

Statement by Pioneer Institute about the proposed City of Boston/ Fire Department collective bargaining agreement

If the proposed collective bargaining agreement between the City of Boston and the Boston firefighters union is approved, more than \$39 million in retroactive paychecks will be paid out this summer and \$52 million in additional compensation will be paid over the next two years, disproportionately benefiting highly paid administrators and supervisors. This informational report sets forth details about who reaps the biggest benefits.

The proposed agreement has not been made public. However, city officials have disclosed in public comments that the tentative agreement reached by the mayor and the union includes retroactive raises of 1%, 2%, and 3% for FY2011, FY2012, and FY2013. It reportedly includes 3% for the current year, FY2014, and 3% and 2% for FY2015 and FY2016. City official said that the proposal also provides increases in hazardous duty pay, night time service pay, and career longevity incentives that add approximately an extra one-half of one percent each year to the those increases.

Pioneer Institute has applied these raises to Boston Fire Department salary data published on the city's website. The following charts and graphs demonstrate how much will be paid to fire department personnel if the collective bargaining contract is approved according to the terms described above. This data is based upon the assumption that employees have worked and will work the same number of regular and overtime hours in each year covered by the contract as they did in FY2013. When Pioneer Institute applied those percentage increases to published FY2013 compensation data, the resultant cost was \$92.39 million, virtually the same as the city's publicly-disclosed estimate of \$92.4 million.

This analysis was performed by Pioneer Institute's Research Director Gregory W. Sullivan, former state Inspector General of the Commonwealth.

Pioneer Institute advocates transparency of public contracts of all kinds, especially ones of great financial consequence such as this one.

The data below demonstrate that the collective bargaining agreement will add very high raises to compensation levels that are already exorbitantly high.

A total of 312 fire department supervisors and administrators will all be paid more in FY2015 than the Massachusetts State Fire Marshal, who earns \$137,985 per year if the agreement is approved. A total of 153 will be paid more than the Governor, who earns \$150,800.

Cumulatively, these officials will receive more than \$24 million in extra compensation as a result of the collective bargaining agreement, which will provide a total of \$92.4 million in extra compensation.

	Name	Title/Rank	Current contract	FY 2015 post-contract	FY 2016 post-contract
1	Finn,Joseph E.	Dep Fire Chief	202,383	232,813	238,532
2	Costin,Dennis B	Dist FireChiefAdmn	199,957	229,646	235,225
3	Doherty,Michael J.	Dep Fire Chief	199,632	229,132	234,676
4	Fontana,Gerard T.	Dep Fire Chief Admin	195,942	224,875	230,312
5	Dunbar,Stephen K	Dep Fire Chief	194,283	222,899	228,276
6	Shea,Bartholomew J	Dep Fire Chief Admin	193,518	221,696	226,991
7	Hasson,John	Dep Fire Chief Admin	193,479	221,590	226,873
8	Dunderdale,Robert	Dep Fire Chief	193,165	220,785	225,975
9	McNulty,Joseph G.	Fire Capt (Scuba) Adm	190,718	218,772	224,043
10	Grana ra,David Richard	Dep Fire Chief Admin	190,960	218,684	223,894
11	DiBenedetto, Richard J	Dep Fire Chief	188,212	216,149	221,399
12	Tully,Bernard J.	Dep Fire Chief	185,736	213,736	218,997
13	Fleming,Joseph M	Dep Fire Chief	183,569	211,680	216,962
14	Hocking,Michael E	Dist Fire Chief	183,132	210,786	215,983
15	Coppney,John T.	Dep Fire Chief Admin	182,725	209,628	214,684
16	Anderson,Edward A	Fire Captain Admn	182,206	209,287	214,376
17	Henderson,John	Supn (Bfd/Fad)	182,606	209,047	214,016
18	Calobrisi,Robert J.	Dep Fire Chief	181,265	208,387	213,484
19	Harrington,Ronald A	Dist Fire Chief	180,806	207,554	212,580
20	Burke,Paul T	District Fire Chief Admin	179,088	205,572	210,549
21	Holzendorf,Curtis	District FireChiefAdmn	177,592	203,420	208,274
22	Joseph,David W	District Fire Chief Admin	177,237	203,050	207,901
23	Smith,Douglas W	Dist Fire Chief	176,278	202,773	207,752
24	Fraser Jr.,Roderick J	Commissioner (BFD)	175,000	201,756	206,784
25	Felton,Richard F.	Dist Fire Chief	172,901	198,435	203,233
26	Henderson,Stephen A	Wkg Frprs Elec Equip	171,538	197,380	202,236
27	Cahill,Gerard M	District Fire Chief Admin	170,732	195,864	200,587
28	Dowling,Robert L.	District Fire Chief-Tech	169,858	195,825	200,704
29	Walsh,Michael J	Fire Lieutenant Admin	170,011	195,324	200,080
30	Maughn,Reynold	Dist Fire Chief	170,302	195,054	199,705
31	Hoar,James J	Fire Captain Admin	168,618	194,432	199,283
32	Dempsey,John	Dist Fire Chief	168,982	193,914	198,599
33	Ruggero,Michael J	Dep Fire Chief Admin	168,879	193,727	198,397
34	Walsh,John Francis	Dist Fire Chief	168,071	193,415	198,177
35	Sifford,Phillip	Fire Lt Admn-Technician	168,421	193,200	197,856
36	McNeil,Stephen D	District Fire Chief-Tech	168,061	193,255	197,989
37	Brooks ,Kevin P	Dist Fire Chief	167,564	192,830	197,578
38	Stallworth,Andre R	District Fire Chief-Tech	166,316	191,390	196,102
39	Pettaway,Erik C	Dist Fire Chief	166,303	191,155	195,825
40	McCormack,Martin P	Dist Fire Chief	165,771	190,726	195,416
41	Miller,Paul S	District Fire Chief-Tech	165,977	190,574	195,196
42	Price,Donald J	Dist Fire Chief	165,393	190,326	195,011
43	Byrne,Edward F	Prin Fire Alarm Operator	165,613	190,245	194,874
44	Feely,Michael G	Dist Fire Chief-Technician	164,797	189,914	194,634
45	Scigliano,Edward A	District Fire Chief Admin	164,846	188,761	193,255
46	Dewan,Paul C.	Electrical Equip Repairp	164,272	188,573	193,140
47	McMahon,Joseph G	Dist Fire Chief	163,645	188,310	192,945
48	Lonegan,James J	District Fire Chief-Tech	163,449	188,083	192,713
49	Waldron,Steven C	Fire Captain	164,181	187,821	192,263
50	McGrath,Robert J.	Fire Lieutenant	162,301	186,475	191,017
51	Donovan,Shawn M.	Fire Lieutenant-Tech	161,468	186,145	190,783
52	Shaffer,Steven E	District Fire Chief-Tech	161,398	186,104	190,746
53	Dolan,John P.	Fire Captain	160,762	184,746	189,253
54	O'Donnell,Brian C.	District Fire Chief Admin	160,699	184,359	188,805

55	Murphy,Steven M	FF (Master of Fire Boat)	160,270	184,213	188,712
56	Casper,Joseph	Fire Captain (Scuba Diver)	159,894	184,272	188,853
57	Neimann,Joseph	Dist Fire Chief	160,050	183,555	187,972
58	Quinn,Robert L.	Fire Lieutenant Admin	160,067	183,263	187,622
59	Earnest,Norman A	District Fire Chief Admin	159,890	183,206	187,588
60	Lorenz,Edward	Dist Fire Chief	159,245	182,516	186,889
61	Cushing,David J	Fire Captain Admin	158,165	181,219	185,551
62	Paschal,Stephen P	Dist Fire Chief	156,592	180,172	184,604
63	Stapleton,John	Dist Fire Chief	156,572	180,150	184,581
64	Keeley,Paul P	DistFChief-Tech	156,218	179,741	184,161
65	Jones,Francis G	District Fire Chief-Tech	156,042	179,538	183,953
66	Nichols,Emmet P	Dist Fire Chief	155,353	179,092	183,552
67	Baston,Henry	FF (Const Liaison Off)	155,512	178,714	183,074
68	Popp,Charles J.	Fire Lieutenant	155,342	178,401	182,735
69	Staunton,Robert M	Fire Captain Admin	154,718	177,571	181,865
70	Boyle,Kevin B.	Wkg Frprs Elec Equip	154,633	177,289	181,547
71	Hayes,Patrick S	EAP Coordinator	154,471	176,816	181,014
72	Magee,Richard B	District Fire Chief Admin	153,243	176,696	181,103
73	Kates,Michael R.	Fire Lieutenant Admin	152,691	176,059	180,450
74	Greene,James P	District Fire Chief-Tech	152,359	174,956	179,203
75	Whitman,Jeffrey M	Dist Fire Chief	151,946	174,979	179,307
76	Clifford,Peter J.	Asst Supn (Bfd/Fad)	151,731	174,951	179,315
77	Haines,James Francis	Fire Lieutenant Admin	151,240	173,922	178,184
78	Mackin,Christopher K.	FF (Mas Of F Boat)	150,894	173,986	178,325
79	Burke,Paul F	Fire Captain	150,568	173,274	177,541
80	Hogan,Gerald E	Dist Fire Chief	150,707	172,832	176,990
81	Verbitzki,Igor	Fire Captain	150,272	172,932	177,190
82	Keeley,Stephen F	Prin Fire Alarm Oper	149,899	172,838	177,149
83	Gallagher,John M	Fire Captain	150,540	172,577	176,718
84	Bruynell,James D	Fire Captain Admin	150,549	172,432	176,545
85	Dean,Ralph T.	FF (Mas of F Boat)	149,747	172,368	176,619
86	Raymond,Mark J.	Fire Captain	149,632	172,193	176,432
87	Bishop,George W	Dist Fire Chief	149,680	171,813	175,972
88	Keeley,Dennis L	District Fire Chief-Tech	148,507	170,846	175,043
89	Ross,Lada J	Fire Captain Administ	148,681	170,374	174,450
90	Marshall,Rodney O.	Fire Captain	147,817	170,244	174,458
91	Gomes,Daniel D	Fire Lieutenant Admin	147,789	169,760	173,889
92	Brienza,Horacio D.	Fire Captain	147,008	169,311	173,502
93	Harrison,David C	Fire Captain	146,847	169,318	173,541
94	Spence,Michael G	FF (Training Instruc)	146,800	168,664	172,772
95	Foley,Irene M.	Fire Captain Admin	146,246	168,624	172,829
96	Mandeville,Mark	Gen Frprs-Alarm Construct	146,663	168,072	172,095
97	Tully,Brian P	Fire Captain	145,897	167,885	172,016
98	Brooks,Joseph F.	Radio Supv (Bfd)	146,106	167,584	171,620
99	Holt,Thomas E	Fire Captain Admin	146,095	167,391	171,393
100	Henry,Brian	FF (Mas Of F Boat)	145,543	167,560	171,698
101	Pilato,Garry P.	Fire Captain-Technician	144,943	167,121	171,289
102	Stafford,Barry F.	Prin Fire Alarm Operator	145,055	166,913	171,021
103	Hutchinson,Paul J	Fire Captain	145,301	166,716	170,741
104	Murray,Thomas J.	Fire Lieutenant Admin	144,679	166,433	170,521
105	Linnell,Sean	Fire Captain	144,009	165,708	169,785
106	Buchanan,Michael	FF (Mas Of F Boat)	143,953	165,684	169,768
107	Papineau,Charles J	Fire Captain	143,332	165,263	169,384
108	Doyle,James M	Fire Captain	142,943	164,477	168,524
109	Murphy,Joseph W.	Chemist	142,661	164,489	168,591
110	Harrison,Karen T.	Prin Fire Alarm Operator	143,083	164,301	168,288
111	Goglia,William J	Dist Fire Chief	142,852	164,323	168,357
112	O'Brien,Mark J	Fire Captain	142,667	164,159	168,197

113	Sloane,Christopher	Fire Captain	142,541	164,014	168,050
114	Keogh,Stephen W	Fire Captain	142,683	163,889	167,874
115	Lee,Quentin D	Fire Captain-AdvanceTech	142,175	163,591	167,615
116	Noonan,John H	FF (Mas Of F Boat)	142,032	163,468	167,496
117	Daly,Stephen F.	Fire Captain	141,789	163,145	167,159
118	Shea,Joseph D.	Dist Fire Chief	141,318	162,939	167,002
119	McGillis,Steven P	Fire Captain Admin	141,870	162,706	166,622
120	Keeley,John J	Fire Captain	141,565	162,791	166,780
121	Kelly,Colin P.	Fire Captain	141,467	162,775	166,779
122	Celona,Michael O.	Fire Captain	141,429	162,730	166,733
123	Callow,Richard K	Fire Captain	140,719	161,912	165,894
124	Mullane Jr.,Neal A	Fire Captain	140,372	161,847	165,883
125	Farrell,Thomas D	Fire Captain	140,771	161,682	165,612
126	McGovern,Ryan J.	Fire Lieutenant(Scuba Div)	140,302	161,729	165,756
127	Fleming,John	Frpr-Li ne person&Cable Spl	140,698	161,277	165,145
128	Pfeil,David M.	Fire Lieutenant Admin	140,235	160,900	164,783
129	Estrella,Jose A	Fire Captain Admin	139,923	160,946	164,897
130	Murphy,Patrick D.	Fire Captain	138,954	160,212	164,207
131	Smith,Timothy	Fire Captain	139,053	159,990	163,925
132	Blake,Thomas J	Fire Captain	139,153	159,913	163,814
133	Provenzano,Joseph M	Fire Captain	138,800	159,698	163,624
134	Wahlen,Scott D	Fire Captain	138,628	159,501	163,424
135	Coppney,Sean E	Fire Captain	138,583	159,448	163,369
136	O'Brien,James G	FF (Training Instruc)	138,729	158,825	162,602
137	McCarthy,Kevin M	Fire Lieutenant	137,728	158,504	162,408
138	White,Edward J	Fire Lieutenant	137,675	158,442	162,344
139	Lasa,Santiago	Fire Lieut-AdvanceTech	137,650	158,416	162,319
140	Littleton, Van	Fire Captain	137,212	158,202	162,147
141	Burke,Christopher	Fire Captain	137,178	158,163	162,107
142	Dowling,Ralph Phillip	Fire Alarm Operator	137,133	158,111	162,053
143	Walsh,David John	Dist Fire Chief	137,260	157,922	161,804
144	Marshall,David C	Sr Fire Alarm Operator	136,843	157,776	161,710
145	Francis,Richard C	Fire Captain	136,407	157,274	161,195
146	Garry,Kevin B	Fire Captain	136,397	157,262	161,183
147	Cakridas,Peter G.	Dir-Transportation (BFD)	136,197	156,876	160,762
148	Dillon,Michael P.	Fire Captain	135,886	156,336	160,179
149	Carey,Michael B.	Fire Captain	135,117	155,786	159,670
150	Mitchell,Steven J.	Fire Lieutenant	134,952	155,428	159,276
151	Doyle,Robert J	FF Master Fire Boat Scuba	134,947	155,308	159,135
152	Smith,Darryl L	Fire Lieutenant Admin	135,041	155,256	159,055
153	Hayes,Robert E.	Fire Lieutenant Admin	134,975	154,612	158,302
154	Geswell,John J	Sr Fire Alarm Operator	134,500	154,443	158,191
155	Heelen,Brian P	Fire Captain	134,171	154,320	158,106
156	MacKin,Gregory J	District Fire Chief-Tech	134,087	154,211	157,993
157	Allen,Alston L.	FF(SOCBestTeam)	134,418	153,888	157,547
158	Benevelli,William F	FF (Scuba Diver)	133,656	153,921	157,730
159	Jordan,Adrian S	Fire Lt Admn-AdvanceTech	133,820	153,790	157,543
160	Lorenz,Frederick D	Fire Lieutenant Admin	133,122	153,484	157,311
161	Dennis,Marcus A	Fire Lieutenant	133,220	153,430	157,228
162	White,James Steven	Fire Lieutenant (Scuba)	133,091	153,337	157,141
163	Dimino,Vincent E.	Fire Lieutenant	133,308	153,147	156,875
164	Leahy Cronin,Sheila A	FF (Training Instruc)	133,069	153,179	156,958
165	Fall,Gregory J	Fire Captain-Technician	133,101	153,081	156,835
166	Ortiz,Santos J.	Fire Lieutenant Tech	132,840	153,159	156,978
167	Hardiman,John P	Fire Lieutenant Admin	132,979	152,309	155,941
168	Welsh,James E.	Fire Captain-AdvanceTech	132,392	152,314	156,058
169	Gloria,Paul G	Fire Captain	132,158	152,373	156,171
170	Forristall,John J.	Fire Capt Advanced Tech	131,992	152,142	155,929

171	Feeney,James C	Fire Lieutenant	132,062	151,966	155,707
172	Whelan,Michael J	Fire Captain	131,803	151,963	155,752
173	Ellis,Patrick J	Fire Captain	131,806	151,630	155,355
174	Clifford,Diane L	Sr Fire Alarm Operator	131,291	151,372	155,146
175	Driscoll,Robert Paul	Fire Lieutenant Admin	131,965	151,139	154,742
176	Dorion,John P.	Wkg Frpr Linepr & Cable	131,509	151,175	154,870
177	Kelly,Sean F	Fire Lieutenant-Tech	131,053	150,804	154,515
178	Connell,David J	Fire Lieutenant Admin	131,293	150,658	154,298
179	MacDougall,Lawrence	Fire Lieutenant (Scuba)	130,752	150,751	154,509
180	Boyle,Scott R.	Fire Lieutenant (Scuba)	130,232	150,151	153,894
181	Fitzpatrick,Paul S	Fire Lieutenant Admin	130,158	150,065	153,806
182	Santangelo,Robert F	Fire Lieutenant (Scuba)	130,042	149,847	153,569
183	Doolin,Michael E.	Fire Lieutenant Admin	129,870	149,733	153,466
184	Collins,Vincent W.	Wkg Frpr Linepr & Cable	130,036	149,546	153,212
185	Osgood,Troy T	FF(Instructor)AdvTech	130,006	149,538	153,208
186	Luciano,Paul S	Fire Lieutenant	130,134	149,322	152,927
187	Roach,Joseph H	Fire Lieutenant-Tech	129,820	149,086	152,706
188	Rogier,Frank C	Fire Fighter-Technician	129,567	149,133	152,810
189	McCarey,Kevin	Frpr-Lineperson&Cable	129,850	148,844	152,413
190	Montoya,David J	Fire Lieutenant	129,395	148,890	152,553
191	Creary,Mei G.M.	Fire Lieutenant-Tech	129,188	148,908	152,614
192	Davis,Ralph E	EAP Counselor	129,513	148,476	152,040
193	Moran,John B.	Fire Lieutenant Admin	129,010	148,151	151,748
194	Montoya,Stephen M.	Fire Lieutenant	128,536	147,899	151,538
195	Clark,Jeffrey	Fire Lieutenant-Tech	128,440	147,700	151,319
196	Harris,Willie K	Fire Lieutenant	128,619	147,611	151,180
197	D'Agostino,Robert F.	Fire Alarm Operator	128,347	147,447	151,036
198	Semexant,Jean N	Fire Lieutenant	128,145	147,449	151,076
199	McCarthy,William F	Fire Lieutenant	127,948	147,221	150,843
200	Hoban,Paul V	Fire Lieutenant-Tech	127,585	146,803	150,414
201	Tierney,Michael E	Fire Lieutenant	127,394	146,582	150,188
202	McGillivray,Glenn D	Fire Lieutenant Tech	127,378	146,480	150,069
203	Hartigan,Brian Robert	Fire Lieutenant Tech	126,871	146,274	149,920
204	McGuirk,James L	Fire Lieutenant	127,188	146,093	149,645
205	Campbell,Glen A	Fire Lieutenant	127,121	145,931	149,466
206	Steiner,Richard F.	Fire Lieutenant Tech	126,717	146,057	149,691
207	Hobin,Gerard S.	Fire Lieutenant	126,838	145,941	149,530
208	Nee,Brian J	Fire Lieutenant	127,237	145,716	149,189
209	Harris,Levi	Fire Lieutenant Admin	126,426	145,466	149,043
210	McGuirk,William	Fire Lieutenant Tech	126,389	145,423	149,000
211	McDonald,John F	Fire Lieutenant	126,079	145,359	148,982
212	Kilroe,John M	Fire Lieutenant	126,284	145,217	148,775
213	Mattson,Erik J	Fire Captain	126,220	145,186	148,750
214	Hollien,Frederick J	Fire Lieutenant	125,967	145,230	148,850
215	Glasheen,Edward J	Fire Lieutenant Tech	126,176	145,138	148,701
216	Johnson,Rayshawn	Fire Lieutenant	126,126	145,121	148,690
217	Dubeau,John C	Fire Lieutenant	125,923	145,180	148,799
218	Smith,Daniel C.	EAP Counselor	126,309	145,025	148,543
219	McLean,Michael	Fire Lieutenant Admin	126,289	144,886	148,381
220	O'Brien,Anthony J	Fire Captain	125,999	144,973	148,538
221	MacDonald,Stephen F	Public Infor Officer	125,955	144,864	148,417
222	McManus,John J	Fire Lieutenant	125,800	144,869	148,453
223	MacDonald,Dennis A	Fire Lieutenant	126,092	144,659	148,148
224	Rodriguez,Jonathan	Fire Captain	125,577	144,589	148,161
225	Riley,James P	FF (EMS Coordinator)	125,427	144,569	148,166
226	Austin,William G	Fire Lieutenant	125,552	144,457	148,009
227	Doherty,Brian D	Fire Lieutenant	125,456	144,346	147,896
228	Jordan,Kevin M.	Fire Lieutenant	125,296	144,162	147,707

230	Donga,Paul M	Fire PrevSupv(Fire Eng)	125,348	143,929	147,421
231	Minehan,Joseph	Fire Lieutenant	124,934	144,038	147,628
232	Cammara,GuyJ	Fire Lieutenant	124,920	144,022	147,612
233	Cardillo,Robert S	Fire Lieutenant	125,123	143,878	147,403
234	Anderson,Marcus	Fire Lieutenant	124,854	143,946	147,534
235	Corwin,Mark A	Fire Captain	125,050	143,878	147,416
236	Daye,Dwaine E	Fire Lieutenant	124,763	143,546	147,076
237	Dolan,Paul A.	Fire Lieutenant	124,741	143,521	147,050
238	Higginbottom,Darrell J	Fire Captain	124,734	143,515	147,044
239	Clougherty,Eileen C	Sr Fire Alarm Operator	124,519	143,560	147,139
240	Foley,Joseph	Fire Lieutenant	124,676	143,362	146,873
241	Messina,David J	Fire Lieutenant	124,439	143,174	146,695
242	Daniels,Harry W	Fire Lieutenant	124,225	143,221	146,791
243	Gibbons,Sean P.	Fire Lieutenant	124,414	143,146	146,666
244	Dean,Robert	Fire Lieutenant	124,432	143,127	146,640
245	O'Connor,Stephen K.	Fire Lieutenant	124,395	143,124	146,643
246	Woods,Patrick J	Fire Lieutenant	124,381	143,109	146,628
247	McCann,David W	Fire Lieutenant	124,303	143,016	146,532
248	Bergdoll,Edward D.	Fire Lieutenant	124,266	142,973	146,489
250	Dougherty,Thomas P	Fire Lieutenant	124,214	142,914	146,428
251	Marston,Ronald	District Fire Chief-Tech	124,550	142,784	146,211
252	Mitchell,Michael J	Fire Lieutenant	124,022	142,948	146,505
253	Flaherty Jr.,Thomas P	Fire Lieutenant	124,122	142,809	146,321
255	Jerry,Christopher R.	Fire Lieutenant	124,096	142,779	146,290
256	Kirleis,Kathleen E.	ExecAsst(ChiefBureau)	124,049	142,746	146,259
257	Dowling,Daniel R	Fire Lieutenant	124,041	142,676	146,178
258	Caulfield,Steven	Fire Lieutenant	123,601	142,208	145,704
259	Twomey,Patrick J	Assoc Insp Engineer (Fire)	123,708	142,166	145,635
260	Gallagher,Robert W	Fire Lieutenant	123,586	142,190	145,686
261	Corwin,Christopher	Fire Lieutenant	123,438	142,019	145,511
262	Thompson,Lorenzo	Fire Lieutenant	123,435	142,016	145,508
263	Alvarez De Sotomayor,A	Fire Lieutenant	123,509	141,767	145,198
264	Counihan Jr.,Robert J	Fire Lieutenant Tech	123,192	141,735	145,220
265	Hardiman,Brian	Fire Lieutenant	122,980	141,784	145,318
266	McCarthy,Paul J.	Fire Lieutenant	123,129	141,661	145,144
267	Morrison,William K	Fire Lieutenant	123,044	141,565	145,045
268	Townes,Michael A	Fire Lieutenant Admin	123,208	141,416	144,838
269	Campbell,Robert F	Fire Lieutenant	122,776	141,550	145,077
270	McAdams,James P	Fire Lieutenant	122,585	141,329	144,851
271	Kelly,Paul	Wkg Frpr Linepr & Cable	122,668	141,130	144,600
272	Cummings,Stephen J.	Fire Lieutenant Admin	122,365	140,781	144,241
273	Fernandes,Martin Joseph	Fire Lieutenant	122,152	140,829	144,339
274	Martin,Glen R	Fire Lieutenant	122,071	140,736	144,243
275	Then,Erik C	Fire Lieutenant	122,263	140,664	144,122
276	Gillis,William M.	Fire Lieutenant	122,420	140,469	143,861
277	O'Brien,James B	Fire Lieutenant	122,149	140,532	143,986
278	Curry,Gregory W	Fire Lieutenant	122,062	140,431	143,883
279	Baldassari,Steven L.	Fire Lieut-AdvanceTech	122,469	140,225	143,561
280	Freeman,Clydies	Fire Lieutenant Admin	121,937	140,336	143,794
281	Aylward,Michael G	Fire Lieutenant	121,957	140,310	143,759
282	Hernandez,Jonathan H.	Fire Lieutenant	121,713	140,323	143,820
283	Watson,C.Devon	Fire Lieutenant	121,806	140,137	143,582
284	Donovan,Edward C	Fire Lieutenant	121,545	140,129	143,621
285	Buechs,Lawrence H	Fire Lieutenant	121,737	140,056	143,499
286	Prince,James	Fire Fighter-AdvanceTech	121,638	139,848	143,270
287	Souza,Paul F.	Fire Lieutenant	121,369	139,926	143,414
288	Ostiguy,David M.	Fire Lieutenant	121,563	139,855	143,293
289	Rodriguez,Leroi	Fire Lieutenant	121,401	139,668	143,101

290	Weekes, Kevin E.	Fire Lieut-AdvanceTech	120,879	139,360	142,833
291	Sameski, Michael V	Fire Lieutenant	120,960	139,157	142,576
292	Davis, Harry K	Fire Fighter	121,156	139,084	142,453
293	Sullivan, James E	Fire Lieutenant	120,795	138,971	142,386
294	Cahoon, George	Fire Lieutenant	120,652	139,015	142,466
295	Kelly, Gregory	Fire Lieutenant Tech	120,442	138,857	142,318
296	Byrne, Stephen J	Fire Lieutenant	121,046	138,580	141,875
297	Gurnick, Michael J	Fire Lieut-AdvanceTech	120,361	138,725	142,176
298	Rodriguez, Hector L	Fire Lieutenant	120,480	138,607	142,014
299	McCarthy, Kevin M	Fire Lieutenant	120,446	138,568	141,974
300	Kulik, Edward J.	Fire Lieutenant	120,618	138,471	141,826
301	Quinchia, Gilbert	Fire Lieutenant	120,219	138,600	142,054
302	Lucas, Paul D.	Fire Lieutenant	120,575	138,332	141,669
303	Walsh Jr., Edward J.	Fire Lieutenant	120,012	138,361	141,809
304	Goggin, Thomas M	Fire Lieutenant Tech	120,193	138,276	141,674
305	Cahill, James E.	Fire Lieutenant	120,183	138,265	141,663
306	Alves, John F.	Fire Lieutenant	120,231	138,225	141,606
307	Stevens, Christopher E	Fire Lieutenant	120,162	138,240	141,638
308	Cetrino, Philip J	Fire Lieutenant	120,198	138,197	141,579
309	Gailunas, Peter A	Fire Lieutenant	120,132	138,206	141,602
310	Egan, George Christopher	Fire Lieutenant	120,115	138,186	141,581
311	Loschiavo, Mark C	Fire Lieutenant	120,006	138,061	141,454
312	Connolly, Robert J	Fire Lieutenant	119,754	138,059	141,499

If the collective bargaining agreement is approved as described, fire department employees will receive retroactive checks this summer totaling a whopping \$39,129,432. The following chart lists how that money will be split up by Boston Fire Department job classifications, showing the average retroactive payment for each.

Boston Fire Department Title	Total	Total retro payments	Average retro payment
Dep Fire Chief	8	\$365,361	\$45,670
Fire Captain (Scuba Diver) Adm	1	\$45,086	\$45,086
District Fire Chief Admn-AdvTech	2	\$89,224	\$44,612
Dep Fire Chief Administration	6	\$264,695	\$44,116
Commissioner (BFD)	1	\$43,001	\$43,001
Supn (Bfd/Fad)	1	\$42,495	\$42,495
Fire Lt Admn-Technician	1	\$39,823	\$39,823
District Fire Chief Admin	7	\$276,066	\$39,438
Fire Captain (Scuba Diver)	1	\$39,179	\$39,179
Wkg Frprs Elec Equip Repairprs	2	\$77,943	\$38,971
FF (Master of Fire Boat Div Mas)	1	\$38,480	\$38,480
Dist F Chief-Tech (Liaison Ret Bd)	1	\$37,805	\$37,805
Asst Supn (Bfd/Fad)	1	\$37,319	\$37,319
FF (Constituent Liaison Off)	1	\$37,289	\$37,289
Prin Fire Alarm Operator	4	\$145,684	\$36,421
EAP Coordinator	1	\$35,910	\$35,910
Fire Captain Administration	9	\$322,766	\$35,863

FF (Mas Of F Boat)	5	\$178,230	\$35,646
Chemist	1	\$35,080	\$35,080
Radio Supv (Bfd)	1	\$34,519	\$34,519
FireLieutenant(ScubaDivTech	1	\$34,436	\$34,436
Gen Frprs-Fire Alarm Construct	1	\$34,407	\$34,407
District Fire Chief-Technician	15	\$509,548	\$33,970
Dist Fire Chief	29	\$975,050	\$33,622
Dir-Transportation (BFD)	1	\$33,235	\$33,235
Fire Captain-AdvanceTechnician	2	\$66,437	\$33,218
Electrical Equip Repairprs##	2	\$66,419	\$33,209
FF Master Fire Boat ScubaDiver	1	\$32,724	\$32,724
Fire Captain	56	\$1,801,332	\$32,167
Fire Lt Admn-AdvanceTechnician	1	\$32,095	\$32,095
Frpr-Lineperson&Cable Splicers	2	\$63,598	\$31,799
Fire Lieutenant Administration	24	\$760,835	\$31,701
FF(TrainigInstructor)AdvTech	1	\$31,391	\$31,391
Fire Lieutenant (Scuba Diver)	5	\$156,423	\$31,285
Fire Captain Admn-Advance Tech	3	\$91,698	\$30,566
Public Information Officer	1	\$30,389	\$30,389
ExecAsst(ChiefBureauOfAdmServ)	1	\$30,049	\$30,049
Fire Prev Supv(Fire Prot Eng)	1	\$29,864	\$29,864
Sr Fire Alarm Operator	6	\$179,103	\$29,851
Fire Lieutenant-Technician	23	\$682,702	\$29,683
FF (FUI MajorCaseInvestigator)	1	\$29,622	\$29,622
FireAlarmOper.(TrainingOfficr)	1	\$29,380	\$29,380
FF(SOCBestTeam)-AdvTechnician	3	\$87,481	\$29,160
EAP Counselor	4	\$114,185	\$28,546
Exec Asst (Dir.of HR)	1	\$28,091	\$28,091
Fire Lieutenant	154	\$4,321,347	\$28,061
FIU Armorer	1	\$28,058	\$28,058
FF (Scuba Diver)	5	\$139,779	\$27,956
FF (LEPC Title3 Insp)	1	\$27,783	\$27,783
Fire Lieutenant Liaison Ret Bd	1	\$27,648	\$27,648
Fire Lieutenant-AdvanceTech	6	\$164,059	\$27,343
FF (Frst Mar Eng Di)	1	\$27,263	\$27,263
Wkg Frpr Linepr & Cablesplicer	6	\$161,862	\$26,977
Radio Operator (Bfd)	1	\$26,927	\$26,927
FF (FPD Special Hazards Insp)	3	\$80,643	\$26,881
Inside Wireperson	4	\$106,288	\$26,572
FF (Auto Arson Unit)	1	\$26,443	\$26,443
Dep Comm-Planning&Organization	1	\$26,160	\$26,160
FF (Female FF Liaison Officer)	1	\$26,131	\$26,131
FIU Supervisor Photo Unit	1	\$25,936	\$25,936
FIU Digital Lab Supervisor	1	\$25,467	\$25,467
FF (NFIRS Program Manager)	1	\$25,368	\$25,368
Prin Data Proc Systems Analyst	1	\$25,156	\$25,156
FF (FPD Night Division Inspec)	5	\$125,156	\$25,031
FF(SOC Equip & Logistic Mangr)	1	\$24,922	\$24,922
FF Paid Detail Officer	2	\$48,412	\$24,206
Lineperson	4	\$96,758	\$24,190
Assoc Inspec Engineer (Fire)	3	\$72,024	\$24,008
FF(FPD Place of Assembly Insp)	6	\$143,627	\$23,938
Fire Alarm Operator	19	\$453,552	\$23,871
Exec Asst	1	\$23,767	\$23,767
FF (Training Instruc)	10	\$236,922	\$23,692
Fire Fighter-Technician	131	\$3,070,531	\$23,439
Sr Data Proc Sys Anl (Fire)	1	\$23,255	\$23,255
Mask Repair Specialist	2	\$46,095	\$23,048



Sr Data Proc Sys Anl	4	\$91,938	\$22,985
Fire Captain-Technician	5	\$114,098	\$22,820
FF (Inct Comnd Sp) DEP	8	\$180,878	\$22,610
Fire Fighter (InctComndSp) DFC	28	\$629,795	\$22,493
Fire Fighter-AdvanceTechnician	26	\$583,005	\$22,423
FF ICT DFC (Scuba Diver) Tech	1	\$21,354	\$21,354
FF (FPDInspLev1Certification)	10	\$213,051	\$21,305
Exec Asst Commissioner	1	\$21,021	\$21,021
Fire Fighter	861	\$18,009,408	\$20,917
Gen Main Mech Frprs(Cfm)##	3	\$58,880	\$19,627
FF (EMS Coordinator)	2	\$38,829	\$19,415
Chief of Boston Fire Dept.	1	\$18,988	\$18,988
Prin Admin Asst	5	\$94,555	\$18,911
Mtr Eq Rpprs ClassIBPDFleetBFD	3	\$56,550	\$18,850
FF (FPD InspLev2Certification)	2	\$36,717	\$18,359
Prin Accountant	1	\$17,020	\$17,020
Gen Maint Mech Frprs##	2	\$33,717	\$16,859
Management Analyst	2	\$32,306	\$16,153
FF(IncidentCommandSpec)DFC-Tec	10	\$160,376	\$16,038
Sr Admin Asst (Fire)	9	\$143,525	\$15,947
Wkg Frprs Machinist	1	\$15,457	\$15,457
Fleet Safety Coord	2	\$29,040	\$14,520
Radio Repairperson (Bfd)	1	\$14,491	\$14,491
Admin Asst	4	\$57,743	\$14,436
Sr Admin Asst	9	\$127,208	\$14,134
Wkg Frprs Battery Oper (Fire)	1	\$14,098	\$14,098
Sr Legal Asst (Fire Dpt)	1	\$14,012	\$14,012
Asst Prin accountant	3	\$41,961	\$13,987
FF (Asst Dive Mast)	2	\$27,838	\$13,919
Hvy Mtr Equip Repairperson BFD	5	\$69,528	\$13,906
MtrEquipRpprClassIBPDFleetBFD	1	\$13,132	\$13,132
WkgFrprsMech	1	\$12,613	\$12,613
Dep Fire Chief Adm-Tech-ADR	1	\$12,570	\$12,570
Collection Agent BFD FirePreve	1	\$12,510	\$12,510
Prin Storekeeper	1	\$12,345	\$12,345
Head Trainer	1	\$11,519	\$11,519
Gen Maint Mech	2	\$22,787	\$11,394
Sr Sign Painter & Letterer##	1	\$11,167	\$11,167
Admin Anl	2	\$22,135	\$11,068
Chaplain In Charge (Fire Dept)	1	\$10,975	\$10,975
Data Proc Sys Analyst	2	\$21,234	\$10,617
Admin Secretary	2	\$20,786	\$10,393
Maint Mech Plumber(Journeyprs)	1	\$10,108	\$10,108
Chief Telephone Operator	1	\$9,973	\$9,973
FF (Procurement Offcr)	1	\$9,436	\$9,436
Maint Mech (Painter)##	1	\$9,242	\$9,242
Head Clerk	11	\$97,656	\$8,878
Maint Mech - HVAC Technician	1	\$8,812	\$8,812
Data Proc Equip Tech	2	\$17,152	\$8,576
Fire Fighter ICT DEP - ADR	2	\$11,733	\$5,866
Fire Captain Admin-ADR	2	\$9,723	\$4,862
Chaplain (Fire Dept)	2	\$5,794	\$2,897
Fire Lt Advance Tech-ADR	1	\$2,285	\$2,285
Student Intern	2	\$4,427	\$2,213
Fire Lieutenant Admin-ADR	2	\$4,025	\$2,012
Prin Clerk	1	\$982	\$982
District Fire Chief-ADR	1	\$820	\$820
FF Paid Detail Officer - ADR	1	\$780	\$780

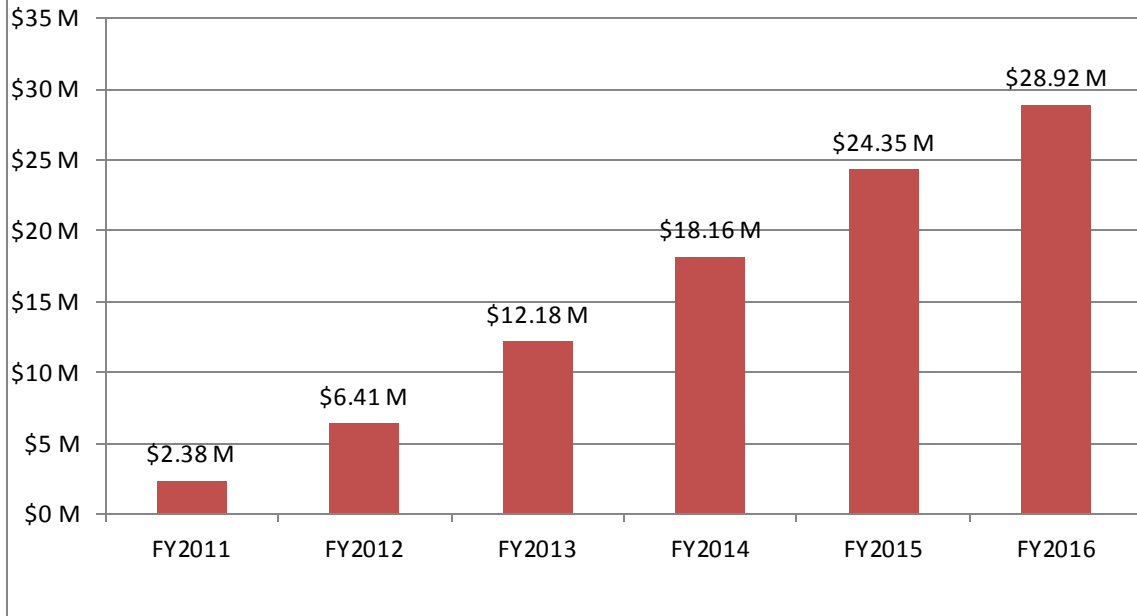
<b>FF Master of the Fire Boat-ADR</b>	3	\$627	\$209
<b>Fire Lieutenant-ADR</b>	5	\$863	\$173
<b>FF (ICT) DFC Technician-ADR</b>	1	\$166	\$166
<b>Exc Asst to the Fire Comm-ADR</b>	1	\$161	\$161
<b>FF (FPDInspLevl1Certfctn)-ADR</b>	1	\$59	\$59
<b>Grand Total</b>	1,689	\$39,129,432	\$23,167

The following chart describes how much the average employee within selected ranks and employment classifications will receive in total extra compensation by FY2016, in excess of current compensation rates. It demonstrates that firefighters rank near the bottom, and top officials and managers at the top.

<b>Title/Rank</b>	<b># of employees</b>	<b>Average retro compensation FY2011</b>	<b>Average retro compensation FY2012</b>	<b>Average retro compensation FY2012</b>	<b>Average retro compensation FY2014</b>	<b>Average add'l raise FY2015</b>	<b>Average add'l raise FY2016</b>	<b>Sum of raises FY2011-FY2016</b>
Dep Fire Chief	8	\$2,779	\$7,477	\$14,218	\$21,195	\$28,417	\$33,757	\$105,065
District Fire Chief Admin- Adv Tech	2	\$2,715	\$7,304	\$13,889	\$20,704	\$27,759	\$32,975	\$102,631
Dep Fire Chief Administration	6	\$2,684	\$7,223	\$13,735	\$20,474	\$27,450	\$32,608	\$101,489
Commissioner (BFD)	1	\$2,616	\$7,040	\$13,387	\$19,957	\$26,756	\$31,784	\$98,925
Supn (BFD/Fad)	1	\$2,586	\$6,958	\$13,230	\$19,722	\$26,441	\$31,410	\$97,761
Chief of Boston Fire Dept.	1	\$2,409	\$6,482	\$12,326	\$18,374	\$24,634	\$29,263	\$91,079
District Fire Chief Admin	7	\$2,400	\$6,457	\$12,278	\$18,303	\$24,539	\$29,150	\$90,728
Fire Captain Administration	9	\$2,182	\$5,872	\$11,165	\$16,644	\$22,315	\$26,508	\$82,503
District Fire Chief-Technician	15	\$2,067	\$5,562	\$10,576	\$15,765	\$21,137	\$25,109	\$78,148
Dist Fire Chief	29	\$2,046	\$5,505	\$10,468	\$15,604	\$20,921	\$24,852	\$77,349
Fire Captain	56	\$1,957	\$5,267	\$10,014	\$14,928	\$20,015	\$23,776	\$74,000
Fire Lieutenant Administration	24	\$1,929	\$5,190	\$9,870	\$14,713	\$19,725	\$23,432	\$72,930
Fire Lieutenant-Technician	23	\$1,806	\$4,860	\$9,241	\$13,776	\$18,469	\$21,940	\$68,286
Fire Lieutenant	154	\$1,707	\$4,594	\$8,736	\$13,023	\$17,460	\$20,741	\$64,554
Fire Fighter-Technician	131	\$1,426	\$3,838	\$7,297	\$10,878	\$14,584	\$17,325	\$53,922
Fire Fighter	861	\$1,273	\$3,425	\$6,512	\$9,707	\$13,015	\$15,461	\$48,120
Admin Secretary	2	\$632	\$1,702	\$3,236	\$4,823	\$6,467	\$7,682	\$23,909
Head Clerk	11	\$540	\$1,454	\$2,764	\$4,120	\$5,524	\$6,562	\$20,424

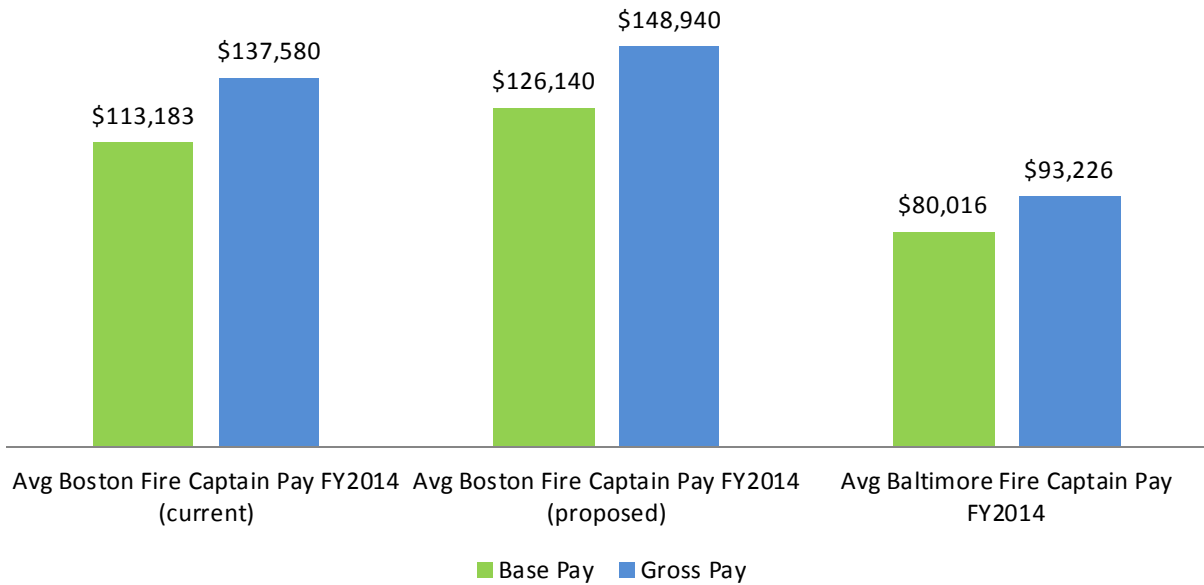
The following graph shows how much of the \$92.4 million is attributable to the respective years of the contract.

**Proposed additional compensation by year,  
totalling \$92.4 million**

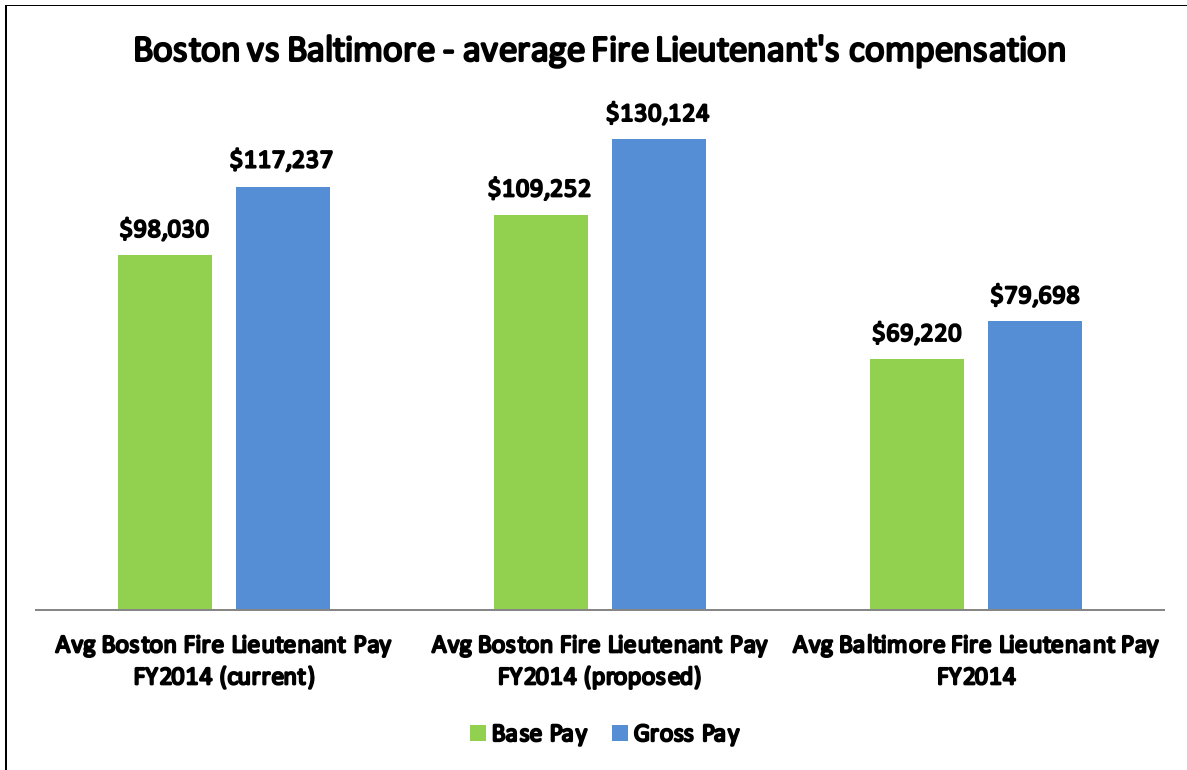


The \$92.4 million in extra compensation proposed by the collective bargaining agreement would be added to compensation levels that are already extraordinarily high. The following graphs and charts compare Boston's compensation levels for fire department captains, lieutenants, and fire fighters with those of Baltimore. Baltimore and Boston are similar in population, with 621,342 and 636,479 residents respectively.

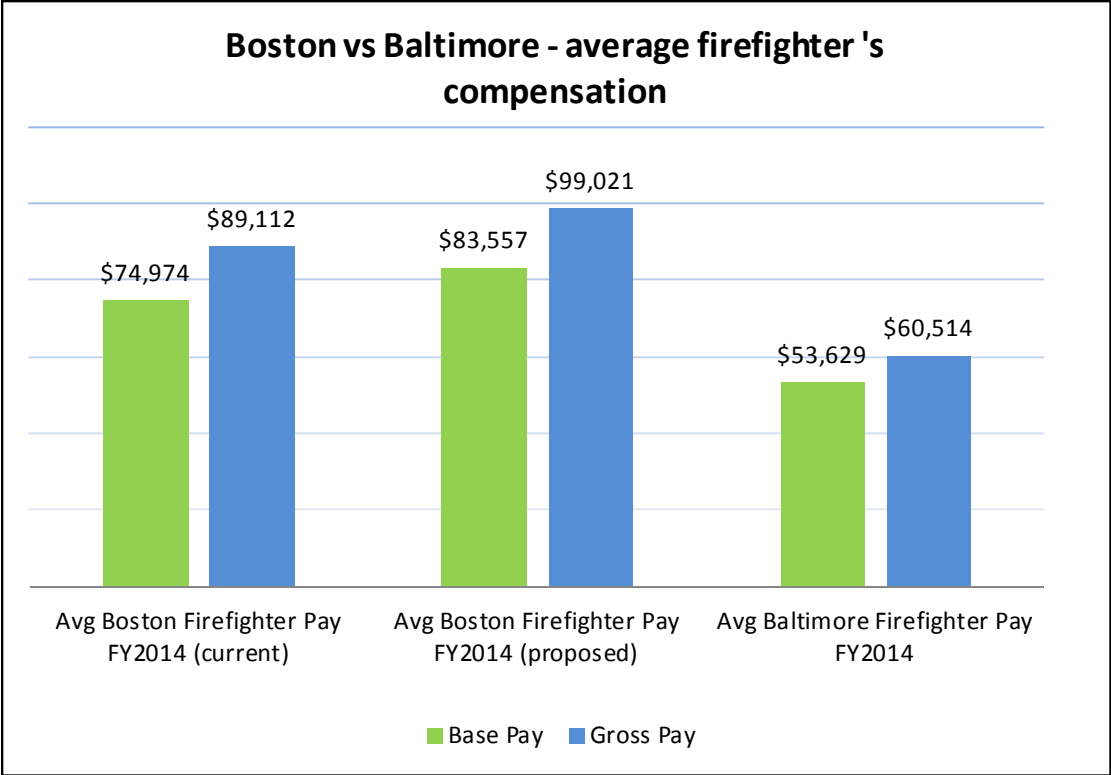
### Boston vs Baltimore - Fire Captain's compensation



Boston vs. Baltimore Average Captain's compensation	Total employed	Avg Base Pay	Avg Gross Pay	Total Base Pay	Total Gross Pay
Avg Boston Fire Captain compensation FY2014 (current)	79	\$113,183	\$137,580	\$8,941,475	\$10,868,792
Avg Boston Fire Captain compensation FY2014 (proposed)	79	\$126,140	\$148,940	\$9,965,057	\$11,766,233
Avg Baltimore Fire Captain compensation FY2014 (current)	83	\$80,016	\$93,226	\$6,641,311	\$7,737,721



Boston vs. Baltimore Average Lieutenant's Pay	Total employed	Avg Base Pay	Avg Gross Pay	Total Base Pay	Total Gross Pay
Avg Boston Fire Lieutenant compensation FY2014 (current)	223	\$98,030	\$117,237	\$21,860,694	\$26,143,921
Avg Boston Fire Lieutenant compensation FY2014 (proposed)	223	\$109,252	\$130,124	\$24,363,213	\$29,017,669
Avg Baltimore Fire Lieutenant Pay FY2014 (current)	187	\$69,220	\$79,698	\$12,944,152	\$14,903,555



Boston vs. Baltimore Average Officer's Compensation	Total employed	Avg Base Pay	Avg Gross Pay	Total Base Pay	Total Gross Pay
Avg Boston Firefighter compensation FY2014 (current)	1,141	\$74,974	\$89,112	\$85,545,170	\$101,676,280
Avg Boston Firefighter compensation FY2014 (proposed)	1,141	\$83,557	\$99,021	\$95,338,014	\$112,982,611
Avg Baltimore Firefighter compensation FY2014 (current)	737	\$53,629	\$60,514	\$39,524,406	\$44,598,568

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