



Teton County Fire Protection District

P.O. Box 474

911 N. Hwy 33

Monday February 9, 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

Ed Schauster – Deputy Chief of Operations

Mariana O’Neill -CFO

Aaron Stiny, Matt Rutten, Billy Fox -Local 4667

Meeting began @ 10:00 hours

Commissioner Letham called the meeting to order.

Charles Schwab Investment Account- Brad Christensen

Brad presented a performance overview of the investment portfolio, highlighting a 4.46% net return for calendar year 2025, equivalent to a gain of about \$90,000 on the \$2 million investment. He explained the current flat yield curve environment and discussed the portfolio's composition, including some corporate bonds up to 25% of the total. Chief Maltaverne indicated they would have internal discussions and follow up via email with specific questions about investment options and timing for potential distributions or capital expenditures.

CBA Negotiations FY 2026

The meeting focused on negotiating terms for a new collective bargaining agreement (CBA) between the Teton County Fire Protection District and Local 4667. The group agreed to a one-

year contract term starting October 1st, 2026 with negotiations to be completed by June 1st, 2026. Key discussion points included pre-employment physical requirements for new hires, compensation adjustments, and various work condition proposals such as comp time and wildland revenue allocation for training. The team also addressed issues around Utah interfacility transfers and ambulance billing coverage for employees' families. The conversation ended with a review of potential articles for negotiation, including wages, benefits, and promotional processes, with all parties agreeing to further research and discussion of specific items via email.

- The group discussed contract negotiations, with a focus on whether to offer a one-year or multi-year contract. They agreed to start with a one-year contract this time, with plans to negotiate a longer-term contract next year when the policy manual revision is complete. The group also touched on the need to be strategic in their discussions due to potential virtual attendees, and Chief Maltaverne mentioned that he would likely retire around the end of 2027, giving the organization time to prepare for leadership changes.
- The group discussed negotiating a one-year contract starting October 1, 2026 with a target completion date of June 1, 2026 for all negotiations and final draft preparation. They agreed to establish a quorum requirement of two representatives each from management, the union, and the Commission for future meetings, with meetings to be recorded virtually. The team also aligned on using a consensus-based decision-making approach, where participants would indicate agreement or disagreement through thumbs up/down/middle signals before moving forward with any decisions.
- The meeting focused on the process for distributing and reviewing meeting minutes, with Mariana outlining a plan to send minutes to three groups for review within a week, followed by approval and storage in a shared SharePoint folder. The group discussed the need for clear action items and homework assignments at the end of each meeting, with Chief emphasizing the importance of specific assignments to ensure tasks are completed. They also addressed the process for caucusing during meetings, agreeing to handle it informally but ensuring it's recorded. Finally, they touched on how to bring items for negotiations, deciding to compile them into a document for discussion in future meetings.
- The group discussed meeting ground rules and agreed to keep future meetings to 2 hours, starting at 9am. Chief emphasized the importance of being solution-oriented rather than focusing on problems, and encouraged addressing interests rather than positions in negotiations. He also stressed the need for respectful communication and active listening. The team agreed to review a list of action items before their next meeting, with items to be ratified by their respective bodies after negotiations.
- Stiny discussed implementing pre-employment physicals for firefighters to comply with Idaho's presumptive illness law, which requires workers' comp coverage for cancer in firefighters but only covers those without pre-employment physicals. The group identified challenges in finding local providers who can perform all required tests, particularly for heart and lung exams, and discussed budgeting for these physicals. The team agreed to create a schedule of required physicals based on employee age categories and identify facilities where tests can be performed.
- The Union addressed the need to update language regarding health insurance for retired employees, ensuring it aligns with existing policies and is included in the policy manual. The group also explored options for addressing long-term sick leave benefits at retirement,

considering a payout system to help cover health insurance premiums. They discussed the potential financial impact and tax implications of such a system, with a suggestion to allow for direct payment into a 457 plan. The conversation ended with a brief mention of comp time and overtime concerns in the department. The Union proposed using a portion of wildland revenue for employee training, aiming to increase support for the program and attract staff who are currently opposed to wildland duties. Additionally, they addressed the issue of covering Utah transfers, deciding to reduce anxiety by establishing a right of first refusal with local hospitals and exploring options to minimize the need for inter-facility transfers.

Commissioner Foster made a motion to adjourn at 1204 hours.

Commissioner Borbet seconded the motion.

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

