



Teton County Fire Protection District

P.O. Box 474

911 N. Hwy 33

Monday April 27, 2026- Driggs Fire Station, as well as Teleconferenced via Zoom

In Attendance:

Jason Letham, Fire Commissioner

Bob Foster, Fire Commissioner, via zoom

Erin Borbet, Fire Commissioner

Mike Maltaverne-Fire Chief-

Kevin Brown – Fire Marshal

Mariana O’Neill -CFO

Aaron Stiny- Local 4667

Matt Rutten-Local 4667

Meeting began @ 0907 hours

Commissioner Letham called the meeting to order.

The meeting focused on discussing staffing proposals and contract negotiations for the fire district. Aaron Stiny presented a new staffing proposal that would increase the minimum safe staffing from 6 to 7, with specific caveats allowing temporary drops to 6 under certain circumstances like training or immediate needs. The group discussed implementing mandatory overtime policies and emergency callback procedures when staffing falls below minimum levels. They also explored a tiered retirement incentive system that would provide higher compensation for employees with full sick leave banks. The team agreed to further develop details around when staffing could drop to 6 and refine the mandatory overtime policy before presenting to the board on May 12th, with the goal of potentially implementing new hires by June if approved.

Chief Maltaverne discussed a recent incident where a member experienced AFib and required transport to ERMAC for cardioversion, leading to a discussion about retroactively applying an ambulance transport policy for employees. The policy will be retroactive as of April 1, 2026.

The proposal aims to improve community service while managing costs, with plans to hire three additional staff members and maintain a minimum staffing level of 7 when possible.

Chief Maltaverne thanked the union for their collaborative approach and discussed a new proposal for mandatory overtime that would implement force-ranking to ensure fairness across ranks. He outlined a plan for an emergency callback policy that would require accountability and communication even when physical presence at work is not possible, particularly during major incidents. Stiny mentioned that the Chief would present this new proposal to the group as a potential alternative to options A and B.

Stiny discussed a proposed tiered retirement compensation system where employees would receive higher percentages for retiring with larger portions of their banked hours, the pay out would follow the formula: 50% of hours paid at \$X, 25% of hours paid at \$X, and 25% paid at \$X. The amounts are to be discussed. The group also briefly discussed transitioning from the current year-in-service 5% YIR system to a longevity-based pay structure.

The team discussed plans for the Wildland season, focusing on potential hiring of three new employees if funding can be secured for the last quarter of FY26. They agreed to schedule a meeting for May 12th at 9 AM to continue negotiations, with the goal of ratifying decisions by June 1st. Additionally, they confirmed a community open house event at Victor Station on May 13th from 3 to 5 PM, organized in partnership with the Urban Renewal District.

Commissioner Letham made a motion to adjourn at 0955 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