



HUMAN RESOURCES OFFICE
Canyon County, Idaho

Marty Danner
Director, HR

MEMO

May 18, 2026

TO: BOCC
FROM: Marty Danner, HR Director

RE: Recommendation to Establish Levels within the Juvenile Detention Officer Position

As part our discussions during budget preparation meetings, we continue to review operational positions within each department and/or office. In conjunction with Director Brown, HR has evaluated the Juvenile Detention Officer position structure and recommends the implementation of a multi-level classification system for this role. The proposed structure would create a level I, II and III. The levels within the position will create a defined progression level to support employee development, operational continuity and long-term retention efforts.

Currently, the position exists as a single-level role despite the increasing complexity of the work, the varying levels of employee competency and experience within the facility, and the operational need for seasoned staff to take on higher-level responsibilities. Under the current structure, employees have limited opportunity for growth unless they move entirely out of the role or into supervision. This creates stagnation within the classification and limits our ability to recognize employees who continue to grow professionally and contribute at a higher level.

The addition of levels would establish a clearer career path for Juvenile Detention Officers and allow employees to progressively develop skills, institutional knowledge, leadership capabilities, and specialized competencies while remaining within the operational structure of detention services. This type of progression model is a best practice in public safety and correctional environments because it encourages professional development while also strengthening operational stability.

From a retention perspective, this recommendation is particularly important. Juvenile Detention is a demanding operational environment that requires strong decision-making, communication skills, emotional intelligence, and the ability to manage difficult and often high-stress situations involving youth. Employees who gain experience and become highly effective in these environments are extremely valuable to the County. Without identifiable growth opportunities, we risk losing trained and experienced staff to agencies or organizations that offer clearer advancement pathways and compensation progression.

The proposed leveling structure would also allow the County to better align compensation with demonstrated competency, experience, training, and increased responsibility. As employees grow within the role, the County would have the ability to formally recognize those contributions without requiring artificial title changes or forcing employees into supervisory tracks that may not align with their strengths or career goals.

In addition, establishing levels creates operational advantages within the facility by encouraging mentorship, consistency, and leadership development among senior detention staff. More experienced officers naturally serve as day-to-day resources for newer employees, assist with training reinforcement, and help maintain operational standards. A structured classification system allows the County to formally recognize and support those expectations.

This recommendation is ultimately about building a stronger long-term workforce model within Juvenile Detention. Creating growth opportunities inside the position helps improve engagement, supports employee development, strengthens retention efforts, and provides the County with a more sustainable staffing structure moving forward.

FISCAL IMPACT:

We are requesting this change effective 10/01/2026, for FY27. The Fiscal Impact is notated in Juvenile Detention requested budget in the reclassification line item.

Respectfully Requested,
Marty Danner
HR Director



Southwest Idaho Juvenile
Detention Center
Sean Brown, Director



MEMO

May 19, 2026

TO: BOCC
FROM: Sean Brown, Juvenile Detention Center Director

RE: Recommendation to Re-evaluate the Compensation of PCN# 1873

Working with HR to re-evaluate the compensation of PCN #1873, we determined the current compensation no longer accurately reflects the scope of the position's experience, tenure, leadership responsibilities, operational value, and overall contribution to Canyon County Juvenile Detention.

PCN #1873 has dedicated 27 years of service to Canyon County and has built his entire career within the Juvenile Detention Center. Throughout his tenure, he has successfully worked in every position within the department, providing him with an exceptional and comprehensive understanding of juvenile services, detention operations, court processes, staff supervision, policy implementation, crisis response, and overall department functions. His extensive institutional knowledge and long-term commitment provide a level of operational continuity and stability that is extremely difficult to replace through external recruitment.

In his current role, PCN #1873 serves as a key leader within Juvenile Detention and consistently provides high-level operational support, leadership, mentorship, and guidance to staff. He is routinely relied upon to assist with complex operational issues, critical decision-making, staff development, and maintaining continuity of operations within the department. His experience allows him to effectively bridge operational, supervisory, and strategic responsibilities while serving as a trusted resource to leadership, employees, partner agencies, the courts, and other stakeholders.

In addition to his daily responsibilities, PCN #1873's experience and leadership significantly reduce operational risk within the facility. His ability to manage difficult situations, mentor newer staff, and maintain consistency in operations contributes directly to the safety, efficiency, and overall effectiveness of the Juvenile Detention Center. His knowledge of department history, procedures, and operational expectations provides valuable stability in an environment where experience and sound judgment are critical.

Retention of long-term, high-performing employees with extensive institutional knowledge remains critically important to Canyon County. Employees with this level of experience, operational knowledge, and leadership capability are increasingly difficult to recruit and retain in the current market. Replacing this level of expertise would require a substantial investment of time, training, and resources while creating a significant operational gap within the department. Additionally, retaining experienced leadership staff positively impacts employee morale, staff development, operational consistency, and long-term departmental success.

This compensation adjustment recognizes not only PCN #1873's 27 years of dedicated service to Canyon County, but also the critical role he continues to serve within Juvenile Detention. The requested adjustment reflects both the value of his experience and leadership and the County's commitment to retaining highly qualified and proven employees in essential public safety roles.

For these reasons, we respectfully request approval of the proposed compensation adjustment for PCN #1873.

Fiscal Impact:

We are requesting this change effective 10/01/2026, for FY27. The Fiscal Impact is noted in Juvenile Detention requested budget in the reclassification line item.

Respectfully Requested,

Sean Brown- Juvenile Detention Director