



BOSTON CITY COUNCIL

Committee on City Services and Innovation Technology
Brian Worrell, Chair

One City Hall Square ◊ 5th Floor ◊ Boston, MA 02201 ◊ Phone: (617) 635-3040 ◊ Fax: (617) 635-4203

REPORT OF COMMITTEE CHAIR

September 26, 2023

Dear Councilors:

The Committee on City Services and Innovation Technology was referred the following dockets for consideration:

Docket #1474, Message and order for your approval an Order to reduce the FY24 appropriation for the Reserve for Collective Bargaining by Twenty-Seven Million, Three Hundred Fifty-Seven Thousand Six Hundred Twenty Six Dollars (\$27,357,626.00) to provide funding for the Boston Fire Department for the FY23 increases contained within the collective bargaining agreements between the City of Boston and the International Association of Firefighters (IAFF, Local 718).

Docket #1475, Message and order for a supplemental appropriation Order for the Boston Fire Department for FY24 in the amount of Twenty-Seven Million, Three Hundred Fifty-Seven Thousand Six Hundred Twenty Six Dollars (\$27,357,626.00) to cover the FY24 cost contained within the collective bargaining agreements between the City of Boston and the International Association of Firefighters (IAFF), Local 718. The terms of the contract are July 1, 2021 through June 30, 2024. The major provisions of the contracts include base wage increases of 3%, 3%, and 2.5%, to be given in July of each fiscal year of the contract term.

These matters were sponsored by Mayor Michelle Wu and referred to the Committee on September 20, 2023.

Summary of Legislation

Docket #1474 transfers funds from the Reserve for Collective Bargaining to provide funding for the Boston Fire Department (BFD), and Docket #1475 authorizes funding to cover the FY24 cost contained within the collective bargaining agreements between the City of Boston and the International Association of Firefighters (IAFF), Local 718. The terms of the contract are July 1, 2021 through June 30, 2024.

The annual wage increase pattern of this agreement is consistent with other collective bargaining agreements passed by the Council and is as follows, to be applied retroactively:

- Effective FPP July 2021 – 3%
- Effective FPP July 2022 – 3%
- Effective FPP July 2023 – 2.5%

Other compensation and benefits include:

- Hazardous Duty (Article XX, section 3) compensation rate will be increased by 1.5% effective July 1, 2023.
- Paid details rate (Article VIII, section 2) will be increased by \$8.00

The agreement also contains the following language changes/policy modifications:

- Hours of Work and Overtime (Article VII) Effective July 1, 2023, replace the reference to five (5) tours to six (6) tours.
- Officer Rank for Rank Coverage (Appendix D) Effective July 1, 2023 increase officers' absence/vacancy coverage from eight (8) to twelve (12).
- Vacation (Article XI, section 6.3) Effective July 1, 2023 amend language by replacing the phrase "shifts shall be covered" to "shifts may be covered".
- Sick Leave (Article XVII, section 3) amend language as follows: "if said employee has accumulated more than ten (10) tours of documents absences within a rolling twelve (12) month period.

Information Received at Hearing

The Committee held a public hearing on Dockets #1474-1475 on Monday, September 25, 2023. The Committee was joined by Lou Mandarin, Senior Advisor for Labor, and Jim Williamson, Budget Director for the City of Boston all of whom provided testimony on behalf of the Administration.

Mr. Williamson stated that Docket #1474 reduces the FY24 appropriation for the Reserve for Collective Bargaining by \$27,357,626 and transfers these funds to the Boston Fire Department (BFD). Docket #1475 authorizes funding to cover the FY24 cost contained within the collective bargaining agreements between the City of Boston and the International Association of Firefighters (IAFF), Local 718.

Mr. Williamson stated that the City's FY24 budget included \$76.2 million in aggregate to collective bargaining reserves. Since July 2023, the City has passed two collective bargaining supplementals, drawing from the collective bargaining reserve about \$572,000. If these dockets are passed the Reserve for Collective Bargaining will total about \$48.2 million.

Mr. Mandarin stated that this contract is retroactive beginning in July 2021 and will last until June 2024. The City will reopen negotiations with Local 718 this Spring to finalize a new three year contract. Other than wage increases, there were language changes which modified hours of work and overtime, officer and rank coverage, and sick leave which would allow more flexibility for fire fighters when they take leave from work. He added that these negotiations took place over the course of seven months.

The Committee heard public testimony from Sam Dillon, President of Local 718, who expressed the union's support for this contract.

The Committee also discussed various topics including language changes related to parental leave, diversifying BFD personnel, the health and safety of Boston Fire Fighters, military leave reform, the need for the funding of Car 5, constructing a fire station in Charlestown, and creating positions in BFD that specialize in responding to lab-specific emergencies.

Committee Chair Recommended Action

As Chair of the Committee on City Services and Innovation Technology, I recommend moving the listed dockets from the Committee to the full Council for discussion and formal action. At that time, my recommendation to the full Council will be that the matters **OUGHT TO PASS**.

Brian Worrell

Brian Worrell, Chair
Committee on City Services and Innovation Technology