



# Teton County Fire Protection District

P.O. Box 474

911 N. Hwy 33

**Wednesday, April 15, 2026- Driggs Fire Station, as well as Teleconferenced via Zoom**

## **In Attendance:**

Jason Letham, Fire Commissioner

Bob Foster, Fire Commissioner

Erin Borbet, Fire Commissioner

Mike Maltaverne-Fire Chief

Kevin Brown – Fire Marshal

Mariana O’Neill -CFO

Aaron Stiny- Local 4667

Matt Rutten-Local 4667

Billy Fox-Local 4667

***Meeting began @ 0835hours***

Commissioner Letham called the meeting to order.

Commissioner Letham called the meeting to order.

***Minutes:*** Commissioner Letham asked if there were questions or comments on the prepared minutes from March 2026, meeting.

No comments or questions were asked.

**Commissioner Foster made a motion to approve the minutes as presented.**

**Commissioner Borbet seconded the motion.**

**Commissioner Letham asked for all in favor. All replied “aye”, and the minutes were approved.**

**Claims:** Commissioner Letham asked for any questions or comments on the claims presented for the period **March 1-31, 2026.**

No comments or questions were asked.

**Commissioner Foster made a motion to approve the claims as presented.**

**Commissioner Borbet seconded the motion.**

**Commissioner Letham asked for all in favor. All replied “aye”, and the claims were approved as presented.**

***Budget Statement:***

Commissioner Letham asked for any questions or comments on the March Budget Statement presented.

No comments or questions were asked.

**Commissioner Foster made a motion to approve the Budget Statement as presented.**

**Commissioner Borbet seconded the motion.**

**Commissioner Letham asked for all in favor. All replied “aye”, and the Budget Statement was approved as presented.**

Commissioner Letham made a motion to enter

- 1. Executive Session per Idaho Code 74-206(b) To consider the evaluation a public officer, employee, staff member or individual agent.**
- 2. Executive Session per Idaho Code 74-206(f) To communicate with legal counsel for the public agency to discuss the legal ramifications of and legal options for pending litigation, or controversies not yet being litigated but imminently likely to be litigated.**

**Commissioner Foster Seconded the motion.**

Roll Call:

Jason Letham, aye

Bob Foster, aye

Erin Borbet, aye

The board moved into Executive session at 0836 hours

The board came out of Executive session at 1016 hours

### **Fire Commissioner Resolution**

Commissioner Foster addressed statutory requirements for fire commission officers, including the need to establish a chairman, vice chairman, secretary, and treasurer, with terms specified as serving at the pleasure of the commission. He agreed to draft a resolution addressing officer roles, check signature requirements, and functional responsibilities, while also reviewing and updating the commission's policy manual to ensure compliance with state statutes.

### **Impact Fee Study**

Mariana discussed the need to update their impact fee study and capital improvement plan, proposing a \$29,320 contract with a firm to review fees and include Tetonia. Mariana explained that impact fees could fund the current study, and highlighted the need to update equipment costs in their capital improvement plan due to inflation.

**Commissioner Foster made a motion to approved the Impact fee study with TischlerBise.**

**Commissioner Borbet seconded the motion.**

**Commissioner Letham asked for all in favor. All replied “aye”, and the motion was passed.**

### **Union Negotiations**

Captain Moore was present to speak on behalf of the Local regarding the LTS pay out. He discussed the importance of addressing long-term sick payout policies for firefighters, emphasizing that it benefits both retirees and the district financially. He argued that the current \$12,000 payout is insufficient to incentivize retirement and proposed a flat-rate payout of \$25 per hour, which would amount to approximately \$34,000. He highlighted the potential financial liability if employees delay retirement and accrue additional costs for the district. He suggested considering a reduced rate for early retirement and potentially using a portion of wildland deployment funds to prepare for retirement. The proposed a flat rate payment system to incentivize employees to address health issues before retirement, rather than using accrued hours for extended leave or elective surgeries. There were concerns about a proposal as it could encourage employees to abuse the system by gaming the workers' compensation process. Chief Maltaverne expressed concern that the same individuals with poor integrity could potentially double down on misusing the system, receiving both the payout and continued benefits. The discussion centered on whether to implement a proposed solution as a bridge benefit or to revamp the entire PTO system, with concerns raised about potential disincentivizing for certain employees based on hourly rates. The group debated the legitimacy of retirement declarations and medical situations that might change retirement plans, ultimately deciding to review the entire PTO system including approval buckets before making a final decision next year rather than implementing immediate changes. The group acknowledged the importance of balancing incentives for good behavior while avoiding potential abuse of the system and concluded that a decision on the 30% proposal could be tabled until other pending items are addressed.

Chief Maltaverne discussed staffing challenges and budget constraints affecting the organization. He highlighted that 2.8 full-time equivalent employees are effectively absent due to accruals, and the organization is frequently operating at minimum staffing levels, leading to increased overtime costs. He proposed hiring three additional firefighters as a potential solution to address staffing gaps and reduce overtime expenses, though this would not add capacity. He presented two options for addressing staffing challenges: Option 1 involves hiring 3 firefighters and not provide any cost-of-living adjustments or salary increases, while Option 2 continues with the current approach of discussing compensation and overtime. Billy Fox expressed concerns about the long-term financial impact of hiring additional staff, Chief noting that raises and new hires would become permanent budget items. Chief discussed challenges with staffing and deploying wildland engines, expressing concerns about the department's ability to maintain adequate coverage due to current staffing shortages. He noted that the department has struggled to maintain minimum staffing levels of 6, with recent instances of dropping to 5 personnel, making it difficult to reliably commit to sending engines out for deployments. He emphasized that discontinuing the wildland program would be challenging given ongoing staffing issues and the need to maintain adequate coverage for regular operations. Chief proposed a one-year pause on raises to address budget constraints, with the goal of working on a mill levy increase in 2028. He acknowledged the emotional challenges of the decision and highlighted the fire department's role in public safety. The group discussed potential staffing solutions, including hiring three reserves and leveraging existing vetted candidates, while considering the impact on current employees' workloads and compensation. Commissioner Foster emphasized the importance of balancing employee needs with the department's overall goals. The group agreed to pursue Option 3, that incorporate the other 2 options.

**Commissioner Letham made a motion to adjourn at 1242 hours.**

**Commissioner Borbet seconded the motion.**

**Commissioner Letham asked for all in favor. All replied “aye”, and the Board of Fire Commissioners were adjourned**

**FIRE DISTRICT**