



## CANYON COUNTY SOLID WASTE

15500 MISSOURI AVENUE  
NAMPA, IDAHO 83686

### Memo:

To: Board of County Commissioners

From: David M. Loper, REHS/RS

Date: April 28, 2025

Subject: Landfill Heavy Equipment Mechanic Grade Change

In FY24 the Landfill in consultation with HR and the BOCC increased the Landfill Heavy Equipment Mechanics hourly rate to better reflect market conditions. This process did not include a resolution to move the pay grade.

Recently a Landfill Heavy Equipment Mechanic position has come open at the Landfill. The Lead Mechanic accepted a promotion to Operation Manager. In an attempt to backfill this position, it has become clear that the hourly salary being advertised is too low. In order to be competitive, the hourly rate for Landfill Heavy Equipment Mechanic needs to be at the top of Grade 13 to middle of grade 14, at a minimum. The job has been posted for 8 weeks with no qualified candidates to date.

I am requesting we increase the Landfill Heavy Equipment Mechanic position from Grade 13 to Grade 14. This will have no fiscal impact. The hourly rate of the Landfill Heavy Equipment Mechanic is already within the pay grade. This change will allow us to advertise at a more competitive level and provide upward mobility for the position.

This process is important to the future success of the Landfill creating an organization that retains qualified staff, and the ability to recruit qualified employees. In addition, this will develop a succession planning structure and provide organizational stability through qualified staffing and training.

**PICKLES BUTTE SANITARY LANDFILL**

Tele 208-614-5005 Fax 208-466-7296 email [David.Loper@canyoncounty.id.gov](mailto:David.Loper@canyoncounty.id.gov)

The Canyon County Board of Commissioners considered and adopted the following Resolution which shall be effective on the \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

Upon the motion of Commissioner \_\_\_\_\_ and the second by Commissioner \_\_\_\_\_ the Board resolves as follows:

To approve the change of the **job title of one (1) position and the wage grade of two (2) positions with Canyon County Solid Waste.**

One (1), Lead Landfill Heavy Equipment Mechanic, salary grade 13, min. \$25.11, mid. \$29.89, max. \$34.66, position control number 72 373 090, FLSA non-exempt

TO

One (1) Landfill Heavy Equipment Mechanic, salary grade 14, min. \$29.73, mid. \$35.38, max. \$41.02, position control number 72 373 090, FLSA non-exempt

AND

One (1), Landfill Heavy Equipment Mechanic, salary grade 13, min. \$25.11, mid. \$29.89, max. \$34.66, position control number 72 373 371, FLSA non-exempt

TO

One (1) Landfill Heavy Equipment Mechanic, salary grade 14, min. \$29.73, mid. \$35.38, max. \$41.02, position control number 72 373 371, FLSA non-exempt

\_\_\_\_ Motion Carried Unanimously  
\_\_\_\_ Motion Carried/Split Vote Below  
\_\_\_\_ Motion Defeated/Split Vote Below

|  | Yes | No | Not Vote |
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| _____<br>Commissioner Leslie Van Beek | _____ | _____ | _____ |
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| _____<br>Commissioner Brad Holton | _____ | _____ | _____ |
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| _____<br>Commissioner Zach Brooks | _____ | _____ | _____ |
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Attest: Rick Hogaboam, Clerk

\_\_\_\_\_  
Deputy Clerk

Date: \_\_\_\_\_