



COMMISSION ON DISABILITIES MINUTES Monday, September 18, 2017 5:30 PM

FIFTH FLOOR LARGE CONFERENCE ROOM, CITY HALL,
3900 MAIN STREET, RIVERSIDE, 92522
GENERAL SERVICES DEPARTMENT, 951-826-5427

MISSION STATEMENT

“The mission of the Commission on Disabilities is to promote greater awareness of, respect for, and the total participation of individuals with disabilities into all aspects of life.”

State law restricts the Commission on Disabilities from taking action on an item unless it has been included on an agenda and posted at least 72 hours in advance of a meeting or unless the matter falls within one of the narrow exceptions. Consequently, any item not listed on this agenda will normally have to be delayed until the item can be made part of a posted agenda.

CALL TO ORDER: 5:30 pm

PLEDGE OF ALLEGIANCE

1. Roll Call: Chairperson Sharron Lewis, Tola Perkins, Vivian Stancil, Vivian Foust, Albert Davis, Ryan Nelson, Antonio Quezada present.

ABSENT: Gregory Alexander III absent, excused.

Also in attendance was Human Resources Director Stephanie Holloman, Deputy Human Resources Director Daniel Alvarado, Human Resources Principal Analyst Deona Knight, Deputy Cindie Perry.

2. **Introductions and Public Comment Period** - This is the portion of the meeting specifically set aside to invite your comments regarding any matter within the Commission’s jurisdiction. Individual audience participation is limited to 3 minutes.

Lisa Sagala, Private Practice Physical Therapist. She ran a group at Wylie Center and capable girls program for teens with autism. Her group is meeting September 28 from 10:00 AM to Noon, “How to Start a Micro Business and How to Get a Job.” Her focus is helping young people get a job. There currently is no similar program available in the Inland Empire. Sharron Lewis suggested that Ms. Sagala return on the agenda for the next meeting and left a card for the ADA Coordinator to arrange.

3. Discussion/Approval: Board and Commission Attendance Policy: Vivian Stancil

M/S Perkins/Nelson and unanimous to approve absence of Commissioner Stancil at the July 10, 2017 meeting.

AYES – 8 (Perkins, Nelson, Lewis, Foust, Davis, Stancil, Quesada); NOES – 0; ABSTAIN – 0.

4. Minutes for the meeting of May 1, 2017.

M/S Perkins/Stancil to correct Item No. 4 date from September 19 to September 18 and approve minutes

AYES – 7 (Perkins, Stancil, Lewis, Foust, Davis, Nelson, Quesada); NOES – 0; ABSTAIN – 0
ABSENT – 1 (Alexander).

Minutes for the meeting of July 10, 2017

M/S Perkins/Stancil to correct Item No. 4 date from September 19 to September 18 and approve minutes.

AYES – 7 (Perkins, Stancil, Lewis, Foust, Davis, Nelson, Quesada); NOES – 0; ABSTAIN – 0;
ABSENT – 1 (Alexander).

5. Oral presentation from Human Resources Department and discussion about hiring applicants with disabilities.

Human Resources Director Stephanie Holloman, Human Resources Deputy Director Daniel Alvarado, Deona Knight, Principal Human Resources Analyst (Recruitment and Selection) provided the oral presentation.

The City Human Resources (HR) Department is going forward in attempts to change the perception of their hiring practices regarding candidates with disabilities. Chairperson Lewis suggested they watch the video prepared by the City to increase employment opportunities for people with disabilities. Ms. Lewis also mentioned the University of California Riverside (UCR) workshops presented by people with disabilities last year during Disability Employment Awareness month in 2016. HR Director Holloman noted that HR is working with employees and departments to build program utilization, community resources (not just online postings) for diverse candidates to hire the best qualified candidates.

Commissioner Stancil asked what the City was doing for people with disabilities in the area of training. HR responded they are implementing a strategy of change within the community. They will look into training and will use UCR as a resource.

Chairperson Lewis asked what internal programs are in place for working with the ADA. HR responded: Veterans Outreach; Homeless Outreach; Interactive processes – new employee

relationship to education on disabilities. Working with departments to meet whatever needs they have, recognizing the gap in services. Actively working to address and improve current statuses.

A question arose regarding interns and the live scan process. The cost to the city is \$32 per person per life scan. How do we work with persons who do not have a pristine background? HR responded that the City of Los Angeles has a classification of people in established programs. There are models out there, but currently no policies or procedures within the City of Riverside yet. HR will commit to provide an update on this status. Chairperson Lewis invited HR staff to attend the Commission on Disabilities report to City Council January 23, 2018.

Commissioner Davis mentioned a program called LEAP = Limited Examination and Appointment Program. LEAP is an alternate examination and appointment process for recruitment and hiring of individuals with disabilities into State service. Refer to the California Department of Human Resources: <http://www.calhr.ca.gov/state-hr-professionals/pages/limited-examination-appointment-program.aspx>.

The last time Human Resources address the COD, they were supposed to give a report on the demographics of ethnicity. Human Resources staff responded that they would look for that information, return at a future COD meeting and report on self-reporting.

6. Special Transportation Manager Ron Profeta provided an update to the COD

The COD and Special Transportation Manager Ron Profeta discussed the fair increase approved by City Council on August 8, 2016. During the public outreach process prior to approval, the Special Transportation division of Parks, Recreation and Community Services (Paris) participated in open forums at senior centers to gather feedback about the fare increase. It was determined that the fare increase was needed, but Parks did not want the difficulty some clients may have in paying for the service to become a barrier to client wellness. The proposal will be revisited. The current rate per trip is \$3, however Medical, Pharmaceutical, Dialysis, Physical Therapy rate at \$2 has been approved on September 1. A grade of A+ was assigned to Parks for considering a separate, lower medical fare.

In response to a question about how will medical fares be tracked? The Federal government has a program. Blythe offers special shuttle for medical appointment. Special wellness shuttle, grant from the Federal Government. Will be looking into statistics on how many medical rides they give. After the first year, the data will be to examine to evaluate the services being provided. The incremental rate approach will also be evaluated.

In response to a question concerning if something will be done for those with low income? Mr. Profeta noted it was not likely to happen.

Also discussed:

1. Participants have to live in the City of Riverside
2. Drivers cannot leave bus unattended while helping clients to escort them into facilities
3. A consultant may be needed to evaluate incremental fare increases in the future.

7. Discussion about Domestic Violence Awareness Month through play entitled, "Silent Tears."

The play runs from October 6 through October 8 at The Box Theatre in Riverside. Purple ribbons will be provided by the City and will be distributed to all attendees. The primary focus of the play is not a fundraiser, but to increase awareness about domestic violence.

8. Review and edit presentation to City Council.

The PowerPoint was review and generally accepted with good reviews. It was suggested that Monique bring back the commercial to play before the Commission since there are a number of new Commissioners.

Adjournment: 7:24 PM

The next regularly scheduled meeting will be January 9, 2018.