



**HUMAN RESOURCES OFFICE**  
*Canyon County, Idaho*

*Marty Danner*  
*Director, HR*

**MEMO**

May 13, 2026

TO: BOCC  
FROM: Marty Danner, HR Director

RE: Reclassification of Deputy Coroner Positions from Grade 12 to Grade 13

After completing a compensation and classification review of the Deputy Coroner position, Human Resources is recommending the reclassification of the position from Grade 12 to Grade 13. This recommendation is based on review of comparable positions in other Idaho counties, the current scope of responsibilities assigned to the position, and ongoing recruitment and retention challenges tied to compensation positioning.

Over the last several years, the role of Deputy Coroner has continued to evolve and become significantly more complex than what the current grade reflects. Deputy Coroners are responsible for responding to unattended, traumatic, suspicious, and medically complex deaths throughout the county. The position requires independent judgment, detailed investigative work, coordination with law enforcement, medical providers, funeral homes, and families, as well as responding to highly sensitive situations during nights, weekends, and holidays.

When we reviewed comparable positions throughout Idaho counties, we found that many counties are recognizing the increased responsibility and complexity associated with medicolegal death investigations and are compensating these positions at a higher level. The work being performed today is much more specialized and operationally demanding than what historically may have been associated with the role.

In addition to the market review, our retention analysis and exit feedback continue to point to compensation as one of the primary reasons employees leave County employment for similar opportunities elsewhere. Positions that require specialized skills, on-call responsibilities, and exposure to difficult and traumatic situations become increasingly difficult to retain when compensation falls behind surrounding jurisdictions. We have seen employees leverage the experience gained in these roles to move into higher-paying opportunities outside of Canyon County. From an operational standpoint, turnover in these positions creates service gaps, increases training costs, and places additional strain on remaining staff.

This recommendation better aligns the Deputy Coroner position with the actual level of responsibility being performed, improves internal alignment within our compensation structure, and helps position the County more competitively for recruitment and retention moving forward.

Human Resources respectfully requests approval of the reclassification of the Deputy Coroner position from Grade 12 to Grade 13.

**FISCAL IMPACT:**

This change is requested for FY27. The fiscal impact is shown in the reclassified position line in the Coroner's requested budget.

Respectfully submitted

*Marty Danner*

HR Director