

; 12/04/18 3:42 PM

;;;BOSTON CITY COUNCIL B (2-4PM)

;;;12/4/2018

>> IS THE MIC ON?

>> YES.

>> ALL RIGHT.

MY NAME IS -- I AMOCO FOUNDER OF THE CANNABIS CO-OP.

I'M HERE TODAY REPRESENTING THE HUMAN POLL.

I'M A HUSBAND AND FATHER OF TWO LITTLE GIRLS IN ADDITION TO MY FAMILY AND FULL TIME JOB.

I SMOKE POT EVERY DAY AND I'VE NEVER BEEN MORE PRODUCTIVE.

THIS IS WHAT THE HUMAN POLE LOOKS LIKE.

FIRST LET'S ADDRESS

MASSACHUSETTS STATE LAW WHICH THE BOSTON VOTERS APPROVED.

I HAVE SOME CANNABIS FLOWER AND IT'S MY RIGHT TO CHECK FOR G SECTION SEVEN FOR MARIJUANA FOR PERSONAL USE AND GROW UP TO 12 PLANTS AS WELL AS KEEP EVERYTHING PRODUCED BY THOSE PLANTS.

PER SECTION SEVEN I CAN GIVE AWAY UP TO ONE OUNCE.

MEYER WALSH [INDISCERNIBLE] WITH POLITICAL CONNECTIONS BUT THIS INDUSTRY HAS ALWAYS BEEN HERE RESTRICTING THE REGULATED TRI WILL NOT STOP CANNABIS USE.

SECOND LET'S TALK ABOUT EQUITY.

PER SECTION FOUR [INDISCERNIBLE] CANNABIS CONTROL COMMISSION MUST PROMOTE AND ENCOURAGE PARTICIPATION AND THE REGULATED MARIJUANA INDUSTRY BY PEOPLE DISPROPORTIONATELY HARMED BY MARIJUANA PROHIBITION.

IN SUMMARY THOUGH [INDISCERNIBLE] GT SCOUT.

GT MET WITH ME ABOUT THIS ISSUE AND ULTIMATELY DEvised A PLAN THAT I SUPPORTED FOR THE LOCAL RESIDENCY ORDINANCE THAT PRIORITIZES ECONOMIC EMPOWERMENT APPLICANTS AND OWNED BUSINESSES.

I BELIEVE THIS TRUELY ACHIEVES
THE PETER OF THE STATE LAW.
THESE POLICIES SHOULD BE
MIRRORED IN BOSTON AND COPIED
ACROSS THE ADMINISTRATE.
THE CANNABIS INDUSTRY IS
PROJECTED TO BE A \$ BILLION
INDUSTRY IN TO 20 IN
MASSACHUSETTS ALONE.
THE CITIZENS OF MASSACHUSETTS DO
NOT SIMPLY WANT A PIECE OF THIS
PIE.
WE WANT OWNERSHIP OF THIS
INDUSTRY.
WE ALSO WANT OUR ELECTED
OFFICIALS TO REPRESENT US.
IF YOU DON'T, I GUARANTEE YOU
THE VOTERS OF BOSTON WILL
SUPPORT THE RIGHT CANDIDATES WHO
WILL.
THANK YOU.
>> THANK YOU SO MUCH.
AND NEXT WE HAVE LARRY, KAMANI,
BROCK, TIM AND [INDISCERNIBLE].
>> THANK YOU CHAIRPERSON FOR
GETTING MY NAME RIGHT.
I AM LARRY I'M WITH THE LAW FIRM
OF PRINCE LOBELL AND I'M HERE
REPRESENTING THE FORMER
PRESIDENT OF THE COUNCIL.
DEAR CHAIRPERSON --
>> CAN YOU SPEAK A LITTLE CLOSER
TO THE MIC, SIR.
>> CHAIRPERSON AND HONORARY
MEMBERS OF THE BOSTON CITY
COUNCIL.
THANKS FOR INVITING MIKE TO
PROVIDE TESTIMONY ON THIS VERY
IMPORTANT TOPIC.
HE'S A COMMERCIAL REALLY STATE
ATTORNEY AT PRINCE LOBELL AND
SINCE LATE 2013 PRINCE LOBE LL
HAS BEEN ENGAGED IN PROVIDING
ADVICE TO CLIENTS SEEKING AT
CANNABIS INDUSTRY.
THEY HAVE REPRESENTED DOZENS OF
CLIENTS THROUGHOUT THE
COMMONWEALTH AND HAS HAD AN
OPPORTUNITY TO OBSERVE THE INNER
WORKINGS OF THE VARIOUS
MUNICIPALITIES WITH RESPECT TO
APPROACHES TO REGULATING THE
INDUSTRY.
AT THE OUTSET I WISH TO COMMEND

THE CITY OF BOSTON, THE TRAITION
AND THE COUNCIL --
ADMINISTRATION AND THE COUNCIL
TO ITS APPROACH IN REGULATING
THIS INDUSTRY.

WE WERE SUCCESSFULLY PERMITTED
FOUR ENTITIES WITHIN BOSTON
ALONE AND CURRENTLY WITHIN THE
PROCESS OF PERMITTING SEVERAL
OTHERS, SEVERAL OF WHICH ARE
EITHER LED BY A PERSON OF COLOR
OR COMPRISED OF EQUITY
APPLICANTS.

IN FACT THE FIRST BOSTON-BASED
ENTITY TO RECEIVE A COMMUNITY
AGREEMENT FOR CANNABIS ENTITY
FOR ADULT USE IS MIKE'S CLIENT,
CEO ANDREA CAUSE BRAWL.

IN MY'S EXPERIENCE HE FOUND THE
CITY PROCESS TO BE FAIR,
PREDICTABLE, INTELLIGENT AND
WISH TO THANK THE DIRECTOR OF
EMERGING INDUSTRIES ALEXIS WHO
WAS HERE TESTIFYING BEFORE FOR
AN EFFICIENT APPROACH TO HER
DUTIES.

IN TERMS OF CREATING NEW
OPPORTUNITIES FOR EQUITY
APPLICANTS, WE APPLAUD
COUNCILORS PRESSLEY AND MCCARTHY
AS WELL AS THOSE --

>> I'M GOING TO INRIGHT YOU TO
PRESENT YOUR WRITTEN TESTIMONY
IF YOU WOULD, PLEASE.

>> I'LL WRAP UP BY SAYING THAT
MIKE'S SUGGESTION IS THAT THERE
BE FLEXIBILITY IN THE PROCESS.

>> THANK YOU SO MUCH.
I DO APPRECIATE THAT.

THANK YOU.
KAMANI.

>> HI.
GOOD AFTERNOON MY NAME IS KAMANI
I AM REGISTERED LOBBYIST -- MRCC
ALSO A SOCIAL EQUITY VENDOR IN
THE CANNABIS CONTROL COMMISSION
SOCIAL EQUITY PROGRAM.

FIRST, THE CANNABIS CONTROL
COMMISSION HAS CREATED A WIDE
VARIETY OF [INDISCERNIBLE] TO
ENCOURAGE THE PARTICIPATION OF
BUSINESSES.

THE CITY OF BOSTON MUST
ENCOURAGE DEVELOPMENT OF SMALL

BUSINESSES AND SHOULD GIVE
SERIOUS CONSIDERATION TO ZONING
MARIJUANA BUSINESSES BASED ON
THE NATURE OF THEIR PRIMARY
BUSINESS OPERATIONS SO THAT
INCLUDES TESTING LABS,
TRANSPORTERS, MICRO BUSINESSES,
CRAFTS AND OTHER CULTIVATORS OF
MANUFACTURERS OUTSIDE OF JUST
RETAIL.

SECOND COMMISSIONER TITLE
ALREADY STATED THAT THE HOST
COMMUNITY AGREES THAT SHOULD BE
TRANSPARENT.

THIRD, THE CITY OF BOSTON SHOULD
CREATE AN INCUBATOR FOR THE
PROGRAM THAT SEEKS TO PROVIDE
ASSISTANCE TO START-UP COMPANIES
INCLUDING BUT NOT LIMITED TO
GRANTS, ACCESS TO INTREATS --
CULTIVATION, MANUFACTURER AND
RETAIL SPACE.

MANAGEMENT TRAINING OR OTHER
FORMS OF INDUSTRY TECHNICAL
TRAINING.

MENTORSHIP OF EXPERTS AND
CONTROL GROUPS.

LASTLY MSCC WOULD LIKE TO
PROPOSE A BOSTON SPECIAL
COMMITTEE ON CANNABIS REGULATION
AND/OR TOWN HALLS ACROSS THE
CITY ON THIS TOPIC.

PUBLIC PARTICIPATION ON THIS
SUBJECT IS SERIOUSLY LACKING
THROUGHOUT THE ENTIRE CITY AND
THE COMMITTEE WITH ONGOING WILL
BENEFIT ALL PARTIES INVOLVED.

>> THANK YOU VERY MUCH.

I APPRECIATE THAT.

MR. BRADSHAW.

MR. TIM MCNAMARA.

ARE YOU MR. BRADSHAW.

>> CORRECT.

MY NAME IS ROSS BRADSHAW.

I'M THE DIRECTOR WITH EQUITABLE
OPPORTUNITIES NOW.

WE'VE HAD THE OPPORTUNITY OF
WORKING WITH THE COUNCIL IN THE
PAST.

WE'VE WORKED WITH A LOT OF
ENTITIES OVER THE MARIJUANA
PROHIBITION.

OVER THE LAST YEAR AND-A-HALF
NOW WE KNOW SOME FOLKS HAVE BEEN

HURL BY THE MARIJUANA
PARTICIPATION -- THERE ARE
SIGNIFICANT BARRIERS TO ENTRY
ESPECIALLY IN THE CITY OF
BOSTON.

SO ONE OF THE THINGS I THINK CAN
BE IMPLEMENTED RELATIVELY EASILY
AND SET THE TONE FOR BOSTON
APPLICANTS IS ESTABLISHING A ONE
TO ONE RATIO OR ONE TO TWO RATIO
THAT WAS MENTIONED OR EVEN RELAX
THE ZONING.

ESSENTIALLY WHAT I THINK THAT
WILL DO IS HELP WITH A LOT OF
APPLICANTS STRUGGLING TO GET
INVOLVED IN THIS INDUSTRY TO
REAL ESTATE PERSPECTIVE, FINDING
ADEQUATE SPACE WITHIN BOSTON IS
CUMBERSOME PROCESS AND RIGHT NOW
A LOT OF THE PROPERTIES
POTENTIALLY ZONED, BEING FROZEN
UP BY APPLICANTS FROM OUT OF
STATE WHO HAVE THE CAPITAL TO SIT
ON PROPERTIES AND ESSENTIALLY
BOX OUT EQUITY APPLICANTS.

IN ESTABLISHING AND SETTING THE
TONE FOR EQUITY APPLICANTS AS A
PRIORITY IN THE CITY OF BOSTON
IN MY OPINION WOULD FREE UP A
LOT OF THOSE LOCATIONS AND AT
THE SAME TIME IT WOULD ALLOW
CASH AND A LOT OF INVESTMENT TO
FLOW THROUGH THE APPLICANTS.
OUT SIDE OF THAT IT WILL BE
HEART TO GET A FOOT HOLD IN THIS
INDUSTRY.

I THINK IT'S IMPORTANT WITH ONE
TO ONE TYPE AVENUE GUIDELINES
AND GUIDE RAILS FOR APPLICANTS
WITHIN THE CITY AND THEN TO LET
THE MARKET DO ITS JOB.

I THINK IF WE POSITION EQUITY
APPLICANTS AND MINORITIES IN
INDIVIDUALS WHO HAVE BEEN
IMPACTED IN A POSITION WHERE
THEY CAN SEEK CAPITAL.

>> THANK YOU SO MUCH.

I DO APPRECIATE YOU.

IS MR. MCNAMARA HERE.

AND THE COLONEL?

NICOLE SNOW, MICHAEL.

I APOLOGIZE IF I'M BUTCHERING
YOUR NAME.

PLEASE LINE UP AT THE PODIUM.

IF YOU HAVE WRITTEN TESTIMONY,
IF YOU CAN JUST HIGHLIGHT THE
MAIN POINTS AND SUBMIT THE
WRITTEN TESTIMONY, THAT WOULD BE
GREATLY APPRECIATED.

THANK YOU.

>> LET ME GET MY NOTES.

>> YOUR NUMB, PLEASE.

>> MY NAME IS NICOLE.

I LIVE AT 1 5TH STREET -- I'M
THE PRESIDENT AND EXECUTIVE
DIRECTOR OF THE PATIENT ADVOCACY
WHICH REPRESENTS PATIENTS THAT
ARE REGISTERED TO USE MEDICAL
MARIJUANA FOR MEDICAL PURPOSES.
I JUST WANT TO COME HERE AND SAY
THAT MEDICAL MARIJUANA IS NOT
OVER YET.

THE STATE AGENCIES THAT I'M
WORKING WITH -- PROBLEMS WE HAVE
BEEN DISCUSSING HERE IN THIS
ROOM WITH REGARDS TO THE ROLLOUT
OF THE LEGAL SYSTEM, THE STATE
AGENCIES THAT I HAVE BEEN
WORKING WITH AS FAR AS PATIENTS
CONCERNS.

AS WE OPEN UP STORES AND IT
BECOMES NORMALIZED THAT CANNABIS
IS LEGAL, PATIENTS DO ACQUIRE
CAN BUSINESS AND THEY HAVE NO
PLACE TO GO.

SO UNTIL WE ACTUALLY WORK OUT
THESE SMALLER BUSINESS ISSUES
AND DEVELOP CULTURAL COMPETENCY
IN THE BUSINESSES THAT WE WANT
HERE IN MASSACHUSETTS AND
DEVELOP BUSINESS DIVERSITY SO
THAT WE HAVE LOWER LEVELS OF
ENTRY AND BARRIERS TO ENTRY, WE
WON'T HAVE THAT CULTURAL
COMPETENCY.

LIKE YOU STATED BEFORE, VETERANS
WILL SERVE VETERANS, PEOPLE OF
COLOR WILL SERVE PEOPLE OF COLOR
AND PATIENTS WILL SERVE
PATIENTS.

THIS IS KIND OF THING WE WANT TO
CONTINUE TO TALK B I PARTICIPATE
IN THE SUBCOMMITTEE FOR CANNABIS
ADVISORY BOARD -- TO THE MARKET
AND THE REGULAR MARKET.

IF PATIENTS ARE STILL PART OF
THE CONVERSATION SO I JUST WANT
TO LEAVE WITH YOU AND THANK YOU

VENTION.

>> IF YOU HAVE SOMETHING IN WRITING, PLEASE FEEL FREE TO SUBMIT THAT.

IS MICHAEL HERE.

>> I AM ACTUALLY AN EXEK EMPOWERMENT APPLICANT.

I HOPE THAT BOSTON WILL FOLLOW SOME OF THOSE LEADS AND DEVELOP A STRONG EQUITY PROGRAM THAT REQUIRES ALTERNATING REVIEW BETWEEN ECONOMIC APPLICANTS AND IN GENERAL APPLICANTS AS THE CANNABIS MISSION'S OWN MUNICIPAL GUIDANCE SUGGESTS.

BOSTON SHOULD TAKE A FURTHER STEP BEYOND ALTERNATING REVIEW AND ALLOW THE CITY OF OAKLAND'S EQUITY PROGRAM IN CALIFORNIA AND ALSO REQUIRE THAT ALL NON-EQUITY APPLICANTS MUST CO-LOCATE WITH AN ECONOMIC EMPOWERMENT OR EQUITY APPLICANT.

THIS WOULD MEAN THAT EVERY SINGLE OPERATOR IN BOSTON INCLUDING PRIORITY RND'S AND NEW GENERAL APPLICANTS THAT WANT TO SELL ADULT USE WOULD HAVE TO TEAM UP WITH AN EMPOWERMENT APPLICANT OR EQUITY PROGRAM PARTICIPANTS BEFORE BEING ALLOWED TO SELL ADULT USE. ADDITIONALLY IF THE CITY DECIDES TO PRIORITIZE LOCAL RESIDENT APPLICANTS BOSTON SHOULD GO BEYOND SOME OF THE REQUIRED AND DEMAND THAT THOSE RESIDENTS BE RESIDENT OF BOSTON FOR A MINIMUM OF TEN YEARS AND ALSO PARTICIPANTS IN THE CANNABIS COMMISSION SOCIAL EQUITY PROGRAM BEFORE BEING PRIORITIZED.

ECONOMIC EMPOWERMENT PROGRAMS LIKE THESE HAVE RESTRICTIONS ON OWNERSHIP AND HOW HE WE CAN SELL OUR BUSINESS INCLUDING WHO CAN OWN OUR BUSINESS, WHO WE CAN HIRE AND MORE.

WHILE INDIVIDUALS MAY HAVE QUALIFIED AS AN ECONOMIC EMPOWERMENT APPLICANT, IT IS IMPORTANT TO DISTINGUISH STATE CERTIFIED ECONOMIC EMPOWERMENT APPLICANTS FROM THOSE WHO WOULD

HAVE QUALIFIED.
THOSE WHO WOULD HAVE QUALIFIED
DON'T HAVE THE SAME STATE
FUNCTIONS ON THEIR BUSINESSES AT
STATE CERTIFIED APPLICANTS AND
THEREFORE SHOULD NOT BE TREATED
THE SAME AS A STATE CERTIFIED
ECONOMIC EMPOWERMENT APPLICANT.
PROTECTIONS MUST BE PUT IN PLACE
WHICH REQUIRE THOSE THAT ARE NOT
STATE CERTIFIED ECONOMIC
EMPOWERMENT APPLICANTS TO ABIDE
BY THE SAME RESTRICTIONS AS
STATE CERTIFIED ECONOMIC
EMPOWERMENT APPLICANTS IF THEY
WANT TO BE TREATED IN TERMS OF
PRIORITIZATION.

>> I WOULD LIKE TO INVITE YOU TO
SUBMIT THAT IN WRITING.

I DO APPRECIATE YOUR TESTIMONY
AND IT'S VERY IMPORTANT.

THANK YOU SO MUCH.

>> IS GARY HERE?

MOLLY HERE?

MARCO, JEREMY AND ARMANI.

>> GOOD AFTERNOON MY NAME'S
GARY.

I'M HERE BECAUSE I LIVE IN THE
CITY OF SALEM, MASSACHUSETTS.

FIRST OF ALL I WANT TO SAY, I
WANT TO GET SOME PROPS OUT HERE.
THANK YOU FOR HOLDING THIS
MEETING.

SORRY THAT IT'S TAKEN THIS LONG
TO GET TO US.

I AM A RESIDENT IN THE TOY OF
SALEM.

I'M ALSO A DEMOCRAT DELEGATE IN
SALEM WITH A BIG VOICE THAT GOT
US TO THIS POINT WHERE WE ARE
FOR MEDICAL MARIJUANA FOR HIV
AND AIDS.

THAT'S MY PLATFORM AND I'VE BEEN
PUSHING THAT BALL UP THE HILL
AWE THAT TIME AND I GOT MY STATE
REP PAUL TUCKER BEHIND ME.

HE KNOWS I'M HERE TODAY, I SENT
HIM A TEXT LAST NIGHT AND SENT
ME A TEXT LATE LAST NIGHT AND
TOLD ME TO GO FOR.

MY STATE SENATORS JOAN LOVELY
AND MY CONGRESSMAN, ALL THREE OF
THEM HAVE HELPED ME GET TO THIS
PART, TO GET TO YOU GUYS.

BUT NOW THE CITY OF SALEM EVEN
THOUGH I REPRESENT THE GAY
COMMUNITY IN THE CITY OF SALEM
AND HAVE BUILT THAT CITY WITHIN
THE LAST EIGHT YEARS TO BE WHAT
IT IS NOW WITH MAYOR KIM
DRISCOLL, WE'VE HAVING A FEW
PROBLEMS.

SHE'S MY BEST FRIEND.

I'M GOING TO THROW HER ON THE
BUS THIS MORNING.

SHE IS NOT FOLLOWING THROUGH
EVERYTHING THAT WE'RE TALKING
ABOUT, ECONOMIC EMPOWERMENT, THE
TOPIC TODAY.

OUR CITY COUNCILORS KEEP PUTTING
UP BARRIERS.

DON'T WANT TO HAVE CONVERSATIONS
DIALOGUE AND IT'S FALLEN ON
KIM'S LAP AND SHE IS WAITING FOR
RESULTS FROM YOU GUYS.

IN REGARDS TO AGREEMENTS.

EVERY TIME WE KEEP GOING TO
HURKS I CAN GO TO HER AT A
MOMENT'S NOTICE AND TALK TO HER
AND HAVE A CONVERSATION.

SHE SAYS GARY I'M WAITING ON
WHAT THE STATE IS GOING TO SAY.
HOW MANY TIMES HAVE I HEARD THAT
OVER AND OVER AGAIN.

WHEN I LEAVE HERE TODAY THE
FIRST PERSON I'M TEXTING IS
STATE SENATOR JOAN LOVELY
BECAUSE SHE TEXTED ME LAST NIGHT
AND SHE GOES INFORM ME AS SOON
AS YOU LEAVE THERE TODAY ON WHAT
WAS SAID.

I'M LETTING YOU KNOW THE
ECONOMIC EMPOWERMENT TOPIC, THAT
IS A WHOLE FIELD ALL BY ITSELF.
IT NEEDS TO BE ADDRESSED.

IT WAS NOT TO GIVE THAT TITLE,
THE CERTIFICATES AND ALL THAT
INFORMATION OUT FOR PEOPLE WHO
DO QUALIFY FOR THAT BUT IT
STOPPED RIGHT THERE.

>> THANK YOU SO MUCH GARY.

I'M GOING TO KEEP MOVING.

THANK YOU.

IS MOLLY HERE?

OKAY.

JEREMY AND THEN ARMANI.

NO, MARCO AND JEREMY AND ARMANI.

MARCO.

>> MY NAME'S MARCO MICK CLEAN,
I'M AN ENGINEER IN ROXBURY.
I JUST WANT TO SAY, I'M
ORIGINALLY FROM NORTH CAROLINA
SO TO SEE THIS HAPPENING RIGHT
NOW IS MIND BLOWING TO ME
BECAUSE FOR ME GROWING UP I SEEN
MY CUSSENS BEING ARRESTED AND IN
PRISON BECAUSE OF THIS.
IT'S GREAT TO SEE LIKE PEOPLE
CAN SEE WHAT'S GOING ON.
ONE THING I WANT TO SAY IS I
WANT TO EMPOWER -- SORRY,
GENERATIONAL BECAUSE LIKE
EMPLOYMENT IS ONLY TEMPORARY.
SO WITH THAT IT'S NOT GOING TO
BUILD ANY GENERATIONAL WEALTH.
SO I JUST WANT TO SPEAK MY PEACE
ON THAT AND I JUST WANT TO SAY
THANK YOU ALL FOR YOU DOING
THIS.
THE SOLUTION I HAVE AS FAR AS
WITH BANKING, I THINK WE SHOULD
TALK TO TERRY WILLIAMS ABOUT
THIS BECAUSE IN ROXBURY,
DORCESTER AND MATTAPAN WHERE
MOST OF OUR PEOPLE ARE.
IF WE TALK AMONG EQUITY AND
HAVING MORE JOBS I THINK --
WHATEVER IN THAT LOCATION TOO AS
WELL.
THAT'S MY PEACE.
>> THANK YOU SO MUCH.
I DO APPRECIATE YOU.
JEREMY AND THEN ARMANI.
>> HELLO, COUNCILORS.
THANK YOU FOR HAVING ME BUT
FIRST I WANT TO SEND A BIG THANK
YOU TO MY FIRST RESPONDERS UP
THERE, FIRE MINUTE.
THEY SAVED MY MOM TWO MONTHS AGO
IN A FIRE IN MATTAPAN SQUARE,
TIM MCCARTHY THAT'S YOUR
DISTRICT SO THANK YOU ALL, I
PRAISH YOU BEING ELECTED.
BUT ONCE AGAIN JEREMY THOMPSON
I'M A BOARD MEMBER OF EQUITABLE
OPPORTUNITIES NOW.
I'M A COMMUNITY ADVOCATE CAN.
MORE IMPORTANTLY I'M A RETURNED
CITIZEN TO THIS COMMUNITY.
I WANT TO TALK MORE PARTICULARLY
REALLY QUICK ABOUT ZONING.
I'VE BEEN WORKING REALLY CLOSELY

WITH THE MAYOR OF CAMBRIDGE AND THEIR CITY COUNCIL AND THE WORK THEY'RE DOING IN REGARDS TO RETURNING CITIZENS AND THIS CANNABIS INDUSTRY.

NOW THEY ARE IMPLEMENTING SEVERAL THINGS AND ONE THING THAT HASN'T BEEN NOTED IS THE MAYOR OF CAME BRIDGE IS TALKING ABOUT REMOVING THE 3% TAX FROM THESE EQUITABLE APPLICANTS. THAT MAY BE SOMETHING BOSTON WANTS TO CONSIDER AS WELL.

ALSO, YOU HEARD EARLIER THAT CAMBRIDGE WILL ALLOW ECONOMIC EMPOWERMENT APPLICANTS TO MOVE WITHIN THAT 500 FOOT SO THEY CAN HAVE A CHANCE TO DO BUSINESS IN THESE AREAS.

ONE THING THAT'S REALLY OF CONCERN TO ME IS HARVEST SQUARE A CANNABIS BUSINESS SOLD FOR MULTIPLE MILLIONS OF DOLLARS, RIGHT.

THIS HAPPENED BECAUSE THE VALUATION INCREASED BECAUSE OF ZONING SO NO OTHER BUSINESSES CAN PARTICIPATE IN THESE AREAS. OF COURSE A BIG COMPANY FROM CANADA COULD COME IN AND PURCHASE THIS COMPANY FOR UPWARDS \$50 MILLION, RIGHT.

SO THE VALUATION AND ZONING IS CAUSING A LOT OF PROBLEMS FOR PEOPLE TO OPEN THESE BUSINESSES. SO THESE ARE A COUPLE THINGS I WANT TO TOUCH ON.

A COUPLE OF MY PARTNERS IN EON WILL TOUCH OUT SUBJECTS.

I WANT TO THANK YOU GUYS AND I HOSPITAL YOU WORK REALLY CLOSELY WITH THOSE IN CAMBRIDGE AND INSTITUTE A LOT OF THINGS THEY ARE DOING BECAUSE THEY ARE LEADING THE FOREFRONT IN THIS INDUSTRY.

>> THANK YOU SO MUCH JEREMY. I APPRECIATE YOU.

ARMANI AND AFTER THAT WE'VE GOT DAVONTIS AND DAVIS AND SEAN.

>> THANK YOU ALL FOR HAVING ME. MY NAME'S ARM ARMANI.

I WANT TO THANK A LOT CONGRESS -- WE WERE PART OF A

GREW OF FOLKS WHO FOUGHT TO MAKE SURE EQUITY WAS A PART OF THIS LEGISLATION TO MAKE SURE IT WASN'T CUT OUT WHEN THAT WAS ATTEMPTED.

WE HELPED SIGN UP AROUND 50 OR SO PEOPLE FOR ECONOMIC EMPOWERMENT APPLICANTS AND THERE WERE MORE PEOPLE WHO WANT TO BE A PART OF THAT.

THERE'S A WAY TO OPEN THAT BACK UP AND LIKE WHAT THEY ARE DOING IN THE MUNICIPAL VERSION, IF THESE A WAY TO DO THAT IN BOSTON THAT SOUNDS LIKE A GOOD IDEA TO OFFER THAT BACK TO FOLKS IN THAT TWO WEEK GAP.

IT'S GOOD TO HAVE THAT OPPORTUNITY BUT I THINK PEOPLE WANT MORE TIME.

ALSO I THINK WHAT'S REALLY IMPORTANT IS FOR THE CITY COUNCIL -- IS FOR THE CITY OF COUNCIL TO PUSH FOR ECONOMIC EMPOWERMENT APPLICANTS TO BE THE ONES -- I THINK WE HEARD FROM THE PANELISTS AROUND SHUTTING IT DOWN TO MAKE SURE NO OTHER APPLICANTS GET LICENSES APPROVES UNLESS THEY ARE ECONOMIC EMPOWERMENT APPLICANTS.

THAT'S A GREAT WAY TO SHOW COMMITMENT TO EQUITY AND I THINK THAT CAN BE DONE ONE, TWO THREE YEARS.

IF THERE'S A WAY TO MAKE IT SO THAT THERE CAN BE BUSINESSES WITHIN THAT HALF MILE RAID ANNUALS, MAYBE MAKE IT SO THAT YOU CAN BE HALF A MILE, A QUARTER MILE EXCUSE ME AWAY FROM THE OTHER BUSINESS, IN A WAY TO KIND OF GIVE A PLAN WITH THE CITY OF BOSTON AROUND THE AMOUNT OF SCHOOLS AND CHARTER SCHOOLS THAT WE HAVE IN ROXBURY, DORCESTER AND MATTAPAN WHERE A LOT OF EMPOWERMENT APPLICANTS ARE.

WE TONIGHT WANT TOND UP IN A SITUATION WHERE PERSONS FROM OUT OF STATE OPENS UP A BUSINESS IN THE HEART OF THE COMMUNITY OF COLOR AND NO ONE ELSE CAN.

>> EXACTLY.

IF YOU YOUR TESTIMONY IN WRITING
I WOULD CERTAINLY APPRECIATE
THAT AND WE NEED TO KEEP MOVING
ON MINDFUL WE HAVE ANOTHER
HEARING SCHEDULED AND I WANT TO
MAKE SURE WE GET THROUGH ALL THE
FOLKS WHO WANT TO TESTIFY.
I APPRECIATE YOUR PATIENCE WITH
US.

IS DEVONTIS.

SEAN, LEAH, COLONEL BOOTH AND I
HOPE I'M SAYING EVERYBODY'S NAME
RIGHT.

PLEASE GO AHEAD.

>> MY NAME IS DEVONTE DAVIS I'M
ON THE CEO OF FLOWER HEADS.
I'M ALSO A VETERAN SERVED IN THE
UNITED STATES MARINE CORPS FOR
FIVE YEARS.

THANKS TO THE FIRST RESPONDERS
ALL UP THERE.

I JUST WANT TO SAY AS FAR AS
ECONOMIC EMPOWERMENT GOES, I
FEEL LIKE THEY DELIVERED THE
ECONOMIC EMPOWERMENT APPLICANTS
AND CERTIFICATES.

I WORK WITH A COUPLE ECONOMIC
EMPOWERMENT APPLICANTS ON OUR
TEAM.

WE'RE ALSO TRYING TO OPEN UP A
RETEST STORE IN THE MATTAPAN
AREA.

I FEEL LIKE THERE REALLY WAS NO
SYSTEM IN PLACE TO HELP THEM
SUCCEED.

THEY SAID HERE'S THE ECONOMIC
EMPOWERMENT CERTIFICATE, OKAY.
AND THAT WAS IT.

SO I FEEL LIKE LUCKILY WE HAVE A
GOOD ENOUGH TEAM WHERE WE HAVE
INVESTORS AND STUFF LIKE THAT.

I FEEL LIKE FUNDING IS A HUGE
ISSUE BECAUSE OBVIOUS ME
CANNABIS IS FEDERALLY ILLEGAL SO
FEDERAL FUNDING IS NOT AVAILABLE
TO PEOPLE WHO DON'T HAVE THE
EDUCATION, DON'T HAVE THE ACCESS
TO ALL THAT STUFF.

EDUCATION I FEEL LIKE IS ALSO
VERY IMPORTANT BECAUSE I'M FROM
THE DORCESTER ROXBURY COMMUNITY.
I'VE GROWN UP THERE MY ENTIRE
LIFE AND WRITING A BUSINESS PLAN

ISN'T SOMETHING THAT IS NO
KNOWLEDGE, PROFORMA, ANYTHING
THAT YOU NEED TO GET INVESTORS
TO INVEST IN YOUR BUSINESS ISN'T
NORMAL INFORMATION IN OUR
COMMUNITY.

SO I FEEL LYING HAVING PROGRAMS
THAT WOULD PERTAIN TO THAT
ASPECT BECAUSE GETTING STARTED
IS THE BIGGEST PART, GETTING
STARTED IS THE BIGGEST PART OF
THE PROCESS AND WHY PEOPLE DON'T
FILL OUT APPLICATIONS WITH THE
CITY, PEOPLE DON'T GO TO THE
ZONING BOARD.

PEOPLE DON'T HAVE FUNDING.
PEOPLE DON'T EVEN HAVE A SITE
BECAUSE NOW THEY HAVE TO LOOK AT
WHETHER IT'S 500 FEET FROM THE
SCHOOL, THE COMMUNITY, THERE'S
CHURCHES EVERYWHERE --

>> MR. DAVIS IF YOU COULD WRAP
UP.

THAT'S ALL HAVE I TO SAY.
I WOULD LIKE TO SAY CONGRAM
LATIONS TO CONGRESSMAN SELECTOR
COY.

>> THANK YOU VERY MUCH.
I APOLOGIZE IF I'M MESSING UP
YOUR NAMES.

>> HOW ARE YOU DOING COUNCILOR.
THANK YOU FOR HAVING THIS
MEETING.

AS AN ECONOMIC EMPOWERMENT
APPLICANT WITH A SPOUSE WHO IS A
EQUITY APPLICANT THIS IS VERY
MEANINGFUL.

I WON'T TOUCH UPON EVERYTHING
THAT'S ALREADY BEEN SAID EXCEPT
FOR THE RESIDENCY.

I WOULD LIKE TO SEE THE
RESIDENCY REQUIREMENT BE ROBUST.
CONGRESSWOMAN ELECT PRESSLEY
MENTIONED SOMETHING ABOUT THE
CIVIL SERVICE EXAMS AND MATTRESS
ADDRESSES.

WE NEED TO COMBAT THAT AHEAD OF
TIME.

DON'T THINK PEOPLE HAVEN'T MOVED
INTO BOSTON IN THE PAST TWO
YEARS TRYING TO GET RESIDENCY
FOR THIS AS WELL.

SO SOMETHING BEYOND THE TWO YEAR
MARK THAT YOU WOULD SEE ON A

CIVIL SERVICE EXAM WILL GO A GREAT WAY FOR MAKING SURE THOSE IN OUR NEIGHBORHOODS HAVE A PIECE OF THIS PIE.
THANK YOU.

>> I APPRECIATE THAT.
THANK YOU SO MUCH SEAN.
LEAH.

>> GOOD AFTERNOON.
THANK YOU VERY MUCH.
LEAH DANIELS, THE NAME OF THE BUSINESS WOULD BE -- I WOULD LIKE TO SAY THANKS FOR EVEN DEVELOPING AND CREATING THIS SO WE HAVE THIS OPPORTUNITY TO STAND BEFORE YOU.

I APPRECIATE THAT YOU ALLOWED US TO COME AND SPEAK TO YOU.
I APPRECIATE THE TEAM AND THE CONSULTANTS THAT WORK WITH ME TO HELP ME GET TO THIS LEVEL THAT I AM RIGHT NOW.

YES, IT WAS DIFFICULT.
I'M LOOKING FORWARD TO WORKING WITH THE MAYOR.

WE BELIEVE THIS IS A GATEWAY.
WE WOULD LIKE TO WORK WITH HIM IF THE AREA WE'VE SELECTED IS NOT THE AREA HE WANTS US TO BE IN.

LET US KNOW.
WE ARE A PART OF ROXBURY COMMUNITY, ROXBURY DEVELOPMENT AND ROXBURY ECONOMIC EMPOWERMENT IN DISTRICT SEVEN.

THANK YOU SO MUCH.
>> THANK YOU SO MUCH, I APPRECIATE THAT.

>> ARE YOU COLONEL?
COLONEL LEFT.

>> MOST PEOPLE KNOW ME AS CHIEF I HAPPEN TO BE THE OWNERS OF 612 STUDIOS IN PARK AVENUE ECONOMIC EMPOWERMENT APPLICANT.
I JUST HAD A FEW QUICK THINGS I KNOW WE'RE COMING TO THE END HERE.

I SUPPORT THE ONE TO ONE FOR SOCIAL EQUITY BUSINESSES HERE.
I THINK THAT'S SMART.
IF YOU DON'T DO FULL EXCLUSIVITY.
THE STATE PROCESS FOR LICENSING REQUIRES CONTROL OF EXPENSIVE

REAL ESTATE.

THAT'S THE DIFFERENCE.

OTHER BUSINESSES START AT HOME.
SMALL BUSINESSES START AT HOME.
THE STATE DOESN'T ALLOW FOR THAT
SO THAT'S WHERE SOME OF THIS
EQUITY STUFF IS REALLY COMING
FROM, THE WAY THE STATE IS
REQUIRING US TO MAKE BUSINESSES
YOU HAVE TO HAVE EXPENSIVE REAL
ESTATE.

PEOPLE LIKE MYSELF NEED THAT
SMALL BUSINESS HELP TO MOVE
THROUGH THE CITY BUREAUCRACY.
AND WE NEED MORE EQUITABLE
LICENSE AND CATEGORIES AND
REGULATIONS.

SMALL BUSINESSES START AT HOME.
EXCLUSIVITY SHOULD BE GIVEN TO
THEM.

I WANT YOU TO THINK ABOUT THIS.
WHEN WE'RE THINKING ABOUT
BENEFITS FROM THIS NEW LICENSE
THE LEGAL CANNABIS, WE'RE
THINKING ABOUT WHERE ALL THIS
MONEY GOES IN TAXES.

PLEASE, PLEASE THINK ABOUT
FIGHTING GENTRIFICATION.
YOU'RE TALKING ABOUT RESIDENT
DON'T LIKE THE CANNABIS BUYS, WE
WILL THEY REALLY LOVE IT IF
THEIR TAXES WERE GOING TOWARDS
THEIR REAL ESTATE TAXES AND
HELPING THEM STAY IN THE
NEIGHBORHOOD.

WE SHOULD BE FIGHTING
GENTRIFICATION DIRECTLY WITH
THESE TAXES AND I THINK THAT'S
WHAT RHESUS TENTS WANT TO SEE --
RESIDENTS WANT TO SEE AND THAT'S
WHAT WE'RE TALKING ABOUT.

I WOULD LIKE TO SEE REGARDLESS
WHO OWNS THE STORE WHO IS
WORKING THERE AND EVEN WHERE THE
STORE IS IN MASSACHUSETTS, I
WOULD LEGAL LIKE TO SEE THESE
MONEYS COME RIGHT BACK TO THE
NEIGHBORHOODS WHICH WE HAVE
ALREADY ACKNOWLEDGED HAVE BEEN
HARMED FROM PREVIOUS CANNABIS
PROBASIC.

I MAKE MYSELF AVAILABLE TO YOU
ALL.

I REALLY APPRECIATE THE

OPPORTUNITY TO COME HERE AND THE
FACT THAT YOU'RE HAVING THIS
HEARING.

THANK YOU VERY MUCH.

>> THANK YOU SO MUCH.

I APPRECIATE THAT.

SHANNON JONES AND THEN HARRY
[INDISCERNIBLE].

THOSE ARE THE LAST.

I APPRECIATE YOUR PATIENCE.

THESE ARE THE LAST PEOPLE TO
TESTIFY.

PLEASE COME TO THE MIC AND STATE
YOUR NAME.

>> HELLO.

GOOD AFTERNOON.

MY NAME IS [INDISCERNIBLE].

I'M FROM THE COMMUNITY.

MY BROTHER AND I TRIED TO GET
THE ECONOMIC EMPOWERMENT.

PRETTY MUCH I HEARD THE
GENTLEMAN IN THE PRIOR PANEL
TALK ABOUT CONSTRUCTION AND HOW
THAT IS, THAT CAN BE A
REFLECTION OF SOCIETY HOW YOU
CHANGED GETTING MINORITY
APPLICANTS AND GIVING THEM THE
TOOLS OF TRADES SUPPOSEDLY BUT I
CAN TELL YOU FIRST HAND ALL THAT
IS TALK.

I'M A BOSTON [INDISCERNIBLE] IF
YOU GO ON ANY JOB SITE IT'S 90%
WHITE.

MOST OF THE PEOPLE AREN'T FROM
THE CITY.

SO ALL THESE THINGS PEOPLE ARE
TALKING ABOUT, THESE IDEAS, I
WANT THEM TO BE MORE CONCRETE.
I THINK BOSTON SHOULD HAVE THEIR
OWN COMMISSION AND THAT SHOULD
ALLOW EVERYTHING WE'RE TALKING
ABOUT TO GO FORWARD AS OPPOSED
TO JUST PEOPLE TALKING ABOUT IT.
THEY DON'T WANT TO BE TOO LATE.
THAT'S IT.

I APPRECIATE WHAT YOU GUYS ARE
YOU DOING.

I APPRECIATE YOUR TIME.

THANK YOU.

>> THANK YOU SO MUCH.

THANK YOU.

AND ARE YOU SHANNON?

I'M GOING TO TAKE SHANNON.

>> HI MY NAME IS SHANNON JONES.

I WASN'T GOING TO SPEAK BUT I JUST WANT TO SAY A FEW WORDS. I AM AN ECONOMIC EMPOWERMENT APPLICANT AS WELL AND ONE OF THE THINGS I WANT TO TOUCH ABOUT IS THE TIMING THAT THIS IS GOING TO TAKE.

IT'S ALREADY BEEN TWO YEARS SINCE WE VOTED.

WE WAITED FOR THE CCC TO BE FORMED, THEY WERE FORMED. THERE ARE DELAYS.

NOW WE DO HAVE A LEGAL MARKET AND EVEN WHEN IT'S DELAYED FOR SIX MONTHS HOWEVER LONG IT STILL ISN'T ARE RIGHT FOR YOU GUYS CANNOT BE FEARFUL IN WRITING THESE RESOLUTIONS, YOU CANNOT BE FEARFUL.

WE NEED TO GET THE BALL ROLLING SO PEOPLE CAN START GRABBING ON TO THIS ECONOMIC EMPOWERMENT. WITH THAT BEING SAID ONE OF THE ISSUES I THINK BOSTON BECAUSE I'M NOT FROM BOSTON BUT WHAT I CAN FORESEE BECAUSE THE WAY THE CITY IS SET UP AND BECAUSE OF THE SIZE OF IT, IT'S NOT A BIG CITY AT ALL.

PARKING, THAT IS GOING TO BE AN ISSUE.

DELIVERY NEEDS TO HAPPEN.

WE NEED TO GET ACCESS TO OUR CUSTOMERS, OUR PATIENTS NOT FORGETTING THERE ARE MEDICAL PEOPLE WHO RELY ON THIS.

ONE OF THE OTHER ISSUES THAT I WANT TO TOUCH ON BRIEFLY, WITH THIS WHOLE PROCESS, THE PRESERVATION OF THE CANNABIS TRI IS NOT BEING SAVED.

PEOPLE ARE COMING IN CASES I'VE NEVER SEEN BEFORE, I'VE BEEN A CONSUMER FOR 20 YEARS NOW, DEEP INTO THE UNDERGROUND PIECE OF IT.

SO NOW THAT WE ARE IN THIS GREAT STATE, IT ISN'T LOOKING TO WHAT I WOULD HAVE FORESAW TO BE.

PEOPLE ARE ALWAYS TALKING ABOUT MONEY.

THERE WAS AN INDUSTRY THAT CAME BEFORE THIS, YEARS AND DECADES BEFORE ANY OF THESE

CONVERSATIONS EVER STARTED.
SO YOU NEED TO GO TO THOSE
NEIGHBORHOODS, TALK TO THE
PEOPLE WHO HAVE DONE THIS,
RISKED THEIR LIVES, EVEN THOSE
WHO WENT TO JAIL.
THEY ARE THE ONES NOW NOT THE
BIG BUSINESSES THAT COME AND
SWOOP IN WE HAVE THIS PROGRAM
NOW.

>> THANK YOU SHANNON.
>> WHERE WERE YOU YEARS AGO.
YOU HAVE TO THINK ABOUT WHO YOU
GUYS ARE WORKING WITH AND WHO
THE PEOPLE YOU REALLY WANT TO
REPRESENT BECAUSE LIKE YOU SAID.

>> THANK YOU.
>> IT'S KIND OF LIKE LIP
SERVICE.

>> SHANNON THANK YOU SO MUCH.
>> LAST WORD, 60 SECONDS.
>> I WANT TO SEE IF THERE WAS A
DISCONNECT BETWEEN THE CITY AND
THE STATE.

I DON'T KNOW WHEN THOSE MEETING
ARE HAPPENING OR WHETHER THEY
ARE HAPPENING AT ALL BECAUSE
THEY ARE NOT ON THE SAME PAGE.
PEOPLE WHO THINK THERE'S ONLY
DISPENSARIES YOU CAN DO SMALL
BUSINESSES, CREATIVE GOALS, MAKE
EDIBLES RIGHT OUT OF YOUR HOME
IT'S IMPORTANT FOR PAUL TO KNOW
IT'S NOT JUST BIG MONEY IN DIS
PENSE RUIZ THERE ARE OTHER
BUSINESSES -- DISPENSARIES,
THERE ARE OTHER MOM AND PAUSE
THAT HAVE SUCCEEDED.

>> UNFORTUNATELY I KNOW THAT IS
A HOT TONIC.

I DO ENCOURAGE ANYONE WHO IS
HERE WHO WANTS TO SPEAK TO MEET
ME AT MY OFFICE.

ANOTHER HEARING WAS SUPPOSED TO
START AT 2:00 SO I WANT TO BE
RESPECTFUL TO THE FOLKS IN THE
CHAMBER AND MY COLLEAGUES ON THE
COUNCIL.

IF YOU WANT TO DISCUSS THIS
MATTER, IT'S A VERY IMPORTANT
ISSUE, EQUITY IN CANNABIS, I'M
AVAILABLE TO SPEAK MAYBE THE
SPONSORS ARE AS WELL, CERTAINLY
THEIR STARCH.

BUT -- THERE STAFF.
PLEASE EXCUSE ME FOR NOT
ALLOWING CLOSING COMMENTS BUT WE
HAVE AN OPPORTUNITY TO PRESENT
AT TOMORROW'S COUNCIL MEETING.
THANK YOU ALL AGAIN TO ALL THE
PANELISTS PARTICIPATED TO ALL
THE PEOPLE WHO OFFERED PUBLIC
TESTIMONY AND THANK YOU FOR YOUR
INDULGENCE AND PATIENCE AS YOU
BEGIN THIS NEXT HEARING
COUNCILOR MCCARTHY.

I WANT TO JUST CLOSE BY THANKING
AGAIN THE MAKERS OF THIS HEARING
ORDER.

I LOOK FORWARD TO MOVING FORWARD
TO CREATING POLICIES HERE IN
BOSTON THAT MOVE US FORWARD
REGARDING EQUITY.

THANK YOU.

THIS HEARING IS NOW ADJOURNED.

;;;XX

>> 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 MAINS COMMITTEE HELD A
HEARING ON TWO OTHER COLLECTIVE
BARGAINING AGREEMENTS FOR THE B
PS 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 COVERED 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 DRAILT 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 WHEN 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 NAL 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 ANNAN CREASE 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 YOUR 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 INSPECTORS
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,
CALLED 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
SOCIAEAPPROPRIATION, 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 SIM
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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