

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,*

Health Provider											
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Family Nurse Practitioner	HPA	\$52.44	\$54.54	\$56.72	\$58.99	\$61.35	\$63.80	\$66.35	\$69.01	\$71.76	Hourly
Physician Associate		\$9,090	\$9,454	\$9,832	\$10,225	\$10,634	\$11,059	\$11,501	\$11,961	\$12,439	Monthly
Psychiatric Mental Health Nurse Practitioner		\$109,080	\$113,448	\$117,984	\$122,700	\$127,608	\$132,708	\$138,012	\$143,532	\$149,268	Annual
Family Nurse Practitioner	HPA	\$55.59	\$57.81	\$60.13	\$62.53	\$65.03	\$67.63	\$70.33	\$73.15	\$76.07	Hourly
Physician Associate		\$9,635	\$10,021	\$10,422	\$10,839	\$11,272	\$11,723	\$12,191	\$12,679	\$13,185	Monthly
Psychiatric Mental Health Nurse Practitioner		\$115,620	\$120,252	\$125,064	\$130,068	\$135,264	\$140,676	\$146,292	\$152,148	\$158,220	Annual
Years of Service with Tillamook County		YOS 1	YOS 2	YOS 3	YOS 4	YOS 5	YOS 6	YOS 7	YOS 8	YOS 9	
Award Pay Monthly (up to maximum)		\$0	\$500	\$500	\$750	\$750	\$1,000	\$1,000	\$1,000	\$1,250	
Years of Service Retention Award		Special conditions apply to qualify for this retention award (see below) and are to be met and approved the Department Director.									
1)		Years of Service is prorated based on % of FTE.									
2)		325 patient encounters per month, adjusted annually. This is based on the average of 21.67 working days per month and 10** encounters per day, includes available workdays for patient contact (i.e. incorporates all leave hours and any other non-patient time).									
2a)		Closed Charts Formula = % of charts closed within 48 hours = 90%									
2b)		**The number of completed encounters per day will be updated effective July 1, 2026									
Physician	HPB	\$91.00	\$94.64	\$98.42	\$102.36	\$106.45	\$110.71	\$115.14	\$119.75	\$124.53	Hourly
		\$15,773	\$16,404	\$17,060	\$17,742	\$18,452	\$19,190	\$19,958	\$20,756	\$21,586	Monthly
		\$189,276	\$196,848	\$204,720	\$212,904	\$221,424	\$230,280	\$239,496	\$249,072	\$259,032	Annual
Physician	HPB	\$96.46	\$100.32	\$104.33	\$108.50	\$112.84	\$117.35	\$122.05	\$126.93	\$132.01	Hourly
		\$16,719	\$17,388	\$18,084	\$18,807	\$19,559	\$20,341	\$21,155	\$22,001	\$22,881	Monthly
		\$200,628	\$208,656	\$217,008	\$225,684	\$234,708	\$244,092	\$253,860	\$264,012	\$274,572	Annual
Years of Service with Tillamook County		YOS 1	YOS 2	YOS 3	YOS 4	YOS 5	YOS 6	YOS 7	YOS 8	YOS 9	
Award Pay Monthly (up to maximum)		\$0	\$500	\$500	\$750	\$750	\$1,000	\$1,000	\$1,000	\$1,250	
Years of Service Retention Award		Special conditions apply to qualify for this retention award (see below) and are to be met and approved the Department Director.									
1)		Years of Service is prorated based on % of FTE.									
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Dental Director	HPC	\$92.04	\$96.64	\$101.48	\$106.55	\$111.87	\$117.47	\$123.34	\$129.51	\$135.98	Hourly
Dentist		\$15,953	\$16,751	\$17,589	\$18,468	\$19,391	\$20,361	\$21,379	\$22,448	\$23,570	Monthly
		\$191,436	\$201,012	\$211,068	\$221,616	\$232,692	\$244,332	\$256,548	\$269,376	\$282,840	Annual
Dental Director	HPC	\$97.56	\$102.44	\$107.56	\$112.94	\$118.58	\$124.52	\$130.74	\$137.28	\$144.14	Hourly
Dentist		\$16,910	\$17,756	\$18,644	\$19,576	\$20,554	\$21,583	\$22,662	\$23,795	\$24,984	Monthly
		\$202,920	\$213,072	\$223,728	\$234,912	\$246,648	\$258,996	\$271,944	\$285,540	\$299,808	Annual
Years of Service with Tillamook County		YOS 1	YOS 2	YOS 3	YOS 4	YOS 5	YOS 6	YOS 7	YOS 8	YOS 9	
Award Pay Monthly (up to maximum)		\$0	\$500	\$500	\$750	\$750	\$1,000	\$1,000	\$1,000	\$1,250	
Years of Service Retention Award		Special conditions apply to qualify for this retention award (see below) and are to be met and approved the Department Director.									
1)		Years of Service is prorated based on % of FTE.									
2)		Closed Charts Formula = % of charts closed within 48 hours = 90% (beginning January 1, 2016)									
Physician - Internal Medicine	HPD	\$110.04	\$115.76	\$121.78	\$128.11	\$134.78	\$141.78	\$149.16	\$156.91	\$165.07	Hourly
Psychiatrist		\$19,073	\$20,065	\$21,108	\$22,206	\$23,361	\$24,576	\$25,854	\$27,198	\$28,612	Monthly
		\$228,876	\$240,780	\$253,296	\$266,472	\$280,332	\$294,912	\$310,248	\$326,376	\$343,344	Annual
Physician - Internal Medicine	HPD	\$116.64	\$122.71	\$129.08	\$135.80	\$142.86	\$150.29	\$158.11	\$166.33	\$174.98	Hourly
Psychiatrist		\$20,217	\$21,269	\$22,374	\$23,538	\$24,763	\$26,051	\$27,405	\$28,830	\$30,329	Monthly
		\$242,604	\$255,228	\$268,488	\$282,456	\$297,156	\$312,612	\$328,860	\$345,960	\$363,948	Annual
Years of Service with Tillamook County		YOS 1	YOS 2	YOS 3	YOS 4	YOS 5	YOS 6	YOS 7	YOS 8	YOS 9	
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Years of Service Retention Award		Special conditions apply to qualify for this retention award (see below) and are to be met and approved the Department Director.									
1)		Years of Service is prorated based on % of FTE.									
2)		325 patient encounters per month, adjusted annually. This is based on the average of 21.67 working days per month and 10** encounters per day, includes available workdays for patient contact (i.e. incorporates all leave hours and any other non-patient time).									
2a)		Closed Charts Formula = % of charts closed within 48 hours = 90% (beginning January 1, 2016)									
2b)		**The number of completed encounters per day will be updated effective July 1, 2026									

Health Provider												
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9		
Medical Director	HPE	\$115.54	\$121.55	\$127.87	\$134.52	\$141.51	\$148.88	\$156.62	\$164.76	\$173.33	Hourly	
Public Health Officer		\$20,027	\$21,068	\$22,164	\$23,317	\$24,529	\$25,805	\$27,147	\$28,559	\$30,044	Monthly	
		\$240,324	\$252,816	\$265,968	\$279,804	\$294,348	\$309,660	\$325,764	\$342,708	\$360,528	Annual	
Medical Director	HPE	\$122.48	\$128.84	\$135.54	\$142.59	\$150.01	\$157.81	\$166.02	\$174.65	\$183.73	Hourly	PERS/OPSRP
Public Health Officer		\$21,229	\$22,332	\$23,494	\$24,716	\$26,001	\$27,353	\$28,776	\$30,273	\$31,847	Monthly	
		\$254,748	\$267,984	\$281,928	\$296,592	\$312,012	\$328,236	\$345,312	\$363,276	\$382,164	Annual	
Years of Service with Tillamook County		YOS 1	YOS 2	YOS 3	YOS 4	YOS 5	YOS 6	YOS 7	YOS 8	YOS 9		
Award Pay Monthly (up to maximum)		\$0	\$500	\$750	\$750	\$1,000	\$1,000	\$1,250	\$1,250	\$1,250		
Years of Service Retention Award		Special conditions apply to qualify for this retention award (see below) and are to be met and approved the Department Director.										
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		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