

Health Provider Pay Table

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	\$ 8,825.00	\$ 9,178.00	\$ 9,545.00	\$ 9,927.00	\$ 10,324.00	\$ 10,737.00	\$ 11,166.00	\$ 11,613.00	\$ 12,078.00

SPECIAL 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 Department Director**

- * Based on these required conditions:**
- 325 patient encounters per month**; adjusted annually
 - YOSRA is prorated based on % of FTE
 - 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).

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	\$ 15,314.00	\$ 15,927.00	\$ 16,564.00	\$ 17,227.00	\$ 17,916.00	\$ 18,633.00	\$ 19,378.00	\$ 20,153.00	\$ 20,959.00

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	\$ 2.00	\$ 16,262.00	\$ 17,075.00	\$ 17,929.00	\$ 18,825.00	\$ 19,766.00	\$ 20,754.00	\$ 21,792.00	\$ 22,882.00

SPECIAL 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 Department Director**

- *** Based on these required conditions:**
- YOSRA is prorated based on % of FTE
 - Closed Charts Formula:
% of charts closed within 48 hours - 90%

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	\$ 18,517.00	\$ 19,480.00	\$ 20,493.00	\$ 21,559.00	\$ 22,680.00	\$ 23,859.00	\$ 25,100.00	\$ 26,405.00	\$ 27,778.00

SPECIAL 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 Department Director**

- * Based on these required conditions:**
- 325 patient encounters per month**; adjusted annually
 - YOSRA is prorated based on % of FTE
 - 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		
	Asst. Med Director	Medical Director
Monthly Stipend	\$ 575.00	\$980.00
		Public Health Official
		\$780.00
	Temporary Physician (Individual Agreement)	Temporary Mid-Level Provider
	\$90-\$175 per hour	\$55.00-\$140 per hour
Provider On-Call-Weekly/Paid ONLY for full week on-call		
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 and adopted by BOCC 1/11/2023. Effective 1/1/2023 5% Market Adj.
 Revised & adopted by BOCC 3/13/2024 Structure. HP-B range Step 1, adjusted to be 4% between steps
 Revised and adopted by BOCC 3/13/2024. Effective 1/1/2024 2% COLA.
 Revised and adopted by BOCC 6/26/2024. Effective 7/1/2024 3% COLA.