

BRIGHTON AREA FIRE AUTHORITY  
April 9, 2026  
**Regular Board Meeting**

A Regular Meeting of the Brighton Area Fire Authority Board was held on Thursday, April 9, 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  
HR Director Anne Campbell  
Brian VanSingel (Brighton Twp. Alternate)  
Rick Soucy (Genoa Twp. Alternate)

Pledge of Allegiance

Call to the Public

Ms. Susan Walters, City of Brighton resident, brought up her opinions on the City of Brighton's procedures for the posting of board positions.

Approval of Consent Agenda

26:022 Motion by Patrick Michel supported by Mike Corrigan  
That we approve the Consent Agenda as presented.

Motion carried unanimously

Approval of Regular Agenda

26:023 Motion by Susan Gardner supported by Mike Corrigan  
That we approve the Regular Agenda as presented.

Motion carried unanimously

Request Approval of Modification to Full-Time Benefit Summary

Administration is recommending the following changes to the 2026/2027 Benefit Summary:

- Pg. 3-Retiree Healthcare Coordination: Language added to assist staff in understanding retiree healthcare and the coordination between age/Medicare/BAFA's healthcare plan.
- Pg. 8-Vacation Time: Administration is recommending an increase in the vacation pay out from 48 to 56 hours to expand flexibility for staff and better support employees who are unable to use all their earned vacation time.
- Pg. 9-Shift Swap: This policy was a department directive that has now been placed within the Benefit Summary. Administration is recommending increasing shift swap hours from 24 to 48 hours per quarter and requiring all trades must occur within the same calendar year.
- Pg. 11-Parental Leave: *New Policy* - Administration is recommending additional parental leave to better support our personnel during the critical early months of bonding after a birth, adoption or fostering of a child. Our goal is to create a supportive work environment for employees with growing families.
- Pg. 19-Compensatory Time - Language added to freeze comp time accrual following the first check date of December. All unused compensatory time at the time of the freeze will be paid out to the employee no later than the last check date in December.

*Changes above were reviewed by labor attorney Howard Shifman & Personnel Committee on April 3, 2026.*

26:024 Motion by Mike Corrigan supported by Kevin Spicher that we approve the adoption of the 2026/2027 Full-Time Employee Benefit Summary.

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

Request Approval of Modification to Paid-On-Call/Part-Time Benefit Summary

Administration is recommending the adoption of the 2026/2027 Paid-on-Call & Part-Time Employee Benefit Summary with no additions and/or modifications.

*Reviewed with Personnel Committee on April 3, 2026.*

26:025 Motion by Patrick Michel supported by Todd Walker that we approve the adoption of the 2026/2027 Paid-On-Call/Part-Time Benefit Summary.

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

Presentation of DRAFT Operating & Capital Budget for FYE June 30, 2027

Chief O'Brian provided a draft presentation of the operating and capital budgets for fye June 30, 2027. The formal budget process will be recommended for approval at the May Board meeting.

The Operating budget will be the first collection of the new millage. The budget will include:

- Recommended cost-of-living and wage adjustments for all staff.
- Updated health care from the approved process in the March board meeting.
- Continued funding of the Station 31 renovation/addition project.
- Apparatus and staff vehicle replacement as part of our capital improvement plan.
- Recommendation to replace Self-Contained Breathing Apparatus (SCBA) in 2027.

Good of the Order

W4 Country's Firehouse Friday event at Station 34 (2755 Dorr Rd.) is May 8th from 6-9 am.

Chief O'Brian is planning on meeting with the City to discuss the possibility of hosting BAFA's Fire Department Open House on Main Street in front of the original fire stations for the 150th celebration.

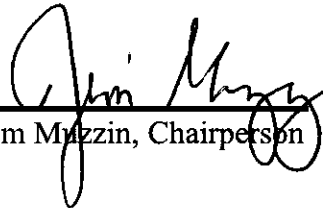
Station 31's construction project is progressing nicely. Chief plans to invite the board members for a tour in the next couple of months.

Adjournment

26:026 Motion by Mike Corrigan supported by Patrick Michel that we adjourn this meeting.

Motion carried unanimously.

This meeting was adjourned at 8:47 am

  
Jim Muzzin, Chairperson