

**CITY OF CHARLOTTESVILLE, VIRGINIA  
CITY COUNCIL AGENDA**



Agenda Date: April 7, 2025

Action Required: No Action; report of draft document provided for information and feedback

Presenter: Paul Rudacille, ADA Coordinator

Staff Contacts: Paul Rudacille, ADA Coordinator  
Desiree Foster-Jackson

**Title: Presentation of Draft ADA Transition Plan Update**

## **Background**

### **The City's ADA Transition Plan:**

In alignment with Title II, the City has chosen to actively update its 2013 ADA Transition Plan. This initiative underscores the City's commitment to ensuring accessibility for all its residents and visitors. The transition plan focuses on identifying and addressing barriers in key areas, including:

- **Public Right-of-Way:** Ensuring accessible curb ramps, crosswalks, and sidewalks.
- **Parks:** Providing accessible paths, restrooms, and picnic areas.
- **City Buildings:** Removing barriers related to doorways, hardware, and walkways.

This work session will provide the City Council with an informational update on drafting the City's updated ADA Transition Plan and gather critical feedback and questions on the draft document from the elected body and the public. Once finalized, the updated transition plan will not only serve as a comprehensive assessment of existing accessibility gaps but also as a strategic roadmap for prioritizing investments and guiding the implementation of necessary accessibility improvements. By proactively addressing these barriers, the City is taking concrete steps to create a more inclusive and accessible community for everyone.

## **Discussion**

### **Background on the Americans with Disabilities Act (ADA) and Title II:**

The Americans with Disabilities Act (ADA), enacted in 1990, is a landmark civil rights law prohibiting discrimination against individuals with disabilities in all areas of public life. Its purpose is to ensure that people with disabilities have the same rights and opportunities as everyone else.

**Title II of the ADA** explicitly addresses the obligations of state and local governments. It mandates that public entities' programs, services, and activities must be accessible to individuals with disabilities. This broad scope encompasses virtually every function of government, from essential

services like public transportation and emergency response to recreational activities and administrative processes.

### **Key aspects of Title II include:**

- **Equal Opportunity:** Public entities must provide equal opportunity for individuals with disabilities to participate in and benefit from their programs, services, and activities.
- **Reasonable Modifications:** Public entities must make reasonable modifications to their policies, practices, and procedures to avoid discrimination, unless doing so would fundamentally alter the nature of the service, program, or activity.
- **Accessibility of Facilities:** Public entities must ensure that their facilities, including buildings, parks, and public rights-of-way, are accessible to individuals with disabilities. This includes removing architectural and communication barriers.
- **Transition Plans:** Title II requires public entities to develop a transition plan for addressing any physical barriers that limit accessibility. These plans must identify the barriers, describe the methods that will be used to make the facilities accessible, and establish a schedule for completing the necessary modifications.

The first step in updating the City's ADA Transition Plan was conducting a comprehensive **Self-Evaluation** as noted in 28 CFR 35.105 [<https://www.ecfr.gov/current/title-28/section-35.105>]. This process identifies potential barriers that may impede individuals with disabilities from fully participating in the City's programs, services, and activities. The self-evaluation will assess facilities, policies, and procedures to ensure compliance with the Americans with Disabilities Act (ADA) and enhance accessibility for all residents.

Once the self-evaluation was conducted for each area of assessment, the City collaborated with **Precision Infrastructure Management (PIM)** to develop **Implementation Plans** aimed at addressing any identified ADA deficiencies. These plans will be guided by ADA regulations, City codes, public input, and other relevant factors to ensure that remediation efforts are effective, feasible, and in alignment with community needs.

Following the completion of the Implementation Plans, **Key City Staff** will review and consolidate them into a comprehensive **ADA Transition Plan** as guided by 28 CFR 35.150(d) [[https://www.ecfr.gov/current/title-28/part-35/section-35.150#p-35.150\(d\)](https://www.ecfr.gov/current/title-28/part-35/section-35.150#p-35.150(d))]. This document serves as an actionable and trackable framework for systematically removing barriers to accessibility. The Transition Plan will outline both structural and programmatic changes necessary to enhance accessibility and will include specific timeframes for implementation.

The ADA Transition Plan is designed to be a **living document**, meaning it will be continuously updated based on community feedback, ongoing self-assessments, and revised remediation schedules. Additionally, we propose using the **Maturity Model** as a structured framework for

evaluating and improving the City's programs over time. This model helps assess our progress, identify areas for further development, and ensure that our accessibility initiatives evolve to effectively meet the community's needs.

This approach demonstrates the City's commitment to proactive and sustained accessibility improvements, ensuring that all residents, including those with disabilities, have equitable access to City services and facilities.

### **Alignment with City Council's Vision and Strategic Plan**

The updated ADA Transition Plan will continue to demonstrate the City Council's commitment to implementing equitable practices and policies across all of its activities and to working towards organizational excellence.

### **Community Engagement**

As part of the **self-evaluation process**, the City prioritized public engagement to ensure transparency and community involvement. Several updates and meetings were held to gather feedback and inform the public about the progress of the ADA Transition Plan.

Key public engagement efforts included:

- **Conferences** discussing accessibility initiatives.
- **A presentation to the City Council in June 2023**, providing an overview of the findings and next steps.
- **Community meetings** were held in **August 2023, September 2023, January 2024, and February 2024** to gather input from residents and stakeholders.
- **A community survey** was designed to collect feedback on accessibility concerns and priorities.
- **A dedicated website**, created by **PIM**, to keep the public informed and provide ongoing updates: [StoryMaps Public Information](https://storymaps.arcgis.com/stories/a08e32a53ddd453dbedb8ba8341bf3da).  
(<https://storymaps.arcgis.com/stories/a08e32a53ddd453dbedb8ba8341bf3da>)

Additional documents and resources related to the **ADA Self-Evaluation and Transition Plan** are available on the City's website: [Charlottesville ADA Transition Plan](https://www.charlottesville.gov/1729/ADA-Self-Evaluation-and-Transition-Plan).

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This work session will continue our engagement by providing an update on the draft revisions and allowing our City Council to ask questions and provide critical feedback to help finalize the document. By actively engaging with the community, the City remains committed to ensuring that the ADA Transition Plan reflects public input and effectively addresses accessibility needs.

## **Budgetary Impact**

The proposed FY2026 Budget includes 2 million in the CIP to support the work required under the updated ADA Transition Plan once it is finalized.

## **Recommendation**

The ADA Coordinator requests that any questions or feedback be provided to ensure the final draft of the updated ADA Transition Plan is complete and fulfills the council's vision for the City to be a place where everyone thrives.

## **Alternatives**

This is an informational presentation to improve the draft of the updated ADA Transition Plan.

## **Attachments**

None