



# Teton County Fire Protection District

P.O. Box 474

911 N. Hwy 33

**Tuesday, September 23, 2025- 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

Mike Wright – Local 4667 President

Bart Birch- Legal Council

Mariana O’Neill -CFO

*Meeting began @ 1608 hours*

Commissioner Letham called the meeting to order.

**Minutes:** Commissioner Letham asked if there were questions or comments on the prepared minutes from August, 2025, meetings.

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 **August 1<sup>st</sup>, 2025 through August 30th, 2025.**

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 August 2025 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.**

**CBA Approval FY 2026**

The meeting focused on the approval of changes to the collective bargaining agreement between the Fire Protection District and the union. The group agreed to adopt several modifications, including updates to sick injury leave policies, maternity and paternity leave, and accrual rates. Chief Maltaverne discussed the minimal changes to the contract, noting that some proposed changes, such as the 24-hour PTO requirement and mandatory stayover, were not approved by the union body. Chief discussed several updates to leave policies, including maintaining minimum PTO and long-term sick leave balances of 48 and 96 hours respectively, and stopping PTO accrual after 120 consecutive days of absence. He also mentioned expanding sick injury leave to include immediate family members, increasing the number of union business leave days from one to two, and adopting a new maternity and paternity leave policy. The conversation ended with confirmation that all employees would receive a 5% wage increase as part of the FY26 budget. Chief also explained another addition to the that policy allows two delegates to attend sanctioned IAFF and PFFI events, with the district covering their time off but not travel expenses. The group agreed to include a backstop in the policy to prevent staffing shortages, with Mike noting that once staffing is fully restored, each platoon could allow two people off for union business. Commissioner Foster raised concerns about the potential impact on staffing, but Mike assured that the union would communicate in advance to minimize disruption. Commissioner Foster was concerned that the previously discussed items were not addressed in the cba changes. The group approved a one-year

contract for October 1, 2025, through September 30, 2026, though some union-rejected items were postponed for further discussion.

**Commissioner Foster made a motion to approve CBA Contract for one year with the language changes as presented.**

**Commissioner Borbet seconded the motion.**

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

### **Snow Plow Bids**

One bid was received from Action Excavation. The bid amount was as follows: Driggs: \$420.00 Each; Victor: \$420.00 Each; Tetonia \$300.00 Each. After reviewing the bid the Commissioners decided to extend the bidding process until October 24<sup>th</sup>.

### **Chief's Report**

Chief highlighted the completion and outfitting of a new fire engine and a battalion chief's vehicle, both of which are in service and ready for training. He also announced an off-campus meeting for the command staff on October 8th and a department banquet on October 9th, where new hires, promotions, and retirements will be acknowledged.

**Commissioner Letham made a motion to enter Executive Session regarding personnel.**

**Commissioner Foster Seconded the motion.**

Roll Call:

Jason Letham, aye

Bob Foster, aye

Erin Borbet, aye

The board moved into Executive session at 1705 hours

The board came out of Executive session at 1725 hour

**Commissioner Foster made a motion to adjourn at 1730 hours.**

**Commissioner Borbet seconded the motion.**

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

**Commissioner Borbet made a motion to approve the proposed budget as presented.**

**Commissioner Foster seconded the motion.**

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

