

NON-UNION SALARY SCHEDULE

Fiscal Year 2025-2026

2% Increase 7/1/2025

Increase Effective 7-1-2025 but excludes paygrades 800, 815, 821, 823, 832, 833.

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	Pay Grade	1	2	3	4	5	6
Fair Office Administrative Assistant	700	\$ 3,994 \$ 23.0423	\$ 4,168 \$ 24.0462	\$ 4,368 \$ 25.2000	\$ 4,573 \$ 26.3827	\$ 4,778 \$ 27.5654	\$ 5,009 \$ 28.8981
Help Desk Manager - IT	702	\$ 3,809 \$ 21.9750	\$ 3,979 \$ 22.9558	\$ 4,163 \$ 24.0173	\$ 4,365 \$ 25.1827	\$ 4,558 \$ 26.2962	\$ 4,778 \$ 27.5654
Not Used	706	\$ 4,752 \$ 27.4154	\$ 4,965 \$ 28.6442	\$ 5,205 \$ 30.0288	\$ 5,458 \$ 31.4885	\$ 5,720 \$ 33.0000	\$ 6,005 \$ 34.6442
Human Resource Director	712	\$ 6,978 \$ 40.2577	\$ 7,273 \$ 41.9596	\$ 7,576 \$ 43.7077	\$ 7,898 \$ 45.5654	\$ 8,230 \$ 47.4808	\$ 8,577 \$ 49.4827
Road Contract Specialist	714	\$ 3,164 \$ 18.2538	\$ 3,304 \$ 19.0615	\$ 3,457 \$ 19.9442	\$ 3,618 \$ 20.8731	\$ 3,782 \$ 21.8192	\$ 3,964 \$ 22.8692
Director of Legal Counsel & HR	715	\$ 8,630 \$ 49.7885	\$ 8,838 \$ 50.9885	\$ 9,047 \$ 52.1942	\$ 9,249 \$ 53.3596	\$ 9,456 \$ 54.5538	\$ 9,662 \$ 55.7423
Chief Deputy DA	716	\$ 10,543 \$ 60.8250	\$ 11,193 \$ 64.5750	\$ 11,875 \$ 68.5096	\$ 12,597 \$ 72.6750	\$ 13,349 \$ 77.0135	\$ 14,137 \$ 81.5596
Maintenance Foreman - Fair	728	\$ 3,024 \$ 17.4462	\$ 3,152 \$ 18.1846	\$ 3,269 \$ 18.8596	\$ 3,426 \$ 19.7654	\$ 3,592 \$ 20.7231	\$ 3,767 \$ 21.7327
Park Maintenance Manager	729	\$ 4,752 \$ 27.4154	\$ 4,965 \$ 28.6442	\$ 5,205 \$ 30.0288	\$ 5,458 \$ 31.4885	\$ 5,720 \$ 33.0000	\$ 6,005 \$ 34.6442
Bldg. Maintenance Supervisor	740	\$ 4,059 \$ 23.4173	\$ 4,221 \$ 24.3519	\$ 4,400 \$ 25.3846	\$ 4,592 \$ 26.4923	\$ 4,788 \$ 27.6231	\$ 4,999 \$ 28.8404
Human Resources Specialist							
Counsel Legal Assistant							
Jail Bldg Maint Supervisor							

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	Pay Grade	1	2	3	4	5	6
Chief Survey Aide	741	\$ 4,133	\$ 4,323	\$ 4,527	\$ 4,735	\$ 5,033	\$ 5,206
		\$ 23.8442	\$ 24.9404	\$ 26.1173	\$ 27.3173	\$ 29.0365	\$ 30.0346
Chief Deputy Treasurer	742	\$ 3,457	\$ 3,618	\$ 3,782	\$ 3,964	\$ 4,153	\$ 4,351
		\$ 19.9442	\$ 20.8731	\$ 21.8192	\$ 22.8692	\$ 23.9596	\$ 25.1019
Veterans Service Officer	743	\$ 4,376	\$ 4,552	\$ 4,752	\$ 4,965	\$ 5,205	\$ 5,458
		\$ 25.2462	\$ 26.2615	\$ 27.4154	\$ 28.6442	\$ 30.0288	\$ 31.4885
Network Administrator	747	\$ 5,233	\$ 5,477	\$ 5,729	\$ 6,011	\$ 6,305	\$ 6,613
		\$ 30.1904	\$ 31.5981	\$ 33.0519	\$ 34.6788	\$ 36.3750	\$ 38.1519
Parks Operations Supervisor	749	\$ 3,841	\$ 4,016	\$ 4,198	\$ 4,398	\$ 4,604	\$ 4,824
Fair Office Manager		\$ 22.1596	\$ 23.1692	\$ 24.2192	\$ 25.3731	\$ 26.5615	\$ 27.8308
No Classification	752	\$ 4,051	\$ 4,244	\$ 4,443	\$ 4,645	\$ 4,872	\$ 5,106
		\$ 23.3712	\$ 24.4846	\$ 25.6327	\$ 26.7981	\$ 28.1077	\$ 29.4577
Health Promotion Coordinator	756	\$ 4,382	\$ 4,591	\$ 4,816	\$ 5,052	\$ 5,294	\$ 5,550
Crime Victims Asst Director		\$ 25.2808	\$ 26.4865	\$ 27.7846	\$ 29.1462	\$ 30.5423	\$ 32.0192
Front Desk Manager							
WIC Coordinator							
Psychiatrist	758	\$ 22,059	\$ 23,162	\$ 24,318	\$ 25,534	\$ 26,813	\$ 28,153
		\$ 127.2635	\$ 133.6269	\$ 140.2962	\$ 147.3115	\$ 154.6904	\$ 162.4212
Crime Victim Assistant	766	\$ 3,164	\$ 3,304	\$ 3,457	\$ 3,618	\$ 3,782	\$ 3,964
Admin Aide I - Planning		\$ 18.2538	\$ 19.0615	\$ 19.9442	\$ 20.8731	\$ 21.8192	\$ 22.8692
Admin Aide I - Road							
Admin Aide I - HR							
Admin Aide I - Surveyor							
Epidimiologist	769	\$ 5,330	\$ 5,591	\$ 5,867	\$ 6,156	\$ 6,463	\$ 6,786
		\$ 30.7500	\$ 32.2558	\$ 33.8481	\$ 35.5154	\$ 37.2865	\$ 39.1500

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	Pay Grade	1	2	3	4	5	6
Office Manager - Solid Waste	772	\$ 3,991	\$ 4,179	\$ 4,382	\$ 4,595	\$ 4,817	\$ 5,052
		\$ 23.0250	\$ 24.1096	\$ 25.2808	\$ 26.5096	\$ 27.7904	\$ 29.1462
Administrative Aide II - CC	775	\$ 3,311	\$ 3,475	\$ 3,645	\$ 3,824	\$ 4,012	\$ 4,205
Administrative Aide II - PH		\$ 19.1019	\$ 20.0481	\$ 21.0288	\$ 22.0615	\$ 23.1462	\$ 24.2596
Administrative Aide II - MH							
Administrative Aide II - IT							
Not Used	778	\$ 6,336	\$ 6,649	\$ 6,979	\$ 7,326	\$ 7,684	\$ 8,066
		\$ 36.5538	\$ 38.3596	\$ 40.2635	\$ 42.2654	\$ 44.3308	\$ 46.5346
County Counsel	779	\$ 11,044	\$ 11,595	\$ 12,175	\$ 12,782	\$ 13,422	\$ 14,094
Integrated Nurse Practitioner - NOT DUAL		\$ 63.7154	\$ 66.8942	\$ 70.2404	\$ 73.7423	\$ 77.4346	\$ 81.3115
Psychiatric MH Nurse Practitioner Adult/Child							
MH Adult/Child Psychiatric Serv Coord							
Adult Psychiatric Service Manager							
MH Adult Psychiatric Serv Coord							
IT System Administrator	780	\$ 4,556	\$ 4,779	\$ 5,008	\$ 5,251	\$ 5,509	\$ 5,777
Business Operations Mgr - Forestry		\$ 26.2846	\$ 27.5712	\$ 28.8923	\$ 30.2942	\$ 31.7827	\$ 33.3288
Business Operations Mgr - Parks							
Chief Deputy Clerk/Recording							
Business Operations Mgr - Comm Development							
Legal Assistant/Legal Office Manager - Counsel							
Business Operations Mgr - District Attorney							
Business Operations Mgr - BOC							
Business Operations Mgr - Maintenance/IT							
HIPAA Compliance Ofcr/Contract Admin							
PH Emergency Preparedness Program Mgr							
Business Operations Mgr - Surveyor							
Business Operations Mgr - Juvenile							
Business Operations Mgr. - Road							
Integrated Nurse Practitioner - Dual Provider	781	\$ 13,159	\$ 13,818	\$ 14,508	\$ 15,235	\$ 15,996	\$ 16,796
		\$ 75.9173	\$ 79.7192	\$ 83.7000	\$ 87.8942	\$ 92.2846	\$ 96.9000

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	Pay Grade	1	2	3	4	5	6
	783	\$ 3,707	\$ 3,884	\$ 4,071	\$ 4,265	\$ 4,469	\$ 4,683
Roads Office Assistant		\$ 21.3865	\$ 22.4077	\$ 23.4865	\$ 24.6058	\$ 25.7827	\$ 27.0173
SCINT Office Manager				\$ -			
	784	\$ 5,156	\$ 5,409	\$ 5,675	\$ 5,957	\$ 6,253	\$ 6,560
Chief Deputy Assessor		\$ 29.7462	\$ 31.2058	\$ 32.7404	\$ 34.3673	\$ 36.0750	\$ 37.8462
Admin Development Mgr - Com Dev							
Business Operations Manager - CCSO							
Legal Oper. Mgr / Safety Program Coord							
Business Operations Manager - CC							
Access Foreman - Public Works							
CCF Comm Dir/Prevention Coord.							
Business Operations Manager - Health							
MH Business Operations Mgr.							
Public Health Clinic Service Prog Mgr							
	786	\$ 5,252	\$ 5,513	\$ 5,782	\$ 6,070	\$ 6,369	\$ 6,683
Risk & Safety Manager		\$ 30.3000	\$ 31.8058	\$ 33.3577	\$ 35.0192	\$ 36.7442	\$ 38.5558
Senior Accountant - Finance							
Prevention Services Program Manager CHW							
Veterans Service Officer							
EHR Manager - CHW							
Accounting Supervisor - CHW							
	787	\$ 6,115	\$ 6,388	\$ 6,673	\$ 6,969	\$ 7,278	\$ 7,602
HR Manager		\$ 35.2788	\$ 36.8538	\$ 38.4981	\$ 40.2058	\$ 41.9885	\$ 43.8577
Network Administrator - CHW							
	788	\$ 3,733	\$ 3,914	\$ 4,103	\$ 4,305	\$ 4,514	\$ 4,731
Survey Office Manager		\$ 21.5365	\$ 22.5808	\$ 23.6712	\$ 24.8365	\$ 26.0423	\$ 27.2942
	789	\$ 4,032	\$ 4,228	\$ 4,434	\$ 4,649	\$ 4,874	\$ 5,113
Admin Services Manager - CC		\$ 23.2615	\$ 24.3923	\$ 25.5808	\$ 26.8212	\$ 28.1192	\$ 29.4981
Admin Services Manager - CHW							
Treasurer Business Operations Mgr							
Director of Elections							
Business Operations Mgr - Solid Waste							
	792	\$ 7,403	\$ 7,773	\$ 8,162	\$ 8,572	\$ 9,002	\$ 9,449
County Forester							

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Comm. Corrections Director Building Codes Administrator - Comm Dev. Comm. Development Director IT Director		\$ 42.7096	\$ 44.8442	\$ 47.0885	\$ 49.4538	\$ 51.9346	\$ 54.5135
Integrated Care Manager - CHW	793	\$ 5,852 \$ 33.7615	\$ 6,115 \$ 35.2788	\$ 6,388 \$ 36.8538	\$ 6,673 \$ 38.4981	\$ 6,969 \$ 40.2058	\$ 7,278 \$ 41.9885
Behavioral Health Director	800	\$ 8,762 \$ 50.5500	\$ 9,113 \$ 52.5750	\$ 9,477 \$ 54.6750	\$ 9,856 \$ 56.8615	\$ 10,251 \$ 59.1404	\$ 10,661 \$ 61.5058
Not Used	812	\$ 4,879 \$ 28.1481	\$ 5,100 \$ 29.4231	\$ 5,330 \$ 30.7500	\$ 5,566 \$ 32.1115	\$ 5,818 \$ 33.5654	\$ 6,081 \$ 35.0827
Bookkeeper/Accounting Clerk - SW Parks Office Manager	813	\$ 3,149 \$ 18.1673	\$ 3,295 \$ 19.0096	\$ 3,455 \$ 19.9327	\$ 3,618 \$ 20.8731	\$ 3,793 \$ 21.8827	\$ 3,973 \$ 22.9212
WIC Coordinator Dental Health Coordinator	814	\$ 3,900 \$ 22.5000	\$ 4,077 \$ 23.5212	\$ 4,262 \$ 24.5885	\$ 4,453 \$ 25.6904	\$ 4,652 \$ 26.8385	\$ 4,860 \$ 28.0385
Coos Health & Wellness Director	815	\$ 9,856 \$ 56.8615	\$ 10,251 \$ 59.1404	\$ 10,661 \$ 61.5058	\$ 11,087 \$ 63.9635	\$ 11,530 \$ 66.5192	\$ 11,991 \$ 69.1788
Coos County Finance Director	816	\$ 7,898 \$ 45.5654	\$ 8,230 \$ 47.4808	\$ 8,604 \$ 49.6385	\$ 8,948 \$ 51.6231	\$ 9,305 \$ 53.6827	\$ 9,677 \$ 55.8288
Public Works Business and Safety Mgr Human Resources Officer Assistant County Counsel I	817	\$ 5,920 \$ 34.1538	\$ 6,058 \$ 34.9500	\$ 6,194 \$ 35.7346	\$ 6,328 \$ 36.5077	\$ 6,471 \$ 37.3327	\$ 6,619 \$ 38.1865
Not Used	818	\$ 4,372 \$ 25.2231	\$ 4,573 \$ 26.3827	\$ 4,782 \$ 27.5885	\$ 5,006 \$ 28.8808	\$ 5,241 \$ 30.2365	\$ 5,487 \$ 31.6558
Finance - Administration Director - CHW Public Health Administrator/Director Healthcare Integration & Program Director	819	\$ 8,074 \$ 46.5808	\$ 8,398 \$ 48.4500	\$ 8,732 \$ 50.3769	\$ 9,082 \$ 52.3962	\$ 9,446 \$ 54.4962	\$ 9,824 \$ 56.6769

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Environmental Health Program Mgr PH Clinic Manager RN Integrated Care Manager WIC Program Manager Home Visiting Program Manager Health Promotion Director	820	\$ 6,323 \$ 36.4788	\$ 6,576 \$ 37.9385	\$ 6,842 \$ 39.4731	\$ 7,122 \$ 41.0885	\$ 7,417 \$ 42.7904	\$ 7,724 \$ 44.5615
Deputy Director - CHW	821	\$ 9,113 \$ 52.5750	\$ 9,477 \$ 54.6750	\$ 9,856 \$ 56.8615	\$ 10,251 \$ 59.1404	\$ 10,661 \$ 61.5058	\$ 11,087 \$ 63.9635
IT Director	822	\$ 6,086 \$ 35.1115	\$ 6,457 \$ 37.2519	\$ 6,825 \$ 39.3750	\$ 7,195 \$ 41.5096	\$ 7,564 \$ 43.6385	\$ 7,937 \$ 45.7904
MH Specialist III - Program Manager	823	\$ 7,790 \$ 44.9423	\$ 8,102 \$ 46.7423	\$ 8,426 \$ 48.6115	\$ 8,762 \$ 50.5500	\$ 9,113 \$ 52.5750	\$ 9,477 \$ 54.6750
Road Foreman Senior Assistant County Counsel Asst County Counsel II	824	\$ 6,446 \$ 37.1885	\$ 6,720 \$ 38.7692	\$ 7,007 \$ 40.4250	\$ 7,306 \$ 42.1500	\$ 7,617 \$ 43.9442	\$ 7,942 \$ 45.8192
Public Works Director Road Maintenance Manager	825	\$ 7,587 \$ 43.7712	\$ 7,926 \$ 45.7269	\$ 8,283 \$ 47.7865	\$ 8,656 \$ 49.9385	\$ 9,048 \$ 52.2000	\$ 9,454 \$ 54.5423
Parks Director	826	\$ 5,736 \$ 33.0923	\$ 6,130 \$ 35.3654	\$ 6,520 \$ 37.6154	\$ 6,909 \$ 39.8596	\$ 7,302 \$ 42.1269	\$ 7,693 \$ 44.3827
Juvenile Director Assistant Roadmaster	827	\$ 6,522 \$ 37.6269	\$ 6,957 \$ 40.1365	\$ 7,391 \$ 42.6404	\$ 7,827 \$ 45.1558	\$ 8,261 \$ 47.6596	\$ 8,698 \$ 50.1808
Not Used	828	\$ 4,219 \$ 24.3404	\$ 4,336 \$ 25.0154	\$ 4,457 \$ 25.7135	\$ 4,588 \$ 26.4692	\$ 4,725 \$ 27.2596	\$ - \$ -
Finance Director/Treasurer only	829	\$ 7,693 \$ 44.3827	\$ 8,127 \$ 46.8865	\$ 8,561 \$ 49.3904	\$ 8,998 \$ 51.9115	\$ 9,432 \$ 54.4154	\$ 9,867 \$ 56.9250

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	Pay Grade	1	2	3	4	5	6
Captain	830	\$ 8,085	\$ 8,448	\$ 8,827	\$ 9,223	\$ 9,640	\$ 10,073
		\$ 46.6442	\$ 48.7385	\$ 50.9250	\$ 53.2096	\$ 55.6154	\$ 58.1135
Building Maint Operation Manager	831	\$ 5,818	\$ 6,052	\$ 6,295	\$ 6,547	\$ 6,809	\$ 7,081
		\$ 33.5654	\$ 34.9154	\$ 36.3173	\$ 37.7712	\$ 39.2827	\$ 40.8519
Psychiatric MH Nurse Practitioner	832						
BH Clinical Operations Director	833	\$ 8,426	\$ 8,762	\$ 9,113	\$ 9,477	\$ 9,856	\$ 10,251
		\$ 48.6115	\$ 50.5500	\$ 52.5750	\$ 54.6750	\$ 56.8615	\$ 59.1404