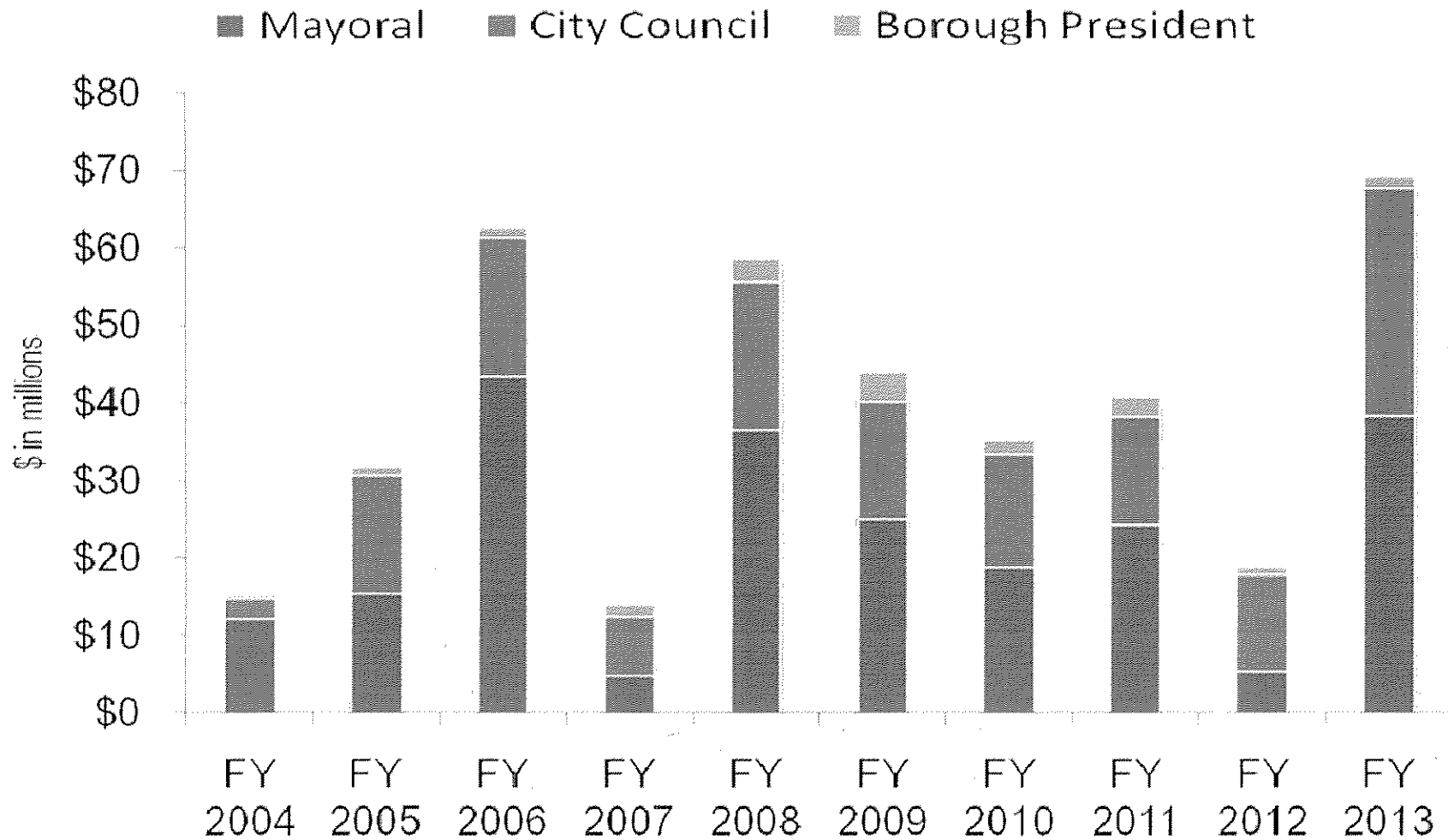




FY 2013 Capital Plan Briefing
June 2013



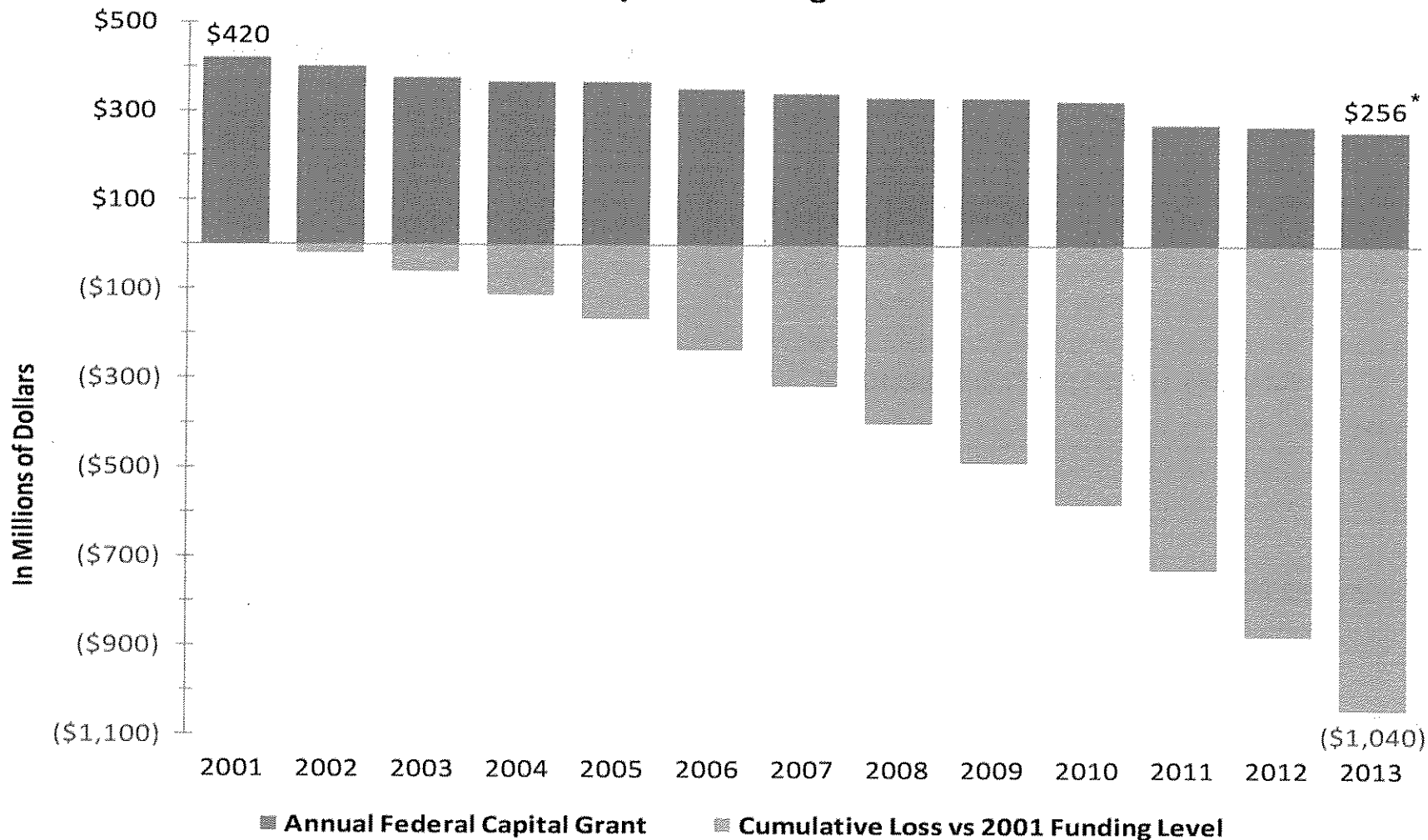
City Capital Funding Received





Long-Term Federal Capital Funding Declines

Federal Capital Funding Decline Since 2001



*Estimated funding based on sequestration.

Annual Federal Funding has declined 39% since 2001.



Plan Highlights

- Land Lease
 - Generates \$68.4 million in revenue; revenue will be used to make improvements at the initial 8 developments
- Capital Fund Financing Program
 - \$500 million for Brickwork and Roof replacements; addresses the Local Law 11 violations
- Contract Based Section 8
 - \$45 million in rehabilitation to bring properties to state of good repair
- Superstorm Sandy
 - Requested \$1.779 billion in Insurance, FEMA and CDBG funding
 - Cost categories include Operating Costs, Emergency Response, Repair/Replace, Resiliency At damaged sites, Mitigation, Programmatic Improvements, Advanced Approaches, Community Centers and Resiliency at non-damaged sites



Status of Projects

Completed Projects. A total of 52 construction jobs were completed at 117 developments in 525 buildings, with a total value of approximately \$102M:

- 8 brickwork & roofing projects were performed at 24 developments in 62 buildings at a value of \$44.7M
- 5 elevator projects replacing 34 elevators at 5 developments in 11 buildings valued at \$15.6M
- 23 heating and plumbing projects at 30 developments in 63 buildings, valued at \$14.5M
- 16 "other" projects (including CCTV, Grounds, GC, etc.) at 58 developments in 389 buildings, valued at \$26.7M. Many are typically requirement contracts performed at various developments.

CCTV Projects

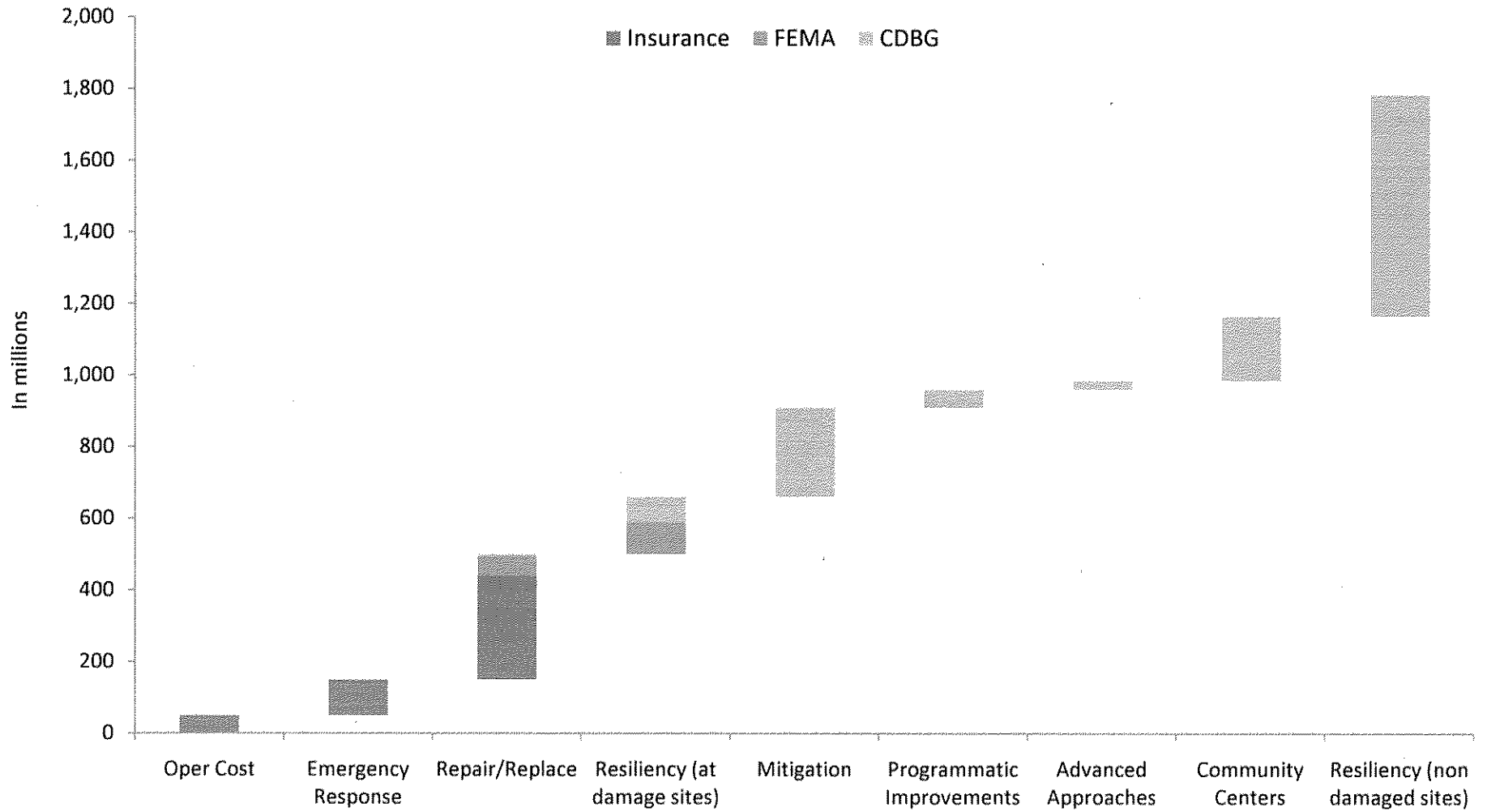
In 2012, installations were started at 10 locations; 2 were completed

There are installations planned at 85 developments at 476 buildings. NYCHA plans to complete all 85 by the end of 2013.

As of May 23 2013, 30 installations are underway; 8 have been completed. To date, 718 cameras have been installed.



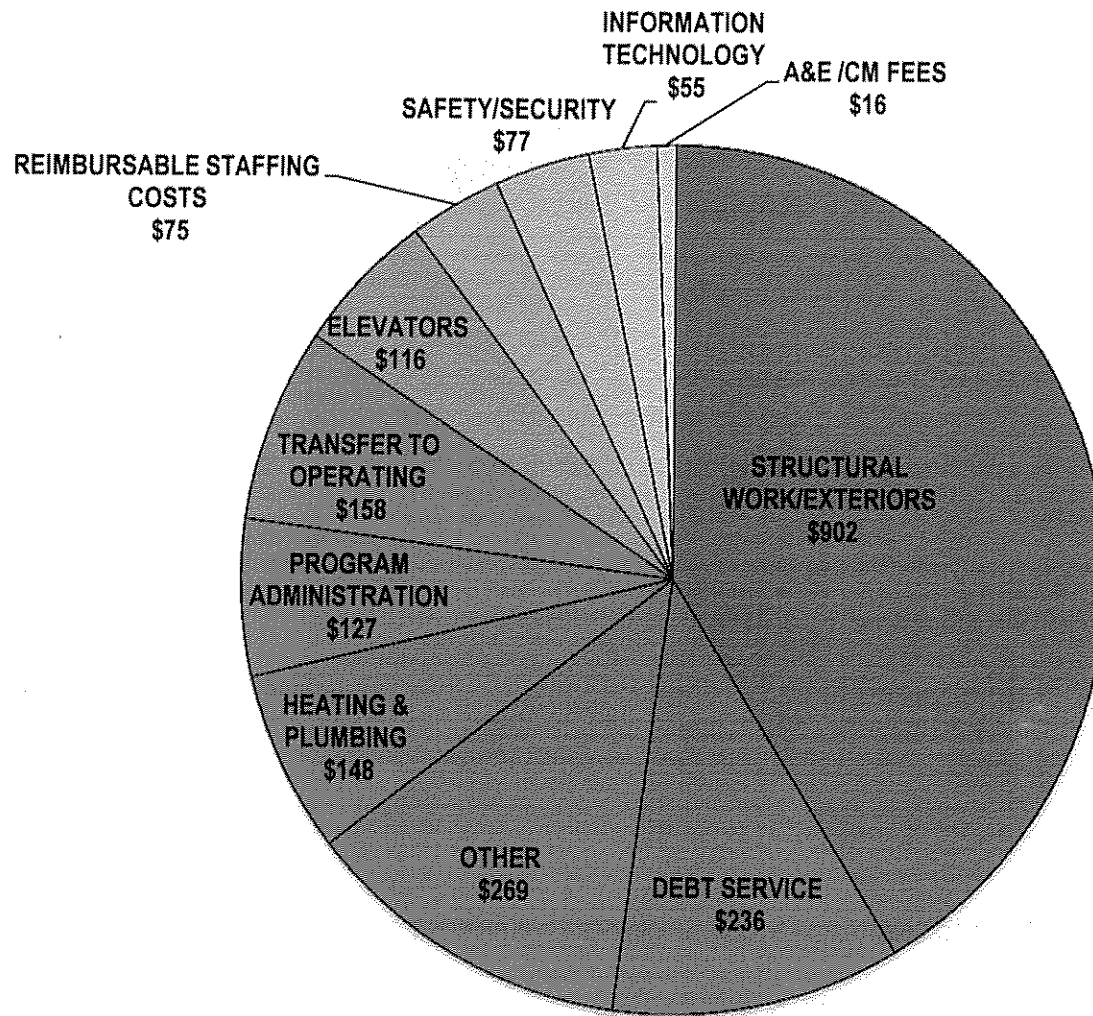
Disaster Recovery Funding Uses





Five Year Capital Plan - Uses

FY 2013 – FY 2017

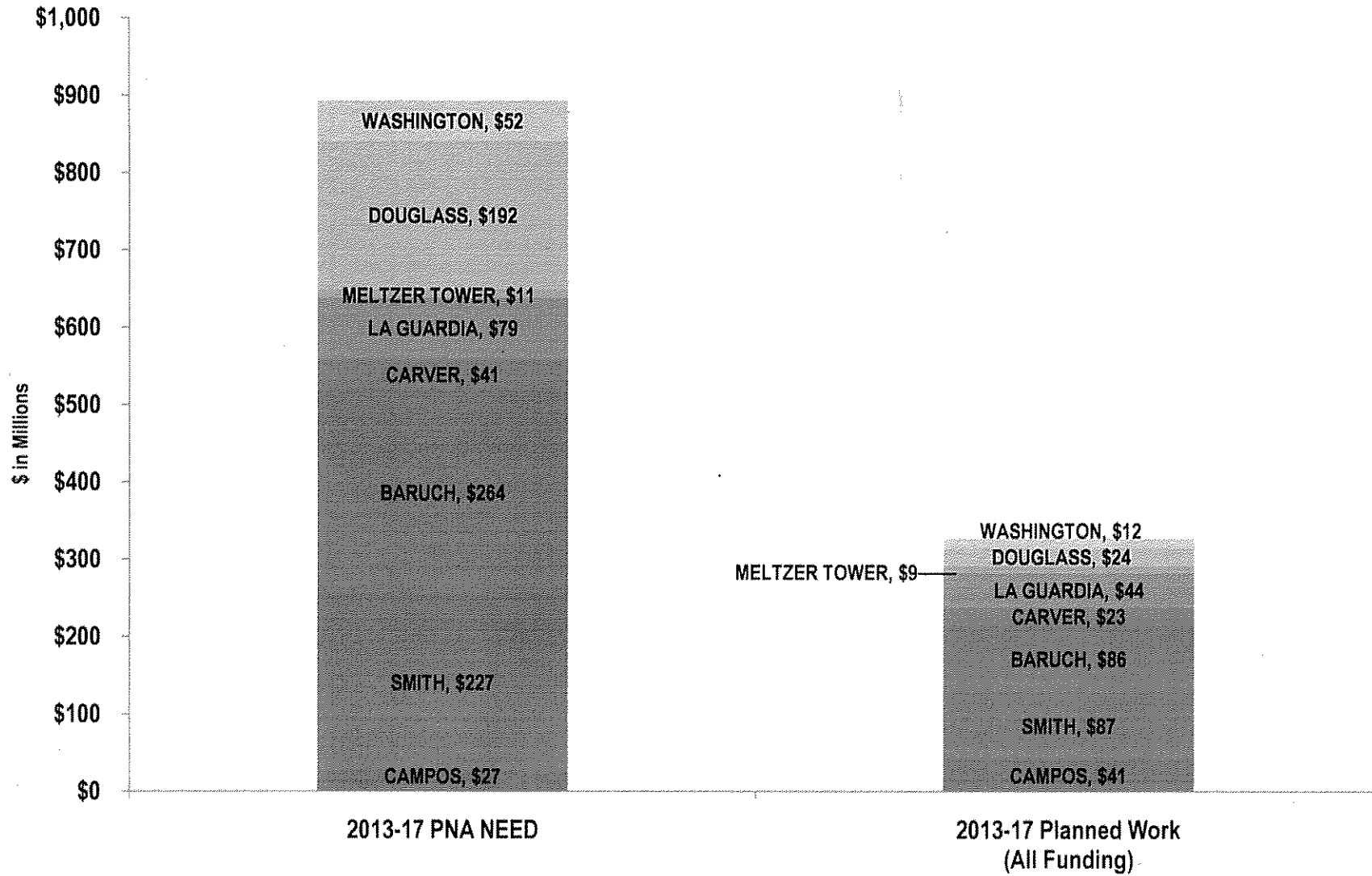


Breakdown of Other	
Apartment Prep - Move Outs	60
Contingency	52
Environmental Remediation	50
Regulatory Requirements	35
Community Center Renovation	20
Ranges & Refrigerators	12
Apartment Interiors	11
Garbage Disposal	10
Physical Needs Assessment	10
Energy Projects	7
Vehicle Replacement	3



Land Lease Developments

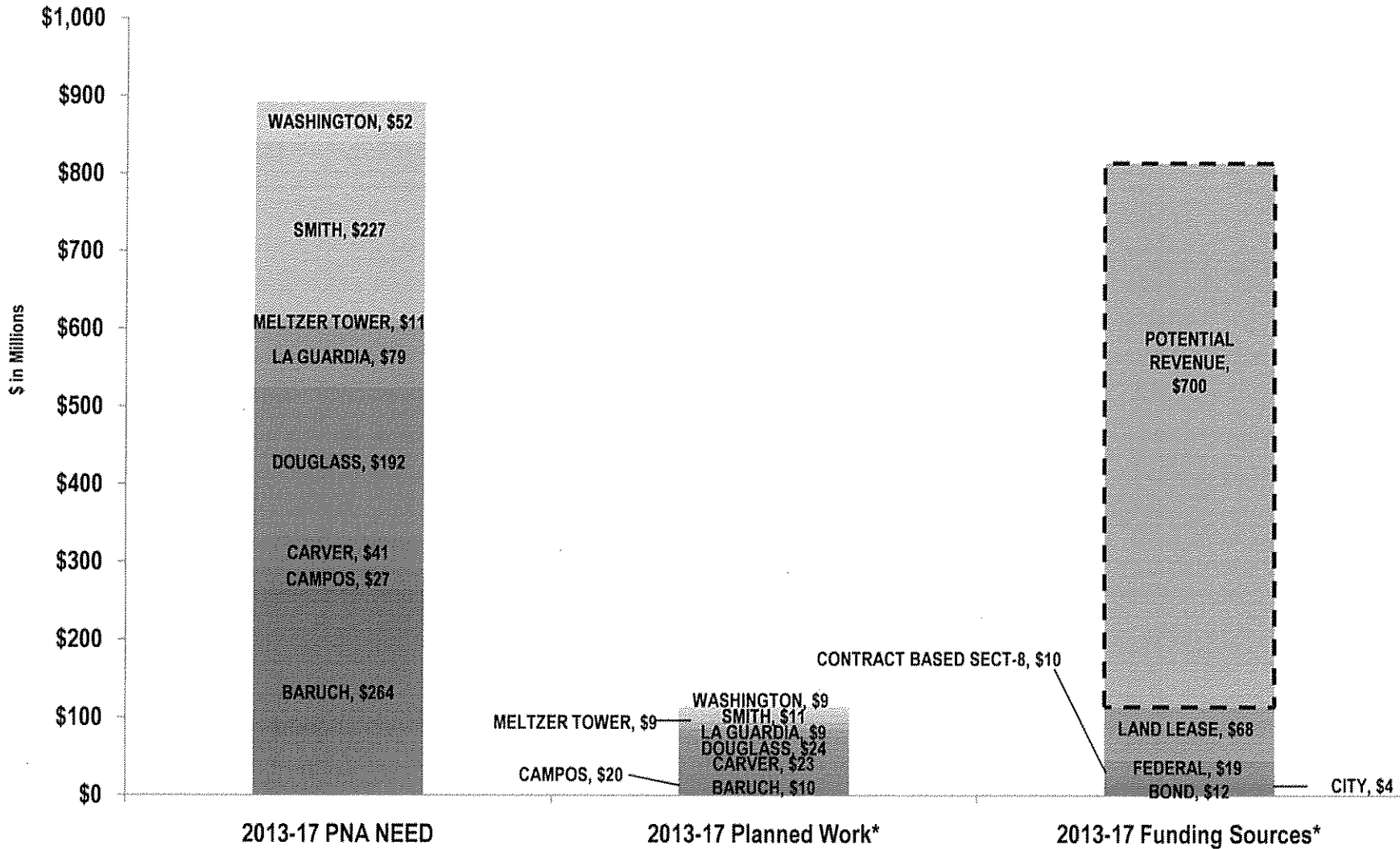
FY 2013 – FY 2017





Land Lease Developments

FY 2013 – FY 2017



**TESTIMONY FROM NYCHA CHAIRMAN JOHN B. RHEA
NEW YORK CITY COUNCIL FISCAL YEAR 2014 EXECUTIVE BUDGET HEARINGS
CITY COUNCIL PUBLIC HOUSING AND FINANCE COMMITTEES
MONDAY, JUNE 3, 2013 – 2:00 PM
CITY HALL – COUNCIL CHAMBERS**

Chairwoman Rosie Mendez, Chairman Dominic Recchia, members of the Public Housing and Finance Committees, and all other distinguished members of the City Council, thank you for this opportunity to discuss the New York City Housing Authority's (NYCHA) Five Year Capital Plan. I am NYCHA's Chairman, John B. Rhea, and with me at the dais today are Raymond Ribeiro, Executive Vice President for Capital Projects, and Tanya Dempsey, Director of the Department of Budget and Financial Planning. The plan that we will share this morning is a reflection of our enduring commitment to provide safe, affordable housing for low- and middle-income New Yorkers, and to preserve the precious resource of public housing in this city for generations to come.

Partnering with the City Council

We know that the Council shares this commitment, and before I begin, I want to acknowledge this body's important contributions to NYCHA's work. Over the past 10 years, for example, the Council has provided a total of 148 million dollars in capital funding for public housing. Because of this much-needed assistance, we have completed elevator replacements, renovated community centers, and installed closed-circuit television (CCTV) cameras. We have unveiled or started work on 2,396 new closed circuit television cameras at 38 developments, keeping us on track in our goal to install all council-funded CCTV projects by the end of 2013 and make our developments safer and more secure places to live, do business, and raise families.

Especially in light of the unique and serious challenges that NYCHA has faced over the last decade, and will continue to face in the years to come, this partnership with the City Council – as well as our other friends in the public, private, and non-profit sectors – has been indispensable to our efforts on behalf of the more than 600,000 New Yorkers who

depend on us every day. Our future success will depend on our ability to strengthen these ties, and to identify new, innovative ways to work together.

2013-2017 Capital Plan Overview

One of NYCHA's greatest responsibilities – and most pressing challenges – is the preservation of our buildings, many of which are rapidly aging after decades of use. However, as you know, the federal government has steadily disinvested in public housing over the past decade, making it increasingly difficult for us to fulfill this fundamental duty: In 2001, NYCHA received 420 million dollars in federal capital funds – that amount has fallen to 256 million dollars in 2013. This represents a decline in annual federal capital funding of 164 million dollars, or 39%, and a cumulative funding loss of more than a billion dollars.

This year, that downward trend is compounded by the federal Budget Control Act, or sequester. Our new Five Year Capital Plan includes a decrease of fifty-six million dollars in federal funding as compared to the last Adopted Capital Plan, with a 14 million dollar impact in 2013 alone.

These drastic new cuts are yet another blow for many of our most vulnerable neighbors and fellow citizens. Chronic federal underfunding will continue for the foreseeable future, and NYCHA's dedicated employees will work to further the Authority's mission despite woefully inadequate resources for the job at hand.

In order to address these worsening problems in a bold and comprehensive fashion, NYCHA continues to follow through on the agenda we laid out a year and a half ago in *Plan NYCHA*, our five-year roadmap to preserve public housing in New York City. We shared part of this vision in April of this year, when I appeared before the Public Housing Committee to explain our plan to create a new stream of capital funds for the Authority by leasing land at selected NYCHA-owned sites for the development of market-rate and affordable housing and, in some cases, commercial, retail, and community facilities.

The final three years of our Five Year Capital Plan include a total of 68.4 million dollars of revenue that the new ground leases will begin to generate as soon as they are signed, even before a single shovel goes into the ground. This money will be used for capital projects to upgrade resident buildings throughout the entire NYCHA portfolio, with an initial emphasis on the eight developments where development will take place. Once the land lease revenue becomes a consistent and predictable funding stream, it can be leveraged, and enable NYCHA to raise additional money for capital work, yielding hundreds of millions of dollars for residents.

The Capital Plan also includes a 500 million dollar bond issue dedicated to funding brickwork and roof repairs at roughly 25 developments – and potentially up to 38 – with deteriorating building facades, as well as a refunding of our 2005 bond deal to reduce debt service costs. This will improve the quality of life for 32,000 households by removing sidewalk sheds and address a significant portion of NYCHA’s Local Law 11 violations. The Capital Plan also includes a structured financing transaction to fund 43.5 million dollars in rehabilitation work at the Authority’s contract-based Section 8 developments for 1,730 households.

NYCHA has also continued to prioritize the maintenance of our housing stock, improvement of resident service levels, investment in energy saving technologies, and compliance with Federal, State, and City regulations and requirements. The Plan includes 77 million dollars for safety and security measures; 136 million dollars for the rehabilitation of apartment interiors, and replacement of appliances and building systems; 148 million dollars for heating and plumbing; and 55 million dollars for information technology investments.

Finally, the Plan includes approximately 1.8 billion dollars that NYCHA has requested for disaster recovery in the wake of Superstorm Sandy. I want to stress that this is only a request – funding for entire categories of work, such as resiliency enhancements for developments in the expanded Zone A that were not damaged by the storm, are unlikely to be awarded in full.

While these investments fall far short of what we need to completely address the challenges that I outlined earlier, they will help us to continue to deliver positive results for residents and build on the successes we achieved in 2012.

2012 Summary

Last year, NYCHA used its scarce funds efficiently and creatively, ensuring that NYCHA families received maximum benefit for every dollar we spent. We spent over 170 million dollars on capital projects, continuing to meet – or beat – every one of our HUD-mandated deadlines to obligate and expend federal capital funds. That trend of faithful stewardship continues into 2013: I am happy to report that we have already successfully reached our obligation milestone for the 2011 grant – a full three months ahead of the HUD mandated deadline. This accomplishment is a clear indication that we will meet our self-imposed commitment to reducing obligation and expenditure timing from 24 to 18 months.

We completed over 50 construction projects for critical systems, including brickwork and roofing, elevator replacements, heating and plumbing repairs, and CCTV installations.

These completed projects improved the quality of life for over 58,000 individual NYCHA families and confirmed our commitment to preserving the public housing asset in New York City – a commitment that will not waver as we move forward.

NYCHA has also renewed our commitment to transparency around our capital program: We committed last year to issue quarterly reports on city capital dollars and have already issued two, in January and April. Additionally, we have already met with – or provided physical needs information to – all council members with public housing in their districts who have expressed interest, and are happy to meet with other members as well.

Capital Plan Highlights

Now, I'd like to explain a few of the key investments from this year's plan in further detail.

First, the 1.8 billion dollars in disaster recovery funding that I mentioned earlier will come from a combination of insurance coverage, the U.S Federal Emergency Management Agency (FEMA), and Community Development Block Grants-Disaster Recovery. It is proposed that these funds will be used to repair the damage caused by Superstorm Sandy to infrastructure and critical systems at 32 developments and fortify 26 additional developments in the expanded Flood Zone A.

In addition to replacing damaged infrastructure, including mechanical and electrical systems, we have proposed adding back up power to our most vulnerable buildings – a first for NYCHA – at several of the affected developments; enhancing damaged Community Centers at Zone A developments, enabling them to serve as information distribution sites, local command centers, or emergency shelters in the event of future storms; and providing NYCHA with a more resilient Emergency Operations Center (EOC).

FEMA's new draft Advisory Base Flood Elevation maps have nearly doubled the number of NYCHA buildings in Evacuation Zone A, and we must prepare accordingly. This proposed work will include the implementation of basic resiliency measures, such as raised boilers and electrical switch gear, and enhancements for a wider range of community facilities. All of this work, if funded, would take place over the course of several years.

While this large, one-time funding source – which, as I mentioned earlier, may not be awarded in full – increases capital dollars by 67% from the 2012-2016 Plan, the majority of it would be used simply to make NYCHA whole after an unprecedented, unforeseeable disaster. This disaster-related revenue increase does nothing to decrease

urgency around an overall downward trend in our capital plan funding. Again, our federal funding for the Annual Capital Program continues to decrease.

As we shared in last year's budget hearing, the Plan also includes a 500 million dollar bond issue through HUD's Capital Fund Financing Program, , as well as 200 million dollars to refund the existing bond in order to lower debt service costs. The net proceeds will help to expedite much-needed capital work including building envelope rehabilitations such as brickwork and roof installations. All of this work will aid our compliance with Local Law 11, which addresses the dangers associated with deteriorating facades on buildings that are six or more stories.

We will also continue our effort to rehabilitate developments that consist of contract-based Section 8 units. To fund this work, NYCHA will leverage the predictable income ensured by the long-term nature of the HUD subsidy contract for these properties. We will maximize cash flow from these developments and complete a structured financing to bring them to a state of good repair, helping to preserve them as affordable housing units for years to come.

Additionally, as in previous years, we remain vigilant in our effort to ensure the safety and maintenance of elevators in NYCHA buildings. This Five Year Capital Plan includes 116 million dollars dedicated to the work of continuing our Elevator Service and Safety Plan (ESSP), which we unveiled in 2009, calling for the modernization of 450 elevators over 5 years. We have consistently delivered against this goal, and are ahead of our projected timeline, having completed work on 379 elevators, with work progressing on 140 more, for a total of 519 over the ESSP Plan Period.

Overall, of the approximately 3.9 billion dollars included in this Plan, 34% are from Annual Federal Capital Grants, 45% are from funds related to disaster recovery, 13% are from the Bond issue, 5% come from the City, and 3% come from other sources, including the contract-based Section 8 property initiative and the estimated rent generated from the potential land-lease opportunity.

Conclusion

This plan strives to maximize a funding stream that continues to dwindle at an alarming rate. The facts are clear, and startling: 75 % of NYCHA's 2,596 residential buildings are more than 40 years old, and we have over 6 billion dollars in unfunded capital needs – which, without new revenue, will grow to 13.4 billion over the next five years. Tackling this great challenge, one that threatens the very existence of public housing, will require focus, energy, and creativity from every corner of our city's civic life.

As I mentioned earlier, the City Council has been an indispensable partner in this fight – we are grateful for your consistent support. As we go forward, we hope that we can continue to count on your partnership, especially in supporting creative solutions to our funding crisis. Our land-lease proposal is one such solution: given the challenges that I've outlined today, it would be simply irresponsible, and a dereliction of our duty toward NYCHA residents, to turn away from an opportunity to invest up to 50 million dollars a year into capital projects, the equivalent of a 20% increase in our Annual Federal Capital Grants. In an environment where our annual funding allocation is unpredictable, and has been cut almost in half, opportunities of this magnitude are few and very far between. The stable and predictable nature of the land lease rent from the new developments, coupled with the fact that it will not be subject to congressional appropriation risk, allows NYCHA to raise additional funds for much needed capital work, a potential value of \$700 million beginning in 2017 or 2018.

With your support, we know that we can grasp this once-in-a-generation opportunity in a way that benefits all New Yorkers. We are also eager to explore and develop other revenue-generating ideas that you, or your constituents, may have.

What is abundantly clear is that we can't afford to accept the status quo, or wait for help – from the federal government or elsewhere – to materialize. Now is the time for NYCHA to take its future into its own hands. The only way forward is to reject easy answers, and continue the often difficult work of transformation through pragmatic, market-based solutions. Thank you, again, for joining us in that effort.

I look forward to your questions.

Civil Rights Committee of the New York City Council

**Hearing on the Proposed Executive Expense Revenue, Capital and Contract
Budgets Regarding the Equal Employment Practices Commission**

Testimony of Executive Director Charise L. Hendricks, PHR

Good Afternoon, members of the Council. It is my pleasure as the new Executive Director of the Equal Employment Practices Commission to present this testimony on behalf of the Commission.

ABOUT THE EEPC

The Equal Employment Practices Commission (EEPC or Commission) is the independent monitor of the City of New York's employment practices. The Commission monitors and evaluates the employment programs, practices, and procedures of city agencies to ensure that they maintain effective equal employment opportunity (EEO) programs for all who are employed by, or seek employment with, New York City government. Chapter 36 of the New York City Charter defines "city agency" as a government entity that is funded in whole or in part by the city; has a majority of board members who are appointed by the Mayor; or has a majority of board members who serve by virtue of being city officers.

EEO Programs that are in compliance with City, State, and Federal regulations and requirements reduce the potential cost to the City for illegal employment discrimination. An EEPC audit of an agency's EEO Program includes a review and analysis of agency-specific EEO plans and quarterly reports; anti-discrimination policies; complaint and investigation procedures; accessibility and reasonable accommodation procedures; employment transactions including recruitment, selection, promotions and separations; and training, accountability, and reporting requirements for personnel involved in EEO program administration (i.e. EEO personnel, managers, supervisors and agency heads). The EEPC makes recommendations to assist audited agencies in implementing and maintaining effective anti-discriminatory employment practices, procedures for investigating discrimination complaints and programs to educate employees about unlawful discriminatory practices.

Currently, there are 141 agencies within the EEPC's jurisdiction including the Office of the Mayor and all mayoral agencies; the City Council; the pension and retirement systems for police, teachers and all city employees; the offices of the district attorneys, borough presidents, Public Advocate, and City

Comptroller; the community colleges of the City University of New York and non-pedagogical employees of the Department of Education; and the fifty-nine community boards. According to the City Charter, the EEPC must audit the affirmative employment programs of these agencies at least once every 4 years. The EEPC uses uniform audit standards to apply identical protocols and guidelines to all agencies under its jurisdiction. These standards are founded upon and consistent with City, State, and Federal laws, regulations, procedures and policies including but not limited to, the Citywide EEO Policy - Standards and Procedures to be Utilized by City Agencies; the New York City Human Rights Law (New York City Administrative Code, §§8-107.1(a) and 8-107.13(d)); the New York State Civil Service Law §55-a; the Equal Employment Opportunity Commission's Instructions to Federal Agencies for EEO Management Directive 715; and the Uniform Guidelines on Employee Selection Procedures (29 CFR §§1607.3 - 1607.7).

EFFORTS TO OPTIMIZE FISCAL AND HUMAN RESOURCES

In February 2012 the EEPC relocated from private to city-owned office space. This reduced our lease expense by approximately \$194,000¹. By eliminating this expense, the EEPC endeavored to meet prospective budget reduction exercises. In March 2012, the former Executive Director submitted a New Needs Request to the Office of Management and Budget (OMB) of \$160,000 for 3 additional staff members and \$80,000 for technological enhancements such as computers, computer applications and training. Follow-up meetings with OMB's Information Systems Unit were valuable in identifying relevant technology and expertise; however, the requested amounts were not appropriated.

In October 2012, the EEPC requested exemption from the OMB's proposed budget-reduction of \$50,000 for FY 2013 and \$75,000 for FY 2014 -- or a deduction of these amounts from former lease expense funds -- because the proposed amounts would have permanently reduced our headcount of 8 employees.

¹ \$125,000 in 2013 and \$75,000 in the out years.

In FY 2013, the EEPC experienced some attrition with the separation of its former Executive Director and 2 of 3 audit staff members. In January 2013, the EEPC appointed a new Executive Director. In order to optimize use of existing resources, audit-related responsibilities were immediately assigned to non-audit staff members; this instantly increased the audit staff headcount. Presently, the EEPC is operating with 62% of our approved headcount. We are currently recruiting for an EEO Research Specialist (\$63,000 - \$79,000) and anticipate hiring 2 additional EEO Program Analysts (\$100,000 - \$110,000) in FY 2014. At the conclusion of recruitment, a minimum of 5 positions will be exclusively devoted to auditing and analyzing EEO programs.

In May 2013, the EEPC met with a Business Analysis Team from the Department of Information Technology and Telecommunications (DOITT) to explore the creation of a computer application that would manage, store and periodically update agencies' EEO data and perform other functions that would aid the EEPC in fulfilling its mandate; subsequent meetings will follow. At the end of this project, the DOITT team will recommend applications, programs, etc. and associated costs that the EEPC will use as a basis for requests to increase or amend our annual budget. In the interim, the EEPC has made in-house technological enhancements such as electronic interviews, forms, and surveys.

CHARTER-MANDATED RESPONSIBILITIES

As a result of the strategic reorganization of staff and preliminary technological enhancements, the EEPC completed audit Determinations for 39 agencies in 2012 while monitoring² implementation of our recommended corrective actions for 35 other agencies¹. These numbers exceed the accomplishments of all prior years.

The EEPC endeavors to fulfill other crucial Charter-mandated responsibilities, which include conducting research and trend analyses; publishing reports on agencies' compliance with EEO laws; establishing advisory committees; and

² The Charter requires that the EEPC monitor agencies for up to 6 months to ensure implementation of corrective actions recommended pursuant to an audit.

holding public hearings. In addition, the EEPCC has a duty to review and make recommendations regarding the standards, procedures, and programs of the Department of Citywide Administrative Services (DCAS) and to make policy, legislative and budgetary recommendations to the Mayor, City Council, and DCAS to ensure equal employment opportunity for minority group members and women. We will continue to explore additional enhancements to ensure that these other responsibilities are also efficiently addressed.

ⁱ In chronological order: Department of Health and Mental Hygiene, Department of Small Business Services, Department of Consumer Affairs, Campaign Finance Board, Economic Development Corporation, Office of Payroll Administration, Office of the New York County Public Administrator, Office of the Queens County Public Administrator, Board of Corrections, Teachers' Retirement System, Office of Management and Budget, Department of Design and Construction, Queensborough Community College, LaGuardia Community College, City Commission on Human Rights, Office of the Bronx County District Attorney, Office of the Bronx County Public Administrator, Office of the Kings County District Attorney, Conflicts of Interest Board, Business Integrity Commission, Department of Parks and Recreation, Office of the Actuary, Civilian Complaint Review Board, Bronx Community College, Hostos Community College, Office of the Richmond County Public Administrator, Police Pension Fund, Office of the Queens County District Attorney, Office of the Brooklyn Borough President. Six Community Boards also implemented recommended actions without formal compliance monitoring.



COMMISSION ON HUMAN RIGHTS
40 RECTOR STREET, NEW YORK, NY 10006
Dial 311 www.nyc.gov/cchr

PATRICIA L. GATLING
Commissioner and Chair

Testimony of Patricia L. Gatling
Before the Committees on Civil Rights and Finance
June 3, 2013

Chairperson(s), Council members, good morning.

Under the Bloomberg administration, the New York City Commission on Human Rights has become an efficient and effective agency. The chronic backlog of cases that had overwhelmed the agency for so many years was eliminated and we have maintained a manageable caseload for the past ten years. The average age of the cases went from 12% under a year old in 2002 to 80-90% under a year old every year since 2002. The Commission has consistently obtained nearly one million dollars in damages per year for complainants, as well as levied and collected fines for the city. Our Law Enforcement and Community Relations Bureaus now compliment each other and function as one agency instead of two separate entities. All this was accomplished despite tough economic times and substantial staff reductions over the past 12 years. I would like to acknowledge and thank the dedicated staff at the Commission for their hard work; without them, none of this could have been accomplished. I would also like to thank the Commissioners who have volunteered their time to serve on the Commission over the years, including, Rev. Dr. Calvin Butts, Matt Foreman Esq., Dr. Edison Jackson, Rabbi Haskel Lookstein, Grace Lyu-Volckhausen, William Malpica Esq., Omar Mohammedi Esq., Dr. Derek Bryson Park, Bryan Pu-Folkes, Lisa Quiroz, current New York State Court of Appeals Judge Jenny Rivera, Susan Scheer, former Commissioner/Chair Marta Varela, Jonathan Capehart Esq., Dr. Eda Harris Hastick, William Hibsher Esq., Renee Lobo and Rabbi Joseph Potasnik.

As you are aware, our annual budget in 2012 was around 6.3 million dollars, with over \$4 million coming from a Federal Community Development Block Grant, and almost \$2.3 million from city tax-levy funds.

As I have testified on numerous occasions, we have a work-sharing agreement with the Equal Employment Opportunity Commission, which last year generated over \$111,000. We also aggressively pursue grant opportunities and interagency financial partnerships to supplement our public education projects. In 2012, working with HPD and a nearly \$100,000 grant, we launched a new joint fair housing website and conducted dozens of workshops for HPD awardees, housing providers and tenants.

In 2012, we received an additional \$9,000 in grant funds for an anti-bullying and anti-discrimination video project; \$4,000 from the Tiger Baron Fund and \$5,000 from several East Asian businesses in Queens including, the State Bank of India, Innovative Operations Solutions, the Global Organization of People of Indian Origin, H & R Realty, and the Law firm of Ravi Batra. Working with the LAMP, a media literacy and production organization, these funds were used by groups of South Asian and LGBT youth to create six videos reflecting their experiences with bullying and discrimination. The videos, which are amazing, continue to be aired on NYC Media channel 25 and can be accessed through the Commission's web site. I would encourage all of you to check them out.

The Commission filed 442 complaints of discrimination in 2012. The types of complaints filed remained consistent with previous years (approximately 63% employment, 22% housing, and 15% public accommodations). We negotiated resolutions in 182 potential complaints through our pre-complaint intervention process and resolved an additional 403-filed cases. Over 84% of the cases pending in 2012 were less than one year-old. Intensive supervision and case management over the past 12 years has led to a 56% probability that individuals who state a claim under the law will obtain a benefit by filing a complaint with the Commission.

The Commission obtained over \$625,000 in damages for complainants last year, averaging almost \$17,000 per case in damages.

Though we are not historically a revenue generating agency, the Commission ordered over \$340,000 in fines to be paid to the city for violations of the Human Rights Law. The largest fine levied was \$125,000 for a Queens County housing provider that refused to make a complainant's apartment accessible despite a report from their architect several years earlier suggesting they do so. Instead of making the accommodation, hoping to catch the Complainant walking, the housing provider installed two cameras that could record the Complainant inside her apartment. The undisputed allegations were that these cameras caught the Complainant in various states of dress while in her apartment. The Commission Order has been upheld in the Queens County Supreme Court. With the exception of the \$125,000 fine in this case – which Respondents may appeal to the Second Department – all of the above-mentioned fines have actually been collected and deposited in the City's general fund.

The Commission conducts extensive outreach through our community programs and public education efforts coordinated by our 5 borough offices. Last year, the Community Relations Bureau provided over 107,000 units of service. Of those, over 27,000 were to New Yorkers with limited English proficiency, including 165 workshops in a language other than English.

Additionally, we reach millions of New Yorkers and visitors through the use of the media, informing individuals of the Commission's work and the strong City Human Rights Law. Last year, we appeared approximately 109 times in newspapers, publications, and electronic media -- including weekly and ethnic press -- with substantial clips in *The NY Times*, *NY Law Journal*, *Wall Street Journal*, *NY Daily News*, *Post*, *SI Advance*, *NY Able*, and The Associated Press and Reuters. We also appeared on NY 1 News, WPIX Channel 11, WNBC-TV, Fox 5, NPR, and WNYC Public Radio. The Commission's Public Service

Announcements aired 621 times last year reaching countless New Yorkers. Our *From Many Countries/One City* posters were placed in some of the City's busiest subway stations last fall reaching an estimated 25 million commuters.

Some of our major outreach efforts include the Commission's adult literacy program. This program is directed to adult literacy and ESOL (English for Speakers of Other Languages) classes at colleges in the CUNY system, workforce development literacy projects, and branch library literacy programs in the 3 New York Public Library systems.

Working with the system-wide guidance of the CUNY Adult Literacy/ GED/ ESL Program and the Literacy Assistance Center, the Commission now has classes for the beginner, intermediate and advanced level English language learner. While furthering their literacy objectives, these classes educate adults about their employment rights and other protections they have in the workplace if faced with discrimination based on their national origin or citizenship status.

In addition, the project team trains literacy teachers in their continuing professional educational coursework and conferences to use the lesson plans, DVDs, and student workbooks: *The Right to Work: Understanding Immigrant Employment Rights*. All these materials now are available on several websites.

The Commission's Immigrant Employment Rights Program also provides valuable services for immigrant employees and employers, conducting 269 workshops for some of our city's newest residents last year. In addition to our adult literacy classes, we reach these individuals through parent groups, community or youth centers, job or vocational service organizations, and naturalization ceremonies for new citizens.

Another employment rights program is directed to individuals reentering the workforce. We speak at workforce development agencies and other back-to-work programs throughout the City providing them with information on work-related issues such as discrimination in employment, sexual harassment, workplace cyber harassment, and conflict resolution. We also speak to employers and their organizations, including the City's 59 Business Improvement Districts through our Fair Business Practice Program. This program highlights employers' responsibilities to their employees and customers, including making their place of business accessible.

And, especially in this economy, individuals with arrest and/or conviction records become easy targets for discrimination. Under the City's Human Rights Law, individuals with arrest or conviction records are protected from discrimination in employment. To reach those individuals, we provide presentations at dozens of reentry organizations and for inmates at the 17 Rikers Island correctional facilities with the cooperation of the NYC Department of Correction.

The Commission's Fair Housing/Mortgage Counseling and Anti-Predatory lending program alerts residents to discriminatory lending and credit protections under the law and the dangers of predatory lending. The program also offers foreclosure counseling to individuals faced with the loss of their homes.

As a HUD- certified Housing Counseling Agency (we remain the only city agency to be certified), HUD or local housing organizations refer these individuals to us. The Commission's 4 mortgage counselors conducted 627 counseling sessions for 87 homeowners in 2012.

The Commission's Peer Mediation Program trained another 156 students to be peer mediators and established Peer Mediation Programs in 11 schools. These student mediators assist their classmates in finding non-violent solutions to their problems and help reduce violence in our school system. To date, the program has trained nearly 1500 high or middle school students and set up Peer Mediation Programs in 96 schools.

Our other presentations took us into 33 additional schools and 21 youth centers citywide, teaching 467 classes to over 10,500 students. These classes in Grades 6-12 address the Human Rights law, Sexual Harassment Conflict Resolution, and Cyberbullying. The Commission also conducted trainings for parent and student groups including daylong trainings on Bias, Sexual harassment, and Cyberbullying for school administrators and guidance counselors in conjunction with the Department of Education's Office of School and Youth Development.

Our successful Equal Access Program negotiated 167 modifications for disabled individuals last year. These far-reaching accommodations in housing and public accommodations include portable or permanent ramps, Braille signage, parking policies, storage facilities for wheelchairs, and service animals. The Commission is successful in negotiating or ordering the accommodation in 78% of the cases. The remaining investigations are closed by the Commission characteristically due to the infeasibility or unreasonableness of the accommodation or the complaint being withdrawn by the complainant.

I've highlighted a few of our accomplishments over the past year and invite you to review our year-end report. There is an old civil rights saying, "*If you encourage in spirit, you must deliver in fact*" – We at the Commission have delivered in fact. I have enjoyed working with you to make the Commission better and more responsive to the public we serve and I will be happy to answer any of your questions.

Thank you.

FAIR BUSINESS PRACTICE

NYC COMMISSION ON HUMAN RIGHTS

New York City is committed to helping your business succeed – including your efforts to recover and rebuild from Hurricane Sandy. A number of city agencies have programs to help you with financing, free legal advice, developing business opportunities, recruiting employees, and securing permits and licenses.

Just call **311** for a referral.

However, often overlooked are issues related to **Fair Business Practice:**

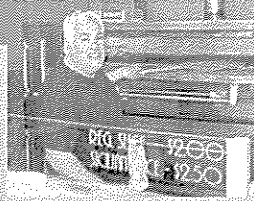
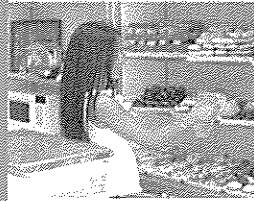
- hiring and employee relations;
- customer service;
- accommodating your place of business for disabled people.

These issues could lead an employee or customer to file a complaint against you with the NYC Commission on Human Rights.

This flyer flags many of these areas and invites you to contact us for further information to help you avoid any problems in your business.

As employers, you should be aware that it is illegal in NYC to:

- Post employment ads or make statements during interviews indicating preference for applicants based on race, age, creed, color, marital or partnership status, gender (including gender identity), sexual orientation, national origin, or disability;
- Use an individual's unemployment as a reason not to hire, or post ads with a preference for employed individuals unless a significant job-related reason exists;
- Refuse a reasonable accommodation for an employee practicing their religious beliefs;
- Refuse a reasonable accommodation for a disabled employee;
- Use an applicant or employee's conviction record to not hire or advance them unless their offense is directly job-related;
- Pay employees doing the same work different salaries or offer opportunities based on their protected class;
- Engage in or allow sexual harassment in the workplace;
- Refuse a reasonable accommodation for an employee who is a victim of domestic violence, stalking, or sex offenses;
- Ask an applicant if they have ever been arrested;
- Fire a pregnant woman or not provide a reasonable accommodation during her pregnancy;



A licensed business in NYC is a public accommodation.

The NYC Human Rights Law guarantees your customers equal rights to the goods, services, facilities, privileges, and advantages of your business without regard to their actual or perceived protected class.

- | | |
|----------------|------------------------------------|
| Race | Sexual Orientation |
| Creed | Alienage/Citizenship status |
| Disability | Gender (including gender identity) |
| Color | Partnership status |
| Marital status | National Origin |
| Age | |

It is illegal for you, your manager, or your employees to:

- Charge different amounts for the same service or goods;
- Refuse the use of a guide dog or service animal by a disabled person;
- Harass, intimidate, or otherwise abuse customers or their associates due to their protected class;
- Print, circulate, post, email, or mail statements, advertisements or signs indicating directly or indirectly that goods or services will be denied, limited, or restricted, or that a particular individual's patronage or presence is unwelcome, objectionable or not solicited because of their protected class;
- Refuse admission, patronage, or lodging;
- Fail to provide an accessible location for your disabled patrons if it is financially and architecturally possible.

If you would like a presentation for any of the above topics, please contact the NYC Commission on Human Rights.

If you would like a presentation for any of the above topics, please contact the NYC Commission on Human Rights.



New York City Council:
Committee on Cultural Affairs and Libraries and Committee on Finance
“FY2014 Executive Budget”

Monday, June 3, 2013, 11:30AM, 250 Broadway, 16th Floor

Testimony by Kate D. Levin, Commissioner

New York City Department of Cultural Affairs

Good morning. I am Kate Levin, Commissioner of the New York City Department of Cultural Affairs (DCLA), and I am here today to testify with regard to the Mayor's FY14 Executive Budget. With me here today are...

Let me begin by noting the significant difference between the FY13 Adopted budget and the FY14 baseline. This is a result of the budgeting process for DCA and a number of other agencies. While reductions are implemented against the agency baseline budget, and therefore affect all out years, money that is restored as part of the Adoption process is registered for the current fiscal year only. We are engaged in an ongoing dialogue around this issue and continue to seek a viable solution to address the severe disparity between baseline and adopted budget amounts.

Meanwhile, the City continues to show signs of economic recovery. However, budget gaps remain in the out years due to projected increases in non-controllable expenditures and the City's increasing share of non-Federal Education costs. As you will recall, in September agencies were asked to forecast 8% reductions to their baseline expense budgets to address these gaps. For DCA, this PEG represents an \$8.1 million reduction from our previous baseline of \$100.2 million. In addition, energy cost estimates for the CIG were adjusted downward by \$4.1 million. Therefore, as of the Executive Budget, DCLA's current FY14 baseline is \$88.1 million. Remember that this is a baseline figure, exclusive of any restorations, one time initiatives, or City Council member items.

For this PEG, we met our target by pro-rating the reductions between our two expense funding areas – the Program groups and the Cultural Institutions Group (CIG) – based on the percentage of our budget each funding area receives.

- According to the forecast for FY14, Program groups would receive \$14.1 million. This is a reduction of \$1.3 million from their original FY14 base of \$15.4 million.
- According to the forecast for FY14, CIGs would receive \$69 million. The original FY14 base of \$79.8 million would be reduced by a PEG of \$6.7 million to \$73.1 million. As I mentioned above, this includes a \$4.1 million reduction to the energy subsidy due to anticipated decreases in energy costs, a result of lower commodity prices.

For Program groups, we have proposed an across the board reduction, which cuts an equal proportion from each award, rather than targeting specific organizations for larger or smaller reductions. We believe this is the fairest approach, given the number of organizations that receive funding, the variety of programs at the organizations, the range in organizations' operating budgets, and the varying size of CDF allocations.

Let me say a bit more about this, as it has been a topic of discussion during previous hearings. The suggestion that we target organizations with larger operating budgets on the theory that they are better able to absorb a larger loss of

funding is predicated on the assumption that organizations with larger budgets receive larger awards. In fact, there is no direct correlation between overall budget size and DCA award. When we've modeled a targeted approach we have found that one based on the size of DCA awards would penalize many organizations with smaller budget sizes. Conversely, targeting organizations with larger budget sizes would not necessarily create savings sufficient to provide a meaningful decrease in funding reductions for organizations with smaller budgets.

For the CIGs, we have also applied the reductions across-the-board. The FY14 budget contains baseline reductions from previous years, including the FY10 PEG, which were forecast across two tiers based on budget size. In that year, we reduced the operating subsidies of the 8 largest institutions by a slightly higher percentage cut, thereby allowing the remaining organizations to benefit from a smaller reduction. As this differential is already embedded in our out year baseline, we chose during this cycle to make an across-the-board reduction of 8%.

We recognize that City funding is extremely important to many of our cultural groups, and that in this uncertain fiscal climate any reductions may be difficult to absorb. It is important to note that City support is one part of the larger funding mix for nonprofit cultural organizations which includes other government sources as well as corporate, foundation and individual giving. These funding sources have been volatile over the past few years due to global economic uncertainties. The trends we reported on two months ago remain unchanged and now we can confirm, thanks to new information from the Cultural Data Project, that they pertain to groups with operating budgets less than \$250,000. To summarize, Foundation funding is mixed. In many cases this is due to the effect of multi-year smoothing rules that provided higher support during the worst of the recession that began in 2008, but have since adjusted spending downward as the financial markets have started to recover. Board giving is up and corporate funding remains down overall. For those organizations with endowments, their value has increased, although we haven't completed an analysis to determine whether those values have reached pre-2008 levels.

Looking ahead, the City's financial support for cultural capital projects remains robust. Thanks to our partnership with you and the Borough Presidents, the Agency is advancing essential infrastructure improvements, facility upgrades, renovations and capital equipment purchases at numerous organizations throughout the five boroughs. At this time no cuts have been proposed for the agency's capital budget. DCA will provide \$685 million for more than 400 projects at 198 organizations through Fiscal Year 2016, including design, construction and equipment purchases.

To give you a few highlights, on May 7th we broke ground on the nation's first Academy Award-eligible documentary screening cinema at Downtown Community Television Center (DCTV) in Lower Manhattan. In two weeks we will cut the ribbon on the renovated Wave Hill House in the Bronx. In the fall, we will complete the expansion of Queens Museum and the Downtown Brooklyn Cultural District will see two new facility openings serving three organizations: the renovated Strand Theater housing BRIC and UrbanGlass, and Theatre for a New Audience's new building. And at the end of this year Staten Island Museum will reopen in a landmark facility at Snug Harbor Cultural Center.

In addition to construction projects, we continue to complete essential equipment purchases for organizations. Since the beginning of Fiscal Year 2013 we have allocated more than \$4.7 million in equipment funding to 33 organizations. Recent purchases include a lighting system for the Kaufman Music Center in Manhattan; and a tub grinder for The New York Botanical Garden.

Finally, I'd like to update you on a few programs:

- As you know, the FY14 Cultural Development Fund (CDF) application review process is well underway. Panel review sessions began on March 21. As of today we have completed 18 panels, and 3 remain before we conclude at the end of June. As always, we appreciate the insight provided by the City Council representatives present on each panel. Organizations receiving funding in the current fiscal year are also preparing their Final Reports. This year, the system upgrade will generate reports with new location-based data on where programs are provided around the City, not just the return address of the organizations providing them.
- Seniors Partnering with Artists Citywide: SPARC is concluding its 2013 run. After 6 months of classes, workshops and sessions working with senior participants in arts activities ranging from dance to ukulele to printmaking and visual arts, artists in residence across the five boroughs are hosting public events at their senior centers. We urge you and your constituents to visit a senior center in your borough to see the results of this dynamic program. A schedule of public events can be found online by visiting the NYCulture Calendar at nyc.gov/nyculture and searching "SPARC."
- Regarding the Cultural After School Adventures program (CASA), in FY13 DCA is collaborating with the City Council to distribute awards to 93 organizations for arts and cultural activities in 253 schools across the City. Since January of 2013, students have been participating in an exceptionally wide range of programs.
- Now in its 35th year, Materials for the Arts continues to support arts and cultural organizations and public schools by providing free materials for their operations and programming needs. Thus far in FY13, 1,795 member organizations have conducted nearly 6,000 transactions to receive supplies. Since July, MFTA has received 2,346 donations from close to 1,400 donors. Donation highlights include: props and set dressings from Martin Scorsese's feature film, *The Wolf of Wall Street*; 23.5 tons of paper and school products from Barclay School Supplies; hundreds of chairs from Google; Plexiglas cubes from Marc Jacobs' store displays; thousands of boxes of Crayola crayons; nearly 200 mannequins from Bergdorf Goodman; and 13,000 pounds of beads, buckles, and other craft items from M&J Trimming.

In conclusion, I would like to thank Chairman Van Bramer, Chairman Recchia, Committee members, and all of your colleagues on the City Council for your continued support. As we work through challenging fiscal times, your partnership has never been more critical. I'd be happy to answer any questions that you have.



**NEW YORK CITY COUNCIL
COMMITTEE ON FINANCE JOINTLY WITH THE COMMITTEE ON CULTURAL
AFFAIRS, LIBRARIES AND INTERNATIONAL
INTERGROUP RELATIONS AND THE SELECT COMMITTEE ON LIBRARIES
HEARING ON THE EXECUTIVE BUDGET**

JUNE 3, 2013

**JOINT TESTIMONY OF BROOKLYN PUBLIC LIBRARY,
NEW YORK PUBLIC LIBRARY AND QUEENS PUBLIC LIBRARY**

Good morning. I am Tony Marx, President and CEO of the New York Public Library. Joining me are the Presidents of Brooklyn Public Library and Queens Library, Linda Johnson and Thomas Galante, respectively.

We want to thank Speaker Christine Quinn, Council Members Domenic Recchia, Jimmy Van Bramer and Vincent Gentile, as well as the entire City Council for their strong support for New York City libraries. Today we will tell you what your public libraries do for your communities, even as funding continues to dwindle. We will tell you how much they improve the lives of their customers, and how much economic benefit their services provide for the City. And we will tell you how much more they could do with adequate resources.

Overview of Library Services

In short, no place does more for more New Yorkers than public libraries. Together, our three systems have 207 locations. That means a public library is easily accessible to nearly every neighborhood in the city.

Today's libraries are about far more than just books. We are hubs of education and

culture. Last year, in addition to circulating 66 million items, we recorded nearly 40 million visits and had 2.6 million attendants to our free programs.

We serve everyone, democratizing information in a digital era. That means we provide free services and programs for:

- 1.9 million children and teens
- 3 million immigrants
- 2.9 million New Yorkers who lack access to broadband at home
- 1.5 million adult New Yorkers who need literacy services
- 370,000 New Yorkers who are actively looking for a job
- 250,000 New Yorkers who are small business owners

And public demand for our resources continues to grow. Between 2002 and 2011, our circulation grew by 40% and our program attendance climbed 59%.

Return on Investment

Based on multiple state, regional and local studies, for every dollar invested in public libraries, the City gets up to \$6 in economic benefits. How many investment options offer a 600% ROI? People go to libraries to make their lives better. They learn English. They study for and pass the GED that qualifies them for better work. They take classes that give them new job skills. They rely on libraries to be safe places for their children to go after school so that they can go to work. All of that translates to higher household incomes and more dollars going to small and mid-sized businesses in this city.

Partnerships/Innovations

New York City's libraries have been able to continue providing high quality service despite consistent cuts in essential funding by seeking out innovations and partnerships. These include a campaign to bring greater e-book access to library patrons in New York and around the nation. As a result of our efforts, all of the nation's Big Six publishers will now make available thousands of e-book titles that were previously unavailable to public libraries, shifting the dynamic between ourselves, the vendors and the publishers. This is a huge step towards ensuring access to information for millions of library users. We are also founding members of the ReadersFirst movement, a global coalition of libraries working together to shape the future of e-publication availability and usability.

We are partners in MyLibraryNYC, which makes public library books available for delivery to more than 300 public schools in the city. This partnership with the Department of Education has been so successful that the public libraries in Chicago, Seattle, San Francisco and Sacramento have reached out to us to learn more.

Moreover, we are implementing technology and new ideas as quickly as we can. Queens Library has led the way with self-check-out terminals and self-check-in kiosks that let customers return materials on their own time and have the system register it instantaneously.

Brooklyn Public Library has opened its new technology and creative space, the Shelby White and Leon Levy Information Commons, offering cutting-edge digital learning opportunities, computers running advanced creative software, and a large open workspace equipped with seating areas, free WiFi and numerous outlets for laptops and other devices.

And New York Public Library is planning to open the nation's largest research and

circulating library in the renovated landmark Stephen A. Schwarzman Building. The project's innovations include an increase of more than double the amount of public space, improved preservation for research materials and expanded spaces for scholars and writers.

Now, to discuss the soaring public demand for libraries, let me introduce my colleague Thomas Galante, President and CEO of Queens Library

Unmet Demand

Good morning. Thank you, Tony and thank you for the opportunity to speak. New York City's three library systems are already dealing with more demand than they have the funding to accommodate, and the number of New Yorkers using our programs and resources continues to grow each year. We hate turning people away, knowing how many of them could benefit from our adult literacy services, technology training, job search support, health information, and early childhood education, all with the help of a trained, professional librarian.

After the Department of Education (DOE), NYC public libraries are now the leading free provider of English for Speakers of Other Languages (ESOL) instruction. Unfortunately, we know firsthand how many more thousands of New Yorkers would like to enroll in a class but can't, because we don't have the resources to accommodate them.

Given the proper resources, New York City's libraries could do so much more. We could serve 3 times more ESOL students than we do now. We could teach 2.5 times the students we currently serve in tech training classes, and we could serve 2.5 times the number of children and teens currently in our after school programs. We could help 20,000 more people improve their skills and search for jobs each year.

Budget Impact, Citywide

Unfortunately, we're talking today, as we have for the last four years, about pushing back a devastatingly large funding cut. It is the same push to return to funding levels that are still much lower than they were in 2008; the last time libraries in New York City were funded to be open six days a week.

As a result of 11 consecutive funding reductions (including PEGs), the library workforce in this city is down 20% since 2008. That's more than 940 valuable staff. We have also slashed book budgets, leveraged private and grant dollars, sacrificed weekend hours, found efficiencies in back-end operations and stretched our staff thin in order to keep library service strong. We know how much our communities need us to be open, and we have done everything in our power to deliver.

This year's city budget proposal is the largest reduction NYC libraries have ever faced: 35% below current funding, or \$106.7 million. We've mentioned that this comes at a time when library usage and demand are clearly rising, and as the City is just starting to recover economically. Queens Library and Brooklyn Public Library are also struggling with millions of dollars of costs associated with Superstorm Sandy, including the complete replacement of library interiors, the decontamination of books and other circulation materials, and the costs of providing interim facilities while permanent buildings are readied.

In short, we cannot sustain another funding reduction. The proposed budget would force us to make dire changes across our three systems, including:

- 1,445 staff member lay-offs and another 124 lost to attrition.
- At least 66 library closures and dozens of others operating with hours drastically slashed.

- Average weekly hours cut nearly in half from 43 to 22.

The bottom line is, libraries are critical resources for all populations, and the need is only growing. This proposal will cut the lifeline we offer to people in every community, every day.

Now, to discuss the vital importance of stabilizing library funding, please welcome my colleague Linda Johnson, President and CEO of Brooklyn Public Library.

Importance of Stabilized Funding

Thank you, Tom, and thank you for the opportunity to speak. For the last four years, New York's public libraries have faced enormous proposed cuts. Thanks to the leadership of City Council Speaker Christine Quinn, Chairs Recchia, Van Bramer and Gentile, and the entire City Council, we have been able to restore significant amounts of funding.

We often talk about how difficult this process is for libraries, but it is even harder on the people who need their library. The "budget dance" unfolds each year at the expense of vulnerable populations, and the time to stabilize funding for libraries is now.

If we don't act now, we lock out students who, with the proper homework help, would have been able to improve their grades and get into college. We lock out jobseekers looking to make themselves more marketable. We deny immigrants their best chance to excel in the United States. And we shortchange the New Yorkers struggling to recover from Hurricane Sandy who need access to job skills training, the internet and informational resources.

If we defer on properly funding libraries this year, many of these people won't learn about these vital opportunities. For them, it is not just a budget exercise. If library resources aren't available, they may fall farther behind. They likely won't be able to make up for that lost year professionally or educationally.

Open Libraries Make a Stronger City

Many people consider New York to be the greatest city in the world. If that's the case, don't we owe it to ourselves to offer unmatched library access to our residents? Today, the average library in New York City is open about 43 hours per week. That's well below other leading U.S. cities, including Chicago, Boston, Seattle, Houston, and even Detroit. This proposed budget would bring our average down to a dismal 22 hours per week. This is certainly not sufficient to serve working families and students.

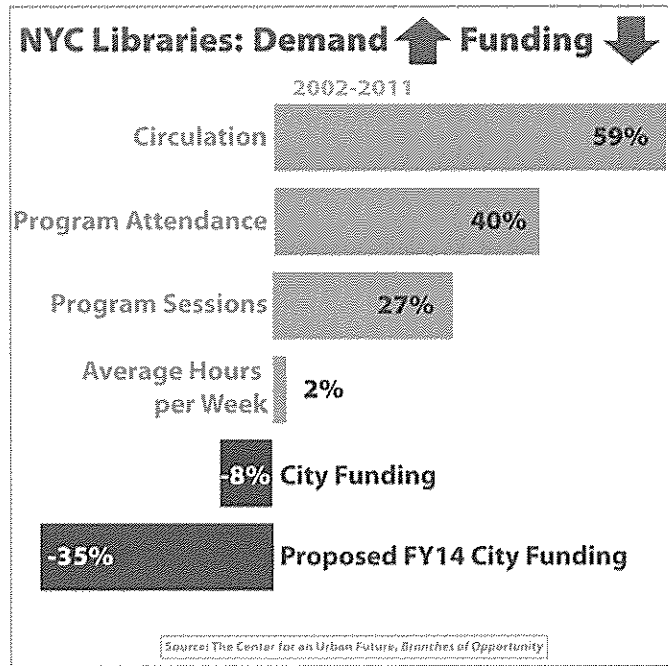
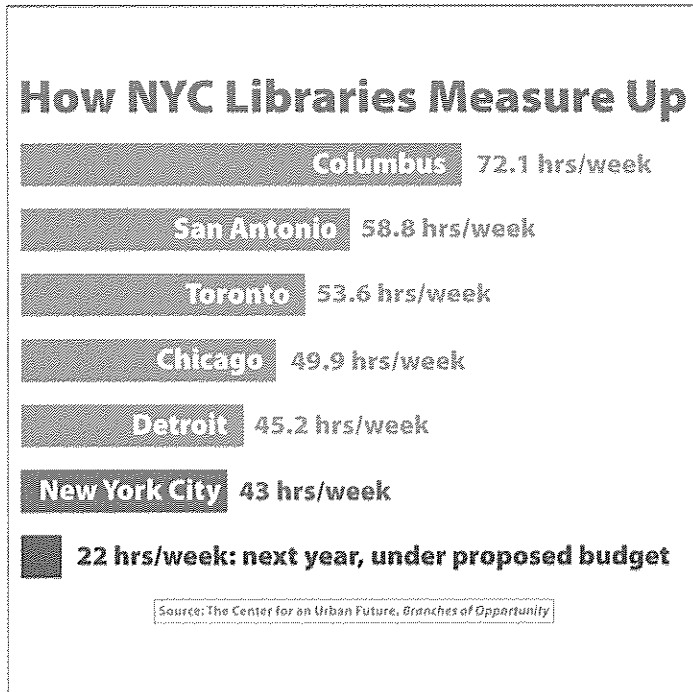
Conclusion

New York City is a city of opportunity. By offering information and education for free, public libraries democratize the ladder to success and prosperity. Our City has weathered some tough economic times in the past few years, and some belt-tightening may be necessary. But cutting library funding also eliminates opportunities for immigrants, low-income families, senior citizens, schoolchildren, teens and more. It's a serious threat to the promise of prosperity and social improvement with which New Yorkers so strongly identify.

We know that this City Council appreciates the importance of libraries. We seek your support in helping to ensure that New Yorkers receive the library service that they need and deserve. Now is the moment to invest more, not less, in our city's libraries. Restore our funding this year, and let's begin the conversation about what we can accomplish in the future.

Once again, thank you for this opportunity to testify. We remain available to answer any questions you may have.

Addendum



Analysis of PEG/Lost Baseline for FY 2014 (with some comparisons to 2008, all \$mil.)

FUNDING	NYPL	BPL	QL	Total
2008 Base	\$145.04	\$88.30	\$85.70	\$319.04
2013 Adopted	\$135.40	\$83.50	\$82.30	\$301.20
2009 cuts	-\$2.30	-\$2.60	-\$2.85	-\$7.75
2010 cuts	-\$5.40	-\$5.50	-\$5.10	-\$16.00
2011 cuts	-\$9.90[1]	-\$3.40	-\$2.80	-\$16.10
2012 cuts	-\$3.10	-\$2.00	-\$2.20	-\$7.30
2013 cuts	-\$3.00	-\$1.80	-\$1.77	-\$6.57
Cumulative 2009-2013 cuts at FY13 Adoption	-\$23.70	-\$15.30	-\$14.72	-\$53.72
FY13 Mid-Year Cut	-\$1.80	-\$1.10	-\$1.10	-\$4.00
Total actual Cuts since 2008	-\$25.50	-\$16.40	-\$15.82	-\$57.72
Percentage	-17.58%	-18.57%	-18.46%	-18.09%
Reversal of non-baselined funding from 2013 Adoption	-\$39.57	-\$25.00	-\$25.00	-\$89.57
2014 Proposed PEG	-\$7.50	-\$4.70	-\$4.60	-\$16.80
Total Proposed FY14 Baselined Reductions	-\$47.06	-\$29.70	-\$29.60	-\$106.36
Percentage of 2013 Adopted	-34.76%	-35.57%	-35.97%	-35.31%
Total Cuts since 2008	-\$70.76	-\$46.10	-\$45.42	-\$164.09
Percentage	-48.79%	-52.21%	-53.00%	-51.43%
STAFF	NYPL	BPL	QL	Total
Total Salaried Staff at beginning of 2008	2,397	1,156	1,174	4,727
Total Salaried Staff as of March 2013	1,924	942	919	3,785
Total Salaried Staff Lost Since 2008	-473	-214	-255	-942
Add'l staff to be lost due to proposed reduction in 2014	-720	-421	-428	-1,569
Losses due to Attrition	-64	-60	0	-124
Losses due to Layoffs	-656	-361	-428	-1,445
Total estimated Staff lost since 2008	-1,193	-635	-683	-2,511
BOOKS	NYPL	BPL	QL	Total
Circulating Materials Budget in 2008	\$16.20	\$9.60	\$10.90	\$36.70
Circulating Materials Budget in 2013	\$14.70	\$6.30	\$6.50	\$27.50
Reduction to Circulating Materials Budget since 2008	-\$1.50	-\$3.30	-\$4.40	-\$9.20
Est. Add'l Loss to Circulating Materials Budget in 2014	-\$6.80	-\$2.00	\$0.00	-\$8.80
Total Potential Reductions to Library Materials since 2008	-\$8.30	-\$5.30	-\$4.40	-\$18.00
Other Metrics (est reductions due to FY 2014 budget scene)	NYPL	BPL	QL	Total
Circulation (million)	-10.20	-2.00	-3.60	-15.80
Visits (million)	-6.20	-3.00	-3.30	-12.50
Program sessions	-27,700	-20,000	-13,500	-61,200
Program attendance	-519,600	-400,000	-356,000	-1,275,600
Computer sessions (million)	-1.94	-1.20	-1.64	-4.78
DAYS and AVERAGE HOURS OF SERVICE PER WEEK	NYPL	BPL	QL	Total
# of Libraries	90	60	62	212
# of libraries open on Saturdays	89	39	24	152
# of libraries open on Sundays	4	2	2	8
# of Libraries Open 7 Days Per Week in 2014	0	1	2	3
# of Libraries Open 6 Days Per Week in 2014	0	0	24	24
# of Libraries Open 5 Days Per Week in 2014	0	43	0	43
# of Libraries Open 4 Days Per Week in 2014	76	0	0	76
# of Libraries Open 3 Days Per Week in 2014	0	0	0	0
# of Libraries Open 2 Days Per Week in 2014	0	0	0	0
# of Libraries closed in 2014	14	16	36	66
Average Hours of Service per Week in 2013	46.60	43.30	39.90	43.71
Resulting Average Hours of Service in 2014	23.82	21.50	20.60	22.22

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THE CITY OF NEW YORK**

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I represent: NYC COMMISSION ON HUMAN RIGHTS

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Name: CLIFF MULQUEEN

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I represent: NYC COMMISSION ON HUMAN RIGHTS

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Date: _____

(PLEASE PRINT)

Name: Kate Levin

Address: _____

I represent: Commissioner, NYC Dep. of Cultural Affairs

Address: _____

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(PLEASE PRINT)

Name: Tom Galante

Address: _____

I represent: Press Officer

Address: 89-11 Manly Blvd Jamaica

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in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Tony Mark

Address: _____

I represent: President + CEO

Address: N + PL

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THE CITY OF NEW YORK**

Appearance Card

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in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Linda E Johnson

Address: 10 Grand Army Plaza

I represent: Brooklyn Public Library

Address: _____

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