

BRIGHTON AREA FIRE AUTHORITY

Proudly serving Genoa Township, Brighton Township, and Brighton City

2019 ANNUAL REPORT



BRIGHTON AREA FIRE AUTHORITY FIRE BOARD



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MICHAEL O'BRIAN
Fire Chief

What's Next?

The Fire Authority has continued in 2019 to show the resilience of this organization and its ability to adapt to our changing communities. Authority staff remains dedicated to proficiently responding to all requests from our citizens.

This Authority has an adept ability to train great firefighters who skillfully meet the needs of our communities. That is accomplished during one of our two fire academies, our EMS training, and on-the-job training. The staff commitment to prepare a cadet firefighter to be ready to meet the needs of emergency response is a demanding process. This was evident when on December 6th, Lt. Tom Kiurski was recognized as the 2019 State of Michigan Fire Instructor of the Year by the Michigan Fire Service Instructors.

Our staff performs far beyond the development of new firefighters. We strive to develop leaders who will maintain our mission for many years to come. When a retirement occurs as we saw in 2019, it's exciting to see how the organization adapts to fill the void created by the departure. In addition to filling the open position, many times retirements cause a change in many areas of the organization due to promotions and openings at other levels. We are excited to see the new faces in the organization, and the talents they bring to better serve our residents.

In 2019, we responded to more incidents than in the previous year. Our staff, through the strategic planning process with the Board, identified the need to update our facilities so we can continue to grow with the area. The voters of our district approved a 0.89 capital millage for 12 years in May. The first collection occurred in the summer tax roll, and construction has commenced on our first project at our Dorr Road station.

We know that the communities we serve have remained supportive of the Authority, and our organization strives to be solid financial stewards of the resources we have acquired. In 2019, BAFA was awarded an AFG-SAFER Grant to allow for additional 24-hour staffing of one of our Genoa stations, which offsets our labor costs for the first three years.

The Authority is poised to continue to grow and refine our organization not due to the fire apparatus or our buildings, but because our staff strives for fire service excellence. They are refining skillsets for emergencies, implementing policies to keep our staff safe, and are developing programs that will benefit the Authority and the fire service 10 years from now.

This report is a small snapshot of 2019. It's amazing to witness the impact that this organization has on so many people while staying true to our mission.

Now it's time to ask, what next?

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



GREGORY MOWBRAY
Chief of Training



Emergency Response

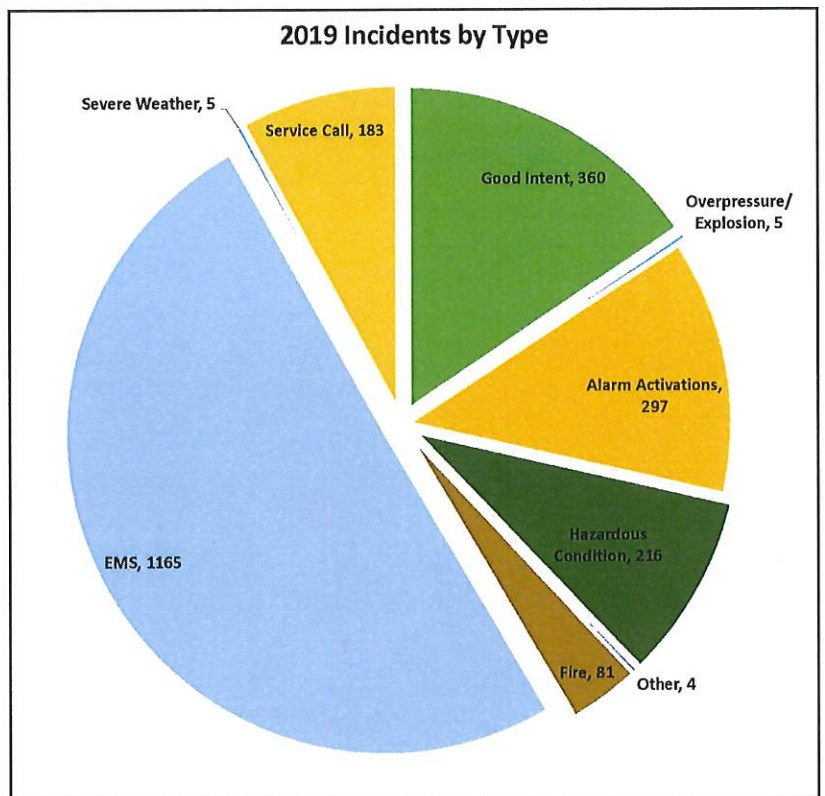


The Brighton Area Fire Authority proudly provides emergency services to three municipalities covering a 74 square mile area. The Authority responded to 2,316 calls for assistance in 2019, an increase of 14% in requests for service from 2018.

- EMS events demanded the greatest response activity with 1,165 incidents, or 50% of all calls.
- Included in the number of EMS runs, there were 158 motor vehicle accidents (MVA).
- There were 81 fires of which 37 were structure fires. Nine fires in structures were confined (cooking, trash, chimney), 21 were vehicle fires and 14 were vegetation or rubbish fires.
- The Authority provided mutual aid 82 times and received mutual aid 40 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.

A complement of 78 firefighters, both paid-on-call and full-time respond from five fire stations with 6 Engines, 3 Rescues, 1 Ladder truck, 3 Tankers, and 2 Brush apparatus to protect the communities comprising the Authority. Response data shows Fire Station 31 as being the busiest station with 904 calls occurring within their first due area. This past year, Tuesday, and Friday were our busiest days with 33% of all incidents occurring on these days. Our busiest months were July, August, September, and December. 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. Of particular note, there were 5 Severe Weather events in 2019 with the worst being on July 19-20 when the Authority responded to 79 requests for service in a 24 hour period.

There were 6 major loss fires (over \$200,000) in 2019 (see table) including a 4-story hotel that was under construction. In total, an estimated 5.2 million dollars of property was estimated to have been lost in structure fires that threatened over 15.8 million dollars of property value. This resulted in an estimated 67% property save percentage of the property that was threatened by fire. There were 7 reported injuries from fire incidents, 6 were firefighters (all minor) and one civilian (smoke inhalation). None of the fire related injuries required hospitalization.

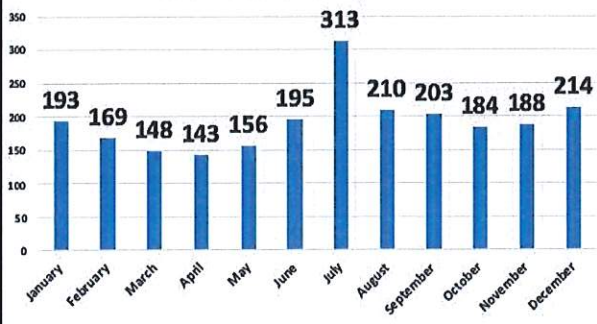


2019 MAJOR FIRE LOSS INCIDENTS			
Incident Date	Community	Total Loss	Incident Type
April 23	Genoa Twp.	\$350,000	Commercial Structure Fire
June 1	Brighton Twp.	\$350,000	House Fire
June 1	Brighton Twp.	\$200,000	House Fire
July 22	Brighton Twp.	\$250,000	Structure Fire
October 14	Genoa Twp.	\$3,600,000	Commercial Building Fire Hotel under construction
December 2	Brighton Twp.	\$300,000	House Fire

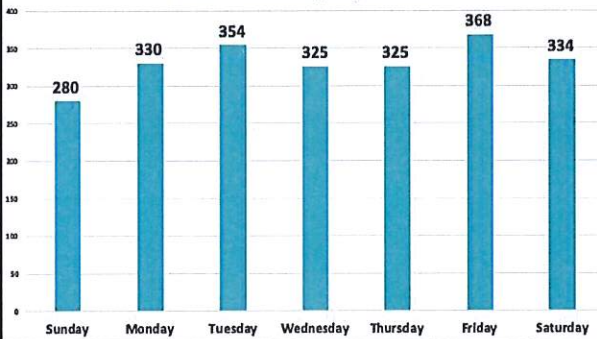


Emergency Response

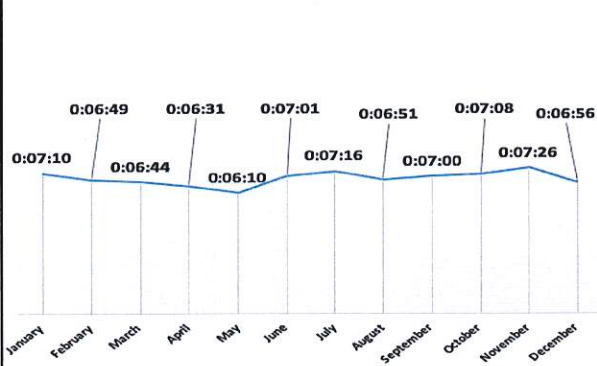
2019 Incidents by Month



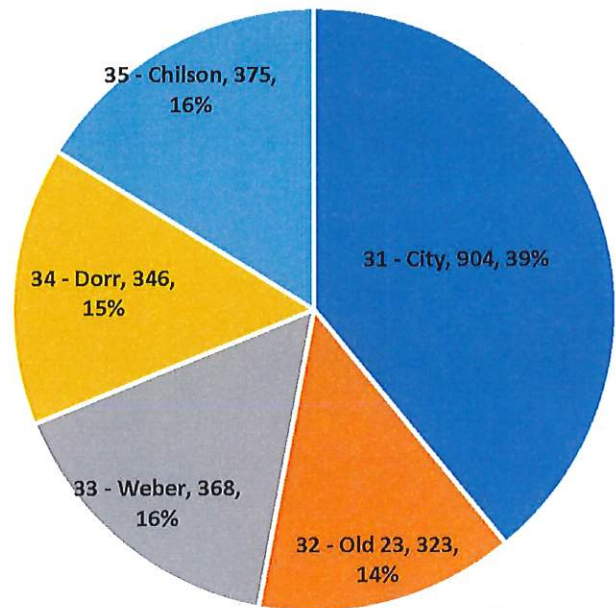
2019 Incidents by Day of Week



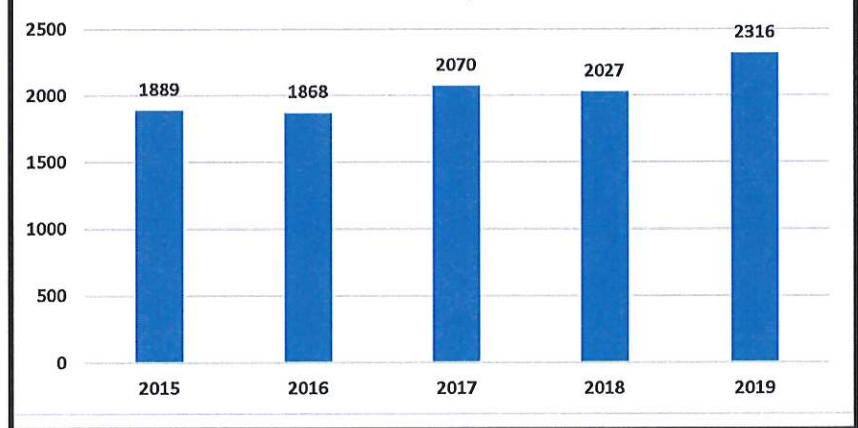
2019 Response Time



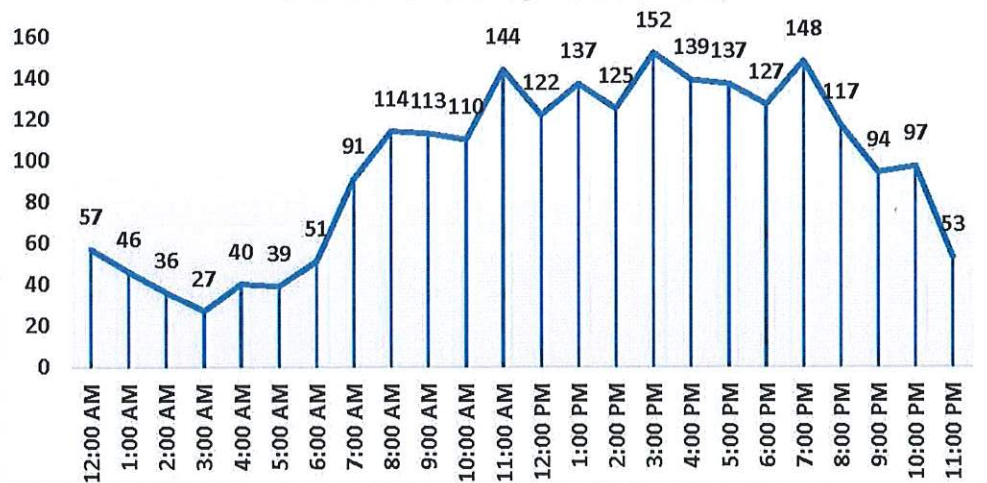
2019 Incidents by Station



Incidents by Year



2019 Incidents by Time of Day





Inspections and Plan Reviews

Fire Prevention and Community Risk Reduction efforts experienced a significant change in 2019. Captain Don Hall, who spent the past two-years in prevention, retired after 50-years with BAFA. His work ethic and personality allowed him to excel in conducting thousands of inspections in our efforts to reduce the impact of fire. With change comes growth, and the Authority appointed Capt. Hall's replacement in September of 2019. FPS Art Slavik was hired by the Authority roughly 5-years ago, and he was hired full-time in April 2019 as a full-time FPS. His interest in prevention is tied to his relationships with the existing inspectors and a background in building construction and contracting.

During the year the number of site plans that were submitted and approved by both the Authority and the municipalities was less than the number submitted in 2018. Many projects are approved although construction has not started. The Fire Marshal and inspectors conducted 191 plan reviews of various types which is a slight increase over 2018 numbers. It should be noted that the number of Certificate of Occupancy inspections and Building Plan Reviews has significantly risen. This correlates to new tenants or businesses altering existing buildings for their use. This is primarily in the City of Brighton.

Fire safety inspection numbers were on par with 2017 (1170 -vs- 1176) numbers which make sense as they are both odd years in the division of inspectable occupancies. Although the number of inspectable occupancies is not fixed it varies from year to year based on the division of the district and number of vacant units. Probably the most telling statistic is the number of violations written. In comparing odd numbered years there has been a 46% reduction in violations written in the same occupancies. This highlights the work that both the full-time and company inspectors put in on a daily basis in educating our business owners and occupants.

In 2019, FPS Sgt. Brian Gramza completed Inspector I certification. FM Boisvert and DC Mike Evans presented the NFPA Inspector I program to Inspector Slavik, allowing him to successfully pass his certification examination on December 20, 2019. All certified inspectors attended at least one Michigan Fire Inspectors Society conference to obtain required continuing education and BAFA presented in-house fire inspector training to staff earning many 12-16 additional CE's.

2019 FIRE PREVENTION HIGHLIGHTS

- Brian Gramza completed requirements for NFPA Fire Inspector I certification
- FM Boisvert completed second-year coursework for the National Fire Academy Managing Officer Program
- National Fire Sprinkler Day was held in conjunction with the Livingston County Fire Academy
- FM Boisvert was elected to the Michigan Fire Inspector's Society Executive Board, beginning a 7-year commitment.
- Inspector Slavik was hired to replace Don Hall
- BAFA hosted the National Fire Sprinkler Association in conjunction with Metro Detroit Fire Inspector's Society for a 3-day educational workshop
- Capt. Bunge attended Plan Review course at the National Fire Academy

FIRE INSPECTION ACTIVITY COMPARISON

ACTIVITY	CURRENT Y-T-D	PREVIOUS Y-T-D	PERCENT CHANGE
INSPECTIONS:	2019	2018	
Fire Safety Inspection	1,162	1,206	-4%
Complaint Investigations	25	28	-11%
Certificate of Occupancy Inspections	92	71	30%
Specialty & Miscellaneous Inspections	78	134	-49%
Re-Inspections	453	622	-27%
New Construction Inspections	119	115	3%
Pre-Incident Survey	5	0	-
TOTAL INSPECTIONS:	1,945	2,176	-11%
VIOLATIONS CITED:	590	775	-21%
FIRE INVESTIGATIONS:	12	8	50%
PLANS REVIEWED:			
Site Plans	68	67	1%
Building Plan Review	41	28	46%
Fire Protection System Plans	50	73	-32%
Miscellaneous Reviews	12	15	-20%
TOTAL REVIEWS:	164	181	-9%



Recruitment and Retention of Personnel

As part of our mission statement, Brighton Area Fire Authority is committed to providing the highest level of customer service to the communities we serve. We believe this begins with the recruitment, development, and retention of professional, civic-minded, compassionate, hard-working, men and women. Despite the ongoing recruitment challenge of both paid-on-call and full-time firefighters both state-wide and nationally, we are very proud of our efforts in 2019.

As part of our commitment to meet the growing demands of our communities including the expansion of 24-hour coverage in Genoa Township, the Fire Authority added five (5) full-time Fire Protection Specialists (FPS) in 2019, promoted Capt. Greg Mowbray to full-time Chief of Training, and filled the vacancies created by Capt. Curt Ruf who is now the Fire Chief of Putnam Township, and the retirement of 50-year employee, Capt. Don Hall. We are very pleased to have been able to hire within our organization and promote these talented firefighters.



FPS Ian Griffith FPS Carl Crimaldi FPS Corey Laber



FPS Jeremy Griffin FPS Philip Mattern FPS Justin Thornton



Inspector Arthur Slavik Chief of Training Gregory Mowbray

In an effort to offset the fiscal costs of adding additional full-time firefighters, the Fire Authority applied and was awarded the Staffing for Adequate Fire and Emergency Response (SAFER) from FEMA in September 2019. This grant provides federal assistance for a three-year period to support fire departments working to meet the needs of their communities and expand 24-hour coverage. The grant will help cover the salaries and usual benefits of three of the new full-time firefighters over the next three years: 75% in years one and two and 35 percent in the final year, for a total of \$533,355 in Federal assistance.

Since the inception of the Fire Authority, retention of our paid-on-call personnel has always been our biggest staffing challenge and an ongoing priority to monitor and improve. Over the years, administration has made numerous changes to ease the burden of the required time commitment on our firefighters and their families. However, even with these changes, the struggle for time, whether with family, primary employment or both, remains in the top two reasons for separation in 2019, preceded only by our paid-on-call firefighters moving out of our jurisdiction for more affordable housing. As we move into 2020, we are continuously reviewing training expectations, minimum requirements, and our staffing model to ensure that we can maintain the paid-on-call system while still providing the highest level of service to our municipalities.

As part of our recruitment strategic plan established in 2019 which will carry into the next 5 years, the Fire Authority has identified an opportunity to build a more diverse workforce by developing programs to educate and attract well qualified female applicants towards a fire service career.

Currently Brighton Area Fire Authority matches the national average of female firefighters at 7% of its overall staffing. However, our goal is to surpass the national average. In order to do this, we must create programs that will educate and break down the stereotypes of this historically male-dominated career.

Our first program in this effort was the "Girls on Fire" youth camp held in June of 2019 for girls ages 14-18 years. This camp was the first for Brighton Area Fire Authority which focused on educating the future women of our communities on a possible career in the





fire service. Female Firefighters from across Livingston and Oakland counties came together to lead this camp. A total of 16 young women learned the history of women in the fire service, firefighting skills, CPR, leadership skills, and even self-defense. The camp was a huge success and is scheduled again for June 2020.

Each year we explore new opportunities in the area of recruitment. In 2019, we utilized several marketing opportunities that provided significant exposure numbers, while at a conservative cost to the Fire Authority.

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

- 2019 Employee Referral Program
- Distributed recruitment inserts in the 2019 tax bills for City of Brighton.
- Job posting for Paid-On-Call Firefighters utilizing National Volunteer Fire Council Recruitment Portal
- Livingston Regional Job Fair
- Glassdoor Online Recruitment
- 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 Girls Lacrosse games.
- Social Media: Brighton Fire's-Facebook; Genoa Township-Twitter; City of Brighton-Facebook
- Brighton Area Fire Authority Website
- Brighton Chamber of Commerce
- Corrigan Oil Gas Kiosks
- Advertisements livingstoncountydaily.com, Careerbuilder.com, and Press & Argus print.
- Station 31 recruitment banner - visible to Grand River Traffic.

As a result of these recruitment channels, the Fire Authority hired a total of 13 paid-on-call firefighter recruits. Of these, five (5) were recruited with one or both State of Michigan certifications in Firefighter 1 & 2 and/or medical licensure thereby saving the Fire Authority approximately \$12,000 in training costs.

In 2020, Brighton Area Fire Authority will continue to strive to be the best working environment for our personnel and will actively seek opportunities to inspire our residents, both men and women, to serve as paid-on-call firefighters.

2019 PROMOTIONS

PROMOTION TO CHIEF OF TRAINING

Gregory Mowbray

PROMOTION TO CAPTAIN

Derrick Bunge Robert Furlong Andrew Piskorowski

PROMOTION TO LIEUTENANT

*Corey Laber
Dave Mourer*

PROMOTION TO SERGEANT

*Kelley Baptist Bryan Berry Ryan Dennett
Brian Gramza Jonathan Kupec Kevin VanDerhoof*

PROMOTION TO FIRE PROTECTION SPECIALIST

*Carl Crimaldi Jeremy Griffin Ian Griffith
Corey Laber Philip Mattern Justin Thornton*

PROMOTION TO FIRE INSPECTOR

Arthur Slavik

PROMOTION FROM RECRUIT TO FIREFIGHTER

*Melissa Bechtel Bernard Berger Dario DeLorenzo
Andrew Dominick Korrine Farmer Ryan Fegan
Kathryn Frey Jacob McDougall Abram Morley
Slade Poirier Judaya Vasquez Tyler Wagner
Jason Wisby*

2019 NEW HIRES

13 Paid-on-Call personnel were hired in 2019



Public Education



2019 BAFA Open House



**1,461
ALARMS
INSTALLED**



**53
CAR SEATS
INSTALLED**

Fire Safety



**132
PROGRAMS
PRESENTED**



**323
RECEIVED CPR/AED
TRAINING**

COMMUNITY RISK REDUCTION

Community Risk Reduction (CRR) is a process to identify and prioritize our risks while using integrated and strategic investment of our resources. BAFA staff presented a variety of diverse programs aimed at reducing risk occurrence and impact 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 station 102.9 W4 Country.

- Our annual Open House brought over 1,500 community members to the Department to participate in a number of different safety situations.
- BAFA has one certified National Child Passenger Safety technician on staff who installed 53 car seats in 2019.
- BAFA works with all area schools to support State-required fire drills, shelter in place drills, and severe weather drills. In 2019, we assisted with 95 such drills.

New programs implemented in 2016 to promote fire safety to all age groups were continued in 2019. 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. We periodically review our incident history and continue to





Special Assignment Rosters

ALL HAZARDS INCIDENT MANAGEMENT TEAM (Livingston County) Mike Evans, Lead Richard Boisvert James Tester	TECHNICAL RESCUE (Livingston County) Ryan Sovey, Lead T.J. Smith Brian Gramza Carl Crimaldi R. J. Patterson	DIVE TEAM (Livingston County) Doug Lytwynec, Lead Bryan Berry Corey Laber Kevin VanDerhoof Lauren Brookins Dave Mourer Art Slavik	SAFETY & REGULATORY (Brighton) Corey Laber, Lead Matt Smith Kurt Bluhm Rick Boisvert Ian Griffith Bob Houhanisin Lauren Brookins Art Slavik Philip Mattern	FIRE INVESTIGATION (Brighton) Rick Boisvert, Lead Ryan Sovey Derrick Bunge Robert Furlong	HAZ- MAT INCIDENT (Livingston County) Matt Smith, Lead Doug Lytwynec Rob Furlong Michael Langford Ian Griffith	MICHIGAN TASK FORCE 1 Ryan Sovey, Lead T.J. Smith Brian Gramza
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ALL HAZARDS INCIDENT MANAGEMENT TEAM

AHIMT plays an essential role in the management of, and response to, local/regional/national emergencies, natural disasters, and planned public events. An AHIMT is a comprehensive resource (a team) to enhance ongoing operations through the support of the incident management. In 2019, Livingston County first responders and emergency managers formed an Incident Management Team made up of personnel from our county's Law Enforcement, Fire Service, EMS, 911 Dispatchers, Health Department, and Emergency Management with a mission to assist Livingston County communities that are impacted by an event that strains or exceeds their capabilities of managing. BAFA plays a major role in the formation and operation of the AHIMT with three senior officers being trained in all-hazard incident management. Deputy Chief Evans, Assistant Chief Tester and Fire Marshal Boisvert are active and charter team members and DC Evans has filled the role of Team Lead. The Livingston County IMT, when requested, will fulfill Incident Management Roles of Incident Command, Operations, Planning, Logistics, Safety, Communications and any other role necessary to improve the outcome of the incident.

TECHNICAL RESCUE RESPONSE TEAM

Training and skill set development was at the forefront of the leadership priorities, with focus on hands-on practical training held each month throughout the year. Of the eleven monthly training sessions throughout the year, nine sessions were heavily practical with real world scenario sets. All major disciplines of technical rescue were trained on, including a day-long rope rescue training and a heavy truck stabilization and extrication training in conjunction with Corrigan Towing. LCTRT also purchased new rope equipment to strengthen the ability of the Team to properly ascend rope. This purchase was made after multiple discussions were held regarding tree rescue and tower rescue and the Team's ability to safely effect a rescue. FF's Crimaldi and Patterson successfully completed courses in multiple disciplines to continue skills development. LCTRT was not activated in 2019. Ten new members were rostered in late 2019.

DIVE/RESCUE TEAM

BAFA currently has 7 members on the Livingston County Dive Rescue Team, 4 divers and 3 tenders. Two tenders are in the process of finishing their Public Safety Diver certifications, they only have open water dives left for completion. Three members took the Dive Rescue 1 class and are certified tenders by Dive Rescue International, and one member will be turning that into a Rescue diver certification in 2020. In 2019 there were 3 activations of the LCDRT, all resulted in cancellations before the dive team arrived. In 2019 the team was able to get access to other lakes in Livingston County, allowing for pre-planning of the area and giving divers an idea of what dangers, trees/debris/visibility, they may encounter in an activation. There are 2 dive trucks in the county, one

storing equipment at Station 22, the second housing equipment at Station 61. The BAFA members store their dive gear at Station 31, but rely on the dive trucks for the remainder of equipment needed on scene. The team has been training and using UAS (drone) technology more in 2019. The hope is that utilization of the technology will lead to a greater chance at a rescue. The team has also participated in multiple public relation events including: Torch Run Polar Plunge, Waldenwoods Polar Plunge, Thompson Lake Triathlon, and Target National Night Out.

FIRE INVESTIGATION TEAM

All fires are investigated for Origin and Cause. While some are simple and can be determined by the company officer, trained investigators were called upon for 9 investigations for high value, unknown or potentially incendiary causes. This is about the average number that investigators conduct annually. This included a fire caused by an electrical failure within a wall and roof cavity of the under-construction Hampton Inn located in Genoa Township. The building is all-wood construction and suffered a combustible concealed space fire causing an estimated \$7-million in damage and restoration costs. Investigators also provided investigation mutual aid to Green Oak and Hamburg Twp. on fires within their townships.

HAZARDOUS MATERIALS INCIDENT TEAM

In 2019, the Livingston County Hazardous Materials Response Team responded to two incidents, both in Green Oak Township. The first was a fire at Superior Sanitation, where the team responded to control hazardous runoff from the fire and to test any resulting water runoff for contaminants. The second fire was at a mobile home with extension to two large propane tanks. The team provided assistance in strategy for controlling the fire and propane release and worked with the propane service company to remove the tanks. BAFA staff responded to the second incident as part of the team. The team participated in an additional 26 hours of team-specific training and exercises, covering areas such as air monitoring, personal protective equipment, and hazard recognition and classification.

MICHIGAN TASK FORCE 1

BAFA currently has a representation of 3 members with Michigan Task Force 1. Chief Michael O'Brian is a Sponsoring Chief with the Task Force, providing valuable insight and staffing. During Hurricane Dorian, MITF1 was successfully activated and deployed to multiple States over a multiple day trip. As a deployable Rescue Specialist with the Task Force, Sgt. TJ Smith was part of this deployment, representing Brighton Fire Authority with professionalism. This Task Force remains a Level 3 USAR Team with skills, ability, and resources to remain self-sustainable on deployment for 72 hours.



EMS / MABAS / Mutual Aid / MABAS

EMERGENCY MEDICAL SERVICES (EMS)

BAFA continued to move forward with EMS training to enhance 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 2019, BAFA responded to 2,316 calls for service. Of those calls, 50% were for medical incidents.

- Two more Cardiac Science AEDs were purchased through a donation made by retired BAFA Chief Charles Bidwell. These new AEDs replaced the older and outdated Medtronic AEDs on two of the Department’s responding apparatus.
- 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 the surrounding area. This course provides the required training for an individual to take the National Registry EMR exam. Once the student passes the exam, the student may apply for licensure as an EMR from the State of Michigan. This year’s class had 21 students and as of January 1, 2019, 16 of the 21 students have taken the National Registry exam and passed.
- In 2019, BAFA increased its number of EMR licensed apparatus from 8 to 9. E35 received a State inspection to assure it met all the requirements to become a State licensed, non-transporting apparatus. The process to complete this licensure included adding specialized EMS equipment to the apparatus such as backboards, a traction splint, a portable suction unit, and increased airway and other diagnostic equipment to the EMS scene bag. This enabled crews responding on medical calls in E35 to offer better treatment to trauma and medical patients.
- The Department started the process to teach the first Basic EMT class. All requirements were submitted and approved by the State of Michigan, and the class will start on February 4th, 2020. This pilot class will include 15 BAFA personnel and reduce the number of EMR licensed personnel down to 11. Offering this Basic EMT class shows the continued dedication to providing BAFA employees with the skills they need to strengthen their EMS skills.
- iGels were added to all 9 EMR licensed apparatus. The iGel is a supraglottic airway device that is placed in a patient who is not breathing or in cardiac arrest. The use of the airway helps to secure the patient’s airway and limit the possibilities of vomitus or other secretions going into the patient’s lungs.

MABAS - MUTUAL AID BOX ALARM SYSTEM-MICHIGAN

The mission of MABAS is to coordinate the effective and efficient deployment of fire, EMS, and specialized resources during natural and manmade emergencies and disasters throughout the State of Michigan. There are currently 28 Michigan Counties active in MABAS-MI. Michigan MABAS is also a part of the Emergency Management Assistance Compact that serves as the nation’s mutual aid system that provides disaster assistance throughout the county.

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 8 fire departments. Our chief officers provide critical leadership to the division as well as throughout the state. Our local division (31-01) continues to work towards better preparedness by conducting activation drills throughout the year that test our communications system, county fire service leaders, and our personnel.

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 manner. 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.

In 2019, BAFA;

- Received mutual aid on 40 incidents from neighboring departments.
- Provided mutual aid on 82 incidents to neighboring departments.
- Chief officers provided oversight of aid agreements as part of the Livingston County Fire Chiefs Association.

2019 MUTUAL AID ANALYSIS		
DEPARTMENT	RECEIVED	GIVEN
Fowlerville	1	0
Green Oak	18	26
Hamburg	2	6
Hartland	7	13
Highland Township	0	4
Howell	9	22
Lyon Twp	2	1
Milford	0	2
Putnam	1	2
South Lyon	0	4
Unadilla	0	2
Grand Total	40	82



Training



2019 Livingston County Firefighter Training Academy

TRAINING

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.

The Fire Authority filled the full-time position of Chief of Training in 2019. This position enabled the daily integration of feedback, testing, and verification with the crews. It allowed staff to address immediate training needs, complete certifications, and plan for future events. Another benefit to the position is the interaction with other departments locally as well as nationally to present the highest level of training and information to our staff.

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 requirements of the Brighton Area Fire Authority and the State of Michigan.

The 2019 graduation class comprised 22 cadets representing the following departments:

- Brighton Area Fire Authority
- Fowlerville Area Fire Department
- Green Oak Charter Township Fire Department
- Hartland Deerfield Fire Authority
- Howell Area Fire Authority
- Putnam Township Fire Department
- South Lyon Fire Department
- Walled Lake Fire Department
- Wixom Fire Department

2019 LCFTA GRADUATION AWARDS

Class of 2019 Top Cadet

Melanie Bartley, Hartland Deerfield Fire Authority

Academic Excellence

Melanie Bartley, Hartland Deerfield Fire Authority

Leadership Award

Brian Redding, Putnam Township Fire Department

Bull Dog Award

Jason Wisby, Brighton Area Fire Authority

Everyone Goes Home Award

Kathryn Frey, Walled Lake Fire Department

Instructor Award

Andrew Dominick, Brighton Area Fire Authority

Top Rung Award

Melanie Bartley, Hartland Deerfield Fire Authority



JANUARY 2019

The month started with our Department-wide CPR and AED recertification. This training was conducted over the following 5 months at each of our stations. Additional EMS training in NARCAN and EPI administration was accomplished along with skillset verification in ice rescue. January was also the start of EMT-B for 5 of our employees.

The month concluded with a gathering of Brighton Area Firefighter alumni at the Annual Association meeting. Over 300 years of combined fire service was in attendance.



FEBRUARY 2019

We completed our practical skillsets in ice rescue operations at the Woodland boat launch on a cold rainy night. The following weeks included hose deployment in close quarters that simulated high snowbanks and a refresher in PEARS (Pediatric Emergency Assessment & Stabilization). February finished with our yearly recertification in SCBA / respiratory protection drills and timed donning.



MAY 2019

We started this month with hose evolutions and master stream deployment. Crews were given the opportunity to work on their engineer and APO recertification packets. The month finished with our Mass Casualty Incident held at the Brighton Civic Center. Crews were tasked with an active shooter and the handling of various injuries and treatments. Crews were required to stabilize the scene, set up a triage area, extract the victims, assess injuries and treat accordingly, and prep for transport. Many thanks go out to the Howell High School EMT class for providing such realistic injuries and role playing.



JUNE 2019

We were very fortunate to receive two donated houses from John Conely of Brighton as a new development was beginning on Flint Road. The entire month allowed crews to practice hose advancement, VES (vent, enter, search), search and rescue, and firefighter self-survival skillsets inside the donated houses. This was a tremendous firefighter training opportunity.



SEPTEMBER 2019

September was the beginning of a 4-month review / recertification of the Incident Command system, Blue Card. We were introduced to a new software reporting system "Emergency Reporting," and a number of our members attended special training sessions. Capt. Furlong was the lead on the program for the rest of the troops and provided a tremendous effort in getting us up to speed. We finished the month with a practical review of ground ladders. Lastly, all stations got together with their neighboring departments and conducted AMA water operations with a focus on water establishment.



OCTOBER 2019

This became the month of the new term, "Battle Ready," which means over-all operational readiness both with our equipment and as a person. We also got together as a county and conducted a large water management / movement drill over a 3-day period. Crews conducted another round of NARCAN and EPI application training which included treatment and assessment, as well as sharps handling. Lastly, we conducted a series of company level training events using training props. These drills included window bail-outs, forcible entry, and vehicle stabilization off-site at Corrigan's yard.





MARCH 2019

In March we concluded our EMS training with an OB / Peds refresher in the early part of the month. Next was the beginning of a multi-training night review of a mass casualty incident. Crews conducted an overview of policy and procedure, reviewed the new ballistic equipment, and participated in small group scenarios for patient extraction.



APRIL 2019

We started the month of April with a review and application in splinting and vitals. We also conducted our second training in mass casualty incidents with a review in triage assessment, patient movement, and patient loading in a transporting EMS unit. The month was to conclude with a practical mass casualty incident drill, but 30 minutes into the drill we were called to a working structure fire (Complete Battery). The drill was rescheduled for May and crews were given the opportunity to finish out the month completing OJT review with our newest firefighters.



JULY 2019

We continued to hone our skillsets in the donated homes. In the beginning of the month crews were tasked with first arrival IAP's, fast acting command and crew deployment, and search and rescue of a missing homeowner. Week 3 training was cancelled due to weather and multiple MVA's on the freeway. In week 4, crews concentrated in on-deck rapid intervention of a downed firefighter. Week 5 was the beginning of live fire sets in one of the houses. Crews were tasked with hose line advancement, crew communications, and fire suppression.



AUGUST 2019

The month started with the continuation of live fire training in the second house. Again, crews were tasked with hose line management and advancement and primary search and suppression. Once all the burns were completed and the house was scheduled for demo, crews had one final opportunity in the practice of vertical ventilation / roof ops, as well as wall breaching. We finished the month with some engineer and APO recertification sign-offs. We also completed an initial training class for our newest APO's. Additionally an extrication training class was presented to the newest Michigan State Police cadets on the grounds of the MSP training center in Lansing.



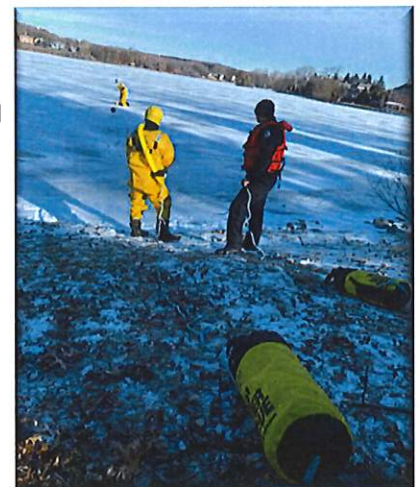
NOVEMBER 2019

The month started with a continuation of our company drill sets in window bails, forcible entry, and vehicle stabilization. With the early snowfall and colder temps, ice rescue equipment and procedures were the next topics heading into December. A new training component was introduced to staff, Google Classroom. We utilized this with our initial training for the iGel airway device. Google Classroom allowed staff to complete online reading, PowerPoint presentations, protocol updates, and a verification of learning quiz before the scheduled practical training. This allowed for more practical hands-on learning with the crews and instructors.



DECEMBER 2019

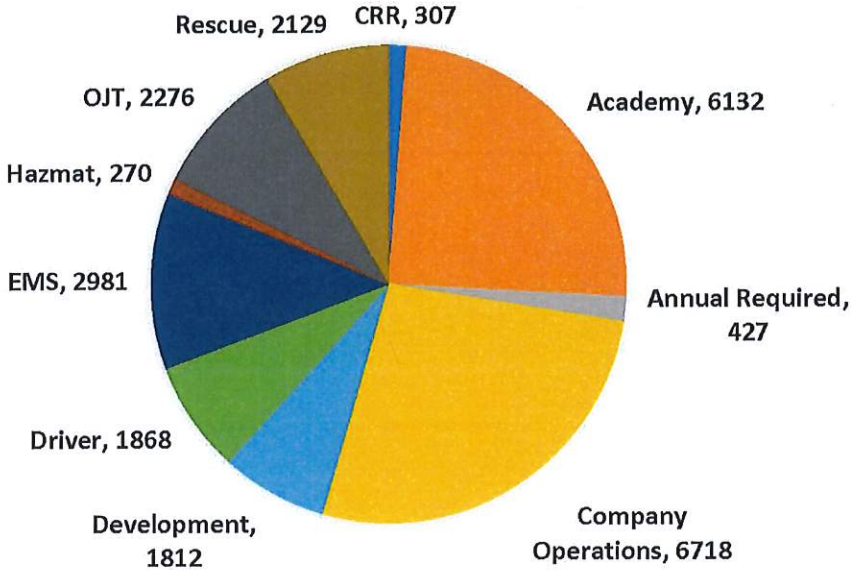
We ended the year with ice rescue training classes covering the donning of equipment while in route and seat-belted. We also focused on throw-bag deployment, and shore tethering knot tying. We finished the year with the traditional Department Jeopardy game testing firefighters' knowledge in EMS, fire science, fire code, response district, and Department history.





Training

2019 SUMMARY 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





Howell High School Fire Academy / Cadets



2019-20 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 seventh 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 24 cadets who represent five different school systems, and is comprised of 4 females and 20 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 and attended an 8-hour live burn training event.



JUNIOR FIREFIGHTERS (CADETS)

Brighton Area Fire Authority supports one of the longest running Junior/Cadet programs in Michigan. Our program originated with the City of Brighton Fire Department and has continued to flourish under the Authority. The program goal has always been to encourage volunteerism, build leadership skills, and present role models to young people interested in the fire service. The Junior program originated during World War II and was disbanded in the late 1940's. It was brought back to life in 1951 and was open to 16 to 21-year-old residents. In 1996 the program was restructured and renamed the Cadet program to better describe the services these young adults (ages 16 to 18) provided to their communities. Many graduates of the Cadet program constitute a valuable component of the BAFA workforce or have become full-time firefighters and officers serving other departments throughout the state. The Cadet program is very fortunate to have the full support of the Brighton Area Fire Authority Fire Board, fire chief, officers, firefighters, and the communities we serve.

In 2019 the Brighton Area Fire Authority trained 6 Cadets. Cadets are required to attend weekend day training events and participate in the Authority's weekly Tuesday evening training sessions. The Cadets are enrolled in the Howell High School Fire Academy where they become fully trained and State-certified firefighters. They also have an opportunity to enroll in an EMT course offered during the school day. Cadets train under the close instruction of the Cadet advisors, BAFA firefighters, and their On-the-Job Training (OJT) officer. All Cadets must maintain an appropriate grade point average to remain in the program. All this training is accomplished while they continue to participate in school sports programs, work part-time jobs, and are involved in school events. It is a tall task for these dedicated young adults. The Cadet advisors are very proud of this program and the outstanding opportunities available for young adults to become future firefighters.



Community CPR / Pulse Point

Cardiopulmonary resuscitation (CPR) is a proven lifesaving skill. BAFA is a training site for the American Heart Association. Quick action from CPR trained bystanders can increase the rate of survival of a sudden cardiac arrest by over 50%. BAFA continues to reach out into the community by teaching CPR and First Aid. Students range from teenage babysitters, high school students for graduation requirements, nurses, personal trainers, new moms and dads, and grandparents. BAFA instructors teach the community that quick action in starting compressions and the use of AED's dramatically increase survival rates from sudden cardiac events. CPR-AED classes are held bi-monthly at our fire station, and we try to honor special requests for groups of 5 or more. Additional classes offered include Child and Infant CPR, First Aid, and classes for first responders. 2020 was a great year for CPR training and public awareness. BAFA hosted 23 classes and certified 323 students in CPR and AED use.



In addition to our CPR programming, BAFA launched the Pulse Point app for use throughout Livingston County. Pulse Point is a citizen CPR app that notifies nearby citizens who are CPR trained that they are needed to perform life-saving CPR nearby. Pulse Point users bridge the gap of time between the 911 call and the arrival of the first responders. This gap is the reason only 6% of people in cardiac arrest survive. The quicker CPR chest compressions are started, the more likely the patient survives. Studies have shown every minute that goes by without chest compressions results in a 10% decreased chance of survival. Pulse Point launched in July and currently has over 1700 people subscribed to the app. Our 2020 goal is to take that number up to 3,000 trained CPR followers by the end of the year.



Emergency Reporting

In 2019 the Authority switched record management systems (RMS). From 2001 to September of 2019 the Authority utilized Firehouse Software for recordkeeping. The record management system is where all incident reports are completed and stored. In addition to incident reports, the record management system can be used to keep track of training hours, payroll, daily department activities, fire inspections, fire hydrants, and apparatus records. In September of 2019, the Authority began using the cloud-based record management system Emergency Reporting.

Emergency Reporting has proven to be a valuable tool in the Authority's data collection moving forward. As a cloud-based

program, users are able to login from anywhere with an internet connection. In addition to incident reporting, Emergency Reporting is being used to track training records, inventory, payroll, and daily department activities. Emergency Reporting offers many features that were not available with the previous software. Some of these features being used by the Authority are electronic apparatus checklists, real-time tracking of NFPA response standards, and Firefighter Health and Wellness initiatives. After just three months of use, the Authority had only scratching the surface of the capabilities of Emergency Reporting.

Smoke Alarms

The smoke alarm installation program is entering its 20th year. Things have changed from the days of installing 2-3 new battery-operated alarms or changing of batteries. While we still do those things, we are immersed in a housing generation that has hard-wired smoke alarms that are well beyond 10-years old and need to be replaced. Our crews located and replaced a number of alarms that exceeded 30 years-old in 2019. The year 2019 was a very successful year in the number of homes reached and alarm installed. The program is now a part of the BAFA On-the-Job Training program and individuals install an average of 25-30 alarms in an afternoon. BAFA held a mini-blitz in Brighton Township on Saturday, September 21st where approximately 100 alarms were installed in 25 houses.

Due to the significant surge in requests for hard-wired alarm installs, the Fire Authority had a surplus of 10-year battery smoke alarms that had been sitting idle for roughly 18-months, effectively

shortening their life. In an effort to get them installed, 504 alarms were donated to Hamburg Township Fire Department, 30 were donated to the Farmington Hills Fire Department, and another 504 were donated to the State of Michigan's MI Prevention fire safety group to supplement smoke alarm needs state-wide.

2019 SMOKE ALARM INSTALLATION	
Home Checked	370
Hardwired Alarms	877
Battery Alarms	308
Carbon Monoxide Alarms	237
Combination Alarms	39



BAFA Honor Guard

The Brighton Area Fire Authority Honor Guard is a five member team, members of the guard include Training Chief Greg Mowbray, Fire Marshal Rick Boisvert, Captain Derrick Bunge, Lieutenant Jason Hordos, Fire Inspector Art Slavik, and Firefighter RJ Patterson.

Established in 2012, our goal is to represent all members of the Fire Authority in the highest degree of professionalism, dedication, loyalty, honor, and dignity. We 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.



Accreditation

In 2019 the Authority continued on the path to become an accredited agency. Capt Furlong attended the 2019 CPSE (Center for Public Safety Excellence) Excellence Conference. The Excellence Conference is an excellent opportunity for networking and training for agencies striving to become

accredited. A highlight of the conference was the opportunity to attend the commission hearings for agencies being recommended for accreditation. Currently, the Authority is entering the second year of what is typically a three-year process.

Apparatus

In 2019 the Apparatus Committee completed the specification and bid process for the new duty engine. The Committee traveled to Appleton, Wisconsin for a pre-construction meeting at Pierce Manufacturing. The Committee met with the engineering staff to ensure that the engine will be built as specified. The Committee is planning to travel back to Pierce in 2020 for a final inspection.

The Committee has been working to update the long-range plan for apparatus replacement as well as staff vehicles. This process is ever changing as the needs of the community and department change.

As in years past, the Committee worked with our vendor partners to ensure that our fleet is battle ready at all times. This includes annual maintenance, pump testing, ladder testing and DOT safety inspections. Finally, the Committee continues to explore ways to reduce the ever-rising cost of fleet maintenance.





Awards and Excellence



**2019 AUTHORITY FIREFIGHTER OF THE YEAR
ARTHUR SLAVIK, FIRE INSPECTOR**
Chief O'Brian presented a Firefighter of the Year leather helmet and State Representative Lana Theis. BAFA Board Chairman Jim Muzzin and Brighton Township Trustee Lucille Weaire attended.



**CARL CRIMALDI
STATION 31
2019 FIREFIGHTER OF THE YEAR**



**SLADE POIRIER
STATION 32
2019 FIREFIGHTER OF THE YEAR**



**JEREMY GRIFFIN
STATION 33
2019 FIREFIGHTER OF THE YEAR**



**KELLEY BAPTIST
STATION 34
2019 FIREFIGHTER OF THE YEAR**



**JASON WISBY
STATION 35
2019 FIREFIGHTER OF THE YEAR**



Special Awards



INCIDENT: #19-0256 DATE: 02-11-19
DESCRIPTION: Cardiac Arrest
MEDICAL SERVICE AWARD

Capt. Derrick Bunge, FPS Carl Crimaldi, Chief O'Brian
(Not pictured: Sgt. Bryan Berry, Sgt. Brian Gramza)



INCIDENT: #19-0314 DATE: 02-20-19
DESCRIPTION: Semi-Truck Extrication
UNIT CITATION

Deputy Chief Mike Evans, Capt. Robert Furlong,
Capt. Lauren Brookins, Eng. Jeremy Griffin, APO Carl Crimaldi,
APO Arthur Slavik, and Chief O'Brian



MEDICAL SERVICE AWARD



CARDIAC ARREST
19-0321 February 21, 2019

INCIDENT: #19-0321 DATE: 02-21-19
DESCRIPTION: Cardiac Arrest
MEDICAL SERVICE AWARD

*(Due to incident response, not pictured: Capt. Ryan Sovey,
Lt. Corey Laber, Eng. Nicholas Castner, Eng. Steve Wasik)*



INCIDENT: #19-0699 DATE: 05-09-19
DESCRIPTION: Motorist Rescued in Water
MEDAL OF VALOR

Chief O'Brian and Capt. Lauren Brookins



Special Awards



INCIDENT: #19-0706 DATE: 05-10-19
DESCRIPTION: Delivery of Newborn
MEDICAL SERVICE AWARD

FF Justin Fortune and Chief O'Brian
(Not Pictured: Eng. Ronald Patterson)



INCIDENT: #19-1541 DATE: 08-31-19
DESCRIPTION: Delivery of Newborn
MEDICAL SERVICE AWARD

Capt. Andrew Piskorowski, FF Michael Cherdron, and
Chief O'Brian



INCIDENT: #19-1481 DATE: 08-23-19
DESCRIPTION: Vehicle Extrication
UNIT CITATION

Deputy Chief Mike Evans, Capt. Derrick Bunge, Eng. Jeremy Griffin,
FPS Arthur Slavik, FF Justin Thornton, Training Chief Mowbray,
Chief O'Brian



INCIDENT: #19-1993 DATE: 11-07-19
DESCRIPTION: Cardiac Arrest
COMMENDATION

Intro FF Zackery Mace, Intro FF Spencer Rohatynski,
FF Jason Wisby, Eng. Philip Mattern, FF Melissa Bechtel, Chief O'Brian
(Not pictured: Capt. Ryan Sovey, Lt. Kurt Bluhm, Intro FF Tom Correll)



Millage - Station 34

During 2019, the BAFA Board of Directors had the vision to pursue a capital improvement millage for the Authority that would aid in the maintenance, construction, renovation of fire stations, continue our apparatus replacement plan, and aid in providing our firefighters with necessary safety equipment.

In May 2019, voters approved a 12-year capital millage at a rate of 0.89. The first collection occurred on the summer 2019 tax bill and resulted in approximately \$2.4 million for the Authority. Thanks to our voters, this will allow for the necessary changes our firefighters need to be properly prepared at our facilities.

This long-term planning process has multiple demands although the first project by staff is the addition at Fire Station 34. Staff and Board representatives worked with Partners in Architecture to begin the planning, development, and design of the addition at Fire Station 34 (Dorr Road).

Staff and the Board worked together to include the transfer of the buildings and property of Fire Station 34 (Dorr Road) and Fire Station 35 (Nielsen Station, located on Chilson Road). The Fire Authority also finalized the purchase of property for Fire Station 33 on Weber Road in Brighton Township.

The changes to the building will allow us to host both Fire Academies, provide built-in training facilities, separation of clean and dirty areas, physical fitness, as well as quarters to allow for 24-hour staffing.

The Board approved the project with an anticipated budget of \$3.9 million with Brivar Construction. The project began the last week of 2019 with land clearing and has an anticipated completion date of August 1, 2020.



BRIGHTON AREA FIRE AUTHORITY - STATION #34

West Entrance



South Entrance

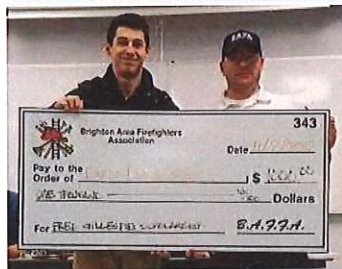




SUPPORTING THE COMMUNITIES

- BAFA instructed 23 Community CPR-AED programs and 323 people received CPR certification.
- Over 1,500 people attended our annual Open House on Sunday, 10/13/19. This event is designed to educate and entertain all ages.
- 1,461 smoke alarms were installed in 2019.
- 53 child safety seats were installed by Office Coordinator Claudette Monroe who maintains certification through Safe Kids Worldwide under the National Highway Traffic Safety Administration.
- FF Philip Mattern chaired the 78th annual Halloween Party. Approximately 850 attended.
- The Annual "Soup Out!" luncheon for BAFA Board members, local municipalities and fire departments, police, and EMS personnel was held on 2/7/19.
- Eight BAFA firefighters participated in the annual "Fight for Air Climb" on 2/24/19 at the RenCen and raised \$2,693 for the American Lung Association.
- Firefighters rang the Salvation Army bells the weekend before Christmas and raised \$7,231.05.
- BAFA organized the 4th of July parade with other community partners.
- BAFA supported Brighton High School's "Pink Week" efforts and raised \$1,600 for St. Joseph Mercy cancer research by selling BAFA pink shirts.
- Hosted W4 Country radio station for Fire House Friday on 4/5/19. Fire and extrication demonstrations were held for the public while they sampled area coffee house brews and voted. Two Brothers Brew & Eatery won the coveted title of Brighton's best coffee.
- Provided standby coverage at Brighton High School home football games.
- Partnered with Home Depot for Fire Safety Day during Fire Prevention Week.
- Worked with Independence Village assisted living facility to serve lunch to honor veterans.
- Girls on Fire Camp, 6/17-19/2019
- Capt. Larry DeWachter received the Optimist Club Hero Appreciation Award for outstanding service to the community youth on 6/8/19.
- Chicago FF's stopped by Station 31 for dinner with BAFA. Their Bike to Fight Cancer trip went from Madison, WI to Toronto, Canada.
- Annual 9/11 Memorial Run-Walk held on 9/7/19 raised \$6,807.26. There were 196 registered participants.
- First Annual Gala held at Crystal Gardens on 3/1/19 to establish the Livingston County First Responders Benevolent Fund.





SPECIAL EVENTS

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

- On 5/7/19 voters from the 3 communities approved a 0.89 mil for 12 years to support new buildings, a major addition at Station 34, improved performance areas at all stations and accommodations for 24 hour employees.
- Lt. Tom Kiurski received the 2019 Michigan Fire Service Instructor of the Year award on 12/6/19.
- 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, 9-11 events, and testifying on various bills which affect the Authority.
- Chief O'Brian served on the Board of Directors, International Association of Fire Chiefs.
- Deputy Chief Evans holds the position of Chairman of the Michigan Fire Sprinkler Coalition.
- A donation of \$1,000 was given by Enbridge Inc.
- Capt. Don Hall retired after serving 50 years with Brighton Fire.
- Capt. Glen Bailey retired after serving 18.5 years with BAFA



BRIGHTON AREA FIRE AUTHORITY STAFF



As of December 31, 2019

Michael O'Brian, Fire Chief
 Michael Evans, Deputy Chief
 Richard Boisvert, Fire Marshal
 Anne Campbell, Director of Human Resources
 Gregory Mowbray, Chief of Training (Promoted 07/24/2019)
 Thomas Kiurski, Lieutenant - Howell High School Fire 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	
Andrew Piskorowski <i>Captain/Sta. Lead</i>	Jason Hordos <i>Lieutenant/Sta. Lead</i>	Kurt Bluhm <i>Lieutenant/Sta. Lead</i>	Corey Laber <i>Lt./Sta. Lead/FPS</i>	Raymond Ridge <i>Lieutenant/Sta. Lead</i>	John Ryan Sovey <i>Shift Captain</i>
Lawrence DeWachter <i>Captain/CRR</i>	James Boisvert <i>Lieutenant</i>	David Mourer <i>Lieutenant</i>	Timothy Smith <i>Sergeant</i>	Justin Knapp <i>Sergeant</i>	Lauren Brookins <i>Shift Captain</i>
Jeffrey Fahrney <i>Sergeant</i>	Ian Griffith <i>Engineer/FPS</i>	Bryan Berry <i>Sergeant</i>	Kelley Baptist <i>Sergeant</i>	Jonathan Kupec <i>Sergeant</i>	Robert Furlong <i>Shift Captain</i>
Brian Gramza <i>Hybrid Sergeant/APO</i>	Douglas Lytwynec <i>Firefighter</i>	John Rockne <i>Firefighter/Eng.</i>	Mark Cirella <i>Firefighter/APO</i>	Ryan Dennett <i>Sergeant</i>	
Kevin VanDerhoof <i>Sergeant</i>	Briana Groth <i>Firefighter</i>	Timothy Keese <i>Firefighter/Eng.</i>	Steve Wasik <i>Firefighter/Eng.</i>	Jacob Cook <i>Firefighter/Eng.</i>	PART-TIME (Shift)
Carl Crimaldi <i>APO/FPS</i>	Shane Karls <i>Firefighter</i>	Jeremy Griffin <i>Engineer/FPS</i>	Nicholas Castner <i>Firefighter/Eng.</i>	Justin Thornton <i>Engineer/FPS</i>	Brendon Caid <i>Firefighter/Eng.</i>
Ronald Patterson <i>Firefighter/Eng.</i>	Korrine Famer <i>Firefighter</i>	Brett Baines <i>Intro. Firefighter</i>	Philip Mattern <i>Engineer/FPS</i>	Jack Oliveri <i>Firefighter/Eng.</i>	
Mika Cherdron <i>Firefighter</i>	Slade Poirier <i>Firefighter</i>	Daniel Petersen <i>Intro. Firefighter</i>	Bernard Berger <i>Firefighter</i>	Zachary Watt <i>Firefighter/Eng</i>	CADET PROGRAM
Michael Cherdron <i>Firefighter</i>	Zackery Mace <i>Intro. Firefighter</i>	Ryan Fegan <i>Intro. Firefighter</i>	Bryan Romero <i>Intro. Firefighter</i>	Justin Fortune <i>Firefighter</i>	Caitlin Magolan <i>Station 33 Cadet</i>
Michael Langford <i>Firefighter</i>	Tom Correll <i>Intro. Firefighter</i>	Tyler Wagner <i>Intro. Firefighter</i>		Andrew Dominick <i>Firefighter</i>	Katie Withington <i>Station 34 Cadet</i>
Logan Malvich <i>Firefighter</i>	Spencer Rohatynski <i>Intro. Firefighter</i>	Dario DeLorenzo <i>Intro. Firefighter</i>		Jason Wisby <i>Firefighter</i>	
Judaya Vasquez <i>Firefighter</i>		Gazmend Dervishaj <i>Intro. Firefighter</i>		Jacob McDougall <i>Intro. Firefighter</i>	
Melissa Bechtel <i>Intro. Firefighter</i>		Logan Swiney <i>Intro. Firefighter</i>		Adam Simpson <i>Intro. Firefighter</i>	
Kathryn Frey <i>Intro. Firefighter</i>		Ryan Concienna <i>Intro. Firefighter</i>			
Abram Morley <i>Intro. Firefighter</i>					

RETIREMENT

Donald Hall, Captain/Inspector - 50 Years of Service (7/1/69 - 10/31/19), Glen Bailey, Captain - 18.5 Years of Service (10/15/01 - 5/24/19)

FULL-TIME RESIGNATION

Curt Ruf, Captain (Accepted Fire Chief position with Putnam Township Fire Department)

POC RESIGNATIONS

Jacob Andrews, Brad Beaver, Devin Buchte, David Bussey, Bret Celaya, Brian Christie, Ethan DePuydt, Kelley Foley, Justin Gilbert, Jim Gramza, Daniel Kelly, Jeffrey Kuehls, Kevin Lander, Emily Marks, Thomas Smeal, Ryan Smith, Jeremy Thumond, Brendan Unruh, Gordon Vogel, Joshua Watson