



September 19, 2023

Testimony of Assistant Commissioner Jason Shelly, FDNY

**“One-Time Exception to Maximum Age Requirement for Next Promotional Exam”**

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Good morning Chair Ariola, members of the Fire & Emergency Management Committee, and the sponsor of today’s legislation, Councilmember Gale Brewer. My name is Jason Shelly and I am Assistant Commissioner for External Affairs at the New York City Fire Department. I appreciate the opportunity to speak with you today about the Emergency Medical Services (EMS) Promotional Exam.

Many members of FDNY EMS are interested in becoming firefighters and enroll in a Promotional Exam that enables them to become FDNY firefighters. The Promotional Exam creates an opportunity for EMS members to become firefighters without taking the Open/Competitive exam. This exam is offered periodically on a cycle that is generally every four or five years.

The most recent Promotional Exam was offered in December 2016. Unfortunately, the COVID-19 pandemic delayed the exam cycle and though the next Promotional Exam was expected have taken place in late 2020, that exam was not given and it has been delayed ever since.

One side effect of this delay is that some members of EMS who would have been eligible to take the Promotional Exam as it was originally scheduled have now become ineligible under Administrative Code 15-103, which holds that to become a firefighter, an individual must not have reached his or her 29<sup>th</sup> birthday on the date of the filing for the exam. The Fire Department views this outcome as inequitable and unfair to the members who were affected. I know that members of the Committee share this concern, and I am grateful for Chair Ariola's partnership and proactive commitment to this issue. Working with our colleagues at the Department of Citywide Administrative Services and the New York City Law Department, I am proud that we have worked out a legislative solution. The bill that the committee is hearing today

makes a one-time exception to the maximum age requirement for the upcoming Promotional Exam. This will enable the affected members of EMS to be eligible take the exam just as they would have been if the exam had not been delayed by the pandemic.

We are grateful to the City Council and to our partners in the administration for working out a solution. The affected EMS members are already making valuable contributions to this City and the people of New York, and we value them as members of the Fire Department. It would have been wrong to leave them behind due to a phenomenon that was out of the control of the members and of the City, and thanks to the action taken by the Council today, that will no longer be the case.

Thank you.

Hello I'm Tyeisha Pugh president of the United Women Firefighters Association, which is a non for profit fraternal organization within the FDNY. We consist of only Firefighters. One of our goals is to help diversify FDNY by bringing in more women. Currently we are less than 2%. The EMS promotional has helped us because we get a lot of women from it.

I am in favor of waving the age for this next EMS promotional exam to fire. It's only right, many EMS professional have the goal to take the promotional exam. It's not fair that they'll lose that opportunity due to an uncontrollable circumstance, such as the pandemic.

Just a bit of back ground on myself. I took exam 6019 back in 2007. I was very close to the cut off age when I filed. Due to discriminatory effects found towards minorities in that exam the city wasn't able to use the exam anymore. So I was never called from that list. I was ineligible due to my age to take the next exam. Thankfully the age was waived for the next exam and here I am, one of New York City's Bravest.

I am a retired FDNY Captain with over 25 years of service. Before my appointment to the fire department, I worked as an EMT in the 911 system for several voluntary hospitals in NYC. My background in both the fire service and EMS in NYC has compelled me to testify before the City Council today.

A short while ago, in June, there was a meeting of the City Council regarding FDNY's current plans to administer a promotional exam for FDNY EMS members who wish to attain the rank of Firefighter. It was noted that the last promotional exam administered to members of FDNY EMS was in December of 2016, more than six and a half years in the past. Traditional FDNY Open-Competitive and promotional exams have been administered in 4- or 5-year intervals.

Additionally, the then Acting Fire Commissioner Laura Kavanagh, who is now the Fire Commissioner, extended the Open Competitive list # 7001 for two years and it will not expire until February of 2025. In all fairness, if the Open Competitive exam can be extended due to the impacts of Covid, so should the eligibility for EMS members who are already serving in the department and awaiting an opportunity to take the exam for Firefighter.

This significant postponement in administering a promotional examination to Firefighter will deny many members of FDNY EMS an opportunity for promotion due to being past the eligible age. Without re-examining the twilight age of 29, many otherwise potentially qualified candidates will be denied the ability to be promoted.

Many young members of FDNY EMS worked through the worst of the Covid-19 crisis as well as the social unrest of the summer of 2020, to deny them the opportunity for promotion would be unfair and unwarranted. My experiences as a Fire Captain and a Company Commander during the Covid crisis solidify my opinion that these young and capable EMS members are entitled to an opportunity to take the promotional exam to firefighter. I can not stress enough the verbiage of "opportunity to be administered an exam"; we are not guaranteeing anyone a position, we are ensuring that they have an opportunity to take that exam. To do anything less is an injustice and a slap in the face after what they endured during the height of the Covid crisis in NYC.

Additionally, the training and experience of these EMS members would be of great value as they move into the ranks of Firefighter for FDNY. The FDNY is recognized as a Highly Reliable Organization, the retention and promotion of experienced and trained members should be paramount to the department. Each of these highly trained and experienced EMT's and paramedics are a true "force multiplier" and an asset to the FDNY. As a career Engine Company officer who responded to tens of thousands of EMS calls, I can testify wholeheartedly to the importance and value of firefighters that possess EMS abilities, pre-hospital emergency care experience, and excellent patient care skills. We are neglecting these valuable assets and their benefit to the FDNY organization, operations, and ability to provide an outstanding service to the residents of NYC.

Not extending the age requirements will also negatively impact the FDNY, in my humble opinion, in two very definitive ways, first is retention, it is commonly believed, and with good factual backing, that many EMS members who do not receive and extension of the age requirement, will leave the EMS service for other employment (this exodus has already begun). Secondly is recruitment, I believe some young people who aspire to become FDNY firefighters may be hesitant to take the EMS position if they see that previous employees, who worked hard, worked through the pandemic, requested an extension, and

were denied it and are now not eligible for promotion. They may see themselves in the same position in 4 or 5 years and have second thoughts about committing to a position in FDNY EMS.

I cannot stress enough the need for this City Council Committee to reach a positive outcome in, what is quickly becoming a very small window of opportunity for these EMS members. I thought the meeting in June addressed and identified a very solvable problem and that the FDNY would do its due diligence in extending the eligibility requirements for promotional candidates.

As I mentioned, failure to provide an opportunity to be eligible for promotion will negatively impact morale and retention as well as recruitment for future EMS members who wish to be promoted to Firefighter. Additionally, not extending eligibility would be *turning our backs* on the EMS professionals who were hailed as heroes as they worked through the Covid-19 crisis.

As a career FDNY Firefighter and Fire Officer, I always followed the motto "do the right thing". In this case, all should agree that *extending the age requirement* and ensuring that the EMS members that have been patiently waiting for an answer to the eligibility issue and who worked through the worst pandemic the world has ever seen, worked through lockdowns and social unrest, and maintained their poise and professionalism are eligible for promotion is the "right thing to do".

Many concerned New Yorkers would appreciate your advocacy in this matter.

Very Respectfully  
Michael Nigro  
Captain FDNY (retired)

Dominick DeFranco

Firefighter Eligibles

Committee on Fire and Emergency Management

09/19/2023

FDNY Firefighter Promotional Exam 4528 (Promo) Age Extension

Good morning Council members, and all in attendance. I am sorry I could not physically attend today, but I appreciate the Council allowing me to testify again. I would also like to thank all parties for attending this meeting. My name is Dominick DeFranco, I am a paramedic for the FDNY and have been serving this city for almost 7 years. I have been working in the EMS field for almost 10 years, which is a third of my life. Today, I am testifying for the age extension for the upcoming Firefighter promotional exam, and why potential EMTs and paramedics should be applicable for this.

The last Firefighter promotional exam was over 7 years ago; this has been the longest period without an exam. The next upcoming promotional exam was scheduled for 2020; this was discussed at multiple Firefighter division meetings with suspected filing dates with the inclusion of the fire cadets. Unfortunately, COVID-19 occurred and paused the city. This led to postponing the exam, and extending the open-civilian firefighter exam. This had become a deterrent for FDNY EMS members who were of age in 2020, and now have aged out within these past three years. It is an unprecedented situation that is unfair to these members who were of age at the time.

FDNY EMS members are valuable assets for the fire side. They are already familiar with the 911 system, have prior medical experience, understand fire operations, and are more eager

and determined than those from the civilian exam. A majority of diversity and females are extracted from EMS. Most of the members who were eligible in 2020 have progressed in their career, and can provide better care and knowledge than typical FDNY CFR would; this experience is priceless. As a previous council member stated in June of this year, "What is the difference between a 29 year-old firefighter and a 30 year-old firefighter?" NYC has the lowest age restriction for becoming a firefighter in the country with surrounding being as old as 35 years of age. Members would feel cheated if they were unable to file due to an unpreventable matter; they would rather fail during the process rather than being unapplicable to apply. Personally, I was the first FDNY EMS class after the previous promotional class, which was 131 days apart, and today is my 2388 working for the FDNY. On October 4<sup>th</sup>, I will be 41 days over age; I was 26 year-old in 2020, and started the FDNY at the age of 22. We deserve this age extension, thank you.



Good morning, I'd like to thank you all for taking the time out of your day to give us the opportunity to share our stories. My name is Frank Dades. I have been an FDNY EMT since 2018. I've always had a passion for helping people, and have held a strong belief in a life of service, so for the last 9 years I've dedicated my life to serving the city of New York in multiple ways.

After graduating college, I joined a concrete construction union. I've had the privilege of working on some of the biggest projects in the country. One Vanderbilt, Hudson Yards, Manhattan West, Pier 57, and the World Trade Center grounds just to name a few. While working full time in construction I became a New York State Emt and filed for the Fire Department Emergency Medical Services. After 4 years in the construction industry, it was now time to serve the city I once helped to build.

Two Years with the department came and went before we were faced with one of the darkest times any of us ever could've imagined. The Covid 19 pandemic hit. The unknowns were endless, but what we did know was that the people of our city were relying on us and this was our fight to face. Stores closed, people worked from home, streets were empty, but what you always saw were the ambulances that rolled through every street in every borough responding to the calls of those in need. We would work around the clock, 16 hour shift after 16 hour shift to help take the weight off our fellow coworkers. Some slept in cars, some slept in hotels to avoid bringing this unknown virus we may have contracted home to our loved ones. This is what service is - putting the needs of others above your own no matter the cost and that's what we signed up to do.

Had this unforeseen circumstance never happened, a promotional exam to firefighter was set to be administered in 2020. Now, as a result of the pandemic, it has been 7 years since the last promotional exam has been offered. So many people who would've been eligible in 2020 have since aged out due to a strict age limit of 29 years old.

My other colleagues touched upon some other reasons as to why we seek an age extension for those who aged out, but I would like to touch on something different.

For some reason, the current policy implies ~~that~~ that if we turn 29 we are unqualified to take the exam. I believe that age does not determine whether a person is qualified, but rather the commitment and capability of one's mental and physical strength and well being.

Although I am not unique in this opinion, I will use myself as an example.

First - physical capabilities:

From the age 27 to 28 years old after having been a CrossFit athlete for 3 years prior, I have competed in bodybuilding, I have run multiple half marathons, multiple full marathons, and received the Orio Palmer Fitness award which is the Department's highest honor awarded by the FDNY Health and Fitness Unit, which consists of a grueling test of physical strength and endurance in memory of Deputy Chief Orio

Palmer who died on 9/11. At age 21, none of this was an option for me. In fact, to me it seemed all of these physical feats were impossible at that time.

Second - Mental capabilities.

Aside from my 4 years experience in the construction industry, I have over 5 years experience working as an FDNY EMT where I've had the honor to serve my home borough of Staten Island, downtown Manhattan, and now work at the EMS academy as a certified lab instructor and a drill instructor. I have learned so much through my experiences. I can make critical decisions in times of chaos and I know how to remain calm when others around may not be. I've been there for people on the worst days of their lives to treat, comfort, and care for. At age 21, I had none of this. I was a young kid who graduated college, just entering the real world. I knew nothing of what it was like to work as a first responder and move toward unknown and sometimes dangerous situations while most other people run away from them.

I bring these points up to show that myself, nor my colleagues, are not any less capable or qualified to do the job at 29 than we were at 21. On the contrary, I believe it makes us more of an asset.

When going for a job interview, resumes are usually required to understand a potential candidate's experience in the field they are pursuing. More often than not the candidate with the bigger resume and experience in the field will get the job.

A number does not define whether we are qualified or not. Instead it has given us not only experience out on the streets, but also knowledge, maturity, patience, dedication and a deep appreciation for the job we are so very determined to achieve. This is our resume.

We do not expect anything other than the opportunity to just toe the start line. In light of the unexpected setbacks resulting from the Covid pandemic, our opportunity for promotion was delayed and for some taken away completely. So we now ask that you please consider this one time age extension to allow us the chance to continue serving the city with the knowledge and experience we have already gained as proud members of the FDNY.

Thank you for your time and consideration in this matter.

Goodmorning. First and foremost I would like to thank Councilwoman Ariola, Councilwoman Brewer and all others in attendance for hosting this hearing.

My name is Haley Fumiko Sato and I have been an Emergency Medical Technician with the FDNY since February of 2020. A little under 4 months ago, I sat before you and shared my story with you. Within that time, four of my friends in the same predicament have resigned from the department to start new careers. All four of these friends were qualified, hard working individuals and assets to this department who simply lost hope in regards to an age extension and could not say no to new opportunities. Today I sit before you, to reiterate my concerns and continue to fight for the dream that myself and so many others have: to become New York City Firefighters.

After graduating college with a degree in Nutrition and Exercise Science, I found myself unfulfilled and unsure of how to pursue a career that would not only be physically demanding, but that would also allow me to selflessly serve my community. While working in a local gym, I met a female training to become a firefighter. Her determination, drive and passion for selfless service continues to inspire me to this day. She gave me career advice that changed my life: "Join the FDNY". I never grew up with firefighters as role models, as that isn't a typical career path in a Japanese American household. The idea of learning new skills, connecting with diverse individuals, and having a career with a history like no other all while creating my own legacy, strongly appealed to me.

I entered the EMS Academy in February of 2020. Nobody could have ever predicted that a global pandemic would put the world to a halt the following month. Classrooms went virtual, restaurants were limited to take out only, major league sports were suspended and almost *any* job could be done remotely. However, the work of a first responder could not be done "from

home". With six weeks of training under my belt, myself and my classmates were sent to the streets early to be the first responders the citizens of New York City desperately needed. As EMT's, we take an oath to dedicate our lives to the service of humanity and that showed to be especially true during the city's darkest times. Because we were in a state of emergency, myself and my coworkers were mandated to work 16 hour shifts for multiple days in a row. Many of us would sleep in our cars in fear of bringing the virus home to our families. Many of us contracted the virus ourselves. Many of us showed up to work grieving the loss of friends, family and coworkers. Nonetheless, we persevered remembering that oath we took.

Since joining the FDNY, I am proud to say I have already taken multiple opportunities that have come my way. I've worked in the Lower East Side, Washington Heights and Jamaica, Queens. In May of 2022, I became a drill instructor at the EMS academy. This position not only allows me to help shape the future of the department, but also to take my background in health and fitness and apply it to our physical training sessions. I am also a member of the FDNY Phoenix Society where I proudly help to be the cultural bridge amongst the department, its employees and the Asian communities of New York City. On the streets we advocate for our patients and at the academy I advocate for my students.

If the unforeseen circumstance of COVID-19 were to never happen, a promotional exam from the rank of EMT to Firefighter would have been slated for 2020; given the four year cycle it runs on. Many of our members, including myself, who would have qualified to take the promotional exam in 2020, will no longer qualify as we have aged out. I was 25 years old when I joined the department and I turned 29 in March of this year.

We do not feel that we are owed an exam or deserve a handout. We simply would like to have the opportunity that we would have had in 2020 if a global pandemic did not shut down the

world. Therefore, we are seeking a one time age extension for this upcoming promotional exam so that we may have that opportunity. We believe that a minimum of a three year extension is fair since we are now a little over three years due on the exam. I would like to note that the City of Los Angeles, Los Angeles County, Washington DC, and the City of Philadelphia have no maximum age limit in regards to becoming a firefighter. For the City of Chicago and Houston, you cannot have reached your 36th birthday by the date of hire.

Roughly ten years ago, a federal court monitor was hired to oversee diversity within the New York City Fire Department. Our current EMS members who would like to take the opportunity to be promoted to the rank of firefighter are not only highly motivated, but also bring diversity to the table. Our members took multiple steps that eventually got us to this hearing today. We met with our union on Zoom, Local 2507, who stated they support a one time extension given the unforeseen circumstance of a pandemic. We also received the backing of multiple affinity groups including the Vulcan society, Hispanic society and Phoenix society.

As FDNY EMTs we are already trained to make life and death decisions in emergency situations. We raise the bar of patient care when working in a fire company responding to medical calls and we are already trained in FDNY operations and procedures that may be foreign to some. I was once told that you can either choose to be *on this job or in this job*. By continuously learning and taking every opportunity that's given to me, *I choose to be in this job*. They say that good things take time and great things take a little longer. I am confident that the hard work I have put in now, will make the feeling of calling myself the first New York City firefighter in my family even more rewarding. Thank you for your time.

Good morning and thank you to chairperson Ariola and the members of this committee.

My name is Joe Cavanagh and I retired as the Capt of Eng 265 this past January. I was assigned there in 2013 and I served alongside not just fireman and fire officers but also the officers ,paramedics and EMT's of station 47. This is a unique arrangement for the FDNY as there is only one other place where EMS and Fire share a station.

That uniqueness gave me the chance to get to know many of these young people better than the average fire officer that sees EMS personnel only on medical runs. I'm also proud to say that my son Michael was also assigned there and through him and his friendships with these kids ,I've gotten to know many of them both professionally and personally . With that said, I've heard first hand the concerns they have regarding the depts inaction on an age extension and the fear that they may not get their chance to take a promotional exam

The eligibles group they organized has met with and received the support of the Chief of dept and the Chief of EMS amd members of this committee .They've done their research and are well versed in previous FDNY exemptions to the current age cutoff of 29 and the age requirements of other uniformed agencies both local and nation wide,

but still they have not received a concrete commitment regarding the age extension for the next promotional exam.

Its here where I want to stop and commend this committee for its action at the previous hearing .With a few simple questions to the asst commissioner the committee exposed the bureaucratic inertia that stands between these kids and their goals

There is no shortage of excuses Covid ,DCAS ,the attrition myths that promoting EMT's to fire fighters will decimate the EMS ranks. After the last promotional I looked into the sky is falling claims of the most outspoken opponents to the promotional. They claimed 1500 EMT's were lost. I checked the dept orders , the head count of promotional exam graduates from probie school was closer to 700 And those same opponents neglect to mention that the medical skills of these candidates do not leave the dept but will be utilized everyday on responses to medical emergencies.

Excuses aside, the dept has managed to schedule and hold promotional exams to Lieutenant and Captain (with no age restrictions) trained and graduated multiple classes of EMT's and deviated from civil service rules to extend the current open competitive list for 2 years. This is a time wasting and resource draining process due to the cost of back ground checks and the number candidates declining outnumbering

those accepting How could any extension for people not part of the FDNY be prioritized over a promotional? These kids deservedly feel forgotten

When I was promoted to Lt in 2007 the chief of training came to address my class at the first line supervisors program. As <sup>guy who</sup> [REDACTED] <sup>who</sup> [REDACTED] <sup>knew him</sup> [REDACTED] can attest, the man was someone not to be trifled with.

His address was a total of 4 words that I will never forget. YOU PUT YOU HERE

Then he left.

The class still glowing with all the relief the excitement and our families pride and our coworkers congratulations , expected another pat on the back maybe an attaboy . Then it started to sink in . No excuses ,you took this step to take on the responsibility and make decisions to insure the safety and help advance the careers of your subordinates . OWN IT ,do your job , be a leader

Maybe its time for the answer people to hear those words too



## **Jordan Tymony Promotional Testimony June 5th 2023**

Good morning, thank you department & council members as well as the supporters for being here today and allowing us this opportunity.

### **Introduction**

My name is Jordan Tymony. I am currently an active FDNY EMT in the borough of Brooklyn. I am here today in regards to the FDNY EMS to Firefighter promotional exam to help support the members that are in jeopardy of missing out on a future promotional opportunity due to their current age.

In this testimony, you may or may not hear a slight accent in my voice. If you do, that is because I am not from New York. I was born and raised in Wichita, Kansas. Today I would like to tell my story on how a Midwest kid ended up in the big city.

### **Main body (timeline)**

In 2011, after 18 years I finally moved away from Wichita to a small college town. My first year of College at the University of Kansas was a struggle. I knew I needed to be in school but I had no idea of what I wanted to study.

From 2012 through the next few years, I became a volunteer firefighter in Douglas County, Kansas. I obtained all the necessary firefighter certifications and I finally conquered the intimidating EMT course that I had long put off. I graduated in December of 2015 with a degree in Communication Studies, even though my passion was the fire service.

February of 2017, I was hired by the Olathe Fire Department in the suburb of Kansas City. During my early career, a coworker had gotten me in contact with a FDNY lieutenant in the Bronx. I had a special connection to him. Because he is from Kansas too. He inspired me and helped point me in the right direction to applying and getting on the EMS exam list in New York City.

November of 2019, I made the decision to leave Olathe Fire Department after almost three years and return to work in my home town of Wichita. January 2020, two weeks from graduating the fire academy, I got the call from FDNY EMS. I now had a life changing decision to make.

I got my official FDNY offer. Five days later, I was on the road to New York. I left everything I knew, my family, my friends, my dog and my career. I was 26 years old and finally pursuing my dream of becoming a New York City firefighter. I started the EMS academy February 2020. All of a sudden, the world changed.

### Conclusion

Due to the pandemic, everything was put on hold. The only thing that was not put on hold was my age. I moved here when I was 26 years old. I am now 30 years old. Still hoping for an opportunity to become a New York City firefighter. We worked through the toughest times of the pandemic when health and safety was crucial. Our families constantly worried for us every day confronting the uncertainties lying before us. The last promotional opportunity from FDNY EMS

to Firefighter was in August of 2016. On a 4 year schedule, the next promotional exam should have been in the Fall of 2020. The only chance I have at that dream now is for an age extension to be placed on the next promotional exam.

I believe that age does not define our mental or physical capacity for the duties necessary to perform the job as a firefighter. Not only does our EMS experience enhance fire operations in regards to medical treatment in the field, it also brings diversity to the department. As of December 2021, between the ages of 29-35, there was 359 female members, 213 black members, 293 Hispanic members, and 59 Asian members, all eligible to become firefighters. This would be a huge potential to increase diversity in the department.

So I, as well as others that share a similar story in pursuing the dream of becoming New York City firefighters, are here today in solidarity to ask that we are not denied that opportunity in the unforeseen circumstances of the pandemic.

Thank you

Good morning, before I start I'd like to thank the council for having this meeting and inviting myself along with my colleagues. My name is Michael Cavanagh, I am 27 years old and I've been a member of the FDNY since 2018, currently I am on track to graduate from the fdny paramedic basic program in November. Prior to pursuing paramedic training, I spent 5 years at station 47 in Rockaway Beach as an emergency medical technician . Station 47 is a unique station for it shares quarters with a firehouse. Many of the members of the firehouse came through Ems, it can be seen on medical calls that the engines respond to. The skills we bring as emts and paramedics does not leave the dept, yet it becomes an asset , unlike normal civilians who get hired off the open competitive exam, emts and paramedics have a basic understanding of radio codes, 911 emergency experience, most importantly we know what high standards the greatest fire dept in the world holds us to. Due to covid 19 we have been denied a chance at career advancement.

Over the past 5 years the people I've worked with members ranging from 20 years of age to 60 years of age overtime slowly but surely they have become my family. In that time frame many members of my family either have reached their 29th birthday or have left EMS completely to pursue other careers. Over the past few months numerous members have lost hope in advancing their careers into the fire service, many are the same members who didn't think twice to help the people of New York during the covid 19 pandemic. The hard work we did as a service was something our dept has never seen. Normally Ems responds to roughly 4-5000 calls a day , we responded to 8000+ calls a day. Members all over the city stepped up for overtime, took time away from their families, and most importantly got the job done while civilians did

their best to stay indoors. I couldn't tell you a name on this dept that didn't contract covid.

Through those times we lost parts of family as well. Covid hit us hard but many of us hit covid right back. The city does not owe us anything, we are asking for you to hear our concerns and hope you support our efforts that got us here today

The normal testing cycle is every 4 years, the last filing was October of 2016, with a test in December of 2016, it has been over 7 years without a filing or test. Had the normal 4 year testing cycle been honored members would have filed for the promotional exam in 2020. The current open competitive exam was given a 2 year extension and is set to expire in February of 2025, further pushing back an opportunity to promote.

The maximum age the fire dept allows a member to take the exam is 28, meaning by 29 a member is no longer eligible to take the promotional exam. We are asking for your support in helping members who have passed the age of 29 to have an opportunity to advance their careers on to the fire service. 3 years ago we stood tall against the covid 19 pandemic today we ask you stand tall with us to help achieve our goals of becoming New York City firefighters.

Thank you for your time.

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**From:** Shavel Mccallum <shavelmccallum@yahoo.com>  
**Sent:** Wednesday, September 20, 2023 2:32 AM  
**To:** Testimony  
**Subject:** [EXTERNAL] Testimony

Hello, I'm Shavel McCallum, and I proudly serve as an EMT with the New York City Fire Department, for the past eight years. Unfortunately, my dream of becoming a firefighter was put on hold due to the challenges posed by COVID-19. In 2016, I applied & received a list number. Due to personal hardships & the verge of homelessness I was unable to pursue my dream career of becoming an nyc firewoman. I later saw another opportunity before my 29th birthday, but, once again, COVID-19 disrupted my plans.

I am honored for the opportunity to become a New York City female firefighter. This chance represents the realization of a long held dream and a commitment to serving my community and city. The path will have its share of obstacles, but knowing that I can now move forward on this journey fills me with pure happiness and a sense of purpose that I eagerly look forward to embracing.

**THE COUNCIL  
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. \_\_\_\_\_ Res. No. \_\_\_\_\_

in favor     in opposition

Date: \_\_\_\_\_

(PLEASE PRINT)

Name: JOSEPH CARAPAN

Address: Californian St Long Beach 1156'

I represent: Myself

Address: \_\_\_\_\_

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THE CITY OF NEW YORK**

Appearance Card

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in favor     in opposition

Date: 10/19/23

(PLEASE PRINT)

Name: REGINA Wilson

Address: 739 Eastern Parkway

I represent: Vulcan Society

Address: \_\_\_\_\_

**THE COUNCIL  
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. \_\_\_\_\_ Res. No. \_\_\_\_\_

in favor     in opposition

Date: \_\_\_\_\_

(PLEASE PRINT)

Name: DeFranco, Dominick

Address: Pierley St

I represent: \_\_\_\_\_

Address: \_\_\_\_\_

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

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THE CITY OF NEW YORK**

Appearance Card

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I intend to appear and speak on Int. No. \_\_\_\_\_ Res. No. \_\_\_\_\_  
 in favor  in opposition

Date: \_\_\_\_\_

(PLEASE PRINT)

Name: Assistant Commissioner of External Affairs

Address: Jason Shelly

I represent: FDNY

Address: \_\_\_\_\_

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I intend to appear and speak on Int. No. \_\_\_\_\_ Res. No. \_\_\_\_\_  
 in favor  in opposition

Date: \_\_\_\_\_

(PLEASE PRINT)

Name: Michael Cavanaugh

Address: Ocean promenade Rockaway Beach NY

I represent: Firefighter eligibles

Address: \_\_\_\_\_

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THE CITY OF NEW YORK**

Appearance Card

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I intend to appear and speak on Int. No. \_\_\_\_\_ Res. No. \_\_\_\_\_  
 in favor  in opposition

Date: 9/19/23

(PLEASE PRINT)

Name: Haley Sato

Address: willis Ave Floral Park NY 11001

I represent: Firefighter eligibles.

Address: \_\_\_\_\_





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THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. \_\_\_\_\_ Res. No. \_\_\_\_\_  
 in favor     in opposition

Date: 9/19/23

(PLEASE PRINT)

Name: Frank Dades  
Address: Billap Ave Staten Island NY 10307  
I represent: Firefighter Eligibles  
Address: \_\_\_\_\_

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

**THE COUNCIL  
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. \_\_\_\_\_ Res. No. \_\_\_\_\_  
 in favor     in opposition

Date: 9/19/23

(PLEASE PRINT)

Name: JORDAN TYMONY  
Address: 63rd Dr REGO PARK NY  
I represent: \_\_\_\_\_  
Address: \_\_\_\_\_

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