

# COMPENSATION DISCUSSION

July 7, 2025





# FISCAL YEAR 2026 OBLIGATIONS

- HEALTHCARE EMPLOYER CONTRIBUTION INCREASE - ESTIMATED • 3,000,000
- SHERIFF'S ADMINISTRATION BUILDING – ARPA OVERRUN – ESTIMATED • 1,200,000 – 2,000,000
- FEMALE DETENTION FACILITY – ESTIMATED • 7,500,000 – 10,000,000

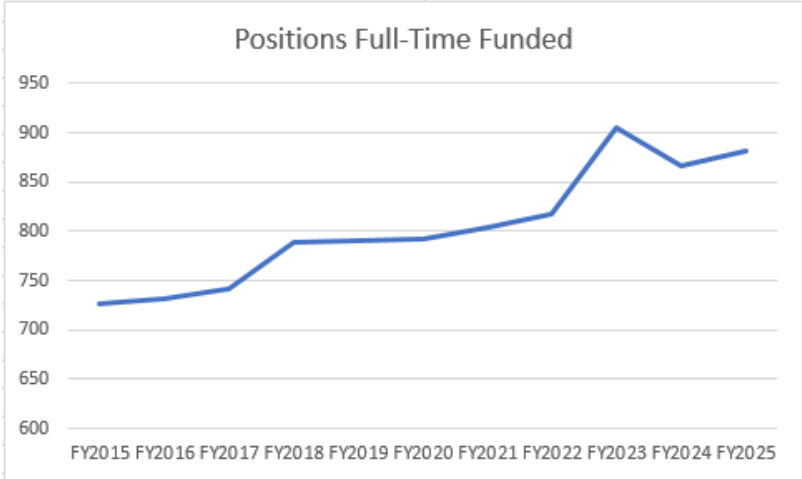
## BUDGET CONSTRAINTS – SHARED WITHIN IDAHO PUBLIC SECTOR

- GROWING POPULATION
- REQUIREMENT OF FULFILLING MANDATED COUNTY SERVICES
- LIMITS ON GOVERNMENT (LEGISLATION)

CANYON COUNTY EMPLOYEE HEALTH TRUST EXPENSES OVER THE PAST 10 YEARS HAVE INCREASED

- EMPLOYEES HAVE NOT BEEN ASKED TO CONTRIBUTE DURING THIS TIME – RECRUITMENT METHOD

FISCAL YEAR	SALARIES & BENEFITS	POSITIONS FULL TIME FUNDED
FY2015	50,270,778.00	725.75
FY2016	51,968,745.00	730.79
FY2017	51,783,122.00	742.42
FY2018	61,122,531.00	789.75
FY2019	64,132,700.00	790.33
FY2020	66,939,221.00	793.01
FY2021	66,724,401.00	804.00
FY2022	73,601,504.00	818.00
FY2023	83,832,408.00	905.00
FY2024	89,306,887.00	867.00
FY2025	86,163,380.00	881.00

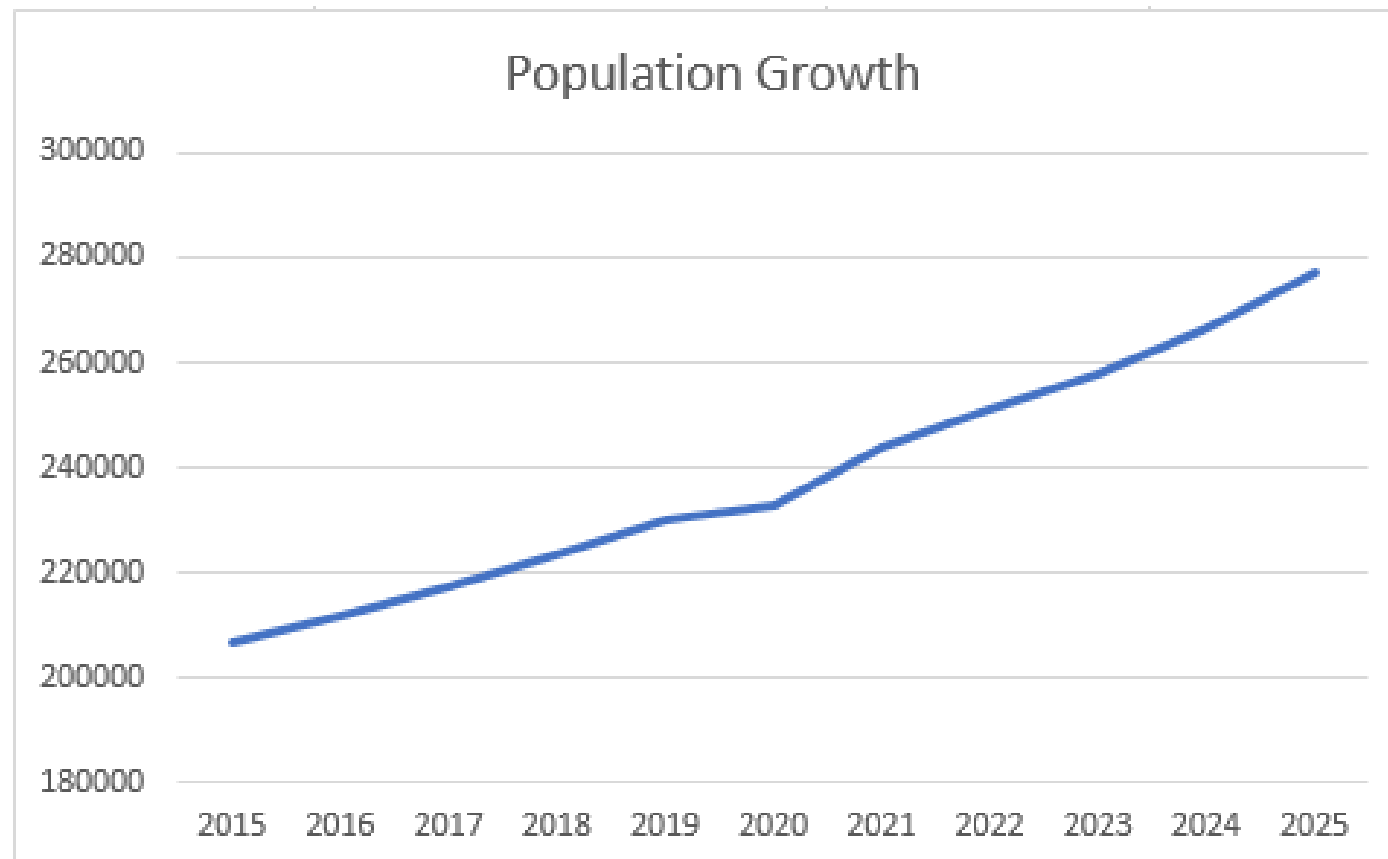


EMPLOYEE INCREASES

71.40%	2015 - 2025
22.31%	2020 - 2025

## CANYON COUNTY GROWTH 2015 - 2025

Year	Population Growth
2015	206,956
2016	211,573
2017	217,037
2018	223,518
2019	230,270
2020	233,013
2021	243,710
2022	250,892
2023	257,674
2024	266,892
2025	277,000





# COMPENSATION PROPOSALS

MARTY DANNER

HUMAN RESOURCES DIRECTOR