



CITY OF BOSTON • MASSACHUSETTS

OFFICE OF THE MAYOR
MARTIN J. WALSH

October 31, 2019

Senator Michael Brady
Chair, Joint Committee on Public Service
State House, Room 416-A
Boston, MA 02133

Representative Jerald A. Parisella
Chair, Joint Committee on Public Service
State House, Room 156
Boston, MA 02133

Dear Chairman Parisella, Chairman Brady and Members of the Committee:

Today, I write in strong support of H.4049, *An Act to Create a Boston Fire Department Cadet Program*, filed by Representative Chynah Tyler. This special act would give the Boston Fire Department (BFD) the authority to establish a Cadet Program to recruit and train more women and people of color to serve as active firefighters.

Last year, I commissioned an external review examining the culture and environment for female firefighters at BFD. I am committed to adopting all of the recommendations that came out of that review to bolster female recruitment efforts and improve workplace conditions, including the passage of this Home Rule Petition.

Existing state law dictates the Fire Department's hiring process, making it challenging to increase the number of women and diverse candidates in new recruit classes. This special act will allow the Boston Fire Department to recruit Boston residents between the ages of 18-25 years old to serve as Fire Cadets, receiving on-the-job training and performing civilian duties within BFD Headquarters and firehouses. Upon completion of the program, cadets may receive preference on the list of eligible candidates for up to 33% of an upcoming fire recruit class. In 2015, I reinstated the Boston Police Cadet Program, which has successfully grown our pipeline of diverse talent for our workforce. I am confident that this legislation will do the same.

I urge you to support this special act allowing BFD to establish a Cadet Program to take an essential step towards ensuring that our workplaces in the City of Boston are inclusive, diverse, safe and welcoming to all. I respectfully request your support of this bill and thank you for your thoughtful consideration of this matter. If you have any questions, please do not hesitate to reach out to me directly or you may contact Alyssa Ring in the Office of Intergovernmental Relations at (617) 635-3817.

Sincerely,

Martin J. Walsh
Mayor of Boston

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