

BRIGHTON AREA FIRE AUTHORITY

Proudly serving Genoa Township, Brighton Township, and Brighton City

www.brightonareafire.com



2017 ANNUAL REPORT



MICHAEL O'BRIAN
Fire Chief

Moving Beyond Yesterday, Focused on Tomorrow

The resilience of our staff was proven in 2017; it was the busiest year to date for emergency service calls. Our all hazard response was tested during the year, and we met or exceeded the expectations of our communities and citizens. The strength of our service has always been our staff and they proved their ability to meet the challenges by responding to over 11% more calls than in the year prior. Our staff's abilities go far beyond striving for fire service excellence on the fireground and emergency scene. They work to be the leader in the State to reduce the impact of fire in our communities, educate our citizens on CRR or safety education, and work to strengthen the Fire Service in Livingston County.

Over the last year our community risk reduction programs continued to evolve. This included:

- 71 Car seats were inspected
- 2,140 Inspections were conducted by our inspectors and company based inspectors
- 2,000 Smoke Alarms were installed in 272 homes
- 44 public education programs were delivered to 9,068 adults and children. (Includes 1,500 attendance at Open House)
- 10 CPR programs conducted, training 105 people
- 13 students graduated from the Howell Schools Fire Academy

A key component of the year was the master plan and fire station study completed by Emergency Services Consulting International (ESCI). The feedback received by the evaluators will enable our organization to ensure that the Authority is meeting future challenges. Observations and statements from ESCI evaluators confirmed that our staff is meeting or exceeding industry standards in many areas.

In addition to the assessment by ESCI, staff worked with the Insurance Services Office (ISO) to evaluate our current insurance rating. At the time of this report, our revised rating has not been received. We expect to see a decrease in the rating which will result in savings for our residents. Our recruitment, retention, and development of employees have served as a key aspect in both reports.

These two evaluations are evidence that our programs and processes are meeting good fire protection practices as well as working to meet National Standards. To keep our programs in top shape, the Authority filled the position of Fire Marshal. After an in-depth process, Captain Rick Boisvert was promoted to the position. As with any promotion, it led to multiple changes in the organization which included the transfer of Captain Don Hall to serve as a fire inspector and Captain Lauren Brookins to fill the shift supervisor position. The Authority filled the open position and added an additional full-time position with the promotions of Lt. Aaron Gage and Lt. Rob Furlong.

We developed 14 new firefighters by hosting the Livingston County Firefighters Fire Academy and leading the Howell Schools Fire Academy, which entered its fifth year.

In addition to the changes in our staff, BAFA was successful in the administration of two FEMA-based grants. The first was for additional smoke alarms that were purchased and installed throughout the communities within our established smoke alarm program. The second grant was used to replace our aging air compressor system that is utilized to fill our SCBA bottles after use.

There is no doubt that to meet the demands of 2018 and beyond, we will depend upon our competent staff who are the backbone of this Authority. Ensuring their continual training, development, as well as putting the right people in key spots is critical to the Authority. We know that ensuring our staff's success will aid in providing the best interaction and service to the public who demand it.

Michael O'Brian, Fire Chief

BAFA SENIOR STAFF



MICHAEL EVANS
Deputy Fire Chief



RICHARD BOISVERT
Fire Marshal



ANNE CAMPBELL
HR Director



JAMES TESTER
Assistant Chief



MATTHEW SMITH
Assistant Chief



2017 BAFA FIRE BOARD



**JIM MORTENSEN, VICE CHAIR
GENOA TOWNSHIP TRUSTEE**



**JIM MUZZIN, CHAIRMAN
BRIGHTON MAYOR**



**SHAWN PIPLY, TREASURER
BRIGHTON MAYOR PRO-TEM**



**LUCILLE WEAIRE
BRIGHTON TOWNSHIP TRUSTEE**



**PATRICK MICHEL
BRIGHTON TOWNSHIP SUPERVISOR**



**BILL ROGERS
GENOA TOWNSHIP SUPERVISOR**



**NEAL NIELSEN
BAFA ATTORNEY**

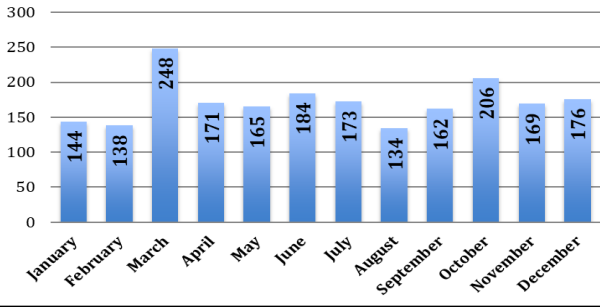


**MIKE CORRIGAN, SECRETARY
CITIZEN AT LARGE**

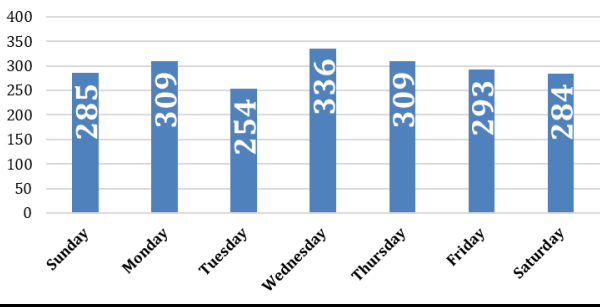


EMERGENCY RESPONSE

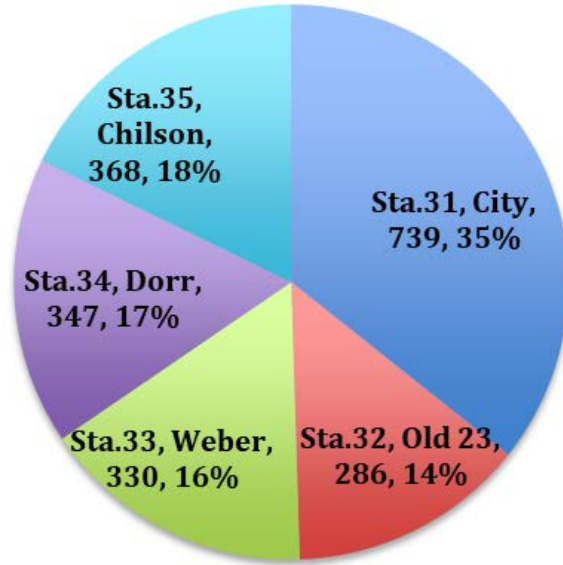
2017 INCIDENTS BY MONTH



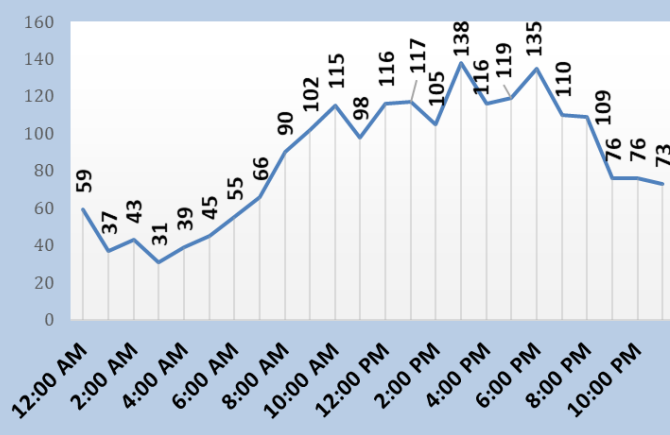
2017 INCIDENTS BY DAY OF WEEK



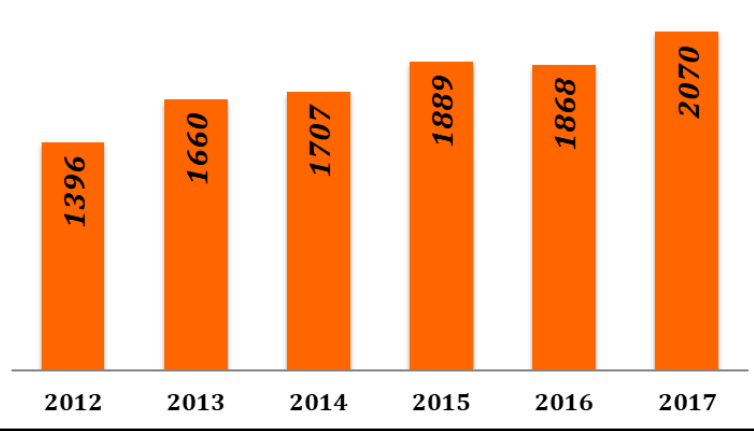
2017 INCIDENTS BY STATION



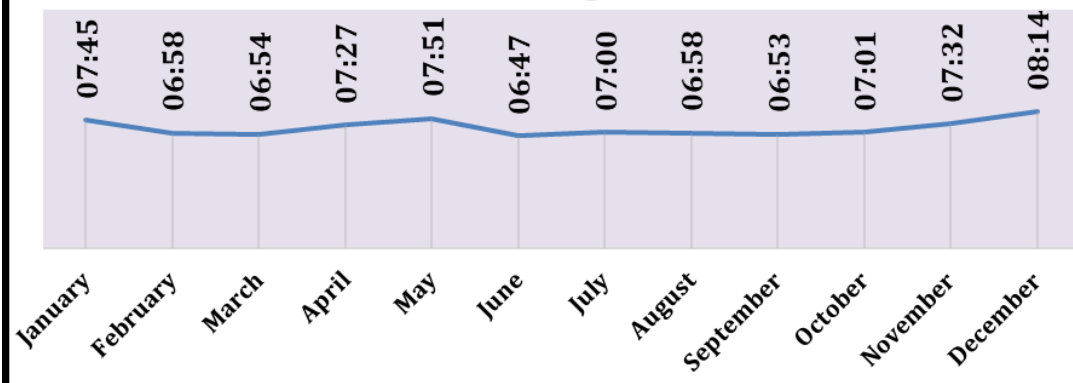
2017 INCIDENTS BY TIME OF DAY



BAFA INCIDENTS BY YEAR



2017 MONTHLY AVERAGE RESPONSE TIME TO PRIORITY INCIDENTS Annual Average: 07:19





EMERGENCY RESPONSE



EMERGENCY RESPONSE

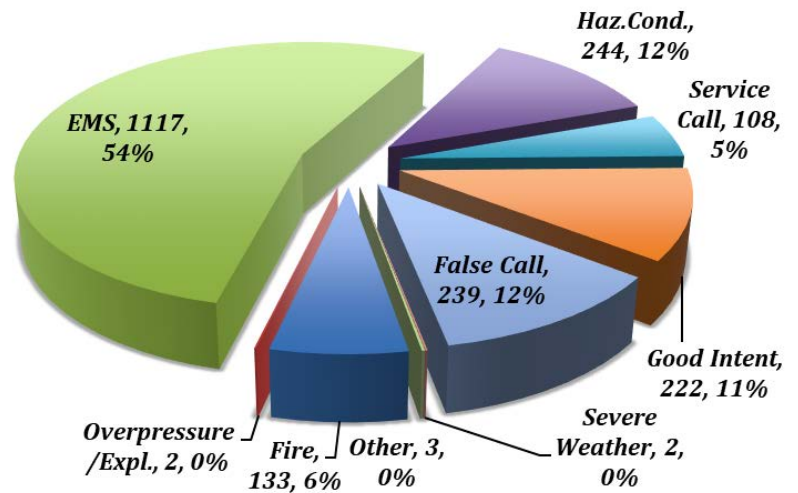
The Brighton Area Fire Authority proudly provides emergency services to three municipalities covering a 74 square mile area. The Authority responded to 2,070 calls for assistance in 2017. An 11% increase over last year. As the chart on this page reveals:

- EMS events demanded the greatest response activity with 1,117 incidents, or 54% of our calls.
- Included in the number of EMS runs, there were 187 motor vehicle accidents (MVA).
- There were 133 fires of which 48 were structure fires, 16 fires in structures that were confined (cooking, trash, chimney), and 26 were vehicle fires.
- The Authority provided mutual aid 49 times and received mutual aid 46 times. The majority of mutual aid given and received is automatic aid that is built into the initial alarms dispatched to assure an adequate response.

Five fire stations and a complement of nearly 90 firefighters protect the communities comprising the Authority. Response data shows Fire Station 31 as being the busiest station, responding to 739 calls in 2017. This past year, Monday, Wednesday, and Thursday were our busiest days with 46% of our total incidents occurring on these days. March was our busiest month with 248 incidents; however, 80 of these incidents occurred on March 8 and 9 during a severe heavy windstorm event. The busiest time of day continues to be from mid-morning to late evening, which is why the Authority adds additional staffing during these times when Paid-on-Call personnel are typically not available due to their full-time jobs.

There were 6 major loss fires (over \$100,000) in 2017 (see table). In total, an estimated 1.77 million dollars of property was estimated to have been lost to fire that threatened over 14.78 million dollars of property value. This resulted in an estimated 88% property save percentage of the property that was threatened. In addition, there were 5 fire-related casualties with one citizen dying in a home fire. In addition, three firefighters were injured while fighting fires during the year.

2017 INCIDENTS BY TYPE



2017 MAJOR FIRE LOSS INCIDENTS

DATE	COMMUNITY	LOSS
01-13-17	Brighton City	\$100,000
03-08-17	Brighton Township	\$125,000
03-20-17	Genoa Township	\$100,000
07-14-17	Genoa Township	\$200,000
07-28-17	Genoa Township	\$100,000
10-27-17	Brighton Township	\$150,000



TRAINING



2017 Livingston County Firefighter Training Academy

The Brighton Area Fire Authority is proud to have a workforce of highly skilled and motivated firefighters who are ready to provide the best quality care and hazard mitigation for our citizens and visitors at a moment’s notice. Training has always been one of the strengths of the Brighton Area Fire Authority. We recognize the need to constantly remain solid on core skills, as well as train rigorously for those calls that are high hazard/low frequency.

As it relates to training, it is the mission of the Brighton Area Fire Authority to provide the highest quality training, instruction, and evaluation to our employees. This is intended to prepare our Authority to serve our community in the most efficient and effective means possible, and to ensure personal safety as we deliver this service.

LIVINGSTON COUNTY FIREFIGHTER TRAINING ACADEMY

The Livingston County Firefighter Training Academy, sponsored by the Brighton Area Fire Authority, is dedicated to creating a collaborative learning environment based on mutual respect and appreciation for the diversity of life and work experiences that each student brings to the learning environment. Our training program is academically and physically rigorous and requires the candidate to be motivated and responsible for the knowledge that they are presented. The program seeks to facilitate learning for each student in order that he or she can become a competent firefighter who meets the Brighton Area Fire Authority, the State of Michigan, and the U.S. Department of Transportation National Standards.

The 2017 graduation class comprised 14 cadets representing the following departments:

- Brighton Area Fire Authority
- Hartland Deerfield Fire Authority
- Howell Area Fire Authority
- Putnam Township Fire Department
- Wixom Fire Department

2017 ACADEMY GRADUATION AWARDS

Class of 2017 Top Cadet
Nathaniel Hinchler, Putnam Twp. Fire Department

Academic Excellence
Nathaniel Hinchler, Putnam Twp. Fire Department

Leadership Award
Ryan Pless, Howell Area Fire Authority

Bull Dog Award
David Binkiewicz, Hartland Deerfield Fire Authority

Everyone Goes Home Award
Blake Wingler, Putnam Twp. Fire Department

Instructor Award
Greg Baile-Jann, Wixom Fire Department

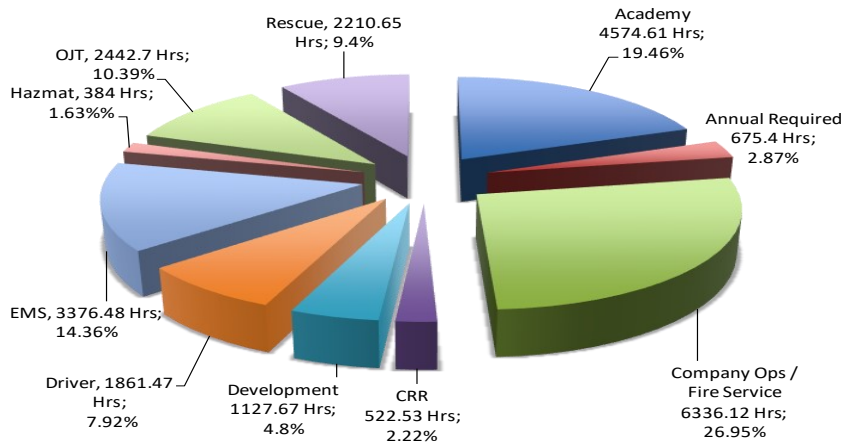
Top Rung Award
Nicholas Castner, Brighton Area Fire Authority





TRAINING

2017 Sum of Training Hours



Academy – FF I & II certification, EMR certification

Annual Required – Required annual training topics / activities to meet Part 74

Company Operations / Fire Service – Training on various fire ground tactics, practical drills

CRR – Public education programs, company inspections, fire prevention training

Development – Blue Card command training, Classes, Programs and conferences that enrich the personal skill sets

Driver – Certification and recertification of Authority Engineers & Aerial Platform Operators

EMS Training – Medical training, CPR, practical EMS skill sets

Hazmat – Hazardous response training

OJT – On-the-Job Training, qualification of new hires

Rescue – Training on ice / water rescue, technical / trench rescue, FF safety survival, vehicle extrication





JANUARY

The month started with EMS continuing education with a focus on patient assessment, packaging, and report writing. This was also the start of Department-wide CPR and AED recertification, which was conducted over the next 5 months at each station. Crews were also tasked with a core skills evaluation in timed gear and SCBA donning, taking vitals, and hydrant dressing to name a few. Also, a number of our officers also completed recertification in Blue Card IC.



FEBRUARY

Several training topics were covered in February. We started with EMS continuing education in airway management and respiratory emergencies. A review of ice rescue procedures and equipment, as well as an overview of hypothermic patients was held. February was also the beginning of the 36-hour Aerial Platform Operator certification program for 3 of our Engineers.



MAY

This month we dedicated much of the training to Rapid Intervention and firefighter survival. The county came together to train at the same level, understanding procedures, equipment, and techniques. The month started at the station level conducting overviews on SCBA's, RIT Packs, and firefighter packaging. We conducted AMA training with the 7 other departments. This training demonstrated the various techniques to be used in firefighter rescue.



JUNE

The month started with crews working on ladder skills in size-up, transport, and placement. We also focused on stokes basket usage with L31 where crews worked on patient packaging, rigging, and operation-communication. We finished the month with a review in flow control, and the science behind fire advancement utilizing our Max Fire Box trainer.



SEPTEMBER

September started a 4-month review and recertification of the IC system Blue Card. Officers obtained required recertification and FF's were placed in non-conventional IC positions to gain a better understanding. Training was held at the Marshalls building in Genoa utilizing the Blue Card command system by running first arrival drill sets with fire companies and fast acting IC's. We hosted a U of M Survival Flight Landing Zone class. Lastly, we hosted our county-based Technical Rescue Team for the Large Truck Extrication and Rigging Principals by START Rescue and Corrigan's Towing.



OCTOBER

Dr. Dobbs, St. Joseph Mercy Health Care System, spoke about heart health, and a suicide prevention lecture was presented by Ulliance, our Employee Assistance Program. We trained with our AMA departments in a large-scale search and recovery of a downed firefighter. All 8 County departments were represented during this 3-day training. A few employees attended an advance stabilization class presented by START Rescue. Crews closed out the month with search practical events inside the Howell Fire Academy training box, as well as rotary saw operation training.





All Authority staff participated in harassment-sensitivity training by HR Director Campbell. Crews continued to hone their EMS skills in trauma emergencies and received a mass casualty management overview. The APO certification program concluded and produced 3 new operators. The 40-hour Apparatus Pump Operator program began for 5 of our firefighters ready to make the transition to driver. We hosted and had 2 staff attend the second BETA program for Instructor II certification through the State of Michigan Firefighter Training Council. Chief Cleveland, Capt. Thornbush, and TJ Richardson guided us through this process. Three of our rescue divers attended the Dive Rescue Train-the-Trainer for certification in Ice Rescue.



April saw the conclusion of the APO program with the successful candidates working on their practical evolution packet. We conducted accountability and radio communication refreshers at the company level. We also conducted a mass casualty practical drill held on the grounds of the Brighton Area Schools, tasking our members with patient assessment, packaging, and IC rolls. Five members participated in a 2-day county-based Rapid Intervention Team Train-the-Trainer program.



We refocused our efforts on saving our own and started out the month with firefighter extraction practical drills and performing CPR on a fully dressed firefighter. The month also brought a review of vehicle stabilization practices.



August was a very busy month with the continuation of additional AMA training, this time it was in smaller groups. Stations were paired with neighboring departments and crews were tasked with reviewing RIT tooling and packs as well as gear review to assist in packaging. We dedicated a week to work through engineer recertification drill sets as well as first arrival duties for crews. We finished out the month with some hands on training in hose management and crew communication.



When the leaves have left the trees, we all know that it means one thing . . . Haz-Mat training. Crews were tasked with annual recertification in Haz-Mat Operations. Over a 2-week period, crews were tasked with both practical application of various firefighting foams in flammable liquid fires, as well as classroom lessons in chemical identification, and a review of Sara Title III preplans. Crews completed the month with individual station visits to the training box.



We were able to do a couple of off-site visits to additional Sara Title III locations based in each response district. Crews had the opportunity to see first-hand building layouts and preplans. We finished out the year with the traditional Department Jeopardy game. This year the focus was on testing firefighters' knowledge in EMS.





RECRUITMENT AND RETENTION OF PERSONNEL

At BAFA, we believe our personnel are not only some of the hardest working, bravest men and women in the county, but they are the greatest asset of this organization. Administration continues to examine opportunities to improve the quality of our staff's work experience and focus our efforts to lengthen their ability to serve in this emotionally and physically demanding job.

In 2017, due to the suicide epidemic facing the Fire Service, the mental health of our personnel became a primary issue. BAFA worked with Ulliance, our EAP provider, to develop suicide prevention training that was presented to both Brighton and Hartland fire departments in October 2017. This training will now be shared with other fire departments across the state.

In connection with mental health and the physical requirements of this profession, physical fitness also remained on the forefront of our retention efforts. Firefighting is a physically demanding position and it is imperative for staff to have a consistent physical fitness plan to help reduce stress, improve cardiac health, and improve proficiency and safety in emergency operations. With the support of our Fire Board, we added a Fitness Initiative to our benefit packages for both full-time and paid-on-call staff. This addition has been very well received by staff and is actively used. This year we also included our annual dodgeball teambuilding event and offered some of our firefighters and administration staff an opportunity to try yoga as a means of fitness and stress relief.

In September 2017, with the continued support from the Brighton Area Firefighters Association, BAFA hosted our 3rd annual family picnic in Genoa Township. This event is a wonderful tradition for our families to come together over great BBQ and games. This year it also provided an opportunity to welcome our new recruits and their families to Brighton Fire.

Our overall retention rate for 2017 was 75%, a slight improvement over 2016 which was 74%. The top reasons for separation for 2017 as cited in exit interviews were: time conflict between primary job/family vs. department responsibilities and relocation out of district for affordable housing.

As with retention, recruitment remains on the forefront of our strategic planning. Each year we explore new recruitment opportunities. In 2017, with the support of our municipalities, we utilized marketing opportunities that provided significant exposure numbers, while at a conservative cost to the Fire Authority.

Below are several of the recruitment channels utilized this past year:

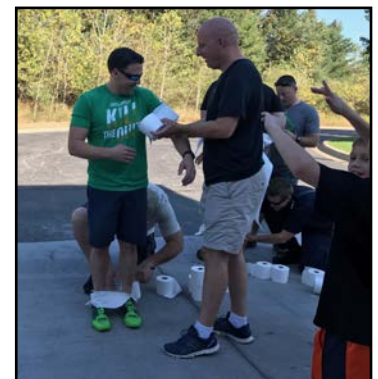
- June 2017, WHMI radio station commercial featuring Fire Chief Michael O'Brian
- 2017 Employee Referral Program
- Distributed recruitment inserts in the 2017 tax bills for City of

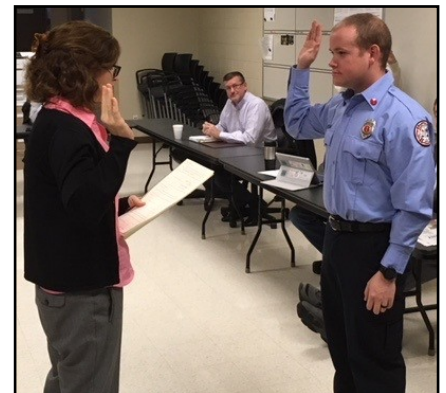
Brighton, Brighton Township, and Genoa Township.

- Job posting for Paid-on-Call positions utilizing National Volunteer Fire Council recruitment portal
- Livingston Regional Job Fair
- Mobileteer TV electronic recruitment ads displayed at Two Brothers Coffee, The Pound, Anytime Fitness, and Cleary's Pub.
- Michigan Balloonfest newspaper supplement (June)
- Advertisement in Brighton High School baseball dugout; Field Banner at Brighton High School at Girl's Lacrosse games.
- Social Media: Brighton Fire's Facebook; Genoa Township Twitter; City of Brighton Facebook
- Brighton Area Fire Authority website/recruitment video
- Brighton Chamber of Commerce
- Corrigan Oil Gas Kiosks
- Advertisements in Livingstoncountydaily.com, Careerbuilder.com, and Press & Argus print.
- Fire Station 31 recruitment banner that is visible to Grand River traffic.

As a result of our efforts, the Fire Authority welcomed 17 new recruits. Of those, 5 were hired with Fire Fighter 1 & 2 certification, saving the Fire Authority approximately \$15,000 in training costs.

The Brighton Area Fire Authority will continue researching and utilizing different channels of communication to reach out to our residents in the hope to inspire those with the desire, motivation, and ability to serve.





2017 PROMOTIONS

PROMOTION TO FIRE MARSHAL

Richard Boisvert (9-3-17)

PROMOTION TO FIRE PROTECTION SPECIALIST

Robert Furlong (10-2-17) Aaron Gage (10-9-17)

PROMOTION TO AERIAL PLATFORM OPERATOR

*Bradley Beaver Kevin Lander
Harlan Lahring*

PROMOTION TO ENGINEER

*Kelley Baptist Timothy Keese
Jeff Lewis Ronald Patterson
John Rockne Arthur Slavik
Steve Wasik*

PROMOTION FROM RECRUIT TO FIREFIGHTER

*Nicholas Castner Justin Gilbert
Jeremy Griffin*

2017 NEW HIRES

17 Paid-on-Call personnel were hired in 2017





HOWELL HIGH SCHOOL FIRE ACADEMY / CADETS



2017-18 Howell High School Fire Academy Students

HOWELL HIGH SCHOOL FIRE ACADEMY

The Howell High School Fire Academy is a cooperative effort of the Livingston County fire chiefs to foster future firefighters and establish a strong recruitment resource. We are currently in our fifth year of operation, after being the first successful high school fire academy in the State of Michigan. Since inception, we have received numerous calls, emails, and visits from other fire departments and school districts who are thinking along this path.

The fire academy meets in their own “fire station,” a former auto shop at Howell High School, which houses two fire engines, all of our SCBA (Self-Contained Breathing Apparatus), fire gear, and many of our props used for teaching. The program is overseen by Lt. Tom Kiurski with the assistance of many fire instructors from area fire departments. Classes are held during the first two class periods of each school day. Those students who successfully complete the program are eligible to take Firefighter I & II testing for state certification.

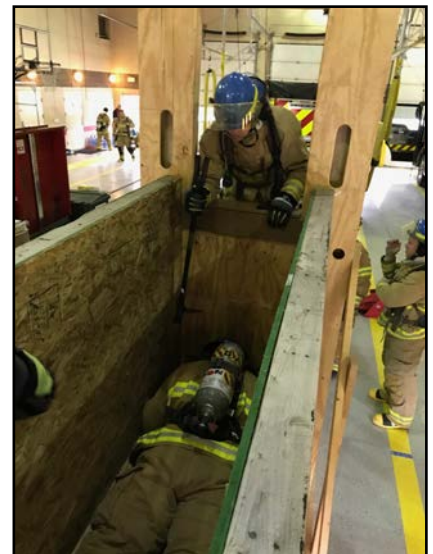
Our current fire academy has 26 cadets who represent five different school systems, and is comprised of 1 female and 25 males. Many of our past graduates currently work for Livingston County fire departments, and have obtained certification to deliver EMS (Emergency Medical Services) to our citizens. Our fire academy students visited the University of Michigan Trauma Burn Center to learn more about burn injuries and their treatment, the Michigan Firehouse Museum, and attended an 8-hour live burn training event.

JUNIOR FIREFIGHTERS (CADETS)

The Authority is responsible for one of the oldest Junior/Cadet programs in Michigan. Originating with the City of Brighton Fire Department, this program continues with the Authority and works to build volunteerism and leadership with the youth in our communities. The Junior Cadet program is open to 16-18 year old teens and is a hands-on program that exposes interested participants to the fire service. The Junior Cadet program is presented to the high schools and private schools for recruitment. Cadets acquire and maintain the essential skills and proficiencies necessary for optimal performance during emergency calls. When

they turn 18, these fully trained and State-certified individuals may apply for employment with the Authority.

The BAFA Junior Cadet program currently has 5 active members. Two are currently enrolled in the Howell High School Fire Academy and two completed the Howell High School Fire Academy during the last academic year. The cadets work closely with mentors and each other to advance the skills and knowledge necessary for their academy programs as well as preparation for paid employment with the Brighton Area Fire Authority. They participate in Junior-specific weekend training, Department-wide training, as well as numerous other Department-organized special events. Their participation takes place after school and on the weekends, all while being required to maintain an appropriate grade point average. Some have jobs, others are active in sports, and some participate in both. This program is designed to teach young men and women ethics, self-discipline, communication, balance and other key skills necessary for success in the fire service as well as other life endeavors. Many cadets who have advanced through the program have been successful in obtaining employment with full-time career departments throughout the state, with ranks as high as fire chief at those departments. The junior cadet advisors are eager to recruit more participants and work with the young adults as they develop into firefighters.





SPECIAL ASSIGNMENTS

TECHNICAL RESCUE (Livingston County)	DIVE TEAM (Livingston County)	SAFETY & REGULATORY	FIRE INVESTIGATION (Brighton)	HAZARDOUS MATERIALS (Livingston County)
Ryan Sovey, Lead BAFA TJ Smith Jacob Andrews Matt Mardeusz Brian Gramza	Doug Lytwynec, Lead BAFA Bryan Berry James Gramza Corey Laber Kevin VanDerhoof	Matt Smith, Lead BAFA Glen Bailey Kurt Bluhm Rick Boisvert Larry DeWachter Don Hall Bob Houhanisin Corey Laber Ian Griffith	Rick Boisvert, Lead BAFA Ryan Sovey Derrick Bunge	Matt Smith, Lead BAFA Jacob Andrews Doug Lytwynec Curt Ruf Aaron Gage Harlan Lahring

2017 Special Assignment Rosters

SPECIAL RESPONSE TEAMS (SRT)

Select staff continued to actively participate on the following Livingston County Special Response Teams:

- Hazardous Materials Incident Team
- Technical Rescue Response Team
- Dive/Recovery Team
- Fire Investigation Team
- Safety & Regulatory Committee

All teams conduct monthly training meetings in addition to occasional weekend training events.

TECHNICAL RESCUE RESPONSE TEAM

The Livingston County Tech Rescue team did not have any activations in 2017, although they were placed on standby for a grain elevator rescue in Blissfield, MI in August. The team is comprised of 22 individuals, including 6 Livingston County paramedics. This past year the team received new equipment which included an Arizona Vortex (artificial high directional kit) and a Paratech highway vehicle stabilization kit. Fourteen team participants received training on this specialized equipment during a custom two-day heavy truck rescue course. In 2018, the team expects to plan and/or participate in a number of practical evolutions including a tower rescue, confined space rescue, building shoring and stabilization, and a mass-casualty heavy vehicle simulation.

DIVE/RESCUE TEAM

There are 5 active BAFA personnel on the Livingston County Dive/Rescue team. BAFA team members clocked a combined training total of 250 hours. During 2017 the LCDR responded to 4 activations. Of those activations, three were unsubstantiated and the team was cancelled during response. The fourth activation resulted in a recovery at the Spring Mill Pond.

SAFETY & REGULATORY COMMITTEE

The 9 person committee works to review injuries and accidents and make policy and procedure recommendations to the Fire Chief.

FIRE INVESTIGATION TEAM

The Authority is responsible for conducting an origin and cause investigation of all fires. Many smaller fires can be determined by the company officer who responds on the call. For larger fires, the Authority has a team of trained investigators to examine these fires. The BAFA Fire Investigation Team is comprised of Fire Marshal Boisvert, Capt. Sovey and Lt./Inspector Bunge. In 2017, this team investigated 21 fires, a 62% increase over 2016, including one fatal fire and four suspicious or incendiary fires. In order to stay current with their training, this team also attended seminars and conferences in the field of fire and arson investigations.

HAZARDOUS MATERIALS INCIDENT TEAM

The Brighton Area Fire Authority continues to have multiple employees serving on the Livingston County Hazardous Materials Response Team (LCHMRT). BAFA has 6 employees who are actively involved with the team. One of the Hazardous Materials Incident Response Vehicles (known as Haz-Mat 2) is located at Station 35. This vehicle is utilized for any response as well as when needed during training activities.

The team was activated 10 times in 2017, which included technical support to an incident commander and two incidents in Genoa. The team also provided back-up for teams from adjacent counties as part of our regional responsibilities.





INSPECTIONS AND PLAN REVIEWS

FIRE PREVENTION & CODE ENFORCEMENT

Community Risk Reduction (CRR) continues to be a priority for the organization with reduction of the impact of fire on the communities as the primary focus. To achieve this goal, the Authority engages staff in a broad based Community Risk Reduction program by providing a variety of services to the community. Education is the primary objective of all activities including; fire safety inspections, thorough plan reviews, code enforcement, public fire safety education for both young and older adult populations, and origin and cause investigations on all fires.

The fire prevention and CRR staff was realigned in September 2017 with the promotion of Capt. Boisvert to Fire Marshal. CRR Specialist Capt. Brookins laterally transferred to 24-hour Shift Captain while maintaining her responsibilities and Capt. Hall transitioned from Shift Captain to full-time Inspector.

The number and location of businesses and occupancies in our communities is constantly changing. Recently there has been an upswing in reoccupancy of existing structures and also new buildings. Staff are constantly working to maintain an accurate database of businesses and determine the risks associated. Inspection efforts have proven to be one of our strengths of success of our prevention and CRR programs. Staff was able to complete a total of 2,347 fire inspection related activities and identify 1,322 fire code violations that were cited and corrected. Staff also conducted 191 plan reviews that consisted of fire protection systems, building plans, site plans, and miscellaneous plans (tents, fireworks, etc.). This is slight decrease from last year and 2018 is expected to be even busier.

The use of on-duty firefighters to conduct fire safety inspections has again proven itself invaluable. This company-based Inspection program has produced 7 quality inspectors this past year. This need has arisen from turnover of new and existing staff working different schedules or gaining new employment. Although the face of the crew changes daily, the competency of the inspectors

remains consistent through continuing education. The staff has increased activity with a greater understanding and value of these activities and their role in preventing incidents. The process also includes pre-incident planning, through data collection while conducting the inspection and gives them a perspective of the building in a non-emergency condition. The company-based inspection program conducted nearly 1,000 fire safety inspections.



The Authority continually works to keep staff trained with up-to-date information regarding best practices in fire prevention and also maintain certifications and explore new certifications related to their skill level. To do this, our staff attends several local, regional, statewide, and national training events and conferences each year so that we can provide the best possible education regarding fire prevention to our customers.

FIRE INSPECTION ACTIVITY COMPARISON			
	CURRENT	PREVIOUS	PERCENT
ACTIVITY	Y-T-D	Y-T-D	CHANGE
INSPECTIONS:	2017	2016	
FIRE SAFETY INSPECTION	1,176	985	19%
COMPLAINT INVESTIGATIONS	37	48	-23%
CERTIFICATE of OCCUPANCY INSPECTIONS	85	87	-2%
SPECIALTY & MISCELLANEOUS INSPECTIONS	128	95	35%
RE-INSPECTIONS	855	816	5%
NEW CONSTRUCTION INSPECTIONS	93	109	-15%
TOTAL INSPECTIONS:	2,374	2,140	11%
VIOLATIONS CITED	1,322	1,304	1%
FIRE INVESTIGATIONS	21	13	62%
PLANS REVIEWED:			
SITE PLANS	68	82	-17%
BUILDING PLAN REVIEW	41	27	52%
FIRE PROTECTION SYSTEM PLANS	63	75	-16%
MISCELLANEOUS REVIEWS	19	24	-21%
TOTAL REVIEWS:	191	208	-8%

2017 FIRE PREVENTION HIGHLIGHTS IN EDUCATION

- FM Boisvert Awarded Fire Inspector of the Year by MFIS
- Lt. Inspector Derrick Bunge graduated from EMU Staff & Command
- Trained 7 new Company Inspectors
- FM Boisvert Completed National Fire Academy Managing Effective Fire Prevention Program
- Capt. Hall completed NFPA Inspector II Class
- Capt. Brookins completed NFPA Inspector II Class and the Certified Plans Examiner Class



EMERGENCY SERVICES CONSULTING INTERNATIONAL (ESCI)

Emergency Services Consulting International (ESCI) was engaged by the Brighton Area Fire Authority in 2017 to independently evaluate the overall service provided by the Fire Authority. Specifically, the evaluation was to report on the level of services compared to industry standards and best practices. The emergency services master plan developed based on this evaluation will assist BAFA in future planning and the ability to continue providing the highest level of comprehensive emergency services to the citizens of the City of Brighton, Brighton Township, and Genoa Township.

Listed below are some of the key recommendations for short and mid-term strategies, as well as long-term strategies:

Short and Mid-Term Strategies

Agency Management and Organization

- Evaluate the potential ownership of all fire station facilities by Brighton Area Fire Authority.
- Report compliance with established performance standards in annual report.

Staffing and Personnel Deployment

- Consider the addition of analyst function to the department to support planning activities.
- Evaluate the addition of a full-time training officer position.

Training

- Develop and implement a formal "training manual" to be used by BAFA and its mutual aid partners to ensure consistency in emergency operations across all agencies.
- Implement pre-fire planning into training schedules of emergency response personnel to maximize ISO fire protection classification grading.
- Continue to refine training schedules by incorporating NFPA 1410 training events into weekly drills.
- Establish a dedicated training facility within the BAFA jurisdiction.
- Design classroom / lecture areas into each fire station as they are remodeled or rebuilt.

Fire Prevention/Community Risk Reduction

- Conduct a comprehensive risk assessment and develop a community risk profile.
- Work with municipalities to standardize building and site plan review processes across the entire jurisdiction.

- Take an active role in educating local builders as to the benefits of residential sprinklers and work to incentivize the installation of residential sprinklers.
- Work to establish consistent authorities for the issuance of citations across all three municipalities.

Response Performance Reporting

- Establish demand zones based upon population densities for urban, suburban, and rural areas of the response jurisdiction per NFPA 1720.
- Establish time goals for the entire jurisdiction by incident type as needed to include call processing time, turnout time, and travel time.
- Establish jurisdictional response time objectives.
- Collect accurate and complete response time data for all units assigned to an incident.
- Measure the Effective Response Force (ERF) achieved on all structure fire calls per demand zones.
- Conduct regular meetings with Livingston County Central Dispatch to review call processing times and dispatch procedures.
- Provide regular reporting of turn out times with ongoing analyses of turnout time delays during staff meetings.

Recommended Long-Term Strategies

- Conduct a feasibility study of establishing a dedicated training facility within the central area of the BAFA jurisdiction.
- Evaluate the relocation of Station 33 to provide better coverage of the BAFA service area.
- Establish a plan for the reconstruction/relocation of Station 31.





PUBLIC EDUCATION



2017 BAFA Open House

COMMUNITY RISK REDUCTION

Community Risk Reduction (CRR), commonly known as fire public education, is one of the leading methods to keep people safe at home and work. BAFA staff presented a variety of diverse programs to target audiences from early age children to senior citizens.

Public education events average in size from the classroom setting to large events such as the Mill Pond concerts to live broadcast from radio stations such as 102.9 W4 Country. The largest event BAFA holds is our annual Open House, which brought over 1,500 community members to the Department to participate in a number of different safety situations. Community members were able to observe vehicle extrication demonstrations and watch live fire demonstrations that illustrated how fast a fire can grow and the impact residential sprinklers have on a home fire. Annually, hundreds of children and adults receive vital fire safety education.

BAFA has one certified National Child Passenger Safety technician on staff who installed 71 car seats in 2017.

New programs implemented in 2016 to promote fire safety to all age groups were continued in 2017. A youth fire setters program designed for parents, children, and young adults was developed to provide education about the hazards and consequences that may occur as a result of playing with fire. Also, an older adult program was developed and presented to older adult focus groups and those who reside in assisted or independent living facilities. This program focused on fall prevention as well as general home and fire safety.

In 2017, staff embarked on the development of a Community Risk Reduction Plan. This is one of the first within the State of Michigan. We have taken a deep look into our incident history and are working on a comprehensive approach to our education and risk reduction efforts.





COMMUNITY CPR

Cardiopulmonary resuscitation (CPR) is a proven lifesaving skill. BAFA is a training site for the American Heart Association. Six new instructors were trained and certified to teach. Quick action from CPR trained bystanders can increase the rate of survival of a sudden cardiac arrest by over 50%.

- CPR classes are offered bi-monthly and upon special request for groups of 5 or more.
- Each CPR class averages 9 students from area communities.
- Additional programs including basic first aid, babysitting safety, and an assortment of first responder topics are also offered.
- In 2017, 10 Community CPR classes were presented to 105 citizens.



SMOKE ALARMS

The Smoke Alarm Campaign, initiated in late 2011, has focused on testing and/or the installation of residential smoke alarms. Staff has promoted the campaign through various connections that have been established by inspectors and educational staff. This program was also promoted through media campaigns, social media, school newsletters, and in-person communication with the public. Since the beginning of the campaign outreach, door-to-door efforts have targeted high fire incident areas and high-risk housing to ensure functional alarms provide protection. Responding crews are required to check all alarms in the homes they enter at the conclusion of the emergency activity.

With the assistance of federal grants awarded in 2012 and 2016, thousands of smoke alarms and hundreds of carbon monoxide alarms have been purchased and installed in the BAFA jurisdiction. Since 2011, over 6,500 alarms have been installed including 150 specialized systems for hearing impaired residents. Collected information provides the Authority with vital details to ensure proper outreach is directed to high-risk areas. BAFA efforts have proven successful with 7 documented saves where smoke alarms installed by the Authority resulted in 26 lives saved due to the early notification of a fire by the smoke alarms.

The Howell Walmart generously donated \$1,000 for the purchase of smoke alarms.





EMS / MABAS / MUTUAL AID

EMERGENCY MEDICAL SERVICES (EMS)

In 2017, the Brighton Area Fire Authority continued to move forward with EMS training to continue to strengthen department members EMS skills. Primary EMS response is provided by Livingston County EMS with the Fire Authority providing crucial assistance on higher priority incidents or when EMS units are not available to respond.

- In 2017 BAFA responded to 2075 calls for service. Of these calls 54% were for medical incidents.
- In an effort to improve EMS education to staff, BAFA sought to increase the number of department EMS Instructor Coordinators from two to four. Ryan Dennett completed his EMS IC course and passed his State of Michigan IC exam and is a certified EMS IC. Jim Gramza has also completed his EMS IC course and is taking his Michigan IC exam in March of 2018. The addition of these two instructors will help to deliver the required training to department members to not only improve their skill sets but give them the required continuing education credits needed to renew their state EMS license.
- BAFA has continued to host a county Emergency Medical Responder (EMR) initial education course. The course is offered to outside departments throughout Livingston County and its surrounding area. This course provides the required training for an individual to take the National Registry EMR exam. Once passing the exam the student is then able to apply for licensure as an EMR from the State of Michigan. This year's class had 23 students and as of January 1, 2018, 20 of the 23 students have taken the National Registry exam and passed. This gives the program an 87% overall passing rate which is 9% higher than the National average of 79%.

In 2017 the Authority continued to improve its skill sets to offer the best service possible to the community.

MABAS - MUTUAL AID BOX ALARM SYSTEM-MICHIGAN

The mission of MABAS is to coordinate the effective and efficient intrastate and interstate mobilization and deployment of fire, EMS, and specialized resources during natural and manmade emergencies and disasters.

The Brighton Area Fire Authority continues to play a critical role in the Livingston County division (31-01) of MABAS-Michigan, which is made up of 7 fire departments. Our chief officers provide critical leadership to the division as well as throughout the state.

In November 2017, MABAS 31-01 conducted a Fire Tanker Strike Team deployment drill where 5 of our county Tankers and a Chief Officer team were activated to a Point of Departure (POD) in a

simulated response to northern Oakland County. This drill was conducted to practice our preparedness and our communications with our Central Dispatch.

MABAS continues to be a valuable asset in the event that a fire or other major incident exceeds the available resources of BAFA and our surrounding neighbors.

MUTUAL AID

The Brighton Area Fire Authority continued to receive and provide mutual aid to local fire departments as part of our automatic aid and mutual aid agreements. This may be as simple as working with Lyon Township on automatic aid on I-96 to provide faster response times or as complex as multiple tankers, chief officers, and engines to a large commercial fire in a neighboring community.

Our focus on providing and receiving automatic and mutual aid is to ensure an efficient response to all incidents in a timely fashion. In 2017, we;

- Received mutual aid on 46 incidents from neighboring organizations
- Provided automatic or mutual aid on 49 incidents.
- Chief officers provided oversight of aid agreements as part of the Livingston County Fire Chiefs Association.

There are times when mutual aid is not provided directly on the emergency scene, but rather to one of our stations to provide coverage while we are committed to an incident.

MUTUAL AID ANALYSIS 2017		
Department	Aid Given by BAFA	Aid Received by BAFA
Howell Area Fire Department	9	13
Green Oak Fire Department	15	23
Hamburg Twp. Fire Department	6	3
Hartland Fire Department	11	5
Highland Twp. Fire Department	2	0
Livingston County Haz-Mat Team	2	1
Livingston County Dive Rescue Team	1	0
Lyon Twp. Fire Department	2	2
Putnam Twp. Fire Department	1	0
TOTAL	49	47



HONOR GUARD

HONOR GUARD

Greg Mowbray
 Rick Boisvert
 Ryan Sovey
 Jason Hordos
 Derrick Bunge
 Ronald Patterson



2017 Honor Guard

HONOR GUARD

The Brighton Area Fire Authority Honor Guard is a six-member team. Members of the guard include Captain Greg Mowbray, Fire Marshal Richard Boisvert, Captain Ryan Sovey, Lieutenant Derrick Bunge, Lieutenant Jason Hordos, and Firefighter Ronald “RJ” Patterson.

Established in 2012, their goal is to represent all members of the Fire Authority in the highest degree of professionalism, dedication, loyalty, honor, and dignity. They strive to honor firefighters in life, as well as death, and to exhibit the best possible image to the entire community.

In addition to funerals and memorial services, the honor guard may be called upon to post colors, march in parades, attend social functions and badge pinning ceremonies, and any other function authorized or requested by the Fire Chief.

The Honor Guard had the distinct honor in 2017 to fold the America flag for fallen Firefighter Ron Savage and present to the Chief of Milford Fire Department to be presented to Ron’s wife, Mitzi Savage.

APPARATUS



APPARATUS

The Authority is responsible for the largest apparatus fleet in the County and surrounding areas, with over 17 apparatus and 8 staff vehicles responding from 5 strategically located fire stations.

The Apparatus Committee continued to work with Pierce manufacturing and Truck Tech to complete warranty paint work on both 2009 Pierce Impel pumpers. They have also obtained authorization to have warranty repairs made on our 2007 Pierce

Rescue. This warranty work consisted of repairing body cracks and paint work.

The Apparatus Committee also spent hundreds of hours in 2017 doing small repairs to our fleet that otherwise would have required the apparatus to be serviced by one of our vendors at a much higher cost to the Authority.



AWARDS AND EXCELLENCE

2017

SPECIAL AWARDS ISSUED FOR OUTSTANDING PERFORMANCE

SOP 305 Awards and Recognition — Definitions

Firefighter of the Year Award - (Name inscribed on station wall plaque, Certificate, Citation Bar & contribution from the Fire Authority) The Firefighter of the Year Award is an annual award given to a non-chief, active regular Firefighter, who has made the most significant contribution to the Authority during the course of that year. Nominations for this award are chosen by senior staff for exhibiting leadership, mentorship, and good will towards the Authority and its employees.

Distinguished Service Award - (Certificate & Service Bar) The Distinguished Service Award is presented to any employee or group of employees who may commit acts of merit or service in a non-emergency function that bring honor and distinction to the Authority or that increase Authority efficiency or effectiveness. This award shall be presented to employees who continuously perform their duties with unusual thoroughness, conscientiousness, determination and initiative.

Medical Service Award - (Certificate & Service Bar) To entitle an employee or unit to this award, a patient must have been successfully resuscitated in the field and transported to the hospital with patient being alive at time of departure or when their efforts aided in the survival of a patient. The patient must have been found with compromised airway, breathing and/or circulation and vital signs restored at the scene. Recommendation from higher medical authority required.

Unit Citation Award - (Certificate & Service Bar) The Unit Citation is awarded to any group of two or more employees for exemplary performances of duties by the group in overcoming difficulties or obstacles under unusual or adverse conditions in the completion of a task or duty.

Civilian Award - (Certificate) The Authority presents this award to a citizen of the public at large, who performed an act of bravery, initiative or capability that benefited the Brighton Area Fire Authority in meeting the mission of our organization.



**2017 AUTHORITY FIREFIGHTER OF THE YEAR
COREY LABER, SERGEANT**

Chief O'Brian presented a special leather helmet and State Representative Lana Theis presented a State certificate



AWARDS AND EXCELLENCE



BRIAN GRAMZA
STATION 31
2017 FIREFIGHTER OF THE YEAR



DOUGLAS LYTWYNEC
STATION 32
2017 FIREFIGHTER OF THE YEAR



DAVID MOURER
STATION 33
2017 FIREFIGHTER OF THE YEAR



MARK CIRELLA
STATION 34
2017 FIREFIGHTER OF THE YEAR



JONATHAN KUPEC
STATION 35
2017 FIREFIGHTER OF THE YEAR



DISTINGUISHED SERVICE AWARD
CLAUDETTE MONROE

Chief O'Brian, Al & Claudette Monroe with their daughters and their husbands, Nicole & Tony Chrisopoulos, Crystal & Adam Joanis



SPECIAL AWARDS



INCIDENT: #17-0234 DATE: 02-18-17
DESCRIPTION: Cardiac Arrest
MEDICAL SERVICE AWARD

Chief Michael O'Brian, Capt. Gregory Mowbray, Capt. Curt Ruf, Sgt. Corey Laber, Lt. Jason Hordos, APO Harlan Lahring, FF Ian Griffith, FF Douglas Lytwynec



INCIDENT: #17-0307 DATE: 03-05-17
DESCRIPTION: Extrication
UNIT CITATION

Capt. Ryan Sovey, Fire Marshal Richard Boisvert, Eng. Brendon Caid, Chief Michael O'Brian
(Not pictured: APO Kevin Lander)



INCIDENT: #17-0923 DATE: 06-10-17
DESCRIPTION: Vehicle Extrication
UNIT CITATION

Chief Michael O'Brian, Capt. Lawrence DeWachter, Capt. Ryan Sovey, Eng. John Rockne
(Not pictured: Assistant Chief James Tester, Lt. Aaron Gage, Lt. Kurt Bluhm, APO James Gramza)



INCIDENT: #17-2050 DATE: 12-27-17
DESCRIPTION: Cardiac Arrest
MEDICAL SERVICE AWARD

APO Bradley Beaver, Eng. Brendon Caid, Lt. Derrick Bunge, Capt. Ryan Sovey, Capt. Donald Hall, Chief Michael O'Brian
(Not pictured: APO Bryan Berry)



SPECIAL AWARDS



INCIDENT: #17-1673 DATE: 10-23-17
DESCRIPTION: Crane Collapse and Wire Hazard
CIVILIAN AWARD and UNIT CITATION

Deputy Chief Michael Evans, APO Bradley Beaver, Fire Marshal Richard Boisvert, APO Brian Gramza, Lt. James Boisvert, Corrigan Employees: James Wilcox, Kevin Simmons, Bill Wood, Travis Salisbury, Randy Mulcher Capt. Gregory Mowbray, Capt. Ryan Sovey, Eng. Ronald Patterson, Eng. Jonathan Kupec, Chief Michael O'Brian
(Not pictured: Lt. Aaron Gage, APO Kevin Lander, Intro. FF Ethan DePuydt)
(Not pictured Corrigan employees: Ron Hawkins, Scott Clark, Max Franz)



INCIDENT: #18-0018 DATE: 01-04-18
DESCRIPTION: Cardiac Arrest
CIVILIAN AWARD and MEDICAL SERVICE AWARD

Chief Michael O'Brian, Jill Donovan (CrossFit), Capt. Curt Ruf, APO Brian Gramza, FF Ronald Patterson, Capt. Ryan Sovey
(Not pictured: APO Jacob Cook)



Lt./ Inspector Derrick Bunge graduated from the EMU Staff and Command program.



Chief O'Brian participated in the 2017 National Thought Leaders Forum held in Washington DC.



Chief O'Brian and colleagues witnessed Governor Rick Snyder adding his signature to the changes to Public Act 291, Fire Fighters Training Act.



Capt. Greg Mowbray was recognized by the MFSIA as the Southern Regional Instructor of the Year for 2017

SPECIAL EVENTS

Authority staff participated in special events around the State and throughout our community including:

- Emergency Services Consulting International developed and presented a Fire Department Evaluation and Master Plan to BAFA in November, 2017.
- Trained the University of Michigan physician interns in vehicle extrication practices.
- Participation in numerous City of Brighton civic events.
- Participated in multiple events at the Capital including welcoming new legislators, fire prevention week with the Governor, and testifying on various bills which affect the Authority.
- Capt. Mowbray named Southern Regional Instructor of the Year by the Michigan Fire Service Instructors Association.
- Authority family picnic at Genoa Township park on 9/24/17.
- Chief O'Brian was re-elected as president of the Michigan Association of Fire Chiefs.
- BAFA and Hartland came together for suicide prevention training in October, 2017.
- Chief O'Brian served on the Board of Directors, International Association of Fire Chiefs.
- Lt. Derrick Bunge successfully completed 2017 School of Fire *Staff and Command* program at EMU.
- Deputy Chief Evans holds the position of Chairman of the Michigan Fire Sprinkler Coalition.
- Worked with Livingston Sunrise Rotary for organization of the 2017 4th of July parade.



The 2017 Livingston County Firefighter Training Academy graduation. State Representative Lana Theis attended the event.



IMPACTING THE COMMUNITIES

- BAFA instructed 10 Community CPR programs and 105 people were issued CPR certification cards.
- Over 1,500 people attended the annual Open House on Sunday, 10/15/17.
- 2,000 Smoke alarms were installed in 2017.
- 71 Child safety seats were installed by Office Coordinator Claudette Monroe who maintains certification through Safe Kids Worldwide under the National Highway Traffic Safety Administration.
- The annual 9/11 5K Memorial Run was held on 9/9/17. There were 81 participants and \$3,773 was raised towards the completion of the 9/11 memorial at Station 31.
- Team Brighton Firefighters participated in the American Lung Association’s Climb for Air at the Detroit Renaissance Center on 2/26/17. The 22 member team climbed 71 stories and came in 26th out of 61 with a time of 23:42. They raised \$14,320.
- The 76th annual Halloween Party brought record crowds with 1,057 attendees.
- The Annual “Soup Out” luncheon for BAFA Board members, local municipalities and fire departments, police, and EMS personnel was held on 2/2/17.
- Firefighters rang the Salvation Army bells the weekend before Christmas and raised \$6,732.62.
- BAFA assisted with the registration and organization of the 4th of July parade.



Capt. Curt Ruf was honored by the Detroit Fire Department for performing CPR on a person in cardiac arrest outside Comerica Park, 9-5-17.



Deputy Chief “Minion” Evans lecturing Chief O’Brian.

Lt. Tom Kiurski’s winning entry in the Pumpkin carving



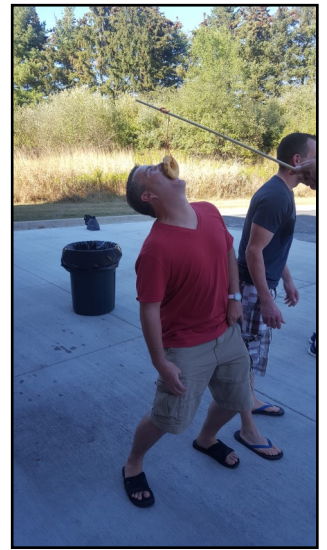
Authority participants prior to the start of the annual 9/11 5K Memorial Run



76th Annual Halloween Party at Station 31

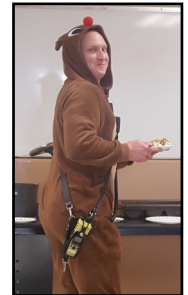


MEMORIES





MEMORIES





BRIGHTON AREA FIRE AUTHORITY

STAFF

As of December 31, 2017



Michael O'Brian, Fire Chief
 Michael Evans, Deputy Chief
 Richard Boisvert, Fire Marshal (*Promoted 9-3-17*)
 Anne Campbell, Human Resources Director
 Tom Kiurski, Lieutenant/Howell High School Academy Instructor
 Claudette Monroe, Office Coordinator
 Jean Coil, Administrative Assistant

James Tester, Assistant Chief Stations 31, 34, 35		Matthew Smith, Assistant Chief Stations 32, 33		SHIFT SUPERVISORS	FIRE PREVENTION
STATION 31	STATION 32	STATION 33	STATION 34	STATION 35	
Lawrence DeWachter <i>Captain/Leader</i>	Gregory Mowbray <i>Captain/Leader</i>	Kurt Bluhm <i>Lieutenant/Leader</i>	Lauren Brookins <i>Hybrid Capt/Leader</i>	Glen Bailey <i>Captain/Leader</i>	John Ryan Sovey <i>Shift Captain</i>
Derrick Bunge <i>Hybrid Lieutenant</i>	Jason Hordos <i>Lieutenant</i>	David Mourer <i>Sergeant</i>	Aaron Gage <i>Hybrid Lieutenant</i>	Raymond Ridge <i>Lieutenant</i>	Curt Ruf <i>Shift Captain</i>
Robert Furlong <i>Hybrid Lieutenant</i>	James Boisvert <i>Lieutenant</i>	Bryan Berry <i>Firefighter/APO</i>	Timothy Smith <i>Sergeant</i>	Justin Knapp <i>Sergeant</i>	Lauren Brookins <i>Shift Captain</i>
Andrew Piskorowski <i>Lieutenant</i>	Colin Tunison <i>Sergeant</i>	Kevin Lander <i>Firefighter/Eng.</i>	Mark Cirella <i>Firefighter/APO</i>	Corey Laber <i>Sergeant</i>	Robert Furlong <i>Fire Protection Spec.</i>
Jeffrey Fahrney <i>Sergeant</i>	James Gramza <i>Firefighter/APO</i>	Jeff Lewis <i>Firefighter/Eng.</i>	Bradley Beaver <i>Firefighter/APO</i>	Jacob Andrews <i>Firefighter/APO</i>	Aaron Gage <i>Fire Protection Spec.</i>
Matthew Herbert <i>Firefighter/APO</i>	Harlan Lahring <i>Firefighter/Eng.</i>	John Rockne <i>Firefighter/Eng.</i>	Brendon Caid <i>Firefighter/Eng.</i>	Jacob Cook <i>Firefighter/Eng.</i>	
Matthew Mardeusz <i>Firefighter/APO</i>	Douglas Lytwynec <i>Firefighter</i>	Timothy Keese <i>Firefighter/Eng.</i>	Steve Wasik <i>Firefighter/Eng.</i>	Ryan Dennett <i>Firefighter/Eng.</i>	JUNIOR CADET PROGRAM
Brian Gramza <i>Firefighter/Eng.</i>	Ian Griffith <i>Firefighter</i>	Timothy Thumond <i>Firefighter</i>	Jordan Truesdell <i>Firefighter</i>	Jonathan Kupec <i>Firefighter/Eng.</i>	Lauren Brookins <i>Lead Advisor</i>
Kevin VanDerhoof <i>Firefighter/Eng.</i>	Briana Groth <i>Firefighter</i>	Jeremy Griffin <i>Firefighter</i>	Thomas Smeal <i>Firefighter</i>	Kelley Baptist <i>Firefighter/Eng.</i>	Kevin Lander <i>Junior Advisor</i>
Carl Crimaldi <i>Firefighter/Eng.</i>	Justin Gilbert <i>Firefighter</i>	Jeffrey Kuehls <i>Intro. Firefighter</i>	Tyler Schmiesing <i>Firefighter</i>	Arthur Slavik <i>Firefighter/Eng.</i>	Shane Karls <i>Station 32 Cadet</i>
Ronald Patterson <i>Firefighter/Eng.</i>	Jeremy Thurmond <i>Intro. Firefighter</i>		Emily Marks <i>Firefighter</i>	Daniel Kelly <i>Intro. Firefighter</i>	Kelley Foley <i>Station 32 Cadet</i>
Mika Cherdrone <i>Intro. Firefighter</i>	Mark Konieczny <i>Intro. Firefighter</i>		Brendan Unruh <i>Firefighter</i>	Justin Thornton <i>Intro. Firefighter</i>	Gavin Griffin <i>Station 33 Cadet</i>
David Bussey <i>Intro. Firefighter</i>	Adam New <i>Intro. Firefighter</i>		Stephen Donovan <i>Firefighter</i>	Justin Fortune <i>Intro. Firefighter</i>	
Michael Cherdrone <i>Intro. Firefighter</i>			Nicholas Castner <i>Firefighter</i>		PART TIME
Korrine Farmer <i>Intro. Firefighter</i>			Ethan DePuydt <i>Intro. Firefighter</i>		Ryan Smith <i>Firefighter/APO</i>
Michael Langford <i>Intro. Firefighter</i>			Dean Tengel <i>Intro. Firefighter</i>		Gary Shelters <i>Firefighter/APO</i>
Logan Malvich <i>Intro. Firefighter</i>			Jack Oliveri <i>Intro. Firefighter</i>		
			Bernard Berger <i>Intro. Firefighter</i>		
			Philip Mattern <i>Intro. Firefighter</i>		
			Judaya Vasquez <i>Intro. Firefighter</i>		