



RESPECTABILITY

Welcome to Today's Webinar!

October 5th, 2016

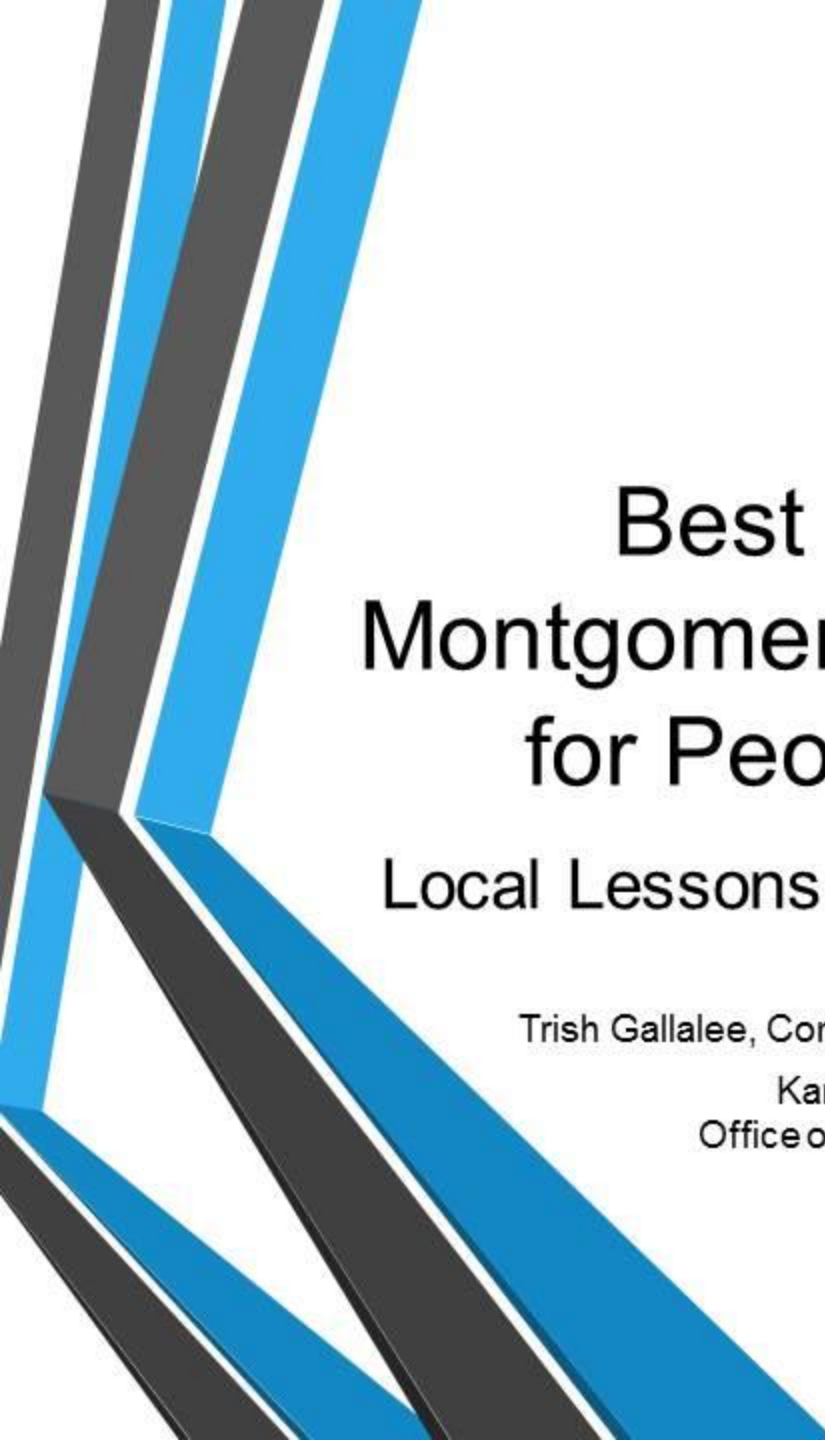
Happy National Disability Employment Awareness Month!

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Best Practices in Action: Montgomery County and Jobs for People with Disabilities

Local Lessons from a National Role Model

Trish Gallalee, Commissioner, Commission for People with Disabilities

Karen Hochberg, Targeted Recruitment Job Specialist,
Office of Human Resources, Montgomery County, Maryland

Agenda

- Introductions
- Commission on People with Disabilities
- History of Advocacy
- Overcoming Challenges
- Change Begins
- Special Hiring Authority Success
- County People with Disabilities Employment Initiatives
- Outcomes



Introductions

- Trish Gallalee, Commissioner, Commission on People with Disabilities, Montgomery County Government
- Karen Hochberg, Targeted Recruitment Job Specialist, Office of Human Resources, Montgomery County Government



Commission on People with Disabilities

The Commission advises the County government on the coordination and development of policies for people with disabilities. The County Executive appoints Commission members subject to confirmation by the County Council. The Commission advises the County Executive and the County Council on the needs and concerns of the County's residents who have psychiatric, developmental, physical or sensory disabilities.

The Commission is comprised of 26 people who have a disability, parents who have a child with a disability, and individuals who work for non-profit organizations.

Highlights of Civil Rights for People with Disabilities

- **Rehabilitation Act of 1973** became law; Section 504 of the Act addressed architectural barriers
- **Education for All Handicapped Children Act** (sometimes referred to using the acronyms EAHCA or EHA, or Public Law (PL) 94-142) was enacted in 1975
- **Individuals with Disabilities Education Act (IDEA)** previously (EHA). In 1990, the United States Congress reauthorized EHA and changed the title to IDEA (Public Law No. 94-142)
- **Americans with Disabilities Act (ADA)** became law in 1990, and it provided comprehensive civil rights protection for people with disabilities.

History of Advocacy

- In the early 1990's, the Commission worked to advocate and advise the County to put in place a non-competitive hiring of people with disabilities program, similar to the Federal Government's "Schedule A Special Hiring Authority"
- Kermit Mohn, Chairman (1991-1994), along with Howard Jacobson, Esq., fellow commissioner met with the County Executive and County Attorney who determined that establishing "special hiring authority" would require a public vote to amend the County Charter to authorize the County to develop the program
- The Commission quickly learned that getting an amendment to the County Charter on the ballot would be a very long and challenging process

Overcoming Challenges

By being strong advocates and providing advice, the Commission overcame many challenges by:

- Continuing to keep employment for people with disabilities a goal of the Commission each year and new Commissioners brought their ideas and energy to the issues
- Meeting with County Council members, other Commissions, Office of Human Resources, and the County Charter Commission to identify and discuss issues and concerns
- Breaking down many barriers and working tirelessly to change how the County hires and to advance the idea to hire people with disabilities at all levels
- Partnering with Commission on Veterans Affairs to highlight the increased employment needs of our disabled veterans

Change Begins

Change begins when people with disabilities are successfully working alongside other employees. The focused effect of the Commissions many discussions helped to bring about two important programs:

- First steps by establishing intern programs in 2007
- Partnered with Office of Human Resources to create a Hiring Preference for people with disabilities and veterans (2010)

Special Hiring Authority Success

- In 2012, Montgomery County Councilmember, Phil Andrews introduced a bill to amend the County Charter to allow for non-competitive hiring of qualified persons with severe disabilities by putting the Question (A) on the November 6, 2012 ballot (Presidential Election)
- Commission focused its efforts by
 - Providing testimony to the County Council
 - Participating in interviews with the Press
 - Promoting the "Vote for Question A" campaign
- The County voters overwhelmingly supported the special hiring authority initiative by casting over 80% of their votes in favor of Question A



County Training and Employment Opportunities

- **Intern Programs**
 - Customized Employment Public Intern Project (May 2007)
 - Project SEARCH (September 2012)
- **Policy Initiatives**
 - Hiring Preference – Veterans (with and without disabilities) and People with Disabilities (May 2010)
 - Noncompetitive Hiring Process (June 2013)
 - Dedicated staff person for Targeted Special Recruitment (Nov. 2013)
- **Human Resources Management Enhancement**
 - Hiring Initiative **Registration for Employment Database (HIRED)** (August 2014)

Customized Employment Public Intern Project

- Eligibility
 - Proof of a disability; Minimum age of 18 years; registered with Worksource Montgomery
- Employment status and duration
 - 900 hours in twelve month period, not to exceed 2 years from employment start date
 - Flexible schedule, 2 - 18 hours/week based on availability and department need
 - \$10.75/Hour; Temporary position with no benefits, sick or vacation time
 - Department Intern Position Creation
 - Based on departmental need and identified tasks
 - Individuals with significant disabilities will be matched to work tasks based on interests, skills and competencies

Project SEARCH Montgomery

- Employment eligibility
 - On the job skills training program for young adults with intellectual and developmental disabilities
 - Recent high school graduates and young adults between 18 and 24 years
 - Collaborative partnership with Ivymount School, Community Partners, DORS, DDA
- Employment status and duration
 - Ten-month unpaid internship/workplace immersion from September to June
 - Interns can participate in up to three 10-week intensive worksite internships supported by SEEC's job coaches
- Partnerships for internship site development:

City of Rockville	Montgomery College	Montgomery Parks
City of Gaithersburg	States Attorney's Office	Parks Police

Hiring Preference for Initial Position Appointment (Persons with Disabilities)

- Must be rated and placed in the highest rating category on the eligible list;
- Must have a developmental disability, severe physical disability, or a psychiatric disability within the meaning of 5 CFR 213.3102(u), the criteria used by the Federal Office of Personnel Management for noncompetitive appointment to Federal merit system positions under its special hiring authority; and
- Must be certified by the Maryland Department of Education Division of Rehabilitation Services or equivalent out-of-state vocational rehabilitation agency as meeting the above standard of disability.
- Must not have used a hiring preference for priority consideration a county position

Hiring Preference for Initial Position Appointment – Veterans (non-public safety positions)

Hiring preference available for a veteran with or without a disability

- Must have received an honorable discharge from the of U.S. military armed services
- Disabled veteran must be rated by Department of Veterans Affairs with a compensable service-connected disability of 30 percent or more
- Must submit copy of DD-214 to verify military discharge status prior to hire
- Must not have used hiring preference for priority consideration a county position
- Must be rated and placed in highest rating category to be on eligible list for position

Hiring Preference for Veterans, Disabled Veterans and People with Disabilities

Hiring Preference applicants must be considered for initial appointment to vacant positions before others are considered:

- This does not guarantee candidate will be selected for appointment, reassignment or promotion
- All Hiring Preference candidates are interviewed before other candidates on the eligible list
- If hiring manager elects not to select a candidate with a Hiring Preference written notification must be provided to OHR Director to by-pass candidates and interview additional candidates on the eligible list. Request must be based on job related criteria

PREFERENCE POINTS FOR PUBLIC SAFETY POSITIONS

- Executive Regulation 20-14, *Hiring Preference Points for Veterans Who Apply to Uniform Public Safety Positions*, converts the hiring preference for veterans and veterans with a disability from priority consideration to a numeric points system.
- In order to be eligible for hiring preference points for uniform public safety positions, veterans must have received an honorable discharge after serving a minimum of 180 days of active duty after training and may not have received a normal retirement.
- A veteran with a disability must have received a disability rating of at least 30% by the U.S. Department of Veterans Affairs.

Non-competitive Hiring Policy

- Permits non-competitive appointment of qualified candidate to a merit position
- Candidate must meet medical disability criteria of Maryland Department of Education Division of Rehabilitation Services or equivalent out of state vocational rehabilitation agency
- Allows a department director to hold the competitive process in abeyance and non-competitively appoint a qualified person with a disability at any time during the recruitment process
- Candidate must meet position requirements and qualify to perform essential job functions with or without reasonable accommodations
- Candidate must pass background check and physical examination if required for position
- Allows for the seamless transitions of Graduates of Project SEARCH and the Customized Employment Programs to merit positions if available

Hiring Initiative Registration for Employment Database (HIRED)

- Office of Human Resources database for qualified individuals with disabilities for non-competitive hire consideration – [HERE](#)
- Targeted Recruitment Specialist expedites review of job applicants to identify qualified candidates submitted by persons with disabilities
- Database helps department hiring managers fill job vacancies with qualified persons with disabilities

Challenges of the HIRED Database

- Resumes uploaded are generic resumes and do not address the KSA's or preferred criteria of the position – or specialized job classes
- Hiring Managers often have a “I want to see how else might apply”
- Bias
- Resumes become stale
- Advocacy
- Work-Around

OUTCOMES

HIRING PREFERENCE

- Veterans: 181
- Veterans with Disabilities: 12
- People with Disabilities: 29

TOTAL: 222

Non-Competitive Appointments:

- Project SEARCH: 12
- Public Intern Program: 4
- Other: 5

TOTAL: 21

Don't Miss Our Next Webinar!

- Tuesday, October 18th, 2016 at 1:30pm ET
- Best Practices in Action - The Iowa Able Foundation-Micro-Enterprise, Micro-Lending and Financial Security for Iowans with Disabilities
- Featuring Jill Crosser, Executive Director, Iowa Able Foundation
- [RSVP Today](#)

