

PLANNING FOR THE FUTURE

NAMPA FIRE
PROTECTION DISTRICT

KUNA RURAL
FIRE DISTRICT

COMMUNITY INFORMATION SERIES

Thank you for joining us!

Why Are We Here?



NAMPA FIRE PROTECTION DISTRICT AND KUNA RURAL FIRE DISTRICT ARE EVALUATING WHETHER CONSOLIDATION COULD HELP MEET FUTURE SERVICE NEEDS.

SHARE INFORMATION

Provide facts about current services, future needs, and the options being considered.

HEAR FROM THE COMMUNITY

Listen to questions, concerns, and feedback from residents and stakeholders.

EXPLORE FUTURE SERVICE OPTIONS

Discuss how emergency services can continue to meet the needs of our growing communities.

NO DECISION HAS BEEN MADE

We are in the information-gathering phase and no final action has been taken.

OUR GOAL IS TO PROVIDE INFORMATION, ANSWER QUESTIONS, AND ENSURE THE COMMUNITY HAS A VOICE IN THE PROCESS.

The background of the image is an aerial photograph of a suburban neighborhood. It shows numerous houses with grey roofs, green lawns, and trees. A winding road is visible. In the distance, a large blue lake stretches across the horizon under a clear sky. In the foreground on the left, there is a large, solid black silhouette of a person's head and shoulders, facing right towards the text and the landscape.

**HOW WE PREPARE TODAY
DETERMINES
THE SERVICE WE CAN
PROVIDE TOMORROW**

WHY ARE WE PLANNING FOR THE FUTURE?



GROWTH

- Both communities continue to experience significant residential and commercial growth.

MORE CALLS FOR SERVICE

- As our communities grow, demand for fire and EMS services continues to increase.

STAFFING NEEDS

- Maintaining adequate staffing is essential to meeting current and future service expectations.

FUTURE STATIONS

- Additional stations and resources will be needed to serve future communities and maintain response capabilities.

LONG-TERM SUSTAINABILITY

- Ensuring emergency services remain effective, efficient, and financially sustainable for future generations.



SHARED CONSIDERATIONS

Both districts are successfully serving their communities today.

As the region continues to grow, both organizations will need to address future staffing, facilities, apparatus replacement, training, and support service needs. These considerations exist regardless of which path is ultimately chosen.

The goal of this process is to evaluate opportunities that help ensure emergency services remain responsive, sustainable, and cost-effective while continuing to be responsible stewards of taxpayer resources.

TODAY'S FIRE & EMS SYSTEM



Both Systems are EMS Driven
60-70% Medical Calls

KUNA

1,976 INCIDENTS (2025)

1 STATION

STATION #2 (UNDERWAY)

23 EMPLOYEES

NAMPA

12,350 INCIDENTS (2025)

6 STATIONS

125 EMPLOYEES



KUNA

RURAL FIRE DISTRICT



NAMPA

FIRE PROTECTION DISTRICT

Current and Future Service Challenges

NAMPA FIRE PROTECTION DISTRICT

- Continued residential and commercial growth
- Maintaining service levels as demand increases
- Keeping pace with inflation and rising operational costs
- Future staffing, apparatus, and facility investments

KUNA FIRE DISTRICT

- One station currently serving the entire district
- Reliance on mutual aid during periods of high demand
- Limited staffing availability to staff apparatus daily
- Limited staffing for future Station #2
- Limited internal training, prevention, and administrative capacity
- Future Station #3 identified as a long-term service need





LIMITED IN SIZE. COMMITTED IN SERVICE.



23

DEDICATED
PERSONNEL



STATION

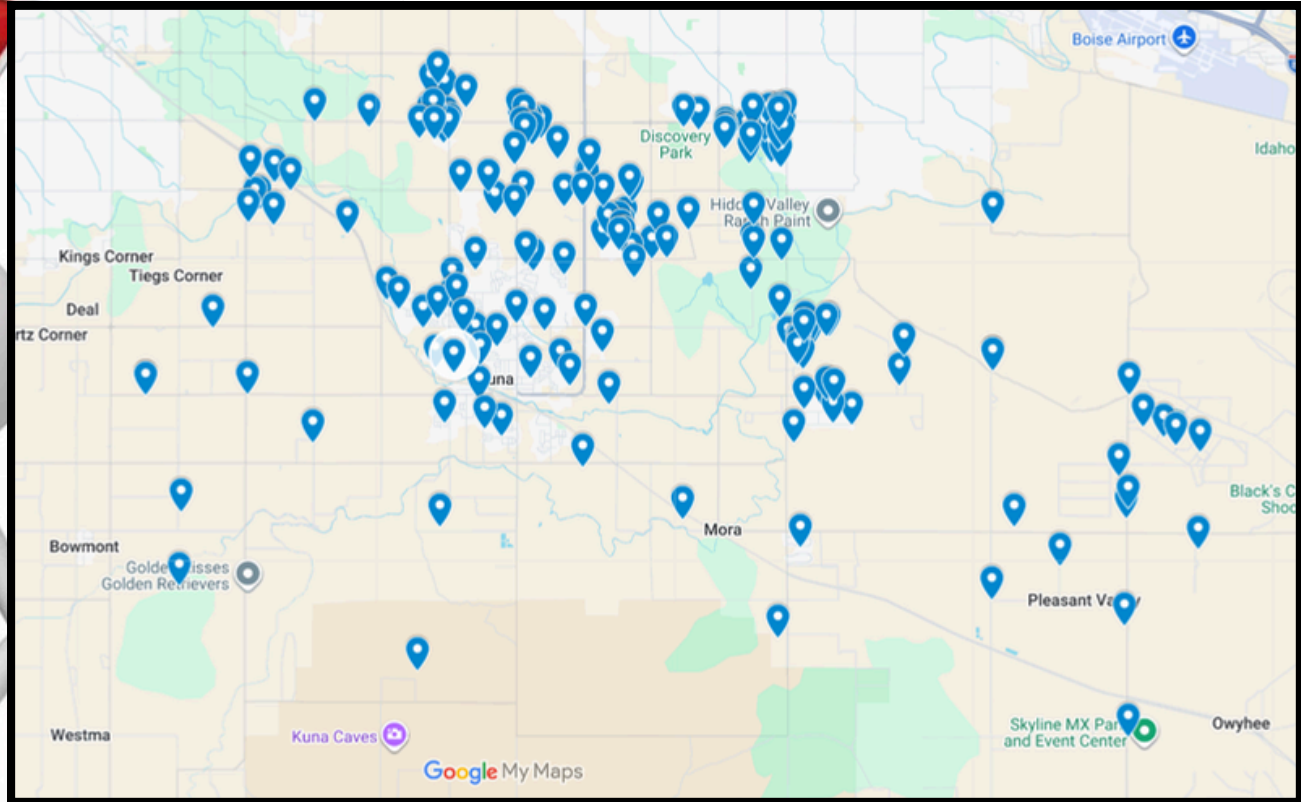
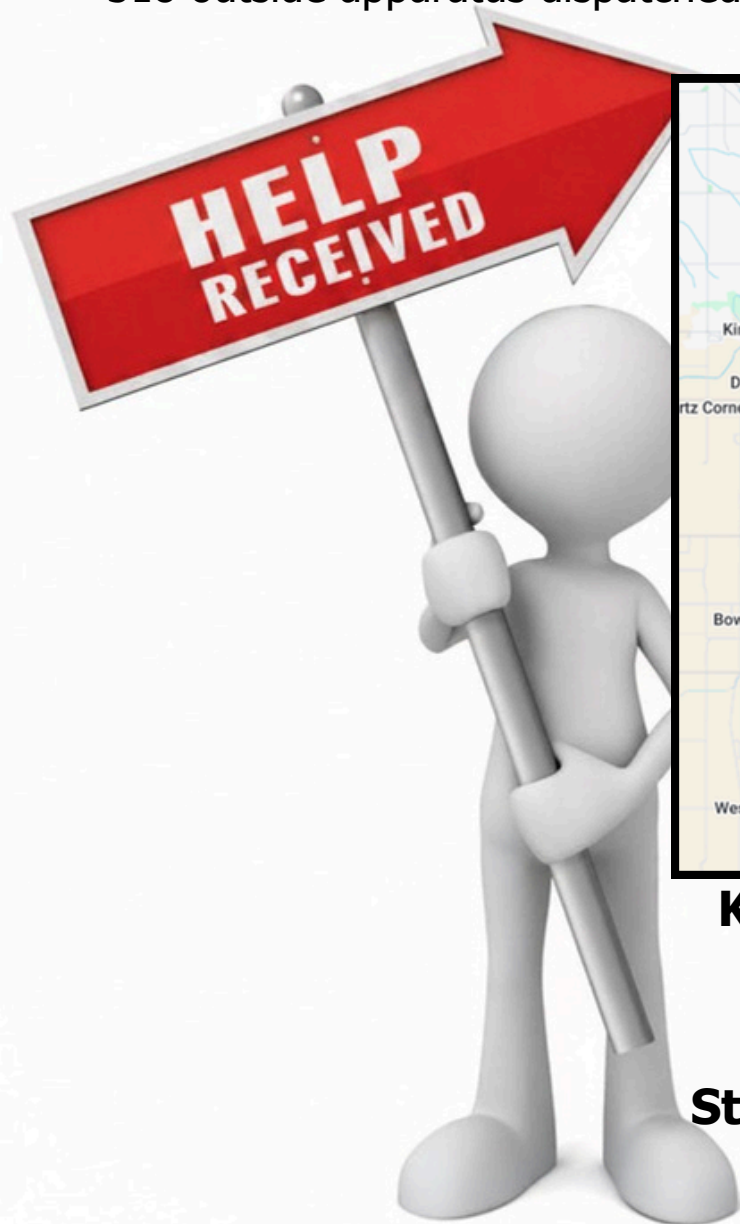


STRONGER
TOGETHER

MUTUAL AID CONVERSATION

In 2025 Kuna received mutual aid on 248 Incidents

- 318 outside apparatus dispatched into Kuna in which 207 occurred without a Kuna apparatus



Kuna currently relies heavily on outside resources during periods of high demand.

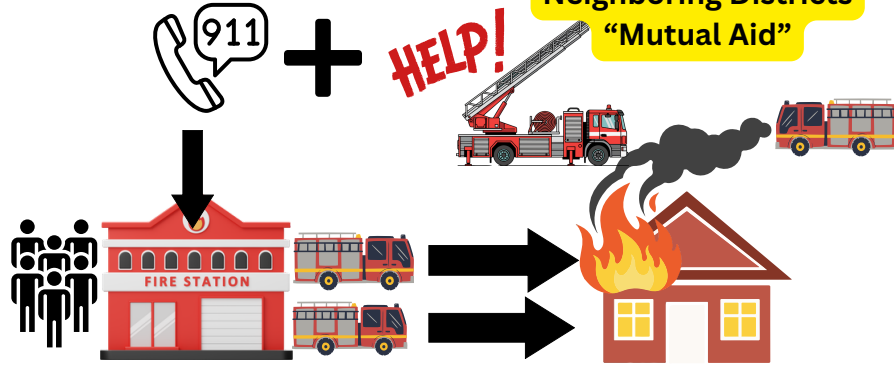
Station #2 will help however, staffing shortages are still expected.

SCENERIO IN KUNA'S CURRENT SITUATION

WHEN EMERGENCIES HAPPEN AT THE SAME TIME...

Emergency 10 am

If available all 6 Firefighters will go



21% Time 6 People

Emergency 10:15 am

Kuna Firefighters NOT available



Help is called from
Neighboring
Districts
"Mutual Aid"
Closest Help is
already
at the Fire.
Increased response
time to get to
injured.

WHEN EMERGENCIES HAPPEN AT THE SAME TIME... AND KUNA HAS SOMEONE ON VACATION & SICK. NO ONE AVAILABLE TO PICK UP OVERTIME.

Emergency 10 am

4 Firefighters will go



Emergency 10:15 am

Kuna Firefighters NOT available



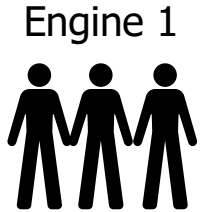
Help is called from
Neighboring
Districts
"Mutual Aid"
Closest Help is
already
at the Fire.
Increased response
time to get to
injured.

WHAT DOES GUARANTEED STAFFING LOOK LIKE?

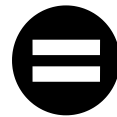
KUNA

SCALING MINIMUM STAFFING

- At 6 personnel/day (Minimum becomes 3)

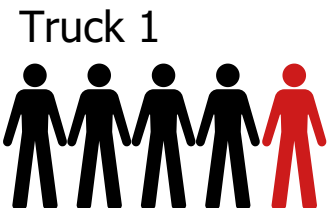
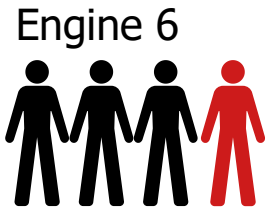
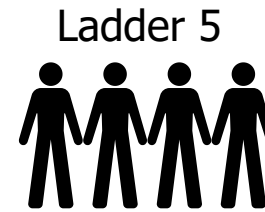
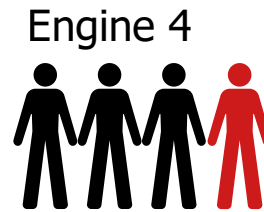
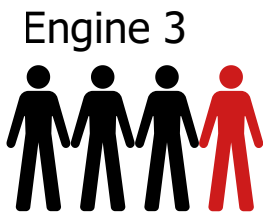
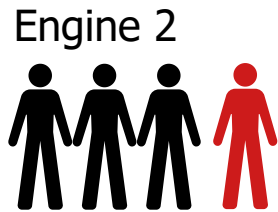
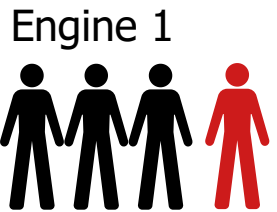


Kuna
Personal Leave
Sick or Injured
Wildland Deployment



Overtime
OR
Reducing Response to a Squad
(not Engine)
OR
No Secondary Apparatus.

NAMPA



24 On Shift
Minimum



NAMPA FLEX STAFFING



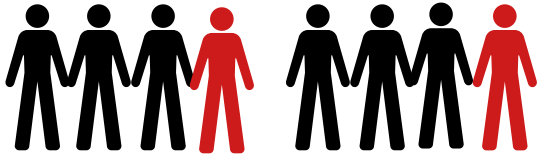
In Nampa flex staffing is to cover sick, injured, light duty, or when it's available engine companies will run fully staffed.

IF CONSOLIDATION OCCURS?

STATIONS IN KUNA

Engine 1

Engine 2



NEW STAFFING MODEL

In a consolidated model the flex staffing that Nampa has would allow for fully staffed apparatus across the new District.

STATIONS IN NAMPA

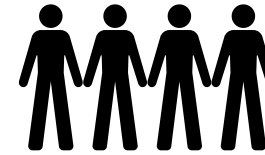
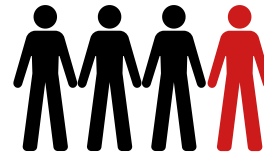
Engine 1

Engine 2

Engine 3

Engine 4

Ladder 5

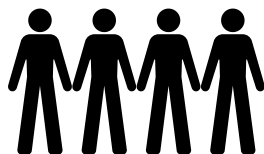


Engine 6

Truck 1

Battalion

24 On Shift
Minimum



FLEX STAFFING



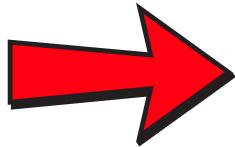
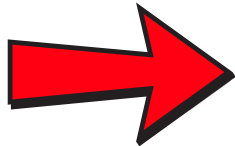
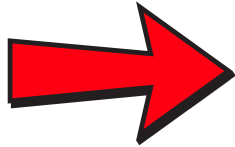
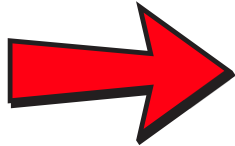
District flex staffing would cover sick, injured, light duty, or when it's available engine companies will run fully staffed.

WHAT COULD BE DIFFERENT?



TODAY FOR KUNA

- One major incident can consume available resources.
- Kuna regularly relies on outside agencies for assistance.
- Future stations and staffing will require significant investment and time (approx. 8-10 years).
- Limited administrative and training infrastructure.



POTENTIAL FUTURE STATE

- Greater staffing depth during simultaneous emergencies.
- Reduced dependence on outside agencies.
- Faster path toward future service expansion and Station Development.
- Access to specialized support services and training resources.

LOOKING AHEAD: FUTURE SERVICE NEEDS

These are examples of significant future investments that may be needed as our communities continue to grow.

KUNA RURAL FIRE DISTRICT

Some Future Projected Growth Needs:

- Add Firefighters & Officers including Battalion Chiefs
- Expanded Training Capability and Facility
- Additional Administrative Support
- Additional Staffing for Station #2
- Future Station #3 Construction and Staffing

NAMPA FIRE PROTECTION DISTRICT

Some Future Projected Growth Needs:

- Additional firefighters
- Additional Battalion Chief coverage
- Future Training Facility
- Additional prevention and support staff
- Future station and apparatus investments

These examples do not include all future costs such as training, equipment replacement, wage adjustments, inflation, technology, facilities maintenance, and other operational needs.



HOW CAN THE DISTRICTS CONTINUE MEETING GROWTH DEMANDS WHILE
MAINTAINING SERVICE QUALITY AND FINANCIAL STABILITY?

WHAT DID THE INDEPENDENT REVIEW FIND?



WHAT WE LEARNED THROUGH THIS PROCESS

The Review Identified Opportunities In:

Service Delivery
Staffing Resiliency
Future Station Development
Administrative Efficiency
Specialized Services
Training and Professional Development
Fleet and Apparatus Utilization
Technology and Software Systems

The study wasn't simply about combining Districts
It identified opportunities to strengthen emergency services across the region.

WHAT COULD RESIDENTS EXPECT?



POTENTIAL SERVICE IMPROVEMENTS IDENTIFIED

Increased staffing depth and operational resiliency

Depth of Command Structure

Ability to fill positions and hire firefighters

More resources available to handle emergencies

Faster path toward future Station Development

Station #3 Kuna

Station #7 Nampa

Access to expanded training, prevention, and support services

Improved long-term planning
for growth and future service needs

GROWTH PAYING FOR GROWTH

New Development Contributes
Impact Fees Contribute

If we capture growth across the entire service area?

- Improve long-term capital planning.
- Support future station construction
- Support future staffing needs
- Create larger economies of scale

Growth in the region helps support future service needs across the district.



POTENTIAL EFFICIENCY OPPORTUNITIES IDENTIFIED

The analysis identified opportunities to improve efficiency through shared services and resources, including:

Consolidation of duplicate software systems

Shared administrative support functions

Shared training resources and programs

Shared fire prevention and community risk reduction services

Reduced reliance on contracted services

Reduced duplication of specialized positions

Potential Annual Efficiencies

Approximately \$780,000+ annually

(Subject to final organizational structure and implementation decisions)

CAREER DEVELOPMENT / RECRUITMENT

Benefits to Workforce Development

Expanded promotional opportunities

More specialty assignments

Larger training opportunities

Better succession planning

Improved recruitment and retention

Stronger regional workforce



TAXES AND FUNDING

NO FINAL TAX CHANGE APPROVED

Consolidation: Nampa not expected to increase

Consolidation: Kuna may return closer to prior levy levels (2023/2024)

Levy Override: Would be more than a consolidation increase with less benefit to Kuna Residence.

KUNA LEVY YEARLY BREAKDOWN:

(2025) 0.000730562

(2024) 0.000887198

(2023) 0.000929767

First year of new levy rate collection

(2022) 0.000587709

(2021) 0.000811490

(2020) 0.000998200

What happens with
Commercial
Growth?
Data Center

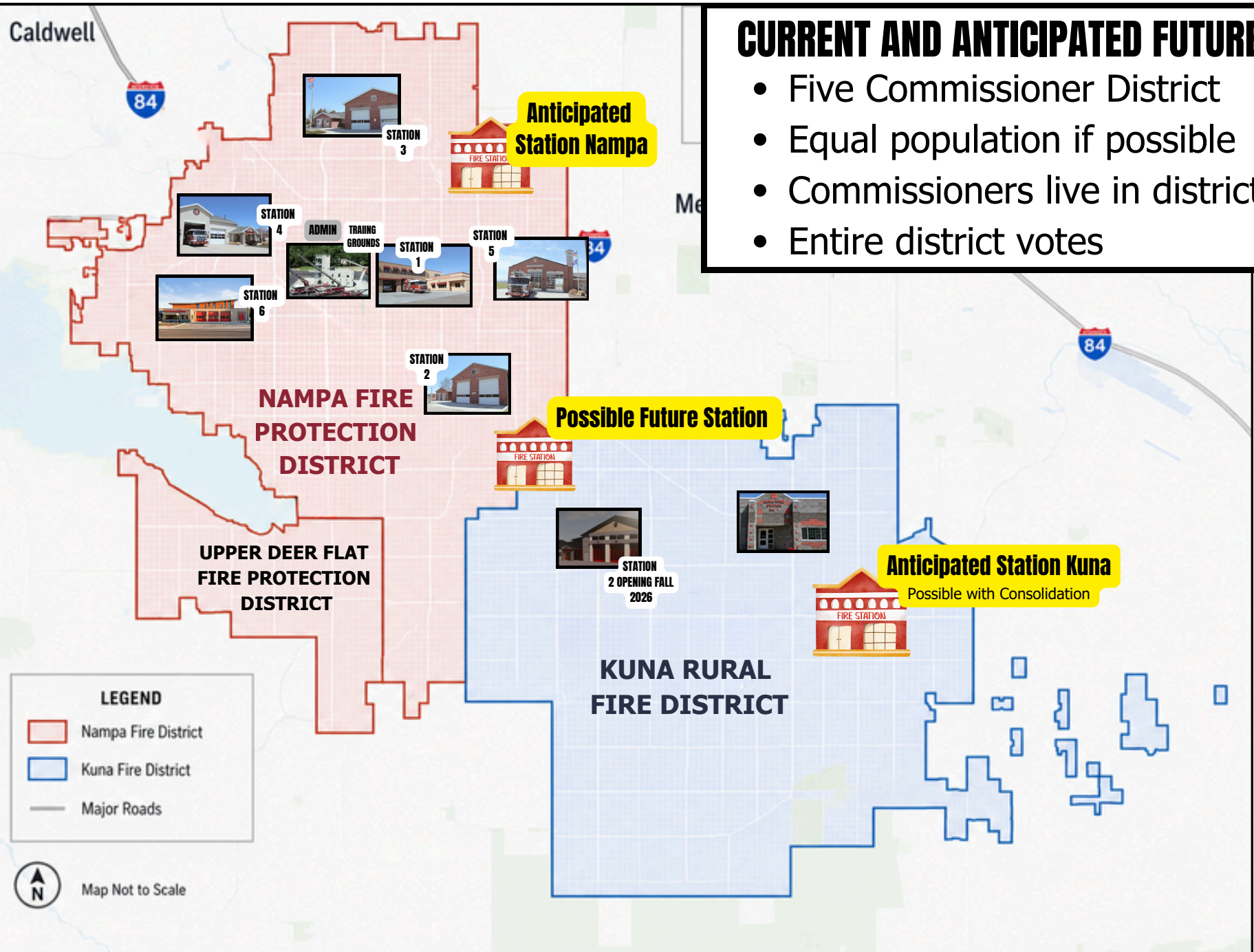


TAX

HOW WOULD A NEW DISTRICT BE GOVERNED?

CURRENT AND ANTICIPATED FUTURE

- Five Commissioner District
- Equal population if possible
- Commissioners live in districts
- Entire district votes



KEY TAKEAWAYS

Both districts are serving residents well today.

Growth will require additional staffing, stations, and resources.

The review identified **opportunities** to strengthen future service delivery.

No final decision has been made.

Community input remains part of the process.



WHAT HAPPENS NEXT

JUNE

Consultant to draft District Map
Legal Services drafting Consolidation Agreement

JULY–AUGUST

Town Hall Meetings

SEPTEMBER

Commissioner Review of Draft Agreement/Maps

OCTOBER

Public Hearings and Possible Board Action
Subject to Both Board Approval



YOUR QUESTIONS MATTER

— SHARE. ASK. HELP SHAPE OUR FUTURE. —



**You can send questions to
admin@nampafire.org**



LONG TERM REGIONAL FIRE PROTECTION STRATEGY

LOOKING BEYOND TODAY

CONSOLIDATION CREATES THE ABILITY TO:

Plan future stations regionally

Coordinate staffing regionally

Coordinate apparatus replacement regionally

Coordinate prevention efforts regionally

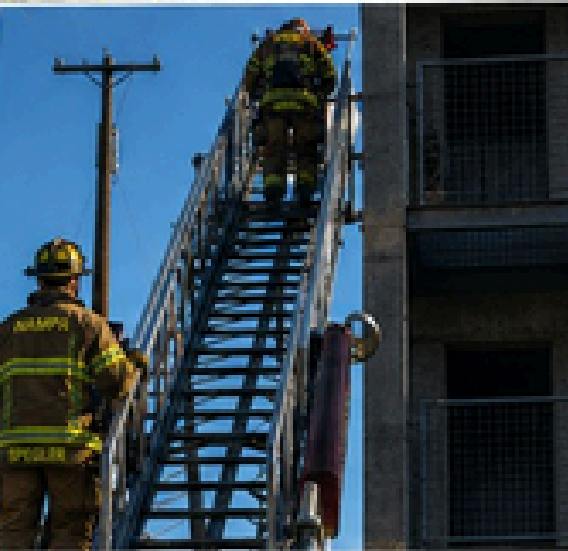
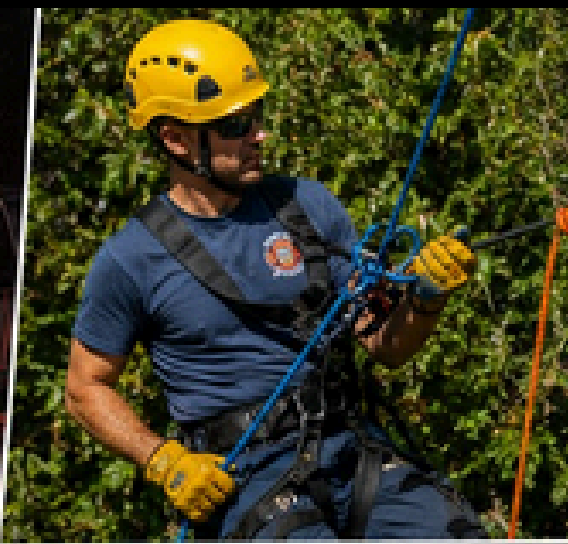
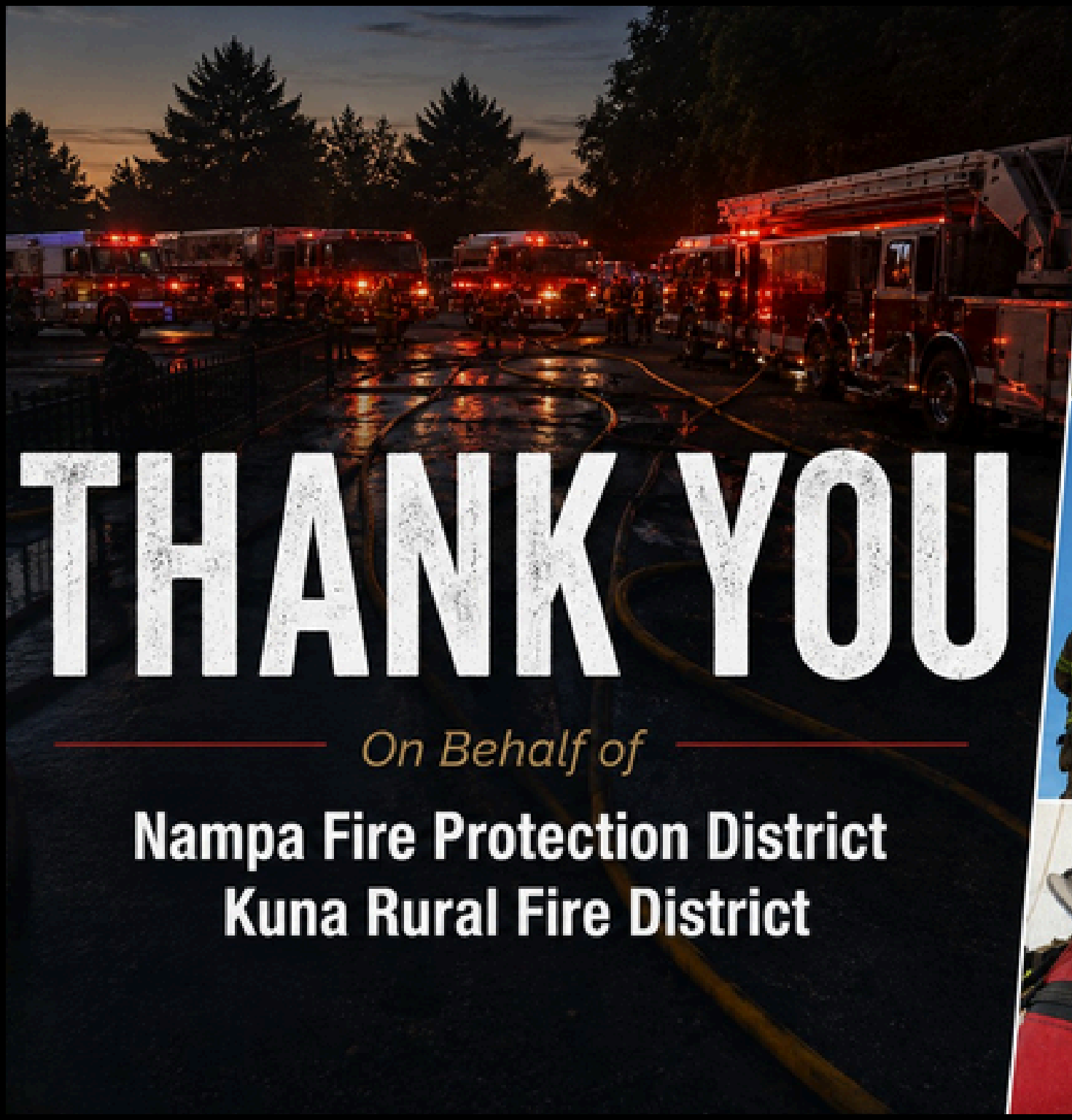
Support continued community growth

Focus on the next 20–30 years, not just current operations.



THANK YOU TO THE COMMISSIONERS AND SUBCOMMITTEE MEMBERS

- For supporting and participating in this comprehensive review process.
- For dedicating significant time to evaluating the fiscal and operational impacts on both districts.
- For providing guidance, feedback, and oversight throughout the months-long analysis.
- Your commitment and leadership have been instrumental in this effort.



THANK YOU

On Behalf of

**Nampa Fire Protection District
Kuna Rural Fire District**