

; 05/21/19 12:52 AM

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GOOD MORNING

EVERYONE.

MY NAME IS MARK CIOMMO, I AM THE
CHAIRMAN OF WAYS AND MEANS, AND
THE DISTRICT NINE CITY

COUNCILOR, TODAY'S TUESDAY,
MAY 21ST, WE ARE HERE WITH OUR
GOOD FRIENDS FROM THE BOSTON
FIRE DEPARTMENT AS PART OF OUR
FISCAL YEAR 20 BUDGET REVIEW.

AS THEY PERTAIN TO DOCKET 0620
-- 0622 THROUGH 0625, ORDERS FOR
THE FY-20 OPERATING BUDGET,
INCLUDING ANNUAL APPROPRIATIONS
FOR DEPARTMENTAL OPERATIONS,
ANNUAL APPROPRIATION FOR THE
SCHOOL DEPARTMENT, APPROPRIATION
FOR OTHER POST EMPLOYMENT
BENEFITS AND APPROPRIATION FOR
CERTAIN TRANSPORTATION AND
PUBLIC REALM IMPROVEMENTS.

AND DOCKETS 0626 THROUGH 0628,
CAPITAL BUDGET PROARNGS
INCLUDING LOAN ORDERS AND LEASE
PURCHASE AGREEMENTS.

I WOULD LIKE TO REMIND FOLKS
THIS IS A PUBLIC HEARING WITH
BROADCAST LIVE AND RECORDED.

ON COMCAST, CHANNEL 8,RCN,
VERIZON AND STREAMED AT
BOSTON.GOV/CITY COUNCIL TV.

I WOULD LIKE TO ASK EVERYONE IN
THE CHAMBER TO SILENCE THEIR
ELECTRONIC DEVICES.

WE WILL TAKE PUBLIC TESTIMONY
THROUGHOUT THE HEARING.

WE ASK THAT YOU SIGN IN, THERE
ARE SIGN INSHEETS TO MY RIGHT BY
THE DOOR.

SCWE THAT YOU STATE YOUR NAME,
RESIDENCE AND YOUR AFFILIATION
AND PLEASE CHECK THE BOX YES IF
YOU DO WISH TO TESTIFY.

THERE ARE SEVERAL WAYS TO
TESTIFY.

YOU CAN COME AND ATTEND A PUBLIC
HEARING LIKE THIS ONE, YOU CAN
COME TO A HEARING DEDICATED TO

PUBLIC TESTIMONY ON TUESDAY,
JUNE 4TH, ANY TIME BETWEEN THE
HOURS OF 2:00 TO 6:00 P.M.
HOWEVER, WE WILL STAY AS LATE AS
IS NECESSARY TO HEAR FROM
EVERYONE WHO WOULD LIKE TO SPEAK
ON THE BUDGET.

YOU CAN ACCEPTED YOUR TESTIMONY
TO THE COMMITTEE ON WAYS AND
MEANS, BOSTON CITY COUNCIL,
FIFTH FLOOR, BOSTON CITY HALL,
BOSTON MASS, 02201, OR E-MAIL
THE COMMITTEE AS
CCC.WM@BOSTON.GOV.

I HAVE LETTERS FROM TWO
COLLEAGUES WHO ARE NOT ABLE TO
ATTEND TODAY'S HEARING.
AND I WILL READ THEM INTO THE
RECORD.

THANK YOU FOR THE OVERSIGHT OF
THE BUDGETARY PROCESS.

I REGRET THAT I AM UNABLE TO
ATTEND THE BOSTON FIRE
DEPARTMENT HEARING ON MAY 21ST,
2019 DUE TO TRAVEL.

THE WORK OF THE DEPARTMENT IS
CRITICAL AND I LOOK FORWARD TO
REVIEWING THIS TAPE.

REGARDS, LYDIA EDWARDS, DISTRICT
1, BOSTON CITY COUNCILOR.

DEAR MR. CHAIR, DUE TO WORK
RELATED TRAVEL I REGRET THAT I
AM UNABLE TO ATTEND TODAY'S
HEARING OF THE COMMITTEE ON WAYS
AND MEANS ON DOCKET NUMBERS 0622
THROUGH 0628.

THE FY-20 BUDGET FOR THE CITY'S
FIRE DEPARTMENT.

MY STAFF WILL BE IN ATTENDANCE
AND I LOOK FORWARD TO REVIEWING
THE RECORDING OF THIS HEARING.

PLEASE READ THIS INTO THE
RECORD, SINCERELY, KIM JANEY,
DISTRICT 7, BOSTON CITY
COUNCILOR.

IN IN ORDER OF THEIR ARRIVAL LET
ME INTRODUCE MY COLLEAGUES.
TO MY FAR LEFT, COUNCILOR JOSH
ZAKIM.

TO MY IMMEDIATE LEFT, COUNCILOR
ED FLYNN.

MY FAR LEFT AGAIN, COUNCILOR
TIMOTHY MCCARTHY, TO MY
IMMEDIATE RIGHT, COUNCILOR

MICHAEL FLAHERTY, TO MY FAR LEFT, COUNCILOR FRANK BAKER AND COUNCILOR MATT O'MALLEY NEXT TO HIM AND TO MY FAR RIGHT, COUNCILOR AT LARGE ANNISSA ESSAIBI GEORGE.

I WOULD LIKE TO WELCOME THE COMMISSIONER AND HIS TEAM AND ALSO WANT TO RECOGNIZE PRESIDENT BOB PAR TIDI AND LOCAL 18 ARE IN ATTENDANCE AS WELL AND WITH THAT I WANT TO JUST THANK YOU, COMMISSIONER, AND ALL OF THE MEN AND WOMEN WHO DO THE HARD WORK EVERY DAY PROTECTING OUR RESIDENTS IN THE CITY OF BOSTON, NOT ONLY ON THE FRONTLINES OF PROTECTION BUT ALSO FOR WITHSTANDING THE EFFECTS OF THE JOB AS WELL.

AND I WANT TO COMMEND YOU ON ALL YOU HAVE DONE DURING YOUR TENURE TO ADDRESS THAT ISSUE, THE CANCER RELATED ISSUE AND ALL OF THE OTHER ISSUE THAT AFFECT YOUR FIREFIGHTER IN THE FIELD.

SO THANKS, COMMISSIONER.

AND THE FLOOR IS YOURS.

>> THANK YOU, COUNCILOR.

FIRST I WOULD LIKE TO THANK MAYOR WALSH FOR CONTINUED SUPPORT OF THE FIRE DEPARTMENT AND THE MAYOR'S STAFF AND THE OFFICE OF BUDGET MANAGEMENT, FOR THEIR DILIGENCE AND INSIGHT FOR THE FY 20 BUDGET.

SPECIFICALLY THANK JUSTIN -- MIRIAM PECKHAM AND YAYAVICH FOR THEIR ASSISTANCE AND ANY BUDGET TEAM.

DEPUTY COMMISSIONER OF FINANCE, KATHLEEN JUDGE, SR. BUDGET ANALYST, BILL CZAR AND TURETTI FOR THE HARD WORK THEY PUT INTO THE BUDGET PROCESS AND THANK CITY COUNCIL FOR THEIR CONTINUED SUPPORT FOR THE FIRE DEPARTMENT AND HAVING THIS HEARING ON THE BUDGET AND ALSO THANK LOCAL 718, PRESIDENT PETITI FOR THEIR COOPERATION AND SUPPORT.

FY-20 IS AN IMPORTANT YEAR FOR THE SAFETY, HEALTH AND WELLNESS OF ALL FIREFIGHTERS RAMEY

PRIMARY FOCUS, RANGES FROM PURCHASE OF NEW APPARATUS, CLEANING, RENOVATING AND REBUILDING OUR FIREHOUSES TO MY COMMAND TO ENSURE SAFETY AND DIGNITY OF ALL FIREFIGHTERS INCLUDING WOMEN AND MINORITIES CERTAINLY RESPECTFUL WORKPLACE ISSUES.

SINCE 2016 WE PLACED 46 FRONTLINE APPARATUS, IN FY-20 WE WILL RECEIVE THREE MORE ENGINES, FIVE MORE LADDERS WHICH WILL LEAVE US WITH FOUR REMAINING APPARATUS WE NEED REPLACE. THE WE ALSO REPLACED TWO OF OUR TOWER UNIT THIS PAST YEAR. IN ADDITION AS A RESULT OF NEW APPARATUS WE HAVE BEEN ABLE TO REVITALIZE OUR RESERVE FLEET. FOR REPLACEMENT OF FIREHOUSES, FIRE CONSTRUCTION DESIGN DOCUMENTS ARE READY TO GO OUT TO BID FOR ENGINE 42 AND RESCUE -- WE HOPE TO MOVE THEM TO THEIR NEW TEMPORARY SITE THIS SUMMER AND BEGIN CONSTRUCTION IN THE FALL.

THE SCHEDULE HIGHLIGHTS COMPLETION IN 2021. WE ALSO COMPLETED RENOVATIONS IN ENGINE 5 IN EAST BOSTON AND NEAR COMPLETION OF RENOVATION OF ENGINE 15 IN CHARLESTOWN. WE WILL CONTINUE TO MAKE PROGRESS ON THE MISSION TO FIND WAYS TO IMPROVE THE OF YAWL HEALTH AND WELLNESS OF THE MEMBERS WE HAVE SUCCESSFULLY INDUSTRIAL CLEANED FOR OUR OUR FIREHOUSES ENGINE 16, 21, 37 ARE DONE, ENGINE 5 IS INDUSTRIAL CLEANING IS PART OF THE RENOVATION -- WE HAVE BEEN VERY HAPPY WHERE THE RESULTS AND CONTINUING THE CLEANING PROJECT WITH ANOTHER THREE TO FOUR FIREHOUSES.

COUNTY ENGINE 4 INDUSTRIAL CLEANING IS UNDERWAY AND PLANNED FOR JULY, AND ENGINE 53 IS SLATED FOR INDUSTRIAL CLEANING IN OCTOBER. INDUSTRIAL CLEANING CONTINUES TO

BE A CORNERSTONE OUT OF THE DEPARTMENT'S INITIATIVES SURROUNDING THE SAFETY, HEALTH AND WELLNESS OF OUR FIRE TITLERS, THE AVERAGE AGE OF OUR FIREHOUSE IS SEVEN YEARS OLD AND WE HAVE BEEN THROUGH AN AWFUL LOT.

EVEN MORE CRITICAL NOW IN LIGHT OF THE COMMONWEALTH ADOPTION OF NATURAL OSHA STANDARDS IN FEBRUARY OF 2018 BUT, BUT MASSACHUSETTS BECOMING AN OSHA STATE THE FIREARM NEEDS TO FOCUS ON 0 IS THAT COMPLIANCE.

WE ARE GOING TO FIRST CONCENTRATE ON THE 0 IS THAT COMPLIANCE WITH OUR FLEET AND OUR FACILITIES.

WE ALSO CONTINUE TO MAKE IMPROVEMENTS TO OUR FIREHOUSES IN OTHER WAYS TO BENEFIT OUR FIREFIGHTERS.

IN 2018 WE BEGAN A PROGRAM TO INSTALL GREATER PRIVACY PARTITIONS IN THE BUNK ROOMS OF EACH FIREHOUSE AS THEY ARE INDUSTRIAL CLEANED THIS CONSISTS OF SEVEN-FOOT HIGH AND FOUR-FOOT THICK PARTITIONS BETWEEN EACH BUNK AREA, EACH WITH ITS OWN SIDING DOOR AND LOBBING MECHANISM.

WE HAVE TO AFFORD GREATER PRIVACY FOR EACH FIREFIGHTER. TO DATE WE HAVE COMPLETED THIS WORK IN THE FOLLOWING FIREHOUSES, ENGINE I'VE, 20, 22, 28, 48, 52, 21, 16 AND 50.

THE NEXT FIREHOUSES TO HAVE THIS PRIVACY PETITIONS INSTALLED WILL BEGIN, WILL BE ENGINE COMPANIES 8, 49 AND 53.

IN OUR FACILITIES IMPROVEMENT PLAN, WE PRIORITIZE THOSE FIREHOUSES PERMANENTLY ASSIGN FEMALE FIRE FIGHTERS, REGARDING OUR TRAINING, WE CONTINUE TO SUSTAIN OUR TRAINING HOURS AT OR AROUND 28,000 HOURS PER YEAR. UP FROM APPROXIMATELY 8,000 HOURS BACK IN 2013.

WE WILL START TO USE NEW WIND DRIVEN HEAT STIMULATOR FOR

TRAINING ACADEMY THIS SUMMER.
FOR CLEANING AND OTHER -- IN THE
FALL AND HIRING FROM THE REGULAR
CIVIL SERVICE LIST AS WELL AS
UTILIZING THE LANGUAGE OF
CERTIFICATIONS.

THIS CLASS IS THE MOST DIVERSE
CLASS SINCE THE CONSENT DECREE
WAS LIFTED IN 2003.

A PARTICULAR NOTE THIS CLASS
MUDS THE FIRST ASIAN AMERICAN
FEMALE FIREFIGHTER EVER HIRED BY
THE DEPARTMENT AS WELL AS ITS
FIRST VIETNAMESE AMERICAN
FIREFIGHTER.

THE CLASS OF FEBRUARY OF 2018
REFLECTED 28 PERCENT MINORITY
MAKE-UP.

THE SECOND MOST DIVERSE CLASS
SINCE 2003, IT WAS ALSO ATTAINED
THROUGH HIRING FROM BOTH THE
CIVIL SERVICE LIST AND SELECTIVE
LANGUAGE CERTIFICATIONS.

THESE EFFORTS SHOW THE
DEPARTMENT'S, THE IMPROVEMENTS
THE DEPARTMENT IS MAKING USING
TOOLS AND THOSE AVAILABLE UNDER
THE CIVIL SERVICE HIRING RULES.

IN ADDITION, TO MY DIVERSITY
RECRUITMENT OFFICER JUAN SANCHEZ
CONTINUE TO IDENTIFY IN SCHOOLS
AND OTHER YOUTH ENGAGEMENT
EVENTS TO GET A DIVERSE
POPULATION BEFORE THEY ENTER
MILITARY SERVICE AND HOPEFUL
THEY WILL BE ABLE TO ATTRACT
DIVERSE RECRUITS AFTER THEY
RETURN FROM MILITARY SERVICE.

YOUTH ENGAGEMENT EFFORTS ARE
IMPORTANT, BECAUSE IT ALLOWS THE
DEPARTMENT TO SHARE INFORMATION
WITH THE CITY'S TEENAGE
POPULATION ABOUT THE PURSUING A
FIRE SERVICE CAREER WITH THE
BOSTON FIRE DEPARTMENT.

THROUGH MENTORSHIP, CAREER
COUNSELING AND ON THE JOB
TRAINING.

SOME OF THE PROGRAMS WE HAVE
INITIATED THAT ARE PLANNED
INCLUDE THE FOLLOWING.

BOSTON TEEN FAD, A SUMMER
PROGRAM AND PARTNERSHIP WITH
ABCD FOR BOSTON CITY'S YOUTH

BETWEEN THE AGES OF 16 AND 18
GET AN INSIDE PERSPECTIVE ON
FIRE ACADEMY, THE TEEN ACADEMY
WILL BE ENTERING ITS THIRD YEAR
THIS SUMMER.

PARTNERSHIPS WITH BOSTON PARKS
DEPARTMENT, TO INCLUDE BFD AND
EXISTING SPORTS PROGRAMS TO
ASSURE OUTREACH BY BFD TO
DIVERSE GROUPS OF POTENTIAL
FUTURE CANDIDATES.

PARTNERSHIP WITH BOSTON PUBLIC
SCHOOLS.

IN THE BOSTON POLICE DEPARTMENT
A NEW PROGRAM IS GEARED TOWARDS
SAFETY AND COMMUNITY AWARENESS
THROUGH THE BPS AFTER SCHOOLS
PROGRAM.

THE DEPARTMENT, THE PARTNERSHIP
WITH MAD SON PARK HIGH SCHOOL,
ROT C TO, ROTC PROGRAM .. THIS
WILL BE AN AFTER SCHOOL PROGRAM
TO ENGAGE ROTC RECRUITS FROM
EVERY SCHOOL TO WORK WITH
MILITARY RECRUITERS ON FIRE
EDUCATION, MILITARY CAREERS,
FITNESS AND CAREER COUNSELING.

THE BOSTON FIRE DEPARTMENT
COMMUNITY ENRICHMENT PROGRAM HAS
BEEN VERY WELL RECEIVED BY THE
COMMUNITIES.

-- -- FIREFIGHTERS MESSAGES TO
SPEAK TO THE YOUTH TO CIVIL
SERVICE AND HOW TO BECOME A
FIREFIGHTER.

THE COMMUNITY ENRICHMENT PROGRAM
HOPES TO EXPAND THE PROGRAM
ENGAGED IN SCHOOLS, AND TEACHERS
TO BE A PART OF OUR YOUTH
ENGAGEMENT EFFORTS SUCH AS
SCHOOL PARENTS ON CAREER DAYS,
FIREFIGHTER TEACHER BASKETBALL
GAMES, STUDENTS AND YOUTH OUR 0
FUTURE, ENINCREASED THROUGH
BASKETBALL OR ANY OR SPHERE IS A
WIN-WIN FOR US ALL.

WE CONTINUE TO THANK COMMUNITY
MEETINGS, JOB FAIRS AND OTHER
OUTREACH EVENTS IN EVERY
COMMUNITY IN THE CITY OF BOSTON.
WE HAVE ALSO CONTINUED TO FOCUS
ON VETERAN RECRUIT. AND VETERAN
OUTREACH TO HELP IDENTIFY THE
DEMOGRAPHICS SPECIFICALLY

RECRUITMENT STRATEGY SO THE BOSTON FIRE DEPARTMENT HAS A SIGNIFICANT POPULATION, WE HAVE PARTNERED WITH A NUMBER OF ORGANIZATIONS AND MILITARY IMPROVEMENT PROGRAMS, INCLUDING THE PAGE PROGRAM, PARTNERSHIP OF YOUTH SUCCESS, PROGRAM THAT HELPS IDENTIFY LOCAL AND MASSACHUSETTS VETERANS WHO ARE TRANSITIONING OUT OF THE MILITARY, TO RECRUIT MILITARY, MILITARY RECRUITMENT PARTNER THAT HOLDS CAREER FAIRS TO TAP INTO THE DATABASE TO HELP IDENTIFY QUALIFIED VETERANS FOR OUR RECRUITMENT EFFORTS.

HIRE A VET WHICH SPECIALIZES IN CAREER FIELDS AND OPPORTUNITIES FOR VETERANS, BOSTON IMPROVEMENT STATIONS AND USO MENTOR PROGRAMS.

AFTER COMMISSIONED FIVE YEARS AGO AND PUT IN PLACE ZERO TOLERANCE OF FIRE FIGHTER BEHAVIOR WHERE HE OR SHE DOES NOT COMMIT TO OUR CODE OF CONDUCT AND/OR CONFORM TO OUR RULES AND REGULATIONS.

AS A PARRY MILITARY DEPARTMENT WE MUST .. COMMIT TO OBEYING ORDERS WHICH PROTECTS THE PUBLIC AND ALSO FIRE FIGHTERS, CONTINUE TO WORK ON THE RECOMMENDATIONS THAT DAY ONLY, INVESTIGATIVE REPORT PROVIDED.

WE ALREADY BEGUN SOME OF THIS WORK AND CONTINUE WORK TONG RECOMMENDATIONS OUTLINED. WE HAVE CONDUCTED A NUMBER OF HR TRAININGS OVER THE PAST SEVERAL YEARS.

WE HAVE HAD ANTI-HARASSMENT TRAINING BY OHR, RESPECT THE WORKPLACE TRAINING CONDUCT BID DHR AND COLLEGE AND SELECTIVE FIREHOUSES, DIVERSITY, AND RESPECTFUL WORKPLACE TRAINING CONDUCTED BY AN OUTSIDE VENDOR. THE TRAINING LED TO SIGNIFICANT TRAINING SESSION ON THIS -- AND EARLIER THIS YEAR TAILORED SPECIFICALLY FOR FIRE SERVICE. LEADERSHIP CASE STUDIES

RESPECTING THE WORKPLACE, WHICH FOCUSES ON THE ROLE OF THE FIRE OFFICER PLAYS IN MANAGING HUMAN RESOURCE LIABILITY, PRESIDENT PARTICULARLY IN THE AREA OF HARASSMENT AND RETALIATION, THIS CASE STUDY APPROACH TO TEACHING THIS TOPIC WITH REAL LIFE FIREHOUSE SCENARIOS AS A MAJOR PART OF THE DISCUSSION AND CURRICULUM WHICH IS GIVEN TO ALL OF THE DEPUTY CHIEFS, CAPTAINS AND LIEUTENANTS.

>> THESE TOPICS REPRESENT THE OFFICERS ALL THE WAY DOWN TO FRONTLINE SUPERVISORS.

WE ALSO CONTINUE ADDITIONAL RESPECTFUL WORKPLACE TRAINING WITH JUNIOR OFFERS A TRAINING PROGRAM FOR LIEUTENANTS.

THE DEPARTMENT AND THE CITY ALSO RECENTLY ISSUED AN RFP TO SOURCE TO THE VENDOR WHO WILL ASSIST IN DEVELOPING A SIMILAR TRAINING PROGRAM FOR ALL LINE FIREFIGHTERS AS WELL AS DEVELOP MODELINGS FOR FUTURE AND SUSTAINED TRAINING GOING FORWARD.

ON OTHER FRONTS THE DEPARTMENT CONTINUES TO WORK ON THE FOLLOWING IN THE UPCOMING MONTHS, BFP POLICIES ARE UNDERGOING REVIEW AND WORKING WITH OAR AND THE UNION ON IMPLEMENTING SOME OF THE RULE CHANGES BASED ON TEN RECORD SUCH AS THE BFD ANTI-HARASSMENT RULE 1841 AND WORKING WITH THE CORPORATION OF COUNCIL'S OFFICE TO HIRE AN ATTORNEY WHO WILL STEER THE ANTI-HARASSMENT AND RESPECTFUL WORKPLACE TRAINING, FOR THE ENTIRE DEPARTMENT AND ASSIST IN INTERNAL INVESTIGATIONS, THE JOB DUTIES OF THE DIVERSITY RECRUIT OFFICER AND CONTINUE TO BE MONITORED BY THE NEW HR DIRECTOR AND THE DIRECTION OF THE DEPUTY COMMISSION ON HUMAN RESOURCE AND LEGAL AFFAIRS.

A FEMALE LIAISON APPOINTED A YEAR AGO CONTINUES TO DEVELOP

STRONG RELATIONSHIPS WITH ALL
FEMALE "FIRE AND FURY: INSIDE
THE WHITE HOUSE" -- ..
FIREFIGHTERS .. AND LEADING
SEVERAL FIREFIGHTERS TO A
NATIONAL WOMBS CONFERENCE
SPONSORED BY THE INTERNATIONAL
ASSOCIATION OF WOMEN IN THE FIRE
AND EMERGENCY SERVICES.
WE HAVE A STRONG TEAM IN PLACE
TO MAKE THE NECESSARY CHANGES
AND MAYOR WALSH FOR ADDITIONAL
STAFF AND SOURCES WILL BE BETTER
TO IMFLEMENT PLANS GOING
FORWARD.

LASTLY ON BEHALF OF THE FIRE
DIDN'T, THANK YOU FOR YOUR TIME
AND YOUR SUPPORT.

>> THANK YOU, COMMISSIONER.
LET ME INTRODUCE TO MY FAR
RIGHT, COUNCILOR HAND HAND,
ANDREA CAMPBELL JOINED US ..
MR. ZAKIM.

GOOD MORNING, COMMISSIONER,
TEAM, GOOD TO SEE YOU ALL.
I WILL TRY TO BE BRIEF, I KNOW
MY COLLEAGUES HAVE MANY
QUESTIONS BUT I WANT TO SAY IT
IS VERY ENCOURAGING TO HEAR THAT
REPORT TO SEE THE WRITTEN
DOCUMENTS WE RECEIVED ON THE
MANY WAYS YOU ALL ARE WORKING TO
MAKE AND TO CONTINUE TO MAKE THE
BOSTON FIRE DEPARTMENT THE BEST
DEPARTMENT IT CAN BE TO PROTECT
EVERYONE AND TO CREATE A SAFE
AND WELCOMING WORKPLACE.
FOR ALL EMPLOYEES, WHICH IS --
IT IS REALLY A GREAT TO HEAR
THAT COMMITMENT SO THANK YOU FOR
THAT.

I WANT TO TOUCH QUICKLY ON WHAT
SOMEWHAT OF A NEIGHBORHOOD
ISSUE, BUT SOMETHING YOU MAY OR
MAY NOT BE AWARE OF.
AS WE WERE JUST NOT TOO LONG
AGO, ON BEACON STREET AND BACK
BAY FROM MEMORIAL TO, TWO
COURAGEOUS FIREFIGHTERS WERE
LOST IN 2014 IN THAT FIRE, SINCE
THEN, SEVERAL RESIDENTS WHO
ATTENDED HAVE ASKED KNOW TALK TO
YOU AND TO SEE IF THERE IS A
DESIRE AND HOW THE NEIGHBORHOOD

CAN HELP INCREASE THE ACCESS OF
FIRE HYDRANT ON BACK STREET,
WHICH IS A PRIVATE WAY.
IT SEEMS LIKE THERE ARE NOT
GREAT HYDRANT, I KNOW HEARING
ABOUT SOME OF THE FOLKS WHO
SPOKE AT THAT CEREMONY TALKED
ABOUT THE TROUBLE OF GETTING THE
HOSES AN IN THAT -- IS SENATE
SOMETHING YOU HAVE LOOKED AT,
THAT WE COULD BE HELPFUL WITH
THAT PERHAPS WORKING WITH THOSE
CONDO ASSOCIATIONS?
BECAUSE IT IS A PROFIT WAY,
SOMETHING THAT IS USE SNFL
AGAIN, I DON'T WANT TO GIVE MORE
WORK IF YOU THINK IT IS ADEQUATE
NEW BUT THAT'S SOMETHING WE HAVE
BEEN ASKED --
>> , NO COUNCILOR, THANK YOU.
THAT'S A VERY IMPORTANT TOPIC.
OKAY.
THAT CERTAINLY CONTRIBUTED TO TO
THAT TRAGIC EVENT PACK IN 2014,
BACK IN 2014. WE NEED TO WORK
WITH THE COMMUNITY BACK THERE,
ACTUALLY, CATHY CROSS BY BELL
WHO IS MICHAEL KENNEDY'S MOTHER
HAS BEEN A STRONG ADVOCATE IN
PURSUING THE INSTALLATION OF
HIGHWAY GRANTS, IF YOU WILL ON
BACK STREET AS WELL AS -- I
WOULD LOVE TO SEE THAT COME TO
FRUITION.
NOT ONLY FOR THE FIREFIGHTERS
BUT ALSO FOR THE COMMUNITY.
PROVIDES A GREATER DEGREE OF
SAFETY FOR US IN THOSE STREETS,
THAT AREA WHICH IS CONSIDERED
BACK STREET.
IT IS A SIGNIFICANT STRETCH OF
ROADWAY THAT GOES FROM, YOU
KNOW -- A SIGNIFICANT STRETCH, I
AM NOT QUITE OF THE TOTAL LENGTH
BUT I THINK IT PROVIDES BETTER
FIRE PROTECTION FOR ALL OF US
THERE.
AND I THINK WE SHOULD FIND A WAY
TO MAKE THAT HAPPEN.
>> WHAT ARE THE ON -- OBSTACLES
YOU HAVE SEEN?
CAPITAL EXPENSE MS. WHO OWNS THE
ROADWAY AND WHO IS RESPONSIBLE
FOR?

IT.

>> THAT'S PART OF IT.

THAT'S HURDLE, I THINK IS WHERE YOU COME DOWN TO, IT IS A PRIVATE WAY, THAT IT DOESN'T FALL UNDER THE JURISDICTION OF THE CITY.

>> GRANTED IT IS STILL PUBLIC ACCESS.

SO I THINK THAT WOULD BE PROBABLY THE FIRST.

WE NEED GET OVER AND CERTAINLY FINANCING ON HOW WE INCORPORATE THAT.

>> I DON'T WANT TO GET INTO THE WEEDS ON THAT TODAY BUT LET ME JUST SAY LIVE IS SOMEONE ON YOUR TEAM WHO WOULD BE THE BEST PERSON TO COORDINATE WITH, PLEASE I WOULD LIKE TO TALK TO HIM OR HER AND CONNECT THEM WITH THE RESIDENCE THERE WHO I THINK SPARSE THE ACCESS AND ABILITY TO DO WORK THERE, COULD REALLY GET THAT DONE, AND THEN WE CAN GET INTO WHO MAINTAINS AND HOW WE PAY FOR IT MOVING FORWARD IS A SEPARATE ISSUE BUT TO AT LEAST GET TO THE THRESHOLD MATTER OF CAN WE INSTALL THINGS THERE? I THINK THERE IS A REAL EFFORT IN THE COMMUNITY AN A DESIRE FOR THAT.

INCLUDING OF THE OWNERS OF THOSE PROPERTIES.

>> THANK YOU:THANK YOU.

AND THEN WE WILL CONTINUE TO WORK ON THAT, WE ONLY HAVE ABOUT SEVEN MONTH LEFT IN THIS SEAT SO I WOULD LOVE TO HAVE SOME GOOD PROGRESS ON THAT FOR MY SUCCESSOR.

AND THEN MOVING ON TO ANOTHER TOPIC WHICH YOU TOUCHED ON IS THE CANCER PREVENTION FROM THE MEN AND WOMEN OF THE FIRE DEPARTMENT.

HOSE -- THERE WAS A GREAT FLURRY OF INSTALLATION OF THE INDUSTRIAL WASHER DRYER, I HEARD ABOUT INDUSTRIAL CLEANING OF THE FIREHOUSES AS THEY ARE BEING RENOVATED AND PREPARED.

WHERE ARE WE ON THE INSTALLING

POPULATION OF THOSE WASHER
DRYERS?

IS MOST OF THAT STILL COMING
FROM PRIVATE MONEY, FROM THE
LAST CALL FOUNDATION OR IS THERE
MORE OF THAT IN OUR BUDGET AS
WELL?

>> SO ALL OF THE INDUSTRIAL
EXTRACTOR, INDUSTRIAL WASHING
MACHINES THAT HAVE BEEN
INSTALLED THROUGH GENEROSITY OF
A NUMBER OF FOUNDATIONS, ONE
WILL -- FROM THE FOUNDATION AND
THE SECOND BEING THE GARY SINISE
FOUNDATION SO ALL OF THEVILLE
EXTRACT TORS HAVE BEEN INSTALLED
AND NOW INSTALLING THE DRYING
CABINETS, JUST TO GIVE YOU A
QUICK -- A LITTLE UNDERSTANDING
OF HOW HEAVY THE GEAR IS, ONCE
YOU WASH IT, IT TAKES A
SIGNIFICANT AMOUNT OF TIME IF
YOU GOING TO TRY TO AIR DRY IT,
YOU CAN'T DRY IT IN A
TRADITIONAL DRYER, SO THEY HAVE
THESE DRYING CABINETS, WHICH THE
GARY SINISE FOUNDATION IS ON
BOARD WITH ALL OF THE 12
FIREHOUSES WITH THE DRYERS WHICH
IS TREMENDOUS.

I MEAN, CHANGING THE CULTURE
AROUND REPORTS OF CLEANING THEIR
GEAR AND MAKING SURE THEY GET
THE TOXINS AND CAR SIN GENERALS
OFF IS IMPORTANT SO WE DON'T
WANT TO STAND IN THE WAY OF
THAT.

WE WANT TO MAKE SURE THAT
HAPPENS AND SO WE HAVE BEEN
BLESSED IN THAT REGARD WITH
THOSE TWO FOUNDATIONS WHO HAVE
MADE IT HAPPEN.

>> THAT'S GREAT TO HEAR.
THANK YOU, COMMISSIONER.
THANK YOU, MR. CHAIRMAN.

>> THANK YOU.

>> THANK YOU, MR. CHAIRMAN, AND
THANK YOU TO COMMISSIONER ON
YOUR TEAM FOR BEING HERE TODAY,
BUT ALSO MORE IMPORTANTLY FOR
THE, YOUR PROFESSIONAL WORK FOR
OUR CITY FOR MANY YEARS.
COMMISSIONER, I KNOW YOU
HIGHLIGHTED IT IN YOUR OPENING

COMMENTS. CAN YOU TALK ABOUT THE PROGRAM THAT YOU IMPLEMENTED, THE INDUSTRIAL CLEANING OF FOYER HOUSES? CAN, FIREHOUSES? .. CAN YOU GIVE US AN IDEA OF HOW LONG IT TARIQ WHAT ARE YOU LOOKING FOR? WHAT THE BENEFITS OF IT?

>> SO THE INDUSTRIAL CLEANING PROCESS, JUST TO GIVE YOU A BACKGROUND, THE AVERAGE AGE OF FIREHOUSE IS 77 YEARS OLD, AT THIS TIME, SO THEY HAVE BEEN THROUGH A NUMBER OF YEARS OF EXPOSURE TO THE CARCINOGENS AND TOXINS BROUGHT BACK FROM THE FIRE GROUND AND PROBABLY THE MOST IMPORTANT PIECE WAS THE DIESEL EXHAUST.

DIESEL EXHAUST WHICH IS ONE OF THE BY PRODUCTS IS BENZENE, BEN 17 IS A SIGNIFICANT CARCINOGEN AND WE REALIZED THAT, YOU KNOW, .. THE COST OF REPLACING FIREHOUSES IS VERY EXPENSIVE AS YOU HAVE SEEN IN THE CAPITAL BUDGET.

AND RENOVATING IS AN EXPENSIVE PROPOSITION ALSO.

SO WHAT WE ARE DOING WITH INDUSTRIAL CLEANING IS BASICALLY WHAT WE ARE DOING IS WE ARE GOING IN WHERE WE ARE MOVING FIRE COMPANIES OUT, WE GO IN AND WE STRIP THE HOUSE, BASICALLY, WE TAKE OUT ALL SOFT AND PERMEABLE MATERIALS.

WE INDUSTRIAL CLEAN.

WE THEN PAINT, WE ENCAPSULATE PAINT AND WHEN WE RENDER THE BUILDING IS A SAFE AND DO SOME TESTING AND BRING BACK IN NEW FURNISHINGS THAT ARE MORE ENVIRONMENTALLY FRIENDLY THAT ARE NOT GOING TO MAINTAIN, OR RETAIN I SHOULD SAY THESE CARCINOGENS.

SO THE PROCESS IS ONGOING, TO BE HONEST WITH YOU COUNCILOR, WHEN WE FIRST BUDGETED AND THOUGHT ABOUT THE COST AND -- BECAUSE IT IS A SIGNIFICANT UNDERTAKING AND THERE WAS NOTHING TO REALLY COMPARE IT TO.

WE WERE THE FIRST MAJOR CITY IN THE COUNTRY TO START THIS INDUSTRIAL CLEANING PROCESS WHICH HAS BEEN REPLICATED THROUGHOUT THIS COUNTRY, AND IT WAS ABOUT -- TRYING TO IDENTIFY COSTS.

SO WE PUSH THE MONEY LAST YEAR TO DO WHAT WE WERE HOPING TO GET MAYBE FOUR HOUSES DONE.

AS WE RAN INTO THE AGE OF THE HOUSES, AS YOU CAN IMAGINE, ONCE YOU START MOVING THINGS AROUND, YOU START TO REALIZE THERE ARE A LOT OF ADDITIONAL THINGS THAT FEED TO BE FIXED.

SO INSTEAD OF GETTING FOUR HOUSES DONE WE WERE PROBABLY LUCKY TO GET 3, AND WE ARE MOVING FORWARD WITH ADDITIONAL FUNDS TO DO THE REMAINING HOUSES. IT IS IMPORTANT BECAUSE WHAT WE ARE TRYING TO DO THERE IS MAKE THE ENVIRONMENT THAT MEN AND WOMEN RESIDE IN, LIVE IN SAFE AND HEALTHY FOR THEM.

IT IS GREAT WE HAVE ALL OF THESE RECOVERY SYSTEMS, STATE OF THE ART RECOVERY SYSTEMS IN FIREHOUSES, THAT PROTECT OUR MEN AND WOMEN FROM THE DIESEL EXHAUST FROM THE RAP ARE A US THE BUT THE FACT THAT WE ARE RECOGNIZED IN CLEANING IS ONLY TAKING OUT SOME OF THE CARCINOGEN AND ENCAPSULATING IS BUYING TIME, WE CAN'T POURED TO BUY NEW FIREHOUSES AT THE END COST RIGHT NOW.

I HAD THE OPPORTUNITY TO ATTEND THE RETIREMENT DINNER SEVERAL WEEKS AGO AN A LOT OF THE RETIRED FIREFIGHTERS WERE TALKING ABOUT THAT PROGRAM, THAT IT IS ONE OF THE BEST PROGRAMS THAT THEY HAVE EVER SEEN THE FIRE DEPARTMENT IMPLEMENT. YOU KNOW, IT IS SAVING LIVES OF FIREFIGHTERS BUT ALSO THEIR FAMILY, BRINGING ALL OF THAT PROBABLY BEFORE YOU ARE BRINGING ALL OF THAT TOXIC STUFF BACK TO YOUR OWN HOUSE, AND INTO YOUR OWN BODY AND HAVING A MAJOR

IMPACT ON YOUR HEALTH AND WELLNESS.

I JUST WANT TO COMPLIMENT THE FIRE DEPARTMENT FOR SUCH A GREAT PROGRAM.

COMMISSIONER, I ALSO READ IN THE -- IN SOME OF THE INFORMATION THAT THE FIRE DEPARTMENT SCREENED OVER 800 FIREFIGHTERS FOR SKIN CANCER.

CAN YOU TALK A LITTLE BIT ABOUT THAT?

>> SO WE WERE FORTUNATE TO HAVE DR. CHANDLER WHO WAS A CHELSEA FOYER FIGHTER.

SHE A BOARD CERTIFIED DERMATOLOGIST WHO SUCCUMBED TO A MELANOMA.

AND SHE -- BRINGING SOME OF OF HER COLLEAGUES TO SCAN, TO TO ACTUALLY I SHOULD SAY DO A SCREENING OF THE ENTIRE DEPARTMENT ON HER TIME, ON HER DIME.

AND THEY DID. SO THEY DID IT OVER THE COURSE OF A FEW WEEKS. WE HAD AT LEAST 800 MEMBERS GO THROUGH THE SCREENING PROCESS OF ABOUT TEN PERCENT NEEDED TO DO MORE, IF YOU WILL, IN-DEPTH SCREENING, AND IT IS A TREMENDOUS PROGRAM, I MEAN, THE CANCER ISSUE THE BIGGEST ISSUE FACING US, OKAY?

IT IS THE BIGGEST ISSUE.

LAST YEAR, IN THE COURSE TWO WEEKS WE LOST THREE MEMBERS, AND IN LESS THAN TWO WEEKS, ONE FORMER -- I MEAN -- ABOUT 80, WE LOST EDDIE, JAMIE CALAGRA AND RICHARD STEINER, WITHIN THREE -- TWO-WEEK PERIOD WE HAD THREE ACTIVE MEMBERS SUCCUMB. CANCER IS THE NUMBER ONE ISSUE. MAKE NO MISTAKE ABOUT IT. THE IT IS NUMBER ONE ISSUE FACING THE FIRE SERVICE ACROSS THIS COUNTRY.

OKAY.

WE LOST OVER 200 BOSTON FIREFIGHTERS SINCE 1990, TO OCCUPATIONAL CANCER, SINCE 2012, 2017, 27 MEMBERS HAVE SUCCUMBED TO OCCUPATIONAL CANCER.

I CURRENTLY HAVE UP TO MORE THAN A DOZEN, CLOSER TO 16 MEMBERS OFF WITH OCCUPATIONAL CANCER. IT IS CONSUMING THE DEPARTMENT. IT IS THE BIGGEST ISSUE I FACES A THE COMMISSIONER IN TRYING TO, FIRST OFF -- DEEP MORALE UP. WHEN YOU THINK ABOUT THE EXPOSURE HAZARDS AND TRYING TO IMPLEMENT CHANGE AND TRYING TO BEST PRACTICES, IT IS BIGGEST CHALLENGE WE HAVE AS A DEPARTMENT.

I WILL TELL YOU, WE ARE TACTICALLY SOUND ON THE FIRE GROUND, STRATEGICALLY WE ARE SOUND, I DON'T THINK ANYBODY IS ANY BETTER, I MEAN WE ARE RECOGNIZED ACROSS THE COUNTRY AND THE CANCER ISSUE IS WHERE WE NEED OUR PRIMARY FOCUS NEEDS TO BE.

BECAUSE IT IS IMPACTING A SIGNIFICANT POPULATION WHERE WE GET TWO OR THREE DIAGNOSES A WEEK.

I MEAN, WHEREVER TWO TO THREE-WEEK WE HAVE A NEW DIAGNOSIS, POSSIBLY -- CANCER SEEMS TO BE THE CANCER THAT KEEPS REOCCURRING IN FOYER FIGHTERS ARE MORE LIKELY TO DEVELOP PROSTATE CANCER UNDER AGE 50 THAN THE GENERAL POPULATION BY ALMOST 20 PERCENT SO IT IS THE BIGGEST ISSUE WE FACE, COUNCILOR.

>> THANK YOU, COMMISSIONER, AND

--

>> YES, TODAY.

>> JUST THINKING AN YOUR QUESTIONS, YOUR ANSWERS, COMMISSIONER, YOU KNOW, WITH INDUSTRIAL CLEANING AND WITH THE CANCER, HIGH CANCER RATE, YOU SEE A LOT OF RETIRED FIREFIGHTERS, UNFORTUNATELY, AFTER THEY RETIRE THEY DON'T LIVE THAT LONG. YOU KNOW, CERTAINLY A LOT OF IT IS IS A DIRECT RESULT OF THE THAT SADR DOUSE CONDITIONS.

BUT WHAT ARE YOU SEEING WITH WITH THE RETIRED FIREFIGHTERS?

DO YOU TRACK OR DO YOU STAY CONTACT WITH THEM IN TERMS OF WHAT THEIR HEALTH IS OR WHAT THEIR NEEDS ARE AS WELL?

>> SO -- FROM THE LEGISLATURE, IT HAS BEEN VERY HELPFUL FOR US, A FIVE-YEAR LOOKBACK, SO WHEN YOU RETIRE YOU HAVE A FIVE YEAR WINDOW IF YOU DEVELOP AN OCCUPATIONAL CANCER IT IS CONSIDERED -- DISABILITY PURSUANT, PURSUANT TO THE RETIREMENT SYSTEM WHICH IS VERY HELPFUL FOR US AS FAR AS TRACKING DATA.

WHEN YOU GO OUTSIDE OF THAT FIVE-YEAR WINDOW, IT IS VERY DIFFICULT FOR US TO ACTUALLY INTERACT, ENGAGE MEMBERS WHO HAVE DEVELOPED CANCER, UNLESS THEY BRING IT FORWARD.

WHEN WE HAVE THE FOLKS THAT ARE IN THE FIVE-YEAR WINDOW, WE ARE, -- WE HAVE DIRECT ACCESS TO INFORMATION AND ENGAGE THE INDIVIDUALS IF THEY DEVELOP A CANCER AFTER FIVE YEARS IT IS A MORE AT THIS, TO TRACK THEM. WHEN I TALK ABOUT OUR NUMBERS, THERE ARE RETIREES IN THOSE NUMBERS, OKAY?

AND WE LOOKED AT STATISTICS AROUND THE RETIREES, SO WHAT WE DID WAS, TALKING TO THE EPIDEMIOLOGIST IN HOW GHOST TRACK NUMBERS, MEMBERS, WE PUT MAXIMUM AGES OF RETIREMENT OF 65, WE ADDED FIVE YEARS, AND BROUGHT US TO AGE 70 SO ANYONE WHO SUCCUMB TO OCCUPATIONAL CANCER FROM 70 BACK, BECAUSE WE HAD ALL OF THE DEATH CERTIFICATES THOSE ARE THE FOLKS IN THE NUMBERS.

SO IT IS A LITTLE MORE DIFFICULT WITH THOSE WHO ARE OUTSIDE OF THAT FIVE-YEAR WINDOW, WILL BE BACK AND WE HAVE SOME LEGISLATION AND WE HAVE BEEN WORKING DILIGENTLY ON IT AND WE WANTED THE LEGISLATION TO BRING -- I WILL GIVE YOU AN EXAMPLE.

IF YOU RETIRED AT AGE 50 FROM A

NONRELATED CANCER,
PRESUMPTIVELY, SAY BACK, NECK,
MUSCULOSKELETAL INJURY, AGE 50,
AT AGE 50-50 AND A DAY YOU ARE
OUT, 55 AND A DAY YOU ARE OUT,
THAT DOESN'T EXCLUDE THE FACT
YOU HAVE BEEN EXPOSED TO ALL OF
THESE CHEMICALS AND CARCINOGENS
FOR YOUR CAREER BEFORE THAT, AND
THOSE CHEMICALS AND CARCINOGENS
LAY DORMANT SOMEWHERE IN YOUR
BODY SO THEY ARE OUT.

SO THE UNION HAS BEEN VERY
ACTIVE ON THIS, HAS PUSHED
LEGISLATION THAT WOULD GET
EVERYBODY TO AGE 70 REGARDLESS
OF WHEN THEY RETIRED.

I THINK IT IS A VERY IMPORTANT
STEP MOVING FORWARD IN TRYING TO
TRACK THE RETIREES THAT MIGHT
SLIP THROUGH THE CRACKS.

NATIONALLY PROBABLY ANYTHING
THEY HAVE, THE ONLY THING THEY
HAVE AGREED UPON IN DC THE LAST
TWO YEARS WAS THE NATIONAL
FIREFIGHTERS CANCER REGISTRY.

WE HAD A MEETING YESTERDAY WITH
NIOSH WHO WILL BE IMPLEMENTING
THE REGISTRY AND WANTED -- THEY
ARE RECOGNIZED AS ONE OF THE
LEADERS ACROSS THE COUNTRY ON
THIS TOPIC AND WE HAVE SOME GOOD
DISCUSSION ABOUT HOW THEY ARE
GOING TO GET THAT UP AND RUNNING
AND THAT WILL BE ABLE TO TRACK
PEOPLE GOING FORWARD.

THE CHANGES WE ARE MAKING TODAY,
IT IS SAD TO SAY A ARE NOT GOING
IMPACT THESE YOUNG FIREFIGHTERS
THAT COME ON THIS JOB, AGAIN
THEY GRADUATE FROM THIS CLASS IN
A COUPLE OF WEEKS.

BECAUSE THIS IS GOING 0 CONTINUE
TO GROW, GOING TO CONTINUE TO
GROW, SO WE GET TO LEGISLATION
THAT DEALS WITH FLAME RETAR
DENTS, PLASTICS, THOSE ARE THE
MAIN CULPRITS OF WHAT IS GOING
ON IN WHY FIREFIGHTERS ARE
CONTRACTING THESE CANCERS.

THERE IS A GREAT VIDEO OUT THAT
I ENCOURAGE YOU TO LOOK AT IT.
WE HAVE A WEBSITE -- THERE IS A
VIDEO ON THAT WEBSITE BY UL, IT

IS -- REPORT AND IT TALKS ABOUT HOW MUCH MORE DANGEROUS FIRES ARE TODAY THAN THEY WERE 30 YEARS AGO.

FIRE REACHES -- FLASH OVER TWO HOURS AND IN UNDER THREE MINUTES TODAY, 30 YEARS AGO THE LEGAL SITUATE FURNISHINGS TYPICALLY WHAT WE GREW UP IN TOOK 30-MINUTE AND THEY KEEP REFERRING TO SYNTHETICS, SYNTHETICS IS NOTHING BUT A CODE WORD FOR PLASTICS, SYNTHETIC MATERIAL THAT ARE KILLING OUR FIREFIGHTERS.

>> THANK YOU.

>> THANK YOU.

COUNCILOR MCCARTHY OF.

>> THANK YOU, MR. CHAIR AND STAFF AND ALL OF THE MEN AND WOMEN OF THE BOSTON FIRE DEPARTMENT WHO KEEP US PROTECTED WHEREVER DAY.

COUNCILOR ZAKIM AND COUNSELOR KIND OF, FLYNN WENT DOWN ROAD I WANT TO GO DOWN THROUGH SO I WON'T HE REHASH THAT.

WE HAD A HEARING ABOUT 18 MONTHS AGO ABOUT THE FLAME RETARDANTS AND FLAMES NATIONALLY CAN YOU GIVE US AN OVERVIEW OF WHERE THAT IS AND HOW WE CAN I DON'T KNOW TO HELP PUSH THAT?

>> YES.

SO THE FLAME RETAR DENT INDUSTRY AS YOU CAN IMAGINE IS A VERY POWERFUL LOBBY, AND THEY ARE VERY POWERFUL BLOCK.

AND IT IS FUNNY.

WHEN YOU THINK ABOUT FLAME RETAR DENT, JUST TO MICK IT AS ELEMENTARY AS YOU CAN, WHAT ARE FLAME RETAR DENTS?

IT IS CHEMICALS THAT ARE DESIGNED TO INHIBIT FLAMES.

AND YET WHEN THEY COME BUST, YOU HAVE NOTHING BUT ALL OF THESE POLYMERS GIVING OFF ALL OF THESE TOXINS BY-PRODUCTS.

SO WE ARE CLOSE IN THE STATE, THIS PAST -- THE GOVERNOR BECAUSE -- I GIVE GOVERNOR A LOT OF CREDIT HE HAS BEEN VERY SUPPORTIVE OF OUR REGULATION IN

THE CANCER LANGUAGE AROUND
EXTENDING SOME TIMELINES AND
DATES, BUT IT WAS VETOED BECAUSE
IT CAME THE UNDER -- IN AN
INFORMAL SESSION.
IT CAME TO -- IT CAME TO A
FORMAL SESSION THERE ARE A
CHANCE TO AMEND SOME THINGS THEY
WOULD BE WILLING TO DO THAT.
THAT THIS LEGISLATION WAS GOING
TO DEAL WITH FLAME RETAR DENTS
AND IN THE PUBLIC AS MY, WHERE
IT WAS FULLY -- THAT IT WOULD
NOT NEED THESE FLAME RETAR DENTS
INTRODUCED INTO THESE PRODUCTS.
SO COUNCILOR, THERE IS A HUGE
LOBBYIST GROUP ON CHEMICAL
INDUSTRY AND I THINK WE ARE
BECOMING THE VICTIMS SOME DEGREE
AS THE ASSAULT ON PLASTICS,
INDUSTRY THEY BELIEVE IT IS AN
ASSAULT WHEN YOU LOOK AT PLASTIC
BAGS, THE PLASTIC BAG INDUSTRY
FEELTSES THEY ARE UNDER ASSAULT.
BUT THE PLASTICS ARE AND THE
FLAME RETAR DENLTS ARE THE MAIN
REASONS OUR FIREFIGHTERS ARE
DEVELOPING CANCERS AT THESE HIGH
RATES.

>> THANK YOU, COUNCILOR
FLAHERTY.

>> GOOD MORNING TO THE TEAM
HERE.

I THINK YOU DOING AN PHENOMENAL
JOB AND THE LEADERSHIP TEAM YOU
HAVE PUT TOGETHER IS GREAT.

>> TWO PERSPECTIVES THAT HAVE
BEEN VERY -- IT COULD BE FRIDAY,
CLOSE OF BUSINESS, IT COULD BE
SUNDAY MID AFTERNOON, FIRST
THING MONDAY MORNING AND THAT IS
-- JACK DEMPSEY AND ASSISTANT
CHIEF DENNIS KEELEY, AT THE
FOLLOW NATURAL, THEY MAKE THE
JOB YOU ARE DOING AND THE TEAM
SHINE THINK TIME THEY JUST JUMP
RIGHT INTO IT AND THEY ARE
SOLVING PROBLEMS IN REAL-TIME,
WHICH IS PHENOMENAL SO I JUST
WANT TO PASS ALONG KIND OF
REGARDS ON THEIR BEHALF.
I WANT TO TALK ABOUT THE
WATERFRONT STATION.
I KNOW THAT WAS DISCUSSED

BEFORE.

NEW HIGH-RISE BUILDINGS THAT WEREN'T THERE TEN YEARS AGO, WF -- AN ADDITIONAL MILLION SQUARE FEET AND A PROPOSAL FOR A COUPLE OF MARINAS WITH FUEL AND TALK ABOUT SEAPLANES.

THAT IS NOT INCLUDING ALL OF THE -- THAT IS HAPPENING DOWN IN THE INDUSTRIAL PARK. YOU KNOW, AND WE TALKED ABOUT RESPONSE TIMES, CLEARLY K STREET AND D STREET MORE THAN CAPABLE AND CAN GET THERE AS QUICKLY AS THEY CAN, AS WELL AS SURFACE ROAD.

WAY TONIGHT I WANT TO GET YOUR THOUGHTS AS WELL AS THE TIME IS UP, AS OUR POPULATION CONTINUE TO GROW AND BOSTON WATERFRONT CONTINUES TO EXPAND, I THINK THAT WE NEED TO HAVE A VERY FRANK CONVERSATION YESTERDAY ABOUT HAVING FIRE SERVICE DOWN ON THE WATERFRONT.

>> YES.

I AGREE WITH YOU WHOLEHEARTEDLY COUNCILOR, I THINK HAS COME THAT WE EXPLORE A PERMANENT FIRE STATIONS IN THE SEAPORT.

AND WE HAVE HAD SOME DISCUSSIONS WITH THE BPDA AND DIFFERENT DEVELOPERS ABOUT THE POTENTIAL FOR HOW TO INCORPORATE A FIREHOUSE IN THE PROJECT DOWN THERE AND I WILL TELL YOU THIS. WE HAVE BEEN TRACKING, WHAT WE HAVE BEEN TRACKING IS RESPONSE DOIMS AND THAT IS PROBABLY THE KEY DRIVER.

NOW, LOOK AT THE SEAPORT DISTRICT AND YOU TALK ABOUT THE RESPONSE DOWN TO THE SEAPORT. WHETHER IT IS MORE ON THE NORTHERN END OF THE SEAPORT OR THE SOUTHERN END OF THE SEAPORT. WE ARE SEEING COMPANIES THAT -- AND I AM PROUD TO SAY THIS BECAUSE WE SUPPORT MAYOR WALSH AND THIS COUNSEL THAT WE GET SUCH A DESIRABLE RESPONSE.

WE GET THERE UNDER FOUR MINUTES, ANYWHERE IN THE CITY WE CAN BE THERE UNDER FOUR MINUTE 95 PERCENT OF THE TIME.

WE ARE STARTING TO SEE THAT CREEP UP IN THE SEAPORT AND A BIG POSE OF THAT IS BECAUSE OF THE TRAFFIC CONS WE HAVE DOWN THERE, AND THE FACT THAT WHEN COMPANIES LIKE ON PURCHASE STREET, WHICH IS THE HOUSE -- FOR THOSE -- INTERNATIONAL PLACE, WHEN THEY GO OUT, WE CHOOSE TO BE AND I WOULD SAY RUSH HOUR, WHETHER IT WAS IN THE MORNING FOR AFTERNOON, THEY GO OUT THERE, AND VERY DIFFICULT TIME GETTING BACK TO QUARTERS AND GETTING BACK SOMEWHERE TO MAINTAIN THAT RESPONSE TIME. IT HAS GOTTEN, IT IS AN ALL DAY AFFAIR NOW.

IT IS KIND OF LIKE AN ALL DAY OFFENSE DOWN THERE.

I THINK THE TIME HAS COME THAT WE LOOK AT THE SEAPORT, WHETHER IT IS A COLLABORATION WITH SOME OF OUR PUBLIC SAFETY AGENCIES TO PUT THE FIREHOUSE DOWN IN THE SEAPORT AND I AGREE WITH YOU, COUNCILOR, WITH THE ACROSS OF A POOL STORAGE DOWN THERE, AND THE OTHER ENTITIES DOWN THERE, I MEAN, EVERYTHING THAT IS GOING GOING ON DOWN THERE, THE DEVELOPMENT, AND THAT'S BEFORE THEY PHOTO THE JETTY OR -- OF WHEN YOU GET PAST THE -- A IT IS LIKE WHAT IS THAT GOING TO LOOK LIKE IN FIVE YEARS?

>> RIGHT.

>> BECAUSE IF YOU ASKED ME FIVE YEARS, WHEN TYKE THIS JOB, I MEAN, I AM BESIDES MYSELF TO THINK HOW BIG IT IS GROWING SO I THINK THE TIME HAS COME AND I THINK WE JUST NEED FIND RIGHT MIX OF WHETHER IT IS, YOU KNOW, IF IT IS INCORPORATED IN A PROJECT, IN A PRIVATE PUBLIC PARTNERSHIP BUT WE NEED TO HAVE THAT CONVERSATION.

>> WE ARE HAPPY TO BE A PARTNER FOR YOU IF YOU NEED COUNCILOR FLAHERTY AND I DO SCOUT OUT SOME LOCATIONS, WE WOULD BE MORE THAN HAPPY AT WELL AS MY COLLEAGUES ON THE COUNCIL.

I WOULD LIKE TO TALK ABOUT THE
TO TWO DISTRICT CHIEF POSITIONS
THAT WERE ELIMINATED THAT PUT
SOME FOLKS IN WEST ROB ROCKS THE
GAS POINT LINE, ALL OF THOSE
FOLKS IN THE HOSPITAL DISTRICT,
POTENTIALLY IN A SITUATION WHERE
THEY HEY NOT HAVE COVERAGE.

I KNOW THAT IS NOT YOUR
INTENTION AND WE HAVE A
SITUATION I THINK LAST SUMMER
WHERE WE WERE SHIFTING ALL KIND
OF RESOURCES AROUND BECAUSE
THINGS, STUFF HAPPENS, IN THE
CITY.

BUT ANY CHANCE THAT WE CAN HAVE
A DISCUSSION ABOUT ADDABLE --
>> HAVE DATA ON THAT AND RUN
SOME ANALYSIS ON IT AND WE NEED
LOOK AT IT.

I WILL TELL YOU THIS, COUNCILOR,
AND YOU ARE GOING BACK TO MAY OF
2017, RIGHT.

>> RIGHT.

>> 2017, WE HAD -- AT THE SAME
TIME.

WE HAVEN'T HAD THAT REOCCURRENCE
TCLEOSEEST THING WE HAD WAS THE
EAST BOSTON 911 FIRE JUST
RECENTLY IN THE CASKET FACTORY,
WAREHOUSE FACTORY.

SO I THINK WE NEED TO HAVE A
LITTLE MORE DISCUSSION A AN
AROUND THAT, I CERTAINLY
UNDERSTAND AND APPRECIATE
CERTAINLY THE GAS LINE DOWN
THERE, AND IN WEST ROXBURY AND
IF I WAS GOING OFFER YOU, I
THINK THAT IS AN AREA WHERE WE
COULD COME DOWN AND DO SOME
THINGS.

>> AND DIVERSE FILING THE
DEPARTMENT IN TERMS OF THE, IN
TERMS OF THOUSAND CHAIN WOULD
WORK, THEY WOULD HELP FOSTER
SOME OF THESE THINGS --

>> BOY I WOULD HAVE TO LOOK AT
THOSE NUMBERS TO SEE HOW TO
INCORPORATE -- I HAVEN'T REALLY
LOOKED AT THEM.

>> FINE WILL I FROM THE ONE
ADDITIONAL QUESTION.

AND THIS IS REALLY MORE OF A
HEALTH BENEFIT ISSUE.

CHIROPRACTIC SERVICE DECEMBER
APPROPRIATE TIME, IF YOU WOULD
CONSIDER ADVOCATING ON BEHALF OF
THE FIRE DEPARTMENT TO HAVE C
THE I CAN SERVICES ADDED TO THE
CITY'S FORMULA WHEN THE CITY'S
HEALTHCARE CONTRACT COMES UP --
>> YOU KNOW, DASH SOONER RATHER
THAN LATER.

OKAY?

AND C -- CHIROPRACTIC SERVICES
ARE HELPFUL.

I CERTAINLY WOULD BE OPEN TO
THAT, AND -- THE ATTORNEY STONE
OF MY TIME IS HEALTH AND
WELLNESS AND I SEE BENEFITS OF
BEING HEALTHY AND RETURNING TO
WORK QUICKLY.

BECAUSE PEOPLE FOR THE MOST PART
DON'T WANT TO BE OFFER.

THEY WANT TO GET BACK TO WORK
AND BE A PART OF THE FIREHOUSE
ENVIRONMENT.

THEY WANT TO GET BACK THERE.
SO I CERTAINLY ADVOCATE THAT.

>> GREAT AND YOUR LEVEL OF
ADVOCACY WOULD BE IMPORTANT FOR
A LOST MAN-HOUR AND THEN THE
OPIOID CRISIS AS WELL.

AND THE MUSCLE RELAX ANSWER AND
PRESCRIPTION MEDICATIONS IT JUST
SPIRALS WHEN SOMEONE CAN GO TO
THE CHIROPRACTOR AND GET AN AND AN
ADJUST AND GET BACK TO WORK.

>> I WANT TO GET BACK TO THE
CONVERSATION, ON WHAT YOU TALKED
ABOUT AS FAR AS COST
CONTAINMENT, IF YOU WILL, JUST
TO GIVE YOU AN EXAMPLE OF A
FIREFIGHTER GOING THROUGH CANCER
TREATMENT.

SO I HAD ONE YOUNG FIREFIGHT
EVERYBODY, YOU PROBABLY KNOW WHO
HE IS, GLEN PRESTON, WHO HAS
BEEN IN A COUPLE OF OUR VIDEOS,
CHANNEL 25 BOSTON HAS DONE A
SPECIAL ON HIM AND WON AN EMMY
ON HIS CANCER ISSUES, AND THEN
WE JUST -- ONE OF THE
FIREFIGHTERS I JUST TALKED ABOUT
WE LOST LAST YEAR, JIMMY GA
LARISSA, THE COST ASSOCIATED
WITH THEIR TREATMENT.

I WILL USE JAMIE AS AN EXAMPLE.

JAMIE GALARZA WAS AN AFRICAN-AMERICAN FIREFIGHTER, ONE OF THE MEMBERS WHO WAS DIAGNOSED WITH NONHODGKIN'S LYMPHOMA, HE WENT TO ALL SORTS OF TREATMENT FROM STEM CELL AND .. TRANSPLANTS AND ALL OF THE ABOVE, HE WAS CANCER FREE FOR A COUPLE OF YEARS, NONHODGKIN'S AND WHEN HE WENT BACK HIS CANCER REAPPEARED AND WITH A VENGEANCE, AND SO HIS ONLY OPTION FOR SURVIVAL WAS EXPERIMENTAL DRUGS AND -- IT WAS THE COST.

SO THE COST FOR HIS HOSPITAL STAY, WITHOUT COMPLICATIONS WERE FOR 21 DAYS INITIALLY CAME TO US AS \$800,000.

THE DRUG THAT HE WAS GOING, THIS EXPERIMENTAL DRUG WHICH HAS HAD SOME TREMENDOUS, IF YOU WILL, SUCCESS WITH IT, THE DRUG ITSELF WAS \$375,000.

SO WITH ONE -- IF WE WERE FORTUNATE ENOUGH TO NEGOTIATE WITH THE HOSPITAL AND GOT THE HOSPITAL DOWN TO AROUND 300,000, BUT THIS ONE TREATMENT FOR THIS ONE MEMBER WAS OVER \$600,000, ALMOST \$700,000.

AND THAT IS GOING TO CONTINUE, BECAUSE WE OWE IT TO THE MEN AND WOMEN OF THE BOSTON FIRE DEPARTMENT TO GET THEM THE BEST TREATMENT FOR A CHANCE AT SURVIVAL AND THAT GOES TO COST CONTAINMENT.

AND THIS IS THE WHOLE WHY WE STRAT APOLOGIZE, THAT WE HAVE DONE AROUND PREVENTATIVE HEALTH AND WELLNESS, IF YOU WILL, THE BEST PREVENTION, I MEAN, THE BEST DETECTION, EARLY DETECTION IS THE BEST TREATMENT AND THAT'S WHAT WE ARE TRYING TO DO. YOU KNOW, SO --

>> THANK YOU, COMMISSIONER.

>> COUNCILOR O'MALLEY.

>> THANK YOU.

MR. CHAIRMAN, AND -- GOOD MORNING, THANK YOU FOR ALL YOU DO.

YOU GUYS HAVE ONE OF THE MOST DIFFICULT AND IMPORTANT JOBS IN

THE CITY.

AND AS A BOSTONIAN I AM GRATEFUL
FOR TO THE GREAT MEN AND WOMEN
OF THE FIRE DEPARTMENT.

I WANT TO BEGIN BY ECHOING THE
POINT RAISE BID COUNCILOR
FLAHERTY ABOUT THE DISTRICT
CHIEF POSITION AND REALLY IN
WEST ROXBURY, ANYTHING WE CAN DO
TO FOCUS ON THAT, IT HAS BEEN
BEYOND FRUSTRATING DEALING WITH
NATIONAL GRID, WHO NOW CONTROLS
THE MAJOR PIPELINE, 750 PIPELINE
THAT RUNS DIRECTLY ACROSS THE
STREET FROM -- FLAHERTY.

IT WOULD BE PIECE OF MIND TO
KNOW WE HAD EXTRA EQUIPMENT
THERE.

SO I HOPE YOU FIGURE THAT OUT IN
THE WEEKS AHEAD.

AND ALSO COMMISSIONER, WE DON'T
HAVE TOO MANY SPECIFICS NOW BUT
THE SEVERAL RESIDENT IN WEST
ROCKS ROSS WHO LIVE CLOSE TO THE
PIPELINE HAVE SOME QUESTIONS IN
TERMS OF THE SAFETY PLAN AND
OTHER THINGS, THE UTILITY, I
KNOW THE CHIEF HAS BEEN WORKING
ON THIS AS WELL, BUT I REALLY
WOULD APPRECIATE IF WE HAD AN
OPPORTUNITY TO TALK OFF-LINE
ABOUT THOSE EFFORTS AND MEETING
WITH SOME OF THOSE FOLKS AS
WELL.

THANK YOU.

BUDGET TEAM IS PRETTY PRO FORMA
-- THE LARDEST INCREASE -- CAN
YOU TALK ABOUT SORT OF THE
15 PERCENT INCREASE AND WHAT
THAT IS GOING TO GO TO?

>>LY THROW THAT TO --

>> HI, HOW ARE YOU?

>> SO THE INCREASE IN
MAINTENANCE IS IN TWO PLACES.
SOME OF THE INDUSTRIAL CLONING
IS IN THAT LINE, AND THEN OTHER
IS OUR AUTO PLUS.

SO IN ORDER TO MAINTAIN AND KEEP
UP OUR RESERVE FLEET AS WELL AS
OUR NEW APPARATUS WE INCREASED
THE AUTO PLUS BUDGET BASED ON
OUR CONTRACTS WITH THEM AND THEY
ARE LOCATED RIGHT IN THE FLEET,
AND THAT'S WHERE WE GET ALL OF

OUR PARTS.

OKAY.

AND THEN THE OTHER LARGE THING
WAS PERMANENT EMPLOYEES
INGREECE.

EMPLOYEE INCREASE.

ARE WE AT WHERE WE NEED TO BE?

>> THE STAFF HASN'T INCREASE.
INCREASED.

THE INCREASE IN SALARY IS DUE TO
THE COLLECTIVE BARGAINING
AGREEMENT.

>> I KNOW WE CAN'T GET INTO TOO
MANY SPECIFICS WITH THAT BUT I
WILL START WITH THE REQUEST AND
YOU CAN -- THE FACT THAT THIS
ADMINISTRATION HAS BEEN ABLE TO
COME TO THE TABLE WITH OUR
WORKING MEN AND WOMEN AND
HOPEFULLY CONTRACT WILL BE
SIGNED AND TAKEN CARE OF --

>> AND IT HAS BEEN SIGNED.

>> IT IS DONE?

PERFECT.

GREAT.

EVEN BETTER.

OKAY.

EVEN BETTER.

ALL RIGHT.

AND CAN YOU TALK A LITTLE BIT
ABOUT EFFORTS TO, YOU KNOW, MAKE
SURE THAT THE DEPARTMENT WITH
RESPECT TO DIVERSITY -- THE
STEPS YOU HAVE TAKEN TO MAKE
SURE MORE MEN AND WOMEN OF COLOR
WHO HAVE APPLIED FOR JOB AND
HOPEFULLY JOIN THE RANKS OF THE
TEAM.

>> SO AS I MENTIONED IN MY
OPENING REMARKS SO THIS CLASS IS
GOING TO GRADUATE IN A COUPLE OF
WEEKS HERE. THIS IS THE POST
DIVERSE CLASS THAT THE FIRE
DEPARTMENT HAS BROUGHT SINCE THE
CONSENT DECREE WAS LIFTED.

WE ARE UTILIZING THE TOOLS, IF
YOU WILL, PROVIDED THROUGH THE
CIVIL SERVICE PROCESS AND ALSO
SELECTIVE CERTIFICATIONS AROUND
LANGUAGE.

I WOULD LIKE TO JUST MAKE ONE
COMMENT, WE HAVE TWICE
PETITIONED HRT ON FEMALE HIRING,
FEMALE HIRING, AND TWICE IT HAS

BEEN DENIED, AND THAT GOES THROUGH NOT JUST -- IT IS NOT HIV, HIV TURNS IT TO MCAD SO MCAD HAS DENIED IT TWICE. SO WE NEED DO SOME WORK THERE. ONE THING THAT IS INTERESTING, THOUGH, COUNCILOR, AND WHEN YOU LOOK STATISTICALLY AT WHERE WE ARE AT AND THIS IS WHY WE ARE POSING SO MUCH ON OUTREACH AND INVOLVEMENT IN THE COMMUNITY AND THE MAKE SURE THE WE ARE EXPOSED, EVERY PERSON IN THE FIRE SERVICE REGARDLESS OF RACE, CREED, COLOR, SEXUAL ORIENTATION, THE NUMBERS ARE COMING DOWN -- SO IF YOU LOOK AT THE NUMBERS FROM 2014, WHERE THE NUMBER OF ELIGIBLE -- 2014, WE HAD 736 APPLICANTS, MALE AND FEMALE.

OKAY?
OF THAT, ONLY 46 WERE FEMALE. IF YOU LOOK AT 2016, THE NEXT CYCLE THAT NUMBER COMES DOWN TO 594.

THE MALE AND 41 FEMALES, WHICH IS 637 OVERALL, SO ALMOST 100 PERCENT REDUCTION, BUT I AM SORRY, NEWER INCALLY 100 PERCENT LESS INDIVIDUALS TOOK THE TEST.

OKAY?
AND THEN THIS COMING EXAM WE HAD LESS THAN 500 PEOPLE SIGNED UP FOR EXAM.

AND FEMALES POPULATION WAS 39. WHEN YOU COMPARE THAT TO THE EARLY 2000S, WHEN WE HAD THOUSANDS OF MEN AND WOMEN APPLYING TO BECOME FIRE FIGHTERS IN THE CITY OF BOSTON, THOSE NUMBERS ARE TROUBLING.

AND THE, THEY ARE TROUBLING, AND I THINK A LOT OF IT OVERALL, IS THE AWARENESS, IT IS THE CANCER ISSUE, I THINK THAT THE FACT THAT WE HAVE THE TRAGEDY ANY 2014, IN THE MIDDLE OF THE WEEK, I THINK PEOPLE REALIZE -- THOSE NUMBERS ARE TROUBLING, AND IF THEY KEEP SPIRALING DOWN LIKE THAT, I THINK THE 2020 EXAM WILL BE -- SO IT REALLY LIMITS THE POOL OF CANDIDATES YOU HAVE TO

LOOK AT.
NOW, THAT IS COMPELLING AND I APPRECIATE THAT CONTEXT. THE OTHER THING THAT, YOU KNOW -- YOU TOUCHED UPON IS THERE ARE CERTAIN EFFORTS OBAMA THAT WE WANT TO ADDRESS IN STATE LAW, SOMETIMES FEDERAL LAW PROHIBIT IT SO IT IS DIFFICULT FROM OUR POINT OF VIEW, A, AND THEN AS WE LOOK AT OTHER DEPARTMENTS WHICH MAY LOOK AT PERCENTAGES IN TERMS OF A MORE DIVERSE FIRE DEPARTMENT OFTEN THOSE WILL INCLUDE THE EMS NUMBERS AS WELL AND THAT CERTAINLY SKU'S THINGS, I AM NOT SUGGESTING WE MEMORY THE FIRE DEPARTMENT WITH EMS BUT SOMETHING TO BE MINDFUL OF.
>> THAT'S THE REALITY.
>> YES.
>> THERE IS SOME WORK TO DO BUT
--
>> I THINK OF THE 25 MAJOR CITIES IN THE COUNTRY, THERE ARE ONLY THREE OR FOUR THAT ARE NON-- AND THOSE DEPARTMENTS THEIR NUMBERS ARE MUCH BETTER.
>> IT IS A REALITY.
>> I APPRECIATE THAT.
THANK YOU, MR. CHAIRMAN.
>> THANK YOU.
COMMISSIONER, DO YOU HAVE THAT LIGHTER FROM M-CAD?
>> I DO.
>> MAYBE YOU CAN SUPPLY IT TO OUR -- TO MY COLLEAGUE.
I THINK THAT WOULD BE HELPFUL.
>> ABSOLUTELY.
I HAVE IT RIGHT HERE.
>> YES.
AND TWICE --
>> TWOIS.
WE PETITIONED IN AUGUST OF 2018. AND THEN WE ASKED THEM TO RECONSIDER IN OCTOBER OF OCTOBER OF 2018.
>> I THINK THAT WOULD BE HELPFUL TO OUR MEMBERS TO KNOW THOSE FOLKS ARE BEING TAKEN SERIOUSLY.
>> OH, YES.
ABSOLUTELY.
>> GREAT.
COUNCILOR ESSAIBI GEORGE.

>> THANK YOU, MR. CHAIR.
THANK YOU ALL FOR BEING HERE.
WE SPENT A LOT OF TIME --
>> WHAT IS THE AVERAGE COST OF
AN INDUSTRIAL CLEANING?
>> IT VARIES, COUNCILOR AND WHEN
I SAY, THIS IT DEPENDS ON
CERTAINLY THE FIREHOUSE IN YOUR
DISTRICT WAS ONE, IT IS FOOD TO
USE, BECAUSE UH YOU HAVE
FAMILIARITY WITH IT.
THAT'S A TWO BAY, TWO-STORY
FIREHOUSE, OTHERS ARE THREE BAY,
THREE STORY FIREHOUSES TO THE
SQUARE FOOTAGE CHANGES THE COST.
AND WHAT WE HAVE TO REPLACE AND
WHAT OTHER WORK NEEDS TO BE DONE
IN THOSE FIREHOUSES, IN ENGINE
21, WITH SITUATE ON COLUMBIA
ROAD, WHEN WE WENT IN THERE, WE
FOUND THAT THE MAINLINE WAS
CRUSHED SO THAT WAS AN
ADDITIONAL COST TO GET THAT
FIXED.
ONCE IT WAS IDENTIFIED.
SO THE COSTS VARY FROM I WOULD
SAY ANYWHERE FROM 115 TO
200,000.
125,000 TO ABOUT 200,000 RANGE,
DEPENDING ON THE HEIGHT OF THE
HOUSE, THE SW SQUARE FT FOOTAGE
WHAT WE FIND WHEN WE GET IN
THERE.
LIKE ANY RENOVATION WE FIND
ASBESTOS AND FIND EVERYTHING.
THAT'S THE RANGE OF 125 TO
200,000 WE HAVE RUN INTO SO FAR.
AND WE ARE FINDING ASBESTOS IN
MOST OF OUR BUILDINGS?
>> SOME OF THEM, YES AND WE ARE
ABATING THEM.
>> WHEN THEY ARE SNOWND.
>> YES.
TRYING TO TAKE CARE OF THE -- IT
IS A LOT OF THE FLOORING IS IN
THE FIFTIES, 40S.
>> RIGHT, RIGHT.
I IMAGINE THAT'S PROBABLY --
THAT YOU YOU WOULD BE DIGGING UP
ON THESE CLEANS.
HOW MANY FIREHOUSES DO WE HAVE
TOTAL IN BOSTON?

>>
>> 34.

>> AND HOW MANY OF THEM HAVE WE CLEANED OF THE 34?

>> WE ARE RUNNING THE SIXTH ONE NOW.

>> AND WHAT IS THE TIMELINE TO GET THROUGH ALL 34?

I IMAGINE THAT WE ARE GOING TO SKIP THE ONES THAT ARE UPDATED.

>> IT IS ROUGHLY THREE A YEAR. WE WERE PLANNING AROUND FOUR TO FIVE WHEN WE STARTED THIS, BUT THE COMPANY'S, COORDINATION OF EVERYTHING IT JUST TAKES TIME AND THE CONSTRUCTION COMPANIES HAVE A PLAY IN THIS TOO, WHERE THEY ARE NOT ON THE TIMELINE WE ARE ON.

>> HOW DO YOU SPEED THAT UP?

>> IT IS GOING TO TAKE QUITE THE LIFETIME TO GET THROUGH, THAT IS AT LEAST ANOTHER TEN YEARS OR 11 YEARS.

>> YEAH, I THINK IN THE BUDGET TIME WE HAD 500,000 PER YEAR SO FAR.

ALLOCATED FOR INDUSTRIAL CLEANING.

>> BUT THE ISSUE THERE, COUNCILOR TOO, IS HAVING TOO MANY NEIGHBORS IMPACTED TAME. BECAUSE WHEN WE FOCUS A COMPANY OUT, WE HAVE TO RELOCATE THEM SOMEWHERE, AND WHEN WE DO THAT, .. I DON'T WANT TO SAY WE ARE COMPROMISING PUBLIC SAFETY IN THE NEIGHBORHOOD WHERE THE COMPANY WAS MOVED OUT, BUT THEIR RESPONSE TIME CERTAINLY IS GROWING.

SO IT IS TRYING COORDINATE ALL OF THE OPERATIONAL NEEDS ALONG WITH THE CLEANING NEEDS TO GET IT DONE.

AND PROBABLY THE BIGGEST DELAY FOR US, I THINK, HAS BEEN THE UNEXPECTED WORK THAT NEEDED TO BE DONE ONCE WE GOT THERE. BECAUSE THEY HAD BEEN NEGLECTED FOR MANY, INN'T YEARS, LIKE I SAY THE AVERAGE EIGHT IS 77 YEARS OLD, IT IS A TREMENDOUS AMOUNT OF --

>> THANK YOU.

I APPRECIATE THAT.

I KNOW FOR THIS UPCOMING FOR
FY-20 THE -- 950,000 IT SEEMS
LIKE THAT MIGHT BE A NEW GRANT
OR A NEW INVESTMENT.
CAN YOU JUST SHARE HOW THAT
WOULD BE USED?

>> SURE, SO ACTUALLY WE HAVE A
FOUR-YEAR GRANT, ALMOST
\$2 MILLION FROM SANSA AND REALLY
TO EXPAND OUR KNOCK AND TALK
PROGRAM TO MITIGATE THE OPIATE
CRISIS, SO WE STARTED THE KNOCK
AND TALK PROGRAM, AND IT IS NOT
LIKE NARCAN YET.

>> THE NARCAN TALK --

>> KNOCK.

KNOCC.

>> KNOCK.

>> AND THAT IS

>> K-N-O-C-K.

TO AS YOU IMAGINE, IT IS A
SIGNIFICANT AMOUNT OF CALL
VOLUME IS THOSE OF THE OPIATE
EPIDEMIC NICK, WHAT DO WE WITHIN
48 HOURS OF US RESPONDING WHERE
WE HAVE A GOOD ADDRESS, IT IS
NOT NECESSARILY SOME -- AN
OVERDOSE ON THE STREET OR IN A
SHELTER, WHEN WE HAVE A GOOD
ADDRESS, WE SEND OUT OUR TEAM OF
-- AND IN CONJUNCTION WITH THE
MAYOR'S OFFICE OF RECOVERY
TERMS, TRACY'S OFFICE, HARM
REDUCTION SPECIALIST, E
DEFENDANT P COORDINATOR, AND SO
ON TO GO OUT AND ENGAGE THE
FAMILY, THE VICTIM, AND ANYONE
SURROUNDING THEM.

IT IS PROVEN TO BE VERY
EFFECTIVE.

ANOTHER PROGRAM THAT IS BEING
REPLICATED ACROSS THE COUNTRY,
THE INTERNATIONAL ASSOCIATION OF
FIREFIGHTERS MADE THIS ONE OF
THE PRIORITIES AROUND THE KNOCK
AND TALK.

THIS YEAR ALONE WE HAD I SHOULD
SAY AN 18 -- WE HAD -- WE
VISITED 414 ADDRESSES.

WE HAD OVER 192 ENGAGEMENTS.
WE WERE ABLE TO PUT TWO DOZEN
PEOPLE INTO TREATMENT, PROVIDED
NARCAN, AGAIN, WITH THE MAYOR'S
OFFICE RECOVERY SERVICES, THE

HARM REDUCTION SPECIALIST GOES WITH HUH-UHS AND WE HAVE BEEN ABLE TO MAKE A DIFFERENCE IN A NUMBER OF PEOPLE'S LIVES SO, IT IS A GREAT PROGRAM.

AND IT HAS G, THIS GRANT HAS GIVEN US THE ABILITY TO ACTUALLY EXPAND IT.

AND DURING THIS CURRENT FISCAL YEAR, ARE WE ON PATH TO MEET THAT NUMBER, THE SAME 400 AND SO ADDRESSES?

>> THINK THINK, I THINK WE WILL EXCEED THAT, THE EPIDEMIC DOESN'T SEEM TO BE SLOWING DOWN ANY, SO I THINK WE WILL PROBABLY SEE THAT -- AND WITH OUR EFFORT BEING ABLE TO FUND THE ADDITIONAL -- AND PEOPLE ON THE STREET WHICH WOULD MAKE A BIG DIFFERENCE.

>> THANK YOU, COMMISSIONER.

THANK YOU ALL.

THANK YOU, CHAIR.

>> THANK YOU.

COUNCILOR CAMPBELL BELL.

>> THANK YOU, COUNSELOR.

THANK YOU TO YOU AND YOUR TEAM AND THE MEMBERS OF THE FIRE DEPARTMENT OUT DOING THE WORK WAND WHO COULDN'T BE HERE AT THE BUDGET HEARING.

THANK YOU TO THEM FOR THEIR SERVICE AS WELL.

JUST I WANT TO PLAWPPED YOUR EFFORTS, PARTICULARLY AROUND THE CANCER, THE CANCER WORK, I REMEMBER WHEN WE FIRST MET, DID A TOUR OF YOUR OFFICES WITH YOUR TEAM AND TALKED ABOUT JUST HOW DIRE THE SITUATION IS SO I APPLAUD YOU AND YOUR TEAM FOR YOUR EFFORTS IN THAT REGARD.

I APPRECIATE EVEN THE CAPITAL INVESTMENTS, PARTICULARLY THOSE IN DORCHESTER, IN THIS PROPOSED BUDGET, I AM GOING TO JUMP IN, AND I CARE DEEPLY ABOUT DIVERSITY, WE HAVE HAD A LONG CONVERSATIONS WHICH I APPRECIATE AT WELL.

WE DON'T ALWAYS AGREE BUT THEY ARE GOOD CONVERSATIONS AND OFTEN VERY ROBUST.

I AM CURIOUS, THE PETITION TO HRD AND THE MCAD, WHAT EXACTLY WAS IT FOR?

>> ACTUALLY, -- MAY I --

>> AND WHILE THAT IS HAPPENING, IS -- LAWN THE DIVERSITY OFFICE?

>> YES.

AND I HAVE BEEN PUSHING FOR SOME TIME, NOT JUST FOR THE FIRE DIDN'T, BUT ALSO THE POLICE DEPARTMENT, FOR OUR PROPOSED BUDGETS TO HAVE RESOURCES FOR THOSE INDIVIDUALS, FRANKLY, I THINK IT IS GREAT TO HAVE A DIVERSITY OFFICER, BUT IF THEY DON'T HAVE THEIR OWN SORT OF STAFF AND INDIVIDUAL BUDGET TO PULL FROM, I THINK IT IS REALLY DIFFICULT AND CHANNELING TO DO THEIR JOB, SO I WILL KEEP PUSHING THE ADMINISTRATION ON THAT.

BUT I ALSO WANT TO APPLAUD OF COURSE JUAN FOR THE WORK THAT HE DOES, AND THE CALL THAT YOU TAKE WHEN I DO FIND FOLKS IN THE COMMUNITY, WHETHER THEY ARE PEOPLE OF COLOR OR WOMEN WHO ARE COMING OUT OF THE MILITARY WHO HAVE AN INTEREST IN JOINING THE FIRE DEPARTMENT.

A QUICK RESPONSE IN GETTING FOLKS FROM THE DEPARTMENT TO CALL THOSE INDIVIDUALS, BUT I THANK YOU, THE DEPARTMENT IT LOOKS LIKE THE DEMOGRAPHICS OF THE CITY OF BOSTON, YOU KNOW, NEED SOME SYSTEMIC STATE TO BE A PARTNER IN SOME OF THIS.

I AM CURIOUS WHAT THIS IS.

>> THE INITIAL REQUEST WAS FOR TO THE PENDING CLASS THAT WILL GO ON IN THE FALL OF 2018.

AND WE SPECIFICALLY REQUESTED FIVE FEMALE APPLICANTS.

AND MCAD DENIED IT.

AND THEN WE REPETITIONED FOR THE SAME FIVE AND THIS DE, THEY DENIED IT AGAIN.

>> WE HAD THE CONVERSATION.

WHEN YOU SAY PARTITION, WHAT DOES THAT MEAN?

I MEAN, YOU GET THE LIST FROM HR IN CIVIL SERVICE YOU HAVE TO GO

THROUGH.

SO THIS IS ALL NEW TO ME.

THIS PETITION PROCESS.

I UNDERSTAND THE LANGUAGE -- YOU TOYS AND THE DEPARTMENT ARE DOING WITH RESPECT TO THAT LANGUAGE PREFERENCE TO BE ABLE TO HOPEFULLY GET MORE MEN OR WOMEN TO SPEAK THOSE LANGUAGES AND I THINK TO ALSO COMPLEMENT YOUR DIVERSITY RECRUITMENT STRATEGY BUT I AM CURIOUS WHAT EXACTLY IS THIS?

>> JUST A LITTLE HISTORY SO BACK IN I BELIEVE 2011, THE DEPARTMENT ALSO PETITIONED HRD TO -- MCAD FOR -- FOR FEMALES. IT WAS DENIED.

AND WE BASED IT ON THE PREMISE OF THERE ARE A LOT OF RESPONSES NOW, THAT WITH WE GO TO WHERE THERE ARE WOMEN'S PRIVACY, WHETHER DECONTAMINATION SITUATION, WHERE SOMEONE HAS BEEN EQUIPOISED AND WE NEED TO GO RUN THROUGH A DECON FAMILIAR, DE DECONTAINMENT AND WE REPETITIONED ALL OF THAT THERE IS, REPETITIONED ALL OF THAT THERE IS A ROLE FOR FEMALE FIREFIGHTERS TO ENGAGE FEMALE VICTIMS, PEOPLE THAT FROM RESPONDING TO -- AND WE THOUGHT -- WE APPROACHED IT ON THAT NARRATIVE, THAT'S WHAT WE WANTED TO DO, AND THEY SEEMED -- THEY SAW IT OTHERWISE.

>> DO THEY DO THIS FOR ANY OTHER DEPARTMENTS?

>> DO THEY DO THIS ANYWHERE ELSE IN THE COMMONWEALTH?

>> COUNCILOR, I HONESTLY COULDN'T TELL YOU WHAT THEY DO ANYWHERE ELSE OTHER THAN THE FACT WE ARE THE LARGEST DEPARTMENT IN THE COMMONWEALTH, AND --

>> RIGHT.

WHERE BOSTON GOES, SORT OF THE STATE.

I THINK IT WOULD BEHOOVE US TO MOVE OUR TRY TO WORK WITH THEM AND I WAS HOPING TO HAVE A MEETING WITH MCAD.

I HAD -- FROM HRD, CIVIL SERVICE UNIT IN WITH A MEETING FOR ME, PROBABLY THREE OR FOUR WEEKS AGO ON THIS VERY TOPIC, AND SHE WAS TRYING TO PUT A MEETING TOGETHER FOR US WITH MCAD TO HAVE THIS CONVERSATION, AND IT HADN'T MATERIALIZED YET SO THIS WILL PROBABLY OCCUR IN THE NEXT MONTH I HOPE.

>> OKAY.

WE ARE ACTIVELY --

>> I AM CURIOUS, WE WERE TALKING EARLIER ABOUT THE DECLINE IN APPLICANTS TO THE DEPARTMENT, BUT THEN YOU NAMED, YOU KNOW, 2014, 26 FEMALES, 2018, I GUESS WAS 39 FEMALES.

DO WE HAVE DATA ON HOW MANY OF THOSE FOLKS ACTUALLY ARE MAKING IT ON?

AND THEN FOR THOSE WHO DIDN'T WHAT HAPPENED?

>> WELL, I WOULD SAY THEY DID NOT -- I DON'T -- I CAN GET -- I WILL HAVE TO PROVIDE YOU THE DATA OF WHO WAS HIRED.

I GUESS JUST THE FEMALE SIDE OF THE EQUATION, WE HAVE AS I MENTIONED IN MY OPENING REMARKS WE HAVE OUR FIRST FEMALE ASIAN FIREFIGHTER AND SHE CAME FROM BOSTON EMS, SHE IS A PARAMEDIC.

>> SHE CAME THROUGH THE REGULAR -- I BELIEVE THE LANGUAGE CERTIFICATION.

WE WERE ABLE TO OFFER HER EMPLOYMENT THROUGH THE LANGUAGE CERTIFICATION SELECTION.

I WOULD HAVE TO GO THROUGH THAT COUNCILOR, I WOULD ASSUME IF THEY DIDN'T REACH -- OR WE DIDN'T REACH THOSE OTHER FEMALES, I MEAN, THINK -- THEY DIDN'T REACH ANY OF THE OTHER -- OR NEAT OTHER REQUIREMENTS AS FAR AS HOW THOSE --

>> YES.

I MEAN I WOULD LOVE TO SEE -- CLEARLY, EVEN THOUGH WE HAVE AN OVERALL DECLINE IN APPLICANT, YOU STILL HAVE A SUBSTANTIAL AMOUNT OF FEMALES THAT APPLY, 46, 31, 49, SO IF WE COULD GET

SOME INFORMATION ON WHAT SORT OF HAPPENS TO THOSE FOLKS AS THEY WENT THROUGH PROCESS.

THAT WOULD BE EXTREMELY --

>> THEY NEVER MADE THE PROCESS.

>> OKAY.

THEY NEVER MADE THE PROCESS.

AND THEY NEVER CAME TO US.

WE HAD THREE FEMALES WHO CAME --

THREE FEMALE VETS WHO CAME

THROUGH AND TWO OF THEM -- ONE

DID NOT.

AND NOT TO GO INTO THE REASONS

WHY THEY WERE APPOINT.

>> SO THESE, WHAT IS THE BIGGEST

BARRIER, THEN?

>> FOR THESE FOLKS WHO ARE NOT

MAKING?

IT.

>> I WOULDN'T SAY, I WOULDN'T

SAY -- VETERAN STATUS, LACK OF.

>> GOT IT.

I WILL WAIT UNTIL THE NEXT

ROUND.

THANK YOU.

>> I WILL TAKE SOME PUBLIC

TESTIMONY.

WE HAVE BOB, PRESIDENT OF LOCAL

718.

WELCOME, BOB.

>> THANK YOU.

A BRIEF STATEMENT, JUST TO AS

FAR AS THE UNION'S POSITION IN

ALL OF THIS.

AS YOU KNOW, PREVIOUS

ADMINISTRATION WAS NOT VERY

HELPFUL IN ADVANCING THE FIRE

PROTECTION AND SAFETY OF THE

CITY.

ELIMINATION OF JOBS,

PARTICULARLY ADMINISTRATIVE JOBS

IN HEADQUARTERS, FIRE PREVENTION

AND TWO DISTRICT CHIEFS AS WELL

AS THE FIRE ALARM GIGS.

THE THEY, DIVISION.

THE METHOD THEY USED TO DO THIS

WAS THROUGH ELIMINATING JOBS AND

NOT FILL THE BACK FILL OF THOSE

JUNIOR POSITIONS.

OR THEY WOULD OR HE WOULD ALSO

END UP USING, ELIMINATE JOBS

THROUGH ATTRITION AND, I DON'T

KNOW WHETHER YOU ARE AWARE OR

NOT BUT IF A JOB IS -- A JOB

WOULD BE AUTOMATICALLY
ELIMINATED IF IT IS NOT FILLED
WITHIN THE NEXT BUDGET CYCLE SO
IF THERE IS A JOB THAT OPENS, A
POSITION FUN BECOMES AVAILABLE
AND IT IS NOT FILLED IT IS
AUTOMATICALLY ELIMINATED.
DURING THE LAST ADMINISTRATION,
FOLLOWING WHAT WAS 17, 18 JOBS
THAT WERE ELIMINATED, THE
ASSISTANT PUBLIC INFORMATION
OFFICER, ASSISTANT
SUPERINTENDENT OF MAINTENANCE
RADIO REPAIRMAN, FOREMAN FOR THE
INSIDE WIRE MEN, CUTTING OF THE
DETAIL OFFICE STAFF FROM FOUR TO
TWO, AND THE EIGHT DISTRICT
CHIEFS, CONSTRUCTION, IN
PARTICULAR, WAS DEFINITELY
SLASHED.

REDUCED FROM 24 TO 12.

AT ONE POINT, THERE WERE
ACTUALLY EIGHT WORKING -- AND
ONE LINE AND CABLE -- ONE LINE
AND CABLE SPLICER, WHICH IS
BASICALLY, I BELIEVE WAS
DESIGNED IN ORDER TO MAKE IT
LOOK LIKE IT WAS MISS IMAGINED
AND EVENTUALLY, YOU KNOW, ..
WOULD BRING PUBLIC IRE TO THE --
TO THAT PARTICULAR AREA.
I BELIEVE -- THE PLAN WAS TO
EVENTUALLY ELIMINATE THAT
PERSON, THE PERSON GETTING
PROMOTED OBVIOUSLY WAS HAPPY,
BUT THE JOB, THEIR OLD JOB WAS
NEVER FILLED.

THIS HAS BEEN ADDRESSED TO THE
FIRE COMMISSIONER.

WE NEED TO BACK FILL POSITIONS
INSTEAD OF LOSING THEM.

AND THANK YOU, COUNCILOR FOR
YOUR EFFORTS SO FAR, HOWEVER,
THE WORK IS NOT DONE.

WITH ALL OF THE CONSTRUCTION
COMING, CURRENTLY TAKING PLACE
IN THE CITY, I REMEMBER
CONGRESSMAN MOAKLEY, I BELIEVE
IT WAS, SAYING HIS FAVORITE BIRD
WAS THE CRA, CRAIN, HE WOULD
LOVE THE, YOU KNOW,S, CRANES ..
THAT HAVE COME TO BOSTON.
LET'S KEEP THE, THIS MOVING
FORWARD.

FIREHOUSE IN THE EVER GROWING SEAPORT DISTRICT, PROPER STAFFING SO THAT MEMBER CAN GET THE TRAINING THEY NEED DO THEIR JOBS, AND INVESTIGATION OF THE POSITION IT IS ELIMINATED BY THE LAST ADMINISTRATION, OF THESE ARE NECESSARY TO MAKE OUR FIRE DEPARTMENT AMONG THE BEST IN THE COUNTRY.

AND THAT'S BASICALLY IT.

THANK YOU.

>> THANK YOU, BOB.

>> COUNCILOR FLYNN.

>> THANK YOU.

THANK YOU, COUNCILOR CIOMMO AND THANK YOU, TO 718, TO -- YOUR TESTIMONY, AND I ALSO AGREE WITH YOU AND AGREE WITH COUNSELOR FLAHERTY AND WITH THE FIRE COMMISSIONER THAT WE ARE SEEING A LOT OF POPULATION GROWTH AT THE SOUTH BOSTON WATERFRONT AND A LOT OF ACTIVITY IS HAPPENING DOWN THERE.

IT CONTINUES TO GROW AND THAT'S A REAL TOP PRIORITY IS GETTING A FIREHOUSE, FIRE STATION DOWN AT THE SOUTH BOSTON, SOUTH BOSTON WATERFRONT, AND I THINK IT IS CRITICAL AND I JUST WANT TO SAY THANK YOU TO THE COMMISSIONER FOR, YOU KNOW, FOR YOUR ADVOCACY ON THAT AS WELL AND I WANT TO THANK COUNSELOR FLAHERTY AND 718 AS WELL.

COMMISSIONER, CAN YOU TALK A LITTLE BIT ABOUT ENGINE 3 IN THE SOUTH END?

I KNOW THERE IS MONEY ALLOCATED IN THE BUDGET FOR CONSTRUCTION OF A FACILITY.

CAN YOU GIVE US A LITTLE BIT OF AN UPDATE?

>> CERTAINLY, COUNCILOR.

SO ENGINE 3, ACCORDING TO OUR LATEST ASSESSMENT, AND OUR FACILITIES MANAGER LOOK IS THE FIREHOUSE THAT IS IN THE MOST NEED OF REPLACEMENT.

IT IS OLD.

IN THAT AND THAT AREA IS COMPLETELY GONE THROUGH A REBIRTH, THAT WHOLE LOWER AREA

OF HARRISON AVE.
SO WE IN THIS BUDGET HAVE MONEYS
SET ASIDE TO LOOK AT FEASIBILITY
AND HOW TO PURSUE PUTTING A
FIREHOUSE IN ENGINE -- REPLACE
ENGINE 3. YOU KNOW, I THINK
WHEN WE TALK ABOUT THREE KEY
PROJECTS AND COST IMPACT AND TO
ME THAT'S -- AL WITH 37, IF YOU
SEEN AGENT 37 IS ALSO IN THE
MICK, FOR KNOWS WHO ARE NOT
FAMILIAR, ENGINE 37 IS ON THE --
IT SITS, IF YOU WILL -- HEMMED
IN BY A NUMBER OF COLLEGES.
THOSE TWO FIREHOUSES IN
PARTICULAR, I THINK WOULD BE
RIPE FOR DEVELOPMENT WHERE WE
COULD DO A THREE KEY PROJECT
WITH SOMEONE, WHETHER IT IS A
SCHOOL, OR PARTICULARLY IN A
CASE WHERE ENGINE 3 RESIDES,
WITH A DEVELOPER LOOKING TO PUT
HOUSING AND THINGS DOWN THERE.
BUT JUST TO GO BACK TO YOUR
QUESTION, COUNCILOR, ENGINE
3 IS, FROM OUR PERSPECTIVE IS
THE FIREHOUSE CURRENTLY THAT HAS
THE MOST PROBLEMS FROM
MECHANICAL TO HEATING SYSTEMS TO
ALL OF THE ABOVE, CRACKED
FOUNDATION, ALL OF THE ABOVE.
SO HOPEFULLY AT SOME POINT WE
WILL BE LOOKING AT REPLACING
THAT.

>> THANK YOU, COMMISSIONER.
AND ENGINE 3 IS ALMOST IN THE
HEART OF MY DISTRICT. I
CERTAINLY SUPPORT THAT
1,000 PERCENT.

WE ALSO SEE LIKE THE SOUTH
BOSTON WATER FRONT AS YOU
MENTIONED, THE SOUTH END IS ALSO
GROWING HUGE -- WE SEE IN BLOCK
BUILDINGS THAT ARE NONSTOP AND
MORE BILLIONS ARE COMING SO I
THINK IT IS DEFINITELY NEEDED ..
IN HAVING A MAJOR FIRE ENGINE
DOWN THERE, SO WE WANT TO SAY
THANK YOU.

AND THEN I JUST WANT TO FOLLOW
UP ON ONE COMMENT YOU HAD THE,
COMMISSIONER.
FROM EARLIER.
THE NATIONAL FIRE CANCER

REGISTRY --

>> YES.

>> -- SO THAT IS SIMILAR TO AN ORGANIZATION THAT I HAD -- THAT WAS CALLED THE GULF WAR REGISTRY AND AFTER SERVICE IN THE PERSIAN GULF ON BEING EXPOSED TO FUMES AND OILS AND EVERYTHING, YOU WERE TESTED TO SEE WHAT TYPE OF MILITARY CONDITION YOU HAD BUZZ OF YOUR SERVICE, BEING IN THE MILITARY, SO IT IS SIMILAR TO THESE ILLNESSES. YOU KNOW, THEY MAY NOT HAPPEN RIGHT AWAY, BUT THEY MAY HAPPEN TEN YEARS DOWN THE ROAD OR 15 YEARS DOWN THE ROAD.

SO I AM HAPPY THAT THAT REGISTRY IS IN EXISTENCE, BUT IS THERE SOMETHING THAT WE CAN DO TO, YOU KNOW, WORK CLOSELY WITH THE FIRE DEPARTMENT WHEN PEOPLE ARE DIAGNOSED WITH AN ILLNESS MAYBE AFTER A CERTAIN YEAR THAT THEY ARE NOT A PART OF THAT FIVE-YEAR TRACKING ORDER OR TRACKING SYSTEM?

MAYBE IT HAPPENS AFTER THE FIVE YEARS AND, YOU KNOW, STILL -- STILL AN IMPORTANT ISSUE FOR US TO FOCUS ON SO I JUST WANT TO GET YOUR THOUGHTS ABOUT WHAT CAN WE DO TO HELP FIREFIGHTERS AFTER THAT PERIOD OF TIME THAT MAY LAPSE?

>> IF YOU CAN I WOULD LIKE TO JUST GO BACK TO THE REGISTRY PIECE, COUNCILOR, JUST ON SOMETHING THAT -- SO WE WERE FORTUNATE A COUPLE OF YEARS AGO TO BE SLEBLGHTED, THREE CITIES IN THE COUNTRY, TO -- WITH A NIOSH FEMA GRANT FOR THIS COHORT STUDY ON FIREFIGHTER CANCERS. [TO BE SELECTED [(AND WHAT WE DID, THIS RECRUIT CLASS IS THE SECOND RECRUIT CLASS THAT HAS BEEN PART OF THE STUDY. SO A NUMBER OF FUND WERE ALLOCATED. THE THREE CITIES ARE MIAMI, BOSTON, AND TUCSON AND THEY ARE GOING TO EXPAND IT TO LA AND I BELIEVE CHICAGO. WHAT IT DOES IS, AFTER -- AFTER

THE VERY FIRST DAY OF OUR ACADEMY, WE GO FULL INDOCK -- AROUND THE RISK OF CANCER AND WE BRING IN THE COHORT GROUP AND THESE MEMBERS HAVE TO CONFIRM AN CON SENT TO SIGNING ON TO THE STUDY.

OUR FIRST RECRUIT CLASS WE HAD 100 PERCENT PARTICIPATION. ED AND WHAT IT IS GOING TO DO IS FOLLOW THEM FOR 30 YEARS. IT IS GOING TO FOLLOW THEM 30 YEARS AND WHEN THEY DO THE CONSENT, SHE TO CONSENT TO A BLOOD SAMPLE, A URINE SAMPLE AND SALIVA SWAB AND EVERY YEAR GOING FORWARD THEY WILL BE BROUGHT BACK IN TO TRACK TO SEE IF THERE IS ANY MOLECULAR STRANGE IN THE CELLULAR STRUCTURE, SO THE EARLY DETECTION IS THE BEST TREATMENT AND HOPEFULLY NEXT GENERATION OF FIREFIGHTER WILL BE ABLE TO DECK THESE CANCERS AT A MUCH YOUNGER AGE EARLIER STAGE AND BE ABLE TO DEAL WITH IT.

SO WE ARE GOING, WE, GOING FORWARD, THE ENTIRE RECRUIT POPULATION, AND INCLUDING THE CURRENT ENROLLED CLASS WILL BE PARTICIPATING IN THIS PROGRAM, AND NOW WE ARE DOING INCUMBENTS. SO WE ARE LOOKING THROUGH THE STUDY WITH AN ADDITIONAL GRANT THROUGH THE UNIVERSITY OF ARIZONA WHERE THE -- WHERE WE ARE WILL BE LOOKING FOR INCUMBENT WITH TEN, 15 AN 20 YEARS OF SERVICE TO CONSENT TO THE SAME TEST.

SO WE CAN START THE, IF YOU WILL, GET AN IDEA OF WHERE THESE CANCER ARE POPPING UP AND WHEN THEY POP UP.

SO IT IS A GREAT -- IT IS A GREAT PROGRAM.

I THINK THAT WILL BE ONE OF THOSE THINGS 30 YEARS FROM NOW WE WILL START TO SEE SOME REAL BENEFITS FROM.

THERE IS NO SILVER BULLET HERE AND I HOPE I AM NOT MISLEADING. THERE IS NO SILVER BULLET HERE. THIS IS SOMETHING THAT IS GOING

TO TAKE YEARS OF DILIGENT HARD WORK TO OVERCOME, AND IT IS ON MULTIFRONTS. YOU KNOW, IT COMES FROM CHANGING THE CULTURE, BETTER PERSONAL PROTECTIVE EQUIPMENT, EARLIER SCREENINGS, TESTING, AND CERTAINLY HELP AROUND THE PLASTIC INDUSTRIES AND FLAME RETARDANT INDUSTRIES.

>> .. THANK YOU, COMMISSIONER AND IF I MAY ASK ONE MORE QUESTION, MARK.

>> COMMISSIONER KERR YOU TALK ABOUT, I KNOW WE TALKED A LOT ABOUT CANCER DURING THIS HEARING, BUT CAN YOU TALK ABOUT HEART DISEASE AS IT RELATES TO AROUND FIREFIGHTERS AS WELL?

>> -- CAUSE OF FIRE GROUND DEATH AMONG FIREFIGHTERS, SO FIREFIGHTERS ON THE FIRE GROUNDS ARE MORE LIKELY TO SUFFER TO SUDDEN CARDIAC ARREST THAN A BUILDING COMING ON TOP OF THEM, GETTING TRAPPED.

THAT'S THE LEADING CAUSE OF DEATH.

WHERE -- ON THAT TOPIC AND CERTAINLY I WANT TO SAY THAT -- THAT HAS BEEN IDENTIFIED A LONG TIME AGO, SO THERE HAS BEEN A LOT OF WORK DONE AROUND THAT TOPIC, AROUND HEALTH AND WELLNESS AND, YOU KNOW, BLOOD SCREENING, BLOOD PRESSURE, ALL OF THOSE CONTRIBUTING FACTORS, SO I AM NOT GOING TO SAY IT IS SQUARE ROOTED THAT WE HAVE A HANDLE ON THAT BECAUSE WE CERTAINLY DON'T. WE HAD A MEMBER, LIEUTENANT RICHIE STEINER, WHO I AM SURE SOME OF YOU KNOW PASTED AWAY LAST DECEMBER AND IT IS STILL A MAJOR PROBLEM BUT IT IS EASY TO -- I WANT TO SAY CONTAINED, IT IS EASIER FOR TREATMENT, BECAUSE PEOPLE WHO GO IN FOR THE ANNUAL FLORIDA AND THEY FIND OUT THEIR CHOLESTEROL IS HIGH OR BLOOD PRESSURE IS HIGH, CANCER IS A WHOLE DIFFERENT AMENDMENT, YOU DON'T KNOW IF SOMEONE HAS A CANCER NESTING SOMEWHERE IN THE CELL STRUCTURE.

THERE IS NO TEST FOR THOSE THINGS.

IT IS USUALLY NOT UNTIL YOU DEVELOP A PROBLEM THAT YOU ACTUALLY RECOGNIZE IT AND I DON'T HAVE YOU AN ISSUE.

THE CARDIAC ISSUE IS A MAJOR ISSUE, LIE I SAY, COUNCILOR AND THE MAJOR DEPARTMENT OF SUDDEN DEATH ON THE FIRE DEPARTMENT BUT THERE HAS BEEN A LOT OF WORK DONE ON THAT. AND THE OTHER TOPIC AND I ACTUALLY READ SOME OF COMMISSIONER -- COMMENTS WHEN HE WAS BEFORE THIS LAST WEEK IS, AND THANKFULLY WE VICE PRESIDENT REALLY SEEN A REAL UP TICK IN THE FIRE DEPARTMENT, BUT SUICIDE HAS BECOME A MAJOR HEALTH ISSUE FOR FIRE SERVICE, AS WELL AS LAW ENFORCEMENT.

I MEAN, WE ARE EXPECTING OUR PEOPLE TO BE EXPOSED TO A LOT OF POST-TRAUMATIC -- I MEAN EXPOSED TO A LOT OF TRAGIC EVENTS, THEY DEVELOP POST-TRAUMATIC STRESS, IT IS THAT IMAGE YOU CAN'T SEEK HELP WITHOUT THE STIGMA AND THE FIREMEN SEE THAT IS A MAJOR ISSUE FOR NOT ONLY LAW ENFORCEMENT BUT CERTAINLY FOR FIRE SERVICE.

THANK YOU, COMMISSIONER.
COUNCILOR FLAHERTY.

>> I WANT TO STAY WITH THE HEALTH AND WELFARE.

THE DIESEL EXHAUST, WHEN YOU SEE A FIRETRUCK COME OUT OF THE STATION IT HAS A YELLOW THROUGH A HOSE I GUESS AND JUST KIND OF POPS OFF, BUT WHEN YOU SEE THE TRUCK GO BACK IN, IT GETS BACKED IN FULLY AND THE THING -- ANY CHANCE TO BE ABLE TO PLUG IT IN

--

>> I WILL TAKE A PICTURE AND SHOW ME, SOMEONE WILL BE DISCIPLINED, ALL RIGHT?

I AM NOT ASKING -- YOU TO BE A STOOL PIGEON BUT THEY ARE NOT SUPPOSED TO.

>> I ASSUME THEY DON'T WANT TO RUN OVER IT.

>> SOME OF THEM TO BE HONEST,

AND THIS COMES DOWN TO GOOD LEADERSHIP YOU EXPECT THE LIEUTENANTS AND CAPTAINS ON THOSE COMPANIES, IF -- SOME OF THE HOUSES ARE SO CONSTRUCTED THAT THE DOOR FRAMES ARE RESTRICTIVE THAT THEY COULDN'T CONNECT IT IN THE STREET PAUSE IT PROBABLY WOULD GET TORN OFF WHEN IT IS BACKED IN BUT IF THEY CAN THEY SHOULD BE CONNECT BEFORE THEY CROSS THAT THRESHOLD.

>> OKAY.

THAT'S WHAT WE SHOULD -- THAT'S THE GOAL IS TO CONNECT THOSE DIESEL EXHAUST SYSTEMS BEFORE THEY CROSS THE THRESHOLD AND AGAIN I WILL CONFESS THAT SOME HOUSES YOU CAN'T BECAUSE -- AND MAKES PERFECT SENSE TO ME AND PROBABLY THE HOUSES YOU CAN'T THAT THE WITNESS THAT HAVE BEEN WITNESSED.

>> THOSE --

>> ARE THOSE INSPECTED REGULARLY JUST IN TERMS OF TERMS THEY ARE WORKING? ARE THEY ANNUALLY INSPECTED?

>> PARTICULAR FOR THE BUILDINGS, THE FIREHOUSES THAT THESE STRUCTURES GET CLOGGED, THEY GET JAMMED UP --.

WE CLAIMED AND THE MANAGER JOE -- IS ON TOP OF IT.

ANY TIME THERE IS A PROBLEM WE IMMEDIATELY GET IT REPAIRED. YOU THINK ABOUT THE CANCER ISSUE.

YOU DON'T EVEN HAVE TO TWO DO A FIRE WHEN YOU SHOW UP TO WORK AND BE EXPOSED.

>> RIGHT.

I MEAN YOU JUST SHOW UP TO WORK, PUT YOUR GEAR AND THE APPARATUS AND YOU CAN BE EXPOSED.

JUST BECAUSE OF THE FIREHOUSE AND THE FACT THAT -- AND NOT EVEN GO FOR A UN, JUST SAY YOU WENT OUT TO DO AN INSPECTION. THE DIESEL IS CERTAINLY AN EXPOSURE HAZARD FOR YOU AT ALL TIME.

SO THOSE ARE THING THAT WE CAN

WORK WITH AND FIX.

OKAY.

>> SO YOU THE DEPARTMENT IS
GETTING REGULAR REPORTS ON THESE
STRENGTH LAYER --

>> YES.

>> AND SOMETHING I KNOW YOU ARE
VERY FAMILIAR WITH, WHICH IS
CIVIL SERVICE, PARTICULARLY
VETERAN PREFERENCE I WANT TO BE
VERY RESPECTFUL AND MAKE SURE
THAT WE ARE HONORING OUR
VETERANS, PARTICULARLY THE MEN
AND WOMEN WHO PROTECT OUR
COUNTRY AND PROTECT OUR FREEDOM
AND LIBERTIES I HAPPEN BELIEVE
THE VETERAN, THE SPIRIT AND
INTENT WITH US REALLY TO ALLOW
FOR A LOCAL VETERANS, AND SO THE
WAY IT WORKS HOW, IT IS THE
COMPETENT AMONG VETERANS IS SO
TOUGH TO GET ON TO THE FIRE
DEPARTMENT THAT YOU NOW ACTUALLY
HAVE TO BE A DISABLED VETERAN TO
GET ON.

MY SUGGESTION WOULD BE IT BE THE
POINT OF ENTRY AND I AM JUST
PUTTING MY PAROCHIAL CITY HALL
ON, FIRE, 1716 COLUMBIA ROAD I
WANT SOMEONE TO KNOW WHERE IT
IS, AND NOT SOMEONE FROM OKAY
MARKS MISSOURI, NEBRASKA TOO TRY
TO FIGURE OUT WHERE MY HOUSE IS,
AND THINK WE ARE GET TOOK THOOFT
POINT, THE NEXT SEVERAL CLASS I
DON'T SEE UH NEEDED TO AN
DISABLE TO VETERAN SO PUTTING ON
A WHOLE CLASS OF DISABLED
VETERANS AND IT IS PUTTING ON
FOLKS, NOT EVEN FROM BOSTON SO
MUCH I THINK SOMETHING THESE TO
HAPPEN HERE AND NOT QUITE SURE
WHAT IT IS.

I WILL DEFER TO YOUR EXPERIENCE
ON SORT OF CIVIL SERVICE AND
VETERAN PREFERENCE, BUT THINK
THE ANSWER IS, POINT OF ENTRY SO
YOU ARE A DORCHESTER KID AND
SIGN UP FOR SERVICE, GO YOUR
POINT OF ENTRY IS BOSTON, THAT'S
NOT HOW IT WORKS, S IS IT IS WHEN
YOU G GET POUT OF THE SERVICE
YOU GET A WINDOW TO PICK WHERE
YOU WANT TO GO, ARE YOU GOING TO

EDUCATE --

>> NO, NO, COUNCILOR.

>> I SNOW MANY PEOPLE NOT FROM BOSTON ARE COMING ON TO BOSTON TO GET THE JOBS AND THE HE PREVENTING THE MEN AND WOMEN FROM OUR NEIGHBORHOODS TO GET THE JOB.

>> AS FAR AS THE TIMING PROCESS THAT'S THE TOWN B OPTION, OKAY? AND WHAT IT BASICALLY BOILS DOWN TO, THE POINT OF ENTRY IN HAS TO BE HAS TO BE IN THE STATE OF MASSACHUSETTS.

I THINK THE AS FALLACY OF PEOPLE ARE PURPORT SWREG PEOPLE COMING IN FROM ALL ACROSS THE COUNTRY TAKING THESE JOCKS.

THERE MIGHT -- THERE CERTAINLY THE PEOPLE WHO HAVE COME ACROSS THE COUNTRY WHO ARE BOSTON FIREFIGHTERS, BUT THEY HAVE COME AND SAT THROUGH THE RESIDENCY REQUIREMENT AROUND TIME OF LIVING IN THE CITY.

STOCK THE OPTION B PIECE IS THE 90 DAY GUYED ESTABLISH YOUR RESIDENCY THROUGHOUT ANY MUNICIPALITY IN THE COMMONWEALTH IS, YOU HAD TO -- THE POINT OF ENTRY HAD TO BE IN MASSACHUSETTS AND THEN YOU CAN ESTABLISH WHO YOU ARE WITHIN 90 DAYS.

WE DO, COUNCILOR, WE CERTAIN WILL I HAVE A NUMBER OF PEOPLE FROM ALL ACROSS THE COUNTRY THAT THERE BOSTON FIREFIGHTERS BUT THEY HAVE SAT THROUGH THE CIVIL SERVICE REQUIREMENT OF A YEAR PRIOR TO THE DATE OF THE EXAM, THEY RESIDED IN THE CITY OF BOSTON.

AND THEY HAVE MET THOSE REQUIREMENTS BECAUSE WE INVESTIGATE THAT THOROUGHLY AND THE CIVIL SERVICE, THE LAWYERS FOR THE CIVIL AND ECONOMIC JUSTICE JUST PETITIONED THE CIVIL SERVICE COMMISSION TO LOOK AT IT AND IT WAS GOOD DENIED.

THE OPTION B.

THEY DENIED THE COMPETENT THE SITUATION TO INVESTIGATE IT BECAUSE THEY SAID IT IS ACTUALLY

-- I WILL CALL IT REGULATION LAW THAT GOVERNS THAT PROCESS.

>> WITH HAVE LEGISLATION TO GO FROM ONE AGREE TO THREE-YEAR FOR THE RESIDENCY AND I THINK THAT THAT IS REALLY, SOMEONE WHO IS ROOTED HERE.

>> IT SEEMS LIKE THE ONE YEAR IS PRETTY EYES TO -- JUST THE BACKGROUND CHECKS, THE CIVIL SERVICE, THE TEST, THE GRADE, THE ALL OF THAT STUFF F ALL IT TAKES PROBABLY A YEAR, A LITTLE OVER A YEAR.

>> SMUR.

>> THAT IS KIND OF A LAY-UP AND AGAIN I AM JUST REALLY, I WANT THE KID FROM THE NEIGHBORHOODS OF BOSTON TO BE ABLE TO COMPETE TO BECOME A FIREFIGHTER PER HE, FIREFIGHTER, I KNOW WITH HAVE JUMPING AND THOSE IN THE POLICE ACADEMY JUMP INTO THE FIRE ACADEMY, AT LEAST HAVE THE FIRE DEPARTMENT AND THE -- YOU CAN'T JUST AROUND, I THINK THAT WOULD HELP FROM A COST BENEFIT ANALYSIS AS WELL AS A COST OF ASSOCIATED WITH RECRUIT INVESTIGATIONS.

SO AGAIN I WILL DEFER TO YOU BECAUSE OF YOUR SPOARNLS ON THE CIVIL SERVICE BACKGROUND STUFF, TOWN B OPTION, JUST TRYING TO FIND A WAY TO CREATE MORE OPPORTUNITY FOR KIDS IN THE NEIGHBORHOODS THAT DESIRE TO BE A FIREFIGHTER, AND/OR POLICE OFFICER OR EMS AND THEN THEY COMBINED OF HIT THE WALL AND SO NO LONGER IS IT -- YOU JUST NEED TO BE A VETERAN TO -- YOU ACTUALLY NOW NEED TO BE A DISABLED VETERAN AND SAYING HOW DID WE IF PHOTO THAT POINT WHERE YOU GET LOCAL KIDS THAT WOULD LOVE TO BE A FIREFIGHTER, THEIR DAD, THEIR GRANDFATHER, THEIR UNCLE THEY GREW UP AROUND IT AND UNLESS THEY GO INTO THE SERVICE, SERVE THEIR COUNTRY AND ON TOP OF THAT THEY HAVE TO COME OUT OF THE SERVICE WITH A DISABLED RATING, IT IS KIND OF LIKE YOU

JUST BANG YOUR HEAD UP AGAINST A WALL AND IT IS SO COMPETITIVE TO GET ON THE JOB.

COUNCILOR --

>> -- RESTORE SOME SANITY TO IT.

>> I DID HIRING BACK IN 2001

THROUGH 2005, JUST POST 9/11, O C I O AND WE WERE WITH THERE WHERE YOU WANTED TO BE.

BECAUSE WE WERE HIRING WANT IT TO BE.

WE WERE HIRING KIDS WITH ALL OF THE ABOVE.

THE DYNAMIC HAS CHANGED FOR THE LAST ONE 8 YEARS.

THAT'S THE DYNAMIC.

WHETHER PEOPLE WANT TO AGREE OR DISAGREE.

WE'VE BEEN AT WAR FOR 18 YEARS.

YOU HAVE PEOPLE COMMITTING TO MILITARY SERVICE WITH -- THE FINAL OUTCOME, WITH THE RISK ASSOCIATED, LOOKING TO FURTHER THEIR LIFE, WHETHER BEING A BOSTON POLICE OFFICER OR FIREFIGHTER.

THAT'S HOW THEY ACHIEVE IT.

IT'S NOT SURPRISING THAT PEOPLE COME OUT WITH DISABILITIES WHILE AT WAR.

WHETHER IT'S HEARING, EXPOSURES, WHATEVER IT IS.

IT'S NOT SURPRISING.

AGAIN, WHEN I WAS DOING THE HIRE IN 2001, 2002, 2003 AND THE DECREE WAS LIFTED, WE WERE IN THE HUNDREDS OF CIVILIANS.

THE STATE LAW NEEDS TO CHANGE.

THERE'S IN DENYING THE FACT THAT WE'VE BEEN AT WAR FOR 18 YEARS.

WHEN YOU THINK ABOUT IT, 1% OF THE COUNTRY IS INVOLVED.

LOOK BACK AND THINK, 1% OF THE COUNTRY IS INVOLVED VERSUS VIETNAM, KOREA, WORD WAR II.

EVERYBODY IS ON A LEVEL PLAYING FIELD.

EVERYBODY IS COMING BACKS A VETERAN AND A DAV.

EVERYBODY IS COMING BACK AT THE SAME TIME.

THAT'S A LEGISLATIVE ISSUE.

TO BE HONEST, IT'S A LEGISLATIVE ISSUE.

>> I APPRECIATE YOUR INSIGHT.

I SAY THAT RESPECTFULLY TO THE MEN AND WOMEN THAT SERVE AND BEEN IN SITUATIONS THAT ARE NOW DISABLED VETERANS.

THANK YOU, COMMISSIONER.

>> COUNCILLOR CAMPBELL.

>> THANK YOU.

>> I'VE GOING TO RUN THROUGH THINGS QUICKLY.

I HAVE TO GO OFF TO THE NEXT THING.

JUST FOR THE LIST -- CAN WE GET A LIST OF THE NUMBERS THAT YOU RECITED FOR THE PREVIOUS YEARS, THE NUMBER OF WOMEN, THE DEMOGRAPHIC BREAKDOWN FOR THOSE 2014 THROUGH THE CURRENT CLASS? THAT WOULD BE HELPFUL.

QUESTION QUESTION.

DO YOU GUYS HAVE A WRITTEN BYPASS POLICY?

>> WE DON'T HAVE A FORMAL WRITTEN BYPASS POLICY.

WE FOLLOW ALL THE CIVIL SERVICE LAWS AND BASED ON CASE LAW IS OUR STANDARD.

>> VERY HELPFUL.

QUICKLY WITH RESPECT TO THE CADET PROGRAM.

IS THERE GOING TO BE A HEARING FOR THE PETITION THAT WAS FILED? WHERE ARE WE WITH THAT?

>> THERE'S A PLACE IN THE BUDGET FOR THAT.

IT A LEGISLATIVE ISSUE.

>> THE MAYOR FILED IT.

WE'RE WAITING ON THE ADMINISTRATION TO REQUEST A TIME TO HAVE A HEARING ON IT.

>> I'M NOT FAMILIAR WITH THAT.

>> OKAY.

OF COURSE, IT HAS TO GO THROUGH HERE AND THE STATE HOUSE.

CURIOUS, COMMISSIONER, IF YOU'RE -- IF YOU KNOW THIS AT THE STATE HOUSE FOR PASSING THAT PETITION THAT THE MAYOR FILED?

>> I WOULDN'T BEGIN TO SQUARE ROOT THAT.

>> THEN WE PUT IN THE BUDGET LAST YEAR \$500,000 FOR THE RFP FOR A WORK FORCE TRAINING THAT PROBABLY WOULD INCLUDE THINGS RELATED TO IMPLICIT BIAS, SEXUAL

HARASSMENT.

THE COMPLAINTS THAT CAME FORWARD, THE REPORT THAT INDICATED -- I KNOW THE RFP IS WORKING ITS WAY THROUGH THE BUDGET SHOP.

BUT CURIOUS FROM YOUR PERSPECTIVE, WHAT YOU WOULD LIKE TO SEE COME OUT OF THE RFP AND THE WORK FORCE TRAINING CONCEPTS THAT IS SORT OF DESCRIBED IN THE RFP FROM YOUR DEPARTMENT'S PERSPECTIVE.

>> I THINK, COUNCILLOR -- I WENT SPEAK TO ALL DEPARTMENTS. THIS IS A PERSONAL OPINION AFTER BEING HERE 35 YEARS.

WE'RE UNIQUE IN THE FACT THAT THE SCHEDULE WE WORK, YOU ACTUALLY LIVE, EAT, SLEEP IN THE SAME HOUSE AS INDIVIDUALS. OUR TRAINING CAN'T BE -- THE TRAINING WE'RE LOOKING FOR, I'M STRESSING IT NEEDS TO BE FROM SOMEONE IN THE FIRE SERVICE COMMUNITY WHO HAS BEEN DOWN THAT ROAD.

MAKES NO SENSE TO BRING IN SOME COOKIE CUTTER PROGRAM THAT IS MORE DAY -- MORE TAYLORED TO THE 9-5 JOB.

IF WE'RE GOING TO BE SUCCESSFUL, IT HAS TO BE TAILORED AROUND THE FIRE SERVICE IN THE UNIQUENESS OF OUR SCHEDULE, THE WORK SCHEDULE, THE UNIQUENESS OF OUR WORK ENVIRONMENT AND THE UNIQUENESS OF THE SOCIALIZING THAT GOES ON IN THE FIRE SERVICE.

SO I WANT TO MAKE SURE THAT WE LAND ON THE RIGHT PROGRAM.

>> AND WE'LL STAY IN CONTACT. THIS CAME UP IN THE OVERVIEW BUDGET HEARING.

SOME OF US THOUGHT THAT THIS HAD BEEN UNDERWAY, LIKE THE RFP HAD BEEN OUT.

WE WERE SURPRISED TO LEARN IT HADN'T HAPPENED YET.

WE WOULD LOVE TO STAY IN TOUCH WITH YOU GUYS AND HOW WITH -- WE CAN HAVE THE DEEPER UNDERSTANDING TO WHAT THIS RFP

OUT OF THE BUDGET OFFICE, THE
CENTRAL OFFICE, CONNECTS TO WHAT
YOU ENVISION SHOULD HAPPEN ON
THE GROUND.

VERY HELPFUL.

I'M CURIOUS.

WHAT TRAININGS DO FOLKS IN THE
DEPARTMENT, CIVILIANS AND
FIREFIGHTERS -- WHAT TRAINING DO
FOLKS GO THERE?

DO THEY GO THERE SEXUAL
HARASSMENT TRAINING OR IMPLICIT
BIAS OR TRAININGS OF THAT NATURE
NOW?

>> I'M GOING BACK TO MY OPENING
REMARKS.

I ADDRESSED A LOT OF THAT.

>> THANK YOU.

I APOLOGIZE FOR BEING BEHIND
SCHEDULE.

>> A NUMBER OF THESE TRAININGS
ARE WELL UNDERWAY BEFORE THE
REPORT WAS ARRANGED.

AS FAR AS -- WE UNDERSTOOD THE
UNIQUENESS.

WE'VE BEEN AROUND A LONG TIME.
A LOT OF THESE -- THE TRAINING
WAS WELL UNDERWAY SINCE I BECAME
A COMMISSIONER.

WE DID ALL OF THOSE TRAININGS
FOR ALL OF OUR FRONT-LINE
SUPERVISORS AND DEPUTY CHIEFS.
WE CONDUCTED TRAINING AT THE
FIRE COLLEGE.

SO FIRE COLLEGE IS EVERY
JANUARY.

WE BRING ALL THE COMPANY
OFFICERS IN, THE CAPTAINS, THE
LIEUTENANTS.

THEY GET A SEGMENT ON RESPECT
FOR WORKPLACE.

DONE BY H.R.

SOMETIMES YOU BRING IN OUTSIDE
PEOPLE TO HAVE THAT
CONVERSATION.

WE'VE TRAINED ALL OF OUR

OFFICERS.

WE JUST HAD -- WE DID CASE
STUDIES, BROUGHT IN FIRE
PROFESSIONALS FOR THE FRONT LINE
SUPERVISORS.

>> IS THIS THE SUPERVISORS IN
THE DISTRICT TRAINING?

>> IF I WAS GOING TO TELL YOU WHERE WE NEED TO WORK GOING FORWARD, WE NEED TO BRING THAT DOWN TO THE FIREFIGHTER LEVEL. THAT'S WHERE WE NEED TO BRING IT.

WE'VE GIVEN ALL OF THIS TRAINING AND MULTITUDE OF TRAINING TO DEPUTY CHIEFS, CAPTAINS AND LIEUTENANTS.

NOW WE NEED TO -- AND ALSO WE HAVE TRAINING MONEY THAT COMES THROUGH OTHER AVENUES THAT WE'RE GOING TO UTILIZE TO CONDUCT THE TRAINING.

THE ISSUE WITH OFFICER TRAINING, WHEN YOU GET DOWN TO IT, IS TO TRAIN THE ENTIRE DEPARTMENT. A FULL GROUP SYSTEM.

IT TAKES ALMOST 44 WEEKS TO TRAIN THE ENTIRE DEPARTMENT OR A SPECIFIC SUBJECT.

OKAY?

IT'S A 44 WEEK PERIOD TO GET TO THE WORK GROUPS BECAUSE OF THE SCHEDULES, THE HOURS AND ALSO TO INTEGRATE IT WITH THE OTHER MANDATORY TRAINING THAT WE NEED TO BE BY LAW.

TRYING TO DO THAT IS CUMBERSOME.

IN THE BUDGET, WE HAVE A TRAINER COMING ON BOARD.

THE TRAINING WILL BE MOST EFFECTIVE, IN THE FIREHOUSE ENVIRONMENT ONE HOUSE AT A TIME.

WHY DO I SAY THAT?

PEOPLE ARE RELUCTANT TO ASK QUESTIONS.

I DON'T WANT THE TRAINING TO BE OKAY, I CAME IN AND CHECKED THAT BOX.

THE WAY YOU GET THAT CONVERSATION STARTED IS AT THE KITCHEN TABLE IN THE FIREHOUSE WITH PEOPLE THAT THEY'RE COMFORTABLE WITH.

YOU CAN HAVE THE HONEST DISCUSSION.

THAT'S WHAT WE'RE GEARING THIS PROGRAM TO.

THAT WE GET THE TRAINERS ON BOARD.

THE ATTORNEY GOING TO HANDLE

THAT, THE TRAINING IS BROUGHT
BACK INTO THE FIREHOUSE.
WHEN YOU BRING PEOPLE IN AND
WITH CHANGE HOW WE TRAIN THE
LAST FIVE YEARS AND WHEN I
SAY -- IF I BROUGHT SIX TO TEN
FIRE COMPANIES FROM ACROSS THE
CITY IN OUR AUDITORIUM AND WE'RE
GOING TO GIVE THEM BIAS
TRAINING, THAT'S CHECK THE BOX.
NOBODY WILL ASK A QUESTION.
THEY WILL SIT THERE AND GET
THROUGH IT.

YOU WANT TO BRING IT INTO THE
FIREHOUSE, SMALL GROUP SETTINGS,
NO MORE THAN EIGHT, TEN
INDIVIDUALS, WE CAN HAVE THE
HONEST CONVERSATION.
THE MOST EFFECTIVE WAY TO
DELIVER THAT TRAINING IN MY
EXPERIENCE OF EXPERIENCE.

>> I APPRECIATE THAT.

MY LAST QUESTION.

THANK YOU, COUNCILLOR CIOMMO.
I HAVE TO RUN.

RIGHT NOW IF FOLKS WANT TO BRING
FORTH WHETHER IT'S A COMPLAINT
AROUND ANYTHING OR A REQUEST FOR
MENTAL HEALTH SUPPORT OR
SERVICES, DO THEY JUST HAVE TO
GO THROUGH A SUPERVISOR,
DISTRICT CHIEF OR OTHER PLACES
THAT FOLKS CAN GO WITH THOSE
COMPLAINTS OR REQUESTS FOR
SERVICES?

>> WELL, AGAIN, BEING A PARA
MILITARY ORGANIZATION, WE PREFER
THROUGH THE CHAIN OF COMMAND SO
PEOPLE ARE AWAY.

IF YOU'RE A COMPANY OFFICER OR
DISTRICT CHIEF IN CHARGE OF A
DISTRICT, YOU HOPE PEOPLE HAVE
ENOUGH CONFIDENCE TO BRING THE
COMPLAINT THROUGH THE CHANNEL.
BUT THERE ARE CHANNELS AROUND.
THERE'S OTHER VENUES OR OTHER
AVENUES IF YOU HAVE A COMPLAINT
AND YOU'RE WORRIED ABOUT
ANYTHING SPECIFIC.

SO THOSE EXIST.

WE TAKE ALL COMPLAINTS
SERIOUSLY, INVESTIGATE
IMMEDIATELY.

WE GIVE OUR RECOMMENDATIONS TO

THE H.R. DIRECTOR.
HOPEFULLY THE PERSONNEL CHIEF
WILL COORDINATE THE
DOCUMENTATION THAT COMES WITH A
COMPLAINT AND THE H.R. DIRECTOR
WILL BE WORKING DILIGENTLY AND
THE ATTORNEY, WHEN THE HIRE THE
ATTORNEY, WILL WITH DOING THAT
INVESTIGATION.

WE GET FAMILIAR WITH PEOPLE AND
KNOW PEOPLE -- EVERYONE'S
PERSONALITY A LITTLE BIT.

>> THANK YOU, GUYS.

ALL OF YOU.

COMMISSIONER, I APPRECIATE YOUR
CANDIDNESS AND DESIRE TO BE
SPECIFIC TO YOUR DEPARTMENT, TO
REALLY GET AT WHAT WE WORK WITH,
THE MEN AND WOMEN YOU SERVE
WITH.

IT'S NOT AN EASY JOB.

WE'LL LOOK FORWARD TO CONTINUE
IN A WORKING PARTNERSHIP WITH
YOU GUYS AND DO WHATEVER I CAN
FROM WHERE WE SIT, PARTICULARLY
AROUND THE TRAINING PIECES AND
OTHER PIECES, TO SHIFT THINGS
FOR SOME INDIVIDUALS.

REALLY FOR EVERYBODY.

REALLY APPRECIATE THE WORK YOU
DO.

AGAIN, TO THE MEN AND WOMEN THAT
SERVE ON THE CIVILIAN SIDE AND
THE FIREFIGHTER SIDE THAT
COULDN'T BE HERE.

WE HAD RECENT FIRES IN OUR
DISTRICT.

LIKE I TELL PEOPLE, NOBODY CALLS
ME AT 2:00 A.M.

THEY CALL YOU GUYS.

THANKS VERY MUCH.

>> THANK YOU.

>> COUNCILLOR FLYNN.

>> I GUESS MY FINAL QUESTION.

AGAIN, THANK YOU.

THE COMMISSIONER AND THE STAFF
ARE OUTSTANDING.

I WANT TO RECOGNIZE DEPUTY
COMMISSIONER CONNIE WONG AS WELL
FOR YOUR GREAT WORK IN THE
NEIGHBORHOODS.

>> THANK YOU.

>> I SEE YOU AT MANY EVENTS.

I WANT TO SAY THANK YOU TO YOU.

COMMISSIONER, CAN YOU TALK ABOUT, YOU KNOW, PUBLIC AWARENESS CAMPAIGNS AS RELATES TO PEOPLE USING THEIR GAS GRILLS LATE AT NIGHT?

I SEE A LOT OF YOUNG PEOPLE MOVING IN TO THE NEIGHBORHOOD. THEY'RE IN THE TRIPLE DECKERS, COOKING LATE AT NIGHT, USING GRILLS.

CAN YOU TALK ABOUT THE PUBLIC AWARENESS CAMPAIGN TO EDUCATE NEW PEOPLE MOVING INTO OUR NEIGHBORHOOD ABOUT WHAT THE RULES ARE, WHAT THEY CAN DO AND WHAT THEY CAN'T DO?

>> ALWAYS SEEMS TO BE A PROBLEM THIS TIME OF THE YEAR.

>> RIGHT.

>> ESPECIALLY IN SOUTH BOSTON.

>> RIGHT.

>> WHAT I WOULD TELL YOU, OUR PUBLIC EDUCATION PROGRAM IS OUT THERE.

WE'RE ACTIVE.

BY LAW, THERE SHOULD BE NO PROPANE TANKS ABOVE THE FIRST FLOOR.

YOU'D AGREE THAT PROBABLY GETS BLIND EYE.

I SUGGEST PEOPLE CALL.

YOUR NEIGHBORHOOD IN PARTICULAR, WHEN I SAY THAT, OTHER

NEIGHBORHOODS THAT -- EAST BOSTON COMES TO MIND, TOO, IS WOOD FRAME, REAR PORCHES.

THOSE ARE PROGRAM, PRIME FOR FIRE INCIDENT.

PUTTING A GRILL IN THAT MIX JUST ESCALATED THAT PROBLEM.

WE HAVE PUBLIC EDUCATION AWARENESS PEOPLE OUT IN THE NEIGHBORHOODS DOING THEIR THING. SCHOOLS.

WE PROBABLY COULD DO MORE AROUND IT.

YOU KNOW, OUR ONLINE CAMPAIGN TO MAKE SURE PEOPLE ARE ABIDING BY STATE LAW.

WE USUALLY DO THAT EVERY YEAR MUCH LIKE IN THE WINTERTIME, THE HYDRANTS, MAKING SURE PEOPLE CLEAR THEIR VENTS OUT AND ALL THAT.

WE DO PROPANE GRILL STATEMENT
ALSO.

>> THAT'S ALL I HAVE,
COMMISSIONER.

THANK YOU FOR BEING HERE AND
THANK YOU FOR YOUR STRONG
LEADERSHIP FOR THE RESIDENTS OF
BOSTON.

>> THANK YOU, COUNCILLOR FLYNN.
COUNCILLOR ESSAIBI-GEORGE.

>> THANK YOU.

I DO HAVE A QUICK QUESTION.

I STEPPED OUT FOR A MINUTE.

A LOT OF MY WORK OVER THE PAST
YEAR HAS BEEN PROPER SHARPS
DISPOSAL.

THERE WAS AN INVESTMENT OF
DISPOSAL BOXES IN THE
FIREHOUSES.

DO WE HAVE ACCESS TO DISPOSAL
BOXES IN OUR FIREHOUSE?

>> WE DO.

>> WHAT ARE THEY PRIMARILY USED
FOR?

WE DID INSTALL SHARP BOXES IN
THE FIREHOUSES.

IT'S FOR NEEDLES.

THE EMS DROPS OFF THEIR NEEDLES
INTO OUR BOX DISPOSAL AREA.

>> INSIDE OR OUTSIDE?

>> THEY'RE RIGHT INSIDE THE
APPARATUS BAY.

>> SO WHEN THE DOOR IS OPEN, THE
PUBLIC HAS ACCESS.

IT'S MORE FOR EMS.

>> ARE FIREFIGHTERS COLLECTING
NEEDLES AT ALL THE THEY'RE
CALLED TO A SCENE?

>> NO.

>> DO THEY HAVE THE ABILITY TO
DO THAT?

>> THEY HAVE THE ABILITY TO TAKE
NEEDLES.

BUT THE COMPANY ROTATES
THROUGHOUT THE CITY TO COLLECT
WHAT'S IN THE BOX.

>> IS THAT 24 CHARLIE?

>> YES.

IT IS.

>> DO WE KNOW THE VOLUME COMING
THROUGH?

>> JUST CAME OUT WITH SOME
NUMBERS.

I'M GOING TO SAY WE HAD OVER 600

LAST YEAR NARCAN INCIDENTS.
YOU'RE TALKING SHARPS, THE
NEEDLES?

>> I'M CURIOUS -- I'M TRYING TO
HAVE A BETTER UNDERSTANDING AS A
CITY WHAT WE HAVE FOR NEEDLES.
WE THINK ABOUT THE OPIOID CRISIS
AND PEOPLE WITH DIABETES OR
OTHER CHRONIC ILLNESSES THAT
NEED TO PROPERLY DISPOSE OF
NEEDLES.

THE DATA EXISTS AND MORE THAN
100 DIFFERENT LOCATIONS --

>> I COULDN'T TELL YOU HOW MANY
NEEDLES ARE IN OUR SHARP BOXES.
WITH SHARPS, THE LEAST AMOUNT OF
TIME YOU TOUCH THEM THE BETTER
OFF YOU ARE.

>> I CAN'T TELL YOU WHAT THE
VOLUME WOULD BE.

IT'S SIGNIFICANT.

THE OPIOID -- IN SOUTHAMPTON
STREET, PEOPLE ARE PEOPLING UP
NEEDLES AROUND THE BUILDING ALL
DAY.

>> IS THAT YOUR STAFF AS WELL?

>> CUSTODIAL STAFF.

HAVE TO GIVE A SHOUT OUT TO THE
DETECTIVE SERVICE PEOPLE.

THEY DO A GREAT JOB.

PICKING UP NEEDLES, THINGS LIKE
THAT, DISPOSING OF THEM
PROPERLY.

>> I THINK UNDER THE THEME OF
BEING IN THE BUDGET HEARING,
IT'S A GREAT EXPENSE TO THE CITY
AND IT'S IMPORTANT FOR US TO
UNDERSTAND THE MAGNITUDE OF --
WE CERTAINLY HAVE TO WORK TO
UNDERSTAND AND SUPPORT THOSE
DEALING WITH A CRISIS AND THAT
WORK BUT WE NEED TO UNDERSTAND
THE MAGNITUDE OF THE COST TO THE
CITY AND SHARPS IS ONE WAY THAT
WE MEASURE THAT.

NARCAN, DISTRIBUTING NARCAN IS
ONE THEY THAT WE CAN MEASURE
THAT.

THE DOOR-TO-DOOR PIECE THAT YOU
DO THAT I ASKED IN MY LAST ROUND
OF QUESTIONING IS REALLY
FANTASTIC THAT YOU'RE -- MEN AND
WOMEN PARTICIPATE IN THAT TO
SUPPORT INDIVIDUALS DEALING WITH

A CRISIS.

AND PERHAPS THIS IS A NUMBER
THAT ISN'T EASILY ACCESSIBLE,
BUT I'D LIKE TO UNDERSTAND THE
FINANCIAL IMPACT OF THE PICKING
UP OF NEEDLES THAT FIREHOUSES
HAVE ON THE CITY AND THE
IMPACT --

>> WE CAN TRY TO COME TO A
NUMBER FOR YOU.

WE'LL LOOK TO SEE IF THERE'S A
COST AND TRY TO GET IT TO YOU.

>> THANK YOU.

THAT'S IT FOR ME.

THANK YOU.

>> THANK YOU.

WELL, THIS CONCLUDES TODAY'S
HEARING ON BOSTON FIRE
DEPARTMENT.

I JUST WANT TO SAY THANKS,
COMMISSIONER.

IT'S BEEN A GOOD RUN.

I GUESS WHAT I'D LIKE TO
PROBABLY JUST WRAP IT UP IS WHEN
I FIRST WAS ELECTED AND CAME TO
OFFICE IN 2008, WE HAD A REALLY
BAD PROBLEM WITH APPARATUS.
LET ME PREFACE THIS BY SAYING
YOUR ATTENTION AND ADVOCACY ON
BEHALF OF THE MEMBERS OF BFD
RELATES TO CANCER AND OTHER
HAZARDS OF THE JOB ASIDE FROM
FIGHTING THE FIRE ITSELF IS
COMMENDABLE.

I WANT TO THANK YOU FOR YOUR
LEADERSHIP ON THAT.

THE APPARATUS OBVIOUSLY,
THINKING BACK TO 2009 WHEN
OFFICER KELLY BRAKES FAILED IN
MISSION HILL, THAT WAS MY UNDER
ONE YEAR ON THE JOB, I BELIEVE.
AND YOU KNOW, CAME TO LIGHT THEN
IN A WOEFUL, YOU KNOW,
APPARATUS.

THE AVERAGE AGE.

WHERE ARE WE NOW?

>> I'D SAY AROUND -- I'LL LET
THE CHIEF ANSWER THAT QUESTION.
ONE COMMENT.

>> SURE.

>> MAYOR WALSH HAS BEEN SO
SUPPORTIVE ON THAT ISSUE.

WE HAVE REPLACED ALMOST ALL OF
OUR FRONT LINE APPARATUS OR

SCHEDULED TO REPLACE IT.
OUR MEN AND WOMEN ARE RIDING
AROUND IN EQUIPMENT THAT IS
WELL-SUITED FOR THE JOB AND
SAFE.

I HAVE TO COMMEND THE MAYOR.
>> EVERY YEAR WE HAVE MADE
SIGNIFICANT CAPITAL INVESTMENT
FOR APPARATUS.

>> CHIEF WALSH CAN GIVE YOU
MORE.

>> COUNCILLOR?

>> IN THE ENGINES DEPARTMENT, WE
REPLACED 24 ENGINES OUT OF 33.
THE NEXT THREE YEARS, THAT
NUMBER WILL BE FULLY REPLACED.
WE SIGNED THE CONTRACT FOR IT.
IT'S A LOT OF TRUCKS THAT WE
REPLACED, WHICH IS 20.
THE TOWERS, REPLACED TWO TOWERS.
IN THE LAST YEAR, WE REPLACED
TWO TOWERS.

THE RESCUES, ONE WAS REPLACED
WHEN THE COMMISSIONER TOOK
OFFICE.

THE OTHER IS UP IN AGE BUT WE'RE
SPECCKING THAT OUT AND GOING
FORWARD.

THE APPARATUS HAS GRANTED US SO
MUCH MONEY TO DO WHAT WAS RIGHT.
THE OLD APPARATUS COMPANY, WE
HAVE ALL OF THOSE.

THEY'RE STORED OR AT APPARATUS
COMPANY AND WE'RE NOT USING
THEM, A COUPLE THAT HAD GOOD
ENGINES, BUT 14 HAD BAD ENGINES.
WE'RE NOT COUNTING ON THOSE.

>> THE CITY IS REPLACING THOSE.

>> YEAH.

THE PROBLEM IS, THEY WERE NEW AT
THE TIME THAT WE REPLACED THEM.
THE WHOLE PLAN WORKED OUT.
THE COMMISSIONER REPLACED ALMOST
EVERY SINGLE PIECE OF APPARATUS
IN THIS TIME.

>> THAT'S A GREAT
ACCOMPLISHMENT.

>> AS I LEAVE OFFICE THAT IS ONE
OF MY CROWNING ACHIEVEMENTS, TO
LEAVE THE CITY WITH THE FIRST
RESPONDERS, ALL OF YOU MEN AND
WOMEN, YOU PUT YOUR LIVES ON THE
LINE EVERY DAY FOR US.
WITH THE LITTLE FANFARE.

I WANT TO TELL YOU HOW MUCH I
GENUINELY APPRECIATE IT.
AS I LEAVE OFFICE, YOU KNOW, THE
CITY IS IN GREAT HANDS AND
PUBLIC SAFETY OFFICIALS ARE
SECOND TO NONE IN THE WORLD.
I JUST WANT TO --
>> WE APPRECIATE THE MAYOR AND
THE CITY COUNCIL LISTENING TO
US.
>> THANK YOU.
GREAT.
SO THAT ENDS TODAY'S HEARING ON
BOSTON FIRE DEPARTMENT FY-20
BUDGET REVIEW.