



# **Boston Fire Department Committee on Ways and Means Budget Hearing**

*Boston City Council  
May 11, 2026*



# Attendance

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Rodney O. Marshall, Commissioner & Chief of the Boston Fire Department



Patrick Ellis, Chief of Operations Field Services



Scott Malone, Deputy Fire Chief Training Division



Kevin Coyne, Deputy Commissioner of A&F Budget

## Guests:



Joseph Shea Deputy Chief - Safety, Health and Wellness Division



Keith Kelly District Fire Chief, Special Operations Command - HazMat



William Czar - BFD Budget Manager



Michael Gaskins Diversity Recruitment Officer



Julie Devin - Procurement & Grants Manager



Lieutenant Brian Nee -Employee Assistance Program

# Opening Remarks

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**Rodney O. Marshall Commissioner & Chief of the Boston Fire  
Department**

# Boston Fire Department

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We are an organization of dedicated professionals who are committed to serving the community by protecting life, property, and the environment through prevention, education, emergency medical, civil defense and fire service.

We protect all Boston residents and the hundreds of thousands of people who work, shop and visit and call the City of Boston home.



***“The First in the Nation”***

# BFD Grants

The Department currently has 8 active federal grants funded by DHS/FEMA, BJA, CPSC and DOT totaling \$1,890,063.65 in federal shares.

A Title - Short	📅 POP Start	📅 POP End	📄 PROJECTS / SCOPE OF WORK -Short	💰 Total Approved Budget	💰 Federal / State Share	💰 COB SHARE
				∨ Sum \$2,169,823.00	∨ Sum \$1,890,063.65	∨ Sum \$279,759.35
FY23 AFG	9/26/2024	9/25/2026	Peer Support Training, H&L Programming, Clinical Director/IPS & Chief Officer Training	\$1,322,817.00	\$1,202,560.90	\$120,256.10
FY24 PSGP	9/1/2024	8/31/2027	Marine Firefighting for Land-Based Firefighters Command and Control Training - Chief Officers	\$82,866.00	\$62,149.00	\$20,717.00
FY25 PSGP	9/1/2025	8/31/2028	Marine Firefighting for Land-Based Firefighters Command and Control Training - Company Officers	\$187,235.00	\$140,426.00	\$46,809.00
FY23 FP&S	9/4/2024	9/3/2026	Hot Work Training, Training for Inspectors and Engineers, and Arson Investigation Training	\$111,300.00	\$106,000.00	\$5,300.00
FY23 COPPGP	6/28/2024	6/27/2027	Purchase and Installation of Carbon Monoxide Detectors. Education and Outreach	\$346,709.00	\$260,031.75	\$86,677.25
FY23 Coverdell Form.	10/1/2023	9/30/2026	BFD Forensic Lab Accreditation	\$11,330.00	\$11,330.00	\$0.00
FY24 Coverdell - Form.	10/1/2024	9/30/2026	BFD Forensic Lab Accreditation - Continuation of Process	\$8,090.00	\$8,090.00	\$0.00
FY25 PERG	10/1/2025	9/30/2026	Command-level training and multi-agency tabletop exercise simulation	\$99,476.00	\$99,476.00	\$0.00



# BFD Grants

The Department currently has 6 active state grants funded by DFS and EOPSS totaling \$3,756,500.53, all of which must be exhausted by 6/30/26.

A Title - Short	📅 POP Start	📅 POP End	📄 PROJECTS / SCOPE OF WORK -Short	💰 Total Approved Budget	💰 Federal / State Share	💰 COB SHARE
				∨ Sum \$3,756,500.53	∨ Sum \$3,756,500.53	∨ Sum \$0.00
FY26 Hazmat Earmark	7/1/2025	6/30/2026	Legislative Authorization to fund the Hazardous Materials Response Teams	\$1,485,264.20	\$1,485,264.20	\$0.00
FY26 Training Earmark	7/1/2025	6/30/2026	Legislative Authorization to fund the Boston Fire Department Training Academy	\$1,700,000.00	\$1,700,000.00	\$0.00
FY26 Delta Car Earmark	7/1/2025	6/30/2026	Legislative Authorization funding BFD to conduct dedicated emergency services through its delta units	\$100,000.00	\$100,000.00	\$0.00
FY26 State 911 Trng.	7/1/2025	6/30/2026	Fire Alarm Dispatch continuing education training registration fees and personnel costs	\$82,077.84	\$82,077.84	\$0.00
FY26 PSAP	7/1/2025	6/30/2026	Personnel, CAD, FSAS, and other equipment to Support Fire Alarm Dispatch	\$339,682.49	\$339,682.49	\$0.00
FY26 FF Safety Equip.	4/6/2026	6/30/2026	Elevator Rescue Kits, elevator poling tools, and carbon monoxide detectors	\$49,476.00	\$49,476.00	\$0.00



# 2025/2026 FF& Cadet Demographics - Michael Gaskins

FF Demographics 2025 (Incl. 2025 RC)	Male	Female	Total	%
African American/Black	222	15	237	16%
AAPI	23	2	25	1.6%
LatinX/Hispanic	125	1	126	8.2%
White American	1,120	15	1,135	75.2%
	1,490	33	1,523	
	98%	2%		

Recruit Class Demographics 2025	Male	Female	Total	Percentage
African American/Black	12	2	14	21%
LatinX/Hispanic	3	0	3	5%
White American	44	5	49	74%
	59	7	66	
	89%	11%		
Veterans 44/67%				
CIV/Non 22/33%				



22 Cadets were appointed to the 2025 Class (23 to include a veteran that was reached)

- Increased the number of qualified women to 7
- 40% of the Cadets were people of Color
- Cadets represented 7 of the top 10 ranked Recruits—included 3 of the top 5 and overall number 1



# 2025/2026 FF& Cadet Demographics - Michael Gaskins

Recruit Academy 2026	Male	Female	Total	Percentage
African American/Black	6	1	7	13.5
AAPI	4	2	6	11.5
Latino/Hispanic	5	0	5	9.6
White American	30	4	34	65.4
<b>Total</b>	<b>45</b>	<b>7</b>	<b>52</b>	
<b>%</b>	<b>86.5</b>	<b>13.5</b>		

	Male	Female	Total	Percentage
Veterans	30	3	33	63.5
CIV	15	4	19	36.5

Note: VET/DAV:  
5 VET, 25 DAV

## Hybrid Hire Demographics

Demographics	GENDER	VETERAN STATUS
Asian/Pacific Islander (AAPI)	FEMALE	VETERAN
Black of African American	MALE	CIVILIAN
Black of African American	MALE	CIVILIAN
Hispanic/Latino	MALE	CIVILIAN
Hispanic/Latino	MALE	CIVILIAN
White American	FEMALE	CIVILIAN
White American	FEMALE	CIVILIAN
White American	MALE	VETERAN STATUS
White American	MALE	VETERAN STATUS (DAV)
White American	FEMALE	VETERAN STATUS
White American	MALE	VETERAN STATUS (DAV)
White American	MALE	CIVILIAN
White American	MALE	CIVILIAN

# 2025/2026 FF& Cadet Demographics - Michael Gaskins

2025 Cadet	Male	Female	Total	%
African American/Black	5 (1)	1	6	30%
Latin X	3	0	3	15%
Asian American	0	1	1	5%
White American	9	1	10	50%
<b>Total</b>	<b>17</b>	<b>3</b>	<b>20</b>	
<b>Percentage</b>	<b>75%</b>	<b>25%</b>		

2024 Cadet	Male	Female	Total	%
African American/Black	10	2	12	37%
Latin X	4	1	5	16%
Asian American				
White American	10	5	15	47%
<b>Total</b>	<b>24</b>	<b>8</b>	<b>32</b>	
<b>Percentage</b>	<b>75</b>	<b>25</b>		

2023 Cadets	Male	Female	Total	%
African American/Black	6	3	9	29%
American Indian/Alaskan Native/Indigenous	0	1	1	3%
Latin X	6	0	6	19%
Middle Eastern	1		1	1%
White American	9 (1)	5	14	45%
<b>Total</b>	<b>22</b>	<b>9</b>	<b>31</b>	
<b>Percentage</b>	<b>71</b>	<b>29</b>		

All Cadets to Date (83)	Male	Female	Total	%
African American/Black	21	6	27	33%
American Indian/Alaskan Native/Indigenous	0	1	1	1.2%
Asian American	0	1	1	1.2%
Latin X	13	1	14	17%
Middle Eastern	1		1	1.2%
White American	28	11	39	47%
<b>Total</b>	<b>63</b>	<b>20</b>	<b>83</b>	
<b>Percentage</b>	<b>76%</b>	<b>24%</b>		



# Accomplishments

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***Some major highlights include the department's commitment to training and safety health and wellness;***



Detail Software Implementation - March 1, 2026



Class 1 (Nov 2025): 71 members; Class 2 (Jan 2026): 63 recruits



Historical Milestones: \* Graduated the first Cadet class and the first Hybrid (Local Option) class.



Achieved the highest number of women recruits in a single class to date.



Skin Cancer Clinics: Screened 587 members; 94 referrals for further treatment and 2 potential melanomas identified.



Comprehensive Body Scans: 711 participants received ultrasounds, blood work, urinalysis, and low-dose CT scans. Findings identified 637 high-risk cases and 413 cardiovascular issues, enabling early intervention.



Nutrition & Recovery: Conducted 546 sessions with a staff Nutritionist to help members reverse high-risk scan findings.



Injury Prevention: Achieved a 63% reduction in total injuries through specialized prevention programs and on-duty recovery protocols.



BFD Facilities investment and focus on environmental safety from carcinogens through focused campaigns on providing improvements in air quality, concentrated deep cleaning to reduce built up occupational threats and renovations of living spaces to improve the quality of life for our firefighters

# Marine Unit Improvements

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Construction is complete and this vessel will be coming to BFD later this month. This will be the largest and newest fire boat—a 69-foot custom FireStorm. The delivery of this represents the final phase of capital upgrades to our Marine Unit Fleet with three new vessels received with a capital investment of \$9.2 million dollars in BFD Marine Unit.







# Training Academy Highlights



## Specialized Operations & New Technology

-  EV & Battery Innovation: \* Developed response and extinguishment protocols for Battery Electric Buses (BEB).
-  Cost Savings: Designed and manufactured a proprietary EV Fire Nozzle in-house, saving the department over \$100,000.
-  Transportation Partnerships: \* MBTA: Established a safety partnership resulting in a new 300' Red Line training track (installed by MBTA apprentices). Green Line car arrival scheduled for Spring.
-  Amtrak/Acela: Conducted department-first training for all field companies.
-  Marine Firefighting: Formed a partnership with the US Coast Guard and salvage companies to develop ongoing in-port ship training.
-  Aviation: Established a new training partnership with Logan International Airport.

## Field Company Training & Certification

-  Core Competencies: All field companies completed Engine and Ladder Company Operations, Genesis Combination Tool training, and Elevator Safe Extrication.
-  Safety & Survival: Completed the IAFF Fire Ground Survival program (2024-2025), ensuring all members are trained in the latest safety and professional development protocols.
-  State Standards: Hosted Department of Fire Services (DFS) exams at the Academy for BFD and neighboring municipalities.
-  Advanced Drills: Conducted Large Area Search training and "Back-to-Basics" live fire drills for both BFD and Mutual Aid partners.

# Capital Projects Progress and Planning

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**Multi-year projects or investments - is geared toward moving these multi-year investments from the "design" phase into "execution," with a particular focus on the building structural repairs and life-safety systems.**



The Facilities Department is currently advancing several critical capital projects



Fuel Infrastructure project for multiple BFD locations



Engine 17 (Phase II) project has moved into Construction, involving the demolition of the old firehouse to make way for a new fuel pump. Fire Detection Systems project, which is currently in the Design stage to ensure high-reliability life safety detection across multiple sites.



The Engine 8 Study, which includes a comprehensive scope of a roof replacement, kitchen relocation, and ADA upgrades, is well underway and has reached the 75% Design Study milestone.



Engine 3 Study for a new firehouse



Moon Island Seawall restoration are in their respective Design phases.



Engine 21 Retaining Wall stabilization is underway.



Engine 9 Apron Repair have successfully transitioned into the Construction phase

# Thank you & Questions

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