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**File #: 230356**

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RESOLUTION NO. 230356

Directing the City Manager to develop a Supported Employment Hiring Initiative for the purposes of employing individuals with intellectual and developmental disabilities and to report back to Council within 60 days, and to fully develop the Hiring Initiative and advertise open positions created by the Hiring Initiative by August 1, 2023.

WHEREAS, the City of Kansas City, Missouri is committed to developing and maintaining a talented workforce that reflects the rich diversity of the citizens of our city; and

WHEREAS, it is the policy of the City of Kansas City to support and encourage individuals with disabilities to fully participate in the community and economic life of our community and engage in competitive integrated employment; and

WHEREAS, the Council desires for the City to practice inclusion in its own hiring and to increase persons with intellectual and developmental disabilities in its own workforce; and

WHEREAS, members of the City Council and the Human Resources and CREO Departments have researched the benefits of other similar efforts nationwide during the last year; NOW, THEREFORE,

BE IT RESOLVED BY THE COUNCIL OF KANSAS CITY:

Section 1. That the City Manager is directed to develop a Supported Employment Hiring Initiative to increase employment of individuals with intellectual and developmental disabilities with the City's workforce and report back to the Council within 60 days. The development of the Hiring Initiative shall include provisions for:

- a) evaluating work in each department that can be performed by those hired through the Hiring Initiative; and
- b) application criteria for individuals who seek employment through the Hiring Initiative; and
- c) processes for matching Hiring Initiative applicants with departments; and
- d) developing salary and benefit requirements for individuals hired through the Hiring Initiative; and

- e) evaluating accommodations that may need to be made to encourage success for individuals hired through the Hiring Initiative; and
- f) outreach to community agencies involved with individuals who may qualify for positions related to the Hiring Initiative.

Section 2. That the Supported Employment Hiring Initiative shall be fully developed on or before August 1, 2023, and that, subject to the appropriation of funds, the first open positions related to the Hiring Initiative shall be advertised on or before that date.

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Authenticated as Passed

  
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Quinton Lucas, Mayor

  
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Marilyn Sanders, City Clerk

**MAY 11 2023**

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Date Passed