



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 Weed Department

The Canyon County Weed and Pest Department respectfully requests consideration of a certification-based compensation incentive program as part of the FY2027 budget.

The Weed and Pest Department relies on employees obtaining and maintaining specialized certifications and licenses required to safely and effectively perform their duties. These certifications ensure compliance with state and federal regulations, support effective noxious weed management, and allow staff to perform increasingly complex work assignments throughout Canyon County.

To encourage professional development, improve employee retention, and recognize the value of these required qualifications, the department is requesting authorization to provide a \$0.50 per hour wage increase for each designated certification obtained by an employee.

The proposed incentive is not based on longevity or years of service. Rather, it is directly tied to the acquisition of job-related certifications that enhance employee knowledge, increase operational capabilities, and provide additional value to the County and the citizens we serve.

The six primary certifications identified as essential to departmental operations are:

1. Applicator Core Competency (CO)
2. Agricultural Crop Pest Control (AC)
3. Right-of-Way Herbicide (RW)
4. Aquatic Weed and Pest Control (AP)
5. Idaho Noxious Weed Free Forage Hay and Straw Certification (WFFHS)
6. North American Invasive Species Management Association Certification (NAISMA)

Under this proposal, employees would receive a \$0.50 per hour wage increase upon successful completion of each certification. The compensation adjustment would become effective following verification of certification attainment and would be incorporated into the employee's regular hourly wage.

Benefits of this program include:

- Encourages employees to pursue and maintain required certifications.
- Enhances departmental expertise and operational flexibility.
- Improves employee recruitment and retention in a competitive labor market.
- Recognizes employees who invest time and effort in professional development.

- Supports succession planning and development of a highly qualified workforce.
- Increases the department's ability to respond to diverse weed and pest management needs throughout Canyon County.

Current staff certification levels vary, with several employees actively working toward obtaining additional certifications. The department's goal is to have all field staff obtain the six primary certifications necessary to support departmental operations and provide maximum service capability.

The requested compensation incentive represents an investment in employee development and retention while ensuring Canyon County Weed and Pest maintains a skilled, qualified, and compliant workforce capable of meeting current and future operational demands.

Thank you for your consideration of this request.

For the budget impact section, I would also recommend adding a simple table by PCN that shows:

PCN Current Certifications (Eligible) Proposed Increase

PCN # 066	\$1.50/hr
PCN # 457	\$1.50/hr
PCN # 067	\$2.00/hr

PCN # 066 \$2,500 Lead Pay

As part of the FY27 budget process, the Weed and Pest Department respectfully requests consideration for the creation of a Weed Division Lead position. The increasing operational demands of the Weed Division have created a need for dedicated field leadership to assist with daily operations, employee oversight, regulatory compliance, project coordination, and customer service responsibilities.

The Weed Division's workload continues to expand due to increased public complaints, enforcement activities, vegetation management projects, public education efforts, and countywide weed control initiatives. These responsibilities require significant coordination, field oversight, documentation, and follow-up.

Currently, the Superintendent oversees all operational aspects of the Weed Division while also managing administrative responsibilities, project planning, budgeting, equipment oversight, employee development, regulatory compliance, and interagency coordination. As operational demands continue to grow, the need for an additional leadership position has become increasingly apparent.

The Weed and Pest Department's responsibilities continue to evolve and expand. Establishing a Weed Division Lead position would strengthen operational leadership, improve service delivery, and support the department's ability to effectively meet the needs of county residents while maintaining compliance with state and local requirements.

The Weed and Pest Department respectfully requests consideration of this position as part of the FY27 budget process.

Respectfully Requested

Rick Britton

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