BACKGROUND

Historically working age people with disabilities are among the most unemployed and underemployed members of society. However, people with disabilities are underrepresented in state civil service.

Unfortunately, state agencies have failed to ensure that persons with disabilities are afforded equal opportunities and the benefits and privileges of state employment. One reason for that failure is that the Limited Examination and Appointment Program (LEAP) has not been effectively implemented and used.

In 2015 CalHR, the State Personnel Board (SPB) and the Department of Rehabilitation (DOR), as a joint project, issued a report and set of recommendations to increase the employment of persons with disabilities in state government. The report included, among other things, a set of recommendations to improve LEAP.


Unfortunately, many of the recommendations have been ignored. AB 365 would require implementation of some of those recommendations.

CURRENT LAW

Establishes LEAP in the state civil service, which provides an alternative to the traditional civil service exam and appointment process in order to allow a disabled individual to compete for a position in state service. LEAP candidates are first certified as disabled and meet certain minimum qualifications, before being placed on a referral list. CalHR then refers the names of eligible candidates to agencies that are seeking employees for LEAP-eligible positions. Upon successful completion of the job examination period, the employing department is allowed to appoint the LEAP employee to an appropriate civil service position.

SB 644(Hancock) 2015 permits a person with a developmental disability to either complete a written examination or readiness evaluation or an internship to qualify for service under LEAP.

THIS BILL

- Removes the January 1, 2021 sunset date for the internship option.
- Requires CalHR, in consultation with SPB, DOR, Department of Developmental Services (DDS) and stakeholders, to develop and implement a plan for LEAP and specifies the elements of the plan.
- Provided an individual meets the eligible criteria and minimum qualifications of the job classification, that person shall be placed on a referral list that shall be maintained by CalHR; which would be made available at the request of any hiring department upon request.
- Requires CalHR to identify departments which have not been successful in hiring persons with disabilities and work with such departments to implement new strategies to improve their ability to bring persons with disabilities into the state workforce.

STATUS

September 12, 2019-Enrolled and Presented to the Governor at 3:30 pm.

Contact

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