

Commissioner Minutes

July 16, 2025 – 9:34 a.m. to 10:23 a.m.

**FY2026 COMPENSATION PROPOSAL FOLLOW-UP MEETING**

Commissioners Leslie Van Beek, Brad Holton and Zach Brooks

Clerk Rick Hogaboam

Controller Kyle Wilmot

Auditing Supervisor Sarah Winslow

HR Director Marty Danner

Chief Deputy P.A. Aaron Bazzoli

Juvenile Probation Supervisor IV Elda Catalano

Juvenile Probation Supervisor III Jose Orozco

Misdemeanor Probation Supervisor II Jeff Breach

CCSO PIO Joe Decker

Cpt. Chuck Gentry

Sr. Finance Specialist Bree Ann Kilbourne

CCSO Financial Manager David Ivers

Cpt. Ray Talbot

LT. Travis Engle

Cpt. Harold Patchett

LT. Martin Flores

Lt. Chad Harrold

Chief Deputy Treasurer Steve Onofrei

Treasurer's Banking and Finance Manager Melissa Tucker

Treasurer Jennifer Watters

Chief Deputy Sheriff Doug Hart

Assessor Brian Stender

TCA Benita Miller (arrived at 9:41 a.m.)

Facilities Director Rick Britton arrived at (10:18 a.m.)

Deputy Clerk Jenen Ross\_\_\_\_\_

**FY2026 COMPENSATION PROPOSAL FOLLOW-UP MEETING**

The Board met today at 9:34 a.m. for a FY2026 compensation proposal follow-up meeting. Present were: Commissioners Leslie Van Beek, Brad Holton and Zach Brooks, Clerk Rick Hogaboam, Controller Kyle Wilmot, Auditing Supervisor Sarah Winslow, HR Director Marty Danner, Chief Deputy P.A. Aaron Bazzoli, Juvenile Probation Supervisor IV Elda Catalano, Juvenile Probation Supervisor III Jose Orozco, Misdemeanor Probation Supervisor II Jeff Breach, CCSO PIO Joe Decker, Cpt. Chuck Gentry, Sr. Finance Specialist Bree Ann Kilbourne, CCSO Financial Manager David Ivers, Cpt. Ray Talbot, LT. Travis Engle, Cpt. Harold Patchett, LT. Martin

Flores, Lt. Chad Harrold, Chief Deputy Treasurer Steve Onofrei, Treasurer's Banking and Finance Manager Melissa Tucker, Treasurer Jennifer Watters, Chief Deputy Sheriff Doug Hart, Assessor Brian Stender, TCA Benita Miller (arrived at 9:41 a.m.), Facilities Director Rick Britton arrived at (10:18 a.m.), and Deputy Clerk Jenen Ross.

Director Danner reviewed the options that were presented during the meeting on July 7<sup>th</sup> and included 3 additional options as follows:

**1% COLA & SO Scheduled Comp Increase**

572 County Employees = \$ 413,507.28  
32 Solid Waste/Enterprise Fund = \$ 21,229.86  
210 Sheriff's Office = \$ 775,200.00  
Total \$ 1,209,937.14

**2% COLA & SO Scheduled Comp Increase**

572 County Employees = \$ 827,014.56  
32 Solid Waste/Enterprise Fund = \$ 42,459.72  
210 Sheriff's Office = \$ 775,200.00  
Total \$ 1,644,674.28

**\$2000 1- time payment in January**

572 County Employees = \$ 1,315,600.00  
32 Solid Waste/Enterprise Fund = \$ 73,600.00  
210 Sheriff's Office = \$ 483,000.00  
Total \$ 1,872,200.00

**\$2000 1-time payment & SO Schedule Increases**

572 County Employees = \$ 1,315,600.00  
32 Solid Waste/Enterprise Fund = \$ 73,600.00  
*Total 1-time cost = \$1,389,200.00*  
210 Sheriff's Office = \$ 775,200.00  
Total \$ 2,164,400.00

Additional options:

**\$1500 1-time payment & SO Scheduled Increases**

572 County Employees = \$1,029,600.00  
32 Solid Waste/Enterprise Fund = \$57,600.00  
*Total 1-time cost = \$1,087,200.00*  
210 Sheriff's Office = \$680,000.00

Total \$1,767,200.00

**\$1600 1-time payment & SO Scheduled Increases**

572 County Employees = \$1,086,800.00

32 Solid Waste/Enterprise Fund = \$60,800.00

*Total 1-time cost = \$1,147,600.00*

210 Sheriff's Office = \$680,000.00

Total \$1,827,600.00

**\$1800 1-time payment & SO Scheduled Increases**

572 County Employees = \$1,201,200.00

32 Solid Waste/Enterprise Fund = \$67,200.00

*Total 1-time cost = \$1,268,400.00*

210 Sheriff's Office = \$680,000.00

Total \$1,948,400

Commissioner Van Beek noted that in the previous meeting regarding health insurance coverage, the employee contribution is going to increase and per Director Danner, depending on the coverage selected, premiums could increase by approximately \$2000 annually.

Director Danner explained that market adjustments requested for FY26 stand apart from these increases; that is a separate review and approval process for Board consideration. With the implementation of the Dayforce program, she hopes to incorporate merit-based increases in FY27 noting that the restrictions with performance review increases are really based more on budgetary constraints vs. implementation of the new system. In response to a question from Commissioner Brooks, she said that market adjustments were to level-set departments/Offices and get personnel to where they should have already been or need to be. COO Rast explained that as part of the budget process, all Offices and departments had the opportunity to work with HR on any market adjustments they felt necessary with 5 Offices and 9 departments making adjustments.

Commissioner Holton feels this Board has attempted to make a much more level playing field, to negate what was done in February with a \$3M infusion into the health plan would be unfair and remiss. There has not been an increase to health plan since 2017. He said that with the change in the CCSO pay scale/steps the turnover rate and lawsuits have significantly decreased. He is good with continuing to stay with the CCSO plan but now needs to figure out what to do for all the other county employees. He is in favor of a one-time payment and keeping CCSO pay scale in place. With revenues being flat, he believes it would be unwise to add on to next year's base cost, the one-time payment is a way to not add on to future years but it is an attempt to not have employees move backwards.

Commissioner Van Beek concurs that the county cannot afford/incur a COLA. She too is in favor of keeping CCSO pay scale in place as she feels it has had beneficial impact on recruiting and retention of quality employees in the Sheriff's Office.

At the request of the Board, Director Danner spoke to the impact the adjusted pay scale has had on retention in the Sheriff's Office. Additionally, she spoke about how communication to employees outside of the sworn officers will be important as she is concerned there will be a perception of lesser importance without a COLA or pay scale adjustment. She wants to ensure that the message is clear that the Board and the county values all of the employees.

Commissioner Van Beek feels the county has done a good job in rewarding and recognizing employees. She hopes that most employees won't feel slighted and are thankful for what Canyon County provides in the way of the culture, the climate, and the environment.

Commissioner Holton expressed his frustration with what he feels were poor decisions made by previous Boards which have severely impacted the financial position the county is in today.

Following Board discussion and deliberation mainly surrounding increased employee health coverage contribution, Commissioner Holton made a motion to include the \$2000 (grossed up to \$2300) 1-time payment & SO Schedule increase (CCSO commissioned deputies will only receive pay schedule, not the one-time payment) to be paid the first full pay cycle in February and to grant three appreciation days in the budget. The motion was seconded by Commissioner Van Beek and carried unanimously.

A resolution will be prepared for the appreciation days to be considered at a later time.

Commissioner Holton motion to adjourn the meeting. The motion was seconded by Commissioner Van Beek and carried unanimously. The meeting concluded at 10:23 a.m. and an audio recording is on file in the Commissioners' Office.