

# NAMPA HIGHWAY DISTRICT NO. 1

Commissioners: Dick Smith, Ernest Lowry, Franklin Kennedy

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## NAMPA HIGHWAY DISTRICT NO. 1 SPECIAL BOARD MEETING February 3, 2026

**LOCATION:** Nampa Highway District Office      **TIME:** 10:00 a.m.  
Main Conference Room  
4507 12<sup>th</sup> Avenue Road  
Nampa, ID 83686

- **CALL MEETING TO ORDER**
- **ACTION ITEM:** Decisions regarding Personnel matters
- **ACTION ITEM:** EXECUTIVE SESSION – I.C. 74-206 (1) (a), (b), (c), (d), (e), (f), or (i)
- **ACTION ITEM:** ADJOURNMENT

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PAIGE RHOADES DISTRICT CLERK

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DATE & TIME POSTED



**NAMPA HIGHWAY DISTRICT NO. 1  
SPECIAL MEETING**

**PRESENT:** Commissioner Dick Smith, Commissioner Franklin Kennedy & Commissioner Ernest Lowry; Director Nick Lehman; Assistant Clerk Nicole Barlow; Attorney Jay Kiiha

**ABSENT:** District Clerk Paige Rhoades

**GUESTS:**

Commissioner Smith called the meeting to order at 10:00 a.m.

At 10:03 a.m., Commissioner Kennedy made a MOTION to go into Executive Session pursuant to IC 74-206 (1)(b). Commissioner Lowry SECONDED the motion. MOTION CARRIED. Upon roll call, Commissioner Kennedy voted “aye”, Commissioner Smith voted “aye”, and Commissioner Lowry voted “aye”.

The Board concluded Executive Session at 10:41 a.m.

Commissioner Lowry made a MOTION to reclassify Austin Grindstaff to position of Operator 2 with wages adjusted accordingly. Commissioner Lowry also moved to reclassify Jimmy Thom to the position of Truck Driver/ Laborer with wages adjusted accordingly. Both employees will be placed on a six-month probationary period. Commissioner Kennedy SECONDED the motion. MOTION CARRIED.

Commissioner Kennedy made a MOTION to adjourn at 10:45 a.m. Commissioner Lowry SECONDED the motion. MOTION CARRIED.

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Chairman, Dick Smith

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Vice Chairman, Ernest Lowry