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November 26, 2024

Canyon County Board of Commissioners
1115 Albany St. Rm101
Caldwell, ID 83605
Via email: BOCC@canyoncounty.id.gov

Re: Leadership Specialty Pay Proposal

Dear Board of County Commissioners:

I look forward with great anticipation to the start of my term as Canyon County Prosecuting Attorney ("CCPA") on January 13, 2025, and the opportunity to work with each of you. I write to propose a new structure for the compensation of mid-level leadership positions in CCPA's Criminal Division. This structure will help CCPA recruit and retain qualified leaders **and** will save the county \$156,797.00 from previous proposals.

As you know, the issue of mid-level leadership needs within CCPA has been a recurring topic with the Board. In the FY 2025 budget proposed by the outgoing CCPA, a request was made for a misdemeanor team lead, with some confusion about whether that attorney would be classified as an attorney 3 or 4 (CCPA finally landed on a request for a new position classified as an attorney 4).

There is indeed a plain need for some mid-level management of attorney teams. Direct supervision by the criminal chief of more than thirty prosecutors results in less-than-optimal training and case outcomes, and leaves personnel issues unattended. All of this leaves the community less safe and Canyon County more exposed to litigation risks than is optimal.

After discussions with deputy prosecutors, court staff, and human resources, the most immediate need is for a misdemeanor team lead, followed by a felony team lead. I also anticipate that in the future, there may be a need for some special unit team leads.

The question becomes how to compensate team leads in a manner that 1) is fiscally responsible to our taxpaying constituents, and 2) gives fair compensation for the extra work entailed in supervision. After brainstorming with my team and consultation with Human Resources, I believe I have a solution that balances both interests--leadership specialty pay that attaches to the position itself rather than the deputy's underlying salary.

This option, rather than creating new positions or PCNs, allows CCPA to select a deputy for this extra leadership duty and compensate for that duty directly. CCPA would use attorney slots under the current PCN structures and provide an additional pay attached directly to the leadership duties required. This method of pay has the additional benefit of allowing an attorney to return to a non-leadership role and have compensation adjusted without a demotion in salary.

Starting on January 13, 2025, I respectfully request the following:

Misdemeanor Team Lead Specialty Pay

This stipend would pay a deputy prosecuting attorney an additional \$10,000.00 per annum. The Misdemeanor Team Lead will have one of the heaviest leadership roles, and, while an attorney 3 may be tapped for this position, it comes with higher stress and additional work than most, as the training and mentorship needs of new attorneys are at their highest.

Previously, the draft budget submitted by PA Taylor suggested a new attorney position. The total cost of this new position was calculated to be 171, 797.00 with salary and benefits. *See final page of FY 2025 Proposed Budget.* Having reviewed the current structure of the criminal division, as well as current open/active caseloads for current deputies, I believe that we can achieve the goal of selecting a misdemeanor team lead without a new position by internal restructuring and direct compensation for the leadership duties.

Felony Team Lead Specialty Pay

This stipend would pay a deputy prosecuting attorney an additional \$5,000.00 per annum. The Felony Team Lead will lead more experienced attorneys and will consequently usually be selected from the most experienced attorneys. This role will focus on encouraging felony attorneys to constantly improve and avoid plateaus.

The felony-level attorneys do not generally need as much intensity in supervision (rather they need a higher level of expertise in the supervisor), so the compensation is adjusted for intensity of the duty required. It is worth noting, however, that the experience level of the attorney selected for this post will usually land them already at the higher end of compensation.

I am pleased to be able to create a savings of \$156,797.00 from the proposed budget for FY 25 while creating two additional positions rather than one. In the coming months, my team and I will continue to evaluate the proposed budget from earlier this summer and will give supported recommendations to this Board in regard to the other budget requests.

I appreciate your consideration of this request, and would be happy to discuss the proposal in an open meeting.

Respectfully yours,

A handwritten signature in dark ink, appearing to read 'C.D. Boyd', written in a cursive style.

CHRISTOPHER D. BOYD
Canyon County Prosecuting Attorney-Elect