

## **FY21 Budget Process**

### **City Council Information Request**

**Department:** Boston Fire Department (BFD)

#### **GENERAL INFORMATION:**

1. Summary Budget for FY21 - *See Separate Attachment (Appendix A)*
2. Detail on “Other” or “Misc” Line Items (53900, 54900, & 55900)

#### **BUDGET NARRATIVE:**

3. Three Largest Budget Reductions from FY20 in dollars and %
4. Three Largest Budget Increases from FY20 in dollars and %
5. Detail on Other Significant Budget Expansions or Reductions
6. Any New Responsibilities Assigned to Department in the Last Two Years
7. Any Responsibilities Transferred Out of Department in Last Two Years
8. Actual YTD FY20 Spending - *See Separate Attachment (Appendix B)*
9. Any Savings Realized by Department in FY20
10. Any Changes to External Funds
11. List of 5 Major Accomplishments in FY20 – *See Separate Attachment (Appendix C)*
12. Chief FY21 Goals, Ongoing and New Initiatives – *See Separate Attachment (Appendix D)*
13. Multi-year Projects or Investments, Discuss FY20 Ramp-up or Wind-down in Spending, and Future Year Plan
14. Any Expanded Budget Authority Not Granted, But Plan to Resubmit in Future
15. Departmental Financial and Personnel Resources Devoted to Language Access

**PERSONNEL INFORMATION:**

- 16. Five Year Analysis of Full Time Employees (FTEs)
- 17. Breakdown of Employees on Leave
- 18. Five Year Analysis of the Total Number of Positions
- 19. A. Breakdown of Employees by Race and Gender  
    B. Breakdown of Top 10 Wage Earners by Race and Gender
- 20. Breakdown of Employees with Language Competency Other Than English
- 21. Five Year Analysis of Overtime
- 22. Amount and Justification of Any Stipends
- 23. Any Hiring Challenges Experienced This Year

**CONTRACTS - See Separate Attachment (Appendix E)**

- 24. Overview of Current Contracts
- 25. Breakdown of Contracts
- 26. Any Barriers to Contractor Diversity in Department Contracts
- 27. Narrative on Contracts Over \$100,000

**PERFORMANCE MEASURES**

**REVOLVING FUNDS - See Separate Attachment (Appendix F)**

## 2) Detail on "Other" and "Misc" Line Items

<b>Account</b>	<b>Account Descr</b>	<b>Amount</b>	<b>Details</b>
53900	Misc Supplies and Materials	3,948,586	Auto parts to repair cars and trucks, Wear Apparel and plumbing and electrical parts
54900	Other Current Charges	687,116	Water, Dues and Subscriptions, Internet and Cable, Boiler Inspections
55900	Misc Equipment	1,199,037	Computers and Computer Equipment, Fire Equipment and Hazmat Equipment, Electrical Equipment

### 3) Three Largest Budget Reductions from FY20

	<b>Account</b>	<b>Account Description</b>	<b>Amount</b>	<b>% Change</b>	<b>Explanation</b>
1.	55400	Lease Purchase	(1,462,916)	-30%	Reduction in annual Debt Service payments
2.	53000	Auto Energy Supplies	(188,874)	-22%	Reduction in Fuel unit due to the installation on the New Fuel System
3.	52800	Transportation of Persons	(24,100)	-31%	Reduced discretionary travel

#### 4) Three Largest Budget Increases from FY20

	<b>Account</b>	<b>Account Description</b>	<b>Amount</b>	<b>% Change</b>	<b>Explanation</b>
1.	51000	Permanent Employees	4,429,247	2%	Firefighter collective bargaining salary increase and civilian step increases
2.	51200	Overtime	507,890	2%	2% Adjustment to cover Collective bargaining Hourly rate increase
3.	54900	Current Charges	90,948	15%	Increase in Mass Ave debt service, Increase in water contract and transfer of Utilities cost as an accounting change

**5) Other Significant Budget Expansions or Reductions - N/A**

**6) Any New Responsibilities Assigned to Department in the Last Two Years -**

In the past two years, the Boston Fire Department has been in charge of rolling out a department wide Safety and Wellness program.

**7) Any Responsibilities Transferred Out of Department in Last Two Years -**

No responsibilities were transferred out during the past two years.

**8) Actual YTD FY20 Spending - *See Separate Attachment (Appendix B)***

**9) FY20 Savings Realized by Department - N/A**

**10) Changes to External Funds -** The Fire Department was awarded \$498,291 as part of a three year award to fund the Recovery Service Program. This program is a collaborative effort between Fire Department first responders, the Mayor's Office of Recovery Service, the Boston Public Health Commission and community based organizations to improve the City's response to the opioid crisis. There are no additional major changes to existing external funds.

**11) List of 5 Major Accomplishments - FY20 – See Separate Attachment (Appendix C)**

**12) Chief FY21 Goals, Ongoing and New Initiatives – See Separate Attachment (Appendix D)**

**13) Multi-year Projects or Investments, Discuss FY20 Ramp-up or Wind-down in Spending, and Future Year Plan** - The Fire Department continues annually Industrially Clean Firehouses for the safety and wellness of our firefighters. The goal is to industrially clean 3 to 6 Fire Houses annually. The Fire Department's started upgrading their Radio System in FY20 and will continue over the next four years as part of a \$37 million tiered project.

**14) Any Expanded Budget Authority Not Granted, But Plan to Resubmit in Future**

While additional resources can always be put to good use, the department understands the necessity of doing more with less in difficult fiscal times.

## **15) Departmental Financial and Personnel Resources Devoted to Language Access**

**FY20 Language Communications Access (LCA) Allocation (in ONS Budget) - \$0**

**Other Financial and Personnel Resources** - BFD has multiple employees who speak other languages who are not formally in the language pool or officially listed as a language speaker, readily available if needed for language communication.



**16) Five Year Analysis of Full-Time Equivalents as of January 1**

	<b>FY17</b>	<b>FY18</b>	<b>FY19</b>	<b>FY20</b>	<b>FY21 Projected</b>
FTEs	1652.2	1610.3	1611.5	1618.5	1618.5

**17) Breakdown of Instances of Employees on Leave**

<b>Leave Type</b>	<b>FY19</b>	<b>FY20 (Through March)</b>
FMLA	76	66
Paid Administrative Leave	3	2
Unpaid Leave	7	5

## 18) Five Year Analysis of the Total Number of Positions

	<b>FY17 Adopted</b>	<b>FY18 Adopted</b>	<b>FY19 Adopted</b>	<b>FY20 Adopted</b>	<b>FY21 Recommended</b>
<b>Total Full-Time Positions (Permanent)</b>	1679	1680	1682	1685	1695
<b>Total Part-Time Positions (Permanent)</b>	-	-	-	-	-
<b>Total Employment Agreements</b>	-	-	-	-	-

## 19A) Breakdown of Employees by Race and Gender

*Active Employees as of April 1, 2020*

	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>% of Total</b>
<b>Asian</b>	6	1	6	1.4%
<b>Black</b>	24	281	305	18.3%
<b>Hispanic</b>	11	124	135	8.1%
<b>Not Specified</b>	2	-	2	0.1%
<b>White</b>	52	1148	1200	72.1%
<b>Total</b>	94	1570	1665	100.0%
<b>% of Total</b>	6%	94%	100%	

## 19B) Breakdown of Top Ten Dept Salaries by Race and Gender

*Active Employees as of April 1, 2020*

	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>% of Total</b>
<b>Black</b>	0	1	1	6%
<b>White</b>	0	15	15	94%
<b>Total</b>	0	16	16	100%
<b>% of Total</b>	0%	100%	100	

## 20) Employee Counts with Language Competency in the Volunteer Pool

Language	# of employees
Spanish	7
Chinese	2
Vietnamese	1

## 21) Five Year Overtime History

<b>FY17</b>	<b>FY18</b>	<b>FY19</b>	<b>FY20 Approp</b>	<b>FY20 YTD (through March)</b>	<b>FY21 Recom</b>
\$20,339,338	\$21,905,655	\$23,569,945	\$25,394,540	\$21,607,821	\$25,902,431

## 22) Amount and Justification of Any Stipends

Weekly Amount	Notes
\$87	1 Employee received a stipend for serving on the Retirement Board; this is paid for by the Retirement Board.

**23) Any Hiring Challenges Experienced This Year** - The Firefighter recruit class was delayed until March due to challenges with vetting the candidates.

N/A

**24, 25, 26, 27) Breakdown of contracts, contracts over \$100k - See Separate Attachment (Appendix E)**



**Revolving Fund(s) - N/A**

# Department History

Personnel Services	FY18 Expenditure	FY19 Expenditure	FY20 Appropriation	FY21 Recommended	Inc/Dec 20 vs 21
51000 Permanent Employees	184,926,887	204,201,217	219,707,393	224,136,640	4,429,247
51100 Emergency Employees	0	0	0	0	0
51200 Overtime	21,905,655	23,569,944	25,394,540	25,902,432	507,892
51600 Unemployment Compensation	20,899	34,955	60,000	60,000	0
51700 Workers' Compensation	184,947	19,730	150,000	150,000	0
Total Personnel Services	207,038,388	227,825,846	245,311,933	250,249,072	4,937,139
Contractual Services	FY18 Expenditure	FY19 Expenditure	FY20 Appropriation	FY21 Recommended	Inc/Dec 20 vs 21
52100 Communications	874,550	976,960	923,568	923,568	0
52200 Utilities	1,721,564	1,729,740	2,029,292	2,075,432	46,140
52400 Snow Removal	62,021	16,029	40,000	40,000	0
52500 Garbage/Waste Removal	85,723	185,130	274,051	274,051	0
52600 Repairs Buildings & Structures	1,216,539	1,489,537	1,450,000	1,450,000	0
52700 Repairs & Service of Equipment	1,241,154	1,327,279	1,622,130	1,622,130	0
52800 Transportation of Persons	139,502	211,375	78,700	54,600	-24,100
52900 Contracted Services	2,012,460	3,779,548	3,455,242	3,500,242	45,000
Total Contractual Services	7,353,513	9,715,598	9,872,983	9,940,023	67,040
Supplies & Materials	FY18 Expenditure	FY19 Expenditure	FY20 Appropriation	FY21 Recommended	Inc/Dec 20 vs 21
53000 Auto Energy Supplies	880,273	896,068	871,712	682,838	-188,874
53200 Food Supplies	0	0	0	0	0
53400 Custodial Supplies	41,827	39,953	64,000	64,000	0
53500 Med, Dental, & Hosp Supply	180,071	148,255	148,751	148,751	0
53600 Office Supplies and Materials	117,496	156,030	138,800	138,800	0
53700 Clothing Allowance	868,525	872,550	867,060	867,060	0
53800 Educational Supplies & Mat	0	0	0	0	0
53900 Misc Supplies & Materials	4,025,744	3,693,464	3,948,586	3,948,585	-1
Total Supplies & Materials	6,113,936	5,806,320	6,038,909	5,850,034	-188,875
Current Chgs & Oblig	FY18 Expenditure	FY19 Expenditure	FY20 Appropriation	FY21 Recommended	Inc/Dec 20 vs 21
54300 Workers' Comp Medical	5,525	11,530	41,500	41,500	0
54400 Legal Liabilities	140,000	107,124	140,000	140,000	0
54500 Aid To Veterans	0	0	0	0	0
54600 Current Charges H&I	0	0	0	0	0
54700 Indemnification	4,564,838	4,177,534	3,500,000	3,500,000	0
54800 Reserve Account	0	0	0	0	0
54900 Other Current Charges	444,429	690,488	596,168	687,116	90,948
Total Current Chgs & Oblig	5,154,792	4,986,676	4,277,668	4,368,616	90,948
Equipment	FY18 Expenditure	FY19 Expenditure	FY20 Appropriation	FY21 Recommended	Inc/Dec 20 vs 21
55000 Automotive Equipment	0	1,824,231	0	0	0
55400 Lease/Purchase	4,382,942	4,901,814	4,875,531	3,412,616	-1,462,915
55600 Office Furniture & Equipment	63,990	144,444	20,000	20,000	0
55900 Misc Equipment	3,306,057	4,581,936	1,199,037	1,199,037	0
Total Equipment	7,752,989	11,452,425	6,094,568	4,631,653	-1,462,915
Other	FY18 Expenditure	FY19 Expenditure	FY20 Appropriation	FY21 Recommended	Inc/Dec 20 vs 21
56200 Special Appropriation	0	0	0	0	0
57200 Structures & Improvements	0	0	0	0	0
58000 Land & Non-Structure	6,000	22,170	20,000	20,000	0
Total Other	6,000	22,170	20,000	20,000	0
Grand Total	233,419,618	259,809,035	271,616,061	275,059,398	3,443,337

# Appendix B

**City of Boston  
Summarized Appropriations by Department  
Budget Year 2020  
as of March 31, 2020**

<u>Fund</u>	<u>Descr</u>	<u>Dept</u>	<u>Description</u>	<u>Acct</u>	<u>Descr</u>	<u>Bdgtd</u>	<u>Encumb</u>	<u>Expend</u>	<u>Avail</u>
100	General	Fund	221000 Fire Department	51000	Permanent Employees	219,707,395	-	155,377,566	64,329,829
100	General	Fund	221000 Fire Department	51200	Overtime	25,394,540	-	21,196,448	4,198,092
100	General	Fund	221000 Fire Department	51600	Unemployment Compensa	60,000	-	26,520	33,480
100	General	Fund	221000 Fire Department	51700	Workers Compensation	150,000	-	79,067	70,933
100	General	Fund	221000 Fire Department	52100	Telecommunications	923,568	-	578,876	344,692
100	General	Fund	221000 Fire Department	52200	Utilities	2,029,292	32,919	1,101,722	894,652
100	General	Fund	221000 Fire Department	52400	Snow Removal	40,000	-	10,280	29,720
100	General	Fund	221000 Fire Department	52500	Waste Removal	274,051	63,774	142,266	68,011
100	General	Fund	221000 Fire Department	52600	Repairs/Maintenance	1,610,000	193,686	1,298,329	117,985
100	General	Fund	221000 Fire Department	52700	Repair/Service Equip	1,507,130	513,276	761,088	232,767
100	General	Fund	221000 Fire Department	52800	Transportation/Travel	114,700	28,139	85,499	1,062
100	General	Fund	221000 Fire Department	52900	Contracted Services	3,455,242	778,100	2,312,106	365,036
100	General	Fund	221000 Fire Department	53000	Motor Vehicle Energy	871,711	202,227	627,853	41,631
100	General	Fund	221000 Fire Department	53400	Custodial Supplies	64,000	15,726	45,167	3,107
100	General	Fund	221000 Fire Department	53500	Medical/Dental Suppli	168,751	56,291	97,684	14,776
100	General	Fund	221000 Fire Department	53600	Office Supplies	138,800	6,365	68,008	64,427
100	General	Fund	221000 Fire Department	53700	Clothing Allowance	867,060	-	869,325	(2,265)
100	General	Fund	221000 Fire Department	53900	Misc Supplies/Materia	4,113,586	1,334,631	2,349,112	429,843
100	General	Fund	221000 Fire Department	54300	Workers Comp Medical	41,500	-	22,478	19,022
100	General	Fund	221000 Fire Department	54400	Legal Liability Premi	140,000	-	-	140,000
100	General	Fund	221000 Fire Department	54700	Indemnification	3,500,000	-	2,800,938	699,062
100	General	Fund	221000 Fire Department	54900	Current Charges	596,168	153,221	352,704	90,243
100	General	Fund	221000 Fire Department	55400	Lease Purchase Debt S	4,775,532	-	2,547,500	2,228,032
100	General	Fund	221000 Fire Department	55600	Furniture	20,000	784	13,677	5,539
100	General	Fund	221000 Fire Department	55900	Equipment	1,033,037	256,475	370,401	406,161
100	General	Fund	221000 Fire Department	58000	Land & Non-Structural	20,000	1,689	15,760	2,551
<b>Fire Department Total</b>						<b>271,616,063</b>	<b>3,637,301</b>	<b>193,150,372</b>	<b>74,828,390</b>



## Boston Fire Department

## *Appendix C & D*

### **FY20 Accomplishments**

#### **Investment in Firefighter Training: Building the Future Strength for Firefighting Reponses:**

- Received the AFG grants for several initiatives. In addition, we were awarded year two from the Substance Abuse and Mental Health (Federal Public Health) a total of almost \$2.0 million for 4 years to expand our “Knock and Talk” program for opioid addiction.
- Awarded the State Training grant (\$2,250,000) and trained firefighters with over 28,000 hours per year and covering the following areas of expertise (including increased training for Workplace Behavior):
  - Weekend Back-to-Basics
  - Porch Prop (due to increase in porch fires)
  - Lieutenant & Captain training professional development
  - O2x fitness and wellness
  - Functional skills test
  - Driver training
  - Conflict resolution (all uniformed officers & civilian supervisors)
  - High rise training
  - Incident Command training
  - Rapid Intervention
  - Engine & Ladder Operations
  - Nozzle Forward
  - Resilience
  - Protestor Extraction
  - Hazmat
  - Tech Rescue
  - Workplace Harassment Prevention

The State grant also supports special operations training and the purchase of training supplies and equipment, such as props.

- Awarded the Hazmat training grant (\$237,500)
- Trained 54 recruits for BFD starting in March 2020 for 22 weeks of training
- Conducted annual Fire College course work
- Completed EMS requirements training
- Established and conducted interagency training for firefighting and emergency management with several regional partners
- Conducted field testing of personal protective equipment and firefighting equipment from different vendors to improve the safety of our firefighters including new thermal imagers on MSA SCBA
- Promoted videos and awareness campaign to promote cancer prevention in firefighters by highlighting cleaning techniques upon return from a fire
- Advertised the “Take No Smoke” web site to Fire Service Departments across the country
- Conducted several seminar and conferences centered on the safety, health and wellness of first responders including a resilience seminar, health fair, and various renowned speaker symposiums, including the 2-day Mullane Symposium

**Investment in Firefighter Safety, Health and Wellness: Improving the Survivability the Future Strength of Firefighters:**

- Screened over 800 firefighters for skin cancer
- Invested in additional PPE to protect the firefighters and the citizens of Boston from the COVID-19 pandemic

**Investment in Support of Firefighting Operations: Improving areas that assist Firefighters and allow them to perform their duties:**

- Hired the first Chief Technology Officer for BFD
- Hired the replacement HR Director for BFD
- Reorganized the Facilities Maintenance Division to comply with OSHA requirements
- Received funding from various donors to support the Safety, Health and Wellness Division and the Fire Prevention Education efforts in Fire Prevention Division

- Outfitted all Firehouses with upgraded fitness equipment as recommended by O2x to meet the workout requirements of the O2x program.

### **Investments in Technology: Improving the Boston Fire Departments Information Systems:**

- Implemented the Telestaff/Kronos scheduling system across BFD for all uniform personnel
- Continue to use the online training product, Target Solutions, to include records of all firefighter and EMS training and training on standard operating procedures
- Use multiple training videos (15) for internal web training
- Implemented the “profile” page in PeopleSoft to track the credentials for Wellness
- Installed the Sierra wireless modem system in the Fleet to ensure internet connectivity and no “dropped” calls
- Upgraded the BFD cell phone software to FirstNet to ensure first responder preemption in the event of a large scale incident
- Continue the Technology Committee to review latest radio and computer technology to support operations and communications and avoid obsolescence

### **Investment in Fire Suppression Operations: Support of BFD’s Core Mission:**

- Continued Emergency Medical Response Narcan training at the Firehouses
- Successfully staffed and protected the City of Boston despite incidents being up by more than 8% since 2015 or over 86,000 incidents per year
- Rescued/saved over 10,000 citizens
- Flow tested all Engines
- Inspected and either repaired or serviced Ladder trucks
- Put into service five (5) new Ladder trucks
- Put into service three (3) new Engines
- Restored the reserve Ladder fleet to the standard of 10 Ladders (standard of ½ of the Ladder fleet)

**Investment in Building Operations: Replace and Improve Buildings and Equipment:**

- Continued to maintain Firehouses and Equipment with nominal resources
- Updated training props at the Training Academy
- Added a Flow Path Simulator (funded by AFG for training on wind driven fires)
- Removed harmful asbestos from the Firehouses with the highest risk of exposure
- Successfully cleaned three additional Firehouses in the “Industrial Cleaning” project
- As a part of the Industrial Cleaning project, each Firehouse is evaluated for compliance to the Hansford decree to ensure a Firehouse meets the needs of female firefighters
- Moved Engine 42/Rescue 2 to new temporary structures at the Amory Street parking lot
- Completed demolition of Engine 42/Rescue 2



## **Boston Fire Department**

### **FY21 - FY25 Goals**

#### **Investment in Firefighter Training: Building the Future Strength for Firefighting Reponses:**

- Continue to implement training with regional and national partnerships focused on the education and research of mitigating exposures to firefighting risks and hazards
- Implement recruit training for metro Boston cities and towns
- Implement wind driven and flow path training with the addition of the simulator and thermal couplers and computer equipment to measure both heat and wind
- Continue Driver Training and Operational Training on New Engines and Aerials

#### **Investment in Support of Firefighting Operations: Improving areas that assist Firefighters and allow them to perform their duties:**

- Continue the Public Education program for school children and the elderly population on the prevention of fire
- Improve the training methodology for the Flow Path Simulator and introduce into the Training curriculum
- Improve our GPS reporting to ensure reliability and eliminate points of failure
- Begin the implementation project for the upgrade of the Fire Radio system (a total of over \$40 million over the next 4 years)
- Establish a Drone pilot to evaluate its use for on scene assessment for fire, tech rescue and hazmat incidents
- Finish implementing an automated Fuel Management System



**Investment in Fire Suppression Operations: Support of BFD's Core Mission:**

- Continue to provide first responder services to the City of Boston and our metro-regional partners to protect the people and its assets by maintaining fire ground procedures through:
  - Continue to protect the City of Boston during the COVID-19 pandemic
  - Operations (SOPs, orders)
  - Special Events and terrorism training
  - Tech Rescue (7 front line companies for both City of Boston and regional cities and towns)
  - Hazmat (5 front line companies for both City of Boston and regional cities and towns)
  - Rapid-Intervention (Advanced)
  - Active Shooter
  - On-going and evolving training
    - 40 new recruits scheduled for the Fall

**Investment in Firefighter Safety, Health and Wellness: Improving the Survivability of the Future Strength of Firefighters:**

- Continue to focus on the safety, health and wellness of firefighters to mitigate the impact of exposures to carcinogens and other cancer related toxins through education, research, and testing of firefighting:
  - Personal protective clothing
  - Equipment
  - Hoses
  - Tools
  - Fabrics
  - Building materials
  - Diesel exhaust systems
- Continue screens/scans for early detection of cancer, diabetes, cardiac, and other high risk diseases
- Continue training in the O2x program through re-fresher courses

**Investment in Building Operations: Replace and Improve Buildings and Equipment:**

- Continue 5 year strategic plan to address the major deficiencies in Firehouse infrastructure
- Improve day to day firefighter health and safety by utilizing an additional \$500,000 for 3 to 4 firehouses in the “industrial” deep cleaning project
- Put into service new Engines (3) and Aerials (2)
- Continue to re-model every Firehouse bunk room with retrofitting that exceeds the Hansford decree requirements.

# Appendix E

## Appendix E 24) Fire Contracts

Vendor Name	Contract Description	Begin Dt	Expire Dt	Max Amt - Lin	Vendor City
Boston Building & Bridge Corp.	Demo & New construction of Eng	7/30/2019	10/14/2020	17,493,000	Milton
IEH Auto Parts LLC	Manage & Supply Auto Parts Tur	7/1/2018	6/30/2020	5,500,000	Moorestown
Associated Mechanical Services Inc.	HVAC Repairs and Services	7/1/2019	6/30/2022	2,079,100	Woburn
CGLM LLC	Human Performance Training	7/1/2018	6/30/2021	1,818,750	Quincy
Dore & Whittier Architects Inc	Design Services Engine 42	10/4/2016	4/4/2021	1,641,893	Burlington
WCI CORP.	BFD Engine #42 Temporary Facil	3/8/2019	12/15/2020	1,350,245	Boston
Murphy Specialty Inc	Diesel Exhaust Systems Repairs	7/1/2019	6/30/2022	799,230	Hyde Park
Paul J Rogan Company Inc	Furnish & Install Bunk Room Pa	9/7/2018	6/30/2021	776,163	Braintree
R. Mullen & Associates, Inc.	Carpentry Repairs & Services	9/1/2019	6/30/2022	686,712	Hingham
MarineMax Northeast LLC	BFD Boat Repairs to Gasoline	10/1/2018	9/30/2021	675,000	Danvers
Poncia, Dominic H. Jr.	Carpentry Repairs & Services	7/1/2018	6/30/2021	610,560	Dedham
John F. Shea Co., Inc.	Roof Repairs & Services	7/1/2019	6/30/2022	594,000	Avon
Teehan, Dennis	Medical Examiner Contract BFD	7/1/2017	6/30/2020	525,000	Dedham
Quadrant Health Strategies, Inc.	BFD Medical Examiner Contract	8/27/2018	8/26/2021	509,760	Beverly
Stoneman, Chandler & Miller LLP	3 Yr Legal Contract	3/1/2018	2/28/2021	475,000	Boston
Lion Totalcare, Inc.	Bunker Gear Cleaning	12/11/2019	6/30/2020	420,000	Dayton
Dominguez Investigations Inc	FY19 Background Investigations	7/16/2018	7/15/2021	378,000	Canton
Patrick J Kennedy & Sons, Inc.	Plumbing Repairs for Boston Fi	7/1/2017	6/30/2020	372,600	Dorchester
B & B Pest Control	Pest Control Services	7/1/2018	6/30/2021	353,400	Lynn
Knight, Melissa	BFD SHW FY19 - FY21	7/1/2018	6/30/2021	346,416	Weymouth
Fox Painting Co Inc	Painting of Fire Houses	11/28/2018	6/30/2021	330,000	Arlington
Greenwood Emergency Vehicles LLC	E-One Fire Apparatus Repairs	7/1/2019	6/30/2022	323,388	North Attleboro
DISA Global Solutions Inc	BFD Drug Testing Contract	7/17/2017	6/30/2020	320,453	Manchester
Aetna Fire Alarm Service Co Inc	Services Fire Alarm & Life Sav	7/1/2017	6/30/2020	309,300	Dorchester
Patrick J Kennedy & Sons, Inc.	Sewer & Drain Repairs at Bosto	7/1/2017	6/30/2020	284,200	Dorchester
Steve's Shop, Inc.	BFD Diesel Powered Marine Engi	9/1/2018	8/31/2021	270,000	Charlestown
Capital Carpet & Flooring Specialists Inc	Floor Covering Repairs and Ser	7/1/2018	6/30/2021	266,400	Wilmington
New England Baptist Hospital	BFD Pre-Employment Physicals	10/30/2019	10/30/2022	261,000	Boston
Pasek Corp	Locksmith Repairs for Boston F	7/1/2017	6/30/2020	251,100	So. Boston
Ross & Baruzzini, Inc.	Engineering Services for Fire	2/26/2020	6/30/2020	249,700	Saint Louis
FM Generator Inc.	Maintenance & Repairs of Emerg	7/1/2018	6/30/2021	232,750	Canton
United Elevator Co. Inc.	Elevator Services for Boston F	7/1/2017	6/30/2020	231,360	Marshfield
R. Mullen & Associates, Inc.	Burn Building Repairs	10/1/2019	6/30/2020	229,500	Hingham
BMCA, Inc	Industrial Cleaning of Seven F	9/24/2018	6/30/2021	228,490	Braintree
Brown, Andrew O MD	PSYCH Testing 2 BFD	10/23/2017	9/18/2020	198,835	Cambridge
DOOR SYSTEMS INC	Overhead Door Repairs & Servic	7/1/2019	6/30/2020	187,500	FRAMINGHAM
E D Bullard Company	Repair Bullard Thermal Imagers	10/10/2017	6/30/2020	184,649	Cynthiana
Star Building Services Inc	BFD HQ Janitorial Services	7/1/2017	6/30/2020	180,300	Dorchester
Seckler, Donald A.	PSYCH 1 Donald Seckler	10/23/2017	9/18/2020	170,430	Lincoln
Fiore Lance PH.D.	BFD Psych 3 - Dr. Fiore	10/23/2017	9/18/2020	170,430	Concord
Daniels Linda Psy.D.	BFD Psych 4 - Dr. Daniels	10/23/2017	9/18/2020	170,430	Cambridge
R. Mullen & Associates, Inc.	Replacement of Parking Lot	7/1/2019	6/30/2020	154,200	Hingham
Schlager Auto Body	Second RE-BID Towing for Bosto	10/7/2019	6/30/2022	144,000	Milton
Ross & Baruzzini, Inc.	Radio Consulting/Engineering S	5/6/2019	6/30/2020	123,480	Saint Louis
PURVIS Systems Incorporated	Annual Renewal of FSAS for Bos	7/1/2019	6/30/2020	106,500	Middletown
Mass Correctional Industries	Boston Fire Department Bed Fra	3/12/2019	3/1/2022	97,764	Norfolk
PURVIS Systems Incorporated	Mitigate Network Security	2/19/2020	6/30/2020	96,795	Middletown
Petroleum Management Services Inc	Re-Advertisement Underground T	11/1/2018	6/30/2021	96,000	Reading
TargetSolutions Learning LLC	Renewal of TargetSolutions Sof	7/1/2019	6/30/2020	81,625	Tampa
Paul J Rogan Company Inc	Engine 4 Kitchen Replacement	3/1/2019	6/30/2020	76,900	Braintree
Green Environmental, Inc.	Emergency Industrial Cleaning	3/23/2020	6/30/2020	70,000	Norwell
BMCA, Inc	Emergency Industrial Cleaning	3/30/2020	6/30/2020	70,000	Braintree

**Appendix E 24) Fire Contracts**

Vendor Name	Contract Description	Begin Dt	Expire Dt	Max Amt - Lin	Vendor City
RAY Services, Inc	Asbestos Abatement Engine 4	8/1/2019	6/30/2020	57,300	Lawrence
New England Baptist Hospital		12/12/2019	6/30/2020	49,999	Boston
Bucala Matthew David		1/22/2020	6/30/2020	49,990	Allston
Mass Turnpike Authority	FY 20 EZ Pass Monthly Payments	7/1/2019	6/30/2020	49,000	Boston
Mount Auburn Hospital	Pre-Employment Physicals	2/1/2020	6/30/2020	46,525	Cambridge
Capital Carpet &Flooring Specialists Inc	Eng 37 Flooring	4/16/2019	6/30/2020	45,189	Wilmington
Firematic Supply Co., Inc.	BFD Gloves	1/16/2020	5/31/2020	43,660	Yaphank
Firematic Supply Co., Inc.	SCBA BFD	2/18/2020	6/30/2020	43,202	Yaphank
Motorola Solutions, Inc.	Software Services/Maintenance	7/1/2019	6/30/2020	39,930	Franklin
Firematic Supply Co., Inc.	SCBA BFD	4/9/2020	8/31/2020	38,000	Yaphank
Firematic Supply Co., Inc.	SCBA BFD	4/13/2020	7/31/2020	38,000	Yaphank
MarineMax Northeast LLC		2/18/2020	6/30/2020	35,000	Danvers
Flashpoint Fire Equipment	BFD Nozzles	1/6/2020	4/30/2020	34,672	Troy
Republic Plumbing Supply		1/8/2020	6/30/2020	34,474	Norwood
Motorola Solutions, Inc.	Software Maintenance/Service	7/1/2019	6/30/2020	33,903	Franklin
George Washington Toma		3/24/2020	6/30/2020	32,485	East Weymouth
BMCA, Inc	Duct Work Cleaning	9/5/2018	6/30/2021	31,500	Braintree
Greenwood Emergency Vehicles LLC	Aerial Ladder Repairs	11/6/2019	6/30/2020	31,253	North Attleboro
Mini Warehousing, Inc.		4/17/2020	6/30/2020	31,100	Mansfield
Capital Carpet &Flooring Specialists Inc	Floor Replacement Eng 22	3/13/2019	6/30/2020	30,595	Wilmington
Firematic Supply Co., Inc.	SCBA for the BFD	1/28/2020	6/30/2020	30,000	Yaphank
Deccan International	Annual Software Renewal	7/1/2019	6/30/2020	29,540	San Diego
Capital Carpet &Flooring Specialists Inc	Floor Replacement	7/10/2019	6/30/2020	29,339	Wilmington
Firematic Supply Co., Inc.	BFD Rescue tools	1/14/2020	5/29/2020	26,558	Yaphank
C. Pizzano & Son	Engine 30 Privacy Partitions	3/7/2019	6/30/2020	26,065	Boston
Fire Catt, LLC		2/27/2020	6/30/2020	26,000	Troy
Industrial Protection Services LLC		7/24/2019	6/30/2020	24,000	Salem
Intergraph Corporation d/b/a	Software Training	4/9/2020	6/30/2020	23,690	Madison
SkyHook Rescue Systems, Inc.	BFD Rescue Equipment	4/13/2020	7/31/2020	23,686	La quinta
ESO Solutions Inc	Annual Software Renewal	10/1/2019	10/1/2020	23,140	Austin
Rescue 2 Training	Rope Rescue Training	5/3/2019	6/30/2020	22,500	Falling Waters
James, Clark	Video Production	10/15/2019	7/31/2020	22,500	Plymouth
Symetrica Inc.	Hazmat Detection	1/28/2020	6/30/2020	21,800	Westford
Airgas East Inc.		7/1/2019	6/30/2020	21,500	Philadelphia
Arthur J. Hurley Company, Inc.	BFD Alarm Wire	1/14/2020	5/29/2020	21,195	Boston
SHI International Corp.	Software Renewal	9/28/2019	9/27/2020	18,581	Somerset
Schlager Auto Body		12/26/2019	6/30/2020	17,400	Milton
Standard Electric (a Division of USESI)	PRC710 Voice Alert 10yr Sealed	12/30/2019	4/30/2020	17,050	Wilmington
Green Environmental, Inc.	Install Recovery Wells	3/10/2020	6/30/2020	16,810	Norwell
John Richard Woy	Recovery Assistance Program	3/2/2020	9/15/2020	15,000	Brookline
Northeast Marine Systems LLC	Marine Unit Repairs	1/6/2020	6/30/2020	14,360	Fairhaven
United Medical Waste Management, Inc		2/19/2020	6/30/2020	14,000	Sutton
Agilent Technologies Inc		6/11/2019	6/30/2020	13,392	Palo Alto
F.W. Webb Co.		8/2/2019	6/30/2020	12,427	South Boston
F.W. Webb Co.		8/16/2019	6/30/2020	12,427	South Boston
United Site Services Northeast, Inc.		8/15/2019	6/30/2020	12,000	Foxborough
Firematic Supply Co., Inc.	BFD Fire Fighters Tools	3/30/2020	8/31/2020	10,764	Yaphank
Grant Steel Company	Metal for maintenance	4/9/2020	7/31/2020	10,536	Holbrook
PJ Systems Inc. d/b/a	Annual Software Renewal	8/8/2019	8/7/2020	10,200	Medford
UL LLC	Aerial Ladder Testing	7/1/2019	6/30/2020	-	Northbrook
Clean Rentals, Inc.	Rental/Clean Uniforms	7/1/2019	6/30/2022	-	New Bedford

**Appendix E 25) Fire Certified Contracts**

Vendor Name	Contract Description	Max Amt	Minority	Women	Minority/W	Small	Small Loc	VOSBE	SDVOSBE	Vendor City
John F. Shea Co., Inc.	Roof Repairs & Services	594000			WBE			SLBE		Avon

**Appendix E 26) Any Barriers to Contract Diversity**

The department remains committed to following all applicable procurement laws, while working closely with the Office of Economic Development to identify diverse vendors.

Appendix E 27) Fire Contracts >\$100k

Vendor Name	Begin Dt	Expire Dt	Max Amt	Narrative Section
Boston Building & Bridge Corp.	7/30/2019	10/14/2020	17,493,000	Demolition and new construction of Engine 42
IEH Auto Parts LLC	7/1/2018	6/30/2020	5,500,000	Auto parts administration services, parts and supplies for BFD fleet division
Associated Mechanical Services Inc	7/1/2019	6/30/2022	2,079,100	Preventative maintenance, service and repair of HVAC equipment at various BFD locations
CGLM LLC	7/1/2018	6/30/2021	1,818,750	The on-site O2X Specialist will provide the members of the BFD with a full-time dedicated human performance resource to amplify the implementation and effectiveness of the O2X program
Dore & Whittier Architects Inc	10/4/2016	4/4/2021	1,641,893	To provide additional services to address geo-technical issues and the need to design a temporary site for the demolition and new construction of Engine 42
WCI CORP.	3/8/2019	12/15/2020	1,350,245	Fabrication, installation and removal of a pre-engineered structure to house apparatus office and living quarters for the current Engine 42 fire fighters and District 9 Chief
Murphy Specialty Inc	7/1/2019	6/30/2022	799,230	Semi annual inspection for preventative maintenance, service and repair of diesel exhaust systems at various BFD locations
Paul J Rogan Company Inc	9/7/2018	6/30/2021	776,163	Furnish and install privacy partitions at various BFD locations
R. Mullen & Associates, Inc.	9/1/2019	6/30/2022	686,712	Carpentry repairs and services at various BFD locations
MarineMax Northeast LLC	10/1/2018	9/30/2021	675,000	Repairs of BFD gasoline powered boats
Poncia, Dominic H. Jr.	7/1/2018	6/30/2021	610,560	Carpentry repairs and services at various BFD locations
John F. Shea Co., Inc.	7/1/2019	6/30/2022	594,000	Service and repair of roofs at various BFD locations
Teehan, Dennis	7/1/2017	6/30/2020	525,000	Perform the services of a board certified physician in Occupational Medicine for BFD
Quadrant Health Strategies, Inc.	8/27/2018	8/26/2021	509,760	Physician services at BFD medical office
Stoneman, Chandler & Miller LLP	3/1/2018	2/28/2021	475,000	Legal services for BFD
Lion Totalcare, Inc.	12/11/2019	6/30/2020	420,000	Bunker gear cleaning
Dominguez Investigations Inc	7/16/2018	7/15/2021	378,000	Background investigations on proposed and existing personnel assigned to the BFD
Patrick J Kennedy & Sons, Inc.	7/1/2017	6/30/2020	372,600	Plumbing repairs and services as needed at various BFD locations
B & B Pest Control	7/1/2018	6/30/2021	353,400	Pest control services as needed at various BFD locations

Appendix E 27) Fire Contracts >\$100k

Vendor Name	Begin Dt	Expire Dt	Max Amt	Narrative Section
Knight, Melissa	7/1/2018	6/30/2021	346,416	Support training, education and research by the Safety, Health and Wellness Division. Provide comprehensive project mgt and expertise to support training and education focused on improving the Health, Wellness and Safety of BFD members.
Fox Painting Co Inc	11/28/2018	6/30/2021	330,000	Painting at of firehouses at Engine 8, Engine 18, Engine 29, Engine 33, Engine 37 and Engine 53 for the Boston Fire Department
Greenwood Emergency Vehicles LL	7/1/2019	6/30/2022	323,388	E-One Fire Apparatus Repairs as needed
DISA Global Solutions Inc	7/17/2017	6/30/2020	320,453	Multi Year Random Drug Testing Program
Aetna Fire Alarm Service Co Inc	7/1/2017	6/30/2020	309,300	Annual inspections for the preventative maintenance and as needed repairs for fire alarm and life safety equipment at various BFD
Patrick J Kennedy & Sons, Inc.	7/1/2017	6/30/2020	284,200	Sewer & Drain Repair & Services
Steve's Shop, Inc.	9/1/2018	8/31/2021	270,000	BFD Diesel Powered Marine Engine Repairs
Capital Carpet & Flooring Specialists	7/1/2018	6/30/2021	266,400	Floor Covering Repairs and Services as Needed at Various Boston Fire Department Locations
New England Baptist Hospital	10/30/2019	10/30/2022	261,000	BFD Recruits Pre-Employment Physicals
Pasek Corp	7/1/2017	6/30/2020	251,100	Locksmith repairs for various BFD locations
Ross & Baruzzini, Inc.	2/26/2020	6/30/2020	249,700	Engineering Services Relative to the Upgrad of the Boston Fire Department Fire Radio Systems
FM Generator Inc.	7/1/2018	6/30/2021	232,750	Preventive Maintenance, Repairs and Services of Emergency Generators and Transfer Switches for the Boston Fire Department
United Elevator Co. Inc.	7/1/2017	6/30/2020	231,360	Monthly inspections for the preventive maintenance, annual survey and as needed repairs of two elevators at Boston Fire Headquarters
R. Mullen & Associates, Inc.	10/1/2019	6/30/2020	229,500	Burn Building Repairs at Boston Fire Training Academy
BMCA, Inc	9/24/2018	6/30/2021	228,490	Industrial cleaning of seven BFD locations
Brown, Andrew O MD	10/23/2017	9/18/2020	198,835	Provide psych evaluations for BFD Recruits and fitness for duty evaluations
DOOR SYSTEMS INC	7/1/2019	6/30/2020	187,500	Overhead door repair services
E D Bullard Company	10/10/2017	6/30/2020	184,649	Inspection, Repair, and Maintenance of Bullard Thermal Imaging Cameras
Star Building Services Inc	7/1/2017	6/30/2020	180,300	Complete custodial serevices inclusive of all required cleaning equipment and materials.

**Appendix E 27) Fire Contracts >\$100k**

<b>Vendor Name</b>	<b>Begin Dt</b>	<b>Expire Dt</b>	<b>Max Amt</b>	<b>Narrative Section</b>
Seckler, Donald A.	10/23/2017	9/18/2020	170,430	Provide psych evaluations for BFD Recruits and fitness for duty evaluations
Fiore Lance PH.D.	10/23/2017	9/18/2020	170,430	Provide psych evaluations for BFD Recruits and fitness for duty evaluations
Daniels Linda Psy.D.	10/23/2017	9/18/2020	170,430	Provide psych evaluations for BFD Recruits and fitness for duty evaluations
R. Mullen & Associates, Inc.	7/1/2019	6/30/2020	154,200	Replacement of Asphalt Parking Lot at Fire Headquarters
Schlager Auto Body	10/7/2019	6/30/2022	144,000	Towing services for Boston Fire Department
Ross & Baruzzini, Inc.	5/6/2019	6/30/2020	123,480	Engineering Services Relative to Upgrade of Current BFD Fire Radio System
PURVIS Systems Incorporated	7/1/2019	6/30/2020	106,500	Annual Maintenance of FSAS for Boston Fire Alarm