

# SENATE BILL REPORT

## SB 6329

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As of February 5, 2014

**Title:** An act relating to establishing the state of Washington committing to employ people with disabilities at the same percentage as in the general population.

**Brief Description:** Concerning state employment of persons with disabilities.

**Sponsors:** Senator Sheldon.

**Brief History:**

**Committee Activity:** Health Care: 2/03/14.

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### SENATE COMMITTEE ON HEALTH CARE

**Staff:** Kathleen Buchli (786-7488)

**Background:** On May 22, 2013, Governor Inslee signed Executive Order 13-02 relating to improving employment opportunities and outcomes for people with disabilities in state employment. The order directed state government to adopt the goal that by June 30, 2017, 5 percent of the state workforce must be comprised of persons living with a disability. The Office of Financial Management (OFM) must continue to establish new goals until parity is reached with the available workforce. OFM must convene a taskforce to assist state agencies with recruitment and retention of persons with disabilities. The taskforce must provide recommendations to state agencies on how to achieve the employment targets and guidance on recruitment, retention, accommodation, and accessibility for persons with disabilities. Private sector companies must be included to share best practices to boost employment of people with disabilities in all parts of the state.

Each executive cabinet agency, board, and commission must ensure each agency develops an annual employment plan to address underrepresentation of people with disabilities, designate a disability employment coordinator, and participate in the state's supported employment program. OFM must oversee development and implementation of policies, strategies, and services to ensure successful implementation of the Executive Order. This includes developing policies on reasonable accommodation of people with disabilities, training for supervisors and employees, annual employment plans and reports for addressing underrepresentation of people with disabilities, and participation in the supported employment program.

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*This analysis was prepared by non-partisan legislative staff for the use of legislative members in their deliberations. This analysis is not a part of the legislation nor does it constitute a statement of legislative intent.*

The Division of Vocational Rehabilitation (DVR) within the Department of Social and Health Services (DSHS) assists people with disabilities who want to work but face barriers in finding or keeping a job. DVR provides individualized employment services and counseling to people with disabilities and technical assistance and training to employers about the employment of people with disabilities. DVR services are based on available funds and DVR maintains a wait list for services. Priority of services are given to those with the most significant disabilities; first priority is given to those individuals with the most significant disabilities, and second priority to individuals with severe disabilities.

**Summary of Bill:** Every state agency that employs 30 or more people must submit an annual report to the Department of Personnel (DOP) and the Director of the DVR within DSHS. The report must include the following: the number of employees of the agency; the number of employees who are classified as priority one disabled; the number of employees who left the agency and the number hired; the number of employees hired from a DVR program; planned hires for the coming year; opportunities to design an entry-level position for a DVR client; and opportunities for nonpaid and paid internships for DVR clients.

DVR must annually report to DOP and the Governor's Committee on Disabilities Issues and Employment on the number of DVR clients who have obtained jobs: in the private sector; in state government, broken down by state agency; and in local government.

New state agency hires must equal 5 percent of all placements by the DVR. Agencies who show no good faith efforts in hiring DVR clients must have their budgets cut by 5 percent the following year.

**Appropriation:** None.

**Fiscal Note:** Available.

**Committee/Commission/Task Force Created:** No.

**Effective Date:** Ninety days after adjournment of session in which bill is passed.