

Office of Economic Opportunity & Inclusion

- Office of Economic Opportunity & Inclusion 211
 - Consumer Affairs & Licensing213
 - Consumer Licensing219
 - Consumer Affairs220
 - Licensing Board.....221
 - Office of Economic Opportunity & Inclusion..... 223
 - Economic Development.....229
 - Equity & Inclusion.....230
 - Small & Local Business231
 - Office of Tourism233
 - Tourism Administration.....238
 - Film & Special Events.....239
 - Tourism240
 - Supplier Diversity243
 - Supplier Diversity Administration..... 247

Office of Economic Opportunity & Inclusion

Segun Idowu, Chief of Economic Opportunity & Inclusion

Cabinet Mission

The mission of the Economic Opportunity & Inclusion Cabinet is to lead a broad effort to streamline and support areas of focus that contribute to Boston's economy including tourism, jobs and employment, business development, and real estate development. The cabinet will concern itself with increasing transparency and promoting accessibility for all Bostonians, especially women- and minority-owned businesses and local businesses, to share in and benefit from the economic boom in Boston.

Operating Budget	Total Actual '22	Total Actual '23	Total Approp '24	Total Budget '25
Consumer Affairs & Licensing	1,651,422	1,784,281	1,959,730	1,996,324
Office of Economic Opportunity & Inclusion	3,874,923	5,263,994	6,592,766	7,052,538
Office of Tourism	2,032,211	1,093,248	1,799,102	1,867,926
Supplier Diversity	0	0	2,905,378	2,329,271
Total	7,558,555	8,141,522	13,256,977	13,246,058

External Funds Expenditures	Total Actual '22	Total Actual '23	Total Approp '24	Total Budget '25
Consumer Affairs & Licensing	72,866	75,000	78,595	81,957
Office of Economic Opportunity & Inclusion	3,360,525	4,036,937	5,155,695	5,579,712
Office of Tourism	0	0	150,000	150,000
Total	3,433,391	4,111,937	5,384,291	5,811,669

Consumer Affairs & Licensing Operating Budget

Kathleen Joyce, Director, Appropriation 114000

Department Mission

The Consumer Affairs & Licensing Department contributes to the overall mission of improving the quality of life in the City of Boston by maintaining safety and order in the restaurant community through the licensing of entertainment activities and monitoring compliance with relevant laws. The office also educates and mediates on behalf of Boston area consumers in order to facilitate successful resolution of consumer related complaints. The Licensing Board grants and regulates various types of alcohol, food licenses and other licenses for restaurants, nightclubs, private clubs, liquor stores. The Licensing Board consists of 3 Commissioners appointed by the Mayor. Boston Police officers support the office and report violations of the alcoholic and other laws of the Commonwealth. The Licensing Board holds hearings on these violations and issues penalties.

Selected Performance Goals

Consumer Licensing

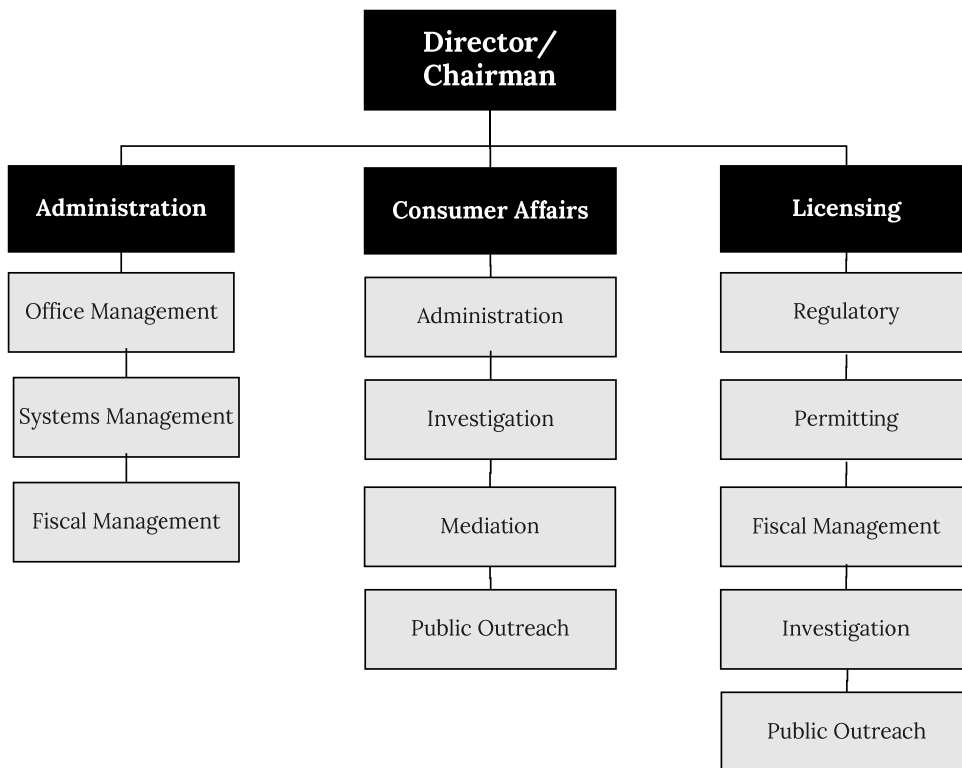
- Increase Diversity in COB Workforce.
- Optimize our talent acquisition process to hire great talent to fill vacancies.
- To process applications and issue Cannabis licenses.
- To process applications and issue Common Victualler licenses.
- To process applications and issue entertainment licenses or other licenses.

Operating Budget	Program Name	Total Actual '22	Total Actual '23	Total Approp '24	Total Budget '25
	Consumer Licensing	667,104	692,196	740,988	634,585
	Consumer Affairs	67,368	77,030	76,104	55,467
	Licensing Board	916,950	1,015,055	1,142,638	1,306,272
	Total	1,651,422	1,784,281	1,959,730	1,996,324

External Funds Budget	Fund Name	Total Actual '22	Total Actual '23	Total Approp '24	Total Budget '25
	Local Consumer Aid Fund	72,866	75,000	78,595	81,957
	Total	72,866	75,000	78,595	81,957

Operating Budget		Actual '22	Actual '23	Approp '24	Budget '25
	Personnel Services	1,586,845	1,749,988	1,916,921	1,943,517
	Non Personnel	64,577	34,293	42,809	52,807
	Total	1,651,422	1,784,281	1,959,730	1,996,324

Consumer Affairs & Licensing Operating Budget



Authorizing Statutes

- Enabling Legislation, CBC Ord. §§ 15-5.1-15-5.2.
- Dancing Halls, M.G.L.A. c. 136, § 4.
- Commonly Used Provisions, M.G.L.A. c.140, §§ 177A, 181, 183A, 185H.
- Theatrical Exhibitions and Public Amusements, CBC Ord. §§ 17-13.1-17-13.5.
- Consumer Protection, M.G.L.A. c.93A, § 9.
- 2014 Mass. Acts ch. 287 ss. 71-75B, 84-85, 119,128,130-132 (Gives Mayor appointing authority) 2014 Mass. Acts ch. 287 ss. 71-75B, 84-85, 119,128,130-132 (Gives Mayor appointing authority).
- 2014 Mass. Acts ch. 312 ss. 1-2.
- 2015 Mass. Acts ch. 119 ss. 18-19,32-33.
- M.G.L.A. c. 138 ss. 12,14,15,17,23,34,64 67.
- M.G.L.A. c. 140 ss. 1-7,9-12,22-32,177, 185I.

Description of Services

The Consumer Affairs and Licensing Department is responsible for licensing and regulating all forms of entertainment, alcohol and food within Boston. The Office processes new applications and renewals, inspects premises, and holds hearings on licensing requests and violations. The Office also educates and mediates on behalf of Boston area consumers.

Department History

Personnel Services	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
51000 Permanent Employees	1,586,845	1,749,988	1,916,921	1,943,517	26,596
51100 Emergency Employees	0	0	0	0	0
51200 Overtime	0	0	0	0	0
51600 Unemployment Compensation	0	0	0	0	0
51700 Workers' Compensation	0	0	0	0	0
Total Personnel Services	1,586,845	1,749,988	1,916,921	1,943,517	26,596
Contractual Services	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
52100 Communications	14,085	5,446	6,720	5,620	-1,100
52200 Utilities	0	0	0	0	0
52400 Snow Removal	0	0	0	0	0
52500 Garbage/Waste Removal	0	0	0	0	0
52600 Repairs Buildings & Structures	0	0	0	0	0
52700 Repairs & Service of Equipment	660	1,595	900	900	0
52800 Transportation of Persons	804	4,877	8,149	8,424	275
52900 Contracted Services	30,511	2,032	6,370	8,170	1,800
Total Contractual Services	46,060	13,950	22,139	23,114	975
Supplies & Materials	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
53000 Auto Energy Supplies	0	0	0	0	0
53200 Food Supplies	0	0	0	0	0
53400 Custodial Supplies	0	0	0	0	0
53500 Med, Dental, & Hosp Supply	0	0	0	0	0
53600 Office Supplies and Materials	9,068	8,209	13,250	13,250	0
53700 Clothing Allowance	1,250	1,250	1,250	1,250	0
53800 Educational Supplies & Mat	0	0	0	0	0
53900 Misc Supplies & Materials	0	0	0	0	0
Total Supplies & Materials	10,318	9,459	14,500	14,500	0
Current Chgs & Oblig	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
54300 Workers' Comp Medical	3,271	1,310	0	0	0
54400 Legal Liabilities	0	0	0	0	0
54500 Aid To Veterans	0	0	0	0	0
54600 Current Charges H&I	0	0	0	0	0
54700 Indemnification	0	0	0	0	0
54800 Reserve Account	0	0	0	0	0
54900 Other Current Charges	4,928	8,580	6,170	5,773	-397
Total Current Chgs & Oblig	8,199	9,890	6,170	5,773	-397
Equipment	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
55000 Automotive Equipment	0	0	0	0	0
55400 Lease/Purchase	0	0	0	0	0
55600 Office Furniture & Equipment	0	0	0	0	0
55900 Misc Equipment	0	994	0	9,420	9,420
Total Equipment	0	994	0	9,420	9,420
Other	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
56200 Special Appropriation	0	0	0	0	0
57200 Structures & Improvements	0	0	0	0	0
58000 Land & Non-Structure	0	0	0	0	0
Total Other	0	0	0	0	0
Grand Total	1,651,422	1,784,281	1,959,730	1,996,324	36,594

Department Personnel

Title	Union Code	Grade	Position	FY25 Salary	Title	Union Code	Grade	Position	FY25 Salary	
Adm Asst	SU4	15	1.00	76,906	Head Administrative Clerk	SU4	14	3.00	195,018	
Admin Asst (Law)	SU4	16	1.00	83,318	Licensing Manager	SE1	07	1.00	98,306	
Board Mgr/Board Secretary	EXM	12	1.00	129,660	Prj Manager	MYO	08	1.00	89,728	
Commissioner (Cannabis Bd)	EXM	NG	6.00	187,714	Proj Director	MYO	11	1.00	111,029	
Commissioner (LBD)	CDH	NG	2.00	220,605	Project Mngr	EXM	05	1.00	57,456	
Consumer Advocate	MYG	18	1.00	53,467	Special Assistant	EXM	08	1.00	110,915	
Consumer Advocate	MYO	06	1.00	70,892	Sr Investigator	MYO	07	1.00	74,474	
Exec Asst	MYO	06	1.00	74,439	Staff Assistant II	MYO	06	1.00	53,467	
Exec Dir of Con Aff & Licensing	CDH	NG	1.00	150,412	Staff Asst IV	MYO	09	1.00	70,892	
					StaffAsst	MYO	03	1.00	53,467	
					Total				27	1,962,165
					Adjustments					
					Differential Payments				0	
					Other				56,350	
					Chargebacks				0	
					Salary Savings				-75,000	
					FY25 Total Request				1,943,515	

External Funds History

Personnel Services	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
51000 Permanent Employees	64,812	68,381	78,595	81,957	3,362
51100 Emergency Employees	0	0	0	0	0
51200 Overtime	0	0	0	0	0
51300 Part Time Employees	0	0	0	0	0
51400 Health Insurance	323	0	0	0	0
51500 Pension & Annuity	0	0	0	0	0
51600 Unemployment Compensation	0	0	0	0	0
51700 Workers' Compensation	0	0	0	0	0
51800 Indirect Costs	7,700	6,619	0	0	0
51900 Medicare	31	0	0	0	0
Total Personnel Services	72,866	75,000	78,595	81,957	3,362
Contractual Services	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
52100 Communications	0	0	0	0	0
52200 Utilities	0	0	0	0	0
52400 Snow Removal	0	0	0	0	0
52500 Garbage/Waste Removal	0	0	0	0	0
52600 Repairs Buildings & Structures	0	0	0	0	0
52700 Repairs & Service of Equipment	0	0	0	0	0
52800 Transportation of Persons	0	0	0	0	0
52900 Contracted Services	0	0	0	0	0
Total Contractual Services	0	0	0	0	0
Supplies & Materials	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
53000 Auto Energy Supplies	0	0	0	0	0
53200 Food Supplies	0	0	0	0	0
53400 Custodial Supplies	0	0	0	0	0
53500 Med, Dental, & Hosp Supply	0	0	0	0	0
53600 Office Supplies and Materials	0	0	0	0	0
53700 Clothing Allowance	0	0	0	0	0
53800 Educational Supplies & Mat	0	0	0	0	0
53900 Misc Supplies & Materials	0	0	0	0	0
Total Supplies & Materials	0	0	0	0	0
Current Chgs & Oblig	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
54300 Workers' Comp Medical	0	0	0	0	0
54400 Legal Liabilities	0	0	0	0	0
54600 Current Charges H&I	0	0	0	0	0
54700 Indemnification	0	0	0	0	0
54800 Reserve Account	0	0	0	0	0
54900 Other Current Charges	0	0	0	0	0
Total Current Chgs & Oblig	0	0	0	0	0
Equipment	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
55000 Automotive Equipment	0	0	0	0	0
55400 Lease/Purchase	0	0	0	0	0
55600 Office Furniture & Equipment	0	0	0	0	0
55900 Misc Equipment	0	0	0	0	0
Total Equipment	0	0	0	0	0
Other	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
56200 Special Appropriation	0	0	0	0	0
57200 Structures & Improvements	0	0	0	0	0
58000 Land & Non-Structure	0	0	0	0	0
Total Other	0	0	0	0	0
Grand Total	72,866	75,000	78,595	81,957	3,362

External Funds Personnel

Title	Union Code	Grade	Position	FY25 Salary	Title	Union Code	Grade	Position	FY25 Salary	
					Consumer Specialist & Outreach Coordinator	MYO	07	1.00	81,957	
					Total			1	81,957	
					Adjustments					
					Differential Payments					0
					Other					0
					Chargebacks					0
					Salary Savings					0
					FY25 Total Request					81,957

Program 1. Consumer Licensing

Kathleen Joyce, Manager, Organization 114100

Program Description

The Licensing Program maintains safety and order throughout the City neighborhoods by licensing entertainment activities and maintaining compliance with relevant laws. The Licensing Division processes new applications and renewals, inspects premises and holds hearings on licensing requests and violations. The Licensing Division works closely with the Boston Police Department and neighborhood organizations.

Operating Budget	Actual '22	Actual '23	Approp '24	Budget '25
Personnel Services	654,299	682,338	731,753	627,931
Non Personnel	12,805	9,858	9,235	6,654
Total	667,104	692,196	740,988	634,585

Performance

Goal: Increase Diversity in COB Workforce

Performance Measures	Actual '22	Actual '23	Projected '24	Target '25
% of employees who are people of color		42%	41%	50%
% of employees who are women		77%	82%	40%

Goal: Optimize our talent acquisition process to hire great talent to fill vacancies

Performance Measures	Actual '22	Actual '23	Projected '24	Target '25
Time to Fill (avg business days)				60

Goal: To process applications and issue Cannabis licenses

Performance Measures	Actual '22	Actual '23	Projected '24	Target '25
# of cannabis licenses approved		21	20	20

Goal: To process applications and issue Common Victualler licenses

Performance Measures	Actual '22	Actual '23	Projected '24	Target '25
# of common victualler licenses approved	42	43	71	75

Goal: To process applications and issue entertainment licenses or other licenses

Performance Measures	Actual '22	Actual '23	Projected '24	Target '25
# of live entertainment licenses approved	24	15	90	85
# of non live entertainment licenses approved	51	65	90	85

Program 2. Consumer Affairs

Kathleen Joyce, *Manager*, Organization 114200

Program Description

The Consumer Affairs Program educates, advocates and mediates on behalf of Boston consumers. The office monitors businesses to deter unfair and deceptive business practices affecting consumers and serves as a resource to the Mayor's Office on consumer issues. The office works closely with the Office of the Attorney General.

Operating Budget	Actual '22	Actual '23	Approp '24	Budget '25
Personnel Services	67,368	75,769	75,052	53,713
Non Personnel	0	1,261	1,052	1,754
Total	67,368	77,030	76,104	55,467

Program 3. Licensing Board

Kathleen Joyce, Manager, Organization 114300

Program Description

The Licensing Program regulates all licenses for retail sales of alcoholic and non-alcoholic beverages, restaurant food, and lodgings. The Licensing Board conducts business hearings, disciplinary hearings, and public meetings. This program performs outreach to the community to inform citizens of the work of the Licensing Board.

Operating Budget	Actual '22	Actual '23	Approp '24	Budget '25
Personnel Services	865,178	991,881	1,110,116	1,261,873
Non Personnel	51,772	23,174	32,522	44,399
Total	916,950	1,015,055	1,142,638	1,306,272

External Funds Projects

Local Consumer Aid Fund Grant

Project Mission

This grant from the Massachusetts Attorney General's Office is issued annually to the Mayor's Office of Consumer Affairs and Licensing for mediation and resolution of consumer complaints for residents of the City of Boston.

Office of Economic Opportunity & Inclusion Operating Budget

Segun Idowu, Chief of Economic Opportunity and Inclusion, Appropriation 182000

Department Mission

The mission of the Office of Economic Development & Inclusion is to increase accessibility for all Bostonians to share in and benefit from the economic boom in Boston. This includes increasing construction employment opportunities for Boston's residents, minorities and women as well as advocating on behalf of minority and women-owned business enterprises (MWBES) and small and Boston-based business enterprises (SLBEs) to help them compete for City contracts.

Selected Performance Goals

Economic Development

- Increase Diversity in COB Workforce.
- Optimize our talent acquisition process to hire great talent to fill vacancies.

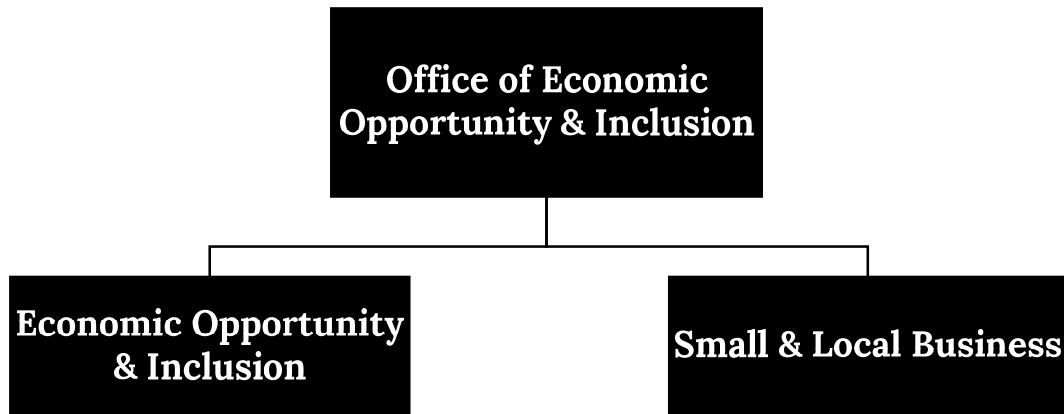
Optimize our talent acquisition process to hire great talent to fill vacancies.

Operating Budget	Program Name	Total Actual '22	Total Actual '23	Total Approp '24	Total Budget '25
	Economic Development	2,072,221	2,036,426	2,171,186	2,826,762
	Equity & Inclusion	12,054	897	0	0
	Small & Local Business	1,790,649	3,226,670	4,421,580	4,225,775
	Total	3,874,924	5,263,993	6,592,766	7,052,536

External Funds Budget	Fund Name	Total Actual '22	Total Actual '23	Total Approp '24	Total Budget '25
	Accelerating Climate Resilience	0	0	27,500	17,500
	Boston Cannabis Equity Fund	15,000	638,693	783,108	553,894
	CDBG	3,052,317	2,101,020	3,577,587	4,203,551
	CDBG – COVID-19 Response	2,300	0	0	137,267
	Commercial Acquisition Assistance	0	0	400,000	300,000
	EDIC	0	20,522	50,000	50,000
	Neighborhood Development Fund	290,909	1,276,703	317,500	317,500
	Total	3,360,526	4,036,937	5,155,695	5,579,712

Operating Budget		Actual '22	Actual '23	Approp '24	Budget '25
	Personnel Services	1,453,440	2,068,834	2,662,353	2,712,124
	Non Personnel	2,421,483	3,195,159	3,930,412	4,340,412
	Total	3,874,924	5,263,993	6,592,766	7,052,536

Office of Economic Opportunity & Inclusion Operating Budget



Description of Services

The Office of Economic Development helps support new business development, ensures pathways to careers and seeks to streamline business permitting and licensing. The Office monitors compliance with Equity & Inclusion to increase the level of Boston residents working on construction projects. The Jobs Bank assists Boston residents, minorities and women who are seeking construction employment and contractors who are seeking to employ Boston residents, minorities and women on monitored projects. The Small and Local Business Enterprise program assists City departments to contract with minority and women-owned businesses and small and Boston-based businesses. The Office provides outreach to minority, women, small and local businesses and assistance to City departments. It also monitors the performance of City departments and produces quarterly and annual performance reports. The Office promotes MWBE and SLBE participation on all City of Boston construction projects.

Department History

Personnel Services	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
51000 Permanent Employees	1,446,995	2,055,345	2,645,838	2,695,609	49,771
51100 Emergency Employees	6,442	6,863	16,516	16,516	0
51200 Overtime	3	6,626	0	0	0
51600 Unemployment Compensation	0	0	0	0	0
51700 Workers' Compensation	0	0	0	0	0
Total Personnel Services	1,453,440	2,068,834	2,662,353	2,712,125	49,771
Contractual Services	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
52100 Communications	17,035	16,592	18,336	20,225	1,889
52200 Utilities	0	0	0	0	0
52400 Snow Removal	0	0	0	0	0
52500 Garbage/Waste Removal	0	0	0	0	0
52600 Repairs Buildings & Structures	0	0	0	0	0
52700 Repairs & Service of Equipment	7,347	4,649	3,660	3,660	0
52800 Transportation of Persons	4,429	29,842	78,283	76,524	-1,759
52900 Contracted Services	2,327,070	2,962,042	3,554,000	4,104,000	550,000
Total Contractual Services	2,355,882	3,013,124	3,654,279	4,204,409	550,130
Supplies & Materials	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
53000 Auto Energy Supplies	0	0	0	0	0
53200 Food Supplies	5,000	49,629	35,000	35,000	0
53400 Custodial Supplies	0	0	0	0	0
53500 Med, Dental, & Hosp Supply	0	0	0	0	0
53600 Office Supplies and Materials	5,680	9,065	7,500	7,500	0
53700 Clothing Allowance	325	1,100	1,300	1,300	0
53800 Educational Supplies & Mat	0	0	0	0	0
53900 Misc Supplies & Materials	0	0	0	0	0
Total Supplies & Materials	11,005	59,795	43,800	43,800	0
Current Chgs & Oblig	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
54300 Workers' Comp Medical	0	0	0	0	0
54400 Legal Liabilities	0	0	0	0	0
54500 Aid To Veterans	0	0	0	0	0
54600 Current Charges H&I	0	0	0	0	0
54700 Indemnification	0	0	0	0	0
54800 Reserve Account	0	0	0	0	0
54900 Other Current Charges	46,723	74,675	223,844	83,714	-140,130
Total Current Chgs & Oblig	46,723	74,675	223,844	83,714	-140,130
Equipment	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
55000 Automotive Equipment	0	0	0	0	0
55400 Lease/Purchase	0	0	0	0	0
55600 Office Furniture & Equipment	1,395	16,404	0	0	0
55900 Misc Equipment	6,478	31,162	8,489	8,489	0
Total Equipment	7,873	47,566	8,489	8,489	0
Other	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
56200 Special Appropriation	0	0	0	0	0
57200 Structures & Improvements	0	0	0	0	0
58000 Land & Non-Structure	0	0	0	0	0
Total Other	0	0	0	0	0
Grand Total	3,874,924	5,263,993	6,592,766	7,052,536	459,771

Department Personnel

Title	Union Code	Grade	Position	FY25 Salary	Title	Union Code	Grade	Position	FY25 Salary	
Administ Assist	EXM	19	0.40	26,141	Operations Manager	EXM	25	0.40	41,046	
Advisor	EXM	10	1.00	129,836	Prin Admin Assistant	SE1	08	1.00	114,543	
Communications Director	EXM	10	1.00	102,971	Prin Admin Asst	MYO	08	1.00	89,728	
Design Services Manager	SU2	24	0.40	30,541	Prog Asst	SU2	19	1.20	90,585	
Dir Operations	EXM	11	1.00	128,900	Senior Business Manager	MYO	10	1.00	101,620	
Dir-Economic Development Policy	MYO	13	1.00	109,444	Spec Asst	MYN	NG	1.00	150,412	
Director	EXM	09	1.00	120,024	Special Assistant	EXM	08	1.00	77,298	
Director of Business Strategy	MYO	13	1.00	120,053	Sr Business Manager	SU2	23	0.80	81,700	
Economic Development Chief	CDH	NG	1.00	180,495	Sr Neigh Business Mgr	SU2	24	0.40	44,211	
International Partnerships Mgr	EXM	NG	1.00	97,135	Sr Program Manager	SU2	23	0.40	41,206	
Manager - Strategy	EXM	07	3.00	260,613	Staff Assist I	MYO	04	1.00	43,682	
Mgr of Const Rel & Soc Media	EXM	07	1.00	70,210	Staff Assistant I	MYO	05	1.00	48,218	
Mobile Enterprises Mgr	MYO	09	1.00	80,142	Staff Assistant II	MYO	06	1.00	74,439	
Neighborhood Business Manager	SU2	22	2.00	157,050	Staff Asst II	MYO	07	1.00	80,656	
					Total				28	2,692,899
					Adjustments					
					Differential Payments					0
					Other					102,710
					Chargebacks					0
					Salary Savings					-100,000
					FY25 Total Request					2,695,609

External Funds History

Personnel Services	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
51000 Permanent Employees	1,011,264	736,330	1,043,846	1,013,019	30,827
51100 Emergency Employees	0	0	7,500	7,500	0
51200 Overtime	0	0	0	0	0
51300 Part Time Employees	0	0	0	0	0
51400 Health Insurance	126,373	78,001	124,793	125,673	880
51500 Pension & Annuity	74,742	68,660	74,875	91,133	16,258
51600 Unemployment Compensation	0	0	0	0	0
51700 Workers' Compensation	0	0	0	0	0
51800 Indirect Costs	0	0	0	0	0
51900 Medicare	11,828	8,638	12,063	12,148	85
Total Personnel Services	1,224,207	891,629	1,263,077	1,249,473	13,604
Contractual Services	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
52100 Communications	0	0	0	0	0
52200 Utilities	0	0	0	0	0
52400 Snow Removal	0	0	0	0	0
52500 Garbage/Waste Removal	0	0	0	0	0
52600 Repairs Buildings & Structures	0	0	0	0	0
52700 Repairs & Service of Equipment	0	0	0	0	0
52800 Transportation of Persons	1,729	4,598	4,904	19,202	14,298
52900 Contracted Services	2,131,665	3,139,061	3,866,065	4,304,387	438,322
Total Contractual Services	2,133,394	3,143,659	3,870,969	4,323,589	452,620
Supplies & Materials	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
53000 Auto Energy Supplies	0	0	0	0	0
53200 Food Supplies	0	0	0	0	0
53400 Custodial Supplies	0	0	0	0	0
53500 Med, Dental, & Hosp Supply	0	0	0	0	0
53600 Office Supplies and Materials	0	0	0	0	0
53700 Clothing Allowance	2,925	1,650	1,650	1,650	0
53800 Educational Supplies & Mat	0	0	0	0	0
53900 Misc Supplies & Materials	0	0	0	0	0
Total Supplies & Materials	2,925	1,650	1,650	1,650	0
Current Chgs & Oblig	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
54300 Workers' Comp Medical	0	0	0	0	0
54400 Legal Liabilities	0	0	0	0	0
54600 Current Charges H&I	0	0	0	0	0
54700 Indemnification	0	0	0	0	0
54800 Reserve Account	0	0	0	0	0
54900 Other Current Charges	0	0	5,000	5,000	0
Total Current Chgs & Oblig	0	0	5,000	5,000	0
Equipment	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
55000 Automotive Equipment	0	0	0	0	0
55400 Lease/Purchase	0	0	0	0	0
55600 Office Furniture & Equipment	0	0	0	0	0
55900 Misc Equipment	0	0	0	0	0
Total Equipment	0	0	0	0	0
Other	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
56200 Special Appropriation	0	0	0	0	0
57200 Structures & Improvements	0	0	0	0	0
58000 Land & Non-Structure	0	0	0	0	0
Total Other	0	0	0	0	0
Grand Total	3,360,526	4,036,938	5,155,696	5,579,711	952,596

External Funds Personnel

Title	Union Code	Grade	Position	FY25 Salary	Title	Union Code	Grade	Position	FY25 Salary
Admin Manager	MYO	09	1.00	70,901	Operations Manager	EXM	25	0.60	62,777
Administ Assist	EXM	19	0.60	39,212	Prog Asst	SU2	19	1.80	135,877
Design Services Manager	SU2	24	0.60	45,811	Sr Business Manager	SU2	23	1.20	119,741
Neighborhood Business Manager	SU2	22	3.00	235,575	Sr Neigh Business Mgr	SU2	24	0.60	66,317
					Sr Program Manager	SU2	23	0.60	61,808
					Total			10	838,019
					Adjustments				
					Differential Payments				0
					Other				175,000
					Chargebacks				0
					Salary Savings				0
					FY25 Total Request				1,013,019

Program 1. Economic Development

Segun Idowu , *Manager*, Organization 182100

Program Description

The Economic Development Program will focus on fostering economic development in all of Boston’s neighborhoods through marketing Boston on a national and international scale; ensuring access to employment, pathways to careers, and strong job growth; streamlining licensing and permitting processes; and supporting small businesses.

Operating Budget	Actual '22	Actual '23	Approp '24	Budget '25
Personnel Services	1,292,740	1,548,605	1,725,039	1,852,694
Non Personnel	779,480	487,821	446,147	974,067
Total	2,072,221	2,036,426	2,171,186	2,826,762

Performance

Goal: Increase Diversity in COB Workforce

Performance Measures	Actual '22	Actual '23	Projected '24	Target '25
% of employees who are people of color		64%	61%	50%
% of employees who are women		58%	55%	40%

Goal: Optimize our talent acquisition process to hire great talent to fill vacancies

Performance Measures	Actual '22	Actual '23	Projected '24	Target '25
Time to Fill (avg business days)				60

Program 2. Equity & Inclusion

Vacant, Manager, Organization 182200

Program Description

The mission of Equity & Inclusion is to increase the employment opportunities for Boston's residents, minorities, and women. The Boston Residents Jobs Ordinance sets goals on construction-related projects funded by or approved by the City. The ordinance stated goals aim to have 51% of the work hours performed by Boston residents, 40% by people of color, and 12% by women on a trade-by-trade basis. The Equity & Inclusion program was moved to Office of Equity in FY22, then became its own department in FY23 as the Department of Supplier and Workforce Diversity. That department then divided into Supplier Diversity and Labor Compliance and Worker Protections in FY24.

Operating Budget	Actual '22	Actual '23	Approp '24	Budget '25
Personnel Services	0	0	0	0
Non Personnel	12,054	897	0	0
Total	12,054	897	0	0

Program 3. Small & Local Business

Aliesha Porcena, Manager, Organization 182300

Program Description

The Small and Local Business Program encourages, assists, and provides opportunities for minority and women-owned businesses and small and Boston-based businesses to participate in the City’s contracting arena as well as in the broader Boston area economy. The program assists City departments to increase both the number of City contracts and the dollars awarded to those businesses on goods and services contracts and construction contracts.

Operating Budget	Actual '22	Actual '23	Approp '24	Budget '25
Personnel Services	160,700	520,229	937,314	859,430
Non Personnel	1,629,950	2,706,441	3,484,266	3,366,345
Total	1,790,649	3,226,670	4,421,580	4,225,775

External Funds Projects

Boston Cannabis Equity Fund

Project Mission

The Boston Cannabis Equity Fund was established by the "Ordinance Establishing Equitable Regulation of the Cannabis Industry in the City of Boston." This fund will make resources and technical assistance available for equity applicants and licensees to establish and operate a cannabis business in the City of Boston.

CDBG

Project Mission

The Community Development Block Grant (CDBG) is an annual entitlement grant from the U.S. Department of Housing and Urban Development to the City of Boston designed to fund a variety of neighborhood development activities. At least 70 percent of CDBG funds must be used to benefit low- and moderate-income households. CDBG funds are used to produce and preserve affordable housing, revitalize neighborhood commercial districts, assist the renovation of non-profit facilities, improve vacant lots, promote and monitor fair housing activities, and assist non-profit organizations in the operation of emergency shelters, health care, child care, youth and adult literacy programs. CDBG funds cannot be used for general government services or to replace funding cuts from existing public service activities.

Neighborhood Development Fund

Project Mission

The Neighborhood Development Fund receives revenue from the repayment of Urban Development Action Grant (UDAG) loans to the City. Funds can be used for eligible HUD Title I activities which are somewhat less restrictive than CDBG regulations.

EDIC

Project Mission

Funded by the Economic Development and Industrial Corporation (EDIC), this program supports the operational needs of the Office of Economic Opportunity and Inclusion and supports departmental strategic initiatives.

Commercial Acquisition Assistance

Project Mission

Funded by the Barr Foundation, the Commercial Acquisition Assistance Program is a forgivable loan that supports small business owners in acquiring commercial property for their business operations, with the goal of addressing income and wealth disparities across Boston's neighborhoods while preventing the displacement of local, diverse small businesses.

Accelerating Climate Resilience

Project Mission

Funded by The Metropolitan Area Planning Council (MAPC), the goal of this program is to accelerate climate resiliency in Boston through the Building Climate Resilience Through Immersive Education and Training project.

Office of Tourism Operating Budget

John Borders IV, Director, Appropriation 416000

Department Mission

The mission of the Office of Tourism is to advance tourism in Boston and promote participation in public celebrations.

Selected Performance Goals

Tourism Administration

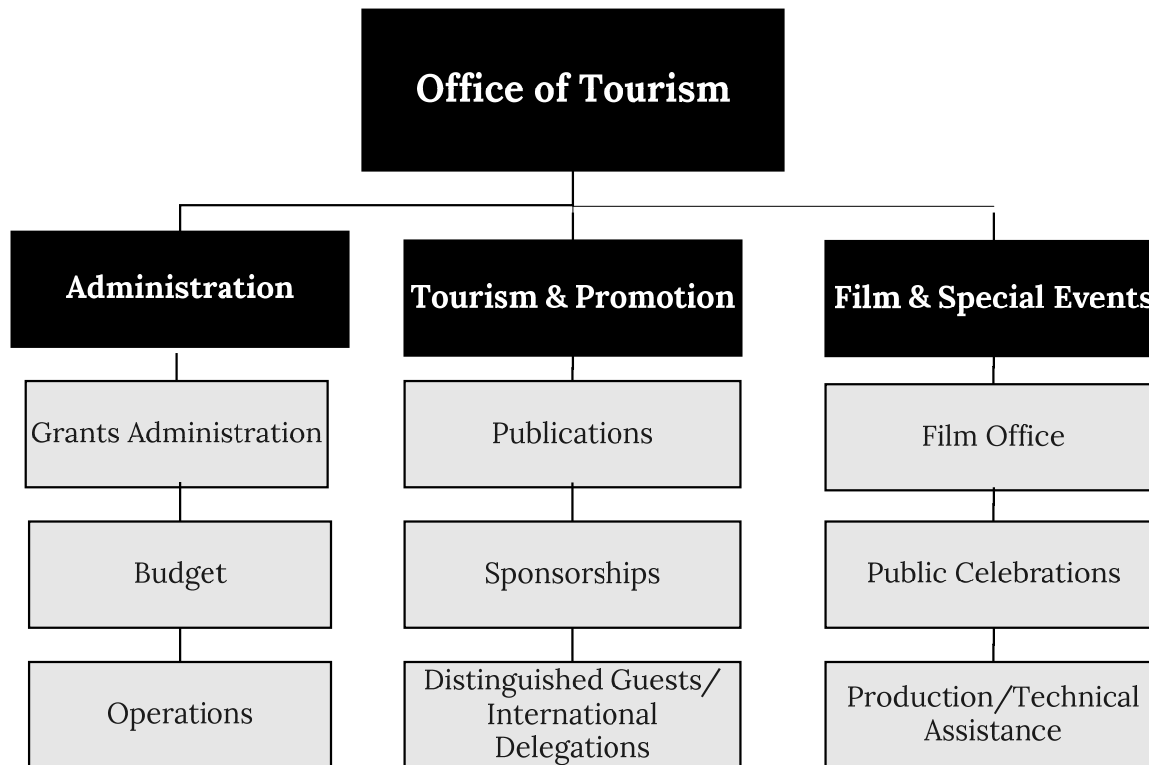
- Increase Diversity in COB Workforce.
- Optimize our talent acquisition process to hire great talent to fill vacancies.

Operating Budget	Program Name	Total Actual '22	Total Actual '23	Total Approp '24	Total Budget '25
	Tourism Administration	1,448,612	482,658	657,606	719,708
	Film & Special Events	479,177	573,575	925,748	994,624
	Tourism	104,422	37,013	215,748	153,593
	Total	2,032,211	1,093,248	1,799,102	1,867,926

External Funds Budget	Fund Name	Total Actual '22	Total Actual '23	Total Approp '24	Total Budget '25
	City Hall Plaza Fund	0	0	150,000	150,000
	Total	0	0	150,000	150,000

Operating Budget		Actual '22	Actual '23	Approp '24	Budget '25
	Personnel Services	731,367	700,403	1,059,480	1,133,104
	Non Personnel	1,300,843	392,844	739,623	734,821
	Total	2,032,210	1,093,247	1,799,103	1,867,925

Office of Tourism Operating Budget



Authorizing Statutes

- Enabling Legislation, CBC Ord. §§ 15-3.1-15-3.2.

Description of Services

The Office of Tourism serves Boston's residents, visitors, and the tourism industry in the following ways: producing year-round events including festivals, concerts, exhibitions, and public celebrations both downtown and in Boston's neighborhoods; supporting film and television production through Boston Film Bureau with permitting, location assistance, and coordination with local and state agencies; providing technical assistance to neighborhood based groups with event production; promoting Boston as a desirable destination for visitors, conventions, and family-oriented sporting events such as amateur collegiate, and Olympic tournaments.

Department History

Personnel Services	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
51000 Permanent Employees	711,682	692,168	960,668	1,072,270	111,602
51100 Emergency Employees	19,685	8,235	98,812	60,834	-37,978
51200 Overtime	0	0	0	0	0
51600 Unemployment Compensation	0	0	0	0	0
51700 Workers' Compensation	0	0	0	0	0
Total Personnel Services	731,367	700,403	1,059,480	1,133,104	73,624
Contractual Services	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
52100 Communications	18,140	14,181	18,400	18,400	0
52200 Utilities	0	0	0	0	0
52400 Snow Removal	0	0	0	0	0
52500 Garbage/Waste Removal	0	0	0	0	0
52600 Repairs Buildings & Structures	0	0	0	0	0
52700 Repairs & Service of Equipment	5,062	3,775	3,440	3,440	0
52800 Transportation of Persons	0	526	5,102	5,200	98
52900 Contracted Services	998,086	146,726	345,540	270,670	-74,870
Total Contractual Services	1,021,288	165,208	372,482	297,710	-74,772
Supplies & Materials	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
53000 Auto Energy Supplies	1,307	1,869	1,948	1,468	-480
53200 Food Supplies	2,677	6,621	14,500	14,500	0
53400 Custodial Supplies	0	0	0	0	0
53500 Med, Dental, & Hosp Supply	0	0	0	0	0
53600 Office Supplies and Materials	665	227	2,400	2,400	0
53700 Clothing Allowance	0	0	0	0	0
53800 Educational Supplies & Mat	0	0	0	0	0
53900 Misc Supplies & Materials	0	0	0	0	0
Total Supplies & Materials	4,649	8,717	18,848	18,368	-480
Current Chgs & Oblig	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
54300 Workers' Comp Medical	0	0	0	0	0
54400 Legal Liabilities	0	0	0	0	0
54500 Aid To Veterans	0	0	0	0	0
54600 Current Charges H&I	0	0	0	0	0
54700 Indemnification	0	0	0	0	0
54800 Reserve Account	0	0	0	0	0
54900 Other Current Charges	44,776	36,536	60,054	60,054	0
Total Current Chgs & Oblig	44,776	36,536	60,054	60,054	0
Equipment	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
55000 Automotive Equipment	0	0	0	0	0
55400 Lease/Purchase	0	11,244	22,489	22,489	0
55600 Office Furniture & Equipment	0	0	0	0	0
55900 Misc Equipment	30,274	10,489	2,000	22,000	20,000
Total Equipment	30,274	21,733	24,489	44,489	20,000
Other	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
56200 Special Appropriation	199,856	160,650	263,750	314,200	50,450
57200 Structures & Improvements	0	0	0	0	0
58000 Land & Non-Structure	0	0	0	0	0
Total Other	199,856	160,650	263,750	314,200	50,450
Grand Total	2,032,210	1,093,247	1,799,103	1,867,925	68,822

Department Personnel

Title	Union Code	Grade	Position	FY25 Salary	Title	Union Code	Grade	Position	FY25 Salary	
Admin Asst	MYO	03	1.00	56,142	Production/Stage Manager	MYO	05	1.00	68,173	
Coordinator (Special Events)	EXM	06	1.00	93,050	Staff Assist I	MYO	04	1.00	61,907	
Deputy Director of A & F	EXM	08	1.00	93,593	Staff Asst III	MYO	07	1.00	73,878	
Director	CDH	NG	1.00	130,357	Staff Asst IV	MYO	09	1.00	72,683	
Director	EXM	09	1.00	120,024	Staff Asst IV	MYO	12	1.00	99,756	
Mgr-Marketing&Vistors Srvc	MYO	09	1.00	96,493	Technical Manager	MYO	05	1.00	68,173	
					Total				12	1,034,229
					Adjustments					
					Differential Payments					0
					Other					38,042
					Chargebacks					0
					Salary Savings					0
					FY25 Total Request					1,072,271

External Funds History

Personnel Services	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
51000 Permanent Employees	0	0	0	0	0
51100 Emergency Employees	0	0	0	0	0
51200 Overtime	0	0	0	0	0
51300 Part Time Employees	0	0	0	0	0
51400 Health Insurance	0	0	0	0	0
51500 Pension & Annuity	0	0	0	0	0
51600 Unemployment Compensation	0	0	0	0	0
51700 Workers' Compensation	0	0	0	0	0
51800 Indirect Costs	0	0	0	0	0
51900 Medicare	0	0	0	0	0
Total Personnel Services	0	0	0	0	0
Contractual Services	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
52100 Communications	0	0	0	0	0
52200 Utilities	0	0	0	0	0
52400 Snow Removal	0	0	0	0	0
52500 Garbage/Waste Removal	0	0	0	0	0
52600 Repairs Buildings & Structures	0	0	0	0	0
52700 Repairs & Service of Equipment	0	0	0	0	0
52800 Transportation of Persons	0	0	0	0	0
52900 Contracted Services	0	0	50,000	0	-50,000
Total Contractual Services	0	0	50,000	0	-50,000
Supplies & Materials	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
53000 Auto Energy Supplies	0	0	0	0	0
53200 Food Supplies	0	0	0	0	0
53400 Custodial Supplies	0	0	0	0	0
53500 Med, Dental, & Hosp Supply	0	0	0	0	0
53600 Office Supplies and Materials	0	0	0	0	0
53700 Clothing Allowance	0	0	0	0	0
53800 Educational Supplies & Mat	0	0	0	0	0
53900 Misc Supplies & Materials	0	0	0	0	0
Total Supplies & Materials	0	0	0	0	0
Current Chgs & Oblig	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
54300 Workers' Comp Medical	0	0	0	0	0
54400 Legal Liabilities	0	0	0	0	0
54600 Current Charges H&I	0	0	0	0	0
54700 Indemnification	0	0	0	0	0
54800 Reserve Account	0	0	0	0	0
54900 Other Current Charges	0	0	0	0	0
Total Current Chgs & Oblig	0	0	0	0	0
Equipment	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
55000 Automotive Equipment	0	0	0	0	0
55400 Lease/Purchase	0	0	0	0	0
55600 Office Furniture & Equipment	0	0	0	0	0
55900 Misc Equipment	0	0	0	0	0
Total Equipment	0	0	0	0	0
Other	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
56200 Special Appropriation	0	0	100,000	150,000	50,000
57200 Structures & Improvements	0	0	0	0	0
58000 Land & Non-Structure	0	0	0	0	0
Total Other	0	0	100,000	150,000	50,000
Grand Total	0	0	150,000	150,000	0

Program 1. Tourism Administration

John Borders, Manager, Organization 416100

Program Description

The Administration Program provides administrative, financial, and personnel support for the department. The Program builds partnerships to support and strengthen the City's cultural life.

Operating Budget	Actual '22	Actual '23	Approp '24	Budget '25
Personnel Services	430,982	453,335	606,726	669,298
Non Personnel	1,017,630	29,323	50,880	50,410
Total	1,448,612	482,658	657,606	719,708

Performance

Goal: Increase Diversity in COB Workforce

Performance Measures	Actual '22	Actual '23	Projected '24	Target '25
% of employees who are people of color		36%	38%	50%
% of employees who are women		43%	46%	40%

Goal: Optimize our talent acquisition process to hire great talent to fill vacancies

Performance Measures	Actual '22	Actual '23	Projected '24	Target '25
Time to Fill (avg business days)				60

Program 2. Film & Special Events

Amy B. Yandle, *Manager*, Organization 416300

Program Description

The Film and Special Events program oversees the annual production of special events and public celebrations that celebrate and promote the City’s cultural and ethnic diversity along with Boston’s rich history and promotes Boston as a location for film and video productions by supporting the film and television industry’s work in the City.

Operating Budget	Actual '22	Actual '23	Approp '24	Budget '25
Personnel Services	224,923	227,681	282,855	367,313
Non Personnel	254,254	345,896	642,893	627,311
Total	479,177	573,577	925,748	994,624

Program 3. Tourism

Amy B. Yandle, *Manager*, Organization 416400

Program Description

The Tourism program oversees the department's promotional efforts, its sponsorships and its international relations.

Operating Budget	Actual '22	Actual '23	Approp '24	Budget '25
Personnel Services	75,462	19,387	169,898	96,493
Non Personnel	28,960	17,627	45,850	57,100
Total	104,422	37,013	215,748	153,593

External Funds Projects

City Hall Plaza Fund

Project Mission

The purpose of this fund is to purchase goods and services to support events and programming on and around City Hall Plaza to advance tourism and promote participation in public celebrations, civic, and cultural events from lease revenue received from the rental of City Hall Plaza.

Supplier Diversity Operating Budget

André Lima, Director, Appropriation 156000

Department Mission

The mission of the Department of Supplier Diversity is to increase the participation of small and diverse businesses in City contracts and procurement.

Selected Performance Goals

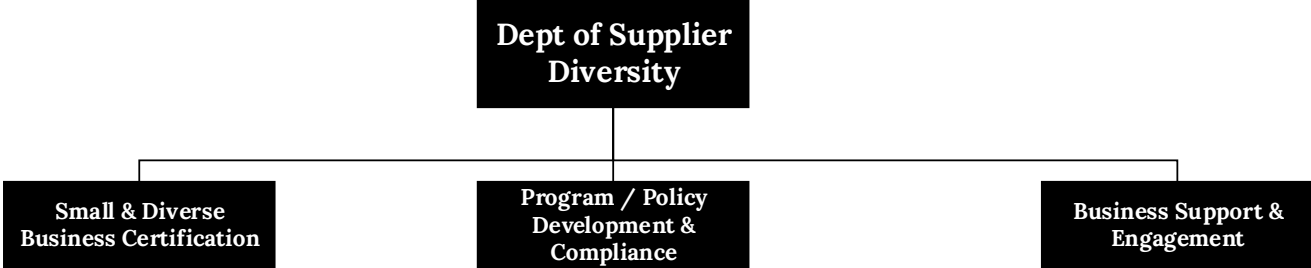
Supplier Diversity Administration

- Increase Diversity in COB Workforce.
- Optimize our talent acquisition process to hire great talent to fill vacancies.
- Develop Pathways to Overcome Income and Wealth Disparity

Operating Budget	Program Name	Total Actual '22	Total Actual '23	Total Approp '24	Total Budget '25
	Supplier Diversity Administration	0	0	2,905,378	2,329,271
	Total	0	0	2,905,378	2,329,271

Operating Budget		Actual '22	Actual '23	Approp '24	Budget '25
	Personnel Services	0	0	1,798,210	1,726,435
	Non Personnel	0	0	1,107,168	602,836
	Total	0	0	2,905,378	2,329,271

Supplier Diversity Operating Budget



Department History

Personnel Services	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
51000 Permanent Employees	0	0	1,798,210	1,726,435	-71,775
51100 Emergency Employees	0	0	0	0	0
51200 Overtime	0	0	0	0	0
51600 Unemployment Compensation	0	0	0	0	0
51700 Workers' Compensation	0	0	0	0	0
Total Personnel Services	0	0	1,798,210	1,726,435	-71,775
Contractual Services	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
52100 Communications	0	0	3,390	3,390	0
52200 Utilities	0	0	0	0	0
52400 Snow Removal	0	0	0	0	0
52500 Garbage/Waste Removal	0	0	0	0	0
52600 Repairs Buildings & Structures	0	0	0	0	0
52700 Repairs & Service of Equipment	0	0	600	600	0
52800 Transportation of Persons	0	0	10,368	15,536	5,168
52900 Contracted Services	0	0	1,082,400	572,400	-510,000
Total Contractual Services	0	0	1,096,758	591,926	-504,832
Supplies & Materials	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
53000 Auto Energy Supplies	0	0	0	0	0
53200 Food Supplies	0	0	1,000	1,000	0
53400 Custodial Supplies	0	0	0	0	0
53500 Med, Dental, & Hosp Supply	0	0	0	0	0
53600 Office Supplies and Materials	0	0	3,000	3,860	860
53700 Clothing Allowance	0	0	750	1,250	500
53800 Educational Supplies & Mat	0	0	0	0	0
53900 Misc Supplies & Materials	0	0	860	0	-860
Total Supplies & Materials	0	0	5,610	6,110	500
Current Chgs & Oblig	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
54300 Workers' Comp Medical	0	0	0	0	0
54400 Legal Liabilities	0	0	0	0	0
54500 Aid To Veterans	0	0	0	0	0
54600 Current Charges H&I	0	0	0	0	0
54700 Indemnification	0	0	0	0	0
54800 Reserve Account	0	0	0	0	0
54900 Other Current Charges	0	0	0	0	0
Total Current Chgs & Oblig	0	0	0	0	0
Equipment	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
55000 Automotive Equipment	0	0	0	0	0
55400 Lease/Purchase	0	0	0	0	0
55600 Office Furniture & Equipment	0	0	0	0	0
55900 Misc Equipment	0	0	4,800	4,800	0
Total Equipment	0	0	4,800	4,800	0
Other	FY22 Expenditure	FY23 Expenditure	FY24 Appropriation	FY25 Recommended	Inc/Dec 24 vs 25
56200 Special Appropriation	0	0	0	0	0
57200 Structures & Improvements	0	0	0	0	0
58000 Land & Non-Structure	0	0	0	0	0
Total Other	0	0	0	0	0
Grand Total	0	0	2,905,378	2,329,271	-576,107

Department Personnel

Title	Union Code	Grade	Position	FY25 Salary	Title	Union Code	Grade	Position	FY25 Salary
Admin Asst (M/Wbe)	SU4	16	2.00	144,390	Director	CDH	NG	1.00	125,344
Admin Manager	MYO	09	1.00	96,493	Executive Coordinator	SU4	18	1.00	100,773
Adminis Assistant	SU4	16	1.00	77,464	Prin Admin Asst	EXM	08	1.00	111,749
Deputy Director of A & F	EXM	08	1.00	77,298	Prin Research Analyst	SE1	06	5.00	350,143
Deputy Director	EXM	09	1.00	84,380	Sr Adm Anl	SE1	06	1.00	95,377
					Staff Asst IV	MYO	09	3.00	235,597
					Total			18	1,499,006
					Adjustments				
					Differential Payments				0
					Other				237,429
					Chargebacks				0
					Salary Savings				-10,000
					FY25 Total Request				1,726,435

Program 1. Supplier Diversity Administration

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Program Description

The Department of Supplier Diversity certifies businesses as minority business enterprises (MBEs), women business enterprises (WBEs), small business enterprises (SBEs), and small local business enterprises (SLBEs). The Supplier Diversity Program works to ensure that minority- and women-owned small businesses can thrive and grow in Boston through equitable access to City contracts. The department oversees initiatives that promote MWBE and SLBE participation in City of Boston contracts.

Operating Budget	Actual '22	Actual '23	Approp '24	Budget '25
Personnel Services	0	0	1,798,210	1,726,435
Non Personnel	0	0	1,107,168	602,836
Total	0	0	2,905,378	2,329,271

Performance

Goal: Increase Diversity in COB Workforce

Performance Measures	Actual '22	Actual '23	Projected '24	Target '25
% of employees who are people of color			88%	50%
% of employees who are women			50%	40%

Goal: Optimize our talent acquisition process to hire great talent to fill vacancies

Performance Measures	Actual '22	Actual '23	Projected '24	Target '25
Time to Fill (avg business days)				60

Goal: Develop Pathways to Overcome Income and Wealth Disparity

Performance Measures	Actual '22	Actual '23	Projected '24	Target '25
# of firms with an MBE certification added for the first time	75	68	25	24
# of firms with an MWBE certification added for the first time	69	62	20	24
# of firms with an SBE certification added for the first time	18	24	20	24
# of firms with an SLBE certification added for the first time	63	61	30	24
# of firms with an VBE certification added for the first time	5	3	1	10
# of firms with an WBE certification added for the first time	34	18	20	16
# of firms with any certification added for the first time	187	154	65	70

