

## COMMITTEE ON YOUTH SERVICES

CITY COUNCIL  
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON YOUTH SERVICES

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November 18, 2021

Start: 1:03 P. M.

Recess: 2:40 P. M.

HELD AT: REMOTE HEARING (VIRTUAL ROOM 2)

B E F O R E: Hon. Deborah Rose, Chair

COUNCIL MEMBERS:

Margaret S. Chin  
Mathieu Eugene,  
Oswald Feliz  
Farah N. Louis  
Bill Perkins  
Kevin C. Riley

## COMMITTEE ON YOUTH SERVICES

## A P P E A R A N C E S

Darryl Rattray,  
DYCD Associate Commissioner

Dana Cantelmi,  
DYCD Agency Chief Contracting Officer

Ryan Murray, First Deputy Director of the Mayor's  
Office of Contract Services

Daryl Hornick-Becker,  
Policy and Advocacy Associate  
at Citizens' Committee for Children of New York, Inc.

Dante Bravo,  
Youth Policy Analyst at United  
Neighborhood Houses

Christine James-McKenzie,  
Associate, Communications, Learning & Policy,  
JobsFirstNYC

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2 SERGEANT SADOWSKY: Recording started.

3 SERGEANT PEREZ: Good afternoon, welcome to New  
4 York City Council's remote committee hearing on Youth  
5 Services.

6 Everyone, please turn on your videos at this  
7 time. Silence all electronic devices. All written  
8 testimony can be submitted to

9 [testimony@council.nyc.gov](mailto:testimony@council.nyc.gov) , again that  
10 [testimony@council.nyc.gov](mailto:testimony@council.nyc.gov) .

11 Thank you.

12 Chair Rose, we're ready to begin.

13 CHAIRPERSON ROSE: Thank you. I want to thank you  
14 all for joining our virtual hearing today on this  
15 very important issue.

16 My name is Debi Rose, and I am the chair of New  
17 York City Council's Committee on Youth Services.  
18 Today the Committee on Youth Services is conducting  
19 an oversight hearing on nonprofit contracting.

20 I'm really great... I'm really happy to announce  
21 that we are joined my council members Chin and  
22 Council Member Riley.

23 At today's hearing, the Committee on Youth  
24 Services will examine the process for the city's  
25 contracting with nonprofit providers for the

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2 provision of youth services, and we'll explore ways  
3 to improve the process to better engage and support  
4 youth focused community based organizations in New  
5 York City.

6 The committee also solicit feedback from  
7 advocates, providers, and community members about the  
8 issues plaguing the nonprofit contracting process and  
9 how to address them.

10 COVID exacted a particularly heavy toll on our  
11 children and youth and at a critical developmental  
12 stage of their lives. This elevated the already  
13 enormous value of the work and the roll of our  
14 nonprofit youth service providers whose efforts  
15 during the pandemic -- and its aftermath -- can only  
16 be described as heroic. They however have been  
17 laboring under the burden of a number of challenges  
18 such as the following:

19 1. COVID introduced inflation and necessity to  
20 implement new health and safety measures increase  
21 youth service providers cost; however their contracts  
22 re... their contract reimbursement rates have not  
23 kept pace.

24 2. Youth focused nonprofit providers have been  
25 struggling to recruit and retain youth workers

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2 Because of inadequate wages and benefits, child  
3 care issues, the background check backlog, and the  
4 consequence outflow of youth workers to better  
5 compensating DOE jobs, and even to other industries  
6 in the private sector.

7 3. Staffing shortages have been adversely  
8 impacting participants' enrollment, because youth  
9 focused providers have been straining to meet the  
10 participant to staff ratios. This means that all  
11 providers cannot serve as many youth as they  
12 should... as should be possible.

13 And, fourth, there are delays in payments to  
14 youth providers for already rendered services and the  
15 attendant lack of communication and clarity as to the  
16 payment timeline.

17 This puts our youth focused nonprofit providers  
18 in a financial crunch forcing them to resort to  
19 bridge loans, which is not a sustainable strategy.

20 These burdens make the work of our nonprofit  
21 youth providers more challenging than necessary, and  
22 by extension, they mean fewer services for fewer  
23 youth precisely at a time when our children and youth  
24 sorely needs such services to address the social,  
25 emotional, and academic fallout of COVID. This is

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2 simply unacceptable. These problems can and should  
3 be addressed to ensure adequate and timely support of  
4 our youth focused nonprofit providers in their work.  
5 And the importance of this work to our recovery and  
6 collective future cannot be understated.

7 Our advocate using... One advocate used the  
8 following analogy to describe the efforts of youth  
9 nonprofit providers during COVID and its aftermath,  
10 "Navigating a formidable storm at sea, in a small  
11 rowboat with only one ore." She pointedly said, "If  
12 providers could do such a great job with such  
13 inadequacy tools, imagine what they could do with  
14 better support and resources." Uh, I could not say  
15 it any better myself.

16 We can and must do much better than to hand our  
17 youth providers one ore in the COVID storm. We can  
18 and must come together in meaningful ways to ensure  
19 that our youth nonprofit providers are adequately  
20 supported in their critical work. This goes post  
21 COVID. This should be always, because what is on the  
22 line but only our children and youth... are not only  
23 our children and our youth, but our hope and our  
24 future. Because, as Nelson Mandela put it, "There  
25

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2 can be no keener revelation of a society's soul then  
3 the way in which it treats its children."

4 In summation, we are here today to examine the  
5 process for the city's contracting with nonprofit  
6 providers for the provision of youth services and to  
7 explore ways to improve it to better engage and  
8 support youth focused community based organizations  
9 in New York City.

10 In addition, we will hear feedback of the  
11 providers, advocates, and community members.

12 I want to take this time to thank the staff  
13 behind the scenes who make sure that this remote  
14 hearing runs smoothly. And, I'd also like to thank  
15 the Youth Committee staff for their work on this  
16 issue: My Committee Counsel Emi Briggs, my Committee  
17 Policy Analyst Anastassia Zimina, and Committee  
18 Financial Analyst Michele Peregrin.

19 I want to say a big thank you to all of you as  
20 well as my staff, my Chief of Staff Christine Johnson  
21 and my Legislative Aid, Christian Revello.

22 And I want to give a shout out and  
23 congratulations to my Legislative Director Isa Cortez  
24 who gave birth to a beautiful baby girl.

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2 And with that, I would now like to acknowledge my  
3 colleagues, uh, just one again, who have joined us.  
4 And they are Council Members Chin, and Council Member  
5 Riley, and Council Member Louis.

6 Uhm, and I will now turn it over to our committee  
7 counsel who will review some procedural items  
8 relating to today's hearing. Thank you.

9 COMMITTEE COUNSEL: Thank you, Chair Rose.

10 I'm Emi Briggs, counsel to The Committee on Youth  
11 Services, and I will be moderating today's hearing  
12 and calling panelist to testify.

13 Before we begin, I would like to remind you that  
14 everyone will be on mute until I call on you to  
15 testify, and after you're called, you will be unmuted  
16 by the host. Please listen for your name, and I will  
17 periodically announce who the next panelists will be.  
18 Council member questions will be limited to five  
19 minutes, and council members, please note that this  
20 will include both your questions and the witnesses  
21 answers. Please also note that we will allow a  
22 second round of questions at today's hearing, and  
23 these will... those will be limited to two minutes -  
24 again -- including both your questions and your  
25 answers.



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2 For public testimony, I will call out the  
3 individuals in panels. Council members who have  
4 questions for a particular panelist should use the  
5 Raise Hand Function in Zoom. You will be called on  
6 after everyone on that panel has completed their  
7 testimony.

8 And, for public panelist, once I call your name a  
9 member of our staff will unmute you, and the Sergeant  
10 At Arms will give you the go ahead to begin speaking  
11 after setting the timer.

12 All public testimony will be limited to three  
13 minutes. And after I call your name, please wait a  
14 brief moment for the Sergeant At Arms to announce  
15 that you may begin.

16 I will now call on the following members of the  
17 administration to testify: Darryl Rattray who's the  
18 DYCD Associate Commissioner, Dana Cantelmi DYCD's  
19 Agency Chief Contracting Officer, and Ryan Murray,  
20 MOCS First Deputy Director.

21 I will administer the oath to all three of you,  
22 and after reading... after reading the oath, I will  
23 call upon each of you individually, by name, to  
24 respond to the oath.

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2 Please raise your right hand. Do you affirm to  
3 tell the truth, the whole truth, and nothing by the  
4 truth, before the committee, and to repeat...  
5 respond honestly to council member questions?

6 Associate Commissioner Rattray?

7 ASSOCIATE COMMISSIONER RATTRAY: (INAUDIBLE 10:08)

8 COMMITTEE COUNSEL: Thank you.

9 Uhm, Agency Chief Contracting Officer, Dana  
10 Cantelmi?

11 DYCD ACCO CANTELM: I do.

12 COMMITTEE COUNSEL: Thank you.

13 And First Deputy Director Ryan Murray?

14 FIRST DEPUTY DIRECTOR MURRAY: I do.

15 COMMITTEE COUNSEL: Thank you.

16 Associate Commissioner Rattray, you begin your  
17 testimony when ready.

18 ASSOCIATE COMMISSIONER RATTRAY: Good afternoon  
19 Chair Rose and Members of the Youth Services  
20 Committee. I am Associate Commissioner Darryl  
21 Rattray. And I am joined by our Agency Chief  
22 Contracting Officer Dana Cantelmi, and Ryan Murray,  
23 The First Deputy Director of the Mayor's Office of  
24 Contract Services otherwise known as MOCS.

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2 On behalf of Commissioner Bill Chong, thank you  
3 for this opportunity to discuss non-profit  
4 contracting.

5 And, Chair Rose, thank you for your opening. Our  
6 nonprofit providers are truly heroes and the backbone  
7 of New York City. And, we strive to do everything in  
8 our collective power to support them, whether it's  
9 ensuring they have both ores or even if it means  
10 getting in to the raft with them to support the work  
11 that they do.

12 Contracting is often an overlooked, yet essential  
13 part of how the city serves New Yorkers. This is  
14 particularly important in human services, where  
15 millions of New Yorkers rely on the essential  
16 programs offered by thousands of dedicated non-profit  
17 organizations. Over the past eight years DYCD has  
18 practically transformed across program areas and  
19 grown from \$400 million to \$1 billion representing  
20 63,000 contracts and amendments.

21 As you will recall, this began with the launch of  
22 universal SONYC middle school programs.

23 Within nine months of this Administration, over  
24 271 new after school programs were launched through  
25

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2 HS Accelerator. As of today, there are nearly 900  
3 COMPASS programs operating citywide.

4 Our procurement systems helped manage the growth  
5 of our portfolio of Mayor Dinkins' signature Beacon  
6 programs, from 80 to soon to be 92 sites and a budget  
7 of \$59.5 million. We have the 92nd site opening this  
8 January at Council Member Riley's district at Truman  
9 High School.

10 We expanded programming for residents of public  
11 housing through the Cornerstone Community Center  
12 Program. We began at 25 locations in 2009 and now  
13 offer services at 99 developments and a budget of  
14 \$57.4 million.

15 We have more than tripled the number of  
16 residential beds, increased the age for residential  
17 services to 24, and opened new drop-in centers. There  
18 are currently eight DYCD-funded centers to with at  
19 least one 24-hour drop-in center operating in each of  
20 the five boroughs.

21 During this time, the council's investments in  
22 discretionary funded programs grew from \$29.6 million  
23 to \$87.67 million in Fiscal 2021, and \$119.6 million  
24 and counting in Fiscal 2022.

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2 COVID-19 amplified the importance of our work  
3 with new programs and services rolling out quickly to  
4 respond to the unprecedented health crisis and  
5 shifting needs, and made it clearer than ever the  
6 need to digitize procurement through PASSPort. In the  
7 past year and half, we launched three major  
8 initiatives to help city recover: SYEP Summer Bridge,  
9 Learning Labs, and Summer Rising.

10 SYEP Summer Bridge offered engaging virtual  
11 program that offered young people opportunities to  
12 learn new skills, explore potential careers, and earn  
13 money.

14 During the height of the pandemic, our staff  
15 worked tirelessly with DOE, DDC, FDNY, DOB (INAUDIBLE  
16 13:54) MOCS, and other agencies to launch Learning  
17 Bridges, which provided free childcare options for  
18 children from 3-K and through 8th grade.

19 Finally, this past summer, we launched Summer  
20 Rising, a comprehensive summer program during the  
21 most critical summer for New York City students.  
22 Summer Rising provided enriched comprehensive summer  
23 camp style programs and services to children  
24 throughout NYC. Summer Rising also ensured that  
25 students assigned to summer school, as well as all

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2 that participated, received enhanced academic  
3 services that were vital in helping to bridge the  
4 learning gap as we turned the corner from the  
5 pandemic. The program operated five days a week for  
6 seven weeks across close to 800 programs.

7 We are incredibly proud of DYCD staff, our  
8 providers, our young people, and families during  
9 these challenging times.

10 Since the PAUSE order was enacted in March 2020,  
11 DYCD staff quickly adapted to working from home from  
12 supporting, reimbursing, and communicating with  
13 funded programs so they can best serve their  
14 communities. This was possible because the IT staff  
15 has developed systems and reports to help with the  
16 COVID-19 response and kept systems up and running to  
17 allow Finance and contracting staff to support  
18 nonprofits during the crisis.

19 Our community-based organizations have gone above  
20 and beyond in helping the city meet one of its top  
21 priorities during the COVID-19 emergency, which  
22 keeping New Yorkers safe.

23 We are pleased that our offices are open and  
24 staff are working in-person, while in September our  
25

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2 afterschool programs and community centers welcomed  
3 back young people.

4 We appreciate our partnership with MOCS as we  
5 move over to PASSport. Our Fiscal Unit has been  
6 working diligently to enter contract actions as well  
7 as to provide cash flow.

8 Since the start of the pandemic in March 2020, we  
9 processed over 4,500 contracts with 4,452 registered,  
10 and 125 currently at the Comptroller.

11 We are also pleased to report that DYCD continues  
12 to have one of the fastest invoice and payment  
13 processing times.

14 Thank you once again for this opportunity to  
15 testify today. We are happy to answer any questions  
16 you may have.

17 COMMITTEE COUNSEL: Thank you for your testimony.

18 We will now turn to Chair Rose for questions.

19 Chair?

20 CHAIRPERSON ROSE: Thank you. Thank you, uh, so  
21 much, uhm, Associate Commissioner Rattray for, uhm,  
22 for your testimony. And, I want to thank everybody  
23 who's here from the administration to testify today.

24 Uhm, the contracting process is a very important  
25 process that's, uh, uh, key and critical to the

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2 quality of service delivery that our not for profit,  
3 uhm, providers can, uh, deliver... to help them  
4 deliver services. So, uhm, it's... It's really  
5 important that, uh, we get some answers to some of  
6 these... to these questions so that we can ensure  
7 that our young people are getting the resources that  
8 they need at the level, uh, at... at the necessary  
9 levels.

10 Uhm, so, uh, what is the typical timeline for the  
11 completion of the contracting process from pre-  
12 solicitation to payment?

13 DYCD ACCO CANTELMi: Thank you, Chair, for the  
14 question. So, I'm gonna give you a timeline of...of  
15 Happy Path, right? From solicitation to contract  
16 registration, you're looking at anywhere between six  
17 to nine months, and that's taking in to account all  
18 of the required steps, uhm, you know, that we have to  
19 follow as part of the procurement policy board rules.

20 CHAIRPERSON ROSE: Okay, uhm, could you tell me  
21 what, uhm, what the process is and the timeline for,  
22 uhm, a typical RFP?

23 DYCD ACCO CANTELMi: So, it... It really depends  
24 on the size and the scope, right? You can have an  
25 RFP that's a small budgeted amount, right? And, that



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2 one we can get done -- depending on again -- the...  
3 the scope of... of the service and whether or not we  
4 are having a concept paper. You can get that done  
5 within, I want to say nine months. But, if you have  
6 something of a large scale, such as like our Beacon  
7 COMPASS program, that's going to take a long time.  
8 That we usually say it's about 18 months, because we  
9 want to ensure that we're getting the feedback from  
10 the community, the participants, the public, uh, our  
11 council members, right? To ensure that we're meeting  
12 the needs of New York City.

13 CHAIRPERSON ROSE: Uhm, when... With the, uhm,  
14 uhm, the... You said the eight... The, uhm, COMPASS  
15 is, uhm, pretty much and 18 month process. Would  
16 that be the same for SONYC?

17 DYCD ACCO CANTELM: SONYC, too. I mean, so, when  
18 we... The last time that we released the COMPASS and  
19 SONYC RFP, we released them together. Uhm,  
20 unfortunately that was canceled. Right? But, we  
21 would look to release them together, so it would.  
22 Because, COMPASS is the comprehensive. That's the  
23 umbrella. And, SONYC is the, uh, portion of the  
24 COMPASS overall program.

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2 CHAIRPERSON ROSE: And, the... The increase in  
3 the time frame, uhm, for, uh, for the RFP process for  
4 COMPASS and SONYC, uh, which is different from the  
5 pre-solicitation, uhm, process to payment, is it  
6 because of the concept paper, uhm... (Cross-Talk)

7 DYCD ACCO CANTELM I: Concept paper...

8 CHAIRPERSON ROSE: Or part of that process?  
9 What... What adds... What adds time on...

10 SERGEANT AT ARMS: Time

11 CHAIRPERSON ROSE: to this process from the...  
12 What makes it different from the pre-solicitation,  
13 uh, process to payment?

14 DYCD ACCO CANTELM I: Sure, so, it's... It's  
15 really the... the large volume. Right? You have a  
16 large number of sites, which, you know, when we  
17 release these RFP's we do get a large volume of  
18 proposals. So, the evaluation process... Also,  
19 there's a large partnership that happens with DOE and  
20 the principals where providers have to engage with  
21 the principals as part of their proposal process.  
22 So, we need to ensure that we're building in time for  
23 them to respond, uhm, to the RFP. So, you know, what  
24 I'm describing right now is really the RFP phase.  
25 But, once we move from the RFP phase to the award

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2 phase, that's when we're getting in to the  
3 contracting piece of it. So, finalizing contract  
4 negotiations, the budget, the work scope, again  
5 COMPASS is a... our largest program. Right? We're  
6 talking about hundreds of contracts as a result of  
7 compass and SONYC, uh, for DYCD to process, so...  
8 And, also for the providers. Right? They're also  
9 dealing with having to process these budgets and work  
10 scope, so it does take a lot time for them to get  
11 that... that through the system. So, you are  
12 looking at a larger, uhm, processing time when you're  
13 talking about a... a program such as COMPASS and  
14 SONYC.

15 CHAIRPERSON ROSE: Can you walk us through the  
16 steps of... of the COMPASS, uh, SONYC process?

17 DYCD ACCO CANTELM: Sure. Sure, uhm, so,  
18 starting for... So, I'm gonna break it up into  
19 phases. So, starting first with the pre-solicitation  
20 phase. Right? That would entail our stakeholder  
21 engagement, concept paper, where we're engaging with  
22 the public showing... giving folks time to, uhm,  
23 comment on the model and also finalizing scope of...  
24 of work and what we want to release in the, uhm, RFP.  
25 Then from when the time that we move from the pre-

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2 solicitation phase, we get in to the solicitation  
3 phase. Right? That's the RFP being released, we're  
4 having our pre-proposal conference, we're engaging  
5 with providers, informing folks encouraging them to  
6 apply. We're also working closely, uhm, with DOE to  
7 ensure to that the principals are informed that this  
8 program is out. And, then we close that solicitation  
9 phase and move in to the evaluation phase where we're  
10 evaluating all the proposals that have come in, uhm,  
11 and... and, scoring them. Then we move to the  
12 award phase where we're actually selecting the, uhm,  
13 new providers, and then moving in to contract.

14 ASSOCIATE COMMISSIONER RATTRAY: And just to...

15 (Cross-Talk)

16 CHAIRPERSON ROSE: Uhm... I'm sorry (INAUDIBLE  
17 21:50)

18 ASSOCIATE COMMISSIONER RATTRAY: I'm sorry, Chair  
19 Rose, just to add to that, and during this time, ,you  
20 know, our team (INAUDIBLE 21:53) we're working with  
21 the nonprofits to both develop the detailed, uhm,  
22 scope of what they're actually going to be doing on  
23 site. So, what... What are the activities gonna  
24 look like? What's the quality of those activities?  
25 Uhm, what's... What's your budget? So, we're

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2 working with them to get a... a final secure budget  
3 that's part of that contract package. Uh, working  
4 with them about their staffing. Are you hiring the  
5 right staff? What their qualifications are. Uhm,  
6 and, then working with the director of that site, a  
7 coordinator to ensure that the right conversations  
8 are happening. If you're school based, are you  
9 having those conversations with the school  
10 administration, uhm, other community stakeholders,  
11 etc.

12 DYCD ACCO CANTELM: And, then, uhm, once we go in  
13 to the contracting, that's where you see your  
14 responsibility termination process. Right? We're  
15 doing a review of the awarded contractor to ensure  
16 that they're responsible. We're doing our vendor  
17 name checks. We're making sure that we have all of  
18 our oversight approvals, and then we're sending it to  
19 the controller's office for registration, at which  
20 point, once registered, the provider can then get  
21 their, uh, advance and... and, start submitting for  
22 reimbursement.

23 CHAIRPERSON ROSE: Uhm, can you, uh, tell me, uhm,  
24 under, uhm, uh, at... At... What role do the  
25 stakeholders and advocates play in the COMPASS and

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2 SONYC RFP process? And, uhm, what role does the  
3 Human Services Council play in that process?

4 DYCD ACCO CANTELMi: So, definitely, uhm, and  
5 we've done this in the past where we work with the  
6 council members during the stakeholder engagement  
7 process. So, you know, reaching out whether it be  
8 through surveys, having meetings, uhm, to discuss  
9 what you may see as an ideal model. What may have to  
10 change, uhm, with our models? Uhm, and taking all of  
11 that feedback in to consideration to help develop the  
12 RFP.

13 We try to do stakeholder engagement prior to a  
14 concept paper release, during a concept paper  
15 release, and even at times after, uhm, to ensure that  
16 the RFP really reflects, ,you know, a holistic model  
17 of what's needed for ,you know, all of our  
18 stakeholders.

19 CHAIRPERSON ROSE: Okay, uhm, and under RFP's are  
20 the current COMPASS and SONYC provider contracts?  
21 And, are these the most recent?

22 DYCD ACCO CANTELMi: So, there's a combination.  
23 So, our... Our oldest contracts are off of the 2012  
24 RFP. That was a combination of elementary and middle  
25 school programs. And, then when we had the

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2 expansion, the... the SONYC middle school expansion,  
3 that was, I want to say 2014. Darryl, you can  
4 correct me if I'm getting that wrong. Uhm, 2014 was  
5 the middle school expansion contracts. And, that was  
6 primarily SONYC. Uhm, then we also had another  
7 subset I want to say in 2016, where we had some  
8 additional, uhm, elementary and middle school as well  
9 as center based programs.

10 CHAIRPERSON ROSE: Uhm, uh, why, uhm, why have,  
11 uhm, current RFP's not been issued?

12 DYCD ACCO CANTELM: Yeah, so, unfortunately due  
13 to the pandemic, our timeline was delayed. We were  
14 hoping to start stakeholder engagement with the  
15 public right around the time the pandemic started.  
16 So, we are... We unfortunately had to move that  
17 timeline back. Uhm, but definitely during the new  
18 administration, that's one of our first priorities to  
19 start that process.

20 CHAIRPERSON ROSE: In... And, in September of  
21 2018; however, you, uhm, DYCD informed current, you  
22 know, providers of, uhm, COMPASS or... and,  
23 perspective providers of COMPASS and SONYC that the  
24 RFP's for these programs that were due in October 2nd  
25

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2 of, uh, 2018, they were canceled. Why were these  
3 canceled?

4 DYCD ACCO CANTELMY: Uhm, they were canceled due  
5 to advocacy, I believe of the nonprofits. We wanted  
6 to ensure that we were taking a closer look at the  
7 model. Uhm, when we released that RFP, there weren't  
8 any changes to the model. Uhm, so, ,you know, we  
9 felt confident with the RFP that we released, but  
10 after further ,you know, consideration and hearing  
11 from our nonprofit providers, we felt that we wanted  
12 to take another look and see where we could improve.

13 CHAIRPERSON ROSE: And, you, uhm... Uh, so, then  
14 you felt that the... The input that you got from  
15 the, uh, providers warranted taking another look?

16 DYCD ACCO CANTELMY: Yes.

17 ASSOCIATE COMMISSIONER RATTRAY: Yes.

18 DYCD ACCO CANTELMY: Yes.

19 CHAIRPERSON ROSE: And, uhm, can you just kind of  
20 tell me, uhm, how long you're looking? Heh, it's  
21 been... (Cross-Talk)

22 ASSOCIATE COMMISSIONER RATTRAY: What we're...

23 CHAIRPERSON ROSE: It's been 2018...

24 ASSOCIATE COMMISSIONER RATTRAY: (INAUDIBLE 26:38)



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2 CHAIRPERSON ROSE: Uh, what's taking you so long?

3 (Cross-Talk)

4 ASSOCIATE COMMISSIONER RATTRAY: (INAUDIBLE 26:39)

5 One of the things that happened, honestly, was we  
6 started stakeholder engagement to get more detailed  
7 conversations happening around what the concerns  
8 were. And, then we got the... The pandemic  
9 happened. So, that... It kind of pushed that plan  
10 back. So, at this point, given the timeline, we are  
11 looking forward to the new administration coming in,  
12 uhm, and starting that process back up, which will  
13 also be informed by the new administration and the  
14 new direction.

15 CHAIRPERSON ROSE: So, uhm, so, now that we are...

16 We are sort of, uhm, semi back to ,you know, to  
17 getting ,you know, back to a place where we were,  
18 uhm, pre COVID, uhm, what is the timeline now for  
19 the... the, uh, issuing of our the RFP?

20 DYCD ACCO CANTELMY: So, we anticipate releasing  
21 the RFP in 2022. The current COMPASS programs run  
22 until end of fiscal year 23.

23 CHAIRPERSON ROSE: Uhm...

24 DYCD ACCO CANTELMY: So, stakeholder engagement  
25 happening during the new calendar year, and then,

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2 again, because of the scale of the COMPASS RFP, and  
3 the number of proposals we anticipate, and the number  
4 of sites, we want to ensure that we're allowing the  
5 nonprofit providers enough time to do their outreach,  
6 get their school partnership agreements signed. So,  
7 it... It is a RFP that takes a longer time to get  
8 processed.

9 CHAIRPERSON ROSE: So, have, uhm, have the  
10 providers been informed that this, uhm, this RFP will  
11 be coming out in 2022?

12 DYCD ACCO CANTELMi: So, they've been informed  
13 that their contracts are running until June of 2023.  
14 We're in the process of extending all of them.

15 CHAIRPERSON ROSE: Uhm, uh, this is a, uh, a  
16 question that, uhm, I... This is just for my  
17 edification, uhm, the... the... The extensions, is  
18 there no limitations to the number of extensions that  
19 you can... you can provide before a new RFP is....  
20 is rendered?

21 DYCD ACCO CANTELMi: So, there are, uhm, within  
22 the rules, there are, uhm, perimeters that you have  
23 to follow in order to extend a contract. Uhm, you  
24 know, for our COMPASS programs we had, you know,  
25 because of the pandemic and also because we wanted to

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2 ensure that we had a solid model, uhm, we were able  
3 to extend those contracts for a longer period of  
4 time. There's no defined number of extensions that  
5 were allowed. Uhm, but in terms of... of how long  
6 we extend something, it's what's called a negotiated  
7 acquisition extension that allows us additional time  
8 to develop a, uh, a new RFP.

9 CHAIRPERSON ROSE: And, these extensions are...  
10 are predicated on the original terms of the RFP,  
11 right?

12 DYCD ACCO CANTELMi: That's correct. The  
13 underlying contract, yes.

14 CHAIRPERSON ROSE: Mm-hmm. And, they don't take  
15 in to consideration any sort of changes in... in...  
16 in anything?

17 DYCD ACCO CANTELMi: Well, if... If there were  
18 amendments, you know, that added funding to those  
19 contracts, they would be rolled over as well in to  
20 the negotiated acquisition extension. It wouldn't be  
21 their original base that was awarded off of the, uh,  
22 the initial RFP.

23 CHAIRPERSON ROSE: So, providers and advocates,  
24 you know, report that their contract reimbursement  
25

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2 rates have not kept pace. So, what... What's being  
3 done to address that?

4 DYCD ACCO CANTELMi: So, I know the city, you  
5 know, we've been invested in the nonprofit community  
6 through the indirect rate, uhm, increases that have  
7 been given for FY 20 and out. Uhm, you know, of our  
8 goals through the stakeholder engagement for the new  
9 COMPASS programs is to see what that new price is.  
10 But, in terms of the current contracts, the increases  
11 that we've seen, uhm, have been around the indirect  
12 rate.

13 FIRST DEPUTY DIRECTOR MURRAY: And, Council  
14 members, uhm... (Cross-Talk)

15 CHAIRPERSON ROSE: Yes... (Cross-Talk)

16 FIRST DEPUTY DIRECTOR MURRAY: Good after...  
17 Good afternoon. Uhm, (INAUDIBLE 30:43)... (Cross-  
18 Talk)

19 CHAIRPERSON ROSE: Hi... (Cross-Talk)

20 FIRST DEPUTY DIRECTOR MURRAY: (INAUDIBLE 30:46)  
21 remarks... Hi, good to see you again.

22 Uhm, this is really important. Right? We've  
23 heard this from repeatedly from the sector, uhm, not  
24 just (INAUDIBLE 30:54)... (Cross-Talk)

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2 CHAIRPERSON ROSE: I'm sorry, could you speak up a  
3 little? Could you speak a little... (Cross-Talk)

4 FIRST DEPUTY DIRECTOR MURRAY: Sure... (Cross-  
5 Talk)

6 CHAIRPERSON ROSE: I can't quite hear you.

7 FIRST DEPUTY DIRECTOR MURRAY: Sure, can you hear  
8 me okay, now?

9 CHAIRPERSON ROSE: That's better.

10 FIRST DEPUTY DIRECTOR MURRAY: Great, uh, what I  
11 was saying in that this is a very, uh, this is  
12 something that the sector, overall not just Youth  
13 Services, is advocating for. So, we were the first,  
14 uh, in the nation to really step in to the space  
15 while looking at the indirect rates to make sure that  
16 folks are funded more wholly, uhm, in terms of all  
17 the administrative costs that you have to run a  
18 contract. Uhm, for the youth services portfolio,  
19 uhm, this is something that we're gonna have to look  
20 at very, very closely. Uhm, I've been at many  
21 hearings, uh, with Council Member Chin, and you, and  
22 Council Member Kallos where the sector has absolutely  
23 said, look, you know, here... The cost and the...  
24 of our staff is changing. Uhm, they're advocating  
25 for COLAS and such. Uh, that is something that is

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2 actively being looked at and something that would  
3 have to be considered as we're looking at the new  
4 R... RFP, uhm, and service delivery moving forward.  
5 So, it's something that's absolutely on the radar.  
6 Uh, we're working with advocates. We're hearing  
7 their feedback. Uhm, one contribution we have, as  
8 Dana said, is in the indirect rate. Uhm, but we know  
9 that there's advocacy for more.

10 CHAIRPERSON ROSE: Uhm, thank you. Uhm, uh,  
11 when... When we look at the... the rate, uhm, like  
12 \$3,200 a year per student, uhm, you... We all can  
13 recognize that that is woefully inadequate. And,  
14 uhm, and, so, uhm, when we're having programs  
15 administer, uh, services to young people at a rate  
16 that ,you know, hasn't changed in, uhm, in more than  
17 say five years, uh, knowing that the costs have...  
18 have gone up exponentially, uhm, even with the  
19 indirect. And, I... I... I want to... I want to  
20 commend... I want to commend this city council and  
21 the administration for recognizing that the indirect  
22 rate needed to be addressed. Uhm, you know, it...  
23 It... It was a long time coming, uhm, but it still  
24 isn't, you know, it... It isn't that... that is  
25 needed.

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2 Uhm, so, uhm, I am really hard pressed to know,  
3 you know, what DYCD plans to do to ensure that the  
4 new RFP is a priory in the incoming administrative.  
5 Because, uhm, I'm not going to be here to bug you.  
6 Uh, but I... I really need to know what you're going  
7 to do to make this a priority in the incoming  
8 administration. And, I'd like to know what  
9 conversations or discussions have been had at City  
10 Hall, you know, thus far in regard to the new RFP?  
11 Who exactly in DYCD is leading the charge and  
12 assuring that this remains a priority? And, what  
13 conversations are transpiring with the providers to  
14 ensure the new price per participant is captured, you  
15 know, uhm, supporting the service provider's, uh,  
16 contractual needs? And, the last question is, what  
17 does DYCD estimate that that new price per  
18 participant will be for COMPASS and SONYC moving  
19 forward?

20 I can... I can ask (INAUDIBLE 34:31) one at a  
21 time... (Cross-Talk)

22 ASSOCIATE COMMISSIONER RATTRAY: (INAUDIBLE 34:32)

23 Uh, this is good... (Cross-Talk)

24 CHAIRPERSON ROSE: (INAUDIBLE 34:33) You know  
25 really, I want to know... (Cross-Talk)

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2 ASSOCIATE COMMISSIONER RATTRAY: So, for...

3 (Cross-Talk)

4 CHAIRPERSON ROSE: What... What... What...

5 (Cross-Talk)

6 ASSOCIATE COMMISSIONER RATTRAY: So, first and  
7 foremost... (Cross-Talk)

8 CHAIRPERSON ROSE: What (INAUDIBLE 34:38) what  
9 discussion... (Cross-Talk)

10 ASSOCIATE COMMISSIONER RATTRAY: The discussion  
11 around it is... What the new administration... It's  
12 going to be in our transition documents. So, uhm,  
13 every agency is creating a transition document that,  
14 uhm, will set the priorities or speak to what we  
15 believe, uhm, the priorities could... should be, and  
16 that will be the start of the discussion with the new  
17 administration. Uhm... (Cross-Talk)

18 CHAIRPERSON ROSE: And, is this... And, this is  
19 clearly a priority in that transition document?

20 ASSOCIATE COMMISSIONER RATTRAY: Absolutely.

21 CHAIRPERSON ROSE: Uhm, can you tell me about any  
22 conversations you've had prior to you know leading up  
23 to this point?

24 ASSOCIATE COMMISSIONER RATTRAY: So, you... I...  
25 (Cross-Talk)



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2 CHAIRPERSON ROSE: About the new RFP?

3 ASSOCIATE COMMISSIONER RATTRAY: There's been  
4 constant conversations and discussions both with the  
5 nonprofit leadership as well as, uhm, some of the  
6 associations, uhm, as well as City Hall, of course.  
7 Uh... We... We're looking forward to starting  
8 that... that new phase of stakeholder of stakeholder  
9 engagement during the new administration, so  
10 everybody's having this collective conversation  
11 around what the rates should be.

12 And, that's getting to sort of your last question  
13 on what we believe, honestly we... We sit... We put  
14 a number in the RFP. We got... We received some of  
15 the pushback of... against that. We pulled the RFP.  
16 We're not at a place yet where we're saying it should  
17 be this number. I think we need more input. We need  
18 more input from, uhm, the nonprofit community. We  
19 need more input from the new administration. Uhm,  
20 and I don't think so it's s... it's gonna take that  
21 long, but those discussions have to happen.

22 CHAIRPERSON ROSE: Mm-hmm. You know, uh, one of  
23 my concerns is, how much weight does that input  
24 carry? You know, uhm, I've... I've heard from DYCD,  
25 you know, repeatedly that we, uhm, you know, we talk

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2 to our stakeholders. We talk to our providers. You  
3 know, in... In all the things from youth count to  
4 the COVID, you know, planning, uhm, and... And,  
5 what, uh, you know, what I want to know is... That's  
6 fine to... to talk to them and have discussions, but  
7 what weight does it carry? How much, you know, does  
8 it actually, uhm, benefit them... (Cross-Talk)

9 ASSOCIATE COMMISSIONER RATTRAY: (INAUDIBLE 36:47)

10 CHAIRPERSON ROSE: To... Or... Or... Or what is  
11 the outcome of... of some of those conversations?

12 Uhm... (Cross-Talk)

13 ASSOCIATE COMMISSIONER RATTRAY: That... That  
14 is... (Cross-Talk)

15 CHAIRPERSON ROSE: Because they did... (Cross-  
16 Talk)

17 ASSOCIATE COMMISSIONER RATTRAY: Yeah... (Cross-  
18 Talk)

19 CHAIRPERSON ROSE: They did have conversations  
20 with you prior to the issuance of the RFP that you  
21 pulled back.

22 ASSOCIATE COMMISSIONER RATTRAY: So, Chair Rose,  
23 definitely a great question

24 I... Personally, I believe it carries a lot of  
25 weight. One indicator is the fact that we pulled the

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2 RFP back. And, based on that feedback we released,  
3 we... we released it at a rate that we believe was  
4 the right rate on average, and based on the feedback  
5 we pulled it back.

6 One example of... of... of how stakeholder  
7 engagement, uhm, can support different rates, at one  
8 point our Beacon portfolio, per contract was down to  
9 I want to say \$34,000 on average. And, we had a lot  
10 of stakeholders' engagement, focus groups, uh, we had  
11 a concept paper, then we had discussions around the  
12 concept paper, with nonprofits. And, we actually  
13 released the Beacon programs. Right now there are  
14 about 6,200 each on average. Somewhere in that area.

15 So, yeah, that... The input that we do receive  
16 from providers is meaningful and we do include it.  
17 And, we do take it in to account.

18 CHAIRPERSON ROSE: Uhm, and what role does the  
19 Human Services Council play in that process?

20 ASSOCIATE COMMISSIONER RATTRAY: They're, uh,  
21 again, another... Another stakeholder who reviews  
22 and we meet with, and we discuss, uhm, the details  
23 around what we're going to create and release on the  
24 RFP.

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2 CHAIRPERSON ROSE: So, uhm, could you tell me how  
3 you, uhm, suddenly arrive at the budget model, uhm,  
4 for COMPASS and SONYC contracts?

5 ASSOCIATE COMMISSIONER RATTRAY: If... I would  
6 say, Dana, unless you have details now in your head,  
7 I would say, Chair Rose, let me get back to you on  
8 the model make up. It's been some time, and I don't  
9 have it fresh in my head.

10 DYCD ACCO CANTELM: Yeah, and I would just add,  
11 you know, that... That is also still part of the  
12 stakeholder engagement plan. We're still trying to  
13 find what that sweet spot is. Right? Because, at  
14 Darryl mentioned, we release the RFP with an average  
15 that we feel comfortable was enough to cover the  
16 model. And, there were folks that felt that it  
17 wasn't enough. So, we pulled that back. Uhm, we did  
18 have some rounds of... of stakeholder engagement  
19 immediately after the RFP was canceled to get, uh,  
20 model budgets from folks. And, we didn't see the  
21 increase that... that folks were asking for when we  
22 canceled the RFP. So, uh, we just want to make sure  
23 that we get it right this time, because the last  
24 thing we want to do is, uh, go through another  
25 process where we're cancelling an RFP.

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2 CHAIRPERSON ROSE: So, will that have the  
3 opportunity to give you some input, uhm, now that  
4 you're going back to the drawing board and  
5 reflecting?

6 And, you know, and, again, how much weight will  
7 that carry?

8 ASSOCIATE COMMISSIONER RATTRAY: It... It  
9 absolute... They... They absolutely will have the  
10 opportunity to give feedback.

11 It does carry weight. But, it also depends on  
12 the budget at the time and what we're working with.  
13 But, it's part of that discussion and that  
14 negotiation that needs that... That act...  
15 absolutely needs to happen.

16 CHAIRPERSON ROSE: Uhm, I want to hear from, uhm,  
17 the Deputy Director of MOCS about this process, and,  
18 you know, input, and numbers and... You know, uhm,  
19 when a budget is presented, you know, how much...  
20 How much do you value or... or put... What is the  
21 weight that you put on the numbers are presented to  
22 you for these RFP's?

23 FIRST DEPUTY DIRECTOR MURRAY: Sure, so Council  
24 Member, I hope you can hear me okay now.

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2 Uhm, the, uh, part of what we do in the RFP  
3 process overall or (INAUDIBLE 40:40) solicitation,  
4 um, the agency we and OMB, uhm, have to think about  
5 what the overall funding for the initiative is.  
6 Right? So, that is... That is a higher level look.  
7 Uhm that number would be going to the agency. It  
8 would be allocated. Uhm, in terms of what, uh, the  
9 agency then does, I think both, uh, Dana and Darryl  
10 spent a bunch of time talking about how they would  
11 say the median cost might be X, uhm, you could  
12 negotiate and propose, uh, X to Y. Uhm, and then  
13 based on the solicitation, part of the evaluation  
14 process isn't with MOCS, but it's at the proposal  
15 level. Right? Where, uhm, an agent... Uhm, a  
16 provider will say, I can meet this rate of  
17 participation that you're looking for with this  
18 quality of services, but for a higher rate that's  
19 fully loaded. Uhm, so the evaluators that are  
20 selected for the RFP, uhm, and obviously that's a  
21 closed process. They're looking proposal by proposal  
22 to see based on the scope of work, as Darryl said,  
23 uhm, that they're gonna be implementing, is the  
24 budget sufficient? Uhm, so, there's the higher level  
25 process, where you say this inactivate is going to

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2 get X amount of funding, and then DYCD will... could  
3 say this RFP or negotiated acquisition solicitation  
4 can fund up to X amount a slots, uhm, if you're  
5 looking at median slot of whatever the price may be.  
6 But, it... It really does come down to the end  
7 proposal, uhm, where they're selecting based on  
8 quality, based on scope. And, then they will say  
9 back to, uhm, OMB, to their commissioner and to OMB,  
10 and to us at the end of the day, uhm, here are the  
11 slots... Here are the people we're proposing for a  
12 awards, uhm, the rates are ,you know, again X to Y,  
13 and this is the true the cost now based on the  
14 collaborative process where someone's proposed and  
15 they have said yes or no based on quality and scope,  
16 that's really the process to get to the final answer.

17 Uh, I think if you... As you know very well,  
18 from your many, many years of engaging with  
19 providers, uhm, the RFP will say that you have to  
20 research milestones, and then you're gonna have  
21 providers who by select will say, "I have competency  
22 in a particular area."

23 How they choose to fund, uhm, the staff and staff  
24 those activities is a provider decision. So, you're  
25 gonna have some variability. But, at the end of the

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2 day, DYCD, uhm, is responsible for making a decision  
3 on what is the real... the proposals that they're  
4 gonna select, uhm, and the... the quality as Darryl  
5 and Dana said, and that goes forward to... (Cross-  
6 Talk)

7 CHAIRPERSON ROSE: Right... (Cross-Talk)

8 ASSOCIATE COMMISSIONER RATTRAY: And, Chair Rose,  
9 before we go (INAUDIBLE 43:19)

10 CHAIRPERSON ROSE: I'm not really talking about  
11 the individual RFP's, uh, and the proposals.

12 I am really trying to get at who determines what  
13 the final amount that that initiative or, you know,  
14 that program is going to be funded at.

15 You know, uhm, we can suggest a per participant  
16 rate, uhm, and, you know, and someone determines that  
17 we're only going to allocate X million dollars, uh,  
18 tens of millions of dollars for such and such.

19 You know, I want to know who determines that and  
20 who decides what that actual per participant rate  
21 winds up being?

22 ASSOCIATE COMMISSIONER RATTRAY: Can... Can we  
23 unmute Dana Cantelmi? She actually went on mute. I  
24 know she's... She's struggling over there.

25 CHAIRPERSON ROSE: Hi, Dana... (Cross-Talk)



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2 DYCD ACCO CANTELMi: That's better, thank you.

3 ASSOCIATE COMMISSIONER RATTRAY: And, Chair, to  
4 answer part of your question, and Dana, I think you  
5 may want to pick it up. But, ultimately it comes  
6 down to a negotiation and discussion with OMB, with,  
7 uhm, us, City Hall, uhm, around what the priority is,  
8 what we're hearing from... (Cross-Talk)

9 UNKNOWN: (INAUDIBLE 44:36)

10 ASSOCIATE COMMISSIONER RATTRAY: stakeholders.  
11 What... The feedback we're getting from  
12 nonprofits... (Cross-Talk)

13 CHAIRPERSON ROSE: Mm-hmm... (Cross-Talk)

14 ASSOCIATE COMMISSIONER RATTRAY: And, also a  
15 discussion around what... How much is in the budget.  
16 And, that determines what that price is going to be.

17 CHAIRPERSON ROSE: Okay... (Cross-Talk)

18 ASSOCIATE COMMISSIONER RATTRAY: It worked out  
19 really well with Beacon programs; although, I'm  
20 always going to push for more money for Beacons, but  
21 again, it's that... It's a conversation that has to  
22 happen.

23 DYCD ACCO CANTELMi: Exactly (INAUDIBLE 44:55)...  
24 (Cross-Talk)

25

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2 CHAIRPERSON ROSE: And, that... That is...  
3 That's the root that I'm trying to get to. Is...  
4 (Cross-Talk)

5 DYCD ACCO CANTELMi: Okay... (Cross-Talk)

6 CHAIRPERSON ROSE: That, you know, we have the  
7 conversations. It seems as if everybody is at the  
8 table. Uhm, and the real figures are being, you  
9 know, talked about, but then the outcome is somewhat  
10 every different. And, so, Dana, uhm, I'm sorry I  
11 interrupted you. Go ahead... (Cross-Talk)

12 DYCD ACCO CANTELMi: No, no, no, I'm sorry, Chair  
13 Rose, uhm, just to add, I mean, that's one of the  
14 importance of the stakeholder engagement, too.  
15 Right? I... I think that we want to make sure that  
16 we're reaching everyone. The last thing that we want  
17 to do, uhm, is releases something... RFP, right?  
18 And, then start hearing from folks, right. So, we  
19 want to make sure that we're giving providers our...  
20 our colleague, right? Whether it be folks over at  
21 DOE, uhm, enough time to give us -- what should the  
22 model be? -- What should the funding be? -- Right?  
23 Because, at the end of the day, DYCD has... is the  
24 one that's going up to bat to say, "Hey, this is the  
25 model." We believe that this is the funding based on

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2 all of the feedback. So, you know, it's... it's  
3 best for us to have as much information and support  
4 to... for us to be able to go and say this is how  
5 much a model should cost.

6 CHAIRPERSON ROSE: Uhm, could you tell me what the  
7 delay is with the Summer Rising payments? And, uhm,  
8 will... When will they... When will these payments  
9 be issued to the providers?

10 ASSOCIATE COMMISSIONER RATTRAY: Dana just went on  
11 mute again. I don't know how (INAUDIBLE 46:25)...

12 (Cross-Talk)

13 CHAIRPERSON ROSE: Thank you, you're muted...

14 (Cross-Talk)

15 DYCD ACCO CANTELM: Okay... (Cross-Talk)

16 ASSOCIATE COMMISSIONER RATTRAY: (INAUDIBLE 46:26)

17 DYCD ACCO CANTELM: Okay, uh, yeah, I don't know.  
18 I'm not gonna touch that button anymore.

19 Okay, uhm, so, Summer Rising, uhm, the way the  
20 system... the contracting system works is that we  
21 cannot process and register contracts simultaneously.  
22 And, with the Summer Rising initiative, those were  
23 built on as amendments to existing contracts. A  
24 number of those contracts were added to our COMPASS  
25 portfolio that was seeing a negotiated acquisition

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2 extension. So, those had to be registered first in  
3 order for us to start registering the Summer Rising  
4 contracts.

5 Uhm, I'm happy to report that a large majority of  
6 the negotiated acquisition extensions have started  
7 hitting registration. And, the Summer Rising  
8 contracts have started, uhm, being launched in  
9 PASSPort and budgets made available. So, we're  
10 working to get that, you know, those contracts  
11 registered.

12 But, again, like, we cannot move forward with  
13 Summer Rising amendments until previous actions are  
14 registered.

15 CHAIRPERSON ROSE: So, we have no idea of when the  
16 payments will be made?

17 DYCD ACCO CANTELM: No, but... But, we have  
18 definitely been working with our providers who have  
19 registered contracts to advance them funds. And, if  
20 they don't have a registered contract, we've been  
21 working with MOCS to get them loans. So, if there  
22 are providers that are, you know, experiencing cash  
23 flow, they should definitely reach out to us, and we  
24 would definitely work with them to get funding to  
25 their organization.

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2 ASSOCIATE COMMISSIONER RATTRAY: And, echoing  
3 what... what Dana said, there should never be a  
4 situation with nonprofits saying, "We don't have  
5 funding. We reached out to DYCD, and there's nothing  
6 we can do. And, we're not gonna meet payroll." No,  
7 reach out to us immediately -- and we work with  
8 nonprofits every day on this -- uhm, and we will work  
9 with you to figure out how to get you cash flow up  
10 until the point that your contract is registered.

11 CHAIRPERSON ROSE: Yeah, because we don't want an  
12 interruption in the serves.

13 ASSOCIATE COMMISSIONER RATTRAY: Exactly...  
14 (Cross-Talk)

15 CHAIRPERSON ROSE: We... (Cross-Talk)

16 DYCD ACCO CANTELM: Mm-hmm.

17 CHAIRPERSON ROSE: We want there to be  
18 consistency.

19 Uhm, the providers and advocates, you know, talk  
20 about staff shortages in their youth programs, and  
21 point to a number of contributing factors. Uhm,  
22 inadequate wages and benefits is, you know, number  
23 one. Uhm, the resulting flight of youth workers to  
24 better paying, like, DOE, uhm, positions. And, uhm,  
25 vaccine mandates, childcare issues, and the

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2 background check backlog. Uhm, what... What are we  
3 doing to assist the providers in recruiting and  
4 retaining youth workers, and about the background  
5 check backlog?

6 ASSOCIATE COMMISSIONER RATTRAY: So, I would say a  
7 combination of things. Uhm, it's a lot around this  
8 staring with the pandemic. We... Right before the  
9 pandemic we were seeing a shortage, well, what I  
10 would say quality youth... We're hearing from the  
11 field that we can't find quality youth staff and  
12 youth workers. And, then once the pandemic hit,  
13 forget about it. We started to lose workers in  
14 general, uhm, to other jobs or whatever is happening  
15 in... folks were going through. Uhm, we do do a  
16 series... I mean, in the past we've done series of,  
17 uhm, job recruitment fairs where we had providers  
18 virtually tabling, uhm, and folks were able to log  
19 in, uhm, go to different breakout rooms during the  
20 Zoom call, speak to different providers. Uhm, we've  
21 assisted in that matter. It's something that we're  
22 trying to get a handle on. But, uhm, what they're  
23 saying is true. There isn't ton of youth workers out  
24 there. They're definitely having trouble recruiting  
25 and hiring staff. And, I can't say it's always the

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2 wage issue, because in one area that I just had a  
3 discussion around what I believe was a decent waged  
4 job that they were trying to recruit for, and they  
5 were still having problems... problems recruiting  
6 for that job. So, it's something that we're  
7 definitely taking a look at -- we're working with  
8 providers on, uhm, to get to the bottom of it and  
9 hopefully build it up.

10 CHAIRPERSON ROSE: Okay, because we're losing a  
11 lot to DOE for jobs that are sort of commensurate.  
12 And, it is because of wages. Uhm, and, so, and we've  
13 got to do something about the, you know, the process.  
14 Uh... (Cross-Talk)

15 ASSOCIATE COMMISSIONER RATTRAY: Yeah, and...  
16 And... (Cross-Talk)

17 CHAIRPERSON ROSE: So, uh, and... (Cross-Talk)

18 ASSOCIATE COMMISSIONER RATTRAY: And, that's  
19 the... (Cross-Talk)

20 CHAIRPERSON ROSE: And, I do want to give... I'm  
21 sorry... (Cross-Talk)

22 ASSOCIATE COMMISSIONER RATTRAY: Oh, I'm sorry,  
23 Chair Rose.

24 CHAIRPERSON ROSE: Uhm, I do want to give, you  
25 know, my colleagues a chance to ask questions. Uhm,

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2 and, I just wanted to get a couple of those things  
3 out of the way.

4 Uhm, I want to acknowledge that we've joined by  
5 Council Member Feliz and, uhm, Council Member Eugene,  
6 and have just a few other questions. But, I'll come  
7 back. I want to give me colleagues time to ask  
8 questions.

9 COMMITTEE COUNSEL: Thank you, Chair. Uhm, I  
10 will now call on council members in the order in  
11 which they have their hands raised in the Zoom...  
12 used the Zoom Raise Hand Function.

13 So, council members, please remember that your  
14 questions -- you have to five minutes for your  
15 questions, and this will include both your question  
16 and their... witness's responses.

17 Uh, the Sergeant At Arms will be keeping a timer  
18 to let you know when your time is up.

19 So, we will now hear questions from Council  
20 Member Riley followed by Council Member Chin.

21 Council Member Riley?

22 SERGEANT AT ARMS: Time starts now.

23 COUNCIL MEMBER RILEY: Uh, thank you Counsel and  
24 thank you Chair Rose for all the hard work you've  
25 been doing.



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2 Good afternoon, everybody. Uh, Associate  
3 Commissioner Rattray, it's a pleasure to meet you.  
4 Uh, I think I've been in contact with you through my  
5 last profession with Speaker Heastie's office.

6 Uhm, just a few questions, and excuse me if I cut  
7 you guys off, uhm, due to the sake of time.

8 Uhm, but kind of to bounce back on the quest...  
9 the answer you just gave for Chair Rose's question on  
10 the jobs that were given on the wages, I think with  
11 today's youth and what they're kind of seeing and  
12 subjected to online, I came in... My first job was  
13 with summer youth. I worked in the library. I was a  
14 page, uhm, I loved my wage even though it was  
15 probably like \$7.00 at that time. But, I loved my  
16 little \$96.00 check I used to get at the end of the  
17 week. And, I used to save it up. But, the time...  
18 This time now is... I didn't have social media back  
19 then. I didn't have things that were kind of shoved  
20 in my face thinking I have to live up to a certain  
21 lifestyle. Uhm, so when we're thinking about the  
22 jobs and the opportunities we're giving, I think we  
23 need to go the more career driven jobs. Uhm, try to  
24 team up with providers such as like Google. Uhm,  
25 kind of jobs that our youth are kind of interested in

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2 now where they can kind of pick up a career, uhm,  
3 which is more interesting than just having a job for  
4 the summertime. I think then we'll get more youth.

5 Uhm, but my question is, when it goes to  
6 providers, uh, especially when it goes to after  
7 school programs, I have a ton of nonprofits -- local  
8 nonprofits -- uh, within my community that I know  
9 would do an amazing job within the school system or  
10 with any, uhm, any kind of programming that DYCD can  
11 help them with. But, the issue is they're not  
12 getting the opportunities, uhm, is what they're  
13 saying. And, I would love to kind of figure moving  
14 forward, because I will be here to bug you guys, uhm,  
15 after Chair Rose leaves, uhm, just to carry on her  
16 work. Uhm, but not to bug you guys, but really just  
17 partner with you all, because I definitely want to  
18 get more nonprofits locally, especially one that I  
19 have at John Philip Sousa, which I want to connect  
20 with you. Uhm, but, I know if the consensus of the  
21 community, principals, teachers, parents in the  
22 location, or like a certain provider in the location.  
23 Uhm, and another providers is there. What is the  
24 procedure of kind of switching the providers out if  
25 they already have a contract or that in place?

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2 ASSOCIATE COMMISSIONER RATTRAY: So, Council  
3 Member Riley, I'll start with congratulations on your  
4 seat.

5 Uhm, my first job was SYP, but I was getting paid  
6 like \$3.00 an hour. So, you said, \$7.00 that seemed  
7 good for me. Uhm... (Cross-Talk)

8 COUNCIL MEMBER RILEY: (INAUDIBLE 54:19)

9 ASSOCIATE COMMISSIONER RATTRAY: Uhm, but, no, I  
10 definitely understand your point and hear you. And,  
11 it definitely something that we're speaking to folks  
12 about, uhm, when it comes to youth wage... uhm, the  
13 wages that we have. How attractive a role in youth  
14 development is... Like, we ,you know, when I worked  
15 SYP in the work I was doing, and I got connected to a  
16 Beacon Program as a kid, I didn't know it would lead  
17 to this job here as an Associate Commissioner. I  
18 just knew it was what I wanted to do to give back.

19 Uhm, but we're looking at ways to better message  
20 out on the type of jobs that we can provide. But,  
21 also make the connections to the other jobs that  
22 folks want. So, we are working with other private  
23 entities, uhm, on what SYP work sites look like, etc.

24 But, I know... I don't want to waste time. Uhm,  
25 one thing that we do that is ,like, really important,

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2 and we've done it in the past and we just did it for  
3 resident councils across the city, Resident Council  
4 Leadership asked, look if a residential council wants  
5 to create an origination and run their own center,  
6 what do they need?

7 So, we've been having a series of worships. If  
8 you're a small nonprofit, if you're a new  
9 organization, what does it mean to contract with the  
10 city, get connected to through all the systems, and  
11 then compete on an RFP?

12 So, I would start with that actually. If you...  
13 If there are some small organizations, maybe they  
14 need, uhm, this further (INAUDIBLE 55:42)

15 COUNCIL MEMBER RILEY: I will... I would love to  
16 connect with you to do that. Because, I have...  
17 That is amazing. I didn't know that you guys did  
18 that. So, if we could connect in a way to kind of  
19 bring it over here. Because, my whole vision is, I'm  
20 trying to get more people in the community to  
21 actually be a part of the community. And, in order  
22 to do so, they have amazing ideas, but they just need  
23 the way to kind of get these ideas going and up and  
24 running. And, if we're gonna have any say so or have  
25 any community, uh, sense, uh, with making them feel

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2 like they have a say so in what goes in the community  
3 , I feel like this is a great opportunity to at least  
4 try to make them start their own organization.

5 So, uhm, for the sake of time, I would love to  
6 connect with you outside of this. I know we didn't  
7 get to meet, uhm, personally, but definitely would  
8 love to connect with you outside of this and speak  
9 about this a little bit more.

10 Uhm, thank you, Chair Rose, uh, for everything  
11 you have done for this committee. Thank you, uhm,  
12 Council Member Chin. Thank you Council Member Eugene  
13 and Council Member Louis, uhm, and Council Member  
14 Feliz for your advocacy also for our youth. Thank  
15 you.

16 COMMITTEE COUNSEL: Thank you Council Member  
17 Riley.

18 I will now turn to Council Member Chin for  
19 questions.

20 SERGEANT AT ARMS: Time starts now.

21 COUNCIL MEMBER CHIN: Thank you, Chair.

22 You know, when you talk about summer youth  
23 programs, my summer youth program I was only paid a  
24 \$1.60 an hour. That was the late 60'S. So, you  
25 know, we've come a long way.

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2 Uhm, my question is that, uh, Deputy  
3 Commissioner, is that, you know, in the city council,  
4 we fund a lot of smaller groups, uh, through the  
5 discretionary grants.

6 One questions is, like, you know, how fast can  
7 they get the money? I mean some of them are so small  
8 it's \$5,000 and some. And, this is the way that we  
9 sort of help them, you know, build up, you know,  
10 their base, so that they can, in the future, compete  
11 for a city contract. I mean, that is the goal. And,  
12 that's what we do, you know, it's just... also for  
13 our senior service. And, I was really happy that in  
14 this RFP, in the recent senior RFP, a lot with the  
15 groups that we have supported and funded, got  
16 awarded. You know, the new senior center in New  
17 York... So, that's what I'm looking, you know,  
18 forward to in some of the groups that, you know,  
19 Council Member Riley was talking about. You know,  
20 looking at the city council portfolio, with all of  
21 the smaller organizations that contract through DYCD,  
22 how soon do they get the money? And, like, what kind  
23 of technical assistance do you provide to them so  
24 that they know about the opportunity and they're able  
25

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2 to sort of build up their capacity, so that they can  
3 one day compete for a city contract?

4 ASSOCIATE COMMISSIONER RATTRAY: And, Council  
5 Member Chin, I'm going to pass it over to Dana.

6 (Cross-Talk)

7 COUNCIL MEMBER CHIN: Okay, thank you (INAUDIBLE  
8 58:27)

9 ASSOCIATE COMMISSIONER RATTRAY: On how... The  
10 time line and the process from discretionary award to  
11 actual payout.

12 DYCD ACCO CANTELM: Sure, thanks Darryl.

13 So, uhm, and thank you Council Member Chin, for  
14 the question.

15 So, with discretionary, there's a number of  
16 factors that play. It really depends on when the  
17 provider is cleared, uhm, when they get their  
18 documents in to us, if there's any responsibility  
19 determination issues, if it has to go to the  
20 controller's office for registration. Uhm, if you're  
21 a small organization, say, receiving \$5,000 and  
22 you're cleared and everything runs fine, and we're  
23 able to registrar them in house, uhm, they could see  
24 payment within two months of us actually getting the  
25 contract cleared and in house with documents and

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2 contracts signed, uhm, registered. And, then they  
3 would have submit for reimbursement to get paid out.

4 FIRST DEPUTY DIRECTOR MURRAY: And, I'll just  
5 add, uhm, to the technical assistance question. Uhm,  
6 if you can hear me okay, Council Member Chin?

7 COUNCIL MEMBER CHIN: Yeah, mm-hmm.

8 FIRST DEPUTY DIRECTOR MURRAY: Uhm, DYCD has  
9 historically spent a lot of time on capacity  
10 building, particularly for small nonprofits. So,  
11 that portfolio is pretty robust. Uhm, thanks to  
12 council finance actually, uh, and the council, you've  
13 also invested in dedicated technical assistance for,  
14 uh, and particularly the smaller providers who might  
15 have a hard time, like, getting used to new  
16 technology and new processes, uhm, so, we have beefed  
17 up our services there as well.

18 Uhm, so, I think there's a lot of work to be done  
19 to make sure they're ready for RFPs. Uhm, but we are  
20 definitely making sure that they can get through the  
21 discretionary process. And, as Dana said, that can  
22 go pretty quickly depending on the size of award,  
23 uhm, and couple of other factors. And, obviously  
24 once the contract's registered, folks can get paid.



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2 COUNCIL MEMBER CHIN: Yeah, definitely, I mean,  
3 we've also been working ourselves in terms of, you  
4 know, initiative to help, uhm, some of the nonprofit  
5 groups to build their capacity and make sure they get  
6 all the documents in place.

7 I mean, that's what... All of us have staff, you  
8 know, right here in our office that really work with  
9 these, uh, groups since the, you know, beginning of  
10 the year to get them ready.

11 Uhm, the other question I have, is that ,you  
12 know, often times ,you know, Council Member, uhm,  
13 Chair Rose has talked about, yeah, that we hear from  
14 advocates is that the reimbursement costs is always  
15 ,you know, much lower than the actual costs. And,  
16 one of the things that we didn't get through the last  
17 budgeted was the COLA increase.

18 Are ,you know, like in MOC or DYCD, are you  
19 thinking about helping to sort of implement that or  
20 sort of have that built in, uh, so that the increase  
21 is automatic and really to kind of help ,you know,  
22 support these nonprofit organizations?

23 DEPUTY DIRECTOR MURRAY: Yeah, I thank you for  
24 the question Council Member.

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2 Uhm, ,you know, as I spoke to earlier, uhm, ,you  
3 know, we looked at obviously funding for contracts  
4 and making sure that we make them as whole as  
5 possible with the indirect rate. Uh, the COLA is  
6 something that we know very well. Our good friends -  
7 - you asked about Human Services Council earlier --  
8 our good friends and Human Services Council have  
9 active campaigns to make sure that this on the radar  
10 for the outgoing administration as well as the  
11 incoming administration. So, I don't want to get  
12 ahead of folks who will be here, uhm, in a few  
13 months, but it something that we know is important,  
14 and we know it needs to be looked at.

15 COUNCIL MEMBER CHIN: Well... (Cross-Talk)

16 SERGEANT AT ARMS: Time expired.

17 COUNCIL MEMBER CHIN: Well, a lot of council... I  
18 mean, Council Member Rose and I, we're...we're not  
19 gonna be here. We'll... (Cross-Talk)

20 DEPUTY DIRECTOR MURRAY: Yeah, you've... you've  
21 been a... (Cross-Talk)

22 COUNCIL MEMBER CHIN: We'll be private citizens.

23 (INAUDIBLE 1:02:00)

24

25

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2 DEPUTY DIRECTOR MURRAY: You've been a  
3 stellar advocate in this area. So, just want  
4 to... (Cross-Talk)

5 COUNCIL MEMBER CHIN: Yeah, but the... (Cross-  
6 Talk)

7 DEPUTY DIRECTOR MURRAY: So, I just want to  
8 acknowledge that (INAUDIBLE 1:02:03)

9 COUNCIL MEMBER CHIN: Those council members that's  
10 coming in and the council members here, they're gonna  
11 continue our advocacy. That's what we're looking  
12 forward to.

13 DEPUTY DIRECTOR MURRAY: The one other thing I  
14 would just note on the... (Cross-Talk)

15 COUNCIL MEMBER CHIN: Mm-hmm?

16 DEPUTY DIRECTOR MURRAY: uhm, discretionary  
17 portfolio, uhm, thanks many of you, I know Council  
18 Member Riley, if he's still here, uh, we did a  
19 training in, uhm, March just to... One of the big  
20 things with what we're doing digitally is making sure  
21 there's an increased transparency. So, some of your  
22 questions about how long will it take to get from  
23 point A to point B, uh, your team members, as you  
24 said, now have access to PASSPort. You can see where  
25 things stand and you can... You help us in providing

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2 technical assistance to, uh, providers, uh, in the  
3 community who might be wondering where we are and  
4 what the next step is.

5 So, uhm, thanks to ya'll for all the support, not  
6 just investing in capacity building for smaller  
7 nonprofits, but also for keeping track and supporting  
8 it directly. So, thanks again... (Cross-Talk)

9 COUNCIL MEMBER CHIN: Yeah, yeah, we... It's a  
10 good partnership. I mean, we know that, because we  
11 want to make sure they get the money, they get  
12 funded. We want to make sur they get the money out.  
13 Uh, so, that's why I think it... All... Every  
14 council member has a budget director just to deal  
15 with this. So, but thank you all for your support.

16 Thank you, Chair.

17 COMMITTEE COUNSEL: Thank you, Council Member Chin.

18 At this time we have concluded the first round of  
19 questions.

20 Chair Rose, if you'd like to continue with your...  
21 any other questions you may have, and we'll turn to  
22 other council members.

23 CHAIRPERSON ROSE: Yes, thank you so much, uh,  
24 Counsel. And, uhm, and I want to thank my colleagues  
25 for those insightful questions and their advocacy and

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2 their energy. Uhm, that's what makes this, uh, I  
3 think the best committee in the city council because  
4 of the passion that, uhm, that we see displayed, uh,  
5 with the committee members.

6 Uhm, I wanted to ask, uhm, if, uh, if the model,  
7 uhm, that you're considering, uhm, is gonna to change  
8 in the, new... Uhm, do you have any idea of how the  
9 model is gonna is going to be changed in the new RFP?  
10 Uhm, and, uh, and if you... Did you have an idea of  
11 what the price per participant will be for COMPASS  
12 and SONYC?

13 DYCD ACCO CANTELM: Not... (Cross-Talk)

14 ASSOCIATE COMMISSIONER RATTRAY: Not... Not yet.  
15 Not yet, we don't have... (Cross-Talk)

16 CHAIRPERSON ROSE: Not... Not at all... (Cross-  
17 Talk)

18 ASSOCIATE COMMISSIONER RATTRAY: We don't...  
19 Yeah... I think... I think part of it is...  
20 (Cross-Talk)

21 CHAIRPERSON ROSE: Okay... (Cross-Talk)

22 ASSOCIATE COMMISSIONER RATTRAY: If you want to go  
23 with what we were thinking, well that was the RFP.  
24 And, I think it... That's all going... I mean, I'm  
25 not saying it's all going to change, 90% of them

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2 model's going to remain the same in what we do. But,  
3 there are details around that are definitely going to  
4 change with the stakeholder engagement that we're  
5 gonna... (Cross-Talk)

6 CHAIRPERSON ROSE: Mm-hmm

7 ASSOCIATE COMMISSIONER RATTRAY: Proceed on.

8 CHAIRPERSON ROSE: And if the RFP is going to be  
9 let until, uhm, 2023, uhm, are there gonna be any,  
10 uhm, like, updates to the provider's budget in the  
11 interim? You know, or...

12 DYCD ACCO CANTELMi: Mm-hmm, uhm, so the RFP will  
13 be... Just to clarify, the contracts will start July  
14 1st of 2023. Uhm, but to answer your question, uhm I  
15 think that that's definitely something that we would  
16 have to discuss with the new administration. Uhm,  
17 it's too early for us answer yes or no.

18 CHAIRPERSON ROSE: And, uhm, and all of these  
19 things are being actively discussed as well as being  
20 committed to the transition document?

21 DYCD ACCO CANTELMi: Yes... (Cross-Talk)

22 ASSOCIATE COMMISSIONER RATTRAY: That is correct...  
23 (Cross-Talk)

24 CHAIRPERSON ROSE: Yes? Okay... (Cross-Talk)

25

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2 ASSOCIATE COMMISSIONER RATTRAY: That is correct,  
3 yes.

4 CHAIRPERSON ROSE: Uhm, is it possible for, uhm,  
5 for me to get a copy of this transition document?  
6 Because, I too am having conversations with the new  
7 administration... incoming administration as well  
8 as, I probably want to talk to you also, uhm, before  
9 I get out the door.

10 ASSOCIATE COMMISSIONER RATTRAY: Chair Rose, you  
11 know me by now. I'm highly transparent. I don't  
12 know the protocol on that. Let me look in to it. If  
13 it's possible, then absolutely.

14 If there's an issue, we'll give you the nod, like,  
15 there's an issue. But, we'll... I'll definitely  
16 look in to it.

17 CHAIRPERSON ROSE: Okay, and I'll just have to come  
18 to the office and see you all (Laughing)...

19 ASSOCIATE COMMISSIONER RATTRAY: If you're standing  
20 right here, while it's open (Laughing)... (Cross-  
21 Talk)

22 CHAIRPERSON ROSE: I'll look over your shoulder,  
23 okay... (Laughing)

24 ASSOCIATE COMMISSIONER RATTRAY: Are we gonna  
25 strike that from the record? (Laughing)

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2 CHAIRPERSON ROSE: Okay, (Laughing)...

3 Alright, and, uhm, ,you know, I just want to kind  
4 of circle back to the ,you know, afore mentioned  
5 staffing issues that make it difficult for, uhm, the  
6 providers to meet the participant to staff ratios.  
7 And, you know, and that... That impacts their  
8 enrollment, uhm, and, you know, uhm, they're not able  
9 to meet their goals, you know, and may adversely  
10 effect, you know, their contracts.

11 This really doesn't seem fair, uhm, what could be  
12 done to address that concern?

13 ASSOCIATE COMMISSIONER RATTRAY: So, two things.  
14 I'm also... Because, I'm multi-tasking, I'm trying  
15 to find that number. I want to say we had roughly...  
16 Coming off the mandate execution, we had roughly a  
17 150 - 155 of our programs that said to us, listen,  
18 we're trying to find staff. Some staff didn't want  
19 to get vaccinated, so they can't be in the program.  
20 We're looking for other staff, but what that means,  
21 DYCD, is we're not gonna be at a 100% of our  
22 enrollment day one like you want us to. We're gonna  
23 have to stagger the enrollment.

24 Uhm, so part of what we're doing is allowing that  
25 to happen and giving, uhm, leniency if you will, and



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2 the ability and flexibility for providers to tell us  
3 that and do that, and we're not at the... You know,  
4 eight months from now when folks forget that that  
5 happened, we're coming at them, saying, oh, my God,  
6 you weren't at full enrollment. No, we're gonna  
7 remember. We're going to assist them and try to  
8 support.

9 CHAIRPERSON ROSE: Okay, uhm, and that's been  
10 communicated to them?

11 ASSOCIATE COMMISSIONER RATTRAY: Absolutely.

12 CHAIRPERSON ROSE: Okay. And, the providers and  
13 advocates, you know, uh, report problems of how did  
14 you DYCD interacts them, uhm, and that there's a lack  
15 of clarity. Uhm, they feel the communication are  
16 inadequate. And, delays in responding to whatever  
17 their questions, concerns, or issues are. You know?  
18 What are we doing, you know, to support these  
19 providers to increase, you know, uhm, this process.  
20 Uh, you, yourself are a big advocate of transparency,  
21 uhm, how is it that ,you know, this becomes a  
22 recurring theme regardless of what the topic for this  
23 committee has been DYCD? This always... There's  
24 always this, you know, it's the, uhm, elephant in the  
25 room. It's always... It's even more than that.

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2 It's always, you know, brought up as a bone of  
3 contention that, you know, the communication -- the  
4 lack of communication, the lack of expediency in  
5 responding, uhm, especially, uhm, in major issues.  
6 Like, we saw that with, uhm, COVID and, uhm, and with  
7 the youth count, and things of that nature.

8 What can we do, or what is being done to improve  
9 this? Uhm, it just... It just keeps happening.

10 And, I know DYCD Admin, they always tell that, you  
11 know, they're in the room, they're at the table. You  
12 know, how is it that if... if they're at the table,  
13 that they're feeling, uhm, so disconnected and  
14 disjointed? Is it that they're at the table and  
15 they're not being heard? Uhm, they're, uhm, not  
16 everyone who should be at the table is at the table?

17 What are we going to do about this, because I only  
18 have one more hearing with you guys, and I don't...  
19 I want to know that this is not going to be a problem  
20 going forward.

21 ASSOCIATE COMMISSIONER RATTRAY: And, Chair Rose,  
22 as you know, you know, especially during, uhm, the  
23 pandemic, we were doing weekly calls with providers.  
24 Our staff are speaking with providers daily. They're  
25 getting emails. They're talking to providers daily.

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2 I honestly I don't know where that comes from. Uhm,  
3 part of me wants to say perhaps it providers aren't  
4 receiving the response they want, and wanting us to  
5 look into it further to see if the response changes.  
6 And, then that becomes the delay. But, I... We  
7 speak to staff daily about the communication with  
8 providers. We get emails. But, one thing I can say,  
9 look, any provider reaching out that doesn't get a  
10 response in a day or two, you know, roll it up, or  
11 include everybody on there. I don't have a problem  
12 with that either. I tell my staff that -- they're,  
13 like, why did they reach out to you? I say, why does  
14 that matter? Let's get what they need done.

15 CHAIRPERSON ROSE: Mm-hmm.

16 ASSOCIATE COMMISSIONER RATTRAY: Uhm, so, yeah,  
17 it's something that we... I'll talk about internally  
18 here with staff and see how often we get complaints  
19 that. But, yeah, I'm not... It's hard to tell why  
20 that's the sentiment from providers when we do have  
21 daily communication, uhm... (Cross-Talk)

22 CHAIRPERSON ROSE: Yeah, I... (Cross-Talk)

23 ASSOCIATE COMMISSIONER RATTRAY: Across... Across  
24 all of our units.

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2 CHAIRPERSON ROSE: I... I would really... I would  
3 really appreciate that, because it is just... It  
4 really is a recurring theme. And, you know, it seems  
5 as if, you know, decisions are made in a vacuum.  
6 Uhm, DYCD is always touting how transparent and how  
7 inclusive they are, and I... I hear from the, you  
8 know, providers something different...

9 So, uhm, maybe we should... (Cross-Talk)

10 ASSOCIATE COMMISSIONER RATTRAY: Can... (Cross-  
11 Talk)

12 CHAIRPERSON ROSE: look at, uhm, the model... The  
13 model... (Cross-Talk)

14 ASSOCIATE COMMISSIONER RATTRAY: Chair Rose,  
15 sometimes... Sometimes there's... (Cross-Talk)

16 CHAIRPERSON ROSE: The model that we... that...  
17 that we're using to, you know, what... Maybe what  
18 the... that... what that model looks like in terms  
19 of when... when things are being said that  
20 everybody's at the table, or ,you know, whatever.

21 ASSOCIATE COMMISSIONER RATTRAY: Sometimes...  
22 We'll definitely take a look at it. Sometimes it's a  
23 not understanding of what we just say -- the policy.  
24 I... You know, I have a 1,000 programs. We send  
25 something out or we say something 800 get it 200

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2 don't. That 200's a loud voice. Uhm, and then the,  
3 uh, if that's the case, folks should reach back out  
4 to us immediately, but that doesn't happen all the  
5 time and it lingers, and we find out later on, that,  
6 oh, you didn't understand that policy that we just  
7 released or that statement that we just released?

8 But, it's something that we should... We are  
9 going to look in to it. We're gonna take ownership  
10 on it and hopefully improve it?

11 CHAIRPERSON ROSE: Mm-hmm. And, I think also, uhm,  
12 maybe if it... You know, there's inclusion and  
13 there's inclusion, and, uhm, one of the questions I  
14 asked you was about how much weight does the input  
15 that they give carry? And, I think that's probably  
16 the issue. You know? So, I think maybe if you kind  
17 of address that early on, you know, like this is...

18 (Cross-Talk)

19 ASSOCIATE COMMISSIONER RATTRAY: Mm-hmm.

20 CHAIRPERSON ROSE: advisory, uh, or, you know,  
21 "We're gonna do this by some kind of democratic  
22 process, but, you know, you know what government is  
23 like."

24 I... I don't know, but I think there needs to be  
25 some clear expectations established of what, you

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2 know, stakeholder input looks like and what, you  
3 know, the potential outcome of that input would...  
4 could be.

5 Because ,you know, I don't want to keep going to  
6 the table thinking that ,you know, I'm going to see  
7 some of the benefits of ,you know, my conversation  
8 and that... that not happen.

9 So, I think maybe managing expectations, uhm, and  
10 establishing ,you know, just how much weight ,you  
11 know, their input will carry would probably go a long  
12 way.

13 Alright, uh, Counsel, are there any other  
14 questions for... Does anyone else have any  
15 questions?

16 COMMITTEE COUNSEL: Uhm, I would like to remind  
17 council members if they do have any questions to use  
18 the Raise Hand function in Zoom. And, uhm, keep your  
19 questions to at least two minutes.

20 And, seeing no other hands raised, we can move on  
21 to public testimony.

22 At this time, Chair, we have concluded the second  
23 round of questions. And, if you have any closing  
24 remarks to share with the administration before  
25 they're excused?

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2 CHAIRPERSON ROSE: Uhm, again, I just... I want to  
3 thank you ,you know, I want thank you for all coming  
4 to the hearings, and for being prepared, uh, with  
5 information for us this time. And, uhm, I really  
6 would like to know, uhm, I'd like some feedback on  
7 whether we could be a part of that transition  
8 document.

9 Uhm, but, I, again, I want to thank you. Uh,  
10 we've all been through some very, you know, difficult  
11 times. And, it's been one, uhm, it's actually been  
12 very trying for everyone. And, uh, I do really  
13 believe that everyone's doing the best that they can  
14 ,you know, in circumstances that none of really had a  
15 plan for.

16 So, I want to thank you for all your efforts to  
17 keep New York City, you know, running, and our youth  
18 being served. And, you know, I just hope that some  
19 of the issues that we've revisited that we visited  
20 through this committee can actually be resolved, and,  
21 uhm, ,you know, because the main purpose for our  
22 young people to be able to thrive and, uhm, and get  
23 ,you know, the full benefits of what New York City  
24 has to offer.

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2 And, we have to make... You know, we have the  
3 Youth Chair and the Senior Chair, these are two  
4 populations that New York City, if they don't  
5 recognize how important they are, uhm, we're going to  
6 really suffer the consequences.

7 So, uhm, I want to thank you all for taking, you  
8 know, the time today to come and, uhm, and testify.

9 And, uh, Deputy Director Ryan, thank you, u

10 Uhm, you know, we give... We, you know, in the  
11 back rooms, MOCS and OMB a hard time. Uh, so, uh,  
12 thank you for coming and answering our questions.

13 And, with that, uhm, we can have, uh, the  
14 public... And, I wish that, you know, uhm, DYCD  
15 would leave some to hear the providers. Uhm, because  
16 it really isn't fair. You know, uhm, they come to  
17 every hearing, and they go last. And, they have to  
18 listen, and, uhm, and sometimes... many times they  
19 don't agree with what's being said, uhm, but then  
20 DYCD doesn't have to stay and listen to hear what  
21 they're saying.

22 So, you don't have to hear it from me, uhm,  
23 someone needs to be here in the room now so that you  
24 can hear it from them.



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2 ASSOCIATE COMMISSIONER RATTRAY: And, Chair Rose,  
3 we... We always leave someone behind to hear the  
4 public... (Cross-Talk)

5 CHAIRPERSON ROSE: I know. Poor Andrew. Poor  
6 Andrew, uhm... (Cross-Talk)

7 ASSOCIATE COMMISSIONER RATTRAY: (INAUDIBLE  
8 01:18:17) Andrew... (Cross-Talk)

9 CHAIRPERSON ROSE: Uh, yeah, I understand. You  
10 know, uhm, but sometimes I think it's good...  
11 (Cross-Talk)

12 ASSOCIATE COMMISSIONER RATTRAY: You know we...  
13 (Cross-Talk)

14 CHAIRPERSON ROSE: It's... It's good for, you  
15 know, the commissioner level to hear from them.

16 I don't know how... how uncensored they might  
17 speak to you in a, uhm, in a meeting of stakeholders.  
18 You know, but here, uhm, we usually... They usually  
19 speak very forthright and, uhm... And, you get the  
20 message. At least I know I do.

21 So, thank you, you know, thank you.

22 ASSOCIATE COMMISSIONER RATTRAY: Well, thank you,  
23 Chair Rose, and thank you for your leadership.

24 CHAIRPERSON ROSE: Thank you.

25 COMMITTEE COUNSEL: Thank you, Chair.

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2 So, we will now turn to public testimony.

3 For public testimony, I will be calling  
4 individuals in panels.

5 Council members who have questions for a  
6 particular panelist should use the Raise Hand  
7 function in Zoom, and you will be called on after  
8 everyone on that panel has completed their testimony.

9 For public panelist, once I call your name, a  
10 member of our staff will unmute you, and the Sergeant  
11 At Arms will announce... will give you the go ahead  
12 to begin speaking after setting the timer.

13 All public testimony will be limited to three  
14 minutes, and after I call your name, please wait for  
15 a brief moment for the Sergeant At Arms to announce  
16 that you may begin.

17 The next panelists... Or our first panelists will  
18 be in the following order: Daryl Hornick-Becker from  
19 The Citizens' Community for Children, Dante Bravo  
20 from United Neighborhood Houses, and Christine James-  
21 McKenzie of JobsFirstNYC.

22 Uhm, Daryl, you may begin.

23 SERGEANT AT ARMS: Time starts now.

24 DARYL HORNICK-BECKER: Good afternoon. My name is  
25 Daryl Hornick-Becker and I am a Policy and Advocacy

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2 Associate at Citizens' Committee for Children of New  
3 York.

4 I'd like to thank Chair Rose and all the members  
5 of the Youth Services committee for holding today's  
6 hearing.

7 For our full set of recommendations, I refer you  
8 to my written testimony. Today I'll highlight just a  
9 few areas where action is needed in Youth Service  
10 contracts.

11 First, universal, year-round youth service  
12 programs start with a new RFP for providers. CCC and  
13 its partners in The Campaign for Children have long  
14 advocated for holistic, full year afterschool and  
15 summer programming with universal access. But, such  
16 a system remains out of reach as long as the sector  
17 remains underfunded, understaffed, and hampered by  
18 contracts that only cover part of the year.

19 It is well past time for a new RFP for these  
20 providers. DYCD and the new administration must  
21 issue an RFP and make awards as soon as possible.  
22 And, new contracts must include several components to  
23 ensure the stability of the sector and the high  
24 quality of programs. They should follow budgeting  
25 model that includes cost escalators to address rising

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2 indirect costs, consisting cost of living adjustments  
3 for staff, COVID-19 related expanses, and a base per  
4 participant rate that ensures quality standards are  
5 met and the wages are competitive.

6 A new RFP should also be for 12 months of the year  
7 not only to fund summer programs, but to allow  
8 providers to retain staff through the summer, onboard  
9 earlier for the fall, and support the months spent  
10 developing and planning after school programs.

11 Second, The Summer Rising Program would require  
12 major reforms before continuing, and providers still  
13 need to be paid.

14 Summer Rising's rollout presented providers with  
15 significant obstacles to its execution including a  
16 lack of coordination between city agencies, confusing  
17 commination to families about enrollment and  
18 insufficient CBO engagement during its development.

19 Despite these challenges, providers were able to  
20 step to ensure children and youth enjoy the programs.  
21 And, yet, Summer Rising providers still have not been  
22 paid for their efforts.

23 Before any consideration to be made to continuing  
24 the program in further summers, DYCD, DOE, and the  
25

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2 current administration must immediately pay all  
3 Summer Rising providers in full.

4 If Summer Rising is to be considered for next  
5 summer or as a multiple year program, we have several  
6 recommendations based on feedback collected from  
7 Summer Rising providers. These include:

8 Funding programs early and adequately, having a  
9 coordinated office to manage regulatory issues,  
10 pairing schools and CBOs in a thoughtful way, setting  
11 realistic enrollment targets and improving the  
12 enrollment process, ensuring safe staffing ratios,  
13 supporting children with IEPs, and of course paying  
14 providers on time.

15 And, finally, the city must improve the  
16 fingerprinting and staff clearances process. Since  
17 the implementation of the comprehensive background  
18 check process in 2019, background check turnaround  
19 times for CBO staff working in serving programs has  
20 lagged leading to staffing challenges in programs  
21 since before the pandemic.

22 Funding cuts during the pandemic and labor  
23 shortages since, have further exacerbated these  
24 challenges. The administration, DYCD, and DOHMH must  
25 collaborate effectively on the clearance process and

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2 allow providers to on board new staff in a timely  
3 manner... (Cross-Talk)

4 SERGEANT AT ARMS: Time expired.

5 DARYL HORNICK-BECKER: Thank you for the  
6 opportunity to testify.

7 COMMITTEE COUNSEL: Thank you for your testimony.

8 Dante Bravo, you may now begin.

9 SERGEANT AT ARMS: Time starts now.

10 DANTE BRAVO: Uh, Thank you, Chair Rose and  
11 members of the New York City Council, for the  
12 opportunity to testify. My name is Dante Bravo, and I  
13 am the Youth Policy Analyst at United Neighborhood  
14 Houses, also known as UNH.

15 UNH is a policy and social change organization  
16 that represents 45 neighborhood settlement houses, 40  
17 of which are here in New York City that reach 765,000  
18 New Yorkers from all walks of life.

19 For full recommendations, please refer to our full  
20 written testimony. Uhm, I won't belabor the point  
21 that the toll of this pandemic will be with this  
22 generation of young people for years to come. But, I  
23 do want to highlight that the disport impact on young  
24 people of young people of color and low income young  
25

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2 people threaten to widen already existing racial and  
3 economic gaps.

4 In order to provide young people with high quality  
5 services to combat many of these systematic barriers  
6 and to ensure the stability of the Youth Services  
7 field in a post-pandemic recovery, UNH recommends the  
8 city do the following:

9 Pay overdue contracts immediately as well as  
10 commit to a faster contract payment process.

11 As an acute example, none of the settlement houses  
12 who ran Summer Rising programs have been paid as of  
13 today. This is nearly three months after the program  
14 has ended and while providers are still engaging with  
15 the demands of the field as we speak.

16 Clear the backlog of comprehensive background  
17 checks as well as create a faster process for  
18 background clearances in general.

19 Increase rates across COMPASS, SONYC, and Beacon  
20 contracts in the new Request for Proposals process  
21 (RFP) as well as move towards a 12 month contract  
22 model that includes summer programming, with planning  
23 for summer 2022 beginning no later than January 2022.

24 Commit to consulting with CBOs and their  
25

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2 coalitions to better inform the contract conditions  
3 that CBOs perform their in.

4 And, ensure that non-profit sector employees under  
5 contract with New York City are paid fair wages for  
6 their labor.

7 It is especially important to ensure pay parity  
8 between Human Services workers and their city counter  
9 parts as CBOs cannot provide wages to compete with  
10 agencies like The Department of Education, which  
11 incentivizes frontline staff to leave for these jobs  
12 after CBOs have already trained, cleared, and  
13 developed these workers.

14 Recently, settlement houses have reported that  
15 their staff have directly received recurring emails  
16 from the DOE encouraging them to apply for substitute  
17 teacher positions. This indicates that on some level  
18 the city recognizes the need for these workers and  
19 the quality of their work.

20 Settlement staff have described feeling as though  
21 they are merely a pipeline for city agencies to hire  
22 competent staff on a short notice. If the city can  
23 recognize the inherent value of their work, it is  
24 then unconscionable for the city to continue the  
25 practice of low contract reimbursement rates.



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2 Without immediate actions, CBOs across the city  
3 will be put in a position that is impossible to run  
4 quality programming, and our city's young people will  
5 pay the highest price despite having survived the  
6 pandemic for the past year and a half.

7 Thank you for your time and the opportunity to  
8 testify today.

9 For more information or to answer additional  
10 questions, you can reach me at [dbravo@unhny.org](mailto:dbravo@unhny.org).

11 Thank you.

12 COMMITTEE COUNSEL: Thank you for your testimony.

13 Christine James-McKenzie, you may now begin.

14 SERGEANT AT ARMS: Time starts now.

15 CHRISTINE JAMES-MCKENZIE: Good afternoon to the  
16 distinguished members of the Committee on Youth  
17 Services. My name is

18 Christine James-McKenzie and I'm the Associate of  
19 Communications, Learning, and Policy at JobsFirstNYC,  
20 which is a non-profit intermediary that creates and  
21 advances solutions that break down barriers and  
22 transform the systems supporting young adults and  
23 their communities in the pursuit of economic  
24 opportunities.

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2 I think we all agree that New York City has to act  
3 swiftly to reduce the number of the 18- to 24-year-  
4 olds who are out of school and out-of-work, and to  
5 connect these young adults to o training, education,  
6 and work opportunities, as well as advancing them  
7 along educational and career pathways.

8 To this end, we would like to share the following  
9 recommendations for the city that were informed by a  
10 diverse coalition of young adult workforce  
11 development and education stakeholders as well as 18-  
12 to 24-year-olds.

13 First is to reconsider procurement requirements  
14 and design to encourage collaboration. By allowing  
15 and rewarding collaborative applications, funders can  
16 both incentivize partnerships and create access to  
17 city funding for smaller organizations that lack the  
18 capacity to provide a range of services on their own.

19 Also, reduce or eliminate administrative barriers  
20 to participant data sharing and encouraging data  
21 transparency. And, this is something that we  
22 certainly believe is very important. When youth-  
23 serving agencies share relevant data on individual  
24 clients, they serve those clients more rapidly and  
25 effectively.

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2 Partner with young people in meaningful ways at  
3 all stages of designing, implementing, and evaluating  
4 initiatives and projects. They are smart. They know  
5 what they want. And, the direct input of these young  
6 adults can help surface needs and opportunities that  
7 might not be obvious to other stakeholders, it also  
8 highlights innovative approach for participant  
9 recruitment and service delivery, as well as provide  
10 unvarnished feedback on program effectiveness.

11 We also suggest allowing flexibility for  
12 organizations to design programs that meet local  
13 needs. Individual cohorts of out-of-school, out-of-  
14 work youth with shared experiences may benefit from  
15 customized service delivery models.

16 We thank you for your time and consideration. We  
17 appreciate this opportunity to testify and look  
18 forward to working with everyone who has taken the  
19 time out today to sit and have this discussion.

20 Thank you, Chair Rose, uhm, to the council members  
21 who are here, The Youth Services Council, as well as  
22 the DYCD.

23 COMMITTEE COUNSEL: Thank you so much for your  
24 testimony.  
25

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2 We'll now turn to Chair Rose for questions for  
3 this panel.

4 CHAIRPERSON ROSE: Thank you. Uhm, I want to thank  
5 each of you for your testimony.

6 And, I want to say, I want to say right now, I  
7 want thank Associate Commissioner Rattray for  
8 staying, because I really do believe that ,you know,  
9 uhm, when you get it third hand, it doesn't have the  
10 same impact. Uhm, so, I thank you for staying.

11 Uhm, Anyone of you can answer this, but, uhm, what  
12 percentage of an increase in youth provider's  
13 contract... In the contract reimbursement rate do  
14 you believe is necessary and reasonable? What would  
15 be, uhm, a reasonable rate?

16 Do any of you feel... Do any of you have an idea?  
17 You don't have to if you... if you haven't thought  
18 about that.

19 DARYL HORNICK-BECKER: I can say when we were  
20 looking at Summer Rising, uhm, and looking at model  
21 budgets, and looking at what... based on providers'  
22 feedback what they would actually need.

23 We were looking at, like, 30 to 50% increases in  
24 rates. Uhm, something significant. Uhm, I know that  
25 my partners have United Neighborhood Houses, who,

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2 uhm, aren't on the call right now, uh, have looked at  
3 providers with model budgets, and we could definitely  
4 get back to you on more specifics. But, it would be  
5 a significant increase in terms of percentages.

6 CHAIRPERSON ROSE: Mm-hmm. Mm-hmm. And, uhm, I  
7 don't know if he's still here, uh, he testified about  
8 sort of the pirating of youth workers, uhm, to DOE.

9 Uhm, and those jobs that they're being recruited  
10 for, do we have a sense of what the rate is -- what  
11 the rate of pay is? Uhm...

12 DARYL HORNICK-BECKER: A lot of the jobs are  
13 substitute jobs.

14 CHAIRPERSON ROSE: Okay. Okay.

15 DARYL HORNICK-BECKER: Yeah.

16 CHAIRPERSON ROSE: Okay. Uhm, and, uh, as a  
17 stakeholder, you know, what role do you think you  
18 should play in the RFP process? And, how... How  
19 much weight do you think it should come... you know,  
20 you should have in the decision making?

21 DARYL HORNICK-BECKER: Per... Going back to your  
22 question earlier, Chair Rose, uhm, a lot of weight.  
23 Uh, providers can be (INAUDIBLE 01:31:46)... (Cross-  
24 Talk)

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2 CHAIRPERSON ROSE: I'm not surprised! I'm not  
3 surprised by that answer.

4 DARYL HORNICK-BECKER: Providers should be, uh, in  
5 constant consultations with the DYCD and the new  
6 administration on RFPs, specifically on the rates.  
7 Because, the rates have to reflect the cost of  
8 services. They have to reflect the quality of  
9 programs. And, they have to also directly solve  
10 problems the sector is facing, uhm, problems like  
11 wages, problems like retaining and hiring onboarding  
12 staff, and problems like clearances.

13 So, all of that needs to be part of a new RFP and  
14 a new process. And, all of that only comes with  
15 engaging providers directly and before the RFP's  
16 actually released.

17 CHAIRPERSON ROSE: Uhm, do you think that DYCD  
18 could better support, or how... How would you like  
19 DYCD to support the providers and advocates? Uhm,  
20 Miss James-McKenzie or Mr. Hornick-Becker, both of  
21 you can respond.

22 CHRISTINE JAMES-MCKENZIE: (Background Noise)  
23 Well, I will yield to, uhm, Mr. Hornick-Becker,  
24 primarily because we are an intermediate, so I  
25 (INAUDIBLE 1:32:47) ... (Cross-Talk)

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2 CHAIRPERSON ROSE: Oh, okay.

3 CHRISTINE JAMES-MCKENZIE: adequately speak to  
4 that. Uhm...

5 CHAIRPERSON ROSE: Okay. Okay.

6 DARYL HORNICK-BECKER: It... It... It starts with  
7 feedback and listening. Uhm, our CCC and The  
8 Campaign for Children have issued recommendations  
9 that include reforming the Children's Cabinet and  
10 constituting that with youth services providers  
11 themselves. So, that when there is a new RFP, for  
12 something like COMPASS and SONYC or something like  
13 summer programs, for something like SYP or childcare,  
14 you have children and youth providers directly at the  
15 table informing those processes -- from the  
16 beginning, to implementation, to rollout, to design,  
17 to enrollment.

18 Uhm, so, it starts there. I think it starts with  
19 direct feedback and really having them at the table  
20 from the beginning so that really would make the  
21 process easier from the start. And, then they're  
22 not... There isn't going to be things like an RFP  
23 being rescinded because rates aren't high enough, or  
24 as much delayed once those RFPs do come out if you  
25

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2 really have the providers at the table from the  
3 start.

4 CHAIRPERSON ROSE: Okay, well, thank you. I...  
5 I... Thank you both, uhm, for your testimony. Uhm,  
6 and I think that's a great suggestion.

7 Uhm, I didn't ask, uhm, at what stage your  
8 stakeholders are brought in. Uh, I think it's a...  
9 that's a great, you know, place to start -- at the  
10 beginning instead of, you know, after some of the  
11 decisions have been made.

12 So, uhm, thank you both for your testimony.  
13 Counsel?

14 COMMITTEE COUNSEL: Thank you, Chair Rose.

15 Uhm, I would like to remind council members who  
16 have questions for a particular panelist to use the  
17 Raise Hand function in Zoom. You will be called on  
18 the panel once...

19 Uhm, alright, well, seeing no hands raised, I  
20 believe we have concluded public testimony.

21 If we have inadvertently missed anyone who would  
22 like to testify, please use the Zoom Raise Hand  
23 Function, and we will call on you in the order in  
24 which your hand is raised.



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2 I am now confirming that we do not have additional  
3 questions or additional witnesses to testify or  
4 additional registrants.

5 So, at this point, I believe we have concluded  
6 public testimony for this hearing, Chair Rose.

7 Oh, you are muted. I'm gonna unmute you.

8 CHAIRPERSON ROSE: Uh, okay, well, that's a  
9 surprise, and thank you.

10 So, Associate Commissioner, you got off really  
11 easy. Uhm, usually the public testimony really goes  
12 on awhile. So, uhm, again, I thank you for being  
13 here. And, I thank our providers and our advocates  
14 who testified today.

15 Uhm, I know that DYCD has heard loud and clear  
16 that it is really... There is a necessity to get the  
17 RFP done -- out -- and, you know, and re... out and  
18 redistributed, uhm, and that, before you do that,  
19 that there needs to be input from all the  
20 stakeholders and advocates, so that, uhm, we won't  
21 have to rescind it.

22 There is really an overarching need to make sure  
23 that the cost per participant is commiserate with  
24 what is actually needed, you know, to get the job  
25 done.

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2 Uhm, you know, I really do like the analogy of the  
3 one ore. It shouldn't be. It shouldn't be. Uhm, we  
4 shouldn't even begin to look at youth services with  
5 that type of jaundiced eye that, "What can we get  
6 done with one ore?" You know, uhm, we should be  
7 starting from -- fully loaded, and work out.

8 So, I want to thank you. Uh, I am going to follow  
9 up on, uhm, the transition document, but I'm also,  
10 uhm, going to have a conversation in my exit  
11 interview about how we get the stakeholders to feel  
12 that, you know, they really are a part of the process  
13 -- that their voices are heard, and fight really hard  
14 to make sure that our young people are the priority.

15 So, I, again, uhm, I thank you. I thank you all  
16 for the providers, and the service providers, and  
17 advocates, I thank you for your work. It's thankless  
18 work. Uhm, and, you know, if DOE recognizes how  
19 important you are, and that you should be compensated  
20 at a certain rate, I know that, uhm, DYCD knows...  
21 I'm sure they have even more of an idea of what  
22 you're value is.

23 Uhm, so, we're going to work to sort of get all of  
24 these things to meet and there be some confluence.  
25 And, uh, I thank you all.

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2 Uhm, and with that, this meeting is adjourned  
3 (GAVEL) at 2:40 p. m.

4 Thank you.

5 COMMITTEE COUNSEL: Thank you, Chair... (Cross-  
6 Talk)

7 ASSOCIATE COMMISSIONER RATTRAY: Thank you, Chair  
8 Rose. Take care everybody. Thank you, Chair Rose.  
9 Take care.

10 CHAIRPERSON ROSE: Alright, thank you.

11 COMMITTEE COUNSEL: Take care, Chair Rose.

12 CHAIRPERSON ROSE: Thank you. Love you all.

13 COMMITTEE COUNSEL: Bye.

14

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C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage, and that there is interest in the outcome of this matter.



Date: November 29, 2021