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>> GOOD MORNING EVERYONE, MY NAME IS CITY COUNCILOR MICHAEL FLAHERTY TODAY IS TUESDAY JUNE 11, WE ARE HERE TODAY TO HOLD A HEARING ON DOCKET 0173.

IT IS A PETITION FOR A SPECIAL LAW REGARDING A FIRE CADET PROGRAM.

THIS MATTER WAS SPONSORED BY MAYOR MARTIN J. WALSH ON JUNE 16, 2019.

THIS ACT GIVES THE FIRE DEPARTMENT THE AUTHORITY TO ESTABLISH A PROGRAM TO RECRUIT MORE WOMEN AND PEOPLE OF COLOR TO SERVE AS ACTIVE FIREFIGHTERS. EXISTING STATE LAW DICTATES THAT THE FIRE DEPARTMENT'S HIRING PROCESS MAKING IT CHALLENGING TO INCREASE THE NUMBER OF WOMEN AND DIVERSE CANDIDATES INTO RECRUIT CLASSES.

THIS RECRUITS BOSTON RESIDENTS BETWEEN THE AGES OF 18 AND 25 YEARS OF AGE TO SERVE AS FIRE CADETS RECEIVING ON THE JOB TRAINING AND PERFORMING CIVILIAN DUTIES.

UPON COMPLETION OF THE PROGRAM CADETS MAY RECEIVE PREFERENCE ON THE LIST OF ELIGIBLE CANDIDATES FOR UP TO 33% OF THE UPCOMING FIRE RECRUIT CLASS.

THIS HEARING IS BEING STREAMLINED ON-LINE AND ALSO BEING RECORDED AND WILL BE BROADCAST ON A LATER DATE ON COMCAST CHANNEL 8, RCN82 AND VERIZON 196 .

WE'VE BEEN JOINED BY CITY COUNCILOR TIM MCCARTHY AND JOSH ZAKIM.

THERE ARE OTHER COLLEAGUES INCLUDING PRESIDENT CAMPBELL WHO IS ON HER WAY TO THE CHAMBER SHORTLY.

WE'RE ALSO JOINED BY ADMINISTRATION OFFICIALS DANIEL HOOL IS THE CHIEF DIVERSITY

OFFICER, FOR THE BOSTON FIRE DEPARTMENT AND VIVIAN DIRECTOR OF HUMAN RESOURCES. IF MY COLLEAGUES HAVE ANY OPENING COMMENTS WE CAN GET INTO IT WITH THE ADMINISTRATION. I KNOW THERE WILL BE REPRESENTATIVES FROM FIREFIGHTERS LOCAL 17 AS WELL AND WILL BE RECOGNIZED TO TESTIFY. I'LL TURN IT OVER TO THE ADMINISTRATION. DANIEL, IF YOU WANT TO JUST NAME AFFILIATION AND FOR THE RECORD YOU HAVE THE FLOOR TO TELL US YOUR THOUGHTS. >> THANK YOU COUNCILOR. THANKS FOR HAVING ME. I WANT TO COME HERE TODAY IN SUPPORT OF THIS BILL. I THINK MY PUBLIC SAFETY OFFICERS A LOT OF OUR ISSUES ARE PERTAINING TO THE WAY CIVIL SERVICE LAW IS STRUCTURED. THE CADET PROGRAM IS SOMETHING THAT WAS CREATED IN THE BOSTON POLICE DEPARTMENT IN 1979 SO WE'VE HAD A LOT OF SUCCESS WITH THE CADET PROGRAM. SOME PROMINENT FOLKS WHO HAVE GONE ON IN THE BOSTON POLICE DEPARTMENT TO HOLD LEADERSHIP INCLUDING FORMER SUPERINTENDENT LISA HOLMES, CURRENT COMMISSIONER WILLIE AND FORMER BOSTON POLICE COMMISSIONER BILLY EVANS. I THINK WHEN WE TALK ABOUT THE CADET PROGRAM, I THINK THERE ARE QUESTIONS AROUND THE CADET PROGRAM WITHIN THE BOSTON FIRE DEPARTMENT. IT'S SOMETHING WHERE CIVIL SERVICE LAW HAS REALLY HINDERED THE PROGRESS WE'VE BEEN ABLE TO MAKE OVER THERE AND JUST THROWING OUT STATISTICS. CURRENTLY 95% OF ALL THE FTE'S AT THE BOSTON FIRE DEPARTMENT AND 72% OF ALL EMPLOYEES IDENTIFY AS MALE AND WHITE. JUST GOING BACK A LITTLE BIT FARTHER IN TERMS OF HISTORY, IN

THE EARLY 1970'S, THE BOSTON FIRE DEPARTMENT WAS UNDER THE DECREE WHICH DICTATED A ONE TO ONE HIRING RATIO UNTIL THERE WAS PARITY IN THE CITY OF BOSTON. IN THE YEAR OF 2000 THAT PARITY WAS REACHED.

AT THAT TIME THE BASSTON FIRE DEPARTMENT'S IS 40% PEOPLE OF COLOR IN THE CITY OF BOSTON POPULATION 38% PEOPLE OF COLOR. SO ESSENTIALLY THE DECREE WAS SCRAPPED BECAUSE IT WAS BEING THAT PARITY HAD REACHED THE DEPARTMENT.

SO IF WE LOOK AT WHAT'S HAPPENED SINCE, WE'RE CURRENTLY AT 28% PEOPLE OF COLOR AT THE BOSTON FIRE DEPARTMENT.

THAT'S NOW WITH THE CITY THAT'S ABOUT 54% PEOPLE OF COLOR.

SO IT IS A PROCESS THAT I UNDERSTAND WHY THE PROCESS IS THE WAY IT IS.

I THINK WE ALL PAY HOMAGE TO OUR VETS AND WANT TO SEE THE BEST FOR THEM BUT I THINK IT'S A PROCESS THAT WAS WELL INTENDED BUT HAS HAD SOME UNINTENDED CONSEQUENCES.

I THINK THE CADET PROGRAM IS ONE REMEDY TO THE SOLUTION.

CADET PROGRAMS ARE SOMETHING THAT ARE TAKE UNUP ACROSS THE COUNTRY.

WE'VE IDENTIFIED AT LEAST 14 CITIES ACROSS THE COUNTRY THAT HAVE ESTABLISHED CADET PROGRAMS. THEY VARY FROM HOLDING POSITIONS FOR VETERANS AS WELL AS PUBLIC SCHOOLS KIDS.

SO THERE'S A LOT OF BEST PRACTICES OUT THERE THAT I THINK WE COULD BRING TO THE CITY OF BOSTON AS WELL.

I'LL LEAVE IT TO JUAN TO TALK A LITTLE BIT MORE AROUND SOME OF THE OUTREACH EFFORTS WE'VE HAD WITHIN THESE DEPARTMENTS AND SOME OF THE SUCCESSES THEY MAY OR MAY NOT HAVE LED TO.

>> GOOD MORNING, COUNCILORS.
JUAN SANCHEZ, BOSTON FIRE DEPARTMENT RECRUITMENT OFFICER.

JUST BRIEFLY JUST KIND OF WHAT WE'VE DONE AS FAR AS OUR OUTREACH FOR THE FIRE DEPARTMENT.

WE'VE DEFINITELY COME INTO SOME OBSTACLES ALONG THE WAY BUT WE'VE HAD SOME MINOR SUCCESSES IN CREATING SOME PATHWAYS FOR OUR THAMES.

WE FEEL THAT REACHING OUT TO THE DEMOGRAPHIC OF A YOUNGER AGE COULD CREATE POTENTIALLY A HUGE CONTINGENCY OF THE YOUNG KIDS STOOD WHAT THEY NEED TO DO IN ORDER TO GET OFF.

GIVING THEM THE INFORMATION THAT THEY NEED TO GET ON TO THE FIRE DEPARTMENT, WHETHER IT'S DURING THE MILITARY OR FINDING THAT PATH FACTORS IN MOST BENEFICIAL WAY FOR THEM TO GET O WE STARTED A TEAM FIRE CADET, TEAM FIRE ACADEMY, IF YOU WILL, WHICH IS A SUMMER PROGRAM WE STARTED.

IT'S GOING ON ITS THIRD YEAR.

WE STARTED WITH 22 TEAMS ALL INNER CITY KIDS.

WE PARTNERED UP WITH ABCD WITH THE PROGRAM.

THEY BASICALLY, THEY WERE ALLOWED GRANTS AND WE KIND OF HOPPED ON TO THAT GRANT AND WE'RE ABLE TO GET THESE TEAMS.

WE STARTED OFF WITH 22 THE FOLLOWING YEAR LAST YEAR WE STILL HAVE INCREASED THAT TO ABOUT 40 AND WE PARTNERED WITH BCYF AS WELL.

I THINK WE HAVE 38, I'M SORRY.

THIS YEAR WE'RE HOPING TO GET 40.

SAME THING ABCD AND BCYF KIDS CENTER CITY AND THE TEAM FIRE ACADEMY IS BASICALLY A TEAM PROGRAM TO SUMMER JOB.

IT'S A SIX TO EIGHT WEEK PROGRAM DEPENDS IT VARIES BUT WE SHOOT FOR EIGHT WEEKS.

BASICALLY THEY GET THE INSIGHT OF WHAT IT TAKES TO BE A BOSTON FIREFIGHTER.

THEY DO SOME BASIC FIRE SKILL, BASIC FIRE SKILLS TRAINING.

THEY GO DOWN TO MOON ISLAND,

THEY TRAIN WITH HAZMAT, CHECK RESCUE.
WE ALSO INCLUDE A MILITARY BECK WHERE WE HAVE EACH BRANCH OF THE MILITARY COME IN, SPEND A DAY WITH THE KIDS AND HAVE THEM UNDERSTAND WHAT IT IS TO BE A VETERAN OR WHAT IT IS TO BE INTO THE MILITARY AND THE BENEFITS OF THAT.

AND THIS YEAR WE'RE IMPLEMENTING A CIVIL SERVICE WEEK AS WELL. SO WITH THAT, WE KIND OF GIVE THEM OPTIONS FOR BOSTON POLICE, SHERIFF'S DEPARTMENT, THINGS OF THAT NATURE TO TRY TO KIND OF INCREASE THEIR OPTIONS WHEN IT COMES TO THAT TIME FOR THEM TO GO, TO GET ON TO THE WORK FORCE. IT'S A CAREER DEVELOPMENT PROGRAM AND IT'S BEEN PRETTY SUCCESSFUL SO FAR.

WE'RE STILL KIND OF WORKING ON SOME OF THE DETAILS. WE'RE TRYING TO GET THESE, GET THE KIDS TO KIND OF UNDERSTAND THE INS AND OUTS OF THE JOB. WE'VE HAD SOME PRETTY GOOD SUCCESSES AND THE PROGRAM SEEMS TO BE GROWING IN POPULARITY AS WELL.

SO AMONG THAT WE HIRED A WOMAN LIAISON AS WELL, MARGARET. SHE'S BEEN WITH US AND WE'VE BEEN WORKING TOGETHER FOR THE PAST YEAR NOW I'M GOING TO SAY. GOING ON TO HIGH SCHOOLS AND COLLEGES AND DOING A LOT OF COMMUNITY OUTRAPH AND GETTING OUT THERE AND TRYING TO BUILD UP A VISUAL OF A FEMALE VETERAN THAT HAS HAD A BIG SUCCESS TO US, SHE'S A GREAT ASSET FOR US. SHE'S BEEN GREAT OUT IN THE COMMUNITY, OUT IN THESE RECRUITMENT, IN THOSE RECRUITMENT, I'M DRAWING A BLANK HERE.

IN THE RECRUITMENT CAREER, I'M SORRY. THE RECRUITMENT ANYWAYS, SHE'S BEEN REALLY HELPFUL IN GETTING THAT FEMALE PRESENCE OUT THERE FOR US.

THOSE ARE THE TWO BUG THINGS.
JUST CAREER FAIRS, HIGH SCHOOL
FAIRS.

WE'RE STARTING AN EXPLORE
PROGRAM WITH THE PARTNERSHIP OF
BPS HOPEFULLY IN THE FALL.
IT WILL BE AN AFTER SCHOOL
PAROLE.

AGAIN THESE ARE ALL FOCUSED ON
YOUNG TEENS.

WE FEEL THAT THAT'S PROBABLY THE
BEST FOR US.

ASIDE FROM, BECAUSE THE EXAM
DATES ARE BI-ANNUAL WE CAN ONLY
RECRUIT, WE HAVE A SMALL WINDOW
FOR RECRUITMENT DURING THAT
YEAR.

SO WE TRIED TO GET TO AS MANY
COMMUNITY MEETINGS ON A
RECRUITMENT YEAR SO SAY WE HAVE
ONE IN 2020 COMING UP IN THE
SPRING.

WE FOCUS LIKE IN THE FALL.

WE START TO PUT TOGETHER A TEAM
A RECRUITMENT TEAM AND IT'S ALL
VETERANS ON THE JOB, MALE AND
FEMALE ALL FROM THE
NEIGHBORHOODS THAT WE TRY TO,
DEMOGRAPHICS SPECIFIC MORE OR
LESS TO TRY TO INCREASE THE
DIVERSITY MEMBERS.

WE REALLY TRY TO GO INTO THOSE
NEIGHBORHOODS THAT ARE MAJORITY
MINORITY AND TRY TO INCREASE THE
AWARENESS OF THE EXAM, THE COST,
TRY TO HAVE THEM UNDERSTAND THE
WAIVER PROGRAM WE HAVE IF
MONEY'S ISSUE.

SO WE REALLY TRY TO GEAR UP THAT
I'M AND TRY TO GET OUT THERE
STARTING TYPICALLY RIGHT AROUND
SEPTEMBER AND OCTOBER.

OUR NUMBERS HAVE BEEN DROPPING
AS FAR AS PEOPLE TAKING THE
EXAM.

WE'RE TRYING TO CURB THAT BY
JUST OUR PRESENCE.

I THINK SOME OF THE, WE FOUND
ISSUES WITH SOME OF THE NEGATIVE
PRESS AROUND THE DIVERSITY STUFF
ON THE FIRE DEPARTMENT SO I FEEL
LIKE THAT'S KIND OF HAD AN
EFFECT ULTIMATELY ON PEOPLE
TAKING THE EXAM.

I THINK COST IS AN ISSUE AS WELL.

WE'RE WORKING ON INCREASING, YOU KNOW, PROGRAMS AND WORKING WITH MARGARET AND WE FEEL AGAIN LIKE I SAID REACHING OUT TO THE YOUNG TEEN GIVEN THAT PATHWAY IS BENEFICIAL.

BUT THE PLAN WE HAVE IN PLACE IS A LONG-TERM PLAN AND THAT'S JUST BECAUSE THE WAY THE EXAM WORKS AND HOW WE HIRE IN THE PROCESS AND THE LIMIT, THE LIMITATION ON THE CLASSES THAT WE HAVE.

WE DON'T HAVE THE BENEFIT OF JUST HIRING PEOPLE AS THEY COME.

WE DON'T HAVE THE ABILITY OR CAPABILITY OF HIRING PEOPLE -- WITHOUT THE EXAM.

THREE KIND OF A PROCESS IN ORDER TO GET ON.

SO WITH THAT BEING SAID, IT KIND OF LIMITS US ON THE PEOPLE WE CAN HIRE.

AND THE DEMOGRAPHICS SPECIFIC THAT WE ARE TRYING TO REACH OUT TO.

>> I THINK YOU MENTIONED A LOT OF EDUCATIONAL STUFF AND OUTREACH GOING ON AT BFD BUT AT THE END OF THE DAY IT'S THE ENTRY POINT ISSUE.

WE CAN DO ALL THE OUTREACH AND RECRUITMENT WE WANT BUT UNTIL THE PROCESS CHANGES THIS IS WHAT WE'RE STUCK WITH.

JUST TO GIVE YOU A QUICK SNAPSHOT THE WALL STREET ADMINISTRATION IMPLEMENTED THREE CADET PROGRAMS IN THE BOSTON POLICE DEPARTMENT IN THE LAST FIVE YEARS.

THIS ONE WE HAVE A FEW NUMBERS.

201 OUR FIRST CLASS, 35 CADETS, 63% PEOPLE OF COLOR, 34%

FEMALE, 2018 CLASS, 29 CADETS,

70% PEOPLE OF COLOR, 30% FEMALE.

AND WE HAVE ANOTHER CLASS GOING IN THIS YEAR, 20 CADETS AND THE AIM IS TO SHOOT THE CLASS WITH 50% PROGRAM.

THERE'S \$150,000 SET ASIDE FOR THE FIRE CADET PROGRAM AS WELL.

>> I APOLOGIZE.

WE ALSO DO A LOT OF RECRUITMENT AROUND VETERANS AS WELL TO TRY TO, YOU KNOW, THAT'S OUR QUICKEST OPTION.

PEOPLE WHO ARE TRANSITIONING, WE WORK WITH A PROGRAM CALLED PACE, IT'S A PACE PROGRAM WHICH ALLOWS US TO GIVE RECRUITS WHO ARE, YOU KNOW, BASICALLY GIVE US A TEMPLATE OF RECRUITS WHO WILL BE GETTING OUT WITHIN A MONTH OR TWO.

AND WE WORK WITH THE TRANSITION COUNCILORS FROM EACH MILITARY BASE TO TRY TO FOCUS ON TOGETHER SPECIFIC PEOPLE FROM BOSTON AND THE DEMOGRAPHIC WE'RE LOOKING FOR AND TRY TO REACH OUT TO THEM, E-MAIL THEM, LET THEM KNOW ABOUT THE EXAM AND TRY TO INCREASE OUR OUTREACH EFFORTS THAT WAY.

WORKING WITH THE PACE PROGRAM AND TRYING TO INCREASE THAT VETERAN PREPARES BECAUSE I FEEL THAT'S OUR QUICKEST OPTION TO TRANSITION THEM FROM THE BFD, FROM THE MILITARY TO GETTING ON.

>> SO COUNCILOR FLAHERTY FIRST OF ALL I WOULD LIKE TO THANK YOU, COUNCILOR CAMPBELL, COUNCILOR FLYNN AND COUNCILOR MCCARTHY FOR TAKING UP THIS ORDER AND PARTNER WITH US TO PUSH THIS FORWARD TO THE LEGISLATURE.

I THINK IT'S RELEVANT IN THAT I WOULD SUPPORT WHAT DON HAS STATED.

THE CIVIL SERVICE STRUCTURE HAS NOT KEPT PACE WITH WHO WE ARE AS A SOCIETY TODAY.

IF WE ARE TRULY COMMITTED TO HAVING A WORK FORCE THAT IS REFLECTIVE AND DIVERSE AND CREATING EQUITY AND INCLUSION, THIS IS THE NEXT STEP.

I THINK IT'S RELEVANT TO NOTE THAT THE CIVIL SERVICE EXAM IS ONLY GIVEN FOR PUBLIC SAFETY. ALL OTHER EMPLOYEES WHO SIGN UP FOR CIVIL SERVICE IS PROVISIONAL AND THEY GO AND THEY SIGN ON A

LIST.

THERE ARE NO EXAMS BEYOND PUBLIC SAFETY.

SO I THINK THAT SPEAKS VOLUMES BECAUSE I THINK IT WAS WELL INTENDED WHEN THE CIVIL SERVICE STRUCTURE WAS ESTABLISHED AND THERE WAS EXAMS FOR ALL JOBS AND VARIOUS TITLES.

HOWEVER, NOW TO HAVE IT COME DOWN TO PUBLIC SAFETY.

THIS IS WHERE WE STRUGGLE IN TERMS OF HAVING A WORK FORCE THAT IS REFLECTIVE OF OUR POPULATION.

SO IT GOES WITHOUT SAYING THAT WE HAVE TO GIVE PEOPLE OPPORTUNITY AND HOPE AND THE ONLY WAY TO DO THAT IS TO LOOK AT WHAT ARE THE OTHER WAYS OF ESTABLISHING ENTRY POINT.

AND SOME OF THIS IS DEFINITELY LOOKING AT THE FACT THAT YOU KNOW, AS JUAN HAS STATED, HANDS-ON OPPORTUNITY.

SO TO DO THE OUTREACH AND LET PEOPLE KNOW THAT THESE OPPORTUNITIES ARE AVAILABLE TO THEM, BUT ALSO THAT WE ARE AS A CITY OPENING THE DOOR AND WE WANT PEOPLE WHO ARE REFLECTIVE OF OUR POPULATION.

AND SO THEREFORE WE'RE GOING TO DO WHATEVER IT TAKES IN ORDER TO PUBLIC SOME MEASURES IN PLACE TO EQUALIZE THE PLAYING FIELD IF YOU WILL AND TO BRING IN THAT DIVERSE EMPLOYEE POPULATION.

BECAUSE IT'S IMPORTANT TO THINK ABOUT WHO ARE THE INDIVIDUALS THAT WE ARE SERVING.

YOU KNOW, I GIVE ALL CREDIT TO THE POLICE DOPE AND THE FIRE DEPARTMENT FOR THE WORK THAT THEY DO.

IT'S VERY DIFFICULT WORK BUT WE ALSO WANT CHILDREN TO BE ABLE TO SEE AND IMAGINE WHAT WOULD IT HAVE TAKEN FOR ME TO OBTAIN THAT JOB.

IF I SEE SOMEONE THAT LOOKS LIKE ME I HAVE THE ABILITY TO EMULATE THEM.

I FEEL COMFORTABLE APPROACHING

THEM AND ASKING THEM WHAT WOULD IT TAKE IN ORDER FOR ME TO HAVE YOUR JOB.

I THINK THAT'S WHAT WE WANT TO BUILT AS A CITY, THAT'S THE TUNE WE WANT AS A CITY AND I WOULD ENCOURAGE ALL OF YOU TO SUPPORT THIS MOVING FORWARD.

THANK YOU.

>> GOOD THANK YOU, VIVIAN.

I'M JOINED BY MY COLLEAGUE CITY COUNCILOR ED FLYNN, KIM JANEY AND FRANK BAKER JUST COMING IN. SO JUST A LINE OF INQUIRY.

I THINK THAT JUAN TRIED TO GET SORT O3 BEST BANG FOR THE BUCK. IT'S PROBABLY GOING TO BE TRYING TO GET, RECRUIT WOMEN THAT ARE COMING OUT OF THE MILITARY INCLUDING THE COAST GUARD AS WELL.

JUST BASED ON THE NATURE OF THEIR TRAINING AND EXPERIENCE AND THEIR EXPOSURE TO SOME OF THE HAZARDS OF IN PARTICULAR PROFESSION.

A LOT LIKE POLITICS, FIRE FIGHTING IS VERY HAZARDOUS AND I THINK THAT FOR SOME FOR EXAMPLE THIS BUILDING'S ON FIRE I'M OUT, I'M TRYING TO FIND THE DOOR. I'M NOT TRYING TO GO TO THE ROOF AND SWING AN AX TO VENT. I'M NOT LOOKING AROUND FLAMES TOO MUCH SO IT'S PARTIAL TO OUR RECRUITMENT EFFORTS AND IF WE CAN ATTRACT WOMEN COMING OUT OF THE MILITARY AND SORT OF INTRUSION THEM TO THIS PROFESSION IS ONE TOO.

YOU HAD CITED THE COST OF THE EXAM.

WHAT IS THE COST FOR THE EXAM. FOR AN INDIVIDUAL TO SIT FOR THIS TEST IT COSTS HOW MUCH.

>> IT'S \$200.

IT'S ACTUALLY 150, I APOLOGIZE, ON AVERAGE HOW MANY BOSTON RESIDENTS TAKE THE TEST EVERY TIME IT'S OFFERED?

>> SO, IT SPAYERS.

WE ALSO HAVE A MILITARY MAKE UP EXAM THAT IS BASICALLY EVERY QUARTER WHICH THOSE NUMBERS

CHANGE THE NUMBER EVERY QUOISHT QUARTER
PRETTY MUCH BUT AT THE END
BEFORE THE MILITARY MAKE UP WE
HAD SOMEWHERE AROUND 800 AND 900
WHO TOOK THE EXAM AND 100 FOR
THE 2018 THOMAS.

THOSE NUMBERS MIGHT HAVE CHANGED
BECAUSE OF THE VETERANS
RETURNING HOME THAT WEREN'T ABLE
TO TAKING THE EXAM.

THAT COULD BE ANYWHERE NORTH OF
A THOUSAND RIGHT NOW BUT I'M NOT
SURE.

>> IF THIS IS A SORT OF, IF THIS
IS SORT OF AN IMPEDIMENT I GUESS
TO FOLKS WILLING TO SIT FOR THE
TEST RIGHT.

SO SOME ASPIRES TO BE THERE, SEE
SOMEONE THAT THEY EMULATE AND
THEY WANT TO MAYBE JOIN THE
DEPARTMENT.

BUT IT'S COST PROHIBITIVE.
DOES IT MAKE SENSE FOR THE CITY
TO WAIVE THE FEE FOR ALL
APPLICANTS?

IS THAT TOO COST PROHIBITIVE FOR
US AS A CITY GIVEN THIS IS A
REALLY IMPORTANT ISSUE FOR US
AND IF WE REALLY WANT TO ATTRACT
AND RECRUIT THE BEST POSSIBLE
CANDIDATES FOR THE DEPARTMENT,
WE WANT TO MAKE SURE WE'RE
OFFERING IT TO EVERYBODY.
DOES IT MAKE SENSE 2019 TO JUST
OFFER THE TEST?

>> AT THAT TIME MIGHT BE A
POSSIBILITY.

CURRENTLY THERE IS A WAIVER
PROVISION FOR PUBLIC SAFETY,
INDIVIDUALS WHO WANT TO TAKE THE
EXAM AND CAN DEMONSTRATE THAT
PERHAPS THEY DON'T HAVE FUNDING
BECAUSE MAYBE THEY HAVE NOT
WORKED IN A WHILE.
BUT THAT IS AN IDEA.

>> WHEN I TOOK THE CIVIL SERVICE
EXAMS, BACK IN THE LATE 80'S,
EARLY 90'S, THEY WERE I WANT TO
SAY AT THE TIME MIGHT HAVE BEEN
20 OR 25 BUCKS.

AND THEY DID HAVE THAT WAIVER
FORM.

IT'S NOW \$200.

IT'S A DIFFERENT TYPE OF ANIMAL.

I THINK WE WAIVE IT FOR EVERYBODY.

IT'S A CIVIL SERVICE EXAM, YOU SIT DOWN.

YOU FILL OUT THE OLDS AND YOU SUBMIT -- OVALS AND SUBMIT IT INTO A MACHINE.

THE TEST SITE AND TEST MONITORS THESE REALLY WHERE THE EXPENSE IS.

I WOULD MAKE AN ARGUMENT WE SHOULD OFFER, IF YOU'RE A RESIDENT OF THE CITY OF BOSTON YOU SHOULD BE ABLE TO COME IN AND SIT FOR THE FIRE AND EMS TEST THAT SHOULD BE FLEE OF CHARGE AS A RESIDENT AND TAXPAYER.

I DON'T KNOW WHAT IT WOULD COST THE CITY.

DO THE RAW MATH IT'S 200 BUCKS MAYBE 800ISH, MAYBE A THOUSAND PEOPLE TAKE THE TEST.

MAYBE THE NUMBER WILL GO UP A LITTLE BECAUSE IT'S FREE.

THAT MIGHT BE A WORTH WILE ENDEAVOR TO SAY WE WANT NO IMPEDIMENTS OR PEOPLE TO FILE DISCLAIMERS OR WAIVERS.

JUST ONEROUS ADDITIONAL PAPERWORK, WHAT HAVE YOU.

YOU WANT TO SUBMIT TO THE TEST, YOUR NAME, ADDRESS, DATE OF BIRTH.

YOU GET THE TEST SITE, GO IN AND TAKE THE TEST.

THAT WOULD HELP US IN OUR RECRUIT EFFORTS BUT ALSO THE DIAMOND IN THE ROUGH THE PERSON WHO LOVED TO DO, ALL WANT TO DO BUT COULDN'T COME UP WITH 200 PUCKS.

>> THAT'S REFLECTIVE OF THE P.A.T. AS WELL.

IN PREVIOUS YEARS THE P.A.T. AND EXAM FEES WERE SEPARATE.

SO THEY WOULD CHARGE YOU A FEE FOR THE EXAM AND THEN THEY WOULD CHARGE YOU ANOTHER FEE IN ADDITION TO TAKING THE P.A.T.

>> WHERE THE POLICE MAKE A MISTAKE AND COSTS A LOT OF MONEY IT'S WASTEFUL SPENDING.

THE BOSTON POLICE GIVE YOU THE

P.A.T. AT THE END OF THE
PROCESS, SO THEY'VE GONE
THROUGH, IT'S PROBABLY 40,000
PER RECRUIT.

RECRUIT INVESTIGATION, TAKE THE
TEST, INVESTIGATED, NEIGHBOR
ASSESSMENT, THE DRUG TEST.
AT THE VERY END BEFORE YOU ARE
ACTUALLY FINALLY ADMITTED YOU TO
THE P.A.T.

I ARGUE THE P.A.T. SHOULD BE AT
THE VERY BEGINNING.

IF YOU PASS IT YOU MOVE ON TO
THE NEXT TIME.

IF YOU DON'T PASS THE P.A.T.
THERE'S NO WASTEFUL SPENDING
RECRUITMENT, BACKGROUND CHECKS,
DRUG TESTING.

WE ELIMINATE THAT ON THE P.A.T.
I DON'T KNOW WHERE YOU DO THE
P.A.T. BUT IT SHOULD BE AT THE
VERY BEGINNING.

>> IT'S PART OF YOUR, YOUR
P.A.T. SCORE IS PART OF YOUR
SCORE GETTING ON.

>> IF YOU GET TO THE LAST STAGE
IF IT'S THE P.A.T. AND YOU CAN'T
PULL THE TRIGGER BULL, THE BAG
DRAG OR GETTING OVER THE FENCE,
WE SHOULD KNOW THAT VERY EARLY
ON AS OPPOSED TO DUMPING \$40,000
INTO THE RECRUIT INVESTIGATION
ONLY TO END UP WITH YOU GET TWO
TRIES AT IT.

JUST TRYING TO ELIMINATE
WASTEFUL SPENDING BUT TRY TO
CAPTURE THAT MONEY AND TAKE THE
TEST FOR FREE IS ONE POTENTIAL.
YOU ALSO MENTIONED, JUAN, THE
VETERAN PIECE OF THIS WHICH
OFTEN GETS LOST IN THIS
EQUATION.

NOT ONLY DO YOU NEED TO BE A
VETERAN YOU NOW NEED TO BE A
DISABLED VETERAN COMING ON TO
THE JOB.

WE NEED TO TAKE SORT OF A DEEP
DIVE ON THAT, RE, IS THAT
CORRECTING THE WORK OUR VETERANS
DO AND THEIR HONOR TO OUR
COUNTRY ABSOLUTELY NO DOUBT
ABOUT IT AND PREFERENCE SHOULD
BE THERE BUT IT SHOULD BE A
PREFERENCE FOR BOSTON RESIDENTS

AND BOSTON VETERANS.

WHAT WE'RE SEEING COMING ON TO
THE JOB ARE FOLKS THAT GREW UP
IN COMMITTEELY DIFFERENT PARTS
OF THIS COUNTRY.

IT WAS THE POINT OF ENTRY WHEN
THEY COME OUT AND THEN THEY HAVE
THE ADDITIONAL OPTION TO DECLARE
THEIR RESIDENCY IT PUTS BOSTON
RESIDENTS AT A HUMAN
DISADVANTAGE WHEN SOMEONE'S
COMING OUT OF THE SERVICE AND
THEY HAVE A LARGE WINDOW WHERE
TO CLAIM THEIR RESIDENTS AND
WHAT WE'RE SEEK ON THE JOB IS
ALL OVER THE PLACE, LIKE
OKLAHOMA OR TEXAS AND FLORIDA.
AGAIN WHEN I CALL 911, I WANT
SOMEONE WHO CAN GET DOWN TO ME
PRETTY QUICK.

A PERSON FROM OKLAHOMA HAS TO
LOOK AT A MAP.

SECONDS AND MINUTES ARE VERY
PRECIOUS.

I WANT THOSE JOBS TO CITY KIDS
AND I THINK WE LOSE A LITTLE BIT
THERE WITH RESPECT TO ALLOWING
SUCH A WIDE BREAK ON THE
VETERANS PREFERENCE.

I DO AND RESPECT AND HONOR
VETERANS PREFERENCE I WANT IT TO
BE THERE BUT I WANT IT TO BE FOR
A BOSS TALK RESIDENT.

THEY GREW UP IN THE
NEIGHBORHOODS OF BOSTON, JOINED
THE ARM SERVICE, ENLISTED AND
CAME OUT AND GOING ON THE JOB
NOT SOMEONE WHO GREW UP IN
MISSISSIPPI AND WENT ON THE JOB.

>> THAT'S WHERE THE RESIDENCY
RULES APPLY FOR THE VETERANS
RETURNING HOME THAT ARE
MASSACHUSETTS ENLISTED VETERANS.

THEY HAVE 90 DAYS TO ESTABLISH
RESIDENCY IN THE CITY OF BOSTON.
TECHNICALLY THEY ARE BOSTON
RESIDENCE UNDER THE RESIDENCY
LAWS THAT ARE IN PLACE.

>> THERE'S A LUCI FINA HOLE
THERE.

AS OPPOSED, IT SHOULD BE LIKE
EVERYONE ELSE YOU NEED TO
ESTABLISH YOUR RESIDENCY IN
BOSTON FOR A SPECIFIC AMOUNT OF

TIME.

THEREIN LIES THE ISSUE WE'RE ABLE TO ELIMINATE THAT AND I THINK WE PROVIDE A GREAT FANT FOR BOSTON RESIDENTS NOT ONLY WHO ARE VETERANS BUT BOSTON RESIDENTS IN GENERAL BECAUSE THE COMPETITION IT STARTS WITH DISABLED VETERAN FIRST THEN VETERAN THEN CIVILIAN.

WE'VE GOT A COUPLE HURDLE IS HERE TO DIVERSIFY OUR DEPARTMENT AND RECRUIT PEOPLE OF COLOR AND WOMEN.

WIRE HITTING A COUPLE AWK SAW KULDZ WHICH IS CIVIL SERVICE AND THE OBJECTION THEY HAVE TO SOME OF THESE ISSUES THAT WE'RE PROPOSING.

AND ALSO THE ISSUE OF SORT OF THE VETERAN'S PREFERENCE AS IT PERTAINS TO DISABLED VETERANS FRONT OF THE LINE, VETERANS AFTER THEM AND CIVILIANS AFTER THEM.

TO YOUR POINT EARLIER WE'RE ONLY PUTTING ON SO MANY RECRUITS PER CLASS.

AND THEN JUST FINALLY ON THE ISSUE OF SORT OF FOSTERING ADDITIONAL DIVERSITY I TALKED ABOUT THIS DURING THE BUDGET PROCESS.

THE PREVIOUS ADMINISTRATION ELIMINATED TWO DISTRICT CHIEF POSITIONS AND WE VERY MUCH NEED THOSE TWO DISTRICT CHIEF POSITIONS PARTICULARLY WE GOT THE GAS PIPELINE IN ROXBURY WITHOUT A DISTRICT CHIEF AND ALSO OUR VERY PRECIOUS MEDICAL AREA OVER IN THE MISSION HILL AREA.

WITH THE HOSPITALS.

YOU CAN GO RIGHT THROUGH ANY LIST OF THE DAY AND AGE TODAY THAT HAVING THOSE TWO DISTRICT CHIEFS BUT THE BACKFILL ON THOSE TWO DISTRICT CHIEFS BETWEEN THE CAPTAINS AND LIEUTENANTS WOULD CREATE A SIGNIFICANT AMOUNT OF DIVERSITY OFF OF THAT LIST.

I THINK WE CONTINUE TO MISS THOSE OPPORTUNITIES TO AGAIN

FOSTER WHAT WE'RE LOOKING TO DO
IN THIS SPECIAL LAW THAT'S
BEFORE US.

WITH THAT, I JUST HAD ONE
QUESTION BEFORE I TURN IT OVER
TO MY COLLEAGUES.

CREATING THE, IN CREATING THE
FIRE CADET PROGRAM IS THE
DEPARTMENT OPEN TO RENEWING ITS
PREVIOUS REQUEST FOR A SELECTIVE
FEMALE CERTIFICATION LIST.

>> I'M SORRY, CAN YOU REPEAT
THAT?

>> IN ADDITION TO CREATING THE
FIRE CADET PROGRAM IS THE
DEPARTMENT OPEN TO RENEWING ITS
PREVIOUS REQUESTS FOR SELECTIVE
FEMALE CERTIFICATION LIST WHERE
WE PUT IN A VERY SPECIFIC
REQUEST THAT ON THE NEXT CLASS
WE NEED X AMOUNT OF FEMALE
FIREFIGHTERS.

MAYBE SOMETHING THAT THE
COMMISSION --

>> THAT WOULD BE SOMETHING THE
COMMISSION HAS TO ANSWER.

I COULDN'T TELL YOU IF THAT WAS
SOMETHING THAT YOU WOULD BE IN
SUPPORT OF OR NOT.

BUT I KNOW THAT WITH MARGARET
CONNELLY BEING THE WOMAN'S
LIAISON WE'RE DEFINITELY HOPING
THAT WITH HER ON THE ROUNDS, ON
THE WOMAN'S SIDE WE CAN KIND OF
TRY TO FIND A WAY TO INCREASE
OUR PRESENCE AND FOCUS ON THAT
ON THE WOMAN, THE ISSUE AROUND
THE LACK OF WOMEN IN THE
DEPARTMENT.

>> I WOULD ASSUME THAT THE
FIRST, HER FIRST TASK IS TO
IDENTIFY ALL OF THE WOMEN IN THE
CITY OF BOSTON WHO ARE CURRENTLY
IN THE SERVICE AND/OR WHO HAVE
RECENTLY COME OUT OF THE SERVICE
AND SHE'S ON THE TONE WITH THOSE
YOUNG WOMEN INTRODUCING HERSELF
TO THEM, LETTING HER KNOW ABOUT
THESE OPPORTUNITIES ON THE
BOSTON FIRE DEPARTMENT AND
ENGAGING IN THAT DIALOGUE.
I THINK THAT'S THE FIRST START.
SOMEONE, FOR SOMEONE LIKE
MS. CONNELLY TO KIND OF A LITTLE

HANGING FRUIT IF YOU WILL IN
TERMS OF THAT'S AN OPPORTUNITY
RIGHT THERE WHERE YOU GOT FOLKS
EITHER IN THE MILITARY COMING
OUT THAT ARE PHYSICALLY FIT,
THEY ARE TRAINED IN THOSE TYPES
OF SITUATIONS PARTICULARLY LIKE
THE COAST GUARD AND THE NAVY AND
COUNCILOR FLYNN CAN SPEAK TIGHT.
BETWEEN THE COAST GUARD AND NAVY
YOU HAVE FIREFIGHTER EXPERIENCE.
MAYBE EVEN THE ARMY AND THE
MARINES AS WELL.

BUT RIGHT THERE IS PROBABLY A
GROUP OF POTENTIAL RECRUITS AND
CADETS RIGHT IN FRONT OF OUR
FACE THAT WE'VE GOT TO GO AND
JUST KNOCK ON THE DOOR AND
SPRUCE OURSELVES TO THOSE WOMEN
WHICH IS VERY IMPORTANT.

>> I DO THINK THIS PROCESS IS
GOING TO REQUIRE SOMETHING MORE
INTENTIONAL THAN THAT.

I THINK IF YOU LOOK AT JUST
USING LOGIC IF YOU LOOK AT THE
NUMBERS OF VETERANS IN THE
NORTHEAST, THE NUMBER OF PEOPLE
OF COLOR ARE VERY LOW.

EVEN MORE SO THAN WOMEN.

SO I THINK THE FREF ES IF YOU
WERE TO SAY TRY TO LOOK AT THE
WOMEN COMING OUT, THE POLL IS
GOING TO BE VERY VERY LOW.

THE PIECE AROUND TESTING.

I THINK FREE TESTING IS GREAT
EXCEPT THE FACT TAKING THE
TESTST NOTHING FOR YOU IF YOU'RE
NOT A VET RIGHT NOW.

THERE'S NO INCENTIVE FOR A KID
WHO IS NOT A DISABLED TO TAKE
THE EXAM EVEN IF IT'S FREE
BECAUSE YOU KNOW YOU HAVE
ABSOLUTELY NO SHOT GETTING ON TO
THE DEPARTMENT.

THE OTHER PIECE YOU MENTIONED
AROUND DOING A SELECTIVE LIST
AROUND WOMEN.

THAT'S SOMETHING THAT NEEDS TO
BE APPROVED.

I KNOW WE'VE APPLIED FOR MANY
WAIVERS IN THE PAST THAT HAVE
NOT DENIED BY HRD.

THAT'S NOT ONE PROCESS I HAVE
MUCH FAITH IN.

THE LAST THING I WILL SAY IT'S INTERESTING THAT THE STATE HAS A DIFFERENT PROCESS WHEN IT COMES TO PUBLIC SAFETY THAN THE CITY DOES.

IF YOU LOOK AT THE WAY THE POLICE ARE ASSIGN THEY HAD GET TWO POINTS BEING A VET BUT FOR THE BOSTON FIRE DEPARTMENT YOU GET ABSOLUTE PREFERENCE.

THAT'S ONE PROCESS I THINK HERE IN BOSTON POINTS OF BEING A VOTE RUN OTHER THAN ABSOLUTE PREFERENCE.

>> YOU FILED FOR ON WOMAN'S SPECIFIC SPECIAL THROUGH HRD AND IT GOT DENIED.

SO WE ARE TRYING TO WORK WITH HRD AND CREATE A WAY OR PATHWAY IF YOU WILL TO TRY TO INCREASE THOSE NUMBERS IN ANY WAY WE CAN. THINKING OUTSIDE THE BOX IN THOSE WAYS LIKE THE LANGUAGE PREFERENCE THERE ARE WAYS TO DO IT AND WE'VE BEEN SUCCESSFUL IN THAT.

LIKE DONNY SAID WE'VE TRIED BUT THEY GET DENIED THROUGH HRD. AGAIN I FEEL LIKE IT'S NOT THAT YOU DON'T HAVE A SHOT LIKE A ZERO SHOT I FEEL LIKE WE'VE BEEN IN A TIME OF WAR AND THERE'S BEEN A LOT OF VETERANS WHO HAVE GONE IN SO THERE'S BEEN AN INCREASE OF NUMBERS AND VETS RETURNING HOME.

SO THAT HAS A BIG, THAT'S A BUG NUMBER OF PEOPLE RETURNING WHO FEEL THAT THAT IS SLOWING DOWN. WE'RE SEEING THE VETERAN NUMBERS DROP AS WELL AS VETS TAKING THE EXAM.

SO I FEEL LIKE OVER TIME EVEN BEING A CIVILIAN YOU MAY HAVE A SHOT, IT COULD BE A LOT HARDER AND TAIL END TOWARD THAT EXAM. LIKE ON THE BOTTOM OF THE LIST YOU COULD POTENTIALLY GET ON CIVILIAN IT MAY JUST TAKE A WHILE BUT THE LAST WE'VE BEEN IN WAR OVER THE LAST TEN YEARS SO WE'VE HAD THAT LARGE GROUP OF VETERANS RETURNING HOME SO THAT IS SOLELY FOR LADIES AND

VETERANS.

IT'S HITTING A POINT WHERE
THERE'S A LULL AND I THINK WE'RE
SEEING LESS VETERANS TAKING THE
EXAM AND LESS DAV.

SO I THINK POTENTIALLY THE NEXT
COMAL YEARS WE'LL SEE MORE
CIVILIANS GETTING ON.

>> YOU WANT -- I THINK HE
MENTIONED SOMETHING LIKE 20
YEARS AND IN REALITY THAT'S A
BIG PIECE.

WHEN WE STOPPED OFF THIS
DISCUSSION I WANT TO MAKE SURE
WE MADE A NOTE OF THE VETERAN'S
REFERENCES.

IT'S A BLOCK HIT TO SOME THINGS
WE'RE LOOKING TO DO FOR BETTER
OR WORSE PEOPLE'S DIFFERENCE OF
OPINIONS I OBVIOUSLY RESPECT
THEM AND WE SHOULD HAVE A
VETERAN PREFERENCE AND WHAT FORM
SHOULD I COME IN RIGHT NOW WITH
ABSOLUTE PRERNS.

THERE SHOULD BE POINTS.

I'M DEFINITELY A CITY KID I WANT
TO MAKE SURE IT'S FOR THE CITY
RESIDENTS AND WANTS TO MAKE SURE
THE CITIZENS WHO SERVED FROM
OKLAHOMA TENNESSEE STALK FOR
YOUR SERVICE BUT THEY CAN GO
THERE AND THEY ARE COMING HERE
BECAUSE IT'S AN OPPORTUNITY FOR
THEM.

I WANT THAT RE SERVED FOR KIDS
FROM OUR CITY.

COUNCILOR MCCARTHY IS WAITING
PATIENTLY.

SENATOR MCCARTHY.

>> ANOTHER CLASS GRADUATED SINCE
YOU STARTED.

THANK YOU VERY MUCH, MR. CHAIR.
WELCOME EVERYBODY.

I WENT TO THE GRADUATION LAST
WEEK FOR THE LATEST RECRUIT
CLASS.

THERE'S THE FIRST FEMALE RECRUIT
GRADUATED WHICH IS FANTASTIC.

WAS SHE A VET?

>> YES, SHE WAS.

>> WHAT BRANCH, DO YOU KNOW?

>> I'M NOT SURE.

>> OKAY.

>> THE ISSUE THAT I HAVE WITH

THE CADETS AND WE'LL GET INTO
FURTHER THE STRUCTURE OF CADETS
I FEEL LIKE WE'RE MOVING THE
GOAL POSTS DURING THE GAME.
THERE ARE A LOT OF YOUNG MEN AND
WOMEN THERE BOSTON AND I'M NOT
SURE OF THE NUMBERS FROM OTHER
STATES WHICH IS NUMBERS I WOULD
LIKE TO TAKE A PEAK AT I'M NOT
REALLY SURE ABOUT THAT.
I KNOW OTHER COMMUNITIES KIDS
FROM WEYMOUTH, KIDS FROM NOR
WELL OR WHATEVER TAKING THE TEST
COMING INTO TBAWSTON.
I'M NOT SURE ABOUT STATES BUT WE
SHOULD GET THOSE NUMBERS TO TAKE
A LOOK AT THAT.
I FEEL LIKE THE GOAL POSTS ARE
BEING MOVED AND SOMEBODY WHOSE
FAMILY HAS BEEN SERVING IN THE
BOSTON FIRE DIE, I DIDN'T GET
ON.
I TOOK THE TEST, I DON'T KNOW
WHAT HAPPENED WHATTED.
I TOOK THE TEST AND DIDN'T GET
ON.
BETWEEN MY FAMILY HER DAD'S A
DISTRICT CHIEF HER BROTHER'S A
RETIRED LIEUTENANT AND MY FAMILY
BETWEEN THE TWO MCCARTHY CLANS,
I MARRIED A MCCARTHY, IT'S WEIRD
OR WHATEVER BUT WE HAVE PROBABLY
22 PLUS YEARS OF SERVICE IN THE
CITY OF BOSTON.
MY SON'S SERVING IN THE ARMY NOW
POSSIBLY WITH THE THOUGHT HE
WANTS TO FOLLOW MY BROTHERS AND
IF THAT, IF YOU'RE MOVING THE
GOAL POST IN THE MIDDLE THAT
CHANGES THINGS WHICH BOTHERS ME.
THERE ARE KIDS, MEN AND WOMEN
FROM THE CITY OF BOSTON WHO GO
INTO THE MILITARY WITH THE
THOUGHT OF I WANT TO BE LIKE MY
DAD.
BLACK WHITE HISPANIC, WHATEVER.
I WANT TO BE LIKE MY DAD I WANT
TO BE NOW LIKE MY MOM, THEY HAVE
MORE WOMEN JUMPING INTO SERVICE.
THAT'S A GREAT SERVE TO ME.
HOW LONG WOULD THE CADET, WHAT'S
THE STRUCTURE OF THE CAUSE
DEFENDANT CLASS?
THE CADET CLASS NOW IN BOSTON.

TWO YEARS YOU'RE SERVING IN THE DISTRICT ALL THAT STUFF. WHAT WOULD THE FIRE CADET CLASS LOOK LIKE?

>> I THINK THAT'S STILL SOMETHING THAT NEEDS TO BE FIGURED AROUND WHAT THE CLASS WOULD LOOK LIKE AND WHAT THE CADETS WOULD ACTUALLY BE DOING THAT'S ONE CONCERN WE'VE HEARD IS HOW DO YOU GET CADETS ON THE JOB AND MAKE SURE THEY ARE SAFE, WHAT ARE THEY DOING ETCETERA ETCETERA.

THAT'S SOMETHING THAT STILL NEEDS TO BE STRUCTURED BUT IT FOLLOWED THE BOSTON PELOSI DEPARTMENT IN TERMS OF TWO YEARS OF SERVICE AND YOU GO ON WITH THAT PREFERENCE, RIGHT.

I THINK EVERYTHING ELSE IS SPELLED OUT IN TERMS OF EXACTLY WHAT THAT LOOKS LIKE.

I DO KNOW WE'VE DONE A PRELIMINARY LOOK IN TERMS OF WHAT CITIES HAVE DONE IN TERMS OF A PROGRAM WHAT THE CAUSE TEST HAVE DONE.

THERE ARE SOME BEST PRACTICES AND THIS IS A CONVERSATION SPECIFICKED UP AROUND CITIES ACROSS THE COUNTRY.

I DO THINK WE HAVE SOME WORK TO DO IN TERMS OF FIGURING OUT THAT PEA AS WELL.

>> YOU'RE TALKING ABOUT THE PHYSICAL ASPECTS OF THE JOB. EVEN FOR THE AWE DEBTS I DO AGREE -- THE CADETS, I DO AGREE WHEN YOU TALK ABOUT THE PHYSICAL ASPECT OF THE JOB.

IF WE'RE GOING TO COMMIT TWO YEARS TO A YOUNG CADET AND HE OR SHE CAN'T DO THE PHYSICAL AS PK OF THE JOB, AND THIS IS GOING, I DON'T WANT THIS TO COME OFF THE WRONG WAY BUT ALL I KNOW IS THAT IF I'M IN A FIRE MYSELF OR MY BROTHER'S IN A FIRE OR A FIREFIGHTER'S IN A FIRE AND HE OR SHE GOES DOWN, I WANT SOMEBODY WHO CAN PICK THAT PERSON UP AND GET THEM OUT. IF WE'RE DOING THAT BECAUSE WE

NEED TO CORRECT OUR NUMBERS AND WE'RE NOT FOCUSED ON THE ACTUAL JOB AND YOU'RE PUTTING PEOPLE IN JEOPARDY, THAT'S A PROBLEM.

I KNOW THAT YOU'RE NOT PUSHING THAT BY ANY STRETCH OF THE IMAGINATION BUT IT'S IMPORTANT TO UNDERSTAND THAT THE PEOPLE THAT GO IN FOR THOSE FIRES AND THEY ARE PULLING TWO INCH HOSES AND THEY ARE BATTLING THE FIRE THEY NEED TO BE STRONG ENOUGH AND MENTALLY STRONG ENOUGH TO NOT ONLY DO THEIR DUTY BUT THE POSSIBILITY OF WHEN BAD THINGS HAPPEN THEY NEED TO BE ABLE TO PULL FIREFIGHTERS OUT OR PULL US OUT, CIVILIANS OR WHOEVER IS IN THAT FIRE.

ALL OF THAT HAS TO COME IN AND I DO AGREE THE PHYSICAL AS PK THESE TO START EARLIER BECAUSE I THINK IT WOULD BE A REAL WASTE IF YOU HAD A CADET IN THERE FOR TWO YEARS ANDAL MOTHERLY HE OR SHE COULDN'T PASS THE PHYSICAL TO BEGIN WITH.

>> PHYSICAL COMPONENT IS PART OF THE CADET PROGRAM AT THE BOSTON PELOSI DEPARTMENT WHICH THEY HAVE TO GO THROUGH.

AROUND YOUR CONCERN HAVING THE BEST FOLKS FOR THE JOB I THINK THAT'S A VALID POINT.

I THINK A COUNTER POINT TO THAT WOULD BE HAVING A HUNDRED% VET CLASS MAKING SURE WE'RE TAKING THE BEST PEOPLE TO YOUR POINT TO MAKE SURE THAT BUILDING IS BUFFERINING WE DO HAVE THE BEST FOLKS.

>> COUNCILOR MCCARTHY JUST GOING BACK TO YOUR PREVIOUS COMMENT RATHER THAN LOOKING AT THIS AS MOVING THE GOAL POSTS, WHAT I WOULD CHALLENGE US TO DO IS OPEN OUR MINDS AND SAY WE'RE LOOKING AT THIS AS ESTABLISHING AN OPPORTUNITY FOR THOSE PREVIOUSLY HISTORICALLY WERE NOT MADE AWARE THAT THESE OPPORTUNITIES WERE AVAILABLE TO THEM AND BY WAY OF EXAMPLE I TALKED TO PLENTY OF FIREFIGHTERS WHO WOULD TELL YOU

THAT GOING WAY BACK WHEN IT WAS
PREDOMINANTLY WHITE THAT YOU
KNOW THEY WOULD HAVE KRAWTIONZ
WITH THEIR SONS OR RELATIVES
AND -- HAVE CONVERSATIONS WITH
THEIR SONS OR RELATIVES AND TELL
THEM WHAT IS THE BEST WAY TO GO
INTO FIRE FIGHTING GO INTO MULL
TREE DO VARIOUS THINGS.

THAT ARE PEOPLE OF COLOR NOT
HAVING THESE CONVERSATIONS
BECAUSE THEY WERE NOT MADE AWARE
OF THE OPPORTUNITY.

WE HAVE TO LOOK AT AN EYE TOWARD
THE FUTURE IN TERMS OF HOW DO WE
OPEN THE DOOR TO OPPORTUNITY AND
BACKED BY CERTAINLY WHAT'S
BEFORE YOU TODAY.

ALSO BEYOND EDUCATION OUTREACH
THAT'S BEING DONE.

THERE'S A MULTITUDE OF THINGS
THAT I THINK WE MUST DO IN ORDER
TO ENSURE THAT WE'RE LEVELING
THE PLAYING FIELD FOR ALL PEOPLE
AND THAT WE'RE BEING INCLUSIVE
AND DIVERSE.

>> I AGREE.

I WOULD JUST STATE THAT THE
OPPORTUNITY, THE DOOR OF
OPPORTUNITY NOW IS THE MILITARY.
SO THERE IS A DOOR ON
OPPORTUNITY AND THEN THE
ARGUMENT FROM THERE STEMS TO DO
YOU HAVE TO JOIN THE MILITARY TO
BE A BOSTON FIREFIGHTER.

THAT'S THE ULTIMATE QUESTION BUT
THE OPPORTUNITY IS THERE SO
THANKS MR. CHAIR.

>> THANK YOU.

I'M SORRY.

JUST TO TOUCH BASE ON THAT AS
FAR AS AWARENESS.

I DIDN'T TOUCH THIS POINT WHEN I
WAS SPEAKING AND EXPLAINING
ABOUT THE TEEN FIRE ACADEMY.
THAT IS ONE OF THE MOST
IMPORTANT PIECES OF THAT TEEN
FIRE ACADEMY IS HAVING VETERANS
ON THE JOB, PEOPLE OF COLOR,
PEOPLE WHO LOOK LIKE THE KIDS
PARTICIPATING IN THE PROGRAM
THAT ARE SPEAKING AND ENGAGING
WITH THESE KIDS FOR THIS
EIGHT-WEEK PROGRAM.

THEY'RE LETTING THEM KNOW
EXACTLY HOW THEY GOT ON THE JOB
AND THEY COME FROM THE SAME
NEIGHBORHOODS AND BACKGROUNDS AS
THESE TEENS SO I FEEL LIKE
THAT'S ARE.

ARE-- THAT'S IMPORTANT.

THAT'S PART OF THE LONG TERM
PLAN WE HAVE IN PLACE AS FAR AS
THE LAW AND VETERANS PREFERENCE
THAT'S THE STRATEGY WE HAVE TO
GO, THAT'S THE LONG TERM PLAN
AND BUILDING AWARENESS.

>> AS FOLKS HAVE ARRIVED
COUNCILOR ZAKIM ARRIVED EARLIER
AND STEPPED OUT.

COUNCILOR ZAKIM.

>> I'LL BE VERY BRIEF.

I WANT TO THANK YOU FOR YOUR
PRESENTATION FOR SPEAKING WITH
US AND I THINK THIS IS
IMPORTANT.

I DO ACKNOWLEDGE AND COUNCILOR
MCCARTHY MAKES SOME GOOD POINTS
ON HAVING THE VERY BEST
FIREFIGHTERS IN THE CITY OF
BOSTON BUT I DON'T THINK IT'S
MUTUALLY CLUE CREATING A CADET
PROGRAM AND MAKING OUR
DEPARTMENT MORE DIVERSE WITH
RACATE, ETHNICITY, GENDER.
IT'S INCREDIBLY IMPORTANT TO
THIS FIRE DEPARTMENT REPRESENTS
IS MORE REPRESENTATIVE OF PAWPT
POPULATION IT SEIVESZMENT GIVEN
THE CONSTRAINTS OF THE STATE
RULES WE NEED TO BE EXPLORING
ALL OPTIONS.

A CADET PROGRAM IS ONE OF THE
FEW TOOLS REALLY AVAILABLE TO
THE CITY OF BOSTON TO TAKE SOME
OF THOSE STEPS TO ADDRESS THESE
SORT OF LONG STANDING ISSUES.
I WANT TO WORK WITH YOU ALL WITH
THE MAYOR WITH COMMISSIONER
FLYNN TO MAKE SURE THIS IS DONE
IN A THOUGHTFUL MANNER AND
CERTAINLY PROTECT PUBLIC SAFETY
BUT AN IMPORTANT GOAL OF THIS
CONCERNING PUBLIC SAFETY IS
MAKING SURE WE HAVE PEOPLE FROM
THE CITY OF BOSTON AS COUNCILOR
FLAHERTY SAYS LOOKING FOR THEIR
WAY AROUND THEY DON'T NEED A GPS

IN AN EMERGENCY.
WE NEED TO GET THIS DONE I THINK
IN A TIMELY FASHION.
I DON'T HAVE ANY QUESTIONS RIGHT
NOW BUT I JUST WANT TO REAFFIRM
MY SUPPORT FOR CADET PROGRAM FOR
THE FIRE DEPARTMENT BECAUSE IT'S
AN IMPORTANT.
IT'S ONE OF THE ONLY TOOLS WE
HAVE TO HELP DIVERSIFY THIS
DEPARTMENT.
THANK YOU.

>> THANK YOU COUNCILOR ZAKIM.
CHAIR RECOGNIZES COUNCILOR
PRESIDENT CAMPBELL.

>> THANK YOU COUNCILOR FLAHERTY
AND THANKS TO THE THREE OF YOU
FOR YOUR TESTIMONY.
AND JUST ALL YOU'RE KOG ON THIS
EARN OF DIVERSITY C -- ALL
YOU'RE DOING ON THIS DIVERSITY.
I DON'T THINK THIS IS BY
ACCIDENT.

THIS, YOU KNOW, CERTAINLY
INVOLVES POLITICS AND ADVOCACY
GROUPS AND LOBBYING, YOU NAME IT
SO I APPRECIATE YOU.

I GUESS I JUST WANT TO SAY I
ABSOLUTELY SUPPORT THE CADET
PROGRAM.

I THINK WE HAVE SEEN WHAT THE
POLICE DEPARTMENT THAT IT'S
WORKING, THAT FRANKLY WE SHOULD
HAVE DONE IT IN THE FIRE
DEPARTMENT A LONG TIME AGO BUT I
THINK WHAT IS CLEAR BY THE
NUMBERS AND THE FACT WE'RE GOING
BACKWARDS WITH RESPECT TO THE
CONSENT DECREE IS THAT THIS IS
THAT ENOUGH, RIGHT.

THIS IS ONE STEP IN THE RIGHT
DIRECTION SO I DEFINITELY WANT
TO GO ON RECORD IN SUPPORTING IT
BUT IN ORDER FOR US TO TRULY
MAKE SURE OUR PUBLIC SAFETY
AGENCIES ARE REFLECTIVE OF THE
DEMOGRAPHICS OF THE CITY OF
BOSTON, WE NEED TO SEND A CHANGE
WE NEED TO TALK ABOUT CIVIL
SERVICE, WE NEED TO TALK ABOUT
THE FACT THAT IT IS NOT WORKING.
WE NEED TO TAKE IT OUT OF THE
FRAMING OF VETERANS AGAINST
PEOPLE OF COLOR, WOMEN AGAINST

VETERANS.

THAT'S NOT WHAT THIS IS ABOUT,
IT REALLY IS ABOUT LEVELING THE
PLAYING FIELD AND ENSURING THAT
ANYONE WHO WANTS TO JOIN
[INDISCERNIBLE] DEPARTMENT HAS
AN OPPORTUNITY TO DO SO.

I DO NOT BELIEVE THAT YOU SHOULD
HAVE TO SIGN UP TO GO TO THE
MILITARY TO BECOME A FIREFIGHTER
IN THE CITY OF BOSTON.

AND THEN COME BACK AS A DISABLED
VET TO GET ON OR BECOME DISABLED
IN ORDER TO GET ON TO OUR FIRE
DEPARTMENT I THINK THAT'S REDICK
LUSES.

LUSES-- RIDICULOUS.

SO THE QUESTION IS WHAT ARE WE
GOING TO DO TO MAKE SURE WE
CREATE AS MANY PATHWAYS AS
POSSIBLE UNDERSTANDING THE CITY
CAN'T DO EVERYTHING WITH RESPECT
TO CIVIL SERVICE.

WE CAN BE ADVOCATING FOR THE
STATE TO DO SOMETHING.

IT'S A POINT SYSTEM GREAT IF
IT'S NOT A POINT SYSTEM THEN DO
AWAY WITH OTHER.

WE HAVE NUMEROUS MUNICIPALITIES
IN MASSACHUSETTS HAVE DONE AWAY
WITH VETERANS PREFERENCE HAVE
SEEN IT WORK FOR VARIOUS
REASONS.

SOME HAVE DECIDED TO DO AWAY
WITH IT BASIS THEY'VE, SO
DISAPPOINTED BY EITHER THE LACK
OF RESOURCES COMING FROM THE
STATE TO COVER THE POSES OF
CIVIL SERVICE OR WHEN THEY'RE
LOOKING TO FILL A JOB THEY GET
FIVE CANDIDATES.

THAT'S RIDICULOUS.

THESE ARE SERIOUS JOBS AND WE
SHOULD BE LOOKING AT 10 OR 15
PEOPLE AND THEY SEND FIVE NAMES.
THEY'VE DEMONSTRATED THIS SYSTEM
ISN'T WORKING.

INSTEAD OF SAYING NOW WHAT ARE
WE GOING TO DO ABOUT IT.

I HAVE BEEN MUSHING AND CONTINUE
TO PUSH THE CITY OF BOSTON
INCLUDING THE MAYOR AND
ADMINISTRATION TO DO SOMETHING
ABOUT IT.

THE CADET PROGRAM IS A GREAT
STEP IN THE RIGHT DIRECTION,
KUDOS TO THE ADMINISTRATION FOR
PUTTING THIS TOWARD BUT IT'S NOT
ENOUGH IF WE'RE NOT DOING OTHER
THINGS INCLUDING TACKLING THE
ISSUE OF CIVIL SERVICE.
I'M ALL FOR THE CITY OF BOSTON
BUT I WANT TO PARTICULARLY PULL
SOMETHING OUT WHICH IS NUMBER
ONE, IF WE ARE SERIOUS ABOUT
THESE DIEPS REFLECTING THE
DEMOGRAPHICS OF THE CITY OF
BOSTON THAT MEANS MORE WOMEN AND
MORE PEOPLE OF COLOR.
WHAT IS THE FOCUS AND
INTENTIONALITY AROUND CREATING
STRATEGIES TO INCREASE THOSE
NUMBERS.
AND WE NEED MORE THAN JUST ONE
SORT OF STRATEGY WE NEED
PROBABLY SEVERAL.
AND SEVERAL ENTRY POINTS.
SO I JUST WANT TO NAME THAT.
IN TERMS OF WHAT COUNCILOR
MCCARTHY HAS SAID THAT COMES UP
AS WELL FOLKS WHO HAVE SIGNED UP
TO GO OUT WITH THE MILITARY WITH
HOPES COMING BACK TO BOSTON BORN
AND RAISED HERE TO SERVE.
WE COULD CREATE LAWS AND CHANGE
THINGS SO THAT THOSE FOLKS ARE
GRANDFATHERED IN.
THERE ARE DIFFERENT WAYS TO BE
CREATING AROUND ENSURING THOSE
FOLKS WHO LEFT BOSTON TO GO TO
THE MILITARY WITH THE INTENTION
OF COMING BACK AND JOINING OUR
DEPARTMENTS ARE GIVEN THAT FAIR
OPPORTUNITY AND COMPL COMMITMENT
TO -- AND THEIR COMMITMENT.
WE HAVE TO DO A LOT MORE THAN
JUST THE CADET PROGRAM.
I GUESS MY COUPLE QUESTIONS ARE
ONE, AND THIS IS I GUESS
DIRECTED TO YOU TAVARES AND THE
MAYOR HAS SAID THIS PUBLICLY WE
HAVE RELEASED THIS DATA.
I THINK HE'S CONFUSE UNLESS
SOMETHING HAS CHANGED BECAUSE WE
TALKED ABOUT THIS IN ONE OF OUR
EARLIER HEARINGS RELATED TO THIS
ISSUE WHICH IS RELEASING THE
DATA SO THAT WHEN YOU LOOK AT

THE PUBLIC SAFETY DEMOGRAPHICS OF OUR DEPARTMENTS IT'S NOT JUST THE CIVILIAN NUMBERS COUPLED WITH THE SWORN OFFICERS BUT IT'S ACTUALLY PULLED APART SO THAT WHEN YOU SEE THE SWORN OFFICERS INCLUDING THE CAPTAINS, LIEUTENANTS, THE TOP TIER POSITIONS TOLD UP BY THEMSELVES IT IS ABUNDANTLY CLEAR THEY ARE NOT REFLECTIVE OF THE DEMOGRAPHICS OF THE CITY OF BOSTON SO WHERE ARE WE WITH RELEASING THAT DATA.

THE SECOND IS WHAT ARE WE DOING WITH RESPECT TO CIVIL SERVICE. THE MAYOR HAS GONE ON RECORD ON THE RADIO OR SOMEWHERE ELSE SAID GOING NO WHERE NEAR THAT WHICH I THINK IS A BIG MISTAKE.

THE REPORT I PUT OUT IT TALKED ABOUT JUST STUDYING IT NOT NECESSARILY COMING IN WITH CHANGES.

WHAT ARE THE BENEFITS.

WE GET SOME BENEFITS BEING IN CIVIL SERVICE INCLUDING SOME OF THE COSTS COVERED BY THE STATE. WHAT ARE THE CONS, WHAT ARE THE NUMBERS AND WHAT DOES THE DATA TELL US WHERE CIVIL SERVICE ISN'T WORKING.

AND INVENTORY ONCE WE HAVE A -- AND THEN ONCE WE HAVE A FULL UNDERSTAND OF THAT WE CAN COME UP WITH WHAT WE ARE DOING.

IT MAY BE A TWO POINT SYSTEM OR LOOK AND SAY ABSOLUTELY NOT BECAUSE THE STATE POLICE IS JUST AS BAD IF NOT WORSE.

BUT IT CAN NOT BE AN OPTION.

WE'RE SAYING WE'RE NOT GOING ANYWHERE NEAR IT BECAUSE OF POLITICAL FEAR AROUND VETERANS AND OTHERS WHO ARE TOGETHER TO STEP UP AND CHALLENGE US.

WHAT I HAVE LEARNED IN THIS PROCESS OVER THE LAST FOUR YEARS WHEN YOU ENGAGE FOLKS INCLUDING OUR VETERANS IN MEANINGFUL THOUGHTFUL CONVERSATION ABOUT THIS ISSUE, WE INVITE THEM TO BE A PART OF THE CONVERSATIONS. YOU SIT DOWN WITH THEM.

THEY WANT TO BE A PART OF IT.
SOME OF THE VETERANS ARE ON THE
OPPOSITE SIDE OF THE ISSUES
YELLING AT ME ARE NOW SUDDENLY
SHOWING UP AND WANT TO BE A PART
OF THE DISCUSSION.

WHAT I AM LEARNING MUCH OF IT
COMES TO THESE STREET RUNS WHO
HAVE GIVEN ME FIRST HAND DATA
INFORMATION ABOUT WAYS IN WHICH
WE CAN DO BETTER BUT TO JUST SAY
NO WE'RE NOT GOING TO DO IT IS A
PROBLEM.

THOSE ARE MY TWO QUESTIONS.
WHEN IS THE DATA GOING TO BE
RELEASED AND AT SOME POINT WHAT
IS OUR RESPONSE WITH RESPECT TO
CIVIL SERVICE.

>> I THINK THAT'S A GREAT POINT
IN TERMS OF MAKING SURE WE'RE
LOOKING AT THE DATA IN TERMS OF
SWORN VERSUS ADMINISTRATIVE
PERSONAL.

I THINK IF WE LOOK AT THE SWORN
NUMBERS WE EXPECT THEY GET EVEN
WORSE, RIGHT.

WHEN IT COMES TO THIS DEBATE,
TOO MANY TIMES IT BECOMES TAKING
SIDES.

VETERAN VERSUS NON-VETERAN,
VETERAN VERSUS WOMEN.

I DON'T THINK THAT'S WHAT THIS
IS ALL ABOUT.

I DON'T THINK ANYONE WANTS TO DO
ANYTHING TO HURT VETERANS.

THIS IS ABOUT A PROCESS THAT'S
NOT WORKING.

THERE ARE WAYS TO TAKE CARE OF
VETERANS AND MAKE SURE THIS IS
ACCESS FOR THOSE WHO WANT IT
FROM BOSTON.

I HOPE TO GET MORE INFORMATION
ON THE BREAKDOWN FROM THOSE IN
LEADERSHIP POSITION.

THE OTHER PIECE IS LOOKING AT
THE --

>> WHAT DO YOU MEAN THE
BREAKDOWN.

>> TO YOUR POINT THE LEADERSHIP
FOR CAPTAINS, LIEUTENANTS,
ETCETERA, ETCETERA, I THINK WE
WILL SEE THE LEADERSHIP IS NOT
THERE AS WELL.

ANOTHER SIGNAL SIS POINT, A

VALID POINT IS THE ECONOMIC
IMPACT OF THE SALARIES AND
DOLLARS MISSING IN THE
COMMUNITIES OF COLOR.

IF YOU LOOK AT THE SALARIES OF
FOR FIGHTERS THIS IS A REASON
THAT PEOPLE GRAVITATE TO BOSTON
TO JOIN THESE DEPARTMENTS.
THESE ARE COVETED DEPARTMENTS.
THE HUGE ECONOMIC OPPORTUNITIES
TO BE IN THE COMMUNITIES AS
WELL, LACK OF ACCESS TO THE
JOBS.

I HOPE TO HAVE MORE INFORMATION
IN DISSECTING THE NUMBERS OF
SWORN VERSUS ADMIN.

I THINK EVEN IN THE
ADMINISTRATIVE POSITIONS WHERE
WE DO HAVE THE ABILITY TO MAKE
THE HIRES WE STILL HAVEN'T DONE
ENOUGH IN THOSE AREAS AS WELL.
I DO THINK, YOU KNOW, CONTINUING
TO PUT A SPOT LIGHT ON THE
ISSUES.

WE WILL CONTINUE TO HOPEFULLY
MOVE THE NEEDLE.

>> CORRECT ME IF I'M WRONG RIGHT
THOU THE DATA OF SWORN OFFICERS
IS NOT READILY AVAILABLE.

THE MAYOR IS OUT THERE SAYING
YOU CAN.

I SAY, NO MR. MAYOR, YOU CAN
NOT.

WHY THAT IS SO IMPORTANT IT
PAINTS THE SCOPE OF THE PROBLEM.
SO THE DATA WE'RE TRYING TO GET
FOR THE HEARING IS GREAT.

PEOPLE SHOULD SEE THAT DATA AND
BE ABLE TO FIND THE DATA. THE
DEPARTMENTS HAVE T-PLT.

>> YES.

WE HAVE BEEN WORKING TO CUT THE
DATA OTHER MORE.

WE PUT THE DATA ON THE
DASHBOARD.

IT GETS CONFUSING.

WHAT IS SWORN, PERSONNEL AND
ADMIN.

WE ARE SAYING WE NEED TO DO A
PETTER JOB OF PAINTING A PICTURE
FOR EVERYONE TO UNDERSTAND.

WHAT IS HAPPENING IN LEADERSHIP,
SWORN PERSONNEL, WHAT IS
HAPPENING WITH DEPARTMENT HEADS.

SO PEOPLE CAN DISSECT THE PIECES
AND UNDERSTAND WHAT IS HAPPENING
IN LEADERSHIP, WHAT IS HAPPENING --

>> RESPECTFUL HEE A GROW WITH
YOU.

RIGHT THOU THE DATA EXISTS.

>> IT'S NOT SHOWN.

>> RIGHT.

>> IT HAD BEEN GOING FORWARD IN
THE NEXT CYCLE.

>> GREAT THAT'S MY REQUEST.
NUMBER ONE REQUEST IS RELEASE
THE DATA. IF YOU'RE WALKING IN
AS A LAY PERSON OR LOOKING ON
THE WEBSITE YOU CAN SEE IT.
IT'S NOT A PRETTY PICTURE.
IT PUTS US ON THE SAME PAGE
SAYING WE HAVE WORK TO DO AND
PEOPLE CAN DO WHAT THEY WANT
WITH IT.

THE SEC PIECE, WHAT IS THE
ADMINISTRATION DOING WHETHER ON
OUR SIDE, AT THE STATE HOUSE TO
TALK ABOUT CIVIL SERVICE, WHAT
IS HAPPENING WITH CIVIL SERVICE.
THAT GOES IN LINE WITH EVEN THIS
CADET PROGRAM LEGISLATION.
CONVERSATIONS AT THE STATE HOUSE
AS TO THE APPETITE TO GET THIS
PASSED.

>> ABSOLUTELY.

WE SAT DOWN ABOUT THIS ISSUE,
GATHERING SUPPORT AT THE STATE
TO DO SOMETHING LIKE THIS.
I THINK ONCE AGAIN IT COMES DOWN
TO THE POLITICAL ISSUE, RIGHT.
HAVING FOLKS THAT ARE WILLING TO
TAKE A STANCE ON THIS ISSUE.
I THINK THAT'S WHAT WE NEED
SHOULD NOT TO CHAMPIONSHIP THE
ISSUE FOR AND CONTINUE WITH THE
SPOT LIGHT.

I AM HEARTENED WE HAVE MADE THE
MOST PROGRESS RESENT HEE BECAUSE
OF THE SPOT LIGHT ON THIS ISSUE.
I'M HOPEFUL WORKING WITH THE
MASS BLACK CAUCUS WE'RE WORKING
HAND AND HAND TO GET THIS
THROUGH.

THE CONVERSATIONS ARE TAKING
PLACE.

>> I WISH YOU THE UPMOST
SUCCESS.

I WANT TO BE RESPECTFUL OF MY

COLLEAGUES WHO HAVE QUESTIONS
ALSO.

ONE PIECE I DIDN'T GET TO WHICH
IS ALSO EQUALLY IMPORTANT IS,
YOU KNOW, CHANGES WITHIN THE
DEPARTMENTS AT THE FIRE
DEPARTMENT HEARING.

WE TALKED ABOUT INVESTMENTS IN
RACIAL EQUITY TRAINING, ALL
KINDS OF TRAINING.

THE POLICE DEPARTMENT WE TALKED
ABOUT TRAINING.

RIGHT NOW WE'RE WAITING ON A
REQUEST FOR INFORMATION ON WHO
IS TRAINED FOR SEXUAL
HARASSMENT.

NOT EVERYBODY, IN ORDER TO
SWITCH CULTURE TRAINING ACROSS
ALL DIFFERENT TYPES OF ISSUES
NEED TO BE CONDUCTED.

THAT'S STILL HAS TO HAPPEN.

WAITING ON FOLLOW-UP ON THAT,
IT'S A SEPARATE PIECE BUT JUST
AS IMPORTANT AND ESSENTIAL TO
THE CONVERSATION AS WELL.

YOU CAN RECRUIT PEOPLE BUT IF
THEY'RE NOT WELCOMED OR
SUPPORTED THEY WON'T STAY.
NOBODY WANTS THAT.

THANK YOU.

>> WE HAVE BEEN JOINED BY
COLLEAGUES LYDIA EDWARDS.
CHAIR RECOGNIZES COUNSELOR ED
FLYNN.

>> THANK YOU, COUNCIL FLAHERTY.
THANK YOU TO THE PANELISTS FOR
BEING HERE AND WORK ON THIS
IMPORTANT ISSUE.

A COUPLE OF QUESTIONS.

AS IT RELATES TO SHOULD OF THE
DUTIES OF A CADET.

COULD YOU GO OVER SOME OF THE
HIGHLIGHTS OF WHAT THE JOB
RESPONSIBILITIES WOULD BE FOR A
FIRE CADET.

>> I THINK WE STILL NEED TO
FLUSH THAT OUT.

THIS ARE EFFORTS IN TERMS OF
RECRUITMENT AND ADMINISTRATIVE
PIECES TO BE HANDLED.

I THINK THIS ARE CONCERNS FOR
THE FIRE HOUSE BUT PROGRAMMING
CAN BE WORKED ON.

I THINK THAT HAS TO BE FLUSHED

OUT.

>> WOULD A CADET JOIN THE FOR FIGHTERS ON THE SCENE OF A FIRE OR ON SCENE FOR AN EMERGENCY SITUATION?

>> I THINK THAT HAS TO BE FLUSHED OUT.

>> CAN YOU GIVE US A LITTLE BACK GROUPED ON IF SOMEONE DOES BECOME A CADET WHAT TYPE OF PREFERENCE WOULD THEY RECEIVE IN TERMS OF THE CIVIL SERVICE EXAMINATION?

>> RIGHT NOW THE WAY IT'S STRUCTURED 33% OF THE RECRUIT CLASS SLOTS IN THE PROPOSAL WOULD GO TO THE CADETS. THEIR WEIGHTS ARE NOT WEIGHS AS HAFB HEE AS VET RAPS. SO VETERANS STILL GET A PREFERENCE OVER THE CADETS. IT'S NOT A CLASS RESERVED FOR THE CADETS.

ONLY A PORTION OF THE RECRUITS CLASS COMING IN. THEY'RE ONLY ELIGIBLE AFTER TWO YEARS OF SERVICE COME THAOG THE CLASSES.

>> CAN YOU TALK ABOUT THE OUTREACH YOUR OFFICE HAS DONE IN THE BOSTON PUB HICK SCHOOL SYSTEM ESPECIALLY WITH STUDENTS IN THE JROTC PROGRAM. I'M VERY FAMILIAR WITH THEM. I VISIT THEM DIRECTLY. MANY OF THEM DON'T JOIN THE MILITARY BUT THEY LOVE BEING PART OF THE JROTC PROGRAM IN HIGH SCHOOL.

WHAT TYPE OF OUTREACH DO YOU DO WITH THOSE STUDENTS?

>> WE DID HAVE A PROGRAM, A EXPLORER'S PROGRAM SPECIFICALLY BASED AROUND THE MADISON PARK JROTC PROGRAM WHERE GUNNERY SERGEANT CONNER, I'M NOT SURE IF YOU ARE FAMILIAR WITH HIM, WE DIDN'T HAVE SUCCESS WITH THE TEENS BEING INVOLVED IN THE AFTER SCHOOL PROGRAM.

SO WE KIND OF, WE PUT THAT ON THE BACKSIDE AND ARE TRYING TO RECREATE AND REDEVELOP THE PROGRAM TO SEE IF WE COULD, YOU

KNOW, TRY TO INCREASE OUR PRESENCE IN THAT ROTC COMMUNITY. WHETHER IT'S WORKING WITH DIFFERENT SCHOOLS AND HAVING THEM ALL COME TOGETHER AT A CENTRAL LOCATION, DIFFERENT ROTC PROGRAMS AND WE ARE ALSO TRYING TO DEVELOP -- IT WILL BE SIMILAR.

OUR PRESENCE THERE WASN'T THAT GREAT FOR THE AFTER SCHOOL PROGRAM.

I HAVE HAD CONVERSATIONS WITH SAMMY AT BPD.

THEY HAVE HAD A SUCCESSFUL EXPLORERS PROGRAM.

WE'RE REDEVELOPING OUR PROGRAM WITH A FOCUS FOR ROTC STUDENTS AT BPS.

>> WHEN WILL THAT BE BACK?

>> THIS FALL.

>> THAT'S A GREAT IDEA.

IT SOUNDS LIKE A GREAT PROGRAM.

WE WANT TO DESIGNATE STAFF THAT WANT TO WORK ON THE PROGRAM AS WELL.

THE STATE DEPARTMENT OF VETERANS SERVICES HAS A LIST OF SEVERAL WOMEN VETERANS ACROSS MASSACHUSETTS.

THEY COMMUNICATE WITH THEM FREQUENTLY ON VARIOUS CONFERENCES AND UPDATE THEM ON VARIOUS ISSUES RELATING TO VA MEDICAL CARE.

YOU HAVE HAD ANY OUTREACH WITH THE STATE DEPARTMENT OF VETERAN SERVICES, SPECIFICALLY ON WOMEN VETERANS OUTREACH?

>> WE HAVEN'T, NO.

I'M NOT SURE IF MARGARET HAS, THE WOMENSLY A SON.

WOMENS LIASON.

I'M NOT SURE.

I KNOW HE'S REACHING OUT WITH A FOCUS ON WOMEN VETERANS.

>> CAN I ASK TO GET A RESPONSE ON THAT FROM THE DEPARTMENT JUST ON WOMEN VETERAN ISSUES.

IF YOU NEED MY HELP IS WITH SECRETARY FRANCISCO ELAINE A EARLIER TODAY AT AN EVENT.

I WOULD BE HAPPY TO HELP OUT ON OUTREACH FOR WOMEN VETERANS.

I HAVE A GOOD RELATIONSHIP WITH THEM.

I HAVE BEEN IN THE MILITARY FOR AT THAT YEARS.

I'M FAMILIAR WITH THE STATE DEPARTMENT OF VETERANS SERVICES.

THEY'RE DOING GREAT WORK AS THE CITY OF BOSTON VETERAN SERVICES.

SO, I JUST WANT TO GET BACK TO ONE QUESTION I ASKED EARLIER ON THE DOUBT HE'S OF A CADET.

I KNOW IT'S STILL BEING WORKED ON.

WHAT IS, WHAT IS YOUR THINKING -- WHAT DO YOU THINK IN TERMS OF DECISION MAKING ON WHAT TYPE OF DUTIES OR A SIGN PHEPTS THAT A CADET WOULD PARTICIPATE IN?

>> WHAT FACTORS AND CHALLENGES DO YOU CONSIDER ON WHAT DUTIES A CADET COULD PARTICIPATE IN.

>> THOSE ARE THINGS WE NEED TO DO RESEARCH ON AND FLUSH OUT YOU THIS THE PROCESS OF A STUDY AND LOOKING INTO THE CADET PROGRAM FURTHER.

>> IS THAT, IS THAT ONE OF THE BIGGEST CHALLENGES YOU HAVE NOW? TRYING TO IDENTIFY WHAT THE DUTIES WOULD BE?

>> YES.

I WOULD SAY SO.

>> I THINK YOU KNOW, LIKE ANY OTHER PROGRAM WHERE WE'RE PREPARING PEOPLE TO ENTER INTO A WORK FORCE THE TRAINING SHOULD BE JOB RELATED.

WHAT DOES IT MEAN TO BE A FIREFIGHTER?

WHAT PARTICULAR THINGS DO YOU ENCOUNTER AND TO PREPARE THEM FOR THAT, SO HOPEFULLY THEY DON'T FIND THEMSELVES IN HARMS WAY BECAUSE WE HAVE DONE THE TRAINING NECESSARY.

I THINK ONCE WE ZONE IN ON THAT AND FIGURE OUT WHAT THAT IS IT WILL BE JOB RELATED AND MOST CERTAINLY THE FIRE COMMISSIONER AND THE CHIEFS ARE GOING TO BE PLAYING A BIG ROLL FOR THE TRAINING ACADEMY AND DESIGNING THAT TRAINING PROGRAM.

>> OKAY.

SO THAT'S BEING DISCUSSED AND
WORKED ON NOW?

>> YES.

AS THIS LEGISLATION GOES UP TO
THE HILL THESE ARE CONVERSATIONS
BEING HAD ON THE FUNCTIONS AND
RESPONSIBILITIES.

AS THE PROCESS GOES ON WE WANT
TO GET THIS BILL TO THE STATE
HOUSE.

I THINK ALL OF THE QUESTIONS
WILL CONTINUE TO BE HAD AND
FLUSHED OUT AS WE MOVE ALONG
THAT PROCESS.

>> I GUESS MY FINAL QUESTION IS
WHAT TYPE OF OUTREACH WOULD YOU
BE DOING TO PEOPLE IN THE
DISABILITY COMMUNITY THAT MAY
WANT TO PARTICIPATE IN THE CADET
PROGRAM OR PARTICIPATE IN THE
CIVIL SERVICE EXAMINATION,
PERSONS WITH DISABILITIES.
WHAT KIND OF OUTREACH ARE YOU
DOING?

>> I THINK I WOULD SAY -- WE
NEED TO CONTINUE TO TYPHURB THAT
PIECE OUT.

I WOULD SAY CURRENTLY ALL OF OUR
RECRUITS ARE DISABLED VETS.

>> ARE YOU DOING A SPECIFIC
OUTREACH TO PERSONS WITH
DISABILITIES, GENERALLY SPEAKING
THAT MAY OR MAY NOT BE VETERANS.

>> DISABILITIES IN WHAT REGARD,
ANYTHING SPECIFICALLY?
DISABLED GENERALLY.

>> PERSONS WITH DISABILITIES.

>> I THINK WE'RE DOING AN OVER
ALL RECRUITMENT OUTREACH.

I THINK WE'RE IN THE KPHOUPS
AND DO A BASIC, WE HAVE OUR
BASIC OUTREACH TO THE
COMMUNITIES.

IT'S OPEN TO EVERYONE IN THE
PUBLIC, WHO EVER.

WE WORK WITH THE COMMUNITY
LEADERS AND COMMUNITY
ORGANIZATIONS TO REACH OUT TO AS
MANY PEOPLE AS POSSIBLE.

>> ONE MORE TIME.

ONE MORE QUESTION.

ON HANGAGE ACCESS ISSUES I KNOW
YOU ARE DOING SOME OUTREACH

ENCOURAGING PEOPLE TO TAKE THE EXAMINATION THAT MAY HAVE A LANGUAGE OTHER THAN ENGLISH. CAN YOU TALK ABOUT SOME OF THE OUTREACH THAT YOU'RE DOING TO -- FOR PEOPLE THAT ENGLISH IS A SECOND LANGUAGE FOR THEM. I'M PROUD YOU WERE ABLE TO HIRE THE FIRST VIETNAMESE AMERICAN. WHAT ABOUT LANGUAGE ACCESS IF YOU HAVE A SKILL, OTHER THAN ENGLISH, WHAT TYPE OF CONSIDERATION ARE YOU GIVE? >> THOSE ARE THE SPECIFIC TO HRD. WE ARE ONLY ALLOWED A SPECIFIC AMOUNT. SO WE PUT IN A REQUEST TO HRD AT THE STATE AND THEY APPROVE US HOW MANY PEOPLE WE'RE ALLOWED TO HIRE. IN TERMS OF LANGUAGE PREFERENCE I KNOW WE HAVE BEEN DENIED SEVERAL TIMES FOR OTHER LANGUAGES. THAT'S A WORK IN PROG ASSESS. IT'S ONE OF THE THINGS IF WE GET APPROVAL FOR IT WE WILL DO MORE SPECIFIC OUTREACH TOWARDS THOSE LANGUAGE PREFRPSS WE GET APPROVED FOR. >> LANGUAGE PREFERENCES. I THINK THEY WORK DIFFERENT WITH DFD AND PDD. HRD IS LOOKING FOR JUSTIFICATION. FOR PBD YOU HAVE TO HAVE A CONVERSATION WITH SHOULD NOT IN ANOTHER LANGUAGE. DFD ARE FOCUS YOU'RE GOING IN TO FOCUS ON PUTTING OUT A FIRE AND THERE MAY NOT BE THE NEED FOR THE LANGUAGE PIECE. AS YOU PETITION HRD FOR THE LANGUAGE WAIVERS YOU GO THROUGH THE LIST OF ELIGIBLE. IF BOSTON WAS APPROVED FROM HAITIAN CREOLE THEY HAVE TO PUT THAT PERSON FROM THE LIST. THEY CAN'T SAY WE NEED A HAITIAN CREOLE OFFICER OUT THIS. THEY HAVE TO GO THROUGH THE LIST. >> THANK YOU.

MY FINAL COMMENT IS THE MAYOR'S
COMMISSION ON DISABILITY ACCESS.
HER NAME IS CRYSTAL McCOSH.
SHE MAY HAVE IDEAS FOR OUTREACH
TO PERSONS WITH DISABILITIES.
THEY HAVE A UPCOMING CONFERENCE
AT THE BCEC NEXT MONTH.
I USUALLY ATTEND THAT.
THIS ARE SEVERAL YOUNG PEOPLE
THAT ATTEND.
MAYBE IT'S A OPPORTUNITY FOR THE
FIRE DEPARTMENT TO BE THIS FOR
RECRUITING AT THAT LOCATION.
>> TAKE NOTE.
THANK YOU, COUNSELOR.
>> THANK YOU.
>> THANK YOU COUNSELOR FLYNN.
CHAIR RECOGNIZES COUNSELOR
BAKER.
>> THANK YOU FOR COMING OUT.
I KNOW YOU, EXCUSE ME.
I KNOW YOU ANSWERED THE
PREFERENCE FOR CADET ON POLICE
AND FIRE IT'S JUST A NUMBER.
SO YOU GET FIVE POINTS TO YOUR
ADDED TO THE SCORE.
DID I HEAR THAT CORRECTLY?
>> YES.
IT'S WEIGHED ESSENTIALLY.
>> WHAT IS THE CONVERGENCE IN
DEALING WITH THE POLICE.
HOW MANY CADETS GO NO ATYPICAL
CLASS ABOUT 50 AND THEN HOW MANY
OF THOSE, WHATEVER THE NUMBER
IS, HOW MANY OF THOSE GET POLICE
JOBS?
>> WE ACTUALLY REQUEST BPD FOR A
HISTORICAL LOOK OF CADETS.
WE'RE WAITING FOR THE OVER VIEW,
HISTORICALLY WHAT HAS THE CADET CADETS
MEANT TO THE DEPARTMENT.
I HO WE HAVE KHEUGSERS THAT WENT
YOU THIS THE CADET PROGRAM.
THAT'S DATA I CAN PROVIDE FOR
YOU.
>> NO SENSE OFF THE CUFF WHAT --
DO HALF GET IN A QUARTER GET IN.
ANY IDEA AT ALL.
>> HISTORICALLY IT'S 20 OUT OF A
CLASS OF 50.
>> THEN, VIVIAN, SO LIKE THOSE
OTHER 30 THAT ARE THERE WHAT
HAPPENS TO THEM?
THEY GO BACK AT IT THE FOG

FOLLOWING YEAR TO TRY TO GET NO
THE ACADEMY OR ONE SHOT?

>> IT'S TYPICALLY ONE SHOT.

>> OKAY.

AND SO IF 33% OF THE ACADEMY OF
CLASS WILL BE SET ASIDE FOR
CADETS.

SO IF IT'S 60 IN THE CLASS, 20
ARE SET ASIDE.

HOW DO WE KNOW THAT THOSE 20
WILL GO IF WE'RE HEAVY WITH
DISABLED VETS.

YOU KNOW IN THAT PARTICULAR YEAR
IS THERE A WAY FOR US TO MAKE
SURE THAT 20 OF THOSE 60 WILL BE
SET ASIDE?

>> I THINK PART OF THIS IS, I
THINK THAT'S THE CHALLENGE,
RIGHT.

HOW HEAVILY WEIGHED THE VETERAN
PREFERENCE IS.

I MEAN ALTHOUGH WE'RE DOING THE
CADET PROGRAM THERE IS NO
GUARANTEE THEY WILL SUPERSEDE
THEM LOOKING AT THE RANKINGS.
I THINK, YOU KNOW THESE ARE BEST
EFFORTS TO GET THE BALL ROLLING
ON THIS PROCESS.

>> WE COULD POTENTIALLY GO
THROUGH THE EXERCISE OF A CADET
CLASS AND NOT GET ANYONE ON.
IS THAT A POSSIBILITY?

>> POTENTIALLY.

WHAT WE SEE IS THE FIRE CLASSES CLASSES
ARE TYPICALLY SMALLER THAN THE
BPD CLASSES.

THE LATEST BOSTON RECRUIT HAS 95
ODD RECRUITS.

WHERE FIRE IS LOOKING AT 45-50
PER CLASS.

IT'S SMALLER CLASSES THAT MAKE
THE JOBS MORE COMPETITIVE.

>> COUNSELOR BAKER WHAT I
RESPECTFULLY POINT OUT WHEN YOU
LOOK AT THE BPD CADET CLASS WHAT
THAT HAS RESULTED IN OVER THE
YEARS, I THINK YOU SEE A MORE
DIVERSE WORK FORCE AS A RESULT
OF THAT.

SO, THIS IS A STEP MOST
CERTAINLY IN THE RIGHT
DIRECTION.

ONE OF MANY STEPS THAT WE MUST
TAKE.

I THINK WE HAVE TO START SOMEWHERE.

I THINK THE RESULTS PROVE OUT OVERTIME AND I THINK THAT IS WHAT IS REQUIRED, US TAKING THE RIGHT STEPS AND SEEING THOSE STEPS PROVE OUT OVERTIME.

>> YES.

SO EVEN WE PLAN ON SET AGO SIDE P 3%.

IT ISN'T NECESSARILY GOING TO COME TO FRUITION.

>> I THINK AS THIS GOES THROUGH THE PROCESS OF THE STATE ANSWERING THE QUESTIONS I HOPE WE ASK FOR PIECES THAT STRENGTHEN OR TO YOUR POINT ADDRESS THE ISSUES TO STRENGTHEN THE PERMIT TO SET ASIDE 33% FOR CADETS WE'RE GETTING 33% CADETS IN THERE.

>> I THINK IT'S PRETTY SURE THOSE BOXES ARE RESERVED FOR CADETS ON THE CADET PROGRAM. FOR THE BPD.

I THINK THAT'S IN THERE. THEY'RE SLOTTED FOR THEM SPECIFICALLY.

>> IN NEW LEGISLATION. THINK IT'S PART OF THE OLD LEGISLATION THEY HAD REFUNDED. I THINK IT'S PART OF THE OLD ORIGINAL LEGISLATION. I'M PRETTY SURE THAT IS IN THERE.

I'M NOT VERY --

>> ONE OTHER THING TO MENTION. THE OTHER REASON IT WORKS WELL IN BPD IS THE CADETS ARE GOING AGAINST CIVILIANS.

SO WHEN THEY'RE WEIGHED THEY ARE AHEAD OF THEM RIGHT.

WE DON'T HAVE THE ISSUE IN TERMS OF BPD NOT GETTING TO CIVILIANS. THEY'RE GENERALLY TAKING ON LARGER CLASSES.

THEY TRICKLE DOWN TO CIVILIANS.

>> SO, YOU DO DIVERSITY FOR THE CITY.

>> CORRECT.

>> JUAN, YOU DO DIVERSITY FOR THE FIRE DEPARTMENT.

>> YES.

>> WHAT IS YOUR BUDGET FOR YOUR

JOB.

A ONE-MAN SHOW?

>> YES.

>> DO YOU HAVE ANY ACCESS TO, TO MONEY IF YOU WANT, IF YOU WANT TO DO OUTREACH.

HOW ARE YOU SUPPORTED, JUAN?

>> YES, I HAVE AN OVER ALL BUDGET THAT I HAVE ACCESS TOO. SO I KIND OF, I DO HAVE ACCESS TO THE RECRUITMENT BUDGET IF YOU WILL.

THE DIVERSITY OFFICE FALLS INTO THAT RECRUITMENT AND HR.

THERE IS NO SPECIFIC AMOUNT THAT I'M AWARE OF.

I DO HAVE ACCESS TO SOME OF THE FUNDS THAT ARE THERE FOR RECRUITMENT PURPOSES AND THINGS OF THAT NATURE.

>> OKAY.

DO WE LOOK AT, OFF TOPIC BUT DO WE LOOK AT MASS PORT AND HOW THEY ARE OPERATING.

HOW, HOW CAN WE -- DO WE HAVE, VIVIAN YOU MAY KNOW THIS ARE WE LOOKING AT HOW THEY'RE DOING THEIR HIRING.

THEY ARE IN BOSTON.

I KNOW ONE MASS PORT FIREFIGHTER WHO HAS BEEN ON FOR 30 YEARS.

ARE WE AS THE CITY LOOKING AT MASS PORT SAYING WE HAVE PEOPLE THAT WOULD LIKE TO GET ON YOUR PAY ROLL.

DO WE LOOK AT THAT AT ALL.

>> NOT THAT I'M AWARE OF.

>> OKAY.

THAT'S SOMETHING I THINK WE SHOULD BE LOOKING AT.

IT'S A GOOD JOB TOO.

ARE THERE ANY OTHER CITIES DOING A FIRE KWA DEBT PROGRAM WE KNOW OF.

>> YES.

WE HAVE ONTARIO, KENTUCKY, WISCONSIN, MARYLAND.

>> SLOW DOWN.

>> WE HAVE IDENTIFIED THESE. OREGON, ONTARIO, KENTUCKY, WISCONSIN, MARYLAND, TENNESSEE, TEXAS, NEW YORK NEW YORK, L.A.

>> THOSE ARE ALL STATES DOING, STATES DOING CADET PROGRAMS.

IS NEW YORK CITY DOING ONE.

>> YES.

NEW YORK CITY IS DOING ONE.

L.A., LOS ANGELES CITY JUST HAD
A RECRUIT CLASS OF CADETS, ALL
FEMALE CLASS AS WELL.

>> REALLY.

>> YES.

>> SO THERE ARE CITIES THAT ARE
DOING THIS.

>> I THINK THE TRAINING FROM A
RUN, LIKE AN APPRENTICE SHIP IF
YOU'RE AN ELECTRICIAN YOU NEED
TO KNOW THE TOOLS.

I THINK I'M GOOD, MR. CHAIR.

>> THANK YOU, COUNSELOR.

CHAIR RECOGNIZES COUNSELOR LYDIA
EDWARDS.

>> I DO SUPPORT A VETERAN
PREFERENCE.

MY MOTHER IS A VETERAN.

I THINK IT'S A IMPORTANT WAY FOR
A CITY OR TOWN TO ACKNOWLEDGE
THE SERVICE A PERSON HAS
PROVIDED.

I THINK IT'S IMPORTANT.

I APPRECIATE YOU DISTINGUISHING
THE VETERANS PREFERENCE AND A
AUTOMATIC VETERANS PLACEMENT
PLAN.

I THINK WE'RE TRYING TO FIGURE
OUT HOW TO THREAD THAT NEEDLE SO
BECAUSE YOU HAVE A VETERAN
STATUS DOESN'T MEAN YOU GET A
JOB AUTOMATICALLY.

CORRECT ME IF I'M WRONG.

YES, IT LOOKS LIKE THE CADET
PROGRAM WON'T BE AUTOMATIC.

IT WILL BE COUNTED AND HAVE THE
CIVIL SERVICE, VETERANS
PREFERENCE.

PART OF THIS IS CREATING POEUP
FRONT SO WHEN THE CIVIL SERVICE
FALLS, WE HAVE GONE THROUGH THE
LIST WE HAVE THE EXCUSE THAT
NOBODY IS THERE.

WE CAN'T FIND ANYONE THAT SHOULD
BE ELIMINATED THROUGH THE CADET
PROGRAM OR OTHER RECRUITMENT
PIPELINES WE'RE TRYING TO BUILD.
IS THAT THE GOAL TO MAKE SHOWER
WORE AT THAT POINT.

>> I DON'T KNOW IF WE WOULD EVER
GET TO THAT POINT WHERE WE'RE

TRICKLING DOWN BECAUSE WE HAVE EXHAUSTED THE LIST OF VETERANS. TO COUNSELOR FLAHERTY'S POINT MOST OF THE VETERANS WE SEE COMING IN ARE NOT FROM BOSTON. WE HAVE A -- A GREAT POOL OF VETERANS OUT THERE.

DON'T FORGET YOU ARE ALLOWED TO ESTABLISH RESIDENCY FROM OUT OF STATE.

WE'RE LOOKING AT 40, 50, 80 SHROPZ FOR THE YEARS.

I DON'T ANTICIPATE THE SALARIES AND COMPETITIVE NATURE AND SAY WE HAVE A PIPELINE AND WILL GET THE INDIVIDUALS IN.

I DON'T THINK IT'S REALISTIC.

>>

>> HOW DOES THIS CADET PROGRAM SUPPORT?

I THOUGHT IT WAS A GOOD THING TO REACH OUT TO QUALIFIED INDIVIDUALS TO PUT FROM A POOL OF INDIVIDUALS.

YOU SAY THAT WON'T BE HAPPENINGS.

>> NO THE PROGRAM GETS THE BALL ROLLING TO CREATE INTEREST. EDUCATING YOUNG INDIVIDUALS ABOUT WHAT IT MEANS TO BE A FIRE FIREFIGHTER, WHAT THE CAREER ENTAILS AND THE STEPS THEY TAKE TO GO TO THE FIRE DEPARTMENT. A LOST CADETS SAY, THAT'S NOT FOR ME.

A LOT OF CADETS WILL BE STRENGTHENED THROUGH THE EXPERIENCE.

>> OR --

>> I THINK IT'S IMPORTANT TO DO THE EDUCATION AL PIECE.

THE EDUCATION TO MAKE SURE EVERYONE KNOWS THE CRITERIA.

I THINK THAT'S GREAT.

IN TERMS OF ACTUALLY LOOKING AT THE MEMBERS I'M STILL WEARY THIS IS IT --

>> WITH THE CURRENT SYSTEM IN PLACE.

GO AHEAD.

>> EXCUSE ME COUNSELOR.

I THINK IT'S A STEP IN THE DIRECTION.

IT'S ONE OF MANY STEPS WE MUST

TAKE.

I THINK WE CONTINUE TO FIND OURSELVES IN THIS VICIOUS CYCLE WHERE YOU KNOW PEOPLE GET FRUSTRATED OVERTIME, FILE LAWSUITS.

SO IF WE ARE TRYING TO THINK ABOUT THIS IN A PROACTIVE WAY IN TERMS OF WHAT ARE ALL OF THE WAY THAT'S WE CAN INSURE THAT WE ARE BEING INCLUSIVE AND EDUCATING PEOPLE ABOUT THIS OPPORTUNITY. I THINK IT'S, YOU KNOW A STEP IN THE RIGHT STKREBGS.

LIKE DONNY SAID I DON'T THINK WE WILL GET TO THE POINT WHERE WE HAVE COMPLETELY GOT TO THE POINT WHERE THERE IS NO CIVIL SERVICE LIST.

ALL WE HAVE LEFT ARE CIVILIANS.

I THINK WE HAVE A DUTY AND OBLIGATION, IF YOU WILL, TO IN SHOWER WE'RE EDUCATING, RECRUITING, AND SPEAKING TO AS MANY PEOPLE AS POSSIBLE TO MAKE THEM FULLY AWARE OF THE STEPS NECESSARY TO BECOME A FOR FIGHTER.

I THINK THAT'S WHERE WE CAN HAVE A IMPACT.

>> OKAY.

>> I DO THINK, ONE OF THE THINGS I'M CONCERNED ABOUT IS TWO YEARS OF INVESTMENT AND TRAINING.

I THINK THE PROGRAM SHOULD PREPARE THEM TO BE FIRE FIGHTERS, EVEN PHYSICALLY.

DO WHAT YOU NEED TO DO TO BUILD THE STRENGTH.

SO WHAT COULD ALSO HAPPEN IS THE INVESTMENT TIME AND EDUCATION PUT IN PREPARING FOLKS TO BE FIRE FIGHTERS IN OTHER STATES AND OTHER CITIES BECAUSE THEY CAN'T GET INTO THE BOSTON FIRE DEPARTMENT.

I THINK IT'S WORTH NOTING IT'S NOT FOLKS COMING IN TO BE FIRE FIGHTERS WITH A VETERANS PREFERENCE BUT WE WILL INVEST THE TIME AND MONEY AND LOSE THEM TO OTHER CITIES AND TOWNS.

I THINK IT'S WORTH NOTING.

WE CAN CREATE WONDERFUL FIRE

FIGHTERS FOR OTHER CITIES.

THAT WOULD BE A LOT OF TIME
MONEY WASTED IF WE CAN'T PREPARE
THEM IN OUR OWN FIRE DEPARTMENT.
I ALSO WANTED TO NOTE I DON'T
THINK IT'S A MATTER, I DON'T
WANT TO THINK I'M MISS
CHARACTERIZING YOUR STATEMENT, I
DON'T THINK IT'S A MATTER OF
PEOPLE FRUSTRATED AND FILING
LAWSUITS, RIGHT.

I THINK THERE ARE GENUINE
QUESTIONS ABOUT DISCRIMINATION
AND SYSTEMIC BIAS WITHIN THE FOR
DEPARTMENT, POLICE DEPARTMENT
AND OTHER PLACES AS WELL.

I DON'T WANT FOLKS TO THINK THAT
IT'S JUST A MATTER OF US SETTING
THIS UP TO PREVENT LEGAL ACTION.
RIGHT.

>> I --

>> I KNOW THAT'S NOT WHAT YOU'RE
SAYING.

I WANT TO FINISH REALLY QUICK.

>> OKAY.

>> I THINK SETTING UP THIS
PROGRAM IS A GOOD THING AND ALSO
OUR DEDICATION OF MORAL
CHARACTER AS A CITY TO ASSURE WE
HAVE A PIPELINE AND THE QUESTION
IS HOW THE PIPELINE IS STOPPED
OR NARROWED BY OTHER SYSTEMS
THAT ARE ALREADY IN PLACE.

AGAIN I DO SUPPORT THE VETERANS
PREFERENCE.

THE QUESTION IF THE PREFERENCE
IS A PLACEMENT PROGRAM AND NOT
ACTUALLY DOING WHAT'S IT IS
INTENDED TO DO, ACKNOWLEDGE THE
SERVICE OF THOSE IN ANOTHER
CAPACITY TO THE COUNTRY INSTEAD
OF A AUTOMATIC PIPELINE TO A
GOOD JOB.

>> COUNSELOR, I WAS SPEAKING IN
TERMS OF PEOPLE WHO MAY OF TAKEN
THE EXAM AND DON'T HAVE THE
ABILITY TO GET ONTO THE FIRE.
THOSE ARE THE INDIVIDUALS TO
WHICH I WAS REFERRING TO FILING
A LAWSUIT.

THEY'RE FRUSTRATED.

THEY HAVE TAKEN THE EXAM A
MULTITUDE OF TIMES.

TWO AND THREE TIMES.

PERHAPS THEY'RE NOT ABLE TO GAIN
MOMENT.

THAT'S WHO I REFERRED TO IN
TERMS OF FILING LAWSUIT.

>> ABSOLUTELY.

THANK YOU FOR THE CLARIFICATION.
ULTIMATELY I GUESS I SUPPORT
THIS.

I'M EXCITED TO GET THIS MOVING
AT THE STATE HOUSE.

ALONG WITH THE RECOMMENDATION
THAT'S COUNSELOR CAMPBELL HAS
COME UP WITH I'M CURIOUS ABOUT
YOUR OWN, YOU DON'T HAVE TO
PROVIDE THEM NOW, WHAT YOU THINK
IS THE NEEDLE THAT PASSES
FORWARD AND BALANCES A VETERANS
PREFERENCE BUT ASSURES OUR
PIPEFRONT THAT GET DIVERSITY AND
NEW RECRUITS WHAT DOES THAT LOOK
LIKE.

I THINK IT'S THE CITY'S JOB TO
DESIGN THAT AND ASK FOR IT TO BE
PASSED AT THE STATE HOUSE AS
WELL.

>> I THINK THAT HAS TO BE,
ANYTHING IN THE END I THINK HAS
RESERVATIONS FOR VETERANS AND
ACKNOWLEDGES THERE SHOULD BE
SLOTS FOR OTHER BOSTON
RESIDENTS.
RIGHT.

I DO THINK, I AGREE WITH YOU
WHOLEHEARTEDLY WE SHOULD SUPPORT
VETERANS.

I JUST DON'T THINK IT SHOULD BE
A HUNDRED PERCENT CAPACITY
LEAVING ROOM FOR NO ONE ELSE.
THERE ARE EXAMPLES OUT THERE OF
CITIES WHO HAVE DONE 50%
PLACEMENT OF VETERANS.
50% PLACEMENT OF PUBLIC SCHOOL
KIDS.

I THINK IT'S A GREAT MODEL FOR
TYING IN BPS AND OTHER
INITIATIVES.

I THINK SOME BALANCE OF SLOTS
PREFERENCES FOR SOME VETERANS
WITH ROOM TO ALLOW THOSE WHO
WANT TO PARTICIPATE AS WELL.

A BALANCE OF THE SYSTEM.

I THINK.

>> THANK YOU.

>> THANK YOU, ANY FOLLOW-UP

QUESTIONS OF COUNSELOR FLYNN OR
BAKER AT THIS TIME?

COUNSELOR FLYNN.

>> THANK YOU, COUNSELOR
FLAHERTY.

A COUPLE OF FOLLOW-UP QUESTIONS.
AS IT RELATES TO THE RECRUITMENT
OF CADETS.

POTENTIAL CADETS.

HOW, HOW WILL YOU DO RECRUITMENT
WHERE WOULD YOU RECRUIT?

WHAT WOULD THE PROCESS BE LIKE?

>> SO THE PROCESS FOR BOSTON
POLICE DEPARTMENT.

THE BOSTON POLICE DEPARTMENT
RECENTLY HAD A CADET PROGRAM OF
THREE HUNDRED APPLICANTS SPEAK
TO GET NEED AND WANT FOR THE
PROGRAMS, RIGHT.

THERE IS A ROBUST PROCESS IN
TERMS OF A BACKGROUND
INVESTIGATION, PSYCHE VALUATION.
ALL RECRUITS HAVE TO PARTICIPATE
IN.

THERE IS A RIGOROUS BACKGROUND
PROCESS THAT YOU KNOW THE PUBLIC
SAFETY OFFICERS ARE REQUIRED TO
GO THROUGH.

>> THAT'S THE POLICE YOU TALKED
ABOUT?

>> YES.

I WOULD IMAGINE YOU HAVE
SOMETHING SIMILAR FOR PUBLIC
SAFETY FOR THE FIRE DEPARTMENT
AS WELL THIS.

IS A NEW PROGRAM.

I WOULD LEAVE IT TO THE
INDIVIDUALS IN THE FIRE
DEPARTMENT TO TALK ABOUT, YOU
KNOW, THE PROGRAM AND STRUCTURE
OF THE DEPARTMENT THERE.
THEY'RE THE EXPERTS IN THE
FIELD.

I DO THINK, YOU KNOW, IT WOULD
BE A ROBUST BACKGROUND PROCESS
IN TERMS OF PHYSICAL ENGAGEMENT.
YOU KNOW THE BACKGROUND CHECKS
FOR PSYCH AND ALL OF THAT.

>> MY QUESTION IS MORE GEARED
TOWARDS RECRUITING.

HOW WOULD YOU RECRUIT POTENTIAL
CADETS FOR THE FIRE DEPARTMENT.

>> HOOPS, ROTC PROGRAMS,
COMMUNITY LEADERS, COMMUNITY

ORGANIZATIONS LIKE ABCD, WHAT WE DO ALREADY, HIGH SCHOOLS, CAREER FAIRS.

YOU KNOW SIMILAR OUTREACH TO WHAT WE DO TO GET PEOPLE TO TAKE THE EXAM.

I DON'T THINK IT'S DIFFERENT FOR THE CADET PROGRAM.

THINK THE OUTREACH HAS TO BE SIMILAR.

OUTREACHING TO YOUNG TEENS.

I THINK THAT'S, THAT'S A ROUTE WE'RE GOING TO FOCUS ON.

YOUNG ADULTS TO TRY TO GET THEM PREPARED FOR POTENTIAL OPPORTUNITY IF THIS WERE TO GO THROUGH.

>> I DO THINK RECRUITMENT IS THE LEAST OF OUR ISSUES.

AS WE MENTIONED WE HAVEN'T HAD A SINGLE ISSUE WITH RECRUITMENT.

WE HAVE HAD AN EXCESS OF APPLICANTS IN THE POLICE DEPARTMENT.

I THINK FOLKS WOULD BE THRILLED TO PARTICIPATE IN THE FIRE DEPARTMENT.

I DON'T THINK WE WOULD HAVE ISSUES FOR FINDING RECRUITS AND WE WOULD HAVE AMPLE RECRUITS IN FRONT OF US.

>> I AGREE WITH YOU.

I WANT TO MAKE SURE I KNOW THE PROCESS FOR YOU KNOW RECRUITING.

I THINK THAT'S STILL IMPORTANT.

I WOULD LIKE TO SEE A LOT OF RECRUITING IN THE PUBLIC SCHOOL SYSTEM.

I WOULD LIKE TO SEE RECRUITING IN PUBLIC HOUSING DEVELOPMENTS.

I REPRESENT THE LARGEST, MOST PUBLIC HOUSING OF ANY COUNSELOR IN THE CITY.

PUBLIC HOUSING, ALONG WITH COUNSELOR BAKER.

YOU KNOW RECRUIT IN PUBLIC HOUSING IS CRITICAL.

>> THOSE ARE ALL VALID, COUNSELOR FLYNN, WE WILL WORK TOGETHER TO RUN A RECRUITING CAMPAIGN AND MARKETING AND OUTREACH USING VARIOUS METHODS WHETHER IT BE SOCIAL MEDIA, WHICH WE KNOW IS BIG WITH THE

YOUTH.

SO WE WILL MAKE SURE WE ARE
DOING THAT.

ALSO OUT THERE TALKING TO FOLKS
AND LETTING PEOPLE KNOW THAT WE
ARE RECRUITING FOR A BOSTON FIRE
DEPARTMENT CADET PROGRAM.
THEN FORMING HOPEFULLY WHAT WILL
BE A PIPELINE FOR FUTURE CADET
PROGRAMS.

>> THANK YOU.

AND WHO, DURING THIS PROCESS OF
RECRUITING YOU GO THROUGH THE
PROCESS.

THEN WHO MAKES THE DECISION WHO
IS ACCEPTED AS A, AS A CADET.

>> WE WOULDN'T KNOW UNTIL ALL OF
THE THINGS HAVE BEEN THURBED
OUT AND THE DETAILS OF THE
PROGRAM COME OUT.

THIS ARE NO SPECIFICS YET.

>> THIS IS STILL IN THE WORKS.

>> CORRECT.

>> OKAY.

WHAT TYPE OF RECRUITMENT WOULD
YOU DO WITH LANGUAGE ACCESS
ISSUES.

>> AS FAR AS RECRUITMENT FOR
PEOPLE WHO CAN'T SPEAK ENGLISH.

>> YES.

OR ENGLISH IS A SECOND LANGUAGE.

>> I MEAN I GUESS WE WOULD HAVE
TO VISIT THAT WHEN WE GET TO
THAT POINT.

I GUESS FIGURE OUT THAT DETAIL
WE WORK OUT WITH HRD.

THEY HAVE TO GO THROUGH THE
PROCESS.

THAT'S KIND OF A WHOLE PROCESS.

IS IT SIMILAR TO CIVIL SERVICE
AND THE HIRING PROCESS.

WHAT IT'S LIKE TO BE A BOSTON
FIREFIGHTER.

WE ARE WORKING OUT THE DETAILS.

THERE IS NOTHING IN TERMS OF
LANGUAGE.

>> COUNSELOR I THINK THAT WOULD
BE IN TERMS OF A LANGUAGE
PROFICIENCY PIECE TO A COMPANY
IN THERE.

>> THE OTHER PIECE THAT YOU MAY
WANT TO CONSIDER IS, YOU KNOW,
SOME ETHNIC GROUPS THAT MAY NOT
BE FAMILIAR WITH THE PIRE

DEPARTMENT OR POLICE DEPARTMENT.
YOU KNOW WE HAVE TO ALSO
CONSIDER CULTURAL SENSITIVITIES
ABOUT CERTAIN ISSUES.
WHAT ARE YOU GOING TO LOOK AT IN
TERMS OF THE CULTURAL
SENSITIVITY ISSUES?

>> IN RESPECT TO WHAT, CAN YOU
CLARIFY THAT A BIT.

>> YES.

IF YOU DO RECRUITING FOR THE
CADET PROGRAM OF CERTAIN ETHNIC
GROUPS THAT MAYBE, MAYBE IN
THEIR HOME COUNTRY THEY DIDN'T
HAVE A POSITIVE RELATIONSHIP
WITH THE POLICE OR THE FIRE OR
WITH PUBLIC SAFETY AGENCIES.
HOW ARE YOU GOING TO OVERCOME
THAT OBSTACLE?

>> I THINK ANY RECRUITMENT YOU
HAVE TO BE ROBUST IN TERMS OF
MAKING SURE, NUMBER ONE THING WE
HAVE DONE LANGUAGE ACCESS.
MAKE SURE WE TRANSLATE CONTENT
TO NATIVE LANGUAGES OF BOSTON.
THE OTHER PIECE IS BEING
INTENTIONAL TO GET IN WITH LOCAL
GROUPS ON THE GROUND TO LET THEM
KNOW WHAT WE ARE DOING.

WE HAVE DONE AND GONE HAITIAN
RADIO.

WE HAVE GONE TO THE GROUNDS AND
MET PEOPLE.

WE HAVE JOB SERIES AND MEETING
FOLKS WHERE THEY ARE.

I THINK THAT'S THE PROCESS, YOU
HAVE TO BE REALLY INTENTIONAL.

WE DO EVERYTHING FROM DROP-INS
TO SOCIAL MEDIA TO LANGUAGE
TRANSLATIONS TO FACE BOOK POSTS.

I THINK YOU HAVE TO DO IT ALL.

>> I THINK A HUGE PART OF IT
ALSO IS TO THE EXTENT THAT WE
CAN WE WILL MAKE CERTAIN WE HAVE
INDIVIDUALS CURRENTLY IN THE
FIRE DEPARTMENT WHO MAYBE ABLE
TO COMMUNICATE EFFECTIVELY WITH
CERTAIN COMMUNITIES.

WE WILL PUT THEM FRONT AND
CENTER ASKING THEM FOR
ASSISTANCE AND RECRUITING.

YOU KNOW FROM VARIOUS CULTURAL
BACKGROUNDS.

ALSO MAKING SURE WE DO IT

APPROPRIATELY.

WE NEED TO TALK TO THE INDIVIDUALS AND HAVE A UNDERSTANDING.

IF YOU SAY THERE IS AN ADVERSITY WITH WHERE THE INDIVIDUALS COME FROM AND MAKE SURE WE DON'T REPEAT THE MISTAKES HOLDING THEM BACK IN THE PAST.

>> I THINK THAT'S A EX HEPBT POINT.

I'M FRIENDLY WITH THE DEPUTY FIRE COMMISSIONER CONNIE WONG. SHE WOULD BE A GREAT ACCESS IN TERMS OF COMMUNICATING.

I KNOW SHE DOES IT ALL THE TIME, COMMUNICATING WITH THE ASIAN POPULATION.

IF WE'RE ABLE TO IDENTIFY VARIOUS FIRE FIGHTERS ACROSS THE CITY THAT MAYBE A SIMILAR SITUATION THAT WANT TO BE PART OF THE PROCESS, I ENCOURAGE YOU TO REACH OUT TO THEM TO GET THEIR, GET THEIR OPINIONS ON HOW TO BETTER RECRUIT AND FACTOR IN CULTURAL SENSITIVITY ISSUES AND LANGUAGE ISSUES.

>> JUST ON THAT WE HAVE BEEN WORKING WITH THE VOLKINS FROM THE FIRE DEPARTMENT ON TERMS OF RECRUITMENT.

THEY HAVE BEEN EXCELLENT.

>> THANK YOU.

>> ANY FOLLOW-UP, COUNSELOR BAKER?

>> JUST ONE, MR. CHAIR.

THANK YOU.

>> OUT OF THE 32% NET FOR THE CADETS, HOW DO WE SET ASIDE, THAT HAS TO HAPPEN THROUGH LEGISLATION -- THROUGH, WE CAN'T JUST SET ASIDE FIVE OR TEN SEATS FOR CADETS OR PEOPLE NOT DAVs. THAT HAS TO HAPPEN LEGISLATIVELY.

>> WE HAVE TO WORK THROUGH THAT LEGISLATIVELY AND WORK THROUGH THAT.

AS WE HAVE STATED HERE THIS IS A WORK IN PROGRESS.

WE WILL LOOK AT WHAT THE BEST PRACTICES ARE OUT THERE IN TERMS OF WHO HAS ESTABLISHED CADET

PROGRAMS.

WHAT IS WORKING.

AS WE WORK WITH THE LEGISLATURE
AND GO THROUGH THE PROCESS.

>> OKAY.

THANK YOU.

THANK YOU, MR. CHAIR.

>> TIME FOR PUBLIC TESTIMONY IF
ANYONE IS WILLING TO OFFER
PUBLIC TESTIMONY YOU MAY DO SO
NOW.

OR FOREVER HOLD YOUR PEACE.
SEEING OR HEARING NO DESIRE THAT
CONCLUDES PUBLIC TESTIMONY.
TAKE THIS OPPORTUNITY, IT'S GOOD
TO SEE YOU VIVIAN.

JUAN --

>> CAN I SAY ONE THING.

JUST REALLY BRIEFLY.

YOU KNOW WE HAVE HAD THIS
CONVERSATION DIFFERENT TIMES IN
TRYING TO CREATE PATHWAYS.
FINDING WAYS TO INCREASE
DEMOGRAPHICS IN THE FIRE
DEPARTMENT WHETHER IT'S WOMEN,
MINORITIES.

YOU KNOW WE TALK ABOUT VETERANS.
WE TALK ABOUT CIVILIANS.
WE HAVE A WHOLE UNTOUCHED
RESOURCE WHICH IS THE RESERVES.
WE HAVE RESERVISTS THAT ARE NOT
CONSIDERED VETERANS THAT DO
SERVE.

I THINK IT'S A POPULATION WE
COULD TAP INTO.

THAT COULD BE BENEFICIAL TO
INCREASING THOSE NUMBERS WE'RE
LOOKING FOR.

IF WE LOOK AT THE NUMBERS IN
TERMS OF MINORITIES AND WOMEN
THAT ARE RESERVISTS I'M PRETTY
SURE YOU WOULD BE SURPRISED HOW
MANY WE DO HAVE.

I THINK IF WE'RE GOING TO GO UP
TO, UP TO THE STATE HOUSE I
THINK THAT SHOULD BE SOMETHING
THAT WE SHOULD LOOK INTO AS
WELL.

I KNOW THERE ARE LAWS IN PLACE,
I THINK YOU HAVE TO, YOU HAVE TO
DO THE 90 DAYS OF ACTIVE DUTY TO
BECOME A VETERAN.

THAT IS 90 DAYS CONSECUTIVE
ACTIVE DUTY DAYS NOT INCLUDING

TRAINING.

RIGHT.

I THINK THAT'S A RESOURCE WE CAN
LOOK INTO.

WE SHOULD LOOK INTO.

IN THE MEANTIME AS THEY'RE
WORKING THIS OUT AS WELL TO
FIGURE OUT WHAT TO DO TO HELP
THE RESERVIST PEOPLE WHO DID
TAKE THAT SACRIFICE TO SERVE
THEIR COUNTRY, BUT ARE NOT
RECOGNIZED NOW.

THEY'RE JUST A VET OR CIVILIAN.

>> GOT YOU.

>> I THINK THESE PEOPLE SHOULD
BE LOOKED AT AS WELL.

>> GOOD POINT.

I THINK YOU'RE ON THE RIGHT
TRACK.

BEFORE I TAKE AWAY.

IF SOMEONE CAN GET ME THE LATEST
CIVIL SERVICE ROUND FOR CHIEF,
CAPTAIN AND LIEUTENANT WE SPOKE
EARLIER ON THE NEED OF RESTORING
THOSE TWO DISTRICT CHIEF
POSITIONS.

NOT JUST THE LIST BUT ALSO
DIVERSITY.

WE HAVE A CHANCE TO FOSTER THERE
BY RESTORING THE TWO CHIEF
POSITIONS PARTICULARLY ON THE
BACK FILL.

SO, IF YOU GUYS, SOMEONE CAN GET
THE INFORMATION.

I DON'T KNOW IF THAT'S DONNY OR
JUAN.

FEEL FREE TO REACH OUT TO NEIL
TO GET THAT TO THE COMMITTEE.

OUR HOPE IS TO GET A COMMITTEE
REPORT TURNED AROUND IN A SHORT
PERIOD OF TIME BEFORE THE
COUNCIL FOR A VOTE GET IT TO
BEACON HILL TO DO WHAT YOU DO.
THE RECRUITMENT PIECE AND
ADVOCACY PIECE.

HOPEFULLY WE CAN MAKE A FIRE
CADET PROGRAM A REALITY IN THE
SIT A.

I APPRECIATE YOUR TIME AND
ATTENTION.

DONNY, JUAN, VIVIAN.

UNLESS YOU HAVE ANYTHING FOR ME,
WE CAN CONCLUDE.

VERY GOOD.

WITH RESPECT TO DOCKET 0173
PETITION FOR A SPECIAL LAW
REQUIRING FIRE CAB ET PROGRAM IN
THE CITY OF BOSTON WE ARE
ADJOURNED.
THANK YOU.