

SPECIAL JOINT MEETING OF THE
City of Nampa City Council
City of Nampa Planning & Zoning Commission
Nampa Development Corporation (NDC)
Business Improvement District (BID)
Downtown Nampa Community Association (DNCA)

August 29, 2022
3:00 PM – 5:00 PM
Nampa City Hall Council Chambers
411 Third Street South, Nampa
Livestreaming at <https://livestream.com/cityofnampa>

Call to Order

Roll Call

(1) Discussion: City of Nampa Downtown Implementation Framework

- Introductions and Expectations for Meeting
- Background on Development of the Downtown Action Plan
- Summary of the City Implementation Framework
- DNCA and BID Board Recommendations
- Discussion: How Do We Unify Our Efforts Strategically Toward the Desired Future
- Next Steps

Adjournment

- ◆ Individuals, who require language interpretation or special assistance to accommodate physical, vision, hearing impairments, please contact the City Clerk's Office at Nampa City Hall, (208) 468-5426. Requests should be made at least five (5) days prior to the meeting to allow time to arrange accommodations



Downtown Action Program

Draft July 19, 2022

Plans, Reports and Programs

Date	Plans and Policies
Aug-04	Central Nampa Revitalization Blueprint
Oct-06	Nampa Economic Development-Redevelopment Plan
Jul-05	2017 Economic Development Plan
Sep-22	Water System Master Plan
Jul-22	Transportation Master Plan
Sep-22	Bike and Pedestrian Master Plan
Mar-22	Nampa 2040 Comprehensive Plan
Aug-22	Historic Preservation Plan
Standards and Regulations	
On-going	Nampa Zoning Code
On-going	Code compliance
Sept 09	Downtown Nampa Streetscape Standards
Dec 19	Downtown Nampa Streetscape Standards (Revised)



Date	Reports
Nov-09	Downtown Alternative Analysis
Jun-11	ULI Technical Assistance
Jun-14	SH-45 Realignment Concept Report
2017	Wall Street Alley Extension Project
Sep-17	Local Foods, Local Places Community Action Plan
2018	Downtown Nampa Assessment
Jan-19	SH-45 Realignment Costs Benefit Memo
	Nampa Healthy Conditions Assessment
On-going	Idaho 45 Study Planning and Environmental Linkages (PEL)

Established

On-going Programs

1985

Business Improvement District

Beautification

Cleanliness

Holiday Events

1989

Saturday Farmers Market

Historic Façade Rehabilitation Program.

2013

Main Street Program

On-going

Third Thursday

On-going

Public space events

On-going

Public art

On-going

Leveraging of public property for private investment

VISION STATEMENT

Downtown Nampa: A family-friendly and attractive destination for dining, commerce, entertainment, history, recreation, and the arts.

- A gathering place for enrichment and celebration that is readily connected to the entire city.*
- A cherished place of history that is the soul of the City of Nampa.*
- A future transportation hub and residential neighborhood.*

The Vision is supported by the results-oriented efforts of public, non-profit, volunteer and private investments who work collaboratively toward common goals.

FOCUS AREAS

Vibrant

Attractive

Connected

Honored
Heritage

Organizational
Resilience

Increase the number/
participation at events
and programs

Dis-incentivize vacant
spaces and better utilize
public properties

Vibrant

Restore the Pix

Increase housing

Target properties for
the Façade
Restoration Program

Implement the
Streetscape Plan

Attractive

Maintain, market and
recruit desired
businesses

Beautify and
Landscape

Improve multi-modal
connections

Allow for multi-use of
downtown sidewalks

Connected

Educate on parking

Focus on pedestrian
solutions to through
traffic

Strengthen financial
incentives for
preservation

Promote historic
resources

Honored Heritage

Improve signage and
wayfinding of historic
places

Explore regulatory
processes to preserve
and restore



Downtown Nampa Action (DNCA) Plan Worksheet

*Under responsibility we also put the DNCA committee we felt should have the responsibility.

*Quick Wins defined as 12 months or less, Intermediate Wins as 12 to 24 months and Long Term Wins as longer than 24 months.

*Blue Print indicates the additional comments/thoughts based on the BID Special Meeting with it's members!

Action Step	Responsibility	Partners	Funding
Quick Wins (12 Mo or less)			
All Committees fully staffed and functioning	DNCA (Organization)	-	
Written annual report – Goals, Budget, Annual Report (digital)	DNCA (Organization)	NDC/City	
Develop a system whereby information can be easily shared and accessed between all downtown partners	DNCA (Economic Vitality)	City/DNCA/NDC/BID/Depot Historical Society	
Build our social media presence and website traffic by getting a social media intern	DNCA (Promotions)		
Representation at BID's Annual meeting with Members	BID	DNCA	
Wayfinding project plan established, approved, completed	BID	DNCA/Historical Society	
Establish an annual DNCA Meeting with Downtown Business members and community members. (Consider spring since BID Meeting is in Fall)	DNCA (Organization)	BID	
Lighting Downtown on Top of Buildings (Sounds like it may be only city owned business by this Christmas)	City of Nampa	BID	
Development of a Strategic Bollards Plan for multiple event space. Implementation of the plan.	DNCA (Design)	BID/City of Nampa	
Train Depot Train Depot Speaker System (Christmas Tree Area)	BID	City of Nampa	
Add additional events/program downtown to encourage downtown foot traffic	DNCA (Promotions)	BID	
Encourage downtown businesses to decorate/light store front windows by sponsoring a Polar Express themed contest with prizes.	DNCA (Promotions or Design)	Train Dept	
Enlivening the vacant storefronts with signage on windows	DNCA (Economic Vitality)	BID	
Light pole Fall Decoration sponsorship	DNCA (Promotions)	BID/Chamber	
Assimilate the BID and DNCA under one operational unit	DNCA (Operations)	BID	
Catch Phrase Describing Downtown – Community Contest (Example, "It Started with a Whistle!" or "A Farming Place with a City Pace")	DNCA (Promotions)	BID	
Consistent Code Enforcement. Penalty for Chronic Code Issues	City of Nampa	BID	
Intermediate Wins (12-24mo)			

Build and increase our social media. Data Driven.	DNCA (Promotions)	BID	
Crosswalk revitalization (Temporary Art)	DNCA (Design/Promotions)	BID	
Expand Streetscape Plan (Finish First Street to include sidewalk seating on other side of street).	City of Nampa	BID/NDC/Local Businesses	
Establish/Solidity a private investor pool	DNCA (Organization)	-	
Utilize underdeveloped property for community space with play equipment/grass or splash pad. (Consider Bark Park/ Shadow Hill Lot or underutilized city parking lot) BID Membership in attendance at Special Meeting - thinks this should be moved to a Quick Win and Would Like to See it in Bark Park	City of Nampa	NDC/BID	
Complete the Wall Street Project either as previously discussed or if new plans come out of August meeting	City of Nampa	BID/NDC/Private Businesses	
Downtown Speaker System	BID	City	
Rooted Art History (Example, Train Lights/Arms at Cross Walks)	BID	City/Depot/	
Long-term Wins (24+ Mo)			
Self-funding of the DNCA and rich in resources (purchase and selling of resources)	DNCA (Organization)		
Build DNCA to be able to provide match grant funding	DNCA (Organization)		
Building a foundation to bequest property to the DNCA	DNCA (Organization)		
Observation/pedestrian bridge to span railroad and tie into new pedestrian path connecting Train depot, North Nampa to Downtown Connecting 14 th Ave and North Nampa	NDC or (Raise Grant)	Union Pacific/City of Nampa/Historical Society	
A "higher and better" use for the two parking lots in front of the depot.	City or NDC		
Sidewalk Revitalization	City		

BPMP	Bicycle and Pedestrian Plan	KEY	HPP	Historic Preservation Plan
CNRB	Central Nampa Revitalization Blueprint		NHCA	Nampa Healthy Conditions Assessment
CP	Comprehensive Plan		ULI	Urban Land Institute Technical Assistance Report
DNA	Downtown Nampa Assessment (Commerce)		URP	Urban Renewal Plan
			WSMP	Water System Master Plan

Initiatives Identified in Past Reports, Policies, Plans and Studies

Initiative	Source
VIBRANT	
Encourage Evening and Weekend Business Hours	DNA
Study Permitting and opportunities for incentivizing businesses downtown	DNA
Recruit Dinning and Beverage Businesses	DNA
Promote and facilitate downtown activities	DNA
Start a midweek, late afternoon Farmers Market	DNA
Leverage Higher Education -attract students with events	DNA
Create a centralized resource of vacant buildings	DNA
Connect private developers with incentives like new market tax credits and historic preservation tax credits	DNA
Create a children’s play area	DNA
Reuse of public property	URP
1st St./16th Ave. waterline upgrade	WSMP
Enhance the Year-round Viability of the Farmers Market	CNRB
Recruit Target Businesses for Central Nampa	CNRB
Recruit Private Entertainment Center	CNRB
Recruit development for targeted infill projects	CNRB
Implement Business Retention Program	CNRB
More programming of spaces	ULI
Seek to remodel second stories into residential dwelling units in the downtown.	CP
Increase the amount and density of housing, office, retail space and access to technology, public transportation	CP
Provide opportunities and guidelines for a housing component in the downtown master plan.	CP
Encourage CWI to launch a culinary program, complete with nutrition education, and create a food pantry site as part of program	NHCA
Determine how University of Idaho extension, food classes and a co-op can be under one roof	NHCA
Create a downtown culinary/food incubator tied into the farmers market and other food assets.	NHCA
ATTRACTIVE	
Enhance Wayfinding, Circulation and Gateway Systems	CNRB
Public Art Linked to Heritage	CNRB
Tap the Canal to Introduce Water Amenities in Downtown	CNRB
Establish an architecture and landscape beautification award/recognition program	CP
Implement a “Percent for Art” policy	CP

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CONNECTED

Improve traffic patterns	ULI
Treat on street and off-street parking areas as a system	CNRB
Wall Street extension.	CNRB
Slow the through traffic.	ULI
Educate the public on parking availability	DNA
Have a shovel ready truck traffic reroute plan.	DNA
In downtown and particularly around the library: create multi-use sidewalks	BPMP
4th street S. create a bike boulevard	BPMP
13th Ave S. from Front to E Roosevelt: create a bike boulevard	BPMP
Front Street from Northside to 22nds Ave: create an off-street pathway	BPMP
1st street S from Northside to 15th Ave. S: create a bike boulevard	BPMP
Remove the truck traffic from downtown	ULI
Start “adopt an intersection” to assist with crosswalk maintenance costs	NHCA
Dedicated funding for bicycle facilities	NHCA
Grow the transit system	DNA
2nd and 3rd street S: Increase the opportunity for bicycle mobility including adding bicycle lanes and sidewalks.	BPMP
Boulevard-oriented enhancements to the major arterials of 2nd, 3rd and 11th.	CNRB
Create a major transit node along the rail line between 14th and 15th	CNRB
Improve System of Crosswalks	CNRB
Identify & Plan for Transit Node	CNRB
Work with the regional partners to promote and implement intercity passenger rail service.	CP
Create a major transit node along the rail line between 14th and 15th	CNRB
Improve System of Crosswalks	CNRB
Identify & Plan for Transit Node	CNRB

HONORED HERITAGE

AHPC coordinate with the Main Street Program	HPP
Modify the zoning ordinance to add design review responsibility to the AHPC.	HPP
Adjust boundaries, implement code improvements, outreach and improve related to the Downtown Historic District	HPP
Identify all city-led projects that have nexus with historic resources	HPP
Explore development of a Local Register of Historic Places	HPP
Identify sites that would benefit from historic preservation (tax credits)	HPP
Seek funding for preservation and rehabilitation of historic preservations	HPP
Public Art Linked to Heritage	CNRB
Link Historic Downtown to Other Districts Via Pathways	CNRB
Expand interpretive signage in the designated special areas of the historical urban center	CP
Establish historic preservation week	CP
Explore methods to incentivize rehabilitation and reuse of historic structures	CP

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Prepare a demolition ordinance to provide for a waiting period. HPP

Focus on the historic core ULI

ORGANIZATIONAL RESILIENCE

Reinvigorate Nampa’s Main Street Organization DNA

Create a Downtown Nampa’s Community Vision with measurable quantitative and qualitative outcomes. DNA

Engage the community in developing a theme. DNA

Prepare System of Communications Tools CNRB

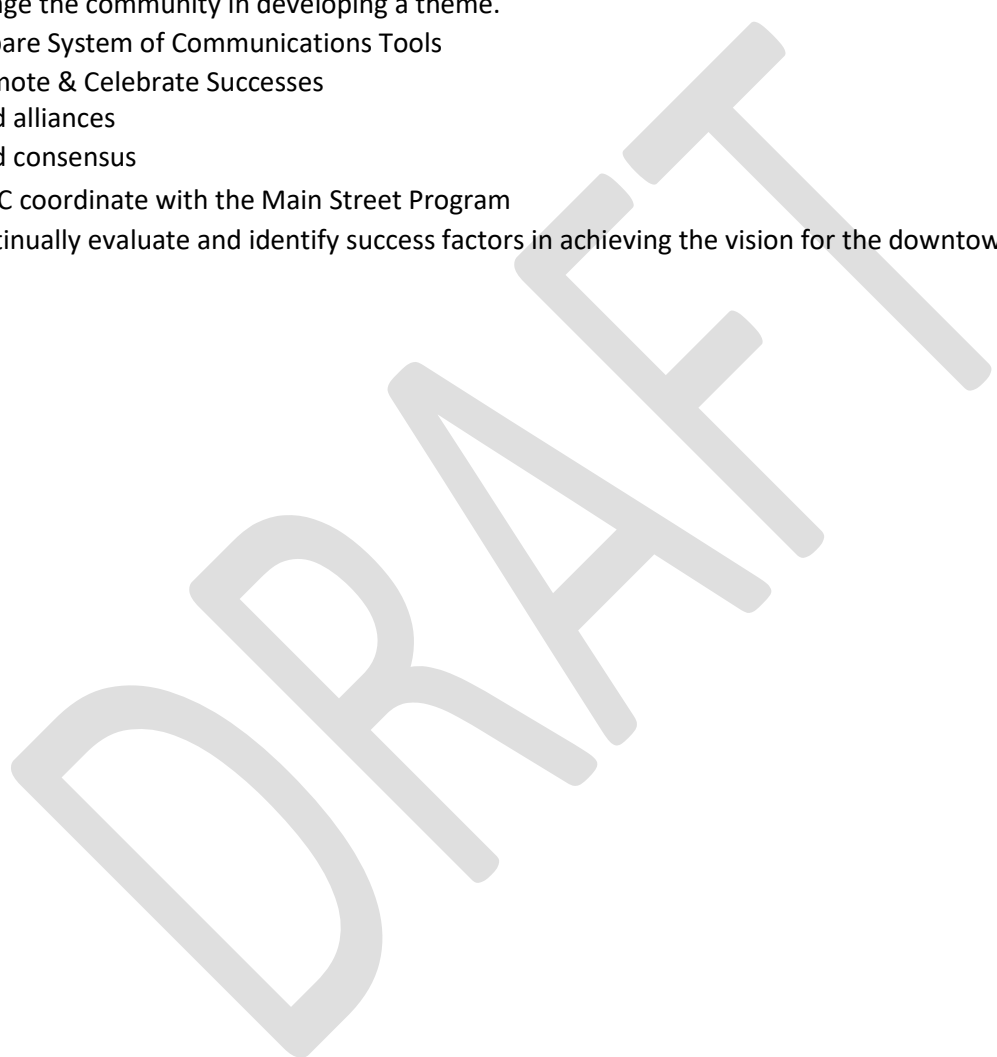
Promote & Celebrate Successes CNRB

Build alliances ULI

Build consensus ULI

AHPC coordinate with the Main Street Program HPP

Continually evaluate and identify success factors in achieving the vision for the downtown. CP



City of Nampa Implementation Framework

Nampa is committed to being a safe and healthy community where people prosper

Values:

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.

Municipal operations are conducted with a commitment to:

- Integrity All actions we take in the name of the City of Nampa are ethical and strictly consistent with applicable laws, moral codes and community norms.
- Stewardship- All action we take in the name of the City of Nampa will recognize all resources, assets, systems and facilities are held in trust for the benefit of future generations with consideration of the long-term impact of current actions.
- Collaboration - We recognize that the City does not possess the legal authority, fiscal resources, political will or staff capacity to do all that is necessary to fully implement its vision for the future. Therefore, we depend upon effective partnerships, both internal and external to the organization as essential to achieving the goals of this plan. Effective communication, mutual support and unity among various partners is required.
- Innovation
In a continuously changing world, we must challenge the status quo, exploring new systems, methods, and communications. Innovation and risk-taking is encouraged and rewarded to ensure effective application of scarce resources into the future

Preferred Future ~ 2040 Vision

The preferred vision for the City of Nampa as it would be in the year 2040, is characterized as follows:

- In 2040, we acknowledge that the Nampa population has grown by over 50% to a level exceeding 150,000 people.
- Concerted efforts by public institutions, civic and faith-based organizations, neighborhoods, and private businesses have resulted in a community built on a rich history and foundation of faith where residents maintain a strong identity with their neighbors and the community.

- Consistent investment in the physical and social infrastructure has helped Nampa retain its independent identity with convenient access to high-value employment, educational opportunity, and community-based services.
- Nampa citizens enjoy security in their neighborhoods and throughout the community. Systems are in place to support a healthy lifestyle as well as ensuring acute care when needs arise.

Mission

The City of Nampa staff and leadership shall serve citizens by being open, transparent, and innovative. Nampa shall seek to facilitate prosperity by encouraging free-market principles, supporting the community by providing incentives for economic development and investing in our infrastructure and operating efficiencies as well as fostering and maintaining effective community partnerships in pursuit of the community vision.

Focus Areas

Focus Area 1 – Safety (S)

Nampa residents are safe in their homes and as they move about their neighborhoods and the broader community.

Goal S-1: The Nampa Police Department meets the rapidly growing needs and expectations of the community.

- Initiative S-1.1: Maximize the use of COMPSTAT to identify high crime areas and patterns.
- Initiative S-1.2: Increase staffing levels to effectively respond to the demands of the growing population.
- Initiative S-1.3: Improve public safety codes to better address the needs of Nampa residents and businesses.
- Initiative S-1.4: Improve service levels by establishing a second police precinct. *(Police)*
- Initiative S-1.5: Establish an Integrated Command Center. *(Police)*

Goal S-2: The community has the capacity to prepare for, respond to and recover from a natural or manmade disaster occurring in the city.

- Initiative S-2.1: Maintain effectiveness of the Nampa Emergency Operations Plan.
- Initiative S-2.2: Establish and maintain community response partners.
- Initiative S-2.3: Create citizen response training as part of emergency response plan.

Goal S-3: Ensure that new and existing residential and commercial buildings are safe and healthy.

- Initiative S-3.1: Support the Building Safety Department code mandated process for the fair and impartial interpretation and enforcement of state adopted building, energy, mechanical, electrical and plumbing codes and enforcement of the property maintenance code.
- Initiative S-3.2: Support the adoption and enforcement of state adopted energy code as related to the health, life safety and welfare of the citizens of Nampa.
- Initiative S3.3: Support adoption and enforcement of residential stormwater design standards to mitigate water retention on residential lots.

Goal S-4: Ensure that City owned buildings are safe and healthy.

- Initiative S-4.1 Develop and maintain policy for sustainable funding of maintenance and capital improvement of City owned buildings.

Goal S-5: Ensure that **transportation and utility systems are safe and healthy.**

- Initiative S-5.1: Maintain a proactive posture regarding roadway safety.
- Initiative S-5.2: Ensure sufficient fire flows are available at all fire hydrants throughout the City.

Goal S-4: The Nampa Family Justice Center works to restore safety and stability for survivors of abuse.

- Initiative: S-4: Increase awareness, (outreach), and services to community members impacted (or affected) by abuse.

Focus Area 2 - Health (H)

Nampa is a community with a broad-based commitment to the long-range health of its citizens and visitors

Goal H-1: A safe and abundant supply of domestic water is maintained to ensure the health of community residents and visitors.

- Initiative H-1.1: Maintain 100% compliance with drinking water standards.

Goal H-2: A reliable sewage collection system is maintained to serve residential, commercial, institutional, and industrial users.

- Initiative H-2.1: Establish and maintain sewer maintenance program to maximize system operational effectiveness.
- Initiative H-2.2: Establish and maintain a monitoring program for private components impacting system integrity.

Goal H-3: Regional public health is supported through the effective operation of the City's wastewater treatment facility.

- Initiative H-3.1: Effectively implement wastewater treatment plant expansion

- Initiative H-3:2: Execute public involvement plan as part of reuse permit and drought mitigation to ensure we are being good stewards of water resources.

Goal H-4: An adequate system of parks and open spaces is provided to support healthy lifestyles for community residents and visitors.

- Initiative H-4.1: Conduct and maintain planning efforts to expand parks and open spaces required by a growing population.
- Initiative H-4.2: Utilize the Capital Improvement Plan with identified priorities, schedule, and funding to implement adopted plans.
- Initiative H-4.3: Prepare competitive funding applications for priority park projects.

Goal H-5: Harward Recreation Center facilities and programs provide high quality service to a growing population.

- Initiative H-5.1: Continue to operate the Harward Recreation Center without tax subsidy.
- Initiative H-5.2: Expand participation in recreation center Programs.
- Initiative H-5.3: Implement the long-range plan for expanding the recreation center building.

Goal H-6: The health of all Nampa residents is improved and in particular, those in the community who have limited access to healthy foods, recreational opportunities, and physical and mental health care.

- Initiative H-6.1: Formalize a community health forum which includes the City, healthcare providers and other stakeholders.
- Initiative H-6.2: Review, update and implement the action steps identified in the *Local Foods, Local Places, Community Action Plan for Nampa, Idaho* (September 2017) and *Nampa, Idaho Healthy Conditions Assessment. (Undated)*
- Initiative H-6.3: Increase services to meet the physical, emotional, and psychological needs of community members.
- Initiative H-6.4 Support mixed-use land development that provide residents access to healthy food and healthcare near where they live.

Goal H-7: Livability, walkability and active lifestyles promote better health for all Nampa residents.

- Initiative H-7.1: Infrastructure is designed with health in mind including multi-modal street design, pathways and bike streets.
- Initiative H-7.2: Multi-modal infrastructure which supports health and active lifestyles is promoted and prioritized.

Focus Area 3 - Mobility (M)

The Nampa area has kept pace with the mobility requirements of an expanding and changing population.

Goal M-1: The condition of existing streets and traffic control systems are maintained.

- Initiative A-1.1: Expand street maintenance program to keep pace with increasing traffic demands.
- Initiative A-1.2: Expand traffic control programs to keep pace with increasing traffic demands.
- Initiative A-1.3: Use technology like Intelligent Transportation System to address congestion and efficiency in mobility.

Goal M-2: The expansion of motorized transportation systems is effectively planned.

- Initiative A-2.1: Schedule periodic updates to transportation planning documents to ensure planned improvements respond to evolving demands.
- Initiative A-2.2: Utilize the Capital Improvement Plan with identified priorities, schedule, and funding to support the investments recommended in the transportation plan.

Goal M-3: Non-motorized transportation systems are expanded.

- Initiative A-3.1: Schedule periodic updates to the *Bike and Pedestrian Master Plan* to ensure planned improvements respond to evolving demand.
- Initiative A-3.2: Utilize the Capital Improvement Plan with identified priorities, schedule, and funding to support the investments recommended in the *Bike and Pedestrian Master Plan*.
- Initiative A-3.3: Consider a new initiative to improve ADA accessibility, connectivity and safe routes to school.

Goal M-4: Public transportation systems are enhanced.

- Initiative A-4.1: Maintain active participation in the regional forums focused on expanding the regional and local public transportation system.
- Initiative A-4.2: Maintain active participation in efforts to establish a dedicated funding source for public transportation in Idaho.
- Initiative A-4.3: Explore the cost benefit of a city owned public transportation system compared to the existing service provided by Valley Ride.

Focus Area 4 – Prosperity (P)

Residents have access to employment that supports personal and family well-being. Public and private investment is made to expand the employment base.

Goal P-1: Downtown Nampa is revitalized.

- Initiative P-1.1: Maintain support for re-energized local organizations focused on the revitalization of Downtown Nampa.
- Initiative P-1.2: Maximize the use of public properties and facilities located in Downtown Nampa to support the goal of revitalization.
- Initiative P-1.3: Transition the PIX theater into a community gathering place.
- Initiative P-1.4: Develop and Implement a downtown housing action plan.
- Initiative P-1.5: Adopt the draft vacant building ordinance to incentivize business in empty buildings/office space.

Goal P-2 Nampa's sense of identity and place is well known.

- Initiative P-2.1: Retain expertise to advise City on a professional marketing effort.
- Initiative P-2.2: Include marketing slogans on all City printed materials, electronic communication, and vehicles.
- Initiative P-2.3: Create area plans which establish design standards and themes that communicate Nampa's identity.
- Initiative P-2.4: Create programs to enhance and support Nampa's unique neighborhoods.

Goal P-3: The prosperity of the most vulnerable Nampa residents is raised.

- Initiative P-3.1: Complete Indian Creek Hydraulic Analysis and FEMA Remapping to create opportunities for economic development.
- Initiative P-3.2: Prepare and execute an outreach program to advise development community of revised FEMA mapping.
- Initiative P-3.3: Explore incentives for development within the North Nampa Opportunity Zone.
- Initiative P-3.4: Improve the North Nampa Neighborhood's access to food, transportation, pathways, sidewalks, recreation, open space and housing assistance.

Goal P-4: The airport supports the prosperity of the community.

- Initiative P-4.1: Schedule periodic updates to the Airport Master Plan to ensure currency in an evolving environment.
- Initiative P-4.2: Secure Federal Aviation Administration funding for recommended improvements.
- Initiative P-4.3: Utilize the Capital Improvement Plan with identified priorities, schedule, and funding for airport infrastructure.

Goal P-5: The powers granted to the Nampa Development Corporation (NDC) in advancing community prosperity are maximized.

- Initiative P-5.1: Schedule periodic meetings between the City Council and NDC Board of Commissioners.
- Initiative P-5.2: Formalize the working relationship between the City, NDC, and other partners working in downtown revitalization.

- Initiative P-5.3: Establish a formal partnership between the City and NDC regarding the development and execution of a housing action plan.
- Initiative P-5.4: Establish a formal partnership between the City and NDC regarding the planning and implementation of Specific Area Plans.

Goal P-6: Capacity at the wastewater treatment plant is sufficient to support commercial and development growth.

- Initiative P-6.1: Schedule and program remaining work of wastewater treatment plant expansion.
- Initiative P-6.2: Utilize the Capital Improvement Plan with identified priorities, schedule, and funding to execute programmed improvements.
- Initiative P-6.3: Pro-actively plan and expand utilities into the Area of City Impact for efficient and managed growth.

Goal P-7: Nampa's quality of design is a stimulus for private investment.

- Initiative P-7.1: Review development codes to ensure projects on commercial corridors, industrial areas and gateways provide design standards consistent with City goals.
- Initiative P-7.2: Update codes as necessary to achieve City goals.
- Initiative P-7.3: Develop mid-level plans with a detailed look at design elements, land uses, and transportation systems in strategic areas of the city.
- Initiative P-7.4: Continuously monitor and evaluate development and infrastructure design standards to ensure that the standards meet the highest quality for meeting the city goals for livability, aesthetics and safety.

Focus Area 5 – Responsibility (R)

Citizens are engaged in activities of civic institutions, community, business and neighborhood groups, education and faith-based organizations supporting a strong identity with Nampa and a mutual commitment to the well-being of its citizens.

Goal R-1: The transition to district elections for Nampa City Council is effectively managed.

- Initiative R-1.1: Create a transparent process to establish electoral districts for future Nampa City Council races.
- Initiative R-1.2: Create an outreach program to educate citizens regarding the new method of electing Nampa City Council members.
- Initiative R-1.3: Create an inter-jurisdictional forum to explore challenges in the current system and recommend improvements for future legislative action

Goal R-2: Engagement with the community is continuously improved.

- Initiative R-2.1: Establish periodic review of the Community Survey to identify improvements to the process.
- Initiative R-2.2: Explore mechanisms to improve the sharing of Community Survey results with the citizens.
- Initiative R-2.3: Formalize a mechanism for recognition of neighborhood groups and homeowner associations.
- Initiative R-2.4: Establish a program to enhance communication between the City organization and recognized neighborhood groups and homeowners' associations.
- Initiative R-2.5: Provide opportunities for enhancing self-sufficiency for community members affected (or impacted) by abuse.
- Initiative R-2.6: Formalize a system for responding to Spanish-speaking residents and creating a system for translating city-related materials into Spanish as needed.
- Initiative R-2.7: Create a purposeful way to welcome new residents and businesses that reflects the values of the community.

Goal R-3: Response to citizen concerns is continuously improved.

- Initiative R-3.1: Establish an inter-departmental team to develop City-wide policies for departmental response to citizen concerns.
- Initiative R-3.2: Establish a training program for City employees regarding policy regarding response to citizen concerns.
- Initiative R-3.3: Collaborating to secure increased justice for victims of crime.

Goal R-4: Outreach to citizens and businesses is expanded.

- Initiative R-4.1: Establish a "Speakers Bureau" from City Leadership to be available to community and business organizations seeking programs on City issues
- Initiative R-4.2: Expand printed, video materials and social media to support "Speakers Bureau".
- Initiative R-4.3: Expand use of social media in communication with community groups and individuals

Goal R-5: Community programs are well promoted.

- Initiative R-6.1: Retain marketing expertise to advise City departments on successful marketing strategies to expand access to municipal programs

Goal R-6: Citizens have meaningful opportunities for volunteering in community programs.

- Initiative R-6.1: Establish an Inter-departmental team to expand opportunities for community residents to volunteer energy and expertise to municipal programs.
- Initiative R-6.2: Create a program of annual recognition of volunteers.

Goal R-7: Collaboration between the City of Nampa and the various education institutions promotes civic engagement.

- Initiative R-7.1 Create a community education forum involving all stakeholders.
- Initiative R-7.2: Promote city careers/departments within schools and support educational efforts where employees are experts in their field (e.g., Public Works Week, job shadowing, “Engineers in the classroom”)

Focus Area 6 – Effective Governance (EG)
A well-defined and supported organizational culture, working in close partnership with elected officials, effectively serves the community.

Goal EG-1: The highest level of integrity exists in all municipal operations.

- Initiative EG-1.1: Develop and adopt an ethics policy.
- Initiative EG-1.2: Establish a program for ethics training for City employees.

Goal EG-2: Leadership capacity exists for current and anticipated future service requirements.

- Initiative EG-2.1: Review City organization to ensure alignment with current operational requirements.
- Initiative EG-2.2: Create inter-departmental teams to focus on City-wide strategic initiatives.
- Initiative EG-2.3: Create a program of on-going leadership training.

Goal EG-3: The City is the municipal government employer of choice.

- Initiative EG -3.1: Enhance program of internal communication within City organization.
- Initiative EG-3.2: Create a program focusing on employee retention.
- Initiative EG-3.3: Enhance programs on employee development.
- Initiative EG-3.4: Align the employee evaluation system with City values and goals.
- Initiative EG-3.5: Explore opportunity to cross-train in various departments.
- Initiative EG-3.6: Establish periodic evaluation of the employee review process and identify improvements.
- Initiative R-3.7: Explore ways to improve sharing employee-based survey results with the employees.

Goal EG-4: Systems are in place that support the business operations of the city.

- Initiative EG-4.1: Establish a system of periodic review of technical and traditional business systems to ensure currency in an evolving business environment.
- Initiative EG-4.2: Establish an annual goal for investment in business system enhancement.

Goal EG-5: The long-term fiscal integrity of the municipal corporation is secure.

- Initiative EG-5.1: Establish a policy balancing tax/fee burden and service / infrastructure investment.
- Initiative EG-5.2: Establish a policy supporting the on-going maintenance of City assets ensuring extended service life.
- Initiative EG-5.3: Maintain fiscal control processes adequate to support fiduciary standards.
- Initiative EG-5.4: Maintain processes to support annual financial audits to Government Accounting Standards Board (GASB) requirements.

Goal EG-6: Internal and external partnerships support the city's vision, goals, and initiatives.

- Initiative EG-6.1: Establish, improve, and maintain processes to ensure inter-departmental communication and support.
- Initiative EG-6.2: Formalize external relationships and explore new partnerships that support the city's initiatives.
- Initiative EG-6.3: Create a CEO Advisory Panel to share expertise with Mayor on policy and operational issues.

Goal EG-7: Innovation in City operations is supported and acknowledged.

- Initiative EG-7.1: Establish an annual Innovation Award for City employees.

Goal EG-8: Relations with community stakeholders are positive.

- Initiative EG-8.1: Expand opportunities for City Leadership team members to meet with community and civic groups.
- Initiative EG-8.2: Use the City of Nampa Speakers Bureau (see Initiative R-5.2) from City Leadership team.
- Initiative EG-8.3: Publish an annual report to ensure accountability.

Goal EG-9: Transparency exists in municipal operations.

- Initiative E-9.1: Conduct periodic training regarding Idaho Open Meetings Act and Open Records Act.
- Initiative EG-9.2: Expand public on-line access to open public records.
- Initiative EG-9.3: Maintain broad public access to open public meetings.
- Initiative EG-9.4: Adopt policies and procedures for employees in adhering to the Open Records Act.
- Initiative EG-9.5: Successfully upload required budget information through State Controller's Office to the Transparent Idaho program as required by HB 73.

Goal EG-10: The City maintains an effective presence in intergovernmental forums and represents City interests before state and national legislative and administrative bodies.

- Initiative EG-10.1: Develop an annual list of legislative priorities to guide City interaction with state and national legislators.

- Initiative EG-10.2: Sponsor an annual meeting with state legislative delegation prior to legislative session.
- Initiative EG-10.3: Participate in programs of organizations such as COMPASS, the Association of Idaho Cities and the National League of Cities
- Initiative EG-10.4: Periodically meet with other local government and special purpose districts that serve the community of Nampa.

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