

**Subject** State employees with disabilities

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## Overview

This bill modifies standards and plans that facilitate hiring opportunities for persons with disabilities in state government. The bill also establishes a work group to study strategies for attracting and retaining state employees with disabilities.

## Summary

Section	Description
1	<p><b>On-the-job demonstration process and appointment.</b></p> <p>Lowers the threshold for determining whether a job applicant for a state position may be allowed to demonstrate their job competence through on-the-job trial work experience.</p> <p>Under current law, applicants with “severe” disabilities may be afforded this opportunity, if no other reasonable accommodation in the selection process can be provided. As proposed in this bill, applicants with “significant” disabilities may be afforded the opportunity. A definition of “significant disabilities” is provided in existing administrative rule. The definition includes those with a severe physical or mental impairment that results in a serious functional limitation in terms of employment in one or two functional areas; those whose vocational rehabilitation can be expected to require multiple vocational rehabilitation services over an extended period of time; and those who have one or more physical or mental impairments resulting from a number of specified medical conditions.</p>
2	<p><b>Agency affirmative action plans.</b></p> <p>Expands the items that must be included in a state agency’s affirmative action plan to include a plan to ensure that any collective bargaining agreement provides equal employment opportunities for job applicants with disabilities and current employees with disabilities who seek a job promotion; and data on the number of requests for reasonable accommodation submitted to the agency, along with the number of requests approved and reimbursed.</p> <p>This section also expands the number of experts that the agency may consult with in developing its affirmative action plan.</p>

Section	Description
3	<p data-bbox="355 275 753 302"><b>Audits; sanctions and incentives.</b></p> <p data-bbox="355 317 1422 453">Requires all agencies to justify their hiring decisions based on criteria issued by the Department of Management and Budget. Under current law, justification is only required if an agency fails to meet an affirmative action hiring goal. The content that must be included in the Department of Management and Budget’s criteria is included in the bill.</p> <p data-bbox="355 491 1422 590">Summary data on appointments, including protected class status and job classification for agency hires, must be published on the website of the Department of Management and Budget.</p>
4	<p data-bbox="355 646 1354 674"><b>Working group on state employment and retention of employees with disabilities.</b></p> <p data-bbox="355 688 1409 787">Establishes a working group to develop and report on strategies for attracting and retaining state employees with disabilities. A series of stakeholders must be included on the group.</p> <p data-bbox="355 825 1385 890">The working group is required to submit a report to the commissioner of management and budget and to the legislature no later than January 15, 2020.</p>



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