

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)

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	\$53.97	\$56.12	\$58.37	\$60.70	\$63.13	\$65.66	\$68.28	\$71.01	\$73.85	Hourly
Physician Associate		\$9,354	\$9,728	\$10,117	\$10,522	\$10,943	\$11,381	\$11,836	\$12,309	\$12,801	Monthly
Psychiatric Mental Health Nurse Practitioner		\$112,248	\$116,736	\$121,404	\$126,264	\$131,316	\$136,572	\$142,032	\$147,708	\$153,612	Annual
Family Nurse Practitioner	HPA	\$57.20	\$59.49	\$61.87	\$64.34	\$66.92	\$69.60	\$72.38	\$75.28	\$78.28	Hourly
Physician Associate		\$9,915	\$10,312	\$10,724	\$11,153	\$11,600	\$12,064	\$12,546	\$13,048	\$13,569	Monthly
Psychiatric Mental Health Nurse Practitioner		\$118,980	\$123,744	\$128,688	\$133,836	\$139,200	\$144,768	\$150,552	\$156,576	\$162,828	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	\$93.63	\$97.38	\$101.27	\$105.32	\$109.53	\$113.91	\$118.47	\$123.21	\$128.13	Hourly
		\$16,230	\$16,879	\$17,554	\$18,256	\$18,986	\$19,745	\$20,535	\$21,356	\$22,210	Monthly
		\$194,760	\$202,548	\$210,648	\$219,072	\$227,832	\$236,940	\$246,420	\$256,272	\$266,520	Annual
Physician	HPB	\$99.25	\$103.22	\$107.35	\$111.64	\$116.11	\$120.75	\$125.58	\$130.60	\$135.83	Hourly
		\$17,204	\$17,892	\$18,607	\$19,351	\$20,125	\$20,930	\$21,767	\$22,637	\$23,543	Monthly
		\$206,448	\$214,704	\$223,284	\$232,212	\$241,500	\$251,160	\$261,204	\$271,644	\$282,516	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	\$94.71	\$99.44	\$104.42	\$109.64	\$115.12	\$120.88	\$126.92	\$133.27	\$139.93	Hourly
Dentist		\$16,416	\$17,237	\$18,099	\$19,004	\$19,954	\$20,952	\$22,000	\$23,100	\$24,255	Monthly
		\$196,992	\$206,844	\$217,188	\$228,048	\$239,448	\$251,424	\$264,000	\$277,200	\$291,060	Annual
Dental Director	HPC	\$100.39	\$105.41	\$110.68	\$116.22	\$122.03	\$128.13	\$134.54	\$141.27	\$148.33	Hourly
Dentist		\$17,401	\$18,271	\$19,185	\$20,144	\$21,151	\$22,209	\$23,320	\$24,486	\$25,710	Monthly
		\$208,812	\$219,252	\$230,220	\$241,728	\$253,812	\$266,508	\$279,840	\$293,832	\$308,520	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.									
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Physician - Internal Medicine	HPD	\$113.23	\$119.12	\$125.31	\$131.83	\$138.68	\$145.89	\$153.48	\$161.46	\$169.85	Hourly
Psychiatrist		\$19,626	\$20,647	\$21,721	\$22,850	\$24,038	\$25,288	\$26,603	\$27,986	\$29,441	Monthly
		\$235,512	\$247,764	\$260,652	\$274,200	\$288,456	\$303,456	\$319,236	\$335,832	\$353,292	Annual
Physician - Internal Medicine	HPD	\$120.02	\$126.27	\$132.83	\$139.74	\$147.00	\$154.64	\$162.69	\$171.14	\$180.04	Hourly
Psychiatrist		\$20,804	\$21,886	\$23,024	\$24,221	\$25,480	\$26,805	\$28,199	\$29,665	\$31,207	Monthly
		\$249,648	\$262,632	\$276,288	\$290,652	\$305,760	\$321,660	\$338,388	\$355,980	\$374,484	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.											
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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	\$118.89	\$125.08	\$131.58	\$138.42	\$145.62	\$153.20	\$161.16	\$169.55	\$178.36	Hourly
Public Health Officer		\$20,608	\$21,680	\$22,807	\$23,993	\$25,241	\$26,554	\$27,935	\$29,388	\$30,916	Monthly
		\$247,296	\$260,160	\$273,684	\$287,916	\$302,892	\$318,648	\$335,220	\$352,656	\$370,992	Annual
Medical Director	HPE	\$126.02	\$132.58	\$139.47	\$146.73	\$154.36	\$162.39	\$170.83	\$179.72	\$189.06	Hourly
Public Health Officer		\$21,844	\$22,981	\$24,175	\$25,433	\$26,755	\$28,147	\$29,611	\$31,151	\$32,771	Monthly
		\$262,128	\$275,772	\$290,100	\$305,196	\$321,060	\$337,764	\$355,332	\$373,812	\$393,252	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.									
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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

Revised and adopted by BOCC 06/17/2026. Effective 7/1/2026, 2.9% COLA