



**Montgomery County, MD
Commission on People with Disabilities
October 14th, 2015**

Welcome and Approval of September, 2015 Meeting Summary Minutes:

Seth Morgan, Chair, convened the meeting. A motion was made to approve the September, 2015 Meeting Summary Minutes. The motion was seconded. A vote was taken and the September, 2015 Meeting Summary Minutes were unanimously approved as written. Approved minutes are available online at www.montgomerycountymd.gov/cpwd.

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

Shawn Stokes, Director, Office of Human Resources (OHR) gave a brief PowerPoint Presentation:
<http://montgomerycountymd.gov/HHS-Program/Resources/Files/A%26D%20Docs/CPWD/OHR%20Disability%20Initiatives.pdf>

October is National Disability Employment Awareness Month. OHR is issuing weekly newsletters to highlight the County's employment programs for people with disabilities:

- **OHR Newsletter – Issue 1:** <http://montgomerycountymd.gov/OHR/Resources/Files/Benefits/Newsletter%201%20-%20Final%20Layout%20for%20press.pdf>
- **OHR Newsletter – Issue 2:** <http://montgomerycountymd.gov/OHR/Resources/Files/Benefits/Newsletter%202%20-%20FINAL%20rev.pdf>
- **OHR Newsletter – Issue 3:** <http://montgomerycountymd.gov/OHR/Resources/Files/Benefits/Newsletter%203%20-%20FINAL.pdf>
- **OHR Newsletter – Issue 4:** <http://montgomerycountymd.gov/OHR/Resources/Files/Newsletter%204%20-%20FINAL.pdf>

The floor was opened to questions.

It was asked if the information of individuals who are enrolled in the Hiring Initiative Registration for Employment Database (HIRED) could be shared with private employers who have available job opportunities. Director Stokes noted that the County has recently outsourced the Workforce Development Program. She sees the potential for the County to work with the program to identify new employment opportunities and asking those employers to set aside a certain number of jobs for targeted populations, including persons with disabilities. The County is leveling off in terms of job creation and hiring is being more through turnover. The real job creation is in the private and non-profit sector. She encouraged Commissioners to advocate during public hearings regarding new developments projects.

Katherine Radzikowski, Commissioner, asked if the OHR staff assist the Project SEARCH interns with obtaining their Schedule A letters that will enable them to apply for positions non-competitively. Director Stokes noted that if Karen Hochberg, Targeted Recruitment Specialist, cannot assist them directly she will put them in contact with someone who can assist them in obtaining the necessary documentation.

Francesca Pellegrino, Commissioner, noted that there may be reluctance from parents of children who have disabilities to as they are not aware or do not understand that persons with intellectual disabilities are eligible for the internship programs. She asked if forums could be made available to educate parents on the ins and outs of each program. Director Stokes is open to different methods of communication, including roundtable discussions. She also noted that these employment programs are

not limited to persons with physical disabilities; they are open to all types of disabilities, including intellectual and cognitive. Nelson Migdal, Commissioner, suggested that OHR reach out to parents who are just entering the process of obtaining services for their child. Simone Geness, Montgomery County Public Schools, is the contact for Special Education Services Transitioning Youth, and Kim Mayo, Administrator, is the contact for the Community Support Network. Betsy Luecking, Staff, added that the purpose of these internship programs are to match the skills of the individual with the work needs of available County jobs, which is what makes them unique and customized.

A member of the public suggested holding educational forums for the general population who may have disabilities as well.

Director Stokes encouraged individuals who have questions about the programs to contact Karen Hochberg at 240-777-5091 (V), MD Relay 711, or e-mail karen.hochberg@montgomerycountymd.gov.

Chair and Vice-Chair Report:

Seth Morgan, Chair, reported that he was the only speaker signed up to testify on behalf of [Bill 37-15](#) that would allow certain boards, committees, or commissions (B/C/Cs) to advocate at the State and federal levels if the advocacy is approved by the Office of Intergovernmental Relations.

Seth will be attending the County Council Health & Human Services Committee Breakfast tomorrow morning and will present the Commission's priorities that were approved at the last Commission meeting.

The 2015 Transportation Summit will be held October 28th in Baltimore. Topics to be discussed include: self-advocacy, transitioning youth, accessible taxi services, and increased ridership of fixed routes.

Marcie Povitsky, Vice Chair, attended the Library Disability Advisory Committee meeting, which discussed renovations occurring at several libraries. Montgomery County Public Libraries (MCPL) will be working with the IT Department to install free accessible software on all the computers, not just the computers marked as accessible.

Ex-Officio Updates:

Nancy Greene, ADA Compliance Manager, reported that the County is continuing to make progress with ADA remediation work. Three projects are currently underway: the Potomac Community Recreation Center, Bauer Drive Community Recreation Center, and the Montgomery County Pre-Release Center. She also noted that as the work is completed at the Judicial Center the entrance to the Executive Office Building via the cafeteria side will be much improved.

Charlie Butler, Department of Recreation, distributed the [fall program guide for Therapeutic Recreation](#). He also reported that there will be an [ADA 25th Anniversary Celebration event](#) to be held on Sunday, November 8th from 1pm to 3:30pm at the Mid-County Community Center in Silver Spring. The event will feature face painting, DJ and dancing, crafts, refreshments, and a nature presentation. The event is co-sponsored by the Montgomery County Department of Recreation, the City of Takoma Park, the City of Rockville, and Montgomery Parks.

Faisal Khan, Department of Transportation (DOT), reported that there has been an increase in participation in the last year for both Call-n-Ride and Medicaid transportation. Approximately 35% of Call-n-Ride participants have a disability while 27% of senior participants have a disability. DOT is raising awareness of these two programs and is conducting more outreach to community centers.

Seth Morgan reported on Respect the Space. A meeting was held last month to discuss. Mike Subin, Special Assistant to County Executive, is investigating which County agencies are responsible for enforcing ADA parking lot laws and creating legislation to give them the enforcement authority. Seth will be looking for volunteers to evaluate parking lots and will be holding refresher courses on how to identify violations.

Angela Washington, Office of Human Resources (OHR), reported that to date the County has hired 204 individuals into merit positions. Of those positions the individuals hired were: 21 people with disabilities, 159 veterans, 8 veterans with disabilities, and 16 people were hired using the non-competitive hiring process. She reported that Montgomery County Public Libraries hosted a department-wide training this past Monday. A primary focus of the training was customer service and included discussions on how to serve people with disabilities and also how to assist and protect them from library patrons who respond

adversely to patrons with disabilities. OHR will be visiting each library branch to engage in meaningful discussions on this topic. The Police Department (PD) has revamped their cadet program that will allow individuals interested in becoming police officers to first become interns that will provide training prior to applying to be an officer. PD will be looking to target under represented groups including people with disabilities. This new program should be available in the next six months.

Susan Smith, Housing Opportunities Commission (HOC), reported that HOC renovation projects are currently underway at eight properties. Susan will be contacting interested Commissioners about doing site visits to these projects.

Francie Gilman, MCPL, reported that she is retiring effective November 1st.

Susan Hartung, Developmental Disability Advisory Committee (DDAC), reported that there are 1,000 people on the waiting list for DD services in the County. DDAC discussed at their last meeting how to access services for those in the crisis resolution category. Some individuals have been on the waiting list for years.

Kim Mayo, Administrator, Community Support Network (CSN), reported that there are approximately 213 clients enrolled in the County's Coordinator of Community Services (formerly Resource Coordination). The goal is to reach 500 clients. CSN will soon begin the interviewing process for Coordinators and a Program Manager I position. Jay Kenney, Chief, Aging and Disability Services (ADS), added that he can submit requests for DD wait list information as well as other requests to Bernie Simons, Executive Director, DDA. CSN is looking to market CCS to the community and highlight the services available in order to gain more clients.

Roundtable: Betsy Luecking, Staff, announced that Kim Mayo has accepted the promotion to a Manager II or Administrator position to lead the programs and staff in the CSN section.

Larry Bram, Commissioner, reported that today and tomorrow there are public hearings regarding an [interim report](#) that came out from the Department of Labor Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities. The Committee was established to advise the Secretary of Labor in three areas: (1) ways to increase competitive integrated employment (CIE) opportunities for individuals with intellectual or developmental disabilities (I/DD) or other individuals with significant disabilities; (2) the use of certificate program carried act under Section 14(c) of the Fair Labor Standards Act (FLSA) for the employment of individuals with I/DD or other individuals with significant disabilities; and (3) ways to improve oversight of the use of such certificates. The interim report addresses these issues and provides recommendations. There is a one year period of public comment for the report.

Public Comments: None.

Next Full Commission Meeting: **PLEASE NOTE** – Meeting will be held on the third Wednesday of the month.

Wednesday, November 18th, 2015 – Executive Office Building, 101 Monroe Street, Lobby Level Auditorium, Rockville, MD 20850 – 6:00 p.m. to 7:30 p.m.

Steering Committee Meeting: **PLEASE NOTE** - There will be no Steering Committee meeting in November.

Submitted by: Carly Clem, Administrative Specialist I
Betsy Luecking, Community Outreach Manager