



June 30, 2026

Canyon County Board of Commissioners

Canyon County Courthouse
1115 Albany Street
Caldwell, Idaho 83605

Dear Chairman Holton and Commissioners:

The Canyon County Prosecutor's Office shares this Board's commitment to fiscal responsibility, and that commitment has shaped every aspect of our FY2027 budget request. The materials enclosed in this binder represent the product of a comprehensive review of office compensation, staffing, and operational needs — and are intended to give the Board a clear, data-driven picture of where we stand and what we are asking for.

At the core of this submission is a peer agency salary comparison drawing on public records data from Ada County, Kootenai County, the Idaho Attorney General's Office, and the Idaho State Public Defender. The comparison was designed to be objective and complete — we have not omitted agencies or categories where our office performs well, and we have not overstated gaps where the data does not support it. What the data shows is that Canyon County's compensation falls below the average of peer agencies in six of eight position categories, with the most significant gaps concentrated among our legal assistants, victim-witness coordinators, and chief deputies.

This binder also includes our proposed FY2027 pay adjustment schedule. The proposed increases reflect a combination of a 2.5% general adjustment for the majority of staff (an increase substantially less than the current inflation rate); targeted market corrections for positions where individual employees are meaningfully below peer benchmarks; and increases for a small number of employees who have taken on significant additional responsibilities.

We also wish to draw the Board's attention to an important fiscal consideration that distinguishes this request from a straightforward expenditure increase. The Prosecuting Attorney's Office is in the relatively uncommon position of generating contract revenue through prosecution services agreements with the Cities of Nampa and Caldwell. Based on current contract terms and projected caseload, we anticipate approximately \$300,000 in additional misdemeanor contract revenue in FY2027. That figure offsets a substantial portion of the cost of the proposed pay adjustments, resulting in a net new county budget impact that is materially lower than the gross request suggests.

We are mindful that the county, like all public entities, is navigating a constrained budget environment, and we do not take the Board's fiscal stewardship for granted. That is why we believe this request is sound. The staff who have delivered the caseload volume and operational efficiency that make these contracts viable — and that generate the revenue offsetting this very request — have done so at compensation levels that, as the attached data demonstrates, have not kept pace with the broader market. A 2.5% general adjustment is a modest and defensible recognition of that contribution, and one that is substantially self-funded through the revenue those employees helped produce. We are not asking the county to spend money it does not have; we are asking that a portion of the revenue this office generates be reinvested in the people who generate it.

The Prosecuting Attorney's Office is responsible for felony and misdemeanor prosecution across Canyon County, civil legal representation for all county departments, victim advocacy services, and a range of other functions critical to public safety and county operations. Retaining experienced attorneys, investigators, and support staff is essential to fulfilling that mission — and the salary data presented here demonstrates that we are increasingly at a competitive disadvantage in doing so.

All across the country, the trend in some areas has been to “defund” law enforcement and public safety. We are thankful that this Board supports its law enforcement and public safety partners, and we are pleased to provide this Board with a budget request that is significantly offset by increased contract revenue. We look forward to discussing this request in further detail at our upcoming FY2027 budget workshop.

Respectfully submitted,



Christopher Boyd
Canyon County Prosecuting Attorney