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1 **WHEREAS, barriers for persons with disabilities to access employment**
2 **opportunities include, but are not limited to, inaccessible and unnavigable job**
3 **application hardware and software for persons with accessibilities, employers’**
4 **misconceptions about hiring and accommodating persons with disabilities,**
5 **applicants’ lack of adequate documentation and work experience, and lack of**
6 **transportation to get to a work site; and**

7 **WHEREAS, barriers for persons with disabilities to perform their job**
8 **responsibilities include, but are not limited to, a physical work environment**
9 **that is inaccessible or hard to navigate, a lack of assistive tools or**
10 **technologies to help the person be effective, negative attitudes within the**
11 **work environment, inadequate transportation to get to a work site, lack of**
12 **stamina and capacity to complete full work shifts, and a lack of relevant**
13 **systems, services, and policies within the workplace; and**

14 **WHEREAS, providing supported employment opportunities for persons**
15 **with disabilities is critical for creating inclusive work environments in both the**
16 **public and private sectors; and**

17 **WHEREAS, hiring persons with disabilities reduces their reliance on**
18 **government supports and creates workforce environments that reduces**
19 **turnover, provides more flexibility for employers when scheduling work for**
20 **their employees, and increases business efficiency and revenue; and**

21 **WHEREAS, cities around the country like Iowa City, Spokane, San**
22 **Francisco, and Chicago have enacted legislation to create supported**
23 **employment programs at the departmental level; and**

24 **WHEREAS, these supported employment programs often involve**
25 **developing “fast track” hiring initiatives that allow persons with disabilities to**
26 **apply for employment through a non-competitive hiring process if they meet**
27 **the eligibility status and minimum qualifications for a position; and**

28 **WHEREAS, on-the-job training is a supported employment strategy that**
29 **governmental entities like New Mexico Division of Vocational Rehabilitation**
30 **(NMDVR) offer that establishes an agreement between an employer and job**
31 **seeker to provide job coaching at little to no cost to the employer and**

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1 customizing the scope of work of the job seeker to best suit the employee’s
2 skills and capacities; and

3 WHEREAS, job carving, job sharing, and job sampling are supported
4 employment strategies that involve creating, modifying, or customizing one or
5 multiple employees’ scope of work in a way that simultaneously meets the
6 needs of the employer while addressing the skills and capacities of each
7 employee; and

8 WHEREAS, it is in the best social and economic interests of the City of
9 Albuquerque to expand competitive employment and economic opportunities
10 for persons with disabilities; and

11 WHEREAS, the City of Albuquerque can play a critical role in addressing
12 the employment gap between persons with and without disabilities.

13 BE IT RESOLVED BY THE COUNCIL, THE GOVERNING BODY OF THE CITY OF
14 ALBUQUERQUE:

15 Section 1. The Mayor and City Council shall work with the Office of Equity
16 and Inclusion, the Human Resources Department, the Economic Development
17 Department, and other relevant City departments to work with local disability
18 employment providers to explore opportunities for creating supported
19 employment opportunities among persons with disabilities by:

20 a. Assessing and updating all job application hardware and software to
21 ensure compliance with the Americans with Disabilities Act (ADA) and the
22 most current Web Content Accessibility Guidelines (WCAG) to ensure easy
23 accessibility and readability of job postings among persons with disabilities;
24 and

25 b. Targeting recruitment of potential employees with disabilities via
26 disability community organizations, vocational rehabilitation, and job centers;
27 and

28 c. Examining City policies that promote and/discourage employment
29 among persons with disabilities; and

30 d. Ensuring all City departments have a comprehensive understanding
31 of the City’s reasonable accommodation policy and procedures; and

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- 1 e. Exploring opportunities for developing a “fast track” hiring initiative
- 2 to allow persons with disabilities to apply for employment through a non-
- 3 competitive hiring process if they meet the eligibility status and minimum
- 4 qualifications for a position; and
- 5 f. Exploring opportunities for waiving work experience and other
- 6 requirements that frequently disqualify potential employees from being hired;
- 7 and
- 8 g. Exploring opportunities for developing on-the-job training, job
- 9 carving, job sharing, job sampling, temporary positions, or any other kind of
- 10 trial work options for job applicants with disabilities.

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1 PASSED AND ADOPTED THIS 17th DAY OF August, 2020
2 BY A VOTE OF: 8 FOR 0 AGAINST.

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4 Excused: Harris

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11 Patrick Davis, President
12 City Council

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14 APPROVED THIS 25 DAY OF August, 2020

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17 Bill No. R-20-84

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22 
23 Timothy M. Keller, Mayor
24 City of Albuquerque

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27
28 ATTEST:

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30 
31 Ethan Watson, City Clerk

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