



Legislation Details (With Text)

File #: 10-0622 **Version:** 0 **Name:** Hiring Preferences for Persons with Disabilities
Type: Ordinance **Status:** Enacted
File created: 11/22/2010 **In control:** City Council
On agenda: **Final action:** 3/11/2011
Enactment date: **Enactment #:** 11-424
Title: Hiring Preferences for Persons with Disabilities

FOR the purpose of requiring the Civil Service Commission to establish standards for establishing and maintaining a preference for the appointment of qualified persons with a disability; specifying the required contents and limitation of these standards; and generally relating to the hiring of persons with disabilities.

Sponsors: Robert Curran, Nicholas C. D'Adamo, President Young, Warren Branch, Belinda Conaway, Rochelle Spector, Helen L. Holton, Mary Pat Clarke, Agnes Welch, Edward Reisinger, James B. Kraft, Bill Henry, Sharon Green Middleton

Indexes: Disability, Hiring

Code sections:

Attachments: 1. 10-0622 - 1st Reader.pdf, 2. Health - 10-0622.pdf, 3. Human Resources - 10-0622.pdf, 4. Labor Commissioner - 10-0622.pdf, 5. Law - 10-0622.pdf, 6. 10-0622 - 3rd Reader.pdf

Date	Ver.	Action By	Action	Result
3/11/2011	0	Mayor	Signed by Mayor	
3/7/2011	0	City Council	Approved and Sent to the Mayor	
2/28/2011	0	City Council	Advanced to 3rd Rdr., Adopted Comm. Report	
2/28/2011	0	Labor Subcommittee	Recommended Favorably with Amendment	
2/7/2011	0	Labor Subcommittee	Scheduled for a Public Hearing	
11/25/2010	0	The City Council	Referred for a Report	
11/25/2010	0	The City Council	Referred for a Report	
11/25/2010	0	The City Council	Referred for a Report	
11/25/2010	0	The City Council	Referred for a Report	
11/25/2010	0	The City Council	Referred for a Report	
11/22/2010	0	City Council	Assigned	
11/22/2010	0	City Council	Introduced	

EXPLANATION: CAPITALS indicate matter added to existing law.
[Brackets] indicate matter deleted from existing law.

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THE OFFICIAL COPY CONSIDERED BY THE CITY COUNCIL IS THE FIRST READER COPY.
INTRODUCTORY*

CITY OF BALTIMORE

COUNCIL BILL

Introduced by: Councilmember Curran

A BILL ENTITLED

AN ORDINANCE concerning

Hiring Preferences for Persons with Disabilities

FOR the purpose of requiring the Civil Service Commission to establish standards for establishing and maintaining a preference for the appointment of qualified persons with a disability; specifying the required contents and limitation of these standards; and generally relating to the hiring of persons with disabilities.

BY adding

Article 1 - Mayor, City Council, and Municipal Agencies

Section(s) 7-8

Baltimore City Code

(Edition 2000)

SECTION 1. BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF BALTIMORE, That the Laws of Baltimore City read as follows:

Baltimore City Code

Article 1. Mayor, City Council, and Municipal Agencies

Subtitle 7. City Officers and Employees

§ 7-8. HIRING PREFERENCE FOR PERSONS WITH DISABILITIES.

(A) FINDINGS.

(1) PERSONS WITH DISABILITIES ARE A LARGELY UNTAPPED RESOURCE FOR OUTSTANDING CANDIDATES FOR CITY EMPLOYMENT.

(2) PERSONS WITH DISABILITIES SUFFER FROM A HIGH UNEMPLOYMENT AND UNDEREMPLOYMENT RATE IN THE CITY DUE IN PART TO UNFOUNDED MYTHS, FEARS, AND STEREOTYPES THAT ARE ASSOCIATED WITH MANY DISABILITIES.

(3) A HIRING PREFERENCE FOR PERSONS WITH DISABILITIES IS NECESSARY TO REMEDY PAST DISCRIMINATION RESULTING FROM THESE UNFOUNDED MYTHS, FEARS, AND STEREOTYPES.

(B) CIVIL SERVICE COMMISSION TO SET STANDARDS.

THE CIVIL SERVICE COMMISSION MUST ADOPT REGULATIONS THAT SET STANDARDS FOR ESTABLISHING AND MAINTAINING A PREFERENCE FOR THE INITIAL APPOINTMENT OF QUALIFIED PERSONS WITH A DISABILITY INTO CIVIL SERVICE POSITIONS.

(C) CONTENTS OF STANDARDS.

THE STANDARDS ADOPTED UNDER THIS SECTION:

(1) MUST DEFINE A PERSON WITH A DISABILITY ELIGIBLE FOR THE PREFERENCE AS:

(I) A PERSON WITH MEDICAL PROOF OF A DEVELOPMENTAL DISABILITY, A SEVERE PHYSICAL DISABILITY, OR A PSYCHIATRIC DISABILITY; OR

(II) A VETERAN RATED BY THE DEPARTMENT OF VETERANS AFFAIRS WITH A COMPENSABLE SERVICE-CONNECTED DISABILITY OF 30% OR MORE;

(2) MUST REQUIRE MEDICAL CERTIFICATION OF A QUALIFYING DISABILITY; AND

(3) MUST ESTABLISH THE FOLLOWING ORDER OF PREFERENCE:

(I) AN EMPLOYEE WHO IS UNABLE TO PERFORM THE EMPLOYEE'S JOB BECAUSE OF A DISABILITY OR INJURY UNDER THE ADA;

(II) AN EMPLOYEE SUBJECT TO REDUCTION-IN-FORCE;

(III) AN EMPLOYEE WHO WAS GRANTED A TEMPORARY DISABILITY RETIREMENT UNDER A RETIREMENT SYSTEM OF THE CITY OR AN INITIAL OR TEMPORARY DISABILITY BENEFIT, BUT IS NO LONGER ELIGIBLE FOR THAT TEMPORARY DISABILITY RETIREMENT OR BENEFIT;

(IV) A VETERAN WITH A DISABILITY; AND

(V) AN EQUAL PREFERENCE FOR A VETERAN WITHOUT A DISABILITY AND A NON- VETERAN WITH A DISABILITY.

(D) LIMITATION OF PREFERENCE.

THE STANDARDS ADOPTED UNDER THIS SECTION MAY APPLY THE PREFERENCE ONLY TO A PERSON WHO IS AMONG THE HIGHEST RATING CATEGORY IN A NORMAL COMPETITIVE PROCESS.

SECTION 2. AND BE IT FURTHER ORDAINED, That the catchlines contained in this Ordinance are not law and may not be considered to have been enacted as a part of this or any prior Ordinance.

SECTION 3. AND BE IT FURTHER ORDAINED, That this Ordinance takes effect on the 30th day after the date it is enacted.

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