

BEFORE THE BOARD OF COUNTY COMMISSIONERS

FOR TILLAMOOK COUNTY, OREGON

In the Matter of Affirming the Tillamook )  
County Compensation Philosophy and ) RESOLUTION  
Establishing Comparators ) #R-25- 001

This matter came before the Tillamook County Board of Commissioners on February 5, 2025 at the request of Rachel Hagerty, Chief Administrative Officer. The Board, being fully apprised, finds as follows:

1. Tillamook County's current compensation philosophy is:
  - a. Tillamook County believes that its employees are the key to delivering excellent county services to residents, businesses, and visitors and is committed to attracting and retaining employees through fair and equitable pay and benefits.
2. For the purposes of conducting competitive compensation studies, the county defines "market" as within five percent (5%) of the Total Compensation market average.
3. Total Compensation includes:
  - a. Salary (structure midpoint)
  - b. Total employer-paid medical premiums less employee paid premiums for the following:
    - a. Medical
    - b. Dental
    - c. Vision
    - d. Retirement
    - e. HRA/VEBA contributions (if applicable)
  - c. Value of Paid Leave
4. The county compares to Oregon counties according to Oregon Revised Statute (ORS) 243.746(4)(e) which states: "comparable" is limited to communities of the same or nearest population range within Oregon".
5. The county also compares to Oregon counties that are comparable to the county in cost-of-living index, cost of housing, population, and bordering geographic location that the county competes with for talent.

NOW, THEREFORE, IT IS HEREBY RESOLVED that:

6. The Tillamook County Board of Commissioners hereby affirms the following compensation philosophy:
  - a. Tillamook County believes that its employees are the key to delivering excellent county services to residents, businesses, and visitors and is committed to attracting and retaining employees through fair and equitable pay and benefits.
7. The Board further affirms the definition of "market" as within five percent (5%) of the Total Compensation market average, as defined herein.
8. The Board hereby establishes the following comparator entities:
  - a. Clatsop County
  - b. Columbia County
  - c. Crook County
  - d. Curry County
  - e. Hood River County
  - f. Jefferson County
  - g. Lincoln County
  - h. Malheur County
  - i. Polk County\*
  - j. Union County
  - k. Wasco County
  - l. City of Tillamook\*\*
  - m. State of Oregon\*\*

*\*Not a statutory county comparator according to ORS 243.746(4)(e).*

*\*\*For all positions excluding directors because of the entity size in comparison to the county.*

9. The Board hereby also approves the use of published private market data sources for the Health and Human Services' specialized classifications that are not readily available from the comparator entities listed in Section 8 herein. (General classifications, such as office specialists, accountants, etc. are excluded.)

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Dated this 5<sup>th</sup> day of February, 2025.

BOARD OF COUNTY COMMISSIONERS  
FOR TILLAMOOK COUNTY, OREGON

  
Erin D. Skaar, Chair

  
Paul Fournier, Vice-Chair

  
Mary Faith Bell, Commissioner

ATTEST: Christy Nyseth, County Clerk

By:   
Special Deputy

| Aye | Nay | Abstain/Absent |
|-----|-----|----------------|
| ✓   |     | 1              |
| ✓   |     | 1              |
| ✓   |     | 1              |

APPROVED AS TO FORM:

  
~~William K. Sargent~~ Joel W. Stevens  
County Counsel

