



TILLAMOOK COUNTY BOARD OF COMMISSIONERS NOTICE OF MEETING AGENDAS

BOARD OF COMMISSIONERS

Erin D. Skaar, Chair
eskaar@co.tillamook.or.us

Mary Faith Bell, Vice-Chair
mfbell@co.tillamook.or.us

David Yamamoto, Commissioner
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CONTACT

Tillamook County Courthouse
201 Laurel Avenue
Tillamook, Oregon 97141
503.842.3403
www.co.tillamook.or.us

COMMUNITY UPDATE MEETING

Tuesday, January 10, 2023 at 8:00 a.m.

Teleconference and KTIL-FM at 95.9

BOARD MEETING

Wednesday, January 11, 2023 at 9:00 a.m.

Board of Commissioners' Meeting Room 106

County Courthouse, Teleconference, and Live Video at tctvonline.com

AGENDAS

COMMUNITY UPDATE – 2023-01-10 COMMUNITY UPDATE AUDIO LOG. MP4

CALL TO ORDER: Tuesday, January 10, 2023 8:00 a.m.

1. 00:26 Welcome and Board of Commissioners' Roll Call
2. 00:59 Adventist Health Tillamook
3. 06:38 Coastal Caucus
4. 11:26 Nehalem Bay Health Center & Pharmacy
5. 13:06 Tillamook Family Counseling Center
6. 14:54 Sheriff's Office
7. 24:48 Emergency Management
8. 29:12 Board of Commissioners
9. Cities
 - 52:45 Manzanita
 - 58:41 Garibaldi
 - 58:52 Bay City
 - 59:33 Tillamook
 - 1:07:34 South County

ADJOURN – 9:10 a.m.

MEETING – 2023-01-11 BOCC MEETING AUDIO.MP4

CALL TO ORDER: Wednesday, January 11, 2023 9:00 a.m.

1. 01:29 Welcome & Request to Sign Guest List
2. 01:37 Pledge of Allegiance
3. 02:00 Public Comment: There were none.
4. 02:14 Non-Agenda Items:
Item #12 Postponed/Rachel Hagerty, Chief of Staff

CONSENT CALENDAR

5. 02:32 New Outlet and Limited On-Premises Sales Liquor License Application for Doryland Pizza

A motion was made by Commissioner Yamamoto and seconded by Vice-Chair Bell. The motion passed with three aye votes. The Chair signed the application.

LEGISLATIVE – ADMINISTRATIVE

6. 03:11 Discussion and Consideration of a Resolution in the Matter of Proclaiming 2023 as a Year of Celebrating Adventist Health Tillamook and Its 50 years of Caring for Tillamook County/Eric Swanson, President, Adventist Health Tillamook

A motion was made by Commissioner Yamamoto and seconded by Vice-Chair Bell. The motion passed with three aye votes. The Board signed #R23-002.
7. 11:28 Discussion and Consideration of an Order in the Matter of the Appointment and Reappointment of Members to the Tillamook County Wellness Advisory Committee/Michelle Jenck, Director, Well-Being, Adventist Health Tillamook

A motion was made by Commissioner Yamamoto and seconded by Vice-Chair Bell. The motion passed with three aye votes. The Board signed Order #23-005.
8. 23:58 Discussion and Consideration of an Eleventh Amendment to Oregon Health Authority 2021-2023 Intergovernmental Agreement #169528 for the Financing of Public Health Services/Marlene Putman, Administrator, Health and Human Services Department

A motion was made by Commissioner Yamamoto and seconded by Vice-Chair Bell. The motion passed with three aye votes. The Chair signed the amendment.

9. 26:43 Discussion and Consideration of a Professional Services Agreement #22/23-012 with Smile Studio for Federally Qualified Health Center (FQHC) Oregon Health Plan Medicaid and Non-Insured Dental Services/Marlene Putman, Administrator, Health and Human Services Department
- A motion was made by Commissioner Yamamoto and seconded by Vice-Chair Bell. The motion passed with three aye votes. The Board signed the agreement.
10. 30:45 Discussion and Consideration of a Grant Application to the National Alliance of State and Territorial AIDS Directors' (NASTAD) for Strengthening Syringe Services Programs Capacity Through Direct Program Funding/Marlene Putman, Administrator, Health and Human Services Department; Rachel Koljesky, Public Health Program Representative, Health and Human Services Department
- A motion was made by Commissioner Yamamoto and seconded by Vice-Chair Bell. The motion passed with three aye votes. The Board approved the grant application.
11. 38:46 Discussion and Consideration of a Professional Services Agreement with Camp Creek Electric for Electric Design and Engineering for Pacific City Transfer Station/David McCall, Solid Waste Program Manager, Public Works
- A motion was made by Commissioner Yamamoto and seconded by Vice-Chair Bell. The motion passed with three aye votes. The Board signed the agreement.
12. Discussion and Consideration of a Contract for Services with Clair Company for Third-Party Services to Support the Department of Community Development Building Division/Sarah Absher, Director, Department of Community Development
- AGENDA ITEM POSTPONED**
13. 43:17 Discussion and Consideration of a Revised AFSCME Pay Table Effective January 1, 2023/Shawn Blanchard, Treasurer
- A motion was made by Commissioner Yamamoto and seconded by Vice-Chair Bell. The motion passed with three aye votes. The Board approved the pay table.
14. 55:57 Discussion and Consideration of a Revised AFSCME Union Behavioral Health Pay Table Effective January 1, 2023/Shawn Blanchard, Treasurer
- A motion was made by Commissioner Yamamoto and seconded by Vice-Chair Bell. The motion passed with three aye votes. The Board approved the pay table.
15. 56:59 Discussion and Consideration of a Revised AFSCME Union Information Services Pay Table Effective January 1, 2023/Shawn Blanchard, Treasurer
- A motion was made by Commissioner Yamamoto and seconded by Vice-Chair Bell. The motion passed with three aye votes. The Board approved the pay table.

16. 57:41 Discussion and Consideration of a Revised Part-Time/Temporary Pay Table Effective January 1, 2023/Shawn Blanchard, Treasurer
- A motion was made by Commissioner Yamamoto and seconded by Vice-Chair Bell. The motion passed with three aye votes. The Board approved the pay table.
17. 58:26 Discussion and Consideration of a Revised Executive Service Pay Table Effective January 1, 2023/Shawn Blanchard, Treasurer
- A motion was made by Commissioner Yamamoto and seconded by Vice-Chair Bell. The motion passed with three aye votes. The Board approved the pay table.
18. 1:00:18 Discussion and Consideration of a Revised Health Provider Pay Table Effective January 1, 2023/Shawn Blanchard, Treasurer
- A motion was made by Commissioner Yamamoto and seconded by Vice-Chair Bell. The motion passed with three aye votes. The Board approved the pay table.
19. 1:01:22 Discussion and Consideration of a Revised Justice Facility Pay Table Effective January 1, 2023/Shawn Blanchard, Treasurer
- A motion was made by Commissioner Yamamoto and seconded by Vice-Chair Bell. The motion passed with three aye votes. The Board approved the pay table.
20. 1:02:00 Discussion and Consideration of a Revised Teamsters Union Pay Table Effective January 1, 2023/Shawn Blanchard, Treasurer
- A motion was made by Commissioner Yamamoto and seconded by Vice-Chair Bell. The motion passed with three aye votes. The Board approved the pay table.
21. 1:02:57 Discussion and Consideration of a Revised Non-Represented/Non-Exempt Pay Table Effective January 1, 2023/Shawn Blanchard, Treasurer
- A motion was made by Commissioner Yamamoto and seconded by Vice-Chair Bell. The motion passed with three aye votes. The Board approved the pay table.
22. 1:09:45 Discussion and Consideration of an Order in the Matter of Directing the Sheriff to Advertise and Sell Certain Properties/Rachel Hagerty, Chief of Staff
- A motion was made by Commissioner Yamamoto and seconded by Vice-Chair Bell. The motion passed with three aye votes. The Board signed Order #23-006.
23. 1:12:07 Board Concerns – Non-Agenda Items: There were none.
24. 1:12:16 Board Announcements

Chair Skaar recessed the meeting at 10:14 a.m. to go into executive session pursuant to ORS 192.660 (2)(d).

**Chair Skaar reconvened the meeting at 11:53 a.m. – 2023-01-11 BOCC MEETING AUDIO.MP4
PART II**

ADJOURN – 11:53 a.m.

JOIN THE BOARD OF COMMISSIONERS' MEETINGS

The board is committed to community participation and provides opportunity for public attendance during meetings via in-person and teleconference.

- **Community Update Meetings: Tuesdays at 8:00 a.m.**
 - Teleconference: Dial 971-254-3149, Conference ID: 736 023 979#
 - Radio: KTIL-FM at 95.9

- **Board Meetings: Wednesdays at 9:00 a.m.**
 - County Courthouse: Board of Commissioners' Meeting Room 106, 201 Laurel Avenue, Tillamook
 - Teleconference: Dial 971-254-3149, Conference ID: 736 023 979#
 - Live Video: tctvonline.com

MEETING INFORMATION AND RULES

- Matters for discussion and consideration by the board shall be placed on an agenda prepared by the staff and approved by the board chair. Any commissioner may request items on the agenda.
- Public hearings are formal proceedings publicized through a special public notice issued to media and others. Public hearings held by the board are to provide the board an opportunity to hear from the public about a specific topic. Public hearings are therefore different regarding audience participation at board meetings.
- Commissioners shall be addressed by their title followed by their last name.
- Commissioners shall obtain approval from the chair before speaking or asking questions of staff, presenters, and public. As a courtesy, the chair shall allow an opportunity, by the commissioner who has the floor, to ask immediate follow-up questions.
- A majority of the board shall constitute a quorum and be necessary for the transaction of business.
- All board meeting notices are publicized in accordance with public meeting laws.
- All board meetings shall commence with the Pledge of Allegiance.
- The chair will utilize the gavel as needed to maintain order, commence and adjourn meetings, and signal approval of motions.
- The board reserves the right to recess to executive session as may be required at any time during these meetings, pursuant to ORS 192.660(1).
- The courthouse is accessible to persons with disabilities. If special accommodations are needed for persons with hearing visual, or manual impairments who wish to participate in the meeting, contact (503) 842-3403 at least 24 hours prior to the meeting so that the appropriate communications assistance can be arranged.

PUBLIC COMMENT

- Providing public comment is an opportunity for constituents to be heard and express their views to the board.
- The board allows public comment at board meetings during the public comment period designated on the agenda.
- Comments are limited to one per person and per agenda item.
- Comments must be related to the agenda item(s) previously registered to comment on.
- The allotted time for public comments is two minutes per person; this time may not be allotted to another speaker. The chair may, at their sole discretion, further limit or expand the amount of time.
- The public comment opportunity is not a discussion, debate, or dialogue between the speaker and the board, which may or may not respond.
- Members of the public do not have the right to disrupt the meeting; the board may prohibit demonstrations such as booing, hissing, or clapping.
- Remarks containing hate speech, profanity, obscenity, name calling or personal attacks, defamation to a person, people, or organization, or other remarks the board deems inappropriate will not be allowed.
- Failure to follow all rules and procedures may result in not being able to provide public comment and/or being removed from the meeting.

In-Person Procedures

- Sign in before the meeting begins and indicate your desire to provide public comment and which agenda item you would like to comment on. When your name is announced, please come forward to the table placed in front of the dais and for the record, first identify yourself, area of residence, and organization represented, if any.

Virtual Procedures

- Register by sending an email to publiccomments@co.tillamook.or.us by 12:00 p.m. on the Tuesday prior to the board meeting. The email must contain all of the following information:
 - Full name, area of residence, and phone number.
 - Agenda item(s), you wish to comment on.
- Once registered, and before the start of the meeting, board staff will email a Microsoft Teams meeting link.
- When logged in to the meeting you must remain muted with your camera off until your name is called, then you unmute and turn on your camera.
- The chair may require those providing virtual comment to turn on their camera while providing comment or testimony.

Written Procedures

- Written comments may be mailed to 201 Laurel Avenue, Tillamook, Oregon 97141 or emailed to: publiccomments@co.tillamook.or.us.
- Written comments received by 12:00 p.m. on the Tuesday prior to the board meeting will be distributed to the board and posted online. All written comments submitted become part of the permanent public meeting record.

AGENDAS

COMMUNITY UPDATE

CALL TO ORDER: Tuesday, January 10, 2023 8:00 a.m.

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2. Adventist Health Tillamook
3. Coastal Caucus
4. Tillamook County Community Health Center
5. Nehalem Bay Health Center & Pharmacy
6. Tillamook Family Counseling Center
7. Sheriff's Office
8. Emergency Management
9. Board of Commissioners
10. Cities
 - a. Manzanita
 - b. Nehalem
 - c. Wheeler
 - d. Rockaway Beach
 - e. Garibaldi
 - f. Bay City
 - g. Tillamook
 - h. South County

ADJOURN

MEETING

CALL TO ORDER: Wednesday, January 11, 2023 9:00 a.m.

1. Welcome & Request to Sign Guest List
2. Pledge of Allegiance
3. Public Comment
4. Non-Agenda Items

CONSENT CALENDAR

5. New Outlet and Limited On-Premises Sales Liquor License Application for Doryland Pizza

LEGISLATIVE – ADMINISTRATIVE

6. Discussion and Consideration of a Resolution in the Matter of Proclaiming 2023 as a Year of Celebrating Adventist Health Tillamook and Its 50 years of Caring for Tillamook County/Eric Swanson, President, Adventist Health Tillamook
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12. Discussion and Consideration of a Contract for Services with Clair Company for Third-Party Services to Support the Department of Community Development Building Division/Sarah Absher, Director, Department of Community Development

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14. Discussion and Consideration of a Revised AFSCME Union Behavioral Health Pay Table Effective January 1, 2023/Shawn Blanchard, Treasurer
15. Discussion and Consideration of a Revised AFSCME Union Information Services Pay Table Effective January 1, 2023/Shawn Blanchard, Treasurer
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17. Discussion and Consideration of a Revised Executive Service Pay Table Effective January 1, 2023/Shawn Blanchard, Treasurer
18. Discussion and Consideration of a Revised Health Provider Pay Table Effective January 1, 2023/Shawn Blanchard, Treasurer
19. Discussion and Consideration of a Revised Justice Facility Pay Table Effective January 1, 2023/Shawn Blanchard, Treasurer
20. Discussion and Consideration of a Revised Teamsters Union Pay Table Effective January 1, 2023/Shawn Blanchard, Treasurer
21. Discussion and Consideration of a Revised Non-Represented/Non-Exempt Pay Table Effective January 1, 2023/Shawn Blanchard, Treasurer
22. Discussion and Consideration of an Order in the Matter of Directing the Sheriff to Advertise and Sell Certain Properties/Rachel Hagerty, Chief of Staff
23. Board Concerns – Non-Agenda Items
24. Board Announcements

ADJOURN

OTHER MEETINGS AND ANNOUNCEMENTS

The Commissioners will hold a Board Briefing on **Wednesday, January 11, 2023 at 2:00 p.m.** to discuss weekly Commissioner updates. The meeting will be held in the Board of Commissioners' Meeting Room 106 in the Tillamook County Courthouse, 201 Laurel Avenue, Tillamook, Oregon. The teleconference number is 1-971-254-3149, Conference ID: 736 023 979#.

The Commissioners will hold an executive session on **Friday, January 13, 2023 at 9:00 a.m.** pursuant to ORS 192.660(2)(i), to conduct a performance evaluation. The executive session will be held at the Courthouse in the Board of Commissioners' Meeting Room 106, 201 Laurel Avenue, Tillamook, Oregon. The executive session is not open to the public.

Martin Luther King, Jr. Day is an observed holiday for the County and the Oregon State Circuit Court. All County offices in the Tillamook County Courthouse and the Tillamook County Library, administrative offices in the Jail and Justice Facility, Public Works Department, Department of Community Development, Surveyor's Office, and the Health and Human Services Department and clinics, and the State Circuit Court, will be **CLOSED** on **Monday, January 16, 2023**.

The Commissioners will hold an executive session on **Thursday, January 19, 2023** at **9:00 a.m.** pursuant to ORS 192.660(2)(i), to conduct a performance evaluation. The executive session will be held at the Courthouse in the Board of Commissioners' Meeting Room 106, 201 Laurel Avenue, Tillamook, Oregon. The executive session is not open to the public.

BOARD OF COMMISSIONERS' BOARD MEETING

Wednesday, January 11, 2023

	Present	Absent		Present	Absent
David Yamamoto	<u>X</u>	_____	Rachel Hagerty	<u>X</u>	_____
Erin Skaar	<u>X</u>	_____	Bill Sargent	<u>X</u>	_____
Mary Faith Bell	<u>X</u>	_____			

PLEASE PRINT

<u>Name</u>	<u>Email or Address</u>	<u>Item of Interest</u>
<i>Eric Swanson</i>	<i>swms06m@ah.org</i>	<i>AHUM</i>
<i>John Hay</i>	<i>hayjj@ah.org</i>	<i>AHUM</i>
<i>Michelle Jenck</i>	<i>jenckmd@ah.org</i>	<i>TOW</i>
<i>Will Chappell</i>	<i>WChappell</i>	<i>General ^{Amendment} to OHA IGA</i>
<i>April Bailey</i>		

(Please use reverse if necessary)

TILLAMOOK COUNTY BOARD OF COMMISSIONERS' MEETING

WEDNESDAY, JANUARY 11, 2023

PUBLIC COMMENT SIGN-IN SHEET

PLEASE PRINT

NAME	AREA OF RESIDENCE	NAME OF ORGANIZATION (IF ANY)	AGENDA ITEM
<i>No sign-ups</i>			

Strengthening Syringe Services Programs Capacity Through Direct Program Funding

NASTAD

Section A: Organization-Specific Questions

Organization Type*

Choices

Community Based Organization

Medical Clinic

Health Department – if we can add more than one option we'll include FQHC. Or maybe we should do other and explain an integrated PH/FQHC.

Tribal

Faith Based

Other

Other Organization Type

If you answered "Other" above, please describe your Organization Type here.

Character Limit: 250

Mission Statement*

Please provide a summary of your organization's mission statement (2-3 sentences).

Character Limit: 500

Our mission statement is to "Protect the health of ALL people in Tillamook County."

Total Organizational Budget*

Rounded to nearest dollar. Current fiscal year.

Character Limit: 20

Is this the overall PH budget or is it harm reduction budget.

Geographic Area Served*

Please select all that apply.

Choices

Region

Rural

Statewide

Suburban

Urban

Tribal

Fiscal Sponsor?*

Strengthening Syringe Services
Programs Capacity Through Direct
Program Funding

Are you applying under a Fiscal Sponsor? If Yes, please complete Fiscal Sponsor information. If No, you may skip this section.

**A Fiscal Sponsor is a 501(c)(3) organization that may be acting as your financial agent if you do not have 501(c)(3) designation. Please upload a letter from your fiscal sponsor indicating approval to apply for grant funding in the appendix.*

Choices

- Yes
- No

Fiscal Sponsor Organization Name

Character Limit: 50

Fiscal Sponsor EIN

Character Limit: 9

Fiscal Sponsor Street Address

Character Limit: 50

Fiscal Sponsor City

Character Limit: 50

Fiscal Sponsor State

Character Limit: 2

Fiscal Sponsor Zip Code

Character Limit: 10

Fiscal Sponsor Contact Name

First & Last Name

Character Limit: 50

Fiscal Sponsor Direct Phone Number

Character Limit: 10

Fiscal Sponsor Email Address

Character Limit: 254

Section B: Project-Specific Questions

Project Name*

Name of project you are looking to fund. If no project, just note "General Operating: Syringe Access Programming".

Character Limit: 100

We want to fund 1 FTE for a CHW for harm reduction services and MAT. This would be a new position that

would add to the work we're already doing so that we can maximize outreach and impact for our most vulnerable populations. We would also like to purchase a small mobile clinic, under 25 feet so that we can expand harm reduction services and offer STI and other communicable disease screenings and treatment in addition to other services such as wound care.

We already have a harm reduction program so would this be considered a project or "General Operating: Syringe Access Programming"

Amount Requested*

Maximum \$150,000. Additionally, please use the Budget Template to create a proposed budget for this project. You will be asked to submit the completed proposed budget in Section E of the application.

Character Limit: 20

Request Summary*

Provide a summary of the syringe service grant request in 2-3 sentences. *300 word / 1800 character limit.*

Character Limit: 1800

We want to fund 1 FTE for a CHW for harm reduction services and MAT. This would be a new position that would add to the work we're already doing so that we can maximize outreach and impact for our most vulnerable populations. We would also like to purchase a small mobile clinic, under 25 feet so that we can expand harm reduction services and offer STI and other communicable disease screenings and treatment in addition to other services such as wound care.

Section C: Syringe & Harm Reduction Program Profile

Years of SSP Operation

Please indicate the number of years your program has been providing syringe access services.

Character Limit: 2

April of 2021, 20 months.

General Program/Participant Profile*

Please include as much of the following information as your program collects:

- Age
- Sexual Orientation
- Gender Identity
- Race and ethnicity
- Socio-economic status
- Self-identified sexual orientation
- Self-identified HIV status
- Disability status
- Housing status

Character Limit: 500

Also ask about risk behaviors such as sharing supplies, overdoses witnessed, Narcan deployed, substances used in the last 30 days, how many people they're exchanging for, if they have insurance, if they have any urgent medical concerns, if they've had testing for HIV, Hep C, and other STI.

Annual Syringe Service/Harm Reduction Budget*

This amount may be the same as your total organizational budget above if your organization is a stand-alone SSP

Character Limit: 20

Paid Full-Time Staff at SSP*

Indicate the number of full-time staff for your syringe service or harm reduction program only.

Character Limit: 4

Does this mean full time on harm reduction or would our staff be included? Does this also include the Peers?

Paid Part-Time Staff at SSP*

Indicate the number of part-time staff at your syringe service/harm reduction program only.

Character Limit: 4

Volunteers at SSP*

Estimate the number of volunteers supporting your syringe service or harm reduction program

Character Limit: 5

Organization Composition: Paid Full-Time Staff*

Please provide the number of paid full-time staff at the entire organization.

Character Limit: 4

Organization Composition: Paid Part-Time Staff*

Please provide the number of paid short-time staff at your entire organization.

Character Limit: 4

Organization Composition: Volunteers*

Please include the total number of volunteers in your entire organization.

Character Limit: 4

Organization Composition: BIPOC Staff Members

Please indicate the percentage of harm reduction staff that are BIPOC (Black, Indigenous, and people of color). Please use NASTAD's Representation Table to calculate this. You will be asked to submit the Representation Table as part of your application.

Document submission is at the end of the application.

Character Limit: 3

We have zero....

Organization Composition: PWUD Board Members

Please indicate the percentage of Board Members that are People Who Use Drugs (PWUD). Please use NASTAD's Representation Table to calculate this. You will be asked to submit the Representation Table as part of your application.

Document submission is at the end of the application.

Character Limit: 4

Does this include peers and others folks we work with who are in recovery that help steer our work? OUR Tillamook coalition and the OUD Work groups that have formed since then Health council: program decisions Commissioners: financial decisions

Section D: Project Narrative**SSP Narrative Overview***

Briefly describe your current SSP operation, recent accomplishments, and specific challenges. Please do not tell us the value of syringe programs in general; instead, describe your specific program. Please summarize any public health data that is specific to your geographic program area.

Strengthening Syringe Services
Programs Capacity Through Direct
Program Funding

200 word/1272 character limit

Character Limit: 1272

Tillamook County Public Health is conducting an anonymous Syringe Services Program that consists of distributing sterile needles on a one-for-one exchange basis, providing a sharps container for safe disposal, and offering community resource information based upon need and recovery information when one is ready to take the step. Other harm reduction supplies such as alcohol swabs, condoms, lube are made available. Public Health also provides Naloxone training and product. Since April 2021, the program

- has collected 55,027 syringes through dec 2022
- 57 unique clients served
 - ___ total encounters including by proxy
- ___ individuals trained on Naloxone
- ___ lives saved
- ___ doses of Naloxone distributed
- OD statistics

Planned Use of Funds Overview*

Please describe how you plan to use the requested funds to support your SSP operation. Include specific goals, activities, and outcomes stated in measurable terms. Explain why this funding is critical to your program and what the additional value-added will be if you receive funding.

200 word/1272 character limit

Character Limit: 1272

We don't currently have any many funding for staff time around harm reduction. We are hoping to expand the existing program to maximize outreach and impact for our most vulnerable. We have secured funding for a second Overdose Awareness Day and a Fentanyl Awareness Campaign from OHA, however none of that funding can pay for staff time. To assure we can integrate the campaign to highlight the event in August, we need staff that can dedicate more than 2 hours a week.

We are also applying for funding for a small mobile clinic to expand harm reduction services and offer STI and other communicable disease screenings and treatment. We have the supplies and staff required, but need a private location with a handwashing station to ensure staff safety and client privacy.

Intersections of Overdose & Infectious Disease Overview*

Please provide epidemiological data, such as drug-related HIV, viral hepatitis, endocarditis, and overdose, in the communities you intend to serve through the proposed project. This section should address the following:

- Brief description of barriers related to meeting the needs of your community
 - Resources / capacity (lack of local epi)
 - Lack of system to report local overdoses/ traditionally go under reported
- Brief description of how your organization would address these barriers.
 - Staff? / Expansion of point of care testing
- Data on services provided that are related to the project, if any, and that can demonstrate the need for the project.
-

200 word/1272 character limit

Character Limit: 1272

Implementation Proposal*

Please describe how your organization would implement the selected intervention based on the level of requested funding. This should include a proposal of how the project might be adapted to fit your organization and your ability to incorporate a new role within your program. Please describe how your organization meaningfully involves people who use drugs and people living with HIV and viral hepatitis and the outcome/impact your organization would like to achieve with the project. 200

word/1272 character limit

Character Limit: 1272

Data Collection Capacity*

Please describe your organization's experience and capacity to collect anonymous, de-identified client-

level data and conduct data entry. Please reference the evaluation requirements in the Program Expectations section and clearly describe your organization's ability to meet those requirements. *200 word/1272 character limit*
Character Limit: 1272

We use a unique identifier to anonymously track unduplicated client visits. In addition to demographic data (gender, race, veteran status, and housing), we will collect substance use data to better meet the needs of our clients. The registration process for the unique identifier requires no names or proof of identification for the syringe exchange clients. Clients will create a code composed of letters and numbers that they can reconstruct every time they return. The unique identifier or EX# will include their date of birth, first two letters of city they were born in, and first two letters of last name. At any time, clients can refuse to use a unique identifier and still receive services.

Meaningful Involvement of PWUD*

Please describe how you ensure meaningful involvement of PWUDs within your programming. The description should include the following:

- Brief description of the role of people who have lived/living experience with drug use at all levels within your staff/board
- Brief description of how you elicit feedback on SSP implementation/operation and improvement from participants

- Brief description of meaningful incorporation of participants into programmatic development and ongoing improvement/adjustments

3500 character limit = 575 words or 1 single-spaced page.

Character Limit: 3500

Racial Equity*

Please describe how you ensure meaningful involvement and representation of people of color and communities disproportionately impacted by drug use and criminalization

- Brief description of how your program identifies and responds to racial disparities to ensure equitable access to services.
- Brief description of how well your program's staff and Board makeup represent the communities in which you work and your overall participant profile.

3500 character limit = 575 words or 1 page single-spaced

Character Limit: 3500

Optional: Anything else you'd like to share?

200 word/1272 character limit

Character Limit: 1272

Overdose Awareness Day mention?

Section E. Supporting Document Uploads

To complete your application you must submit all requested financial data and documentation.

Organizational Budget*

Please include your organization's current annual operating budget, including expenses and income (with current SSP funding sources).

File Size Limit: 1 MB

Completed Application Budget Template*

Please include the proposed budget for this project, if awarded. You can access the template [here](#).

File Size Limit: 1 MB

Completed Representation Table*

Please submit your organization's completed Representation Table. This is the same Representation Table featured in Section C of the application.

File Size Limit: 1 MB

Commented [SP1]: @Sheiby Porter

Optional: Letters of Support for your program

Please make sure letters are current (within 1-2 years)

File Size Limit: 2 MB

- Adventist (OUR Tillamook)

Board of Directors*

Please include a list of your organization's or your Fiscal Sponsor's Board of Directors with professional or community affiliations. If the organization does not have a Board of Directors, please send your fiscal sponsor's Board of Directors list. If neither is available, a letter of explanation is required.

File Size Limit: 2 MB

Is this Board of Directors?

IRS 501(c)(3) Determination letter*

Include your organizations 501(c)(3) determination letter.

Commented [SP2]: @Shelby Porter - government public health letter Donna G

If you are not a 501(c)(3) please include an updated signed letter of agreement from your fiscal sponsor and a copy of it's 501(c)(3) letter.

File Size Limit: 2 MB

Audited Financial Statements*

Most recent audited financial statements, including the cover page and the auditor's notes/findings. *Negative audit findings will be considered in funding decisions though will not be an exclusion criterion.*

File Size Limit: 2 MB

Copy of Organizational Financial Policies/Procedures*

Please include copies of your organization's financial policies and/or procedures.

File Size Limit: 2 MB

How did you hear about us?

We'd love to know how you heard about our application.

Character Limit: 100

We would like to stay in touch!*

Please let us know if you would like to be added to NASTAD's Drug User Health TA Listserv. The listserv is a space for resource sharing, upcoming webinars and events, new funding or job opportunities, etc.

Choices

Yes, I would like to join your mailing list!

No thank you

TILLAMOOK COUNTY LOCAL 2022-2023 AFSCME UNION SALARY SCHEDULE

EFFECTIVE JANUARY 1, 2023

2080 yearly base hours

Table: A	Range	Union	O/T Eligible	Minimum		Steps			Maximum
				1	2	3	4	5	6
TITLE									
CUSTODIAN	4	A	Y	\$ 15.01	\$ 15.76	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15
LIBRARY ASSISTANT 1	4	A	Y	\$ 15.01	\$ 15.76	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15
OFFICE SPECIALIST 1	4	A	Y	\$ 15.01	\$ 15.76	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15
PARK FEE COLLECTOR	4	A	Y	\$ 15.01	\$ 15.76	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15
VICTIM'S SPECIALIST	4	A	Y	\$ 15.01	\$ 15.76	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15
ACCOUNTING CLERK 1	5	A	Y	\$ 15.76	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.11
FLAGGER	5	A	Y	\$ 15.76	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.11
LIBRARY ASSISTANT 2	6	A	Y	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.11	\$ 21.12
ROAD MEO-ENTRY LEVEL	6	A	Y	\$ 16.54	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.11	\$ 21.12
BUILDING & GROUNDS MAINTENANCE WORKER	7	A	Y	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17
OFFICE SPECIALIST 2	7	A	Y	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17
SOLID WASTE OUTREACH SPECIALIST	7	A	Y	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17
SOLID WASTE TRANSFER STATION ATTENDANT	7	A	Y	\$ 17.37	\$ 18.24	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17
PARK MAINTENANCE & OPERATIONS TECHNICIAN 1	8	A	Y	\$ 18.24	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28
ACCOUNTING CLERK 2	9	A	Y	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45
IT SPECIALIST I (Help Desk Specialist)	9	A	Y	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45
JUVENILE PROBATION ASSISTANT	9	A	Y	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45
LEGAL ASSISTANT 1	9	A	Y	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45
LIBRARY ASSISTANT 3	9	A	Y	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45
MEDICAL CLINIC ASSISTANT	9	A	Y	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45
PERMIT TECHNICIAN	9	A	Y	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45
ROAD MEO-JOURNAL LEVEL	9	A	Y	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45
WIC PROGRAM ASSISTANT	9	A	Y	\$ 19.15	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45
COMMUNITY HEALTH WORKER	10	A	Y	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67
IT SPECIALIST II (Computer Operations Technician)	10	A	Y	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67
EMR SPECIALIST	10	A	Y	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67
GRANT COMPLIANCE ASSISTANT	10	A	Y	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67
PROPERTY APPRAISER TRAINEE	10	A	Y	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67
SURVEY TECHNICIAN	10	A	Y	\$ 20.11	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67
ACCOUNTING TECHNICIAN	11	A	Y	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96
ASSESSMENT TECHNICIAN	11	A	Y	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96
BUILDING INSPECTOR 1	11	A	Y	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96
CHILD SUPPORT ENFORCEMENT AGENT	11	A	Y	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96
JUV VIOLATIONS COURT/CONFLICT SOLUTIONS COORDINATOR	11	A	Y	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96
LAND USE PLANNER 1	11	A	Y	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96
LEGAL ASSISTANT 2	11	A	Y	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96
MOBILE CLINIC DRIVER	11	A	Y	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96
PARK MAINTENANCE & OPERATIONS TECHNICIAN 2	11	A	Y	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96
ROAD MEO-ADVANCED JOURNEY LEVEL	11	A	Y	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96
ROAD MEO-VEG CONTROL COORD 2	11	A	Y	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96
VETERAN'S SERVICES COORDINATOR	11	A	Y	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96
VICTIM'S ASSISTANCE COORDINATOR	11	A	Y	\$ 21.12	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96
ENGINEERING TECHNICIAN 1	12	A	Y	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96	\$ 28.30
ENVIRONMENTAL HEALTH SPECIALIST 1	12	A	Y	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96	\$ 28.30
LICENSED PRACTICAL NURSE (LPN)	12	A	Y	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96	\$ 28.30
MECHANIC	12	A	Y	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96	\$ 28.30

MEDICAL BILLING TECHNICIAN	12	A	Y	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96	\$ 28.30
PROPERTY APPRAISER 1	12	A	Y	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96	\$ 28.30
SENIOR PERMIT TECHNICIAN	12	A	Y	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96	\$ 28.30
SURVEYOR TECHNICIAN 2	12	A	Y	\$ 22.17	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96	\$ 28.30
CHILD SUPPORT ENFORCEMENT AGENT 2	13	A	Y	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96	\$ 28.30	\$ 29.72
JUVENILE PROBATION OFFICER	13	A	Y	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96	\$ 28.30	\$ 29.72
PUBLIC HEALTH PROGRAM REPRESENTATIVE	13	A	Y	\$ 23.28	\$ 24.45	\$ 25.67	\$ 26.96	\$ 28.30	\$ 29.72
COMMUNICATIONS SYSTEM ADMINISTRATOR	14	A	Y	\$ 24.45	\$ 25.67	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.21
ENVIRONMENTAL HEALTH SPECIALIST 2	14	A	Y	\$ 24.45	\$ 25.67	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.21
LAND USE PLANNER 2	14	A	Y	\$ 24.45	\$ 25.67	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.21
PROPERTY APPRAISER 2	14	A	Y	\$ 24.45	\$ 25.67	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.21
SOLID WASTE COORDINATOR	14	A	Y	\$ 24.45	\$ 25.67	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.21
ENGINEERING TECHNICIAN LEADWORKER	15	A	Y	\$ 25.67	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77
GIS CARTOGRAPHIC ANALYST	15	A	Y	\$ 25.67	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77
IT SPECIALIST III (Computer Operations Technician II)	15	A	Y	\$ 25.67	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77
MECHANIC LEADWORKER	15	A	Y	\$ 25.67	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77
ROAD MEO-4 SPECIALIST	15	A	Y	\$ 25.67	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77
ENGINEERING TECHNICIAN 2	16	A	Y	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.41
LIBRARIAN	16	A	Y	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.41
NUTRITIONIST	16	A	Y	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.41
SURVEY SUPERVISOR	16	A	Y	\$ 26.96	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.41
BUILDING INSPECTOR 2	17	A	Y	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.41	\$ 36.13
GRANTS PROGRAM MANAGER	17	A	Y	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.41	\$ 36.13
HHS ADMINISTRATIVE SPECIALIST	17	A	Y	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.41	\$ 36.13
HOUSING COORDINATOR	17	A	Y	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.41	\$ 36.13
LAND USE PLANNER 3	17	A	Y	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.41	\$ 36.13
IT SPECIALIST IV (Network and Computer Systems Technician)	17	A	Y	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.41	\$ 36.13
PROPERTY APPRAISER 3	17	A	Y	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.41	\$ 36.13
PW ADMINISTRATIVE SPECIALIST	17	A	Y	\$ 28.30	\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.41	\$ 36.13
ENGINEERING TECHNICIAN 3	18	A	Y	\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.41	\$ 36.13	\$ 37.93
REGISTERED NURSE 1	18	A	Y	\$ 29.72	\$ 31.21	\$ 32.77	\$ 34.41	\$ 36.13	\$ 37.93
REGISTERED NURSE 2	19	A	Y	\$ 31.21	\$ 32.77	\$ 34.41	\$ 36.13	\$ 37.93	\$ 39.83
BUILDING INSPECTOR 3	20	A	Y	\$ 32.77	\$ 34.41	\$ 36.13	\$ 37.93	\$ 39.83	\$ 41.82
ELECTRICAL INSPECTOR	20	A	Y	\$ 32.77	\$ 34.41	\$ 36.13	\$ 37.93	\$ 39.83	\$ 41.82
REGISTERED NURSE 3	20	A	Y	\$ 32.77	\$ 34.41	\$ 36.13	\$ 37.93	\$ 39.83	\$ 41.82

Revised 7/23/2014 to include Solid Waste Outreach Specialist Range 7 and Network & Computer Systems Technician Range 17
0% Cola FY 15/16

Bargaining note: L1 and L2 have been moved to Article 6

Revised and adopted by BOCC 3/9/16 (added Grants Program Manager to Range 17)

Revised and adopted by BOCC 7/13/16 (added Administrative Specialist-Public Works to Range 17)

Revised and adopted by BOCC 8/3/16 (MOA w/AFSCME 2734, moved RN1 from Range 15 to 18, moved RN2 from Range 16 to 19, moved RN 3 from Range 17 to 20)

Revised and adopted by BOCC 12/7/16 (added WIC Program Assistant to Range 9)

Bargaining Note: effective upon execution 2017 Custodian moved from Range 1 to Range 3

Revised and adopted by BOCC 6/21/17 (added Communications Field Technician to Range 14 and Engineering Technician 3 to Range 18)

Revised and adopted by BOCC 7/26/17 (added Road MEO 4-Specialist to Range 15)

Revised and adopted by BOCC 11/8/17 (added Computer Operations Technician 2 to Range 15)

Revised and adopted by BOCC 12/6/17 (added Child Support Enforcement Agent 2 to Range 13)

Revised 1/1/18 (.5% COLA provided by executed CBA)

Revised and adopted by BOCC 4/18/18 (added Senior Permit Technician to Range 12)

Revised and adopted by BOCC 7/11/18 (added Nutritionist to Range 16)

Revised 1/1/19 (.5% COLA provided by executed CBA)

Revised and adopted by BOCC 3/27/19 (added Help Desk Specialist to Range 9, added Assessment Technician to Range 11)

Revised and adopted by BOCC 4/24/19 (moved Building Inspector 3 & Electrical Inspector to Range 20)

Revised and adopted by BOCC 7/10/19 (added Housing Coordinator to Range 17)

Revised and adopted by BOCC 9/11/19 (added Assistant Juvenile Counselor to Range 9)

Revised and adopted by BOCC 10/23/2019 (1.5% COLA provided by executed MOU, updated Communications Field Technician job title to Communications System Administrator in Range 14)

Revised and adopted by BOCC 2/19/20 (Added Juvenile Probation Officer Range 13, removed Juvenile Counselor from Range 13)

Revised and adopted by BOCC 2/19/20 (Added Juvenile Probation Assistant Range 9, removed Assistant Juvenile Counselor from Range 9)

Revised and adopted by BOCC 7/29/20 (Removed Systems Manager from Range 19, removed Analyst/Programmer 1 from range 17)

Revised and adopted by BOC 6/30/2021

Revised and adopted by BOC 3/2/2022 (Updated Survey Technician title to Survey Technician 1 and added Survey Technician 2 to range 12)

Revised and adopted by BOC 4/6/2022 (Added Community Health Worker to Range 10)

Revised and adopted by BOC 6/22/2022. Effective 7/1/2022 3% COLA.

Revised and adopted by BOC 10/13/2022 (Added Mobile Clinic Driver to Range 11)

Revised and adopted by BOC 1/11/2023 (5% Wage adjustment effective 1/1/2023 provided by executed MOU)

TILLAMOOK COUNTY LOCAL 2021-2022 AFSCME UNION SALARY SCHEDULE

EFFECTIVE JANUARY 1, 2023

2080 yearly base hours

Table: A1	Range	Union	O/T Eligible							
				Minimum	Steps			Maximum		
				1	2	3	4	5	6	
TITLE										
T	1	A	N	\$ 5,753.00	\$ 6,041.00	\$ 6,345.00	\$ 6,663.00	\$ 6,998.00	\$ 7,348.00	
BEHAVIORAL HEALTH CLINICIAN II	2	A	N	\$ 6,041.00	\$ 6,345.00	\$ 6,663.00	\$ 6,998.00	\$ 7,348.00	\$ 7,716.00	
BEHAVIORAL HEALTH CLINICIAN III	3	A	N	\$ 6,345.00	\$ 6,663.00	\$ 6,998.00	\$ 7,348.00	\$ 7,716.00	\$ 8,102.00	

The positions of Behavioral Health Clinician I, II and III are FLSA exempt salaried positions

Revised and adopted by BOC 6/22/2022

Revised and adopted by BOC 1/11/2023 (5% Wage adjustment effective 1/1/2023 provided by executed MOU)

TILLAMOOK COUNTY LOCAL 2022-2023 AFSCME UNION SALARY SCHEDULE

EFFECTIVE JANUARY 1, 2023

2080 yearly base hours

Table: IT	Range	Union	O/T Elig	Minimum		Steps			Maximum
				1	2	3	4	5	6
TITLE									
IT SPECIALIST V (Analyst Programmer)	1	A	N	\$ 5,685.00	\$ 5,970.00	\$ 6,269.00	\$ 6,583.00	\$ 6,913.00	\$ 7,259.00
IT SPECIALIST VI (Systems Manager)	2	A	N	\$ 6,583.00	\$ 6,913.00	\$ 7,259.00	\$ 7,622.00	\$ 8,004.00	\$ 8,405.00

The positions of IT Specialist V, IT Specialist VI are FLSA exempt salaried positions

Revised and adopted by BOC 6/22/2022. Effective 7/1/2022 3% COLA.

Revised and adopted by BOC 1/11/2023 (5% Wage adjustment effective 1/1/2023 provided by executed MOU)

TILLAMOOK COUNTY 2022-2023 PART TIME / TEMPORARY SALARY SCHEDULE

EFFECTIVE JANUARY 1, 2023

Table: P	Range	Union	O/T Eligible			
				TITLE	Minimum	Mid-Point
BOOK MENDER	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
CUSTODIAN	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
ELECTIONS CLERK	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
LIBRARY ASSISTANT 1	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
OFFICE SPECIALIST 1	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
PARK FEE COLLECTOR/COURIER	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
PARK HOST	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
PARK LABORER	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
TRANSPORTATION COORDINATOR-VETERANS SERVICES	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
VICTIM'S SPECIALIST	4	N	N	\$ 15.01	\$ 17.08	\$ 19.15
ACCOUNTING CLERK 1	5	N	N	\$ 15.76	\$ 17.94	\$ 20.11
FLAGGER	5	N	N	\$ 15.76	\$ 17.94	\$ 20.11
LIBRARY ASSISTANT 2	6	N	N	\$ 16.54	\$ 18.84	\$ 21.12
PARKING AMBASSADOR	6	N	N	\$ 16.54	\$ 18.84	\$ 21.12
RECORDS CLERK	T6	N	N	\$ 17.07	\$ 19.04	\$ 21.00
BUILDING & GROUNDS MAINTENANCE WORKER	7	N	N	\$ 17.37	\$ 19.78	\$ 22.17
INTERPRETER	7	N	N	\$ 17.37	\$ 19.78	\$ 22.17
OFFICE SPECIALIST 2	7	N	N	\$ 17.37	\$ 19.78	\$ 22.17
SOLID WASTE OUTREACH SPECIALIST	7	N	N	\$ 17.37	\$ 19.78	\$ 22.17
HR ASSISTANT	N8	N	N	\$ 22.07	\$ 26.16	\$ 30.25
MARINE CADET	8	N	N	\$ 18.24	\$ 20.77	\$ 23.28
PARK ORDINANCE ENFORCEMENT OFFICER - UNARMED	8	N	N	\$ 18.24	\$ 20.77	\$ 23.28
ACCOUNTING CLERK 2	9	N	N	\$ 19.15	\$ 21.81	\$ 24.45
LEGAL ASSISTANT 1	9	N	N	\$ 19.15	\$ 21.81	\$ 24.45
LIBRARY ASSISTANT 3	9	N	N	\$ 19.15	\$ 21.81	\$ 24.45
MEDICAL CLINIC ASSISTANT	9	N	N	\$ 19.15	\$ 21.81	\$ 24.45
SIGN TECHNICIAN	9	N	N	\$ 19.15	\$ 21.81	\$ 24.45
WIC PROGRAM ASSISTANT	9	N	N	\$ 19.15	\$ 21.81	\$ 24.45
GRANT COMPLIANCE ASSISTANT	10	N	N	\$ 20.11	\$ 22.90	\$ 25.67
LAW ENFORCEMENT TECH/CODE ENFORCEMENT	T10	N	N	\$ 20.89	\$ 23.29	\$ 25.69
ACCOUNTING TECHNICIAN	11	N	N	\$ 21.12	\$ 24.04	\$ 26.96
BUILDING INSPECTOR 1	11	N	N	\$ 21.12	\$ 24.04	\$ 26.96
CHILD SUPPORT ENFORCEMENT AGENT	11	N	N	\$ 21.12	\$ 24.04	\$ 26.96
CONFLICT SOLUTIONS COORDINATOR	11	N	N	\$ 21.12	\$ 24.04	\$ 26.96
LEGAL ASSISTANT 2	11	N	N	\$ 21.12	\$ 24.04	\$ 26.96
MOBILE CLINIC DRIVER	11	N	N	\$ 21.12	\$ 24.04	\$ 26.96
PARK MAINTENANCE & OPERATIONS TECHNICIAN 2	11	N	N	\$ 21.12	\$ 24.04	\$ 26.96
ENVIRONMENTAL HEALTH SPECIALIST 1	12	N	N	\$ 22.17	\$ 25.24	\$ 28.30

LICENSED PRACTICAL NURSE (LPN)	12	N	N	\$ 22.17	\$ 25.24	\$ 28.30
MECHANIC	12	N	N	\$ 22.17	\$ 25.24	\$ 28.30
PARK ORDINANCE ENFORCEMENT OFFICER - ARMED	12	N	N	\$ 22.17	\$ 25.24	\$ 28.30
JAIL COOK	T13	N	N	\$ 17.88	\$ 19.94	\$ 22.00
PROGRAM COORDINATOR	13	N	N	\$ 23.28	\$ 26.51	\$ 29.72
SENIOR PERMIT TECHNICIAN	13	N	N	\$ 23.28	\$ 26.51	\$ 29.72
ENVIRONMENTAL HEALTH SPECIALIST 2	14	N	N	\$ 24.45	\$ 27.83	\$ 31.21
SECRETARY	N14	N	N	\$ 22.07	\$ 26.16	\$ 30.25
CRIMINAL/CORRECTIONS/MARINE/P & P DEPUTY	T15	N	N	\$ 25.26	\$ 29.12	\$ 32.97
ENGINEERING TECHNICIAN 2	16	N	N	\$ 26.96	\$ 30.68	\$ 34.41
LIBRARIAN	16	N	N	\$ 26.96	\$ 30.68	\$ 34.41
BUILDING INSPECTOR 2	17	N	N	\$ 28.30	\$ 32.22	\$ 36.13
REGISTERED NURSE 1	18	N	N	\$ 29.72	\$ 33.83	\$ 37.93
PAYROLL SPECIALIST	N18	N	N	\$ 27.96	\$ 33.13	\$ 38.30
REGISTERED NURSE 2	19	N	N	\$ 31.21	\$ 35.52	\$ 39.83
ACCOUNTING MANAGER	N19	N	N	\$ 30.25	\$ 35.84	\$ 41.42
BUILDING OFFICIAL	N19	N	N	\$ 38.29	\$ 45.37	\$ 52.44
BUILDING INSPECTOR 3	20	N	N	\$ 32.77	\$ 37.30	\$ 41.82
ELECTRICAL INSPECTOR	20	N	N	\$ 32.77	\$ 37.30	\$ 41.82
REGISTERED NURSE 3	20	N	N	\$ 32.77	\$ 37.30	\$ 41.82
PROJECT MANAGER	N20	N	N	\$ 22.97	\$ 38.76	\$ 54.54
RETIRED/REHIRED 150 DEPT HEAD	E21	N	N	\$ 31.46	\$ 44.09	\$ 56.72

A Department Director may assign pay and/or hire temporary help at the range on this pay table as long as the rate is at or above the current Oregon minimum wage rate.

The Human Resources Director and Salary Adjustment Panel Treasurer may add job titles and assign pay as needed by the County to be adopted by the Board of County Commissioners. Any pay range developed above 19 requires the approval of the Board of County Commissioners. All temporary employee (including retired employees rehired) require approval of the Board of County Commissioners.

Park Maintenance & Operations Tech 2 added to Range 11 effective 5/13/13

Engineering Technician 2 added to Range 16, Law Enforcement Technician/Code Enforcement added to Range 10 & WIC Program Coordinator added to Range 8 effective 7/18/13

Building Official added to Range 19 and Sign technician added to Range 9 effective 8/20/13

Payroll Specialist added to Range 18 effective 8/19/15

BOCC Secretary added to Range 14 effective 2/10/16

Added Range 20 for BOCC Project Manager 2/10/16

Moved Criminal/Corrections/Marine Deputy from Range 14 to Range 15 2/24/16

Moved Custodian from Range 1 to Range 3, Added Records Clerk to Range 6, Added Parole & Probation Deputy to Range 15 effective 6/21/17

Added Conflict Solutions Coordinator to Range 11 effective 7/26/17

Added Retired/Rehired 150 day Dept. Head-Manager to Range 20 effective 1/3/18

Added Jail Cook to Range 13 effective 3/21/18

Added Senior Permit Tech to Range 13 effective 11/16/18

Revised and adopted by BOC 1/2/19 updated hourly rates

Revised and adopted by BOCC 11/1/19 updated hourly rates

Revised and adopted by BOCC 11/1/19 updated hourly rates

Added Mobile Clinic Driver to Range 11 effective 12/1/19

Revised and adopted by BOCC 12/16/2021 updated hourly rates

Revised and adopted by BOCC 3/2/2022 (Added Parking Ambassador to R6)

Revised and adopted by BOCC 4/20/2022 (Updated Retired/Rehired 150 to reflect Executive Service pay table)

Revised and adopted by BOCC 6/22/2022

Revised and adopted by BOCC 1/11/2023 (5% Wage adjustment effective 1/1/2022)

**TILLAMOOK COUNTY EXECUTIVE SERVICE MONTHLY SALARY 2022-2023 SALARY SCHEDULE
EFFECTIVE JANUARY 1, 2023**

Table: ES	Range	Union	O/T Eligible	Steps						
				Minimum						Maximum
TITLE				1	2	3	4	5	6	7
No Assigned Classifications	1	N	N	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00
No Assigned Classifications	2	N	N	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00
Facilities Maintenance Director	3	N	N	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00
County Surveyor	4	N	N	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00
General Services Administrator	5	N	N	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00
No Assigned Classifications	6	N	N	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00
Community Development Director	7	N	N	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00
Juvenile Director	7	N	N	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00
Parks Director	7	N	N	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00
Human Resources & Risk Management Director	8	N	N	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00	\$ 9,088.00
IS Director	8	N	N	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00	\$ 9,088.00
Library Director	8	N	N	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00	\$ 9,088.00
Chief of BOCC Staff	9	N	N	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00	\$ 9,088.00	\$ 9,452.00
Health & Human Services Administrator	10	N	N	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00	\$ 9,088.00	\$ 9,452.00	\$ 9,831.00
Public Works Director	10	N	N	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00	\$ 9,088.00	\$ 9,452.00	\$ 9,831.00

Table: CC	Range	Union	O/T Eligible	Steps						
				Minimum						Maximum
TITLE				1	2	3	4	5	6	7
County Counsel	1	N	N	\$ 14,227.00	\$ 14,797.00	\$ 15,389.00	\$ 16,005.00	\$ 16,646.00	\$ 17,312.00	\$ 18,005.00

Revised and adopted by BOCC 5/1/13 (added Human Resources Director to range E07, removed Human Resources & Risk Management Director from ES08)
Revised and adopted by BOCC 1/8/14 (County Counsel range changed from 0.5 FTE to 1.0 FTE and from 4 steps to 7 steps)
Revised and adopted by BOCC 1/20/16 (added County Surveyor to Range ES04 and General Services Administrator to Range ES05)
Revised and adopted by BOCC 6/21/17 (Name change from BOCC Chief of Administrative Staff to Chief of BOCC Staff, remains at ES08)
Revised and adopted by BOCC 7/25/18 (Effective 8/1/18 1% COLA)
Revised and adopted by BOCC 10/23/19 (Effective 11/1/19 1.5% COLA)
Revised and adopted by BOCC 2/10/2021 (added Human Resources & Risk Management Director back into to range E08, removed Human Resources Director from ES07)
Revised and adopted by BOCC 6/22/2022
Revised and adopted by BOCC 1/11/2023 (5% Wage adjustment, moved Parks Director from ES06 to ES07, moved Chief of BOCC Staff from ES08 to ES09, added ES10, moved Health & Human Services Administrator from ES09 to ES10, moved Public Works Director from ES09 to ES10)

Health Provider Pay Table

TABLE HP-A MID-LEVEL PROVIDERS - FAMILY NURSE PRACTITIONER AND PHYSICIAN ASSISTANT									
Years in Practice	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Monthly Base Pay Rate	\$ 8,400.00	\$ 8,751.00	\$ 9,116.00	\$ 9,496.00	\$ 9,892.00	\$ 10,305.00	\$ 10,735.00	\$ 11,183.00	\$ 11,649.00
Semi-Monthly Base Pay Rate	\$ 4,200.00	\$ 4,375.50	\$ 4,558.00	\$ 4,748.00	\$ 4,946.00	\$ 5,152.50	\$ 5,367.50	\$ 5,591.50	\$ 5,824.50
Annual Base Pay Rate	\$ 100,800.00	\$ 105,012.00	\$ 109,392.00	\$ 113,952.00	\$ 118,704.00	\$ 123,660.00	\$ 128,820.00	\$ 134,196.00	\$ 139,788.00

Years of Service Retention AWARD* CONDITIONS APPLY TO QUALIFY FOR THIS RETENTION AWARD									
Year of Service for 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)	\$0.00	\$500.00	\$500.00	\$750.00	\$750.00	\$1,000.00	\$1,000.00	\$1,000.00	\$1,250.00

***Conditions to be met and Approved by the**
*** Based on these required conditions:**
 1. 325 patient encounters per month**; adjusted annually
 2. YOSRA is prorated based on % of FTE
 3. Closed Charts Formula:
 % of charts closed within 48 hours - 90% beginning January 1, 2016
 **based on 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).

TABLE HP-B PHYSICIANS									
Years in Practice	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Monthly Base Pay Rate	\$ 14,015.00	\$ 15,178.00	\$ 15,811.00	\$ 16,470.00	\$ 17,157.00	\$ 17,872.00	\$ 18,617.00	\$ 19,393.00	\$ 20,202.00
Semi-Monthly Base Pay Rate	\$ 7,007.50	\$ 7,589.00	\$ 7,905.50	\$ 8,235.00	\$ 8,578.50	\$ 8,936.00	\$ 9,308.50	\$ 9,696.50	\$ 10,101.00
Annual Base Pay Rate	\$ 168,180.00	\$ 182,136.00	\$ 189,732.00	\$ 197,640.00	\$ 205,884.00	\$ 214,464.00	\$ 223,404.00	\$ 232,716.00	\$ 242,424.00

TABLE HP-C DENTIST									
Years in Practice	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Monthly Base Pay Rate	\$ 14,742.00	\$ 15,332.00	\$ 16,099.00	\$ 16,904.00	\$ 17,750.00	\$ 18,638.00	\$ 19,570.00	\$ 20,549.00	\$ 21,577.00
Semi-Monthly Base Pay Rate	\$ 7,371.00	\$ 7,666.00	\$ 8,049.50	\$ 8,452.00	\$ 8,875.00	\$ 9,319.00	\$ 9,785.00	\$ 10,274.50	\$ 10,788.50
Annual Base Pay Rate	\$ 176,904.00	\$ 183,984.00	\$ 193,188.00	\$ 202,848.00	\$ 213,000.00	\$ 223,656.00	\$ 234,840.00	\$ 246,588.00	\$ 258,924.00

Years of Service Retention AWARD*** CONDITIONS APPLY TO QUALIFY FOR THIS RETENTION AWARD									
Year of Service for 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)	\$0.00	\$500.00	\$750.00	\$750.00	\$1,000.00	\$1,000.00	\$1,250.00	\$1,250.00	\$1,250.00

*****Conditions to be met and Approved by**
***** Based on these required conditions:**
 1. YOSRA is prorated based on % of FTE
 2. Closed Charts Formula:
 % of charts closed within 48 hours - 90%

TABLE HP-D PHYSICIAN/INTERNAL MEDICINE/PSYCHIATRIST & MEDICAL DIRECTOR AND/OR HEALTH OFFICER									
Years in Practice	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Monthly Base Pay Rate	\$ 17,625.00	\$ 18,553.00	\$ 19,530.00	\$ 20,558.00	\$ 21,641.00	\$ 22,781.00	\$ 23,981.00	\$ 25,244.00	\$ 26,573.00
Semi-Monthly Base Pay Rate	\$ 8,812.50	\$ 9,276.50	\$ 9,765.00	\$ 10,279.00	\$ 10,820.50	\$ 11,390.50	\$ 11,990.50	\$ 12,622.00	\$ 13,286.50
Annual Base Pay Rate	\$ 211,500.00	\$ 222,636.00	\$ 234,360.00	\$ 246,696.00	\$ 259,692.00	\$ 273,372.00	\$ 287,772.00	\$ 302,928.00	\$ 318,876.00

Years of Service Retention AWARD* CONDITIONS APPLY TO QUALIFY FOR THIS RETENTION AWARD									
Year of Service for 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)	\$0.00	\$500.00	\$750.00	\$750.00	\$1,000.00	\$1,000.00	\$1,250.00	\$1,250.00	\$1,250.00

***Conditions to be met and Approved by the**
*** Based on these required conditions:**
 1. 325 patient encounters per month**; adjusted annually
 2. YOSRA is prorated based on % of FTE
 3. Closed Charts Formula:
 % of charts closed within 48 hours - 90% beginning January 1, 2016
 **based on 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).

Monthly Provider Leadership Stipends			
Monthly Stipend	Asst. Med Director	Medical Director	Jic Health Official
	\$ 575.00	\$980.00	\$780.00
Temporary Physician (Individual Agreement)	\$90-\$175 per hour	Temporary Mid-Level Provider	\$55.00-\$140 per hour

Provider On-Call-Weekly/Paid ONLY for full week on-call	
MD or PA On-Call Tillamook County Jail	\$ 150.00
MD or PA On-Call Tillamook County Health Department	\$ 250.00

Revised and adopted by BOCC 8/28/13 (changed Temporary Mid-Level Provider from flat rate of \$55 per hour to a range of minimum \$55 to maximum of \$140 per hour)
 Revised and adopted by BOCC 11/7/13 (changed YIP to STEP and renamed Physicians-Internal Medicine to Physician/Internal Medicine & Medical and/or Health Officer, step 1 starting at \$160,344 annual salary, 3% between steps)
 Revised and adopted by BOCC 6/24/15 (changed Mid-Level Providers range)
 Revised and adopted by BOCC 1/20/16 (Internal Medical Physician-step 7 changed to step 1; from 3% to 5% between steps. Physician-step 5 changed to step 1; from 3% to 4% between steps. Med. Dir stipend increased from \$780 to \$980. MD or PA on-call increased from \$230 to \$250.)
 Revised & adopted by BOCC 10/23/19 (2.5% COLA)
 Revised & adopted by BOCC 6/24/2020 (added Psychiatrist)
 Revised & adopted by BOCC 9/2/2020 (added Dentist 4% between steps, updated table description for clarity)
 Revised & adopted by BOCC 6/23/2021 (Effective 7/1/2021 3% COLA)
 Revised & adopted by BOCC 6/22/2022 (Effective 7/1/2022 3% COLA)
 Revised & adopted by BOCC 1/11/2023 (5% Wage adjustment effective 1/1/2023)

TILLAMOOK COUNTY LOCAL 2022-2023 JUSTICE FACILITY HOURLY/SALARY SCHEDULE

EFFECTIVE JANUARY 1, 2023

2080 yearly base hours

Table: JF	Ra	U	O	Minimum				Steps				Maximum
				1	2	3	4	5	6	7	8	9
TITLE												
No Assigned Classifications	1	N	Y	\$30.09	\$31.30	\$32.55	\$33.85	\$35.21	\$36.62	\$38.08	\$39.60	\$41.19
Sergeant**	2	N	Y	\$31.30	\$32.55	\$33.85	\$35.21	\$36.62	\$38.08	\$39.60	\$41.19	\$42.84
No Assigned Classifications	3	N	Y	\$32.55	\$33.85	\$35.21	\$36.62	\$38.08	\$39.60	\$41.19	\$42.84	\$44.55
No Assigned Classifications	4	N	Y	\$33.85	\$35.21	\$36.62	\$38.08	\$39.60	\$41.19	\$42.84	\$44.55	\$46.33
Table: JF	Ra	U	O	Minimum				Steps				Maximum
TITLE				1	2	3	4	5	6	7	8	9
Lieutenant	5	N	N	\$6,602.00	\$6,867.00	\$7,142.00	\$7,428.00	\$7,726.00	\$8,036.00	\$8,358.00	\$8,693.00	\$9,041.00
Undersheriff	6	N	N	\$6,867.00	\$7,142.00	\$7,428.00	\$7,726.00	\$8,036.00	\$8,358.00	\$8,693.00	\$9,041.00	\$9,403.00
No Assigned Classifications	7	N	N	\$7,142.00	\$7,428.00	\$7,726.00	\$8,036.00	\$8,358.00	\$8,693.00	\$9,041.00	\$9,403.00	\$9,780.00

**Indicates non-represented/non-exempt status

Revised and adopted by BOC 1/19/2022

Revised and adopted by BOC 6/22/2022

Revised and adopted by BOC 1/11/2023

TILLAMOOK COUNTY LOCAL 2022-2023 JUSTICE FACILITY HOURLY SCHEDULE

EFFECTIVE JANUARY 1, 2023
2080 yearly base hours

Table: T	Range	Union	O/T Eligible										
				Minimum	Steps						Maximum		
TITLE				1	2	3	4	5	6	7	8	9	10
CORRECTIONS DEPUTY	A	T	Y	\$ 25.26	\$ 26.02	\$ 26.80	\$ 27.61	\$ 28.44	\$ 29.29	\$ 30.17	\$ 31.08	\$ 32.01	\$ 32.97
CRIMINAL DEPUTY	A	T	Y	\$ 25.26	\$ 26.02	\$ 26.80	\$ 27.61	\$ 28.44	\$ 29.29	\$ 30.17	\$ 31.08	\$ 32.01	\$ 32.97
PAROLE AND PROBATION DEPUTY	A	T	Y	\$ 25.26	\$ 26.02	\$ 26.80	\$ 27.61	\$ 28.44	\$ 29.29	\$ 30.17	\$ 31.08	\$ 32.01	\$ 32.97

Table: T	Range	Union	O/T Eligible								
				Minimum	Steps					Maximum	
TITLE				1	2	3	4	5	6	7	8
CORRECTIONS TECHNICIAN	B	T	Y	\$ 20.89	\$ 21.51	\$ 22.16	\$ 22.82	\$ 23.51	\$ 24.21	\$ 24.94	\$ 25.69
LAW ENFORCEMENT TECHNICIAN	B	T	Y	\$ 20.89	\$ 21.51	\$ 22.16	\$ 22.82	\$ 23.51	\$ 24.21	\$ 24.94	\$ 25.69
PAROLE AND PROBATION TECHNICIAN	B	T	Y	\$ 20.89	\$ 21.51	\$ 22.16	\$ 22.82	\$ 23.51	\$ 24.21	\$ 24.94	\$ 25.69

Table: T	Range	Union	O/T Eligible								
				Minimum	Steps					Maximum	
TITLE				1	2	3	4	5	6	7	8
COOK	C	T	Y	\$ 17.88	\$ 18.42	\$ 18.97	\$ 19.54	\$ 20.13	\$ 20.73	\$ 21.36	\$ 22.00
COOK ASSISTANT	C	T	Y	\$ 17.88	\$ 18.42	\$ 18.97	\$ 19.54	\$ 20.13	\$ 20.73	\$ 21.36	\$ 22.00

Table: T	Range	Union	O/T Eligible								
				Minimum	Steps					Maximum	
TITLE				1	2	3	4	5	6	7	8
RECORDS CLERK	D	T	Y	\$ 17.07	\$ 17.59	\$ 18.11	\$ 18.66	\$ 19.22	\$ 19.80	\$ 20.39	\$ 21.00

Revised and adopted by BOC 1/19/2022

Revised and adopted by BOC 1/11/2023 (5% Wage adjustment effective 1/1/2023 provided by executed MOU)

TILLAMOOK COUNTY NON-REPRESENTED/NON-EXEMPT SALARY 2022-2023 SALARY SCHEDULE
EFFECTIVE JANUARY 1, 2023

Non-Exempt		Range	Union	O/T Eligible	Steps								
Table: N	TITLE				Minimum	2	3	4	5	6	7	8	Maximum
	H.R. Assistant*	1	N	Y	\$ 22.07	\$ 22.96	\$ 23.88	\$ 24.84	\$ 25.84	\$ 26.88	\$ 27.96	\$ 29.08	\$ 30.25
	Secretary*	1	N	Y	\$ 22.07	\$ 22.96	\$ 23.88	\$ 24.84	\$ 25.84	\$ 26.88	\$ 27.96	\$ 29.08	\$ 30.25
	Legal Secretary*	2	N	Y	\$ 22.96	\$ 23.88	\$ 24.84	\$ 25.84	\$ 26.88	\$ 27.96	\$ 29.08	\$ 30.25	\$ 31.46
	Sheriff Office Manager*	2	N	Y	\$ 22.96	\$ 23.88	\$ 24.84	\$ 25.84	\$ 26.88	\$ 27.96	\$ 29.08	\$ 30.25	\$ 31.46
	Kitchen Supervisor*	2	N	Y	\$ 22.96	\$ 23.88	\$ 24.84	\$ 25.84	\$ 26.88	\$ 27.96	\$ 29.08	\$ 30.25	\$ 31.46
	Civil Program Manager*	3	N	Y	\$ 23.88	\$ 24.84	\$ 25.84	\$ 26.88	\$ 27.96	\$ 29.08	\$ 30.25	\$ 31.46	\$ 32.72
	Executive Assistant*	4	N	Y	\$ 24.84	\$ 25.84	\$ 26.88	\$ 27.96	\$ 29.08	\$ 30.25	\$ 31.46	\$ 32.72	\$ 34.03
	Human Resources Technician*	4	N	Y	\$ 24.84	\$ 25.84	\$ 26.88	\$ 27.96	\$ 29.08	\$ 30.25	\$ 31.46	\$ 32.72	\$ 34.03
	Human Resource Coordinator*	7	N	Y	\$ 27.96	\$ 29.08	\$ 30.25	\$ 31.46	\$ 32.72	\$ 34.03	\$ 35.40	\$ 36.82	\$ 38.30
	Payroll Specialist*	7	N	Y	\$ 27.96	\$ 29.08	\$ 30.25	\$ 31.46	\$ 32.72	\$ 34.03	\$ 35.40	\$ 36.82	\$ 38.30

*Indicates non-represented/non-exempt status

TILLAMOOK COUNTY NON-REPRESENTED/EXEMPT SALARY 2022-2023 SALARY SCHEDULE
EFFECTIVE JANUARY 1, 2023

Exempt		Range	Union	O/T Eligible	Steps								
Table: N	TITLE				Minimum	2	3	4	5	6	7	8	Maximum
	Parks Office Manager	2	N	N	\$ 3,980.00	\$ 4,140.00	\$ 4,306.00	\$ 4,479.00	\$ 4,659.00	\$ 4,846.00	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00
	No Assigned Classifications	3	N	N	\$ 4,140.00	\$ 4,306.00	\$ 4,479.00	\$ 4,659.00	\$ 4,846.00	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00
	SW Transfer Station Supervisor	4	N	N	\$ 4,306.00	\$ 4,479.00	\$ 4,659.00	\$ 4,846.00	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00
	Facilities Supervisor	4	N	N	\$ 4,306.00	\$ 4,479.00	\$ 4,659.00	\$ 4,846.00	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00
	Community Health Office Supervisor	5	N	N	\$ 4,479.00	\$ 4,659.00	\$ 4,846.00	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00
	Veteran's Service Officer	5	N	N	\$ 4,479.00	\$ 4,659.00	\$ 4,846.00	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00
	Justice Court Administrator	6	N	N	\$ 4,659.00	\$ 4,846.00	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00
	District Attorney's Office Manager	7	N	N	\$ 4,846.00	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00
	Chief Deputy Clerk	8	N	N	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00
	Chief Deputy of Assessment & Taxation	8	N	N	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00
	Human Resources Generalist	8	N	N	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00
	Road District Supervisor	8	N	N	\$ 5,040.00	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00
	Accounting Manager	9	N	N	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00
	Emergency Management Director	9	N	N	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00
	Library Manager	9	N	N	\$ 5,242.00	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00
	Chief Appraiser	10	N	N	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00
	Environmental Hlth Prog Manager	10	N	N	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00
	SW Program Manager	10	N	N	\$ 5,452.00	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00
	Com. Health Administrative Manager	11	N	N	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00
	Com. Health Clinic Manager	11	N	N	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00
	Com. Health Communication & Wellbeing Manager	11	N	N	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00
	Com. Health Dental Manager	11	N	N	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00
	Com. Health Program Manager	11	N	N	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00
	Data Analyst Manager	11	N	N	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00
	Deputy DA 1	11	N	N	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00
	Engineering Project Supervisor (Manager)	11	N	N	\$ 5,671.00	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00
	Human Resource Analyst	12	N	N	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00
	Operations Superintendent	12	N	N	\$ 5,898.00	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00
	Behavioral Health Clinician Assistant Manager	13	N	N	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00
	Chief Deputy Treasurer/Asst Finance Director	13	N	N	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00
	Deputy DA 2	13	N	N	\$ 6,134.00	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00
	Assistant Building Official	14	N	N	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00
	Assistant Chief Deputy DA	14	N	N	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00
	Behavioral Health Clinician Manager	14	N	N	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00
	Com. Health Chief Operations Officer	14	N	N	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00
	Com. Public Health Deputy Director	14	N	N	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00
	Environmental Program Manager	14	N	N	\$ 6,380.00	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00

**TILLAMOOK COUNTY NON-REPRESENTED/EXEMPT SALARY 2022-2023 SALARY SCHEDULE
EFFECTIVE JANUARY 1, 2023**

Exempt		Range	Union	O/T Elig	Steps								
Table: N	TITLE				Minimum	1	2	3	4	5	6	7	8
	Building Official	15	N	N	\$ 6,636.00	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00	\$ 9,088.00
	Chief Deputy DA	16	N	N	\$ 6,902.00	\$ 7,179.00	\$ 7,467.00	\$ 7,766.00	\$ 8,077.00	\$ 8,401.00	\$ 8,738.00	\$ 9,088.00	\$ 9,452.00

Revised & adopted by BOC

Revised & adopted by BOC 11/24/2021 (Added BHC Assistant Manager to R13)

Revised & adopted by BOC 3/2/2022 (Added Com. Health Administrative Manager to R11)

Revised & adopted by BOC 4/6/2022 (Added Com. Health Communication & Wellbeing Manager to R11)

Revised & adopted by BOC 6/2/2022

Revised & adopted by BOC 11/2/2022 (Added HR Coordinator to R7, hourly)

Revised & adopted by BOC 1/4/2023 (5% Wage adjustment in all ranges effective 1/1/2023,

moved Facilities Supervisor from R2 to R4, moved Engineering Project Supervisor from R9 to R11,

moved Chief Deputy Treasurer/Asst Finance Director from R12 to R13)