permit Technician | | | | | | | | | |
| Road Maintenance Equipment Operator 1 | | | | | | | | | |
| Solid Waste Transfer Station Technician 2 | | | | | | | | | |
| Traditional Health Worker | | | | | | | | | |
| Building and Grounds Maintenance Worker | A10 | \$23.07 | \$24.23 | \$25.44 | \$26.71 | \$28.05 | \$29.45 | Hourly | PERS/OPSRP |
| Dental Assistant | | \$3,999 | \$4,199 | \$4,409 | \$4,630 | \$4,861 | \$5,104 | Monthly | |
| Justice Court Clerk 2 | | \$47,992 | \$50,390 | \$52,911 | \$55,557 | \$58,334 | \$61,252 | Annual | |
| Library Technical Services Specialist | | | | | | | | | |
| Medical Clinic Assistant 2 | | | | | | | | | |
| Park Maintenance and Operations Technician 1 | | | | | | | | | |
| Patient Navigator | | | | | | | | | |
| Permit Technician | | | | | | | | | |
| Road Maintenance Equipment Operator 1 | | | | | | | | | |
| Solid Waste Transfer Station Technician 2 | | | | | | | | | |
| Traditional Health Worker | | | | | | | | | |
| Accounting Clerk 2 | A11 | \$22.86 | \$24.00 | \$25.20 | \$26.46 | \$27.78 | \$29.17 | Hourly | |
| Accounting Technician 1 | | \$3,962 | \$4,160 | \$4,368 | \$4,586 | \$4,815 | \$5,056 | Monthly | |
| Electronic Health Records Specialist | | \$47,538 | \$49,916 | \$52,412 | \$55,033 | \$57,784 | \$60,674 | Annual | |
| Legal Assistant 2 | | | | | | | | | |
| Medical Clinic Assistant 3 | | | | | | | | | |
| Mobile Clinic Driver | | | | | | | | | |
| Property Appraiser Trainee | | | | | | | | | |
| Transient Lodging Tax Program Administrator | | | | | | | | | |
| Victims Assistance Case Manager | | | | | | | | | |
| Accounting Clerk 2 | A11 | \$24.23 | \$25.44 | \$26.71 | \$28.05 | \$29.45 | \$30.92 | Hourly | PERS/OPSRP |
| Accounting Technician 1 | | \$4,199 | \$4,409 | \$4,630 | \$4,861 | \$5,104 | \$5,359 | Monthly | |
| Electronic Health Records Specialist | | \$50,390 | \$52,911 | \$55,557 | \$58,334 | \$61,252 | \$64,314 | Annual | |
| Legal Assistant 2 | | | | | | | | | |
| Medical Clinic Assistant 3 | | | | | | | | | |
| Mobile Clinic Driver | | | | | | | | | |
| Property Appraiser Trainee | | | | | | | | | |
| Transient Lodging Tax Program Administrator | | | | | | | | | |
| Victims Assistance Case Manager | | | | | | | | | |
| Assessment Technician | A12 | \$24.00 | \$25.20 | \$26.46 | \$27.78 | \$29.17 | \$30.63 | Hourly | |
| Clinical Care Coordinator 1 | | \$4,160 | \$4,368 | \$4,586 | \$4,815 | \$5,056 | \$5,309 | Monthly | |
| Community Health Interpreter 1 | | \$49,916 | \$52,412 | \$55,033 | \$57,784 | \$60,674 | \$63,708 | Annual | |
| Computer Operations Technician 1 | | | | | | | | | |
| Medical Billing Technician | | | | | | | | | |
| Recording and Elections Technician | | | | | | | | | |
| Road Maintenance Equipment Operator 2 | | | | | | | | | |
| Veterans Services Coordinator | | | | | | | | | |
| Assessment Technician | A12 | \$25.44 | \$26.71 | \$28.05 | \$29.45 | \$30.92 | \$32.47 | Hourly | PERS/OPSRP |
| Clinical Care Coordinator 1 | | \$4,409 | \$4,630 | \$4,861 | \$5,104 | \$5,359 | \$5,628 | Monthly | |
| Community Health Interpreter 1 | | \$52,911 | \$55,557 | \$58,334 | \$61,252 | \$64,314 | \$67,531 | Annual | |
| Computer Operations Technician 1 | | | | | | | | | |
| Medical Billing Technician | | | | | | | | | |
| Recording and Elections Technician | | | | | | | | | |
| Road Maintenance Equipment Operator 2 | | | | | | | | | |
| Veterans Services Coordinator | | | | | | | | | |

| AFSCME Local 2734 | | | | | | | | |
|------------------------------------|-------|----------|----------|----------|-----------|-----------|-----------|---------|
| Job Title | Range | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | |
| 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 2 - Clinical | | | | | | | | |
| Registered Nurse 3 - Clinic | A22 | \$39.09 | \$41.05 | \$43.10 | \$45.25 | \$47.52 | \$49.89 | Hourly |
| Registered Nurse 3 - Public Health | | \$6,776 | \$7,114 | \$7,470 | \$7,844 | \$8,236 | \$8,648 | Monthly |
| | | \$81,307 | \$85,374 | \$89,642 | \$94,124 | \$98,831 | \$103,773 | Annual |
| Registered Nurse 3 - Clinic | A22 | \$41.44 | \$43.51 | \$45.68 | \$47.97 | \$50.37 | \$52.88 | Hourly |
| Registered Nurse 3 - Public Health | | \$7,182 | \$7,541 | \$7,918 | \$8,314 | \$8,730 | \$9,167 | Monthly |
| | | \$86,185 | \$90,497 | \$95,021 | \$99,771 | \$104,761 | \$109,999 | Annual |
| 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 |

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

Part Time employee benefits are based on prorated FTE.

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