



NORTH OAKLAND COUNTY FIRE AUTHORITY
Board of Directors Proposed Agenda For
Tuesday April 22, 2025, 6:30 PM
Location: Rose Township Hall 9080 Mason, Holly, MI 48442

PLEDGE OF ALLEGIANCE

ROLL CALL: George Kullis Karin Winchester Brad Stilwell Debbie Miller Dan Johnson

AGENDA APPROVAL

CONSENT AGENDA - All items listed under "Consent Agenda" are considered to be routine, and non-controversial and do not require discussion by the NOCFA Board and will be approved by one motion. There will be no separate discussion. If discussion is desired on an item, that item will be removed from the consent agenda and will automatically be moved to the last item under New Business.

Approval of meeting minutes from March 25, 2025.

Financial Reports: General Fund Revenue & Expense Year to Date.

Checking Account as of 04/30/25	\$3,108.03
Statement Savings Account as of: 04/30/25	\$320,348.84
Equipment Replacement Money Market Account as of 04/30/25	\$488,343.02
Accounts Receivable: FIRE as of 04/30/25	\$921.00
Accounts Receivable: MEDICAL as of 04/30/25	\$140,704.90
Accounts Receivable: Training as of 04/30/25	\$1,989
Accounts Receivable: General as of 04/30/25	\$1,051.89
Aging Accounts Turned Over to Collections Allowance as of 04/30/25	\$109,113.62
Bills For Payment Total: 03/26/25 through 04/22/25	\$13,524.34
Cost of Payroll: 03/31/25 through 04/22/25	\$104,170.36

PUBLIC COMMENT- ON AGENDA ITEMS ONLY: Members of the public may address the board once recognized by the chair. Comments are limited to 3 minutes. Prior to addressing the board, members of the public will state their name and address for the record. A second public comment is available prior to the adjournment of the meeting for all other comments. Thank you for your cooperation.

PRESENTATIONS – None.

UNFINISHED BUSINESS

1. 2025-2026 Proposed NOCFA Budget.
2. Establish a Capital Equipment Fund.

NEW BUSINESS

1. Proposed Amendment to NOCFA Articles of Incorporation.
2. Short Term Disability.

REPORTS – Including Monthly Incident Data for: February 2025.

☐ Chiefs Report ☐ Firefighters Assoc. ☐ Holly Twp. ☐ Rose Twp. ☐ Citizen at Large

PUBLIC COMMENT

ADJOURNMENT

Next meeting will be Tuesday May 27, 2025 at 6:30 pm at
NOCFA Station 1 at 5051 Grange Hall Rd. Holly, MI 48442

North Oakland County Fire Authority

Regular Minutes of March 25, 2025

PLEDGE OF ALLEGIANCE

CALL TO ORDER/ROLL CALL: Chair Kullis called the meeting to order at 6:33 pm. at Station #1, 5051 Grange Hall Road, Holly, MI 48442.

MEMBERS PRESENT: Kullis, Stilwell, Miller, Winchester, Johnson

Chairperson Kullis welcomed the new board member, Dan Johnson, Citizen at Large.

AGENDA APPROVAL

Motion by Winchester to approve the agenda as presented. Supported by Stilwell. A voice vote was taken. All present voted yes. The motion was carried 5/0.

CONSENT AGENDA

Approval of meeting minutes from February 25, 2025

Financial Reports: General Fund Revenue & Expense Year to Date

Checking Account as of 02/28/2025	\$14,958.11
Statement Savings Account as of: 02/28/2025	\$470,228.71
Equipment Replacement Money Market Account as of 02/28/2025	\$487,204.45
Accounts Receivable: FIRE as of 02/28/2025	\$921.00
Accounts Receivable: MEDICAL as of 02/28/2025	\$140,317.82
Accounts Receivable: Training as of 02/28/2025	\$1,989.00
Accounts Receivable: General as of 02/28/25	\$701.89
Aging Accounts Turned Over to Collections Allowance as of 02/28/2025	\$109,113.62
Bills For Payment Total: 01/29/25 through 03/25/25	\$27,531.27
Cost of Payroll: 02/15/2025 through 03/18/25	\$117,522.15

It was noted that the payroll amount was incorrect as stated in the agenda. The correct amount of payroll for 2/15/2025-03/18/2025 is \$126,585.35.

Motion by Winchester to approve the Consent Agenda as amended. Supported by Miller. A roll call vote was taken. All present voted yes. The motion was carried 5/0.

PUBLIC COMMENT – ON AGENDA ITEMS ONLY – None

PRESENTATIONS:

Chief Weil presented EMT Tecla Denton with the department badge, a long-standing tradition that represents a Fire Fighter's commitment to their responsibilities. EMT Denton started in 2017 as on-call. In November 2024 she began FT and began paramedic training.

Chief Weil conducted the swearing in ceremony, and EMT Denton affirmed her commitment. Clerk Miller witnessed the oath and signatures.

UNFINISHED BUSINESS

1. Earned Sick Time Act Policy

This item was postponed last month. The attorney has reviewed the policy. This policy applies only to Part-Time, non-union employees. The union agreement covers Full-Time employees.

Motion by Winchester to approve the Earned Sick Time Act Policy. Supported by Miller. A voice vote was taken. All present voted yes. The motion was carried 5/0.

NEW BUSINESS

1. Election of Officers – Chair, Vice Chair, and Secretary

Motion by Stilwell to nominate Kullis as Chair. Supported by Winchester. A voice vote was taken. All present voted yes. The motion was carried 5/0.

Motion by Stilwell to nominate Winchester as Vice-Chair. Supported by Miller. A voice vote was taken. All present voted yes. The motion was carried 5/0.

Motion by Winchester to nominate Miller as secretary. Supported by Miller. A voice vote was taken. All present voted yes. The motion was carried 5/0.

2. 2025-2026 Proposed NOCFA Budget

Chief Weil prepared documents for the board that compared last year's budget with the proposed budget. The proposed budget will be modified before final approval due to the following: current union negotiations, consideration to change the fiscal year from July 1 – June 30 to coincide with the calendar year. Jan 1-Dec 31.

Notable change – No longer an ARPA allocation.

No action taken.

3. Fiscal Year Date Change from July 1 – June 30 to January 1 through December 31

Chief Weil requested to change the fiscal year and discussed the main reasons for this request: the department does not have sound budgeting numbers at the time of union negotiations because the Townships have not finalized tax receipts; BOR meets in April, current fiscal year does not align with vacations, insurance, and much more.

The auditor recommends a short 6-month "year" to make the transition.

The next step is to develop and approve the required amendments to Bylaws which will be approved by this board and then forwarded to the Townships for approval.

Motion by Kullis to move forward to change the fiscal year from July 1- June 30 to Jan 1 – Dec 31. Supported by Stilwell. A voice vote was taken. All present voted yes. The motion was carried 5/0.

4. Establish a Capital Equipment Fund

In reviewing equipment status, it is apparent that the department needs a dedicated capital equipment replacement fund. The amount in the current line item is not sufficient to meet the future needs of the department. The auditor recommends establishing the fund, and the board agreed that it's necessary to create the fund and develop ways to continually grow the fund. No target value was discussed, but Chief Weil is updating the current equipment replacement schedule. "Equipment" not only includes vehicles, but also air packs, turn out gear, etc. If approved, this action will require amendments to the Bylaws and a discussion of potential funding sources.

No action taken.

REPORTS

- Chief's Report
 - February was busy with 122 calls; more calls in Holly Township than Rose Township (related to I-75 incidents)
 - 20 mutual aid calls out of district; these seem to be increasing; Chief Weil is tracking.
 - Repairs on back-up ambulance have been completed.
 - 3% uncovered shifts
 - 11 weather-related calls
 - Purchasing short-term disability for FT employees
 - Responded to 70-year-old with heart incident who is now recovering
- Firefighters Assoc.
 - Working on a tax-deductible donation mechanism for Fire Fighter with cancer
- Holly Twp.
 - Kullis expressed his appreciation for the fire department and their consideration in notifying the Townships about on-going situations; this prepares officials to respond to residents questions and concerns
 - Farmstead – weather continues to plague progress (rain, frost laws, etc)
- Rose Twp.
 - Supervisor Stilwell stated that NOCFA union negotiations are ongoing
- Citizen at Large – no report

PUBLIC COMMENT – None

ADJOURNMENT – Chair Kullis adjourned the meeting at 7:39 pm.

Submitted by: Diane Hill, Recording Secretary

North Oakland County Fire Authority

Budget vs. Actuals: FY_2024_2025 - FY25 P&L

July 2024 - June 2025

	TOTAL					
	ACTUAL	BUDGET	OVER BUDGET	REMAINING	% OF BUDGET	% REMAINING
Income						
4050 Revenues						
401 Holly Township Contribution	1,103,000.00	1,103,000.00	0.00	0.00	100.00 %	0.00 %
402 Rose Township Contribution	1,103,000.00	1,103,000.00	0.00	0.00	100.00 %	0.00 %
403 Training/Education revenues	22,560.99	18,000.00	4,560.99	-4,560.99	125.34 %	-25.34 %
404 Fire Cost Recovery		2,000.00	-2,000.00	2,000.00		100.00 %
405 Grant Receipts	100,140.60	101,200.00	-1,059.40	1,059.40	98.95 %	1.05 %
405.5 SAFER Grant Receipts	88,238.00	100,000.00	-11,762.00	11,762.00	88.24 %	11.76 %
406 Medical Cost Recovery	319,323.20	430,000.00	-110,676.80	110,676.80	74.26 %	25.74 %
410 Sales-Small Items	130.00	100.00	30.00	-30.00	130.00 %	-30.00 %
412 Sales-Capital Items	23,636.00	23,000.00	636.00	-636.00	102.77 %	-2.77 %
413 Review and Inspection Services	30,329.86	32,000.00	-1,670.14	1,670.14	94.78 %	5.22 %
414 Interest Earned	12,003.56	12,000.00	3.56	-3.56	100.03 %	-0.03 %
416 Donations	102,087.40	102,000.00	87.40	-87.40	100.09 %	-0.09 %
419 INS-REIMBURSE	2,734.00		2,734.00	-2,734.00		
419.1 Wage Reimbursement	1,951.30	1,500.00	451.30	-451.30	130.09 %	-30.09 %
Total 4050 Revenues	2,909,134.91	3,027,800.00	-118,665.09	118,665.09	96.08 %	3.92 %
Services	4,171.45		4,171.45	-4,171.45		
Total Income	\$2,913,306.36	\$3,027,800.00	\$ -114,493.64	\$114,493.64	96.22 %	3.78 %
GROSS PROFIT	\$2,913,306.36	\$3,027,800.00	\$ -114,493.64	\$114,493.64	96.22 %	3.78 %
Expenses						
6000 Risk Management Insurance						
650 Liability Insurance	46,286.00	46,000.00	286.00	-286.00	100.62 %	-0.62 %
652 Workers Compensation Insurance	42,718.00	76,500.00	-33,782.00	33,782.00	55.84 %	44.16 %
Total 6000 Risk Management Insurance	89,004.00	122,500.00	-33,496.00	33,496.00	72.66 %	27.34 %
66900 Reconciliation Discrepancies		0.00	0.00	0.00		
7000 Personnel						
700 Wages, Chief Full Time	83,553.94	93,393.00	-9,839.06	9,839.06	89.46 %	10.54 %
700.5 Full Time Employee Wages	553,856.48	685,000.00	-131,143.52	131,143.52	80.85 %	19.15 %
700.7 Full Time Overtime Wages	38,042.65	46,000.00	-7,957.35	7,957.35	82.70 %	17.30 %
700.8 FULL TIME VACATION PAY OUT		0.00	0.00	0.00		
700.9 Full Time Administrative Position	40,751.02	48,000.00	-7,248.98	7,248.98	84.90 %	15.10 %
704 Officer Wages	12,599.79	15,800.00	-3,200.21	3,200.21	79.75 %	20.25 %
705 Instructor Wages	0.00	3,000.00	-3,000.00	3,000.00	0.00 %	100.00 %
707 Special Event Pay	9,611.74	10,000.00	-388.26	388.26	96.12 %	3.88 %
708 Duty Shift Medic	99,957.24	118,000.00	-18,042.76	18,042.76	84.71 %	15.29 %
708.5 Duty Shift Basic	141,307.06	170,000.00	-28,692.94	28,692.94	83.12 %	16.88 %
709 Part Time Overtime Pay	10,314.66	12,000.00	-1,685.34	1,685.34	85.96 %	14.04 %
710 Work Detail Pay	3,695.82	4,500.00	-804.18	804.18	82.13 %	17.87 %
711 Training Wages	34,037.48	48,000.00	-13,962.52	13,962.52	70.91 %	29.09 %
712 Incident run pay/POC Fire Wages	32,394.53	50,000.00	-17,605.47	17,605.47	64.79 %	35.21 %
714 Social Sec/FICA	81,185.42	99,732.51	-18,547.09	18,547.09	81.40 %	18.60 %
715 Medical Exp/Employees	2,115.00	1,500.00	615.00	-615.00	141.00 %	-41.00 %
716 Healthcare Insurance/Full Time	151,929.61	195,500.00	-43,570.39	43,570.39	77.71 %	22.29 %
716.2 Health Care Stipend	3,375.01	4,000.00	-624.99	624.99	84.38 %	15.62 %
716.5 Health Care Savings Contrib	15,949.23	21,000.00	-5,050.77	5,050.77	75.95 %	24.05 %
717 401 Contribution - FT Emp	103,679.20	130,000.00	-26,320.80	26,320.80	79.75 %	20.25 %
717.2 401K CONTRIBUTIONS - POC EE	9,180.68	14,000.00	-4,819.32	4,819.32	65.58 %	34.42 %
717.4 401 Retirement - Forfeitures	-7,021.84	-3,800.00	-3,221.84	3,221.84	184.79 %	-84.79 %
719 Life/Disability Insurance FT	8,205.94	10,300.00	-2,094.06	2,094.06	79.67 %	20.33 %
Total 7000 Personnel	1,428,720.66	1,775,925.51	-347,204.85	347,204.85	80.45 %	19.55 %

North Oakland County Fire Authority

Budget vs. Actuals: FY_2024_2025 - FY25 P&L

July 2024 - June 2025

	TOTAL					
	ACTUAL	BUDGET	OVER BUDGET	REMAINING	% OF BUDGET	% REMAINING
7200 Supplies		0.00	0.00	0.00		
720 Supplies/Non Operating	-58.49		-58.49	58.49		
722 Operating Supplies	7,631.41	10,000.00	-2,368.59	2,368.59	76.31 %	23.69 %
723 Fire Prevention	2,751.11	2,800.00	-48.89	48.89	98.25 %	1.75 %
724 Uniforms	13,355.89	15,000.00	-1,644.11	1,644.11	89.04 %	10.96 %
726 Medical Supplies	19,742.81	18,000.00	1,742.81	-1,742.81	109.68 %	-9.68 %
Total 7200 Supplies	43,422.73	45,800.00	-2,377.27	2,377.27	94.81 %	5.19 %
7500 SAFER GRANT EXPENDITURES						
751 Instructor Wages		1,500.00	-1,500.00	1,500.00		100.00 %
753 Training Costs	80.82	4,000.00	-3,919.18	3,919.18	2.02 %	97.98 %
754 Employee Physicals		1,500.00	-1,500.00	1,500.00		100.00 %
755 Health Insurance		0.00	0.00	0.00		
757 Fringe Benefits	79,378.97	78,000.00	1,378.97	-1,378.97	101.77 %	-1.77 %
758 Life/Disability FT Employees		0.00	0.00	0.00		
759 Education	5,273.15		5,273.15	-5,273.15		
760 Marketing		1,000.00	-1,000.00	1,000.00		100.00 %
761 Equipment Purchases	4,230.52	6,000.00	-1,769.48	1,769.48	70.51 %	29.49 %
763 Travel Expense	395.30		395.30	-395.30		
765 Lost Wages Reimbursement		8,000.00	-8,000.00	8,000.00		100.00 %
Total 7500 SAFER GRANT EXPENDITURES	89,358.76	100,000.00	-10,641.24	10,641.24	89.36 %	10.64 %
8000 Contracted Services						
800 Dispatching	35,718.75	47,600.00	-11,881.25	11,881.25	75.04 %	24.96 %
802 Auditing	9,925.00	8,820.00	1,105.00	-1,105.00	112.53 %	-12.53 %
804 Legal	17,725.11	9,000.00	8,725.11	-8,725.11	196.95 %	-96.95 %
806 Medical Cost Recovery- Billing	16,642.92	20,000.00	-3,357.08	3,357.08	83.21 %	16.79 %
807 Fire Cost Recovery Billing		500.00	-500.00	500.00		100.00 %
810 Non Employee Instructor Wages	4,400.00	6,000.00	-1,600.00	1,600.00	73.33 %	26.67 %
812 Employee Education	11,138.64	12,000.00	-861.36	861.36	92.82 %	7.18 %
814 Dues, Fees, Subscriptions	22,739.55	22,000.00	739.55	-739.55	103.36 %	-3.36 %
815 Payroll Services	4,686.01	5,000.00	-313.99	313.99	93.72 %	6.28 %
816 Administrative Services	6,400.00	9,000.00	-2,600.00	2,600.00	71.11 %	28.89 %
820 Construction/Labor Services		2,500.00	-2,500.00	2,500.00		100.00 %
Total 8000 Contracted Services	129,375.98	142,420.00	-13,044.02	13,044.02	90.84 %	9.16 %
8500 Operating Expenses						
850 Communications	3,749.72	4,000.00	-250.28	250.28	93.74 %	6.26 %
851 IT Operational Expenses	36,566.43	35,000.00	1,566.43	-1,566.43	104.48 %	-4.48 %
852 Fuel	18,299.74	20,000.00	-1,700.26	1,700.26	91.50 %	8.50 %
854 Printing and Publishing		300.00	-300.00	300.00		100.00 %
855 Training Supplies / Equipment	1,635.00	2,500.00	-865.00	865.00	65.40 %	34.60 %
858 Utilities	38,065.13	48,000.00	-9,934.87	9,934.87	79.30 %	20.70 %
859 Equipment Lease	2,471.92	5,500.00	-3,028.08	3,028.08	44.94 %	55.06 %
860 Bldg & Grnds Repair/Maint.	29,447.05	20,000.00	9,447.05	-9,447.05	147.24 %	-47.24 %
862 Equip Maintenance	21,657.47	25,000.00	-3,342.53	3,342.53	86.63 %	13.37 %
866 Vehicle Maintenance	45,287.29	48,000.00	-2,712.71	2,712.71	94.35 %	5.65 %
867 Debt Write-Off-Medical	105,690.22	150,000.00	-44,309.78	44,309.78	70.46 %	29.54 %
867.5 QAAP Medicaid Tax	1,190.77	2,000.00	-809.23	809.23	59.54 %	40.46 %
868 Debt Write-Off-Fire	1,004.00	2,000.00	-996.00	996.00	50.20 %	49.80 %
869 Debt Write Off/ Other		0.00	0.00	0.00		
Total 8500 Operating Expenses	305,064.74	362,300.00	-57,235.26	57,235.26	84.20 %	15.80 %
9500 Debt Service						
950 Debt Service	52,987.37	52,987.37	0.00	0.00	100.00 %	0.00 %

North Oakland County Fire Authority

Budget vs. Actuals: FY_2024_2025 - FY25 P&L

July 2024 - June 2025

	TOTAL					
	ACTUAL	BUDGET	OVER BUDGET	REMAINING	% OF BUDGET	% REMAINING
952 Interest on Debt	876.55	876.55	0.00	0.00	100.00 %	0.00 %
Total 9500 Debt Service	53,863.92	53,863.92	0.00	0.00	100.00 %	0.00 %
9700 Purchases						
970 Capital Purchases +10,000	294,959.32	300,000.00	-5,040.68	5,040.68	98.32 %	1.68 %
972 Equipment Purchases	14,536.88	10,000.00	4,536.88	-4,536.88	145.37 %	-45.37 %
973 Grant Expenses	101,332.86	101,200.00	132.86	-132.86	100.13 %	-0.13 %
974 Grant Match	308.07	2,000.00	-1,691.93	1,691.93	15.40 %	84.60 %
999 Capital replacement transfers		0.00	0.00	0.00		
Total 9700 Purchases	411,137.13	413,200.00	-2,062.87	2,062.87	99.50 %	0.50 %
Total Expenses	\$2,549,947.92	\$3,016,009.43	\$ -466,061.51	\$466,061.51	84.55 %	15.45 %
NET OPERATING INCOME	\$363,358.44	\$11,790.57	\$351,567.87	\$ -351,567.87	3,081.77 %	-2,981.77 %
NET INCOME	\$363,358.44	\$11,790.57	\$351,567.87	\$ -351,567.87	3,081.77 %	-2,981.77 %

North Oakland County Fire Authority

Balance Sheet As of March 31, 2025

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
1000 Cash-Checking	3,108.03
1001 STATEMENT SAVINGS ACCOUNT	320,348.84
1002 Money Market	488,343.02
Total Bank Accounts	\$811,799.89
Accounts Receivable	
1060 A/R-Fire Cost Recovery	921.00
1070 A/R-Medical -ACCUMED	153,772.16
1070.6 A/R AACB - ALL RUNS	140,704.90
1073 Training Receivables	1,989.00
1075 A/R-General	1,051.89
Total Accounts Receivable	\$298,438.95
Other Current Assets	
1070.7 ALLOWANCE FOR BAD ACCTS	-109,113.62
1071 A/R GRANTS	54,113.00
1076 Contribution Receivable	102,087.00
1600 PREPAID EXPENDITURES	32,142.64
4051 Rose ARPA	-200,000.00
4052 HollyARPA	-200,000.00
4160 Donations	66,670.00
Total Other Current Assets	\$-254,100.98
Total Current Assets	\$856,137.86
Other Assets	
2170 UNEARNED REVENUE - GRANTS	-50,359.00
Total Other Assets	\$-50,359.00
TOTAL ASSETS	\$805,778.86
LIABILITIES AND EQUITY	\$805,778.86

North Oakland County Fire Authority

Bill Payment List

March 26 - April 22, 2025

DATE	NUM	VENDOR	AMOUNT
1000 Cash-Checking			
03/26/2025	12447	MAZICH, PAMELA	-625.00
03/26/2025	12448	PETER'S TRUE VALUE HARDWARE	-200.97
03/26/2025	12449	BOUND TREE MEDICAL	-331.06
03/26/2025	12450	OAKLAND COUNTY TREASURERS - DISPATCHING	-3,968.75
04/01/2025	12451	COMCAST (Station 3 TV)	-12.98
04/01/2025	12452	CGC WATER TREATMENT	-742.12
04/01/2025	12453	EMERGENCY VEHICLES PLUS	-152.54
04/01/2025	12454	MES SERVICE COMPANY	-196.75
04/01/2025	12455	BOUND TREE MEDICAL	-226.70
04/07/2025	12456	KERTON LUMBER CO	-54.89
04/07/2025	12457	WEB MATTERS BY KRISTIE	-149.00
04/07/2025	12458	OAKLAND COUNTY MEDICAL CONTROL AUTHORITY	-75.00
04/15/2025	12459	O'Reilly Automotive Inc.	-231.58
04/15/2025	12460	ARBOR PROFESSIONAL SOLUTIONS	-249.72
04/15/2025	12461	DIANE HILL	-100.00
04/15/2025	12462	ROAD COMMISSION FOR OAKLAND COUNTY	-1,806.75
04/15/2025	12463	ACCUMEDWEB LLC	-1,461.83
04/15/2025	12464	COMCAST (Station 1 TV)	-48.22
04/15/2025	12465	GREAT LAKES ACE	-21.84
04/15/2025	12466	BOUND TREE MEDICAL	-68.64
04/15/2025	12467	MADDIN HAUSER ATTY	-2,800.00
Total for 1000 Cash-Checking			\$-13,524.34

North Oakland County Fire Authority

Payroll Cost

March 31 - April 14, 2025

	TOTAL
Income	
Total Income	
GROSS PROFIT	\$0.00
Expenses	
7000 Personnel	
700 Wages, Chief Full Time	6,923.08
700.5 Full Time Employee Wages	54,216.94
700.7 Full Time Overtime Wages	2,710.05
704 Officer Wages	1,199.98
708 Duty Shift Medic	4,400.71
708.5 Duty Shift Basic	13,720.29
709 Part Time Overtime Pay	0.00
710 Work Detail Pay	167.00
711 Training Wages	5,841.50
712 Incident run pay/POC Fire Wages	4,117.91
716 Healthcare Insurance/Full Time	-382.38
716.2 Health Care Stipend	-416.66
716.5 Health Care Savings Contrib	1,449.44
717 401 Contribution - FT Emp	9,421.23
717.2 401K CONTRIBUTIONS - POC EE	801.27
Total 7000 Personnel	104,170.36
Total Expenses	\$104,170.36
NET OPERATING INCOME	\$-104,170.36
NET INCOME	\$-104,170.36

Old Business

Budget Creation for FY2026 Transition Period

With the Board's approval to align our Fiscal Year with the Calendar Year, we have developed a transitional budget covering the period from **July 1, 2025, to December 31, 2025**. This short-term budget is attached for your review and consideration.

Key Factors Influencing This Budget:

- Anticipated increases related to our Collective Bargaining Agreement (CBA)
- Projected increases in healthcare and other employee benefit costs
- Addition of Short Term Disability coverage for full-time employees

Please Note: This transitional budget does **not** address:

- Capital equipment funding or long-term capital planning
- Increased maintenance costs due to our aging fleet and infrastructure
- Potential impacts from tariffs or rising costs of commodities and supplies

This budget serves as a bridge to our new calendar-based fiscal year and aims to maintain operational stability during the transition.

As a procedural reminder, we are required to approve and submit a budget to the Township Boards for their final approval **prior to June 30, 2025**. These Boards meet during the **second and third weeks of the month**, so we are targeting their **May meetings** for presentation.

If the budget as presented is acceptable, we respectfully request approval to forward it to the Townships for their May meeting agendas..

Supporting Document Attached

Introduction of Moving Fiscal Year to Calendar Year Cycle

Articles of Incorporation – Update for Fiscal Year Alignment

Last month, the Board approved the alignment of our Fiscal Year (FY) with the Calendar Year (CY). To fully implement this change, updates to our Articles of Incorporation are necessary.

I consulted with Vice Chair Winchester and Secretary Miller to identify the specific changes required. Attached is a marked-up version of the Articles that reflects our understanding of the Board's intent. **Please note that this draft has not yet been reviewed by legal counsel.**

Supporting documentation is attached for your reference.

Introduction for Creation of a Separate Fund for Capital Equipment

10-Year Capital Outlay Plan – Initial Draft and Key Focus Areas

As requested, attached to this message is the current draft of our 10-Year Capital Outlay Plan. This working document reflects input from multiple members of our department as well as feedback from external Fire Chiefs. It is still evolving as we refine the format and continue adding supporting details.

At this stage, there are four key categories within the plan that warrant focused attention:

- 1. Apparatus and Vehicles Upgrades/replacement**
- 2. Facility Projects**
- 3. Station Enhancements**
- 4. Equipment Upgrades/replacement**

Based on identified priorities and anticipated needs, the plan outlines a **short-term funding requirement averaging \$2 million per year**. While this plan clearly defines the scope and scale of our capital needs, it **does not currently identify the specific funding mechanisms** to meet those needs.

This level of investment is **essential to maintaining operational readiness, supporting firefighter and public safety, and ensuring we can continue to meet the demands of our expanding service area**. Identifying sustainable funding strategies will be a critical next step as we move this plan forward.

Document attached for review and discussion (if you print this we suggest 11x17 min size paper)

New Business

Short Term Disability Policy for Full-Time Employees

Last month, I informed the Board of my intent to move forward with added Short Term Disability coverage for our full-time team members. After further conversation, clarification, and direction from Chair Kullis and Vice Chair Winchester, I am now formally bringing this proposal to the Board for consideration and approval.

Attached is the quote from our current provider, *The Standard*, outlining the additional cost to enhance our existing policy with this coverage.

Historically, the department explored this benefit through another carrier; however, the cost at the time was prohibitive, and the idea was not revisited. As a temporary measure, the department chose to offer sick time to help bridge the gap between time off and long-term disability coverage. However, this approach does not provide the level of protection our employees truly deserve—particularly when dealing with off-duty injuries.

In February, we reached out to *The Standard* through our MERS relationship and received quotes for two plan options: one with a 0-day waiting period, and another with a 7-day waiting period. The cost difference between the two is minimal. What is notable, however, is the overall affordability of the benefit—less than \$5000 annually to provide coverage for all 12 full-time team members.

I recommend the Board move to approve the addition of this Short Term Disability coverage to our existing policy through *The Standard*, with coverage to begin no later than **July 1, 2025**.

Documents are attached for your review

NORTH OAKLAND COUNTY FIRE AUTHORITY

Semi Annual Budget 7/1/2025 though 12/31/2025

Revenues		DRAFT
401 • Holly Township Contribution	\$	591,505.00
402 • Rose Township Contribution	\$	591,505.00
403 • Training / Education Revenues	\$	4,000.00
404 • Fire Cost Recovery	\$	500.00
405 • Grant Receipts	\$	10,000.00
405.5 - SAFER Grant Receipts	\$	50,000.00
406 • Medical Cost Recovery	\$	210,000.00
410 • Sales-Small Items	\$	-
412 • Sales-Capital Items	\$	-
413 • Review and Inspection Services	\$	28,000.00
414 • Interest Earned	\$	7,000.00
416 • Donations	\$	100.00
419 - Insurance Reimbursement		
419.1 - Wages Reimbursement	\$	700.00
Total Revenues	\$	1,493,310.00

Expenditures

Insurance

650 • Liability Insurance	\$	25,000.00
652 • Workers Compensation Insurance	\$	39,000.00
Total - Insurance	\$	64,000.00

Personnel

700 • Wages, Chief Full Time	\$	47,250.00	5% Wages Increase
700.5 • Full Time Employee Wages & Sick leave	\$	388,921.38	5% Wages Increase
700.7 - Full Time Overtime Wages	\$	25,000.00	
700.9 - Full Time Administrative Position	\$	25,000.00	
704 • PT Officer Stipends	\$	7,900.00	
705 • Instructor Wages	\$	1,200.00	
707 - Special Event Pay	\$	14,000.00	
708 - DUTY SHIFT MEDIC	\$	108,624.00	
708.5 - DUTY SHIFT BASIC	\$	75,064.00	
709 - Part Time Overtime Pay	\$	6,000.00	
710 • Work Detail Pay	\$	2,500.00	
711 • Training Wages	\$	15,000.00	
712 • Incident Run Pay / POC Fire Wages	\$	24,000.00	
714 • Social Sec / FICA	\$	57,015.37	
715 • Medical Expenses - Employees	\$	1,000.00	
716 • Healthcare Insurance - Full Time Employees	\$	132,000.00	
716.2 - Health Care (opt out) Stipend	\$	2,000.00	
716.5 - Health Care Savings Plan Contribution FT	\$	10,123.43	
717 • 401a Contribution - Full Time Employees	\$	65,802.28	

717.2 - 401a contribution - POC Employees	\$	5,000.00	
717.4 - 401a Forfeitures	\$	-	
719 • Life/LT Disability Insurance- Full Time Emp.	\$	7,500.00	STD Insurance Added

Fitness Memberships

Holiday Pay out

Uniform Payout

Food Payout

Total - Personnel \$ 1,020,900.45

Supplies

722 • Operating Supplies	\$	5,000.00
723 • Fire Prevention	\$	3,000.00
724 • Uniforms	\$	7,500.00
726 • Medical Supplies	\$	10,000.00

Total - Supplies \$ 25,500.00

SAFER Grant

751 - Instructor Wages	\$	-
753 - Training Costs	\$	50,000.00
754 - Employee Physicals	\$	-
757 - Fringe Benefits	\$	-
760 - Marketing	\$	-
761 - Equipment Purchases	\$	-
765 - Lost Wages Reimbursement	\$	-

Total - SAFER Grant \$ 50,000.00

Contracted Services

800 • Dispatching	\$	25,000.00
802 • Auditing	\$	11,000.00
804 • Legal	\$	9,000.00
806 • Medical Cost Recovery Billing- AccuMed	\$	10,000.00
807 • Fire Cost Recovery Billing- AccuMed	\$	500.00
810 • NON-Employee Instructor Wages	\$	1,000.00
812 • Education	\$	5,000.00
814 • Dues and Subscriptions	\$	15,000.00
815 • Payroll Services	\$	2,600.00
816 • Administrative Services / Book Keeping	\$	4,500.00
820 • Construction/Labor Services	\$	1,000.00

Total - Contracted Services \$ 84,600.00

Operating

850 • Communications	\$	2,500.00
851 • Information Technology Expenses	\$	24,000.00
852 • Fuel	\$	11,000.00
854 • Printing and Publishing	\$	300.00
855 • Training supplies / Equipment	\$	1,500.00
858 • Building Utilities	\$	25,000.00
859 • Equipment Lease	\$	2,000.00

860 • Building & Grounds Repair / Maintenance	\$	11,000.00
862 • Equip Maintenance	\$	10,000.00
866 • Vehicle Maintenance	\$	25,000.00
867 - Debt Write Off - Medical Billing	\$	75,000.00
867.5 - QAAP Medicaid Tax	\$	1,000.00
868 - Debt Write Off - Fire Cost Recovery	\$	500.00
869- Debt Write Off / Other - COLLECTIONS	\$	-
Total - Operating Expenses	\$	188,800.00

Debt Service

950 • Debt Service Principle	\$	-
952 • Debt Service Interest	\$	-
Total - Debt Service	\$	-

Purchases

970 • Capital Purchases +10,000	\$	12,000.00
972 • Equipment Purchases	\$	5,000.00
973 • Grant Expenses	\$	10,000.00
974 • Grant Match	\$	2,500.00
Total - Purchases	\$	29,500.00

Total All Expenditures \$ 1,463,300.45

**recommend a 60k to 100k fund balance each year to continue building up our reserve account. Fund Balance		
	\$	30,009.55
Grand Total	\$	1,493,310.00
diff.	\$	(0.00)

Account / Location / Project	#	Cost	Notes	FY2022	FY2023	FY2024	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030	FY2031	FY2032	FY2033
Brush Truck to replace Brush # 20090	\$	50,000.00	Grant potential												
Ambulance to replace Rescue # 20091	\$	150,000.00	Grant Potential		\$250,000.00										\$450,000.00
Ambulance to replace Ambulance # 20092	\$	120,000.00	Grant potential												
Griff service Assistant Chief	\$	15,000.00													
Griff vehicle EMS Coordinator	\$	15,000.00													
Station (Service) van	\$	35,000.00	Grant potential												
TOTAL FY 2022	\$	435,000.00	Grant Potential												
Ambulance to replace Rescue # 20093	\$	150,000.00													
Flows re exposed at both stations	\$	60,000.00	(\$24 up front 2025 approx \$70K up 8)			\$227,500.00									
New Heavy Rescue to replace City station	\$	350,000.00													
TOTAL FY 2023	\$	570,000.00													
Brush Truck to replace Brush # 20094	\$	100,000.00	new sled purchased on Grant still need truck		\$15,000.00										
Ambulance to replace Rescue # 20095	\$	170,000.00				\$300,000.00									\$500,000.00
TOTAL FY 2024	\$	270,000.00													
New Station No name fully Township	\$	300,000.00	Property, Drive for pickup + development (potential) \$750 up front 2000 up 5 years. Softly NCT allowed Plan for year 10 more some equipment around but ultimately need purchased			\$2,500,000.00			\$1,500,000.00						
Additional Services for new Station 7	\$	120,000.00	Grant potential need to talking for one Station may be able to design this across many years 10 year life cycle			\$130,000.00				\$30,000.00					
Replace old turn out gear (all sold)	\$	150,000.00													
Replace Utility Truck (2023)	\$	75,000.00				\$80,000.00									
TOTAL FY 2025	\$	605,000.00													
Replace SCA's (2024)	\$	200,000.00	Grant potential			\$250,000.00									
TOTAL FY 2026	\$	300,000.00													
TOTAL OVER NEXT 5 YEARS (with no grants)	\$	2,170,000.00													
with grants	\$	3,700,000.00													
12 foot monitor (4 until 2027)	\$	140,000.00	10 year service plan engine			\$100,000.00									
Lexus Service Q or grant 2028			10 year replacement												
Lexus Service Q or Grant 2024			10 year replacement												
Cruze vehicle (2024-2025)	\$	50,000.00				\$15,000.00			\$15,000.00			\$15,000.00			
New Van to replace Van # 20096	\$	400,000.00			\$450,000.00										
New Van to replace Van # 20096	\$	100,000.00				\$600,000.00									
Engine 1 replacement (2023)					\$600,000.00				\$1,000,000.00						
Truck 1 replacement (2023)						\$600,000.00									
Truck 1 replacement (2024)						\$600,000.00									
Brush (2024)															
Rescue/Command Vehicle (2024)					\$100,000.00										
Ambulance (2023)												\$450,000.00			
Ambulance (2023)												\$450,000.00			
Squad 1 (2024)															\$350,000.00
Aerial Apparatus			Current need met through Mutual Aid \$1,000,000												
Extraction tools 4 sets			\$10k per set 2024 (4 total) 2 Hydro 1 Hydro unit 1 original from 1990		\$18,000.00		\$40,000.00				\$40,000.00				
Air Bags for 2008															
Highways, State etc			\$10K per set		\$70,000.00										
20' Tech Trailer (donated 2020)			for hauling special rescue equipment												
Smoker Trailer (donated 2019)			multiple alarm room and hitching and off road working on replacement plan/ requested that public make inquiries include comments with this												
Fire Prevention Trailer (Engine) 2007			utility trailer for supplies												
ATV 2011			used for Off Road Rescue should add second unit for safety and redundancy 2025 approx \$15K 15 years + reasonable to add second unit and replace equipment at 20K		\$12,000.00							\$10,000.00			
Rescue Truck, Motor, and Trailer 2013			truck and trailer purchased new motor used 150hp should upgrade truck to 4x4 120hp off truck		\$6,000.00										\$11,000.00
Replace water sufferer station # 2304															
Extinguisher (2023)						\$11,000.00									
Extinguisher (2023)															
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**Holly and Rose Township
Amended Articles of Incorporation
Dated April 22, 2025
North Oakland County Fire Authority**

THESE ARTICLES OF INCORPORATION ARE HEREBY AMENDED AND ADOPTED BY THE TOWNSHIP OF HOLLY AND THE TOWNSHIP OF ROSE, EACH MUNICIPAL COOPERATION LOCATED IN THE COUNTY OF OAKLAND, STATE OF MICHIGAN FOR THE PURPOSE OF CREATING, ESTABLISHING, AND INCORPORATING AN AUTHORITY UNDER AND PURSUANT TO THE PROVISIONS OF ACT 57, PUBLIC ACTS OF MICHIGAN, 1988, AS AMENDED (MCL 124.601 ET SEC.) AS OF APRIL 22, 2025.

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ARTICLE 1. NAME AND OFFICE

The name of this Authority shall be and is the “North Oakland County Fire Authority” hereinafter sometimes referred to as the “Authority.”

II- DEFINITIONS

The terms “Authority,” “Incorporating Municipality,” “Municipal Emergency Services,” and “Municipality,” as used in these Articles of Incorporation shall be as now or hereafter defined in Section 1 of Act 57.

“Agreement” means these Articles of Incorporation.

For the purposes of these Articles, the term “Emergency Services” means fire protections services and emergency medical services.

“Authority Board” means and refers to the board formed to manage and oversee the Authority under Article VIII hereunder.

“Municipal Board” means and refers to the legislative bodies of each Incorporating Municipality, as described in Article III.

Other terms shall have such meaning as may be specified in the various provisions of these Articles of Incorporation.

“Direct relative” is defined as: the Authority Board member’s spouse, their children and stepchildren (including adopted) and their spouses, , grandchildren and their spouses, parents and stepparents, siblings and their spouses, grandparents, parents in-law, grandparents in-law, or any person residing in the Authority member’s household.

III - INCORPORATING MUNICIPALITIES

The incorporating and creating municipalities of this Authority are the Township of Holly and the Township of Rose in the County of Oakland, State of Michigan. Additional incorporating municipalities may be contracted with in accordance with Article XVII of these Articles.

IV - PURPOSE

The purpose of this Authority shall be and is to provide emergency services in accordance with the authorization contained in Act 57, Public Acts of Michigan, 1988, as amended ("Act 57"). The Authority may provide such services within or beyond its jurisdiction described in Article V hereof as may be authorized pursuant to contract with the Authority by any municipality in accordance with Act 57. Further, the purpose of this Authority is to ensure the Fire Authority runs smoothly, provides adequate emergency services and is supported through a mutually agreeable and uniform funding mechanism to provide services to Rose Township and Holly Township; and any further municipalities who may later elect to contractually join pursuant to Article III herein above.

These Amended Articles will only be applied prospectively. No terms herein will be applied retroactively.

V - POWERS

This Authority shall be a body corporate with power to sue or to be sued in any court in the State of Michigan. Its jurisdiction shall include all of the territory embraced within the corporate boundaries of its incorporating municipalities and any other municipalities who contractually join, excluding the territory embraced within the corporate boundaries of the Village of Holly, as now constituted or as hereafter expanded through annexation, consolidation or change of municipal identity. If any one of the incorporating municipalities ceases to exist, all assets controlled or owned by the Authority shall remain with the Authority. The Authority shall possess all of the powers now or hereafter granted by Act 57, or by any other applicable statute of the State of Michigan and by these Articles, and those incidents thereto. In addition, it shall possess all powers necessary to carry out its purposes and those incidents thereto. The enumeration of any powers herein shall not be construed as a limitation upon its general powers unless the context shall clearly indicate otherwise. The Authority may adopt a corporate seal, and may alter the seal, and use it by causing it or a facsimile thereof to be affixed, impressed, or reproduced in any other manner.

VI - TERM

This Authority shall continue in existence perpetually or until dissolved pursuant to Article XX hereof.

VII - FISCAL YEAR

The fiscal year of the Authority shall commence on the first day of ~~July~~ January in each year and shall end on the 31st day of ~~June~~ December of the ~~next~~ same year.

VIII - GOVERNING BOARD

The Authority shall be managed by the Board of Directors, hereinafter called the "Authority Board", which shall be responsible for the planning and operation of the Authority within the boundaries of Holly Township and Rose Township. The Authority Board shall consist of five (5) members: Two (2) members shall be members of the Board of Trustees of each of the respective incorporating municipalities ("Municipal Board") and shall be appointed by that governing body,

and the four (4) members so chosen shall select the fifth (citizen-at-large) member from lists of registered voters residing within the municipal boundaries of the incorporating municipalities. None of the Authority Board Members nor the citizen-at-large shall be a current or past employee of N.O.C.F.A. or a direct relative of a current or past employee of N.O.C.F.A. Each participating governmental unit shall select its representatives in accordance with state law and these Articles of Incorporation.

Each member after the first Authority Board shall serve for a full term of four years, beginning with the first regular meeting of the Authority Board next following his or her respective appointment. The citizen-at-large shall serve a two-year term, each term alternating between a registered voter of Holly Township and a registered voter of Rose Township. The Authority Board reserves the right to reappoint the citizen-at-large for additional terms. A member of the Authority Board shall be deemed to have vacated his/her seat on the Authority Board in the event of four (4) consecutive unexcused absences or if a pattern develops showing the inability of said member to participate in assigned committee projects or regular/special meetings that causes the appointing Municipal Board to believe it is not being sufficiently represented.

Each member of the Authority Board shall qualify by taking the constitutional oath of office and filing it with the clerk of his or her respective incorporation municipality or, in the case of the at-large member, with the clerk of the Township in which the at-large member resides. The members of the first Authority Board shall be selected within twenty (20) days after the effective date of the incorporation of this Authority and the terms thereof shall continue until the next General Election at which members of the Boards of Trustees of the incorporating municipalities are elected. A member of the Authority Board shall not be an employee of an emergency services entity of any incorporating municipality.

Within (30) days and after taking the constitutional oath of office, the members of the first Authority Board shall meet for the purpose of organization. At such organizational meeting, the Board shall select a Chairperson, a Vice Chairperson a Secretary and may select a Treasurer, each of whom shall be a member of the Board. The Authority Board may also select an Assistant Secretary and an Assistant Treasurer, each of whom shall not be a member of the Board. Authority Board officers shall serve until the first regular public meeting of the following year, after term of offices change which shall be held annually at the January meeting date as set by Board Resolution, as amended time to time, or until their respective successors shall be selected and qualify. No selection to the Authority Board and no selection of an officer of the Authority Board shall be deemed to be invalid because it was not made within or at the time specified in these Articles. An Authority Board member may be removed at any time with or without cause by the Municipal Board which appointed him or her, the at-large member may be removed for cause by a majority vote of the remaining members of the Authority Board.

A Municipal appointed Authority Board member and/or the Citizen At Large may be suspended, censured or terminated by the Authority Board for, among other things, the following actions:

- Violation of N.O.C.F.A. bylaws of rules and regulations.
- Engagement in misfeasance, malfeasance, or nonfeasance,

- Failure to attend 4 or more meetings consecutively whether excused or unexcused,
- Refusal to engage in or willful neglect of duties as an Authority Board member,
- Engaging in any theft or embezzlement of funds or assets from N.O.C.F.A. or either respective Municipality,
- Failing to disclose or abstaining if the Authority Board member has a conflict of interest as a Authority Board member as that is defined under state law, including Standards of Conduct for Public Officers and Employees, 1973 PA 196 (Act 196) and Contracts of Public Servants with Public Entities, 1968 PA 317 (Act 317).

An affirmative vote of a majority of the Authority Board members present at any board meeting is required to censure or to suspend a member.

Fourteen Day (14) day notice must be given to any accused member of the intention of the Authority Board's decision to consider and determine whether an Authority Board member will be terminated. Notice to the member must specifically state the provision or provisions of the bylaws or rules and regulations that are alleged to have been violated or the improper conduct as set forth above. The accused member may appear at the Authority Board meeting and present evidence or make arguments, as he or she may deem necessary in defense of himself/herself. Only an affirmative vote of 2/3 of the entire Authority Board membership can authorize termination of an Authority Board member. Upon any Authority Board termination of a member, said termination needs to be affirmed by the Municipal Board that appointed said member. In the event of a termination of an Authority Board member that creates a vacancy, Article XI, herein shall be followed to fill the vacancy.

IX – AUTHORITY

In addition to other authority provided in the within Agreement, the Authority shall have full responsibility for the management and operation of the Emergency Services including, without limitation, the following:

1. Establishing the qualifications, job requirements and performance expectations for the Fire Chief and the hiring of a Fire Chief;
2. Establishing a process for annually evaluating the Fire Chief's performance;
3. Establishing the qualifications, job requirements and performance expectations for fire department officers and Fire Department personnel; annually reviewing the Fire Chief's individual evaluations of the Fire Department's personnel;
4. Aid the department in setting the job descriptions, duties and responsibilities of all Fire Department personnel;
5. Establishing policies for review of personnel performance, procedures for improvement and discipline, procedures for dismissal from employment, and procedures for appeal of personnel management decisions;
6. Establishing procedures for working with the Fire Chief, the officers and the department personnel, and/or their representatives, to determine compensation packages and conditions of employment;
7. Provide feedback to aid the Fire Chief in the preparation of a budget;
8. Approving the delegation of duties and responsibilities to the Fire Chief;

9. The securing and maintaining of liability insurance covering all capital assets owned or operated by the Fire Department and covering all Fire Department personnel, as well as general liability for damages and injury to persons and property resulting from operations of the Department.
10. Set standards for the Fire Chief concerning maintenance and repair of all Fire Department equipment and assets owned or utilized by the Fire Department;
11. The negotiation and execution of any mutual aid fire protection agreements with adjoining municipalities that are not part of the above-named participating Municipalities;
12. The acquisition of all Fire Department equipment, buildings, property and assets within the limits of the annual budgets approved by the participating Municipal Boards or which might otherwise specifically be authorized by said Municipal Boards. Such acquisition can include construction, purchasing or leasing such assets;
13. Accept gifts, grants, or bequests to the Fire Department.

X - COMPENSATION

The members of the Authority Board shall not be compensated for performing the duties required of Authority Board Members.

XI - VACANCY AND OPEN SEAT

In the event of a vacancy on the Authority Board other than the at-large member, the affected Municipal Board who appointed the representative of the vacated seat shall fill the vacancy for the unexpired term as expeditiously as possible and in no event to exceed ninety (90) days from the date such vacancy occurs. In the event of a vacancy in the office of the at-large member, a majority of the Authority Board membership shall fill the vacancy for the unexpired term as expeditiously as possible and in no event to exceed ninety (90) days from the date such vacancy occurs

In the event of an open seat for an officer position of the Authority Board, such open seat shall be filled by the Authority Board for the unexpired term within 60 days of the notice of the opening.

XII - MEETINGS

The Authority Board shall meet no less than once a quarter. At the beginning of each fiscal year, the time and place of meetings shall be determined by the Board by resolution, as amended from time to time. Notification of the times and places of all meetings shall be published in accordance with the requirements of the Open Meetings Act. Special meetings may be called by the Chairperson to conduct such business as may be necessary for the efficient operations of the Authority. A special meeting may be called for the purpose of addressing Authority business by the submission, to the Board Secretary, of a written request. Upon receipt of a written request for a special meeting, the Chairperson shall schedule and notice the meeting consistent with the date, time and place specified in the request, provided it complies with the provisions of the Open Meetings Act.

Each member of the Board shall have one vote.

The presence of three (3) voting members at a meeting of the Authority Board shall constitute a quorum. The Authority Board shall act by motion, resolution or ordinance. A vote of the majority of the members of the Authority Board who are present at any meeting at which a quorum is present and who are authorized to vote on such matter shall be sufficient for passage.

The Authority Board shall have the right to adopt rules and policies governing its procedure, which rules and policies shall not conflict with the terms of any statute of the State of Michigan or of these Articles of Incorporation. All meetings shall be conducted in conformity of the Open Meetings Act, to the extent practicable, in accordance with generally accepted parliamentary procedure, as governed by "Robert's Rules of Orders." However, application of "Robert's Rules" shall not be utilized in order to stifle discussion or debate and may be implemented only to the extent required to maintain the orderliness of the meeting. Only members of the Authority Board in attendance at a meeting shall have the right to cast a vote. All votes shall be cast in accordance with Roberts Rules and polices as set forth herein, the Authority Board shall keep minutes of its proceedings, which minutes shall be signed by the Chairperson and the recording secretary and open to the public. The Chief is the custodian of the minutes.

XIII - BOARD AND OFFICER DUTIES

The Chairperson of the Authority Board shall be the presiding officer thereof. Except as herein otherwise provided, the Chairperson shall have no executive or administrative functions other than as a member of the Authority Board. In the absence or disability of the Chairperson, the Vice Chairperson shall perform the duties of the Chairperson. The Secretary shall be the recording officer of the Authority Board. The Chief shall be custodian of the funds of the Authority and shall give to it a bond conditioned upon the faithful performance of the duties of his or her office. All moneys shall be deposited in a bank or banks, to be designated by the Authority Board, and all checks or other forms of withdrawal therefrom shall be signed by two persons, which persons shall be the Secretary or the Treasurer and the Fire Chief employee of the Authority, or their respective written designees. All authorized signatories shall give a minimum of \$25,000 bond conditioned upon the faithful performance of the prescribed duties. The cost of such bonds shall be paid by the Authority. The officers of the Authority Board shall have such other powers and duties as may be conferred upon them by the Board and Act 57.

It shall be the duty of the Authority Board to secure an annual audit of the Authority and to present the annual audit to the Authority Board at its regular meeting by the end of each calendar year in accordance with the provisions of Article XXIII of these Articles.

The Authority's fiscal year shall be ~~July 1 to June 30~~ January 1 to December 31. It shall be the duty of the Authority Board to prepare an annual budget for submission to the Municipal Boards on or before ~~May 1~~ October 1st each year. Each Municipal Board shall approve or reject a proposed budget on or before the ~~30th~~ 31st of ~~June~~ November preceding the commencement of the Authority's fiscal year. In the event a Municipal Board does not approve any budget by ~~June 30~~ December 31st, it shall be deemed to have given notice of its intent to withdraw from the Authority.

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In this instance, the Authority shall continue operating by extending the most recently adopted budget until completion of the dissolution process.

Upon adoption by all Municipal Boards, the budget shall become the budget of the Authority for the ensuing fiscal year. The Authority may from time to time amend the adopted budget without review or action of the Municipal Boards provided said amendments do not increase a participating community's contribution over that specified in the budget as originally adopted. Amendments that result in or have the potential to result in an increase of a community's annual contribution shall not take effect until approved by both governmental units.

The accounting and budgeting practices of the Authority shall conform to standard accounting practices, the Uniform Budgeting and Accounting Act, Act 2. Public Acts of Michigan, 1968, as amended and all other applicable provisions of law. Not later than January 1 of each year, commencing January 1, 2009, the Authority shall prepare a five-year capital improvement plan for the five-year period commencing with ~~the July-~~ January 1 immediately succeeding each such January 1.

Commented [MW1]: Not sure how to handle this. We want to have a 5 year plan that is constantly rolling and follows the CY and FY.. It should read differently?

XIV - PROPERTY

The Authority shall possess all the powers necessary to carry out the purposes thereof and those incidents thereto. It may acquire property by purchase, lease, gift, devise or condemnation, wither within or without its corporate limits, and may hold, manage, control, sell, exchange or lease such property. For the purpose of condemnation, it may proceed under the provisions of Act 149, Public Acts of Michigan, 1911, as now or hereafter amended, Act 87, Public Acts of Michigan 1980, as now or hereafter amended, or any other appropriate statute.

XV - CONTRACTS TO PROVIDE EMERGENCY SERVICES

The Authority may enter into contracts with any incorporating municipality for the provision of emergency services in the Municipality as authorized and provided in Act 57. The Authority may also enter into contracts with a city, village or township or Municipal Corporation that is not an incorporating municipality for the provision of emergency services, as authorized and provided in Act 57. No contracts shall be for a period exceeding thirty (30) years.

XVI - FINANCING THE AUTHORITY

Financial Contribution From Each Municipal Board

Each Municipal Board agrees to appropriate and pay over to the Authority funds equal to the amount calculated by dividing the total Authority budget, minus other revenue paid directly to the Authority, by the number of Municipal Boards. The amount so derived shall be paid over to the Authority in two (2) equal installments, with the first installment due July 1, and payable July 10, and the second installment due January 1, payable by January 10 of each fiscal year. In the event a Municipal Board does not approve a budget by June 30, it shall be deemed to have given notice of its intent to withdraw from the Authority. The formula for financing the Authority set forth in this Article may be changed if approved by resolution of the Municipal Boards and the Authority

Board.

Property Tax Levy by Authority

Subject to the terms and conditions provided in Section 12 of Act 57, the Authority may levy a tax on all of the taxable property within the limits of the Authority for the purposes provided in Act 57. Such tax, however, shall not be levied without the authorization of each Municipal Board and the approval of a majority of the registered electors residing within the limits of the Authority who are qualified to vote and who vote on such tax at an election conducted in accordance with the provisions of Act 57.

Other Sources of Revenue

The sources of revenue for financing the Authority specified herein are non-exclusive. The Authority and each Municipal Board may provide for their respective financial contributions to the Authority from all other sources or types of revenues authorized by law.

XVII - COOPERATIVE AGREEMENTS

The Authority may enter into other agreements with any Municipal Board, incorporated or non-incorporated pursuant to the Urban Cooperation Act, Act 7, Public Acts of Michigan, 1967, as amended, and Act 33, Public Act of Michigan 1951, as amended, for purposes of, among other things, providing emergency services to such Municipal Boards, both incorporated and non-incorporated and their residents.

XVIII - FINANCING IMPROVEMENTS

The Authority shall create and maintain a Capital Purchase Account that shall be used for the acquisition of capital equipment and apparatus, land, buildings and improvements thereto. All interest earned by this account shall be retained in the fund. Upon a 4/5 affirmative vote of the entire Authority Board, the monies from this fund may be used for purposes other than that specified herein.

The Authority may acquire, construct, purchase, improve, enlarge or extend buildings for the provision of emergency services, and the necessary sites therefore, together with appurtenant properties and facilities necessary or convenient for the effective use thereof, and furnish and equip the same.

The Authority may take whatever action is legally necessary for the purpose of obtaining funds to finance the cost of acquiring, constructing, purchasing, improving, enlarging or extending buildings for the provision of emergency services, and the necessary sites therefore, together with appurtenant properties and facilities necessary or convenient for the effective use thereof, or furnishing or equipping the same in accordance with lease provisions.

XIX - WITHDRAWAL FROM AUTHORITY

A Municipal Board may withdraw from the Authority of which it is a part by resolution of that

Municipal Board's legislative body approving the withdrawal.

A Municipal Board that withdraws from an Authority shall continue to be subject to any tax levied in its jurisdiction under section 12 of MCLA 124.612 for the duration of the period of that tax as determined pursuant to section 12(3) of MCLA 124.612.

Employees of an Authority who perform emergency services in the jurisdiction of a municipality that withdraws from an Authority shall be protected in relation to the municipality to the same extent as employees of an incorporating municipality are protected under Section 10 of MCLA 124.610.

A Municipal Board that withdraws from an authority shall remain liable for a proportion of the debts and liabilities of the authority incurred while that Municipal Board was a part of the Authority. The proportion of the Authority's debts for which a municipality is liable under this subsection shall be determined by dividing the state equalized value of the real property in the municipality by the state equalized value of all real property in the authority at the time of the withdrawal.

XX - DISSOLUTION OF THE AUTHORITY

The Authority shall be deemed to be perpetual, unless the participating Municipal Boards elect to dissolve the Authority. In the event that there is more than one participating Municipal Board, they shall adhere to the following noticing procedure:

1. ~~1.~~ Give notice to the Authority Board of its intention to dissolve the Authority on or before ~~July 1st~~ January 1st two years prior to the beginning of the fiscal year in which it intends to effect dissolution.
2. The Municipal Board seeking to dissolve the Authority must provide a forty five-day cooling-off period between authorizing its letter of intent and the adoption of a resolution to dissolve the Authority. An irrevocable resolution to dissolve the Authority shall be submitted to the Authority Board no later than forty-five days after the conclusion of the cooling-off period. Upon passage of such a dissolution resolution, the Municipal Board shall tender all sums due to the Authority prior to the effective date of the dissolution. Upon adoption of a dissolution resolution, the parties will adhere to the following procedure:

- a. All Property, of any nature, from whatever source titled to the Township(s) will remain the property of the respective Incorporating Municipality.
- b. All real estate, buildings and, improvements thereto, and equipment purchased by the Authority shall be appraised.
- c. The Authority shall appoint an appraiser, the Municipal Board seeking dissolution shall appoint an appraiser, and in the event of failure to agree on the value of any particular asset, the two (2) appraisers shall agree upon a third appraiser whose opinion as to such value shall be binding on the Authority and the Municipal Boards. The appraiser(s) shall fix a value for any improvements to real property and purchases made by the Authority during the period it had control of the asset(s), and that amount, less appropriate deduction for depreciation

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and any outstanding debt shall be deemed to be the amount required to be paid by the Municipal Board desiring to acquire property pursuant to subparagraph (4). The Municipal Board in which the Authority owns real estate or buildings it purchased after July 1, 2004, shall have the right of first refusal. Costs associated with dissolution of the Authority shall be borne by the Municipal Board that moves to dissolve the Authority.

d. The Municipal Boards shall have the option to purchase all acquired equipment, rolling stock, fixtures and other assets, at the value set by the appraiser. All equipment, rolling stock, fixtures and assets acquired by the Authority which is not purchased by either Municipal Board shall be sold to third parties with the proceeds equally divided among the Municipal Boards less any amount needed to satisfy any and all outstanding debts or other encumbrances.

3. The Authority may be dissolved where the outstanding indebtedness of the Authority exceeds the assets of the Authority, only if the net indebtedness is assumed by the Municipal Boards then participating in the Authority based upon each Incorporating Municipality's most recent financing contribution to the Authority, calculated pursuant to the formula for contributions.

4. Upon dissolution, the Authority shall no longer be responsible for providing fire protection and emergency medical services.

XXI – DISPUTE RESOLUTION

In the event of any dispute between the participating Municipal Boards concerning any provisions of the Bylaws for the Authority, the Authority's operation or any Agreement thereto, such dispute shall be resolved as follows and consistent with the Open Meetings Act.

Step 1. Within 60 days of the initial date of the occurrence of such dispute, representatives of the Municipal Board(s) shall meet and negotiate in good faith in an attempt to resolve the dispute with the Authority.

Step 2. If the dispute is not resolved by negotiation as provided in Step 1, above, the parties shall meet with a neutral third-party mediator in an attempt to resolve the dispute. The mediator shall be mutually agreed to by the parties and may be selected from the list of civil mediators maintained by the ADR Clerk of the 6th Circuit Court or from a list of civil mediators maintained by the Conflict Resolution Services in Oakland County. If the parties are unable to agree on a mediator, the parties agree to permit the Conflict Resolution Services to select a mediator for them. The representatives of each Municipal Board(s) shall meet with the mediator and participate in good faith in the mediation which, unless otherwise agreed to with the mediator, is to be conducted within 30 days of the selection of the mediator. Again, any mediation shall be conducted consistent with the Open Meetings Act.

Any resolution reached shall be approved by both Municipal Boards.

If the Municipal Boards agree, the parties may waive Step 1, above, and proceed directly to the Step 2 mediation process.

If resolution is not reached, any Member Board may initiate litigation in a court of competent jurisdiction.

XXII - EMPLOYEES

Subject to the terms and condition provided in Section 10 of Act 57, the Authority may employ such personnel as it may consider desirable and may retain from time to time the services of attorneys, accountants and other consultants as the Authority considers necessary to carry out the purpose of the Authority.

XXIII - AUDIT

As required in Article XIII of these Articles, the Authority Board shall cause an annual audit to be made of the books, records and financial transactions of the Authority by a certified public accountant. Copies of the audit report prepared by the certified public accountant shall be furnished to each Municipal Board. The books and records of the Authority shall be open for inspection by any participating Municipal Board at all reasonable times.

XXIV - FEDERAL OR STATE GRANTS

The Authority shall have the power to apply for and accept grants, loans, or contributions from the United States of America or any agency or instrumentality thereof, the State of Michigan or other public or private agencies; and to do any and all things necessary or desirable to secure such financial or other aid or cooperation in carrying out any of the purposes of Act 57.

XXV - EXEMPTION FROM TAXATION

The property of the Authority shall be exempt from all taxation and assessment and no writ of attachment or writ of execution shall be levied upon the property of the Authority.

XXVI - PUBLICATION

These Articles shall be published once in a newspaper of general circulation in the incorporating municipalities. One printed copy of such Articles of Incorporation, certified as a true copy thereof, with the dates and places of publication, shall be filed with the Secretary of State within thirty (30) days after the execution there has been completed.

XXVII - EFFECTIVE DATE

The Authority shall become effective upon the filing of certified copies of these Articles with the Secretary of State, as provided in the preceding Article.

XXVIII - AMENDMENT

These Articles of Incorporation may be amended at any time so as to permit any county, city,

village or township to become an Incorporating Municipality of the Authority, if such amendment to and the Articles of Incorporation are adopted by the legislative body of such county, city, village or township proposing to become a member, and if such amendment is adopted by each existing Municipal Member.

Other amendments may be made to these Articles at any time if adopted by each Municipal Member. Any such amendment shall be endorsed, published, and certified and printed copies thereof filed in the same manner as the original Articles of Incorporation, except that the filed and printed copies shall be certified by the recording officer of the Authority.

XXIX - MISCELLANEOUS

These Articles of Incorporation may be executed in two or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.

The captions in these Articles of Incorporation are for convenience only and shall not be considered as part of these Articles of Incorporation or in any way limit or amplifying the terms and provisions hereof.

These Articles have been adopted by the Township of Holly and the Township of Rose, Oakland County, Michigan as set forth in the following endorsements and in witness whereof the Supervisor and the Clerk of the Township of Holly and the Supervisor and the Clerk of the Township of Rose, Oakland County, Michigan have endorsed thereon the statement of such adoption.



Your Employee Benefits Proposal

Prepared for: Municipal Employees' Retirement System of Michigan

Presented by: MERS (Municipal Employees Retirement Sys

Proposal Prepared on:
February 20, 2025

Short Term Disability Insurance

Proposed Effective Date:
April 1, 2025

Standard Insurance Company



Short Term Disability Insurance

When it comes to handling Short Term Disability claims, our team of experts is standing by. Our claims examiners have been with us for an average of 6 years, and our nurse case managers boast an average tenure of 8 years (internal company data as of October 1, 2024). With this kind of expertise, we can typically render our initial claim decision in just 3-5 days, because the last thing a claimant needs is a delay.

Covered Members

A regular employee of the Employer, other than an administrative manager, working 40 or more hours per week.

	Group STD Plan 1	Group STD Plan 2
Benefit Schedule	60%	60%
Insured Predisability Earnings	\$833	\$833
Maximum Weekly Benefit	\$500	\$500
Minimum Weekly Benefit	\$15	\$15
Benefit Waiting Period Accident	0 Days	7 Days
Benefit Waiting Period Sickness	7 Days	7 Days
Maximum Benefit Period	90 Days	83 Days
Guarantee Issue	Full Benefit	Full Benefit
Employer Contribution	100%	100%
Minimum Participation	100%	100%
Taxability of Benefits	Taxable	Taxable
Partial/Residual Disability	Included	Included
Temporary Recovery	90 Days	90 Days
Maternity	Covered the same as any other illness	Covered the same as any other illness

Additional Plan Design Details

- Health Advocacy Select solution is included. This service is provided in partnership with Health Advocate(SM) and is available to short term disability claimants to assist with navigating healthcare questions and concerns for the duration of their claim.
- This is a non-occupational plan providing coverage for disabilities occurring off the job.
- This coverage includes a Reasonable Accommodation Expense Benefit, which reimburses employers for workplace modifications that enable employees to return to or remain at work.
- With the Return To Work Incentive, work earnings will not be deducted until the benefit plus work earnings exceed 100% of Predisability Earnings.
- STD benefits are no longer payable once an insured member begins receiving LTD benefits.

Proposed Effective Date
April 1, 2025

Prepared for:
Municipal Employees' Retirement System of Michigan



Cost

	Group STD Plan 1	Group STD Plan 2
Members	12	12
Volume	\$5,993	\$5,993
Rate: Per \$10 of Benefit	.608	.587
Monthly Premium	\$364	\$352
Rate Guarantee	Until 01-Jan-2028	Until 01-Jan-2028

Assumptions

- STD benefits will not be paid while a member is receiving sick pay.
- Rates include electronic documents. Printed certificates are available for an additional cost.

Conditions

- Rate assumes coverage not currently in force.
- STD benefits may be reduced by deductible income.
- State Disability and/or Own Medical Leave Benefits under Paid Family Medical Leave laws are considered deductible income.

More Information

For additional information on the available features and benefits of Short Term Disability Insurance from The Standard, click here: <http://www.standard.com/group-short-term-disability>

Click here for California: <http://www.standard.com/ca-short-term-disability>
Click here for all other states: <http://www.standard.com/group-short-term-disability>



Producer Compensation Disclosure

We recognize the valuable role of insurance advisors, consultants and brokers ("producers") in helping their clients design an employee benefits program, and we support reasonable and fair compensation for these services. Producers may be eligible to receive compensation from The Standard.

The commission quoted in this proposal are noted below. Additionally, fees for administrative, marketing or consulting services may apply. If applicable, fees are noted below.

No commissions included for STD.

Unless participation is declined by the producer or client, contingent compensation is additional compensation that may also be paid and is dependent on the satisfaction of one or more minimum requirements, such as a specified amount of new premium volume or persistency in connection with the producer's block of business. For information about our customary producer rewards program visit www.standard.com/financial-professional/insurance-benefits/compensation. Some producers may have a contingent compensation arrangement that differs from our customary program. Please consult with your producer for additional details.

About This Employee Benefits Proposal

We appreciate the opportunity to provide you with this benefit and cost summary proposal from The Standard. This document outlines certain important features of the group insurance coverages available. This is not a contract or an offer to contract for such coverages. Detailed information about other important features of the coverage proposed is available on request. Just ask your broker/consultant or your representative at The Standard.

A completed application must be submitted before a group can be considered for coverage. Insurance will be effective after the application is accepted by The Standard. If approved, we will issue a contract containing our customary language. It will not duplicate policy language from another carrier. The group contract will contain provisions and defined terms not described in this Employee Benefits Proposal. The group contract will control if there are discrepancies between it and this proposal.

This benefit and cost summary proposal expires on May 21, 2025, unless replaced or withdrawn by The Standard.

The proposed premium rate and plan design for each coverage are based on the underwriting data received by The Standard. Final premium rates and plan provisions will be determined by The Standard on the basis of: applicable state laws, policyholder contributions, confirmation of occupations, the actual composition of the group of persons who will become insured and our current underwriting rules and practices.

Financial Strength Ratings

For information about our Financial strengths ratings visit: <https://www.standard.com/about-standard/company/financial-strength>

The Standard is a marketing name for StanCorp Financial Group, Inc. and subsidiaries. Insurance products are offered by Standard Insurance Company of 1100 SW Sixth Avenue, Portland, Oregon in all states except New York. Product features and availability vary by state and are solely the responsibility of Standard Insurance Company.

Municipal Employees' Retirement System of Michigan (MERS) Participating Entity Application Under 25 Lives

Complete this form to apply for group insurance coverage available to Participating Entities of the Municipal Employees' Retirement System of Michigan (MERS) which sponsors these programs. Check each section below before you sign. Your signature applies to all sections. Retain a photocopy of this form for your records.

SECTION I: GENERAL INFORMATION

SECTION I: GENERAL INFORMATION				
Participating Entity's Full Legal Name: North Oakland County Fire Authority				
Business Address:	City:	State:	Zip Code:	Phone No.:
5051 Grange Hall Rd.	Holly	MI	48442	(248) 634-4511
Billing Address:	City:	State:	Zip Code:	Phone No.:
PO Box 129	Holly	MI	48442	(248) 634-4511
Participating Entity Tax ID No.:	Entity Type:			
38-2947893	<input type="checkbox"/> County <input type="checkbox"/> City/Township/Village/Library <input checked="" type="checkbox"/> Other: Fire Dept. Local Gov.			
MERS Municipality Number:			Requested Effective Date:	
6353			04/01/2025	
This application must be submitted prior to the requested effective date. The actual effective date will be determined by Standard Insurance Company.				
Does this insurance replace or supplement a Prior Plan of insurance? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No				
If Yes: <input type="checkbox"/> Replace:	Type of Coverage: _____			
Policy No.: _____	Carrier: _____			
<input type="checkbox"/> Supplement:	Type of Coverage: _____			
Policy No.: _____	Carrier: _____			
Effective date of Prior Plan: _____ Termination date of Prior Plan: _____				
Prior Plan means the Participating Entity's group insurance plan(s) in effect on the day before the effective date its participation under the Group Policy and which is replaced by the Group Policy.				
LTD – Please provide copy of prior carrier's LTD policy or certificate.				
Life – A prior carrier's enrollment and/or beneficiary designation forms will not be accepted unless copies of such forms are approved in writing and in advance by The Standard.				
The following persons may be eligible for the coverages selected:				
<input checked="" type="checkbox"/> Active employees regularly working at least the minimum number of hours each week required by the Participating Entity, but in no event less than 20 hours. <u>40</u> minimum hours/week				
<input type="checkbox"/> An elected official (Basic Life/AD&D and Dependents Life Insurance, Option 1 only)				
<input type="checkbox"/> A volunteer firefighter or volunteer public safety officer (Basic Life Insurance only)				
<input type="checkbox"/> A former employee of the Participating Entity who retired under the Participating Entity's retirement program (Basic Life Insurance only)				
The Participating Entity must provide Basic Life Insurance to active employees to provide life insurance coverage to dependents, retirees, elected officials or volunteers.				
<input type="checkbox"/> Basic Life/Basic AD&D (Participating Entity paid):				
Total – Employees: _____ Elected Officials: _____ Eligible Retirees: _____				
Volunteer Firefighters, Volunteer Public Safety Officers (Basic Life only): _____				
<input type="checkbox"/> Basic Dependents Life (Option 1 – Participating Entity paid):				
Total – Employees: _____ Elected Officials: _____				
<input checked="" type="checkbox"/> Short Term Disability Insurance (Participating Entity paid):				
Total – Employees: <u>12</u>				
<input type="checkbox"/> Long Term Disability Insurance (Participating Entity paid):				
Total – Employees: _____				
Required Participating Entity Contribution: All coverages must be 100% Participating Entity paid, except Additional Employee Life and Additional Dependents Life Insurance, Options 2 and 3.				

Eligibility Waiting Period: There is no waiting period on the effective date of participation.

After effective date, the waiting period will be as indicated below:

- ☒ Date of Hire
- ☐ First day following: ☐ One month ☐ 30 days ☐ 60 days ☐ 90 days ☐ 180 days
- ☐ First day of the month coinciding with or next following:
☐ Date of Hire ☐ One month ☐ 30 days ☐ 60 days ☐ 90 days ☐ 180 days
- ☐ First day of the month following:
☐ Date of Hire ☐ One month ☐ 30 days ☐ 60 days ☐ 90 days ☐ 180 days

Evidence of Insurability: A person must complete Part B of the Enrollment Form as follows:

- A) For amounts of Basic Life Insurance greater than \$50,000, if the Participating Entity did not have a prior plan.
- B) For amounts of Basic Life Insurance greater than the guarantee issue amount of the Prior Plan.
\$ _____ Prior Plan's guarantee issue amount.
- C) For all Additional Employee Life Insurance, if the Participating Entity did not have additional employee life insurance under a prior plan.
- D) For amounts of Additional Employee Life Insurance greater than the employee's amount of additional life insurance in effect under the Prior Plan on the day before the effective date.
- E) For new hires, amounts of Additional Employee Life Insurance greater than \$50,000 if the Participating Entity had additional employee life insurance under a Prior Plan.
- F) For all Dependents Life Insurance, Options 2 and 3, if the Participating Entity did not have additional dependents life insurance under a prior plan.
- G) For amounts of Dependents Life Insurance, Option 2, in excess of \$10,000. Waived on effective date for a spouse insured for \$10,000 or more under the Prior Plan on the day before the effective date.
- H) For a maximum LTD Benefit greater than \$2,500 if the Participating Entity did not have LTD coverage under a prior plan.
- I) For a maximum STD Benefit greater than \$500 if the Participating Entity did not have STD coverage under a prior plan.
- J) For any increase in an employee's LTD or STD Benefit because of a change in the maximum benefit amount or benefit percentage for which the employee was insured under the Prior Plan on the day before the effective date.
- K) For a person eligible for more than 31 days under the Prior Plan, but not insured.
- L) For any amount of insurance greater than the amount for which a person was insured under the Prior Plan if insurance was limited because evidence of insurability was either not provided or was not approved.
- M) For any additional coverage if the employee applies more than 31 days after first becoming eligible.
- N) Other evidence of insurability requirements for plan changes and increases apply as stated in the group policies.

Active Work Requirement: An active employee must meet an active work requirement to become insured. Employees who have not met the active work requirement are not insured until returning to work for at least one full day of active work and meeting all other requirements for coverage. Initial: _____

Note: For life insurance, an active employee who does not meet the active work requirement may be eligible for waiver of premium with a prior carrier.

SECTION II: BENEFITS**Check Plans and Options Desired**

If benefits are collectively bargained, please submit a copy of the union agreement.

A. Basic Employee Life Insurance and AD&D Insurance (Participating Entity paid): ☐ Yes ☒ No

☐ Option 1 – ☐ 1 times ☐ 1.5 times ☐ 2 times Annual Earnings

Maximum Benefit: \$_____ (Increments of \$25,000, up to \$250,000)

☐ Option 2 – Flat Benefit: \$_____ (Increments of \$5,000, up to \$250,000)

Age Reductions: Coverage reduces 35% at age 65, 50% at age 70, and 65% at age 75.

If benefits differ by employee classification, indicate class designations and amounts:

Class: _____ Amount: _____

Class: _____ Amount: _____

Class: _____ Amount: _____

Rates: _____ monthly per \$1,000 of Basic Employee Life Insurance
 _____ monthly per \$1,000 of Basic Employee AD&D Insurance

B. Additional Employee Life and AD&D Insurance (Employee paid): ☐ Yes ☒ No

Maximum Benefit: \$_____ (Increments of \$5,000, up to \$250,000)

Age Reductions: Coverage reduces 35% at age 65, 50% at age 70, and 65% at age 75.

At least 15% of eligible employees must apply and qualify for the proposed plan before Additional Employee Life coverage can become effective.

Rates:

Age of Insured on Last January 1	Monthly Rate Per Multiple of \$1,000
Under age 30	\$ 0.08
30 through 34	0.09
35 through 39	0.12
40 through 44	0.19
45 through 49	0.33
50 through 54	0.50
55 through 59	0.84
60 through 64	0.95
65 through 69	1.76
70 or over	2.66

C. Retiree Life Insurance (Participating Entity paid): ☐ Yes ☒ No

☐ For a Participating Entity which provided retiree life insurance under the Prior Plan: Amount in effect under Prior Plan (provide copy of policy/certificate), not to exceed \$50,000. Coverage will be reduced according to the age reduction schedule of the Prior Plan, if any.

☐ For any other Participating Entity: Increments of \$1,000, up to \$10,000. The Participating Entity must provide Basic Life Insurance to active employees to provide Basic Life Insurance to retirees.

Rates:

Age of Insured on Last January 1	Monthly Rate Per Multiple of \$1,000
Under age 50	\$ 0.32
50 through 54	0.36
55 through 59	0.59
60 through 64	0.98
65 through 69	1.80
70 through 74	2.85
75 through 79	4.19
80 through 84	5.70
85 through 89	12.77
90 or over	19.95

D. Dependents Life Insurance**Option 1: (Participating Entity paid):** ☐ Yes ☒ No

Spouse Maximum Benefit: \$ _____ (Increments of \$1,000, up to \$10,000)

Child Maximum Benefit: \$ _____ (Increments of \$1,000, up to \$10,000)

Rate: \$0.28 monthly per \$1,000 of Dependents Life Insurance for a Spouse under the plan elected by the Employer. Premium is due for each Member insured under the Group Policy, including Members who do not have Dependents.**Option 2*: (Employee paid):** ☐ Yes ☒ No

Spouse only: Increments of \$5,000, up to \$250,000.

Age Reductions: Coverage reduces 35% at age 65, 50% at age 70, and 65% at age 75.

Rates:

Spouse's Age on Last January 1	Monthly Rate Per Multiple of \$1,000
-----------------------------------	-----------------------------------------

Under age 30	\$ 0.08
30 through 34	0.09
35 through 39	0.12
40 through 44	0.19
45 through 49	0.33
50 through 54	0.50
55 through 59	0.84
60 through 64	0.95
65 through 69	1.76
70 or over	2.66

Option 3*: (Employee paid): ☐ Yes ☒ No

Child only: Increments of \$1,000, up to \$10,000.

Rate: \$0.06 monthly per \$1,000 of Option 3 Dependents Life Insurance per insured Child.

*The Participating Entity must select Additional Employee Life/AD&D to select Dependents Life Insurance Options 2 and 3.

E. Long Term Disability Insurance (Participating Entity paid): ☐ Yes ☒ No☐ 50% Option☐ 60% Option☐ 66⅔% Option

Maximum LTD Benefit: \$ _____ (Increments of \$500 up to \$6,000), reduced by deductible income.

Minimum LTD Benefit: \$100

Benefit Waiting Period:

☐ 90 days ☐ 180 days

Maximum Benefit Period – To age 65

Definition of Disability: Two year own-occupation, any occupation thereafter.

Indicate plans in which employees participate:

☐ MERS and Social Security☐ MERS only☐ Other: _____**Rate:** _____ % monthly of each insured member's predisability earnings (If classes, please show rates by class).

If benefits differ by employee classification, indicate class designations, design and rate:

Class: _____	Design: _____	Rate: _____
Class: _____	Design: _____	Rate: _____
Class: _____	Design: _____	Rate: _____

F. Short Term Disability Insurance (Participating Entity paid – Nonoccupational Coverage only): ☒ Yes ☐ No

- ☒ 60% Option
☐ 66⅔% Option
☐ 70% Option

Maximum STD Benefit : \$ 500 (Increments of \$50 up to \$1,000), reduced by deductible income.

Minimum STD Benefit: \$15

Benefits Begin on day: Accident/Sickness

- ☒ 1st day/8th day ☐ 8th day/8th day ☐ 1st day/15th day
☐ 15th day/15th day ☐ 30th day/30th day

Maximum Benefit Period – ☒ 13 weeks ☐ 26 weeks

Note: W-2 preparation is the responsibility of the Participating Entity

Rate: .608 Per \$10 of STD Benefit (premium paid on a monthly basis). If classes, please show rates by class.

If benefits differ by employee classification, indicate class designations, design and rate:

Class: _____	Design: _____	Rate: _____
Class: _____	Design: _____	Rate: _____
Class: _____	Design: _____	Rate: _____

STD Benefits end when LTD Benefits begin even if that occurs before the end of the Maximum Benefit Period.

G. Premium and Renewal Information

Premium Discount: For Participating Entities whose coverage under the Group Policy is effective January 1, 2009 to January 1, 2011 and which had coverage in effect under a Prior Plan on the day before the Participating Entity's effective date under the Group Policy, premium rates for Basic Life Insurance (excluding premium rates for retired employees), and LTD Insurance will be the lesser of: (a) the premium rates shown above; and (b) 90% of the premium rates in effect for the respective coverages under the Prior Plan on the day before the Participating Entity's effective date under the Group Policy.

Premium Due Dates: Effective date and the first day of each calendar month

Grace Period: 60 days

Initial Rate Guarantee Period: January 1, 2025 to January 1, 2028

Notice of Rate Change: 90 days

Minimum Participation Percentage:

Basic Life, AD&D, STD and LTD:	100% of eligible Members
Option 1 Dependent Life:	100% of eligible Members with one or more Dependents
Additional Life Employee:	15% of eligible Members

SECTION III: AGREEMENTS

We request participation under the Group Insurance Policies issued to MERS as policyholder for the coverage we have elected in **Section II: Benefits**. We agree that no such coverage takes effect until it is approved in writing by Standard. We agree that we are bound by all the terms of the group policies and any amendments thereto.

We agree that, if this application is not accepted, any premium advanced by us shall be refunded.

We agree to make coverage available to all present and future eligible employees. We agree that each employee must meet all requirements before insurance will become effective.

We agree to:

- (1) Promptly provide Standard with the names of each employee and dependent to be insured, as well as all information necessary to determine (a) the amount of benefit (including changes), (b) the effective date of insurance, and (c) the premium to be charged,
- (2) Distribute certificates to each insured employee,
- (3) Not distribute material describing coverage without Standard's prior written consent,
- (4) Allow Standard to inspect all records relating to the provisions of the policies, and
- (5) Pay the cost of insurance on or before each premium due date.

We understand that Standard may change premium rates when:

- (1) A change in law or governmental regulation affects the amount payable under the group policies.
- (2) Our participation changes by 25% or more.

We understand that we may terminate insurance at any time by giving written notice to Standard. The termination will be effective on the date stated in the notice or the date the notice is received by Standard, whichever is later. We understand our coverage under the Group Policy will terminate automatically on the date we cease to be a Participating Entity under MERS.

We understand the Group Policy may be terminated, changed or amended in whole or in part by MERS according to the terms of the Group Policy. Any such change or amendment may apply to current or future Participating Entities and employees covered under the Group Policy. We understand Standard may terminate our participation on any premium due date. We understand our participation will terminate automatically at the end of the grace period during which the required premium has not been paid. We understand MERS has no responsibility for premium billing or collection.

We agree it is our responsibility to comply with federal, state and local laws and regulations which govern employment relationships and the provision of fringe benefits to employees. We agree to indemnify and hold Standard, MERS, any related or affiliated business or entity thereof and the employees, agents and representatives thereof, harmless from any and all liability which may arise because of our failure to comply with such laws.

We understand that there are no Producer commissions available from any of the programs available through Standard Insurance Company under this agreement.

We understand that insurance under the group policies is not a substitute for coverage under a workers' compensation law and does not relieve us of any obligation to provide such coverage.

Standard Insurance Company

Unit 98 PO Box 4800 Portland OR 97208-4800

**Municipal Employees' Retirement
System of Michigan (MERS)
Participating Entity Application – Under 25 Lives**

SECTION IV: GROUP SIGNATURE

I hereby certify that all statements on this document are complete and true to the best of my knowledge and belief. I understand Standard Insurance Company will rely on these statements as the basis for approving this Participating Entity Application. I have read and understand the information herein.

I understand the group policies and certificates contain exclusions and limitations that are not stated in this Participating Entity Application.

By: _____

Signature of Authorized Company Officer: _____

Title: _____ Date: _____

Retain a photocopy of this form for your records.

Standard Insurance Company
Unit 98 PO Box 4800 Portland OR 97208-4800

**Municipal Employees' Retirement
System of Michigan (MERS)
Participating Entity Application – Under 25 Lives
Receipt for Initial Deposit**

Receipt for Initial Deposit. Received from _____, an initial deposit of \$ _____ *
in connection with the Participating Entity Application bearing the same date as this conditional receipt.

Date: _____

This receipt is subject to the terms and conditions below.

Received By:

Name Title

*All premium checks must be made payable to Standard Insurance Company. Do not leave payee blank. MERS has no responsibility for premium billing or collection.

TERMS OF RECEIPT – PLEASE READ CAREFULLY

If the requested insurance is acceptable to Standard Insurance Company under its current rules and practices and is legally permissible, coverage under the Group Policies will be approved and certificates of insurance will be issued in the language customarily used by Standard. Coverage will be effective on the date determined by Standard. No producer has the authority to guarantee the acceptability of the requested insurance.

Standard may issue separate certificates if more than one coverage is requested in this application. The insurance, if approved, will be subject to Standard Insurance Company's usual underwriting requirements, including the exclusions and limitations in the Group Policies and, if applicable, Evidence Of Insurability. The effective date of insurance for which a person is required to submit satisfactory Evidence Of Insurability will be determined in accordance with the terms of the Group Policies, subject to the Active Work requirement. No premiums will be collected or paid by the Applicant for such insurance until notification of approval.

No material describing coverage under the Group Policies will be distributed by the applicant to any person to be insured without the prior written consent of Standard Insurance Company.

Premium rate quotations were based on data submitted to Standard. Final premium rates will be determined by the actual composition of the group.

The consideration for coverage under the Group Policies is this Application and the payment of premiums. Payment of premium after coverage is approved is acceptance of the terms of the Group Policies. This Participating Entity Application is made a part of the Group Policies.

NORTH OAKLAND COUNTY FIRE AUTHORITY

Semi Annual Budget 7/1/2025 though 12/31/2025

Revenues	DRAFT
401 • Holly Township Contribution	\$ 591,505.00
402 • Rose Township Contribution	\$ 591,505.00
403 • Training / Education Revenues	\$ 4,000.00
404 • Fire Cost Recovery	\$ 500.00
405 • Grant Receipts	\$ 10,000.00
405.5 - SAFER Grant Receipts	\$ 50,000.00
406 • Medical Cost Recovery	\$ 210,000.00
410 • Sales-Small Items	\$ -
412 • Sales-Capital Items	\$ -
413 • Review and Inspection Services	\$ 28,000.00
414 • Interest Earned	\$ 7,000.00
416 • Donations	\$ 100.00
419 - Insurance Reimbursement	
419.1 - Wages Reimbursement	\$ 700.00
Total Revenues	\$ 1,493,310.00

Expenditures

Insurance

650 • Liability Insurance	\$ 25,000.00
652 • Workers Compensation Insurance	\$ 39,000.00
Total - Insurance	\$ 64,000.00

Personnel

700 • Wages, Chief Full Time	\$ 47,250.00	5% Wages Increase
700.5 • Full Time Employee Wages & Sick leave	\$ 388,921.38	5% Wages Increase
700.7 - Full Time Overtime Wages	\$ 25,000.00	
700.9 - Full Time Administrative Position	\$ 25,000.00	
704 • PT Officer Stipends	\$ 7,900.00	
705 • Instructor Wages	\$ 1,200.00	
707 - Special Event Pay	\$ 14,000.00	
708 - DUTY SHIFT MEDIC	\$ 108,624.00	
708.5 - DUTY SHIFT BASIC	\$ 75,064.00	
709 - Part Time Overtime Pay	\$ 6,000.00	
710 • Work Detail Pay	\$ 2,500.00	
711 • Training Wages	\$ 15,000.00	
712 • Incident Run Pay / POC Fire Wages	\$ 24,000.00	
714 • Social Sec / FICA	\$ 57,015.37	
715 • Medical Expenses - Employees	\$ 1,000.00	
716 • Healthcare Insurance - Full Time Employees	\$ 132,000.00	
716.2 - Health Care (opt out) Stipend	\$ 2,000.00	
716.5 - Health Care Savings Plan Contribution FT	\$ 10,123.43	
717 • 401a Contribution - Full Time Employees	\$ 65,802.28	

717.2 - 401a contribution - POC Employees	\$	5,000.00	
717.4 - 401a Forfeitures	\$	-	
719 • Life/LT Disability Insurance- Full Time Emp.	\$	7,500.00	STD Insurance Added

Fitness Memberships

Holiday Pay out

Uniform Payout

Food Payout

Total - Personnel	\$	1,020,900.45
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Supplies

722 • Operating Supplies	\$	5,000.00
723 • Fire Prevention	\$	3,000.00
724 • Uniforms	\$	7,500.00
726 • Medical Supplies	\$	10,000.00

Total - Supplies	\$	25,500.00
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SAFER Grant

751 - Instructor Wages	\$	-
753 - Training Costs	\$	50,000.00
754 - Employee Physicals	\$	-
757 - Fringe Benefits	\$	-
760 - Marketing	\$	-
761 - Equipment Purchases	\$	-
765 - Lost Wages Reimbursement	\$	-

Total - SAFER Grant	\$	50,000.00
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Contracted Services

800 • Dispatching	\$	25,000.00
802 • Auditing	\$	11,000.00
804 • Legal	\$	9,000.00
806 • Medical Cost Recovery Billing- AccuMed	\$	10,000.00
807 • Fire Cost Recovery Billing- AccuMed	\$	500.00
810 • NON-Employee Instructor Wages	\$	1,000.00
812 • Education	\$	5,000.00
814 • Dues and Subscriptions	\$	15,000.00
815 • Payroll Services	\$	2,600.00
816 • Administrative Services / Book Keeping	\$	4,500.00
820 • Construction/Labor Services	\$	1,000.00

Total - Contracted Services	\$	84,600.00
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Operating

850 • Communications	\$	2,500.00
851 • Information Technology Expenses	\$	24,000.00
852 • Fuel	\$	11,000.00
854 • Printing and Publishing	\$	300.00
855 • Training supplies / Equipment	\$	1,500.00
858 • Building Utilities	\$	25,000.00
859 • Equipment Lease	\$	2,000.00

860 • Building & Grounds Repair / Maintenance	\$	11,000.00
862 • Equip Maintenance	\$	10,000.00
866 • Vehicle Maintenance	\$	25,000.00
867 - Debt Write Off - Medical Billing	\$	75,000.00
867.5 - QAAP Medicaid Tax	\$	1,000.00
868 - Debt Write Off - Fire Cost Recovery	\$	500.00
869- Debt Write Off / Other - COLLECTIONS	\$	-
Total - Operating Expenses	\$	188,800.00

Debt Service

950 • Debt Service Principle	\$	-
952 • Debt Service Interest	\$	-
Total - Debt Service	\$	-

Purchases

970 • Capital Purchases +10,000	\$	12,000.00
972 • Equipment Purchases	\$	5,000.00
973 • Grant Expenses	\$	10,000.00
974 • Grant Match	\$	2,500.00
Total - Purchases	\$	29,500.00

Total All Expenditures \$ 1,463,300.45

**recommend a 60k to 100k fund balance each year to continue building up our reserve account. Fund Balance		
	\$	30,009.55
Grand Total	\$	1,493,310.00
diff.	\$	(0.00)

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Grand Total	\$	1,493,310.00
diff.	\$	(0.00)

NOCFA Fire Board Meeting - April 2025

Chief's Report

Submitted by: Chief Matt Weil

Temporary Officer Assignments – Extension Notification

In August of this year, and in accordance with Policy 10.25 – *Special Appointments*, I made a series of **Temporary Officer Assignments** to meet the operational needs of the department. Per the policy, these assignments are limited to a maximum duration of **six months**, unless extended by the Fire Chief with formal notification to the Board.

Based on current department needs, we will be **extending these temporary appointments through the remainder of the current calendar year (CY)**. At the end of this period, we will conduct a reevaluation to determine any further action or adjustments.

This extension is being made in alignment with Policy 10.25 and ensures continued leadership stability and operational effectiveness within the department.

I-75 Construction Project – Important Update for Residents

The **I-75 construction project** is now in full swing, and as expected, it is beginning to impact traffic flow throughout the area. These changes will likely cause **delays in emergency response times**, particularly during peak travel hours.

To help mitigate the impact, **area fire departments have developed a cooperative and collaborative response plan**, involving all agencies located along the construction corridor. While this plan will help reduce delays as much as possible, we still anticipate occasional challenges during the duration of the project.

We **strongly recommend that residents avoid the construction zone when possible** and consider using alternate travel routes.

As traffic volume increases on secondary and local roads, we kindly ask everyone to:

- **Be Patient**
- **Be Respectful**
- **Be Responsible**
- **Take Your Time**

This cooperation helps keep our community safe and allows first responders to do their jobs more effectively.

Uncovered Shifts

Month	Open Hours	Hours Available	% uncovered
January	18.25	2976	0.61%
February	85	2688	3.16%
March	24	2976	0.81%

Mutual Aid Responses - March 2025

March 2025 Mutual Aid				
	Fire	Medical	Other	Grand Total
Fenton City	1			1
Grand Blanc Twp	2			2
Groveland		1		1
Highland	1	2		3
Holly		9		9
Springfield	1		3	4
Grand Total	5	12	3	20

Runs Total	121
Mutual Aid Percent	16.53%

Significant Response(s)

Structure Fire – Follow-Up and Community Support
Chief's Report

Following the recent structure fire incident, I previously shared with the Board the press release that was distributed to local media outlets, providing initial details on the event.

Since that time, we have had the opportunity to meet with the affected family at the fire station. During the visit, our department—through the Association's **Benevolent Fund**—presented the family with a **gift to help address their immediate financial needs**.

Most importantly, we were able to provide some emotional support to their **4-year-old son**, who was home at the time of the fire and witnessed both the incident and emergency response. He spent time with our **on-duty crew** and was also visited by one of our **State Troopers**, helping to create **positive, lasting memories** and foster trust and reassurance during a difficult time.

This effort reflects our ongoing commitment to not only respond in moments of crisis, but also support the healing and recovery process for our community members afterward.

General Comments

- As of April 17th , we have responded to 416 calls, averaging four calls per day.
- Union negotiations continue.
- Update: Trilogy Health Care Development – Holly Township
 - The Trilogy Health Care development in Holly Township has been approved by the Planning Commission. This project includes both **independent and dependent living facilities**, and is an average-sized complex for our region.
 - Once the facility is fully operational, we anticipate it will generate **approximately 150 additional calls for service annually**. This projection will need to be factored into our operational planning and long-term resource allocation, particularly as we continue refining the 10-Year Capital Outlay Plan.

North Oakland County Fire Authority Incident Run Data

March-25

Total Incidents	124
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Incident Summary	
Structure Fires	1
Vehicle Fires	1
Brush / Outdoor Fires	3
EMS Medicals	83
Vehicle Accidents w/ Injuries	2
Vehicle Accidents w/ No Injuries	1
Hazardous Cond.	3
Service Call	17
Good Intent	8
False Calls	2
Severe Weather	3
Other	
Total Calls	124

Out of District Runs	
MUTUAL AID MEDICAL	12
MUTUAL AID FIRE	5
MISC	0
Total	17

Total EMS Related Calls	88
Total NOCFA Transports	67
Patient Sign Offs / No Transport	21

	minutes	# of priority calls
Avg. Response Time To Priority Calls	7.7	18

TOTAL RUNS IN FIRE DISTRICT	107
TOTAL OUT OF DISTRICT RUNS	17

Total Runs **124**

Total Employees	34
Full Time	13
Part time / Paid on Call	21

Paramedic's	15
EMT's	15
MFR's	3
CADET's	1

Employees Voluntary / Involuntary terminated last month	1
Employees Hired last month	0

Rose Twp.	48
Holly Twp.	56
I-75	3

