

BRIGHTON AREA FIRE AUTHORITY
March 12, 2026
Regular Board Meeting

A Regular Meeting of the Brighton Area Fire Authority Board was held on Thursday, March 12, 2026. This Regular Meeting was called to order by Chairperson Jim Muzzin, at 8:00 a.m.

PRESENT: KEVIN SPICHER
 TODD WALKER
 PATRICK MICHEL
 JOE RIKER
 JIM MUZZIN
 SUSAN GARDNER
 MIKE CORRIGAN

ABSENT: NONE

ALSO PRESENT: Fire Chief Michael O'Brian
 Brian VanSingel (Brighton Twp. Alternate)

Pledge of Allegiance

Call to the Public

Ms. Susan Walters, City of Brighton resident, asked why we don't have an alternate appointed for the "Member at Large" position and volunteered to serve in that capacity. She also questioned the payment to Crown Construction for the bedroom remodel at station 35.

Approval of Consent Agenda

26:016 Motion by Patrick Michel supported by Mike Corrigan
 That we approve the Consent Agenda as presented.

Motion carried unanimously

Approval of Regular Agenda

26:017 Motion by Patrick Michel supported by Mike Corrigan
That we approve the Regular Agenda as presented.

Motion carried unanimously

Discussion and Consideration of Board Policy on Compensation

At the February 2026 BAFA Regularly scheduled board meeting, the Authority board debated the proposed policy on board members and pay. The attached policy SOP 316 was revised specific to alternate board members pay and compensation.

The Restated Articles state:

“Compensation. The members of the Fire Authority Board shall be compensated at the rate provided in the budget for the Authority for each fiscal year. Each member of the Board shall be entitled to reimbursement for all expenditures made by him or her in carrying out official duties as may be approved by the Board and to the extent authorized by the budget for the Authority for each Fiscal Year. “

26:018 Motion by Patrick Michel supported by Todd Walker
That we recommend approval of Draft Policy SOP 316 to be signed by the BAFA
Board Secretary

AYES: Jim Muzzin, Susan Gardner, Joe Riker, Patrick Michel, Kevin Spicher,
Todd Walker, Mike Corrigan

NAYS: None

ABSENT: None

ABSTAIN: None

Motion carried 7-0

Proposed Revision to the Brighton Area Fire Authority Employee Handbook

Administration is recommending the adoption of the revised Brighton Area Fire Authority Employee Handbook. The handbook has been updated to reflect current legal standards as well as organizational practices.

- Pg. 12 Anti-Discrimination & Harassment Policy
- Pg. 20 Secondary Employment
- Pg. 32 Electronic Communication & Data Protection
- Pg. 41 Nursing Mothers
- Updated language throughout.

All of the above recommendations have been reviewed by Howard Shifman, labor attorney for Bafa and reviewed with the Personnel Committee on February 25, 2026.

26:019 Motion by Patrick Michel supported by Susan Gardner
That we approve the adoption of the revised Brighton Area Fire Authority Employee Handbook effective March 12, 2026.

AYES: Jim Muzzin, Susan Gardner, Joe Riker, Patrick Michel, Kevin Spicher,
Todd Walker, Mike Corrigan

NAYS: None

ABSENT: None

ABSTAIN: None

Motion carried 7-0

Discussion and Request Approval of Bafa Employee Health Care Renewal

Administration is recommending the May 1st renewal of the Brighton Area Fire Authority's healthcare plans, as described below:

- **Option 1-BCN POS HSA Gold (\$2500/\$5000)** Employee cost sharing and HSA contribution will remain unchanged. Employee cost sharing: Single- \$172/mo. EE + 1- \$276/mo. Family-\$290/mo. Employer HSA contribution of 50% of deductible, Single 1250/yr or Two+ \$2500/yr. Plan renewal increased 14.29%.
- **Option 2- BCN HMO HSA Gold (\$3400/\$6800)** Employee cost sharing and HSA contribution will remain unchanged. Single-\$90/mo. EE+1-\$190/mo. Family-\$204/mo. Employer HSA contribution, Single-\$1,000/yr or Two+ \$2,000/yr. Plan renewal increased 10.35%.

- **Option 3- BCN HMO HSA Bronze (\$7,500/\$15,000).** Employees are not responsible for any cost sharing under this plan and no Employer HSA contribution is offered. Employees may contribute to their HSA account via payroll deduction.
- Brighton Area Fire Authority's healthcare contributions are estimated to be \$33,881.06 below the State of Michigan 2026 Hardcap.

26:020 Motion by Mike Corrigan supported by Patrick Michel
That we approve the May 1, 2026 Healthcare renewal package as presented.

AYES: Jim Muzzin, Susan Gardner, Joe Riker, Patrick Michel, Kevin Spicher,
 Todd Walker, Mike Corrigan
NAYS: None
ABSENT: None
ABSTAIN: None

Motion carried 7-0

Discussion and Update on Radio Communications

Chief O'Brian updated the board on the various updates to the VHF and 800 MHZ system. Chief advised on the multiple layers and continues to work with peers and the county departments.

Good of the Order

Station 31 renovation is progressing nicely. The exterior walls are expected to be completed by the end of March.

Training on our new boats will be starting soon.

We will present the preliminary 2026/27 budget at the next board meeting.

Tonight at 9 pm Grand River will be closed to thru traffic under the freeway.


Chairman Muzzin acknowledged Battalion Chief Ryan Sovey's "Firefighter of the Year" award since Ryan was present in the audience.

Chief O'Brian addressed Susan Walters concerns regarding having an alternate "Member at Large" and stated that the decision to not have an alternate was made by the municipalities. He also addressed the question regarding the remodel of Station 35 to accommodate sleeping for our staff and said that the Authority received several quotes and Crown Construction was the cheapest option.

Adjournment

26:021 Motion by Patrick Michel supported by Todd Walker
that we adjourn this meeting.

Motion carried unanimously.
This meeting was adjourned at 8:55 am



Jim Muzzin, Chairperson