

City of Springfield

Americans with Disabilities Act Self-Evaluation and Transition Plan

September 5, 2017

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1. Introduction

1.1. ADA Background

In enacting the Americans with Disabilities Act of 1990 (ADA), Congress intended to "provide a clear and comprehensive national mandate for the elimination of discrimination against individuals with disabilities." The City of Springfield recognizes the importance of that mandate, and continually strives to achieve equal access for all its programs, services, activities, and facilities for persons with disabilities. The *Americans with Disabilities Act Self-Evaluation and Transition Plan* establishes the City's ongoing commitment to that effort.

The Rehabilitation Act of 1973

Section 504 of the Rehabilitation Act makes it illegal for the federal government, federal contractors, and any entity receiving federal financial assistance to discriminate on the basis of disability. Local governments that receive federal funds must ensure that persons with disabilities have equal access to any programs, services, or activities receiving federal financial assistance. Covered entities also are required to ensure that their employment practices do not discriminate on the basis of disability.

The Americans with Disabilities Act of 1990

Signed into law in 1990, the ADA builds upon the foundation laid by Section 504 of the Rehabilitation Act. It uses as its model Section 504's definition of disability and then goes further, covering all state and local governments. The ADA has five separate titles; Title I and II are applicable to the City of Springfield. Title I prohibits discriminatory employment practices by public and private employers. Title II prohibits state and local governments from denying persons with disabilities the equal opportunity to participate in their services, programs, or activities, either directly or indirectly through contractual arrangements.

1.2. ADA Coordinator

Title II of the ADA requires all state or local government entities with 50 or more employees to appoint a responsible person to coordinate the administrative requirements of ADA compliance and to respond to complaints filed by the public.

The City of Springfield's ADA Coordinator is responsible for coordinating with the City's efforts to comply with Title I and Title II of the ADA, and for investigating any complaints regarding ADA violations.

ADA complaints, requests for accommodation, and other ADA-related correspondence can be directed to the City ADA Coordinator:

Jamie Iboa
City of Springfield
225 Fifth St
Springfield, OR 97477
Phone: 541 726 3724
Email: jiboa@springfield-or.gov

1.3. Requesting an Accommodation

Under Title II of the ADA, all state and local governments are required to take steps to ensure that their communications with people with disabilities are as effective as communications with others. The City is required to make accommodations for persons with disabilities, except when providing an accommodation would fundamentally alter the nature of the service or program in question or would result in an undue financial and administrative burden.

To request an accommodation, a person with a disability or their representative must submit a request for an accommodation. Other than a request for an interpreter for the hearing impaired at a public meeting, a request for an accommodation should be submitted at least 5 days prior to the date of the scheduled program, activity, or meeting for which the accommodation is requested to allow enough time to fulfill the request. To arrange for services, contact the City Manager's Office at 541-726-3700 or cmo@springfield-or.gov or the city ADA Coordinator Jamie Iboa at 541 726-3724 or jiboa@springfield-or.gov. The following are some of the accommodations that may be made available upon request.

Hearing Assistance/Sign Language Interpreters

If you need a sign language interpreter or captioning to attend a meeting or public meeting, please contact the City Manager's Office or the City ADA Coordinator (contact information provided above). For public meetings, an interpreter or open or real-time captioning will be provided for the hearing impaired with 48 hours' notice prior to the meeting. Assistive listening systems are available for the hearing impaired in the Municipal Courtrooms and City Council Chambers.

Alternate Formats

Requests for City materials such as brochures, forms, newsletters, reports and plans to be put in alternate formats such as Braille, large print, or electronic form can be made through the ADA Coordinator or the applicable department. The City will respond to the request for an alternate format within 15 calendar days at no cost to the requestor. All requests for accommodations will be kept on file for at least three years.

If another type of accommodation is requested or if further assistance is needed, please contact the ADA Coordinator (contact information can be found in section 1.2.).

1.4. Filing an ADA Complaint

To better serve the public, the City of Springfield has instituted a formal ADA complaint procedure. The complaint procedure provides citizens with a means to file complaints alleging discrimination on the basis of disability in the City's provision of services, activities, programs, and benefits, or in the City's employment practices and policies. A copy of the City's ADA Complaint Procedure is available at <https://springfield-or.gov/ada-accessibility/>.

Complaints should be in writing and should contain specific information about the alleged discrimination including the name, address, and phone number of the complainant, as well as the location, date, and description of the alleged discrimination. Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint, will be made available for persons with disabilities upon request.

The complaint should be submitted to the City by the complainant or their designee as soon as possible but not later than 60 calendar days after the alleged discrimination occurred. The City has provided a complaint form, available at <https://springfield-or.gov/ada-accessibility/>, to assist persons with filing complaints. All complaints should be submitted to the City ADA Coordinator.

The ADA Coordinator or another City representative will contact the complainant within 15 calendar days of receiving the complaint to schedule a meeting to discuss the complaint and possible resolutions. Within 15 calendar days of the meeting, the ADA Coordinator will respond to the complaint in writing, and where appropriate and requested, in a format accessible to the complainant. The written response will explain the position of the City and offer suggestions for substantive and feasible resolution of the complaint. If the complainant is not satisfied with the City ADA Coordinator's decision, the person may appeal the decision to the City Manager within 15 calendar days of the date of the decision.

The City's formal complaint process is not exclusive. A person filing a complaint with the City may also file a complaint with other state or federal agencies or in court. Other agencies may have different time limits for filing complaints. All ADA complaints received by the City, responses by the City, and other records of resolution of the complaint shall be retained by the City of Springfield for a minimum period of 3 years from the date of the complaint.

1.5. Self-Evaluation and Transition Plan Process

Title II of the ADA requires public entities with more than 50 employees to conduct self-evaluations to review the accessibility of their programs, services, and activities. The ADA also requires public entities with more than 50 employees to develop a Transition Plan that sets forth the necessary steps for and program changes or structural changes to facilities that are needed to make programs accessible.

In July 1992, the City of Springfield published its first self-evaluations and Transition Plan, and published a Final Report in 1995 detailing the progress made up to that point. Since 1995, the original plan and self-evaluations have become outdated as technologies, ADA law, and City programs and facilities have evolved. This *Americans with Disabilities Act Self-Evaluation and Transition Plan* updates, revises, and replaces all other previously published Transition Plan documents.

Every City department that provides a service, program, or activity to the public has completed a self-evaluation survey to identify any policies or practices that are inconsistent with the requirements of the ADA. The findings of the departmental self-evaluations and the recommendations for making all City services, programs, and activities accessible can be found in Section 2 of this plan. A copy of the City's self-evaluation survey form can be found in the appendix to this plan.

The City is also systematically reviewed the accessibility of buildings and other public facilities owned or operated by the city. The Transition Plan detailing the City's plan to remove structural barriers to accessibility in its buildings and public facilities can be found in Section 3 of this plan. In addition, the City has undertaken a major effort to evaluate the accessibility of city streets, sidewalks, and curbs. The steps that the City has taken or will take to evaluate accessibility and remove barriers on city streets, sidewalks, and curbs is also found in Section 3.

Going forward, the City will continue to periodically review the accessibility of its programs, activities, and services, by conducting departmental self-evaluations. Initially, *The Americans with Disabilities Act Self-Evaluation and Transition Plan* will be reviewed 18 months after being posted on the City's website and revised as needed. It will then be reviewed every 3 to 5 years thereafter and updated to track City's progress in making the needed changes to the accessibility of City services, programs, and activities and any structural changes to City facilities.

1.6. Public Outreach

As required by the ADA, this *The Americans with Disabilities Act Self-Evaluation and Transition Plan* will remain posted on the City's website for three years. Other ADA documents, including the City of Springfield's American with Disabilities Notice and Nondiscrimination Notice, are available on the City's website at <https://springfield-or.gov/ada-accessibility/>. Alternate forms of these documents will be made available for persons with disabilities as requested.

An initial draft of this *The Americans with Disabilities Act Self-Evaluation and Transition Plan* was published by the City to provide an opportunity for public review and comment by interested persons, including those with disabilities or organizations representing individuals with disabilities. The City's self-evaluation and input received during the public comment period will be retained as required by law.

The City's primary goals for conducting public outreach on the draft Self-Evaluation and Transition plan are to meet the requirement for public comment opportunity, to inform the public about the City's plan and processes regarding removal of barriers to accessibility within the City of Springfield, and to obtain public comment to identify gaps in the proposed plan, including but not limited to the City's priorities for accessibility upgrades and the ADA grievance process. The following is an overview of the City's public outreach program for the initial draft of this Self-Evaluation and Transition Plan:

- Following a work session with the Springfield City Council, an initial draft of this *The Americans with Disabilities Act Self-Evaluation and Transition Plan* was published for public review on the City's website on June 12, 2017.
- The City provided a 30-day public comment period from July 21 through August 21, 2017. Public comment was received by the City in writing through August 21. Comments received during this time will be retained by the City as required by law.
- The City of Springfield hosted four Open House events on August 14 and August 16, with the goal of best engaging the public, gathering public comment and address questions.
- The draft Self-Evaluation and Transition Plan was made available in alternate formats, including Braille and large print, upon request.
- After consideration of the public comments received, City staff has revised the draft Transition Plan as appropriate to address public comment received. City Council formally adopted the final Transition Plan on September 5, 2017.

2. Self-Evaluation of City Services, Programs, and Activities

2.1. Customer Service (walk-in, telephone & letters/emails)

The City has done an excellent job addressing physical accessibility problems at its facilities identified in previous transition plans through renovation of existing facilities and relocation of key departments and services to compliant buildings. In addition, the City has fully embraced and encouraged use of electronic communications tools, like the Internet and email, to interact with and provide information to its customers. The following non-structural changes to City programs, services, and facilities will be implemented within the next calendar year:

- Provide at least one TTY text telephone per City facility.
- Publicize the City TTY number in all email signature blocks, letterhead, phone books or Web pages that include the City's main information telephone number (541-_____).
- For departments that use automated phone menu systems on their main, public line (i.e. press 1 for...), ensure there is an easy one-step way to bypass the message and reach a live person during regular business hours. If lack of staffing makes this impossible, ensure there are other ways for people to reach your staff (e.g. email addresses posted on your Department's Web page, allow in-person drop-in visits, etc.).
- Publicize the state Relay service number used by the City (711) in all email signature blocks, letterhead, phone books or Web pages that include an individual employee or department's regular voice telephone numbers.
- Ensure that pathways are clear of protruding or hanging objects and barriers such as tables, chairs, coat racks, easels, signs, equipment or boxes. Ensure that clear pathway is at least 36 inches wide.
- Ensure that all permanent directional and room identification signage use large fonts, high contrast colors, non-reflective materials, raised lettering and Braille translations where appropriate, and are clear of visual or physical obstructions.
- Install signage at any non-accessible entrance to a public facility with directions to the nearest accessible entrance.
- Include the following information beneath the signature line of every letter or email sent to a member of the public:
To request other formats, please contact [department or division name here].
Voice: 541-_____ / TTY: _____ / Relay: 711
Email: _____@springfield-or.gov

Alternately, when the City's TTY and Relay numbers are already included elsewhere within the letter or email, the following tag line may be added:

Please contact me to request this document or its attachments in another format, such as Braille, audio recordings or text-only documents.

- Whenever possible, ensure that documents sent to a customer as an attachment to an email are in an accessible format (i.e. a PDF that was created using Adobe Acrobat, NOT a document that was scanned electronically and converted to PDF or TIF).
- Post a notice of program and service accessibility flyer in the lobby or public reception area of each department or facility clearly stating the City's intent to provide equal access to all services, programs and activities. A copy of the Notice is already posted to the City's website and available at <https://springfield-or.gov/ada-accessibility/>.

2.2. Public Meetings/Hearings & Events

The City works hard to ensure its public meetings, hearings and events are open and accessible to all citizens, regardless of disability. In addition, the City works directly with community event organizers to help ensure events using City streets, parks or other resources are compliant with the ADA. The following recommendations will be implemented within the next calendar year:

- Provide accommodations to people with disabilities as requested at all public meetings, hearings or other public events. This includes but is not limited to providing American Sign Language interpreters, open or real-time captioning, additional wheelchair seating and additional disabled parking spaces close to the entrance(s). Instructions about how to accommodate these requests should be provided to all employees, with reminders sent out at least annually.
- Clear doorways and primary paths of travel at a meeting or event location of obstructions or barriers, such as signs, boxes, chairs and electrical cords. Accessible pathways should be at least 36" wide.
- Locate and inventory all assistive listening devices/FM transmitters and create a system for making them available to all departments (e.g. Outlook calendar checkout system), and include step-by-step operating instructions for use with each device. Verify that devices are operational once per year or in advance of any requested use, and replace/repair devices promptly.
- Include the following statement (or similar statement) at the end of any email, news release, advertisement, or mailed invitation regarding City-sponsored meetings or events:

To request a reasonable accommodation at this (meeting/event), please contact [name of event contract, phone #, TTY # - if any, Relay: 711, Email: _____@springfield-or.gov] by [date that is 5 business days before the event].

2.3. Printed Materials

The City produces a variety of informational and promotional materials for public use, including maps, brochures, forms, newsletters, fact sheets, reports, plans and the Senior Messenger newspaper. The following recommendations will be made as new publications are printed, beginning within the next calendar year:

- Provide documents and other printed materials in alternate formats, as requested, in all departments. This includes Braille, audio recordings, enlarged print and digital formats at no charge to the individual making the request. Instructions about how to provide these alternate formats should be provided to all employees, with reminders sent out once a year.
- Include the following information (or similar) on all printed materials provided to the public, including brochures, fact sheets, handouts, flyers, maps, plans, forms, reports and newsletters:
 To request other formats, please contact [department or division name here].
 Voice: _____ / TTY: _____ (if any) / Relay: 711
 Email: _____@springfield-or.gov

If a document will be used for longer than one year without updates, select a generic customer service telephone number and email address for your department.

2.4. Website (www.springfield-or.gov)

The City of Springfield is on track to complete a comprehensive redesign of its website in 2017. The new website will include a variety of accessibility-related improvements, including text size and color, providing alternate text on photos and other graphics consistently, and providing accessible PDF documents. The following recommendations will be implemented in the new website within the next calendar year:

- Ensure that all fillable electronic forms are accessible by computer screen reading software for those with sight limitations. The Webmaster may want to purchase screen reading software like that used by people with such disabilities, to test the accessibility of certain key Web pages, forms and documents.
- Post links to PDF documents only if they were created using Adobe Acrobat from the original, editable document.
- TIF or JPG formats for documents with text will not be used unless another link to an accessible PDF or text-only document is provided along with it.
- A document scanner will not be used to create a PDF or TIF on any web page unless a text version of the document is also provided.

2.5. Contracting/Purchasing

The City currently uses criteria that do not discriminate based on disability when selecting contractors, consultants or vendors for City projects or services. However, federal regulations also require that any outside contractors receiving City funding, or receiving federal funding through the City, comply with the requirements and regulations of Title II of the ADA and Section 504 of the Rehabilitation Act.

Within the next calendar year, the City will revise its Request for Proposals, contracts, and other bid solicitation documents or Web pages to include a statement explaining that all businesses, organizations or individuals contracting with the City of Springfield must comply

applicable provisions of the Americans with Disabilities Act, 42 USC Section 12101 et seq, and Section 504 of the Rehabilitation Act of 1973. The City will also provide contractors and potential contractors with links to other resources about the ADA and Section 504.

2.6. Staff Training

A key deficiency revealed by the self-evaluation survey conducted in early 2014 was the need for regular and recurring employee training about a variety of subjects related to the requirements and regulations of the ADA. This information can be provided to employees through written procedures and other self-directed training tools (e.g. PowerPoint presentations, videos, etc.), through online training courses or through formal classroom training. The Northwest ADA Center is a great resource for ADA training (www.dbtacnorthwest.org). Training on the following topics will be provided within the next calendar year:

- Locating and using TTY text telephones and the State of Oregon third-party Relay telephone system (placing and receiving calls);
- Responding to requests for materials in alternate formats, including accessing Braille printers, getting audio recordings, providing enlarged text, etc.;
- Responding to requests for accommodations at public meetings and events, including getting a sign language interpreter, securing additional disabled parking spots, etc.;
- Providing accessible Web content (alternate text, fonts, PDFs);
- Working with disabled members of the public (culture and etiquette);
- Accommodating individuals with service animals;
- General information about the ADA and Section 504 of the Rehabilitation Act of 1973 and their legal requirements as it pertains to the City; and
- General information regarding how the ADA and Section 504 are different from Section VI of the Civil Rights Act of 1964.

In addition to providing this information to all existing employees and new hires, the City will provide all employees with annual reminders about the ADA requirements with links to instructional information. Any changes to the law affecting the City will be monitored and shared with employees as appropriate. This continuing education effort should occur in coordination with the annual updates that will be made to *The Americans with Disabilities Act Self-Evaluation and Transition Plan*.

3. City Facilities ADA Transition Plan

3.1. Public Buildings and Facilities

The City of Springfield owns and either operates or leases several buildings, facilities, and parking lots. Some of these properties are not open for public use or do not house public services, programs, or activities that are covered under Title II of the ADA, but many do. The City of Springfield does not own or operate any parks, community centers, or other recreational properties because the community is served by Willamalane Parks and Recreation District, which has recently undertaken its own ADA Self-Evaluation.

Since the ADA regulations took effect in 1992, the City has conducted numerous site visits, surveys and inventories of its facilities. The City's public facilities are extensively ADA compliant and Staff now focuses its efforts on repairing, renovating and eliminating many of the identified barriers and deficiencies with each project we are budgeted to undertake. The City prioritizes its ADA facility improvements based on how much public use the facility receives and the types of services it houses. The City is committed to bringing all its facilities in full compliance with the ADA as soon as possible, subject to available funding and other resources.

City Public Facilities

City facilities that offer programs, services, or activities that are covered under Title II of the ADA as of 2016 are as follows:

- City Hall
- Springfield Justice Center
- Springfield Operations and Maintenance Building
- Fire Stations 3, 4, 5, 14 and 16
- Carter Building
- Springfield Museum

The following list is of facilities that the City owns and leases to other entities, in which the City does not presently provide any services, programs, or activities:

- Booth Kelly
- Springfield Depot
- 138 Main Street, Springfield

Priorities for Accessibility Upgrades

The City's highest priority is to make its facilities accessibility where specific requests or complaints identify the need to make accessibility changes. When structural changes must be made, absent specific requests or complaints, the City prioritizes upgrades to City-owned facilities per the following list, starting with the highest priority:

- City Hall, including the Springfield Public Library
- Springfield Justice Center
- Springfield Operations and Maintenance Building
- Fire Stations 3, 4, 5, 14 and 16
- Carter Building

The following is a list of recent changes made to City buildings or other public facilities as part of a continuous effort to upgrade accessibility:

- The City installed or updated accessible parking spaces and/or accessible routes at City Hall, Justice Center and Carter Building.
- The City installed automatic door operators at entrances accessible to City Hall elevators.
- The City is working on a way-finding and signage project for City Hall that will provide directional signage and identification signage. We have installed hanging directional signage to date.
- The City replaced door knobs on publicly accessible spaces in City Hall to meet current ADA standards. Temporary accessibility devices will be used upon request or until it is feasible to fully replace non-compliant door knob.
- The City Library, which is located within City Hall, installed ADA Compliant self-checkout stations at the Library. This update also included adding an automatic door operator at the main Library entrance.
- The City renovated the fountain plaza and stairs. The plaza remains ADA compliant and is now free from large cracks and heaved areas that previously reduced accessibility.
- A new employee health clinic has been constructed in City Hall that provides better services and greater accessibility to employee health benefits. It was constructed to current ADA standards.

The following is a list of identified changes that should be accomplished to make City buildings or other public facilities fully accessible under the ADA:

- Installing compliant directional and identification signs for all publicly accessible spaces.
- The City will incrementally replace all door knobs in City facilities to meet current ADA standards. Replacement will be prioritized based on frequency of public use and based upon the receipt of requests for accommodation.
- The City of Springfield will evaluate how to provide emergency power to City Hall elevators to provide access should the building operate during a power outage.
- Older non-compliant meeting room furniture should be modified or replaced to allow better accessibility.
- City Hall restrooms need the following upgrades for full accessibility;
 - Sinks and/or counters adjusted to proper mounting heights.
 - Urinals adjusted to proper mounting heights.
- Two of the three elevators cars at City Hall have car dimensions that do not meet current standards.

3.2. City Streets, Sidewalks, and Curbs

In 2002, the United States Court of Appeals for the Ninth Circuit, whose jurisdiction includes Oregon, held that city sidewalks and curbs are subject to the ADA's program accessibility regulations. *Barden v. City of Sacramento*, 292 F.3d 1073 (9th Cir. 2002). The City of Springfield has over 300 miles of public streets and more than 2100 intersections to maintain. It has been a priority for the City to improve accessibility for pedestrians and persons with disabilities through the expansion of an accessible sidewalk network.

The ADA requires that persons with disabilities have equal access to City services, including sidewalks. Curb ramps allow access to sidewalks and street crossings available to all persons and are required for all streets with sidewalks. Ramps are not required for streets which do not have sidewalks. Other sidewalk repairs and maintenance are generally considered to be the responsibility of the property owner. The City collects complaints about sidewalk uplifts and other barriers and notifies property owners of their responsibility to make the needed repairs. Staff often follow up personally with affected property owners to secure the needed repairs.

Projects needed to bring City sidewalks, curbs, and curb ramps up to present ADA standards are identified in the City's Capital Improvement Plan when known. The City presently lacks sufficient funds to complete all identified accessibility projects within the next year, as explained below. The City is committed to continuing to seek additional sources of funding to accomplish the structural changes required under this plan.

The City has already implemented the following programs, policies, and funding mechanisms to address accessibility needs, including the following:

- All new transportation capital projects include pedestrian access and meet current ADA standards and guidelines.
- Funding is provided in all pavement management overlay projects for building missing or repairing existing ADA curb ramps and sidewalks.
- All new developments and site expansions are required to include ADA facilities.
- The City continues to seek funding sources for completing projects identified in the system inventory and to address specific citizen requests.

Priority Service Areas

Title II of the ADA requires Transition Plans must “[give] priority to walkways serving entities covered by the Act, including State and local government offices and facilities, transportation, places of public accommodation, and employers, followed by walkways serving other areas.” To maximize the public benefit of the City's available funding for ADA upgrades, the City has identified Priority Service Areas for ADA improvements. Priority Service Areas are identified based upon the following characteristics:

- Intersections within $\frac{1}{4}$ mile of schools;
- Intersections within $\frac{1}{4}$ mile of public buildings;
- Intersections within $\frac{1}{4}$ mile of hospitals;
- Intersections within $\frac{1}{8}$ mile of transit stops; and
- Intersections within $\frac{1}{4}$ mile of parks.

System Inventory

In 2013, City staff conducted a preliminary scoping study to provide a preliminary analysis of the City's need for ADA improvements by providing the City with an estimate of the number of intersections lacking curb ramps. The scoping study used existing data from the City's GIS program and a public works database system, the Hansen System. Neither the GIS program nor the Hansen System were designed to capture the specific information needed to fully assess ADA compliance, such as existing noncompliant curb ramps and mid-sidewalk accessibility barriers. The GIS program identified streets in the city limits that have sidewalks. For those streets with sidewalks, the Hansen system identified street segments that are lacking curb ramps. The results of the 2013 scoping study are provided in Table 1.

Table 1: Results of 2013 Scoping Study

Total Maintained Street Segments	2155
Intersections with ADA Ramps	1360
Intersections without ADA Ramps	795
Percent of Intersections Served 63%?	55%
Intersections in Priority Service Areas without ADA Ramps	355
Percent in Priority Service Areas without ADA Ramps	16%

The City will conduct an assessment survey of sidewalks and curb ramps for all streets within the City limits and develop an ADA inventory. The inventory will include a database and mapping tool to develop a project needs list and project prioritization. Priority Service Areas are tentatively scheduled for assessment in FY 2018 with the remainder of the locations planned for FY 19-20.

The City lacks funding to make all needed ADA upgrades to City sidewalks and curbs within the next year. Funding programmed toward Transportation and Street preservation and rehabilitation continue to be at a level well below the documented \$5 million annual need and reflects a continued increase in the City's backlog of necessary transportation system repairs. While the FY17 budget indicates an increase in programmed funding for Transportation and Street related projects, the increase is driven by phase 1 of the Franklin Boulevard Project.

As part of this Transition Plan, all budgeted preservation and reconstruction projects will update ADA facilities within the project area. The proposed FY17 Capital Budget plans funding for two preservation projects (Virginia/Daisy and S. 42nd Street/Jasper Roundabout) utilizing Surface Transportation Program-Urban Funding (STP-U) and dedicated reserves. In addition, as part of the FY 2015 CIP update, ADA Transition Plan projects were identified as a priority with a funding request of \$55,000 annually. Funding was identified and programmed in FY 2015 and FY 2016; however, this program is currently unfunded in FY 2017 and beyond.