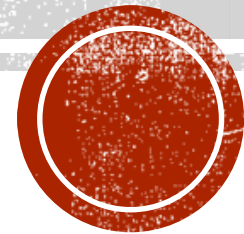


DEEP DIVE PRESENTATION

**Nampa Planning and Zoning Department
January 10, 2020**



AGENDA

- ✓ City and Department Vision and Mission
- ✓ Organizational Structure, Present
- ✓ Personnel Strategy
- ✓ Organizational Structure, Long-Range
- ✓ Functions
- ✓ Calendar
- ✓ Initiatives
- ✓ Operational Highlights
- ✓ Goals, Objectives and Department 2040 Comprehensive Plan Strategies
- ✓ Performance Measures
- ✓ Community Engagement
- ✓ Leadership and Professional Development Status, Plan, and Succession Planning
- ✓ Wellness Program
- ✓ Best Practices
- ✓ Lessons Learned
- ✓ SWOT Analysis
- ✓ Budget Overview – Efficiencies, Challenges and Revenues
- ✓ FY 2017 – FY 2019 Activity Comparison
- ✓ Consequences of a Reduced Budget

CITY VISION AND MISSION

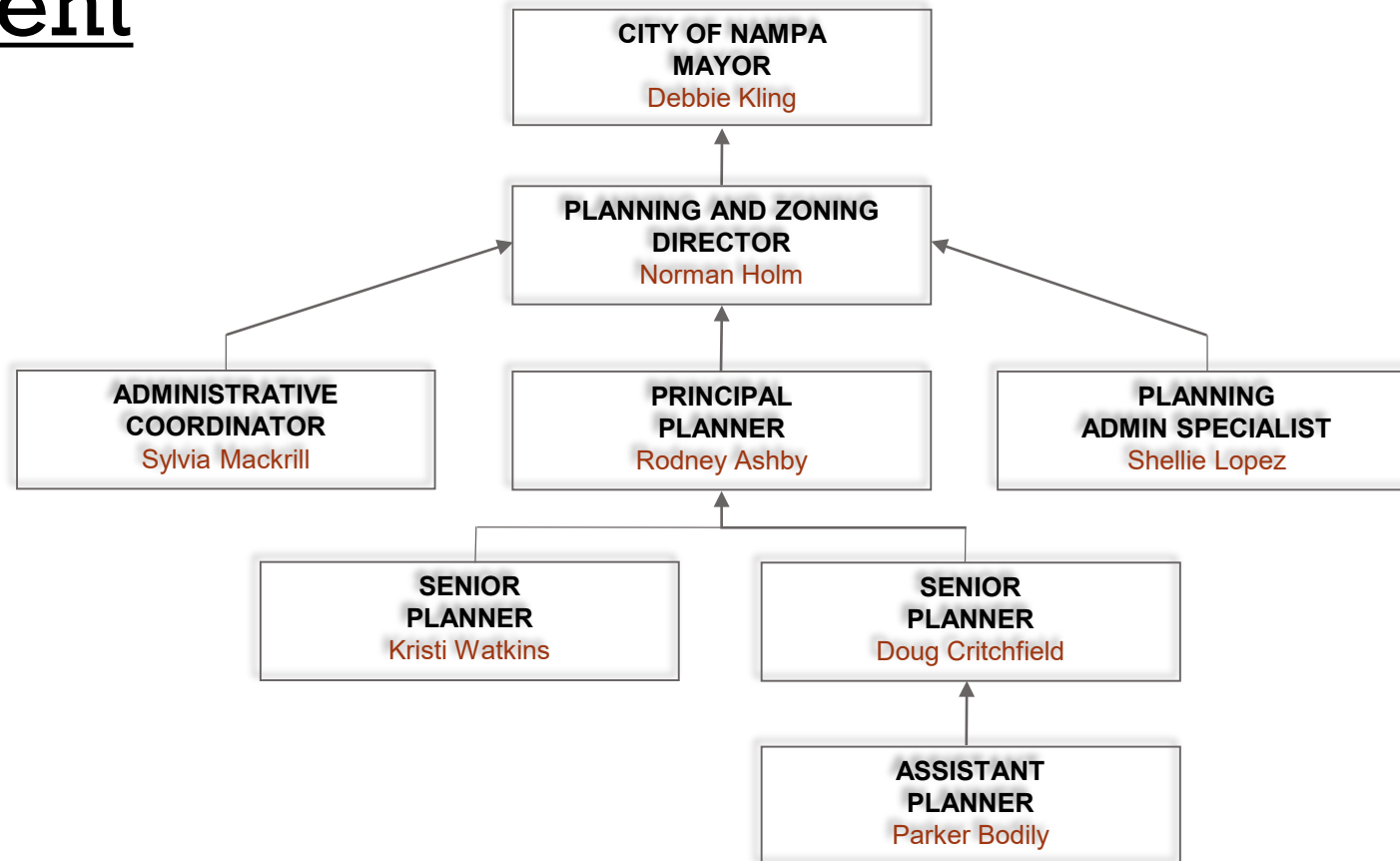
- **Vision** – Nampa is a caring community where people live, work, play, worship and raise their families. It is a place of economic opportunity, with an independent spirit and unique identity.
- **Mission** – The City of Nampa staff and leadership shall serve citizens by being open and transparent. Nampa shall seek to facilitate economic opportunity by encouraging free-market principles, supporting the community by providing incentive for economic development and investing in our infrastructure and operating efficiencies.
- **Core Values** – Integrity, Stewardship, Teamwork
- **Strategic Focus Areas** – Safety, Infrastructure, Economic Opportunity
- **Slogan** – “A Safe and Healthy Community Where People Prosper”

DEPARTMENT VISION AND MISSION

- **Vision** – The wise use of land through a transparent, consistent, thorough, lawful, and impartial planning and zoning entitlement process.
- **Mission** – To ensure growth establishes a safe, vibrant, and economically sustainable community.
- **The Planning and Zoning Department Vision/Mission Statement** and the **Nampa 2040 Comprehensive Plan** are based on the same underlying principles as the City of Nampa Vision, Mission, Core Values and Strategic Focus Areas: **A concern for and dedication to the preservation of the health, safety and welfare of Nampa’s citizens.**
- This is reflected in each Goal, Objective, Strategy and Action Item found in the **2040 Comprehensive Plan’s 14 chapters.**
- **These statements and action items guide the decision-making process and provide a basis by which policies and procedures are formulated and retained.**

DEPARTMENT ORGANIZATIONAL STRUCTURE

Present



PERSONNEL STRATEGY 1

- **Title 67, Chapter 65, Idaho Code - Idaho Local Planning Act** states: “Every city and county shall exercise the powers conferred by this chapter.” The City of Nampa is obligated to provide adequate staffing levels to fulfill this state mandate.
- Due to rapid development, the Department has a workflow that is beginning to exceed its staffing level capacity. Staff members include Director (1), Principal Planner (1), Senior Planners (2), Assistant Planner (1), Administrative Operations Coordinator (1), and Planning Administrative Specialist Senior (1). **Out of nine local communities and one county government, Nampa has the lowest ratio of planning and zoning staff per capita, using 2019 population estimates and the current number of staff.**
- After 42 years of service, Director Norman Holm plans on retiring in April 2020. This change will require the next step in succession planning for the Department.
- Heavy volumes of applications have forced the Department to respond to current needs and applications, diverting resources from critical long-range planning efforts.

PERSONNEL STRATEGY 2

STAFF COMPARISONS 2019 - PERSONNEL RATIO PER 10,000 POPULATION

	Boise	Meridian	Eagle	Kuna	<u>Nampa</u>	Caldwell	Twin Falls	Canyon County	Idaho Falls	Pocatello
Population	236,310	114,680	31,270	22,830	102,030	58,830	49,764	48,020	61,535	56,266
Director/Assistant Director	2	1	1	1	1	1	1	1	1	4
Planner Manager	1	1	2		1		3		1	2
Comprehensive Planner	5	1		1	1	1				
Subdivision/Current Planner	7	3		1	1			4	2	
Assistant Planner	9	2		1	1					1
Design Review	3		2						1	
Historic Planner	2									
Transportation Planning	2								1	
Planning Tech	5					1				
Admin/Front Desk		3	1	1	1	1	1		1	
Admin Operations		2	1		1					
Planning Administrator			1							
GIS							2	1	1	1
Total	36	13	8	5	7	4	7	6	8	8
Staff/10,000 Population	1.5	1.1	2.6	2.2	<u>0.7</u>	0.7	1.4	1.2	1.3	1.4

Comparing 10 local governments, Nampa has the lowest ratio of planning staff per 10,000 population at .7 staff per 10,000. With an increase of 1 staff person, making 8 in total, Nampa would still have the second lowest staff per population ratio out of any of the 10 local governments compared.

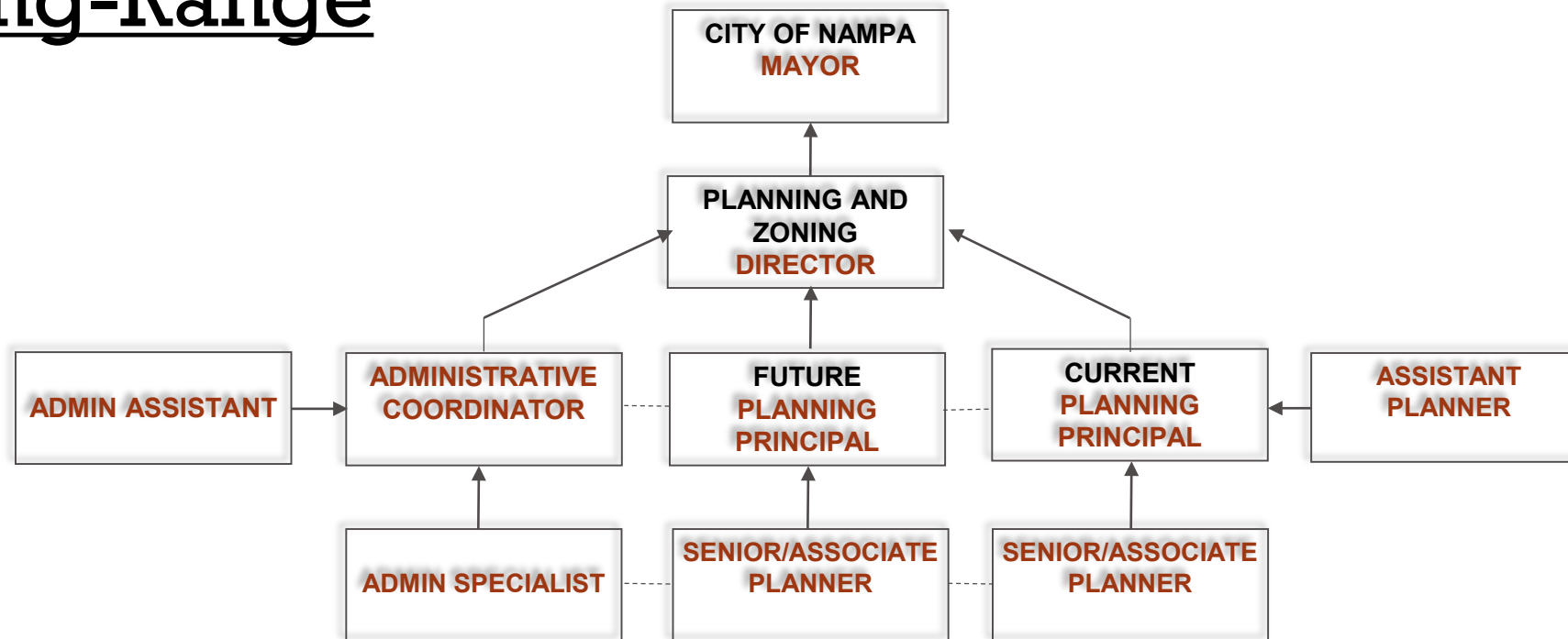


PERSONNEL STRATEGY 3

- The city recently completed and will soon adopt the **Nampa 2040 Comprehensive Plan**, which calls for a significant update to the zoning code and identifies multiple planning efforts needed. Without adding more personnel, it will be difficult to implement the Comprehensive Plan goals and strategies. **Due to growth impacts and associated work volume, the Department should employ an additional .5 FTE Administrative Assistant in FY 2021, transitioning to a fulltime position in FY 2022.**
- Our Department needs to plan for growth instead of just responding to it. Thus, our long-term vision for the Department organizational structure includes a Principal Planner and a Senior/Associate Planner who will implement and develop city plans. Another Principal Planner will oversee zoning applications and development processes, working with a Senior/Associate Planner and an Assistant Planner. **The future long-range organizational structure may look like the following:**

DEPARTMENT ORGANIZATIONAL STRUCTURE

Long-Range



DEPARTMENT FUNCTIONS

- **Planning and Zoning Entitlements.** Processing planning & zoning requests, building & site design review applications, landscape plans, site plans, and other application documentation.
- **Specific Area Plans, Specifications and Guidelines.** Preparing Specific Area Plans, Specifications and Guidelines as identified in the Nampa 2040 Comprehensive Plan.
- **Comprehensive Plan and Zoning Ordinance Amendments.** Reviewing and amending the Comprehensive Plan and Zoning Ordinance. Implementing the zoning ordinance amendments.
- **Planning Education/Involvement.** Educating/involving the Public, Planning & Zoning Commission, City Council, and Department Heads in planning and zoning matters.
- **Economic and Community Development.** Participating in downtown revitalization and economic and community development activities.
- **Coordination.** Coordinating with other departments in Conceptual Plan Review (CPR), Pre-Application (Property Inquiry) meetings, Landscape Review, Comprehensive Plan revisions, master planning, COMPASS, other City and Canyon County Planning, and other meetings.



DEPARTMENT CALENDAR 1

- **Planning & Zoning Commission.** Every 2nd and 4th Tuesday at City Hall at 7:00 p.m. – Norm, Rodney, Kristi, Sylvia
- **Regular City Council.** Every 1st and 3rd Monday at City Hall at 6:30 p.m. – Norm, Rodney, Kristi
- **Building & Site Design Standards Committee.** Every 2nd Monday at City Hall at 12:30 p.m. – Kristi, Sylvia
- **Conceptual Plan Review** for proposed building projects. Every Thursday morning at Nampa Civic Center from 9:00 – 12:00 a.m. (varies) – Kristi
- **Bicycle and Pedestrian Advisory Committee.** Every 2nd Thursday at City Hall at 4:00 p.m. – Kristi
- **COMPASS Regional Transportation Advisory Committee.** Monthly at COMPASS building in Meridian - time and date vary – Rodney



DEPARTMENT CALENDAR 2

- **COMPASS Demographic Advisory Workgroup.** Quarterly at COMPASS building in Meridian - time and date vary – Rodney
- **Transportation Equity Subcommittee.** Monthly at the Nampa Library – Next Meeting TBD – Kristi
- **COMPASS Active Transportation Working Group.** Monthly at COMPASS – date and time varies – Kristi
- **COMPASS Public Participation Working Group.** Monthly at COMPASS on the 2nd Monday at 10:30 a.m. – Kristi
- **Crosswalk Committee (review of crosswalk requests).** Periodically at City Hall – Kristi
- **Airport Influence Specific Area Plan.** Frequency, location, dates and times TBD – Doug
- **Historic Preservation Plan Committee.** Monthly TBD – Kristi



CURRENT INITIATIVES

- **Continuous review and amendment of the Nampa 2040 Comprehensive Plan and Nampa Zoning Ordinance.**
- **Update the Nampa Area of City Impact**
- **Work on Midland and Airport Specific Area Plans**
- **Continued work on Form Based Code Zoning Ordinance Amendments for the DH (Downtown Historic) zoning district**
- **Continued participation in the COMPASS Committees and Working Groups.**



OPERATIONAL HIGHLIGHTS

- **Continue Nampa 2040 Comprehensive Plan implementation**
- **Amendment of Title X – Planning and Zoning**
- **Complete Comprehensive Plan Action Items**
- **Adopt Form Based Code amendments for the DH Zone**
- **Process Planning and Zoning entitlement requests**
- **Advise Public and Government entities involved in the planning and zoning entitlement process**
- **Update Area of City Impact and Assist Canyon County in Area of City Impact administration**
- **Assist Downtown in revitalization efforts**
- **Assist in Economic and Community Development activities**



GOALS AND OBJECTIVES 1

- **Amend the Nampa 2040 Comprehensive Plan, Future Land Use Map, and Title X - Planning and Zoning Code as needed.**
- **Complete rewrite of the existing zoning ordinance to be more user friendly and succinct.**
 - ✓ Incorporate elements of form-based zoning standards
- **Process Planning & Zoning, Subdivision, and Design Review Entitlement Requests with investigations, reports, hearings, inspections and enforcement in compliance with state and local law by:**
 - ✓ Preparing accurate staff reports and completing “Findings and Conclusions” on each request.
 - ✓ Participating in Conceptual Plan Review meetings and enforcing zoning code requirements.
 - ✓ Conducting thorough Inspections of new construction projects for zoning compliance.



GOALS AND OBJECTIVES 2

- **Advise the Public, Department Heads, Planning & Zoning Commission, City Council and Mayor by:**
 - ✓ Maintaining open communications with the public and educating and explaining the zoning and development process to city leaders and citizens.
 - ✓ Reducing costs and administrative procedures, where possible, while at the same time ensuring quality planning and zoning administration.
 - ✓ Advising and educating the Planning & Zoning Commission, City Council and Mayor in their planning and zoning legal responsibilities.
 - ✓ Determining ways to assist other departments in planning for the City, including landscaping, beautification, building construction, assisting in individual department needs, and other projects.
 - ✓ Conducting special studies, reports, analysis and zoning code amendments as requested by the Mayor, City Council, Planning and Zoning Department and Commission, and Department Heads.



GOALS AND OBJECTIVES 3

- **Cooperate with Canyon County in planning, zoning, and development activities within the Nampa Area of City Impact.**
 - ✓ Educating county residents in the city/county planning and zoning process for orderly growth and development.
- **Involved in Downtown Revitalization efforts.**
 - ✓ Implementing the new and/or amended ordinances needed to accomplish the vision of the Downtown Blueprint.
 - ✓ Cooperating with the Downtown Business Improvement District Advisory Board in implementing the District and the Downtown Blueprint.
- **Involved in the Economic and Community Development activities of the city in every possible way.**
 - ✓ Coordinating with the Building, Parks, Public Works, and Economic Development Departments, and Engineering Division in matters of common concern.
 - ✓ Implementing new zoning code revisions as envisioned in the Nampa 2040 Comprehensive Plan.



GOALS AND OBJECTIVES 4

- **Complete ‘2040 Comprehensive Plan Strategies - Year 1’ by end of 2020:**
 - ✓ 1.1.1 Review 2020 U.S. Census data and COMPASS Communities in Motion model forecast to plan and identify future growth patterns (ongoing)
 - ✓ 3.4.2 Amend the Zoning Code to include ‘Density-Based Residential Zoning’ with specific guidelines
 - ✓ 5.2.1 Amend the Zoning Code to allow ‘Limited Commercial’ in residential areas
 - ✓ 13.2.2, 14.2.1 Begin Midland and Airport Specific Area plans
 - ✓ 3.4.3 Amend the Zoning Code to include a provision for Tiny Homes and Mother-in-Law units as residential (in process)
 - ✓ 3.1.1 Define ‘affordable housing’ in Zoning Code (in process)
 - ✓ 7.4.1 Develop standards for 5G Cell deployment in historical districts and areas where such deployment may have visual and other impacts.



GOALS AND OBJECTIVES 5

- **Complete '2040 Comprehensive Plan Strategies - Year 1' by end of 2020:**
 - ✓ 8.1.1 Develop an illustrative reference guide of architecture, architectural elements, landscaping, landscape elements, streetscape and other features for residential and commercial development.
 - ✓ 12.11.1 Work with Canyon County and the City of Caldwell to develop strategies for conservation of agricultural lands (in process)
- **Future Strategies (Annual review and decision on current year strategies):**
 - ✓ 3.1.2 Add/define Master Planned Community in Zoning Code
 - ✓ 3.1.3, 8.1.2 Develop standards and guidelines for Master Planned Communities, Planned Unit Developments and commercial development.
 - ✓ 5.6.1 Write Specifications and Guidelines for Cluster Housing and Master Planned Communities
 - ✓ 8.1.1 Write Landscape Guidelines for residential and commercial developments



GOALS AND OBJECTIVES 6

▪ **Future Strategies (Annual review and decision on current year strategies):**

- ✓ 5.7.2 Develop Smart Growth standards and guidelines for Nampa Gateways; Mixed-Use Development; Subdivisions; Master Plan Communities; Transit Oriented Development; Density-based Residential Development; Common Open Space Areas
- ✓ 5.2.2 Continue to identify areas in the Area of Impact that could implement “smart growth” principles, Planned Unit Developments, Transit Oriented Development or Master Planned Communities with mixed-use elements.
- ✓ 5.2.1 Work with other departments to continue to develop incentives for Infill development
- ✓ 8.6.3 Create a Dark Skies ordinance
- ✓ 8.8.1 Establish design standards for gateways; define gateways
- ✓ 11.3.5 Incorporate other applicable neighborhood/district preservation plans into the Comprehensive Plan
- ✓ 11.7.1 Work with the State of Idaho and Scenic Byway Committee to establish scenic byway locations in the Nampa area.



GOALS AND OBJECTIVES 7

- **Future Strategies (Annual review and decision on current year strategies):**

- **12.1.1** Conduct a natural resource audit that includes locations, descriptions and qualitative assessments of various resources.
- **2.3.2, 3.7.1** Coordinate with Canyon County, adjacent communities and COMPASS for future development and regional growth; ongoing
- **4.1.1** Preserve commercial and grow industrial land use settings
- **9.4.1** Coordinate pathway system with COMPASS, Canyon County, the cities of Caldwell and Meridian
- **12.2.1** Conserve open space resources and critical environmental areas
- **12.3.1** Develop appropriate buffers and mitigations to conserve local and regional natural ecosystems including Indian Creek, Lake Lowell and Deer Flat National Wildlife Refuge
- **13.9.2** Train staff in the Incident Command System and First Aid
- **14.3.2** Coordinate with Canyon County and adjacent communities for future development and regional growth



PERFORMANCE MEASURES 1

- **The effectiveness and performance of the department will be measured through an ongoing achievement of stated goals and objectives and an ongoing survey of elected officials and internal/external customers:**
 - ✓ Successful implementation of the salient issues in Nampa 2040 Comprehensive Plan.
 - ✓ The Nampa 2040 Comprehensive Plan, Future Land Use Map and Title X - Planning and Zoning is amended on a quarterly basis.
 - ✓ The zoning ordinance is more user friendly and succinct.
 - ✓ A Draft of the Form-Based Zoning Standards is complete.
 - ✓ Planning and Zoning, Subdivision, and Design Review requests with investigations, reports, hearings, inspections and enforcement in compliance with state and local law are processed in a timely manner.
 - ✓ Budgets are met resulting in quality planning and zoning administration.



PERFORMANCE MEASURES 2

- ✓ Planning and Zoning Commission, City Council and Mayor are satisfactorily advised in their planning and zoning legal responsibilities.
- ✓ The needs of other city departments are satisfactorily supported through routine collaboration.
- ✓ Special studies, reports, analysis and zoning code amendments are provided as requested by the Mayor, City Council, Planning and Zoning Department and Commission, and Department Heads.
- ✓ Canyon County is supported by Nampa planning and zoning staff in planning, zoning, and development activities within the Nampa Area of City Impact.
- ✓ County residents are served in the city/county planning and zoning process.
- ✓ Downtown Revitalization efforts are adequately served by planning and zoning department staff.
- ✓ Economic and Community Development activities are satisfactorily supported.
- ✓ The '2040 Comprehensive Plan Strategies – Year 1' are completed.

COMMUNITY ENGAGEMENT

- **Information.** Responding to community requests for planning and zoning information, including processing public records requests.
- **Questions.** Answering citizen email, telephone, and drop in questions concerning property zoning, land use, and development.
- **Complaints.** Responding to community complaints regarding planning and zoning code violations.
- **Community Meetings.** Conducting Neighborhood and Specific Area Plan meetings and other meetings to allow residents to design a future vision in advance of public hearings.
- **Public Meetings.** Conducting planning and zoning public hearings for applicants and interested community members in conformance with notice and hearing procedures required under Idaho Code Section 67-6509.
- **Volunteer Work.** Allowing staff participation in community volunteerism and staff involvement in community civic groups.

LEADERSHIP AND PROFESSIONAL DEVELOPMENT STATUS

- We currently have a financially limited program for leader and professional development.
- Last year limited training funds were approved.
- We have insufficient department depth to cover critical functions for staff when away on training.



LEADERSHIP AND PROFESSIONAL DEVELOPMENT PLAN

- Prioritize cross-training of staff
- Obtain budget funding for hiring a new Administrative Assistant (.5 FTE)
- Obtain budget funding for additional training and professional development
- Obtain budget funding for American Planning Association AICP Certifications
- Obtain budget funding for Planning and Zoning Commission training opportunities
- Research opportunities for free or low-cost professional development webinars



LEADERSHIP AND PROFESSIONAL SUCCESSION PLAN 1

- **Succession Planning.** The department is relatively small. Attempts to hire staff who have the potential for upward mobility have yielded some success; however, the ability to develop successors who could replace any staff member who might resign, retire, be dismissed, or get sick has been a constant challenge.
 - ✓ **The Department has identified methods to inspire new hires to remain with the City—**
 - An enhanced interview process (in coordination with the Workforce Development).
 - Assure that planning position salaries are competitive with other local governments.
 - Improved outreach.
 - Reevaluation of needs.
 - Renaming positions to match industry standards (completed).
 - Build depth through increasing the number of planning staff per 10,000 population.
 - Change department structure to create **Future and Current** planning divisions.



LEADERSHIP AND PROFESSIONAL SUCCESSION PLAN 2

- ✓ **Other methods to inspire new hires to remain with the City—**
 - Cross-train to prepare employees for advancement opportunities.
 - Emphasize leadership potential in training.
 - Provide additional mentoring and training opportunities.
 - Allow for successor 'trial runs' during vacations.



WELLNESS PROGRAM

- One-half of department employees participate in the City Wellness program.
- Employees not enrolled in GO365 favored the prior wellness program which provided a quarterly \$150 Fitness test financial incentive. They view the Humana program as intrusive tracking, awkward to access, and a violation of health and fitness information privacy.
- Employees enrolled in Humana GO365 view it as a personalized wellness and rewards program that helps them make healthier decisions and guides them in their wellness efforts. Some report better health outcomes.



BEST PRACTICES 1

- **Solutions.** We provide customer service that focuses on helping customers find solutions to zoning and/or subdivision code compliance challenges.
- **Open Door.** We always make ourselves available to assist the public – including “back office” employees helping at the front counter - besides being available by appointment.
- **Planning and Zoning Information.** We provide user friendly informational materials in our office and on our website to help guide the public through our processes.
- **Efficient Operations.** We keep our operations within approved budget, partly by making efficient use of available technology and keeping equipment updated.
- **Web Resources.** We maintain a user-friendly website loaded with frequently requested information and educational resources- an online “extension of staff.”



BEST PRACTICES 2

- **Deregulation.** We streamline and improve the zoning code through regular updates.
- **Education.** We provide training and education to classroom and citizen groups as requested.
- **Coordination.** We participate in meetings with our peers in the Building, Parks, Public Works, and Economic Development Departments and Engineering Division to coordinate efforts and update each other on our respective departments' activities.
- **Conceptual Plan Review.** We participate in meetings for project developers and design professionals working on building projects.
- **EnerGov Software.** We use EnerGov permitting and land management software to automate intake, submittal routings, fee calculation, approvals, inspections, and record keeping of planning and zoning regulatory applications and processes.



LESSONS LEARNED — PLANNING OPERATIONS

- We should be educated in changing technology and planning theory.
- We should listen to those who have concerns at the beginning of discussions on plans, studies, code amendments, etc. This helps them feel validated throughout the process and results in a better and more sustainable outcome for the community when we adequately inform and involve them.
- We need adequate staff in order to have a sufficient skill set and depth of coverage to serve the public.
- We must have the courage to exercise city zoning powers to ensure the health, safety and welfare of Nampa's public.
- It is always wise to discuss sensitive planning and zoning matters with legal counsel.



LESSONS LEARNED — CUSTOMER SERVICE

- We should present friendly, attentive faces and attitudes to persons approaching our front counter.
- We should treat our customers as fairly and evenly as possible, while being mindful of those persons, and their activities or plans, that might require extra oversight.
- We should strike a balance between serving the interests of the individual and the interests of the community at large.
- We need adequate staff in order to have a sufficient skill set and depth of coverage to serve the public.



LESSONS LEARNED – SPECIFIC AREA PLANNING

- We should involve the community and affected stakeholders early and often.
- We should involve city staff early and compile existing work for the plans.
- We should review available data from diverse angles for area SWOT analysis.
- We should review progress with the City Council at regular intervals.
- We should develop process/mechanism for continual review of plan progress.
- Meetings should be purposeful with clear agendas.



SWOT ANALYSIS- STRENGTHS

▪ **Internal attributes helpful to attaining goals:**

- ✓ Great customer service and follow up for requests.
- ✓ Available, approachable, and responsive to citizens.
- ✓ Expert knowledge in city Planning and Zoning practices.
- ✓ Excellent website loaded with public information and educational resources.
- ✓ Sense of humor: “Not your typical bureaucrats.”
- ✓ Good coordination with other departments and customers through Conceptual Plan Review and other coordination meetings.



SWOT ANALYSIS- WEAKNESSES

▪ **Internal attributes harmful to attaining goals:**

- ✓ Not providing ample education to other departments and boards about planning and zoning requirements and existing city plans.
- ✓ Not involved enough in interdepartmental projects (**resolved**).
- ✓ Short-staffed in the current improved economy.
- ✓ Not enough internal coordination and information dissemination (**resolved**).
- ✓ Insufficient cross training of department staff (**resolved and ongoing**).
- ✓ We are not measuring progress towards our goals (**addressing**).



SWOT ANALYSIS- OPPORTUNITIES

▪ External conditions helpful to attaining goals:

- ✓ Educating the City Council, Planning and Zoning Commission, and other Departments about our vision and mission.
- ✓ Developing an Educational Newsletter to share information.
- ✓ Updating the City Council and Planning and Zoning Commission on department progress and accomplishments.
- ✓ Improving our coordination with other agencies.
- ✓ Improving our internal communications through regular staff meetings.
- ✓ Fostering interest in a healthier community provides support for implementing smart growth principles outlined in the Comprehensive Plan.
- ✓ Measuring progress towards our Goals.



SWOT ANALYSIS- THREATS

- **External conditions harmful to attaining goals:**

- ✓ Some in the community do not value planning principles and zoning law as a legitimate foundation for establishing a quality community (**involving the public in the process**).
- ✓ Perception of lack of direction for department responsibilities and roles (**resolved**).
- ✓ Lack of budget for leader and professional development (**seeking budget approval**).
- ✓ Lack of budget to hire sufficient staff to plan for and facilitate smart growth and development (**seeking budget approval**).



BUDGET OVERVIEW

✓ Department FY 2019 Budget Final:

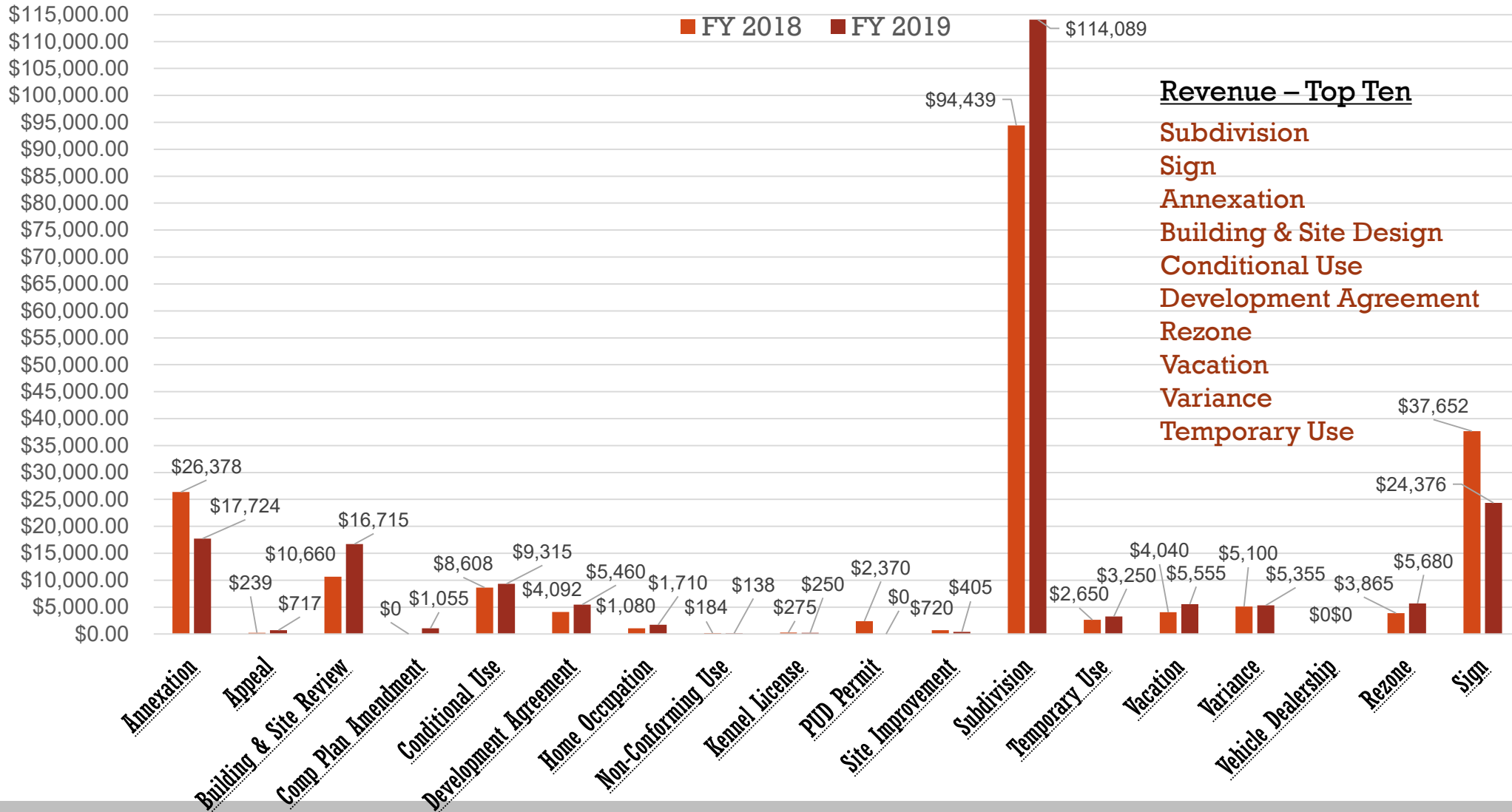
Categories	Budget	Expended	%
Salaries, etc.	410,709	367,965	91%
Operations*	19,000	30,257	161%
Total	429,709	398,222	93%
Revenue	158,000	161,581	102%

* Included attorney fees for Zoning Code update and Comprehensive Plan Advisory Committee meeting costs. Also included the costs of new property postings as well as legal advertisement, postage, and other costs associated with an increase in the number of Planning and Zoning entitlement requests.

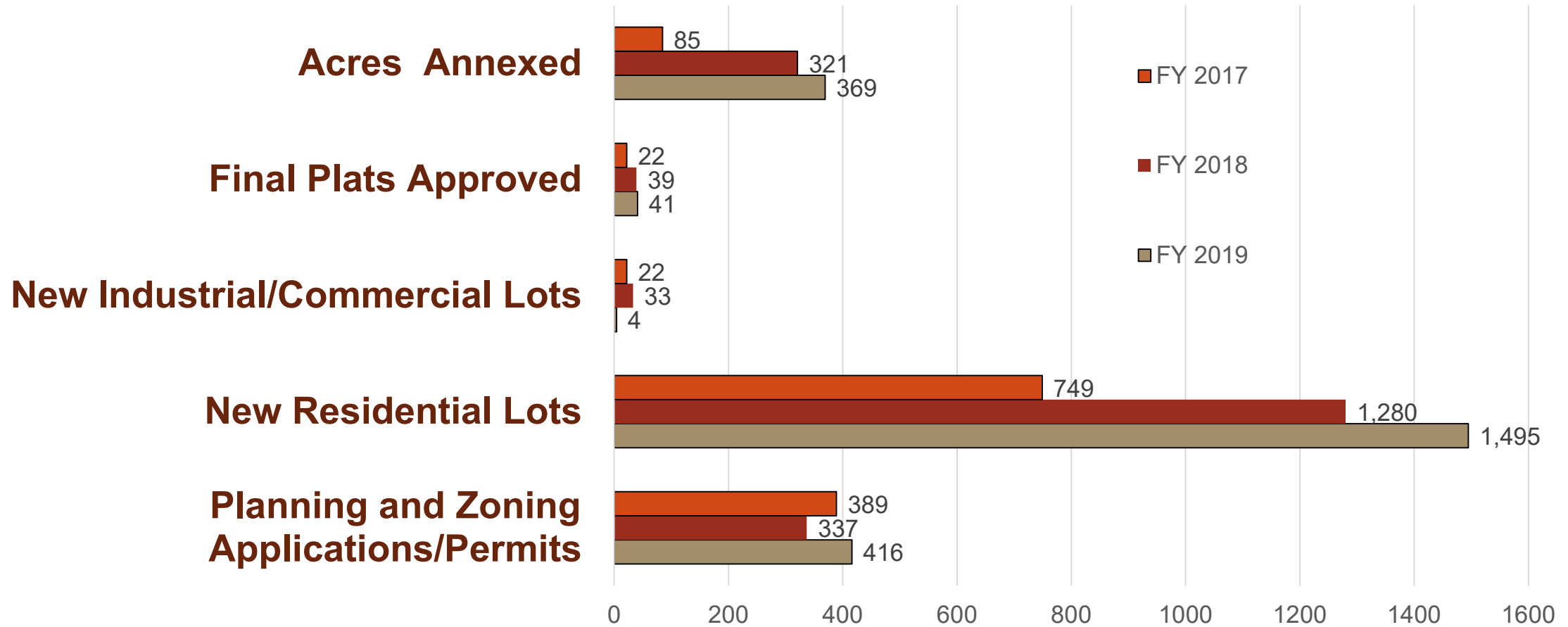
- ✓ **Highlighted Efficiencies.** Revenues collected were **2% higher** than budgeted. Salaries, etc. were **9% less** than budgeted.
- ✓ **Potential Challenges.** Operations expenditures were **61% higher** than budgeted. Future budget funding for preparation of Specific Area Plans envisioned in the Nampa 2040 Comprehensive Plan.



FY 2018 – FY 2019 REVENUES BY ENTITLEMENT



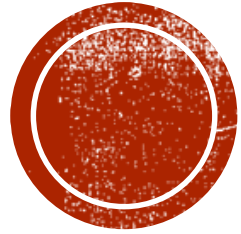
FY 2017 – FY 2019 ACTIVITY COMPARISON



CONSEQUENCES OF A REDUCED BUDGET

- ✓ **Title 67, Chapter 65 - Idaho Local Planning Act:** “Every city and county shall exercise the powers conferred by this chapter.” The City of Nampa is obligated to provide staffing levels in order to fulfill this state mandate. Nampa planning and zoning services are provided by dedicated City employees.
- ✓ The department has sufficient resources for current staff salaries and benefits, but resources for other urgent planning efforts are limited.
- ✓ If staffing levels are reduced, essential planning services will need to be provided through another resource. Typically, contracted planning services are more costly, requiring contractual arrangements that need to be negotiated and managed.
- ✓ An alternative to reduced staffing levels could include reduced materials and printing costs using additional technological resources, a reduced training budget, and use of in-house staff to complete studies and specific plans that would otherwise be outsourced.





ANY QUESTIONS?