



MAUI COUNTY COMMISSION ON PERSONS WITH DISABILITIES

CAMERON CENTER • 95 MAHALANI STREET, ROOM 20 • WAILUKU, HI 96793 • PHONE (808) 270-7755 • FAX (808) 270-7935

COMMISSION ON PERSONS WITH DISABILITIES (CPD)

December 14, 2017

11:30 a.m.

J. Walter Cameron Center, Auditorium
95 Mahalani St., Wailuku, HI 96793

Call to Order: 11:31 AM

Introductions

Members Present: Faraz Azizoltani, Petrina Castillo, David Courson, Cranston Kapoi, Kealoha Laemoa, Ricky Sanches, Kevin Souza, Sheila Villanueva, and Kimberly West

Members Excused: none

Members Absent: none

Guests Present: Chantel Ratte (Ka Lima O Maui) and Roxann Kehus (Hawaii State Council on Developmental Disabilities)

County Staff Present: Kevin Dusenbury (Office on Aging), Jennifer Oana (Dept. of the Corporation Counsel), and Ralph Thomas (Equal Opportunity Employment Services)

Topic/Agenda Item	Discussion	Action
Review/Approve Minutes	Members reviewed the October 12, 2017 meeting minutes.	Commissioner Courson moved to approve the minutes; Commissioner Sanches seconded. Motion to approve minutes carried unanimously.



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Public Comments and Testimony	None	
New Business	<p>a. Presentation from Chantal Ratte, Executive Director of Ka Lima O Maui, regarding employment opportunities for persons with disabilities.</p> <p>Chair Laemoa introduced Ms. Chantal Ratte, Executive Director of Ka Lima O Maui, regarding employment opportunities for persons with disabilities. According to Ms. Ratte, Ka Lima O Maui was founded in 1955 and is one of the longest running non-profit organizations on Maui. The organization primarily provides employment opportunities for persons with disabilities, but they also are enrolled in the Medicaid-Waiver program.</p> <p>Ms. Ratte also shared that Ka Lima O Maui has three main “umbrellas” or core business programs, which include grounds and janitorial; job placement and retention through the Department of Vocational Rehabilitation; and a non-vocational day program through the Medicaid Waiver Program.</p> <p>With service contracts for the County of Maui, the federal government, and private companies, the janitorial and ground crews service over 80 locations on Maui. For the County of Maui, the work crews maintain beach parks, mostly in Central and South Maui. Through their service contracts, Ka Lima O Maui employs over 65 people with disabilities. According to Ms. Ratte, Ka Lima O Maui is the largest employer of persons with disabilities on Maui.</p> <p>With a contract with the Department of Vocational Rehabilitation, Ka Lima O Maui also provides job placement and retention services. These services may include job coaching, classes, and internships. According to Ms. Ratte, there is a current class with 11 participants in Kahului. Upon the completion of the coursework, the participants will complete a six</p>	



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week paid internship at a local business, which will help further develop job skills and lead to potential long-term employment with the business.

The Medicaid Waiver program, which is funded at the federal and State level, serves adults with developmental disabilities by providing them independent living skills. The Waiver Program is primarily non-vocational in nature and intended to be consumer driven. Currently, Ka Lima O Maui is serving an estimated 20 participants in the Medicaid Waiver program.

Chair Laemoa shared her concerns regarding employers on Molokai and their apprehension to hire persons with disabilities. Ms. Ratte shared that Ka Lima O Maui provides pre-employment training and fosters relationships among all parties by frequently providing a 6-week internship that has been paid by the community agency. Chair Laemoa shared that she would like stop the stigma of fear of hiring a person with a disability.

Chair Laemoa inquired if Ka Lima O Maui has any current concerns. Ms. Ratte shared that funding is a concern, especially with the State due to the current environment at the federal level. Chair Laemoa sought clarification on whether Ka Lima O Maui obtains grant funding from the County of Maui. While Ka Lima O Maui does not receive grant funding from the County of Maui, Ka Lima O Maui is a contracted service provider through their grounds and janitorial services. Ms. Roxann Kehus, representing the Hawaii State Council on Developmental Disabilities, informed the Commission that funding is very limited for Department of Vocational Rehabilitation at this moment. According to Ms. Kehus, participants applying for services from the Department of Vocational Rehabilitation are being placed on an order of selection or wait list at this time.



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Commissioner Kapoi sought clarification on how much Ka Lima O Maui pays their participant employees. Ms. Ratte shared that their participant employees are paid minimum wage or more. Commissioner Courson also inquired how should people with disabilities contact Ka Lima O Maui, and Ms. Ratte replied that potential participants should call 244-5502 or visit their agency directly at the J. Walter Cameron Center.

Since Ka Lima O Maui does not receive grant funding from the County of Maui, Chair Laemoa encouraged the Commissioners, as individuals, to contact their legislators to provide support for Ka Lima O Maui and similar organizations.

In regards to the internships Ka Lima O Maui provides to their participants, Commissioner Villanueva sought clarification on whether a business is required to hire an intern upon the completion of their internship. Ms. Ratte clarified that the business is not bound to offer employment at the completion of the internship.

Commissioner Castillo inquired how Ka Lima O Maui promotes their core services and business. According to Ms. Ratte, their business director works strategically to promote their services, and they receive a large amount of contact directly from the community. Ms. Ratte also informed the Commission that Ka Lima O Maui assists an average of 200 people with disabilities each year, with 80 of those individuals participating in the grounds and janitorial section.

Commissioner Kapoi inquired if Ka Lima O Maui has any plans for agricultural employment opportunities. While Ka Lima O Maui previously had a plant nursery, it required a high subsidy and incurred high overhead costs; therefore, there are no immediate plans to reinstate the nursery or create agricultural jobs.



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Ms. Ratte informed the Commission that other community agencies, such as Easter Seals and Imua Family Services, provide the Medicaid Waiver program. These organizations are even offering some employment opportunities as a component to the Medicaid Waiver Program.

Ms. Ratte also informed the Commission that workers compensation claims have been largely made by staff members without disabilities (around 90%) as opposed to the workers with disabilities.

Commissioner West inquired if Ka Lima O Maui hires individuals with emotional or mental health disabilities, and Ms. Ratte shared that those individuals account for around 40% of their participants. Chair Laemoa sought clarification on whether Ka Lima O Maui has trained professionals that are able to work with people with different disabilities, and Ms. Ratte confirmed that her organization employs professionals trained to work various disabilities.

Commissioner Kapoi inquired if Ka Lima O Maui has any upcoming plans to diversify or launch any new projects. According to Ms. Ratte, it is difficult to commit personnel and time to new projects. Commissioner Kapoi mentioned that an opportunity might be the creation and management of a thrift store. Ms. Ratte shared that Ka Lima O Maui had a thrift store about 12 years ago, but the organization was not earning enough income to pay their rent and other expenses. However, Ms. Ratte believes a thrift store provides great training opportunities, and she would like to see the store re-established.

- b. Discuss and identify an area of concern regarding the employment of persons with disabilities

Ms. Kehus shared a concern regarding the employment of persons with disabilities, specifically summer and youth cooperative programs with the Department of Vocational Rehabilitation and the County of Maui. Ms. Kehus informed the Commission that some of the County



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supervisors have informed her that they would like to hire some of the individuals from the cooperative programs, but the candidates are unable to pass the County's Civil Service examinations. Ms. Kehus reminisced about her previous career in Seattle, and she shared that King County in Washington was able to make job recruitment accommodations that have increased their ability to hire persons with disabilities.

Mr. Ralph Thomas, Equal Opportunity Employment Services Specialist for the County of Maui, shared that the County does not necessarily require a written examination to be considered for employment. Mr. Thomas also shared that the pilot project in Seattle utilized "job carving." As mentioned in August's meeting, job carving is the act of analyzing work duties performed in a given job and identifying specific tasks that might be assigned to an employee with disabilities. Mr. Thomas further stated that this request is an area of concern with the Department of Personnel Services, the labor unions, and human resources. Mr. Thomas also shared that he provided Ms. Kehus with the contact information to the appropriate County officials to make this employment recommendation.

Chair Laemoa inquired with Deputy Corporation Counsel, Jennifer Oana, whether the County has the ability to make changes to a test for an individual with a disability. Mr. Thomas further clarified that the County cannot alter a test; however, the County will provide a reasonable accommodation, such as provide additional time to take the exam.

Commissioner West inquired if the County employs persons with disabilities. Mr. Thomas shared that the County does hire persons with disabilities; however, employees with disabilities do not have to disclose whether they have a disability.

Chair Laemoa assigned Commissioner Kapoi and Commissioner Villanueva to research the hiring practices and policies of King County's Supported Employment Program Seattle. Mr. Thomas encouraged Commissioners Villanueva and Kapoi to meet with the Department of Personnel Services to obtain a better understanding of the County's job recruitment process.



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	<p>c. Discuss publicity opportunities for the Commission on Persons with Disabilities Chair Laemoa informed the Commission that Akaku televised the Commission's meetings in the past. Mr. Thomas informed the Commission that he faxes Akaku to invite them to other Commission meetings; Mr. Thomas will provide the fax number to the Commission's facilitator. Commissioner Courson also offered to have other Commissioners join his radio show to help promote the Commission.</p> <p>d. County Council Communication No. 17-159- Policy, Economic Development, and Agriculture Committee: a State bill to provide a taxpayer who hires an individual with a disability a non-refundable tax credit for the six-month period after the individual is initially hired by the taxpayer.</p> <p>Ms. Oana shared the legislative packet containing proposed State Bills 2 and 14, which relate to County Council Communication No. 17-159. Ms. Oana offered this information to the Commission to provide an opportunity to track, discuss, and offer feedback to the Mayor regarding these proposed bills. The feedback may be provided to the Mayor individually or from the Commission as a whole. Chair Laemoa informed the other Commissioners that she would like these legislative items followed with bi-monthly updates.</p> <p>e. County Council Communication No. 17-159- Policy, Economic Development, and Agriculture Committee: A State bill to allow persons with disabilities to indicate their disability on their identification cards.</p> <p>Please see item (d).</p>	<p>Commissioner Castillo agreed to track and provide updates on the proposed State Bills.</p>
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	<p>f. Upcoming events. Imua Family Services Christmas Party, December 14, 2017 Maui Disability Alliance Meetings, 3rd Thursday of each month at Ohana Health Plan at 1:00 PM.</p>	
Old Business	<p>a. None</p>	
Agenda Items for Future Meetings	<p>a. Department of Vocational Rehabilitation (January 2018- tentative) b. Safety Concerns for Persons with Disabilities i. Emergency Alert Sirens, specifically regarding concerns for individuals who are Deaf ii. Contacting 911 Via Text message</p>	
Next Date	<p>January 11, 2018 at 11:30 AM at the J. Walter Cameron Center, 95 Mahalani St., Wailuku, HI.</p>	
Motion to Adjourn	<p>12:53PM</p>	<p>Commissioner Souza moved and Commissioner Castillo seconded. Motion carried unanimously.</p>