



*City of Arts & Innovation*

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# Commission on Disabilities

**TO: HONORABLE COMMISSIONERS** **DATE: SEPTEMBER 18, 2017**

**FROM: GENERAL SERVICES DEPARTMENT**

**SUBJECT: ORAL PRESENTATION FROM THE CITY OF RIVERSIDE HUMAN RESOURCES DEPARTMENT AND DISCUSSION ABOUT HIRING OF APPLICANTS WITH DISABILITIES**

## **ISSUE:**

Receive an oral presentation from the City of Riverside Human Resources Department and including a discussion about the City's hiring of applicants with disabilities.

## **RECOMMENDATION:**

That the Commission discuss City Human Resources hiring practices related to hiring applicants with disabilities and receive this oral report.

## **BACKGROUND:**

The Commission on Disabilities' (COD) mission requires they identify the needs of persons with disabilities and create a public awareness of these needs in the areas of employment, housing, transportation, media, physical and communication accessibility and other areas.

## **DISCUSSION:**

Human Resources will provide a briefing about the City's hiring of applicants with disabilities and discuss the absence of reliable statistics concerning accommodation requests from applicants. The discussion may include:

1. The disability community's perception of the City's hiring practices.
2. Other jurisdictions hiring policies.
3. How the City's Interactive Process can be used more effectively to engage employees in the reasonable accommodation process.
4. The City's plans on collaborating with agencies like the Department of Rehabilitation to develop a plan for improving how the City conducts employment recruitment efforts in

underserved groups.

5. The goal to hire the best applicant for the job, whether or not a disability is involved and part of this effort is making sure all interested candidates are aware of opportunities.

**FISCAL IMPACT:**

There is no fiscal impact associated with this report.

Submitted by: Monique Gordon, ADA Coordinator  
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