

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	\$16.71	\$17.55	\$18.43	\$19.35	\$20.32	\$21.33	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	\$17.72	\$18.60	\$19.53	\$20.51	\$21.54	\$22.61	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	\$17.55	\$18.43	\$19.35	\$20.32	\$21.33	\$22.40	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	\$18.60	\$19.53	\$20.51	\$21.54	\$22.61	\$23.74	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	\$18.43	\$19.35	\$20.32	\$21.33	\$22.40	\$23.52	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	\$19.53	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	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	\$19.35	\$20.32	\$21.33	\$22.40	\$23.52	\$24.70	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	\$20.51	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	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	\$20.32	\$21.33	\$22.40	\$23.52	\$24.70	\$25.93	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	\$21.54	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	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	\$21.33	\$22.40	\$23.52	\$24.70	\$25.93	\$27.23	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	\$22.61	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	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								

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Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6		
Building and Grounds Maintenance Worker	A10	\$22.40	\$23.52	\$24.70	\$25.93	\$27.23	\$28.59	Hourly	
Dental Assistant		\$3,882	\$4,077	\$4,280	\$4,495	\$4,719	\$4,955	Monthly	
Justice Court Clerk 2		\$46,590	\$48,920	\$51,366	\$53,934	\$56,632	\$59,463	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	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.30	Hourly	
Dental Assistant		\$4,115	\$4,321	\$4,537	\$4,764	\$5,003	\$5,253	Monthly	
Justice Court Clerk 2		\$49,385	\$51,854	\$54,448	\$57,171	\$60,031	\$63,030	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	\$23.52	\$24.70	\$25.93	\$27.23	\$28.59	\$30.02	Hourly	
Accounting Technician 1		\$4,077	\$4,280	\$4,495	\$4,719	\$4,955	\$5,203	Monthly	
Electronic Health Records Specialist		\$48,920	\$51,366	\$53,934	\$56,632	\$59,463	\$62,435	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	\$24.93	\$26.18	\$27.49	\$28.86	\$30.30	\$31.82	Hourly	
Accounting Technician 1		\$4,321	\$4,537	\$4,764	\$5,003	\$5,253	\$5,515	Monthly	
Electronic Health Records Specialist		\$51,854	\$54,448	\$57,171	\$60,031	\$63,030	\$66,181	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	\$24.70	\$25.93	\$27.23	\$28.59	\$30.02	\$31.52	Hourly	
Clinical Care Coordinator 1		\$4,280	\$4,495	\$4,719	\$4,955	\$5,203	\$5,463	Monthly	
Community Health Interpreter 1		\$51,366	\$53,934	\$56,632	\$59,463	\$62,435	\$65,557	Annual	
Computer Operations Technician 1									
Medical Billing Technician									
Recording and Elections Technician									
Road Maintenance Equipment Operator 2									
Veterans Services Coordinator									
Assessment Technician	A12	\$26.18	\$27.49	\$28.86	\$30.30	\$31.82	\$33.41	Hourly	
Clinical Care Coordinator 1		\$4,537	\$4,764	\$5,003	\$5,253	\$5,515	\$5,791	Monthly	
Community Health Interpreter 1		\$54,448	\$57,171	\$60,031	\$63,030	\$66,181	\$69,491	Annual	
Computer Operations Technician 1									
Medical Billing Technician									
Recording and Elections Technician									
Road Maintenance Equipment Operator 2									
Veterans Services Coordinator									

Building and Grounds Maintenance Worker	A10	\$23.74	\$24.93	\$26.18	\$27.49	\$28.86	\$30.30	Hourly	PERS/OPSRP	
Dental Assistant		\$4,115	\$4,321	\$4,537	\$4,764	\$5,003	\$5,253	Monthly		
Justice Court Clerk 2		\$49,385	\$51,854	\$54,448	\$57,171	\$60,031	\$63,030	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	\$23.52	\$24.70	\$25.93	\$27.23	\$28.59	\$30.02	Hourly	PERS/OPSRP	
Accounting Technician 1		\$4,077	\$4,280	\$4,495	\$4,719	\$4,955	\$5,203	Monthly		
Electronic Health Records Specialist		\$48,920	\$51,366	\$53,934	\$56,632	\$59,463	\$62,435	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	\$24.93	\$26.18	\$27.49	\$28.86	\$30.30	\$31.82	Hourly		PERS/OPSRP
Accounting Technician 1		\$4,321	\$4,537	\$4,764	\$5,003	\$5,253	\$5,515	Monthly		
Electronic Health Records Specialist		\$51,854	\$54,448	\$57,171	\$60,031	\$63,030	\$66,181	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	\$24.70	\$25.93	\$27.23	\$28.59	\$30.02	\$31.52	Hourly	PERS/OPSRP	
Clinical Care Coordinator 1		\$4,280	\$4,495	\$4,719	\$4,955	\$5,203	\$5,463	Monthly		
Community Health Interpreter 1		\$51,366	\$53,934	\$56,632	\$59,463	\$62,435	\$65,557	Annual		
Computer Operations Technician 1										
Medical Billing Technician										
Recording and Elections Technician										
Road Maintenance Equipment Operator 2										
Veterans Services Coordinator										
Assessment Technician	A12	\$26.18	\$27.49	\$28.86	\$30.30	\$31.82	\$33.41	Hourly		PERS/OPSRP
Clinical Care Coordinator 1		\$4,537	\$4,764	\$5,003	\$5,253	\$5,515	\$5,791	Monthly		
Community Health Interpreter 1		\$54,448	\$57,171	\$60,031	\$63,030	\$66,181	\$69,491	Annual		
Computer Operations Technician 1										
Medical Billing Technician										
Recording and Elections Technician										
Road Maintenance Equipment Operator 2										
Veterans Services Coordinator										

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Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	
Clinical Care Coordinator 2	A13	\$25.93	\$27.23	\$28.59	\$30.02	\$31.52	\$33.09	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

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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	
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	PERS/OPSRP
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	
		\$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	PERS/OPSRP
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	
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	PERS/OPSRP
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	\$8,899	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	
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	PERS/OPSRP
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	\$8,899	\$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	
		\$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	PERS/OPSRP
Behavioral Health Clinician 1*	ABH1	\$36.96	\$38.81	\$40.75	\$42.80	\$44.94	\$47.19	Hourly	
		\$6,406	\$6,727	\$7,064	\$7,418	\$7,789	\$8,179	Monthly	
		\$76,872	\$80,724	\$84,768	\$89,016	\$93,468	\$98,148	Annual	
Behavioral Health Clinician 1*	ABH1	\$39.17	\$41.14	\$43.20	\$45.36	\$47.63	\$50.02	Hourly	
		\$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	PERS/OPSRP
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	
		\$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	PERS/OPSRP
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	
		\$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	PERS/OPSRP
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	\$79,764	\$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	
		\$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	PERS/OPSRP
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	

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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	PERS/OPSRP
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	PERS/OPSRP
		\$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.