

THE PUBLIC SERVICE PUZZLER

APRIL 2025

Editor: Rob Casimir

ALWAYS PREPARED

Cryptocurrency. Blockchain. Artificial Intelligence. Luka Doncic getting traded to the Lakers. The New York Times putting matcha powder into *every single recipe*. What do these things have in common? They're all *new* facts of life that I still do not understand and, as such, deeply fear. But it is undeniable, of course, that innovations in technology and culture will continue to shape and reshape the contours of modern life. And so it falls to all forward-thinking government agencies to anticipate and incorporate these new realities into their missions — to ensure, at all times, that they are prepared to meet the moment and the needs of the citizens they serve.

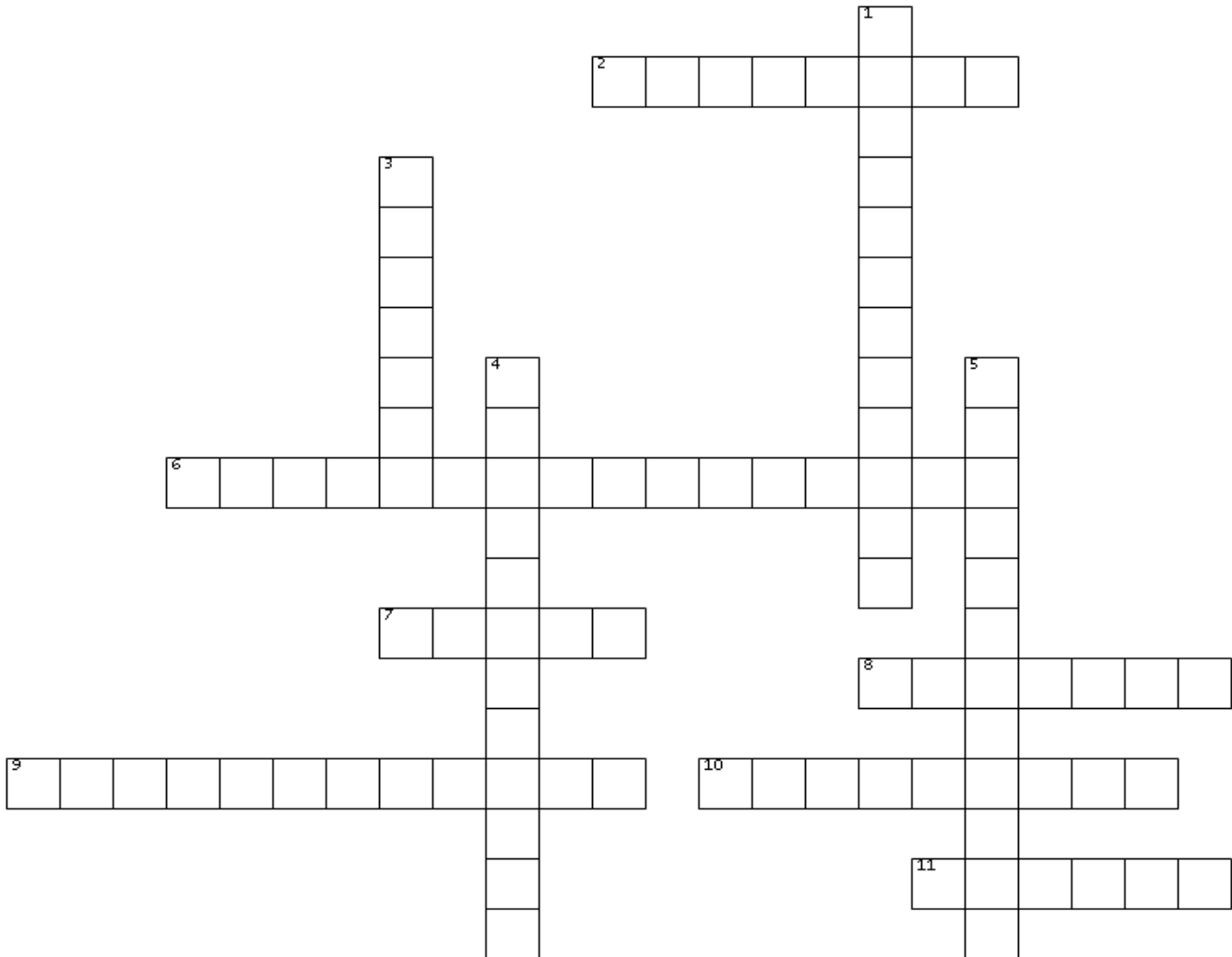
For an ethics board like COIB, that means public servants need to be ready to be ethical at a moment's notice, in [any number of modern and unpredictable, on-the-ground scenarios](#). That's exactly why the Conflicts of Interest Board offers such a diverse array of training scenarios to its public servants. Through the work of the Education Unit, City employees have learned to deploy ethics [when battling super-villains](#) or [anthropomorphized and sentient legal texts](#), at [the dog park](#), in [the courtroom](#), and even [on the set of an R&B music video](#).

We want New York public servants to have the ethical answers they need regardless of the challenge before them. Of course, City employees can always call the [Attorney of the Day Hotline](#) to get (free and fully confidential) answers to their questions. But, what if your City job takes you somewhere without cell service, whereupon you are beset by a citizen who demands you demonstrate your commitment to municipal ethics through the form of crossword puzzles? What do you do then?

The crossword puzzle on the next page simulates a scenario that, at a moment's notice, could become all too real. And any City employee that can overcome this challenge should [send their correct answers to COIB by May 15th](#) at the latest. One lucky entrant will be chosen at random to stand beside **JACK SHVARTS, ASSISTANT PRINCIPAL AT THE ACADEMY OF HOSPITALITY AND TOURISM AT ERASMUS HALL**, whose correct answers last month earned him a place of glory in the **THE JONATHAN HOFFMAN + PETER KONTOGIANNIS HALL OF ETHICS AND EXCELLENCE**. Sound nice? Well, next month's winner could be you!

NYC CONFLICTS OF INTEREST BOARD

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ACROSS

2. PROHIBITED IN NYC, THIS IS A LITTLE SOMETHING EXTRA THAT A MEMBER OF THE PUBLIC MIGHT TRY GIVING YOU TO SHOW THEIR APPRECIATION
6. ANY TIME A CITY EMPLOYEE USES THEIR CITY POSITION TO OBTAIN A BENEFIT FOR THEMSELVES OR ASSOCIATED PARTIES
7. I GIVE THIS TO YOU; YOU DO SOMETHING FOR ME
8. GENERALLY, HOW LONG PUBLIC SERVANTS MUST REFRAIN FROM COMMUNICATING WITH THEIR FORMER CITY AGENCY ON BEHALF OF THEIR NEW EMPLOYER.
9. SUPERVISORS MAY NEVER ENGAGE IN FINANCIAL RELATIONSHIPS WITH THIS TYPE OF PERSON
10. A TYPE OF OUTSIDE WORK THAT DOES NOT REQUIRE PERMISSION FROM THE COIB (BUT CHECK WITH YOUR AGENCY!)
11. YOUR AGENCY HEAD AND COIB ARE BOTH INVOLVED IN GETTING ONE OF THESE

DOWN

1. CHECKING OUT COIB'S EDUCATIONAL VIDEOS ON YOUTUBE WOULD **NOT** BE AN EXAMPLE OF THIS
3. PUBLIC SERVANTS ARE PROHIBITED FROM ACTING AS A PAID, EXPERT VERSION OF THIS IN ANY LAWSUIT BROUGHT BY OR AGAINST THE CITY
4. THIS IS ALLOWED, AS LONG AS THE PLACE HAS NO BUSINESS WITH THE CITY OF NEW YORK
5. BE VERY CAREFUL WHEN IT COMES TO DISCLOSING OR UTILIZING **THIS** TYPE OF INFORMATION

NYC CONFLICTS OF INTEREST BOARD

THE JONATHAN HOFFMAN + PETER KONTOGIANNIS

HALL OF ETHICS AND EXCELLENCE

LUKE SZABADOS – BUILDINGS

AMY HOM – DFTA

ELISABETH TOPALTZAS – DORIS

CHRISTOPHER LYNCH – LAW DEPT

HUNTER IGOE – LAW DEPT

HEATHER MURAKAMI – HONOLULU ETHICS COMMISSION

MELISSA HESTER – ACS

MARY LANE – FINANCE

KATIE MILLER – TIC

EVA GAMBINO – FINANCE

TOBY SINGER – DEP

ROBERT ROLANDI – FINANCE

JAMES TOBACK – OCME

FLORENCE MALETTE – FINANCE

SHAWNORA GULLEY – BUILDINGS

MELINDA CALDERON – OCME

IVAN SANTIAGO – DSS

WILLIAM FLETCHER – NYPD

STYLIANI KARPADAKIS – OCME

BERNARD BRAUN – LAW DEPT

NIGEL C.O. MANUEL – BUILDINGS

MICHELE SIMENSKY – LAW DEPT

NANCY SULTAN-LORMIL – BUILDINGS

SHIVAJEET CHAKRABORTY – TIC

CHARLOTTE YIH – COMPTROLLER

JONATHAN HOFFMAN – DEP

MICHAEL GREENE – DSS

JACK SHVARTS – EDUCATION

GARFIELD S. SCARDER – SCA

SARAH ROBERSON – PARKS

KIMFA CARRINGTON – DOT

VINCENT RIVELLESE – BRONX DA

YVONNE CHOW – DSNY

SIMONE KING – DOT

ALEXANDER YELLEN – NYCHA

LISA BRANDQUIST – FDNY

KELIAN STANNER – PARKS

PUI CHING – SBS

SANDRA COLLYMORE – FINANCE

JAMES DAVIE JR. – BUILDINGS

ROLANDA OSBOURNE – FINANCE

EUJEAN PARK – SBS

CHRIS K. PAPA – ACS

KATHY TUZNIK – DDC

MONICA DOYLE – FINANCE

DIANA HERRERA – FISA-OPA

MARIE SAMPLES – OCME

LAURA GODFREY – DCA

JOHN RAYALL – FINANCE

TORREY FISHMAN – MOIA

MICHAEL LEVARIO – APPOINTMENTS

PETER KONTOGIANNIS – DEP

EUGENE MASSEY (2X) – DOHMH

CINDY CHEN – DOT

VALERIE WALD – EDUCATION