

IMPACT STATEMENT

Legislation title: Adopt the Strategic Plan to Implements the 2012 Model Employer Resolution

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Purpose of proposed legislation and background information:

This legislation is being proposed to more fully implement the May 2012 resolution that committed the City to become a model employer of persons with disabilities. Demographic data shows that the City employs a very low percentage of individuals who identify as having a disability, a group that already experiences very high unemployment rates. Adoption of the strategic plan will help focus the City's efforts to hire job seekers with disabilities and to provide support for employees with disabilities.

Financial and budgetary impacts:

Adoption of the Resolution has a budgetary impact if City Council approves funding for one and one-half positions in fiscal year 2017-2018. The Bureau of Human Resources is requesting one full time Program Coordinator position to provide a central resource to address employee needs for accommodations and a second one-half time Senior Human Resources Analyst position to enhance the City's outreach to individuals with disabilities to increase the percentage of employees who identify as having a disability. The annual cost of a Program Coordinator position, including wage driven benefits, is estimated at \$116,743. The annual cost for the Sr. HR Analyst position is estimated at \$55,320.

Community impacts and community involvement:

Adoption of this Resolution will positively impact individuals with disabilities by providing employment opportunities and will positively impact current and future employees who identify as having a disability by providing a more welcoming and inclusive environment. The consultant who drafted the Strategic Plan met with various stakeholders within the City of Portland as well as the Portland Commission on Disabilities.

Budgetary Impact Worksheet

Does this action change appropriations?

- YES: Please complete the information below.
- NO: Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount