

RESOLUTION NO. 2011-128

RESOLUTION ESTABLISHING A POLICY TO GIVE CONSIDERATION TO PEOPLE WITH DISABILITIES WHEN INTERVIEWING FOR OPEN POSITIONS WITHIN THE CITY OF RAPID CITY.

WHEREAS, the City of Rapid City is an equal opportunity employer; and

WHEREAS, it is the policy of the City to affirmatively recruit, hire, train and promote the most qualified persons without regard to disability, except where disability is a bona-fide occupational qualification; and

WHEREAS, the City has adopted an Affirmative Action Plan which includes people with disabilities; and

WHEREAS, the City's Affirmative Action Plan commits the City to take voluntary, positive action that will contribute to the furtherance of the spirit and intent of federal, state and local legislation, government regulations, and executive orders by promoting equal employment opportunity to all persons regardless of their race, age, color, religion, sex, national origin, or disability; and

WHEREAS, the State of South Dakota currently has a policy giving consideration to people with disabilities when conducting interviews for open positions; and

WHEREAS, the City Council of Rapid City finds that such a policy would be in the best interests of the City and would be consistent with the goals stated in the City's Affirmative Action Plan.

NOW THEREFORE, BE IT RESOLVED, by the City of Rapid City that any applicant for an open position with the City who has been certified by South Dakota's Division of Rehabilitation Services as being severely disabled and who meets the minimum qualifications for the position, shall be identified as an applicant who must be interviewed for the position.

NOW, THEREFORE, BE IT FURTHER RESOLVED, that unless otherwise extended by the Common Council, the provisions of this resolution shall sunset and effectively be repealed on December 31, 2012.

Dated this 19<sup>th</sup> day of ~~September~~  
October, 2011.

CITY OF RAPID CITY

Sam Kovach  
Mayor

ATTEST:

[Signature]  
Finance Officer

(SEAL)