

# 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)

Non-Represented (Non-Exempt)											
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
Board Assistant	NRNE1	\$24.84	\$25.83	\$26.87	\$27.94	\$29.06	\$30.22	\$31.43	\$32.69		Hourly
Human Resources Assistant		\$4,306	\$4,478	\$4,657	\$4,843	\$5,037	\$5,238	\$5,448	\$5,666		Monthly
		\$51,667	\$53,735	\$55,883	\$58,119	\$60,445	\$62,862	\$65,376	\$67,991		Annual
Board Assistant	NRNE1	\$26.33	\$27.38	\$28.48	\$29.62	\$30.80	\$32.04	\$33.32	\$34.65		Hourly
Human Resources Assistant		\$4,564	\$4,747	\$4,936	\$5,134	\$5,339	\$5,553	\$5,775	\$6,006		Monthly
		\$54,766	\$56,959	\$59,236	\$61,608	\$64,072	\$66,633	\$69,299	\$72,070		Annual
No Assigned Classifications	NRNE2	\$25.83	\$26.87	\$27.94	\$29.06	\$30.22	\$31.43	\$32.69	\$34.00		Hourly
		\$4,478	\$4,657	\$4,843	\$5,037	\$5,238	\$5,448	\$5,666	\$5,893		Monthly
		\$53,735	\$55,883	\$58,119	\$60,445	\$62,862	\$65,376	\$67,991	\$70,712		Annual
No Assigned Classifications	NRNE2	\$27.38	\$28.48	\$29.62	\$30.80	\$32.04	\$33.32	\$34.65	\$36.04		Hourly
		\$4,747	\$4,936	\$5,134	\$5,339	\$5,553	\$5,775	\$6,006	\$6,246		Monthly
		\$56,959	\$59,236	\$61,608	\$64,072	\$66,633	\$69,299	\$72,070	\$74,955		Annual
Civil Program Manager	NRNE3	\$26.87	\$27.94	\$29.06	\$30.22	\$31.43	\$32.69	\$34.00	\$35.36		Hourly
		\$4,657	\$4,843	\$5,037	\$5,238	\$5,448	\$5,666	\$5,893	\$6,128		Monthly
		\$55,883	\$58,119	\$60,445	\$62,862	\$65,376	\$67,991	\$70,712	\$73,540		Annual
Civil Program Manager	NRNE3	\$28.48	\$29.62	\$30.80	\$32.04	\$33.32	\$34.65	\$36.04	\$37.48		Hourly
		\$4,936	\$5,134	\$5,339	\$5,553	\$5,775	\$6,006	\$6,246	\$6,496		Monthly
		\$59,236	\$61,608	\$64,072	\$66,633	\$69,299	\$72,070	\$74,955	\$77,952		Annual
Human Resources Technician	NRNE4	\$27.94	\$29.06	\$30.22	\$31.43	\$32.69	\$34.00	\$35.36	\$36.77		Hourly
		\$4,843	\$5,037	\$5,238	\$5,448	\$5,666	\$5,893	\$6,128	\$6,373		Monthly
		\$58,119	\$60,445	\$62,862	\$65,376	\$67,991	\$70,712	\$73,540	\$76,482		Annual
Human Resources Technician	NRNE4	\$29.62	\$30.80	\$32.04	\$33.32	\$34.65	\$36.04	\$37.48	\$38.98		Hourly
		\$5,134	\$5,339	\$5,553	\$5,775	\$6,006	\$6,246	\$6,496	\$6,756		Monthly
		\$61,608	\$64,072	\$66,633	\$69,299	\$72,070	\$74,955	\$77,952	\$81,070		Annual
Administrative Analyst	NRNE5	\$29.06	\$30.22	\$31.43	\$32.69	\$34.00	\$35.36	\$36.77	\$38.24		Hourly
		\$5,037	\$5,238	\$5,448	\$5,666	\$5,893	\$6,128	\$6,373	\$6,628		Monthly
		\$60,445	\$62,862	\$65,376	\$67,991	\$70,712	\$73,540	\$76,482	\$79,541		Annual
Administrative Analyst	NRNE5	\$30.80	\$32.04	\$33.32	\$34.65	\$36.04	\$37.48	\$38.98	\$40.54		Hourly
		\$5,339	\$5,553	\$5,775	\$6,006	\$6,246	\$6,496	\$6,756	\$7,026		Monthly
		\$64,072	\$66,633	\$69,299	\$72,070	\$74,955	\$77,952	\$81,070	\$84,313		Annual
No Assigned Classifications	NRNE6	\$30.22	\$31.43	\$32.69	\$34.00	\$35.36	\$36.77	\$38.24	\$39.77		Hourly
		\$5,238	\$5,448	\$5,666	\$5,893	\$6,128	\$6,373	\$6,628	\$6,894		Monthly
		\$62,862	\$65,376	\$67,991	\$70,712	\$73,540	\$76,482	\$79,541	\$82,724		Annual
No Assigned Classifications	NRNE6	\$32.04	\$33.32	\$34.65	\$36.04	\$37.48	\$38.98	\$40.54	\$42.16		Hourly
		\$5,553	\$5,775	\$6,006	\$6,246	\$6,496	\$6,756	\$7,026	\$7,307		Monthly
		\$66,633	\$69,299	\$72,070	\$74,955	\$77,952	\$81,070	\$84,313	\$87,687		Annual
Payroll Specialist	NRNE7	\$31.43	\$32.69	\$34.00	\$35.36	\$36.77	\$38.24	\$39.77	\$41.36		Hourly
		\$5,448	\$5,666	\$5,893	\$6,128	\$6,373	\$6,628	\$6,894	\$7,169		Monthly
		\$65,376	\$67,991	\$70,712	\$73,540	\$76,482	\$79,541	\$82,724	\$86,033		Annual
Payroll Specialist	NRNE7	\$33.32	\$34.65	\$36.04	\$37.48	\$38.98	\$40.54	\$42.16	\$43.84		Hourly
		\$5,775	\$6,006	\$6,246	\$6,496	\$6,756	\$7,026	\$7,307	\$7,600		Monthly
		\$69,299	\$72,070	\$74,955	\$77,952	\$81,070	\$84,313	\$87,687	\$91,196		Annual
No Assigned Classifications	NRNE8	\$32.69	\$34.00	\$35.36	\$36.77	\$38.24	\$39.77	\$41.36	\$43.02		Hourly
		\$5,666	\$5,893	\$6,128	\$6,373	\$6,628	\$6,894	\$7,169	\$7,456		Monthly
		\$67,991	\$70,712	\$73,540	\$76,482	\$79,541	\$82,724	\$86,033	\$89,473		Annual
No Assigned Classifications	NRNE8	\$34.65	\$36.04	\$37.48	\$38.98	\$40.54	\$42.16	\$43.84	\$45.60		Hourly
		\$6,006	\$6,246	\$6,496	\$6,756	\$7,026	\$7,307	\$7,600	\$7,903		Monthly
		\$72,070	\$74,955	\$77,952	\$81,070	\$84,313	\$87,687	\$91,196	\$94,842		Annual
No Assigned Classifications	NRNE9	\$34.00	\$35.36	\$36.77	\$38.24	\$39.77	\$41.36	\$43.02	\$44.74		Hourly
		\$5,893	\$6,128	\$6,373	\$6,628	\$6,894	\$7,169	\$7,456	\$7,754		Monthly
		\$70,712	\$73,540	\$76,482	\$79,541	\$82,724	\$86,033	\$89,473	\$93,053		Annual
No Assigned Classifications	NRNE9	\$36.04	\$37.48	\$38.98	\$40.54	\$42.16	\$43.84	\$45.60	\$47.42		Hourly
		\$6,246	\$6,496	\$6,756	\$7,026	\$7,307	\$7,600	\$7,903	\$8,220		Monthly
		\$74,955	\$77,952	\$81,070	\$84,313	\$87,687	\$91,196	\$94,842	\$98,636		Annual
Expanded Practice Dental Hygienist	NRNEDH	\$38.24	\$39.77	\$41.36	\$43.02	\$44.74	\$46.53	\$48.39	\$50.33		Hourly
		\$6,628	\$6,894	\$7,169	\$7,456	\$7,754	\$8,065	\$8,388	\$8,724		Monthly
		\$79,541	\$82,724	\$86,033	\$89,473	\$93,053	\$96,774	\$100,651	\$104,686		Annual
Expanded Practice Dental Hygienist	NRNEDH	\$40.54	\$42.16	\$43.84	\$45.60	\$47.42	\$49.32	\$51.29	\$53.35		Hourly
		\$7,026	\$7,307	\$7,600	\$7,903	\$8,220	\$8,548	\$8,891	\$9,247		Monthly
		\$84,313	\$87,687	\$91,196	\$94,842	\$98,636	\$102,581	\$106,689	\$110,968		Annual

## Non-Represented (Exempt)

Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
No Assigned Classifications*	NRE3	\$25.84	\$26.87	\$27.95	\$29.07	\$30.23	\$31.44	\$32.70	\$34.01	\$35.37	Hourly
		\$4,479	\$4,658	\$4,844	\$5,038	\$5,240	\$5,450	\$5,668	\$5,895	\$6,131	Monthly
		\$53,748	\$55,896	\$58,128	\$60,456	\$62,880	\$65,400	\$68,016	\$70,740	\$73,572	Annual
No Assigned Classifications*	NRE3	\$27.39	\$28.49	\$29.63	\$30.81	\$32.05	\$33.33	\$34.67	\$36.05	\$37.49	Hourly
		\$4,748	\$4,938	\$5,135	\$5,341	\$5,555	\$5,777	\$6,009	\$6,249	\$6,499	Monthly
		\$56,976	\$59,256	\$61,620	\$64,092	\$66,660	\$69,324	\$72,108	\$74,988	\$77,988	Annual
Facilities Supervisor*	NRE4	\$26.87	\$27.95	\$29.07	\$30.23	\$31.44	\$32.70	\$34.01	\$35.37	\$36.78	Hourly
Park Maintenance Foreman*		\$4,658	\$4,844	\$5,038	\$5,240	\$5,450	\$5,668	\$5,895	\$6,131	\$6,376	Monthly
Solid Waste Transfer Station Supervisor*		\$55,896	\$58,128	\$60,456	\$62,880	\$65,400	\$68,016	\$70,740	\$73,572	\$76,512	Annual
Facilities Supervisor*	NRE4	\$28.49	\$29.63	\$30.81	\$32.05	\$33.33	\$34.67	\$36.05	\$37.49	\$38.99	Hourly
Park Maintenance Foreman*		\$4,938	\$5,135	\$5,341	\$5,555	\$5,777	\$6,009	\$6,249	\$6,499	\$6,759	Monthly
Solid Waste Transfer Station Supervisor*		\$59,256	\$61,620	\$64,092	\$66,660	\$69,324	\$72,108	\$74,988	\$77,988	\$81,108	Annual
Veterans Service Officer*	NRE5	\$27.95	\$29.07	\$30.23	\$31.44	\$32.70	\$34.01	\$35.37	\$36.78	\$38.26	Hourly
		\$4,844	\$5,038	\$5,240	\$5,450	\$5,668	\$5,895	\$6,131	\$6,376	\$6,631	Monthly
		\$58,128	\$60,456	\$62,880	\$65,400	\$68,016	\$70,740	\$73,572	\$76,512	\$79,572	Annual
Veterans Service Officer*	NRE5	\$29.63	\$30.81	\$32.05	\$33.33	\$34.67	\$36.05	\$37.49	\$38.99	\$40.55	Hourly
		\$5,135	\$5,341	\$5,555	\$5,777	\$6,009	\$6,249	\$6,499	\$6,759	\$7,029	Monthly
		\$61,620	\$64,092	\$66,660	\$69,324	\$72,108	\$74,988	\$77,988	\$81,108	\$84,348	Annual
Justice Court Administrator*	NRE6	\$29.07	\$30.23	\$31.44	\$32.70	\$34.01	\$35.37	\$36.78	\$38.26	\$39.78	Hourly
		\$5,038	\$5,240	\$5,450	\$5,668	\$5,895	\$6,131	\$6,376	\$6,631	\$6,896	Monthly
		\$60,456	\$62,880	\$65,400	\$68,016	\$70,740	\$73,572	\$76,512	\$79,572	\$82,752	Annual
Justice Court Administrator*	NRE6	\$30.81	\$32.05	\$33.33	\$34.67	\$36.05	\$37.49	\$38.99	\$40.55	\$42.17	Hourly
		\$5,341	\$5,555	\$5,777	\$6,009	\$6,249	\$6,499	\$6,759	\$7,029	\$7,310	Monthly
		\$64,092	\$66,660	\$69,324	\$72,108	\$74,988	\$77,988	\$81,108	\$84,348	\$87,720	Annual
Clinical Care Coordinator Supervisor *	NRE7	\$30.23	\$31.44	\$32.70	\$34.01	\$35.37	\$36.78	\$38.26	\$39.78	\$41.38	Hourly
Clinical Supervisor - Medical Assistants*		\$5,240	\$5,450	\$5,668	\$5,895	\$6,131	\$6,376	\$6,631	\$6,896	\$7,172	Monthly
Community Health Office Supervisor*		\$62,880	\$65,400	\$68,016	\$70,740	\$73,572	\$76,512	\$79,572	\$82,752	\$86,064	Annual
District Attorney's Office Manager*											
Parks Office Manager*											
Sheriff's Office Manager*											
Clinical Care Coordinator Supervisor *	NRE7	\$32.05	\$33.33	\$34.67	\$36.05	\$37.49	\$38.99	\$40.55	\$42.17	\$43.86	Hourly
Clinical Supervisor - Medical Assistants*		\$5,555	\$5,777	\$6,009	\$6,249	\$6,499	\$6,759	\$7,029	\$7,310	\$7,603	Monthly
Community Health Office Supervisor*		\$66,660	\$69,324	\$72,108	\$74,988	\$77,988	\$81,108	\$84,348	\$87,720	\$91,236	Annual
District Attorney's Office Manager*											
Parks Office Manager*											
Sheriff's Office Manager*											
Chief Deputy Clerk*	NRE8	\$31.44	\$32.70	\$34.01	\$35.37	\$36.78	\$38.26	\$39.78	\$41.38	\$43.03	Hourly
Chief Deputy of Assessment and Taxation*		\$5,450	\$5,668	\$5,895	\$6,131	\$6,376	\$6,631	\$6,896	\$7,172	\$7,459	Monthly
Human Resources Generalist*		\$65,400	\$68,016	\$70,740	\$73,572	\$76,512	\$79,572	\$82,752	\$86,064	\$89,508	Annual
Public Works Shop Supervisor*											
Road District Supervisor*											
Chief Deputy Clerk*	NRE8	\$33.33	\$34.67	\$36.05	\$37.49	\$38.99	\$40.55	\$42.17	\$43.86	\$45.62	Hourly
Chief Deputy of Assessment and Taxation*		\$5,777	\$6,009	\$6,249	\$6,499	\$6,759	\$7,029	\$7,310	\$7,603	\$7,907	Monthly
Human Resources Generalist*		\$69,324	\$72,108	\$74,988	\$77,988	\$81,108	\$84,348	\$87,720	\$91,236	\$94,884	Annual
Public Works Shop Supervisor*											
Road District Supervisor*											
Library Manager*	NRE9	\$32.70	\$34.01	\$35.37	\$36.78	\$38.26	\$39.78	\$41.38	\$43.03	\$44.75	Hourly
		\$5,668	\$5,895	\$6,131	\$6,376	\$6,631	\$6,896	\$7,172	\$7,459	\$7,757	Monthly
		\$68,016	\$70,740	\$73,572	\$76,512	\$79,572	\$82,752	\$86,064	\$89,508	\$93,084	Annual
Library Manager*	NRE9	\$34.67	\$36.05	\$37.49	\$38.99	\$40.55	\$42.17	\$43.86	\$45.62	\$47.44	Hourly
		\$6,009	\$6,249	\$6,499	\$6,759	\$7,029	\$7,310	\$7,603	\$7,907	\$8,223	Monthly
		\$72,108	\$74,988	\$77,988	\$81,108	\$84,348	\$87,720	\$91,236	\$94,884	\$98,676	Annual
Chief Appraiser*	NRE10	\$34.01	\$35.37	\$36.78	\$38.26	\$39.78	\$41.38	\$43.03	\$44.75	\$46.54	Hourly
Emergency Management Director*		\$5,895	\$6,131	\$6,376	\$6,631	\$6,896	\$7,172	\$7,459	\$7,757	\$8,067	Monthly
Solid Waste Program Manager*		\$70,740	\$73,572	\$76,512	\$79,572	\$82,752	\$86,064	\$89,508	\$93,084	\$96,804	Annual
Chief Appraiser*	NRE10	\$36.05	\$37.49	\$38.99	\$40.55	\$42.17	\$43.86	\$45.62	\$47.44	\$49.34	Hourly
Emergency Management Director*		\$6,249	\$6,499	\$6,759	\$7,029	\$7,310	\$7,603	\$7,907	\$8,223	\$8,552	Monthly
Solid Waste Program Manager*		\$74,988	\$77,988	\$81,108	\$84,348	\$87,720	\$91,236	\$94,884	\$98,676	\$102,624	Annual
Accounting Manager*	NRE11	\$35.37	\$36.78	\$38.26	\$39.78	\$41.38	\$43.03	\$44.75	\$46.54	\$48.40	Hourly
Chief Medicolegal Death Investigator*		\$6,131	\$6,376	\$6,631	\$6,896	\$7,172	\$7,459	\$7,757	\$8,067	\$8,390	Monthly
Community Health Administrative Manager*		\$73,572	\$76,512	\$79,572	\$82,752	\$86,064	\$89,508	\$93,084	\$96,804	\$100,680	Annual
Community Health Communications Manager*											
Community Health Dental Manager*											
Community Health Program Manager*											
Accounting Manager*	NRE11	\$37.49	\$38.99	\$40.55	\$42.17	\$43.86	\$45.62	\$47.44	\$49.34	\$51.31	Hourly
Chief Medicolegal Death Investigator*		\$6,499	\$6,759	\$7,029	\$7,310	\$7,603	\$7,907	\$8,223	\$8,552	\$8,894	Monthly
Community Health Administrative Manager*		\$77,988	\$81,108	\$84,348	\$87,720	\$91,236	\$94,884	\$98,676	\$102,624	\$106,728	Annual
Community Health Communications Manager*											
Community Health Dental Manager*											
Community Health Program Manager*											
Human Resources Analyst*	NRE12	\$36.78	\$38.26	\$39.78	\$41.38	\$43.03	\$44.75	\$46.54	\$48.40	\$50.34	Hourly
Information Services Operations Manager*		\$6,376	\$6,631	\$6,896	\$7,172	\$7,459	\$7,757	\$8,067	\$8,390	\$8,726	Monthly
		\$76,512	\$79,572	\$82,752	\$86,064	\$89,508	\$93,084	\$96,804	\$100,680	\$104,712	Annual

## Non-Represented (Exempt)

Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9		
Human Resources Analyst*	NRE12	\$38.99	\$40.55	\$42.17	\$43.86	\$45.62	\$47.44	\$49.34	\$51.31	\$53.37	Hourly	PERS/OPSRP
Information Services Operations Manager*		\$6,759	\$7,029	\$7,310	\$7,603	\$7,907	\$8,223	\$8,552	\$8,894	\$9,250	Monthly	
		\$81,108	\$84,348	\$87,720	\$91,236	\$94,884	\$98,676	\$102,624	\$106,728	\$111,000	Annual	
Behavioral Health Clinician Assistant Manager*	NRE13	\$38.26	\$39.78	\$41.38	\$43.03	\$44.75	\$46.54	\$48.40	\$50.34	\$52.36	Hourly	PERS/OPSRP
Community Health Clinic Manager*		\$6,631	\$6,896	\$7,172	\$7,459	\$7,757	\$8,067	\$8,390	\$8,726	\$9,075	Monthly	
Deputy District Attorney 1*		\$79,572	\$82,752	\$86,064	\$89,508	\$93,084	\$96,804	\$100,680	\$104,712	\$108,900	Annual	
Environmental Health Program Manager*												
Behavioral Health Clinician Assistant Manager*	NRE13	\$40.55	\$42.17	\$43.86	\$45.62	\$47.44	\$49.34	\$51.31	\$53.37	\$55.50	Hourly	PERS/OPSRP
Community Health Clinic Manager*		\$7,029	\$7,310	\$7,603	\$7,907	\$8,223	\$8,552	\$8,894	\$9,250	\$9,620	Monthly	
Deputy District Attorney 1*		\$84,348	\$87,720	\$91,236	\$94,884	\$98,676	\$102,624	\$106,728	\$111,000	\$115,440	Annual	
Environmental Health Program Manager*												
Assistant Building Official*	NRE14	\$39.78	\$41.38	\$43.03	\$44.75	\$46.54	\$48.40	\$50.34	\$52.36	\$54.45	Hourly	PERS/OPSRP
Behavioral Health Clinician Manager*		\$6,896	\$7,172	\$7,459	\$7,757	\$8,067	\$8,390	\$8,726	\$9,075	\$9,438	Monthly	
Community Health Clinical Manager*		\$82,752	\$86,064	\$89,508	\$93,084	\$96,804	\$100,680	\$104,712	\$108,900	\$113,256	Annual	
Engineering Project Manager*												
Environmental Program Manager*												
Human Resources Manager*												
Operations Superintendent*												
Assistant Building Official*	NRE14	\$42.17	\$43.86	\$45.62	\$47.44	\$49.34	\$51.31	\$53.37	\$55.50	\$57.72	Hourly	PERS/OPSRP
Behavioral Health Clinician Manager*		\$7,310	\$7,603	\$7,907	\$8,223	\$8,552	\$8,894	\$9,250	\$9,620	\$10,005	Monthly	
Community Health Clinical Manager*		\$87,720	\$91,236	\$94,884	\$98,676	\$102,624	\$106,728	\$111,000	\$115,440	\$120,060	Annual	
Engineering Project Manager*												
Environmental Program Manager*												
Human Resources Manager*												
Operations Superintendent*												
Building Official*	NRE15	\$41.38	\$43.03	\$44.75	\$46.54	\$48.40	\$50.34	\$52.36	\$54.45	\$56.63	Hourly	PERS/OPSRP
Deputy District Attorney 2*		\$7,172	\$7,459	\$7,757	\$8,067	\$8,390	\$8,726	\$9,075	\$9,438	\$9,816	Monthly	
Health Care Data Analyst & EMR Systems Manager*		\$86,064	\$89,508	\$93,084	\$96,804	\$100,680	\$104,712	\$108,900	\$113,256	\$117,792	Annual	
Building Official*	NRE15	\$43.86	\$45.62	\$47.44	\$49.34	\$51.31	\$53.37	\$55.50	\$57.72	\$60.03	Hourly	PERS/OPSRP
Deputy District Attorney 2*		\$7,603	\$7,907	\$8,223	\$8,552	\$8,894	\$9,250	\$9,620	\$10,005	\$10,405	Monthly	
Health Care Data Analyst & EMR Systems Manager*		\$91,236	\$94,884	\$98,676	\$102,624	\$106,728	\$111,000	\$115,440	\$120,060	\$124,860	Annual	
Community Health Chief Financial Officer*	NRE16	\$43.03	\$44.75	\$46.54	\$48.40	\$50.34	\$52.36	\$54.45	\$56.63	\$58.90	Hourly	PERS/OPSRP
Community Health Chief Operations Officer*		\$7,459	\$7,757	\$8,067	\$8,390	\$8,726	\$9,075	\$9,438	\$9,816	\$10,209	Monthly	
Community Public Health Deputy Director*		\$89,508	\$93,084	\$96,804	\$100,680	\$104,712	\$108,900	\$113,256	\$117,792	\$122,508	Annual	
Community Health Chief Financial Officer*	NRE16	\$45.62	\$47.44	\$49.34	\$51.31	\$53.37	\$55.50	\$57.72	\$60.03	\$62.43	Hourly	PERS/OPSRP
Community Health Chief Operations Officer*		\$7,907	\$8,223	\$8,552	\$8,894	\$9,250	\$9,620	\$10,005	\$10,405	\$10,822	Monthly	
Community Public Health Deputy Director*		\$94,884	\$98,676	\$102,624	\$106,728	\$111,000	\$115,440	\$120,060	\$124,860	\$129,864	Annual	
Deputy District Attorney 3*	NRE17	\$44.75	\$46.54	\$48.40	\$50.34	\$52.36	\$54.45	\$56.63	\$58.90	\$61.25	Hourly	PERS/OPSRP
		\$7,757	\$8,067	\$8,390	\$8,726	\$9,075	\$9,438	\$9,816	\$10,209	\$10,617	Monthly	
		\$93,084	\$96,804	\$100,680	\$104,712	\$108,900	\$113,256	\$117,792	\$122,508	\$127,404	Annual	
Deputy District Attorney 3*	NRE17	\$47.44	\$49.34	\$51.31	\$53.37	\$55.50	\$57.72	\$60.03	\$62.43	\$64.93	Hourly	PERS/OPSRP
		\$8,223	\$8,552	\$8,894	\$9,250	\$9,620	\$10,005	\$10,405	\$10,822	\$11,255	Monthly	
		\$98,676	\$102,624	\$106,728	\$111,000	\$115,440	\$120,060	\$124,860	\$129,864	\$135,060	Annual	
No Assigned Classifications*	NRE18	\$46.54	\$48.40	\$50.34	\$52.36	\$54.45	\$56.63	\$58.90	\$61.25	\$63.70	Hourly	PERS/OPSRP
		\$8,067	\$8,390	\$8,726	\$9,075	\$9,438	\$9,816	\$10,209	\$10,617	\$11,042	Monthly	
		\$96,804	\$100,680	\$104,712	\$108,900	\$113,256	\$117,792	\$122,508	\$127,404	\$132,504	Annual	
No Assigned Classifications*	NRE18	\$49.34	\$51.31	\$53.37	\$55.50	\$57.72	\$60.03	\$62.43	\$64.93	\$67.53	Hourly	PERS/OPSRP
		\$8,552	\$8,894	\$9,250	\$9,620	\$10,005	\$10,405	\$10,822	\$11,255	\$11,705	Monthly	
		\$102,624	\$106,728	\$111,000	\$115,440	\$120,060	\$124,860	\$129,864	\$135,060	\$140,460	Annual	
Chief Deputy District Attorney*	NRE19	\$48.40	\$50.34	\$52.36	\$54.45	\$56.63	\$58.90	\$61.25	\$63.70	\$66.25	Hourly	PERS/OPSRP
		\$8,390	\$8,726	\$9,075	\$9,438	\$9,816	\$10,209	\$10,617	\$11,042	\$11,484	Monthly	
		\$100,680	\$104,712	\$108,900	\$113,256	\$117,792	\$122,508	\$127,404	\$132,504	\$137,808	Annual	
Chief Deputy District Attorney*	NRE19	\$51.31	\$53.37	\$55.50	\$57.72	\$60.03	\$62.43	\$64.93	\$67.53	\$70.23	Hourly	PERS/OPSRP
		\$8,894	\$9,250	\$9,620	\$10,005	\$10,405	\$10,822	\$11,255	\$11,705	\$12,174	Monthly	
		\$106,728	\$111,000	\$115,440	\$120,060	\$124,860	\$129,864	\$135,060	\$140,460	\$146,088	Annual	

# 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)

Executive Service											
Job Title	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	
No Assigned Classifications	ES5	\$39.81	\$41.41	\$43.06	\$44.79	\$46.58	\$48.44	\$50.38	\$52.40		Hourly
		\$6,901	\$7,177	\$7,464	\$7,763	\$8,074	\$8,397	\$8,733	\$9,082		Monthly
		\$82,812	\$86,124	\$89,568	\$93,156	\$96,888	\$100,764	\$104,796	\$108,984		Annual
No Assigned Classifications	ES5	\$42.21	\$43.89	\$45.65	\$47.48	\$49.38	\$51.35	\$53.41	\$55.54		Hourly
		\$7,316	\$7,608	\$7,912	\$8,229	\$8,559	\$8,901	\$9,257	\$9,627		Monthly
		\$87,792	\$91,296	\$94,944	\$98,748	\$102,708	\$106,812	\$111,084	\$115,524		Annual
No Assigned Classifications	ES6	\$41.41	\$43.06	\$44.79	\$46.58	\$48.44	\$50.38	\$52.40	\$54.49		Hourly
		\$7,177	\$7,464	\$7,763	\$8,074	\$8,397	\$8,733	\$9,082	\$9,445		Monthly
		\$86,124	\$89,568	\$93,156	\$96,888	\$100,764	\$104,796	\$108,984	\$113,340		Annual
No Assigned Classifications	ES6	\$43.89	\$45.65	\$47.48	\$49.38	\$51.35	\$53.41	\$55.54	\$57.76		Hourly
		\$7,608	\$7,912	\$8,229	\$8,559	\$8,901	\$9,257	\$9,627	\$10,012		Monthly
		\$91,296	\$94,944	\$98,748	\$102,708	\$106,812	\$111,084	\$115,524	\$120,144		Annual
County Surveyor	ES7	\$43.06	\$44.79	\$46.58	\$48.44	\$50.38	\$52.40	\$54.49	\$56.67		Hourly
Juvenile Director		\$7,464	\$7,763	\$8,074	\$8,397	\$8,733	\$9,082	\$9,445	\$9,823		Monthly
Parks Director		\$89,568	\$93,156	\$96,888	\$100,764	\$104,796	\$108,984	\$113,340	\$117,876		Annual
County Surveyor	ES7	\$45.65	\$47.48	\$49.38	\$51.35	\$53.41	\$55.54	\$57.76	\$60.08		Hourly
Juvenile Director		\$7,912	\$8,229	\$8,559	\$8,901	\$9,257	\$9,627	\$10,012	\$10,413		Monthly
Parks Director		\$94,944	\$98,748	\$102,708	\$106,812	\$111,084	\$115,524	\$120,144	\$124,956		Annual
Library Director	ES8	\$44.79	\$46.58	\$48.44	\$50.38	\$52.40	\$54.49	\$56.67	\$58.94		Hourly
		\$7,763	\$8,074	\$8,397	\$8,733	\$9,082	\$9,445	\$9,823	\$10,216		Monthly
		\$93,156	\$96,888	\$100,764	\$104,796	\$108,984	\$113,340	\$117,876	\$122,592		Annual
Library Director	ES8	\$47.48	\$49.38	\$51.35	\$53.41	\$55.54	\$57.76	\$60.08	\$62.48		Hourly
		\$8,229	\$8,559	\$8,901	\$9,257	\$9,627	\$10,012	\$10,413	\$10,829		Monthly
		\$98,748	\$102,708	\$106,812	\$111,084	\$115,524	\$120,144	\$124,956	\$129,948		Annual
No Assigned Classifications	ES9	\$46.58	\$48.44	\$50.38	\$52.40	\$54.49	\$56.67	\$58.94	\$61.30		Hourly
		\$8,074	\$8,397	\$8,733	\$9,082	\$9,445	\$9,823	\$10,216	\$10,625		Monthly
		\$96,888	\$100,764	\$104,796	\$108,984	\$113,340	\$117,876	\$122,592	\$127,500		Annual
No Assigned Classifications	ES9	\$49.38	\$51.35	\$53.41	\$55.54	\$57.76	\$60.08	\$62.48	\$64.98		Hourly
		\$8,559	\$8,901	\$9,257	\$9,627	\$10,012	\$10,413	\$10,829	\$11,263		Monthly
		\$102,708	\$106,812	\$111,084	\$115,524	\$120,144	\$124,956	\$129,948	\$135,156		Annual
Director of Financial Services	ES10	\$48.44	\$50.38	\$52.40	\$54.49	\$56.67	\$58.94	\$61.30	\$63.75		Hourly
Information Services Director		\$8,397	\$8,733	\$9,082	\$9,445	\$9,823	\$10,216	\$10,625	\$11,050		Monthly
		\$100,764	\$104,796	\$108,984	\$113,340	\$117,876	\$122,592	\$127,500	\$132,600		Annual
Director of Financial Services	ES10	\$51.35	\$53.41	\$55.54	\$57.76	\$60.08	\$62.48	\$64.98	\$67.58		Hourly
Information Services Director		\$8,901	\$9,257	\$9,627	\$10,012	\$10,413	\$10,829	\$11,263	\$11,713		Monthly
		\$106,812	\$111,084	\$115,524	\$120,144	\$124,956	\$129,948	\$135,156	\$140,556		Annual
Community Development Director	ES11	\$50.38	\$52.40	\$54.49	\$56.67	\$58.94	\$61.30	\$63.75	\$66.30		Hourly
Health and Human Services Administrator		\$8,733	\$9,082	\$9,445	\$9,823	\$10,216	\$10,625	\$11,050	\$11,492		Monthly
Human Resources and Risk Management Director		\$104,796	\$108,984	\$113,340	\$117,876	\$122,592	\$127,500	\$132,600	\$137,904		Annual
Community Development Director	ES11	\$53.41	\$55.54	\$57.76	\$60.08	\$62.48	\$64.98	\$67.58	\$70.28		Hourly
Health and Human Services Administrator		\$9,257	\$9,627	\$10,012	\$10,413	\$10,829	\$11,263	\$11,713	\$12,182		Monthly
Human Resources and Risk Management Director		\$111,084	\$115,524	\$120,144	\$124,956	\$129,948	\$135,156	\$140,556	\$146,184		Annual
Public Works Director	ES12	\$52.40	\$54.49	\$56.67	\$58.94	\$61.30	\$63.75	\$66.30	\$68.95		Hourly
		\$9,082	\$9,445	\$9,823	\$10,216	\$10,625	\$11,050	\$11,492	\$11,952		Monthly
		\$108,984	\$113,340	\$117,876	\$122,592	\$127,500	\$132,600	\$137,904	\$143,424		Annual
Public Works Director	ES12	\$55.54	\$57.76	\$60.08	\$62.48	\$64.98	\$67.58	\$70.28	\$73.10		Hourly
		\$9,627	\$10,012	\$10,413	\$10,829	\$11,263	\$11,713	\$12,182	\$12,670		Monthly
		\$115,524	\$120,144	\$124,956	\$129,948	\$135,156	\$140,556	\$146,184	\$152,040		Annual
Chief Administrative Officer	ES13	\$54.49	\$56.67	\$58.94	\$61.30	\$63.75	\$66.30	\$68.95	\$71.71		Hourly
		\$9,445	\$9,823	\$10,216	\$10,625	\$11,050	\$11,492	\$11,952	\$12,430		Monthly
		\$113,340	\$117,876	\$122,592	\$127,500	\$132,600	\$137,904	\$143,424	\$149,160		Annual
Chief Administrative Officer	ES13	\$57.76	\$60.08	\$62.48	\$64.98	\$67.58	\$70.28	\$73.10	\$76.02		Hourly
		\$10,012	\$10,413	\$10,829	\$11,263	\$11,713	\$12,182	\$12,670	\$13,176		Monthly
		\$120,144	\$124,956	\$129,948	\$135,156	\$140,556	\$146,184	\$152,040	\$158,112		Annual
No Assigned Classifications	ES14	\$56.67	\$58.94	\$61.30	\$63.75	\$66.30	\$68.95	\$71.71	\$74.58		Hourly
		\$9,823	\$10,216	\$10,625	\$11,050	\$11,492	\$11,952	\$12,430	\$12,927		Monthly
		\$117,876	\$122,592	\$127,500	\$132,600	\$137,904	\$143,424	\$149,160	\$155,124		Annual
No Assigned Classifications	ES14	\$60.08	\$62.48	\$64.98	\$67.58	\$70.28	\$73.10	\$76.02	\$79.06		Hourly
		\$10,413	\$10,829	\$11,263	\$11,713	\$12,182	\$12,670	\$13,176	\$13,703		Monthly
		\$124,956	\$129,948	\$135,156	\$140,556	\$146,184	\$152,040	\$158,112	\$164,436		Annual
County Counsel	ESCC	\$88.82	\$92.37	\$96.06	\$99.91	\$103.90	\$108.06	\$112.38	\$116.87		Hourly
		\$15,395	\$16,011	\$16,651	\$17,317	\$18,010	\$18,730	\$19,479	\$20,258		Monthly
		\$184,740	\$192,132	\$199,812	\$207,804	\$216,120	\$224,760	\$233,748	\$243,096		Annual
County Counsel	ESCC	\$94.15	\$97.92	\$101.83	\$105.90	\$110.14	\$114.54	\$119.12	\$123.88		Hourly
		\$16,319	\$16,972	\$17,650	\$18,356	\$19,091	\$19,854	\$20,648	\$21,473		Monthly
		\$195,828	\$203,664	\$211,800	\$220,272	\$229,092	\$238,248	\$247,776	\$257,676		Annual

Part Time employee benefits are based on prorated FTE.

Notes:

Revised and adopted by BOCC 01/28/2026