



# Teton County Fire Protection District

P.O. Box 474

911 N. Hwy 33

**Wednesday, March 26, 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- via phone

Kevin Brown – Fire Marshal

Mariana O’Neill -CFO

Aaron Stiny- Local 4667

Matt Rutten-Local 4667, via zoom

***Meeting began @ 0907 hours***

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 February 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 **February 1-28, 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 February 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.**

**Union Negotiations**

The meeting focused on reviewing previous negotiation discussions and approving February meeting minutes and budget claims. Key topics from the previous meeting included postponing wage discussions, addressing staffing challenges due to shortages, and proposed improvements to the promotion process with more detailed feedback for candidates. The main outstanding items for discussion were long-term sick payout, comp time, and mandatory overtime policies, with the group deciding to address some items through updated policy manuals.

Mariana discussed proposed changes to sick leave payouts for retiring firefighters, focusing on reducing the payout percentage from 50% to 25% of long-term sick hours to encourage employees to retire with fully accumulated sick time. They calculated that this would result in a payout of approximately 936 hours for a retiring captain, which would still be higher than other departments surveyed. The discussion highlighted

concerns about workers' compensation claims, where injured employees can continue accruing sick time while receiving full pay, potentially creating additional costs for the district. Mariana expressed concerns about the financial impact of workers' compensation claims and long-term injuries on the organization, citing recent examples. Matt proposed 35 cents on the dollar sick time payout and noted that PTO hours would remain unchanged. Erin questioned whether there were alternative safeguards beyond changing the payout percentage, emphasizing the historical context of long-term sick leave policies and the challenges of balancing employee protection with organizational financial impacts. The group debated starting conservative with this new benefit and considered implementing an intent-to-retain survey to help with budget planning. The union will present the proposal to the body. The next meeting was scheduled for April 15th, starting at 8:30 AM, where Mariana will present preliminary figures on the budget for the next FY.

**Commissioner Letham made a motion to adjourn at 1006 hours.**

**Commissioner Borbet seconded the motion.**

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

