

; 12/04/18 3:42 PM

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;;;BOSTON CITY COUNCIL B (2-4PM)  
;;;12/4/2018

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>> MY NAME IS MARX CIOMMO, I'M  
THE CHAIRMAN OF WAYS AND MEANS  
AND THE DISTRICT 9 TOY  
COUNCILOR.

TODAY IS TUESDAY DECEMBER 4TH.  
WOULD LIKE TO READ THE TWO  
DOCKETS BEFORE US TODAY FOR THE  
RECORD.

DOCKET 656 MESSAGE AND ORDER  
APPROVING A SUPPLEMENTAL  
APPROPRIATION OF \$18, 212,430 TO  
COVER THE FY19 COSTS CONTAINED  
WITHIN THE COLLECTIVE BARGAINING  
AGREEMENTS BETWEEN THE CITY OF  
BOSTON AND THE INTERNATIONAL  
ASSOCIATION OF FIREFIGHTERS  
LOCAL 718.

THE TERMS OF THE CONTRACTS ARE  
ANNUAL 1, 2017 FLU JUNE 30TH,  
2018.

AND ANNUAL 1, 2018 THROUGH JUNE  
30TH, 2021.

THE MAJOR PROVISIONS OF THE  
CONTRACTS INCLUDE BASE WAGES  
INCREASES OF 2% EFFECTIVE THE  
FIRST PAY PERIOD OF ANNUAL OF  
EACH FISCAL YEAR.

THE AGREEMENTS ALSO INCLUDE  
INCREASES TO NIGHT DIFFERENTIAL,  
HAZARD OBJECTIONS DUTY  
COMPENSATION, EMT PERSONNISTS  
PAY AND MODIFIED WELLNESS  
DIFFERENCE HULL AND DOCKET 1657,  
MESSAGE AND ORDER TO REDUCE THE  
FY19 APPROPRIATION FOR THE  
RESERVE FOR COLLECTIVE  
BARGAINING FOR \$18,212,630 TO  
PROVIDE FUNDING FOR THE BOSTON  
FIRE DEPARTMENT FOR FY19.

INCREASES CONTAINED WITHIN THE  
COLLECTIVE BARGAINING AGREEMENT  
BETWEEN THE TOY OF BOSTON AND  
THE INTERNATIONAL ASSOCIATION OF  
FIREFIGHTERS LOCAL 718.

I WOULD LIKE TO REMIND FOLKS  
THIS IS A PUBLIC HEARING BOTH  
BEING BROADCAST ON COMCAST

CHANNEL 8.

VERIZON 1964 AND RCN82 AS WELL  
AS STREAMED ON  
BUSTON.GOV/CITY-COUNCIL-TV.  
I WOULD LIKE TO ASK FOLKS IN THE  
CHAMBER TO SILENCE THEIR  
ELECTRONIC DEVICES.

AT THE CONCLUSION OF THE  
ADMINISTRATION'S PRESENT  
QUESTIONS AND ANSWER FROM MY  
COLLEAGUES WE'LL TAKE PUBLIC  
TESTIMONY.

THERE'S A SIGN-IN SHEET TO MY  
LEFT I ASK THAT YOU THAWRM, ANY  
AFFILIATION AND RESIDENTS.  
I WOULD JUST LIKE TO CLEAR ONE  
THING.

DOCKET 1657 WILL TRANSFER THE  
FUNDS FROM THE COLLECTIVE  
BARGAINING RESERVE TO THE  
GENERAL FUND AND DOCKET 1516  
WILL AUTHORIZE THE FUNDING FOR  
THIS AWK GROWTH.

I WOULD LIKE TO INTRODUCE MY  
COLLEAGUE IN ORDER ON THERE  
ARRIVAL.

THE VICE CHAIR -- THE CHAIR OF  
PUBLIC SAFETY, COUNCILOR MCCOSH  
THEY, EDWARD FLAHERTY, ED FLYNN,  
COUNCILOR MATT O'MALLEY, LISA  
SAW E GEORGE -- COUNCILOR FRANK  
BAKER.

I WANT TO RECOGNIZE WE HAVE THE  
PRESIDENT OF LOCAL 718 RICH  
PARIS AND I WOULD LIKE TO JUST  
RECOGNIZE ALL THE GREAT MEN AND  
WOMEN WHO WORK FOR BOSTON FIRE  
DEPARTMENT INCLUDING THE  
BARGAINING TEAM AND THE  
EXECUTIVE BOARD SO THANK YOU ALL  
FOR YOUR ATTENDANCE TODAY AND  
WITH THAT I WILL HAND IT OVER TO  
THE ADMINISTRATION FOR  
PRESENTATION.

>> GOOD AFTERNOON, CHAIRMAN AND  
MEMBERS OF THE CITY COUNCIL.

I'M THE CHIEF OF ADMINISTRATION  
AND FINANCE FOR THE CITY OF  
BOSTON.

I'M HERE TO TESTIFY ON BEHALF OF  
THE TWO DOCKETS BEFORE YOU  
TODAY.

THESE DOCKETS APPROPRIATE FOR  
THE SECOND YEAR OF THE CONTRACT.

THE DOCK CAN ETCETERA REPRESENT THE CULMINATION OF A SUCCESSFUL NEGOTIATION WITH LOCAL 718 THE FIREFIGHTERS UNION WHICH WILL RESULT IN A FOUR YEAR CONTRACT THAT OFFERS STABILITY FOR THE CITY'S FINANCIAL PLANNING AND CERTAINTY FOR THE BOSTON FIREFIGHTERS.

IN ADDITION TO THE WAIMG COMPONENTS CONTAINED -- WAGE COMPONENTS IT INCLUDES MANY LANGUAGE CHANGES INCLUDING UPDATES TO INCLUDE CLARIFICATION AROUND OPIOID TESTING, PAID PARENTAL LEAVE TO EMPLOYEES OF 718 AND THE DISCRIMINATION CLAUSE WITH CURRENT LAW AND CURRENT CITY PRACTICE.

I WILL TURN IT OVER TO JUSTIN TO REVIEW THE STATUS OF THE COLLECTIVE BARGAINING COSTS.

>> THANK YOU.

GOOD AFTERNOON, THANK YOU COUNCILOR CIOMMO AND COUNCILORS FOR HAVING US HERE TODAY.

AS EMMA MENTIONED MY NAME IS JUSTIN I'M THE CITY'S BUDGET DIRECTOR.

DOCKET 1657 HAD 56 COVER THE COSTS OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY AND FIREFIGHTERS LOCAL 718.

THE \$18.2 WILL BE DISTRIBUTED TO THE FIRE DEPARTMENT TO COVER THE COSTS OF FY19 IN THIS CONTRACT.

THE FY19 BUDGET PASSED BY THIS COUNCIL INCLUDED 38.4 MILLION IN AGGREGATE TO COVER THE ENTIRE AGGREGATE FOR THE YEAR.

THIS IS THE 9TH SUPPLEMENTAL COLLECTIVE BARGAINING APPROPRIATION TO COME BEFORE THE COUNCIL.

THE CITY COUNCIL HAS PREVIOUSLY PASSED APPROPRIATIONS FOR TEAMSTERS, PARK RANGERS, MUNICIPAL POLICE, PATROLMEN AND SUPERIORS.

BPS KEEPERS, JUST YESTERDAY THE WAYS AND MEANS COMMITTEE HELD A HEARING ON TWO OTHER COLLECTIVE BARGAINING AGREEMENTS FOR THE BPS ADMIN GUILD AND PSCIU.

IF THOSE APPROPRIATIONS AND THE ONES UNDER CONSIDERATION FOR TODAY ARE APPROVED BY THE COUNCIL THE REMAINING BALANCE IN FY19 RESERVE WILL BE \$18 MILLION.

WITH THE COMPLETION OF THE TWO CONTRACTS YESTERDAY AND THE CONTRACT TODAY, THIS WILL BRING THE TOTAL CITY AGREEMENTS THAT THE CITY HAS WITH UNIONS UP TO 78%.

SOMETHING THAT WE'RE VERY PROUD OF TO GET SO FAR ALONG THE LINE. SOME OF THE DETAILS OF TODAY'S CONTRACT INCLUDES BOTH MEANINGFUL CONVERSATION AND MEANINGFUL LANGUAGE CHANGES THAT EMMA MENTIONED.

ON THE COMPENSATION SIDE WE HAVE 2% WAGE APRIL CREASES STARTING IN JULY CONTINUING THROUGHOUT WHICH IS KEPT WITH THE PATTERNS SET BY BOTH OUR CITY UNIONS AND OUR PUBLIC SAFETY UNIONS.

OUTSIDE OF THE BASE WAGE THERE ARE ADJUSTMENTS MADE TO SOME DIFFERENTIAL WAGES LIKE HAZARDOUS DUTY, NIGHT SHIFT, EMT'S HOLIDAY PAY AND A NEW WELLNESS DIFFERENTIAL.

ON THE LANGUAGE SIDE AS EMMA MENTIONED WE HAVE SEVERAL NOTABLE CHANGES INCLUDING CLARIFICATION FOR DRUG TEST POLICY FOR PARENTAL LEAVE. ANTI-DISCRIMINATION CLAUSE TO INCLUDE ALL PROTECTED CLASSES UNDER STATE AND FEDERAL LAW. MODIFIED USE OF PERSONAL AND VACATION BENEFITS TO ENSURE BETTER MANAGEMENT AND COVEREDDED BY THE DEPARTMENT.

AS EMMA MENTIONED WE ARE PROUD OF THIS CONTRACT.

WE BELIEVE IT'S A FAIR AND SUCCESSFUL NEGOTIATION WITH MUTUAL BENEFITS ON BOTH SIDES AND I'M HAPPY TO ANSWER ANY QUESTIONS ALONG WITH EMMA ABOUT THE CONTRACT ITSELF.

>> THANK YOU JUSTIN AND EMMA. WILL YOU GIVE US THE NUMBER IN THE COLLECTIVE BARGAINING UNIT?

>> YES.

SO IT'S --

>> A LITTLE BIT NORTH OF 1500 I BELIEVE.

>> 1529 AS OF THIS MORNING.

>> OKAY.

AND WE'LL HAVE, YOU'VE MENTIONED, 18 MILLION LEFT IF --IF THESE TWO ARE APPROVED TOMORROW FOR THE OTHER 22% THAT ARE NOT UNDER AGREEMENT.

>> RIGHT.

THAT'S MORE OF A REFLECTION OF THE TOTAL UNITS NOT NECESSARILY THE MEMBERS.

WE THINK THAT WHILE WE HAVE SORT OF OUTSTANDING NEGOTIATIONS WITH SOME BIG UNIONS LIKE EMT'S, AND OBVIOUSLY THE BOSTON TEACHER'S UNION IS STILL OUT THERE.

WE ARE SORT OF IN DIM GENT NEGOTIATIONS WITH ALL THOSE GROUPS AND WE'RE NOT SURE WHERE THEY WILL LAND BUT WE THINK IT WILL BE SORT OF A FAIR AMOUNT OF MONEY FOR THOSE GROUPS AT THE END OF THE TEE.

>> GREAT.

SINCE WE HAVE A GOOD GROUP OF FOLKS HERE, LET ME RECOGNIZE COUNCILOR MCCARTHY FOR ANY QUESTIONS.

>> YES.

THANKS VERY MUCH, MR. CHAIR. I'LL BE VERY QUICK, YOU KNOW, ANOTHER CONGRATULATIONS ON COMING ONCE AGAIN COLLECTIVE BARGAINING AGREEMENT SITTING DOWN BEFORE US NO NONSENSE, OPERATIONS ARE TAKEN CARE OF, FAMILIES ARE TAKEN CARE OF. I WANT TO WELCOME BOSTON FIRE DEPARTMENT CLEARLY RICHEY PARIS AND THE EXECUTIVE TEAM I REALLY HAVE NO QUESTIONS I'M HAPPY THAT THEY'RE HAPPY AND I LOOK FORWARD TO VOTING IN THE AFFIRMATIVE TOMORROW.

>> THANK YOU, COUNCILOR MCCARTHY.

WHAT'S NEXT?

COUNCILOR FLAHERTY.

>> THANK YOU, MR. CHAIRMAN. ECHOING THE COMMENTS OF THE

CHAIR PUBLIC SAFETY WILL PLAN ON SUPPORTING THIS.

I WANT TO TAKE THIS OPPORTUNITY TO ADDRESS A COUPLE ISSUES THAT REALLY DATE BACK TO THE PREVIOUS ADMINISTRATION, SPECIFICALLY WHEN THEY GET RID OF THE TWO CHIEFS.

WEST ROXBURY MY COLLEAGUE COUNCILOR MATT O'MALLEY WITH THE HIGH PRESSURE GAS ALIGNMENTS IN HIS COMMUNITY.

WE DON'T HAVE A DISTRICT CHIEF. WE ALSO I DON'T THINK HAVE ONE OVER AT THE MEDICAL HOSPITAL AREA AS WELL SO WE HAVE A SITUATION, IF WE EVER HAVE A SITUATION LIKE THE DISASTER UP AT MERRIMACK VALLEY AND/OR SOMETHING THAT HAPPENS ALONG THE MEDICAL HOSPITAL AREAS, WE'RE AT A HUGE DISADVANTAGE RIGHT OUT OF THE GATE PARTICULARLY IF THERE'S MULTIPLE THING GOING ON AT THE SAME TIME.

I KNOW THIS CONTRACT DOESN'T DIRECTLY SPEAK TO THAT BUT I WILL SPEAK TO AN INCREASE IN BOSTON'S POPULATION PARTICULARLY IN SOUTH BOSTON.

I'LL SPEAK TO THE NEED TO HAVE A DISTRICT DOWN ALONG THE SOUTH BOSTON WATER FRONT AND I WOULD LIKE TO SEE AT SOME POINT US ADDRESSING THE CUTBACKS FROM THE PREVIOUS ADMINISTRATION THAT PUT US IN A PREDICAMENT IN THE EVENT OF SOMETHING LIKE A GAS LINE BREAK.

SO MOVING FORWARD AS WE HEAD TO THE BUDGET SEASON IF WE COULD KEEP ON YOUR RADAR SCREEN THE FIRE STATION IN THE SOUTH BOSTON WATER FRONT ALONG WITH RESTORING THE CUTS TO THE TWO DISTRICT CHIEF POSITIONS.

I WOULD ALSO GO A LONG WAY IN FOSTERING ADDITIONAL DIVERSITY THROUGHOUT THE RANKS ON THE FIRE DEPARTMENT SO IT'S A WIN/WIN BUT FIRST AND FOREMOST PUBLIC SAFETY AND THE FACT THAT THOSE TWO DISTRICT CHIEFS WERE ELIMINATED AND THEY HAVEN'T BEEN RESTORED.

IT'S PROBLEMATIC FOR ME TO BE  
HERE PARTICULARLY IF YOU'RE A  
DISTRICT COUNCIL FROM WEKS  
ROXBURY OR DISTRICT COUNCILOR  
FROM THE MEDICAL AREA THAT WOULD  
BE A MAJOR CONCERN TO ME AND TO  
THE PEOPLE I REPRESENT OVER  
THERE BUT I'M COMING AT LARGE  
COUNCILOR SO I REPRESENT THE  
WHOLE CITY.

IF YOU COULD MAYBE DIG IN A  
LITTLE BIT ON THAT, WORK WITH  
THE MAYOR, WORK WITH THE FIRE  
COMMISSIONERS AND REMEMBERS TO  
LEARN MORE ABOUT IT BUT THAT'S A  
BIG ISSUE.

I DON'T WANT TO COMPOUND IT A  
DPRAILT DAY WHEN WE CAN GET TO  
THE TABLE AND THE CITY CAN  
BARGAIN WITH OUR FIREFIGHTERS  
WHICH IS GREAT SO I'LL BE  
SUPPORTING THAT BUT I WOULD BE  
REMISS IF I DIDN'T TAKE THE  
OPPORTUNITY FOR THE CITY AND  
WE'LL BE IN BUDGET SEASON BEFORE  
YOU KNOW IT IN THE FIRE  
DEPARTMENT AND TIME HAS COME TO  
HAVE A VERY FRANK CONVERSATION  
TO HAVING A POLICE STATION DOWN  
AT THE WATERFRONT AS WELL AS  
RESTORING THE CUTS IN THOSE TWO  
DISTRICT POSITIONS.

THANK YOU MR. CHAIRMAN.

>> THANK YOU.

COUNCILOR FLYNN.

>> THANK YOU COUNCILOR CIOMMO.

I ALSO AGREE WITH COUNCILOR  
FLAHERTY AS THE DISTRICT TWO  
CITY COUNCILOR REPRESENTING  
SOUTH BOSTON.

I SPEND A LOT OF TIME AT THE  
SOUTH BOSTON WATER FRONT IN THE  
POPULATION CONTINUES TO GROW AND  
GROW EVERY DAY ALMOST.

I SPENT SOMETIME THIS WEEKEND  
FOR THE COMMISSIONING OF THE  
THOMAS NAVY SHIP WITH THOUSANDS  
AND THOUSANDS OF PEOPLE BUT A  
PLAN MAYBE OVER THE NEXT YEAR OR  
NEXT COUPLE YEARS CAN WE AT  
LEAST HAVE A CONVERSATION ABOUT  
ADDING A DISTRICT DOWN AT THE  
SOUTH BOSTON WARRANT FRONT OR  
ADDING A MAJOR PRESENCE DOWN

THERE.

IN THE INTEREST OF PUBLIC SAFETY  
IT COULD BE CRITICAL.

>> WE'RE HAPPY TO HAVE THAT  
CONVERSATION.

IT'S SOMETHING WE STRUGGLE A  
LITTLE BIT WITH JURISDICTION  
ISSUE I KNOW THAT'S NOT WITH  
FIRE WITH THE GROWING POPULATION  
BUT WITH SORT OF A MIXED TIMIC  
OF WHO OWNS WHAT PROPERTY DOWN  
THERE SOMETHING WE'RE WORKING  
CLOSELY WITH AND WE'LL CIRCLE  
BACK WITH THE COMMISSIONER AND  
THINK ABOUT WHAT WE CAN AND  
SHOULD BE DOING IN THE NEXT  
YEAR.

>> THANK YOU.

I ALSO, I'LL BE SUPPORTING  
VOTING YES TOMORROW.

ONE STORY I'D LIKE TO MENTION IS  
I HAVE THE OPPORTUNITY TO SERVE  
FOR 25 YEARS IN THE U.S. NAVY  
AND SERVED OVERSEAS.

WHEN I CAME BACK FROM THE MIDDLE  
EAST, I WAS ENROLLED IN  
SOMETHING CALLED THE GULF WAR  
REGISTRY AND IT TRACKS YOUR  
HEALTH FOR BEING IN CERTAIN  
COUNTRIES IN THE MIDDLE EAST AND  
A LOT OF PEOPLE IN THE MILITARY  
HAVE THESE RESPIRATORY ISSUES  
LEAVING THE MILITARY OR DURING  
THE MILITARY BUT I THINK IT'S  
SIMILAR TO PEOPLE IN THE FIRE  
DEPARTMENT.

THEY SERVE SO MANY YEARS  
FIGHTING ISSUES AND THEY DEVELOP  
THESE ISSUES YEAR AFTER YEAR.

I THINK SHORE TERM AND LONG TERM  
MAYBE WE CAN CONTINUE TO HAVE A  
CONVERSATION ABOUT THE HEALTH  
RISKS AND MAKING SURE THAT OUR  
CURRENT FIREFIGHTERS BUT ALSO  
THOSE THAT ARE RETIRED ALSO HAVE  
THE HEALTHCARE AND THE  
COMPENSATION THAT IS NECESSARY  
FOR THEM TO LIVE.

I KNOW A LOT OF FIREFIGHTERS  
UNFORTUNATELY AFTER THEY ALMOST  
AFTER THEY RETIRE THEY HAVE BEEN  
IN FIRES FOR SO MANY YEARS THAT  
THEIR LIFE EXPECTANCY IS NOT  
VERY LONG AFTER THAT.



SO IS THAT SOMETHING WE COULD ALSO CONTINUE TO HAVE A CONVERSATION ABOUT?

>> YES.

I WOULD SAY THERE ARE A FEW THINGS MORE IMPORTANT I THINK TO THE MAYOR AND THE COMMISSIONER AND THE HEALTH OF THE FIREFIGHTERS.

WE HAVE INVESTMENT IN BOTH THE CAPITAL SIZE AND THE BUDGET, THERE'S THIS DITCHUAL THAT WILL ACTUALLY HELP SUPPORT FIREFIGHTERS TO MAKE THAT ARE THEY ARE TAKING CARE OF THEMSELVES AND DOING THE SORT OF MEDICAL SERVICE BUT THIS IS FROM TARGETED FIREHOUSE CLEANING TO MAKE SURE THE VENTS AND DUCTS AND GEAR ARE ALL IN A PLACE WHERE THEY ARE NOT WITH HEALTH CONCERNS AND THAT'S SOMETHING THAT THIS MAYOR AND THE COMMISSIONER COMMITTED TO CONTINUING TO FUND AND WE LOOK FORWARD TO SEEING WHAT MORE WE CAN DO IN THE SORT OF UPCOMING BUDGET CYCLE TO MAKE SURE WE'RE PROVIDING FOR THAT LEVEL OF HEALTHCARE FOR OUR FIREFIGHTERS.

>> THANK YOU.

AS I MENTIONED, I'M LOOKING FORWARD TO VOTING YES TOMORROW. I THINK THAT'S THE WAY TO CONDUCT UNION NEGOTIATIONS. I THINK THE CITY OF BOSTON, THE FIRE DEPARTMENT LOCAL 718 FOR THEIR PROFESSIONALISM. I WANT TO SAY AMMO TO YOUR TEAM FOR BEING THERE FOR THE RESIDENTS OF BOSTON AS WELL.

>> THANK YOU.

>> THANK YOU COUNCILOR FLAHERTY.

>> A GREAT PLACE TO TART WOULD BE ON THE 9TH FLOOR, YOU HAVE A LOT OF LAND DOWN THERE.

A LOT OF UNDEVELOPED BUT IT'S DOWN IN THE INDUSTRIAL PARK AND WOULD BE A GREAT LOCATION FOR A BRAND NEW START OF THE ART FIRE STATION.

>> COUNCILOR O'MALLEY.

>> THANK YOU MR. CHAIRMAN AND GOOD AFTERNOON LADIES AND

GENTLEMEN.

THIS IS A WONDERFUL THING TO  
COME AS WE DISCUSS A SIGNIFICANT  
UNION CONTRACT THAT HAS BEEN  
AGREED UPON MUTUALLY THROUGH I  
THINK RESPECTED WILLINGNESS TO  
BE LISTENED BY BOTH SIDES.  
THE MEN AND WOMEN SITTING BEHIND  
YOU PARTICULARLY LOCAL 718,  
MR. PARIS.

THANK YOU MR. PRESIDENT.  
VERY FEW QUESTIONS.  
YOU WENT OVER THERE BUT I DIDN'T  
GET ALL THE NOTES.

HOW MUCH SHOULD WE VOTE  
FAVORABLY ON THIS \$18 MILLION  
212,000 HOW MUCH WILL BE LEFT IN  
THE COLLECTIVE BARGAINING ARE  
SERVES.

>> 18 MILLION.

>> ABOUT HALF.

>> THERE'S 18 RIGHT NOW THERE'S  
18 MILLION IN THIS CONTRACT AND  
A LITTLE BIT SOUTH OF 2 MILLION  
IN THE CONTRACTS WE DISCUSSED  
YESTERDAY.

>> PERFECT.

PUBLIC HEALTH COMMISSION AND THE  
BPS.

OKAY.

SO HOW MANY UNITS ARE  
OUTSTANDING?

-- HOW MANY UNITS ARE  
OUTSTANDING?

>> I DON'T HAVE THE NUMBER OF  
UNITS BUT I THINK I MENTIONED  
BEFORE IT'S ABOUT 78% OF THE  
CONTRACTS WE'RE DONE WITH RIGHT  
NOW FROM A MEMBERSHIP POINT OF  
VIEW THE THREE BIG ONES ARE BTA  
OBVIOUSLY AND THEN LINERS AND  
EMT.

WE HAVE A FAIR AMOUNT OF  
MEMBERS.

>> SO 78, YOU'RE DONE WITH 78%  
OF CONTRACTS.

HOW MANY MEMBERS ARE IN THE BTU  
BARGAINING.

>> I THINK MORE THAN 5,000.

>> OKAY.

>> IT'S A LARGE AMOUNT.

>> YES, IT MAKES SENSE.

WE HAVE 20,000 EMPLOYEES.

>> I'M JUST TRYING TO WRAP MY

HEAD.

>> I THINK WHEN YOU INCLUDE BPS  
IT'S CLOSER TO 25.

>> GOT YOU.

OKAY.

SO WILL WE ENOUGH TO SATISFY  
THOSE -- SO WILL WE HAVE ENOUGH  
TO SATISFY THOSE STANDING  
CONTRACTS.

>> THAT IS A GREAT QUESTION.  
WE ARE NOT FAR ENOUGH ALONG IN  
THE PROCESS WHERE WE FEEL  
COMFORTABLE ONE WAY OR ANOTHER  
BUT WE BUDGET FOR IT  
ACCORDINGLY.

WE HAVE A FAIR CONTRACT WITH THE UNIONS WE SETTLED  
WITH SO FAR AND WE'RE GOING TO  
APPROACH THE NEXT PHASE OF  
NEGOTIATIONS WITH THAT SAME  
OPENNESS AND FAIRNESS IN MIND.  
WE HAVE A PRETTY SET PATTERN  
THAT IS BEEN SET FOR PUBLIC  
SAFETY UNIONS AND THE CITY ONES  
AND WE CAN'T PREDICT THE FUTURE,  
BUT WE THINK WE'LL GET PRETTY  
CLOSE IF NOT ALL THE WAY.

>> OKAY.

WELL, THAT'S GOOD TO HEAR.

I AGREE WITH YOU.

I THINK YOU AND YOUR TEAM HAVE  
DONE A FANTASTIC JOB AS IT  
RELATES TO THIS.

I GUESS IF WE'RE TALKING ABOUT A -- AN OUTSTANDING UNION WITH  
5,000 MEMBERS AND \$18 MILLION,  
THE MATH THERE WOULDN'T SEEM  
LIKE IT WOULD GET US TO A --

>> SOME OF IT HAS TO DO WITH THE  
CONTRACTS HAVE ENDED TOO.  
RIGHT?

THEY'RE NOT ALL EQUAL IN IN  
TERMS OF HOW MUCH OF THE  
CONTRACTS WE ARE SORT OF OWED  
WHEN THEY ARE ULTIMATELY ONE  
CONTRACT ENDS AND THE  
NEGOTIATION FINALIZES.

SO OFTENTIMES, THERE'S A GAP  
BETWEEN WHEN THE CONTRACT HAS  
ENDED AND WENT NEW NEGOTIATION  
ENDS AND WE FUND A NEW CONTRACT.  
THAT GAP DIFFERS DEPENDING ON  
THE UNION.

SO THIS SORT OF AMOUNT THAT  
YOU'RE FUNDING --

>> NO, I UNDERSTAND THAT.

BUT MEMBERSHIP AND WORKING WITHOUT A CONTRACT FOR A NUMBER OF YEARS.

ACTUAL.

>> ACTUALLY, A YEAR AGO AT THIS TIME IN A VERY SIMILAR CIRCUMSTANCE WHERE WE USE PART OF THE COLLECTIVE BARGAINING AND PART OF THE TRUE GROWTH TO PAY FOR THE BC CONTRACT AS OF LAST YEAR.

SO THEY'VE BEEN OUT SINCE THE BEGINNING OF THIS FISCAL YEAR. BUT THEY HAD TWO CONTRACTS UP UNTIL THEN.

>> SO, SHOULD YOU SETTLE, GOD WILLING, WITH BTU, IT WOULD JUST BE YOU'D BE ON THE HOOK FOR ONE YEAR.

>> I THINK IT'S -- FOR THE NEW COLLECTIVE BARGAINING RESERVE AND THE NEW BUDGET WOULD GO INTO EFFECT.

>> YES.

OKAY.

AGAIN, THIS IS OFF-TOPIC BUT IT'S ONE OF THE THINGS I'M ASKING MYSELF.

OKAY.

AND THEN THIS -- SO THIS WORKS OUT TO THE COLLECTIVE BARGAINING UNIT OF THE -- WE'RE DISCUSSING HERE IS ABOUT 1500 FOLKS, 1529. SO THIS WORKS INTO ABOUT A 10,000 PER PERSON, GIVE OR TAKE, INCREASE IN SALARY.

RECOGNIZING A WHOLE HOST OF FACTORS.

IT'S JUST SIMPLE MATH OF DIVIDING 18 MILLION --

>> IT FALLS VERY MUCH IN LINE WITH THE REST OF THE PUBLIC SAFETY UNIONS, BUT THERE'S A WHOLE HOST OF DIFFERENTIALS THAT APPLY TO DIFFERENT SEGMENTS OF THE MEMBERSHIP.

IT WOULD BE HARD TO SAY EXACTLY 10,000 PER MEMBER BUT --

>> NO, JUST -- I MEAN, I DID THAT WITH YESTERDAY'S, AND IT WAS -- IT'S NOT -- THE AMOUNT AND THE PERCENTAGES I WOULD AWAY FROM GUS TO WHAT WE'RE DOING IN THE PUBLIC HEALTH COMMISSION,

ADMINISTRATIVE STAFF, WHICH IS SLIGHTLY HIGHER THAN THE BPS ADMINISTRATIVE STAFF.  
YOU UNDERSTAND WHERE I'M GOING WITH THAT.

>> YES.

THERE WAS AN ISSUE I REMEMBER WITH OUR LAST UNION CONTRACT WITH -- I MEAN, IT'S CALLED THE T-CAP, WHICH EVERY TIME THE CONTRACTOR NEGOTIATED IT, IS THAT FACTORED INTO IT AS WELL?

>> YES, THAT'S FACTORED INTO IT.

OKAY.

AND THAT'S ONE PERCENTAGE POINT OR HALF A PERCENTAGE POINT?

>> OH, MAN.

THAT'S INCLUDED IN THIS AMOUNT.

>> IT IS.

AND THAT'S JUST SOMETHING WE HAVE TO BE MINDFUL OF.

THAT CAN BE A FACTOR AS WELL.

WELL, THAT'S ALL THE QUESTIONS I HAVE FOR NOW.

AGAIN, I WILL BE SUPPORTING THIS AND APPRECIATE THE WORK YOU ALL HAVE DONE WITH THE MEN AND IM, OF OUR ORGANIZED LABOR TO COME UP WITH A FAIR CONTRACT.

SO, THANK YOU.

>> COUNCILOR ESSAIBI GEORGE.

THANK YOU, CHAIR, AND THANK YOU BOTH FOR BEING HERE TODAY.

I SEE ONE OF THE LANGUAGE ITEM ADDS HAS BEENED ADDED PSYCHIATRIST TO THE LIST OF MEDICAL EXAMINERS.

AND WE HAD A FAIRLY LONG HEARING YESTERDAY, OUR MENTAL HEALTH SERVICES IN THE CITY OF BOSTON.

ONE OF THE ITEMS THAT WE DISCUSSED IN LENGTH IS HOW WE AS A CITY SUPPORT OUR EMPLOYEES BOTH IN FIRE AND EMS AND BPD IN PARTICULAR TO THEIR WORK EXPERIENCES AND SORT OF THE IMPACTS OF THE WORK ON THEIR MENTAL HEALTH IN THE SUPPORT THAT WE NEED TO GIVE THEM AS A PART OF THEIR WORK.

YOU CAN TALK A LITTLE BIT ABOUT WHAT THAT MEANS WITH ADDING PSYCHIATRISTS?

IS THAT GREATER ACCESS TO MENTAL HEALTH SERVICES?

>> SURE.

I CAN GIVE YOU A BRIEF OVERVIEW. I KNOW THERE ARE FOLKS FROM THE FIRE DEPARTMENT HERE AS WELL SO THEY CAN CORRECT ME IF I -- DO TOO BRIEF OF A JOB AND DON'T EXPLAIN IT ACCURATELY. SO THIS PERTAINS TO MEMBERS WHO ARE INJURED ON DUTY AND WHEN THERE IS A DISAGREEMENT BETWEEN THE SORT OF MEDICAL PROFESSIONALS ON STAFF AT THE FIRE DEPARTMENT AND THE PERSONAL DOCTOR OF THE MEMBER WHO MIGHT HAVE BEEN INJURED ON.

AND WHEN THAT HAPPENS, THEY GO TO AN IME, AND THEY -- THERE IS A SORT OF DECISION BY THE INDEPENDENT IME ABOUT WHICH --

>> AN IME IS INDEPENDENT -- MEDICAL EXAMINER.

SORRY.

>> AND --

WHAT THIS LEAL MEANS IS IN ADDITION TO THE ORTHOPEDIC DOCTORS AND GENERALISTS THAT CURRENTLY ARE SORT OF AUTHORIZED TO FUNCTION THROUGH THAT IME PROCESS THAT WE HAVE TODAY THAT WE'VE ADDED THE ADDITIONAL LAYER OF HAVING A PSYCHIATRIST ALSO AVAILABLE TO SIT ON AN IME SO THAT THEY COULD BE AVAILABLE FOR SOMETHING LIKE A PTSD DIAGNOSIS MAYBE IF IT WAS A SITUATION OF --

>> GREAT.

SO IT'S NOT QUITE WHAT I THOUGHT IT MIGHT BE.

SO I APPRECIATE THAT CLARIFICATION.

IS THERE ANY EFFORT TO INCREASE THE AMOUNT OF SUPPORT SERVICES AVAILABLE TO THE MEN AND IM, OF THE FIRE DEPARTMENT?

>> SO THERE IS THROUGH THE DEPARTMENT'S EAP PROGRAM -- THE CITY HAS AN EMENT A PROGRAM OBVIOUSLY.

THE DEPARTMENT HAS ITS OWN EAP PROGRAM.

THERE ARE A NUMBER OF RESOURCES

AVAILABLE FOR FIREFIGHTERS THROUGH THAT PROGRAM AND THE -- BY CORRECTING WITH -- CONNECTING WITH RESOURCES THAT THEY HAVE THERE.

THEY CAN LINK WITH REFERRALS OR SPECK PSYCHIATRISTS OR WHAT HAVE YOU.

>> GREAT.

THANK YOU FOR THAT.

WHAT WE HAVE I DON'T THINK IS EVER ENOUGH.

SO MAKING SURE AS ALL OUR WORK CONTINUES ACROSS DEPARTMENTS THAT WE'RE PROPERLY SUPPORTING OR EMPLOYEES ACROSS ALL DISTRICTS NOT JUST FIRE.

AND THEN I SEE THE INCREMENTAL INCREASES FOR EMT STIPENDS.

DO WE -- HOW MANY EMTs DO WE HAVE OR HOW MANY FIREFIGHTERS ARE EMT-CERTIFIED?

>> I BELIEVE IT'S ABOUT TWO-THIRDS.

>> IT'S ABOUT 1,000 OR 1500.

SO THESE ARE FIREFIGHTERS WITH AN EMT CERTIFICATION.

>> AND I KNOW AT SOME POINT THERE WAS SOME DIFFICULTY IN ALLOWING FIREFIGHTERS WHO ARE ALSO EMT CERTIFIED TO DO ADDITIONAL -- OFFER ADDITIONAL CARE TO A VICTIM OR TO SOMEONE RESPONDING TO AFTER A 911 CALL. HAS SOME OF THOSE -- HAVE THOSE CHANGED -- HAVE WE SEEN CHANGES IN PRACTICE --

>> I MIGHT KICK THAT TO THE DEPARTMENT.

I DON'T KNOW IT IF THEY HAVE ANYTHING ON THE --

>> AT ONE POINT FIREFIGHTERS WEREN'T ALLOWED TO ADMINISTER NARCAN, FOR EXAMPLE.

>> I DON'T BELIEVE THAT'S SPOKEN TO DIRECTLY IN THE CONTRACT, BUT WE CAN CERTAINLY CHECK WITH THE DEPARTMENT AND SEE IF THAT'S CHANGED FROM OUR POLICY OR MANAGEMENT PERSPECTIVE.

>> WE WANT TO MAKE SURE WE'VE GOT MEN AND WOMEN THAT CAN PROVIDE THE SERVICES THAT ONE OF OUR RESIDENTS NEEDS THAT WE

ALLOW THEM TO DO THAT AND  
RECOGNIZE THEIR AREAS OF  
CERTIFICATION AND THEIR ABILITY  
TO DO SO.

SO, I THINK FOR A WHILE  
BEFORE -- IF IT WAS A RESPONSE  
OR SUBSTANCE ABUSE ALL OUR  
FIREFIGHTERS WERE ALLOWED TO DO  
WAS SUPPLY OX JEP AND HOLD --  
OCCUPANCY AND HOLD THE  
INDIVIDUAL'S HAND AS OPPOSED TO  
ADMINISTER NARCAN.

SO I'D LIKE TO UNDERSTAND  
WHETHER THAT'S CHANGED OVER  
TIME.

HAS THAT CHANGED OVER TIME?

>> [ OFF MIC ]

EXCELLENT.

I'M REALLY HAPPY TO HEAR THAT.  
AND AS, YOU KNOW, SERVICES  
CHANGE, MAKE SURE THAT WE'RE  
ABLE TO -- WE HAVE A VERY  
PROFESSIONAL FIREFIGHTING  
DEPARTMENT AND THAT THEY ARE  
QUALIFIED TO DELIVER --  
QUALIFIED TO DELIVER CERTAIN  
SERVICES AND THAT THEY'RE  
ALLOWED TO DO THOSE THINGS.  
THANK YOU VERY MUCH, CHAIR.

>> YOU CAN.

THANK YOU.

COUNCILOR CAMPBELL.

>> THANK YOU, COUNCILOR CIOMMO,  
AND THANK YOU TO COMMISSIONER  
FINN WHO ISN'T HERE, INCREDIBLE  
TEAM, LOCAL 718 FOR THE HARD  
WORK AND FRANKLY BEING MINDFUL  
OF ALL THE OTHER DEPARTMENTS AND  
BARGAINING UNITS AS WELL AND  
OBLIGATIONS TO THE CITY WITH  
RESPECT TO THOSE DEPARTMENTS.

SO THANK YOU.

JUST A -- HIGHLIGHT THE PAID  
PARENTAL LEAVE, THIS IS ALL  
GREAT STUFF.

BUT A COUPLE THINGS.

ONE THING THAT WAS MENTIONED WAS  
SORT OF THE NEW DISTRICT AND  
COUNCILOR FLAHERTY AND I HAVE  
TALKED ABOUT THIS QUITE A BIT.  
HE CARES DEEPLY ABOUT THIS.  
AS WELL AS THE POLICE DEPARTMENT  
TALKING ABOUT A NEW ACADEMY.  
SO I'M JUST CURIOUS EVEN IF IT



WERE TO GO INTO THE CAPITAL PLAN, HOW LONG WOULD THAT TAKE?

>> MM-HMM.

I'LL TAKE A STAB AT THAT.

SO, CAPITAL BUILDING IS VERY -- COMPLICATED PROCESS THAT TAKES A LOT OF TIME.

WHAT I WOULD SAY IS BOTH ON THE POLICE SIDE AND FIRE SIDE WHEN IT COMES TO SERVICES IN SOUTH BOSTON, ESPECIALLY THE SEAPORT, BOTH COMMISSIONER EVANS AND GROSS SPEND A LOT OF TIME MAKING SURE THEY HAVE THE RIGHT STAFFING LEVELS AROUND THAT AREA SO MAKE SURE THEY CAN RESPOND TO THE CALLS AND I THINK THE MAYOR AND THE WORK OF THE CITY COUNCIL HAVE CONTINUED TO INVEST IN THE NUMBER OF POLICE AND FIREFIGHTERS TO MAKE SURE WE CAN RESPOND TO THOSE.

SO I DON'T HAVE GREAT ANSWER ON WHEN FACTUALLY WE WOULD BE ABLE TO BUILD SOMETHING LIKE THAT, BUT WE ARE PRIORITIZING STUFF IN THE MEANTIME TO MAKE SURE WE CAN BE AS RESPONSIVE TO INCIDENTS AS POSSIBLE.

>> I JUST WANT TO ECHO WHAT COUNCILOR FLAHERTY WAS TALKING ABOUT WITH RESPECT TO THESE NEW INVESTMENTS FOR PUBLIC SAFETY AGENCIES.

OBVIOUSLY, THEY WORK QUITE A BIT.

ADDITIONAL INVESTMENTS IN WELLNESS AND THEIR WELLNESS IN PARTICULAR GIVE WHAN THEY SEE DAY IN AND DAY OUT IS EXTREMELY IMPORTANT.

I'VE BEEN SAYING THIS FOR SOME TIME.

DON'T GIVE ALL THE MONIES THAT WE HAVE TO THE SCHOOL DISTRICT. FRANKLY, WE GOT TO THINK CRITICALLY ABOUT THE INCREDIBLE NEED OF OUR OTHER DEPARTMENTS INCLUDING OUR PUBLIC SAFETY AGENCIES AND HOW WE ADEQUATELY RESOURCE THEIR NEEDS AS WELL.

SO, STRIKING A BALANCE OF --

IT'S SOMETHING I'M SORT OF ATTACHING MYSELF TO SOME OF

THESE REQUESTS FROM BPD AS WELL AS THE FIRE DEPARTMENT OF THINGS THEY THINK ARE ABSOLUTELY NECESSARY FOR THEM TO DO THEIR WORK REALLY WELL.

SO I JUST WANTED TO PUT THAT ON THE RECORD.

I ALSO CARE DEEPLY ABOUT SORT OF THE DIVERSITY WORK AND THE NUMBERS AT THE DEPARTMENTS, BEEN TALKING QUITE A BIT WITH FOLKS AT BPD, CHIEF WHOY, AS WELL AS COMMISSIONER FINN.

WE DON'T ALWAYS AGREE BUT WE ALL WANTIC TO PA MAHER THE AGENCIES REFLECT THE DEPARTMENTS MATCH THE CITY OF BOSTON AND PATHWAYS PARTICULARLY FOR THOSE BORN AND RAISED IN THE CITY OR THOSE WHO LIVE HERE TO BECOME FIREFIGHTERS AS WELL AS POLICE OFFICERS AND EMTs.

SO IT'S IMPORTANT TO ME, I'M PUTTING THAT ON THE RECORD AS WELL BUT ALSO WANTED TO THANK THE DEPARTMENT IN LOCAL 718 FOR SHOWING UP TO THAT CONVERSATION AS WELL AS YOU GUYS.

I PLAN ON VOTING FOR THIS JUST BECAUSE IT'S FAIR.

IT'S REASONABLE.

AND, OBVIOUSLY, IT'S -- IT REMINDS ME OF THE CONVERSATIONS I DIDN'T HAVE TO ACTUALLY BE A PART OF BEFORE I JOINED THE COUNCIL AND THE PUBLIC SAFETY AGENCIES, THE OVERTIME AND ALL OF THE -- TAKING TOO MUCH MONEY, IT'S TOO HIGH, SO IT'S BEEN A LOT EASIER SINCE I JOINED THE COUNCIL AND I REALLY DO WANT TO APPLAUD THOSE WHO CAME TO THE BARGAINING TABLE WANTING TO WORK IT OUT THERE VARIEOUS HERE AT THE COUNCIL.

SO WANTING TO GO ON RECORD SAYING THAT TOO.

SO THANK YOU FOR YOUR HARD WORK ON THIS.

AND TO YOUR INCREDIBLE TEAM.

>> COUNCILOR BAKER.

YEAH, MADAME CHAIR, THANK YOU CHAIR.

[ LAUGHTER ]

>> IT'S BEEN A LONG DAY.  
[ LAUGHTER ]  
WHAT DOES A FIREFIGHTER MAKE?  
LIKE YOU COME IN THE DOOR.  
YOU'RE NEW.  
LIKE WHAT IS A BASE RATE?  
>> I'M SORRY.  
YEAH, SURE.  
SO BASE BY A FOR FIRST YEAR  
FIREFIGHTER IS ABOUT \$70,000.  
>> OKAY.  
THANK YOU.  
YOU CAN TALK A LITTLE BIT  
ABOUT -- YOU HAD SOME LANGUAGE  
CHANGES HERE.  
IT SAYS MODIFIED USE, VACATION  
BENEFITS.  
WHAT IS THAT?  
>> SO ON THE SINGLE TOUR  
VACATION, THE -- THIS ALLOWS  
BASICALLY EVERYONE TO TAKE  
ONE -- SO LET ME BACK UP FOR A  
SECOND.  
THE CURRENT CONTRACT ALLOWS  
EVERYONE TO TAKE ONE WEEK OF  
SINGLE-SHIFT VACATIONS.  
IT USED TO BE --  
>> ONE DAY -- ONE DAY AT A  
TIME --  
>> WELL, ONE SHIFT AT A TIME  
WHICH IS NOW A 24-HOUR SHIFT IN  
TERMS OF HOW YOU TAKE -- IN  
TERMS OF HOW A SHIFT IS  
CALCULATED.  
>> SO THAT SHIFT IS ACTUALLY --  
THAT 24-HOUR SHIFT WOULD BE  
COUNTED AS FOUR VACATION DAYS,  
18, 16 --  
>> NO, THAT'S ONE.  
SO TIP KLEE, A FIREFIGHTER WORKS  
TWO SHIFTS A WEEK WHICH ARE TWO  
24-HOUR SHIFTS.  
>> RIGHT.  
AND SO PRIOR TO THIS  
CONTRACT, THE CONTRACT SAID THAT  
AFTER FIVE WEEKS OF VACATION,  
YOU COULD TAKE THE FIFTH WEEK OF  
VACATION IN SINGLE TOUR  
INCREMENTS RATHER THAN HAVING TO  
SORT OF SCHEDULE OUT THE ENTIRE  
WEEK OF VACATION.  
AND THIS CONTRACT EXTENDS THAT  
BENEFIT TO BASICALLY WITHOUT THE  
SORT OF CAP OF THE FIVE WEEKS.

SO, IT REALLY IS JUST ADDITIONAL FLEXIBILITY FOR FIREFIGHTERS TO TAKE TIME IF THEY NEED IT. IT'S NOT AN INCREASE TO THE TEAM -- AN INCREASE IN THIS REGARD IT'S SORT OF ADDITIONAL FLEXIBILITY IN THE TIME THEY CAN TAKE IT.

>> CAN THEY TAKE ALL FIVE WEEKS? JUST ONE WEEK OF INCREMENTAL. SORRY.

THE FIVE WEEKS REFERS TO THE SORT OF -- IT USED TO BE YOU HAD TO GET TO FIVE WEEKS OF VACATION.

NOW YOU DON'T HAVE TO DO THAT. NOW YOU CAN TAKE IT -- THE ONE WEEK.

>> OKAY.

CAN YOU TALK A LITTLE BIT ABOUT -- IT SAYS FIRE INSPECTIONS, ALL INSPECTIONS SHALL BE CONDUCTED BY BARGAINING UNIT PERSONNEL EXCEPT FOR THE DEPARTMENT'S ENGINEERS MAY ALSO -- IS THAT SOMETHING NEW ENGINEERS CAN DO INSPECTIONS NOW?

>> I BELIEVE THE PART OF THAT THAT IS NEW IS THE PART THAT SORT OF PROTECTS THE EXISTING POSITIONS IN TERMS OF THEM BEING WITHIN 718.

>> ASSAY THAT ONE MORE TIME. I'M SORRY.

>> BASICALLY THOSE POSITIONS ARE CODIFIED AS POSITIONS THAT WILL REMAIN IN 718 AND WILL NOT BE TURNED INTO POSITIONS THAT ARE EXEMPT POSITIONS --

>> THE ENGINEER POSITIONS? FIRE INSPECTIONS, YEP.

OKAY.

CAN YOU TALK A LITTLE BIT ABOUT IN SECTION -- IN MY HANDOUT THAT I HAVE SECTION 4, BUT IT'S ARTICLE 6, I BELIEVE, OVER THE HOURS OF WORK AND OVERTIME, IT'S TALKING ABOUT 1/2/1/4.

CAN YOU JUST BREAK THAT DOWN FOR ME WHAT THAT ACTUALLY MEANS? THE CHANGES --

>> SEAR.

LET ME JUST LOOK AT IT QUICKLY.

>> IS THAT THE CHANGE THAT WE HAD TALKED ABOUT WITH THE SINGLE TOUR VACATION -- THAT DOESN'T HAVE TO DO WITH THE SINGLE TOUR VACATION, DOES IT?

>> SO IT'S SLIGHTLY DIFFERENT. SO THIS IS FOR PERSONAL -- THIS IS CODIFYING THEIR STRUCTURE OF HOW THE SHIFTS ARE ALLOCATED. BUT THEN WE DID MAKE A CHANGE TO THE PERSONAL USE WHICH WAS THEY USED TO HAVE FOUR TOURS AND THEY COULD USE THEM IN DIFFERENT INCREMENTS INCLUDING A 14-HOUR TOUR WHICH IS PART OF THE SHIFT, WE'RE GOING TO A 24-HOUR TOUR. AND WE WANT TO -- AND WORKING WITH THE DEPARTMENT AND THE UNION TO HAVE THE FIREFIGHTERS USE THEM IN 24-HOUR INCREMENTS INSTEAD.

AND THIS WOULD HAVE AMOUNTED TO A KIND OF A LOSS IN PERSONAL TIME, BUT IT ACTUALLY -- WE INCREASED THE TOTAL NUMBER OF TOURS THEY --

>> SO THEY COULD TAKE A 14-HOUR TOUR OFF.

>> YES.

NOW WE'RE MANDATING THEY TAKE A 24 -- SO IF SOMEBODY DOESN'T WANT TO TAKE --

>> RIGHT.

-- THREE DAYS OFF OR SOMETHING, THEY HAVE TO TAKE THAT OFF?

>> THIS IS REALLY JUST STANDARDIZING HOW TIME IS USED INTO THOSE 24-HOUR INCREMENTS AND BY DOING THAT BECAUSE THE -- BECAUSE THE INCREMENTS DID NOT NEATLY FIT INTO 24 HOURS BASED ON SORT OF WHAT WAS IN THE PRIOR CONTRACT, WE NEEDED TO BOTH INCREASE THE AMOUNT OF TIME THAT WAS ALLOCATED TO THIS PARTICULAR BENEFIT AND MAKE CLEAR IN THE CONTRACT HOW THOSE HOURS SORT OF --

>> SO --

IT'S CLARIFYING EVERYTHING'S TAKEN IN 24 HOURS AND IT'S ALSO INCREASING THE AMOUNT OF HOURS INTO TOURS OF THREE 24-HOUR SHIFTS INSTEAD

OF -- I FORGET WHAT THE EXACT NUMBER WAS.

IT WAS SOMETHING LIKE 56 HOURS AS OPPOSED TO 60 SOME HOURS. IT'S ALSO STANDARDIZING INTO THE 24-HOUR BLOCK.

>> SO THIS IS SCHEDULING LANGUAGE.

THIS HELPS THE ADMINISTRATION WITH SCHEDULING?

>> YEAH, CONTINUITY OF THE FIRE TEAMS TO --

>> AND SMALL INCREASE IN TIME GIVEN TO FIREFIGHTERS.

>> OKAY.

AND I JUST WANT TO ECHO EVERYBODY ELSE, I WAS -- I WASN'T IN THIS ROLE BUT I WAS IN THE CITY WHEN THE NEGOTIATIONS -- SOME NEGOTIATIONS USED TO GO AND THIS IS -- THIS SEEMS TO BE A LOT BETTER.

SO THANK YOU.

AND I WILL BE VOTING IN THE AFFIRMATIVE TOMORROW.

THANK YOU.

>> THANK YOU.

HAPPENED AROUND 2013, I THINK.

COUNCILOR FLAHERTY.

[ LAUGHTER ]

>> QUESTION ON -- MORE ON THE MEDICAL SIDE AND I THINK IT'S A BROADER DISCUSSION FOR ALL CITY DEPARTMENTS IF WE COULD GET KIR CHIROPRACTOR SERVICES PUT ON THE FORMULARY.

IT'S CURRENTLY NOT COVERED.

SITUATION AS IT PERTAINS TO A FIREFIGHTERS, BENDS DOWN TO TIE HIS SHOE, CAN'T GET BACK UP.

NORMALLY, IF YOU COULD GO GET A CHIROPRACTOR AND GET WHAT THEY CALL AN ADJUSTMENT, HE COULD PROBABLY BE BACK TO WORK THAT DAY.

INSTEAD, IT'S BANG IN SICK, CALLEST R., CALL YOUR PRIMARY CARE, GO TO A SPECIALIST, GET SOME MEDICATION AND YOU'RE OUT WITH WEEKS IF NOT MONTHS WHERE IF WE JUST HAD CHIROPRACTIC CARE AVAILABLE ON THE FORMULARY, THEY

COULD JUST GO GET AN ADJUSTMENT  
AND BE BACK TO WORK.  
IT JUST DEFIES LOGIC FROM JUST A  
DOLLARS AND CENTS PERSPECTIVE.  
SO NOT QUITE SURE WHAT THE  
HOLDUP IS, BUT I CAN TELL YOU  
THAT HUNDREDS IF NOT THOUSANDS  
OF CITY EMPLOYEES -- I'M NOT ONE  
OF THEM -- USE CHIROPRACTIC  
SERVICES BUT I DO KNOW PEOPLE  
WHO USE CHIROPRACTIC SERVICES  
AND THEY WORK WONDERS FOR FOLKS  
AND IT CUT OUT THIS WHOLE  
PROCESS WHEN THEY JUST NEED AN  
ADJUSTMENT AND THEY COULD GO  
RIGHT BACK TO WORK.  
WITHOUT THAT ADJUSTMENT, AND  
DIPPING INTO THEIR OWN POCKET,  
THEY HAVE TO GO -- THEY GOT TO  
SLOW-DANCE IT.  
AND THE SLOW DANCE STARTS WING  
THE E.R., THEN YOU SEE PRIMARY  
CARE, THEN GO SEE A SPECIALIST  
AND THEN JUST PUT THAT ASIDE AND  
THEN LET'S JUST TALK ABOUT  
OPIOIDS FOR A SECOND AND WE TALK  
ABOUT HOW WE STRUGGLE WITH THAT  
AS A CITY.  
AND YOU START MESSING AROUND  
WITH PAIN MEDS, IT CAN GO  
DOWNHILL PRETTY QUICK.  
SO NO BUENO, BOTH OF THEM.  
SO IF WE COULD JUST GET  
CHIROPRACTIC SERVICES FOR ALL OF  
OUR CITY EMPLOYEES OR USE THIS  
AS AN OPPORTUNITY TO PUT IT  
FORWARD AGAIN, AND I'LL BE  
TALKING ABOUT IT DURING THE  
BUDGET SEASON.  
SO TELEGRAPH A COUPLE OF MY  
PUNCHES HERE.  
>> NO, THAT'S VERY HELPFUL, AND  
IT'S INTERESTING.  
WE ARE NEARING THE END OF OUR  
AGREEMENT ON THE HELM INSURANCE  
SIDE SO MAYBE THAT'S SOMETHING  
WE CAN BRING TO THE  
CONVERSATION.  
>> WE BRING A LOT TO THE TABLE.  
WE HAVE THOUSANDS OF FOLKS IN  
THEIR FAMILIES.  
ARGUE WE HAVE THE BARGAINING  
POWER TO GET THAT.  
I UNDERSTAND WHAT THE RESISTANCE

IS ON SOME FRONTS BUT WE  
SHOULDN'T BELIEVE IN THE HYPE.  
PEOPLE USE IT.

IT WORKS.

AND IT GETS YOU BACK TO WORK A  
LOT QUICKER.

WE SHOULD BE LOOKING AT IT.

THANK YOU, MR. CHAIRMAN.

>> COUNCILOR FLYNN.

THANK YOU, COUNCILOR CIOMMO.

I JUST WANTED TO FOLLOW UP UP ON  
WHAT COUNCILOR FLAHERTY TALKED  
ABOUT IS ON -- ON SICK TIME AND  
HEALTH, JUST SOMETHING TO  
CONSIDER FOR THE NEXT -- DURING  
THE NEXT BUDGET PROCESS.

FOR RETURNING VETERANS MAYBE WE  
COULD CONSIDER HAVING A PART OF  
TIME, LIKE SICK TIME, YOU  
WOULDN'T CALL IT TRADITIONAL  
SICK TIME BUT IT WOULD BE FOR  
CITY EMPLOYEES THAT ARE -- THAT  
HAVE TO GO TO THE V.A. FOR AN  
APPOINTMENT THAT THEY CAN USE A  
CERTAIN PART OF MILITARY OR SICK  
TIME FOR -- SPECIFICALLY FOR  
V.A. APPOINTS THAT WOULDN'T BE  
USED OR COUNTING TOWARDS THE  
TRADITIONAL SICK TIME.

THERE'S A LOT OF VETERANS THAT  
ARE ON -- IN OUR CITY  
DEPARTMENTS AND I THINK WE MAY  
WANT TO CONSIDER HAVING --  
GIVING THEM A BETTER OPPORTUNITY  
TO USE A DIFFERENT PART OF TIME  
THAT THEY CAN GO TO THEIR V.A.  
MEDICAL APPOINTMENTS.

IS THAT SOMETHING YOU WOULD  
CONSIDER?

>> I THINK THAT'S CERTAINLY  
SOMETHING WE COULD LOOK INTO AND  
TALK TO THE VETERANS  
COMMISSIONER ABOUT.

I THINK, AS IT PERTAINS TO CITY  
EMPLOYEE LEAVE AND THE BENEFITS  
ASSOCIATED WITH CLUSTER  
BARGAINING AGREEMENTS WE HAVE TO  
CONSIDER WHAT IS CURRENTLY IN  
THE AGREEMENTS.

RIGHT?

SO IF THAT WAS SOMETHING WE  
WANTED TO START TO THINK ABOUT  
AND SCOPE OUT, WE WOULD HAVE TO  
THINK ABOUT IT AS AGREEMENTS



COME UP.

>> I ALWAYS THOUGHT THAT SOMEONE THAT'S SICK AND TAKES A DAY OFF AND SOMEONE THAT'S A CITY EMPLOYEE THAT HAS TO GO TO A V.A. APPOINTMENT, THAT SHOULDN'T BE USED -- THAT SHOULDN'T BE A PERSONAL LEAVE OR A VACATION OR SICK TIME.

IT SHOULD BE A DIFFERENT PART OF TIME FOR THEIR SERVICE SO THAT THEY CAN GO TO THEIR V.A. APPOINTMENTS.

>> SURE.

THAT'S SOMETHING HOPEFULLY YOU CAN TALK ABOUT DURING THE BUDGET PROS FLES ABSOLUTELY.

>> THANK YOU.

COUNCILOR CAMPBELL.

THANK YOU.

I ONLY WANTED TO QUICKLY ADD THE CHIROPRACTOR SERVICES POINT THAT CAME UP DURING THE LAST BUDGET CYCLE, A LOT OF COUNCIL EMPLOYEES THAT USE THESE SERVICES THAT ALSO HAVE BEEN SORT OF ASKING QUESTIONS AROUND WHY CAN'T IT BE COVERED IN SOME WAY VERSUS USING A FSA ACCOUNT OR OUT OF POCKET.

EVEN IF THE ANSWER'S ULTIMATELY NO BECAUSE OF WHATRAPHER REASONS THAT THAT SORT OF BE BROUGHT UP DURING THE NEXT BUDGET CYCLE.

THANK YOU.

>> THANK YOU.

SO THAT CONCLUDES THIS PORTION OF TODAY'S HEARING.

SAM, DID YOU WANT TO TESTIFY?

YOU WANT TO COME DOWN?

ANYBODY ELSE?

>> SORE, FOR THE RECORD,

MR. CHAIRMAN, MY NAME IS SAM TYLER, PRESIDENT OF THE BOSTON MUNICIPAL RESEARCH BUREAU.

AND I'M GLAD TO BE HERE TO COMMENT ON THE CONTRACT AND I'M GLAD WE'RE TALKING ABOUT A NEGOTIATED CONTRACT AND NOT A BINDING ARBITRATION AGREEMENT THAT WE HAVE TO BEAR WITH SO I THINK THAT'S ALL POSITIVE.

WE'D LIKE TO START WITH SORT OF REACTING TO A COMMENT THAT WAS

MADE IN TERMS OF REALLY -- WHAT I TOOK AS WHAT'S REALLY THE ROLE OF THIS CITY COUNCIL WITH CONTRACTS THAT ARE NEGOTIATED? YOU'RE NOT PART OF THE NEGOTIATIONS.

THAT'S THE ADMINISTRATION AND THE UNIONS, BUT THE CITY COUNCIL HAS A VERY IMPORTANT ROLE IN THIS PROCESS, AND THAT IS AS THE APPROPRIATING AUTHORITY TO THOROUGHLY EVALUATE THE PROVISIONS OF THE CONTRACT, THE COST OF THE CONTRACT, ITS SUSTAINABILITY AND DETERMINE WHETHER IT SHOULD BE APPROVED OR NOT.

IT'S NOT THAT THE COUNCIL, BECAUSE IT DOESN'T ARE IS A ROLE -- HAVE A ROLE, SHOULDN'T PAY ATTENTION TO THE ISSUES IN MAKING SURE THAT IT IS A FAIR CONTRACT FOR THE TAXPAYERS AS WELL AS FOR THE EMPLOYEES.

AND WITH THAT WE'VE BEEN TALKING ABOUT THE SUPPLEMENTARY SOCIAL APPROPRIATION, WHICH IS REALLY FOR THE SECOND YEAR OF A FOUR-YEAR CONTRACT.

SO, I'D LIKE TO TALK ABOUT THE FULL CONTRACT IN TERMS OF WHAT THIS ENTAILS, AND I'VE TESTIFIED AT PREVIOUS CONTRACT HEARINGS AND SOME OF WHAT I SAY HERE WILL -- I'VE SAID BEFORE, PARTICULARLY IN TERMS OF IT COMPENSATION CREEP.

BUT THIS -- AS A FOUR-YEAR CONTRACT, THIS IS A CONTRACT THATRE WILL COST THE CITY ABOUT \$95 MILLION.

SO THE 18 IS JUST FOR THE ONE YEAR.

THERE'S A RETROACTIVE THAT IS RERESERVES FOR BUT THERE'S STILL FISCAL 20 AND FISCAL 21.

AND WHAT I FIND INTERESTING IS THAT IF YOU BREAK DOWN THE COST, THE GENERAL WAGE INCREASE OF THE \$95 MILLION, SO THE SALARIES, WHICH IS AS WITH OTHER CONTRACTS, 2% A YEAR, WHICH SOUNDS VERY REASONABLE, BUT WHAT OF NOTE IS THAT THAT WAGE INCREASE REPRESENTS LESS THAN 50% OF THE TOTAL COST OF THE

CONTRACT.

SO, IT'S REALLY THE OTHER ISSUES, THE NIGHT DIFFERENTIAL, THE EMT SPECIALIST PAY, WHICH DOESN'T APPLY TO ALL FIREFIGHTERS, BUT THE FIRST TWO DO, THE WELLNESS CHANGE, INCREASE IN HOLIDAY PAY AND THEN A SITUATION OF OUT-OF-GRADE PAY WHEN THE CAPTAIN'S ON VACATION. THAT'S NOT A BIG AMOUNT BUT ALTOGETHER, IT -- THAT COMES TO ABOUT \$82 MILLION SO THAT -- AND THEN ON TOP OF THAT, BECAUSE THE SALARIES ARE GOING TO INCREASE, OVERTIME IS GOING TO INCREASE, AND THAT'S A FACTOR THAT'S BUILT INTO THE COST AS WELL.

AND SO, FOR A \$95 MILLION COST, IT'S ABOUT 46% OF THAT TOTAL COST IS JUST THE SALARIES.

SO, THE CONCERN IS IN TERMS OF ALL THESE OTHER ITEMS THAT ADD TO THE COST OF THE CONTRACT AND THE MONEY THAT -- TO BE ABLE TO SUPPORT THAT, THERE'S ALSO GOING TO BE AN INCREASE IN COST TO THOSE WHO REQUIRE TO -- ARE REQUIRED TO PAY DETAIL BECAUSE 30 DAYS AFTER THE CITY COUNCIL APPROVES THIS CONTRACT, THE AMOUNT OF THE PAY DETAIL INCREASES BY \$2 AN HOUR AND THEN -- WHICH IS -- AND THEN WHAT -- WHAT IS NOW TYPICAL OF THE FIRE -- THE POLICE OFFICERS, AFTER FOUR HOURS -- SO YOU START OFF WITH A MANDATORY FOUR HOURS OF PAY DETAIL.

ANYTIME AFTER THE FOUR HOURS BECOMES EIGHT HOURS.

AND THAT'S A NEW FEATURE OF THIS CONTRACT.

SO, THIS WILL BE A MORE EXPENSIVE CONTRACT TO THE TAXPAYERS WHO USE THOSE SERVICES.

THERE ARE SOME -- THERE ARE -- AS HAS BEEN MENTIONED, YOU KNOW, THERE -- THERE BIG, LANGUAGE CHANGES AS WELL.

THE PAY PARENTAL LEAVE IS CONSISTENT WITH OUGHT THE OTHER CONTRACTS.

THE PERSONAL LEAVE SHIFTS TO

COMBINE THAT TO 24-HOUR  
INCREMENTS.

I THINK THAT'S A MANAGEMENT  
IMPROVEMENT AS HAD ALREADY BEEN.  
§ED IN TERMS OF CONTINUITY.  
FIRE TEAMS.

THE PSYCHIATRISTS THAT SHOULD BE  
AVAILABLE IS PART OF THE  
INDEPENDENT MEDICAL EXAMINER.  
EXPANSION OF DRUGS THAT WOULD BE  
TESTED FOR -- IS ALSO IMPORTANT.  
AND I THINK THE -- UPDATING THE  
ANTIDISCRIMINATION LANGUAGE IS  
IMPORTANT AS WELL.

SO, MY -- I GUESS OUR CONCERN  
THE IMPACT OF THE INCREASING  
COSTS OF THE CONTRACTS AND  
SUSTAINABILITY.

I -- IT'S ALSO -- YOU KNOW, THE  
QUESTION IS OFTEN ASKED  
PARTICULARLY WITH BINDING  
ARBITRATION, YOU KNOW, CAN THE  
CITY AFFORD THIS?

AND THE ANSWER IS YES, THE CITY  
CAN AFFORD THIS, BUT IT COMES AT  
A PRICE.

AND THE PRICE IS THAT THERE ARE  
DEMANDS ON THE CITY'S SPENDING.  
WE'RE AGGRESSIVE AS WE NEED TO  
BE, WE BEING THE CITY, FOR  
PENSION COSTS, STATE ASSESSMENTS  
ARE GOING UP, DEBT SERVICE IS  
GOING UP, HEALTH INSURANCE IS  
GOING UP.

AND SO WITH THESE MORE EXPENSIVE  
CONTRACTS, IT'S LOOKING AT THE  
IMPACT OF WHAT DOES THIS MEAN ON  
OTHER DEPARTMENTS THAT MAY BE  
LESS OF A PRIORITY BUT STILL  
IMPORTANT?

SO WE TOOK A LOOK AT THE LAST  
FIVE YEARS, SO FROM FISCAL '14  
TO FISCAL '19.

SO, IT'S ACTUAL FIRST FOUR YEARS  
FISCAL '19'S BUDGET BUT LOOKING  
AT THE TOP DEPARTMENTS, POLICE,  
FIRE, SCHOOLS, PERSONNEL  
SPENDING IN THOSE THREE  
DEPARTMENTS INCREASED BY  
BASICALLY 19%.

WHICH THEN LOOK THE AT THE  
NEXT -- WE THEN LOOK THE AT THE  
NEXT EIGHT LARGER DEPARTMENTS,  
AND THAT SPENDING INCREASED BY

9.9%.

SO, WE'RE SEEING THAT THERE'S LESS OF AN INCREASE IN OTHER DEPARTMENTS ONCE YOU GET PAST SORT OF THE BIG THREE.

WE'VE ALSO LOOKED AT PERSONNEL LEVELS AND THE CHANGE IN PERSONNEL LEVELS.

AND WITH THE THREE DEPARTMENTS, THE THREE BIG DEPARTMENTS, OVER A 15-YEAR PERIOD, FROM FISCAL 2003 TO FISCAL 2018, THERE'S

A -- AN INCREASE OF 397

POSITIONS IN THOSE THREE DEPARTMENTS OR A 3% INCREASE.

IN THOSE EIGHT DEPARTMENTS, WE ACTUALLY SAW A DECREASE IN PERSONNEL LEVELS.

AND OVERALL, ALL DEPARTMENTAL BASING AN INCREASE OF ONLY 1.4%.

SO OVER TIME AND SAID THIS

BEFORE BUT WHAT WE'RE SEEING IS THAT BECAUSE OF THE SQUEEZE OF

THE DOLLARS EVEN THOUGH THE CITY'S IN VERY GOOD FINANCIAL

POSITION AND DID END THE YEAR

AND HAS ENDED EVERY YEAR WITH A SURPLUS, WE'RE SEEING LESS

RESOURCES OR LESS OF AN INCREASE IN RESOURCES THAN SEVERAL OTHER

DEPARTMENTS WHICH IS ULTIMATELY REFLECTING IN THE FACT THAT

PERSONNEL LEVELS IN THOSE

DEPARTMENTS ARE GROWING MUCH

LESS THAN NEAR THE -- THE LARGER

DEPARTMENTS AND PARTICULARLY THE BIG THREE.

SO I'LL END WITH THEN JUST THE

CONCERN ABOUT SUSTAINABILITY.

BOSTON HAS BEEN VERY FORTUNATE

IN TERMS OF NEW DEVELOPMENT IN

THE CITY.

AND, IN FACT, OVER THE LAST FIVE

YEARS, NEW GROWTH HAS

REPRESENTED A LARGER INCREASE IN

THE PROPERTY TAX LEVY THAN THE

BASE 2.5% INCREASE AUTHORIZED BY

PROPOSITION 2.5.

IN THE LAST TWO YEARS, FISCAL

'17 AND FISCAL '18 AND WE'LL

FIND OUT THIS MONTH ABOUT FISCAL

'19, NEW GROWTH HAS REPRESENTED

OVER 50% OF THE TOTAL INCREASE

IN THE LEVY.

SO OBVIOUSLY, AFTER FIVE YEARS OF THAT KIND OF DRAMATIC GROWTH, THERE'S THE QUESTION OF HOW MUCH LONGER IS THIS GOING TO LAST, AND ALL INDICATIONS AT THIS POINT IN TIME IS NOT -- IT'S NOT GOING TO CHANGE FOR THE NEXT COUPLE YEARS.

BUT IN FISCAL '18, THAT NEW GROWTH NUMBER WAS \$77 MILLION. IF I JUST GO BACK TO FISCAL '13, IT WAS \$28 MILLION.

SO, SOMEDAY, THERE WILL BE THAT DOWNTURN AND SO THE QUESTION WILL BE, CAN THE CITY SUSTAIN THE CONTRACT COSTS THAT THEY HAVE -- THAT HAVE BEEN NEGOTIATED AND ACCEPTED NOW? AND THAT'S AN ISSUE, I THINK, THE CITY COUNCIL NEEDS TO BE LOOKING AT.

AND NOT JUST SAY, WELL, YOU KNOW, THE ADMINISTRATION AND THE FIREFIGHTERS AGREE TO THE CONTRACT.

SO WE'LL JUST SUPPORT IT.

AND I KNOW IT'S NOT THAT SIMPLISTIC.

BUT THESE ARE CONCERNS.

SO, IF -- YOU KNOW, EAR NOT HERE TO SAY THERE'S A RED LIGHT, YOU GOT TO REALLY HAVE -- CAREFULLY THINK ABOUT WHAT YOU WANT -- WHETHER YOU WANT TO APPROVE THIS CONTRACT.

YOU'RE GOING TO APPROVE THE CONTRACT AND WE'RE NOT OPPOSING THAT.

BUT WE'RE -- WANT TO BE A FLASHING YELLOW LIGHT TO SAY BE CAREFUL AND THIS ISN'T GOING TO LAST FOREVER, AND WE NEED TO PREPARE FOR THAT.

>> THANK YOU, SAM.

ANYBODY ELSE WISH TO PROVIDE PUBLIC TESTIMONY AT THIS POINT? PRESIDENT --

>> YEAH, SURE.

I MEAN, I JUST WANTED TO -- COUNCILOR CAMPBELL?

I WANTED TO THANK SAM AND SAY, YOU KNOW, SPEAKING ON BEHALF OF THE COUNCIL, I THINK WE TAKE THOSE RESPONSIBILITIES

VERY SERIOUSLY AND THINK ABOUT THE THINGS YOU'RE TALKING ABOUT, SUSTAINABILITY.

THAT'S HOUR PRIMARY JOB. RIGHT?

WHEN LOOKING AT THE BUDGET.

I DON'T THINK ANYONE SUPPORTS IT JUST BECAUSE THE ADMINISTRATION AND THE BARGAINING UNIT WERE ABLE TO NEGOTIATE AT THE TABLE AND IT DIDN'T GO TO ARBITRATION SO THEN IT COMES TO US JUST AUTOMATICALLY FOR A VOTE.

I THINK EACH OF US WHO HAVE SPOKE TODAY -- AT LEAST THOSE WHO VOICED THEY'RE GOING TO VOTE IN THE AFFIRMATIVE, REVIEWED IT, HAD CONVERSATIONS WHERE APPROPRIATE AND LEGALLY APPROPRIATE AND THEN MADE A DECISION BASED ON LOOKING AT A TON OF INFORMATION.

BUT I DO THINK WHAT IS HELPFUL WHERE THE MUNICIPAL RESEARCH BUREAU CAN CONTINUE TO BE HELPFUL TO US IS HAVING MORE CONVERSATIONS OUTSIDE OF JUST ONE CONTRACT BUT THE BIGGER PICTURE.

I THINK IT'S SOMETHING WE CONTINUE TO TALK ABOUT. BUT I JUST WANTED TO QUICKLY SAY I THINK NO ONE TAKES THOSE RESPONSIBILITIES LIGHTLY OR JUST FEELS AS THOUGH THEY HAVE TO APPROVE THIS CONTRACT BECAUSE IT WAS WORKED OUT BY THE ADMINISTRATION AND THE BARGAINING UNIT.

SO THANK YOU.

>> YEAH, THANKS.

AND LET ME ALSO ADD MY CONCERN ABOUT WHEN WE AS A BODY INTRODUCE NEW MEASURES, WE'LL BE GETTING INTO NEW AREAS OF GOVERNANCE OR BUREAUCRACY WITHOUT ACTUALLY PUTTING A COST TO THOSE POLICY CHANGES.

I'M ALL ABOUT BASIC CITY SERVICES, PROTECTING OUR CITIZENS.

THAT'S WHERE OUR INVESTMENTS SHOULD BE GOING.

PUBLIC EDUCATION, PUBLIC SAFETY

AND BASIC CITY SERVICES.  
AND A LOT OF THE OTHER STUFF  
THAT SOMETIMES WE GET TALKING  
ABOUT REQUIRES BUREAUCRATS  
BASICALLY TO LOOK AT REPORTS AND  
MONITOR THIS AND MONITOR THAT.  
AND I BELIEVE -- AND WE HAVE A  
HUGE OVERSIGHT RESPONSIBILITY,  
BUT FIRST AND FOREMOST IS PUBLIC  
SAFETY, PROTECTING OUR CITIZENS.  
SO EVERY INVESTMENT WE MAKE IN  
PUBLIC SAFETY, BECAUSE WE HAVE  
THE BEST PUBLIC SAFETY, I  
BELIEVE, IN THE ENTIRE COUNTRY,  
OUR FIREFIGHTER IT'S, 0 POLICE  
OFFICERS AND OUR EMS WORKERS ARE  
SECOND TO NONE, AND I WILL  
ALWAYS SUPPORT THOSE INVESTMENTS  
EVERY -- ALL DAY LONG.

[ APPLAUSE ]

COUNCILOR McCARTHY.

>> I HAVE A BRIEF CLARIFICATION.  
WE'VE TALKED ABOUT NEW GROWTH  
AND I SEE RICHY'S IN THE WINGS  
READY TO SIT DOWN.  
SO WE KEEP TALKING ABOUT NEW  
GROWTH AND YOU HAD MENTIONED THE  
DETAILS, DETAILS FOUR HOURS  
MANDATORY, EIGHT IF YOU GO TO  
FOUR OR ONE.

MY UNDERSTANDING IS THEY'RE PAID  
BY THE CONTRACTOR AND NOT ONLY  
ARE THEY PAID BY THE CERT BUT  
THE CITY GETS 10% BACK ON WHAT  
IS SPENT.

I JUST WANT TO CLARIFY THAT AT  
SOME POINT IN TIME.

>> WELL, IF I MAY, THAT IS TRUE.  
THAT -- IT'S A COST, AND I  
DIDN'T SAY IT WAS A COST TO THE  
CITY.

I SAID IT WAS A COST TO THE  
TAXPAYERS.

BUT IT DOES BECOME A COST TO THE  
CITY IF THE COMPANIES THAT ARE  
REQUIRED AND HAVE HIRED PAID  
DETAIL DON'T PAY.

I MEAN, SOME COMPANY -- THERE  
HAVE BEEN SOME SITUATIONS WHERE  
THERE'S BEEN AN ACCUMULATED  
DEFICIT THAT THE CITY HAS ENDED  
UP HAVING TO FUND ITSELF.  
SO IT'S NOT ALWAYS PAID BY  
OUTSIDE BUSINESSES.



>> WHAT DO YOU MEAN THEY DON'T PAY?

>> WELL, COMPANY COULD GO OUT OF BUSINESS AND SO THEY DON'T PAY.

>> OKAY.

BUT THERE'S -- IN MY TIME THERE'S BEEN A COUPLE TIMES WHERE THE CITY HAS HAD TO ABSORB SOME OF THE DEFICIT AND PROVIDE THE FUNDS TO THE FIREFIGHTERS BECAUSE THE OUTSIDE FUNDING WASN'T -- DIDN'T MATERIALIZE.

>> WELL, WITH THAT -- SURE.

RICHIE?

RICH PARRIS.

LOCAL 718.

>> I WASN'T GOING TO GET UP AND SPEAK TODAY, BUT I CAN'T HELP MYSELF.

THANK YOU VERY MUCH.

I APPRECIATE YOU LISTENING TO US TODAY.

ALL THE COUNCILORS THAT CAME IN, YOU'RE CONCERNED ABOUT FIREFIGHTER PUBLIC SAFETY IN THE CITY OF BOSTON FOR YOUR CITIZENS AND YOU CARE ABOUT THE SAFETY OF OUR FIREFIGHTERS.

AND I JUST WANT TO THANK MY BARGAINING TEAM AND MY EXECUTIVE BOARD AND THE MEN AND WOMEN SITTING BEHIND ME RIGHT NOW THAT WORK HOLIDAYS, NIGHTS, THANKSGIVING EVE AND CHRISTMAS EVE AND DAY IN AND DAY OUT. AND WHEN THERE'S A CALL, THEY GO BALLS TO THE WALL AND THEY CARE ABOUT THE CITIZENS OF THE CITY OF BOSTON.

YOU CAN'T PUT A PRICE TAG ON THAT.

YOU COULDN'T PUT A PRICE TAG ON MICHAEL KENNEDY.

AND EDDIE WALSH.

THAT'S WHAT WE'RE TRYING TO PREVENT TOO.

THANK YOU, COUNCILOR McCARTHY, FOR BRINGING THAT 10% UP.

THAT WAS ON MY NOTES.

SO YOU HELPED ME THERE.

BUT IN THE LAST ADMINISTRATION, I KNOW THE ADMINISTRATION SPENT OVER \$3 MILLION ON ARBITRATION

CASE.

THIS ADMINISTRATION, OUR  
BARGAINING TEAM AND EXECUTIVE  
ORDER SAT DOWN AND DONE A DEAL.  
WE HAVEN'T GONE TO ARBITRATION  
YET.

WE HAD DISAGREEMENTS PACK AND  
FORTH, BUT WE TOOK CARE OF  
BUSINESS.

AND THAT'S IMPORTANT.

AND THAT'S WHAT BARGAINING IS  
ABOUT.

THROUGHOUT THIS STATE, IT'S  
JOINT LABOR MANAGEMENT.  
EVERYBODY'S GOING TO ARBITRATION  
NOW.

WHAT GOOD IS THAT?

SIT DOWN AT THE TABLE.

DO THE DEAL.

IT SAVES THE CITY AND THE  
FIREFIGHTING UNII 81S AND POLICE  
UNIONS MONEY.

I JUST WANT TO SAY IN THE HEALTH  
INSURANCE, THAT'S A SEPARATE --  
MET ONCE A MONTH WITH THE CITY,  
COALITION BARRING RING THAT'S  
WHAT WE DID TO KEEP US OUT OF  
JIC AND ALL THE UNIONS AND SIT  
DOWN ONCE A MONTH AND THEY DO A  
GREAT JOB WHERE A YEAR FROM NOW  
WE'LL BE GOING IN FOR A GNAW  
DEAL.

BUT I JUST WANT TO THANK ALL THE  
COUNCILORS WHO SHOWED UP TODAY.  
I APPRECIATE IT.

YOU'RE CONCERNED ABOUT US.

AND FROM MYSELF AND ALL THE  
MEMBERS THAT ARE SITTING BEHIND  
ME AND THE GUYS IN THE FIREHOUSE  
TODAY WORKING, THEY THANK YOU  
VERY MUCH.

I APPRECIATE IT.

>> THANK YOU, RICH.

AND MERRY CHRISTMAS.

HAPPY HANUKKAH.

[ APPLAUSE ]

TO ALL OF YOU AND HAPPY, SAFE  
AND HEALTHY NEW YEAR.

THIS HEARING'S ADJOURNED.

[ RAP OF THE GAVEL ]

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