

These minutes were reviewed and approved by the Subcommittee and reflect the discussions and actions taken during the meeting

JOINT SPECIAL MEETING MINUTES

Consolidation and Unified Services Recommendation Sub-Committee
Kuna Rural Fire District & Nampa Fire Protection District
Special Meeting, April 22, 2026

CALL TO ORDER

Commissioner Ryan called to order the Joint Special Meeting of the Consolidation and Unified Services Recommendation Sub-Committee for Kuna Rural Fire District and Nampa Fire Protection District at 6 pm, on Wednesday, April 22, 2026.

COMMISSIONER ROLL CALL

A verbal roll call was conducted. The Commissioners present were Nampa Fire Commissioner Paul Jones (not voting member) Nampa Fire Commissioner Daniel Ryan, Kuna Fire Commissioner Dawn Hale, and Kuna Fire Commissioner Rebekah Luther.

Also present were Nampa Fire Chief Kirk Carpenter, Kuna Fire Chief TJ Lawrence, Nampa Deputy Chief of Operations Chris King, Division Chief of Training Bobby Jardine, Nampa Chief of Administration Misti Sanders, Battalion Chief of Training Shaun Laughlin, Commissioner Paul Jones, Kuna Fire Mike Mossel, Nampa Fire Local 804 President Aaron Billingsley, Nampa Fire Local 804 Vice President Matt Smith, Kuna Fire Administrative Assistant Kristen DeRoos, Attorney Bill Punkoney, Attorney Marc Bybee, and additional individuals of the community joined via teams.

APPROVAL OF THE AGENDA

Commissioner Hale made a motion to approve the April 22, 2026, agenda as posted. The motion was seconded by Commissioner Luther. Unanimously approved.

APPROVAL OF MEETING MINUTES

Commissioner Hale made a motion to approve the April 6, 2026, meeting minutes. The motion was seconded by Commissioner Luther. Unanimously approved.

NEW BUSINESS

Financial Overview & Analysis (Steps 4 & 6)

- 3-year audit review (2023–2025), CIP, and contracts for Nampa & Kuna
- Identified consolidation opportunities across contracted services and systems
- Comparison of administrative staffing, organizational structure, and shared services

Shared Vision & System Opportunities

- Strengthening prevention, training, and fleet operations
- Expanding wildland capability and evaluating facility/location needs
- Exploring border station and system-wide service improvements

Data, Personnel & Operations

- Darkhorse analytics supporting performance and response insights
- Overview of staffing, specialties, and training competencies

Commissioner Input & Key Questions

- CBA alignment and wage gap considerations
- Staffing model differences (Kuna vs. Nampa)
- Overtime practices and system efficiencies

Next Steps - Sustainability (May 6)

- Develop scenarios for staffing, contracts, overtime, and efficiencies
- Incorporate commissioner input into sustainability planning

Presentation Reference

- Full presentation available on the Nampa Fire Protection District website
- Public Notices → Commissioner Meetings → 2026 Folder → Consolidation Subcommittee

PUBLIC COMMENT

No Comment

ADJOURNMENT

There being no further business, the meeting was adjourned.

- **Motion:** Commissioner Luther made a motion to adjourn the meeting. The motion was seconded by Commissioner Hale. The motion was unanimously approved.