

Continuing Public Service



We often hear about the many retirement plans people have and how they cannot wait to retire. While this may be true for people who look to exit the workforce as soon as possible, there are many others who want to work beyond retirement age because they cannot afford to stop working, truly enjoy what they do, or they find interacting with colleagues on a daily basis is something they will miss and continue working.

This is especially true for those of us who dedicated our careers to public service. Many have built long-term relationships with one another in our

agencies and value each other and the impact our work has had on our communities. Now there is a way for New York City civil servants to continue giving back, through the Department for the Aging's Silver Stars program.

In the Fall of 2021, the Department for the Aging began Silver Stars as a pilot program, and last month

Mayor Eric Adams announced its official launch. Silver Stars is an opportunity for retired City employees to work at a City agency part-time, while also maintaining their benefits. To apply, you must be fully retired from City employment and have no remaining sick or vacation time left. Employment is typically a year long and a Silver Star can earn up to \$35,000.

This program also helps City agencies fill their needs with skilled individuals who have the institutional knowledge and can navigate the city systems which helps them complete their tas-

ks. It also helps promote and create an age-inclusive work environment, and benefits agency employees who can learn from Silver Stars retirees' experience and knowledge. Studies indicate that diversified thinking, perspectives, and experiences create the most productive and effective environments.

We already have five agencies participating in the Silver Stars program including the New York City Fire Department, Department of Citywide Administrative Services, Administration of Children Services, Mayor's Office of Contract Services, and the Department for the Aging. Now that the program has fully launched, our team is making sure agencies know this opportunity is available.

Whether it is for personal fulfillment or out of necessity, this program gives older adults a choice, while making New York a more age inclusive city. If you are a NYC retiree who would like to learn more about the Silver Stars program, you can email SilverStars@aging.nyc.gov, or call Aging Connect at 212-AGING-NYC (212-244-6469).

Speaking about choices, many older adults, particularly women, had been on the forefront of the standing for civil rights making sure future generations have civil liberties, freedom of choice and rights. The recent Supreme Court decision set back the rights and freedom of choice for millions of women. We learned firsthand that these rights must be fought for generation by generation. Ensuring we have the freedom to work regardless of age, and beyond retirement is a right the City is preserving through its Silver Stars workforce program.

Whether it is employment, healthcare or other liberties that allow individuals to live the lives they want, I look forward to continuing to enact initiatives that create a more inclusive city, providing opportunities where no matter your age, sex, race or religion, there are paths you can pursue in New York City.



NYC Department for the Aging
Commissioner Lorraine Cortés-Vázquez