



## Employment Contract Boston Fire Commissioner

April 16, 2026

**Term:**

Pursuant to Section 9 of Chapter 449 of the Acts of 1895 and the Boston City Code, Section 2-7, Rodney Marshall shall be appointed as the Boston Fire Commissioner and Chief of Department for a term of 3 years, 7 months, and four weeks, beginning May 1, 2026 and ending December 31, 2029.

**Essential Duties**

The Fire Commissioner shall have the responsibility of extinguishing fires in the City of Boston and the protection of life and property in case of fire, and shall purchase and keep in repair all apparatus used therefor, including the fire alarm telegraph and telephone system; shall divide said city into fire districts and establish a fire patrol; and shall have and exercise all the powers and duties conferred by statutes and ordinances of said city. The Fire Commissioner and Chief of Department shall manage the operations of the Fire Department and shall oversee fire prevention, training, planning and homeland security, special operations, deployment and response planning, fire alarm operations, information technology, personnel, facilities and fleet maintenance, and safety, health and wellness. The Fire Commissioner and Chief of Department represents the Fire Department on Department-related matters, committees, and national symposiums, as requested. The Fire Commissioner and Chief of Department shall have oversight responsibility for the administration of the Department, including the responsibility to oversee, hire, assign, reassign, and supervise administrative personnel in his discretion for the efficient management of the Department. The Fire Commissioner and Chief of Department shall initiate, oversee, and staff as necessary in his discretion, all work necessary to support the Fire Cadet program in the Boston Fire Department. The Fire Commissioner and Chief of Department shall oversee and staff all work required to fill and train classes of recruits as needed to keep the Boston Fire Department staffed with highly-qualified, well-trained firefighters.

The Fire Commissioner and Chief of Department performs other various duties as assigned by the Mayor for the City of Boston. The Fire Commissioner and Chief of Department shall work a 35 hour per week administrative schedule based at Department Headquarters and will be compensated as follows:

Appointment Date:	May 1, 2026
Annual Salary:	\$318,000 per annum, subject to state, federal and retirement withholdings, inclusive of paid holidays.  Each calendar year during the term of this agreement, the Annual Salary shall increase at the rate determined for Cabinet officials.
Overtime:	None.
Acting Out of Grade:	None.
Vehicle:	Take home department vehicle provided for



Mayor Michelle Wu

responding to any necessary off-hours fires and other incidents.

Floating Holidays:

Two (2) Paid Floating Holidays annually

Vacation:

Earned depending on years of service awarded at a rate of 35 hours per week (35 hours x 6 weeks = 210 hours) per calendar year.

Vacation Buy-Back At Retirement:

Allowed to carry over unused vacation hours each year to be paid out in full on retirement.

Sick Leave Buy-Back At Retirement:

37% of all accrued, unused sick hours shall be bought back at the salary effective upon retirement.

Personal Tour Bank:

Up to a maximum of 336 hours based on 1/4 of weekly salary (32 Tours) as a Career bank and paid out upon retirement/resignation.

Sick Leave:

15 days per year (105 hours). Sick days used will be charged at 7 hours per day.

Annual Sick Leave Redemption:

Up to 10 days per year (70 hours) at the rate of regular compensation after December 31st, of a given year.

Annual Vacation Redemption:

Up to 10 days per year (70 hours) at the rate of regular compensation after December 31st, of a given year.

Personal Time:

Award of 42 hours per fiscal year.

Personal Tour Buy-Back:

Up to 50 hours per fiscal year.

Upon appointment, the Commissioner shall have six months to reestablish residency within the City of Boston. Following the successful completion of this term as Commissioner in good standing, in the event that the Commissioner is not reappointed, he shall be restored to the rank of Deputy Chief, at a compensation level consistent with a Chief of Operation.

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Rodney Marshall  
Fire Commissioner / Chief of Department

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Mayor Michelle Wu  
Mayor of Boston

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Ashley Groffenberger  
Chief Financial Officer

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Michael Firestone  
Corporation Counsel  
*Approved as to Legal Form*