

CHARTER REVIEW COMMISSION
Wednesday, March 14, 2012 – 8:00 a.m.
6th Floor Conference Room
Council Office Building

Commission Members Present:

Mark Feinroth, Vice-Chair
Jeannie Cho
Diane Nash Dillon
Wendell Holloway
Guled Kassim
Thomas King
Albert Pearce

Staff:

Marc Hansen, County Attorney
Marie Jean-Paul, County Council Staff
Amanda Mihill, County Council Staff

Guests:

Angela Washington, EEO Officer, Office of
Human Resources
Ricky Wright, Disability Program Manager, Office
of Human Resources
Joseph Adler, Director, Office of Human Rights

Commission Members Absent:

Molly Mahoney Matthews, Chair

Commission Vice-Chair Mark Feinroth called the meeting to order at 8:07 a.m.

I. Administrative Items

The Commission approved the minutes of the February 8 meeting. Motion made by Albert Pierce and seconded by Wendell Holloway. The minutes were approved unanimously among those present.

The Commission discussed the draft letter from Ms. Matthews to the Council that would serve as the Commission's 2012 Report. Commission members suggested minor modifications that will be incorporated into the final letter.

II. Meeting with Angela Washington and Ricky Wright

Commission members met with Angela Washington, the County's Equal Employment Opportunity Officer and Ricky Wright, Disability Program Manager regarding a Charter amendment to allow a special hiring authority for people with disabilities. Ms. Washington indicated that County Executive Leggett supported such an amendment. Ms. Washington explained that the County has a hiring preference for people with disabilities, but supports having a special hiring authority as well.

Ms. Washington explained the County's internship program for people with disabilities and stated that the program was successful, but noted that the program provides only temporary employment for people in lower grade and lower salaried positions. A special hiring authority

could allow the County to place people with disabilities in permanent, higher salaried positions. Ms. Washington stated that experience with the internship program showed that those in the program are reliable workers who perform extraordinary work.

Responding to Commissioner questions about potential fiscal costs for a special hiring authority, Mr. Wright stated that there has not been a cost analysis performed. Mr. Wright stated that there would not be a cost associated with the application process. Under such a program, the County would have to provide reasonable accommodations for people with disabilities. Mr. Wright stated that reasonable accommodations made for employees requirement under the Americans with Disabilities Act average less than \$500 per accommodation. Mr. Wright noted that sometimes the reasonable accommodation does not require money, but requires a modification in the way things are done, e.g., flexible schedules, teleworking.

Commission members requested information about data related to the internship program and for people hired under the hiring preference. Commission members also requested information about costs and criteria that the Maryland Department of Rehabilitation Services uses when classifying people with disabilities.

The meeting adjourned at 9:00 a.m.