



Canyon County

FACILITIES MANAGEMENT

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Rick Britton
Facilities
Weed & Pest
Public Works Director

MEMO

May 28, 2026

TO: BOCC

FROM: Rick Britton, Public Works Director

RE: Compensation Adjustment Recommendations FY 27 Facilities Department

PCN #874

We are currently working with HR to re-evaluate the compensation for PCN #874, as we have determined that the current wage no longer accurately reflects the employee's experience, tenure, responsibilities, and overall contribution to the Facilities Department.

PCN #874 has been a dedicated member of the department for the past six years and has developed extensive knowledge across all trades and operational areas within Facilities. He has become a highly dependable employee who routinely takes the lead on projects and serves as a key resource within the department. His broad understanding of departmental operations, combined with his initiative and leadership, has made him an invaluable asset to our team.

Due to the timing of his original hire and historical county compensation structures, the wages for PCN #874 have become significantly compressed compared to the level of responsibility and expertise he now provides. His institutional knowledge, versatility, and reliability are critical to the continued success of the department.

Retaining experienced and highly capable long-term employees is extremely important, and we believe a compensation review is both appropriate and necessary to better align his pay with the value he brings to the organization.

PCN #560

PCN #560 is currently a 3rd Year Electrical Apprentice who has consistently demonstrated dedication, initiative, and a strong commitment to professional growth throughout his apprenticeship program. He attends electrical apprenticeship classes outside of regular work hours on his own personal time, showing a high level of motivation and investment in both his career and the County.

As part of our apprenticeship progression plan, we re-evaluate wages annually upon successful completion of each year of schooling. This approach allows for gradual compensation adjustments throughout the apprenticeship process rather than a substantial increase upon obtaining Journeyman status.

PCN #560 has excelled in his apprenticeship training and continues to work closely alongside our County Electrical Journeyman. Over the past 3.5 years with the County, he has developed valuable technical knowledge and practical experience that directly benefits County operations. His growing skillset has allowed the department to complete more electrical work internally, resulting in significant cost savings by reducing the need to outsource projects to outside contractors.

In addition to his technical abilities, PCN #560 has proven to be dependable, hardworking, and eager to learn. His continued progress and commitment to the apprenticeship program make him a strong asset to the Facilities Department, and we believe a compensation adjustment is well deserved and appropriate based on his successful completion of his 3rd year of Electrical Apprentice schooling.

PCN #565

PCN #565 is currently a 4th Year Electrical Apprentice who has shown exceptional dedication to both his professional development and his service commitments. In addition to successfully progressing through the Electrical Apprenticeship Program, he also serves in the National Guard, demonstrating a strong work ethic, discipline, and commitment to serving both his community and his country.

Balancing the demands of apprenticeship schooling, full-time employment, and military responsibilities requires a high level of dedication and time management. PCN #565 has consistently met these responsibilities while continuing to advance his electrical knowledge and hands-on experience within the Facilities Department. He has been employed with the County for the past 4.5 years and has proven himself to be a dependable and committed employee throughout his tenure.

As part of the County's apprenticeship progression plan, wages are reviewed annually upon successful completion of each year of apprenticeship schooling. This process helps recognize the increasing level of knowledge, responsibility, and value the apprentice brings to the department as they work toward Journeyman certification.

PCN #565 has become a dependable and skilled member of the team who works closely with our County Electrical Journeyman on a variety of projects and maintenance operations throughout County facilities. His continued growth and technical abilities have contributed to the department's ability to perform more electrical work internally, reducing the need for outside contractors and creating cost savings for the County.

His professionalism, commitment to learning, and willingness to serve in multiple capacities make him an asset to the Facilities Department. Based on his successful completion of his 4th year of Electrical Apprentice schooling and his continued contributions to the County, we strongly support a compensation adjustment for PCN #565.

PCN #418

PCN #418 is currently in his 4th year of the HVAC Apprenticeship Program and has consistently demonstrated exceptional dedication to his trade, professional development, and long-term commitment to the County. Over the past 3.5 years of employment with the County, he has become a highly dependable and motivated member of the Facilities team.

Throughout his apprenticeship, PCN #418 has successfully balanced the demands of full-time employment, continued schooling, and the responsibilities of raising a young family. His ability to maintain a strong work ethic while pursuing his education speaks highly of his character, commitment, and determination to succeed in his trade.

For the past three years, he has worked closely under the guidance of a seasoned HVAC Journeyman, gaining valuable hands-on experience and technical knowledge in the maintenance, repair, and operation of County HVAC systems. His growth within the program has been impressive, and he continues to develop into a skilled technician capable of taking on increasing levels of responsibility and independent work.

As part of the County's apprenticeship progression plan wages are reviewed annually upon successful completion of each year of apprenticeship schooling. PCN #418 is now completing the final year of his schooling and has expressed his intention to continue serving the County as an HVAC Journeyman upon completion of the program. Retaining a dedicated employee who has already invested years into learning County systems and operations is a tremendous benefit to the department and the County as a whole.

PCN #418's positive attitude, reliability, willingness to learn, and commitment to both his trade and the County make him a tremendous asset to the Facilities Department. Based on his successful progress in the HVAC Apprenticeship Program and his continued contributions to County operations, we strongly support a compensation adjustment for PCN #418.

Fiscal Impact: We are requesting this change effective 10/1/2026, for FY27. The fiscal impact is noted in the Facilities requested budget new-reclassification budget line.

Respectfully Requested

Rick Britton

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