Teton County Fire Protection District

P.O. Box 474

911 N. Hwy 33

Wednesday July 16th, 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- Deputy Chief of Prevention

Mariana O'Neill -CFO

Wright, Stiny, Rafeld, Shaw- via zoom

Meeting began @ 1500 hours.

Commissioner Letham called the meeting to order.

CBA Update:

Chief Maltaverne discussed several changes to the union contract, including allowing two union representatives to attend state-level union business while maintaining minimum staffing levels. She explained modifications to Article 16 regarding paid time off, including a 24-hour block requirement and maintaining a buffer of 48 hours of PTO and 96 hours of long-term sick leave. Chief also covered updates to Article 14 on minimum staffing levels, particularly regarding paramedic coverage, and detailed changes to maternity and paternity leave policies, extending maternity leave to 16 weeks and adding two weeks before the due date, while paternity leave remains at 12 weeks. discussed ongoing policy developments, including a training leave workflow that requires approval from multiple levels and clarification on whether training is compensated, with a 5% pay increase assumption for budget planning. She explained that the union covers travel expenses for representatives attending meetings, and outlined a three-tiered training policy: voluntary training with no compensation, mandatory training with travel reimbursement but no overtime, and required training for licensing with full compensation. He emphasized the need for clear policy guidelines to prevent abuse of training opportunities while supporting career development.

Proposed Budget FY 2025-2026:

The meeting focused on reviewing the budget and discussing the status of Articles under negotiation. Mariana explained that the budget was balanced with a 3% overall growth, including a 5.4% increase in health insurance premiums and a 5% COLA for salaries. The command staff was praised for being conservative while finding ways to meet mission needs. The group discussed future plans for capital improvements and grants, with Mariana noting that the budget would be finalized and voted on at the next meeting before being published in the newspaper.

Procurement of Command Truck with Impact Fees:

The meeting focused on the procurement of a command vehicle for the battalion chief, with Mariana presenting a proposal for a 2024 Dodge pickup truck priced at $48,000, not exceeding the $75,000 budget allocated for the impact fee. The truck will be upfitted with necessary equipment such as lights, striping, and radios, and Mariana emphasized that it should be a practical work vehicle without unnecessary luxury features. The group agreed to move forward with purchasing the vehicle, as it is available at a dealership in Pocatello and requires prompt action to secure it.

Commissioner Letham made a motion to approve the purchase of the truck as presented.

Commissioner Borbet seconded the motion.

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

AD&D Insurance and Orthodontia:

The board discussed adding children's dental insurance to employee benefits, with Mariana presenting two plan options: one covering up to $1,000 and another covering up to $2,000, both available to employees with family plans. The board approved the $2,000 plan, which would cost the district $3,600 and require employees to pay $2.40 per month, with Mariana noting that most employees surveyed were in favor. The board also approved a new disability insurance policy offering increased benefits of $2,128 per month, starting October 1st, to better supplement wages for disabled employees.

Commissioner Foster made a motion to approve the addition of Orthodontia to the dental plan and switching AD&D insurance as presented.

Commissioner Borbet seconded the motion.

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

Commissioner Letham made a motion to adjourn at 1548 hours.

Commissioner Borbet seconded the motion.

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