



Louis A. Molina
Commissioner

Good morning, Chair De La Rosa, Chair Dinowitz, and members of the City Council's Committee on Civil Service and Labor and Committee on Higher Education.

My name is Katrina Porter, and I am the Chief Human Capital Officer for the City of New York, and Deputy Commissioner of the Human Capital Division at the Department of Citywide Administrative Services, more commonly known as DCAS. I am joined here today by my colleague, DCAS Assistant Commissioner for Workforce Operations, Kadian Outar.

I am grateful for the opportunity today to discuss our programs and processes with you, and I will be presenting several general—but incredibly meaningful—ways in which the City provides pathways to civil service for New Yorkers. DCAS' commitment to equity, effectiveness, and sustainability guides our work in providing City agencies with the resources they need to carry out their respective missions. It is through this lens that we view the promotion of civil service—which we provide multiple doors to access—as the gateway to good-paying, middle-class jobs.

I'd first like to discuss the legislative mandates under which we operate that help us in our efforts to provide pathways to municipal work; then I will focus on the programs DCAS has initiated to create a pipeline for New Yorkers to work for the City.

Legislative Mandates

Several Key laws guide our promotion of civil service, including:

- Local Law 173 of 2018, which requires DCAS to provide civil service exam information to NYC Public Schools students who will be graduating from high school in either the current or following school year.
- Under Local Law 2 of 2023, DCAS established and implemented a Civil Service Ambassador Program that provides education and outreach at programs and institutions deemed opportunity areas, such as high schools, colleges, universities, and social work programs. In Fiscal Year 2023, DCAS participated in 86 events to share information about the benefits of joining the city's workforce.
- Enhanced by Local Law 4 of 2023 (LL04), DCAS operates a Public Service Corps (PSC) program that places both graduate and undergraduate students

from diverse backgrounds into meaningful internships in a broad range of City agencies.

Established in 1966, the Public Service Corps is the oldest off-campus, work-study program administered by the city that places students into paid internship experiences for academic credit. In Fiscal Year 2024, one hundred sixteen (116) students from 15 academic institutions, including 8 CUNY schools, participated in the PSC internships.

- Local Law 113 of 2023 requires DCAS, in collaboration with the Department of Correction (DOC) and the Mayor's Office of Criminal Justice (MOCJ), to make available information about civil service examinations to criminal justice-involved individuals, including those who are currently incarcerated.

Outside of the city, in accordance with New York State civil service legislation that Governor Hochul signed into law this past September, DCAS has begun expanding the timeframe by which educational requirements for competitive civil service exams must be met. Previously, applicants had to satisfy those educational requirements by January 1 of the following calendar year. Instead, candidates now have up to one year following completion of an exam to fulfill such requisites.

DCAS Business Model and Service Delivery

In addition to complying with local legislative priorities, DCAS also undertakes a host of initiatives designed to attract New York City's best and brightest—in fact, this is at the core of our work. Central to our mission is the administration of Civil Service examinations.

The most reliable path into civil service for New Yorkers is through competitive examinations. Each year, DCAS administers between 185 and 200 exams, offering pathways to civil service jobs for tens of thousands of New Yorkers. This year to date, we have administered 205 exams, which are the most ever undertaken by DCAS in a single year.

Bridge Exam & Public Safety Exam 1

Beyond our general examinations, we've also been piloting efforts to increase pathways to civil service through the Bridge Exam. This initiative allows candidates to pay one application fee and take a single test that can be used for multiple job titles. Our most recent Bridge—which covers jobs including bookkeeper, clerical associate/secretary, maintenance worker, and staff analyst trainee—attracted more than 8,000 applications.

This year, DCAS launched the Public Safety Exam (PSE). Adopting the innovative approach we used in creating the Bridge Exam, PSE Level 1 affords applicants the opportunity to pay one fee for a single test, allowing them to qualify for sanitation

enforcement agent, school safety agent, special officer, and traffic enforcement agent titles all at once.

Abridging

While I can't cover all our initiatives today, I want to highlight a few that are particularly impactful.

- First, our **Office of Citywide Recruitment (OCR)**, which among many things, collaborates and engages with institutions, community-based organizations, elected leaders, and faith-based organizations to create pathways to city jobs. To give a sense of scale, in Fiscal Year 2024, OCR participated in over 186 outreach events and reached over 16,600 participants—sharing widely the benefits of city employment and promoting pathways into civil service for New Yorkers.
- Our **CUNY Oriented Programs & Other Pathway Programs**, like the Civil Service Pathways Fellowship (CSPF), Urban Fellowship Program, and Automotive High School Internship offer real-world experience and provide career guidance and practical training in municipal fields; and our teams have been hard at work promoting these programs as well. In FY23 and 24, DCAS participated in close to 50 events across 18 CUNY schools, engaging over 5,400 participants.
- Lastly, I want to highlight our immensely successful **Minimum Qualification Review Project**. This ongoing initiative reviews minimum qualifications for entry level titles to expand the pool of eligible candidates and reduce employment barriers. To date, we have expanded educational requirements for 44 titles affecting approximately 22,500 jobs. Similar efforts are taking place across the country, as cities and states work to make public sector employment more accessible and inclusive.

Conclusion

In conclusion, it's clear that DCAS is not just committed but passionate about helping New Yorkers access civil service opportunities. The civil service system unquestionably provides a pathway to the middle class for underserved and underrepresented communities. Through the initiatives, programs, apprenticeships, and partnerships we've detailed here, DCAS continues to expand access to government jobs.

We are proud of our partnership with CUNY and others and look forward to continuing the success our collective efforts have already achieved in the years to come. Lastly, I'd like to thank the City Council for its dedicated partnership with DCAS and the City in advancing this work. Thank you for your time and attention. I am happy to answer any questions you may have.

Council of the City of New York
Civil Service & Labor Committee
Higher Education Committee

October 31, 2024

TESTIMONY of
The City University of New York

Lauren Andersen
University Associate Provost, Careers & Industry Partnerships

Good morning, Honorable Chairs De La Rosa and Dinowitz and members of the Committee on Civil Service and Labor *and* the Committee on Higher Education. Thank you for the invitation to speak on Pathways into New York City's Civil Service.

My name is Lauren Andersen, and I, and my colleague Ludwig Vouitsis, are proud to represent The City University of New York (CUNY) here today.

I have the honor of serving as the University Associate Provost for Careers & Industry Partnerships and Chief Workforce Officer at CUNY. In this capacity, I oversee an office that was recently elevated to report directly to the Chancellor as well as the University Provost. This is a reflection of the importance that CUNY places on ensuring our students can successfully launch careers, while helping to fuel the growth of New York employers.

Last July, CUNY released a strategic plan entitled *CUNY Lifting NY*. We chose this title deliberately, in recognition of the role that CUNY plays as a leading engine of inclusive economic mobility in New York City.

New York's economic growth must be equitable. It has to lift all New Yorkers, particularly communities of color and residents who were underrepresented in critical careers long before the pandemic. No other institution is better positioned to lift up all New Yorkers than CUNY.

Advancing economic mobility at scale is in our DNA. It was instilled 175 years ago with the founding of CUNY's progenitor - a school called the Free Academy. It was created to educate and provide access, equity and opportunity to people from families of modest backgrounds and qualify them for "usefulness hereafter".

Through decades and generations, CUNY has shaped and transformed the city and state's professional and middle class. It has gained a national reputation for propelling more graduates up the economic ladder than all Ivys, Stanford, Carnegie Mellon, and MIT combined.

Today, with 400,000 degree and non-degree-seeking students served across 25 campuses, CUNY continues to commit to transforming itself into the higher education system our city and state needs at this moment and in the decades to come.

Central to this transformation is an effort to ensure that even more CUNY students have the exposure, preparation, experience, and connections needed to fuel an inclusive and thriving workforce – including in the public sector, which serves as an essential backbone of our City and State.

CUNY is an unparalleled talent pipeline for City, State, and Federal agencies. According to the Cap & Gown survey of CUNY graduates, over 100 City and State entities hired CUNY students during the 2023-2024 school year. Our top single employer of graduates is NYC Public Schools, where nearly a third of new teachers each year come from CUNY.

And CUNY is actively working to grow this pipeline through three key strategies:

*** Expanding Paid Internship and Fellowship Collaborations with public agencies.**

In FY24, 14 City agencies partnered with the *CUNY Internship Program* to introduce over 650 students into the public sector workforce while they are still in school.

This effort expanded last year beyond the strictly City agencies with an additional internship partnership with the MTA.

And students are hungry for the chance to work for the institutions that keep their City and State running. In our first round of recruitment for MTA internship positions, *over 16,000 students applied for 150 spots*. We've continued to grow this essential partnership, and have connected over 500 students to MTA internships since the collaboration began.

Moreover, managers of CUNY interns have realized what an essential pipeline our campuses can be. Many have sought to convert these interns into full-time Civil Service positions once they graduate.

However, they quickly learned how difficult this can be. Even with a Bachelor's degree, many interns did not meet the two-year experience requirement needed to qualify for roles.

So, we built it into programming collaborations with City partners. As you heard previously, in 2023, DCAS restarted the Civil Service Pathways Fellowship. This fellowship built in a three-year pathway for students to work and learn while working to qualify for full time Civil Service titles. As a result of this program, students can now more seamlessly transition into Civil Service roles at agencies that are delighted to have them.

***Integrating connections to public sector career paths into the curriculum...**

Beyond internship opportunities that exist outside of a student's degree path, CUNY is also working to integrate exposure to the public service as part of a student's classroom experience. The Edward T. Rogowski ("ETR") Public Affairs Internship Program integrates public service directly into the classroom by coupling a credit-bearing course with the opportunity to intern in the State legislature, and many former City Council members have hosted ETR interns in past years.

We are eager to continue to expand the number of City Council offices participating in this program.

*** Expanding access to full time Civil Service hiring opportunities.**

In addition to efforts to build early talent pipelines, in the past year CUNY has also worked to ensure that full-time opportunities are more accessible to students.

For instance, this year, CUNY campuses hosted hiring fairs for City Civil Service roles in partnership with the City of New York, making public sector positions and career paths more visible to students and the community.

We also have launched the CUNY Industry Support Hub, a "front door" for any organization, public or private, looking to partner with CUNY. In FY24, the Industry Support Hub and campus-based industry specialist network worked with 76 public agencies to connect students to open roles.

This is the work CUNY has embarked on to expand opportunities and partnerships that will enable students to pursue rewarding careers in the Civil Service. We are eager to do more and expand our collaboration to other State and City agencies.

In the meantime, we also recognize CUNY's invaluable role as a civil service employer, ourselves. At this point I will turn things over to my colleague Lou who can speak to this.



Council of the City of New York

Civil Service & Labor Committee
Higher Education Committee

October 31, 2024

TESTIMONY of
The City University of New York

Ludwig Vouitsis
University Director of Civil Service Support

Thank you, Lauren. Good morning, Honorable Chair De La Rosa and Dinowitz and members of the Committee on Civil Service and Labor *and* the Committee on Higher Education. Thank you for the invitation to speak on civil service at CUNY.

My name is Ludwig Vouitsis. Please call me Lou. I serve as the University Director of Civil Service Support for the City University of New York (CUNY).

Attracting and retaining qualified individuals for civil service positions poses ongoing challenges. Competitive markets and evolving job preferences require strategic measures to ensure a robust and diverse talent pool.

With that being said, CUNY has reviewed our processes and taken several measures to increase our recruitment and retention efforts including:

- **On-line Exams for Enhanced Accessibility:** To ensure accessibility and flexibility for candidates, all of our written examinations are now online and candidates take the written exam using their personal computers on the day and time of their choosing.
- **Promotional Exams:** CUNY has increased communication with the HR teams at the 25 colleges to advertise promotional examination opportunities for staff to increase employee career development.
- **Public Safety and Security Titles:**
 - a. **Recruitment:** In response to challenges posed by recruiting for security titles Campus Peace Officer (CPO) and Campus Security Assistant (CSA), we have taken several approaches to recruit for these positions. Public Safety recruitment staff attended in-person job fairs providing candidates with information about the positions as well as the use of tablets so they can apply for exams immediately. We developed a new website dedicated to recruit CPOs by making the information more attractive and accessible for candidates to explore and apply for the CPO exam.

- b. **Continuous Recruitment Exams:** Recognizing the urgency in filling security positions, we instituted continuous recruitment examinations for Campus Peace Officer and Campus Security Assistant titles. This allows candidates to apply for these examinations 24 hours a day, 7 days a week, 365 days a year, even on holidays.
- **New York State Helps (Local) Program:** CUNY is in the process of requesting approval from the New York State Civil Service Commission to have over 40 CUNY titles in our Blue and White Collar unions be approved through the NYS Helps (Local) Program. This will allow CUNY to fill vacancies in the approved titles faster while allowing the employee to gain permanent civil service status.
 - **Recruitment of CUNY Students:** CUNY is exploring the creation of new *trainee* or *intern* titles in order to create opportunities for students and recent graduates to gain valuable experience which will allow them to transition into permanent civil service titles and create a pipeline for CUNY students. Additionally, we are exploring opportunities to partner with the CUNY Internship Program and the Civil Service Pathways Fellowship Program.

To conclude, we believe that by addressing these aspects of recruitment, retention, and highlighting the inherent benefits of civil service positions, we can strengthen the foundation of our workforce at CUNY. Your support in advocating for policies that recognize and enhance the value of civil service roles at CUNY will undoubtedly contribute to the continued success and growth of our institution. We appreciate your time and consideration of these matters and look forward to the opportunity to discuss them further. Thank you.

**Testimony of
Arthur Cheliotas, President Emeritus
New York Administrative Employees
Local 1180
Communications Workers of America,
AFLCIO**



**Before the New York City Council
Committee on Civil Service and Labor
Jointly with
the Committee on Higher Education
Oversight
Pathways into New York City's Civil Service.
Council Chambers - City Hall
October 31, 2024**

PATHWAYS FOR THE CURRENT CITY WORKFORCE.

I entered city service in 1972 and served as president of Local 1180 for thirteen consecutive three years terms starting in 1979 until Gloria Middleton was elected and took office in 2018. For decades we have been a team fighting for dignity, justice and respect for our members who are predominately women of color.

I currently serve as the Chairperson of the Labor Advisory Board of the City University of New York - School of Labor and Urban Studies and President of CUNY School of Labor and Urban Studies Foundation. I served in various advisory capacities at Queens College and the Joseph Murphy Institute.

I am also a native New Yorker, son of an undocumented immigrant who was also an Army cook in WW II. I am also a proud product of the New York City public school system and a tuition free City University. Within a year of earning my degree from Queens College I qualified to take a competitive civil service test and scored well enough to be appointed a year later as an Income Maintenance Specialist at the NYC Department of Social Services. That was followed by a succession of written competitive promotional tests where I scored well enough to reach the top of the occupational group as an Administrative Manager. My ability to earn a good salary with health benefits and a tier one pension allowed me to move from the working class to the middle class. The two important documents which symbolize my success are my Queens College diploma and my CWA Local 1180 union membership card.

The CUNY Civil Service Pathways Fellowship a partnership with CUNY and DCAS must be supported and expanded. CSPF is an important recruiting tool for city government, it must adhere to the important standards of merit and fitness mandated in the state constitution and civil service law. This partnership is laudable, but recruitment is not enough. Retention is also required if we are to provide the important public services New Yorkers, our families, friends, and neighbors need and deserve.

In the Committees briefing document you cite the following -

‘Chancellor Matos Rodríguez wrote in his op-ed that CUNY bore a “particular obligation to our diverse student population”— many of whom are from the underrepresented communities cited by Speaker Adams and are prime candidates for this pathway to economic stability.

By increasing diversity in the civil service, the Civil Service Pathways Fellowship buttresses the City Council's efforts to improve pay parity in the municipal workforce for employees of all gender identities and racial backgrounds. In its annual Pay Disparity Report assessing the state of pay equity across City agencies, the Council Data Team determined that the CSPF program was an effective component in the recruitment and retention of diverse potential future municipal employees and the reduction of disparities in pay for the overall civil service workforce.'

We concur with the sentiments and statements of Chancellor Matos Rodriguez and Speaker Adrienne Adams. That is why a CUNY pathways program targeting the retention of current city workers will help ameliorate the issues raised in The 2024 Pay Disparity Report on wage gaps within New York City's municipal workforce.

The Pay Disparity Report confirms what Local 1180 members have experienced and known since 1978, the personnel practices of the City are more likely to evade the State constitutionally mandated merit system and civil service law. Instead DCAS practices depress the wages of women and minorities. The only exceptions where the civil service examination system is consistently followed by DCAS are for male dominated uniformed titles.

Local 1180's successful EEO case was instrumental in creating the Pay Disparity Report and is relevant to the topic of this hearing. As the report confirms women and minorities are trapped in a segregated system. Too many current city workers are frustrated and seek other employment that offers better opportunities. They are more likely to continue with a career in the public service if they see career pathways that ensure future growth and opportunities for better wages, and they are willing to invest their time in education and training.

The 2024 Pay Disparity Report confirms that the key facilitators of advancing wages and benefits of women and minorities are labor unions. In addition to negotiating better wages and working conditions unions also provide tuition assistance to members for college credits. Unions such as DC 37, UFT and CWA Local 1180 pioneered programs at CUNY for decades.

Local 1180 used our educational trust fund to invest in our members by paying their tuition to earn degrees and certifications at Queens College in the 1980's, that program evolved into The Joseph Murphy Institute and five years ago the creation of twenty fifth unit of CUNY the School of Labor and

Urban Studies. The degrees and certifications offered helped our members attain skill sets to work smarter and better serve the people of the City of New York while the union fought to see they were compensated for their hard work. Our members commitment to attaining their CUNY education at nights and weekends helped us win our EEOC case. Their educational achievements established that these minority women had better educational credentials than their white male predecessors who were paid much more.

The delivery of public services requires a well-qualified, educated workforce therefore DCAS, city agencies, unions representing their workers must work with CUNY to establish certification and degree programs that provide agencies with skilled and knowledgeable workers needed to deliver these services. A rational approach would require that management, union representatives and CUNY develop courses of study that provide current employees with the necessary knowledge and skills. While also offering promotions and the retention of women and minorities. They must also assure workers who earn degrees and certifications better opportunities for higher pay.

A highly successful model worth considering is the CUNY School of Labor and Urban Studies paraprofessional to teacher program with the United Federation of Teachers. SLU negotiated evening class hours at various CUNY campuses that fit the school schedules of paraprofessionals. After earning their teaching degree, they nearly double their salaries with the opportunity to earn more with a master's degree and more college credits. A study of this program also found that since these teachers had strong ties in the communities where they work they were less likely to seek teaching positions in suburban districts.

If the Department of Citywide Administrative Services (DCAS) was committed to resolving the disparities that are now fully documented they could employ methods for supporting the retention of current city workers with broader access to promotional exams. Access to better paying positions could be achieved after a candidate completes a jointly established certificate or degree at CUNY which offers a bridge to a better paying job through a promotional exam. Being eligible to take a promotional exam gives current city workers a much better chance of being promoted to higher paying jobs. City agencies must exhaust lists established from promotional exams before lists from open competitive exams which draw candidates from the general

public can be offered appointments. Those promotional list should also be city-wide to ensure that women and minorities trapped in agencies with limited positions and can be promoted to agencies with greater opportunities.

A recent example of using this method is the Promotion To Police Officer Notice Exam No. 3551 where titles that are predominately held by women and minorities working as Traffic Enforcement Agent, Associate Traffic Enforcement Agent, School Safety Agent, Supervisor of School Security or Police Communications Technician; are permitted to take a promotional test with all the benefits I previously discussed.

If the Department of Citywide Administrative Services (DCAS) was committed to resolving the disparities that are now fully documented they could use selective certifications in the civil service exam system. These certifications were recently used for Administrative Manager exams and are usually based on specific experience, knowledge, and skills. Selective certifications could be used for current city workers who complete a designated course of study with CUNY such as a certificate in public administration, human resource or budget management thus increasing promotional opportunities to higher paying jobs. This process allows candidates on a civil service list with certain skills, certifications, experience, or degrees the opportunity to move to the top of the list. For example, if someone scored well and is #30 on the general list but possesses a skill such as Spanish language skills needed by the agency, they might be #1 on the selective certification list for Spanish speakers and more likely to be promoted.

Finally, providing pipelines from CUNY to jobs in City government is important, Expanding pathways for current city workers will ensure retention but there is also a pressing need to provide pipelines that encourage high school students from disadvantaged neighborhoods to pursue college and careers in public service and/or social justice advocacy, which is what the CUNY School of Labor and Urban Studies is proposing to do in FY 26.

Modeled after the Junior Reserve Officers Training Corps (ROTC), the Public Service Training Corps (PSTC) program will provide high school students from disadvantaged communities with the opportunity to enroll in college courses while they are seniors in high school. Upon completing four college courses these students will then transfer their credits to CUNY; earn a Certificate in Community Leadership; participate in a paid internship; complete their first two years of college; and pursue a career in public service.

The School of Labor and Urban Studies requested but did not receive City funding to implement this innovative program in the FY '25 budget, and we will be coming back to the Council for support during the next budget cycle. Almost all the support we seek will go to cover the cost of tuition, books, laptops, and transit card, and, crucially, makes it possible to provide students with paid internships.

Thank you for the opportunity to offer suggestions on this important work. I am ready to answer your questions.



Breaking the Cycle of Homelessness
for Women and their Children

Testimony of Win on Pathways into the Civil Service for the Higher Education and Civil Service and Labor Committees Hearing

October 31, 2024

Thank you, Chairs Dinowitz and De La Rosa and the esteemed members of the Committees on Higher Education and Civil Service and Labor, for the chance to submit testimony. Win is the largest provider of shelter and services to families with children experiencing homelessness in New York City. We operate 16 shelters and nearly 500 supportive housing units across the five boroughs. Each night, nearly 7,000 people call Win "home," including 3,600 children.

Since its founding in 2014, Win's Income-Building program has supported the multi-dimensional employment and training needs of families residing in WIN shelters. We assist with the transitions from unemployment to employment and from part-time to full-time employment. We also provide career coaching for improving job quality, including negotiating wage increases and obtaining healthcare and other benefits.

One career pathway we'd like to encourage our clients to explore is Civil Service positions. Civil service positions are renowned for their job stability and benefits. However, there are many barriers that prevent the accessibility of these careers to our clients, such as the Civil Service Exam. Many of our clients have experienced trauma and may have learning disabilities which make test-taking difficult. While the DCAS 55-a program offers many important testing accommodations to clients with disabilities, we also believe that there should be recognition of the knowledge and expertise of people who have experienced homelessness. As with veterans or other demographic groups, **having lived experience of homelessness should earn a candidate extra credits on their civil service exam.** Having more civil service staffers with diverse lived experiences will improve the civil service; especially if clients with lived experience of homelessness are interested in working for agencies such as the Department of Social Services.



Breaking the Cycle of Homelessness
for Women and their Children

We also recommend that the DCAS remove other barriers to people with lived experience of homelessness applying for civil service positions, including expanding fee waiver eligibility to include people living in temporary housing.

Thank you!

I am an Assistant District Attorney in New York City. I am writing in testimony to address and oppose the city's decision to stop covering GLP-1 medications for city employees.

I have struggled with my weight for as long as I can remember. I, like the other members of my immediate family, have always been on the heavier side. As I got older, it became apparent to me that the weight loss efforts made by my peers didn't work the same for me. I figured that extreme calorie cutting was the only way to reliably lose weight in any reasonable amount of time, and so began a descent into the dark vortex of an eating disorder.

If you have never experienced an eating disorder, consider yourself lucky. You become completely, singularly obsessed with food. Your body and mind attempt to make you eat, but your hunger pangs are signs that your efforts are working, so you become addicted to the pain. Your body becomes a prison. It is an all-consuming abyss that has colored my entire life with its unrelenting brutality. I took caffeine pills and green tea pills and most days would have nothing to eat but black coffee and a plate of sautéed mushrooms. I ate ice with seasoning. I mixed chia seeds with water and called it a meal. I walked miles a day. But, as with all disorders of its type, my twisted dedication came with a price. After these periods of extreme restriction, I would find myself binging—eating a massive amount of food in a short period of time—which ultimately caused me to steadily gain weight. Binge eating disorder, or BED, is a serious condition shrouded in shame and misunderstanding. We are, often, not thin. We don't look like the classic depiction of an eating disorder. Those with BED are strongly advised against counting calories, as it triggers the restriction impulse central to the disorder and can result in a relapse.

I began receiving treatment for my BED far too late into my twenties, because until that point I vehemently believed that my weight gain was a personal failing due to lack of dedication. I believed that somehow, my weight—my greatest shame, my biggest failure—was a singularity, an exception to the rule of my ambition and dedication in every other aspect of my life.

Today, I find myself in the middle of healing my eating disorder—which is a daily, lifelong battle—while trying to lose weight and take control of my health in a way that does not trigger a relapse. After trying countless diets, non-diets, pre-paid meal plans, intuitive eating, paleo, veganism, and, when all else failed, simply starving myself, my doctor prescribed Zepbound in August 2024. As is now generally accepted in the medical community, losing weight is not quite as simple as we'd all like to think. Hormone imbalance, metabolic damage from years of extreme restriction, and insulin resistance combined to make losing weight harder for me than it might be for someone else. When I began taking Zepbound, I felt in control of my relationship with food for the first time in my entire life. I have since been able to lose nearly 20 pounds since September 1, and while I still have a long way to go, I have never known peace like this before. I consider this medication to be not only necessary for my physical health and well-being, but for my mental health as well. This is, for me, a life-saving medication.

Living with obesity is difficult. Living with an eating disorder is hellacious. Our city insurance covers hundreds of medications designed to alleviate hellacious conditions of the mind and

body. This week, I learned that this city simply doesn't care enough about my hell to help me escape it.

Eli Lilly, the company that makes Zepbound, offers a savings card, but the savings card is not accessible to those who have government insurance. I am now facing the devastating reality that I will need to pay over \$1,000 out of pocket every month to continue this medication, which, as a city employee, I cannot afford. When I began this medication, my doctor warned me that I would likely need to use it long-term. I ultimately agreed to take it because it was covered, and I foolishly thought that my city had my back. It is not something you can just simply stop taking—you are supposed to titrate down if you intend to go off the medication. I will likely gain back whatever weight I lose when I can no longer afford this medication.

I have had GHI insurance for my entire life, as my mother also works for the city. I have only ever worked for the city. When I graduated from one of the top law schools in the state, I decided that I would take a significant cut in pay potential compared to other New York attorneys and pursue my dream of using my degree to serve my city as an ADA. What do I get in return for dedicating my career to civil service? My employer telling me that I need to develop diabetes before they will ever assist me with preventative care for weight issues caused by a disorder.

Liz Garcia told Gothamist that these medications were covered for people with obesity in "error." This is patently reprehensible, and every single person responsible for this decision should be deeply ashamed of themselves. How fortunate you all must be to dismiss what you've done as an "error."

New York City recently passed Local Law 61 of 2023, which protects New Yorkers from discrimination on the basis of weight. What a sick joke. While it may not be the exact application of the law, I believe that the city's decision is, de facto, discriminatory, because you are excluding an entire class of people from using this medication in one of the ways it was designed to be used. You truly have no idea the type of harm you are causing. I sincerely hope the city reconsiders this decision. Thank you for your time.

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Cecille Chala

Address: [REDACTED]

I represent: myself as a student researcher

Address: SC

**THE COUNCIL
THE CITY OF NEW YORK**

*CUNY
10/31/24*

Appearance Card

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I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: 10/31/24

(PLEASE PRINT)

Name: Ludwig (Luis) Vouitsis

Address: [REDACTED]

I represent: Campus Resources / CUNY / Zenu

Address: Ludwig.Vouitsis@Cuny.edu

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: 10/31/24

(PLEASE PRINT)

Name: Sel DeRosalie

Address: [REDACTED] LIC

I represent: _____

Address: _____



Please complete this card and return to the Sergeant-at-Arms



**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Katrina Porter

Address: Chief Human Capital Officer

I represent: NYC DCAS

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: 10/31/24

(PLEASE PRINT)

Name: Lauren Andersen

Address: University, Associate Provost

I represent: OF Careers & Industry

Address: Lauren.Andersen@CUNY.edu

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Kadian Oular

Address: Workforce Operations Assistant

I represent: Commissioner

Address: NYC DCAS

Please complete this card and return to the Sergeant-at-Arms

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: _____

Name: Arthur Cheliotas (PLEASE PRINT)

Address: _____

I represent: CWA Local 1180

Address: 6 Harrison ST. NY, NY

Please complete this card and return to the Sergeant-at-Arms

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: 10/3/12

Name: Christopher Leon Johnson (PLEASE PRINT)

Address: _____

I represent: Self

Address: _____

Please complete this card and return to the Sergeant-at-Arms