



Teton County Fire Protection District

P.O. Box 474

911 N. Hwy 33

Tuesday, May 12, 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- Local 4667, via zoo,

Matt Rutten-Local 4667, via zoom

Meeting began @ 0910 hours

Commissioner Letham called the meeting to order.

The meeting focused on negotiating a mandatory overtime policy and staffing changes for the fire department. Chief Maltaverne, Fire Commissioners and the Union discussed implementing a 7-person minimum staffing model with exceptions for dropping to 6 personnel, and reviewed a draft mandatory overtime policy that would allow forced overtime when staffing falls below minimum levels. The group debated various policy details including exceptions for secondary employment, wildland deployments, and the 96-hour maximum work period. They also discussed hiring 3 new full-time firefighters from the reserve ranks, with 3 potential candidates already expressing interest. The team planned three shift meetings for May 14th, 21st, and 28th at 2 PM to present these proposals to employees, with the goal of getting final approval by the end of the month.

The discussion centered around secondary employment policies for firefighters, with Aaron highlighting the lack of a formal policy at the fire district and expressing concerns about enforcing such policies. Chief Maltaverne questioned the financial benefits of overtime versus part-time work and challenged how exemptions would be verified. The group discussed potential issues with implementing a secondary employment policy, including the challenge of ensuring compliance and the need for clear guidelines. Aaron suggested that the fire district should develop a policy stating that primary employment with the department takes priority over secondary jobs, similar to practices in other fire departments.

The discussion focused on challenges with firefighter compensation and overtime policies. Matt Rutten expressed a concern that 40% of paychecks are taken for taxes and benefits. Chief Maltaverne emphasized that the organization has already contributed 32% over the past five years to address compensation issues.

The group discussed policies around mandatory overtime and deployment coverage. Aaron clarified that forced overtime during wildland operations would only occur if voluntary overtime staff call out sick, and emphasized the importance of pre-filling deployments before they go out. Chief suggested developing an emergency schedule to address exceptional circumstances, such as entire shift or station outbreaks or large-scale disasters, which could trigger a 16 and 8 schedule or similar arrangements tied to emergency declarations. The discussion concluded with a note about potentially requiring mandatory call-ins at certain staffing levels without mandating attendance.

The group discussed a proposed long-term safety payout structure, with Mariana presenting a revised plan that would offer different rates (25, 35, and 45 cents) for different portions of hours worked, resulting in a blended 34% payout.

Commissioner Letham made a motion to adjourn at 1002 hours.

Commissioner Borbet seconded the motion.

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