



CITY OF RAPID CITY
RAPID CITY, SOUTH DAKOTA 57701-2724

Human Resources
300 Sixth Street
605-394-4136

TO: Legal and Finance Committee

FROM: Jeff Barbier, Community Resources Director
Tammie Krumm, Human Resources Manager

SUBJECT: Disability Consideration

DATE: September 21, 2012

Current policy of the City of Rapid City provides special consideration to applications for employment from individuals that are severely disabled. Only applicants that meet the minimum qualifications of the position for which they are applying, and are certified as severely disabled by the South Dakota Division of Rehabilitation Services, qualify to receive an interview. The Disability Consideration was created by resolution of the City Council in October of 2011. Council approval of the policy allowed for a trial period and contained a provision that the policy would expire on December 31, 2012.

We are recommending continuation of the plan in its current format. A system of administering the policy has been created that is not burdensome to either the Human Resources Division or the hiring managers of the City. We also have not had any individuals attempt to misuse the policy. Since October 1, 2011 the Human Resources Office has processed 6,127 applications, five applicants have qualified for the Disability Consideration, one of which was hired by the City of Rapid City.