



**Montgomery County, MD
Commission on People with Disabilities
Meeting Summary Minutes
October 8th, 2014**

Welcome and Approval of September, 2014 Meeting Summary Minutes:

Trish Gallalee, Chair, convened the meeting. Jonathan Pfeffer, Commissioner, made a motion to approve the September, 2014 Meeting Summary Minutes. Ric Kienzle, Commissioner, seconded the motion. A vote was taken and the September, 2014 Meeting Summary Minutes were unanimously approved as amended. Approved minutes are available online at www.montgomerycountymd.gov/cpwd.

Montgomery County's Employment Initiatives for People with Disabilities and Veterans – Joe Adler, Director, Office of Human Resources, Montgomery County Government

The Office of Human Resources (OHR) recently launched the [Hiring Initiative Registration for Employment Database \(HIRED\)](#), which will allow for the non-competitive hiring of persons with disabilities. The OHR website has been reconfigured to allow individuals with a disability to submit a resume or a letter of interest to OHR, on a confidential basis which will enable OHR to establish a skills bank for potential vacancies. The skills bank will only be accessible to the Targeted Employment Recruitment Specialist and the manager of the staffing team. (See Attachment A – Launch of Hiring Initiative Registration for Employment Database Memorandum dated September 15, 2014)

Before any merit position can be posted on the County website, the HR Liaison or the HR Specialist posting recruitments must contact the Targeted Employment Recruitment Specialist who will determine if there are any applicants in the HIRED database that meet the minimum qualifications of the position. If yes, the Hiring Manager will be provided with the resume of such person(s) for review who, if interested, can schedule an interview. If no, or if after review of resume(s) the hiring manager does not feel the person is qualified or is not ready to commit, OHR will proceed as in a regular recruitment.

If the Hiring Manager finds a candidate that they wish to hire, the recruitment can be terminated at that point and the on boarding process continues for the applicant with the disability.

The applicant with the disability must complete all steps of the hiring process: a) background check, if applicable; b) reference checks; c) complete medical process; and d) orientation. An individual must have a letter from the Division of Rehabilitation Services (DORS) certifying their disability. Individuals who graduate from one of the County's internship programs are automatically qualified (Project Search, Customized Employment Internship Program, and Quest Program).

It is important to note that this process does not apply to uniform public safety positions.

OHR has developed an outreach video about Project Search titled "A Better Bottom Line" (YouTube Video: http://youtu.be/z-2A_PbxrqA). This video was shown for the first time at an international convention for human resources. A number of jurisdictions across the country have inquired about the County's program and are interested in duplicating the program.

Facility Design for Caroline Freeland Park, Bethesda – Seeking Input and Advice – Lucas Bonney, Project Manager, and Bob Greene, ADA Compliance Manager, Montgomery County Parks

Caroline Freeland Park Facility Plan Project Presentation: http://www.montgomerycountymd.gov/HHS-Program/Resources/Files/A%26D%20Docs/CPWD/2014_CFUP_PresentationCPWD.pdf

The Caroline Freeland Park Project was originally designed to buffer the residential community from commercial development. The urban park is approximately one acre in size and is meant to serve the neighboring community. The Bethesda Library is adjacent to the park. The park currently offers seating that is made of wood and is deteriorating. The open space is fragmented and the entrances to the park are not accessible. Raised planters are a visible barrier for police. The streetscape along Arlington Road is unsafe.

The project is currently conceptual with a 30% level of design, which includes detailed cost estimate and a determination of regulatory feasibility. Montgomery County Parks (MCP) expects to present this project to the Planning Board next spring 2015. If the design is approved by the Montgomery County Planning Board, the project will be included in the Department of Parks Capital Improvement Program (CIP) for final design and construction.

To date MCP has held two community meetings to gather input.

General improvements to be made to the park include:

- Improve main entrance to provide visibility to the park and make it into a memorable park gateway. This will include installing an accessible ramp.
- Improve streetscape to increase separation between sidewalk and roadway. Trees will be planted and the sidewalk will be widened to between 8 and 10 feet.
- Improve and expand slightly on the playground area and upgrade playground equipment. Design will be in compliance with the ADA. Playground currently has rubber surfacing and will most likely continue to have rubber surfacing after the renovation.
- Improve open space and provide an open lawn area for passive recreation and general community use.
- Improve tree grove by protecting existing shade trees and reducing paved areas within critical root zone of existing trees.
- Improve park access and ensure that all park entrances are fully accessible.
- Improve seating options and accessibility of seating. May include flexible chairs and tables that can be moved around the park.

Lucas then opened the floor to questions.

It was suggested that a sign be installed indicating where the accessible ramp entrance to the park is located. Lucas added that a railing will be added to the ramp as there is a challenge with grading.

There was a question regarding the flexible seating. This may cause an issue for individuals with low vision or blindness if these tables and chairs are placed in paths of travel. It was also suggested that benches of varying heights be installed to accommodate children as well as individuals with mobility issues.

It was suggested that restrooms be made available. Lucas noted that due to the park's proximity to downtown Bethesda and the Bethesda Library restrooms will not be installed at the park. The Bethesda Library has public restrooms available. Generally restrooms are not available at urban parks as the focus of these parks is for the people in the neighborhood.

There was a question regarding the use of pavers and brick for the sidewalk. The current park paving was not installed correctly and will be reinstalled using the Bethesda Streetscape Standards. The Commission provided input on and assisted in developing the legislation that was passed to require this type of installation on County roads and sidewalks.

It was suggested that disability parking spaces be designated for this park. It has been discussed that Hampden Lane, which is a dead end street, could possibly have a few designated disability parking spaces. This will be further discussed during the detail design phase.

Betsy recommended that they pursue universal design and research the elimination of steps in the park.

Lucas noted that the Commission can provide further input during the Planning Board meeting to be held in the spring (date to be determined).

Update on Resource Coordination – Jay Kenney, Chief, Aging and Disability Services

Last Thursday, the County Council Health and Human Services (HHS) Committee met to for an update on Resource Coordination / Targeted Case Management. The recommendations made by the Developmental Disability Transition Advisory Workgroup were presented (see Attachment B – Developmental Disability Transition Advisory Workgroup Recommendations). The Committee asked that HHS and the Executive Branch research scenarios and options in order to address the current crisis. Linda McMillan, Senior Legislative Analyst, will be preparing a written summary from the meeting.

Susan Hartung, Commissioner, reported that the Council stated that money will not be a barrier when developing solutions. She asked Jay if the Commission would be able to review the proposals that will be given to the Council. Jay will find out when he meets with Council staff tomorrow to clarify the specifics of what the Council wants. Susan will write to Linda tonight to reiterate the Workgroup's recommendation that the County remain a provider.

The County Council HHS Committee is scheduled to meet again November 18th at 2:00 p.m. to further discuss Resource Coordination / Targeted Case Management.

New Business: The County Council Transportation, Infrastructure, Energy and Environment Committee held a work session on Monday for Bill 21-14, Streets and Roads – Sidewalk Snow Removal Plan, which was introduced by Councilmembers Hans Riemer and Nancy Navarro in April, 2014. The Commission did not have time to prepare testimony, although Betsy Luecking, Staff, did forward Commissioner Hilary Kaplan's comments to Council staff. Commissioners are asked to [review the proposed plan](#) and provide comments to Betsy.

Chair and Vice Chair Report:

Trish Gallalee, Chair, reminded Commissioners that even those whose terms expired September 30th they are asked to please continue to serve until new members have been appointed by the County Executive and confirmed by the County Council. Staff have yet to receive applications.

Trish appointed Commissioners Diane Stahl and Ric Kienzel to the selection committee.

Workgroup Updates: Deferred due to time constraints.

Roundtable: Deferred due to time constraints.

Community Speaks: Deferred due to time constraints.

Next Full Commission Meeting: Wednesday, November 12th, 2014 – Executive Office Building, 101 Monroe Street, Lobby Auditorium, Rockville, Maryland, 20850 – 6:00 p.m. to 7:30 p.m. **Please try to arrive by 5:15 pm to reconvene workgroups.**

Steering Committee Meeting: Wednesday, November 19th, 2014 - 401 Hungerford Drive, 1st Floor Tan Conference Room, Rockville, Maryland, 20850 – 5:30 p.m. to 7:00 p.m.

Submitted by: Carly Clem, Administrative Specialist I - Betsy Luecking, Program Manager II