



Teton County Fire Protection District

P.O. Box 474
911 N. Hwy 33
Driggs, ID 83422

Thursday July 23rd, 2020 – Driggs Fire Station as well as Teleconferenced via Zoom
In Attendance:

Jason Letham, Fire Commissioner / Board Chair
Scott Golden, Fire Commissioners
Bob Foster, Fire Commissioner
Bret Campbell, Fire Chief
Ed Schauster, Deputy Fire Chief/Administration
Tate Hoyle, Battalion Chief/Logistics
Charis Schreiber & Rebecca Parkinson, Local 4667
Bart Birch, Legal Counsel
Monica Hoth, Board Secretary

On March 13, Governor Brad Little issued a proclamation ([attached](#)) declaring a state of emergency in the State of Idaho due to the occurrence and imminent threat to public health and safety arising from the effects of the 2019 novel coronavirus (COVID-19). For the duration of the emergency declaration related to COVID-19, the Governor has suspended the portion of the Open Meetings Law that requires public agencies to have at least one member of the library board or the library director physically present at the meeting location designated in the meeting notice. All other requirements of the Open Meetings Law remain in place, including providing the public with the ability to attend public meetings by telecommunication devices.

Collective Bargaining Agreement (CBA) renewal:

Meeting began at 1640 hours with Local 4667 President, Charis Schreiber, who presented a “Wages” proposal to counter the previous meetings offer. This had narrative to the reasoning of declining that offer and instead offering a straight 6% raise to all positions.

Executive Session

**Commissioner Foster made a motion to enter executive session per IC 74-206A (1) (a) and (b)
Commissioner Letham Seconded the motion.**

Roll Call:

Jason Letham, aye
Scott Golden, aye
Bob Foster, aye

The board moved into Executive session at 1645 hours
The board came out of Executive session at 1745 hours

Commissioner Letham asked Legal Counsel, Bart Birch, to relay the counter proposal. Mr. Birch presented that Fire Commissioners would be willing to still front load PTO and LTS for new employees but keep accrual and caps as they are today. Anyone injured on the job would need to first exhaust all their PTO and LTS before the Fire District would then cover the remaining 40% up to 1 year as written now, but with the new inclusion of a light duty option. Any time an employee saw the District Physician, it would be processed through their District health insurance plan. Finally, Mr. Birch relayed that Fire Commissioners thought the wage offer from the last meeting was the offer. They were not interested in starting over, rather they want their last offer to remain.

Charis Schreiber and Becca Parkinson left the meeting at 1755 hours to caucus.

Chiefs Report

Chief Campbell took the opportunity to update Fire Commissioners on the recent County and State COVID-19 cases. He also relayed that we currently have firefighters (both career and fuels crew members) deployed to wildland fires. Currently, there is a 2-person tactical tender staging in UT as a Type 4 Heavy Brush Truck. There is also a Type 4 Wildland engine with a chase vehicle being manned by a crew of 5 that are staged in NV along with several other area agencies. Lastly, he confirmed that Chief Schauster would be taking a small engine and remaining fuels crew members to a Redding, CA fire departing in the morning.

Charis Schreiber and Becca Parkinson returned to the meeting at 1805 hours. They asked first for clarification as to if the presented offer is a package deal, or if parts of it are up for discussion. It was understood that the pieces were up for discussion if we discussed each piece of the package. They presented Fire Commissioners with document titled "2. PTO/Sick Time". This document is mostly in line with the current offer, not including wages, that the body would likely accept. They expressed the need for accrual rates to be higher if they would be required to use their own PTO/LTS to make up the remaining 40% after a worker's comp claim. Charis also expressed concern that the body would not agree to the wage spread between positions as currently offered in Draft #4 but would rather see an increase applied evenly among ranks of Captain and down with 6% for each.

Executive Session

**Commissioner Foster made a motion to enter executive session per IC 74-206A (1) (a) and (b)
Commissioner Letham Seconded the motion.**

Roll Call:

Jason Letham, aye

Scott Golden, aye

Bob Foster, aye

The board moved into Executive session at 1837 hours

The board came out of Executive session at 1920 hours

Commissioner Letham restated the offer details as the same, but willing to discuss a compromise on LTS accrual rates only. Employees would still need to use all their PTO and LTS before the District

would cover the 40% for them to be made whole during a worker's comp claim. Charis relayed that members feel the 100% covered aspect of their Worker's Comp policy is non-negotiable and she felt the Local would be willing to go to fact finding. Commissioner Foster asked that they present a LTS accrual rate that would work for them. Becca Parkinson stated that they would bring back an accrual rate that would cover 1 year.

Executive Session

**Commissioner Golden made a motion to enter executive session per IC 74-206A (1) (a) and (b)
Commissioner Foster Seconded the motion.**

Roll Call:

Jason Letham, aye

Scott Golden, aye

Bob Foster, aye

The board moved into Executive session at 2004 hours

The board came out of Executive session at 2033 hours

Commissioner Golden, after caucusing with all three Fire Commissioners, proposed a one-year contract with a 3% increase evenly across ranks. Other items:

- Workers Comp would stay as it is currently with the addition to keeping the District Dr. involved to determine fit for duty standards.
- PTO and LTS accruals and cap as they are today
- District would engage a wage study before the next contract renewal
- Keep light duty as proposed
- Keep double time paid for call backs
- No front loading of PTO/LTS hours
- Still using 24 before getting 24 off for short term leave
- Run Dr. visit for fit for duty determination through District insurance
- Wildland R&R as discussed is fine
- Pay period that includes 10/1 is where the first wage increase will begin is also fine

Fire Commissioners have set Wednesday July 29th at 4:30 PM as the next meeting to continue renewal discussion. They also moved their July 28th meeting to now being August 3rd @ 4:30 PM.

**Recess
Adjourn**

Commissioner Letham made a motion to adjourn at 2055 hours

Commissioner Foster seconded the motion and the Board of Fire Commissioners was adjourned.