

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 \$20.97 million in retroactive paychecks will be paid out this summer and \$71.43 million in extra compensation will be paid over the next three years, totaling \$92.4 million, in a way that disproportionately benefits highly paid administrators and supervisors. This informational report sets forth details about who will get how much.

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 FY2012, FY2013, and FY2014. It reportedly includes 3%, 3%, and 2% for FY2015, FY2016, and FY2017. 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 for calendar year 2013 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.

Pioneer's provided an analysis last week of the yet-to-be disclosed collective bargaining agreement, predicated on the application of \$92.39 million in compensation increases over the period of FY2011-FY2016. This revised analysis reflects further information indicating that the 1%, 2%, 3%, 3%, 3%, and 2% increases will respectively be applied to fiscal years 2012-2017, with an extra one-half percent added each year for hazardous duty pay, night time service pay, and career longevity incentives. This revised analysis is predicated on the same \$92.39 in total compensation, but paid over the period of FY2012-FY2017 rather than FY2011-FY2016, resulting in a lesser amount of retroactive compensation increases and a greater amount of future compensation increases, but equaling in the same total amount of \$92.39 million.

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

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

A total of 256 fire department supervisors and administrators will be paid more beginning in July 2014 than the Massachusetts State Fire Marshal, who earns \$137,985 per year, if the

agreement is approved. A total of 148 will be paid more than the Governor, who earns \$150,800.

Cumulatively, these officials will receive more than \$20 million in extra compensation as a result of the collective bargaining agreement, which will provide a total of \$92.4 million in extra compensation to all department employees.

	Name	TITLE	Calendar 2013 pre-contract	FY 2014 post-contract	FY 2017 post-contract
1	Finn, Joseph E.	Dep Fire Chief	\$202,383.48	\$225,080.46	238,532
2	Costin, Dennis B	Dist FireChiefAdmn	\$199,956.86	\$222,101.28	235,225
3	Doherty, Michael J.	Dep Fire Chief	\$199,631.81	\$221,635.27	234,676
4	Fontana, Gerard T.	Dep Fire Chief Admin	\$195,941.63	\$217,522.33	230,312
5	Dunbar, Stephen K	Dep Fire Chief	\$194,283.30	\$215,626.73	228,276
6	Shea, Bartholomew J	Dep Fire Chief Admin	\$193,517.85	\$214,535.10	226,991
7	Hasson, John	Dep Fire Chief Admin	\$193,478.78	\$214,446.33	226,873
8	Dunderdale, Robert	Dep Fire Chief	\$193,165.42	\$213,766.08	225,975
9	McNulty, Joseph G.	Fire Capt (Scuba) Adm	\$190,718.33	\$211,642.55	224,043
10	Granara, David Richard	Dep Fire Chief Admin	\$190,959.53	\$211,638.47	223,894
11	DiBenedetto, Richard J	Dep Fire Chief	\$188,212.46	\$209,049.54	221,399
12	Tully, Bernard J.	Dep Fire Chief	\$185,735.98	\$206,620.35	218,997
13	Fleming, Joseph M	Dep Fire Chief	\$183,569.04	\$204,536.16	216,962
14	Hocking, Michael E	Dist Fire Chief	\$183,132.21	\$203,758.69	215,983
15	Coppney, John T.	Dep Fire Chief Admin	\$182,724.99	\$202,791.56	214,684
16	Anderson, Edward A	Fire Captain Admn	\$182,205.73	\$202,405.20	214,376
17	Henderson, John	Supn (Bfd/Fad)	\$182,605.96	\$202,327.89	214,016
18	Calobrisi, Robert J.	Dep Fire Chief	\$181,264.56	\$201,494.82	213,484
19	Harrington, Ronald A	Dist Fire Chief	\$180,805.80	\$200,756.53	212,580
20	Burke, Paul T	District Fire Chief Admin	\$179,087.85	\$198,841.76	210,549
21	Holzendorf, Curtis	District FireChiefAdmn	\$177,592.47	\$196,856.96	208,274
22	Joseph, David W	District Fire Chief Admin	\$177,236.55	\$196,490.21	207,901
23	Smith, Douglas W	Dist Fire Chief	\$176,277.92	\$196,039.81	207,752
24	Fraser Jr., Roderick J	Commissioner (BFD)	\$175,000.00	\$194,956.79	206,784
25	Felton, Richard F.	Dist Fire Chief	\$172,901.23	\$191,946.39	203,233
26	Henderson, Stephen A	Wkg Frprs Elec Equip	\$171,538.01	\$190,812.77	202,236
27	Cahill, Gerard M	District Fire Chief Admin	\$170,732.13	\$189,477.71	200,587
28	Dowling, Robert L.	District Fire Chief-Tech	\$169,858.13	\$189,225.85	200,704
29	Walsh, Michael J	Fire Lieutenant Admin	\$170,011.31	\$188,891.34	200,080
30	Maughn, Reynold	Dist Fire Chief	\$170,301.51	\$188,763.50	199,705
31	Hoar, James J	Fire Captain Admin	\$168,617.89	\$187,872.17	199,283
32	Dempsey, John	Dist Fire Chief	\$168,981.68	\$187,577.80	198,599
33	Ruggere, Michael J	Dep Fire Chief Admin	\$168,879.10	\$187,412.83	198,397
34	Walsh, John Francis	Dist Fire Chief	\$168,070.78	\$186,974.21	198,177
35	Sifford, Phillip	Fire Lt Admn-Technician	\$168,420.99	\$186,902.86	197,856
36	McNeil, Stephen D	District Fire Chief-Tech	\$168,061.42	\$186,852.56	197,989
37	Brooks, Kevin P	Dist Fire Chief	\$167,563.61	\$186,409.38	197,578
38	Stallworth, Andre R	District Fire Chief-Tech	\$166,315.79	\$185,018.42	196,102
39	Pettaway, Erik C	Dist Fire Chief	\$166,302.88	\$184,839.36	195,825
40	McCormack, Martin P	Dist Fire Chief	\$165,771.41	\$184,384.54	195,416
41	Miller, Paul S	District Fire Chief-Tech	\$165,976.97	\$184,323.35	195,196
42	Price, Donald J	Dist Fire Chief	\$165,392.91	\$183,989.56	195,011
43	Byrne, Edward F	Prin Fire Alarm Operator	\$165,613.09	\$183,985.36	194,874
44	Feely, Michael G	Dist Fire Chief-Technician	\$164,797.45	\$183,531.66	194,634
45	Scigliano, Edward A	District Fire Chief Admin	\$164,846.23	\$182,683.43	193,255
46	Dewan, Paul C.	Electrical Equip Repairp	\$164,272.33	\$182,397.68	193,140
47	McMahon, Joseph G	Dist Fire Chief	\$163,645.49	\$182,041.95	192,945
48	Loneragan, James J	District Fire Chief-Tech	\$163,448.99	\$181,823.19	192,713
49	Waldron, Steven C	Fire Captain	\$164,180.82	\$181,813.44	192,263
50	McGrath, Robert J.	Fire Lieutenant	\$162,300.99	\$180,331.65	191,017

51	Donovan,Shawn M.	Fire Lieutenant-Tech	\$161,467.53	\$179,874.00	190,783
52	Shaffer,Steven E	District Fire Chief-Tech	\$161,398.21	\$179,825.38	190,746
53	Dolan,John P.	Fire Captain	\$160,762.13	\$178,651.18	189,253
54	O'Donnell,Brian C.	District Fire Chief Admin	\$160,699.37	\$178,346.65	188,805
55	Murphy,Steven M	FF (Master of Fire Boat)	\$160,270.44	\$178,128.74	188,712
56	Casper,Joseph	Fire Captain (Scuba Diver)	\$159,894.06	\$178,077.21	188,853
57	Neimann,Joseph	Dist Fire Chief	\$160,050.15	\$177,581.89	187,972
58	Quinn,Robert L.	Fire Lieutenant Admin	\$160,067.44	\$177,368.60	187,622
59	Earnest,Norman A	District Fire Chief Admin	\$159,889.56	\$177,280.95	187,588
60	Lorenz,Edward	Dist Fire Chief	\$159,244.84	\$176,601.99	186,889
61	Cushing,David J	Fire Captain Admin	\$158,165.30	\$175,360.16	185,551
62	Paschal,Stephen P	Dist Fire Chief	\$156,591.52	\$174,179.86	184,604
63	Stapleton,John	Dist Fire Chief	\$156,572.12	\$174,158.24	184,581
64	Keeley,Paul P	DistFChief-Tech	\$156,217.81	\$173,763.15	184,161
65	Jones,Francis G	District Fire Chief-Tech	\$156,041.59	\$173,566.74	183,953
66	Nichols,Emmet P	Dist Fire Chief	\$155,353.13	\$173,059.12	183,552
67	Baston,Henry	FF (Const Liaison Off)	\$155,511.79	\$172,817.43	183,074
68	Popp,Charles J.	Fire Lieutenant	\$155,342.05	\$172,541.53	182,735
69	Staunton,Robert M	Fire Captain Admin	\$154,717.57	\$171,763.12	181,865
70	Boyle,Kevin B.	Wkg Frprs Elec Equip	\$154,633.38	\$171,531.84	181,547
71	Hayes,Patrick S	EAP Coordinator	\$154,471.47	\$171,137.38	181,014
72	Magee,Richard B	District Fire Chief Admin	\$153,243.42	\$170,736.36	181,103
73	Kates,Michael R.	Fire Lieutenant Admin	\$152,690.78	\$170,120.41	180,450
74	Greene,James P	District Fire Chief-Tech	\$152,358.73	\$169,213.64	179,203
75	Whitman,Jeffrey M	Dist Fire Chief	\$151,945.85	\$169,125.72	179,307
76	Clifford,Peter J.	Asst Supn (Bfd/Fad)	\$151,730.72	\$169,050.36	179,315
77	Haines,James Francis	Fire Lieutenant Admin	\$151,239.93	\$168,158.01	178,184
78	Mackin,Christopher K.	FF (Mas Of F Boat)	\$150,894.06	\$168,117.85	178,325
79	Burke,Paul F	Fire Captain	\$150,568.42	\$167,503.94	177,541
80	Hogan,Gerald E	Dist Fire Chief	\$150,707.38	\$167,209.96	176,990
81	Verbitzki,Igor	Fire Captain	\$150,272.43	\$167,173.61	177,190
82	Keeley,Stephen F	Prin Fire Alarm Oper	\$149,898.83	\$167,008.60	177,149
83	Gallagher,John Michael	Fire Captain	\$150,540.48	\$166,976.84	176,718
84	Bruynell,James D	Fire Captain Admin	\$150,548.93	\$166,871.24	176,545
85	Dean,Ralph T.	FF (Mast of F Boat)	\$149,747.25	\$166,619.82	176,619
86	Raymond,Mark J.	Fire Captain	\$149,631.79	\$166,459.57	176,432
87	Bishop,George W	Dist Fire Chief	\$149,680.01	\$166,188.39	175,972
88	Keeley,Dennis L	District Fire Chief-Tech	\$148,506.77	\$165,168.71	175,043
89	Ross,Lada J	Fire Captain Administ	\$148,680.83	\$164,860.96	174,450
90	Marshall,Rodney O.	Fire Captain	\$147,816.91	\$164,544.77	174,458
91	Gomes,Daniel D	Fire Lieutenant Admin	\$147,789.39	\$164,176.76	173,889
92	Brienza,Horacio D.	Fire Captain	\$147,007.71	\$163,642.86	173,502
93	Harrison,David C	Fire Captain	\$146,847.47	\$163,607.67	173,541
94	Spence,Michael G	FF (Training Instruc)	\$146,800.09	\$163,107.69	172,772
95	Foley,Irene M.	Fire Captain Admin	\$146,245.50	\$162,936.74	172,829
96	Mandeville,Mark	Gen Frprs -Alarm Const	\$146,662.81	\$162,631.06	172,095
97	Tully,Brian P	Fire Captain	\$145,896.55	\$162,296.85	172,016
98	Brooks,Joseph F.	Radio Supv (Bfd)	\$146,105.54	\$162,125.57	171,620
99	Holt,Thomas E	Fire Captain Admin	\$146,094.57	\$161,979.32	171,393
100	Henry,Brian	FF (Mas Of F Boat)	\$145,542.66	\$161,964.95	171,698
101	Pilato,Garry P.	Fire Captain-Technician	\$144,943.07	\$161,485.10	171,289
102	Stafford,Barry F.	Prin Fire Alarm Operator	\$145,055.04	\$161,358.50	171,021
103	Hutchinson,Paul J	Fire Captain	\$145,300.52	\$161,274.03	170,741
104	Murray,Thomas J.	Fire Lieutenant Admin	\$144,679.35	\$160,904.76	170,521
105	Linnell,Sean	Fire Captain	\$144,008.55	\$160,193.44	169,785
106	Buchanan,Michael	FF (Mas Of F Boat)	\$143,953.25	\$160,162.05	169,768
107	Papineau,Charles J	Fire Captain	\$143,332.02	\$159,689.48	169,384
108	Doyle,James M	Fire Captain	\$142,943.39	\$159,004.93	168,524
109	Murphy,Joseph W.	Chemist	\$142,661.34	\$158,941.97	168,591
110	Harrison,Karen T.	Prin Fire Alarm Operator	\$143,082.73	\$158,908.84	168,288
111	Goglia,William J	Dist Fire Chief	\$142,852.11	\$158,866.43	168,357
112	O'Brien,Mark J	Fire Captain	\$142,667.21	\$158,697.11	168,197
113	Sloane,Christopher	Fire Captain	\$142,540.67	\$158,557.39	168,050
114	Keogh,Stephen W	Fire Captain	\$142,683.44	\$158,500.53	167,874
115	Lee,Quentin D	Fire Captain-AdvanceTech	\$142,175.11	\$158,148.70	167,615
116	Noonan,John H	FF (Mas Of F Boat)	\$142,031.75	\$158,020.42	167,496

117	Daly,Stephen F.	Fire Captain	\$141,788.96	\$157,718.25	167,159
118	Shea,Joseph D.	Dist Fire Chief	\$141,318.01	\$157,444.74	167,002
119	McGillis,Steven P	Fire Captain Admin	\$141,870.09	\$157,411.44	166,622
120	Keeley,John J	Fire Captain	\$141,564.82	\$157,397.17	166,780
121	Kelly,Colin P.	Fire Captain	\$141,467.03	\$157,360.32	166,779
122	Celona,Michael O.	Fire Captain	\$141,428.99	\$157,317.04	166,733
123	Callow,Richard K	Fire Captain	\$140,719.09	\$156,526.25	165,894
124	Mullane Jr.,Neal A	Fire Captain	\$140,371.60	\$156,389.91	165,883
125	Farrell,Thomas D	Fire Captain	\$140,770.82	\$156,367.98	165,612
126	McGovern,Ryan J.	Fire Lieutenant(ScubaDiv)	\$140,302.29	\$156,284.02	165,756
127	Fleming,John	Frpr-Lineperson&Cable Spl	\$140,698.39	\$156,047.83	165,145
128	Pfeil,David M.	Fire Lieutenant Admin	\$140,234.61	\$155,648.38	164,783
129	Estrella,Jose A	Fire Captain Admin	\$139,923.17	\$155,603.80	164,897
130	Murphy,Patrick D.	Fire Captain	\$138,954.34	\$154,810.29	164,207
131	Smith,Timothy	Fire Captain	\$139,053.39	\$154,669.72	163,925
132	Blake,Thomas J	Fire Captain	\$139,153.27	\$154,637.64	163,814
133	Provenzano,Joseph M	Fire Captain	\$138,800.12	\$154,387.00	163,624
134	Wahlen,Scott D	Fire Captain	\$138,628.49	\$154,197.02	163,424
135	Coppney,Sean E	Fire Captain	\$138,582.98	\$154,145.86	163,369
136	O'Brien,James G	FF (Training Instruc)	\$138,729.39	\$153,718.50	162,602
137	McCarthy,Kevin M	Fire Lieutenant	\$137,728.34	\$153,224.44	162,408
138	White,Edward J	Fire Lieutenant	\$137,674.90	\$153,164.44	162,344
139	Lasa,Santiago	Fire Lieut-AdvanceTech	\$137,649.98	\$153,139.10	162,319
140	Littleton,Van	Fire Captain	\$137,211.84	\$152,868.16	162,147
141	Burke,Christopher	Fire Captain	\$137,178.15	\$152,830.61	162,107
142	Dowling,Ralph Phillip	Fire Alarm Operator	\$137,132.71	\$152,779.97	162,053
143	Walsh,David John	Dist Fire Chief	\$137,260.39	\$152,671.12	161,804
144	Marshall,David C	Sr Fire Alarm Operator	\$136,842.67	\$152,456.70	161,710
145	Francis,Richard C	Fire Captain	\$136,407.12	\$151,971.25	161,195
146	Garry,Kevin B	Fire Captain	\$136,396.82	\$151,959.77	161,183
147	Cakridas,Peter G.	Dir-Transportation (BFD)	\$136,196.75	\$151,620.95	160,762
148	Dillon,Michael P.	Fire Captain	\$135,886.21	\$151,139.26	160,179
149	Carey,Michael B.	Fire Captain	\$135,116.96	\$150,533.29	159,670
150	Mitchell,Steven J.	Fire Lieutenant	\$134,951.90	\$150,224.45	159,276
151	Doyle,Robert J	FF Master Fire Boat Scuba	\$134,947.16	\$150,134.10	159,135
152	Smith,Darryl L	Fire Lieutenant Admin	\$135,041.30	\$150,119.21	159,055
153	Hayes,Robert E.	Fire Lieutenant Admin	\$134,975.12	\$149,621.48	158,302
154	Geswell,John J	Sr Fire Alarm Operator	\$134,499.74	\$149,375.22	158,191
155	Heelen,Brian P	Fire Captain	\$134,171.30	\$149,199.69	158,106
156	MacKin,Gregory J	District Fire Chief-Tech	\$134,087.46	\$149,097.49	157,993
157	Allen,Alston L.	FF(SOCBestTeam)	\$134,418.19	\$148,940.36	157,547
158	Benevelli,William F	FF (Scuba Diver)	\$133,656.41	\$148,771.59	157,730
159	Jordan,Adrian S	Fire Lt Admn- AdvanceTech	\$133,820.37	\$148,715.53	157,543
160	Lorenz,Frederick D	Fire Lieutenant Admin	\$133,121.96	\$148,309.73	157,311
161	Dennis,Marcus A	Fire Lieutenant	\$133,219.83	\$148,293.95	157,228
162	White,James Steven	Fire Lieutenant (Scuba)	\$133,090.78	\$148,191.88	157,141
163	Dimino,Vincent E.	Fire Lieutenant	\$133,307.65	\$148,105.57	156,875
164	Lorenz,Frederick D	FF (Training Instruc)	\$133,069.05	\$148,068.61	156,958
165	Fall,Gregory J	Fire Captain-Technician	\$133,101.12	\$148,003.41	156,835
166	Ortiz,Santos J.	Fire Lieutenant Tech	\$132,840.39	\$147,995.91	156,978
167	Hardiman,John P	Fire Lieutenant Admin	\$132,978.81	\$147,396.47	155,941
168	Welsh,James E.	Fire Captain-AdvanceTech	\$132,391.94	\$147,251.63	156,058
169	Gloria,Paul G	Fire Captain	\$132,158.24	\$147,235.61	156,171
170	Forristall,John J.	Fire Capt Advanced Tech	\$131,991.81	\$147,021.47	155,929
171	Feeney,James C	Fire Lieutenant	\$132,061.61	\$146,908.07	155,707
172	Whelan,Michael J	Fire Captain	\$131,803.47	\$146,840.19	155,752
173	Ellis,Patrick J	Fire Captain	\$131,805.71	\$146,592.17	155,355
174	Clifford,Diane L	Sr Fire Alarm Operator	\$131,291.10	\$146,269.13	155,146
175	Driscoll,Robert Paul	Fire Lieutenant Admin	\$131,964.63	\$146,266.10	154,742
176	Dorion,John P.	Wkg Frpr Linepr & Cable	\$131,509.45	\$146,177.50	154,870
177	Kelly,Sean F	Fire Lieutenant-Tech	\$131,053.42	\$145,784.63	154,515
178	Connell,David J	Fire Lieutenant Admin	\$131,292.87	\$145,737.22	154,298
179	MacDougall,Lawrence	Fire Lieutenant (Scuba)	\$130,752.47	\$145,668.79	154,509
180	Boyle,Scott R.	Fire Lieutenant (Scuba)	\$130,232.10	\$145,088.80	153,894

181	Fitzpatrick,Paul S	Fire Lieutenant Admin	\$130,158.10	\$145,006.33	153,806
182	Santangelo,Robert F	Fire Lieutenant (Scuba)	\$130,041.84	\$144,813.94	153,569
183	Doolin,Michael E.	Fire Lieutenant Admin	\$129,870.21	\$144,685.46	153,466
184	Collins,Vincent W.	Wkg Frpr Linepr & Cable	\$130,036.43	\$144,588.07	153,212
185	Osgood,Troy T	FF(Instructor)AdvTech	\$130,006.05	\$144,574.53	153,208
186	Luciano,Paul S	Fire Lieutenant	\$130,133.93	\$144,445.50	152,927
187	Roach,Joseph H	Fire Lieutenant-Tech	\$129,820.40	\$144,189.89	152,706
188	Rogier, Frank C	Fire Fighter-Technician	\$129,567.19	\$144,161.09	152,810
189	McCarey, Kevin	Frpr-Lineperson&Cable	\$129,850.48	\$144,017.01	152,413
190	Montoya,David J	Fire Lieutenant	\$129,394.83	\$143,935.78	152,553
191	Creary,Mel G.M.	Fire Lieutenant-Tech	\$129,188.21	\$143,896.68	152,614
192	Davis,Ralph E	EAP Counselor	\$129,512.54	\$143,657.01	152,040
193	Moran,John B.	Fire Lieutenant Admin	\$129,009.89	\$143,286.91	151,748
194	Montoya,Stephen M.	Fire Lieutenant	\$128,535.95	\$142,978.51	151,538
195	Clark,Jeffrey	Fire Lieutenant-Tech	\$128,440.36	\$142,805.39	151,319
196	Harris,Willie K	Fire Lieutenant	\$128,619.35	\$142,785.05	151,180
197	D'Agostino,Robert F.	Fire Alarm Operator	\$128,346.84	\$142,593.13	151,036
198	Semexant,Jean N	Fire Lieutenant	\$128,144.92	\$142,543.12	151,076
199	McCarthy,William F	Fire Lieutenant	\$127,948.39	\$142,323.63	150,843
200	Hoban,Paul V	Fire Lieutenant-Tech	\$127,585.46	\$141,919.37	150,414
201	Tierney,Michael E	Fire Lieutenant	\$127,394.23	\$141,705.99	150,188
202	McGillivray,Glenn D	Fire Lieutenant Tech	\$127,378.34	\$141,625.65	150,069
203	Hartigan,Brian Robert	Fire Lieutenant Tech	\$126,871.30	\$141,342.98	149,920
204	McGuirk,James L	Fire Lieutenant	\$127,188.28	\$141,288.83	149,645
205	Campbell,Glen A	Fire Lieutenant	\$127,120.63	\$141,150.74	149,466
206	Steiner,Richard F.	Fire Lieutenant Tech	\$126,716.78	\$141,142.12	149,691
207	Hobin, Gerard S.	Fire Lieutenant	\$126,838.32	\$141,086.39	149,530
208	Nee, Brian J	Fire Lieutenant	\$127,236.86	\$141,020.04	149,189
209	Harris,Levi	Fire Lieutenant Admin	\$126,426.45	\$140,627.34	149,043
210	McGuirk,William	Fire Lieutenant Tech	\$126,388.60	\$140,585.84	149,000
211	McDonald,John F	Fire Lieutenant	\$126,078.73	\$140,459.61	148,982
212	Kilroe,John M	Fire Lieutenant	\$126,283.53	\$140,405.80	148,775
213	Mattson,Erik J	Fire Captain	\$126,219.95	\$140,366.05	148,750
214	Hollien, Frederick J	Fire Lieutenant	\$125,967.02	\$140,335.11	148,850
215	Glasheen,Edward J	Fire Lieutenant Tech	\$126,175.65	\$140,318.97	148,701
216	Johnson,Rayshawn	Fire Lieutenant	\$126,126.47	\$140,293.87	148,690
217	Dubeau,John C	Fire Lieutenant	\$125,923.34	\$140,286.42	148,799
218	Smith,Daniel C.	EAP Counselor	\$126,309.11	\$140,269.21	148,543
219	McLean,Michael	Fire Lieutenant Admin	\$126,289.04	\$140,160.13	148,381
220	O'Brien,Anthony J	Fire Captain	\$125,999.28	\$140,151.23	148,538
221	MacDonald,Stephen F	Public Infor Officer	\$125,954.90	\$140,058.56	148,417
222	McManus,John J	Fire Lieutenant	\$125,799.73	\$140,023.28	148,453
223	MacDonald,Dennis A	Fire Lieutenant	\$126,092.01	\$139,940.53	148,148
224	Rodriguez,Jonathan	Fire Captain	\$125,577.48	\$139,757.53	148,161
225	Riley,James P	FF (EMS Coordinator)	\$125,426.64	\$139,704.18	148,166
226	Austin,William G	Fire Lieutenant	\$125,551.94	\$139,652.64	148,009
227	Doherty,Brian D	Fire Lieutenant	\$125,455.89	\$139,545.59	147,896
228	Jordan, Kevin M.	Fire Lieutenant	\$125,296.09	\$139,367.48	147,707
229	Donga,Paul M	Fire Prev Supv(Fire Eng)	\$125,347.57	\$139,207.24	147,421
230	Minehan,Joseph	Fire Lieutenant	\$124,933.71	\$139,183.42	147,628
231	Camarata,Guy J	Fire Lieutenant	\$124,919.62	\$139,167.71	147,612
232	Cardillo,Robert S	Fire Lieutenant	\$125,122.83	\$139,112.12	147,403
233	Anderson,Marcus	Fire Lieutenant	\$124,853.56	\$139,094.09	147,534
234	Corwin,Mark A	Fire Captain	\$125,049.94	\$139,093.38	147,416
235	Daye,Dwaine E	Fire Lieutenant	\$124,762.54	\$138,772.80	147,076
236	Dolan,Paul A.	Fire Lieutenant	\$124,740.88	\$138,748.66	147,050
237	Higginbottom,Darrell J	Fire Captain	\$124,734.18	\$138,742.07	147,044
238	Clougherty,Eileen C	Sr Fire Alarm Operator	\$124,519.40	\$138,721.64	147,139
239	Foley,Joseph	Fire Lieutenant	\$124,675.58	\$138,613.07	146,873
240	Messina,David J	Fire Lieutenant	\$124,439.32	\$138,413.43	146,695
241	Daniels,Harry W	Fire Lieutenant	\$124,225.15	\$138,393.68	146,791
242	Gibbons,Sean P.	Fire Lieutenant	\$124,414.36	\$138,385.61	146,666
243	Dean,Robert	Fire Lieutenant	\$124,432.05	\$138,375.81	146,640
244	O'Connor,Stephen K.	Fire Lieutenant	\$124,394.76	\$138,364.21	146,643
245	Woods,Patrick J	Fire Lieutenant	\$124,381.17	\$138,349.72	146,628
246	McCann,David W	Fire Lieutenant	\$124,302.61	\$138,260.18	146,532

247	Bergdoll, Edward D.	Fire Lieutenant	\$124,266.08	\$138,219.47	146,489
248	Dougherty, Thomas P	Fire Lieutenant	\$124,213.85	\$138,161.69	146,428
249	Marston, Ronald	District Fire Chief-Tech	\$124,550.22	\$138,150.64	146,211
250	Mitchell, Michael James	Fire Lieutenant	\$124,022.08	\$138,138.71	146,505
251	Flaherty Jr., Thomas P	Fire Lieutenant	\$124,122.27	\$138,060.50	146,321
252	Jerry, Christopher R.	Fire Lieutenant	\$124,096.13	\$138,031.37	146,290
253	Kirleis, Kathleen E.	ExecAsst(ChiefBureau)	\$124,048.92	\$137,994.56	146,259

If the collective bargaining agreement is approved as described, fire department employees will receive retroactive checks this summer totaling a whopping \$20,969,510 and additional increased compensation from FY2012-FY2017, including retroactive payments, of \$92.4 million. The following chart lists how that money will be split up by Boston Fire Department job classifications, showing the average retroactive payment and average total increase compensation for each. It demonstrates that firefighters rank near the bottom, and top officials and managers at the top.

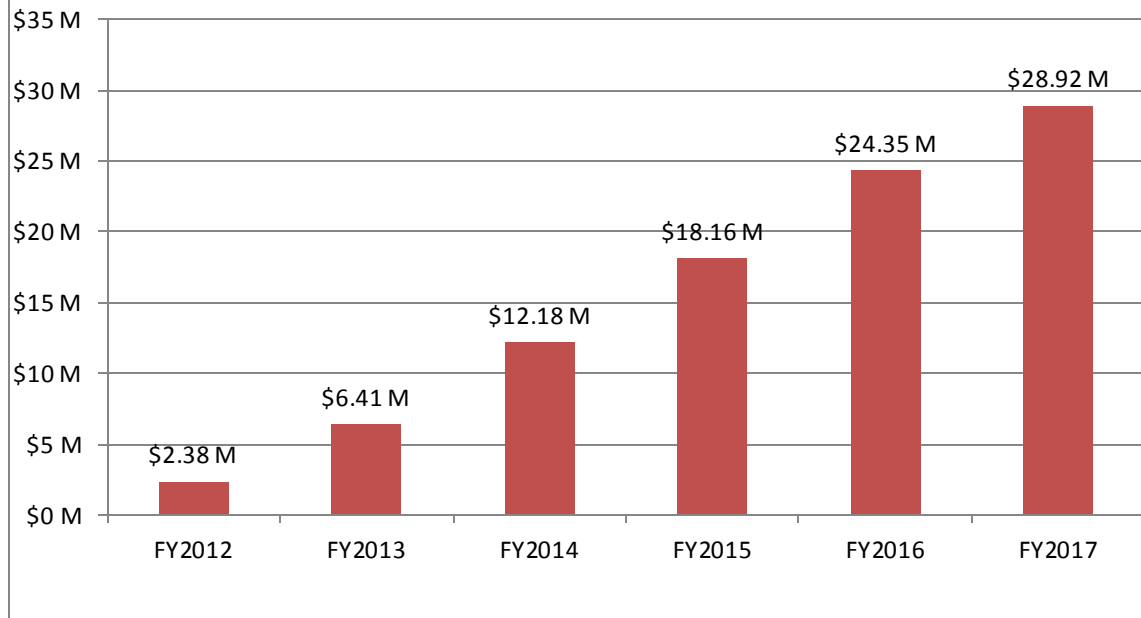
Boston Fire Department Title	Total	Avg retro payments	Avg total increased compensation
Dep Fire Chief	8	\$24,475	\$107,844
Fire Captain (Scuba Diver) Adm	1	\$24,161	\$106,464
District FireChiefAdmn-AdvTech	2	\$23,908	\$105,346
Dep Fire Chief Administration	6	\$23,642	\$104,174
Commissioner (BFD)	1	\$23,044	\$101,541
Supn (Bfd/Fad)	1	\$22,773	\$100,346
Fire Lt Admn-Technician	1	\$21,341	\$94,037
District Fire Chief Admin	7	\$21,135	\$93,128
Fire Captain (Scuba Diver)	1	\$20,996	\$92,517
Wkg Frprs Elec Equip Repairprs	2	\$20,885	\$92,026
FF (Master of Fire BoatDivMas)	1	\$20,621	\$90,864
DistFChief-Tech(LiaisonRetBd)	1	\$20,260	\$89,272
Asst Supn (Bfd/Fad)	1	\$19,999	\$88,123
FF (Constituent Liaison Off)	1	\$19,983	\$88,052
Prin Fire Alarm Operator	4	\$19,518	\$86,003
EAP Coordinator	1	\$19,244	\$84,797
Fire Captain Administration	9	\$19,219	\$84,685
FF (Mas Of F Boat)	5	\$19,103	\$84,173
Chemist	1	\$18,799	\$82,837
Radio Supv (Bfd)	1	\$18,499	\$81,511
FireLieutenant(ScubaDivTech	1	\$18,454	\$81,316
Gen Frprs-Fire Alarm Construct	1	\$18,439	\$81,248
District Fire Chief-Technician	15	\$18,204	\$80,215
Dist Fire Chief	29	\$18,018	\$79,395
Dir-Transportation (BFD)	1	\$17,811	\$78,479
Fire Captain-AdvanceTechnician	2	\$17,802	\$78,441
Electrical Equip Repairprs##	2	\$17,797	\$78,419
FF Master Fire Boat ScubaDiver	1	\$17,537	\$77,272
Fire Captain	56	\$17,238	\$75,957
Fire Lt Admn-AdvanceTechnician	1	\$17,200	\$75,788
Frpr-Lineperson&Cable Splicers	2	\$17,041	\$75,090
Fire Lieutenant Administration	24	\$16,989	\$74,859
FF(TrainigInstructor)AdvTech	1	\$16,822	\$74,125
Fire Lieutenant (Scuba Diver)	5	\$16,765	\$73,874
Fire Captain Admn-Advance Tech	3	\$16,380	\$72,178
Public Information Officer	1	\$16,286	\$71,760

ExecAsst(ChiefBureauOfAdmServ)	1	\$16,103	\$70,956
Fire Prev Supv(Fire Prot Eng)	1	\$16,004	\$70,519
Sr Fire Alarm Operator	6	\$15,997	\$70,488
Fire Lieutenant-Technician	23	\$15,907	\$70,092
FF (FUI MajorCaseInvestigator)	1	\$15,874	\$69,948
FireAlarmOper.(TrainingOfficr)	1	\$15,745	\$69,376
FF(SOCBestTeam)-AdvTechnician	3	\$15,627	\$68,858
EAP Counselor	4	\$15,298	\$67,408
Exec Asst (Dir.of HR)	1	\$15,054	\$66,332
Fire Lieutenant	154	\$15,038	\$66,262
FIU Armorer	1	\$15,036	\$66,255
FF (Scuba Diver)	5	\$14,982	\$66,014
FF (LEPC Title3 Insp)	1	\$14,889	\$65,605
Fire Lieutenant Liaison Ret Bd	1	\$14,817	\$65,287
Fire Lieutenant-AdvanceTech	6	\$14,653	\$64,567
FF (Frst Mar Eng Di)	1	\$14,610	\$64,378
Wkg Frpr Linepr & Cablesplcer	6	\$14,457	\$63,702
Radio Operator (Bfd)	1	\$14,430	\$63,585
FF (FPD Special Hazards Insp)	3	\$14,406	\$63,476
Inside Wireperson	4	\$14,240	\$62,746
FF (Auto Arson Unit)	1	\$14,171	\$62,441
Dep Comm-Planning&Organization	1	\$14,019	\$61,773
FF (Female FF Liaison Officer)	1	\$14,004	\$61,705
FIU Supervisor Photo Unit	1	\$13,899	\$61,243
FIU Digital Lab Supervisor	1	\$13,648	\$60,136
FF (NFIRS Program Manager)	1	\$13,595	\$59,903
Prin Data Proc Systems Analyst	1	\$13,481	\$59,404
FF (FPD Night Division Inspec)	5	\$13,414	\$59,108
FF(SOC Equip & Logistic Mangr)	1	\$13,356	\$58,850
FF Paid Detail Officer	2	\$12,972	\$57,159
Lineperson	4	\$12,963	\$57,120
Assoc Inspec Engineer (Fire)	3	\$12,866	\$56,691
FF(FPD Place of Assembly Insp)	6	\$12,828	\$56,526
Fire Alarm Operator	19	\$12,793	\$56,368
Exec Asst	1	\$12,737	\$56,122
FF (Training Instruc)	10	\$12,697	\$55,946
Fire Fighter-Technician	131	\$12,561	\$55,348
Sr Data Proc Sys Anl (Fire)	1	\$12,463	\$54,914
Mask Repair Specialist	2	\$12,351	\$54,424
Sr Data Proc Sys Anl	4	\$12,317	\$54,275
Fire Captain-Technician	5	\$12,229	\$53,885
FF (Inct Comnd Sp) DEP	8	\$12,117	\$53,390
Fire Fighter (InctComndSp) DFC	28	\$12,054	\$53,113
Fire Fighter-AdvanceTechnician	26	\$12,017	\$52,949
FF ICT DFC (Scuba Diver) Tech	1	\$11,444	\$50,425
FF (FPD Insp Lev1 Certification)	10	\$11,417	\$50,309
Exec Asst Commissioner	1	\$11,265	\$49,638
Fire Fighter	861	\$11,209	\$49,392
Gen Main Mech Frprs(Cfm)##	3	\$10,518	\$46,346
FF (EMS Coordinator)	2	\$10,404	\$45,845
Chief of Boston Fire Dept.	1	\$10,176	\$44,839
Prin Admin Asst	5	\$10,134	\$44,656
Mtr Eq Rprsr ClasslBPDFleetBFD	3	\$10,102	\$44,512
FF (FPD Insp Lev2 Certification)	2	\$9,838	\$43,352
Prin Accountant	1	\$9,121	\$40,190
Gen Maint Mech Frprs##	2	\$9,035	\$39,809
Management Analyst	2	\$8,656	\$38,143
FF(IncidentCommandSpec)DFC-Tec	10	\$8,595	\$37,871
Sr Admin Asst (Fire)	9	\$8,546	\$37,657
Wkg Frprs Machinist	1	\$8,283	\$36,499
Fleet Safety Coord	2	\$7,781	\$34,287
Radio Repairperson (Bfd)	1	\$7,766	\$34,219
Admin Asst	4	\$7,736	\$34,088

Sr Admin Asst	9	\$7,575	\$33,376
Wkg Frprs Battery Oper (Fire)	1	\$7,555	\$33,291
Sr Legal Asst (Fire Dpt)	1	\$7,509	\$33,086
Asst Prin accountant	3	\$7,496	\$33,029
FF (Asst Dive Mast)	2	\$7,459	\$32,868
Hvy Mtr Equip Repairperson BFD	5	\$7,452	\$32,836
MtrEquipRpprClassIBPDFleetBFD	1	\$7,037	\$31,009
WkgFrprsMech	1	\$6,759	\$29,783
Dep Fire Chief Adm-Tech-ADR	1	\$6,736	\$29,681
Collection Agent BFD FirePreve	1	\$6,704	\$29,541
Prin Storekeeper	1	\$6,616	\$29,151
Head Trainer	1	\$6,173	\$27,200
Gen Maint Mech	2	\$6,106	\$26,904
Sr Sign Painter & Letterer##	1	\$5,984	\$26,370
Admin Anl	2	\$5,931	\$26,135
Chaplain In Charge (Fire Dept)	1	\$5,881	\$25,915
Data Proc Sys Analyst	2	\$5,690	\$25,070
Admin Secretary	2	\$5,570	\$24,541
Maint Mech Plumber(Journeyprs)	1	\$5,417	\$23,868
Chief Telephone Operator	1	\$5,345	\$23,550
FF (Procurement Offcr)	1	\$5,057	\$22,283
Maint Mech (Painter)##	1	\$4,953	\$21,824
Head Clerk	11	\$4,758	\$20,964
Maint Mech - HVAC Technician	1	\$4,722	\$20,808
Data Proc Equip Tech	2	\$4,596	\$20,252
Fire Fighter ICT DEP - ADR	2	\$3,144	\$13,853
Fire Captain Admin-ADR	2	\$2,605	\$11,480
Chaplain (Fire Dept)	2	\$1,552	\$6,840
Fire Lt Advance Tech-ADR	1	\$1,225	\$5,396
Student Intern	2	\$1,186	\$5,227
Fire Lieutenant Admin-ADR	2	\$1,078	\$4,752
Prin Clerk	1	\$526	\$2,319
District Fire Chief-ADR	1	\$440	\$1,937
FF Paid Detail Officer - ADR	1	\$418	\$1,841
FF Master of the Fire Boat-ADR	3	\$112	\$493
Fire Lieutenant-ADR	5	\$92	\$407
FF (ICT) DFC Technician-ADR	1	\$89	\$392
Exc Asst to the Fire Comm-ADR	1	\$86	\$381
FF (FPDInspLevl1Certfctn)-ADR	1	\$32	\$140
TOTAL	1,689	\$20,969,516	\$92,398,817

The following graph shows how much of the \$92.4 million is attributed to the respective years of the contract, including retroactive periods.

**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 compares Boston's compensation levels for fire department deputy chiefs, district chiefs, captains, lieutenants, and fire fighters with those of Baltimore. Baltimore and Boston are similar in population, with 621,342 and 636,479 residents respectively.

**Effect of Boston's retroactive FY2013 pay raises on
base salaries of fire department employees compared
to Baltimore's**



	Baltimore	Boston
■ Deputy Chief	\$130,800	\$176,441
■ District Chief	\$95,193	\$162,118
■ Captain	\$80,615	\$123,452
■ Lieutenant	\$69,328	\$108,697
■ Firefighter	\$61,501	\$85,368

Pioneer Institute is committed to transparency in public contracting, especially for contracts of this magnitude and long-term significance.