

July/August 2011

Search Underway for Two Key City Positions

Fire Department and Retirement Board are looking to fill key positions at critical times for both

The Boston Fire Department is seeking to fill the [Chief of Department](#) position, and the State-Boston Retirement Board (SBRB) has initiated a search to fill its [Executive Director](#) position. The final decision for both positions will be critical to continuing the efforts underway for the last few years to bring management and operational efficiency and reform to the Fire Department and State-Boston Retirement System (SBRS). The search phase is winding down as applicants for the Chief position are recommended to apply by August 29 and for the Executive Director position by September 2.

The Fire Department search is due to the fact that the current Chief, Ronald Keating, will reach the mandatory retirement age of 65 in October. Chief Keating has been a solid leader in his work to tighten management of the Department. The effort by Commissioner Rod Fraser and the Mayor to extend the Chief's time to allow for a longer transition period with his successor was rebuffed by the City Council. The SBRB Executive Director position became vacant when Kathleen Kiely-Becchetti left to become the Director of the Norfolk County Retirement System. Daniel Green, who previously served as Deputy Director and Investment Manager, has been appointed Interim Executive Director and is a candidate for the position.

Both departments are being assisted in their respective searches by the Executive Recruitment Division of The Waters Consulting Group, Inc. based in Dallas, Texas. Over a year ago, the City initiated a RFP process that

resulted in Waters Consulting being selected to serve on retainer for possible executive searches. Both departments decided to use the firm's services in their current searches.

Fire Department – Led by the civilian Fire Commissioner, the Department's FY12 operating budget is \$181.6M. Under the Chief's direction are 1,405 uniformed personnel, including the Chief of Operations, 14 Deputy Fire Chiefs and 50 District Fire Chiefs. The Deputy and District Chiefs are invited to apply for the Chief's position but complicating the situation is the fact that the Chief must be a strong manager and the Deputy and District Chiefs are all members of the Firefighters Union, Local 718 IAFF. The Chief is not a member of the union. The FY12 budget for the Chief's salary is \$166,161.

State-Boston Retirement Board – The SBRS has assets of \$3.1B and serves 14,000 retired members and 20,000 active members. The Board is in the midst of implementing a comprehensive technology project to maximize operational efficiencies. Successfully completing this \$16M Genesis project will be a key task of the new Director. One litmus test for the Board in selecting the new Director should be the candidate's management expertise and commitment to move forward on this and related reform and efficiency measures. Getting the right person may require an adjustment in the Executive Director's FY12 budgeted salary of \$120,000.