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>>> CHAIRMAN OF WAYS AND MEANS  
AND THE ALLSTON BRIGHTON  
DISTRICT CITY COUNCILOR.  
I KNOW COMMISSIONER FINN IS  
GOING TO SAY I'M HIS FAVORITE  
COUNCILOR FROM ALLSTON BRIGHTON,  
RIGHT?  
BECAUSE I'M THE ONLY COUNSELOR  
FROM ALLSTON, BRIGHTON.  
TODAY IS TUESDAY -- MONDAY, MAY  
21st.  
WE ARE HERE WITH OUR GOOD  
FRIENDS FROM THE BOSTON FIRE  
DEPARTMENT.  
REGARDING DOCKETS 0559 THROUGH  
0563.  
ORDERS FOR THE FISCAL YEAR '19  
OPERATING BUDGET, INCLUDING THE  
ANNUAL APPROPRIATIONS FOR  
DEPARTMENTAL OPERATIONS, ANNUAL  
APPROPRIATIONS FOR THE SCHOOL  
DEPARTMENT, APPROPRIATION FOR  
OTHER POST-EMPLOYMENT BENEFITS.  
APPROPRIATION FOR CERTAIN  
TRANSPORTATION AND PUBLIC REALM  
IMPROVEMENTS AND APPROPRIATION  
FOR CERTAIN PARK IMPROVEMENTS.  
AS WELL AS DOCKETS 0564 AND  
0565, CAPITAL BUDGET  
APPROPRIATIONS INCLUDING LOAN  
ORDERS AND LEASE AND PURCHASE  
AGREEMENTS.  
I'D LIKE TO REMIND FOLKS IN THE  
CHAMBER AT THIS IS A PUBLIC  
HEARING, BOTH BROADCAST, AND  
RECORDED ON RCN 82, COMCAST 8,  
AND VERIZON 1964.  
AND STREAMED AT  
BOSTON.GOV/CITY-COUNCIL-TV.  
I'D ASK YOU ALL IN THE CHAMBER  
TO SILENCE ELECTRONIC DEVICES.  
AT THE CONCLUSION OF OUR  
DEPARTMENT'S PRESENTATION AND  
QUESTIONS FROM MY COLLEAGUES, WE

WILL TAKE PUBLIC TESTIMONY.  
IF YOU SO CHOOSE.  
THERE ARE SIGN-IN SHEETS TO MY  
LEFT.  
WE ASK THAT YOU STATE YOUR NAME,  
AFFILIATION, RESIDENCE, AND  
PLEASE CHECK THE BOX IF YOU DO  
WISH TO TESTIFY.  
I'D LIKE TO INTRODUCE MY  
COLLEAGUES IN ORDER OF THEIR  
ARRIVAL.  
TO MY LEFT, COUNCILOR ED FLYNN,  
COUNCILOR MICHAEL FLAHERTY, AND  
TO MY IMMEDIATE RIGHT, COUNCILOR  
TIM McCARTHY THE CHAIR OF PUBLIC  
SAFETY, AND TO MY FAR LEFT,  
AGAIN, COUNCILOR AYANNA  
PRESSLEY.  
I'D ALSO LIKE TO RECOGNIZE WE'RE  
JOINED BY LOCAL 718 PRESIDENT  
RITCHIE PARRIS AND BOB PATINI.  
AND WITH THAT, COMMISSIONER,  
I'LL GIVE YOU THE FLOOR.  
>> THANK YOU, COUNCILOR.  
FIRST I'D LIKE TO THANK MAYOR  
WALSH FOR HIS CONTINUED SUPPORT,  
AS WE BUILD THE BOSTON FIRE  
DEPARTMENT.  
I'D ALSO LIKE TO THANK THE STAFF  
AND THE OFFICE OF BUDGET  
MANAGEMENT FOR THEIR DILIGENCE  
AND INSIGHT AS WE PREPARE THE  
FY'19 BUDGET.  
I'D LIKE TO SPECIFICALLY THANK  
JUSTIN STERIC, JOANNA BERNSTEIN  
AND DAVID FOR THEIR ASSISTANCE.  
I'D ALSO LIKE TO THANK MY BUJ TZ  
TEAM COMPROMISED OF DEPUTY  
COMMISSIONER OF ADMINISTRATION  
OF FINANCE KATHLEEN JUDGE,  
SENIOR BUDGET ANALYST BILL ZAH,  
AND ANALYST DONNA TERRITI FOR  
THE HARD WORK THEY PUT INTO THIS  
YEAR'S BUDGET.  
I'D LIKE TO THANK THE COUNCIL  
FOR YOUR CONTINUED SUPPORT OF  
THE BOSTON FIRE DEPARTMENT.  
I'M JUST GOING TO INTRODUCE A  
FEW PEOPLE AT THE TABLES HERE.  
WE HAVE TO MY IMMEDIATE RIGHT  
CHIEF OF OPERATIONS FOR SUPPORT  
SERVICES, JOHN WALSH.  
TO MY IMMEDIATE RIGHT IS DEPUTY  
COMMISSIONER CONNIE WONG.

TO MY IMMEDIATE LEFT IS DEPUTY COMMISSIONER KATHLEEN JUDGE, ADMINISTRATION OF FINANCE, AND TO MY FAR LEFT IS DEPUTY CHIEF, CHIEF OPERATIONS, GERARD FONTANA, IN CHARGE OF FIELD OPERATIONS.

THE FY'19 IS IMPORTANT YEAR FOR US ON SEVERAL FRONTS.

FIRST THE SAFETY, HEALTH AND WELLNESS OF THE FIREFIGHTERS IS OUR PRIMARY FOCUS.

THIS FOCUS RANGES FROM PURCHASE OF NEW OP RATOUS, RENOVATING AND REBUILDING OUR FIRE HOUSES, TO MY COMMITMENT TO ENSURING THE SAFETY AND DIGNITY OF ALL FIRE FIERTZ INCLUDING WOMEN AND MINORITIES, ESPECIALLY WITH RESPECT TO INTIMIDATION AND DISCRIMINATION.

SINCE 2016 WE'VE REPLACED 34 FRONT LINE APPARATUS, AND FY'19 WE WILL RECEIVE THREE MORE ENGINES AND THREE MORE LADDERS, WHICH WILL LEAVE US WITH THE REMAINING 13 APPARATUS THAT WILL NEED TO BE REPLACED.

THE AVERAGE AGE OF THE R MAINING NINE ENGINES IS OVER 14 YEARS. AND THE REMAINING FOUR LADDERS ARE OVER NINE YEARS.

WE ALSO RECENTLY RECEIVED A TOWER LADDER, TOWER LADDER THREE, AFTER COLLAPSE OF TOWER LADDER TEN.

WE'VE ALSO RECEIVED APPROVAL TO REPLACE THIS PIECE, IN ADDITION AS A RESULT OF NEW APPARATUS, WE'VE BEEN ABLE TO REVITALIZE OUR RESEARCH FLEET.

FOR REPLACEMENT OF FIRE HOUSES WE CURRENTLY HAVE A CONCEPTUAL DESIGN COMPLETE FOR ENGINE 42 RESCUE 2, IN THE EDGERTON SQUARE SECTION OF THE CITY.

WE HOPE TO REMOVE THEM FROM THE TEMPORARY SITE IN THE FALL AND BEGIN CONSTRUCTION IN THE SPRING.

TENTATIVE SCHEDULE HIGHLIGHTS COMPLETION OF OCTOBER 2020.

RENOVATIONS FOR ENGINE 50 AND ENGINE 5 CONTINUE WE HOPE TO

HAVE BOTH REOPENED IN THE FALL.  
WE WILL CONTINUE TO MAKE  
PROGRESS ON THE MISSION TO FIND  
WAYS TO IMPROVE OVERALL HEALTH  
AND WELLNESS OF THE MEMBERS WE  
ARE SUCCESSFULLY INDUSTRIAL  
CLEAN, ENGINE COMPANY 16.  
WE HAVE BEEN VERY HAPPY WITH THE  
RESULTS AND WE CONTINUE THE  
CLEANING PROJECTS WITH  
ADDITIONAL THREE TO FOUR FIRE  
HOUSES.  
WE CONTINUE TO SUSTAIN OUR  
TRAINING HOURS OF AROUND 28,000  
HOURS PER YEAR.  
UP FROM APPROXIMATELY 8,000 FROM  
FY 13.  
WE RECEIVED AN AFG GRANT FOR A  
HEAT SIMULATOR TO BE ADDED TO  
OUR TRAINING ACADEMY NEXT YEAR  
AND ADDITIONAL DRIVER TRAINING  
HOURS GIVING THE INSURGE ENS OF  
NEW APPARATUS.  
WE'RE PLANNING ANOTHER RECRUIT  
CLASS IN THE FALL, AND ARE  
COMMITTED TO WORKING WITH THE  
CIVIL SERVICE TO IDENTIFY  
DIVERSE CANDIDATES, THE LAST  
CLASS HIRED THIS FEBRUARY  
YIELDED 28 DIVERSE RECRUITS AS A  
RESULT OF IDENTIFYING ON THE  
CIVIL SERVICE LIST PEOPLE WITH  
SPECIFIC IN SECOND LANGUAGES  
CAPABILITIES.  
IN ADDITION MY DIVERSITY OFFICER  
WARREN SANCHEZ CONTINUES TO  
IDENTIFY INTERVENTIONS IN  
SCHOOLS, MILITARY RECRUIT  
OFFICES, AND OTHER TEENAGE  
VENUES TO GET TO A DIVERSE  
POPULATION BEFORE THEY ENTER  
INTO THE MILITARY SERVICE.  
WE'RE HOPEFUL THAT WE WILL BE  
ABLE TO RETRACT THE VARIOUS  
RECRUITS AT THE RETURN FROM  
ACTIVE MILITARY SERVICE.  
SOME OF THE PROGRAMS INITIATED  
INCLUDE THE FOLLOWING, THE ABCD  
HIGH SCHOOL TEEN ACADEMY SUMMER  
PROGRAM.  
STUDENTS BETWEEN THE AGES OF 16  
AND 18 GET INSIDE PERSPECTIVE ON  
THE FIRE ACADEMY.  
MADISON PARK AND ENGLISH SCHOOLS

ALL FIRED UP EXPLORER PROGRAM.  
THROUGHOUT THE SCHOOL YEAR  
STUDENTS JOB SHADOW, PREP FOR  
FIRE EXAMS AND PARTICIPATE IN  
FITNESS CHALLENGE.  
AND TOUR THE FIRE HOUSES.  
SUMMER EXPLORERS, SPONSORED BY  
THE PFD BOSTON FIRE DEPARTMENT  
CREDIT UNION ARE TRAINED TO  
REACH OUT TO STUDENTS OVER SIX  
WEEK PERIOD IN VARIOUS SUMMER  
CAMPS ACROSS THE CITY TO EDUCATE  
ON FIRE SAFETY AND PREVENTION.  
WE ALSO HAVE A HIGH SCHOOL ROTC  
BOOT CAMP TO REACH OUT TO THE  
FEW TOUR RECRUITS AT VARIOUS  
HIGH SCHOOLS ABOUT JOB  
OPPORTUNITIES WITH A WITNESS  
CHALLENGE AT THE END OF EACH  
SESSION.  
OUTREACH THROUGH THE OTB  
PROGRAM, THE BOSTON FIRE  
DEPARTMENT BASKETBALL TEAM HOSTS  
GAMES IN THE COMMUNITY CENTERS  
AND TEEN CENTERS WITH A QUESTION  
AND ANSWER ABOUT THE BENEFITS OF  
BEING A BOSTON FIREFIGHTER.  
WE ALSO HAVE INITIATED A NUMBER  
OF EVENTS SPEAK TO THE VETERAN  
COMMUNITY SINCE THE FIRE  
DEPARTMENT IS RESTRICTED BY  
STATE LAW AS FAR AS HIRING  
VETERANS PREFERENCE.  
WE HAVE THE SOLDIER FOR LIFE  
PROGRAM BY WORKING WITH THE  
ARMY, TRANSITION COUNSELORS TO  
TRACK QUALIFIED INDIVIDUALS FOR  
INTERNSHIPS PRIOR TO TAKING THE  
EXAM.  
THE PARTNERSHIP BY WORKING WITH  
ADVISORY BOARD TO HELP VETERANS  
GAIN EMPLOYMENT IN THE U.S. ALL  
MENTOR PROGRAM.  
WE HAVE READ IMMEDIATE REPORTS  
ABOUT COMPLAINTS BY FEMALE  
FIREFIGHTERS REGARDING THE WORK  
AT THE FIRE DEPARTMENT.  
BOSTON FIRE DEPARTMENT IS  
COMMITTED TO DIVERSITY AND  
INCLUGS.  
IT SEEKS TO PROVIDE ALL ITS  
EMPLOYEES WITH AN ENVIRONMENT  
THAT IS WELCOMING, RESPECTFUL  
AND FREE OF ANY HARASSMENT IN

DISCRIMINATION.

WITH THAT COUNCILOR, I'LL TURN  
IT OVER TO YOU FOR QUESTIONS.

AND THANK YOU.

>> THANK YOU, COMMISSIONER.

AND, WE'VE JUST BEEN JOINED BY  
TOWNER MATT O'MALLEY.

AND I'M SORRY, AND COUNCILOR KIM  
JANEY.

LET ME RECOGNIZE COUNCILOR ED  
FLYNN.

FOR FIRST LINE OF QUESTIONING.

>> OKAY.

>> AND COUNCILOR FRANK BAKER HAS  
JOINED US, AS WELL.

>> THANK YOU, COMMISSIONER.

THANK YOU, COUNCILOR, AS WELL.

COMMISSIONER, CAN YOU TALK ABOUT  
THE HEALTH AND WELLNESS PROGRAM  
AS IT RELATES TO INDUSTRIAL  
CLEANING?

IS THAT THE PROGRAM WHERE YOU  
THOROUGHLY CLEAN THE INSIDES OF  
THE FIRE HOUSES, AND TRY TO GET  
ALL THE CHEMICALS OUT, AND CAN  
YOU GIVE US A LITTLE BIT OF  
BACKGROUND ON THAT?

>> SURE.

KNOWING THE CAPITAL DOLLARS ARE  
SCARCE, AND THE CITY IS ACTUALLY  
BUILDING TWO NEW FIRE HOUSES,  
RENOVATING TWO ADDITIONAL, AND  
MOVING DOWN THAT DIRECTION, WE  
STARTED INDUSTRIAL CLEANING  
PROCESS OF ALL OUR REMAINING  
FIRE HOUSES.

THE AVERAGE AGE OF OUR FIRE  
HOUSE IS 76 YEARS OLD.

THERE HASN'T BEEN A FIRE HOUSE  
BUILT IN THE CITY SINCE 19 -- I  
THINK IT'S OVER 25 YAERS AND  
THAT WAS BUILT WITH PRIVATE  
FUNDS AS A PARTNERSHIP THROUGH  
ENGINE 10 LOCATED ON PURCHASE  
STREET.

SO THE CITY HASN'T BUILT A FIRE  
HOUSE IN THE CITY IN QUITE SOME  
TIME, 35 YEARS.

THE INDUSTRIAL CLEANING PROCESS,  
IS WE GO IN, WE RELOCATE THE  
COMPANIES, TAKE THEM OUT OF  
THEIR HOUSES, REASSIGN THEM TO  
DIFFERENT OTHER HOUSES IN THEIR  
DISTRICT AND WE GO IN FOR A FOUR

TO SIX-WEEK PERIOD OF TIME,  
WE'RE INDUSTRIAL CLEANING THE  
HOUSE.

FROM AIR HANDLING SYSTEMS,  
VENTILATION SYSTEMS, HEATING,  
FURNACES, ANYTHING THAT WE NEED  
TO BE CLEANED IS CLEANED.

STEAM CLEANED, POWER WASHED.  
WE ALSO REMOVE ALL PERMEABLE  
MATERIALS, WHETHER IT'S COUCHES,  
MATTRESSES, ANYTHING THAT COULD  
BE CONTAMINATED.

WE REMOVE THEM FROM THE FIRE  
HOUSE AND THEN WE GO IN AND WE  
PAINT.

ANY SURFACE THAT IS CURRENTLY  
PAINTED WE GO IN AND PAINT IT  
WITH ENCAPSULATING PAINT TO SEAL  
IN ANY TOXINS THAT YOU CAN  
IMAGINE HAVE BEEN BROUGHT BACK  
FOR MANY, MANY YEARS.

THE NUMBER ONE CONTRIBUTOR IN  
THE FIRE HOUSE TO THESE  
ENVIRONMENTS, I WOULD TELL YOU,  
WOULD BE DIESEL.

AFTER MANY, MANY YEARS, BENZENE  
IS ONE OF THE PRIMARY, IF YOU  
WILL, CHEMICALS THAT OR TOXINS,  
I SHOULD SAY, IS THAT IS  
PRODUCED WHEN DIESEL EXHAUST,  
AND IT'S A KNOWN, VERY HIGHLY,  
IT'S A VERY CARCINOGENIC  
MATERIAL.

AND WE HAVE DIESEL RECOVERY  
SYSTEMS IN FIRE HOUSES NOW  
PROBABLY FOR ABOUT 20 YEARS.  
BUT BEFORE THAT, FIREHOUSES WERE  
CONTAMINATED THROUGHOUT YEARS  
AND YEARS OF, IF YOU WILL,  
EXPOSURE.

SO THAT'S THE PROCESS.

WE'RE TRYING TO CLEAN AS MANY  
HOUSES AS WE CAN.

AND I'M VERY GRATEFUL THAT THE  
MAYOR GAVE ME THE ABILITY WITH  
LAST YEAR'S BUDGET AND THIS  
YEAR'S BUDGET TO MOVE DOWN THAT  
ROAD.

>> THANK YOU.

I THINK THAT'S CRITICAL.  
DOING THAT, IT'S IMPORTANT WORK.  
JUST AS AN EXAMPLE, I HAD THE  
OPPORTUNITY TO SERVE IN THE NAVY  
FOR 25 YEARS, AND THE MILITARY

IS ALSO DEALING WITH A SIMILAR  
ISSUE, WITH BURN PITS, TAXENS,  
BREATHING IN THOSE CHEMICALS  
THROUGHOUT THE MIDDLE EAST, AND  
WHAT HAPPENS AS YOU KNOW IS WHEN  
THESE RETURNING VETERANS COME  
HOME, YOU KNOW, THEIR HEALTH IS  
DETERIORATING, BECAUSE OF, YOU  
KNOW, BEING EXPOSED TO CHEMICALS  
FOR SO LONG A PERIOD OF TIME.  
I'M GLAD THAT YOUR OFFICE IS  
DOING THAT.

WHAT IS THE HEALTH OF SOME OF  
THE FIREFIGHTERS?

HAVE WE EXPERIENCED A GREAT  
NUMBER OF FIREMEN AND  
FIREFIGHTERS THAT HAVE BEEN  
HOSPITALIZED DUE TO THESE  
CONDITIONS OVER THE YEARS?

>> SURE.

SO SINCE 1990, WE HAVE BURIED  
190 BOSTON FIREFIGHTERS.

I HAVE A NUMBER OF BOSTON  
FIREFIGHTERS WHO ARE CURRENTLY  
OFF WITH CANCER.

BATTLING SOME OF THEM THE BATTLE  
OF THEIR LIVES.

AND IT'S GOING TO BE A  
CONTINUOUS PROBLEM, AS IT GROWS.  
THERE'S NO SILVER BULLET IN ALL  
THIS.

THERE'S A LOT OF THINGS THAT ARE  
CONTRIBUTING TO WHY THE FIRE  
SERVICE RIGHT NOW IS SO  
SUSCEPTIBLE TO THESE TOXINS AND  
CARCINOGENS.

AND PROBABLY THE NUMBER ONE  
THING I WOULD TELL YOU, TWO  
THINGS, ARE THE FACT THAT  
PLASTICS, AS CONSUMERS,  
EVERYTHING WE PURCHASE IS  
PLASTIC.

EVERYTHING IS A COMPOSITE.  
EVERYTHING IS A PLASTIC BASE.

AND ALSO, FLAME RETARD 'S.  
FLAME RETARDANTS ARE SOLD BY THE  
CHEMICAL INDUSTRY TO RETARD  
FLAMES BUT ONCE THEY COME BUST  
THEY GIVE OFF HIGHLY TOXIC  
CHEMICALS.

AND YOU KNOW OUR NUMBERS ARE  
STAGGERING.

WE HAVE MEMBERS THAT HAVE  
LITERALLY IN THE FIGHT FOR THEIR



LIFE RIGHT NOW, WE HAVE ONE FIRE IN SOUTH BOSTON, I THINK YOU'RE VERY FAMILIAR WITH, ON 1st AND SUMMER STREET, IN 2002, OVER THE COURSE OF TWO DAYS WE HAD OVER 200 BOSTON FIREFIGHTERS RESPOND TO THAT FIRE.

AND OF THOSE 200 BOSTON FIREFIGHTERS, 50 OF THEM HAVE DEVELOPED AN OCCUPATIONAL CANCER, CARDIAC ISSUE OR LUNG DISEASE AND OVER 15 OF THEM HAVE SUCCEDED TO THEIR EXPOSURE.

WE'RE IN A REALLY -- WHEN I TALK ABOUT PRIMARY FOCUS.

WHEN YOU DO, DURING THE SAME PERIOD OF TIME, 1990 TO PRESENT, CIVILIAN FIRE DEATH RATES IN THE CITY ARE ABOUT 158.

YET WE'VE BURIED OVER 190 BOSTON FIREFIGHTERS.

THAT DOES NOT EVEN TAKE INTO CONSIDERATION THE CARDIAC DEATHS WE'VE SUFFERED THROUGH THAT PERIOD OF TIME.

WE NEED TO GET A HANDLE ON HOW WE'RE WORKING AND HOW WE'RE CHANGING ON THE FIRE GROUND HOW WE OPERATE, BETTER EQUIPMENT, BETTER PERSONAL PROTECTIVE EQUIPMENT AND TACTICALLY HOW WE DO BUSINESS.

>> COMMISSIONER, I ALSO NOTICED WHEN A FIREFIGHTER DOES RETIRE, DOES IT SEEM LIKE EVEN AFTER JUST A FEW YEARS OF RETIREMENT THAT A LOT OF FIREFIGHTERS DIE WITHIN A COUPLE YEARS?

MAYBE IT'S BREATHING IN THOSE TOXINS, AND BEING EXPOSED TO THIS -- THESE TOXINS FOR SO MANY YEARS?

IT JUST SEEMS LIKE THEY DIE ALMOST IMMEDIATELY AFTER RETIREMENT, UNFORTUNATELY.

>> THERE'S A SIGNIFICANT NUMBER OF FIREFIGHTERS WHO RETIRE AND WITHIN THE FIRST FIVE YEARS OF THEIR RETIREMENT ARE DIAGNOSED WITH A SIGNIFICANT CANCER. WE'RE FORTUNATE IN MASSACHUSETTS WE HAVE A CANCER PRESUMPTIVE LAW.

IT NEEDS TO GO FURTHER.

WE NEED TO PUSH LEGISLATORS ARE ON THIS TOPIC.

WE HAVE CURRENTLY THE PRESUMPTIVE LAW, YOU HAVE TO BE A FIREFIGHTER FOR FIVE YEARS TO BE ELIGIBLE AND YOU HAVE FIVE YEARS POST RETIREMENT.

WE'RE STARTING TO SEE FIREFIGHTERS WHO, IF YOU WILL, THERE'S A GAP IN COVERAGE. SO IF YOU STAYED TO THE AGE OF 65, YOUR FIVE YEARS WOULD BRING YOU TO AGE 70 FOR COVERAGE.

>> MM-HMM.

>> BUT FOR SOME REASON IF YOU RETIRE AT AGE 50 FROM AN INJURY OR SO ON YOU GET FIVE YEARS. YOUR AGE FOR COVERAGE IS AGE 55. SO THERE'S A SIGNIFICANT GAP IN WHERE WE NEED TO HAVE THAT LEGISLATION.

AND THROUGH THE PFFM, LOCAL 718, WORKING VERY HARD TO TRY TO CLOSE THAT GAP OF LEGISLATION THAT WE CAN GET ALL FIREFIGHTERS COVERED UP TO AGE 70 FIVE-YEARS POST MANDATORY RETIREMENT

>> THANK YOU, COMMISSIONER. AND THANK YOU TO THE MAYOR FOR WORKING ON THAT IMPORTANT ISSUE. AND AS A CITY COUNCILOR THAT'S GOING TO BE MY TOP ISSUE AS IT RELATES TO WORKING WITH YOU ON MAKING SURE THE HEALTH AND WELLNESS IS THE MOST IMPORTANT ISSUE FACING OUR FIREFIGHTERS.

>> THANK YOU, COUNCILOR.

>> THANK YOU, COMMISSIONER.

>> THANK YOU.

AND I WOULD BE REMISS IF I DIDN'T MENTION THE DOCUMENTARY, BOSTON'S BRAVEST, WAS EXTREMELY INFORMATIVE.

I SUGGEST ANYBODY WHO HASN'T SEEN IT, PLEASE SEE IT.

IT REALLY IS INSTRUCTIVE TO WHERE WE NEED TO GET TO.

>> AS YOU MENTION THAT COUNCILOR, TOMORROW, DR. OZ, A NATIONAL -- ON A NATIONAL LEVEL, IS GOING TO BE HEARING BOSTON BRAVEST TOMORROW, I THINK TWICE DURING THE DAY, HALF-HOUR SEGMENT AT 2:00 P.M. AND THEN I

THINK AGAIN AT 1900, 7:00 P.M.  
IN THE EVEN.  
IT'S GAINING NATIONAL ATTENTION.  
>> AND IT SHOULD BECAUSE IT IS A  
CRISIS WITHOUT QUESTION.  
SO, I'M GLAD THAT I'VE BEEN PART  
OF THIS COUNCIL THAT HAS  
RECOGNIZED THAT, AND THROUGH OUR  
LEADERSHIP, THE MAYOR, HAS TRIED  
TO ADDRESS IT, AT LEAST TO THE  
BEST OF OUR ABILITY TO THIS  
POINT.  
AND WE NEED TO DO MORE.  
SO THANK YOU.  
COUNCILOR FLAHERTY?  
>> MR. CHAIRMAN, GREAT TO SEE  
YOU, COMMISSIONER, AND YOUR  
TEAM.  
QUESTION ON FOLLOWING ON THE  
LINES OF I GUESS THE HEALTH AND  
WELLNESS.  
DO WE MANDATE ANNUAL, I GUESS,  
HEALTH PHYSICALS EVERY YEAR?  
>> SO, WITH THE 2011 ARBITRATION  
AWARD, THE CITY -- AYN  
FIREFIGHTER HIRED AFTER THAT  
DATE HAS A MONETARY INCENTIVE OF  
1.5% TO HAVE A PHYSICAL,  
COMPLETE PHYSICAL.  
THEY GO TO THEIR OWN DOCTOR.  
THEIR DOCTOR HAS TO FILL OUT A  
CHECKLIST OF THINGS THAT WE ARE  
LOOKING FOR.  
BUT THAT'S JUST A SMALL  
DEMOGRAPHIC.  
I THINK WE NEED TO BE WORKING ON  
THAT LARGER DEMOGRAPHIC.  
THE ENTIRE DEPARTMENT NEEDS TO  
GO FOR THESE ANNUAL PHYSICALS.  
WE'VE ATTACKED THIS PROBLEM,  
COUNCILOR, MORE AROUND EDUCATION  
AWARENESS.  
AND WE'RE STARTING TO SEE A  
NUMBER OF OUR, I WOULD SAY,  
MIDCAREER TO LATER CAREER  
FIREFIGHTERS TAKING ADVANTAGE OF  
SOME OF THAT STUFF AND REALLY  
PUSHING, GETTING THOSE PHYSICALS  
EARLY.  
I HAVE TO TAKE MY HAND OFF TO  
DANA-FARBER.  
DANA-FARBER IS WORKING WITH US  
AROUND THAT GROUP AT THE POWER  
PLANTS.

WE'RE TRYING TO WORK THROUGH ALL THOSE MEMBERS, WE HAVE THEM IDENTIFY THE POWER PLANT AND WORKING THEM THROUGH THE PROCESS AS FAR AS WHERE THEY ARE IN SCREENINGS, TESTING, ADVANCED TESTING AND THINGS AROUND THAT NATURE.

>> GREAT.

COMMISSIONER -- YOU'RE PAYING ATTENTION, THERE'S AN INCREASE IN THE POPULATION AT THE SOUTH BOSTON WATERFRONT, AND CURRENTLY DEALING WITH AN ISSUE WITH BOTH MASS PORT AND STATE NOT ALLOWING CURRENT JURISDICTION FOR OUR POLICE.

IN A SITUATION WHERE THERE'S A FIRE SAY ON MASS PORT PROPERTY, MASS PORT ALSO HAS A FIRE DEPARTMENT.

ARE THEY GETTING THERE?

DO WE HAVE THE SAME SORT OF TURF ISSUES ON THE FIRE SIDE THAT WE HAVE CURRENTLY ON THE POLICE SIDE?

>> SAY HAPPILY NOT.

WE ACTUALLY DOWN THE SEA PORT, FIRST OFF THEY HAVE NO PRESENCE ON THE SEA PORT.

WE ARE THE SOLE PROVIDER OF FIRE SERVICE IN THE CITY OF BOSTON. AT THE AIRPORT THEY DO HAVE MASS PORT FIRE DEPARTMENT.

WHICH DEALS WITH ALL OF THEIR RUNWAY, AND ISSUES.

WHEN I FIRST BECAME COMMISSIONER THERE WAS SOME CONFUSION, AND WE'RE ABLE TO HASH OUT AN AGREEMENT, AND THEN WHEN YOU WERE WITH MASS PORT FIRE, AROUND WHO WILL BE JURISDICTIONALLY IN CHARGE IF WE RESAND TO ANYTHING OF ANY SIGNIFICANCE, WHETHER IT'S IN A TERMINAL.

WHETHER IT'S A HAZMAT OR FIRE. AND WE'VE COME TO A PRETTY, I CONSIDER A VERY CLEAR UNDERSTANDING ON WHERE THAT LIES.

>> GOOD.

AND YOUR LEADERSHIP WE'VE MADE SOME SIGNIFICANT IMPROVEMENTS IN UPGRADES WITH OUR APPARATUS AS

WELL AS YOU REFERENCED, FINALLY SEEING THE BUILDING OF NEW FIRE HOUSES AND ALSO THE COMPLETE REHAB OF OTHERS.

ANY THOUGHT BEEN GIVEN TO A LOCATION DOWN ON THE SOUTHWESTERN WATERFRONT TO SERVICE LOTS OF NEW BUILDINGS, BIG BUILDINGS?

I KNOW YOU HAVE K STREET AND D STREET AND PURCHASE STREET. PURCHASE STREET IS PROBABLY THE CLOSEST TOWER UNIT I WOULD ASSUME, RIGHT?

>> CORRECT.

>> DEPARTMENT KNOW WHETHER OR NOT YOU HAVE AN OPINION.

I KNOW I HAVE AN OPINION.

I KNOW PEOPLE WOULD LOVE TO HAVE A FIRE STATION DOWN THERE.

>> I THINK DEMOGRAPHIC AND THE POPULATION IS GOING TO DEMAND IT, TO BE HONEST WITH YOU.

WHAT WE'RE STARTING TO SEE IS OUR RESPONSE TIMES ARE STARTING TO INCREASE AROUND WHERE IT USED TO BE JUST RUSH HOUR, IT SEEMED DOWNTOWN YOU COULD KIND OF PINPOINT RUSH HOUR AND KNOW THAT THERE WAS GOING TO BE TIME DELAYS GETTING PLACES.

NOW IT SEEMS LIKE RUSH HOUR IS ALL DAY.

THOSE COMPANIES THAT RESPOND FROM PURCHASE STREET DOWN INTO THE SEA PORT AREA, ESPECIALLY HAVE A DIFFICULT TIME GETTING THERE.

WE'RE STARTING TO SEE THEIR RESPONSE TIMES INCREASE.

TO YOUR POINT DO I HAVE AN IDEA ABOUT A LOCATION COUNCILOR?

IN MY OPINION I BELIEVE WHERE THE ROTARY IS, WHERE THE YANKEE -- I WOULD THINK IT WOULD HAVE TO BE SOUTH OF THAT.

AND WE'D HAVE TO LOOK AT GIS MAPPING AND RUN SOME COMPUTER MODELS ON IT.

BUT I THINK THAT WOULD BE THE AREA THAT WOULD PROBABLY BENEFIT THE CITY MOST AS FAR AS TRYING TO KEEP OUR FOUR MINUTE RESPONSE TIME IN THAT AREA OF THE CITY.

SO I THINK THAT WOULD BE --  
>> AND THE NEIGHBORHOOD'S  
CONCERN IS THE DRAWING OF THE  
RESOURCES FROM BOTH K AND D SO  
THAT'S AN IMPORTANT PIECE.  
BUT GLAD TO KNOW THAT YOU'RE NOT  
HAVING THE SAME ISSUES THAT OUR  
POLICE DEPARTMENT'S HAVING.  
WE ALSO LOST IN THE PREVIOUS  
ADMINISTRATION ALONG WITH  
EQUIPMENT AND FIREHOUSES WE ALSO  
LOST TWO DISTRICT CHIEF  
POSITIONS.

SO TALKING TO MY COLLEAGUE,  
ABOUT THE CONCERNS ABOUT THE  
WEST ROXBURY LATERAL GAS LINE,  
COUPLED WITH, YOU KNOW, AROUND  
THE HOSPITAL AREA.  
ANY OPPORTUNITY TO HAVE A  
CONVERSATION ABOUT RESTORING THE  
TWO DISTRICTS?

>> I THINK THERE'S CERTAINLY AN  
OPPORTUNITY TO HAVE A  
CONVERSATION, COUNCILOR.  
THIS PAST WEEKEND, OR TWO  
WEEKENDS AGO WE HAD SIGNIFICANT  
NUMBER OF FIRES IN THE CITY, I  
THINK IT WAS WELL BROADCAST.  
WE HAD THREE SIGNIFICANT  
MULTIPLE ALARM FIRES, TWO  
SIMULTANEOUSLY, WHICH DRAW  
HEAVILY ON ALL OUR RESOURCES.  
TO ONE POINT WHERE I ORDERED ALL  
THE CHIEF OFFICERS WHO WORKED  
THE NIGHT BEFORE, WAS CLOSE TO  
RELIEF TIME, WHEN THE WEST  
ROXBURY FIRE COME IN, COUPLED  
WITH THE GROOM STREET FIRE,  
ORDERED THEM ALL TO STAY ON DUTY  
BECAUSE WE DIDN'T HAVE ANY  
CHIEFS LEFT TO RESPOND WITHIN  
INSIDE THE CITY IF WE HAD  
ANOTHER SIGNIFICANT EVENT.  
SO, I THINK THERE'S CERTAINLY AN  
OPPORTUNITY TO TALK ABOUT THAT,  
AND I THINK THAT GOES  
CONSECUTIVE FIRES HIGHLIGHTED  
THE NEED TO HAVE SOME DEPTH ON  
THE BENCH AS FAR AS IF  
SOMETHING, WITH THE RESOURCES --  
AS FAR AS DISTRICTS GO, AND YOU  
KNOW, AS FAR AS FIRE GROUND  
OPERATIONS GO, SAFETY IS OUR  
NUMBER ONE CONCERN FOR OUR

FIREFIGHTERS.

AND WE PUT A LOT OF CHIEFS ON  
THE FIRE GROUND.

FOR THAT REASON.

AND WHICH LEAVES AREAS OF THE  
CITY DEPLETED OF A CHIEF  
OFFICER.

THERE SHOULD BE A NEED TO LOOK  
AT THAT.

>> I THINK THERE WAS THREE FIRES  
ON OR AROUND THE SAME TIME KIND  
OF GOING SIMULTANEOUSLY, AND  
WITH RESPECT TO WEST ROXBURY  
ONE, MY COLLEAGUE'S DISTRICT, I  
THINK IT WAS GAS INVOLVED.  
MIGHT HAVE BEEN FUELLED BY GAS.  
THERE WAS A DELAY IN A DISTRICT  
CHIEF GETTING THERE BY ANY  
CHANCE?

BECAUSE THERE'S NO DISTRICT  
CHIEF --

>> WELL THAT DISTRICT CHIEF WHO  
IS RESPONSIBLE FOR THAT AREA  
COMES FROM THE AMERICAN LEGION  
FIREHOUSE AND THAT IS A  
SIGNIFICANT DISTANCE FOR HIM TO  
TRAVEL TO GET THERE.

I WILL HAVE TO COMMEND THE  
MEMBERS OF THE FIRST ARRIVING  
COMPANIES IN MAKING KEY CRUSH  
DECISIONS.

I'M BEST TO, IF YOU WILL,  
CONTAIN THAT FIRE.

BECAUSE, THEY WERE TELLING ME  
THAT THAT FIRE SHOULD HAVE  
CONSUMED THAT BLOCK BECAUSE IT'S  
ALL WOOD FRAME, NO SPRINKLER  
SYSTEMS, AND THE FIRST ARRIVING  
OFFICERS MADE CRUCIAL DECISIONS  
ABOUT WHERE THEY PLACED  
EQUIPMENT, GOT BIG LINES RUNNING  
VERY QUICKLY TO KEEP IT TO THE  
BUILDING OFFEN ORREN.

SO -- AND, AGAIN, THERE'S A  
DELAY FOR THE CHIEF GETTING  
THERE.

THOSE ARE RELYING ON YOUR FRONT  
LINE PEOPLE TO MAKE KEY  
DECISIONS.

>> OBVIOUSLY LIFE SAFETY OR FIRE  
SAFETY IS IMPORTANT.

SO WE CAN PUSH TO HAVE THOSE TWO  
DISTRICT CHIEF POSITIONS  
RESTORED.

THAT WOULD BE GREAT.  
AND THEN FINALLY ON THE SAME  
SUBJECT MATTER BECAUSE I LISTEN  
WHEN YOU HEAR THE -- WHEN THEY  
GO RACING BY AND SOMETIMES YOU  
KNOW THERE'S A SENSE URGENCY.  
YOU CAN ALMOST TELL LIKE OH,  
THAT'S A FIRE.  
FROM THE TELECOMMUNICATIONS  
STANDPOINT, YOU HAD THREE THINGS  
GOING ON AT THE SAME TIME.  
I DON'T KNOW IF THAT'S JUST THE  
RADIO I WAS LISTENING TO WAS  
KIND OF GETTING STEPPED ON OR  
WHETHER PEOPLE ARE ACTUALLY  
CALLING FOR STUFF GETTING  
STEPPED ON.  
THAT'S A TELECOMMUNICATION  
ISSUE, MULTIPLE THINGS HAPPENING  
AT THE SAME TIME.  
AS I WAS LISTENING SORT OF AS A  
CIVILIAN PAYING ATTENTION TO  
WHAT WAS GOING ON.  
KNOWING THAT THERE WAS THREE  
INCIDENTS HAPPENING, TWO OF THEM  
KIND OF RAGING AT THE SAME TIME.  
THERE WAS SOMEONE YOU COULD HEAR  
YELLING IN THE BACKGROUND,  
CHARGE THE LINE, CHARGE THE LINE  
AND THE OPERATING WAS TRYING TO  
COMMUNICATE TO CHARGE THE LINE  
BUT IT SEEMED LIKE PEOPLE WERE  
GETTING STEPPED ON.  
I JUST DON'T KNOW WHETHER OR  
NOT WHEN WE GET BUT IMINCIDENTS  
ARE WE SUPPOSED TO BE ON  
DIFFERENT STATIONS?  
>> WE HAVE PRIMARY CHANNELS.  
OUR CHANNEL 1 IS EVERYDAY  
COMMUNICATION CHANNEL, CHANNEL  
1.  
WHEN WE HAVE A SIGNIFICANT  
EVENT, ESPECIALLY A BUILDING  
FIRE, HAZMAT WE GO TO CHANNEL 2  
WOULD BE FOR THAT EVENT.  
THAT CHANNEL'S DEDICATED FOR  
THAT EVENT.  
AND IF WE HAVE A SUBSEQUENT  
EVENT THAT GOES TO CHANNEL 3.  
THE INCIDENT COMMANDER MIGHT  
REQUEST AN ADDITIONAL CHANNEL  
FOR EVACUATION TO HAVE PEOPLE  
WORKING OFF THAT TO TRY TO  
RELIMB NATURE STEPPING ON



PEOPLE.

I HAVE TO TELL YOU I PROBABLY  
HAVE THE BEST FIRE DISPATCHERS  
IN THE COUNTRY.

THEY'VE BEEN NOTED IN THE NYAR  
AND BEACON STREET STUDY THEY  
WENT OUT OF THEIR WAY TO MAKE  
SURE THEY RECOGNIZED THE FIRE  
ALARM DIVISION AND THOSE  
OPERATORS.

THEY DID A GOOD JOB CONTROLLING  
THE RADIO TRAFFIC.

PICKING UP AS YOU SAID,  
COUNCILOR, WHAT IS CRITICAL AND  
WHAT IS MORE ROUTINE.

>> I DO NOTICE THEY'RE VERY  
CLEAR, VERY SUCCINCT IN GETTING  
THE COMMAND.

I JUST DIDN'T KNOW IF IT WAS THE  
APP THAT I HAVE, I KIND OF HAD  
MULTIPLE TRAFFIC, MAYBE IT'S  
TYING TO ALL THREE OF THEM  
VERSUS THE THREE DIFFERENT  
SITUATIONS WERE HAPPENING ON  
THREE --

>> ONCE WE ISOLATE IT.  
EVERYONE YOU'LL HEAR -- FIRST  
STREET --

>> INTERSECT.  
ALL APPARATUS RESPONDING SWITCH  
TO CHANNEL 2.  
SO THEY SWITCH EVERYBODY  
IMMEDIATELY IF THEY GOT  
SOMETHING TO A DIFFERENT FIRE  
CHANNEL.

I DON'T KNOW WHAT KIND OF APP  
YOU'RE DEALING WITH.  
IT HAPPENS TO ME SOMETIMES WHEN  
I'M ON CHANNEL 1.  
YOU'LL HEAR MISCOMMUNICATION.  
AND OCCASIONALLY YOU'LL HAVE A  
COMPANY OFFICER NOT CHANGE THE  
CHANNEL RIGHT AWAY.  
HE'LL BE ON 1 WHEN HE SHOULD  
HAVE BEEN ON 2.

AS YOU PROBABLY HEARD THE FIRE  
ALARM OPERATORS DO A GREAT JOB  
IN HAVING PEOPLE TRANSITION TO  
THE RIGHT CHANNEL.

>> THEN ON THE APP YOU CAN SEE  
THE NUMBER OF PEOPLE SIGNING ON  
BECAUSE PEOPLE KNOW THERE'S  
SOMETHING GOING ON.

IT'S JUST KIND OF TUNING IN.

STARTS AT LIKE 16 AND GOES UP TO  
400 PEOPLE.

SO WE'RE ALL ON THE SAME APP.

I WAS GOING TO GET SOME  
INTERFERENCE.

I HOPE THAT YOU DON'T GET THE  
LINE CHARGE.

SO I APPRECIATE THE JOB YOU'RE  
DOING COMMISSIONER.

WITH RESPECT TO THE MEN AND  
WOMEN UNDER YOUR LEADERSHIP IN  
TERMS OF GETTING THESE VERY  
NECESSARY UPGRADES, IF YOU WILL,  
LONG OVERDUE.

WAITED MORE THAN PATIENTLY, AND  
FORTUNATELY TOOK INCIDENTS OF  
BRAKES FAILING, AND CEILINGS  
COLLAPSING AND WHAT HAVE YOU TO  
BE ABLE TO GET THE NECESSARY  
CAPITAL INVESTMENTS FOR YOUR  
MEMBERS, AS WELL AS THE REAL  
FOCUS ON HEALTH AND WELL-BEING,  
AND AGAIN BECAUSE I TUNE IN,  
YOU'RE SWAPPING GUYS OAF, MEN  
AND WOMEN OFF THE JOB WHEN  
YOU'RE TRACKING HOW LONG THEY'VE  
ACTUALLY BEEN IN A SITUATION AND  
YOU SWAP THEM OUT.

I THINK THAT'S HUGE AND PROBABLY  
HAS LED TO GREAT DIVIDENDS IN  
TERMS OF FROM THE HEALTH AND  
WELL-BEING STANDPOINT OF HOW  
LONG SOMEONE IS EXPOSED TO THE  
HEAT AND ALSO TO THE FUMES.  
SO KEEP UP THE GREAT WORK ON  
THAT STUFF.

WE LOVE THE JOB YOU GUYS ARE  
DOING.

ENJOY A GREAT PARTNERSHIP WITH  
THE COUNCIL.

>> THANK YOU.

AND WE'VE BEEN JOINED BY  
COUNCILOR LID GENTLEMAN EDWARDS  
AND COUNCILOR ANNISSA  
ESSAIBI-GEORGE.

COUNCILOR McCARTHY?

>> THANK YOU VERY MUCH, CHAIR.  
THANKS CHIEF FINN AND EVERYBODY  
FOR COMING HERE.

ONE OF MY FAVORITE HEARINGS,  
THAT WE GET TO GO THROUGH IN MY  
OPINION.

I WANT TO CHANG RITCHIE PARRIS  
AND BOBBY OF COURSE AND THE NEW

VOICE OF THE BOSTON FIRE  
DEPARTMENT MARK SANTOUS DOING A  
NICE JOB.

I SEE MARK ON THE NEWS AND  
EVERYTHING, WHEN ANYTHING'S  
HAPPENING.

VERY WELL SPOKEN AND VERY WELL  
REPRESENTED.

THANKS.

AS FAR AS MY QUESTIONS REALLY,  
BEEN COVERED ALONG WITH THE  
HEALTH AND WELLNESS, OBVIOUSLY,  
NEAR AND DEAR TO ME.

THE CAPITAL PLAN WE'RE IN THE  
MIDDLE OF THE FIVE YEAR  
STRATEGIC PLAN.

I'VE SAID IN MANY OF THE  
HEARINGS WHETHER IT'S PUBLIC  
WORKS OR TRANSPORTATION OR PARKS  
DEPARTMENT THIS ADMINISTRATION  
IS DOING A REALLY NICE JOB OF  
REFOCUSING ON THE CAPITAL ASPECT  
OF IT.

THE MEN AND WOMEN WITH BOOTS ON  
THE GROUND, THEY CAN'T DO THE  
JOB UNLESS THEY HAVE THE PROPER  
EQUIPMENT.

CAN YOU JUST A LITTLE, I KNOW  
YOU WERE TALKING ABOUT SOME OF  
THE NEWER HOUSES AND YOU AND I  
BRIEFLY TALKED ABOUT COUNCILOR  
FLAHERTY'S LINE OF QUESTIONING.  
COUNCILOR FLYNN'S LINE OF  
QUESTIONING ABOUT THE SOUTH  
BOSTON WATERFRONT AND POSSIBLY  
SAVING US SOME MONEY BY  
RECREATING THE TOWER UNIT ON  
PURCHASE STREET.

THERE'S ENOUGH BUILDING GOING ON  
OVER THERE TO NOT ONLY HOUSE A  
FIRE HOUSE BUT A POLICE STATION,  
OR AT LEAST A SATELLITE POLICE  
STATION, AS WELL AS AN EMS  
STATION.

SO IF YOU COULD JUST GET A  
LITTLE DEEPER INTO THE CAPITAL  
PLAN.

WHERE ARE WE WITH THE FIVE-YEAR  
PLAN AND WHAT ELSE DO WE NEED TO  
HELP YOU NOT ONLY COMPLETE IT,  
BUT AS THAT FIVE YEARS WINDS  
DOWN, WHAT'S OUR NEXT STEPS?

>> I'M GOING TO ACTUALLY PUNT A  
LITTLE BIT ON THIS IF YOU DON'T

MIND.

I THINK I'LL LET KATHLEEN SPEAK  
ON THE CAPITAL PLAN WHERE WE ARE  
THEN LET CHIEF WALSH TO SPEAK  
ABOUT WHERE WE ARE IN THE  
CONSTRUCTION PHASE OF ENGINE 44.

>> AMAZING HOW RESCUE TWO GOT  
DONE.

I WONDER HOW THAT'S ON THE LIST.

>> OKAY.

>> AND THEN WE CAN TALK A LITTLE  
BIT ABOUT ENGINE 17.

>> THANK YOU.

>> AND DORCHESTER.

>> SO OUR CAPITAL PLAN DOES HAVE  
THE TWO FIRE HOUSES, ENGINE 42,  
AND ENGINE 17, UP ON MEETING  
HOUSE ROAD.

>> YES.

>> WE ALSO HAVE WE'LL BE  
COMPLETING ENGINE 50, WHICH IS A  
RENOVATION, AND WE ALSO HAVE  
PLANS FOR ENGINE 33.

FIRST IN RENOVATIONS THERE, AS  
WELL.

AND WE'LL BE FINISHING UP AS THE  
COMMISSIONER HAS SAID THAT  
ENGINE 5 WILL BE COMPLETED IN  
THE FALL.

WE'RE CURRENTLY WORKING WITH THE  
BOSTON CITY HOUSING ROUND THAT  
IS LOOKING AT THE REPLACEMENT OF  
FIRE HOUSES USING THE P-3  
CONCEPT.

SO WE'VE JUST STARTED THAT  
PROCESS.

AND HAD A FEW MEETINGS ALREADY  
WITH SOME DEVELOPERS, WHICH WAS  
JUST A Q&A.

SO HOW THAT PROCESS ACTUALLY  
DEVELOPS REMAINS TO BE SEEN.

BUT WE'RE VERY HOPEFUL THAT THAT  
WILL HELP US, AND WILL ALSO HELP  
THE CITY WITH SOME TAX REVENUE.

>> GOOD AFTERNOON.

I'M JUST GOING TO SPEAK A LITTLE  
BIT ON ENGINE 42.

WE'VE BEEN WORKING ABOUT A YEAR  
AND A HALF NOW WITH THE  
ENGINEERS.

9 CONCEPTUAL PLANS ARE COMPLETE.  
THE ARCHITECTURAL PLANS WERE  
DONE.

WE TOOK ALL OF IT WITH THE HOT,

WARM AND OLD ZONES WHICH IS A LOT DIFFERENT THAN WE DO BUSINESS NOW.

FIREFIGHTERS WILL COME BACK, HAVE THEIR GEAR CLEANED, AND GO TO A ASSEMBLY LINE, TAKING THEIR GEAR OUT, PUTTING IT IN THE WASHER, INDUSTRIAL CLEANER, TAKE OFF ALL THEIR GEAR, WE SEGREGATED THE AREAS FROM COLD ZONE, WHERE THE LIVE-IN QUARTERS IS, HOT ZONE WILL BE WHERE THE FIREFIGHTERS COME WITH THEIR GEAR AND THE WARM ZONE WILL BE ANYWHERE IN BETWEEN.

42 IS, WE'RE TRYING TO MOVE OUT OF THERE IN THE SUMMER IS NOW THE PLAN.

WE'RE GOING TO RELOCATE RESCUE TWO TO DORCHESTER, WE'RE STILL DISCUSSING THAT.

ENGINE 42 IN DISTRICT 9 ARE GOING TO BE RELOCATED TO A LOT ON@ERTON STREET.

WE'RE GOING TO HAVE A MOBILE FIRE HOUSE THERE.

IT'S ONLY 0.3 OF A MILE.

WE PLAN TO HAVE SOME NEIGHBORHOOD MEETINGS BEFORE THAT TO DISCUSS, AND LET THE NEIGHBORS KNOW WHAT WE'RE DOING, HOW WE'RE DOING IT, WHY WE'RE DOING IT 73 RIGHT NOW, ENGINE 42 IF WE CLOSE IT DOWN IN JUNE OR JULY, SCHEDULED TO OPEN IN SEPTEMBER OF 2020 IT'S JUST THE PROCESS THAT IT IS.

ENGINE 17, WE'VE BEEN WORKING ON THAT NOT AS LONG ABOUT A YEAR, WE HAVE A FIRE HOUSE COMMITTEE DISCUSSING IT WITH THE ENGINEERS.

IT DEPENDS ON THE FINAL DESIGN. THEY HAVE AN ARCHITECTURAL CONCEPT NOW BUT THE ORIGINAL DESIGN IS GOING TO HAVE TO BE CHANGED WE THINK.

AND THE PROJECTED DATE FOR THAT IS 2021.

AND WE'RE TAKING IT ALL THE SAME.

CANCER CONCERNS, WE TRY TO BE FAIR TO EVERYONE JUST TO HAVE A SIMPLE DESIGN LIKE WE DID WITH

THE FIRE TRUCKS AND AP RAT HOUSE, AND IT'S WORKING OUT WELL SO FAR.

BUT 17 IS A LITTLE BIT DELAYED, WITH SOME OF THE PROBLEMS GOING ON.

SO THAT WILL BE ON THE BACK BURNER FOR A LITTLE BIT.

>> THANKS, CHIEF.

>> MY LAST QUESTION -- ARE YOU GOING TO CUT ME OFF NOW?

>> NO.

>> MY LAST QUESTION, COMMISSIONER, WE TALKED A COUPLE YEARS AGO ABOUT THE FIRE RETARDANT ISSUE.

WHERE ARE WE WITH THE STATE? AND WHAT CAN WE DO TO CONTINUE TO HELP YOU TO CHANGE LEGISLATION TO BRING THOSE -- THE CHEMICALS OUT OF THE -- THE SPRAYED CHEMICALS THAT WE HAD TALKED ABOUT DURING THOSE HEARINGS?

?

>> THERE'S A NUMBER OF THINGS WE CAN DO.

WE SUCCESSFULLY PASSED AN ORDINANCE IN THE CITY ALLOWING THE TOPIC.

THERE'S A NATIONAL MOVEMENT TOWARDS IT.

AS YOU CAN IMAGINE THE CHEMICAL INDUSTRY ITSELF HAS A PRETTY STRONG LOBBY.

THEY KEEP PUSHING THE AGENDA AS FAR AS FLAME RETARDANTS.

I ENCOURAGE YOU TO DONE A REAL SIMPLE VIDEO DOWN BY THE U.L. LABS.

THEY DO A SIDE BY SIDE TALKING ABOUT HOW MUCH MORE DANGEROUS FIRES ARE TODAY THAN THEY WERE 30 YEARS AGO.

AND WHEN THEY DO THIS ROOM BURN THEY DO ONE, IF YOU WILL,

MODERN-DAY FURNISHINGS, SOMETHING YOU'D TYPICALLY FIND IN A TV ROOM OR DEN IN YOUR OWN HOME, AND THEN THEY DO RIGHT NEXT DOOR IN ANOTHER LAB, THEY DO A BURN OF WHAT YOU TYPICALLY FIND WHAT THEY CALL LEGACY FURNITURE.

SOMETHING 30 YEARS AGO.  
THE MODERN-DAY FURNISHING  
REACHES FLASHOVER IN THREE  
MINUTES.  
UNDER THREE MINUTES.  
WHICH FLASHOVER IS FULL ROOM  
INVOLVEMENT.  
THE REASON IT REACHES THAT  
QUICKLY IS BECAUSE OF THE  
PLASTICS.  
BECAUSE THERE'S NOTHING BUT, IF  
YOU WILL, LIQUEFIED PETROLEUM  
PRODUCTS.  
PLASTICS, THE POLYMERS, THE  
CHEMICAL CONTENT OF IT.  
IF YOU COMPARE IT TO THE ROOM  
BURN OF THE MATERIAL FROM 30  
YEARS AGO, THAT ROOM SUSTAINS  
FIRE FOR ALMOST 30 MINUTES.  
SO MY -- I TALK ABOUT THIS QUITE  
A BIT.  
IF THE CHEMICAL INDUSTRY AND  
FLAME RETARDANTS ARE DOING SUCH  
A GOOD JOB WHY ARE WE REACHING  
FLASHOVER IN THREE MINUTES  
VERSUS 30 MINUTES.  
IT'S A VERY LOGICAL QUESTION  
THAT THEY CAN'T SEEM TO ANSWER  
YET THEY WANT TO PURSUE  
EMBEDDING AND EMPREG NATURING  
MORE MATERIAL WITH SOME OF THESE  
CARCINOGENS AND TOXINS.  
THERE'S A NATIONAL MOVEMENT.  
HOPEFULLY WE'RE GOING TO BE ON  
BOARD.  
WE'RE GOING TO BE PUSHING IT.  
BUT I ALSO HAVE TO TAKE INTO  
CONSIDERATION, AS YOU KNOW THE  
FIRE COMMISSION AND THE CITY OF  
BOSTON PUBLIC SAFETY, AND AS FAR  
AS WE'RE NOT COMPROMISING PUBLIC  
SAFETY, AND THAT WE HAVE AT  
LEAST WE HAVE REDUNDANT OR  
BACKUP PLAN IF WE START REMOVING  
CHEMICALS THAT WE'RE REQUIRING  
MORE PROTECTION, QUICKER ACTING  
SPRINKLERS AND THINGS LIKE THAT.  
SO THERE'S GOING TO BE A BALANCE  
BUT I CERTAINLY NEED -- I THINK  
WE NEED TO BE COGNIZANT OF THE  
CHEMICAL INDUSTRY AND WHERE  
WE'RE GOING WITH IT.  
>> THANKS VERY MUCH,  
COMMISSIONER.

>> THANK YOU.  
COUNCILOR PRESSLEY?  
>> THANK YOU, MR. CHAIRMAN,  
THANK YOU COMMISSIONER.  
AND RICH HERE AND EVERYONE FOR  
BEING HERE.  
WHAT YOU DO EVERY DAY.  
I WANTED TO EXPRESS PERSONAL  
GRATITUDE FOR YOUR BRAVERY IN  
BATTLING THE TREAD MARK FIRE.  
I WAS ACROSS THE STREET, AND IT  
WAS A TENSE AND FRIGHTENING TIME  
FOR EVERYONE.  
MY FAMILY, LIKE MANY, WAS  
DISPLACED.  
AND I JUST WANTED TO THANK YOU  
>> THANK YOU.  
>> FOR THAT.

SO I WANTED TO PICK UP ON, YOU  
CAN APPRECIATE THE  
PRIORITIZATION OF HEALTH AND  
WELLNESS AND I WANTED TO TALK  
ABOUT THOSE RULINGS THAT ARE NOT  
ALWAYS AS OBVIOUS AND PHYSICALLY  
MANIFESTING RIGHT AWAY.  
AND THAT IS THE MENTAL HEALTH.  
AND WHAT IS AVAILABLE, IN THE  
SPACE OF BEHAVIORAL HEALTH  
SUPPORT FOR MEN AND WOMEN.  
>> SO CERTAINLY THAT IS  
BECOMING, ON THE NATIONAL LEVEL  
IN FIRE SERVICE, OF PARAMOUNT  
CONCERN.

THEY'RE STARTING TO SEE  
FIREFIGHTERS TAKING THEIR OWN  
LIVES AT AN INCREASING RATE.  
THE IFF, THE INTERNATIONAL  
ASSOCIATE OF FIREFIGHTERS HAS  
ACTUALLY OPENED UP A CENTER IN  
MARYLAND WHERE FIREFIGHTERS CAN  
GO AND SEEK TREATMENT.  
MORE LOCALLY, WHAT WE'RE DOING,  
WE HAVE ON CALL PSYCHOLOGISTS,  
WE HAVE FITNESS FOR DUTY, WE  
HAVE A PROGRAM, PROBABLY THE  
BEST PROGRAM IN THE COUNTRY, WE  
HAVE --

>> WHAT IS THAT?  
>> EMPLOYEES ASSISTANCE PROGRAM.  
AND WE ALSO HAVE A PEER SUPPORT  
NETWORK WHERE FIREFIGHTERS CAN  
REACH OUT TO THEIR PEERS.  
AND TALK -- BECAUSE MUCH LIKE I  
THINK ANYBODY, YOU WANT TO TALK



TO PEOPLE WHO ACTUALLY KNOW WHAT YOU'RE TALKING ABOUT.

SO THE PEER SUPPORT NETWORK THAT WE HAVE, THE FIRE DEPARTMENT I THINK IS GOING TO BEAR US SOME GOOD FRUIT, I THINK PEOPLE ACTUALLY TALK THE TALK ABOUT WHAT'S GOING ON.

THE TRAUMATIC INCIDENCES, THE PTSD THAT THEY'RE SUFFERING FROM.

SO I BELIEVE THAT'S GOING TO REALLY BEAR SOME GOOD FRUIT FOR US.

>> SO RIGHT NOW, DO PEOPLE HAVE TO SELF-SELECT THAT THEY'RE IN NEED?

OR IS THAT MANDATED AFTER A CERTAIN TRAUMATIC INCIDENT?

>> WELL IF WE HAVE A DRAMATIC INCIDENT, LOSS OF LIFE, IF THERE'S, IF YOU WILL, TRAGEDY WHERE WE HAPPEN TO LOSE WHETHER IT'S A FIREFIGHTER OR CIVILIAN, WE, IF YOU WILL, DISPATCH THE STRESS MANAGEMENT PEOPLE AND PEER SUPPORT GROUP TO GO IN AND WORK WITH THOSE MEMBERS, TRY TO GET THEM TO TALK THROUGH IT.

I THINK THAT'S THE BEST WAY YOU CAN APPROACH THAT.

AND WE HAVE PROFESSIONAL HELP THAT WE HAVE ON CONTRACT, PSYCHOLOGISTS, A NUMBER OF PSYCHOLOGISTS WE CAN REFER PEOPLE TO.

AND AGAIN THE EMPLOYEE ASSISTANCE PROGRAM.

I MEAN, YOU KNOW, YOU LOOK AT THIS OPIOID CRISIS, RIGHT? WE'RE NO DIFFERENT THAN THE REST OF SOCIETY.

SO WE HAVE ISSUES.

OKAY.

AND I WOULD TELL YOU THAT EMPLOYEE ASSISTANCE PROGRAM IS WORKING THROUGH THAT, ALONG WITH ALL OF THE COUNCILING WE HAVE AVAILABLE.

SO VERY ROBUST SYSTEM FOR PEOPLE, SAFETY NETS, IF YOU WILL, TO GET PEOPLE HELP THEY NEED.

SELF-IDENTIFYING IS CERTAINLY

HELPFUL, AND OCCASIONALLY, WHEN YOU HAVE --

>> WHICH IS WHERE?

>> SURPRISINGLY.

NO ONE WANTS TO BE TOLD THEY HAVE A PROBLEM, RIGHT? BUT WE DO, KAZ PEOPLE, IF YOU WILL, WE DO TRAINING WITH OUR COMPANY OFFICERS AND CHIEF OFFICERS TO IDENTIFY POTENTIAL AT-RISK FIREFIGHTERS.

AND WE GET THEM INTO THE RIGHT HELP WE NEED.

WE'LL DISPATCH WHO WE NEED TO TO HAVE A CONVERSATION.

SO I THINK THAT OUR PROGRAM IS VERY PERTINENT AND WE HAVE THESE COLLABORATION BETWEEN 718.

BOSTON FIREFIGHTERS EAP PROGRAM IS PROBABLY ONE OF THE OLDEST IN THE COUNTRY.

IT'S THE, IF YOU WILL, THE FRAMEWORK THAT OTHER MAJOR FIRE DEPARTMENTS ACROSS THE COUNTRY HAVE EMULATED AND COPIED.

AND THAT GOES BACK AND FORTH.

>> SO, IN THAT VEIN I JUST WANT TO SAY, I'M NOT SURE I CAUGHT IN MY NOTE TAKING, HOW MANY WE'RE TALKING ABOUT AND WHAT IS THE BREAKDOWN OF THAT?

WE'VE ALL VERBALLY EXPRESSED A COMMITMENT, AND THERE'S SOME EFFORTS THAT HAVE BEEN MADE INTERNALLY TO HAVE A FORCE THAT IS MORE REPRESENTATIVE ALONG GENDER AND RACE AND LANGUAGE LINES, AND SO WHEN IT COMES TO BEHAVIORAL HEALTH I JUST WANTED TO INQUIRE ABOUT, YOU KNOW, ONE OF THE WAYS THAT WE HELP TO KWROE THE FORCE IS FOR THEM FEEL THAT IT IS A SAFE PLACE FOR THEM.

AROUND WHEN PEOPLE DON'T FEEL SAFE, OR WHEN THEY FEEL VULNERABLE, AND THAT COULD BE AFTER A FIRE OR FOR MANY OTHER REASONS, ARE THERE ANY PSYCHOLOGISTS THAT ARE FEMALE, OR THAT ARE OF COLOR, JUST FOR THE SPIRIT OF CULTURAL AND GENDER COMPETENCY?

>> YES THERE IS.

WE HAVE ONE PSYCHIATRIST AND WE  
HAVE THREE PSYCHOLOGISTS AND ONE  
OF THE PSYCHOLOGISTS IS A  
MINORITY FEMALE.

>> OKAY.

ALL RIGHT.

THANK YOU.

OKAY AND SO PICKING UP ON THE  
THEME FEELING SAFE YOU MENTIONED  
THE ALLEGATIONS THAT WERE  
RECENTLY CHRONICLED IN THE  
PRESS.

AND I JUST WANTED TO BETTER  
UNDERSTAND, WHAT IS THE CURRENT  
PROTOCOLS THAT ARE IN PLACE IF  
SOMEONE FEELS A VICTIM OF SEXUAL  
HARASSMENT OR ASSAULT?

WHAT IS THE REPORTING PROTOCOL?

>> OKAY.

SO WE NEED TO BE MADE AWARE OF  
IT.

SO THERE IS A CHAIN OF COMMAND.  
IF THERE IS A CONCERN.

I WELCOME THE CITY'S INITIATIVE,  
WITH THE MAYOR, TO BRING IN A  
THIRD PARTY.

LAW FIRM ATTORNEY K. HODGE TO  
TAKE A LOOK AT IT.

BUT AS FAR AS REPORTING, THERE'S  
A NUMBER OF, I GUESS, WAYS TO  
REPORT.

IF THERE'S AN ISSUE IN A FIRE  
HOUSE.

SO NATURALLY THROUGH THE MORE  
TRADITIONAL PARAMILITARY,  
THROUGH THE CHAIN OF COMMAND,  
YOU CAN REPORT IT.

YOU CAN REPORT THROUGH TO OHR  
DIRECTLY.

YOU CAN CALL CITY HALL DIRECTLY.

EEOC, MCAD, WHEREVER, YOU CAN  
MAKE YOUR CONCERNS KNOWN AND  
CERTAINLY IF YOU FEEL YOU'VE  
BEEN DISCRIMINATED, HARASSED, I  
WANT TO KNOW ABOUT IT.

BECAUSE I HAVE A ZERO TOLERANCE  
FOR THAT.

THIS JOB IS TOO DANGEROUS TO  
HAVE PEOPLE BE FEARFUL WHEN THEY  
COME INTO A FIREHOUSE.

WHETHER A FEMALE, A MALE, NO ONE  
DESERVES TO BE HARASSED OR  
DISCRIMINATED AGAINST.

>> ABSOLUTELY.

SO IT'S ALARMING THAT PEOPLE WHO ARE CHARGED WITH KEEPING OUR PUBLIC SAFETY COULD FEEL SO UNSAFE AND THAT'S WHY I WANT TO BETTER UNDERSTAND WHAT ARE THE REPORTING PROTOCOLS, WHETHER THIS IS UNDER AN INVESTIGATION, SO WE'LL BE VERY CLOSELY MONITORING THAT.

BUT, I WANTED TO UNDERSTAND, IS IT -- AM I CORRECT IN MY RECOLLECTION THAT IN ORDER TO FILE A REPORT, TO GET TO THE POINT OF EVEN AN INVESTIGATION, YOU SAID THE CHAIN OF COMMAND, IS THERE SOME SORT OF FORM THAT HAS TO BE SIGNED BY --

>> THAT IS JUST ONE WAY.

I MEAN CERTAINLY IN A -- YOU KNOW, COUNCILOR, IF YOU'RE IN A FIREHOUSE AND YOU HAVE A SUPERVISOR, YOU LIKE TO MAKE THEM AWARE THAT THERE'S A PROBLEM.

I WOULD THINK.

I FEEL UNCOMFORTABLE DOING THAT, YOU CAN REPORT IT DIRECTLY TO FIRE HEADQUARTERS, THE DIRECTOR, DEPUTY COMMISSIONER WONG.

WE'VE HAD A NUMBER OF PEOPLE MALE AND FEMALE COME IN WITH DIRECT CONCERNS ABOUT HARASSMENT, POTENTIAL HARASSMENT, OR PERSONALITY ISSUES OR NOT BEING ABLE TO GET ALONG, WHATEVER.

THEY COME IN.

THEN THERE'S, IF YOU WILL, THAT'S MORE OF THE INFORMAL REPORTING.

BUT IT'S OPEN TO EVERYBODY.

>> AND ARE THOSE THINGS TRACKED? OR COULD YOU --

>> YES.

>> -- QUANTIFY A NUMBER IN THE LAST YEAR OF HOW MANY REPORTS YOU'VE RECEIVED?

IS THERE AN OFFICE THAT MONITORS THAT?

>> THAT WOULD BE H.R. HUMAN RESOURCE.

OR UNDER THE DIRECTION OF DEPUTY COMMISSIONER WONG, I DON'T HAVE THOSE SPECIFIC NUMBERS --

>> I'D BE CURIOUS BECAUSE, YOU KNOW, OFTENTIMES WE FIND THERE ARE REPEAT OFFENDERS. I'D JUST BE CURIOUS ARE THERE OTHER TRENDS AND PATTERNS? ONE FIREHOUSE OVER ANOTHER? ONE PERSON OVER ANOTHER? AND JUST, AGAIN, IT IS SO IMPORTANT THAT EVERYONE FEEL SAFE IN THEIR WORKPLACE. SO, HAVING THAT CLARITY ON THE NUMBER -- THE NUMBERS ALLOW US THAT DATA TO BE MORE COLLECTIVELY ACCOUNTABLE TO MAKE SURE THAT WE'RE BEING INTENTIONAL ABOUT MAKING THEM A SAFE PLACE. SO THOSE AREN'T NUMBERS YOU COULD GIVE ME RIGHT NOW BUT COULD YOU?

>> WE'LL CERTAINLY COMPILE IT AND GIVE IT TO YOU.

>> AS FAR AS THE PROTOCOL OF GETTING SOMETHING SIGNED YOU'RE SAYING THAT'S JUST ONE --

>> THAT'S JUST ONE AVENUE. YOU KNOW, THAT'S JUST ONE AVENUE. YOU KNOW, AGAIN, I HAVE AN OPEN DOOR POLICY. AND ANYONE, REGARDLESS OF RACE, ETHNICITY, FEMALE, MALE, CAN COME TO MY OFFICE AND HAVE A DISCUSSION WITH ME. I'M NOT SO MUCH, IF YOU WILL, THAT STAND-BACKISH COMMISSIONER. I MAKE MYSELF AVAILABLE TO EVERYBODY. SO THEY CAN COME AND HAVE A CONVERSATION. WHICH A NUMBER HAVE. BUT THERE IS THAT FORMAL PROCESS OF NOTIFYING IMMEDIATE SUPERIOR THAT THERE IS AN ISSUE SO HE CAN TAKE THE APPROPRIATE STEPS.

>> H.R. OR --

>> OR CITY. THEY CAN MAKE CALL UP HERE. IF THEY DON'T FEEL COMFORTABLE WITHIN THEIR CHAIN OF COMMAND OR COMFORTABLE WITH THE ADMINISTRATION AT HEADQUARTERS. THERE'S CERTAINLY MANY AVENUES TO COME FORWARD.

>> OKAY.  
ALL RIGHT.  
WELL I'M SURE MY COLLEAGUE WILL  
HAVE ADDITIONAL QUESTIONS ABOUT  
THAT.  
BUT I WANT TO SAY -- I WANTED TO  
JUST, I'M NOT SURE IF YOUR  
DIVERSITY OFFICER WILL BE A PART  
OF THIS PANEL AT ALL.  
>> HE IS ACTUALLY ON A CALL.  
>> IS IT BEST TO ASK THE  
QUESTION THROUGH YOU?  
>> YOU CAN ASK DIRECTLY TO JUAN.  
>> DO YOU WANT TO COME DOWN?  
AND WHILE HE'S COMING JUST A  
QUESTION OFF TOPIC FOR A MOMENT.  
IN TERMS OF TRENDS SO THAT WE'RE  
THINKING ABOUT FIRE PREVENTION,  
AS WELL, IS THAT AN EDUCATION,  
AS THE CHAIR OF THE PUBLIC  
HEALTH COMMITTEE WE'VE SEEN AN  
INCREASE IN CIGARETTE SMOKING.  
I WAS JUST WONDERING IF YOU'RE  
FINDING THAT AS BEING A  
RESURRECTED CONTRIBUTOR TO  
FIRES?  
>> SADLY, YES.  
>> OKAY.  
>> SADLY, I WOULD TELL YOU, WHEN  
LAST YEAR WE HAD A NUMBER OF  
FIRES THAT WE ATTRIBUTED TO  
CARELESS DISPOSAL.  
SOME OF THOSE FIRES THIS PAST  
TWO WEEKENDS AGO, WHEN WE HAD  
THE MULTIPLE FIRES, THEY'RE  
LEANING TO CARELESS DISPOSAL.  
WHAT I THINK PEOPLE HAVE BECOME  
MORE AWARE OF, AND THAT'S WHY  
WE'RE STARTING TO SEE A LOT OF  
LARGER FIRES AROUND IT, IS  
PEOPLE DON'T SMOKE IN THEIR HOME  
NO MORE.  
THEY GO OUT ON THE BACK PORCH,  
HAVE THEIR CIGARETTE, FLIP THE  
BUTT DOWN BELOW, AND WHETHER  
THERE'S LEAVES AND YARD DEBRIS  
AND THINGS THAT GATHER  
UNDERNEATH THE PORCH WILL SIT  
AND SMOLDER AND THEN WE START TO  
SEE THE REAR PORCH FIRES AND  
FIRES THAT START TO DEVELOP  
EXTERNALLY OF THE HOUSE AND MAKE  
THEIR WAY IN.  
SADLY TO SEE, WE'RE STARTING TO

SEE AN UPTICK IN MAKING,  
CARELESS DISPOSAL OF SMOKE  
MATERIALS.

>> ARE THERE THOUGHTS ABOUT  
EDUCATION AWARENESS CAMPAIGNS  
AROUND THAT?

I FEEL THAT WE'VE SEEN A  
DECREASE IN CARBON MONOXIDE  
POISONING BECAUSE OF EDUCATION  
AWARENESS CAMPAIGNS.

SO IS THERE AN EFFORTS AROUND  
THAT?

>> SO OUR PUBLIC EDUCATION UNIT  
IS OUT THERE DISCUSSING THAT.  
THIS PAST YEAR WE HAD, 2017,  
THEY HAD OVER 15,000 VISITS,  
SENIOR CENTERS, SCHOOLS, COLLEGE  
CAMPUSES.

COMMUNITY CENTERS.

THIS YEAR WE'RE UP TO ALMOST  
24,000.

SO, THE PUBLIC EDUCATION  
COMPONENT OF THE DEPARTMENT IS  
REALLY OUT THERE WORKING TO  
EDUCATE THE PUBLIC.

>> THANK YOU SO MUCH.

>> THANK YOU.

>> SO I WANTED TO JUST BETTER  
UNDERSTAND THE SCOPE OF YOUR  
RESPONSIBILITY.

IT'S MY RECOLLECTION THAT THE  
BUDGET FOR YOUR OFFICE IN ITS  
ENTIRETY IS JUST YOUR SALARY,  
WHICH DOES NOT ALLOW FOR  
RESOURCES FOR MARKETING AND  
OUTREACH, AND OTHER THINGS.

SO, I JUST WANTED TO BETTER  
UNDERSTAND YOUR ROLE AND I THINK  
YOU'VE BEEN ON FOR TWO YEARS  
NOW?

>> TWO YEARS, YES.

>> AND SO I'M JUST LOOKING FOR  
SOME DATA IN TERMS OF WHAT YOUR  
OUTREACH EFFORTS HAVE BEEN.

ANY REFERRALS?

WHAT THAT YIELD HAS BEEN?

AND THEN ALSO, IN PARTICULAR,  
CURIOUS HOW OFTEN YOU ARE  
CONFERRING WITH THE DIVERSE  
MEMBERS RIGHT NOW?

SO THE BULK IS --

>> WHERE DO I BEGIN?

SO, MY JOB IS THE DOMESTIC  
RECRUITMENT OFFICER IS OBVIOUSLY

TO RECRUIT DIVERSITY MINORITIES  
IN THE DEPARTMENT.  
WITH THE FOCUS ON MILITARY  
VETERANS.  
BECAUSE THAT'S KIND OF THE  
FASTEST WAY WE CAN GET A QUICKER  
TURNOUT IN TERMS OF CHANGING THE  
NUMBERS IN DIVERSITY.  
AS FAR AS OUTREACH, WE DO A LOT  
OF OUTREACH WITHIN THE SCHOOL  
PROGRAMS.  
I CREATED THE TEEN FIRE ACADEMY  
LAST SUMMER TO KIND OF INCREASE  
AWARENESS OF HOW TO APPROACH A  
POSITION IN THE FIRE DEPARTMENT.  
BY TAKING THESE KIDS, WITH THE  
PARTNERSHIP WITH ABCD, TAKING  
SOME OF THESE TEENS FROM AT-RISK  
BACKGROUNDS, AND GIVING THEM AN  
OPPORTUNITY IN CAREER  
DEVELOPMENT, SHOWING THEM THE  
TOOLS TO SUCCEED AND THEN  
ACQUIRING THE POSITION IN THE  
BOSTON FIRE DEPARTMENT.  
AND ALSO HAVING MENTORS  
ASSOCIATED WITH THE PROGRAM, AS  
WELL.  
WHICH FIREFIGHTERS OF COLOR FROM  
SIMILAR NEIGHBORHOODS AND  
BACKGROUNDS.  
>> VERY SIMILAR TO THE TEEN  
POLICE ACADEMY MODEL, IT SEEMS?  
>> YES, SOMEWHAT.  
>> OKAY.  
>> IT'S A SHORT PROGRAM.  
IT'S WITH ABCD, JUST  
REQUIREMENTS, OBVIOUSLY WITH  
ABCD.  
>> OKAY.  
>> AND WE DO A LOT OF MILITARY.  
WE HAVE A PARTNERSHIP WITH THE  
MILITARY TRANSITION COUNCIL TO  
TRY TO IDENTIFY SPECIFIC, YOU  
KNOW, MINORITIES, OR PEOPLE FROM  
THE VICINITY ITSELF.  
SO TO REALLY NARROW IT DOWN TO  
HELP US OUT WITH OUR DIVERSITY  
OUTREACH.  
WE'VE BEEN PRETTY CONSISTENT IN  
THE COMMUNITY AS FAR AS OUR  
OUTREACH WITH YOUTH PROGRAMS,  
AND ALSO JUST GOING OUT TO HIGH  
SCHOOLS AND CAREER FAIRS AND JOB  
FAIRS.



>> THE MINORITY VETERANS  
ASSOCIATIONS THAT YOU WORK WITH?  
>> I WORKED WITH THE  
COMMISSIONER, AND JUST BASIC  
MILITARY RECRUIT MILITARY,  
THERE'S A HIRING GROUP CALLED  
HIRING OUR VETS.  
OR HIRING OUR VETERANS.  
AND THERE'S ANOTHER GROUP CALLED  
RECRUIT MILITARY.  
THOSE ARE REALLY FOCUSED AROUND,  
YOU KNOW, EVERY SPECIFIC CITY  
WHenever THEY COME INTO THOSE  
CITIES SPECIFICALLY.  
THEY KIND OF REACH OUT TO ALL  
THOSE SPECIFICALLY.  
>> OKAY.  
THANK YOU.  
I'VE GONE OVER TIME.  
THANK YOU.  
>> THANK YOU.  
WE'VE BEEN JOINED BY COUNCILOR  
CAMPBELL.  
COUNCILOR JANEY YOU HAVE THE  
FLOOR.  
>> THANK YOU SO MUCH.  
MR. CHAIR.  
THANK YOU COMMISSIONER, YOUR  
TEAM, FOR ALL THE WORK THAT YOU  
COULD.  
I SURVIVED A FIRE AND I KNOW HOW  
SCARY THAT IS, HAVING BEEN IN  
THE HOUSE AT THE TIME, THINKING  
I HAD PLENTY OF TIME TO GET OUT,  
THAT I COULD GO BACK, AND GET  
ITEMS THAT I CARED ABOUT, LIKE  
PHOTO ALBUMS, AND I CERTAINLY  
DON'T RECOMMEND THAT.  
I THINK WE ALL UNDERESTIMATE HOW  
QUICKLY FIRE MOVES.  
MY SISTER HAD A FIRE 22 YEARS  
AGO, WAS DISPOLICED.  
I WAS DISPLACED.  
MY MOM JUST HAD ONE SIX YEARS  
AGO, WAS DISPLACED.  
ELEVEN DAYS IN TO ME BEING SWORN  
IN, THERE WAS A MAJOR FIRE IN MY  
DISTRICT DOWN DUDLEY, A  
COMMERCIAL DISTRICT.  
IT WAS DURING RUSH HOUR.  
IT WAS TWO, THREE DAYS AFTER A  
MAJOR, YOU KNOW, STORM.  
SO I KNOW, YOU KNOW, THERE ARE  
SEVERAL CHALLENGES THAT YOUR



SUFFERED ZERO CIVILIAN FIRE DEATHS IN THE CITY. A TRAGIC FIRE WE LOST TWO PEOPLE JUST BEFORE CHRISTMAS THAT YEAR. WHEN YOU LOOK AT OUR COUNTERPARTS ACROSS THE COUNTRY, AND NOW THERE'S A TREND, AND WHEN I TALK ABOUT IT, IT'S A TREND BECAUSE OF THE WAY WE FIGHT FIRES IN THE CITY OF BOSTON.

AND I HAVE TO THANK MY PRED ESERS ON HOW WE FIGHT FIRE IN THE CITY OF BOSTON.

WE COME IN HARD AND FAST, OUR FIRST AND SECOND ALARMS WE GET THE NECESSARY RESOURCES ON THE GROUND AND TACTICALLY WE DO IT. AND WE GET I LOT OF CHALLENGING NEIGHBORHOODS IF YOU CAN IMAGINE, BEACON HILL, ROXBURY, VERY TALENTED AREAS, VERY DENSELY POPULATED.

JUST TO GIVE YOU A COUPLE NUMBERS OFF THE TOP.

2017 WE LOST TWO INDIVIDUALS CIVILIAN FIRE DEATHS.

2016 WE LOST FOUR.

2015 WE LOST THREE.

OKAY.

THROUGH THAT COMPARISON, WITH BALTIMORE, VERY SIMILARLY SIZED SITUATED CITY POPULATIONWISE.

2017, THEY HAD 28 FIRE DEATHS.

2016 THEY HAD 16 FIRE DEATHS.

IN '15 THEY HAD 18 FIRE DEATHS.

YOU LOOK AT DENVER.

DENVER THAT SAME PERIOD OF TIME IN 2015 HAD 20 FIRE DEATHS.

2016, 12 FIRE DEATHS.

2017, 18 FIRE DEATHS.

SO THE CITY OF BOSTON IS WELL SERVED AS FAR AS RESPONSE TO THAT.

I JUST FELT THE NEED TO KIND OF LET YOU KNOW EXACTLY WHERE WE SIT WITH OUR PEERS AS FAR AS HOW WE COMBAT FIRE IN THE CITY OF BOSTON.

AS FAR AS SUBSTANCE ISSUES, I THINK WE REFER TO SOCIETY.

I THINK WE ALL RILIZE THAT THIS OPIATE CRISIS LEAVES NO ONE BEHIND.

IT CROSSES ALL SOCIOECONOMIC  
LINES AND THAT INCLUDES BOSTON  
FIREFIGHTERS.  
WE HAVE A VERY ROBUST EMPLOYEE  
ASSISTANCE PROGRAM.  
WE HAVE A DIRECT TESTING POLICY.  
WE HAVE RANDOM DRUG TESTING.  
AND WE WANT PEOPLE TO BE  
REHABILITATED.  
AND WE HAVE A PROGRAM ALLOWING  
REHABILITATION THAT GETS PEOPLE  
BACK, HOPEFULLY GETS THEM CLEAN,  
AND THEN GET THEM BACK TO WORK.  
AND WE CERTAINLY WANT TO BE  
HELPFUL, IN THAT REGARD.  
SO WE DO HAVE A PRETTY ROBUST  
PROGRAM, BUT AGAIN I JUST  
EMPHASIZE THE FACT THAT WE'RE  
REFLECTIVE OF SOCIETY AND WE DO  
HAVE OUR ISSUES, THANK GOODNESS,  
THEY'RE NOT MAJOR ISSUES.  
BUT WE DO HAVE OUR ISSUES.  
>> AND I APPRECIATE THAT.  
AND THAT BEING SAID, YOU KNOW,  
THERE ARE OTHER ISSUES THAT WE  
SEE IN LARGER SOCIETY, SEXUAL  
MISCONDUCT, WE HEARD THAT  
REPORTED IN THE GLOBE, ISSUES  
AROUND RACE, RACISM, WE SEE THAT  
OFTEN IN OUR CITY, AND I'M  
WONDERING WHAT -- WHAT -- SO  
YOU'VE KIND OF HIGHLIGHTED THAT  
PEOPLE CAN GO THROUGH THE CHAIN  
OF COMMAND OR REPORT TO H.R. IF  
THERE'S AN INCIDENT.  
WHEN THESE THINGS DO HAPPEN, IS  
THERE COMMUNICATION THAT GOES  
OUT TO AGAIN AFFIRM WHAT YOU'VE  
SAID HERE?  
WHICH IS THAT THERE IS ZERO  
TOLERANCE FOR THESE ISSUES?  
DOES THAT GO OUT TO EVERYONE?  
WHAT HAPPENS AROUND THE  
COMMUNICATION PIECE?  
>> SO EVERY YEAR, PEOPLE HAVE  
TO, IF YOU WILL, GO ONLINE, AND  
GO THROUGH THE CITY'S POLICIES.  
AROUND, YOU KNOW, SAFE WORK  
ENVIRONMENTS, WE HAVE OUR OWN  
1841 AS PREVIEWED BY EVERYBODY,  
THEY WANT TO ACKNOWLEDGE IT.  
WE HAVE SAFE WORKPLACE  
ANTI-HARASSMENT POLICIES WITH  
THE CITY.

WE'RE IN THE PROCESS RIGHT NOW,  
THROUGH H.R. AND THE CITY LEVEL  
OF H.R., THAT WE'RE MAKING SURE  
ALL OUR MEMBERS GO ONLINE AND  
COMPLETE THOSE POLICIES, AND  
UNDERSTANDING.

HAVE A CLEAR UNDERSTANDING OF  
IT.

WE'VE DONE A LOT OF TRAINING  
AROUND THE TOPIC.

I COULD ACTUALLY HAVE DEPUTY  
COMMISSIONER WARREN TALK A  
LITTLE BIT ABOUT SOME OF THE  
TRAINING WE'VE TAKEN ON AND  
ABOVE ALL OF THAT TO TRAIN OUR  
CHIEF OFFICERS AND LIEUTENANTS  
AND CAPTAINS.

ALL OUR FRONT LINE SUPERVISORS.

>> YES, THANK YOU COUNCILOR.

WE HAVE DONE A LOT OF TRAINING  
IN THE LAST COUPLE YEARS, SINCE  
COMMISSIONER FINN TOOK OVER AS  
FIRE COMMISSIONER FOR THE CITY  
OF BOSTON FIRE DEPARTMENT.

IN 2015, WE STARTED A LOT OF  
TRAINING OVER CONFLICT AND  
CONFRONTATION.

NOT ONLY IN THE FIREHOUSES, BUT  
WE ALSO DID THAT FOR THE  
CIVILIANS.

IN 2016, WE DID ADDITIONAL  
TRAINING ON DIVERSITY AND  
IMPLICIT BIAS, AND ALSO  
HARASSMENT.

WE HAD BOTH SOMEONE FROM CITY  
HALL COME OVER --

>> WHAT YEAR WAS THAT?

>> IN 2016 WE HAD THE CITY COME  
OVER AND DO A REFRESHER FOR ALL  
THE CHIEFS ON HARASSMENT AND  
DISCRIMINATION.

IN 2017 WE REPEATED THAT AND  
BROUGHT IN AN OUTSIDE ENTITY TO  
TALK TO THE CHIEFS EVEN MORE  
ABOUT DIVERSITY ISSUES AND ON  
IMPLICIT BIAS ISSUES.

AND WE HAVE WHAT WE CALL FIRE  
COLLEGE EACH JANUARY.

AND THAT'S JUST TO BRING IN ALL  
THE LIEUTENANTS AND ALL THE  
CAPTAINS, EVERY SINGLE  
LIEUTENANT AND CAPTAIN, AND GIVE  
THEM A REFRESHER ON A LOT OF  
DIFFERENT DEPARTMENT POLICIES.

AND THIS PAST JANUARY WE STARTED THIS LAST FALL IN SOME FIRE HOUSES OUT IN THE FIELD, BUT IN GENERAL WE REPEATED IT, AND WE ACTUALLY REVIEWED THE CITY'S POLICY, AND THE DEPARTMENT'S RESPECTFUL WORKPLACE POLICIES TO EVERY SINGLE LIEUTENANT AND CAPTAIN.

AND I AM IN THE PROCESS RIGHT NOW OF WORKING WITH THE NEW FEMALE LIAISON AND MY H.R. DIRECTOR TRYING TO DEVELOP FURTHER CURRICULUM AND HOW WE CAN ROLL IT OUT NOT JUST TO ALL THE CHIEFS BUT LIEUTENANTS AND CAPTAINS AND ALL MEMBERS OF THE DEPARTMENT.

>> I THINK THAT WOULD BE IMPORTANT.

I WOULD JUST ECHO THE CONCERNS THAT IT'S VERY, VERY IMPORTANT FOR ALL OF OUR FIREFIGHTERS TO FEEL SAFE ON THE JOB, FOR THEM TO BE ABLE TO DO THEIR JOB EFFECTIVELY.

AND CONCERNS THAT SOME OF OUR WOMEN FIREFIGHTERS DO NOT FEEL SAFE.

I WOULD WANT TO MAKE SURE THAT THEY ARE SAFE.

I THINK THAT THESE ISSUES, THIS TRAINING, THIS IS AN ONGOING THING MAKING SURE THAT THIS CONTINUES TO HAPPEN, AND NOT JUST WITH THE RANKING OFFICERS, BUT MAKING SURE THAT ALL FIREFIGHTERS HAVE --

>> AND WE'RE VERY COGNIZANT OF IT, THAT'S WHY WE ARE MOVING FORWARD, DEVELOPING IT, AND IT ACTUALLY IS SOMETHING THAT'S IN THE PIPELINE EVEN PRIOR TO ALL THE GLOBE ARTICLES THAT WE WERE THINKING.

HOW CAN WE ROLL IT OUT TO REACH EVERY SINGLE MEMBER OF THE DEPARTMENT?

THAT IS SOMETHING THAT WE'RE WORKING ON.

IT HOPE WON'T OVERNIGHT BUT I THINK WE'RE HEADED IN THE RIGHT DIRECTION.

>> ONE CLARIFYING QUESTION FOR

THIS ROUND AND THEN I YIELD MY TIME.  
THE DIVERSITY OFFICER'S BEEN IN PLACE FOR TWO YEARS.  
IS THAT YOU AS AN INDIVIDUAL, OR THAT POSITION HAS BEEN AROUND FOR TWO YEARS?  
OR JUST YOU AS AN INDIVIDUAL, SIR?  
>> JUST ME.  
>> SO THAT POSITION EXISTED BEFORE, AND THEN --  
>> NO.  
>> OH, OKAY.  
I WILL SAVE MY QUESTIONS FOR THE NEXT -- MY ADDITIONAL QUESTIONS FOR THE NEXT ROUND.  
THANK YOU SO MUCH.  
>> THANK YOU.  
COUNCILOR O'MALLEY?  
>> THANK YOU, MR. CHAIRMAN.  
AND GOOD AFTERNOON, LADIES AND GENTLEMEN.  
COMMISSIONER FINN, THIS MARKS MY EIGHTH YEAR ON THE COUNCIL BELIEVE IT OR NOT, I'M GETTING TO BE A GRIZZLY OLD VETERAN AND I THINK YOU AND YOUR TEAM, AND MOST IMPORTANTLY MEN AND WOMEN OF THE BOSTON FIRE DEPARTMENT THINGS HAVE NEVER -- THINGS HAVE NEVER BEEN BETTER.  
ADMITTEDLY THERE ARE ISSUES AND WANTED TO THANK THE TWO PRIOR SPEAKERS AND THANK YOU DEPUTY COMMISSIONER FOR THE GREAT WORK. WE WANT TO MAKE SURE EVERY FIREFIGHTER FEELS IMPORTANT AND HAS RESOURCES.  
PARTICULARLY SOME OF THE THINGS WE'VE READ ABOUT.  
I'M BEEN IMPRESSED IN TERMS OF OPERATIONS, IN TERMS OF RESPONSIVENESS, I WAS AT THE SCENE OF THE FIRE IN WEST ROXBURY LAST SATURDAY, TWO SATURDAY'S AGO.  
IT WAS -- IT COULD HAVE BEEN SO MUCH WORSE.  
THANK GOD NO LIVES WERE LOST. IT HAPPENED VERY, VERY EARLY IN THE MORNING.  
STARTED AROUND 6:00 A.M.  
MOST PEOPLE WERE HOME.

IS IT CORRECT THAT IT WASN'T  
NECESSARILY CAUSED BY A GAS LEAK  
BUT IT WAS FALLED BY A GAS LEAK?  
IS THAT A FAIR --

>> IT'S STILL UNDER  
INVESTIGATION COUNCILOR.  
IT'S KIND OF LIKE THE CHICKEN  
AND THE EGG.  
WHICH CAME FIRST.

>> UNDERSTOOD.  
>> SO WE'RE WAITING TO SEE.  
WE HAVE THAT REGULATOR AND IT'S  
BEING TESTED.

>> SURE.  
UNDERSTOOD AND APPRECIATE SORT  
OF THE PRUDENT OR THE CAUTIOUS  
LANGUAGE.  
WHATEVER HAPPENED, IT SPREAD  
VERY, VERY QUICKLY.  
AND THIS HAPPENED JUST, YOU  
KNOW, TO SEE PRESIDENT PARRIS,  
AND JUST SO MANY OF YOUR MEN AND  
WOMEN DOWN THERE WORKING TO SEE  
THE COLLABORATION WITH B.P.D.,  
AND BOSTON EMS AS WELL AS THE  
MBTA WHICH CAME BY WITH BUSES.  
A WEEK BEFORE THAT I WAS DOING A  
RIDE ALONG WITH THE BOSTON  
POLICE CAPTAIN AND THERE WAS A  
PRETTY SUBSTANTIAL FIRE IN  
MATTAPAN AND THEN RUNNING INTO  
YOU TWO OR SO MONTHS AGO IN  
JAMAICA PLAIN.

IT JUST SO HAPPENED I WAS AT  
STONYBROOK STATION, I WAS GOING  
TO A MEETING WHEN THEY HORRIFIC  
FIRE ENGULFED A DAY CARE.  
ONCE AGAIN THANK GOD THERE WERE  
NO FATALITIES.  
IT SEEMS AS THOUGH, AND PERHAPS  
THIS IS JUST MY OBSERVATION, BUT  
ARE WE SEEING AN INCREASE IN  
EVENTS?

IN FIRES?  
>> OUR MULTIPLE ALARMS ARE  
CERTAINLY UP, COUNCILOR.  
>> WHAT DO YOU THINK HAS CAUSED  
THAT?

MORE PEOPLE IN THE CITY?  
MORE ACTIVITY IN THE CITY?  
>> I WISH I HAD THE ANSWER.

YEAH.  
I WOULD SAY THERE'S SOME OF  
THAT.



I THINK THE POPULATION GROWTH AND THE POTENTIAL, I THINK YOU'RE SEEING I MEAN LOOK AT NEW CONSTRUCTION, COUNCILOR PRESSLEY MENTIONED THE TREADMARK FIRE. THAT WAS A PRETTY HORRIFIC FIRE FOR US.

THOSE BUILDINGS, BY, YOU KNOW, IN MY OPINION ARE VERY DANGEROUS BUILDINGS.

AND THERE'S A TON OF THEM GOING UP IN THE CITY.

ALL THOSE POORLY CONSTRUCTED BUILDINGS.

I THINK THEY PRESENT A SIGNIFICANT FIRE HAZARD. ESPECIALLY UNDER CONSTRUCTION. WHEN THEY ARE COMPLETED THEY'RE RELATIVELY SAFE.

AND THEY RELY SOLELY ON SPRINKLER PROTECTION.

THEY SUBSTITUTE, IF YOU WILL, MASS WITH GEOMETRY SO WE'RE NOT GETTING STRONG BUILDING KOEN EPTS.

BUT I THINK THERE'S A WHOLE HOST OF THINGS.

CIGARETTE SMOKING, AGAIN, SMOKING MATERIALS, I THINK THERE'S A WHOLE HOST OF THINGS THAT WERE CONTRIBUTING TO IT.

>> YEAH.

>> IT'S INTERESTING.

AND THEN JUST SORT OF GOING OVER SOME OF THE LINE ITEMS ON THE BUDGET, PERMANENT EMPLOYEES IS UP \$1.5 MILLION.

BUT IN THE, I THINK IN RESOLVING FUNDS IS DOWN.

IS THAT JUST A SORT OF RECLASSIFICATION?

>> I'LL PUNT.

KATHY?

>> GOOD AFTERNOON.

YEAH THE SALARIES ARE UP FOR ANY OF THE STEP INCREASES.

>> OKAY.

>> SO THOSE ARE THE TRANSICSAL CAREER STEPS.

WE DON'T HAVE ANY COLLECTIVE BARGAINING YET.

WE'RE STILL IN NEGOTIATION, SO THAT'S NOT THERE.

AND YES, THE REVOLVING FUNDS

ACTUALLY, TWO OF THE REVOLVING FUNDS WERE DISCONTINUED. SO WHEN WE DO GET REIMBURSED FOR ANY EVENTS LIKE, FOR EXAMPLE, THE HYDE PARK NATURAL GAS EXPLOSION WE DID GET MONEYS FROM NATIONAL GRID TO ABOUT \$64,000 TO PAY FOR MOSTLY ALL OF OUR FOAM THAT WE USED. AND THAT GOES BACK INTO THE GENERAL FUND.

>> MOSTLY ALL.

NOT ALL, THOUGH?

I'M SORRY, I DIDN'T HEAR, YOU SAID YOU GOT ABOUT \$54,000 WHICH WAS USED FOR --

>> WHICH WAS REIMBURSING US FOR THE USE OF TIME AND FOAM.

>> OKAY.

>> FOR THAT PARTICULAR FIRE.

>> OKAY, GOOD.

HOW DO YOU FIND WORK, I DON'T WANT TO GO TOO OFF ON A TANGENT, BUT GIVEN THE PROLIFERATION OF GAS LEAKS AND AS WE CAN SEE, WHAT CAN THE EFFECT OF THOSE BE, HOW DO YOU WORK WITH THE UTILITIES IN TERMS OF ADDRESSING THOSE TO PREVENT FURTHER EXPLOEPGSS OR GOD FORBID DEATHS AND FIRES?

>> I TELL YOU COUNCILOR IN YOUR DIRECT, I BELIEVE YOU'RE HYDE PARK DISTRICT --

>> NO IT'S COUNCILOR MCCARTHY'S DISTRICT.

>> WE SHARE ROSEN DALE BUT HE'S GOT ALL OF HYDE PARK.

>> THAT FIRE THIS PAST WINTER WAS A VERY CHALLENGING FIRE FOR US WITH THE GAS MAIN THERE.

THAT WAS --

>> HOW MANY DAYS DID THAT LAST?

>> I THINK IT WAS THREE WHEN WE FINALLY GOT TO EXTINGUISH IT. TO BE HONEST WITH YOU, IT WAS A PRUDENT DECISION TO MAKE.

THE CONDITIONS WERE --

>> -- A SINGLE DEGREE -- WAS CALLED THE SNAP --

>> SINGLE DIGITS OVER NEW YEAR'S EVE, NEW YEAR'S DAY AND A COUPLE DAYS AFTER.

IF THAT FIRE WAS 20 YARDS IN

EITHER DIRECTION WE WOULD HAVE HAD A SERIOUS PROBLEM.

>> WOW.

>> BECAUSE IT WAS JUST PROBABLY PERFECTLY LOCATED WITH A VACANT LOT RIGHT IN FRONT OF IT.

YET PROBABLY THREE OR FOUR THREE DECKERS TO THE RIGHT AND YOU HAD AN APARTMENT COMPLEX TO THE LEFT.

THE FACT IF WE SHUT THAT GAS MAIN DOWN WE PROBABLY WOULD HAVE PUT 9,000 HOMES OUT OF GAS, OUT OF HEAT, IN THOSE SUBZERO TEMPERATURES.

SO, IT WAS A PRUDENT DECISION TO DO THAT.

GAS FIRES, AND THIS MOST RECENT ONE, ARE CERTAINLY CONCERNING TO ME.

I'M WAITING PATIENTLY FOR THE INVESTIGATION TO COME BACK AND TELL US WHETHER IT LOOKS LIKE ARE BUT GAS FIRES REALLY ARE RARE BUT WHEN THEY OCCUR THEY'RE PRETTY SIGNIFICANT.

>> SURE.

>> AND THE UTILITIES, DO THEY COORDINATE WITH YOU?

DO THEY SHARE INFORMATION WITH YOU?

IS THERE ROOM FOR --

>> I WILL TELL YOU THIS, IN HYDE PARK WE HAD A GREAT COLLABORATION WITH THEM ON WHERE WE WERE WITH THAT.

BECAUSE WE DEFERRED TO SOME OF THEIR ENGINEERS TO BRING US SOME SOLUTIONS BEFORE WE DECIDED WHETHER WE'RE GOING TO EXTINGUISH THE FIRE, SHUT IT DOWN OR NOT.

I WOULD TELL YOU, IN ROXBURY A DIFFERENT STORY.

THEY HAD NO RECORDS OF WHAT WAS IN THE DEVELOPMENT.

WE WERE LOOKING FOR GATE BOXES. GATE BOXES SHUT OFF ON THE STREET THAT WE CAN ACTUALLY SHUT THE GAS OFF TO A SPECIFIC BUILDING.

WE HAD A HARD TIME LOCATING.

WE ACTUALLY DID NOT LOCATE THE GATE BOX.

WE WERE JUST KIND OF BLESSED  
THAT NATIONAL GRID STREET CREWS  
ARE GREAT.  
THE STREET CREW, ONE OF THE MOST  
SEASONED MEMBERS OF THE CREW  
THOUGHT HE REMEMBERED WHERE A  
SHUTOFF WAS, AND HE WAS ABLE TO  
LOCATE IT OUT ON VFW PARKWAY  
WHICH ONCE WE LOCATED IT WE SHUT  
THE GAS DOWN AND EXTINGUISHED  
THE FIRE.  
>> GOOD, EXCELLENT.  
WHAT'S THE TIME LINE ON ENGINE  
42 IN ROXBURY?  
>> ENGINE 42, WE'RE TRYING TO  
MOVE THE COMPANIES OUT OF THERE  
IN THE SUMMER.  
>> AND THEY'LL GO TO ROXBURY AND  
JAMAICA PLAINS?  
>> THE RESCUE IS GOING TO BE  
LOCATED IN DORCHESTER PROBABLY  
AT ENGINE 16.  
>> OKAY.  
>> AND ENGINE 482 IN DISTRICT  
NINE ARE GOING TO BE LOCATED AT  
IT'S ACTUALLY A PARKING LOT NOW  
IN THE REAR OF 125 --  
>> OH, SO PERFECT.  
YOU'RE GOING TO KEEP THE  
TEMPORARY SPACE.  
>> -- AND THAT SHOULD BE FOR --  
>> AND THAT'S VERY CLOSE FOR  
THOSE THAT MAY NOT KNOW, 125 --  
>> IT'S 0.3 OF A MILE.  
>> EXACTLY.  
>> IT'S NOT GOING TO OPEN UNTIL  
SEPTEMBER OF 2020.  
THE NEW FIRE HOUSE.  
BUT IT COULD OPEN A LITTLE BIT  
EARLY.  
>> TERRIFIC.  
THANK YOU FOR THAT.  
AND THEN FINALLY THIS IS  
PROBABLY FOR YOU KATHY.  
I NOTICE IN THE LINE ITEM, LINE  
ITEM 52-500 GARBAGE WASTE  
REMOVAL.  
SEEMS TO FLUCTUATE CALIFORNIA  
MATLY.  
IT WASs A87,000 LAST YEAR AND UP  
TO \$274,000.  
WHY IS IT SO INCONSISTENT?  
>> WE DID HAVE ONE YEAR, AND I  
THINK YOU JUST MENTIONED '17,

WHERE THAT WASTE DISPOSAL  
INCLUDED SOME ASBESTOS REMOVAL.  
>> I SEE.  
>> SO IT'S NOT A -- IT DOESN'T  
SAY ASBESTOS REMOVAL BUT IT  
FALLS INTO THAT LINE ITEM.  
>> SO DO WE ANTICIPATE MORE  
ASBESTOS REMOVAL THIS YEAR?  
IS THAT WHY IT'S THE HIGHEST  
IT'S BEEN AT \$274,000?  
>> WE HAVE OTHER WASTE IN THAT  
FOR THE INDUSTRIAL CLEANING.  
SO THAT'S WHY IT'S GONE UP.  
>> AND IT SHOULD.  
I MEAN WE WANT TO, I DON'T NEED  
TO TELL YOU GUYS SOME OF THE  
STATISTICS, BUT WE NEED TO MAKE  
SURE THAT OUR MEN AND WOMEN WHO  
SERVE US AND ARE PROTECTED.  
I WAS JUST CURIOUS.  
THANK YOU ALL FOR THE GREAT WORK  
YOU DO.  
THANK YOU, MR. CHAIRMAN.  
>> THANK YOU.  
COUNCILOR EDWARDS.  
>> I JUST WANT TO SAY FIRST I  
GOT TO WORK WITH YOUR DEPARTMENT  
WHEN I WAS DEPUTY DIRECTOR OF 9  
OFFICE OF HOUSING ABILITY.  
THE RESPONSE TO FIRES RESULTED  
IN US CREATING FIRE CARDS IN  
SEVERAL LANGUAGES AND YOU WERE  
GREAT ABOUT GETTING THAT OUT TO  
THE COMMUNITIES.  
I THINK YOU EVEN TOOK SOME WITH  
YOU ALONG WITH THE RED CROSS TO  
MAKE SURE YOU WERE IMMEDIATELY  
STREAMLINING PEOPLE TO PREVENT  
THEM FROM BEING DISPLACED.  
THANK YOU SO MUCH.  
ALSO REPRESENTING BOSTON AND I'M  
VERY PLEASED TO SEE THE CAPITAL  
INVESTMENT IN THAT STATION OVER  
SOUTH BOSTON AND CHARLESTOWN AS  
WELL WHO I ALSO REPRESENT.  
BUT I WANTED TO PICK UP ON THE  
LINE OF QUESTIONING CONCERNING  
WHAT WE'VE NOT ONLY READ IN THE  
GLOBE BUT I THINK IT IS REALLY  
ENDEMIC OF WHAT WE -- I TOUGH  
CONVERSATION THAT NEEDS TO  
HAPPEN.  
IF I'M -- CORRECT ME IF I'M  
WRONG, IT'S 16 WOMEN IN TOTAL?

>> THAT'S CORRECT.  
>> OUT OF 1500.  
>> SO FOR ALL OF THE INCREDIBLE  
SUCCESSSES THAT YOU HAVE, AND YOU  
HAVE MANY, AND THE HEROIC DEEDS  
THAT YOU HAVE, AND YOU HAVE  
MANY, I HATE TO BE SO BOLD BUT I  
WOULD CALL 16 OUT OF 1500 A  
FAILURE.  
>> I WOULD AGREE.  
>> I'M SORRY.  
>> I WOULD AGREE.  
>> GREAT.  
SINCE WE AGREE THEN WHAT I'M  
WONDERING IS HOW WE GOT -- HOW  
WE'RE STILL HERE?  
BY THAT I MEAN, WHAT IN YOUR  
OPINION IS THE BIGGEST BARRIER  
TO WOMEN GETTING INTO THE BOSTON  
FIRE DEPARTMENT?  
>>> WELL I THINK IF WE TAKE A  
LOOK AT IT NATIONALLY, AND FOR  
THE FIREFIGHTERS SERVICES  
NATIONALLY, IF YOU LOOK AT NEW  
YORK CITY --  
>> I KNOW IT'S A THIRD OF A  
PERCENTAGE.  
BUT HERE IN BOSTON I'M JUST  
REALLY BASED ON YOUR PERSPECTIVE  
IN BOSTON, WHAT'S GOING ON HERE?  
>> I THINK THERE'S A FEW ISSUES,  
I THINK.  
I WOULD GO AROUND THE STRENGTH  
AND AGILITIES TEST COULD BE A  
BARRIER.  
THIS PAST EXAM, WE ONLY HAD I  
BELIEVE IT WAS 59 FEMALES WHO  
ACTUALLY SIGNED UP FOR THE EXAM.  
AND THAT DOES NOT  
AUTOMATICALLY -- I MEAN FEMALES,  
DEPENDING ON WHAT THEY SCORE AND  
THAT'S NOT EVEN CONSIDERING IF  
THEY GOT THROUGH THE ALP.A.T.,  
THE SECOND PORTION OF THE EXAM  
SO THAT WAS JUST THE WRITTEN  
PORTION OF THE EXAM.  
WE DO NOT HAVE A LIST YET.  
IT WILL BE INTERESTING TO SEE  
HOW THEY FARE, IF YOU WILL, ONCE  
THEY'VE GONE THROUGH THE L-PAT  
AND WHO WAS ADVANCED OUT OF THAT  
59, WHO COMPLETED THE PHYSICAL  
AGILITIES TEST.  
AND THEN I WOULD TELL YOU WHERE

THEY LAND ON THE LIST AS FAR AS  
IF THEY HAVE A PREFERENCE.

>> TERMS OF VETERANS.

VETERANS, SURVIVORS, 402A,  
402B OR THEY COULD HAVE A  
LANGUAGE SKILL THAT COULD BE  
VERY HELPFUL FOR US.

>> SO WAS IT 89 WOMEN WHO TOOK  
THE TEST OR APLIT LAST YEAR IN  
2016?

>> 89 I THINK WAS --  
NONE OF THEM MADE THE CUT.

.

?

SO WHEN I -- I'M PLEASED TO SEE  
THAT YOU HAVE -- WHEN YOU  
HAVE -- WHEN YOU PUT YOUR MINDS  
TO IT AND YOU'RE INTENTIONAL  
ABOUT THE TRAINING AND RESOURCES  
TO PROVIDE FOR YOUR  
FIREFIGHTERS, TET GOES DONE.  
SO I'M REALLY WONDERING ABOUT  
HOW INTENTIONAL YOU ARE ABOUT  
GETTING WOMEN IN THE FIRE  
DEPARTMENT.

>> WELL, I WOULD TELL YOU I  
PERSONALLY, VERY INTENT.  
I WOULD TELL YOU THAT I OPERATE  
UNDER A CIVIL SERVICE SYSTEM.  
OKAY?

I DO NOT HAVE THE ABILITY TO  
SELECT WHO I WOULD LIKE TO HIRE.  
WHEN WE ARE GOING TO PUT A CLASS  
WON I REQUEST A LIST FROM THE  
STATE AND I CANNOT DEVIATE FROM  
THAT LIST, AND I HAVE TO HIRE  
FROM THAT LIST.

>> DO YOU PARTNER WITH -- OR  
WORK WITH -- I THINK IT'S THE  
INTERNATIONAL ASSOCIATION OF  
WOMEN FIRE?

DO YOU -- AND HAVE YOU SMARTER  
INNED WITH -- I'VE SEEN THE  
TRADES FOR EXAMPLE WHO ALSO HAVE  
AN ISSUE WITH DIVERSITY WORKING  
WITH MIDDLE SCHOOLS AND HIGH  
SCHOOLS IN MAKING SURE THAT  
THEIR PRESENCE IS KNOWN AND  
GETTING THEM PREPARED FOR AND  
GETTING THEM EXCITED ABOUT BEING  
FIREFIGHTERS?

>> SO, I THINK, ONE, THE  
DIVERSITY OFFICER SPOKE TO THAT.  
I MEAN, WE'VE CREATED A WHOLE

BUNCH OF THINGS IN THE LAST  
THREE YEARS.  
I GO THROUGH A LIST OF -- IN MY  
OPENING REMARKS OF WHAT WE'VE  
DONE.  
AS FAR AS ABCD ACADEMY, THAT WAS  
PREDOMINANT -- WELL, HOW MANY  
FEMALES?  
[ OFF-MIKE ]  
>> SURE.  
TWO FEMALES BUT HOW MANY --  
>> OFF-MIC ]  
CAN I JUST INTERJECT BECAUSE  
IT'S GOING TO BE HARD THE  
BACK-AND-FORTH.  
MAYBE TAKE THE MICROPHONE.  
THAT WOULD BE GREAT.  
>> IT'S OKAY.  
WE MADE SURE TO INCLUDE YOUNG  
WOMEN AS WELL.  
IT'S DEFINITELY SOMETHING THAT  
WE'RE LOOKING FORWARD TO  
INITIATE MORE AND BE MORE  
PRESENT.  
AND WITH THAT RECRUITMENT EFFORT  
THIS PAST YEAR BEFORE THE EXAM  
AND STARTING FROM NOVEMBER TO --  
UP TILL THE EXAM, WE HAD I THINK  
FOUR OR FIVE OF THE WOMEN AS  
PART OF OUR RECRUITMENT TEAM TO  
GO OUT THERE AND TO WORK WITH  
OUR COMMUNITY AND PUTTING THE  
WORD OUT ON THE EXAM.  
>> THE PART ABOUT -- PART OF  
BEING INTENTIONAL IS ALSO HAVING  
ACCOUNTABILITY TOWARD END GOALS.  
SO I'M CURIOUS ABOUT WHAT ARE  
YOUR HARD-LINE GOALS IN TERMS OF  
NUMBERS OR PERCENTAGES AND  
TIMELINES TO REACH THOSE GOALS,  
AND WHO WILL BE HELD ACCOUNTABLE  
IF THEY'RE NOT MET?  
>> AS FAR AS ACCOUNTABILITY,  
THAT WOULD -- THE BUCK STOPS  
HERE.  
OKAY?  
THAT'S WITH ME.  
AGAIN, I THINK I PUT FORWARD TO  
YOU SOME OF MY BARRIERS TO WHY  
WE CAN'T -- WE HAVEN'T HIRED  
MORE FEMALE FIREFIGHTERS.  
I HAVE CHANGED THE FEMALE  
LIAISON, BECAUSE SHE COMES FROM  
MILITARY BACKGROUND.



SHE UNDERSTANDS THE ISSUE CLEARLY, AND SHE WAS CHARGED WITH BEING OUT IN THE COMMUNITY AND TO EDUCATE AND SHE'S GOING TO BE WORKING CLOSELY WITH ONE ON FEMALE FIREFIGHTERS, IF YOU WILL, AS FAR AS ATTRACTING MORE FEALS TO THE JOB -- FEMALES TO THE JOB.

WE'RE GOING TO PUT ALL OUR EFFORT FORWARD IN THAT REGARD, BUT, AGAIN, I HAVE BARRIERS TO WHETHER PEOPLE SIGN UP FOR THE EXAM COMPLETE THE PHYSICAL AGILITIES TEST AND, IF THEY LAND ON A LIST WHERE THEY'RE REACHABLE.

>> IN TERMS OF LEARNING FROM OTHER SITES, YOU HAVE REACHED OUT TO OTHER CITIES WHO HAVE HIGHER PERCENTAGES -- SAY MINNEAPOLIS IF I'M CORRECT 16% OF THEIR FIRE DEPARTMENT ARE WOMEN.

HAVE YOU REACHLED OUT TO AND TRIED TO LEARN FROM OTHER SUCCESSFUL MODELS?

>> SO I WOULD TELL YOU THIS, THAT THOSE DEPARTMENTS THAT HIRE MEMBERS -- FEMALE FIREFIGHTERS ARE DUAL-ROLE DEPARTMENTS. THEY ARE NOT ONE SINGLE ROLE DEPARTMENT.

THEY ARE FIRE BASED EMS SYSTEMS.

>> MINNEAPOLIS?

I'M PRETTY CONFIDENT MINNEAPOLIS IS ONE THE FIRE-BASED EMS SYSTEMS.

WHEN YOU SEE LARGER NUMBERS OF FEMALE FIREFIGHTERS, THEY ARE BECAUSE THE DEPARTMENT IS A DUAL-ROLELE TRAINED DEPARTMENT. THEY'RE NOT SINGLE-ROLLED.

>> WHICH IS BFD.

BFD.

AND 80% -- OVER 80% OF THE FIRE SERVICE PROVIDES EMS ACROSS THIS COUNTRY.

>> AND COUNCILOR WONG -- I'M SORRY.

DID I GET YOUR NAME CORRECT?

COMMISSIONER WONG.

I THOUGHT YOU WERE AN ATTORNEY. COMMISSIONER.

COMMISSIONER.

>> I'M YOUR ONLY ATTORNEY.  
YOU HAD MENTIONED THERE WAS  
IMPLICIT BIASED TRAINING IN 2016  
AND 17?

>> 2017.

IS THAT THE FIRST TIME?

>> SINCE I'VE BEEN BACK.  
I'VE ONLY REJOINED THE FIRE  
DEPARTMENT SINCE LATE 2014.  
WHETHER THEY'VE PREVIOUSLY HELD  
IT, I DO NOT KNOW THAT  
INFORMATION.

>> SO WHEN YOU GO THEAT  
INFORMATION BACK, WHAT DO YOU DO  
WITH THE DATA OR INFORMATION?

>> WHAT I HAVE DONE IS I  
ACTUALLY PARTNERED WITH AN  
OUTSIDE ENTITY TO HAVE CONDUCTED  
THAT TRAINING.

THEY ACTUALLY ALSO DID OUR  
CONFLICT AND CONFRONTATION  
TRAINING AND I HAVE CONTINUOUSLY  
BEEN WORKING WITH THEM  
EXPLAINING SOME OF OUR  
CHALLENGES AND HOW THEY CAN  
DEVELOP AND TAILOR A CURRICULUM  
THAT WOULD BE MORE APPROPRIATE  
FOR THE BOSTON FIRE DEPARTMENT.

>> SO WHEN YOU GET -- AND THIS  
IS -- SO WHEN YOU GET THE DATA  
BACK, YOU ARE CREATING A  
TRAINING PROGRAM WITH THAT DATA  
ON IMPLICIT BIAS?

>> WHEN YOU SAY DATA, I'M IN THE  
SURE WHAT YOU MEAN BY DATA.

>> WHEN YOU TAKE THE TEST FOR  
IMPLICIT BIAS, THE PERSON CAN  
FIND OUT WHAT THEY DO OR DON'T  
HAVE IMPLICIT BIASES FOR OR  
AGAINST.

>> LET ME CLARIFY.  
THEY TALK ABOUT IMPLICIT BIAS.  
IT'S NOT THAT EVERYONE TAKES AN  
IMPLICIT BIAD TEST.

>> WOULD YOU BE WILLING TO HAVE  
YOUR CHIEFS AND YOUR MANAGEMENT  
TEAM TAKE THOSE TESTS?

>> I THINK THAT THAT'S SOMETHING  
THAT WE CAN CAPTION BUT I THINK  
THAT THAT REQUIRES HOW WE MOVE  
FORWARD.

AND WHAT'S THE BEST COURSE OF  
TRAINING FOR OUR MEMBERSHIP

BECAUSE FIREFIGHTERS HAVE A DIFFERENT MENTAL STATE, IF YOU WILL, AND WE HAVE TO CAREFULLY CRAFT SOMETHING THAT WOULD BE'S AMENABLE AND FRUITFUL AND ACHIEVABLE FOR THEM.

>> SO HARVARD ACTUALLY HAS A REALLY GOOD TEST THAT'S OPEN AND I REALLY ENCOURAGE YOU -- IT'S FREE ALSO.

IF YOU FEEL IT'S NECESSARY, IT HAS VERY LITTLE TO DO WITH TRAINING OR THE PROFESSION THE PERSON CHOOSES.

THE REASON WHY I SUGGEST THIS IS BECAUSE LEARNING ABOUT IT AS SOME SORT OF EITHER, OTHER THAN IT'S EASY TO SAY IF SOMEBODY ELSE HAS THAT.

I HAVE IT BUT I DON'T KNOW WHAT IT IS.

I DON'T KNOW WHO IT'S FOR OR WHO IT'S AGAINST.

AND I'VE TAKEN THE TEST.

TAKING IT IS BILLION YOUR KNEE-JERK REACTION AND BEING ABLE TO KNOW THAT ABOUT YOURSELF AND BEING ABLE TO COMPENSATE FOR THAT WITHIN THE CONFINES OF BEING A FIREFIGHTER, OR WHATEVER PROFESSION YOU CHOOSE, IS VITAL. SO ALONG WITH -- AGAIN, I THINK WITHOUT SHOWING INTENTIONALITY IS ACTUALLY HAVING THEM TAKE THE TEST INSTEAD OF BEING TOLD ABOUT IT.

AND WHEN YOU GET THAT DATA, THEN YOU CAN ACTUALLY TAILOR REAL TRAINING INSTEAD OF MORE ETHER TRAINING WHICH I THINK IS NOT AT ALL EFFECTIVE.

I'VE ATTENDED MANY OF THOSE TRAININGS AS WELL.

I THINK ONCE A YEAR -- IS THAT THE PLAN DO THIS TRAINING?

>> ACTUALLY, NO.

WE PLAN TO DO CONTINUOUS TRAINING AND ONE OF THE IDEAS THAT WE HAD RIGHT NOW AND SINCE WE'RE STILL IN A LOT OF DEVELOPMENT PHASE, WE CAN'T SAY FOR SURE WHAT WE'RE GOING TO BE DOING, BUT IN PRELIMINARY DISCUSSIONS WITH MY TONE TEAM

AND MY -- MY OWN TEAM AND MY OWN STAFF, WORKING WITH ME FEMALE LIAISON AND DIRECTOR, WE WANT TO INCORP. CANRATE A LOT OF THE THIS ANTI-HARASSMENT DISCRIMINATION TYPE OF TRAINING INTO THE REGULAR TRAINING THAT A LOT OF FIREFIGHTERS GO THROUGH. SO THAT IT WILL BE CONTINUOUS AND ONGOING.

>> AND WHEN WILL THAT START?  
S SOON AS WE DEVELOP A GOOD CURRICULUM.

>> GREAT.

SO COULD YOU GIVE ME A DEADLINE?  
LET'S SEE THE SENSE OF URGENCY DO THAT.

>> THEY MET AND STARTED DEVELOPING A CURRICULUM BEFORE THIS RECRUIT CLASS GRADUATES AND WE HOPE TO TAKE THAT AND SPRINGBOARD THAT AND DEVELOP AND BUILD IT INTO THE NORMAL EVERYDAY TRAINING THAT ALL FIREFIGHTERS GO THROUGH AND MAKE IT A COMPONENT OF THEIR TRAPPING.

>> AND IS THAT BUDGETED FOR?  
DO YOU HAVE THE RESOURCES TO DO THAT?

>> YES.

I'LL WAIT TILL THE SECOND ROUND.

>> THANK YOU.

COUNCILOR ANNISSA ESSAIBI  
GEORGE.

>> THANK YOU FOR BEING HERE.  
ONE QUICK FOLLOW-UP FOR YOUR COMMISSION BER THE RESPONSE. ARE THE NUMBER OF MULTIPLE ALARMS AND I KNOW IN YOUR EARLIER PRESENTATION YOU TALKED ABOUT TRAFFIC IN THE CITY. COULD THAT BE ADDING TO THE MULTIPLE ALARMS JUST THE FIRE IS A LITTLE BIT LONGER TO GET GOING?

>> I CAN'T SAY -- THERE'S NOTHING THAT JUMPS RIGHT OUT AT ME, COUNCILOR, BUT IT'S JUST FACTUAL THAT THE QUICKER WE CAN GET THERE, BETTER THE OUTCOME. SO IF WE HAVE DELAYS WHETHER IT'S TRAFFIC OR WHATEVER, IT'S

SHOWING DELAYS OF RESPONSE.  
THE CITIZENS OF BOSTON ARE  
BLESSED THAT WE HAVE PROBABLY  
UNDER FOUR-MINUTE RESPONSE TIME.  
IT'S ALMOST 95% OF THE TIME,  
WHICH IS PRETTY QUICK.  
YOU CALL US.

WE'RE THERE.

SO THE RESPONSE TIME IS -- AND  
WE -- EVERY TIME WE TALK ABOUT,  
AS COUNCILOR FLAHERTY MENTIONED,  
AS FAR AS COUNCILOR O'MALLEY, AS  
FAR AS ENGINE 42 AND KEEPING THE  
ENGINE COMPANY IN THE DISTRICT,  
IN THAT SUBDISTRICT DISTRICT,  
RESPONSE TIME IS CRITICAL, SO WE  
WANT TO MAKE SURE WE MAINTAIN  
THAT PRESENCE.

SO I WOULD TELL YOU SIMPLE  
ANSWER TO YOUR QUESTION WOULD BE  
THAT TRAFFIC CERTAINLY COULD BE  
INVOLVED IN DELAYING A RESPONSE  
WHICH COULD HELP MULTIPLE -- A  
LITTLE QUICKER.

>> THANK YOU.

I WAS REVIEWING SOME OF NOW --  
MY NOTES FROM LAST YEAR'S  
HEARING AND WE DIDN'T RECEIVE  
THE GRANT FOR THIS UPCOMING  
FISCAL YEAR.

>> WE DID NOT APPLY --

OH, YOU DIDN'T APPLY FOR IT  
KAY.

IS THERE A REASON WHY?

>> WE JUST -- THE SPECIFICS OF  
THE GRANT KIND OF PUT US OUTSIDE  
THE BOX THIS TIME AROUND.

I THINK NEXT TIME WE'LL BE  
BETTER POSITIONED TO OBTAIN IT.

>> OKAY.

AND THEN CAN WE TALK A LITTLE  
BIT ABOUT UPCOMING RETIREMENT?  
I ALSO SAW IN MY OLD NOTES THAT  
FOR FISCAL YEAR '19 THAT WE'D  
SEEN MAYBE 50 TO 60 RETIREMENTS  
PENDING.

CAN WE TALK ABOUT THE IMPACT  
THAT WILL HAVE ON THE FORCE AND  
THE PLAN TO BUILD UP FDS?

>> SO IN THIS BUDGET, WE DO HAVE  
60 NEW RECRUITS.

WHAT WE'RE STARTING TO SEE OCCUR  
OVER THE NEXT FIVE YEARS, WE'RE  
STARTING TO SEE THE TRANSITION

OF THE EARLY -- LATE 70 CROWD, I  
MEAN 1970 CROWD THAT CAME ONTO  
THE DEPARTMENT WHICH WE DID SOME  
SIGNIFICANT HIRING.

WE'RE STARTING TO SEE THEM  
TRANSITION OUT OF THE  
DEPARTMENT.

SO WE'RE GOING TO HAVE TO SEE  
SOME UPTICK IN OUR NUMBERS GOING  
FORWARD OVER THE NEXT FOUR TO  
FIVE YEARS.

WE'LL START TO SEE SOME LARGER  
RETIREMENTS IN THOSE TIME  
PERIODS.

>> AND DOES THAT -- WILL THAT  
LEND ITSELF AN OPPORTUNITY FOR  
US TO REALLY PUT SOME EFFORT  
INTO GREATER DIVERSITY IN THOSE  
INCOMING CLASSES?

>> HOPEFULLY.

I MEAN, WITH THIS LAST CLASS WE  
CURRENTLY HAVE IN THE ACADEMY,  
WE'RE ABLE TO EXERCISE THE  
FLUENCY COMPONENT OF THE STATE  
LAW AND ACTUALLY THIS CLASS HERE  
IT'S NOT PERFECT BUT IT'S ABOUT  
28% DIVERSE AND SO WE'RE GOING  
TO BE LOOK WORKING AND THE THIS  
CLASS OF 60 WE'RE LOOKING TO TO  
DO THE SAME.

>> THANK YOU.

SPEAKING OF RETIREMENT, COULD WE  
TALK A LITTLE BIT ABOUT ANY  
PENDING OR OUTSTANDING  
LITIGATION ON OLD EQUIPMENT?

>> HMM.

I KNOW LAST YEAR WE HAD A  
NOTE THAT WE WERE IN THE MIDST  
OF SOME LITIGATION ON OLD  
EQUIPMENT THAT HAD FAILED WITH,  
I THINK, IT WAS ENGINES.

>> OH, YES.

I'M SORRY.

WE HAD REACHED SETTLEMENT WITH  
THE MANUFACTURER.

WE'RE WORKING WITH THEM.

THEY WERE GOING TO REENGINE AND  
RETRANSMISSION THAT EQUIPMENT  
WHICH WE WILL BE ABLE TO UTILIZE  
GOING FORWARD AND THEN WE'LL  
PROBABLY TRY TO OFFLOAD THE BULK  
OF IT.

>> AND THEN JUST ONE LAST  
QUESTION FOR THIS ROUND, BECAUSE -- REFERRING BACK TO

SOME OF MY NOTES FROM LAST YEAR.  
WE TALKED ABOUT JUST PLANNING  
FOR THE PROLIFERATION OF THE  
CANNABIS INDUSTRY AND SOMETHING  
ABOUT THE CHALLENGES BOSTON FIRE  
MIGHT FACE ESPECIALLY WITH THE  
AVAILABILITY -- THE ABILITY TO  
GROW CERTAIN QUANTITIES AT HOME  
AND THE DEMANDS OF BOTH HOME  
GROW AND FOR SALE GROW BOTH  
MEDICAL AND RECREATIONAL, THE  
FIRE SAFETY AND CODE SAFETY  
IMPLICATIONS THAT MIGHT HAVE.  
>> I'M JUST GOING TO SPEAK ON  
IT.

I SPOKE TO MY COUNTERPART IN  
DENVER AROUND THE TOPIC.  
I'M NOT SO MUCH CONCERNED WITH  
THE COMMERCIAL SIDE OF THIS TO  
BE HONEST WITH YOU I'M MORE  
CONCERNED WITH THE HOMEGROWN  
SIDE OF WHAT'S GOING TO TAKE  
PLACE AND COUNCILOR CIOMMO'S OWN  
BACKYARD.

WE HAVE A LOT OF COLLEGE KIDS  
WHO OCCUPY A LOT OF THE THOSE  
BROWNSTONES AND BUILDINGS OVER  
ON BEACON STREET AND THAT  
NEIGHBORHOOD.

I THINK THAT'S GOING TO BE A  
CHALLENGE.

I MEAN, I KNOW EACH INDIVIDUAL  
CAN HAVE SIX PLANTS.  
THE EXTRACTION PROCESS WHEN THEY  
USE BUTANE AND PROPANE TO  
EXTRACT, COLLEGE KIDS ARE VERY  
INGENIOUS AROUND WHAT THEY LIKE  
DO, I GUESS.

SO I COULD SEE THE -- THE  
DYNAMIC OF WHO'S GOING TO HAVE  
THE BETTER POT, WHO'S GROWING  
THE STRONGEST.

I CAN SEE ALL THIS STUFF COMING  
TO FRUITION.

I THINK IT ADDS CERTAINLY WHEN  
YOU ADD ANYTHING -- I MENTIONED  
THE UPTICK IN CARELESS DISPOSAL,  
IF YOU START TO ADD, IF YOU'RE  
SMOKING, OR WHETHER IT'S AN  
EDIBLE, I HAVE CONCERNS ABOUT  
THE PROCESS AROUND HEAT LAMPS  
AND HALOGEN LAMPS WHICH ADD  
ANOTHER HEAT SOURCE INTO A  
DWELLING IN WHICH WE'VE HAD SOME

SIGNIFICANT TRAGEDIES AROUND OUR COLLEGES IN FIRE SAFETY. AND SO I HAVE REAL CONCERNS AROUND THAT.

AND THEN, TRULY, WHEN YOU START TO LOOK AT SOME OF OUR OLDER NEIGHBORHOODS, SOUTH BOSTON, EAST BOSTON, ALL WOOD-FRAME BUILDINGS, THE FACT THAT WE COULD HAVE PEOPLE GROWING THINGS INSIDE THEIR BASEMENTS OR IN THEIR APARTMENTS BRINGS A LOT OF CONCERN TO ME.

AND WE'RE GOING TO HAVE TO MONITOR IT VERY CLOSELY.

>> OKAY.

NOW, THAT'S IT FOR THIS ROUND. THANK YOU.

>> THANK YOU.

COUNCILOR CAMPBELL.

>> THANK YOU, THANK YOU, COUNCILOR CIOMMO.

AND THANK YOU, GUYS.

COMMISSIONER, IT'S GREAT TO SEE YOU AND YOUR INCREDIBLE TEAM.

AND LOCAL 718, THANK YOU FOR BEING HERE AS WELL.

THANK YOU FOR THE WORK THAT YOU GUYS DO.

YOU OFTEN DON'T GET CREDIT FOR SOME OF THE POSITIVE THINGS, AND I ALSO WANT TO THANK JUAN WHO TALKED ABOUT SOME OF HIS WORK.

I DON'T HAVE A LOT OF THE QUESTIONS.

OBVIOUSLY WE ARE IN COMMUNICATION OVER MANY THINGS.

AND I APPRECIATE THAT.

YOU GUYS ARE ALWAYS AVAILABLE TO COMMUNICATE.

EVEN IF WE DON'T ALWAYS AGREE, THINK THERE'S ALWAYS ROOM FOR DISCUSSION IN MOVING FORWARD PARTICULARLY WHEN IT COMES TO DIVERSITY IN TERMS OF THE NUMBERS OF WOMEN AND FOLKS OF COLOR, NOT JUST AT ENTRY-LEVEL POSITIONS BUT ALSO AT THE HIGHER LEVEL POSITIONS.

COUNCILOR McARTHURY AND I -- McARTHURY AND I ARE TRYING TO SETTLE ON DATES RIGHT NOW ABOUT SHORT-TERM INITIATIVES AND LONG-TERM SOLUTIONS TO CHANGE



THOSE NUMBERS.

I THINK WE WERE IN THE BEGINNING OPERATING WITH THE PUBLIC SAFETY AGENCIES IN SEPARATE SPACES AND OFTENTIMES TALKING TO FOLKS OF COLOR AND VETERANS IN DIFFERENT SPACES.

AND FRANKLY, SAID, I'M DONE DOING THAT.

I THINK THIS IS AN OPPORTUNITY FOR US ALL TO COME TOGETHER TO SEE WHAT MIGHT BE WORKING IN OTHER PUBLIC SAFETY AGENCIES, TO SEE HOW EACH AGENCY IS DIFFERENT.

I THINK EVERY AGENCY IS DEALING WITH THAT AND WHAT DOES THAT MEAN?

HOW IT MAY BE A BARRIER?

HOW MAY IT NOT?

AND SO I THINK WE'RE NOT GOING TO COVER THAT IN ONE BUDGET HEARING, BUT THE GOAL IS TO HAVE SEVERAL POLICY BRIEFINGS WITH THE GOAL OF COMING OUT OF MAYBE THREE OR FOUR POLICY DREEF BRIEFINGS WITH SHORT-TERM AND LONG-TERM SOLUTIONS.

SO I THINK FORWARD TO YOU GUYS BEING PARTNERS IN THAT WORK.

I HAVE TO THANK YOU, COMMISSIONER, AS WELL AS JUAN FOR GETTING ME AND YOUR HR TEAM FOR GETTING ME THE DATA REALLY QUICKLY TO BE ABLE TO PUT TOGETHER THE HEARING ORDER TO GET CURRENT NUMBERS TO BEGIN HAVING THE CONVERSATION BUT NOT JUST THE CONVERSATION BUT TO MOVE FORWARD TO FIND SOME SOLUTIONS.

I WILL TELL YOU, I THINK COUNCILOR FLAHERTY MIGHT HAVE BROUGHT THIS UP, IN SOME CONVERSATIONS THUS FAR THAT HAVE BEEN HAPPENING IN DIFFERENT SPACES, WE'VE BEEN LOOKING AT WHETHER IT'S THE CAPTAINS IN THE POLICE DEPARTMENT, I THINK COUNCILOR FLAHERTY BROUGHT UP DISTRICT CHIEFS 5 AND 10, WHAT IT MEANS TO CREATE NEW POSITIONS, TO RESTORE NEW POSITIONS, AND TO TAKE FROM

EXISTING LISTS WHERE THERE MIGHT BE SOME FOLKS OF COLOR OR, IN THE POLICE DEPARTMENT, WITH CAPTAINS, THERE'S A WOMAN AT THE TOP OF THE LIST.

HAVE IF WE CREATED A SPACE FOR A CAPTAIN WE COULD PUT HER IN THERE AND IMMEDIATELY CHANGE THOSE NUMBERS.

SO I THINK THERE'S SOME THINGS THAT COULD HAPPEN IN THE SHORT TERM TO CHANGE OUR NUMBERS.

AND THEN I THINK THERE ARE SOME THINGS THAT HAVE TO HAPPEN IN THE LONG TERM.

BUT JUST CURIOUS AS TO -- I MISSED THE QUESTION-AND-ANSWER PERIOD WITH RESPECT TO DISTRICT 5 AND 10.

IS THERE AN APPETITE TO BRING THAT BACK?

WHAT WAS THE CONVERSATION?

I APOLOGIZE FOR ASKING THE QUESTION AGAIN.

I GOT PULLED.

>> I SURELY RECOGNIZE THE NEED.

I WAS JUST EXPLAINING TO COUNCILOR THAT TWO WEEKENDS AGO WE HAD THREE CONSECUTIVE FIRES GOING THE SAME TIME AND THERE WAS NO CHIEF OFFICER LEFT IN THE CITY.

AND WE USED TO HAVE SOME DEPTH WHEN WE HAD THOSE ADDITIONAL DISTRICTS.

WE PUT A LOT OF CHIEFS ON THE FIRE GROUND AROUND SAFETY AND CONTAINMENT.

SO I'M CERTAINLY OPEN TO SUGGESTIONS AROUND THOSE DISTRICTS.

>> GREAT.

THANK YOU, COMMISSIONER.

AND I'LL ADD JUST THAT I'VE ALSO REACHED OUT TO -- ONE THINGS I THINK IS SOMETIMES THE HUMAN CAPITAL TO DO VERY THOROUGH RESEARCH WE'RE ALL PULLED IN DIFFERENT AREAS AND THERE'S MANY AREAS WE'RE WORKING ON.

BUT WE HAVE THESE INCREDIBLE INSTITUTIONS RIGHT HERE IN THE CITY OF BOSTON, SO I'VE BEEN IN CONVERSATIONS WITH SOME

INSTITUTIONS TO SEE WHO MIGHT BE  
LOOKING AT SHORT-TERM AND  
LONG-TERM SOLUTIONS WHEN IT  
COMES TO PUBLIC -- DIVERSE BIT  
AND PUBLIC SAFETY AGENCIES AND  
CAN REALLY DO A DEEP DIVE INTO  
WHAT'S HAPPENING AROUND THE  
COUNTRY, PINPOINTING THAT THERE  
ARE FOLKS AND THE COUNTRY WHO  
MAY BE GETTING GOOD NUMBERS AND  
HAVE GOOD REPRESENTATION OR AT  
LEAST REPRESENTATION THAT'S MORE  
REPRESENTATIVE OF THE  
DEMOGRAPHICS OF THEIR RESPECTIVE  
CITIES BUT THEY MAY NOT BE  
DEALING WITH CIVIL SERVICE OR  
WHAT YOU WERE TALKING ABOUT, THE  
FIRE DEPARTMENT HAVING ITS OWN  
RECRUITING ENROLLMENT WHICH IS  
DIFFERENT FROM OTHER PLACES, AS  
COUNCILOR EDWARDS SUGGESTED, BUT  
WHO CAN DO A DEEP DIVE?  
SO THE GOAL IS TO HAVE THESE  
BRIEFINGS BUT AT THE SOUMENT  
TIME HAVE -- SAME TIME HAVE  
SOMEONE WITH A MORE OBJECTIVE  
LENS TO DO BE ABLE TO DO THAT  
DEEP DIVE I'M SIMULTANEOUSLY.  
BUT I KNOW THAT WE'RE NOT GOING  
TO COVER THIS, AND I LEARNED  
THAT QUICKLY IN MY FIRST TERM IN  
ONE CONVERSATION, ONE HEARING.  
AND WE SHOULDN'T BE THINKING  
ABOUT IT IN JUST THE CONTEXT OF,  
SAY, THE FIRE DEPARTMENT OR  
POLICE DEPARTMENT.  
THE CHIEF WANTS TO DO SOMETHING  
WITH HIS MEMBERS AS WELL.  
SO I THINK THIS IS A UNIQUE  
OPPORTUNITY AND TIME FOR US TO  
HAVE THE CONVERSATION CAN AS A  
COLLECTIVE, AND I APPRECIATE  
YOUR PARTNERSHIP.  
AND JUAN, IN PARTICULAR, THANK  
YOU FOR GETTING US THE DATA AND  
GETTING IT TO US QUICKLY AND  
JUST BEING A VERY THOUGHTFUL IN  
THE CONVERSATION RELATED TO THIS  
ISSUE OF DIVERSITY IN THE PUBLIC  
SAFETY AGENCIES.  
AND YOU LOOK LIKE YOU WERE ABOUT  
TO SAY SOMETHING.  
>> I AM.  
[ LAUGHTER ]

>> JUST TO BRING YOU -- GIVE YOU  
A LITTLE BACKGROUND, SO THE  
CIVIL SERVICE EXAM IS A  
COMPETITIVE AM OPEN TO OUR  
MEMBERS AND SO ON.

SO IN 2000, JUST GIVE YOU SOME  
NUMBERS -- AND OUR SYSTEM IS  
WORKING, JUST TO GIVE YOU SOME  
NUMBERS, SO IN 2000, COULD THEY  
BE WORKING BETTER?

CERTAINLY.

THERE WAS ZERO DEPUTY CHIEFS OF  
MINORITY CHIEFS, DEPUTIES ON THE  
JOB.

THERE WAS ONE BLACK DISTRICT  
CHIEF.

THERE WAS ONE CAPTAIN.

THERE WAS TEN LIEUTENANTS.

HISPANICING, THERE WAS ONE  
DISTRICT CHIEF, ONE CAPTAIN AND  
FIVE LIEUTENANTS.

WHEN YOU LOOK 18 YEARS LATER, WE  
HAVE TWO MINORITY DEPUTIES,  
WHICH IS HIGHEST CIVIL SERVICE  
RANK, ACHIEVED ON THEIR OWN.

YOU HAVE SIX -- I'M SORRY, THREE  
BLACK DISTRICT CHIEFS.

YOU HAVE THREE HISPANIC DISTRICT  
CHIEFS.

YOU HAVE SIX BLACK CAPTAINS.

YOU HAVE THREE HISPANIC

CAPTAINS.

AND THIS IS THE BEST NUMBER OF

ALL.

LIEUTENANTS.

YOU HAD 34 BLACK LIEUTENANTS.

AND YOU HAVE 16 HISPANIC

LIEUTENANTS.

WHICH IS AT THE ENTRY LEVEL.

THE TOUGHEST TEST TO TAKE.

THAT'S ALWAYS THE TOUGHEST

HURDLE TO COME OVER.

AND WHAT IS -- WHAT IS REALLY

MISSED IN THAT TOPIC IS THAT

IT'S A COMPETITIVE EXAM.

EVERYONE CAN COMPETE AT THE SAME  
LEVEL.

AND THE FACT THAT THEY EARNED

THE RESPECT AND TRUST AND

CONFIDENCE IN THE MEN THEY

SERVE.

I THINK THAT IS REMARKABLE THAT

WE HAVE -- WE'RE MOVING IN THAT

DIRECTION, THAT WE'RE STARTING

TO SEE THE ADVANCEMENT ALL ON  
THE SAME PLAYING FIELD.  
AND I THINK THAT'S WHAT -- AND  
WE'RE STARTING TO SEE THAT  
MOVING THROUGH THE DEPARTMENT.  
CAN WE DO BETTER THAN THAT?  
SURE.

>> ABSOLUTELY.

WE CAN ABSOLUTELY DO BETTER.  
BUT THOSE NUMBERS SPEAK FOR  
THEMSELVES.

AND I BELIEVE THE POSTAL SYSTEM  
CURRENTLY IS FAIR.

EVERYONE COMPETES AT THE SAME  
LEVEL.

EVERYONE HAS EDUCATION IS A --  
IS A COMPONENT.

TIME AND SERVICE IS A COMPONENT.  
SENIORITY IS A COMPONENT.

AND THEN THE MULTIPLE CHOICE  
EXAM WHERE PEOPLE ACTUALLY HAVE  
TO STUDY AND COMMIT TO THE EXAM  
ROSS PROCESS.

SO WE'RE STARTING TO SEE THOSE  
NUMBERS MOVING I CONSIDER VERY  
DRAMATICALLY IN THE RIGHT  
DIRECTION.

SO I BELIEVE THAT THAT'S A GOOD  
THING.

>> NO, I -- I -- I -- I AGREE  
THAT WE'RE SEEING MOVEMENT AND,  
FRANKLY, WHEN LOOKING AT THE  
FIRE DEPARTMENT'S NUMBERS, THAT  
ENTRY LEVEL IN PARTICULAR, IN  
PARTICULAR THE BLACK  
FIREFIGHTERS, YOU SAW AN  
INCREASE THAT MOST PEOPLE DON'T  
NECESSARILY TALK ABOUT, TO GIVE  
CREDIT FOR, BUT LIKE YOU SAID,  
THERE'S MORE WORK THAT WE CAN  
DO.

AND I THINK THIS CONVERSATION  
WILL INCLUDE A CONVERSATION  
ABOUT THE NUMBERS AND EVERYONE'S  
PERSPECTIVE ON THOSE NUMBERS ARE  
DIFFERENT.

IF YOU'RE LOOKING AT WHERE YOU  
HAVE COME FROM TO WHERE YOU ARE,  
THAT'S A GOOD THING.

THE NUMBERS HAVE CHANGED AND  
GONE UP.

IF YOU'RE LOOKING AT THE  
POPULATION OF THE CITY OF BOSTON  
AND THE DEMOGRAPHICS OF THE CITY

OF BOSTON AND THEN YOU'RE  
COMPARING THE DEMOGRAPHICS OF  
THE DEPARTMENT'S NUMBERS,  
THERE'S A BIG GAP.  
IF YOU LOOK AT ENTRY VERSUS  
TOP-TIER POSITIONS, THERE'S --  
IT'S NOT -- IT'S NOT  
REPRESENTATIVE OF THE CITY OF  
BOSTON'S DEMOGRAPHICS.  
SO MY GOAL IS TO NOT JUST TALK  
ABOUT THE NUMBERS, TALK ABOUT  
WHAT HAS WORKED TO ACTUALLY  
INCREASE THOSE NUMBERS IN  
DIFFERENT -- AND EACH DEPARTMENT  
IS DOING DIFFERENT THINGS.  
AND I KNOW EMS, FOR EXAMPLE, HAS  
JUST ROLLED OUT THAT RECRUITING  
CERTIFICATION PROGRAM WITH A  
WORKFORCE VEPT DEPARTMENT  
TRENDS, DEPARTMENT THAT  
HOPEFULLY WE'LL SEE THEIR  
NUMBERS CHANGE AS A RESULT OF  
THAT NEW INITIATIVE.

WE'LL SEE.

BUT I THINK EVERYONE AGREES THAT  
THERE'S MORE THAT WE CAN DO  
BOOG TO -- CAN BE DOING TO MAKE  
SURE PEOPLE OF COLOR AND WOMEN  
IN THE CITY OF BOSTON ARE  
REPRESENTED.

I'M A FIRM BELIEVERER THAT YOU  
GET THINGS DONE NOT NECESSARILY  
ALWAYS HAVING AN ADVER SERIAL  
POSITION BUT ACTUALLY SITTING  
AROUND THE TABLE AND SAYING  
WHERE ARE WE?

AND WHERE DO WE WANT TO GO?

DON'T GET ME WRONG.

I'VE ALREADY TALKED TO SOME  
VETERANS, VETERANS THAT AGREE MY  
RELATIONSHIP WITH BECAUSE OF THE  
CADET PROGRAM TO THE FIRE  
DEPARTMENT AND FOLKS WHERE WE  
DIDN'T START ON THE SAME PAGE.  
I COME TO FIND OUT ONE GUY WHO  
REPRESENTS MANY OF THOSE  
VETERANS LIVES IN MY DISTRICT.  
AND WE CONTINUED CONVERSATIONS.  
AND I SAID YES TO 0 THE LOVE  
PRODUCTIVE CATEGORIES AND I'M  
NOT TALKING ABOUT EVERY ONE.  
RIGHT NOW THE ONLY TWO I'M  
FOCUSED ON ARE WOMEN AND PEOPLE  
OF COLOR.

SO IF WE CAN JUST NARROW THE CONVERSATION FOR A MINUTE TO THOSE TWO AND MAKE SURE OUR REPRESENTATIVES ARE RIVER OF THE CITY OF BOSTON, THOSE TWO CATEGORIES, THAT'S WHAT I WANT TO TALK ABOUT.

AND IF THERE ARE VETERANS IN THOSE CATEGORY WHO ARE MISSING OR WHO ARE GOING THROUGH THE PROCESS OF FALLING THROUGH THE CRACKS WHETHER IT'S FIRE OR POLICE, THEN WE HAVE TO TALK ABOUT THAT.

BUT ONE THING I THINK IS EXCITING IS AN OPPORTUNITY FOR ALL OF US TO COME TOGETHER TO HAVE A CONVERSATION, TO HAVE A BACK-AND-FORTH, BUT HOPEFULLY WITH THE GOAL CHANGING THOSE NUMBERS WITH RESPECT TO OUR PUBLIC SAFETY AGENCIES.

AND ALSO, AT THE SAME TIME, NOT JUST TALK ABOUT THE NUMBERS NOT BEING REPRESENTATIVE BUT ALSO REPRESENTATIVE OF THOSE DEMOGRAPHICS OF THE CITY BUT ALSO TALKING ABOUT SOME OF THE POSITIVES, WHICH OFTEN GET LOST. THE MEDIA DOESN'T TALK ABOUT. WE DON'T NECESSARILY TALK ABOUT IN THE COUNCIL SOMETIMES.

I LEARN ABOUT SOME OF THESE INITIATIVES OR THE TEEN ACADEMY ON OTHER THINGS THAT FOLKS ARE DOING WITH RESPECT TO THESE ISSUE, OFTEN JUST BY PICKING UP THE PHONE AND CALLING SOME PEOPLE IN YOUR DEPARTMENT OR RUNNING INTO THEM UNTIL DORCHESTER AND CONTINUING THE CONVERSATION AROUND DIVERSITY. SO THE GOAL IS ALSO TO HIGHLIGHT WHAT WE ARE DOING THAT'S POSITIVE, WHAT ELSE WE COULD BE DOING, AND TO MAKE SURE THAT AT THE END OF THE DAY, WE'RE NOT TALKING ABOUT THIS IN FIVE, TEN YEARS, BUT THAT WE'VE ACTUALLY MADE SOME MOVEMENT TOGETHER. SO I'M NOT GOING TO DRAG ON. JUST ONE MORE QUESTION IS, WHEN DOES "K" START IN TERMS OF THE INDEPENDENT INVESTIGATION AS

TO --

>> SHE'S ALREADY STARTED.  
DOES SHE HAVE A TIMELINE AROUND  
HOW LONG IT MIGHT TAKE HER TO  
DIG INTO THE WEEDS OF THE  
VARIOUS ALLEGATIONS?

>> NO, I JUST WANT TO BE  
THOROUGH.

WE HAVEN'T PUT A DEFINITIVE  
TIMELINE ON IT.

>> AND AT SOME POINT, I IMAGINE  
SHE WILL COME BACK AND REPORT --  
DIRECTV A WRITTEN REPORT AT  
END -- WILL YOU DRAFT A WRITTEN  
REPORT AT END OF THE  
INVESTIGATION?

>> YES.

I WILL LOOK OUT FOR THAT  
REPORT AND CONTINUE THE  
CONVERSATION ABOUT WHERE WE GO  
GO FROM THERE.

THANK YOU, COUNCILOR CIOMMO.  
THANK YOU COMMISSIONER.  
AND THANK YOU, JUAN AS WELL.

>> THANK YOU.

COUNCILOR FLYNN.

>> THANK YOU, COUNCILOR.

I GOT A FEW MORE QUESTIONS,  
COMMISSIONER.

WHEN FIREFIGHTERS RESPOND TO --  
SAY IT'S THE ANNO VATIVE --  
INNOVATIVE DISTRICTING, THERE'S  
A LOT OF TECHNOLOGY DOWN THERE  
OR THE BIOLAB, IF THEY'RE  
EXPOSED TO ANY TYPE OF CHEMICALS  
OR ANY TYPE OF SITUATION THAT  
COULD HAVE SOME HEALTH RISKS  
DOWN THE LINE, WHAT'S THE  
PROTOCOL FOLLOWING THAT --  
COMING OUT OF THAT AREA?

WHAT TYPE OF MEDICAL ASSISTANCE  
WOULD THEY RETRIEVE?

>> WELL, WE JUST DON'T HAVE THE  
INNOVATION LAB, BUT IF YOU LOOK  
AT EVEN THE MEDICAL AREA,  
THERE'S OVER 5,000 LABS IN THE  
CITY CURRENTLY, SO OUR HAZMAT  
RESPONSE IS ROBUST TO SAY THE  
LEAST, WELL TRAINED.

BUT AS MEMBERS ARE EXPOSED,  
THERE'S A PROCESS IN REPORTING  
EXPOSURE OR IF WE BELIEVE  
THEY'VE BEEN EXPOSED, WE  
DOCUMENT THE EXPOSURE.



WE ADVISE PEOPLE TO SEEK MEDICAL ATTENTION.

MAKE SURE -- AND THIS IS -- GOES BACK TO SO MANY INITIATIVES AROUND MAKING SURE THEY'RE WASHING THEIR GEAR, CLEANING THEIR HOODS AND THOSE THINGS TO MAKE SURE THEY'RE NOT CONTAMINATED.

THE BIG ETTHING IS THIS DECON AFTER A FIRE SCENE SO THEY'RE NOT HIGHBRYING ANY OF THESE TOXINS OR CARCINOGENS BACK TO THE FIRE HOUSES.

WE DO OTHER PROCESS.

THERE'S A REPORTING PROCESS AND THERE'S MEDICAL FOLLOW-UP IF WE FEEL THE NEED.

>> I'M OFTEN AT THE VA IN WEST ROXBURY.

THERE'S A LOT OF THE WOMEN VETERANS.

VA DOES A GREAT JOB OF TRACKING WOMEN VETERANS AS DOES THE STATE AND THE CITY.

IS THERE ANY WAY IN THE DIVERSITY OFFICE THAT CAN DO MORE OUTREACH TO SOME OF THE WOMEN VETERANS THAT WE COULD EASILY IDENTIFY THROUGH THE VA OR THROUGH THE STATE OR THE CITY AS WELL?

>> YOU CAN ALWAYS -- WE CAN ALWAYS DO BETTER, COUNCILOR, I'M SURE.

I KNOW JUAN HAS BEEN VERY COMMITTED.

HE'S BEEN WORKING WITH VETERAN SERVICES ARTICULATING OUR NEED AND THEN ALSO WORKING WITH HER AS FAR AS IDENTIFYING FEMALE VETERANS ALONG WITH MINORITY VETERANS SO WE CAN ACTIVELY PURSUE THEM.

SOME OF THE THINGS THAT WE HAVE UNDERWAY NOW WITH SOME OF THESE INTERVENTIONS, IF YOU WILL, WITH SOME OF THESE YOUNGER DIVERSE GROUPS, WE WON'T SEE THE FRUITION OF THAT FOR A FEW YEARS BECAUSE THEY'RE GOING TO HAVE TO GO IN THE MILITARY, SERVE IN THE MILITARY, AND WE'LL TRACK THEM THROUGH THEIR MILITARY CAREER.

>> COMMISSIONER, BILLION A YEAR  
AGO, THERE WAS A CONSTRUCTION  
COMPANY, THERE WAS A WELDER  
DOING SOME WORK WITHOUT A PRIOR  
HE DIDTAIL AND -- DETAIL.  
HE IMMEDIATELY CALLED THE FIRE  
DEPARTMENT.  
THEY SHUT IT DOWN.  
IS THAT COMMON THAT CONSTRUCTION  
COMPANIES WOULD DO WELTING WORK  
WITHOUT SOME TYPE OF FIRE  
DETAIL?  
>> WELL, SINCE THE TRAGEDY ON  
BEACON STREET, WE HAVE THAT HOT  
WORKS PROGRAM WE'VE WORKED WITH  
UNION AND NONUNION CONTRACTORS  
ABOUT EDUCATING THEIR MEMBERS ON  
THE SAFETY.  
I WILL TELL YOU AFTER THE  
TRAGEDY IN 2014, WE'VE SEEN OUR  
DETAILS INCREASE DRAMATICALLY.  
I THINK PEOPLE RECOGNIZE THE  
HAZARD.  
BUT, LOOK, I WOULD TELL YOU THAT  
I'M SURE THERE'S UNPROTECTED  
WELDING AND BURNING GOING ON IN  
THE CITY EVERY DAY.  
I WOULD TELL YOU.  
WE JUST DON'T HAVE THE RESOURCES  
TO GO OUT AND POLICE ALL THAT,  
BUT WE DO HAVE A CONSTRUCTION  
UNIT THAT GOES OUT AND IS  
ACTIVELY OUT THERE LOOKING AT  
ALL OF THAT.  
YOU KNOW, IT'S LIKE ANYTHING.  
PEOPLE CUT CORNERS.  
AND THEY'LL TRY TO GET AROUND  
THAT OBSTACLE AND THEY DO.  
>> I KNOW A LOT OF THE  
CONSTRUCTION DEVELOPMENT THAT'S  
HAPPENING IN MY DISTRICT AND I  
WANT TO MICK SURE THAT ANY  
WELDING THAT DOES TAKE PLACE,  
THERE'S ALWAYS A FIRE AND FIRE  
DETAIL THERE AND MAYBE I CAN --  
WE CAN DO SOME MORE OUTREACH TO  
SOME OF THESE CONSTRUCTION  
COMPANIES TO STRESS TO THEM THE  
IMPORTANCE OF HAVING A DETAIL  
ALL THE TIME.  
>> THE INSURANCE INDUSTRY  
EMBRACES IT.  
YOU WOULD THINK THEY WOULD BE  
PUSHING BACK.

THE INSURANCE INDUSTRY EMBRACES  
IT.

IT'S A SAFETY BLANKET.

>> THE EMS CHIEF WAS HERE  
EARLIER.

I KNOW HE TALKED ABOUT IT WITH  
MICHAEL -- WITH COUNCILOR  
FLAHERTY.

I'D ALSO LOVE TO SEE A FIRE  
PRESENCE DOWN THE SOUTH BOSTON  
WATERFRONT, EMS PRESENCE DOWN  
THERE.

THAT'S SOMETHING I HOPE I CAN  
WORK WITH YOU ON DOWN THE ROAD  
AS WELL, COMMISSIONER.

>> I THINK WE'LL BE WORKING AT  
IT AT SOME POINT.

AS TIMELINES GO, AS FAR AS  
CONSTRUCTION STARTS, WE NEED TO  
MOVE THAT UP IN EVERYBODY'S  
ACTUALLY RADAR AS THINGS START  
TO DEVELOP, ESPECIALLY THAT  
LOWER END.

I CONSIDER THAT AREA THAT'S MORE  
VULNERABLE RESPONSE TIMES.

>> MY FINAL QUESTION, I KNOW THE  
MAYOR HAS PUT -- GIVEN YOU A LOT  
OF FUNDING ON MAINTENANCE  
APPARATUS, REPLACING IT.

I KNOW THAT'S CRITICAL IN MAKING  
SURE THAT OUR EQUIPMENT WORKS  
AND PREVENTIVE MAINTENANCE IS  
KEY.

DO YOU HAVE ENOUGH MONEY IN THE  
BUDGET FOR ALL MAINTENANCE  
ISSUES?

>> WE DO, AND WHEN WE DON'T, WE  
GET EMERGENCY FUNDING FOR IT.

>> OKAY.

SO, I MEAN, IT'S -- I  
MENTIONED THE AVERAGE AGE OF OUR  
BUILDINGS ARE 76 YEARS OLD, SO  
WHEN SOMETHING GOES, WE HAVE TO  
COME BACK TO DO A BUDGET  
AMENDMENT.

WHEN THE HEATING SYSTEM OR  
THINGS LIKE THAT, SO I THINK  
WE'RE ADEQUATELY FUNDED IN THOSE  
REGARDS AND AS THOSE THINGS  
OCCUR, YOU KNOW, WE'RE GOING TO  
HAVE A LOOK THROUGH IT.

>> AND I KNOW THIS MAYOR IS  
COMMITTED TO MAKING SURE THAT WE  
DO HAVE ENOUGH MONEY IN THE

BUDGET FOR MAINTENANCE.  
THAT'S CRITICAL.  
THAT'S KEY, UNLIKE THE PREVIOUS  
ADMINISTRATION, WE DIDN'T HAVE  
ENOUGH MONEY IN THE MINT NANCE  
DEPARTMENT -- MAINTENANCE  
DEPARTMENT.  
SO THAT'S AN USUAL I WANT TO  
STAY ON TOP OF AS WELL.  
>> IN MAYOR WALSH'S FIRST TERM,  
HE'S COMMITTED ALMOST  
\$100 MILLION TO THE BOSTON FIRE  
DEPARTMENT CAPITAL OR CLOSE  
TO -- IN CAPITAL AND ALONG THE  
OPERATIONAL BUDGET.  
WE DIDN'T SEE THAT LEVEL OF  
COMMITMENT IN 20 YEARS.  
AND I THINK PEOPLE RECOGNIZE  
THAT, AND I GOT TO THANK MAYOR  
WALSH FOR RECOGNIZING THAT AND  
GIVING ME THE ABILITY, THE  
RESOURCES TO MAKE SURE WE MAKE  
THE CHANGES AND GET THINGS DONE  
THAT WE NEED TO GET DONE.  
>> SEVERAL WEEKS AGO,  
COMMISSIONER, I WAS WITH YOU.  
I WAS HONORED TO ATTEND THE  
RETIREMENT BANQUET FOR THE  
BOSTON FIREFIGHTERS THAT  
RETIRED.  
AND IT WAS GREAT TO SEE THE  
GREAT PRIDE AND RESPECT THESE  
PEOPLE HAD FOR THE JOB.  
THEY WORKED HARD.  
THEY SERVED OUR CITY WELL.  
AND JUST THE AMOUNT OF PRIDE  
THEY HAD FOR OUR CITY AND FOR  
THE FIRE DEPARTMENT WAS GREAT TO  
SEE.  
SO I JUST WANTED TO SAY  
CONGRATULATIONS TO YOU AND YOUR  
TEAM AS WELL AND TO THEM.  
>> THANK YOU.  
THANK YOU.  
I JUST WANT TO FOLLOW UP ON THE  
DETAILS.  
SO WHEN A WELDER GOES IN TO GET  
A PERMIT FROM ISD, AREN'T THEY  
TOLD THEY HAVE TO -- IS THERE  
ANY CROSS-COMMUNICATION, LIKE,  
WITH ISD SO SOMEBODY GOES IN  
FORAL PERMIT.  
THEY WANT TO WELD.  
AREN'T THEY REFERRED IMMEDIATELY --

>> WELL, ACTUALLY -- THEY COME TO US.

THEY COME TO US ON THAT.

>> THEY COME DIRECTLY TO YOU. YES.

GREAT.

COUNCILOR EDWARDS.

>> JUST A FOLLOW-UP ON SOME OF THE QUESTIONS I HAD BEFORE, AND THEN ALSO TO ASK ABOUT SOME OF THE PROGRAMS.

SO WE WERE TALKING ABOUT THE IMPLICIT BIAS TRAINING, AND ONE OF THE THINGS I HAD SUGGESTED ABOUT THE ACTUAL FIREFIGHTERS TAKE THE TEST AND THE SUGGESTION I WONDER IF YOU CONSIDER HAVING ONCE THEY'RE RECRUITED INSTEAD OF JUST AT THE CHIEF LEVEL ACTUALLY HAVING YOUR NEW CRERECRUIITS TAKE THE TEST AS WELL, ALMOST LIKE A PHYSICAL FITNESS TEST, CHECKING OUT WHERE THEY ARE AND MAKE SUGAR THEY'RE AWARE OF THE THINGS THEY HAVE GOING ON ABOUT THEMSELVES. HAVE YOU CONSIDERED THAT?

>> ABSOLUTELY.

ND SO -- AND ALSO TELL ME ABOUT YOUR RECRUITMENT WITH COLLEGES OR FEMALE ATHLETES. YOU HAVE FOCUSED ON THEM? HAVE YOU GONE TO THEM?

I WOULD HOPE SOME OF THE COLLEGIATE-LEVEL ATHLETES THAT WE HAVE WHO ARE WOMEN COULD MEET SOME OF YOUR PHYSICAL TESTS AND YOUR -- OR YOUR WRITTEN TEST AS WELL.

>> WELL, THAT'S THE WHOLE FEMALE LIAISON THAT IS DEDICATED TO WORKING IN THOSE DIFFERENT ENVIRONMENTS TO FIRST OFF MAKE THE FEMALES MORE AWARE OF THE BENEFITS OF FIRE SERVICE AND HOPEFULLY BEING ABLE TO RECRUIT IN THOSE, IF YOU WILL, RICH AREAS FOR US.

>> IN TERMS OF YOUR -- SHE'S NOT HERE, IS SHE?

>> NO, SHE'S NOT.

IN TERMS OF YOUR LIAISON, THIS POSITION WAS CREATED WHEN?

>> THE POSITION'S EXISTED

PROBABLY BACK TO 2004 OR 5,  
SOMEWHERE AROUND THERE, PERIOD  
OF TIME.

>> AND HAS THERE BEEN ANY  
RECRUITMENT IN COLLEGES FOR  
WOMEN ATHLETES?

>> I CAN'T SPEAK FOR THE FORMAL  
FEMALE LIAISONS.

I DON'T BELIEVE THE MOST RECENT  
FORM -- FEMALE LIAISON DID MUCH  
IN THAT REGARD.

SO WE'VE CHARGED THE NEW FEMALE  
LIAISON WHICH HAPPENS TO BE  
FIREFIGHTER MARGARET CONELY.  
THAT'S HER CHARGE IS TO WORK  
DIRECTLY INTO THE COMMUNITY  
LOOKING AT ALL OF OUR FEMALE  
HIRING AND THE BEST WAY TO  
APPROACH IT.

>> AND SO A YEAR FROM NOW, WE'RE  
GOING TO BE HAVING A BUDGET  
HEARING.

SO WHAT ARE YOUR GOALS IN TERMS  
OF WOMEN UNTIL THE BOSTON FIRE  
DEPARTMENT?

>> OKAY.

BECAUSE I FIRMLY BELIEVE  
YOU'RE GOING TO BE INTENTIONAL,  
YOU GOT TO KIND OF KNOW WHERE  
YOU WANT TO GO EVEN IF IT'S  
INCREMENTAL, EVEN IF IT JUST  
MAINTAINING THE 16 THAT YOU  
HAVE, WHAT ARE YOUR GOALS?

>> WELL, I THINK I NEED -- WE  
NEED TO INTERNALLY HAVE A  
FURTHER CONVERSATION ON  
SPECIFICS.

I WOULD THINK ON THE LARGER  
TOPIC, I WOULD HOPE THAT WE'VE  
HAD A NUMBER OF INTERACTIONS  
WITH FEMALES WHO MIGHT BE  
INTERESTED IN CAREERS IN THE  
FIRE SERVICE.

WE JUST WENT THROUGH A TESTING  
CYCLE, SO THAT WON'T GEAR UP NOW  
FOR ANOTHER YEAR AND A HALF.

SO IT WILL BE HARD TO MEASURE  
ANYTHING NEXT YEAR AS FAR AS IF  
ANYONE HAS ACTUALLY SIGNED UP  
FOR THE EXAM.

WE'RE GOING TO LOOK AT SOME OF  
THE STATUTORY ACTIVITIES I HAD  
TO SEE IF THERE'S FEMALES THAT  
WE COULD MOVE IN THE HIRING

PROCESS.

WE DID THAT IN THE LAST EXAM  
AROUND LANGUAGE.

HIB IN THE PAST, COUNCILOR, HAS  
DENIED FEMALE -- A SPECIALIST  
FOR FEMALES AS RECENTLY AS 2011.  
SO WE NEED TO REFOCUS AND THAT'S  
WHAT WE'RE LOOKING AT.

>> SO I APPRECIATE THAT.

SO THERE'S SEVERAL STRINGS, BUT  
IN TERMS OF NUMBERS BY NEXT  
YEAR, DO YOU HAVE A -- OR DO YOU  
PLAN TO HAVE ASSET OF NUMBERS OR  
A PERCENTAGE INCREASE AS A GOAL?

>> I -- I THINK I JUST EXPLAINED  
THAT I -- THERE'S A NUMBER  
BARRIERS.

OKAY?

SO --

>> YOU -- WELL, YOU'VE -- YES,  
AND YOU'VE CERTAINLY EXPLAINED  
THAT, AND I -- AND I'VE HEARD  
THAT.

I DON'T WANT YOU TO THINK I'VE  
DISMISSED THEM OR THINK IN ANY  
WAY, SHAPE OR FORM THAT THESE  
AREN'T REAL.

BUT PART OF BEING INTENTIONAL  
ABOUT GETTING SOMETHING DONE IS  
KNOWING WHAT YOU WANT AND  
KNOWING -- SEEING THE GOAL -- OR  
THE NUMBER OR THE PERCENTAGE  
INCREASE AND SO --

>> DO YOU HAVE A SUGGESTION?  
I THOUGHT I DID IN TERMS OF  
THE --

>> THERE'S A WAY --  
ERMS OF NUMBER?

YEAH, THERE'S A WAY --  
WELL, MAINTAIN THE 16 THAT  
YOU HAVE.

>> I THINK THAT IS A GIVEN.  
WE'RE GOING TO MAINTAIN 16.

OKAY?

WE'RE HOPEFULLY GOING TO  
INCREASE -- WE'LL HAVE TO SEE  
WHAT THE LIST PRESENT TO US AS  
FAR AS ELIGIBLE AND REACHABLE  
CANDIDATES.

OKAY?

IT DOESN'T MATTER WHAT MY GOAL  
IS.

IF MY GOAL IS -- IF I SET THE  
GOAL AT 20 AND I GET 2, YOU CAN

TELL ME I FELL SHORT.  
REALISTICALLY, I HAVE TO WAIT TO  
SEE WHAT THE LIST PRESENTS TO ME  
TO SEE IF THERE'S REACHABLE  
CANDIDATES.

IT'S NOT THROUGH -- IT'S NOT THE  
ABILITY -- I DO NOT HAVE THE  
ABILITY TO GO DOWN AND BE  
SELECTIVE.

>> I UNDERSTAND THAT.  
SO I HAVE TO -- YOU TALK  
GOALS.

I WOULD TELL YOU WE HAVE GOALS  
AROUND HOW MANY INTERACTIONS OUR  
FEEL LIAISON HAS HAD IN SOME OF  
THOSE ENVIRONMENTS.

>> OKAY.

WE CAN IDENTIFY HOW MANY  
VISITS, MUCH LIKE WE DO FOR OUR  
PUBLIC EDUCATION.

>> OR HOW MANY WOMEN SHE'S GOING  
TO --

>> ABSOLUTELY.

WE CAN SET SOME GOALS AROUND  
THOSE TOPICS.

>> RIGHT.

BUT ACTUAL HIRING IN WOMEN ON  
THE BOSTON FIRE DEPARTMENT,  
AGAIN, IT WOULD BE A DISSERVICE  
TO YOU AND TO ME FOR ME TO PUT  
OUT SOME FICTITIOUS GOAL.

WE CERTAINLY CAN HAVE GOALS  
AROUND HOW MANY INTERACTIONS,  
HOW MANY TIMES WE'VE BEEN OUT TO  
VISIT SITES, HOW MANY TIMES  
WE'VE EDUCATED PEOPLE ABOUT THE  
ROLE OF THE BOSTON FIRE  
DEPARTMENT AND THE NEED FOR MORE  
FEMALE FIREFIGHTERS.

THAT WE CAN DO.

IT WOULD BE FICTITIOUS FOR ME  
TELL YOU I WILL HAVE A GOAL OF  
HIRING 10 MORE FEMALE FIRTS  
BECAUSE I DON'T HAVE THAT  
CONVERSATION.

>> I UNDERSTAND IN THIS  
CONVERSATION THAT ABILITY MIGHT  
NOT BE -- IT'S IMPOSSIBLE.

BUT I WOULD ENURGE CAN YOU TO  
TRY AND KEEP TO THOSE GOALS  
BECAUSE THAT BIGGEST CONCERN IS  
BEING ABLE TO SAY AFTER A YEAR  
OF CONVERSATIONS AND WE'VE MET  
THE CONVERSATION GOAL, WE STILL



HAVE THE SAME PROBLEM AND NO INCREASE OR WORSE, GOD FORBID, A DECREASE.

SO AGAIN, I UNDERSTAND RIGHT NOW IN THIS CONVERSATION HAVING A NUMBER GOAL MIGHT NOT BE POSSIBLE.

I WOULD ENCOURAGE -- I'M HOPEFUL THAT YOU WOULD COMMIT TO TRY AND GET ONE.

>> AGAIN, WE WILL HAVE GOALS AROUND HOW MANY INTERACTIONS AND WHAT I -- IF YOU WILL, THE WORKLOAD OF OUR FEMALE LIAISON, BUT AS FAR AS TRYING TO PUT SOMETHING SUBSTANTIVE AND CONCRETE IN A NUMBER AND ATTAINABLE, I THINK IT WOULD BE MISLEADING ON MY PART.

>> IN TERMS OF OTHER -- SWITCHING THE TOPIC THEN, SO TO END THAT THEN, I DON'T KNOW HOW -- HOW THEN WE CAN HOLD ANYONE ACCOUNTABLE WITHOUT -- WITHOUT GOALS.

I WOULD SAY THAT.

I DON'T KNOW HOW YOU CAN SET -- YOU DON'T SET LIMITS YOU DON'T SET STANDARDS.

YOU DON'T SET WHERE YOU'RE GOING TO GO.

I DON'T KNOW HOW THEN PEOPLE ARE GOING TO BE HELD ACCOUNTABLE.

I'LL JUST SAY THAT.

SWITCHING TOPICS, TALKING ABOUT SAFETY SPECIFICALLY IN MY DISTRICT IN SOME PILOT PROGRAMS THAT THE IFC HAS COME UP WITH, FOR EXAMPLE, THE ADU, WHICH IS THE BASEMENT PROGRAM, THEY'VE ALLOWED FOLKS TO HAVE ADDITIONAL UNITS WITHIN THEIR HOMES.

AND I WAS YOU'REIOUS ABOUT YOUR OWN PERSPENGSES -- PERCEPTIONS. WERE YOU CONSULTED ABOUT THAT, IN THE BASEMENT APARTMENTS?

>> I'LL LET CHIEF WALSH ANSWER THAT.

THE BUREAU REPORTS DIRECTLY TO CHIEF WALSH SO I'LL LET HIM ANSWER THAT.

>> THAT'S THE FIRST I HEARD OF IT.

BUT I CAN ASK THE FIRE MARSHAL

IF HE'S HAD INTERACTIONS WITH  
ISD OVER THIS.  
>> REALLY?  
A PROGRAM THAT'S GROWING  
APPARENTLY.  
WE'RE HAVING A LOT OF BASEMENT  
APARTMENTS COMING IN.  
>> I DON'T HAVE ANY KNOWLEDGE OF  
IT SO I'LL TALK TO THE FIRE  
MARSHAL AND GOAT BACK TO YOU ON  
THAT.  
>> ING 2.  
I WAS JUST CURIOUS BECAUSE I HAD  
HOPED IT WAS A SUCCESS.  
I HEARD THEY PROMOTED THE  
SPRINKLER SYSTEM BEING A  
REQUIREMENT FOR ANY OF THE TWO  
FAMILIES BECOMING THREES OR  
THREE FAMILIES BECOMING FOURS  
AND THEY'RE REQUIRING DA ASH NOT  
FOR THE WHOLE HOUSE TO BE WIRED  
IN SPRINKLERS BUT JUST THE NEW  
UNIT.  
AND SO I WAS CURIOUS.  
>> SO THAT BEING SAID, THEY'D  
HAVE TO SUBMIT PLAN REVIEWS, I'M  
SURE, TO HAVE THAT DONE.  
SO I'LL SPEAK TO THE FIRE  
MARSHAL.  
>> THANK YOU.  
AND I COULD BE WRONG, BUT I'M  
ALSO CURIOUS ABOUT THE  
RELATIONSHIP BETWEEN EAST BOSTON  
AND CHELSEA AND THE FIRE.  
DO WE EXCHANGE OR HELP PEOPLE  
OUT IN GOING TO FIRES?  
>> YEAH.  
WE HAVE A MUTUAL AID AGREEMENT,  
35 CITIES AND TOWNS.  
WE HAVAL VERY GOOD WORKING  
RELATIONSHIP WITH ALL OF OUR  
PARTNERS IN THE GREATER BOSTON.  
WE ARE IN CHELSEA QUITE A BIT,  
AS YOU CAN IMAGINE.  
WE HAVE -- CHELSEA HAS A  
SIGNIFICANT FIRE PROBLEMS AT  
TIMES, AND WE'RE USUALLY RIGHT  
THERE THE FIRST OR SECOND ALARM.  
WE SEND A NUMBER OF RESOURCES TO  
CHELSEA EVERY YEAR.  
ACTUALLY, I THINK I HAVE NUMBERS  
FOR YOU IF YOU'RE INTERESTED.  
>> YEAH, I WAS -- I WAS CURIOUS  
IN THAT MUTUAL AID AGREEMENT

TOO.

IS THERE REIMBURSEMENT TO OUR  
FIRE DEPARTMENT?

>> NO, IT'S A MUTUALLY --  
THERE'S NO REIMBURSEMENT.

WE ARE PROBABLY THE BIGGEST  
PROVIDER OF MUTUAL AID AS CAN  
YOU MATCHEN.

WE PROVIDE MUTUAL AID TO ALL OUR  
SURROUNDING PARTNERS.

SO -- AND -- IT'S GOOD BUSINESS.

>> THERE'S A LOT DO.

TO DO AND

CERTAINLY IT'S GOOD HELPING  
NEIGHBORS.

>> I NOTICED RECENTLY, THERE WAS  
A -- I THOUGHT A VERY POSITIVE  
TWEET FROM THE BOSTON FIRE  
DEPARTMENT ABOUT THE VACANCY  
PROGRAM IN RECEIVERSHIP,  
SPECIFICALLY THAT A LOT OF  
VACANT BUILDINGS ARE ALSO WHERE  
IT'S A LOVE THE FIRES ARE  
STARTED.

DO YOU STILL FIND THAT TREND TO  
BE TRUE?

>> IT CERTAINLY IS A TREND NOT  
JUST IN BOSTON BUT IT'S A TREND  
THROUGHOUT THE STATE, THROUGHOUT  
THE COUNTRY.

VACANT BUILDINGS ARE WHERE  
PEOPLE TEND TO CONGREGATE.  
WE'VE SUFFERED IN MASSACHUSETTS  
A SIGNIFICANT TRAGEDY IN  
WORCESTER WHERE WE LOST SIX  
FIRTS IN A FIREFIGHTERS IN A  
VACANT BUILDING.

IT IS AN ISSUE AND WE'RE PRETTY  
ROBUST AND THE RELATIONSHIP WE  
HAVE WITH ISD IS VERY GOOD ON  
ALL LEVELS AND ALL ACCOUNTING.  
WE WORK WITH THEM TO MAKE SURE  
WE IDENTIFY THOSE BUILDINGS.  
WE GET THEM BOARDED UP.

AND THAT ALSO IF THERE'S ANY --  
WHAT WE CALL HAZARDOUS BUILDINGS  
WHERE THEY MAY BE MISSING FLOOR  
BOARDS OR STRUCTURAL MEMBERS  
WHICH WOULD PUT OUR MEMBERS IN  
JEOPARDY IF THERE IS A  
SIGNIFICANT FIRE, THE  
STRUCTURE'S ALREADY WEAKENED, WE  
GIVE OUR PEOPLE KNOWLEDGE ABOUT  
WHAT'S GOING ON.

SO THERE IS -- THERE IS AN ISSUE  
IN THE FIRE SERVICE CERTAINLY  
AROUND VACANT BUILDINGS, BUT WE  
WORK PRETTY WELL WITH ISD ON THE  
WHOLE TOPIC, IDENTIFY THEM.  
IDENTIFY THEM FOR GHUS OKAY.  
THANK UP.

>> OUR MUTUAL AID LIKE THE  
COMMISSIONER SAID, PEOPLE  
RELYING ON BOSTON A LOT AS YOU  
CAN IMAGINE AND WE RELY ON  
CHELSEA IN PARTICULAR FOR EAST  
BOSTON FIRES.

BUT FOR MUTUAL AID INCIDENTS  
WHERE OUTSIDE OF BOSTON IN THE  
LAST YEAR, WE'VE HAD -- SINCE  
LAST JULY, SO IT'S NOT A FULL  
YEAR, 182.

WE'VE SENT 432 UNITS.

COULD BE ENGINES, LADDERS,  
CHIEFS, WHATEVER.

BUT INDIVIDUALIZED 432.

MUTUAL AID INCIDENTS WHERE  
COMPANIES REICH CHELSEA -- LIKE  
CHELSEA START COMING INTO BOSTON  
WAS 75.

AND UNITS IN TOTALITY SENT AGAIN  
INDIVIDUAL UNITS FROM OUTSIDE  
THE CITY COMING IN HAVE BEEN 82.

SO WE SEND A LITTLE MORE OUT  
THAN WE GET BECAUSE WE'RE  
FORTUNATE TO HAVE MORE RESOURCES  
THAN A LOT OF OUR NEIGHBORING  
TOWNS AND CITIES, BUT CHELSEA'S  
PROBABLY ONE OF THE MOST  
FREQUENT THAT WE INTERACT WITH  
BECAUSE OF THE GEOGRAPHICAL  
CONCERNS OF EAST BOSTON.

AND ALSO THE EASE WITH THE  
MERIDIAN STREET BRIDGE AND  
CHELSEA STREET BRIDGE THAT WE  
CAN GOAT IN AND OUT OF CHELSEA.  
INTO SOMERVILLE, THAT'S ANOTHER  
COMMON TRANSITION BETWEEN  
DEPARTMENTS AS WELL.

>> THANK YOU.

COUNCILOR ESABEY GEORGE.

THANK YOU.

A COUPLE QUESTIONS ON WE'VE  
SEEN AN INCREASE OVER THE YEARS  
OF NARCAN USE IN WHICH  
FIREFIGHTERS ARE USING NARCAN.  
CAN WE TALK A LITTLE BIT ABOUT  
THE NUMBER.

>> SURE.

OF HOW MANY DOSES OVER THE  
COURSE OF LAST FISCAL YEAR  
AND --

>> I DON'T HAVE IT BY FISCAL  
YEAR, COUNCILOR, BUT I CAN GIVE  
IT TO YOU BY COUNTY.

>> YEP.

IN 2000 -- YOU CAN CERTAINLY  
SEE THE DRAMATIC UPTICK.  
SO 2014 WAS 122 CASES.

'15, 402.

'16, 629.

'17, 804.

AND TO DATE, ABOUT 197, ALMOST  
200 NARCAN RIGHT NOW.

ON THAT TOPIC, WE HAVE A PRETTY  
UNIQUE PROGRAM, THAT IS  
COORDINATED ALONG WITH THE  
MAYOR'S OFFICE RECOVERY SERVICE,  
WHICH PUBLIC HEALTH COMMISSION,  
WE CALL IT NARC AND TALK.

WHAT IT IS IS IF WE HAVE A GOOD  
ADDRESS, WE GO TO AN ADDRESS,  
AND WE COME UPON AN OVERDOSE AT  
THAT ADDRESS, A MEDICAL  
SITUATION THAT WE SEND A TEAM  
BACK WITHIN THE NEXT 24, 48  
HOURS TO OFFER SUPPORT,  
ASSISTANCE, WHETHER IT'S TRYING  
TO GET COUNSELING OR GET THAT  
INDIVIDUAL INTO TREATMENT BUT  
ALSO TO, IF YOU WILL, EDUCATE  
THE PARENTS, THE UNCLE, THE  
AUNTS, THE BROTHER, THE SISTER  
ON WHAT'S AVAILABLE, AND WE  
ALSO, AGAIN, WORKING WITH THE  
MAYOR'S OFFICE RECOVERY SERVICE  
WHICH DOES A GREAT JOB, WE --  
THEY WILL DONATE -- NOT DONATE  
BUT THEY WILL GIVE THE  
INDIVIDUALS NARCAN.

AND I THINK TRENDING OUR NUMBERS  
AND WE'RE STARTING TO SEE WE  
CERTAINLY HAVE THE RESPONSES.  
WE TRACK THESE BY A CERTAIN  
CODE, WHICH IS WE CALL IT A  
321N, N BEING TO DETERMINE NAR  
CAN.

WE ARE STILL NUMBER RESPONSES TO  
DRUG-RELATED INCIDENTS ARE  
CERTAINLY GOING UP, BUT OUR  
ADMINISTERING ARE COMING DOWN IT  
APPEARS AND A THINK A LOT OF THAT

IS THE AVAABILITY OF NAR CAN.  
WE'RE JUST PROVIDING RESCUE  
BREATHING AND THINGS LIKE THAT  
TO MAINTAIN THE PERSON UNTIL THE  
EMS ARRIVES.

>> HAVE WE BEEN ABLE TO INCREASE  
THE ROLE THAT BOSTON FIRE CAN  
PLAY IN SOME OF THAT RESPONSE  
BEFORE EMS GETS THERE?  
BECAUSE I KNOW MANY OUR  
FIREFIGHTERS -- I THINK THEY'RE  
ALL EMT-CERTIFIED.

>> WE HAVE CLOSE TO 1100  
ACTUALLY CERTIFIED EMTs ON  
THE BOSTON FIRE DEPARTMENT.

>> BUT THERE'S ALSO A LIMIT TO  
HOW MUCH SUPPORT THEY CAN GIVE  
TO AN INDIVIDUAL BEFORE --

>> WELL, EMTs CAN GIVE THE  
BASIC FUNCTIONING OF AN EMT.  
WE HAVE PARAMEDICS.

THEY CAN'T FUNCTION AS A  
PARAMEDIC BECAUSE THEY'RE NOT  
INTEGRATED INTO THE SYSTEM.  
I THINK THE FACT THAT WE HAVE SO  
MANY EMTs, WE HAVE SO MANY  
EMTs ON DUTY EVERY DAY IN THE  
CITY IN EVERY NEIGHBORHOOD.  
THERE'S A BENEFIT TO THE CITY.  
YOU'RE GETTING THAT ADVANCED  
TRAINED MEDICAL RESPONDER WITHIN  
FOUR MINUTES, WHICH CAN MAKE THE  
DIFFERENCE BETWEEN LIFE AND  
DEATH AS WE ALL KNOW.

>> AND 26 PARAMEDICS BUT THEY'RE  
NOT ABLE TO UTILIZE --  
>> THOSE SKILL SETS.

AND CAN WE CHANGE THAT?  
WELL, IT WOULD TAKE A BROADER  
CONVERSATION, I THINK,  
COUNCILOR.

IT'S A BIGGER CONVERSATION.  
>> OKAY.

SAVE IT FOR ANOTHER TIME THEN.  
AND THEN LAST YEAR, WE TALKED A  
LITTLE BIT ABOUT SHARPS DISPOSAL  
BOXES THAT YOU HAVE ON THE  
INTERIOR OF YOUR FIREHOUSES, I  
THINK FOR RESPONSE TO CALL --  
>> RIGHT.

-- WHEN YOU DISPOSE OF THEM.  
CAN WE TALK A LITTLE ABOUT THE  
COLLECTION NUMBERS.

>> I COULDN'T GIVE YOU SPECIFICS

ON THE COLLECTION NUMBERS,  
BECAUSE I'M NOT EVEN SURE THEY  
COUNT HOW MANY NEEDLES GO INTO A  
SHARP BOX.

>> RIGHT.

SOME VOLUME AND WEIGHT, IF WE  
CAN GET THAT ANOTHER TIME --

>> I CAN PROBABLY GET THAT TO  
YOU.

>> IN KNOWING THAT.

THANK YOU.

AND THEN I HAD ASKED THIS  
QUESTION EARLIER BOSTON EMS SO  
IT'S PROBABLY APPROPRIATE TO ASK  
IT OF YOU AS WELL.

I HAVE A CONCERN WITH A PIECE OF  
PROPERTY THIS THEY LEASED AT  
GREAT EXPENSE TO THE CITY OF  
BOSTON.

DOES BOSTON FIRE HAVE ANY  
PROPERTY THAT THEY LEASE EITHER  
FOR A FIREHOUSE OR ANOTHER  
PURPOSE?

>> 83 YEAH SO WE HAVE TWO I  
GUESS YOU COULD SAY.

AGENT 10 SQUAD WHICH IS PART OF  
THE HIGH-RISE.

IT'S PART OF INTERNATIONAL  
PLACE.

AND THEN WE HAVE AN AGREEMENT  
WITH HARVARD.

WE HAVE PROPERTY OVER AT HOULTON  
STREET THAT WE USE FOR OUR  
SPECIAL OPERATIONS DIVISION  
WHERE WE DO ALL OUR HAZMAT  
TRAINING, TECHNICAL RESCUE  
TRAINING AND SO ON THERE.

>> AND DO WE HAVE AN IDEA WHAT  
THE LEASE AGREEMENT IS, THE COST  
OF THAT LEASE AT HARVARD?

>> IT'S ACTUALLY IN KIND.

THERE IS NONE.

>> OH, GREAT.

OKAY.

>> GOOD NEIGHBOR.

IS THAT SHARED -- IS THAT  
SHARED WITH EMS?

BECAUSE THEY HAD MENTIONED  
HARVARD GARAGE OR LOCATION.

>> NO.

IT IS NOT.

>> OKAY.

THEY DO A LOT OF THE TRAINING  
WITH US.

WE BRING EMS OVER TO DO SOME TRAINING AROUND THOSE TOPICS BUT THEY DON'T HAVE ANY PRESENCE THERE, PERMANENT PRESENCE.

>> AND THEN MY LAST NOTE JUST CARRY OVER FROM LAST YEAR BECAUSE I HAD ASKED IT THEN, HYDROCHECKS WHERE WE -- ARE WE IN ORDER WITH DEFECTIVE HYDRANTS?

>> I GOT TO TELL YOU, BOSTON SEWER HAS DONE A GREAT JOB. HYDRANT SYSTEM IN CITY OF BOSTON HAS NEVER BEEN BETTER. THEY'VE DONE A FABULOUS JOB WITH REPLACING HYDRANTS AND THE WATER PRESSURE'S NEVER BEEN AS GOOD EITHER.

I MEAN, WE GET BASICALLY ALMOST STATIC PRESSURE ALMOST 60, 80 POUNDS AT TIMES, WHICH SIN CREDIBLE ON A -- SIN CREDIBLE ON A -- WE DO HAVE SOME REPLACEMENTS GOING ON.

WE INTERNALLY, DO HIDE HIDE RAND INSPECTIONS EVERY YEAR.

USUALLY IN THE FALL JUST BEFORE THE WINTER, JUST TO -- WE TEST THE HYDRANTS.

WE -- I SHOULDN'T SAY WE TEST THEM.

WE DON'T CRACK THE BARRELS.

WE DON'T OPEN THEM.

BUT WE CHECK THE PHYSICAL CONDITION FROM THE EXTERIOR AND WE CHECK THE BARREL.

IF WE DO FIND DEFECTS, WE GIVE IT TO WATER AND SEWER AND THEY'RE USUALLY FIXED IN A VERY SHORT TIME IF WE DO.

SO I'M VERY CONFIDENT AND COMFORTABLE WITH THE HYDRANTS.

>> THANK YOU.

THAT'S IT FOR ME.

THANK YOU.

>> THANK YOU.

I JUST -- ONE QUICK HOUSEKEEPING ISSUE.

BFD HAD A REVOLVING FUND AND I DON'T KNOW IF IT'S BEEN DISCONTINUED.

I GUESS THIS IS FOR YOU. HAS IT BEEN DISCONTINUED?

>> WHICH ONE?



I THINK IT WAS A HAZMAT --  
YEAH.  
THE 21E?  
>> YES.  
-- HAS BEEN CLOSED.  
CLOSED.  
BUT WE CAN STILL ABIDE BY THE  
LAW AND GET REIMBURSEMENT FOR  
ANY HAZMAT SITUATION.  
>> OKAY.  
AND IT JUST GOES THROUGH YOUR  
REGULAR OPERATIONAL BUDGET THEN?  
>> THAT'S CORRECT.  
GREAT.  
IT ACTUALLY GOES THROUGH THE  
GENERAL FUND.  
>> GREAT.  
OKAY.  
>> ALSO, JUDGMENT FOLLOW-UP FOR  
YOU.  
>> SURE.  
DEPUTY COMMISSIONER WONG JUST  
HANDED ME A NOTE.  
WE'RE TENANT AT WILL AT HOULTON  
STREET.  
>> ALL RIGHT.  
WE'RE GOING TO WORK ON THAT.  
OKAY.  
IT'S NOT A HOME SHARE  
AGREEMENT.  
THEN YOU'RE ALL GOOD.  
[ LAUGHTER ]  
>> PRESIDENT, DID YOU WISH TO  
TESTIFY?  
WE'LL GO TO PUBLIC TESTIMONY.  
OH, GO AHEAD.  
BE MY GUEST.  
>> THANK YOU, MR. CHAIRMAN.  
COUNCILORS.  
>> THEY ALL LEFT ME.  
[ LAUGHTER ]  
>> THEY'LL REVIEW THE TAPE.  
I KNOW YOU'RE ABSOLUTELY  
RIGHT.  
THEY KNOW WHERE TO FIND ME.  
>> I'VE BEEN SINCE 2010 WITH THE  
BUDGET.  
THE LAST ADMINISTRATION WHO BE  
THE US UP FOR 20 YEARS WHO I  
LIKE TO ENJOY BEETING UP EVERY  
TIME I HAVE AN OPPORTUNITY.  
YOU KNOW, WE CAME HERE FOR THE  
BUDGET, THEY WERE CUTTING JOBS.  
OUR HOSPITAL IS VERY IMPORTANT

FOR OUR FIREFIGHTERS.  
WE HAD NINE GUYS THAT GOT  
INJURED AT THAT FIRE TWO  
WEEKENDS AGO.  
IT WAS IMPORTANT.  
THEY WERE CUTTING APPARATUS.  
THEY WEREN'T REPLACING THEM FOR  
SIX OR SEVEN YEARS.  
OUR AVERAGE AGE WAS OVER 25  
YEARS.  
I'D LIKE TO THANK THE MAYOR AND  
THE COMMISSIONER AND HIS TEAM.  
THEY'VE DONE A GREAT JOB.  
THE AVERAGE AGE OF APPARATUS  
RIGHT NOW IS 6 1/2 YEARS OLD.  
THAT'S GOOD.  
I GOT TO THANK THE CITY COUNCIL  
AND THE MAYOR.  
IT'S ABOUT SAFETY FOR THE  
FIREFIGHTERS AND THE CITIZENS IN  
THE CITY OF BOSTON.  
IT'S IMPORTANT.  
AND THEY UNDERSTAND THAT OUR  
FIREFIGHTERS ARE IMPORTANT.  
THE MEN AND WOMEN OF LOCAL 718.  
IN 1999, WE LOST 12 ACTIVE  
NUMBERS.  
9 HAD A HEART ATTACK.  
AND 3 WERE CANCER.  
AND WE TRY TO BRING A WELL  
FITNESS PROPOSAL TOGETHER SINCE  
1999.  
THEY DIDN'T WANT TO DO IT.  
AND AS COUNCILOR FLAHERTY  
BROUGHT UP FORWARD, WE WANTED TO  
DO IT AND THEY DIDN'T WANT --  
THEY DIDN'T CARE ABOUT US.  
WE BROUGHT UP THE CANCER.  
THEY DIDN'T CARE.  
HEART ATTACK.  
SO IT'S GOOD THAT THIS  
ADMINISTRATION CARES ABOUT OUR  
FIREFIGHTERS.  
THE SENATE IN WASHINGTON JUST  
PASSED UNANIMOUSLY A CANCER  
REGISTRY AND THE IFF 718 PFM  
HAVE BEEN WORKING ON THIS.  
TE PASSED IT UNANIMOUSLY BECAUSE  
THEY SAW WHAT THEY'RE DOING WITH  
718 AND THE MAYOR AND THE  
COMMISSIONER ARE DOING.  
SO THEY HOPEFULLY WILL HELP  
FIRTS DOWN THE ROAD.  
WE'LL NEVER SEE IT BUT IN 20

YEARS, WE'LL FIND OUT THAT WE  
CAN HELP FIREFIGHTERS WITH  
CANCER IN THEIR FAMILIES.  
WE'RE UP THE HILL RIGHT NOW  
HELPING THEM EXTEND THE AGE  
AFTER FIVE YEARS.  
SO IT'S GREAT WHEN WE CAN WORK  
TOGETHER AND GET STUFF DONE.  
YEAH, WE HAVE OUR DISAGREEMENTS.  
AS "J" "J" JENNINGS SAID, YOU  
CAN AGREE TO DISAGREE.  
MEN AND WOMEN ON THIS JOB DO A  
GREAT JOB.  
OUT IN THE FIELD, ARSON SQUAD,  
OUR TRAINING ACADEMY, THE FIRE  
PREVENTION.  
I'VE HEARD SOMETHING ABOUT FIRE  
DETAILS.  
THE MEN AND WOMEN UP IN FIRE  
PREVENTION WORK VERY HARD.  
THEY'RE OUT IN THE STREETS  
MAKING SURE THAT THE CONTRACTORS  
ARE DOING THE RIGHT THING.  
FIRE ALARM.  
FIRE ALARM CONSTRUCTION,  
MAINTAINING THEM RED BLOCKS SO  
IF SOMEBODY NEEDS AN EMERGENCY,  
THEY CAN HOOK THE LIVER AND  
THERE'S A FIRE -- LEVER AND  
THERE'S A FIRE TRUCK WITHIN  
THREE OR FOUR MINUTES.  
IT'S GREAT THAT WE'RE REPLACING  
JOBS, PROMOTIONS.  
THE LAST ADMINISTRATION IF A  
CHIEF RETIRED, YOU JUST RETIRED  
A CHIEF AND PROMOTED A CHIEF.  
WITH THIS ADMINISTRATION, CHIEF,  
CAPTAIN AND LIEUTENANT.  
SO THIS ADMINISTRATION'S DOING  
THE RIGHT THING.  
AND I APPRECIATE THAT.  
I HAD TO DO A LOT OF FIGHTING  
WITH THE LAST ADMINISTRATION.  
AND IT'S -- THEY TRY TO WEAR US  
DOWN.  
I ALWAYS SAID WE'RE GOING TO BE  
HERE AND YOU'RE GOING TO BE  
GONE.  
I WAS RIGHT.  
I WANT TO THANK JUAN.  
HE'S DOING GREAT JOB.  
HE'S WORKED WITH US -- YOU KNOW,  
718 DOESN'T GET INVOLVED IN  
HIRING, BUT I'LL TAKE MY HAT

OFF, MEN AND WOMEN WHO SERVE  
THIS COUNTRY, THE VETERANS  
DESERVE TO COME HOME AND HAVE AN  
OPPORTUNITY TO GET THIS JOB.  
MY SON, I JUST WAS VISITING HIM  
DOWN IN NORTH CAROLINA IN THE  
MARINE CORPSES.

I SAID, COME DOWN.

I ASKED HIM WHAT ARE YOU GOING  
TO DO IN THREE YEARS AND HE  
DIDN'T KNOW.

I SAID I'LL GET IN TOUCH WITH  
YOU SO THE VETERANS DO DESERVE  
IT.

THEY'RE DEFENDING OUR COUNTRY.  
THEY'RE LEAVING THEIR FAMILIES  
OF 18 YEARS OLD AND YOU DON'T  
KNOW WHAT'S -- I PRAY TO GOD  
THAT MY SON COMES HOME HEALTHY  
IN FOUR YEARS ALONG WITH EVERY  
OTHER MEN AND WOMEN THAT SERVE  
THIS COUNTRY.

THEY MENTIONED THE EAP.

WE HAVE A GREAT EAP PROGRAM.  
PEOPLE COME DOWN AND REACH OUT  
TO US.

IT'S ALL PRIVATE.

IT'S THE -- AS THE COMMISSIONER  
SAID, IT'S THE MODEL TO THE  
INTERNATIONAL FIREFIGHTERS AND  
THEY ALSO -- INTERNATIONAL JUST  
OPENED UP A -- WHAT IS IT -- A  
COUNCIL.

IT'S IN BALTIMORE AND IT'S GREAT  
AND IT'S HELPING FIREFIGHTERS.  
BUT WE ALSO OPEN THEM UP TO THE  
WHOLE UNITED STATES,  
PHILADELPHIA, FLORIDA.

WE HAVE THEM ALL OVER.

I COULD GO ON AND ON.

IT'S BEEN A LONG AFTERNOON.  
AND I JUST WANT TO THANK THE  
COMMISSIONER AND HIS TEAM,  
EVERYBODY IN HEADQUARTERS.

IT'S DOING A GREAT JOB.

AND I WANT TO THANK YOU FOR  
LETTING ME SPEAK TODAY.

>> OF COURSE.

THANK YOU.

>> THANK YOUR SON FOR HIS  
SERVICE.

THANK YOU SO THAT CONCLUDES  
TODAY'S HEARING.

I WANT TO THANK YOU, AGAIN,

COMMISSIONER, YOUR ENTIRE TEAM,  
ALL THE MEN AND WOMEN IN THE  
FIELD THAT PROTECT OUR CITIZENS,  
OUR RESIDENTS AND OUR VISITORS  
EVERY DAY.

THIS HEARING IS ADJOURNED.

>> THANK YOU.

[ RAP OF THE GAVEL ]

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