

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	\$1,000	\$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	\$1,000	\$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	\$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	\$1,000	\$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	

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	
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.										
	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