



**January 9, 2026 – Starting at 9:00 a.m.
Caldwell City Hall – Council Chambers**

This workshop aims to provide the Mayor, City Council, and Rural Commissioners with information about the feasibility of annexing the City of Caldwell into the Caldwell Rural Fire District or creating a separate new district altogether. The goal is to discuss the legal, financial, governance, operational, and workforce implications of these potential transitions. Additionally, the workshop will identify the necessary information needed before making any future decisions. No action is requested.

1. Welcome and Introductions - Mayor Phillips
 - Purpose of the workshop
 - Introductions of presenters
 - Workshop objectives
2. Why Caldwell is Evaluating a Fire District - Fire Chief Bryan Daniels
 - Current fire service funding model
 - Community growth and future service demand
 - Staffing and station needs
 - Long-term capital requirements
 - Limitations of the current funding model
3. Fire Districts in Idaho and HB959 - Fire Chief Greg Timinsky
 - Overview of Idaho fire protection districts
 - HB959 overview
 - Growth paying for growth
 - Fifteen percent annual budget authority
 - Taxpayer protections
 - Funding options beyond HB959, including levy increases and bonding authority
4. Caldwell Rural Fire District – Chief Mark Wendelsdorf and Caldwell Rural Fire District
 - Current Rural District boundaries
 - What happens to the existing district levy?
 - How would annexation occur?
 - What responsibilities transfer to the new district?
 - How can future funding needs be addressed?

5. Lessons Learned from Nampa - Fire Chief Kirk Carpenter

- Why Nampa transitioned
- Timeline
- Community engagement
- Governance transition
- Financial transition
- Lessons learned

6. Financial, Legal, and Governance Evaluation - Finance Director, Legal Counsel, Fire Chiefs

- Financial
- Fire District revenue projections
- Property tax comparison
- Net taxpayer impacts
- HB959 revenue projections
- Capital funding
- Existing debt
- Apparatus financing
- Transition costs
- Assets and Liabilities
 - Fire stations
 - Land
 - Apparatus
 - Equipment
 - Cash reserves
 - Existing debt
 - Unfunded liabilities
 - PTO balances
 - Capital assets
 - Contracts
- Legal
 - Annexation authority
 - District governance
 - Board of Commissioners
 - Asset transfer agreements
 - Intergovernmental agreements
 - Election requirements
 - County implementation

7. Workforce and Organizational Transition - Fire Chief Bryan Daniels and L1056

- Employee transition
- IAFF Local 1065
- Collective bargaining
- Seniority
- Wages
- Benefits - Health insurance

- PERSI
- Social Security contributions
- Vacation and sick leave
- Longevity
- Payroll transition
- Human Resources
- Workers' Compensation
- Maintaining uninterrupted emergency response

8. City Transition Support – City of Caldwell

- City Administration
- Human Resources
- Finance
- Payroll
- Information Technology
- Fleet maintenance
- Purchasing
- Legal services
- Risk management
- Administrative support agreements
- Transition timeline
- Sunset of City support

9. Feasibility Study Status and Remaining Work - Fire Chiefs and Elected Officials

- Financial Modeling
- Years 1 through 5 revenue projections
- Taxpayer impacts
- Capital planning
- Long-term sustainability
- Comparative Analysis
 - Nampa Fire District
 - Middleton Fire District
- Best practices
- Lessons learned
- Transition Planning
- Asset inventory
- Debt allocation
- Employee transition
- Governance documents
- Public outreach
- Timeline

10. Strategic Questions - Discussion with Mayor and City Council

- Does a fire district provide greater long-term sustainability?
- Can the current municipal funding model support future growth?
- What are the risks and opportunities?
- What information remains outstanding?
- What additional analysis should be completed before any recommendation?

11. Council Direction - Possible directions to staff

- Continue the feasibility study
- Complete financial modeling
- Complete legal analysis
- Develop transition documents
- Conduct public outreach
- Return with recommendations

Adjourn