

RESOLUTION No. 36925

Affirm the commitment to create a strategic plan that enables the City to become a model employer of people with disabilities (Resolution)

WHEREAS, Portland residents with disabilities, an estimated 108,000 persons or 18.5% of the City's population, have been and continue to be underemployed and unemployed at a far greater rate than those without disabilities and is significantly underrepresented in the City of Portland's workforce; and

WHEREAS, the development and implementation of a strategic plan to be a model employer of Portland residents with disabilities will assist the City in fulfilling the Portland Plan by addressing a continuing and significant inequity through full implementation of the equal employment opportunity provisions of the Americans with Disabilities Act and Oregon law; and

WHEREAS, increasing employment of Portland residents with disabilities will also benefit the City by diversifying its workforce to mirror the population as a whole by tapping into a labor pool that is highly motivated and productive and which possesses the unique experiences and knowledge needed to innovate; and

WHEREAS, President Obama issued Executive Order 13548 on July 26, 2010 requiring that the Federal Government become a model for the employment of individuals with disabilities; and

WHEREAS, several cities, including Baltimore and Chicago, and a number of states, including Alaska, California, Massachusetts and Minnesota, have introduced and are pursuing similar initiatives; and

WHEREAS, the City of Portland commits to developing and implementing a strategic plan including an assessment of the City's current employment of and capacity to employ persons with disabilities; enhancing practices of recruitment, hiring, on-boarding, advancement and retention strategies; and establish activities for achieving the objectives through measurable outcomes and timelines that evaluate the plans progress; and

WHEREAS, implementation of the plan will involve the designation of a senior level program manager with overall responsibility for development, implementation evaluation and reporting on the City's responsibilities, activities and accomplishments with regard to the plan; and

WHEREAS, the Bureau of Human Resources and the Office of Equity and Human Rights will work with bureau heads in developing, implementing and evaluating bureau specific strategies and activities with regard to the plan.

NOW, THEREFORE, BE IT RESOLVED that the City of Portland will work in partnership with the Portland Commission on Disability to develop, implement and evaluate a strategic plan for increasing the City's employment of persons with disabilities.

BE IT FURTHER RESOLVED that the City of Portland use the Portland Commission on Disability's Proposal for the City of Portland to Become a Model Employer of Persons with Disabilities as a guide and resource in developing, implementing and evaluating the plan and becoming a model employer (attached as Exhibit A).

36925

Adopted by the Council: MAY 09 2012

LaVonne Griffin-Valade

Auditor of the City of Portland

By 

Commissioner Amanda Fritz

Prepared by: Patrick Philpott

Date Prepared: April 30, 2012

Deputy

Agenda No. **36925**
RESOLUTION NO.
 Title

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<p style="text-align: center;">INTRODUCED BY Commissioner/Auditor: Commissioner Fritz</p>	CLERK USE: DATE FILED <u> MAY 03 2012 </u>
<p style="text-align: center;">COMMISSIONER APPROVAL</p> <p>Mayor—Finance and Administration - Adams</p> <p>Position 1/Utilities - Fritz <i>Amanda Fritz</i></p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Leonard</p>	<p style="text-align: center;">LaVonne Griffin-Valade Auditor of the City of Portland</p> <p>By: <u><i>[Signature]</i></u> Deputy</p>
<p style="text-align: center;">BUREAU APPROVAL</p> <p>Bureau: Office of Equity & Human Rights Bureau Head: <i>[Signature]</i> Dante J. James</p>	<p>ACTION TAKEN:</p>
<p>Prepared by: Patrick Philpott Date Prepared: May 1, 2012</p>	
<p>Financial Impact & Public Involvement Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p>	
<p>Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>	
<p>Council Meeting Date May 9, 2012</p>	
<p>City Attorney Approval: required for contract, code, easement, franchise, comp plan, charter</p>	

AGENDA

TIME CERTAIN
 Start time: **10:00 am**

Total amount of time needed: 30 min
 (for presentation, testimony and discussion)

CONSENT

REGULAR
 Total amount of time needed: _____
 (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
		YEAS	NAYS
1. Fritz	1. Fritz	✓	
2. Fish	2. Fish	✓	
3. Saltzman	3. Saltzman	✓	
4. Leonard	4. Leonard	✓	
Adams	Adams	✓	