



**Blaine County Fire & Rescue
Consolidation Status**

May 13, 2026

Executive Overview

- Nature of Brief

- Informational
- Source Documents (non-exhaustive)
 - Joint Power Agreement (JPA)
 - Bylaws for the Joint Board of Hailey/BC South/Ketchum Fire Protection District
 - Consolidation Master Playbook
 - Blaine County Fire Protection Districts Consolidation Plan
 - Joint Resolution Adopting Consolidation Plan

Problem Statement

The Boards of Fire Commissioners and City Councils of the participating agencies (BC South, Hailey, Ketchum, and Smiley Creek) recognize the need to consolidate their operations to enhance public safety, promote fiscal responsibility, and build community resilience in Blaine County. The Districts face shared challenges, including escalating costs, redundant administrative roles, and staffing shortages in small combination departments, necessitating a consolidation to leverage shared resources, eliminate redundancies, and foster collaboration.

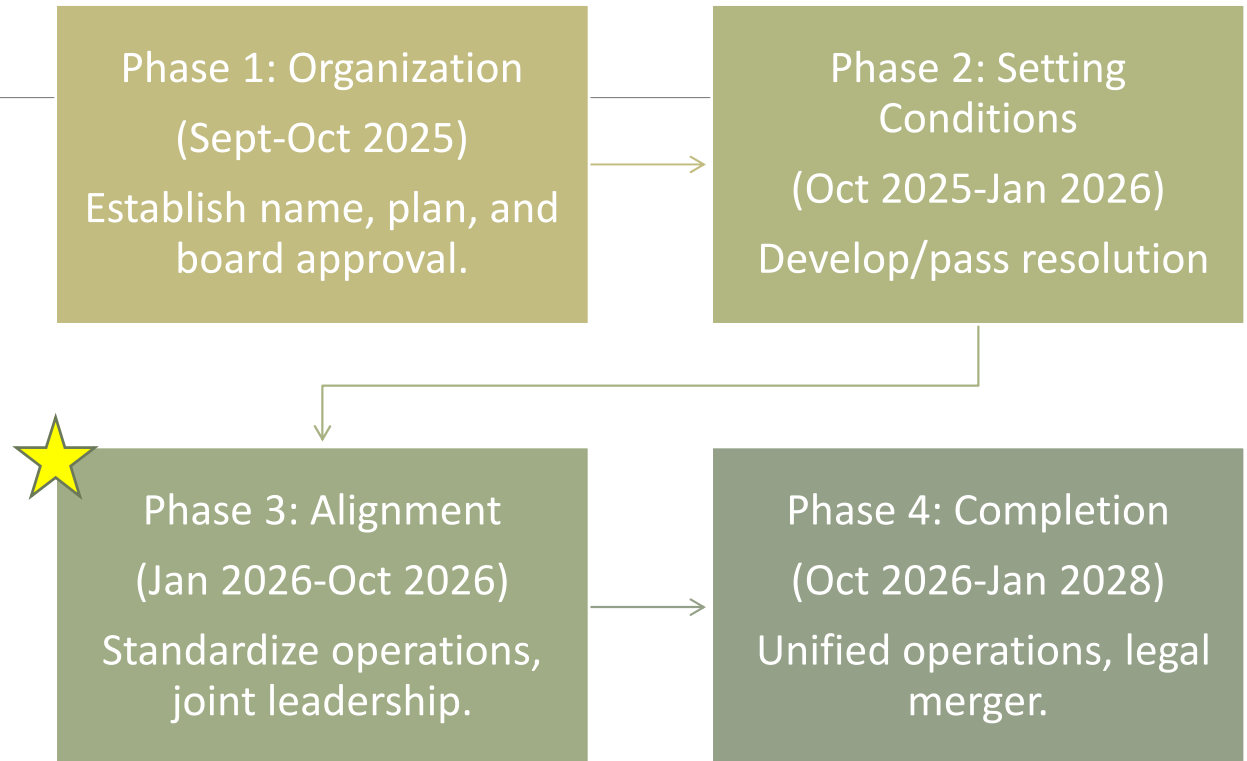
Context/Assumptions

- Effects
 - Communities involved will experience improved services and a balanced tax levy
- Impacts on Community, Governance, and Personnel
 - No loss in individual pay for personnel; improved efficiency and effectiveness for communities
 - Balanced tax levy and budget providing value to taxpayers; Oversight and transparency of governance
 - Stronger organization handling structure fires, EMS, wildland incidents, and technical rescues
 - Integrated BCAD for countywide EMS optimization

Desired Outcomes

- Unite BC South, Hailey, Ketchum, and Smiley Creek into Blaine County Fire & Rescue
- Leverage shared resources, eliminate redundancies, and foster collaboration
- Deliver enhanced fire suppression, EMS, and rescue operations across Blaine County
- Prioritize public safety, fiscal responsibility, and community resilience
- Respect the legacy of all joining districts while adapting to growing demands

Overview of the Four- Phase Process



Incorporates Idaho Code requirements (e.g., notifications, hearings, recordings).

Consolidation Focused Efforts

BLAINE COUNTY FIRE & RESCUE

CONSOLIDATION MISSION

The mission of Blaine County Fire and Rescue is to unite our fire protection districts into a single, resilient organization that delivers exceptional fire suppression, emergency medical services, technical rescue, wildland response, and hazardous materials mitigation across Blaine County. We are committed to enhancing public safety, promoting fiscal responsibility through balanced tax levies and shared resources, fostering professional growth for our dedicated personnel, and building community trust through transparent, efficient, and collaborative operations—ensuring no loss in individual pay while optimizing services for all residents and visitors.

FOCUS AREAS

- Enhanced public safety and service delivery
- Fiscal responsibility and equitable tax burden
- Personnel support, retention, and professional growth
- Efficient governance, transparency, and smooth transition

PRIORITY CHALLENGES & OPPORTUNITIES

- Escalating costs and financial pressures
- Staffing shortages and retention difficulties
- Redundant roles and operational inefficiencies
- Resistance to change and governance risks

ACTIVE WORKING GROUPS / OPT'S

Joint Powers Agreement (JPA) Board
Alignment Steering Committee

APPROACH SG LOE'S

LOE1: Administration/Finance

LOE2: Operations/EMS

LOE3: Fire Marshal

LOE4: Training/Safety

LOE5: Support Services

LOE6: Personnel

Reviewed weekly by the Alignment Steering Committee, Oversight by the JPA Board, and the Joint Board of Commissioners meetings monthly

ENDURING STATES

- No gaps in the delivery of public safety to the community
- Joint training focused on assimilation into common procedures
- Focus on achieving State and National standards

Consolidation Results and Enduring Challenges

AUTHORITIES

Idaho Code Title 31, Chapter 14

- § 31-1413 - Consolidation of Districts
- § 31-1414 - Election for the Consolidation of Districts
- § 31-1416 - Fire Protection Districts Are Governmental Subdivisions of Idaho and Bodies Politic and Corporate
- § 31-1423 - Levy — Recommended Levy — Election

Idaho Code Title 63 (Revenue and Taxation)

- § 63-215 - Legal Description and Map of Boundaries to Be Recorded and Filed
- § 63-802 - Limitation on Budget Requests — Limitation on Tax Charges — Exceptions

Idaho Code Title 34, Chapter 14 (Uniform District Election Law)

Idaho Code Title 74, Chapters 1-2 (e.g., public hearings, transparent communications in the plan)

Federal National Labor Relations Act

IAFF Local 3426 CBA

ADDITIONAL REQUIREMENTS

- TBD

GOVERNANCE STRUCTURE

- Oversight: Joint Powers Agreement (JPA)
- Program Management: Alignment Steering Committee
- Program Integration and Execution: Joint Board of Commissioners (2026: BC South, Ketchum, Smiley Creek)(2027: BCFR, Hailey City Council)
- Other coordinating stakeholders: Blaine County Commissioners, Blaine County Ambulance District (BCAD), Blaine County Emergency Communications (BCEC)

MILESTONES

- OCT 25 – BC South/Ketchum Joint Resolution Adopting Consolidation Plan
- JAN 26 – Hailey City Council votes to explore consolidation through JPA
- JAN 26 – First JPA Board Meeting
- TBD – Smiley Creek joins BC South/Ketchum Joint Resolution Adopting Consolidation

Consolidation Overview

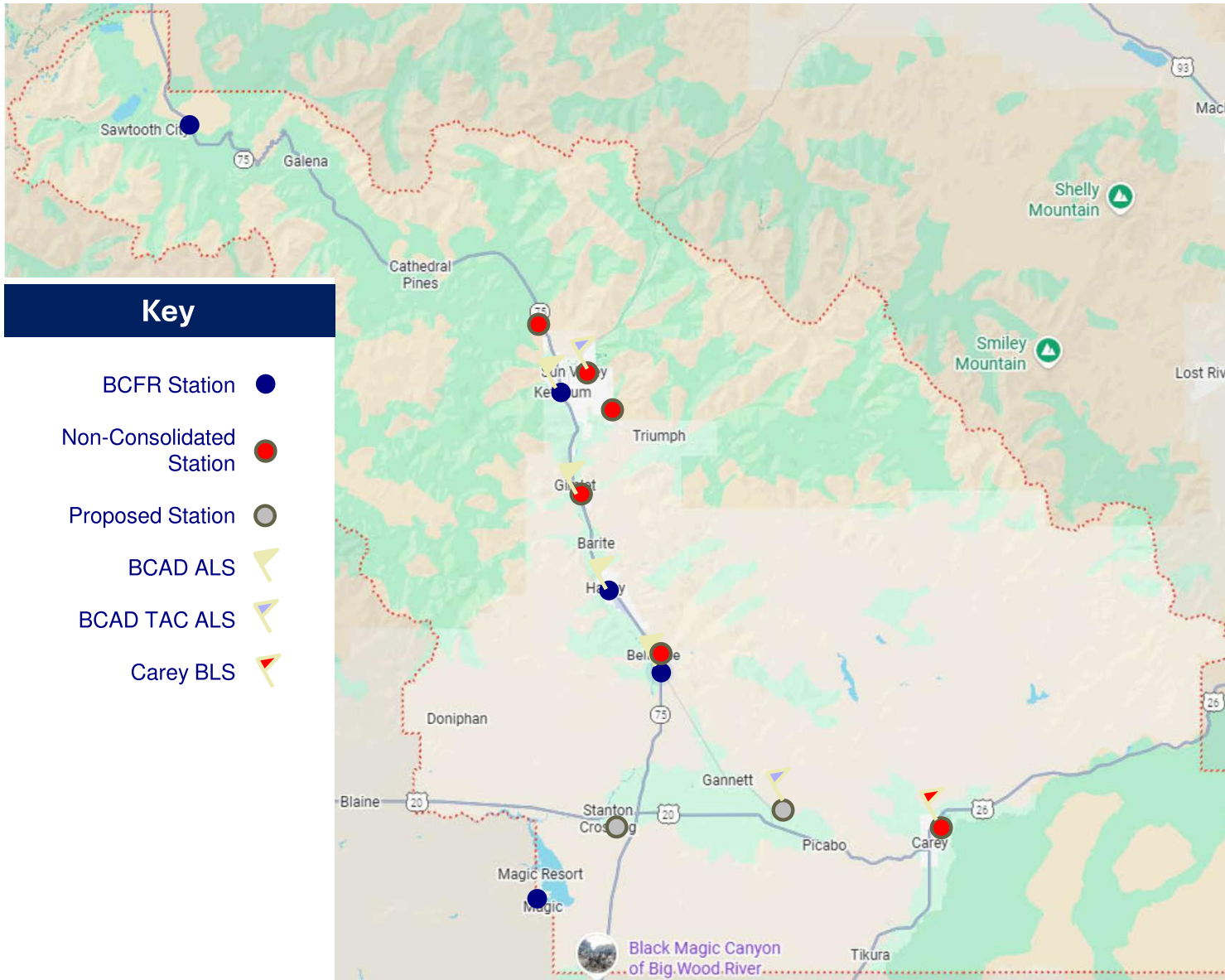
Operational Goals

- Core stations to be staffed with 5 personnel
- Implement 4 staffed ALS transporting ambulances
- Improve ambulance coverage by staffing a “TAC” shift ambulance for surge capability
- Consider county growth in the south for future station placement
- Balanced technical rescue teams
- Improved dispatching to make efficient use of resources

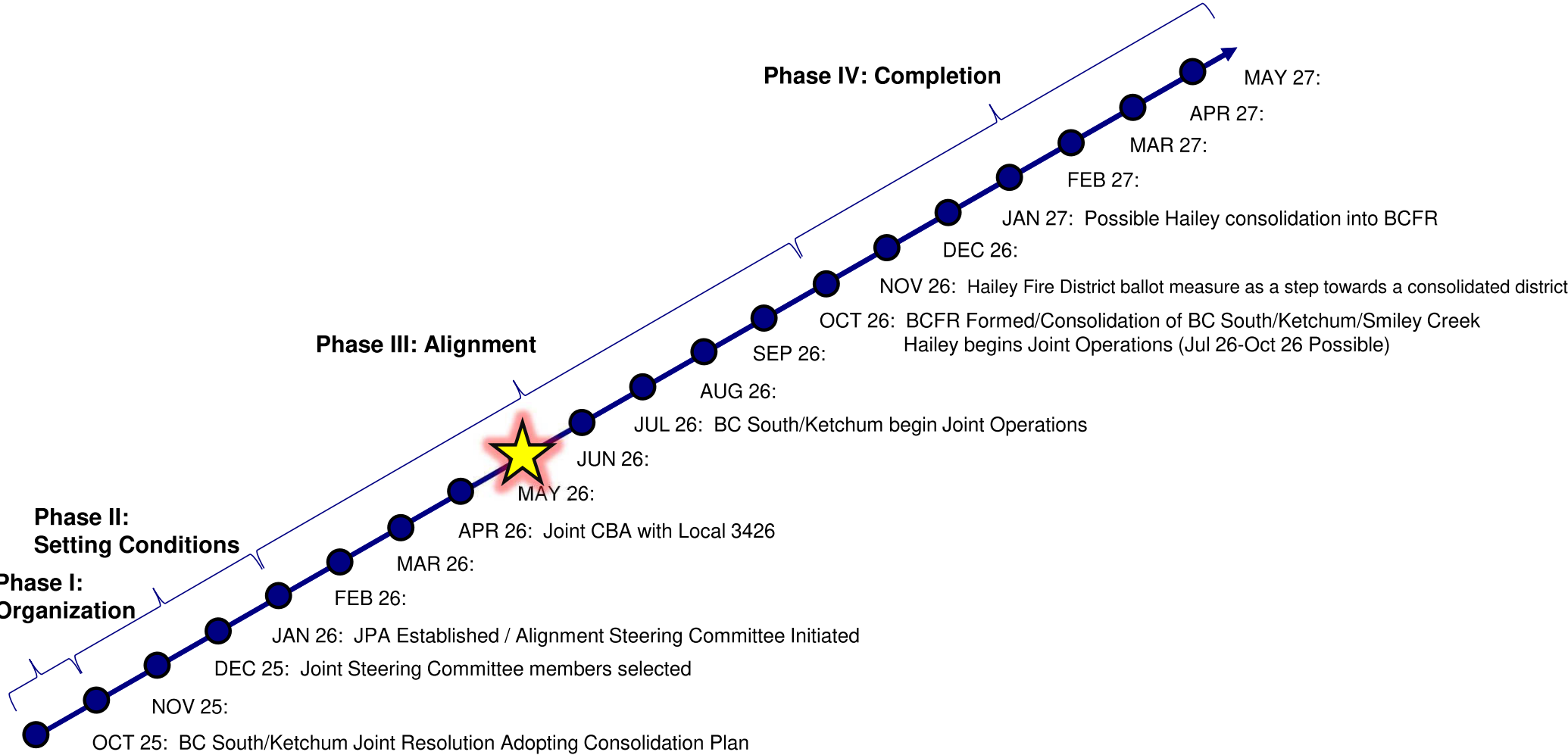
Assumptions

- Current committed agencies will complete the consolidation process
- BCAD 2026 Levy approval will support the expansion plan
- Joint operations begin JUL 26

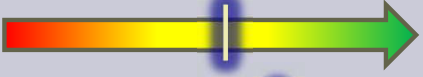
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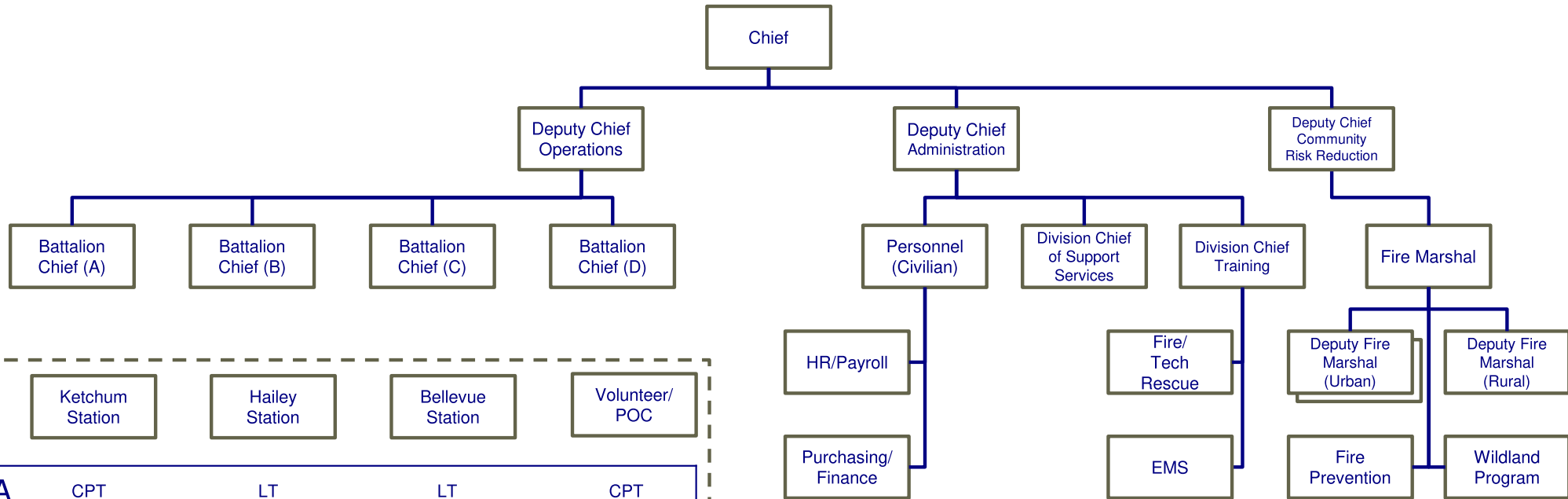
Plan of Action and Milestones



Alignment Status

Status to Completion	Category	Lead	Comments
	Assimilation	McClea	
	Finance	Crawley	Awaiting budget details from BCAD. Hiring Budget Analyst.
	Administration	Neiman-Kimel	Large category. Working solutions to identified issues.
	Operations	Sears	Large category. Sub-groups working through items
	EMS	Griffith	Aligning ambulance layouts, verifying protocol changes
	Communications	Elle	Coordinating with external partners (BCEC, MA)
	Fire Marshal	Baledge	Down to developing new concepts
	Training	Hoover	Identifying last minute training needed to work cooperatively
	Support Service	Huntsman	Working upgrades to Hailey stations. Looking at SCBA
	Volunteer/POC	Feldman	Meeting with chief to discuss hurdles
	Local 3426	Thum	CBA on pause awaiting budget numbers

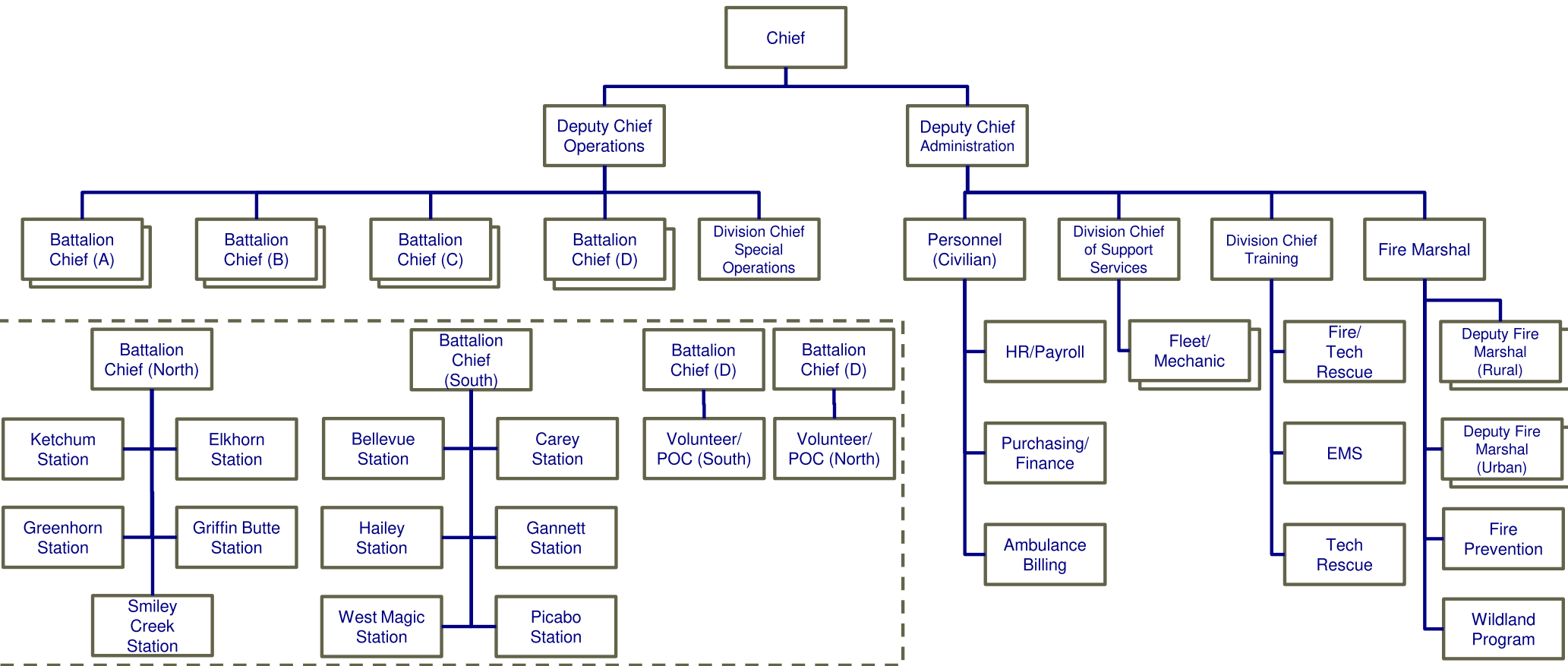
Blaine County Fire & Rescue Organization Chart



	Ketchum Station	Hailey Station	Bellevue Station	Volunteer/ POC
A	CPT	LT	LT	CPT
B	LT	CPT	LT	LT
C	LT	LT	CPT	LT

- Notes:
- Excess officers will be assigned "roving" status to fill daily officer vacancies. If no vacancies, roving officers will be assigned to ambulance crews.
 - The D-shift is comprised of the volunteer/paid-on-call personnel. They are not assigned a dedicated shift.

Blaine County Fire & Rescue Expanded Organization Chart



Personnel

	TOTAL	CHF	DEP	BC/DIV	CPT	LT	ENG	FF-CAR	FF-POC	CIV
Current	109 (31)	1 (1)	2	0 (1)	6	11	3	14 (3)	65 (26)	2
Admin	10 (2)	1	2	3	4 (2)					3
Operations	39 (1)			3	3	6 (5 excess)	9	18		
POC	65 (26)			1	1	2	3		65 (26)	
Consolidated (Career)	52 (4)	1	2	6	7 (2)	6	9	18		3
Consolidated (Total)	117 (30)	1	2	7	8 (2)	8	12	18	65 (26)	3

Notes:

- Station staffing: 5 (POC integrated into daily staffing); Company officer, Engineer, 3x Firefighters
- Administration should not exceed 10% of the total
- 2027 new hire should be 5-7 firefighters and 1 civilian (upon budget analysis)