

ADA TRANSITION PLAN

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CITY PROPERTIES

Ray Smith

**BUILDING AND PERSONAL PROPERTY
Anniversary Review Schedule
CAMDEN, CITY OF**

Loc Code: 5663

Policy No: TMP-5663-18

Renewing: 7/1/2018

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	Location	Occupancy	Const Type	Building Values	Personal Property Values	Location Total Values	Appraised Values RC/ACV
1	90 BROOKE LANE	WATER FILTER PLANT	MNC	8,121,397	200,000	8,321,397	4/10/2015
2	126 VICKSBURG AVE	STEEL WATER TANK/300,000 GALLON, INCL TELEMTRY, FENCING	NC	1,364,394	0	1,364,394	4/10/2015
3	255 BIRDSONG ROAD	STEEL WATER TANK/1,000,000 GAL, INCL TELEMTRY, FENCING	NC	1,070,942	0	1,070,942	4/10/2015
4	119 W MAIN ST ✓	PUBLIC SAFETY BLDG	MNC	1,161,901	0	1,161,901	4/10/2015
5	119 R W MAIN ST	GARAGE MAINTENANCE	NC	393,075	2,110	395,185	4/10/2015
6	225 MOCKINGBIRD HILL	200K GAL WATER TANK, INCL BOOSTER PUMP STATION, FENCING	NC	302,116	0	302,116	4/10/2015
7	106 ARMORY AVENUE ✓	REST ROOMS GUARD HOUSE	JM	126,694	0	126,694	4/10/2015
8	W MAIN ✓	CEMETARY GROUNDS - STORAGE	JM	13,731	0	13,731	
9	W BANK - TN RIVER	(4) RAW WATER INTAKE PUMPS - VALUES INCL IN #1	FR	0	0	0	
10	CITY PARK ON ARMORY AVENUE ✓	PAVILLION	JM	110,451	0	110,451	4/10/2015
11	939 NATCHEZ TRACE RD	WATER BOOSTER STATION	NC	265,299	0	265,299	4/10/2015
12	1938 HIGHWAY 69	SEWER LIFT STATION	NC	249,056	0	249,056	4/10/2015
13	1456 EVA RD	(3) HP MOTOR & PANEL	MNC	0	2,000	2,000	
14	396 HILDON KING ROAD	SEWER BLDG/VALUES INCL IN #19	JM	0	0	0	
15	3772 FLATWOOD RD	100K GAL STEEL WATER TANK, INCL TELEMTRY, FENCING	NC	310,779	0	310,779	4/10/2015
16	4532 FLATWOOD RD	WATER BOOSTER STATION - FLATWOOD STATION #2	NC	129,942	0	129,942	4/10/2015

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	Location	Occupancy	Const Type	Building Values	Personal Property Values	Location Total Values	Appraised Values RC/ACV
33	2281 OLD HIGHWAY 69	BOOSTER PUMPS W/FENCE	NC	151,599	0	151,599	4/10/2015
34	LONGVIEW ST	LIFT STATION W/FENCE	NC	146,186	0	146,186	4/10/2015
35	106 ARMORY DR ✓	POOL HOUSE, POOL, DECK, FENCING	MNC	1,046,036	0	1,046,036	4/10/2015
36	106 ARMORY DR ✓	MAINTENANCE BUILDING	NC	50,345	0	50,345	
37	POST OAK RD	GRINDER PUMPS ONLY-DELETED 07/01/17		0 7/1/2017	0	0	
38	146 WILLOW ST ✓	REPAIR SHOP	NC	76,409	15,000	91,409	
39	146 WILLOW ST ✓	STORAGE BUILDING	NC	55,304	0	55,304	
40	146 WILLOW ST ✓	STORAGE BUILDING	NC	17,291	0	17,291	
41	146 WILLOW ST ✓	STORAGE SHED	NC	58,990	0	58,990	
42	146 WILLOW ST ✓	STORAGE SHED	NC	48,564	0	48,564	
43	110 HIGHWAY 641 SOUTH ✓	CITY HALL, INCL FLAGPOLE	FRAME	892,271	60,565	952,836	4/10/2015
44	255 BIRDSONG ROAD	PUMP STATION AND BUILDING	NC	301,033 ACV	0	301,033	4/10/2015
45	190 SMITH LANE	STEEL WATER TANK/500,000 GALLONS, INCL FENCING	NC	1,743,394 ACV	0	1,743,394	4/10/2015
46	320 HIGHWAY 641 NORTH	PUMP STATION W/FENCE	MNC	184,085 ACV	0	184,085	4/10/2015
47	HIGHWAY 641 & HIGHWAY 70W ✓	TRAFFIC LIGHT	NC	127,776	0	127,776	4/10/2015
48	INDUSTRIAL & HIGHWAY 70W ✓	TRAFFIC LIGHT	NC	113,700	0	113,700	4/10/2015

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	Location	Occupancy	Const Type	Building Values	Personal Property Values	Location Total Values	Appraised Values RC/ACV
49	HIGHWAY 641 & POST OAK AVENUE ✓	TRAFFIC LIGHT	NC	120,197	0	120,197	4/10/2015
50	HIGHWAY 641 & MCKELVY ✓	TRAFFIC LIGHT	NC	137,522	0	137,522	4/10/2015
51	HIGHWAY 641 & WAL-MART ✓	TRAFFIC LIGHT	NC	128,859	0	128,859	4/10/2015
52	HIGHWAY 641 N @ WAL-MART	SEWER LIFT PUMPIN STATION, INCL FENCING	NC	146,186	0	146,186	4/10/2015
53	199 W MAIN ST	RADIO TOWER & ANTENNAS-DELETED 05/20/15	NC	0	0	0	4/10/2015
54	119 W MAIN	RADIO TOWER BUILDING AND ELECTRONIC EQUIPMENT	FRAME	62,677	0	62,677	
55	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #1 LIGHTING & FENCING	NC	93,824	0	93,824	
56	CITY PARK AT ARMORY AVENUE ✓	BALLFIELD #1 RESTROOM BUILDING	JM	14,239	0	14,239	
57	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #1 CONCESSION STAND	JM	23,139	0	23,139	
58	CITY PARK ON ARMORN AVENUE ✓	BALLFIELD #1 DUGOUTS	JM	7,501	0	7,501	
59	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #1 BLEACHERS	NC	9,916	0	9,916	
60	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD#1 STORAGE BUILDING	FRAME	3,687	0	3,687	
61	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #2 LIGHTING AND FENCING	NC	64,458	0	64,458	
62	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #2 RESTROOM BUILDING	JM	35,597	0	35,597	
63	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #2 PRESS BOX	JM	10,550	0	10,550	
64	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #2 DUGOUTS	MNC	7,755	0	7,755	

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	Location	Occupancy	Const Type	Building Values	Personal Property Values	Location Total Values	Appraised Values RC/ACV
65	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #2 BLEACHERS	NC	8,773	0	8,773	
66	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #2 BATTING CAGE	NC	23,900	0	23,900	
67	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #2 STORAGE BUILDING	FRAME	3,051	0	3,051	
68	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #2 SAND BOX SHELTER	FRAME	2,797	0	2,797	
69	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #3 LIGHTING & FENCING	NC	79,967	0	79,967	
70	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #3 CONCESSION STAND	JM	23,522	0	23,522	
71	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #3 DUGOUTS	MNC	15,384	0	15,384	
72	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #3 BLEACHERS	NC	16,654	0	16,654	
73	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #4 LIGHTING & FENCING	NC	25,171	0	25,171	
74	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #4 PRESS BOX	JM	9,027	0	9,027	
75	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #4 BLEACHERS	NC	6,863	0	6,863	
76	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #5 LIGHTING & FENCING	FRAME	137,522	0	137,522	4/10/2015
77	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #5 CONCESSION STAND	JM	29,877	0	29,877	
78	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #5 RESTROOM BUILDING	JM	7,119	0	7,119	
79	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #5 DUGOUTS	JM	13,478	0	13,478	
80	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #5 BATTING CAGE BUILDING	FRAME	37,506	0	37,506	

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81	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #5 BLEACHERS	NC	8,391	0	8,391	
82	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #5 SHELTER	FRAME	2,925	0	2,925	
83	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #6 LIGHTING & FENCING	NC	104,887	0	104,887	
84	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #6 CONCESSION STAND	FRAME	9,027	0	9,027	
85	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #6 RESTROOM BUILDING	JM	8,008	0	8,008	
86	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #6 DUGOUTS	JM	8,901	0	8,901	
87	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #6 SHELTER	FRAME	3,561	0	3,561	
88	CITY PARK ON ARMORY AVENUE ✓	BALLFIELD #6 BLEACHERS	NC	8,391	0	8,391	
89	CITY PARK ON ARMORY AVENUE ✓	PERIMETER FENCING	NC	33,055	0	33,055	
90	CITY PARK ON ARMORY AVENUE ✓	TENNIS COURT LIGHTING & FENCING	NC	86,707	0	86,707	
91	CITY PARK ON ARMORY AVENUE ✓	SHELTER, GRILL	FRAME	3,180	0	3,180	
92	CITY PARK ON ARMORY AVENUE ✓	SHELTER, TABLE, GRILL	FRAME	3,812	0	3,812	
93	CITY PARK ON ARMORY AVENUE ✓	SHELTER, GRILL	FRAME	3,180	0	3,180	
94	CITY PARK ON ARMORY AVENUE ✓	SHELTER, TABLE, GRILL	FRAME	3,812	0	3,812	
95	CITY PARK ON ARMORY AVENUE ✓	SHELTER, GRILL	FRAME	3,180	0	3,180	
96	CITY PARK ON ARMORY AVENUE ✓	COVERED BRIDGE	FRAME	7,629	0	7,629	

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97	CITY PARK ON ARMORY AVENUE ✓	PLAYGROUND EQUIPMENT	NC	46,531	0	46,531	
98	CITY PARK ON ARMORY AVENUE ✓	PICNIC PAVILION, (9) TABLES, (2) GRILLS	FRAME	89,794	0	89,794	
99	CITY PARK ON ARMORY AVENUE ✓	RESTROOM	JM	158,097	0	158,097	4/10/2015
100	110 ARMORY DRIVE ✓	MUSEUM - LEASED	FRAME	158,097	0	158,097	4/10/2015
101	CITY PARK ON ARMORY AVENUE ✓	PLAYGROUND EQUIPMENT, BENCHES	NC	66,064	0	66,064	
102	ARMORY AVENUE @ CITY PARK ✓	VOLLEY BALL COURT & FENCING	NC	12,481	0	12,481	
103	ARMORY AVENUE @ CITY PARK ✓	BALLFIELD #5 SCOREBOARD	NC	19,020	0	19,020	
104	COURT SQUARE ✓	ANTIQUE STREET LAMPS	NC	324,855	0	324,855	4/10/2015
105	CITY PARK ON ARMORY AVENUE ✓	STAGE	FRAME	5,798	0	5,798	
106	CITY PARK ON ARMORY AVENUE ✓	WALKING TRACK EXTENDED	NC	23,193	0	23,193	
107	CITY PARK ON ARMORY AVENUE ✓	BATTING CAGE	NC	23,193	0	23,193	
108	192 A POST OAK	SEWER LIFT STATION	NC	157,014	0	157,014	4/10/2015
109	W/S TENNESSEE RIVER UNDER HIGHWAY 1 BRIDGE	RAW WATER INTAKE	NC	1,624,279	0	1,624,279	4/10/2015
110	396 HILDON DING ROAD	METAL BLDG @WASTE / WATER PLANT	NC	263,969	0	263,969	
TOTALS				35,183,024	\$347,175	35,530,199	

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17	396 HILDON KING ROAD	WASTEWATER TREATMENT PLANT	NC	10,575,630	20,000	10,595,630	4/10/2015
18	396 HILDON KING ROAD	INFLUENT PUMP ST/VALUES INCL IN #17	NC	0	0	0	
19	396 HILDON KING ROAD	CHLORINE BLDG/VALUES INCL IN #17	MNC	0	45,000	45,000	
20	396 HILDON KING ROAD	FLOW METER/VALUES INCL IN #17	NC	0	2,500	2,500	
21	396 HILDON KING ROAD	FLOATING WEIR/VALUES INCL IN #17	NC	0	0	0	
22	396 HILDON KING ROAD	STREAM LEVEL MONITOR/VALUES INCL IN #17	NC	0	0	0	
23	298 STIGALL ROAD	PUMPING STATION #1, INCL FENCING	NC	146,186	0	146,186	4/10/2015
24	245 FOUNDRY ROAD	PUMPING STATION #2, (MAGPRO) INCL FENCING	NC	146,186	0	146,186	4/10/2015
25	1320 FLATWOOD RD	PUMPING STATION #3, INCL FENCING	NC	146,186	0	146,186	4/10/2015
26	315 GEORGE ST	PUMPING STATION #4, INCL FENCING	NC	146,186	0	146,186	4/10/2015
27	1171 NATCHEZ TRACE RD	PUMPING STATION #5, INCL FENCING	NC	200,328	0	200,328	4/10/2015
28	1574 FLATWOOD ROAD	WATER BOOSTER STATION INCL FENCING	NC	167,843	0	167,843	4/10/2015
29	E LAKE	STORAGE HOUSE/VALUES INCL IN #17	MNC	0	0	0	
30	20 DOBSON RD	SEWAGE LIFT STATION, W/FENCE	NC	194,914	0	194,914	4/10/2015
31	2349 MCKELVY RD	SEWAGE LIFT ST W/FENCE	NC	124,528	0	124,528	4/10/2015
32	60 HARGIS RD	SEWAGE LIFT ST W/FENCE	NC	124,528	0	124,528	4/10/2015

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ADMINISTRATION

RESOLUTION _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF CAMDEN, TENNESSEE ADOPTING THE AMERICANS WITH DISABILITIES ACT (ADA), ADA COORDINATOR, AND PROCEDURES

Whereas, the Federal government enacted the Americans with Disabilities Act of 1990 (ADA) to prevent discrimination of the physically and mentally disabled relating to employment and access to public facilities; and

Whereas, the City of Camden, Tennessee is a public entity as defined in regulations implementing Title II of the ADA, and is therefore subject to Title II of the ADA; and

Whereas, the City of Camden, Tennessee owns property and facilities that it operates/leases or otherwise makes available to other public entities subject to Title II of the ADA, and to private entities defined under Title II of the ADA

Whereas, the City of Camden, Tennessee will adhere to ADA Accessibility Guidelines, ADA Standard for Accessible Design, and Public Rights-of-Way Accessibility Guidelines when constructing or altering its facilities and public rights-of-way, and

Whereas, in compliance with Title II of the ADA the City of Camden, Tennessee shall name an ADA Coordinator; and

Whereas, in compliance with Title II of the ADA the City of Camden, Tennessee shall adopt a grievance procedure for resolving complaints alleging violations of Title II of the ADA;

Whereas, in compliance with Title II of the ADA the City of Camden, Tennessee shall publish notice to the public regarding the ADA;

Whereas, in compliance with Title II of the ADA the City of Camden, Tennessee shall post the ADA coordinator's name, office address, and telephone number along with the ADA Notice and grievance procedure on its website.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Camden, Tennessee:

The Building Inspector is designated as the ADA Coordinator for the City of Camden, Tennessee.

The Notice under the Americans with Disabilities Act, a copy of which is attached hereto, is adopted as the City of Camden, Tennessee Notice under the Americans with Disabilities Act.

The City of Camden, Tennessee Grievance Procedure under the Americans with Disabilities Act, a copy of which is attached hereto, is adopted as the grievance procedure for addressing complaints alleging discrimination on the basis of disability in the provision of services, activities, programs or benefits by the City of Camden, Tennessee.

In compliance with the Federal and State laws as set forth above, the City Council resolves to post the required information regarding the ADA coordinator, Notice under the Americans with Disabilities Act, and the City of Camden, Tennessee Grievance Procedure under the Americans with Disabilities Act on its website and at such other locations as may be determined from time to time.

Duly Passed and Adopted this _____ day of _____, 2019, by the City of Camden, Benton County, Tennessee.

Mayor

Attest: City Recorder

Legislative Mandate and Scope as applicable to the City of Camden

The Americans with Disabilities Act (ADA) is a federal civil rights law that mandates equal opportunity for individuals with disabilities. The ADA prohibits discrimination in access to jobs, government services, public transportation, public accommodations, and telecommunications. There are five titles of ADA including:

1. Title I: Employment
2. Title II: State and Local Government
3. Title III: Public Accommodations and Commercial Facilities
4. Title IV: Telecommunications and Relay Services
5. Title V: Miscellaneous Provisions

The City of Camden is obligated to observe all requirements of Title I in its employment practices. Title II in the policies practices, services, programs, and activities; and any parts of Title IV and V that may apply to the City of Camden. Title III only covers businesses and non-profit service providers and is not applicable to the City of Camden.

Title IV of the ADA requires that telephone companies provide telecommunications relay services that allow individuals with hearing or speech impairments to communicate using a teletypewriter (TTY) or another non-voice device. It also requires that all television public service announcements produced or funded in whole or in part by the Federal government include closed captioning. Title IV does not apply to the City of Camden since it does not receive funds from the Federal government for television service announcements.

Title V is a miscellaneous section. It includes provisions that do not allow the ADA to invalidate or override other laws (federal, state, and local) to provide equal or greater protections or remedies for people with disabilities. It includes exclusions of conditions from the definition of accessibility Title V also includes protection of individuals from retaliation, intimidation, coercion, threats, or interference with people who seek to exercise their rights, or who encourage or aid others to do so, is prohibited.

This City of Camden ADA Transition Plan addresses Title II of The Americans with Disabilities Act (ADA).

Legislative Mandate of the State of Tennessee

Under Tennessee Code Annotated 7-31-114, "Every incorporated city and town shall install ramps at crosswalks, in both business and residential areas, when making new installation of sidewalks, curbs or gutters, or improving or replacing existing sidewalks curbs or gutters, so as to make the transition from street to sidewalk easily negotiable for persons with disabilities in wheelchairs and for other persons who may have difficulty in making the required step up or down from curb level to street level". This state law also requires these ramps to be built with design specifications prepared by the Tennessee Department of Transportation (TDOT). These standard drawings are in full compliance with current ADA and PROWAG. The standard TDOT design specifications for these transitions are included in this Transition Plan.

CITY OF CAMDEN ADA TRANSITION PLAN

Introduction

The Americans with Disabilities Act (ADA) is a civil rights law that mandates equal opportunity for individuals with disabilities. The ADA prohibits discrimination in access to jobs, public accommodations, governmental services, public transportation and telecommunications. The City of Camden has undertaken a comprehensive evaluation of its policies, programs and facilities to determine the extent to which individuals with disabilities may be restricted to their access to City services, activities and facilities.

The City of Camden ADA Transition Plan reflects the results of a comprehensive review and survey of the buildings, facilities, programs, and practices that are under the jurisdiction of the city; which, through its functions, provides these programs to the public. The review and survey identified both programmatic and architectural barriers to persons with disabilities interested in accessing the City of Camden programs and services. The survey of facilities can be viewed by contacting Mike Townsend ADA/Section 504 coordinator at Camden City Hall which is located at 110 Highway 641 South, Camden, Tn. during regular working hours.

The following document seeks to implement a plan that benefits the citizens of the City of Camden. This plan describes the process developed to complete the evaluation of Camden's activities, provides policy and program recommendations and presents a Transition Plan for the modifications of facilities, public rights-of way and programs to ensure accessibility.

This document will guide the planning and implementation of necessary program and facility modifications over the next several years. The ADA Self-Evaluation and Transition Plan is significant in that it establishes the City's ongoing commitment to the development and maintenance of policies, programs and facilities that include all of its citizenry.

Administrative Requirements

Public Entity City of Camden

Date 10-25-19

Contact Person Mike Townsend, ADA Coordinator

Email Cityofcamden1@bellsouth.net

Phone 731-584-4656

Title II requires that public entities undertake five administrative steps to promote implementation of the ADA.

Questions		Comments	Next Steps
1. Has a self-evaluation been conducted? (Required no matter the number of employees.)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	The self-evaluation findings are included in the City of Camden ADA Transition Plan.	Completed
2. Is public notice that the public entity does not discriminate on the basis of disability provided in print and audio formats? (Required no matter the number of employees.) <i>Methods may include the website, social media such as Twitter and Facebook, print notices at facilities and in local newspapers, program announcements, public service announcements on local radio and television stations.</i>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	The public notice details are included in the City of Camden ADA Transition Plan.	Completed
3. Has a grievance procedure been adopted to resolve disability-related complaints? (Required if 50 or more employees.)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	The grievance procedure is outlined in the ADA discrimination policy included in the City	Completed

Questions		Comments	Next Steps
		of Camden ADA Transition Plan.	
4. Has at least one employee been appointed to coordinate the public entity's ADA obligations - ADA Coordinator? (Required if 50 or more employees.)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Mike Townsend is designated as such in the City of Camden ADA Transition Plan.	Completed
5. Has a transition plan been developed to address barriers in facilities that affect equal participation of people with disabilities in the public entity's programs, activities and services? (Required if 50 or more employees.)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	The Transition Plan for Facilities and Public Right-of-Ways is included in the City of Camden ADA Transition Plan.	Completed

ELEMENTS OF ADA COMPLIANCE

1. Designate an ADA Coordinator
2. Provide Public Notice about ADA Requirements
3. Establish a grievance procedure
4. Develop internal design standards, specifications, and details
5. Develop a Self-Evaluation and Transition Plan
6. Approve a schedule and budget to implement the Transition Plan
7. Monitor Progress

How the Elements of ADA Compliance are to be achieved by the City of Camden

1. Designate an ADA Coordinator- Mike Townsend was appointed ADA/Section 504 Coordinator by the City of Camden Mayor and Council in 2019. A copy of the ADA Title II Disability Discrimination Policy adopted by the Council and listing him as ADA Coordinator is included in this Transition Plan. A copy of this was also filed with the Margaret Mahler, ADA Coordinator TDOT, on December 12, 2019 as part of the required update on ADA Compliance Certification.
2. Provide Public Notice about ADA Requirements- A notice of ADA Requirements was adopted by the Camden Mayor and Council in 2019. The notice is posted on the City of Camden Website and a copy of the notice is posted at all city owned/leased buildings. A copy of this notice was also filed with the Margaret Mahler, ADA Coordinator TDOT, on December 12, 2019 as part of the required update on ADA Compliance Certification. A copy of the City of Camden Notice of ADA Requirements is included in this Transition Plan. Public hearings will be scheduled in order to obtain public participation and input into the City of Camden ADA Transition Plan.
3. Establish a grievance procedure- A grievance procedure was adopted by the Camden Mayor and Council as part of the ADA Title II Disability Discrimination Policy by the Camden Mayor and Council in 2019. As noted above, this notice is posted on the City of Camden Website and a copy of the notice is posted at all city owned/leased buildings. This policy also

includes how Requests for Accommodation or Barrier Removal are to be handled. A copy of this notice was also filed with the Margaret Mahler, ADA Coordinator TDOT, on December 12, 2019 as part of the required update on ADA Compliance Certification. A copy of the City of Camden ADA Title II Disability Discrimination Policy is included in this Transition Plan.

4. Develop internal design standards, specifications, and details - The City of Camden has evaluated existing design standards, specifications, and details from many sources and incorporated what it considered the best standards into the ADA Transition Plan. While many sources which are listed in the plan are used, the predominate ones are TDOT Standards Drawing Review, Proposed Accessibility Guidelines for Pedestrian Facilities in the Public Right-of-Way (PROWAG, 2011), and the ADA Accessibility Survey Instructions from the Civil Rights Division of the U.S. Department of Justice "ADA Best Practices Tool Kit for State and Local Governments" for driveways, sidewalks, curbs, and crosswalks. The City of Camden ADA Transition Plan adopts by reference and allows either the "Americans with Disabilities Act Accessibility Guidelines for Building and Facilities (ADDAG, 2004)" or the "2010 ADA Standards for Accessible Design, 2010" for the renovation or modification of buildings.

5. Develop a Self-Evaluation and Transition Plan-

Part 1. Self-Evaluation - The City of Camden conducted an in depth self-evaluation of all policies and procedures as they related to ADA compliance in 2019. Jim Pillow Consulting was employed to do field evaluations of all city sidewalks, right-of-ways and buildings. Also included were parking, site access, entrances, hallways, meeting rooms, restrooms and amenities, notices, employee training, and employment issues. The various ADA Checklists for Existing Facilities supplied in the "ADA Compliance Toolkit" from TTAP was used in conducting the self-evaluations of buildings and site access. This self-evaluation was completed as of September 1, 2019. Jim Pillow Consulting is operated by Jim Pillow. Mr. Pillow has 25 plus years' experience in the enforcement of building and accessibility codes and teaches classes across the State of Tennessee on these subjects. Mr.

Pillow also attended the ADA Compliance Officer Training provided by the University of Tennessee Municipal Technical Advisory Service. Mike Townsend the ADA Coordinator also completed a self-study course based on the MTAS ADA Compliance Officer Training materials. Transportation was not addressed in this plan since the City of Camden does not provide public transportation.

Transportation for persons with disabilities is provided by Northwest Tennessee Developmental District which is not affiliated with the City of Camden. The City of Camden offers persons with hearing or speech impairments services through Text Telephone (TTY) via TTY relay at 711. An update indicating the completion of this self-evaluation was filed on September 18, 2019 with Margaret Mahler, ADA Coordinator TDOT, as part of the required update on ADA Compliance Certification. A copy of the field self-evaluation of the buildings, sidewalks, and Right-of-Ways is included in this Transition Plan.

Part 2. Transition Plan - The City of Camden Mayor and Council adopted the City of Camden ADA Transition Plan in December of 2019. The plan reflects the City of Camden's continued commitment to complying with the provisions and intent of the Americans with Disabilities Act (ADA). An update indicating the completion of the City of Camden ADA Transition Plan was filed on December 11, 2019 with Margaret Mahler, ADA Coordinator, as part of the required update on ADA Compliance Certification. A PDF form of the ADA Transition Plan was also sent to Ms. Mahler at this time.

6. Approve a schedule and budget and budget to implement the Transition Plan - The City of Camden is committed to appropriate the required funding to achieve compliance with the ADA provisions over a five (5) year period of time as reflected in the Transition Plan. The City of Camden despite severe financial constraints has spent money in downtown renovations to make the older section of the city comply with ADA standards. Monies for sidewalk projects to bring sidewalks and transitions up to ADA standards will be appropriated within the Camden Street Department Budget. Monies for necessary modifications or renovations to individual buildings will be included within the budget of the individual city department. The City of

Camden will budget \$6,000 per year for the next 2 years to have Jim Pillow Consulting develop and implement the ADA Transition Plan.

7. Monitor Progress - The City of Camden recognizes that it has a responsibility to monitor and update the City of Camden ADA Transition Plan. Monitoring the progress of the plan and filing the required updates will be the responsibility of the Building Inspector and ADA/ Section 504 Coordinator, Mike Townsend. Full training documentation of all personnel is included in this ADA Transition Plan. The City of Camden recognizes the City of Camden ADA Transition Plan is a "Living Document" and that changes and updates will be required annually.

CITY OF CAMDEN

NOTICE OF ADA REQUIREMENTS

The City of Camden does not discriminate on the basis of disability in admission to, access to, or operations of its programs, services, or activities. The City of Camden does not discriminate on the basis of disability in its hiring or employment practices.

This notice is provided as required by Title II of the American with Disabilities Act of 1990.

Questions, concerns, complaints, or requests for additional information regarding the ADA may be forwarded to the City of Camden's designated ADA Coordinator.

Name:

Mike Townsend

Title:

ADA Coordinator

Office Address:

110 Highway 641 South
Camden, TN 38320

Voice:

731-584-4656

E-Mail:

Cityofcamden1@bellsouth.net

Days/Hours Available:

Monday- Friday/8:00 a.m. - 4:00 p.m.

Individuals who require auxiliary aids and services of effective communication in programs, activities, and services of the City of Camden are invited to make their requirements and preferences known to the ADA Coordinator listed above. This notice is available in alternate formats upon request from the ADA Coordinator.

CITY OF CAMDEN

AMERICANS WITH DISABILITIES ACT (ADA) COORDINATOR

110 Highway 641 South
CAMDEN, TN 38320

TEL: (731) 584-4656
cityofcamden1@bellsouth.net

REQUEST FOR ACCOMMODATION OR BARRIER REMOVAL

Check one: ☐ **Accommodation** ☐ **Barrier Removal**

Name of Complainant: _____
Last MI First

Address: _____

City: _____ State: _____ Zip: _____

Telephone Number: _____ Email Address: _____

Preferred Method(s) of Communication: (Check all that apply)

☐ Voice Telephone ☐ TTY ☐ Email ☐ US MAIL & ☐ Other: _____

Accommodation needed or location of barrier: _____

Brief statement of why the accommodation is needed or the barrier removed: _____

NOTE: Barrier Removal requests are conducted and prioritized by the City with regard to budget and scheduled projects.

Date accommodation is needed: _____

CERTIFICATION: I hereby certify that the information and statements above are true.

Signature: _____ Date: _____

If person needing accommodation is not the individual completing this form, please provide

Representative's Name: _____

Address: _____ Telephone Number: _____

For more information or assistance in completing the form, please contact the ADA Coordinator via telephone or email at (731) 584-4656 or cityofcamden1@bellsouth.net

ADA Title II Disability Discrimination Policy

Responsible Offices: ADA/Section 504

**Coordinator Abbreviations: City of Camden,
Tennessee**

Americans with Disabilities Act (ADA)

AUTHORITY: Section 504 of the Rehabilitation Act of 1973. The Americans with Disabilities Act of 1990, as amended T.C.A. §4-3-2303. Federal ADA Title II regulations regarding public entities defined in 28 CFR Part 35. If any portion of this policy conflicts with applicable state or federal laws and regulations, that portion shall be considered void. The remainder of this policy shall not be affected thereby and shall remain in full force and effect.

PURPOSE: The purpose of this plan is to state the City of Camden's plan of non-discrimination on the basis of disability of individuals for participation in or for receiving the benefits of services, programs, or activities or for access to or use of facilities owned or controlled by the City of Camden. The City of Camden also seeks to make available to individuals who may desire relief under this policy notice of the procedures through which they may request a reasonable accommodation or, in the alternative request a remedy for discrimination as defined by Title II of the Americans with Disabilities Act.

APPLICATION: All qualified individuals with a disability seeking and meeting the essential eligibility requirements for the receipt of services or the participation in programs or activities provided by the City of Camden, or access to or use of facilities under the ownership or control of the City of Camden.

DEFINITIONS: "Qualified Individual" means an individual who, with or without reasonable modification to rules, policies, or practices, the removal of architectural, communication, or transportation barriers, or the provision of auxiliary aids and services, meets the essential eligibility requirements for the receipt of services or the participation in programs or activities provided by the City of Camden, or for access to or use of facilities under the ownership or control of the City of Camden.

POLICY: It is the policy of the City of Camden to prohibit discrimination against any qualified individual on the basis of disability in regards to the admission or access to, or treatment in, its programs, services or activities or accessibility to facilities within its ownership or control. The Department shall comply with applicable requirements of Section 504 of the Rehabilitation Act of 1973, Title II of the Americans with Disabilities Act, Title 28 of the code of Federal Regulations Part 35, "Non-discrimination on the Basis of Disability in State and Local Government Services." As well as any other applicable law pertaining to disability non-discrimination.

It is the policy of the City of Camden to operate each service, program, or activity so that the service, program, or activity when viewed in its entirety, is readily accessible to and usable by qualified individuals with disabilities. Furthermore, it is the policy of the City of Camden that no qualified individual with a disability, because facilities are inaccessible to or unusable by individuals with disabilities, be excluded from participation in, or be denied the benefits of the services, programs, or activities of the City of Camden or be subjected to discrimination.

PROCEDURE: The City of Camden hereby adopts the attached "ADA Title II/Section 504 COMPLAINT FORM," the attached "ADA TITLE II/SECTION 504 ACCOMODATION REQUEST FORM," as well as the following request and complaint reporting procedures.

(continued page 2)

HOW TO REQUEST ADA ACCOMODATION: A qualified individual with a disability may request reasonable accommodations in circumstances where accommodations do not currently allow the individual the same opportunity for participation in or receipt of the benefits of services, programs, or activities, or access to or use of facilities provided to individuals without disabilities. Qualified individuals with a disability (or a person acting on behalf of such qualified individuals) may make requests for reasonable accommodations or accessibility by contacting the ADA/Section 504 Coordinator listed below or by completing the attached "ADA TITLE II/SECTION 504 ACCOMODATION REQUEST FORM" and submitting it to:

City of Camden
Camden City Hall
110 Highway 641 South
Camden, Tn. 38320
731-584-4656
Mike Townsend
ADA Coordinator
Cityofcamden1@bellsouth.net

HOW TO REPORT DISABILITY DISCRIMINATION INCIDENTS: If a qualified individual with a disability believes he/she has been subjected to conduct that violates this policy, he/she must report those incidents as soon as possible after the event occurs but no later than 180 calendar days of the alleged occurrence. Qualified individuals with a disability (or a person acting on behalf of such qualified individuals) may file a complaint by contacting or by completing the attached "ADA TITLE II/SECTION 504 COMPLAINT FORM" and submitting it to the ADA/Section 504 Coordinator listed in the previous section. Upon receipt of the complaint, the ADA/Section 504 Coordinator **will** determine its acceptability and need for additional information, as well as investigate the merit of the complaint. In order to be accepted, a complaint must meet the following criteria:

- a. The complaint must be filed within 180 calendar days of the alleged occurrence or when the alleged occurrence became known to the complainant.
- b. The allegation(s) must involve a program, service, activity, or facility of the City of Camden

A complaint may be dismissed for the following reasons:

- a. The complaint was not timely filed under this policy.
- b. The complainant requests the withdrawal of the complaint.
- c. The complainant fails to respond to repeated requests for additional information needed to process the complaint.
- d. The complainant cannot be located after reasonable attempts.

HOW COMPLAINTS ARE INVESTIGATED AND RESOLVED: Generally, an investigation of a complaint will include an interview with the complainant to determine if there is a violation of this policy. Once the City of Camden decides to accept the complaint for investigation, he/she will conduct a thorough and neutral investigation of all reported complaints of disability discrimination or Title II violations under the meaning and authority of this policy as soon as practicable. At the conclusion of an investigation, recommendations will be made to the administration to remedy any confirmed violation of this policy. The City of Camden will send a copy of the original complaint filed and a letter concerning the findings and remedy chosen, if applicable to the complainant(s) within (60) sixty calendar days of the acceptance of the complaint.

City of Camden ADA Title II/ Section 504 Complaint Form

Instructions: Please fill out this form completely in black ink or type. Sign and return to the address on page 2.

Complainant: _____

Address: _____

City, State, and Zip Code: _____

Telephone: Home: _____

Business: _____

Person Discriminated Against: _____

(if other than the complainant) _____

Address: _____

City, State, Zip Code: _____

Telephone: Home: _____

Business: _____

City Department or service which you believe has discriminated:

Name: _____

Address: _____

City: _____

State and Zip Code: _____

When did the discrimination occur? Date: _____

Describe the acts of discrimination providing the name(s) where possible of the individuals who discriminated and any additional information which you feel is relevant:

Signature: _____

Date: _____

To file an ADA complaint by mail, send this completed form to:

City of Camden
Attn: Mike Townsend, ADA Coordinator
110 Highway 641 South
Camden, TN 38320

To send an ADA complaint by email, send this completed form to
cityofcamden1@bellsouth.net.

NOTICE OF PUBLIC HEARING

ADA TRANSITION PLAN

The City of Camden will hold a hearing for public comment on the needs and development of the City of Camden ADA Transition Plan.

This hearing will be held in conjunction with the City of Camden Planning Commission monthly meeting at 3:00 P.M. June 27, 2019 at Camden City Hall, 110 Highway 641 South, Camden, TN 38320. Public comment and participation is invited.

**NOTICE OF PUBLIC
HEARING**

ADA TRANSITION PLAN

City of Camden will hold a hearing for public comment on the needs and development of the City of Camden ADA Transition Plan.

This hearing will be held in conjunction with the City of Camden Planning Commission monthly meeting at 3:00 P.M. June 27, 2019 at Camden City Hall, 110 Highway 641 South, Camden, TN 38320. Public comment and participation is invited.

MIKE TOWNSEND,
COORDINATOR

06/13

THE CAMDEN CHRONICLE

144 West Main Street, Camden, TN
(731)584-7200 • (731)584-4943

PROOF OF PUBLICATION

I, Publisher of The Camden Chronicle, Camden, Tennessee, certify that the _____
ent was published in said paper for 1 consecutive weeks. The first
insertion on the 13 day of June, 2019; the second insertion on the _____ day
and the third being on the _____ day of _____, 2019; and the fourth
insertion on the _____ day of _____, 2019. The charges of \$ 46.00 are due and **have/**

The Camden Chronicle is the only legal newspaper published in Benton County, Tennessee. The Camden Chronicle is published each Thursday at 144 West Main Street, Camden, TN 38320.

June 13, 2019
Date

[Signature]
Authorized Representative

ACKNOWLEDGMENT

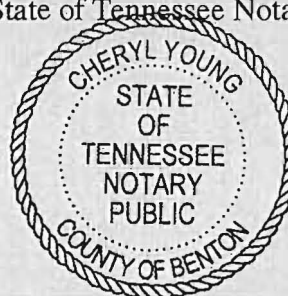
STATE OF TENNESSEE
COUNTY OF BENTON

Personally appeared before me, Cheryl Young, known (or proved to me on the basis of satisfactory evidence), to be the person described in and who executed the foregoing instrument, and acknowledgment that he executed the same as his free act and deed.

WITNESS my hand and official seal at Camden, Tennessee, this the 13 day of June, 2019.

My Commission Expires: May 29, 2023

Cheryl Young
Cheryl Young
State of Tennessee Notary



**NOTICE OF ADA
COMPLIANCE
CERTIFICATION
AND STATUS
OF TRANSITION
PLAN**

CITY OF CAMDEN



ADA Self-Evaluation and Transition Plan Status

If your ADA Transition Plan is not completed

This is to certify our agency has been working on to develop ADA Self-Evaluation and Transition Plan (TA) to ensure agency' commitment toward compliance of Title II of the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act of 1973. The current status of the document is,

Status of ADA Self-Evaluation

Not Started ☐

In-Progress ☐

Projected Completion Date of TA: COMPLETE

Status of ADA Transition Plan (Inventory, timeline)

Not Started ☐

In-Progress ☒

Projected Completion Date of TA: DECEMBER 2019

Official in charge of developing Transition Plan

JIM PILLLOW CONSULTING

Name

Title

731-487-0016

jimpillow56@yahoo.com

Phone Number

E-mail Address

Name of ADA Coordinator

MIKE TOWNSEND BUILDING INSPECTOR

Name

Title

731-584-4656

cityofcamden1@bellsouth.net

Phone Number

E-mail Address

ADA Grievance Procedure

The ADA Grievance Procedure is published at (web address, public notices, etc.) *

www.cityofcamden.tn.com

Send this form with supporting documentation of a draft digital copy of your agency's ADA Transition Plan (if available) to

TDOT, Long Range Planning Division, Office of Community Transportation
James K. Polk Building, Suite 900, 505 Deaderick Street, Nashville TN 37243

Tennessee Department of Transportation, Roadway Design Division, ADA Office 615-741-4984

Jim Pillow

From: Jim Pillow
Sent: Tuesday, November 19, 2019 3:55 PM
To: karyssa.helton@mchra.com
Subject: doc20191119152002.pdf
Attachments: doc20191119152002.pdf

Good afternoon Karyssa. Attached are ADA Self-Evaluation and Transition Plan Status Forms for the following cities. The self-evaluations have been completed on all 4 cities.

The City of Waverly
The City of Camden
The City of McKenzie
The City of Milan

The final ADA Transition Plans are scheduled to go to the city governing bodies at their December 2019 meetings with the exception of the City of Waverly which is scheduled for their January 2020 meeting. If I need to send these to any other offices please let me know.

Thanks,

**SELF-
EVALUATION
EXISTING
FACILITIES**

CAMDEN, TENNESSEE ASSESSMENT SUMMARY

SIDEWALKS

With the exception of the downtown square, the majority of the sidewalks within the city limits lack proper transitions and curb cuts. The sidewalks sometimes end abruptly. There are several examples of damages on a vast majority of the sidewalks throughout the city. Some are as simple as overgrowth while other damages include unlevelled portions or missing sections. Obstructions were present but not prevalent. Sidewalk routes were nonexistent to portions of town such as the City Park or Wal-Mart and throughout residential areas.

FACILITIES

Not all of the buildings had adequate accessible parking. If accessible parking was present, it was not always identified completely. The majority of the buildings had accessible routes inside. Many doors throughout the buildings closed too quickly. Adding a closing mechanism or adjusting the current closing mechanism can easily fix this. Another easy fix is the clearing of walkways so that employees and visitors can navigate the building easily. Appropriate interior signage throughout the buildings would be a beneficial addition. Doorknobs are also an easy fix to make facilities more accessible. Ensuring bathrooms are accessible is important. This includes everything from the faucet knobs to clearance around the toilet and grab bars. Some of these fixes are easy while some may need remodeling. Out of the four buildings I assessed, I would say that the Street Department provided the least amount of accessibility.

PARK

My main concerns with the park include identifiable accessible parking throughout the park. The accessible bathrooms are not spread throughout the park. At numerous fields, there are not accessible routes either to the bleachers or to the playing field. The dog park and amphitheater had no accessible routes to them. The bathroom closest to the amphitheater was overall a great example of ADA compliance. The pool was under construction during this assessment.

CAMDEN, TN EXISTING FACILITIES ASSESSMENT

CITY HALL

APPROACH & ENTRANCE

PARKING

Adequate accessible parking is present. The dimensions are correct for van accessibility, but the parking spot isn't labeled as such. The crosswalk is fading. Note that the bottom of the signage is lower than the required 60 inches.



ENTRANCE

The lock on the door requires tight grasping. The outer door closes quicker than the required 5 seconds.



ACCESS TO GOODS & SERVICES

SIGNS

With the exception of bathrooms, signage is nonexistent for offices and other rooms.

INTERIOR DOORS

Most doors have door knobs within city hall are easily operable with the exception of the closets in the meeting room.



The doorway leading from the main lobby into the hallway does not provide adequate space for a front approach.



CONTROLS

Not all light switches have clear floor space for a front approach.



TOILET ROOMS

ENTRANCE

The front approach for the women's bathroom does not offer enough clearance.



The locks are not easily operable without pinching on both bathroom doors.



IN THE TOILET ROOM

The coat hooks are more than 48 inches above the floor.



LAVATORY

Both faucets are not easily operable without tight grasping or turning.



There is not adequate clearance around the toilet due to the wicker shelf in the women's bathroom. The flush control is not on the open side in the women's bathroom. Also, note that items block the grab bars in both bathrooms.



STREET DEPARTMENT

APPROACH & ENTRANCE

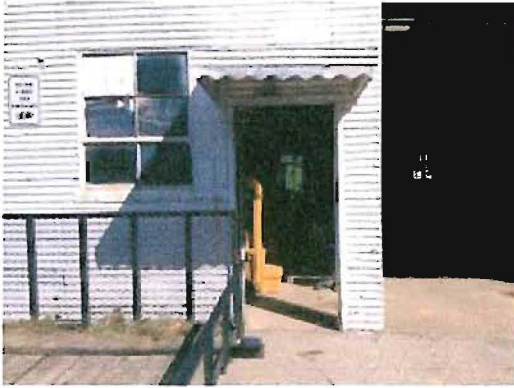
PARKING

No accessible parking is identified.



ENTRANCE

The exterior entrance on the front side of the building lacks clearance on the pull side of the door. You cannot use the knob without tight pinching or twisting.



The exterior door on the backside of the garage has a ledge that makes it inaccessible. You cannot use the knob without tight pinching or twisting.



The exterior door to the office cannot be operated without tight pinching or twisting.



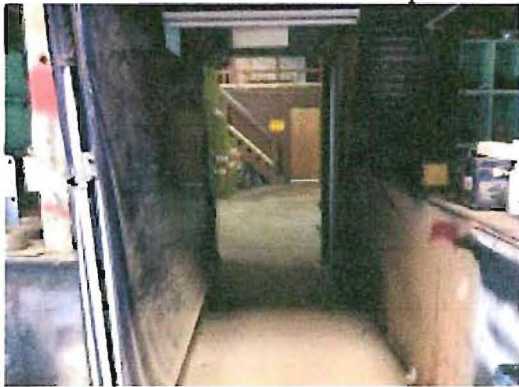
The exterior door to the break room cannot be operated without tight pinching or twisting. It also closes quicker than the required 5 seconds due to the spring closer.



ACCESS TO GOODS & SERVICES

ACCESSIBLE ROUTE

Throughout the facility are multiple obstacles that make routes or workstations inaccessible. Below are examples.



SIGNS

Signage throughout the building is inadequate. Examples have no tactile surface or are simply written with marker.

INTERIOR DOORS

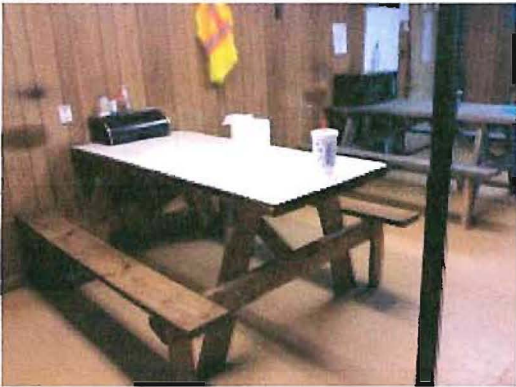
Most of the interior doorknobs require pinching or twisting of the wrists. There is a lack of clearance. A number also close too quickly due to a spring closure. Below are examples.





SEATING

There is not wheelchair accessible seating in the break room.



TOILET ROOMS

SIGNS

The restroom signage is inadequate.



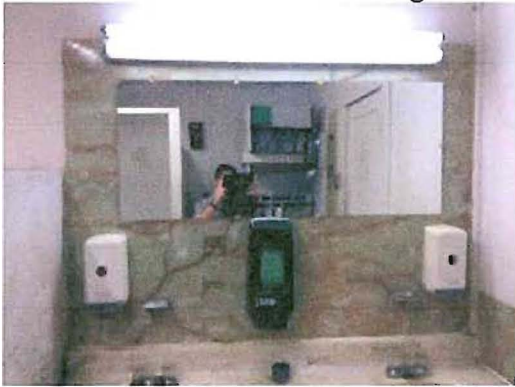
ENTRANCE

The doorknob is not usable without pinching or twisting of the wrists. It also closes quicker than the required 5 seconds due to a spring closure.



IN THE TOILET ROOM

The bottom of the mirror is higher than the maximum 40 inches.



LAVATORIES

There is no clear floor space for a forward approach. The faucets cannot be used without tight grasping or twisting. The soap dispenser is not within reach. Also, note that the eye washing sink is inaccessible.



STALLS

One door had no handle. The other does have the proper hardware.



There are no grab bars in either stall. The flushing mechanism is closest to the wall in both stalls. The toilet paper dispenser is nonexistent or too far away from the toilet. Within the larger stall, there are obstacles around the toilet.



ADDITIONAL ACCESS

DRINKING FOUNTAINS

There is not clear floor space around or underneath the water fountain.



PUBLIC TELEPHONE

There is not clear floor space to the telephone.



BENTON COUNTY MINISTRIAL ALLIANCE

APPROACH & ENTRANCE

PARKING

While signage is present, stripes are not clearly marked and there is no access aisle marked.



ENTRANCE

Each entrance has an appropriate ramp but the exterior doors have hardware that cannot be used without tight grasping or twisting of the wrist. One doorway has a lip.





ACCESS TO GOODS & SERVICES

ACCESSIBLE ROUTE

Throughout the facility are routes that are not easily navigable. Below are examples.





SIGNS

Lack of signage throughout the facility.

INTERIOR DOORS

Most of the interior doorknobs require pinching or twisting of the wrists. There is a lack of clearance. Below is an example.



CONTROLS

Not all light switches are accessible via a forward approach.



TOILET ROOMS

SIGNS / ENTRANCE

The restroom signage has contrasting characters but the letters are not raised and there is no braille. The sign is not mounted on the wall side of the doorknob. You can also not operate the knob without tight grasping or twisting. There is also not adequate clearance.



IN THE TOILET ROOM

The mirror's bottom edge is higher than the required height.



LAVATORY

There is no space under the sink for a front approach. The faucet cannot be operated without tight grasping or twisting.

TOILET

No grab bars are present. The flushing mechanism is not located on the open side. Also, due to the cabinet, there is not clear space around the toilet.



George Smith
584-4622

Jeany Pierce
697-2482

PUBLIC SAFETY BUILDING

APPROACH & ENTRANCE

PARKING

Accessible parking is indicated, but none are dedicated to van accessibility (during my visit, I noticed a van with wheel chair dependent passengers parked near the entrance and in a lane due to no designated spot). There are no aisles marked.



ENTRANCE

The main entrance is accessible. The other exterior entrances are inaccessible primarily due to the doorknobs not being operable without tight grasping or twisting. Note that the door in the bottom pair of photos requires force to open or shut. Also, there is no signage giving direction to the accessible entrance.



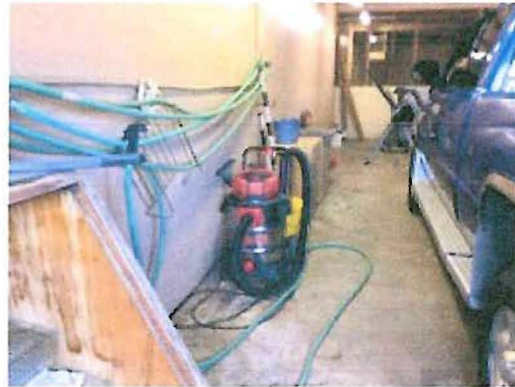


ACCESS TO GOODS & SERVICES

ACCESSIBLE ROUTE

Several routes are inaccessible due to clearance issues or obstacles. Below are examples.





Without going outside and around the building, there is no accessible route to the basement level where the training room and weight room are located.



SIGNS

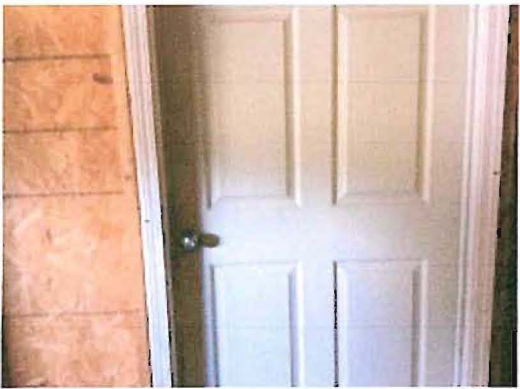
Throughout the building signage is present with contrasting text but not all are raised or at the right level or mounted on the wall. Below are examples.



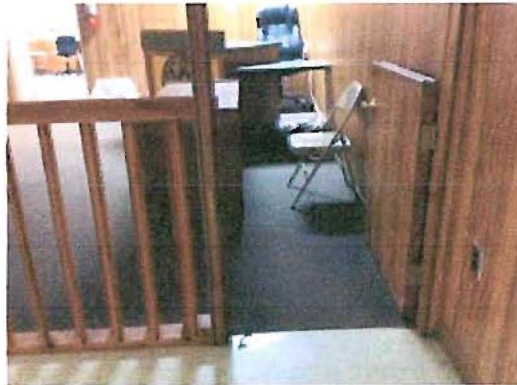
INTERIOR DOORS

Not all doors are equipped with hardware that is operable with one hand and that doesn't require pinching or twisting of the wrist. Below are examples.





The door at the bottom of the stairs lacks clearance as well as the half door in the community room.



CONTROLS

Several controls throughout the building are inaccessible via a front approach. Below are examples. Note in the last picture that an inaccessible pull chain controls the fixture.



SERVICE COUNTER

There is no accessible portion of the counter.

TOILET ROOMS

*While there is an available bathroom on the basement floor, it is not ADA compliant. The below notes are for the accessible bathroom on the main floor.

SIGNS

Signs are not present at the inaccessible bathrooms to give direction to the accessible.

The signage on the bathroom is not wall mounted on the handle side of the door.



ENTRANCE

The lock is not operable without tight pinching or twisting of the wrist.



LAVATORIES

The bottom of the mirror is more than the max 40 inches. The faucets are not operable without tight grasping or twisting of the wrist. There is no covering on the plumbing to prevent burns.



STALL

There is no hardware on the pull side of the stall door.



Grab bars are present but used for storage. There is not adequate clearance around the toilet due to a chair. Also, the toilet paper dispenser is more than 7 inches from toilet.



SHOWER

The shower is inaccessible due to a ledge. The water is not operable without tight grasping or twisting of the wrist. (Not sure if grab bars are required but not present).



ADDITIONAL ACCESS

DRINKING FOUNTAINS

There is not clear floor space underneath for forward approach.



CAMDEN, TN PARK ASSESSMENT

CITY PARK

PARKING

There is various accessible parking across the park and its activity locations. Not all had marked aisles, and not all had van accessible parking identified.

The last photo of the accessible parking at the softball is a great example of accessible parking.





PLAY AREAS

All play areas are accessible by a path, but not all have accessible routes to vertical components of the area.





AMPHITHEATER

While there is an access ramp for the stage, there is no accessible path to it. Also, the bleachers are inaccessible.



TOILET ROOMS

There are several bathrooms throughout the park. 4 sets are considered accessible either by signage or standards and I have assessed them below. I do want to note that while the other bathrooms are not technically accessible, minor improvements could be made to make access easier.

AT WALKING TRAIL

Note that the interior photos are of the women's restroom since the men's was locked.

While the signage is raised and of contrasting colors, there is no braille present. The signs are not posted on the wall on the handle side of the door.



The lavatory faucet is not operable without tight grasping or twisting of the wrist. There is no covering of the plumbing to prevent burns. The soap dispenser is mounted too high. There is not clearance for a forward approach to the paper towel dispenser.



There is not adequate clearance for the handicap stall. The grab bars do not meet standard.



AT PAVILLION

Note that this restroom was locked. The does have contrasting lettering but no braille is present. The sign is not posted on the handle side of the wall. There is no curb cut to make this accessible.



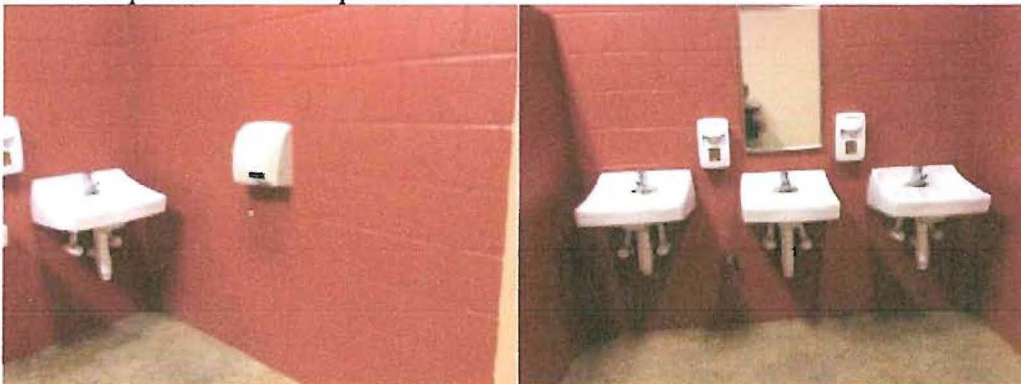
AT BASEBALL FIELD

The signage does not indicate that this bathroom is accessible. The men & women signage is not wall mounted on the handle side.

Also, note the drinking fountain. There is inadequate clearance underneath for a forward approach.



Overall, these bathrooms are a good example of ADA compliance. I have attached photos as examples.





AT THE PLAYGROUND & AMPHITHEATER

Below is another good example of ADA compliance. The only note I would make here is the trashcan around the toilet.





POOL

At the time of the assessment (9/2/19), the pool was under construction.



SPORTS AREAS

The park has various sports areas for sports including baseball, softball, tennis, and volleyball. Some playing areas were accessible including the tennis court and the newer ball fields, but most were not easily accessible. Also, bleachers were not consistently accessible for spectators. Below are pictures of examples.







DOG PARK

There is no accessible route to the dog park.



TRAIL ACCESS

Overall, the trail was accessible except the point at the ball field.



TRANSITION PLAN FOR EXISTING FACILITIES

Table 3. Prioritization Factors for Facilities

Element	Criteria
Level 1	
Safety Issues	Dangerously steep slopes, protruding objects, obvious safety liabilities, areas where complaints have been filed
Level 2	
Alterations	Did not bring required elements into compliance (adding a break room or restroom that is not compliant)
Doors	Narrow doors (less than 32" clear width)
Older Construction	Severely out of compliance
Level 3	
Accessible Route	No accessible route to adjacent sidewalk system
Accessible Route	No accessible route from parking to building entrances
Entrance Doors	Maneuvering clearance - does not have 18" on pull side (less than 16")
Entrance Doors	Maneuvering clearance - area in front of the door slopes over 4% in any direction
Parking	No accessible parking
Parking	Severely non-compliant parking (excessive slopes, gravel surface, etc.)
Level 4	
Accessible Route	No accessible route to each amenity, inside buildings on site (no elevator to upper areas, steps only, narrow doors, etc.)
Accessible Route	Gaps and grate opening over 1/2"
Accessible Route	No access to public areas (coffee bars, break rooms, conference rooms, smoking areas etc.)
Accessible Route	There is a sidewalk system around the park, but it does not connect to each amenity. (picnic tables, fishing piers, park benches, baseball, softball, disc golf, tennis, basketball, soccer, horseshoe, splash pads, skate parks, etc.)
Clear Floor Space	Obstructed clear floor space
Counter heights	No accessible counter heights (reception counters, utilities counters, concession stands, ticket booths, pool admittance, etc.)
Grab Bars	No grab bars
Interior Doors	Maneuvering clearance - area in front of the door slopes over 4% in any direction
Interior Doors	Door is too heavy, over 20 lbs.
Interior Doors	Maneuvering clearance - does not have 18" on pull side (less than 16" on pull side)
Interior Doors	Mat at doors is not secured, loose, or slippery
Knee Clearance	Not compliant, Below 26"
Lavatory	Lavatory is more than 35.5", Lavatory CL is less than 14"
Lavatory/sink	No knee clearance when required
Parking	Accessible parking is not on the shortest route to accessible entrance
Parking	Non-compliant parking (structural solution - demolish and regrade)
Protrusion	Into path of travel over 9" or below 70"
Restrooms	No accessible toilets

ADA Self-Evaluation &
Transition Plan



Seating/Picnic	Seating provided, but none accessible
Showers	No accessible showers/benches/changing areas
Sloping floors	Floor slopes over 4% in any direction
Stall doors	Door located in front of water closet
Toilet Stalls	No ambulatory stall provided
Transaction counter	For public use, above 38"
Urinal	Mounted above 20"
Mirrors	Mounted too high, above 44"
Visual Strobe	Audible alarm system with no visual strobes
Level 5	
Accessible Route	Non-compliant public areas (coffee bars, break rooms, conference rooms, smoking areas, etc.)
Door	Knob hardware
Doors	Non-compliant interior door clearances (16" to 17 7/8" on pull side)
Doors	Maneuvering clearance - Area in front of the door slopes between 2.1% and 3.9% in any direction
Lavatory/sink	Lavatory/sink pipes are not wrapped or protected, lavatory/sink is 34.1" to 35.5", Lavatory CL is 14" to 14.9"
Locker Rooms	No accessible bench provided
Parking	Non-compliant parking (non- structural solution - restriping, etc.)
Play ground	Non-compliant playground surface
Play ground	Non-compliant playground equipment
Restroom	Non-compliant restroom amenities (water closet, urinal, lavatory)
Sloping floors	Floor slopes between 2.1% and 3.9% in any direction
Water Closet	Flush control is on the wrong side
Level 6	
Dispenser	Non-compliant dispensers (above 54" paper towel, coat hook, etc.)
Doors	Accessible toilet stall is not self-closing
Doors	Vision panel is 46" or above
Doors	Accessible toilet stall does not have handles on both sides of door
Doors	Doors close too quickly
Grab Bars	Non-compliant grab bars
Showers	Non-compliant showers/benches/changing areas
Signage	Non-compliant signage
Knee Clearance	Not compliant, between 26" and 27"
Storage	No accessible cabinets

ADA Self-Evaluation &
Transition Plan



Level 7	
Accessible Route	Accessible route with moderate access issues (level changes that can be ground down or fitted with device)
Baby Changing	If mounted over 36" in height
Seating	Accessible seating not integrated or on sloped area
Transaction counter	For employee use, above 34"
Urinal	Mounted between 18" - 19.9"
Level 8	
Coat Hook	Coat hooks are mounted above 48"
Drinking Fountain	Non-compliant drinking fountains
Grab Bars	Over 37"
Protrusion	Into path of travel 6.1" to 9" or between 70.1" and 80"
Mirrors	Mounted too high, between 40.5" and 44"
WC Seat Height	20" or above
Level 9	
Baby Changing	If mounted 34.1" to 35.9"
Dispenser	Non-compliant dispensers (Between 48 - 54" paper towel, coat hook, etc.)
Parking	Non-compliant parking (striping, signage)
Storage	Not enough accessible cabinets
Level 10	
Accessible Route	Minor level changes, gaps or cracks in accessible route
Doors	Vision panel is 1/2" to 3" too high
Lavatory/sink	Knee clearance minimally off. Any dimension for knee clearance less than 1".
Urinal	Mounted over 17" but less than 18"
Visual Strobe	No visual strobe provided in employee area
Fire Extinguishers and defibrillators	Relocate items outside of the circulation path, recess, or place a permanent barrier below.
WC Seat Height	Over 19" less than 20"
Level 11	
Coat Hook	Coat hook is not in accessible stall, but is in other stalls
Grab Bars	Up to 37", or 1" over compliance
Protrusions	Into path of travel 4.1" to 6"
Level 12	
Any Element	Covered under 'safe harbor' but not compliant because the room was not fully compliant with old standard
Any Element	Within a reasonable tolerance, but not compliant

ADA Transition Plan

Facility Camden City Hall

Date 10-9-19

Contact Person Mike Townsend

Department City Hall

Email Cityofcamden1@bellsouth.net

Phone 731-584-4656

Area	Access Issue	Solution	Target Date	Person Responsible	Comments
Parking	Adequate accessible parking but van accessible parking space is not marked at such. The crosswalk paint is fading. Accessible signage is lower than the required 60"	Install proper signage/markings on the van accessible space. Repaint the crosswalk markings and move signage to the proper height.	12-20	Mike Townsend	
Entrance	The latch on the front door requires tight grasping. The interior door closes faster than the required 5 seconds.	Adjust/replace the opening mechanism on the front door to meet ADA Standards and adjust the interior door to the required closing speed.	12-20	Mike Townsend	Interior door is the door from the vestibule to the interior of the building.
Access to Goods and Services	Offices and other room lack the proper ADA identification signage	Install ADA compliant signage	12-21	Mike Townsend	Click here to enter text.
Interior Doors	Most doors have door knobs which do not meet the grasp ability requirements	Replace with ADA compliant opening hardware	12-21	Mike Townsend	Click here to enter text.
Interior Doors	The doorways leading from the main lobby to the hallways does not provide	Move furniture/filing cabinets to achieve the proper clearance.	12-20	Mike Townsend	Click here to enter text.

Area	Access Issue	Solution	Target Date	Person Responsible	Comments
	adequate space for a front access approach.				
Controls	Not all light switches have clear floor space for a front approach	Move furniture/trash cans to achieve the proper clearances.	12-20	Mike Townsend	Click here to enter text.
Toilet Rooms	The front approach for the women's bathroom does not offer enough clearance	Remodel hallway to obtain proper clearance	12-24	Mike Townsend	This item will require extensive remodel to meet ADA Standards but can be done.
Toilet Rooms	The door locks are not easily operable without pinching on both restroom doors.	Adjust/replace existing door hardware to meet ADA Standards.	12-21	Mike Townsend	Click here to enter text.
Toilet Rooms	The coat hooks in both restrooms are mounted higher than 48" above the floor.	Remove the coat hooks and remount at the proper height.	12-20	Mike Townsend	Click here to enter text.
Toilet Rooms	The lavatory faucets in both restrooms are not easily operable without tight grasping or turning.	Replace the faucets with ADA compliant faucets.	12-21	Mike Townsend	Click here to enter text.
Toilet Rooms	There is not adequate clearance around the toilet in the women's restroom due to a wicker shelf.	Move/remove the wicker shelf to achieve the proper clearance.	12-20	Mike Townsend	Click here to enter text.
Toilet Rooms	The flush control of the toilet is not on the open side in the women's restroom.	Replace the toilet and/or flush control to get flush control on the open side of the toilet.	12-24	Mike Townsend	Part of the extensive remodel noted above.
Toilet Rooms	Items are blocking the grab bars in both restrooms	Move items to gain proper clearance around the grab bars	12-20	Mike Townsend	Click here to enter text.

ADA Transition Plan

Facility Camden Street Department

Date 10-9-19

Contact Person Kevin Johnson

Department Street Department

Email Cityofcamden1@bellsouth.net

Phone 731-584-4656

Area	Access Issue	Solution	Target Date	Person Responsible	Comments
Parking	No handicapped accessible parking is identified.	Designate handicapped accessible parking spots, Install proper signage and marking on at least one van accessible space. Space should have a handicap accessible route to the building.	12-21	Kevin Johnson	
Entrance	The exterior entrance on the front of the building lacks proper clearance on the pull side of the door.	Adjust/replace the opening mechanism on the front door to meet ADA Standards and adjust the interior door to the required closing speed.	12-20	Kevin Johnson	Click here to enter text.
Entrance	The door knob on the exterior entrance on the front of the building cannot be used without tight pinching or twisting.	Replace the door knob with ADA compliant hardware	12-20	Kevin Johnson	
Entrance	The exterior door to the office cannot be operated without tight pinching or twisting.	Replace the door knob with ADA compliant hardware	12-20	Kevin Johnson	Click here to enter text.
Entrance	The exterior door on the backside of the garage	Install an ADA compliant ramp on the exterior and interior of	12-23	Kevin Johnson	Click here to enter text.

Area	Access Issue	Solution	Target Date	Person Responsible	Comments
	has a ledge that makes it inaccessible.	the building to make it accessible.			
Entrance	The exterior door to the break room cannot be operated without tight pinching or twisting and closes faster than the required 5 seconds due to a spring closure.	Install new ADA compliant hardware and install a proper closing mechanism on the door to achieve the proper closing speed.	12-21	Kevin Johnson	Click here to enter text.
Access to Goods and Services	Throughout the facility there are multiple obstacles that make routes or workstations inaccessible.	Move items/vehicles to obtain required clearances.	12-20	Kevin Johnson	Refer to pictures in self-evaluation
Signage	Required signage is missing or inadequate throughout the building.	Install ADA compliant signage at all required locations within the building	12-22	Kevin Johnson	
Interior Doors	Most of the interior doors cannot be operated without tight pinching or twisting, have a lack of clearance, and close too quickly due to spring closures.	This will require extensive remodel of the facility to obtain necessary clearances. Facility should be remodeled to obtain required clearances and proper door hardware and closures installed.	12-24	Kevin Johnson	Major interior renovation
Seating	There is no wheelchair accessible seating in the break room	Designate wheelchair accessible seating in the break room. This should include accessible table space	12-22	Kevin Johnson	Click here to enter text.
Toilet Rooms	The restroom signage is inadequate.	Install ADA compliant ADA signage.	12-20	Kevin Johnson	Click here to enter text.
Toilet Rooms	The door knob to the restroom cannot be operated without tight pinching or twisting and	Install new ADA compliant hardware and closing mechanism on the door to	12-21	Kevin Johnson	

Area	Access Issue	Solution	Target Date	Person Responsible	Comments
	closes faster than the required 5 seconds due to a spring closure	achieve the proper closing speed.			
Toilet Room	The bottom of the mirror is higher than the maximum 40".	Remove and reinstall mirror at the proper height.	12-20	Kevin Johnson	Click here to enter text.
Toilet Room	There is no clear space around and under the lavatory for a forward approach. The faucets are not ADA compliant, and the soap dish is not within reach. The eye washing station sink is inaccessible.	Completely remodel bathrooms to meet ADA specifications. This will be a major interior building renovation	12-24	Kevin Johnson	Major Renovation
Toilet Room	The bathroom stalls do not have the proper handles/hardware	Remodel bathroom to ADA specifications and install proper hardware on the stalls.	12-24	Kevin Johnson	Part of the 2024 major renovation.
Toilet Room	No grab bars	Remodel bathroom to ADA specifications and install grab bars in the stalls	12-24	Kevin Johnson	Part of the 2024 major renovation.
Toilet Room	The flushing mechanism on the toilet is not on the open side, there is not toilet paper dispenser in one stall and the other is too far away from the toilet.	Remodel bathroom to ADA specifications and install ADA compliant toilets and toilet accessories in the stalls	12-24	Kevin Johnson	Part of the 2024 major renovation.
Toilet Room	Within the larger restroom stall there are obstacles around the toilet reducing the required clearances	Move the obstacles	12-20	Kevin Johnson	See Self Evaluation Pictures
Public Telephone	There is not clear floor space to access the telephone	Move the telephone to achieve the proper access or remove it.	12-21	Kevin Johnson	Click here to enter text.

[illegible]

ADA Transition Plan

Facility Benton County Ministerial Alliance (City owned leased building) Date 10-9-19

Contact Person Mike Townsend Department City Hall

Email Cityofcamden1@bellsouth.net Phone 731-584-4656

Area	Access Issue	Solution	Target Date	Person Responsible	Comments
Parking	Signage is present but stripes are not clearly marked and there is no access aisle	Install proper signage/markings on the van accessible space and Repaint the crosswalk markings.	12-20	Mike Townsend	
Entrance	The exterior doors have hardware requires tight grasping. One exterior door has a lip that makes the entrance inaccessible.	Adjust/replace the opening mechanism on the front door to meet ADA Standards. Install ramp per ADA standards to make lip meet slope requirements	12-22	Mike Townsend	Interior door is the door from the vestibule to the interior of the building.
Access to Goods and Services	Offices and other room lack the proper ADA identification signage	Install ADA compliant signage	12-21	Mike Townsend	Click here to enter text.
Access to Goods and Services (Accessible Route)	Throughout the facility there are routes that are not easily navigable due to lack of ramps and furniture obstructions.	Install ADA compliant ramp and move furniture and other obstructions to obtain proper slopes and clearances.	12-22	Mike Townsend	Click here to enter text.
Interior Doors	Most of the interior doors have door knobs that require pinching or twisting of the wrist to operate.	Install ADA compliant opening hardware on the doors	12-20	Mike Townsend	Click here to enter text.

Area	Access Issue	Solution	Target Date	Person Responsible	Comments
Controls	Not all light switches have clear floor space for a front approach	Move furniture/trash cans to achieve the proper clearances.	12-20	Mike Townsend	Click here to enter text.
Toilet Room	The restroom signage has contrasting characters but the letters are not raised and there is no braille. They are also located on the wrong side of the door.	Install ADA compliant signage	12-20	Mike Townsend	This item will require extensive remodel to meet ADA Standards but can be done.
Toilet Room	The door knobs are not easily operable without pinching on the restroom door.	Adjust/replace existing door hardware to meet ADA Standards.	12-21	Mike Townsend	Click here to enter text.
Toilet Room	The bathroom mirror is located with the bottom edge higher than the required height.	Remove the mirror and remount at the proper height.	12-20	Mike Townsend	Click here to enter text.
Toilet Room	The lavatory faucets in both restrooms are not easily operable without tight grasping or turning.	Replace the faucets with ADA compliant faucets.	12-21	Mike Townsend	Click here to enter text.
Toilet Rooms	There is not adequate clearance for the door, lavatory, or toilet in the restroom. No grab bars present.	Remodel bathroom to ADA Standards	12-24	Mike Townsend	Total remodel

ADA Transition Plan

Facility Camden Public Safety Building

Date 10-9-19

Contact Person George Smith Police, Jerry Pierce Fire

Department Police and Fire

Email Cityofcamden1@bellsouth.net

Phone 731-584-4622 Police, 731-697-2482 Fire

Area	Access Issue	Solution	Target Date	Person Responsible	Comments
Parking	Adequate accessible parking but no van accessible parking space is marked at such. There is no accessible aisle	Designate van accessible parking and aisle. Install proper signage/markings.	12-21	George Smith Jerry Pierce	
Entrance	The main entrance is accessible. The other entrances are not accessible due to door knobs that do not meet the grasp ability requirements. They also require force to open.	Replace door opening hardware and adjust closures or install proper signage directing the public to the accessible entrance.	12-20	George Smith	Click here to enter text.
Access to Goods and Services	Offices and other room lack the proper ADA identification signage	Install ADA compliant signage	12-20	George Smith, Jerry Pierce	Click here to enter text.
Interior Doors	Not all doors have door knobs which do not meet the grasp ability requirements	Replace with ADA compliant opening hardware	12-21	George Smith Jerry Pierce	Click here to enter text.
Access to Goods and Services	Several routes are inaccessible due to clearances issues or obstacles.	Move furniture, filing cabinets, ladders, and other items to achieve the proper clearance.	12-21	George Smith, Jerry Pierce	See pictures in the self-evaluation

Area	Access Issue	Solution	Target Date	Person Responsible	Comments
Access to Goods and Services	Without going outside there is no accessible route to the basement level where the training room and weight room are located.	Move the locations of the training room and weight room to an accessible location and install signage giving direction to the accessible entrance.	12-24	George Smith; Jerry Pierce	Click here to enter text.
Interior Doors	The door locks are not easily operable without pinching on both restroom doors.	Adjust/replace existing door hardware to meet ADA Standards.	12-20	George Smith; Jerry Pierce	Click here to enter text.
Interior Doors	The door at the bottom of the stairs and the half door in the community room lacks the required clearance	Remodel door openings to gain the proper clearance	12-24	George Smith; Jerry Pierce	Click here to enter text.
Controls	Several light switches throughout the building are inaccessible via the front approach or lack the proper controls.	Move items blocking light switches and install proper light controls where necessary	12-22	George Smith; Jerry Pierce	Lack proper controls is referring to an inaccessible light pull chain cord. See pictures in self-evaluation.
Service Counter	There is no accessible portion of the service counter.	Remodel counter to include a handicapped accessible portion of the counter	12-24	George Smith; Jerry Pierce	
Toilet Rooms	The bathroom on the basement floor is not ADA compliant	The restroom should be remodeled to meet ADA Standards or the location of the services provided on that level relocated	12-24	George Smith; Jerry Pierce	Click here to enter text.
Toilet Rooms	The restroom signage is not mounted on the handle side of the door	Install ADA compliant signage	12-20	George Smith; Jerry Pierce	Main Level
Toilet Rooms	The lock is not operable without tight pinching or twisting of the wrist	Install ADA compliant door hardware	12-20	George Smith; Jerry Pierce	Main Level

Area	Access Issue	Solution	Target Date	Person Responsible	Comments
Toilet Room	The bottom of the mirrors are more than the maximum 40"	Remove mirrors and remount at the proper height	12-21	George Smith; Jerry Pierce	Main Level
Toilet Room	The lavatory faucet handles are not operable without tight grasping or twisting and there is no covering of the drainage piping	Install ADA compliant faucet handles and protective covering to the drainage piping of the lavatory.	12-21	George Smith; Jerry Pierce	Main Level
Toilet Room	The bath room stall as no hardware on the pull side of the stall door.	Install proper hardware on the stall door.	12-21	George Smith; Jerry Pierce <div></div>	Main Level
Toilet Room	The chair in the restroom obstructs the required clearance around the toilet.	Move or remove the chair	12-20	George Smith; Jerry Pierce	Main Level
Toilet Room	The toilet paper dispenser is located more than 7 inches from the toilet and the grab bars are being used to store toilet tissue.	Remove and reinstall toilet paper dispenser at the correct location and height and remove toilet tissues from the grab bars.	12-20	George Smith; Jerry Pierce	Main Level
Shower	The shower is not accessible due to a ledge at the entrance to the shower and the water control handles do not meet the grasp ability requirements.	Remodel shower to remove the ledge and install ADA compliant shower control hardware.	12-24	George Smith; Jerry Pierce	Main Level; See self-evaluation pictures.
Drinking Fountain	There is not enough clear floor space the drinking fountain for a forward approach and it is not at the proper height.	Install and ADA compliant drinking fountain	12-24	George Smith; Jerry Pierce	Main Level

ADA Transition Plan

Facility Camden City Park

Date 10-9-19

Contact Person Kevin Johnson

Department Parks

Email Cityofcamden1@bellsouth.net

Phone 731-584-4041

Area	Access Issue	Solution	Target Date	Person Responsible	Comments
Parking	Adequate accessible parking throughout the park but not all van accessible parking space are marked at such. Not all van assessable spaces had marked aisles	Install proper signage/markings on the van accessible space and aisles.	12-21	Kevin Johnson	
Play Areas	All play areas are accessible by a path, but not all have accessible routes to vertical components of the area.	Extend accessible paths to play areas to include vertical components.	12-22	Kevin Johnson	Vertical components are components such as slides, monkey bars, etc.
Amphitheater	While there is an access ramp for the stage, there is no accessible path to it.	Build an accessible path from the handicapped parking area to the amphitheater.	12-23	Kevin Johnson	Click here to enter text.
Amphitheater	The bleachers at the amphitheater are not accessible.	Designate and build a handicapped accessible viewing area at the amphitheater.	12-23	Kevin Johnson	Click here to enter text.
Toilet Rooms; Accessible one at walking trail	The signage is raised with contrasting colors but there is no braille and are located on the handle side of the door.	Install ADA compliant signage on the handle side of the restroom doors.	12-20	Kevin Johnson	There are several bathrooms throughout the park. 4 sets of these are considered accessible by signage or standards. These are the ones that are addressed.

Area	Access Issue	Solution	Target Date	Person Responsible	Comments
					The other restrooms could be made accessible with minor improvements.
Toilet Rooms; Walking Trail	The lavatory faucets in both restrooms are not easily operable without tight grasping or turning. The soap dispenser is mounted to high and the forward approach to the paper towel dispenser is blocked.	Replace the faucets with ADA compliant faucets. Remove and reinstall soap dispenser at proper height. Move trash can from the front of the paper towel dispenser.	12-21	Kevin Johnson	Click here to enter text.
Toilet Rooms; Walking Trail	The front approach for the women's bathroom stall does not offer enough clearance and the grab bars do not meet standard.	Move stall partition to obtain proper clearance. Remove grab bars and reinstall per ADA Standards.	12-22	Kevin Johnson	Click here to enter text.
Toilet Rooms; Pavilion	The signage is raised with contrasting colors but there is no braille and are located on the handle side of the door.	Install ADA compliant signage on the handle side of the restroom doors.	12-21	Kevin Johnson	Click here to enter text.
Toilet Rooms; Pavilion	There is no curb cut at the parking area to make the route accessible	Make the appropriate curb cut to make an accessible route to the pavilion.	12-22	Kevin Johnson	Click here to enter text.
Toilet Rooms; Baseball Fields	The signage on the women's restroom is not on the handle side wall.	Install ADA compliant signage on the handle side of the restroom doors.	12-20	Kevin Johnson	Click here to enter text.
Pool	The pool was closed and under major renovation at the time of the assessment.	The pool and pool area should be assessed for ADA compliance upon completion of the renovation.	12-22	Kevin Johnson	Click here to enter text.
Sports Areas	While the tennis courts and newer ball fields were assessable most of	Construct accessible routes to the sports fields and volleyball area which are not accessible	12-24	Kevin Johnson	See self-assessment photos.

**SELF-EVALUATION
PEDESTRIAN RIGHT-OF-
WAYS**

SELF-EVALUATION OF PEDESTRIAN SPACES WITHIN THE RIGHT-OF-WAYS

Scope

This portion of the report deals with a review of sidewalks, curb ramps, and signalized intersections within the city. The self-evaluation field data is shown along with recommendations for specific improvements. A projected timeline for bringing the elements into compliance with the Americans with Disabilities Act and possible funding sources are also included.

The technical provisions of “Pedestrian Spaces within the Right-Of-Way” hereafter referred to as PROWAG will apply to the Pedestrian Access Routes. The items to be addressed under PROWAG include sidewalk width, sidewalk passing spaces, sidewalk running slope, sidewalk cross slope, sidewalk conditions, sidewalk curb ramps, and signalized intersections.

Sidewalk Width

PROWAG establishes a minimum sidewalk clear width of 4’ exclusive of the curb. TDOT requires a minimum sidewalk width of 5’. Sidewalks constructed with a 4’ width prior to the 5’ requirement are considered covered under the ‘Safe Harbor’ doctrine. All existing sidewalks have at least 4’ clear width. All sidewalks constructed after the 5’ minimum went into effect are 5’.

Sidewalk Crossing Spaces

Where sidewalk crossing space clear width is less than 5’ space must be provided a minimum of every 200’ to allow pedestrian passing.

Sidewalk Running Slope

PROWAG standards allow the running slope of the sidewalk to follow the grade of the street. In areas where sidewalks do not follow the street grade a maximum of 5% slope is required. Approximately 90% of all sidewalks in the city meet this requirement.

Sidewalk Cross Slope

Cross slope of sidewalks shall be less than 2%. The exception to this is at street crossings without yield or stop control or mid-block crossings. Several of the older sidewalks have cross slopes in excess of 2%. This will be addressed in the 5 year transition period.

Sidewalk Conditions

Sidewalk surfaces must be maintained in a firm, stable, and slip resistant condition. Sidewalks that have chipped or broken must be repaired per PROWAG standards. Opening for joints, grates, etc. may not exceed $\frac{1}{2}$ ". Sidewalks must be free of obstructions such as tree limbs, utility poles, mailboxes, and moveable obstructions such as trash cans and signs. Several of the older sidewalks have cracking and broken sections. Sidewalks that are safety hazards are given priority in the Transition Plan. There were also sidewalk obstructions noted at many locations. The majority of these obstructions were from mailboxes or utility related.

Curb Ramps

Curb Ramps complying with PROWAG standards shall be placed at all sidewalks where they intersect a street. The type of curb ramp used will be based on the orientation of the ramp to the adjacent curb. Items addressed in the standards include curb ramp slope, flares, landings, turning spaces, and detectable warnings. Curb ramps are provided along most of the arterial and collector streets. Some residential street sidewalks are not provided with curb ramps. Installing ADA compliant curb ramps in these locations are given a priority in the Transition Plan.

Signalized Intersections

Where provided accessible pedestrian signalized intersections shall contain a push pad to activate a pedestrian access signal which contains both an audio and visual notification to communicate information. It is noted that signalized intersections that were constructed prior to the audio requirement are covered under the 'Safe Harbor' doctrine. The City of Camden has 2 locations with signalized intersections. Neither of the 2 meets current ADA requirements due to

no audio signal but fall under the "Safe Harbor Doctrine" as audio signaling was not required by ADA at the time of installation. Should the city renovation the signaling devices they will be brought up to current code at that time.

Cost Factors

The following cost factors were used to budget for improvements for Pedestrian Spaces within the Right-Of-Ways.



Drive Apron (10' Wide)	\$12 sq. ft.
Curb Ramps	\$3,000 each
Sidewalk (5' Wide)	\$ 8 sq. ft.
Audible Signal of Signalized Intersections	\$2,000 each

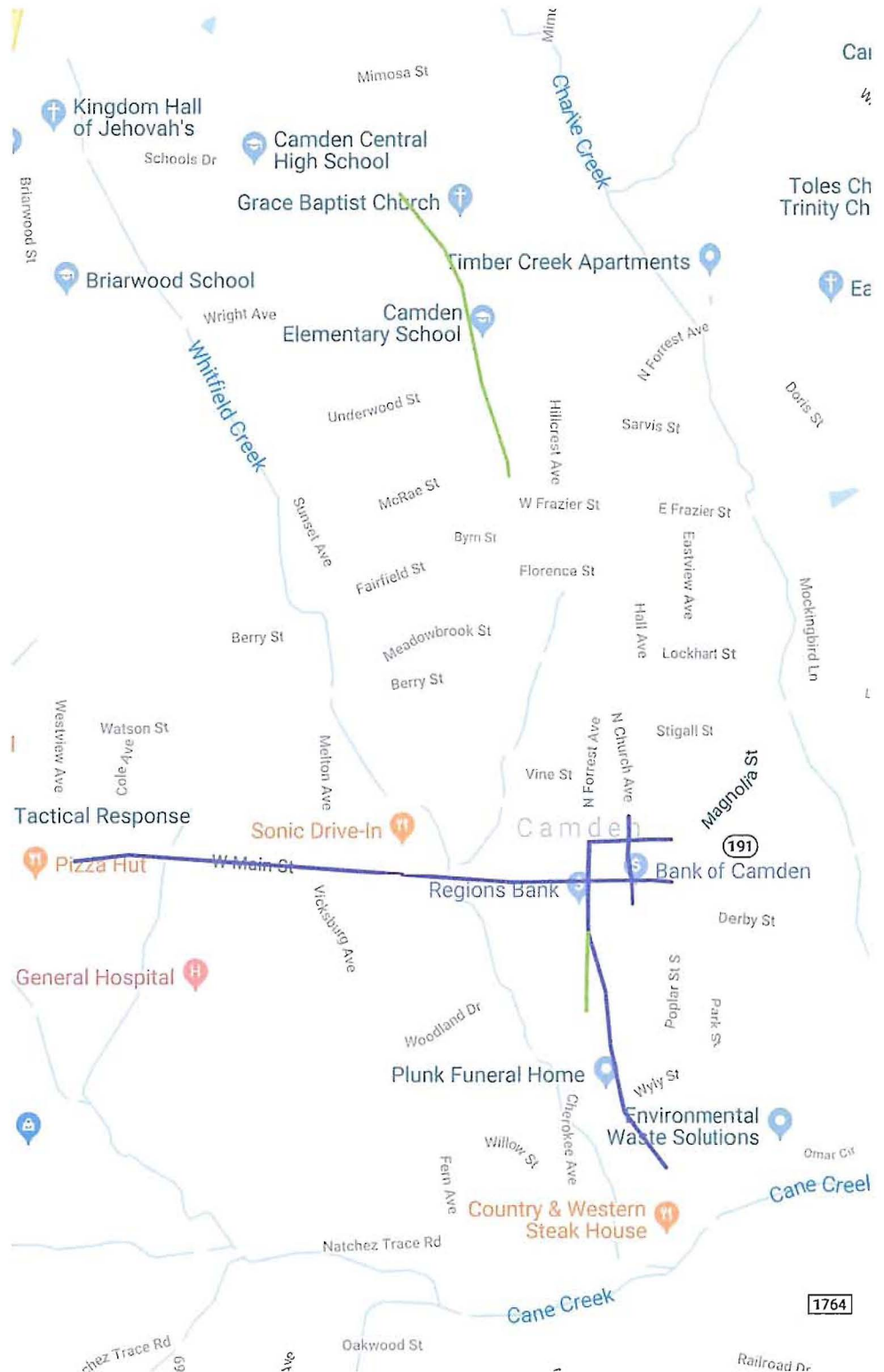
Camden, TN Sidewalks

Sidewalk on both sides of street

-  W Main St.
-  E Main St.
-  S Church Ave
-  N Church Ave
-  E Lake St.
-  S Forrest
-  N Forrest

Sidewalks on one side of street

-  Washington Ave
-  College St



CAMDEN, TENNESSEE SIDEWALK ASSESSMENT

W MAIN STREET: SOUTHSIDE – EASTBOUND

CURB RAMPS & CROSSWALKS

Start – Sidewalk begins at cemetery with no curb cut. Also, notice the wear and also the spalling.



Hummingbird Cir – No curb cut and no crosswalk is present.



Vicksburg Ave – Sidewalk stops before it reaches street corner. There is no curb cut or crosswalk present.



Washington Ave – No curb cuts or crosswalks are present.



Rosemary Ave – A perpendicular ramp is present with no detectable warning surface and a faded ladder crosswalk.



End – Sidewalk disappears with no clear transition at Forrest Ave.



CONDITIONS & OBSTRUCTIONS

Several street access points for properties lacked curb cuts or were paved over. Over 20 examples were documented. Below are 4 examples.



A utility pole obstructs the sidewalk across the street from Marilyn's. Also a low hanging cable obstructed the sidewalk near Hummingbird Cir.



There are several examples of spalling and other damage to the sidewalks. More than 9 examples are documented. Below are 6 examples.



W MAIN STREET: SOUTHSIDE – EASTBOUND

CURB RAMPS & CROSSWALKS

Start – Sidewalk begins with no curb cut just before Cole Ave across from the cemetery.



Cole Ave – Perpendicular ramp is present with no warning surface. No crosswalk is present.



Post Oak Ave – A perpendicular ramp is present on one side with no detectable warning surface and no curb cut on the other. No crosswalk is present.



Melton Ave – There is a perpendicular ramp with no detectable warning surface. Also, note the heavy damage. No crosswalk is present.



Robin Ave – Perpendicular ramp with no detectable warning surface on one side and no curb cut on the other. No crosswalk is present. Also, note the heavy damage.



Washington Ave – Diagonal ramp on one side with no detectable warning surface and no curb cut on the other. No crosswalk is present.



Maple Ave - Diagonal ramp on one side with no detectable warning surface and no curb cut on the other. No crosswalk is present.



Rosemary Ave – Diagonal ramps are present with no detectable warning surfaces. No crosswalk is present.



Forrest Ave – A perpendicular ramp is present with no detectable warning surface and a diagonal ramp is present with a truncated domes. A faded crosswalk is present.



CONDITIONS & OBSTRUCTIONS

Several street access points for properties lacked curb cuts or were paved over. Over 13 examples were documented. Below are 2 examples.



The sidewalk is spalling, cracking, and unlevelled in several places. There are over 12 documented. Below are 4 examples.



At the corner of W Main and Forrest, the bank sign obstructs the sidewalk.



E MAIN STREET: SOUTHSIDE – EASTBOUND

CURB RAMPS & CROSSWALKS

Start/ Church St. – Sidewalk continues off the square with a perpendicular and diagonal ramp with a detectable warning surface of truncated domes that are not yellow. A standard crosswalk is present.



Hall Ave – A perpendicular ramp is located on both sides with only one have a detectable warning surface of truncated domes but not yellow. No crosswalk is present.



End – Sidewalk ends with no curb cut at Poplar Ave.



CONDITIONS & OBSTRUCTIONS

Below are 3 examples of damages and obstructions.



E MAIN STREET: NORTHSIDE – EASTBOUND

CURB RAMPS & CROSSWALKS

Start/ Church Ave – Sidewalk continues off the square with perpendicular ramps with detectable warning surfaces of truncated domes that are not yellow. A standard crosswalk is present.



Hall Ave – perpendicular ramps are present with no detectable warning surfaces and no crosswalk is present. Also note the obstruction and damage.



End/ Poplar Ave – Sidewalk ends with a diagonal ramp but no detectable warning surface.



CONDITIONS & OBSTRUCTIONS

There were at least 5 obstructions including signs and utility poles and numerous damages. And an inaccessible section was present. Below are examples.



S CHURCH AVE: WESTSIDE – SOUTHBOUND

CURB RAMPS & CROSSWALKS

Start / E Main – Sidewalk continues off of square with perpendicular ramps with detectable warning surfaces of truncated domes that are not yellow. A standard crosswalk is present.



End/Henry St – Sidewalk ends with a perpendicular ramp and a detectable warning surface of truncated domes that is not yellow.



CONDITIONS & OBSTRUCTIONS

Sidewalk is inaccessible with steps but no ramp.



S CHURCH AVE: EASTSIDE – SOUTHBOUND

CURB RAMPS & CROSSWALKS

Start / E Main – Sidewalk continues off of square with perpendicular ramps with detectable warning surfaces of truncated domes that are not yellow. A standard crosswalk is present.



End/Henry St – Sidewalk ends with a perpendicular ramp and a detectable warning surface of truncated domes that is not yellow.



N CHURCH AVE: EASTSIDE – NORTHBOUND

CURB RAMPS & CROSSWALKS

Start /Lake St – Sidewalk continues off of square with perpendicular ramp with a detectable warning surface of truncated domes that is not yellow. A standard crosswalk is present.



End – Sidewalk abruptly ends at First United Methodist Church.



N CHURCH AVE: WESTSIDE – NORTHBOUND

CURB RAMPS & CROSSWALKS

Start /Lake St – Sidewalk continues off of square with perpendicular ramp with a detectable warning surface of truncated domes that is not yellow. A standard crosswalk is present. Note the obstruction of the street sign.



End – Sidewalk ends across from First United Methodist Church.



LAKE ST: SOUTHSIDE – EASTBOUND

CURB RAMPS & CROSSWALKS

Start / Church Ave – Sidewalk continues off of square.



Hall Ave – 1 perpendicular ramp is present with no detectable warning surface. No crosswalk is present. Note the damage and obstruction in the first photo.



Poplar Ave – Perpendicular ramps are present with no detectable warning surfaces. No crosswalk is present.



End – Sidewalk abruptly ends at vacant lot.



CONDITIONS & OBSTRUCTIONS

Multiple spots of damage and at least 2 spots of inaccessibility are present. Below are examples.



LAKE ST: NORTHSIDE – EASTBOUND

CURB RAMPS & CROSSWALKS

Start / Church Ave – Sidewalk continues off of square. Diagonal ramps are present with detectable warning surfaces of truncated domes and are not yellow. Standard crosswalks are present.



End/ Poplar Ave – Sidewalk ends without transition. Also, note damage.



WASHINGTON AVE: EASTSIDE – SOUTHBOUND

CURB RAMPS & CROSSWALKS

Start – Sidewalk starts without transition at 236.



Wheel Estates – Perpendicular ramps are present with no detectable warning surfaces and no crosswalk is present. Also, note damage to sidewalk.



Davidson St – After a gap of sidewalk at Elementary School, there is a 1 perpendicular ramp with no detectable warning surface and no crosswalk.



End – Sidewalk ends with a perpendicular ramp with no detectable warning surface at the driveway of 183.



CONDITIONS & OBSTRUCTIONS

There are at least 5 spots of damage. Also, several driveways (at least 6) are paved over the sidewalk. Below are examples.



A major gap in sidewalk exists at the elementary school.



S FORREST: EASTSIDE – NORTHBOUND

CURB RAMPS & CROSSWALKS

Start /Omar – Sidewalk starts without transition. Also, note damage.



S Popular – Perpendicular ramps exist with no detectable warning surface and no crosswalk is present. Also, note the damage on both ramps.



Church St – Diagonal ramps are present with no detectable warning surface and no crosswalk is present.



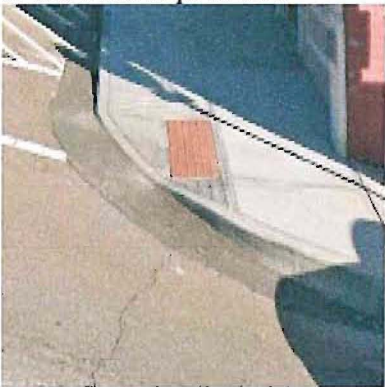
Leon Terrace – No clear transition is present.



Henry – Perpendicular ramps are present with only 1 having a detectable warning surface that is not yellow. No crosswalk is present.



End / Main – Sidewalk continues into the square with a perpendicular ramp with a detectable warning surface of truncated domes that is not yellow. A standard crosswalk is present.



CONDITIONS & OBSTRUCTIONS

Below are 5 example of damage.



There are instances of unclear transitions at driveways and business entrances. Below are examples.



S FORREST: WESTSIDE – NORTHBOUND

CURB RAMPS & CROSSWALKS

Start – Sidewalk starts with no clear transition close to Omar.



Cherokee Ave – No curb cut is present.



College St – No curb cut and no clear crossing is present.



End / Henry St – Sidewalk ends with no curb cut.



CONDITIONS & OBSTRUCTIONS

Below are 3 examples of damages.



COLLEGE ST: WESTSIDE – SOUTHBOUND

CURB RAMPS & CROSSWALKS

Start – Sidewalk continues off of Forrest's sidewalk.



End – Sidewalk ends at the daycare. Notice the obstructions of the fire hydrant and shrub.



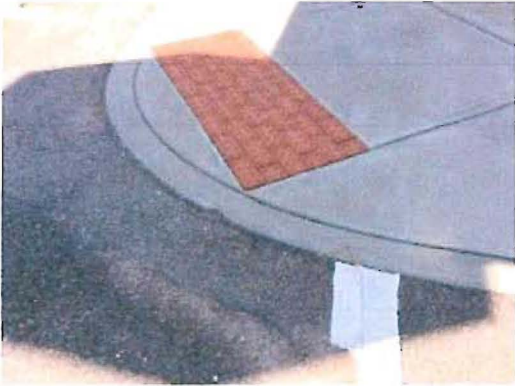
CONDITIONS & OBSTRUCTIONS

There 2 examples of damage below.



DOWNTOWN SQAURE: OUTER LOOP – COUNTERCLOCKWISE

Southside – It is accessible with transitions. Detectable warning surfaces are not yellow. Standard crosswalks are present.



Eastside - It is accessible with transitions. Detectable warning surfaces are not yellow. Standard crosswalks are present. Railings are also present when needed.





Northside - It is accessible with transitions. Detectable warning surfaces are not yellow. Standard crosswalks are present. Railings are also present when needed. Note the corner on Forrest without a curb cut. A fire hydrant and flag are obstructions.



Westside – This side is the least accessible. Only one standard crosswalk is present without proper transitions.





DOWNTOWN SQAURE: INNER LOOP – COUNTERCLOCKWISE

Southside – Overall, this side is accessible. One transition has a detectable warning surface that is not yellow. Rails are present where needed.



Eastside – It is accessible with transitions. 1 detectable warning surface is not yellow. Standard crosswalks are present. Railings are also present when needed.



Northside – It is accessible with transitions. Detectable warning surfaces are yellow. Standard crosswalks are present. Railings are also present when needed.



Westside – It is accessible with transitions. Detectable warning surfaces are yellow. Standard crosswalks are present. Railings are also present when needed.



WALMART

There are no continuous sidewalks present on this stretch of road. There are ramps with yellow detectable warning surfaces and standard crosswalks at the 2 stoplights. Note that the crossing signals do not notify the pedestrian to walk.







TRANSITION PLAN FOR PEDESTRIAN RIGHT-OF- WAYS

Camden Pedestrian Right of Way ADA Transition Schedule (2020-2025)

East Main Street	2020
North Forrest	2021
South Forrest	2021
North Church Street	2022
South Church Street	2022
East Lake Street	2022
Washington Avenue	2023
West Main Street	2024

Note: The transition scheduling of North and South Forrest are scheduled for 2021 to coincide with the attached TDOT 3 year paving schedule. The scheduling of sidewalk upgrades to ADA standards for 2023 is in anticipation of a Safe Routes to School grant. Adjustments may be made to this timeline when the TDOT paving schedules for 2023 and 2024 come out.

2020 District 47 Proposed Paving List


Reg. Priority	District	County	Rte.	Beg LM	Termini Description	End LM	Length	Lanes	Lane Miles	ADT	Treatment, Remarks, RRs, Project Overlaps/Conflicts, MPO Involvement, Multiple Segments/County Sequences	Est. Life Extension	Lane Yr
	47	Carroll	SR 22	4.36	Clarksburg City Limits to Bennetts Rd	9.25	4.89	4			HIR with 85 lbs TLD		
	47	Carroll	SR 1	19.68	Huntingdon Court Square to Jailhouse Rd	22.94	3.26	2,3,5			Mill and 411D		
	47	Obion	SR 3	0	Dyer County Line to S Main St.	9.39	9.39	4			HIR with 85 lbs TLD		
	47	Weakley	SR 89	16.6	SR 54 to North of SR 190	27	10.4	2			Scrub Seal and 411 D		
	47	Carroll	SR 105	5.45	Park Street to SR 77	9.07	3.62	2			Mill and 411D		
	47	Dyer	SR 104	2.53	SR 182 to SR 182	10.26	7.73	2			Mill and 411D		
	47	Dyer	SR 182	0	SR 104 to North of R&R	0.95	0.95	2			Mill and 411D		
	47	Dyer	SR 78	9.52	SR 103 to Obion Co	13.58	4.06	2			Mill and 411D		
	47	Obion	SR 78	0.00	Dyer Co. to Lake Co.	1.01	1.01	2			Mill and 411D		
	47	Weakley	SR 54	12.57	South Parkway to Henry County Line	22.14	9.57	2			HIR and TLD		
	47	Henry	SR 76	0	Carroll County Line to Curb and Gutter	11.29	11.29	4			HIR and TLD		
	47	Henry	SR 356	0	SR 54 to SR 76	0.95	0.95	3			Mill and 411D		
	47	Henry	SR 54	8.92	East of SR 218 to SR 356	11.12	2.2	2			Mill and 411D		

2021 District 47 Proposed Paving List

Reg. Priority	District	County	Rte.	Beg LM	Termini Description	End LM	Length	Lanes	Lane Miles	ADT	Treatment; Remarks, RRs, Project Overlaps/Conflicts, MPO Involvement, Multiple Segments/County Sequences	Est. Life Extension	Lane-Mil Years
	47	Obion	214	0.86	SR 22 to SR 3	7.92					Mill and 411D		
	47	Gibson	187	0	SR 43 to SR 76	7.86					Mill and 411D		
	47	Weakley	89	27	North of SR 190 to Kentucky State Line	34.26					Scrub Seal and 411D		
	47	Weakley	431	0	SR 22 to SR 372	3.12					Mill and 411D		
	47	Weakley	43	14.6	SR 372 to SR 22	17.4					Mill and 411D		
	47	Henry	69	17.27	Flatwoods Ln to Kentucky State Line	31.37					Scrub Seal and 411D		
	47	Dyer	211	8.87	Biffle Road to SR 77	10.31					Mill and 411D		
	47	Benton	391	0.00	70 BUS through Camden to SR 1	5.31					Mill and 411D		
	47	Dyer	3	0.00	Lauderdale Co Line to Hornbrook St	6.54					HIR and TLD		
	47	Obion	22	0	E of Obion River Bridge to Weakley Co Line	2.084					Mill and 411D		
	47	Obion	3	17.692	W Main St to Section Line Road	23					Mill and 411D		

2022 District 47 Proposed Paving List

Reg. Priority	District	County	Rte.	Beg LM	Termini Description	End LM	Length	Lanes	Lane Miles	ADT	Treatment, Remarks, RRs, Project Overlaps/Conflicts, MPO Involvement, Multiple Segments/County Sequences	Est. Life Extension	Lane-Mile-Years
	47	Gibson	54	16.02		20.03	4.01	2					
	47	Obion	22	5.49		13.58	8.09	2					
		Lake	78	0		6.53	6.53	2					
	47	Henry	77	0		7.61	7.61	2					
	47	Benton	192	0		5	5	2/3			NO SIDEWALKS		
	47	Gibson	77	9		15.3	6.3	2					
	47	Gibson	105	0		10.4	10.4	2					
	47	Weakley	190	12.28		18.57	6.29	2					
	47	Obion	216	0.00		8.22	8.22	2					
	47	Dyer	3	4.4		11.77	7.37	4/5					
	47	Carroll	220	0		4.55	4.55	2					



U.S. Route 70 Business

Location

Huntingdon, Tennessee








Length



2.8 mi (4.5 km)

Camden business loop

US 70 Business (US 70 Bus.) is a business loop in Camden, which also shares a hidden concurrency with SR 391.

The entire route is in Benton County.

Location	mi	km	Destinations	Notes
	0	0.0	 US 70 (SR 1) – Bruceton-Hollow Rock, New Johnsonville	Begin of unsigned  SR 391 overlap
Camden			 US 641 (SR 69) – Paris, Parsons	
	2.7	4.3	 SR 69A north / SR 191 north (Forrest Street) – Nathan Bedford Forrest State Park, Eva, Big Sandy	Southern terminus of SR 69A; north end of SR 191 overlap
	4.6	7.4	 SR 191 south – Interstate 40	South end of SR 191 overlap
	5.6	9.0	 US 70 (SR 1) – New Johnsonville	End of unsigned  SR 391 overlap
1.000 mi = 1.609 km; 1.000 km = 0.621 mi <div><div></div>Concurrency terminus</div>				

U.S. Route 70 Business



Location

Camden, Tennessee

Length

5.4 mi (8.7 km)

Dickson business loop

U.S. Route 70 Business

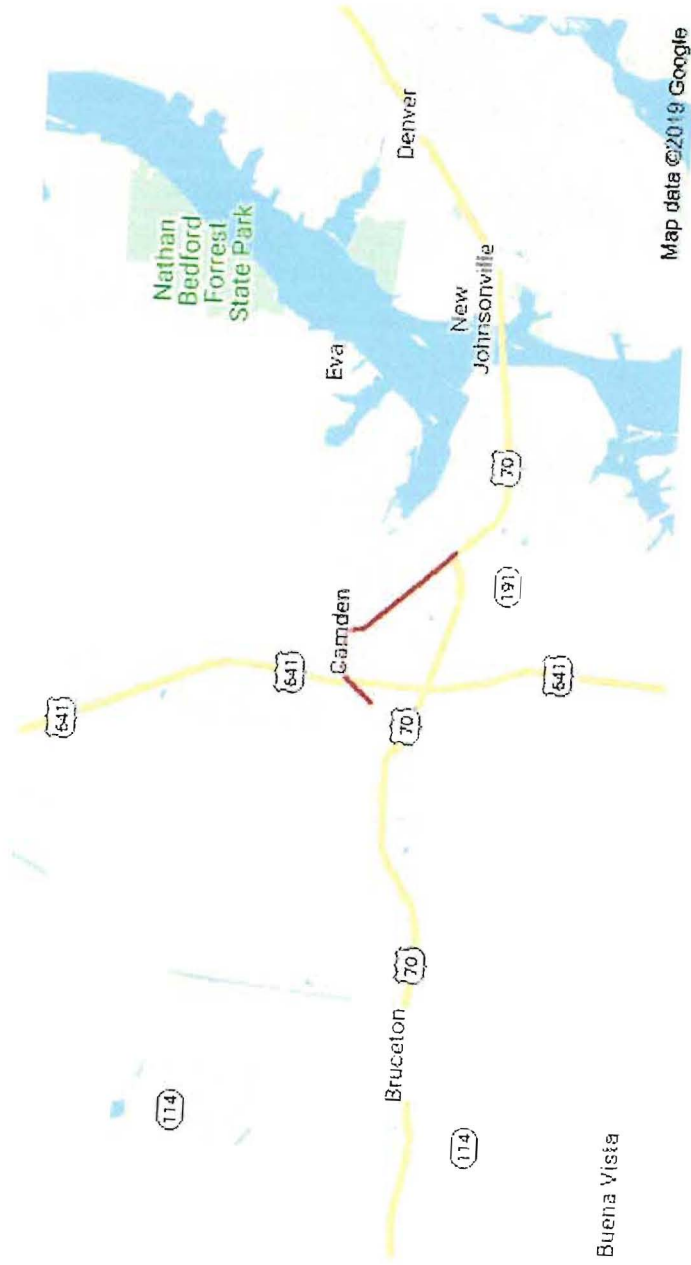
Location

Dickson, Tennessee

Lebanon business loop



CAMDEN BUSINESS LOOP



FUNDING SOURCES

Location:

FEDERAL ASSISTANCE PROGRAMS; SIDEWALKS; STATE AID;

Scope:

Connecticut laws/regulations; Background;

**OLR RESEARCH REPORT**

October 27, 2010

2010-R-0431

FUNDING SOURCES FOR MUNICIPAL SIDEWALK CONSTRUCTION

By: Paul Frisman, Principal Analyst

You wanted to know about state and federal funding sources for municipal sidewalk construction.

SUMMARY

We have identified five primary federal and state funding sources for municipal sidewalks: the Surface Transportation Program's (STP) STP-Urban and STP-Enhancement programs, the Safe Routes To School program, the Local Capital Improvement Program (LoCIP), and the Small Town Economic Assistance Program (STEAP). We summarize these programs below. This report does not address sidewalks the state funds as part of a state project.

FEDERAL HIGHWAY ADMINISTRATION (FHWA) FUNDING

The FHWA provides funding for municipal sidewalk construction through three programs: The STP-Urban, STP-Enhancement, and Safe Routes To Schools programs.

STP-Urban Program

Under the STP-Urban program, the FHWA, working through the state Department of Transportation (DOT) and each of the 15 state Regional Planning Organizations (RPO), usually provides 80% of the funding to build a sidewalk and any associated right-of-way. Municipalities must cover the costs of designing the sidewalk and 20% of the construction and right-of-way acquisition costs. However, DOT is currently updating its policy for sidewalk installation and these percentages may change.

STP-Urban funds are distributed to RPOs. Each RPO solicits potential projects from member towns, ranks them, and submits the prioritized list to DOT. Following a comprehensive review, a public informational meeting, and municipal endorsement, DOT schedules the projects based on available funds.

DOT guidelines, which are currently being updated, state that the STP-Urban program is meant to address regional, not just local, priorities. According to the existing DOT guidelines for sidewalk construction (available on-line at:

http://www.ct.gov/dot/lib/dot/documents/dconsultdesign/pavement_sidewalk_guidelines.pdf),

projects to build new sidewalks will be considered for funding through the STP-Urban program if they satisfy generally accepted standards of the American Association of State Highway and Transportation Officials (AASHTO). A new sidewalk must (1) be built on an eligible road (primarily, though not necessarily, a major through road); (2) provide a safety benefit to the community; and (3) comply with AASHTO standards and all federal requirements, such as the Americans with Disabilities Act. A sidewalk project can include a new sidewalk or a new segment to fill gaps in an existing sidewalk. But replacement of an existing sidewalk, park benches, ornamental lighting, and similar elements are ineligible for funding.

Towns are generally responsible for inspecting the sidewalk and record-keeping for the project. They are always responsible for maintaining the sidewalk. Currently, STP-Urban pavement rehabilitation and sidewalk projects can cover no more than 15% of a particular RPO's annual funding allocation.

According to DOT, the state receives about \$35 million annually for STP-Urban projects from the FHWA.

STP-Enhancement

The FHWA also gives the state about \$8 million a year for the STP- Enhancement program, which also can fund new sidewalks. However, DOT states that funding for this program under the most recent multi-year federal transportation funding authorization ("SAFETEA-LU") has already been committed.

DOT also notes that STP funding sources and amounts may change, depending on the legislation that eventually succeeds SAFETEA-LU.

Safe Routes to School Program (SRTS)

In this program, eligible schools apply through municipalities for federal funds to improve the ability of primary and middle school children to safely walk and bicycle to school. New sidewalks and pedestrian and bicycle improvements are among the projects eligible for SRTS funding if the projects are within one mile of a primary or middle school. Applicants must have an SRTS plan in place.

Grants, which range from \$150,000 to \$500,000, are made through a statewide competitive process. DOT reimburses towns for eligible costs. More information on SRTS grants can be found at: <http://www.ctsaferoutes.ct.gov/> and

http://www.ctsaferoutes.ct.gov/pdf/CTSRTSPlan_Guidelines_010808.pdf. Sample SRTS plans can be found at: <http://www.walkitbikeitct.org>.

LoCIP

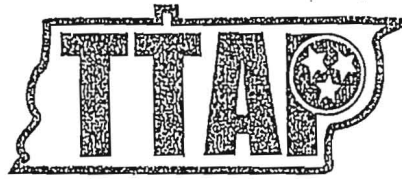
The LoCIP program provides formula grants to municipalities for capital improvements, including sidewalk and pavement improvement projects (CGS § 7-536 (a) (4)). A municipality may apply to the Office of Policy and Management (OPM) for reimbursement after it spends money on an authorized LoCIP project. The amount reimbursed cannot exceed the municipality's available LoCIP balance.

More information on LoCIP and LoCIP guidelines are available at OPM's website:
http://www.ct.gov/opm/lib/opm/igp/grants/locip/locip_guidelines.pdf.

SMALL TOWN ECONOMIC ASSISTANCE PROGRAM (STEAP)

Under this program, OPM provides grants to small municipalities for developing or improving infrastructure, including roads, accessways, and other site improvements (CGS § 4-66g). More information on this program is available at http://www.ct.gov/opm/cwp/view.asp?a=2965&q=382970&opmNav_GID=1793#Communities.

PF:df



Tennessee Transportation Assistance Program

certifies that

Jim Pillow

has completed the requirements for

*Americans with Disabilities Act (ADA) Self-Evaluations/Transition Plans
and*

Overview of Elements of Public Right-of-Way Accessibility

*November 28, 2017 in Jackson, Tennessee
Earning 6 Professional Development Hours*

TTAP Director



Center for
Transportation
Research

Instructor

The Jackson Sun

TUESDAY, JULY 31, 2018 | JACKSONSUN.COM | JACKSON, TENN.

PART OF THE USA TODAY NETWORK

Paris gets \$832,960 to build sidewalks

From Staff Reports

Jackson Sun
USA TODAY NETWORK - TENNESSEE

PARIS — Walking is about to get a little bit easier in Paris. The city has been awarded over \$800,000 in a grant to build sidewalks.

In a press release Tuesday, Deputy Gov. Jim Henry announced the award of an \$832,960 Transportation Alternative Grant to the city of Paris for Wilson Street pedestrian access.

This project includes construction of

sidewalks along Wilson Street from Patriot Avenue to Lone Oak Road, along Patriot Avenue from S. Wilson Street to Lankford Road, and along Lankford Road. The project also includes curb and gutter, signage, pavement markings and ADA upgrades.

The city of Paris is committed to providing safe pedestrian and bicyclist facilities for its residents, and linking critical economic, residential and recreational areas, Henry said in the release. "Projects like this enhance the lives of Tennesseans and make our communities

more livable. I'm pleased the state can assist."

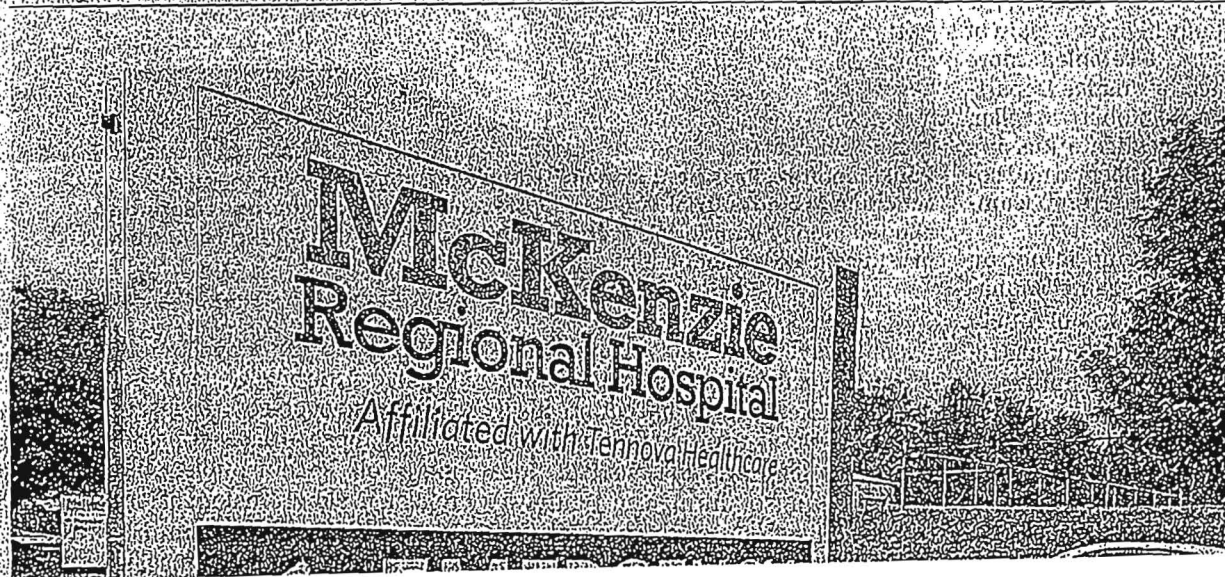
The transportation alternative grant is made possible through a federally funded program formerly known as transportation enhancement, and is administered by the Tennessee Department of Transportation.

Through these grants, TDOT has funded more than \$372 million in non-traditional transportation projects, TDOT Commissioner John Schroer said in the release. "This program has assisted communities all over the state in their ef-

forts to revitalize downtowns, highlight historic areas, provide alternative means of transportation, and increase opportunities for economic development.

A variety of activities, such as the restoration of historic facilities, bike and pedestrian trails, landscaping and other non-traditional transportation projects, are eligible for grant funds under the federal program.

Sen. John Stevens (R-Huntingdon) and Rep. Tim Wirtgen (R-Buchanan) represent Henry County in the Tennessee General Assembly.



Brownsville, Humboldt making history

From Staff Reports

Jackson Sun
USA TODAY NETWORK - TENNESSEE

The cities of Brownsville and Humboldt are making history in Tennessee, each having additions to the National Register of Historic Places.

The Jackson Sun

TUESDAY, JULY 31, 2018 JACKSONSUN.COM JACKSON, TENN.

PART OF THE USA TODAY NETWORK

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In a press release Tuesday, Deputy Gov. Jim Henry announced the award of an \$832,960 Transportation Alternative Grant to the city of Paris for Wilson Street pedestrian access.

This project includes construction of

sidewalks along Wilson Street from Patriot Avenue to Lone Oak Road, along Patriot Avenue from S. Wilson Street to Lankford Road, and along Lankford Road. The project also includes curb and gutter, signage, pavement markings and ADA upgrades.

"The city of Paris is committed to providing safe pedestrian and bicyclist facilities for its residents, and linking critical economic, residential and recreational areas," Henry said in the release. "Projects like this enhance the lives of Tennesseans and make our communities

more livable. I'm pleased the state can assist."

The transportation alternative grant is made possible through a federally funded program formerly known as transportation enhancement, and is administered by the Tennessee Department of Transportation.

Through these grants, TDOT has funded more than \$372 million in non-traditional transportation projects, TDOT Commissioner John Schroer said in the release. "This program has assisted communities all over the state in their ef-

forts to revitalize downtowns, highlight historic areas, provide alternative means of transportation, and increase opportunities for economic development."

A variety of activities, such as the restoration of historic facilities, bike and pedestrian trails, landscaping and other non-traditional transportation projects, are eligible for grant funds under the federal program.

Sen. John Stevens (R-Huntingdon) and Rep. Tim Wrigau (R-Buchanan) represent Henry County in the Tennessee General Assembly.



Brownsville, Humboldt making history

From Staff Reports

Jackson Sun
USA TODAY NETWORK - TENNESSEE

The cities of Brownsville and Humboldt are making history in Tennessee, each having additions to the National Register of Historic Places.

TRAINING



GUIDE FOR LAW ENFORCEMENT OFFICERS

When In Contact With People Who Are Deaf or Hard of Hearing

As a law enforcement officer, you can expect to come into contact with people who are deaf or hard of hearing.

Title II of the Americans with Disabilities Act (ADA) of 1990 prohibits State and local governments from discriminating against an individual with a disability. Municipal and State police and county sheriff departments are bound by this Federal law. Your office has adopted a more detailed policy regarding law enforcement officers' communication with people who are deaf or hard of hearing. You should become familiar with this policy.

What does title II require of you when interacting with persons who are deaf or hard of hearing? Among other things, your communication with such an individual must be as effective as your communication with hearing people.

How do you communicate? Provide aids or services as necessary to ensure that the deaf or hard of hearing individual understands what you are saying and that you understand him or her. These can include:

- use of qualified sign language or oral interpreters,
- for people who are hard of hearing, speaking loudly and clearly, and use of assistive listening devices (to amplify sound),
- use of gestures or visual aids to supplement oral communication,
- an exchange of written notes; or
- use of a computer

What method of communication should you use? The law requires you to give primary consideration to the individual's preference. Ask how the person wishes to communicate.

For example, some people who are deaf do not use sign language and may need to use a different aid or rely on lipreading. In one-on-one communication with an individual who lip reads, an

officer should face the individual directly, and should ensure that the communication takes place in a well-lighted area.

Honor the individual's choice unless it would significantly interfere with your law enforcement responsibilities or you are confident that other means of communicating, that may be easier to provide, are just as effective. Remember that deaf or hard of hearing persons must be able to understand you as well as those who do not have hearing impairments.

DO NOT ask a family member or friend to interpret for a deaf individual unless it is urgent to communicate immediately and that is the only option. If the deaf person requests that arrangement and the other person agrees, however, you can proceed.

How do you know when you are communicating clearly to an individual who is deaf or hard of hearing? Ask the person to summarize what you are saying.

If the person uses sign language, what kinds of communication require an interpreter? Consider the length, importance, and complexity of the communication, as well as the context.

- In a simple encounter, such as checking a driver's license or giving directions, a notepad and pencil or perhaps gestures will normally be sufficient.
- During interrogations and arrests, a sign language interpreter will often be necessary.
- If the legality of a conversation will be questioned in court, such as situations where *Miranda* warnings are issued, a sign language interpreter may be necessary. You should be careful about misunderstandings in the absence of a qualified interpreter. A nod of the head may be an attempt to appear cooperative in the midst of misunderstanding, rather than consent or a confession of wrongdoing.
- In general, if an individual who does not have a hearing disability would be subject to police action without interrogation, then an interpreter will not be required, unless one is necessary to explain the action being taken.

Example: An officer clocks a car on the highway driving 15 miles above the speed limit. The driver, who is deaf, is pulled over and issued a noncriminal citation. The individual is able to understand the reasons for the citation, because the officer exchanges notes and points to information on the citation. A sign language interpreter is not needed.

Example: An officer responds to an aggravated battery call and upon arriving at the scene observes a bleeding victim and an individual holding a weapon. Eyewitnesses observed the individual strike the victim. The individual with the weapon is deaf. Because the officer has probable cause to make a felony arrest without an interrogation, an interpreter is not necessary to carry out the arrest.

Example: An officer responds to the scene of a domestic disturbance. The husband says the wife has been beating their children and he has been trying to restrain her. The wife, who is deaf, requests an interpreter. The officer begins by exchanging notes but the woman's responses indicate a lack of comprehension. An interpreter should be called. If the woman's behavior is

threatening, the officer can make an arrest and call for an interpreter to be available at the booking station.

Do you have to take a sign language interpreter to a call about a violent crime in progress or a similar urgent situation involving a person who is deaf? No. An officer's immediate priority is to stabilize the situation. If the person being arrested is deaf, the officer can make an arrest and call for an interpreter to be available later at the booking station.

Contact numbers for your local sign language interpreters:

Note: Reproduction of this document is encouraged.

2018 ADA COMPLIANCE OFFICER TRAINING HANDOUT

June 5-7, 2018

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Background of the Americans with Disabilities Act (“ADA”)

ADA was signed into law July 26, 1990 by President George H.W. Bush. The law prohibits discrimination on the basis of disability and protects the rights of individuals with disabilities in employment, access to State and local government services, places of public accommodation, transportation, and other important areas. ADA also requires newly designed and constructed or altered state and local government facilities, public accommodations, and commercial facilities to be readily accessible to and usable by individuals with disabilities. 42 U.S.C. 12101 *et seq.*

The ADA protections are divided into five titles:

- Title I: Employment. This title requires covered employers to provide reasonable accommodations for applicants and employees with disabilities and prohibits discrimination on the basis of disability in all aspects of employment.
- Title II: Public Services. Public services, including state and local agencies, are prohibited from denying services to qualified individuals with disabilities or participation in programs or activities that are available to people without disabilities. Public transit systems must also be accessible to individuals with disabilities.
- Title III: Public Accommodations. Public accommodations include facilities such as restaurants, hotels, grocery stores, retail stores, etc., as well as privately owned transportation systems. This title requires that all new construction and modifications must be accessible to individuals with disabilities. For existing facilities, barriers to services must be removed if readily achievable.
- Title IV: Telecommunications. Telecommunications companies offering telephone service to the general public must have telephone relay service to individuals who use telecommunication devices for the deaf (TTYs) or similar devices.
- Title V: Miscellaneous. This title provides miscellaneous provisions that are intended to apply broadly across all the other titles and includes a provision prohibiting retaliation of, intimidation of, coercion of, threats to, or interference with individuals with disabilities or those attempting to aid people with disabilities in asserting their rights under the ADA.

This training class covers pertinent portions of titles I and II. Title II includes the following subparts:

- Subpart A – General
- Subpart B – General Requirements
- Subpart C – Employment
- Subpart D – Program Accessibility
- Subpart E – Communications
- Subpart F – Compliance Procedures

Under the ADA, the Attorney General issues regulations implementing subpart A of title II and the Secretary of Transportation issues regulations implementing part B of title II. Title II

regulations are codified at 28 CFR part 35. The regulations were revised in 2010 and include revisions to the ADA Standards for Accessible Design.

Basics of the ADA

The ADA protects the rights of people who have a physical or mental impairment that substantially limits their ability to perform one or more major life activities. Title II of the ADA applies to all state and local governments and all departments, agencies, special purpose districts, and other instrumentalities of State or local government ("public entities"). It applies to all programs, services, or activities of public entities, from adoption services to zoning regulation.

Examples of prohibited actions are:

1. A city museum with an oriental carpet at the front entrance cannot make people who use wheelchairs use the back door out of concern for wear and tear on the carpet, if others are allowed to use the front entrance.
2. A public health clinic cannot require an individual with a mental illness to come for check-ups after all other patients have been seen, based on an assumption that this patient's behavior will be disturbing to other patients.
3. A county parks and recreation department cannot require people who are blind or have vision loss to be accompanied by a companion when hiking on a public trail.

Public entities can implement rules necessary for safe operation of a program, service or activity as long as the rules are based on an objective assessment of actual risk. Some examples:

1. A parks and recreation department may require all participants to pass a swim test in order to participate in an agency-sponsored white-water rafting expedition. This policy is legitimate because of the actual risk of harm to people who would not be able to swim to safety if the raft capsized.
2. A rescue squad cannot refuse to transport a person based on the fact that he or she has HIV. This is not legitimate, because transporting a person with HIV does not pose a risk to first responders who use universal precautions.
3. A Department of Motor Vehicles may require that all drivers over age 75 pass a road test to renew their driver's license. It is not acceptable to apply this rule only to drivers with disabilities.

ADA requires "reasonable" accommodations be made if necessary for persons with disabilities to have a fair and equal opportunity to participate in civic programs and activities. Examples of reasonable accommodations:

1. Service animals
2. Mobility devices such as wheelchairs
3. Auxiliary aids and services such as text telephones (TTYs) and Braille

Basic Requirements for Compliance

1. ADA Coordinator (28 C.F.R. pt. 35, § 35.107(a))
 - a. Public entities that have 50 or more employees are required to have a grievance procedure and to designate at least one responsible employee to coordinate ADA compliance. The term “ADA Coordinator” is commonly used as a title for this employee.
 - b. ADA Coordinator’s role is to coordinate the government entity’s efforts to comply with the ADA and investigate any complaints that the entity has violated the ADA. The Coordinator serves as the point of contact for individuals with disabilities to request auxiliary aids and services, policy modifications, and other accommodations or to file a complaint with the entity; for the general public to address ADA concerns; and often for other departments and employees of the public entity. The name, office address, and telephone number of the ADA Coordinator must be provided to all interested persons.
 - c. According to the *ADA Best Practices Tool Kit for State and Local Governments*, the following qualifications would help an ADA Coordinator be effective:
 - i. familiarity with the state or local government’s structure, activities, and employees
 - ii. knowledge of the ADA and other laws addressing the rights of people with disabilities, such as Section 504 of the Rehabilitation Act, 29 U.S.C. § 794
 - iii. experience with people with a broad range of disabilities
 - iv. knowledge of various alternative formats and alternative technologies that enable people with disabilities to communicate, participate, and perform tasks
 - v. ability to work cooperatively with the local government and people with disabilities
 - vi. familiarity with any local disability advocacy groups or other disability groups
 - vii. skills and training in negotiation and mediation
 - viii. organizational and analytical skills
2. Notice of the ADA’s provisions (28 C.F.R § 35.106)
 - a. ADA public notice requirement applies to all public entities, regardless of size.
 - b. Three main considerations for the notice: (1) target audience; (2) information to be included; and (3) where and how notice is to be provided.
3. Grievance Procedures (28 C.F.R. § 35.107(b))
 - a. Local governments with 50 or more employees are required to adopt and publish procedures for handling grievances related to Title II of the ADA.
 - b. Procedures should include:
 - i. a description of how and where a complaint under Title II may be filed with the government entity;

- ii. if a written complaint is required, a statement notifying potential complainants that alternative means of filing will be available to people with disabilities who require such an alternative;
 - iii. a description of the time frames and processes to be followed by the complainant and the government entity;
 - iv. information on how to appeal an adverse decision; and
 - v. a statement of how long complaint files will be retained.
 - c. Procedures must be available in alternative formats so they are accessible to all persons with disabilities.
4. Other Requirements
- a. All public entities, regardless of size, are required to evaluate all of their services, policies, and practices and to modify any that did not meet ADA requirements.
 - b. Public entities with 50 or more employees were required to develop a transition plan detailing any structural changes that would be undertaken to achieve program access and specifying a time frame for their completion. The 2010 Standards encourage public entities to conduct new self-evaluations and develop new transition plans.

Access to Facilities

Any facility built or altered after January 26, 1992, must be “readily accessible to and usable by” persons with disabilities.

- Requirements differ for existing versus altered or new facilities.
- Structural changes are not required when other accommodations are feasible.
- Entities are not required to take any action that would result in undue financial and administrative burdens. Undue hardship is determined on a case-by-case basis.
- While public programs and services must generally be accessible, not all facilities must necessarily be accessible. For example, if a local government has several swimming pools and cannot afford to make all pools accessible, the government can choose to only make some pools accessible considering the location of the pools, the availability of public transportation, hours of operation and programs offered at each site. However, the general location of these accessibilities is also considered for reasonableness.
- A safe harbor exists for existing facilities with regards to compliance with the 2010 ADA Standards. Under the safe harbor, if a facility was in compliance with the 1991 Standards or Uniform Federal Accessibility Standards as of March 15, 2012, a public entity is not required to make changes to meet the 2010 Standards. There are some areas not subject to the safe harbor (because they were not addressed in the original standards). These include swimming pools, play areas, exercise machines and equipment, court sport facilities, and boating and fishing piers.
- When an entity alters a facility, the facility must comply with the 2010 ADA Standards. An alteration is defined as remodeling, renovating, rehabilitating, reconstructing, changing or rearranging structural parts or elements, changing or rearranging plan

configuration of walls and full-height or other fixed partitions, or making other changes that affect (or could affect) the usability of the facility. Newly constructed facilities must also meet the 2010 Standards.

- Some areas addressed by the 2010 Standards:
 - Parking—minimum number of accessible spaces
 - Accessible entrances
 - Accessible routes to programs and services
 - Shelves, counters and aisles

Government Programs and Services

Title II applies to state and local government entities, and, in subtitle A, protects qualified individuals with disabilities from discrimination on the basis of disability in services, programs, and activities provided by State and local government entities. Title II extends the prohibition on discrimination established by section 504 of the Rehabilitation Act of 1973, as amended, 29 U.S.C. 794, to all activities of State and local governments regardless of whether these entities receive Federal financial assistance

- This Title prohibits discrimination in the way local governments provide or offer services, programs, or activities, including public transportation, public education, employment, recreation, health care, social services, courts, voting, and town meetings.

Public entities are required to give primary consideration to the type of auxiliary aid or service requested by the person with the disability. They must honor that choice, unless they can demonstrate that another equally effective means of communication is available or that the aid or service requested would fundamentally alter the nature of the program, service, or activity or would result in undue financial and administrative burdens.

The ADA requires more than a plan to get everyone into our buildings, but we must also provide full access to our programming.

Project Civic Access, a wide-ranging effort to ensure that counties, cities, towns, and villages comply with the ADA by eliminating physical and communication barriers that prevent people with disabilities from participating fully in community life.

How do I know they are disabled? You cannot ask about medical issues but can ask if disabled, if they need an accommodation and what is needed.

Public entities may not ask individuals using such devices about their disability but may ask for a credible assurance that the device is required because of a disability. If the person presents a valid, State-issued disability parking placard or card or a state-issued proof of disability, that must be accepted as credible assurance on its face. If the person does not have this documentation, but states verbally that the device is being used because of a mobility disability that also must be accepted as credible assurance, unless the person is observed doing something that contradicts the assurance. For example, if a person is observed running and jumping, that may be evidence that contradicts the person's assertion of a mobility disability. However, the fact

that a person with a disability is able to walk for some distance does not necessarily contradict a verbal assurance – many people with mobility disabilities can walk, but need their mobility device for longer distances or uneven terrain. This is particularly true for people who lack stamina, have poor balance, or use mobility devices because of respiratory, cardiac, or neurological disabilities.

We must train our employee population to understand this as well.

Here are few examples for courts, jails, recreation and solid waste.

- Parks and recreation department cannot require people who are blind or have vision loss to be accompanied by a companion when hiking on a public trail.
- Parks and recreation department may choose to provide a special swim program for people with arthritis. But it may not deny a person with arthritis the right to swim during pool hours for the general public.
- Rules that are necessary for safe operation of a program, service, or activity are allowed, but they must be based on a current, objective assessment of the actual risk, not on assumptions, stereotypes, or generalizations about people who have disabilities. For example:
- A parks and recreation department may require all participants to pass a swim test in order to participate in an agency-sponsored white-water rafting expedition. This policy is legitimate because of the actual risk of harm to people who would not be able to swim to safety if the raft capsized.
- Requiring people to show a driver's license as proof of identity in order to enter a secured government building would unfairly screen out people whose disability prevents them from getting a driver's license. Staff must accept a state-issued non-driver ID as an alternative.
- A rescue squad cannot refuse to transport a person based on the fact that he or she has HIV. This is not legitimate, because transporting a person with HIV does not pose a risk to first responders who use universal precautions.
- A public health clinic cannot require an individual with a mental illness to come for check-ups after all other patients have been seen, based on an assumption that this patient's behavior will be disturbing to other patients.
- Cannot require people with a mobility disability to put solid waste at the curb for pick-up.

Emergency Communications

The telecommunications relay service (TRS), reached by calling 7-1-1, is a free nationwide network that uses communications assistants (also called CAs or relay operators) to serve as intermediaries between people who have hearing or speech disabilities who use a text telephone (TTY) or text messaging and people who use standard voice telephones. The communications assistant tells the voice telephone user what the TTY-user is typing and types to the TTY-user what the telephone user is saying. When a person who speaks with difficulty is using a voice

telephone, the communications assistant listens and then verbalizes that person's words to the other party. This is called speech-to-speech transliteration.

Video relay service (VRS) is a free, subscriber-based service for people who use sign language and have videophones, smart phones, or computers with video communication capabilities. For outgoing calls, the subscriber contacts the VRS interpreter, who places the call and serves as an intermediary between the subscriber and a person who uses a voice telephone. For incoming calls, the call is automatically routed to the subscriber through the VRS interpreter.

Staff who answer the telephone must accept and treat relay calls just like other calls. The communications assistant or interpreter will explain how the system works.

The ADA does not require the provision of any auxiliary aid that would result in an undue burden or in a fundamental alteration in the nature of the goods or services provided by a public accommodation. However, the public accommodation is not relieved from the duty to furnish an alternative auxiliary aid, if available, that would not result in a fundamental alteration or undue burden. Both of these limitations are derived from existing regulations and case law under section 504 of the Rehabilitation Act and are to be determined on a case-by-case basis.

Access to Open Records and Open Meetings

1. ADA Title II requires local governments to provide effective communication with disabled persons. Persons with disabilities must be able to receive information from local governments and convey information to local governments.
2. Local governments must provide auxiliary aids and services (examples include providing a reader, large print or an interpreter) to enable effective communication.
3. Local governments may require reasonable advance notice of the need for aids or services.
4. Local governments are permitted to utilize an alternative aid or service (one different from the aid or service requested by the disabled person) if the entity can demonstrate that the alternative is equally effective or that the requested aid or service would result in a fundamental alteration of the goods or services provided to the public or in an undue financial and administrative burden. "Undue burden" is defined as a significant difficulty or expense. This determination should be made by a high level official—no lower than a department head and the determination must be in writing and state the reasons for the decision.
5. According to the Open Records Counsel, they have not issued any opinions on ADA issues.

Employment Issues

As outlined above, the ADA has five titles, but only Titles I and II apply to local governments. Title I prohibits employment discrimination and includes local governments in the definition of “employer.”

Title I of the Americans with Disabilities Act of 1990 prohibits private employers, State and local governments, employment agencies and labor unions from discriminating against qualified individuals with disabilities in job application procedures, hiring, firing, advancement, compensation, job training, and other terms, conditions, and privileges of employment. The ADA covers employers with 15 or more employees, including State and local governments. It also applies to employment agencies and to labor organizations.

Title I prohibits employers from discriminating against a “qualified individual with a disability.” It covers job applications, hiring, advancement, discharge, compensation, training, and any other employment term, condition, or privilege. It restricts questions that can be asked about an applicant’s disability before a job offer is made, and it requires that employers make reasonable accommodation to the known physical or mental limitations of otherwise qualified individuals with disabilities, unless it results in undue hardship. Religious entities with 15 or more employees are covered under title I. [56 Fed. Reg. 35736]

Title I complaints must be filed with the U. S. Equal Employment Opportunity Commission (EEOC) within 180 days of the date of discrimination, or 300 days if the charge is filed with a designated State or local fair employment practice agency. Individuals may file a lawsuit in Federal court only after they receive a “right-to-sue” letter from the EEOC.

Charges of employment discrimination on the basis of disability may be filed at any U.S. Equal Employment Opportunity Commission field office. Field offices are located in 50 cities throughout the U.S. and are listed in most telephone directories under “U.S. Government.” For the appropriate EEOC field office in your geographic area, contact:

(800) 669-4000 (voice)
(800) 669-6820 (TTY)

www.eeoc.gov

While the employment provisions of the ADA apply to employers of fifteen employees or more, the Title II provisions apply to all sizes of local entities, regardless of number of employees. State and local governments, therefore, must comply with some ADA requirements regardless of size.

Title II prohibits discrimination in the way local governments provide or offer services, programs, or activities, including public transportation and facilities. It requires that employers give people with disabilities an equal opportunity to benefit from all of their programs, services, and activities (e.g. public education, employment, transportation, recreation, health care, social services, courts, voting, and town meetings). Individuals with disabilities must be able to access employment services of the organization.

State and local governments are required to follow specific architectural standards in the new construction and alteration of their buildings. They also must relocate programs or otherwise provide access in inaccessible older buildings, and **communicate effectively with people who have hearing, vision, or speech disabilities**. Public entities are not required to take actions, however, that would result in undue financial and administrative burdens. They are required to make reasonable modifications to policies, practices, and procedures where necessary to avoid discrimination, unless they can demonstrate that doing so would fundamentally alter the nature of the service, program, or activity being provided.

Complaints of Title II violations may be filed with the Department of Justice within 180 days of the date of discrimination. In certain situations, cases may be referred to a mediation program sponsored by the Department. The Department may bring a lawsuit where it has investigated a matter and has been unable to resolve violations. For more information, contact:

U.S. Department of Justice
Civil Rights Division
950 Pennsylvania Avenue, N.W.
Disability Rights Section - NYAV
Washington, D.C. 20530

(800) 514-0301 (voice)
(800) 514-0383 (TTY)

www.ada.gov

Title II may also be enforced through private lawsuits in Federal court. It is not necessary to file a complaint with the Department of Justice (DOJ) or any other Federal agency, or to receive a "right-to-sue" letter, before going to court.

What does Title I of the ADA Require?

- Employers may not discriminate with regard to employment terms, conditions, or privileges.
- Employers can't segregate qualified disabled employees into separate work areas or separate lines of advancement (56 Fed. Reg. 35746).
- Any qualification standard, employment test, or other criteria that screens out or tends to screen out a disabled person (or a class of such persons) on the basis of disability is prohibited-unless shown to be job related and consistent with business necessity. An employer may require, as a qualification standard, that persons not pose a direct threat to their health and safety or that of others (56 Fed. Reg. 35737).
- Employers may not discriminate against a qualified individual because the person has a family, business, social, or other relationship with a disabled person, but they don't have to accommodate these nondisabled persons (56 Fed. Reg. 35737).
- Employers must make a reasonable accommodation to the known physical or mental limitations of an otherwise qualified applicant or employee with a disability, unless it would impose an undue hardship on government operations (56 Fed. Reg. 35737).

- Employers can't deny employment opportunities to the otherwise qualified because you would have to make reasonable accommodation for an individual's physical or mental impairments (56 Fed. Reg. 5737; 35749).
- Discrimination is prohibited against a person who opposes a practice made unlawful by the ADA or because a person makes a charge, testifies, assists, or participates in an investigation, proceeding, or hearing to enforce the ADA (56 Fed. Reg. 35737).
- Employers can't coerce, intimidate, threaten, harass, or interfere with someone exercising the rights granted and protected by the ADA, nor someone aiding/encouraging exercise of the rights [56 Fed. Reg. 35737].
- Employers can't conduct a medical examination of applicants or employees, nor make inquiries as to whether they are disabled or the nature or severity of a disability [56 Fed. Reg. 35737].

Who is Protected Under Title I?

- Qualified persons with a disability.
- Persons who have a known association with a disabled person.
- Persons who aid or encourage others to exercise any right granted or protected under the ADA.
- Individuals regarded as disabled.

Who is Disabled?

The regulations define a person as disabled if the individual meets any one of three tests: a physical or mental impairment substantially limiting one or more of the "major life activities," a record of such an impairment, or being regarded as having such an impairment (56 Fed. Reg. 35735). A physical or mental impairment is any physiological disorder or condition, cosmetic disfigurement, or anatomical loss affecting one or more of the body systems listed in 56 Fed. Reg. 35735.

Impairments do not include physical, psychological, environmental, cultural, or economic characteristics. Age itself is not an impairment, but conditions commonly associated with age, such as hearing loss or arthritis, are impairments (56 Fed. Reg. 35741). The existence of an impairment is determined without regard for mitigating measures such as medicines, or assistive or prosthetic devices [56 Fed. Reg. 35740].

"Substantially limits" means unable to perform -or significantly restricted (in condition, manner, or duration) in performing - a major life activity that the average person can perform. Impairments may be substantially limiting for some, but not for others. It depends on, for example, the stage of a disease or the presence of other impairments. Here are some factors to consider:

- the nature and severity of the impairment;
- the duration or expected duration of the impairment; and

- the permanent or long-term impact (or the expected impact) of the impairment.

Decisions on whether a person is substantially limited in a major life activity must be made on a case-by-case basis.

“Major life activities” are activities the average person can perform with little or no difficulty. These include caring for oneself, performing manual tasks, walking, seeing, hearing, speaking, breathing, learning, and working. Multiple impairments that combine to substantially limit one or more of a person’s major life activities also constitute a disability (56 Fed. Reg. 35742).

A person is substantially limited in the major life activity of working if the person is significantly restricted in the ability to perform a class of work- or a broad range of jobs in various classes - when compared to an average person with comparable training and skills. The inability to perform one particular job or narrow range of jobs doesn’t constitute a substantial limitation in the major life activity of working.

“Record of impairment” covers individuals such as recovering alcoholics or rehabilitated drug users -people with a history of disability and includes people misclassified as having a mental or physical impairment. The record establishing the disability may be an educational, medical, or employment record. However, a record identifying a person as disabled for some other purpose (identifying someone as a disabled veteran, for example) may not necessarily establish that person as disabled under the ADA [56 Fed. Reg. 35742].

Determining whether an individual is regarded by an employer as having an impairment that substantially limits a major life activity can be discerning because this issues addresses discrimination by an employer because of myths, fears, or stereotypes caused by the impact of the employee’s medical condition on productivity, safety, insurance, liability, attendance, acceptance by coworkers or the public, or cost of accommodation or workers compensation.

There are three ways a person may be regarded as having a disability. The person may:

1. have an impairment not substantially limiting but perceived by the employer as substantially limiting.
2. have an impairment that is only substantially limiting because of the attitudes of others toward the impairment.
3. have no impairment at all, but is regarded by the employer as having a substantially limiting impairment.

Who is a Qualified Individual With A Disability?

A “qualified individual with a disability” is a person who:

1. satisfies the skill, experience, education, and other job-related requirements, and
2. with or without a reasonable accommodation, can perform the essential functions of the position [56 Fed. Reg. 35743].

This analysis should be made when hiring a disabled person and based on the person's capabilities at that time. You can't speculate that the employee may become unable to do the job in the future or that employing the person may increase health insurance premiums or workers compensation costs (56 Fed. Reg. 35743).

Can Applications and Test Be Used?

Employers can generally ask about an applicant's or employee's ability to perform a job, but can't ask if someone has a disability or subject a person to tests that tend to screen out the disabled. Applications should be narrowly tailored to address only job-related needs consistent with business necessity. Any test or question must be an accurate reflection of the skills or qualifications needed for the job; even then, it's subject to challenge if a qualified applicant or employee could meet the job performance standards with a reasonable accommodation.

Job criteria that even unintentionally screen out or tend to screen out disabled persons (or a class of disabled persons) because of their disabilities may not be used unless the employer demonstrates the criteria are job-related and consistent with business necessity. Selection criteria such as vision, hearing, walking, and lifting requirements; safety requirements; and employment tests, even if job-related, can't be used to exclude a disabled person if that person could satisfy the criteria with a reasonable accommodation. To show a safety requirement is job-related, the requirement must satisfy the "direct threat" standard.

An employer cannot ask about an individual's workers compensation history or the extent of leave necessary to accommodate a disability, although the employer may state the attendance requirements of the position and ask whether the employee can meet them [56 Fed. Reg. 35732; 35737].

An employer must ensure that the interview or test site and the application process are accessible. Disabled persons can't be excluded from jobs merely because a disability prevents them from taking a test, or negatively influences the results of a test. Employment tests must be administered to eligible applicants or employees with sensory, manual, and speaking disabilities in a way that doesn't require the use of the impaired skill.

Employment tests that require the use of sensory, manual, or speaking skills, where the tests are intended to measure those skills, are permissible (if the skill is an essential function of the job). A disabled person may not realize prior to the administration of a test that an accommodation will be needed to take the test. In such a situation, upon becoming aware of the need for an accommodation, the person must inform the employer.

The employer may ask, on a test announcement or application form, that disabled persons who need reasonable accommodation to take a test tell the employer within a reasonable time before the test. The employer may also ask that documentation of the need for an accommodation accompany the request [56 Fed. Reg. 35750].

An employer isn't required to offer every applicant a choice of test format. When it's not possible to test in an accessible format, the employer may be required, as a reasonable accommodation, to evaluate the skill of the person in another manner.

Can Physical Agility Testing Be Used?

Physical agility tests aren't medical examinations and may be given to applicants and employees. Such tests must be given to all similarly situated applicants or employees regardless of disabilities. If the test would screen out or tend to screen out disabled persons, the employer must show that the test is job-related and consistent with business necessity and that performance can't be achieved with a reasonable accommodation [56 Fed. Reg. 35750]. Because they may tend to screen out the disabled, policies requiring agility tests should be closely examined to ensure they're job-related and not really a medical exam.

How Are Medical Exams and Questions Affected By The ADA?

Medical exams and inquiries must serve a legitimate business purpose. Medical information is required to be kept confidential, except that:

- supervisors may be informed regarding necessary restrictions on the work or duties of the employee and necessary accommodations;
- first aid and safety personnel may be informed, when appropriate, if the disability might require emergency treatment; and
- government officials investigating compliance with the ADA shall be provided with relevant information upon request.

Medical information may not be used for any purpose inconsistent with the ADA.

Pre-employment (Job applicants)

- Employers may ask narrowly tailored pre-employment medical questions about the applicant's ability to perform job-related functions.
- Employers can collect voluntary data necessary to satisfy affirmative action requirements of the Rehabilitation Act.
- Employers can't inquire as to whether an applicant has a disability.
- Employers can't inquire about an applicant's workers compensation history.

Post-offer (pre-employment)

Employers may condition an offer of employment on the result of a medical exam required post-offer and before the applicant begins employment duties if all entering employees in the same job category are subjected to such an examination. Medical examinations not uniformly given or which tend to screen out the disabled must be job-related and consistent with business necessity. All decisions based on medical exams, whether business related or not, are subject to the reasonable accommodation requirement. That is, even if the applicant's medical exam reveals a disability, the employer may not refuse to hire if the disability can be reasonably accommodated.

Employees

- Employers may require a medical exam or ask questions when needed for an accommodation process.
- Employers may require a medical exam (fitness for duty) or other medical monitoring if job-related and consistent with business necessity. As an example, federal and state laws or a licensing process could require periodic exams for bus drivers or police officers [56 Fed. Reg. 37751].
- Employers may conduct voluntary medical examinations and activities, including voluntary medical histories that are part of an employee health program available to employees at the work site.

Can Different Benefits Be Offered?

The ADA requires an employer to provide equal access to whatever insurance is provided the non-disabled employees. A local government can't refuse to hire a disabled individual because insurance rates or workers compensation claims will rise. However, employers can offer policies with pre-existing condition clauses, or policies that limit coverage for certain procedures to a specific number per year, even if these policy provisions have a disparate impact on the disabled. No regulations have been issued yet on whether policies with a lifetime limit on amount of benefits for certain conditions, such as AIDS, will be allowed.

The ADA doesn't limit insurance plans based on underwriting risks or classifying risks. Thus, the employer may treat a disabled employee differently under an insurance or benefit plan because the disabled represent an increased hazard of death or illness. Even-handed application of actuarial principles in providing benefits is allowable (56 Fed. Reg. 35753).

What is a Reasonable Accommodation?

In general, an accommodation is any change in the work environment or in the way things are customarily done that enables a person with a disability to enjoy equal employment opportunities. It is a means to remove equal employment barriers [56 Fed. Reg. 35747]. Employers are only required to make accommodation to the physical and mental limitations they know about. It's the responsibility of the disabled employee to inform the employer of needed accommodation [56 Fed. Reg. 35748]. A fundamental alteration in the nature of a job or the elimination of an essential job function isn't a reasonable accommodation.

A disabled employee cannot be forced to accept an accommodation. If the employee, however, refuses the accommodation and, as a result, is unable to perform an essential function, the employee is no longer a qualified person with a disability [56 Fed. Reg. 35749].

There are three categories of reasonable accommodation. They are:

- accommodations required to ensure equal opportunity in the application process;
- accommodations that enable employees with disabilities to perform the essential functions of the position; and

- accommodations that enable employees with disabilities to enjoy equal benefits and privileges of employment, both at the workplace and at non-work facilities.

Accommodations could include:

- making existing facilities accessible;
 - An employer isn't required to make the entire facility barrier-free, but just the part of the facility that allows the disabled to perform the essential functions of the job.
- restructuring a job by reallocating marginal (non-essential) job functions to other employees;
- assigning the disabled person to a different, vacant position, so long as that position is equivalent in pay and status;
 - Reassignments that result in a demotion may only be made if no accommodations are available that would enable the employee to remain in the current position and there are no equivalent vacant positions.
 - An employer isn't required to maintain the reassigned employee at the same salary level if the employer doesn't do so with non-disabled employees.
 - Also, an employer isn't required to promote the person as an accommodation [56 Fed. Reg. 35730].
- modified work schedules;
- permitting use of accrued leave or providing additional leave for necessary treatment;
- allowing the disabled employee to use aids and services the employer isn't required to provide as a reasonable accommodation;
 - a guide dog, for example.
- adjusting or modifying examinations, training materials, or policies;
- providing qualified readers or interpreters and other similar accommodations [56 Fed. Reg. 35744].

What is the Interactive Process?

The Interactive Process is the name given to the process that an employer utilizes in order to determine the appropriate reasonable accommodation that will enable an employee with a disability to perform the essential functions of the position. The requirement for the interactive process is in the appendix to the administrative rules to the Americans with Disabilities Act (See, 26 CFR part 1630 Appendix). In addition, the Ninth Circuit has made it very clear that participating in a good faith interactive process dialogue is an absolute requirement under the ADA. Employers who fail to do so will be liable for failing to provide a reasonable accommodation. See, e.g., *Barnett v. U.S. Air, Inc.* 228 F.3d 1105, 1112 (9th Cir 200), rev'd on other grounds, 535 U.S. 391, 122 S.Ct. 1516, 152 L.Ed. 2d 589(2002).

So, what must an employer do to engage in a good faith interactive process? By following the best practices outlined in the steps below and training supervisors and managers, employers will

demonstrate good faith efforts to engage in the interactive process that will reduce liability in failure to accommodate claims.

Create a policy. Do not hide the interactive process requirement, rather publicize it. Inform employees that a requirement of the ADA is that both parties communicate in good faith regarding reasonable accommodations. A good idea is to include a discussion of the interactive process as part of the ADA policy. At a minimum, tell employees that if they request an accommodation, you will review their job description with them, determine the difficulties that their disability causes in their performance of the essential job functions, and brainstorm over accommodations that the employer can provide to assist them. When you update your next handbook, include this on the list of updates.

Review job descriptions. Check that you have accurately described the essential job functions in both job description and any advertisement or job posting for the position. The ADA regulations provide the following considerations in determining whether a job duty is essential:

- The reason that the job exists is to perform that duty;
- A large percentage of work time is spent performing the duty;
- There are no (or a limited number of) other employees available to perform the duty;
- The worker is hired for his or her expertise and the work is highly specialized;
- The employer judges the job duty to be essential to performing the job;
- Serious consequences would occur if the duty were not performed;
- The job duty is required by the terms of a collective bargaining agreement; and
- Individuals in that job in the past performed the duty.

Train supervisors to recognize an accommodation request. Accommodation requests are not always obvious. There is no requirement that an employee request an accommodation in writing. A statement by an employee that he or she is having a problem performing their job because of a medical condition is likely sufficient to constitute an accommodation request. Also train supervisors not to ask questions about the medical condition or disability at issue.

The EEOC provides the following examples of accommodation requests:

- An employee tells his supervisor, "I'm having trouble getting to work at my regularly scheduled starting time because I am undergoing medical treatments."
- A new employee, who uses a wheelchair, informs the employer that her wheelchair cannot fit under the desk in her office.

However, a simple request for a new chair, or some other request, without information that the need is related to a medical condition is probably not sufficient to be an accommodation request.

Arrange a personal meeting with the employee. This is the heart of the interactive process. There may not always be the necessity for a lengthy meeting. If the supervisor

who is asked for an accommodation can easily provide one, then he or she should do so as soon as possible. However, to establish that you have engaged in good faith in the interactive process, best practice is to schedule a meeting with the employee, the employee's supervisor and someone from HR.

A primary goal of this meeting is to determine what problems the employee is having in performing their job tasks because of a disability. This entails soliciting ideas from the employee about what the employer could provide that would enable the employee to perform his or her job duties. The employer may ask the individual relevant questions that will enable it to make an informal decision. In addition to soliciting ideas, the employer may also suggest solutions. The purpose of this brainstorming meeting is to come away with suggestions to enable the employee to continue working.

A couple of suggestions:

- If the employee has a work-related injury, consider involving your workers' compensation carrier to determine whether there are any monies from the state workers' compensation division to assist you in making workplace modifications
- If you are not sure of an accommodation, consider calling in an expert. This can be accomplished through a phone call to the Job Accommodation Network (JAN), or the employer can locate a vocational rehabilitation specialist to assist.
- If the employer consults an outside resource, like JAN, be careful about ensuring confidentiality. Do not disclose the employee's name and identifying information.
- Keep an open mind.
- In choosing the accommodation, it is a good idea to understand the employee's preference, but the employee does not get to choose the accommodation – the employer does. The law requires only that the accommodation be reasonable. Eliminating the requirement to perform an essential job function is not a reasonable accommodation. The employee must still be able to perform the essential job function with an accommodation.

Consider whether you need information from the employee's physician. Depending on the complexity of the issue, you may want to communicate through the employee with their physician to obtain information about the restrictions caused by the medical condition and any suggested accommodations. In any such communication be sure to include the safe harbor language required by the Genetic Information Nondisclosure Act (GINA), and limit your request to information that is required as a matter of business necessity. You may consider conferring with counsel regarding the content of the letter.

Continue the dialogue. The interactive process does not end with the interactive process meeting. Once you have found and implemented a reasonable accommodation, best practice is to follow up with the employee on a regular basis to ensure that the accommodation is effective. It is often common that the first accommodation will not be effective and you need to try something else. Your workplace policy should inform the employee that they must inform their supervisor if the accommodation is not effective.

Document the process. Document every step throughout the interactive process. Even though documenting short conversations between the supervisor and the employee may seem trivial, when it comes to defending a claim that you did not provide a reasonable accommodation this information is crucial. Document every conversation and the entire process. Keep the documentation in the employee's confidential medical file, not the personnel file.

Compliance Steps

- Review job descriptions to make sure all "essential functions" are included and "non-essential functions" excluded. "Essential functions" of a job are fundamental job duties and not the marginal functions of the position (56 Fed. Reg. 35743). If you don't have accurate job descriptions, you may want to create them. Under the ADA, an employer's opinion as to "essential functions" must be considered.
- Make sure job application forms don't include questions regarding disabilities. It's only permissible to ask whether the person is able to perform the "essential functions." This will require questions that are job- or skill-specific. Make sure there's no checklist of potential disability characteristics.
- Review any pre- and post-employment skills tests and how they are administered. Make sure they truly measure skills and aren't intended to determine whether a person has a disability or to screen out classes of individuals.
- Review drug testing requirements for compliance with the ADA. The ADA provides that if drug testing results reveal information about a person's medical condition beyond whether the person is currently engaged in the illegal use of drugs, the additional information must be kept confidential.
- Ensure those contracting with and receiving local government appropriations are complying with the ADA.
- Engage in the Interactive Process.
- Sensitize and educate current employees about ADA requirements.
- Review existing leave policy. If you don't have one, adopt one and apply it consistently.
- Post required notices regarding rights and benefits under the ADA.

Transition Plans and Self-Evaluation

Regardless of your city/county size, the 1991 ADA regulations required all public entities to evaluate all of their services, policies, and practices and to make modifications to any such services, policies, and practices that did not meet ADA requirements. In addition, if your public entity has 50 or more employees, your city/county is required to develop a transition plan

outlining any structural changes that must be completed in order to achieve access and specifying a time frame for completion of each modification.

1. Self-Evaluation:

- i. Programs, Policies and Practices
- ii. Design standards
- iii. All sidewalks, curb ramps and intersections
- iv. Public Rights of Way
- v. Pedestrian facilities including Accessible Pedestrian Signals (APS)
- vi. Transit stops/operations
- vii. Buildings/facilities
- viii. Parks and all park programs and amenities including swimming pools, playgrounds, areas of sports activity
- ix. Parking lots
- x. Housing Programs
- xi. Emergency Planning
- xii. Hiring/firing practices and Job Descriptions
- xiii. Boards and Commissions
- xiv. Website
- xv. Other forms of communication

2. Transition Plan:

- a. Schedule actions to be taken each year to remove barriers until all barriers are addressed.
- b. Develop cost projections and approve a budget
- c. Monitor progress and update plan regularly (recommendation would be to update on an annual basis)
- d. Identify person responsible for implementing plan
- e. Public participation

3. Deadlines

- a. Dec 2016 – ADA Coordinator & Grievance Procedure
- b. Dec 2017 – Official letter outlining process to develop your Transition Plan
- c. Sept 2018 – Submit self-certification form to TDOT
 - i. <https://www.tn.gov/content/dam/tn/tdot/documents/government-how-do-i-documents/FundingADAcompliance.pdf>
- d. Dec 2019 – Submit completed Transition Plans or risk losing TDOT funding

Website Accessibility

Does my city/county's website need to be accessible?

More and more city and county services are being provided on the city/county website. Online forms, ordinances, event calendars, employment information, council meeting announcements,

and more are all now being made available on the web. In June 2001 Section 508 of the Workforce Rehabilitation Act went into effect specifying the requirements for accessible Information and Communication Technology for federal agencies. You may wonder if non-federal websites are required to comply with the Revised 508 Standards. Section 508 only applies to federal agencies. However, many non-federal websites are still required to be accessible under other laws, such as Section 504 of the Rehabilitation Act of 1973.

Section 504 prohibits discrimination based on disability by federal agencies and recipients of federal assistance. Therefore, if your city or county receives federal funding or assistance, the city/county website is required to be accessible. Regardless, if you are designing a new website, the city/county should include accessibility requirements for the developers.

According to the U.S. General Services Administration, "most accessibility standards are moving toward WCAG 2.0 standards to best meet the needs of people with disabilities. Regardless of whether or not federal regulations apply to your website, designing for all users is a best practice, and will help your organization more effectively meet the needs of all your customers."

What is an accessible website?

A website that is accessible needs to be navigable by people with visual or mobility limitations. For instance, a citizen with visual impairments may try to read your site with a text reading tool. If the city/county's site is primarily designed with image files and no descriptive text, the reader will not be able to translate images into readable text.

Think about a citizen with a visual impairment trying to make a tax payment online. Can the page with the forms be read with a text reader? Can the links or buttons to click to begin the download be activated with a voice command system by someone who has no use of their hands? Great strides have been made to make every day activities available to people with disabilities. Local governments need to be aware of these adaptive technologies and strive to make their websites accommodate them at least at a basic level.

Another example, if your site utilizes security tools such as CAPTCHA (Completely Automated Public Turing Test To Tell Computers and Humans Apart) or other forms that cannot be read by a text reading tool, people with hearing and visual impairment will not be able to successfully use the municipal services on your site.

Visual and hearing impairments are not the only challenges to be considered. People with limited manual dexterity will not be able to use websites that do not support keyboard alternatives for mouse commands.

Remember that accessing your services at home, from a personal computer, rather than making a trip to city hall or the county courthouse may make the difference between a person with a disability being able to access your services.

World Wide Web Consortium (WC3) Web Accessibility Initiative

The World Wide Web Consortium (WC3) Web Accessibility Initiative provides guidelines for design and deploying accessible websites. From the clear guidelines on what an accessible website is, policy samples, how to design an accessible website, testing and evaluating your site, and standards and guidelines, this group sets the standards for accessible websites.

Sites that are required to be accessible as well as those that are coming into compliance as a best practice are working to adopt the WCAG standards (Web Content Accessibility Guidelines).

The WCAG guidelines are summarized into the following categories of standards: perceivable, operable, understandable and robust.

- Perceivable standards are related to text alternatives, captions, content being presented in ways that assistive technologies can interpret and ease of seeing and hearing content.
- Operable content is available with keyboard commands, not just the mouse, length of time the text available for reading, content that does not cause seizures, and content that helps users navigate and find content.
- Understandable content is both readable clear in meaning and purpose
- Robust sites maximize compatibility with current and FUTURE tools.

Technical Suggestions for Website Accessibility

The ADA Website Accessibility Checklist provides the following suggestion for website accessibility:

1. Provide Text Equivalents for Images –

Adding a line of simple HTML code to provide text for each image and graphic will enable a user with a vision disability to understand what it is. Add a type of

- a. HTML tag, such as an “alt” tag for brief amounts of text or a “longdesc” tag for large amounts, to each image and graphic on your agency’s website.
- b. The words in the tag should be more than a description. They should provide a text equivalent of the image. In other words, the tag should include the same meaningful information that other users obtain by looking at the image. In the example of the mayor’s picture, adding an “alt” tag with the words “Photograph of Mayor Jane Smith” provides a meaningful description.
- c. In some circumstances, longer and more detailed text will be necessary to convey the same meaningful information that other visitors to the website can see. For example, a map showing the locations of neighborhood branches of a city library needs a tag with much more information in text format. In that instance, where the map conveys the locations of several facilities, add a “longdesc” tag that includes a text equivalent description of each location shown on the map – e.g., “City

Center Library, 433 N. Main Street, located on North Main Street between 4th Avenue and 5th Avenue.”

2. Provide Documents in Accessible Format – Always provide documents in an alternative text-based format, such as HTML or RTF (Rich Text Format), in addition to PDF. Text-based formats are the most compatible with assistive technologies.
3. Avoid Dictating Colors and Fonts – While the tendency is to seek an aesthetically pleasing format of colors and fonts, people with low vision may need to modify fonts and colors to see the webpage. Websites should be designed so they can be viewed with the color and font sizes set in users’ web browsers and operating systems. Users with low vision must be able to specify the text and background colors as well as the font sizes needed to see webpage content.
4. Include Audio Descriptions and Captions for Videos - Videos need to incorporate features that make them accessible to everyone. Provide audio descriptions of images (including changes in setting, gestures, and other details) to make videos accessible to people who are blind or have low vision. Provide text captions synchronized with the video images to make videos and audio tracks accessible to people who are deaf or hard of hearing.
5. Other Suggestions:
 - a. include a “skip navigation” link at the top of webpages that allows people who use screen readers to ignore navigation links and skip directly to webpage content;
 - b. minimize blinking, flashing, or other distracting features;
 - c. if they must be included, ensure that moving, blinking, or auto-updating objects or pages may be paused or stopped;
 - d. design online forms to include descriptive HTML tags that provide persons with disabilities the information they need to complete and submit the forms;
 - e. include visual notification and transcripts if sounds automatically play;
 - f. provide a second, static copy of pages that are auto-refreshing or that require a timed-response;
 - g. use titles, context, and other heading structures to help users navigate complex pages or elements (such as webpages that use frames).

Costs

When making structural alterations, a local government is limited to 20% of the overall cost of the alterations. If the alterations can be completed for less than 20%, then only that expenditure is required. If the facility is already in compliance with accessibility, no additional expenditure is required. In addition, costs of making a program accessible cannot be passed on to the individual with a disability.

According to ergonomic and job accommodation experts, the costs of reasonable accommodations for an employee with a disability are fairly low:

- 31% of accommodations cost nothing.
- 50% cost less than \$50.
- 69% cost less than \$500.
- 88% cost less than \$1,000.

What Every City and County Needs to Have

- ADA Policy
- Public Notice
- Training; Sensitivity and Awareness
- Resources

WEBSITE ACCESSIBILITY

Website Accessibility

Public Entity City of Camden Date 12-3-19
 Contact Person Mike Townsend Email Cityofcamden1@bellsouth.net Phone 731-584-4656

Many people with disabilities use assistive technology such as screen readers, text enlargement software, and programs that enable people to control the computer with their voice, eyes or nose. Access problems occur when website designers assume that everyone sees and accesses a webpage in the same way. Accessible website design recognizes these differences and does not require people to see, hear, or use a standard mouse in order to access the information and services provided.

Questions		Comments	Next Steps
1. Is there a policy that the public entity's webpages will be accessible, that is, in compliance with the W3C Web Content Accessibility Guidelines (WCAG) 2.0 or Section 508 Standards?	Yes <input checked="" type="checkbox"/> No <input checked="" type="checkbox"/>	Click here to enter text.	In the process of being developed.
2. Are the staff and contractors who are responsible for webpage and content development aware of the policy?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Click here to enter text.	Click here to enter text.
3. Are the staff and contractors who are responsible for webpage and content development knowledgeable about these standards?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Click here to enter text.	Click here to enter text.
4. Has the website been tested for compliance with either of these standards?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Click here to enter text.	Click here to enter text.
5. If yes, have people with disabilities who use screen reading software and other assistive technology participated in the evaluation?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Click here to enter text.	Click here to enter text.
6. Is there a plan for making the existing web content accessible?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Click here to enter text.	In the process. Target date of December 2021.

Questions		Comments	Next Steps
7. Is there a plan for making future web content accessible?	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Click here to enter text.	Click here to enter text.
Other: Click here to enter text.	Yes <input type="checkbox"/> No <input type="checkbox"/>	Click here to enter text.	Click here to enter text.

Contact Us with Website Accessibility Questions or Comments

Please know these efforts are active and ongoing. If, at any time, you have specific questions or concerns about the accessibility of any particular webpage, please contact us by filling out the Website Accessibility Contact Form.

The Website Accessibility Contact Form is for visitors using assistive technology who may need further assistance or who would like to report an accessibility issue. For all other inquiries, please visit our general Contact Us page.

Name

Email

Phone

URL/Website where user experienced an issue

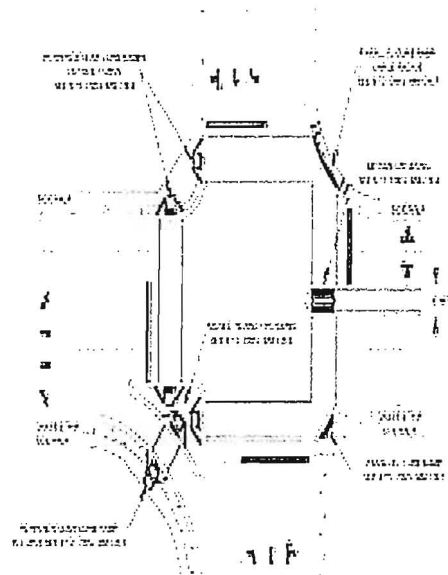
Description

Assistive Technology Used

Submit

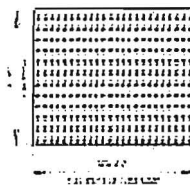
DESIGN STANDARDS

MM-CR-1 Detectable Warning Surface Placement

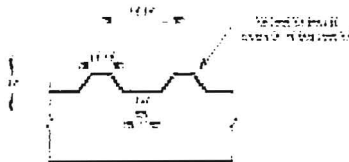


PLAN VIEW

DETECTABLE WARNING SURFACE SHALL BE PLACED AT THE CORNERS OF THE INTERSECTION AND ALONG THE CURB.



DETECTABLE WARNING SURFACE DETAIL



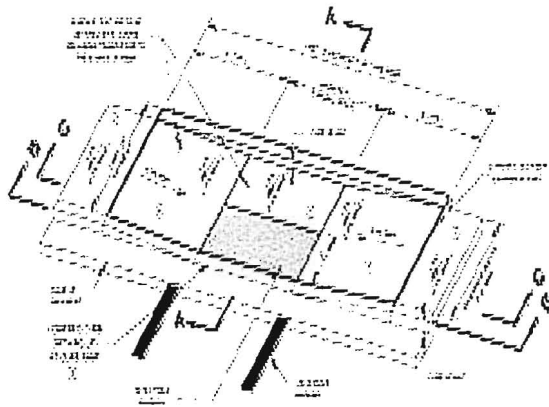
DETECTABLE WARNING SURFACE
ELEVATION (INCH)

GENERAL NOTES

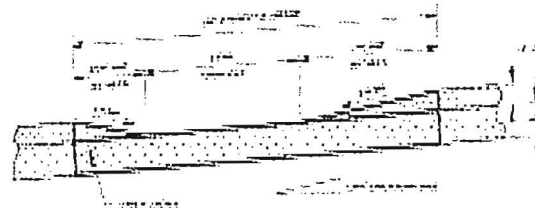
1. DETECTABLE WARNING SURFACES SHALL BE PLACED AT THE CORNERS OF THE INTERSECTION AND ALONG THE CURB.
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14. THE DETECTABLE WARNING SURFACES SHALL BE PLACED AT THE CORNERS OF THE INTERSECTION AND ALONG THE CURB.
15. THE DETECTABLE WARNING SURFACES SHALL BE PLACED AT THE CORNERS OF THE INTERSECTION AND ALONG THE CURB.

DETECTABLE
WARNING SURFACE
PLACEMENT ON
CURB PAVES

MM-CR-3 Parallel Curb Ramp



PARALLEL CURB RAMP DETAIL
DIMENSIONS SHOWN ARE FOR 12" LONGITUDINAL RAMPWAY CHASE

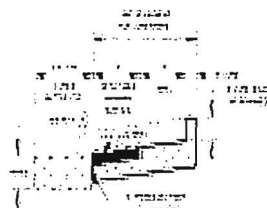


ALTERNATE SECTION B-B
PARALLEL CURB RAMP DETAIL SHOWS WITH LONGITUDINAL RAMPWAY CHASE
NOTE: DIMENSIONS SHOWN ARE FOR 12" LONGITUDINAL RAMPWAY CHASE. DIMENSIONS SHOWN ARE FOR 12" LONGITUDINAL RAMPWAY CHASE. DIMENSIONS SHOWN ARE FOR 12" LONGITUDINAL RAMPWAY CHASE.

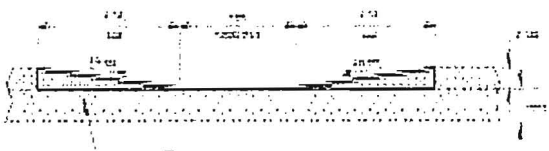
TABLE A

LONGITUDINAL RAMPWAY CHASE	LONG. SLOPE	DEPT. AMP	PARALLEL
12"	1.2	1.2	12"
12"	1.2	1.2	12"
12"	1.2	1.2	12"
12"	1.2	1.2	12"
12"	1.2	1.2	12"
12"	1.2	1.2	12"

NOTE: DIMENSIONS SHOWN ARE FOR 12" LONGITUDINAL RAMPWAY CHASE

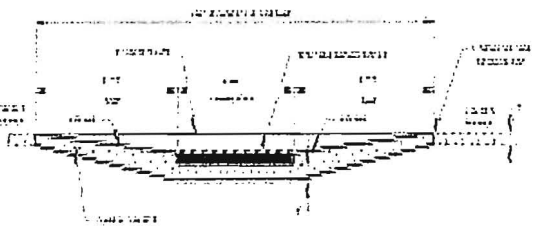


SECTION A-A



SECTION B-B

DIMENSIONS SHOWN ARE FOR 12" LONGITUDINAL RAMPWAY CHASE

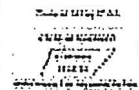


SECTION C-C

DIMENSIONS SHOWN ARE FOR 12" LONGITUDINAL RAMPWAY CHASE

GENERAL NOTES

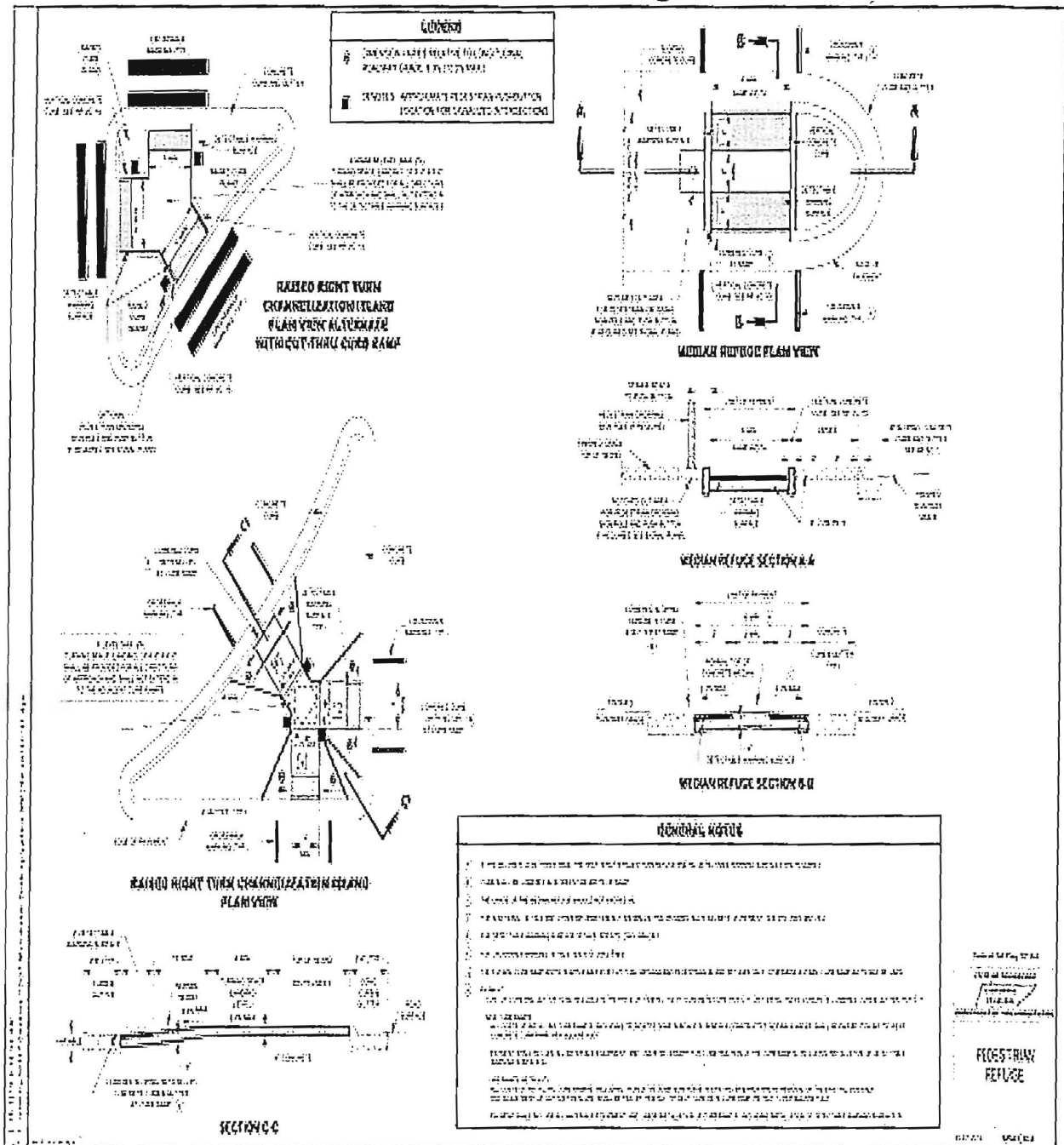
1. PARALLEL CURB RAMP DETAIL IS FOR 12" LONGITUDINAL RAMPWAY CHASE. DIMENSIONS SHOWN ARE FOR 12" LONGITUDINAL RAMPWAY CHASE. DIMENSIONS SHOWN ARE FOR 12" LONGITUDINAL RAMPWAY CHASE.
2. PARALLEL CURB RAMP DETAIL IS FOR 12" LONGITUDINAL RAMPWAY CHASE. DIMENSIONS SHOWN ARE FOR 12" LONGITUDINAL RAMPWAY CHASE. DIMENSIONS SHOWN ARE FOR 12" LONGITUDINAL RAMPWAY CHASE.
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7. PARALLEL CURB RAMP DETAIL IS FOR 12" LONGITUDINAL RAMPWAY CHASE. DIMENSIONS SHOWN ARE FOR 12" LONGITUDINAL RAMPWAY CHASE. DIMENSIONS SHOWN ARE FOR 12" LONGITUDINAL RAMPWAY CHASE.
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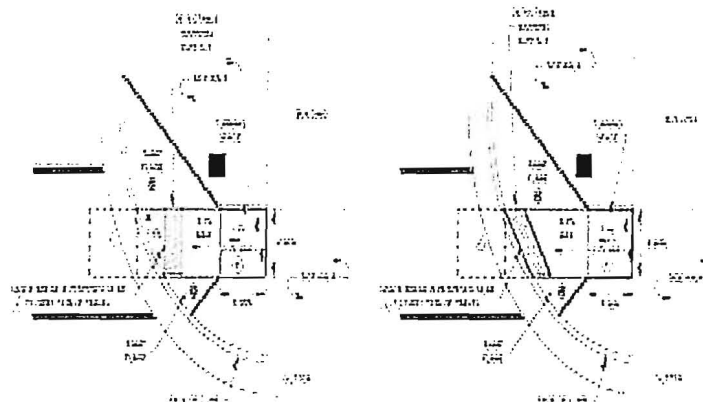
PARALLEL CURB RAMP

Page 1 of 1

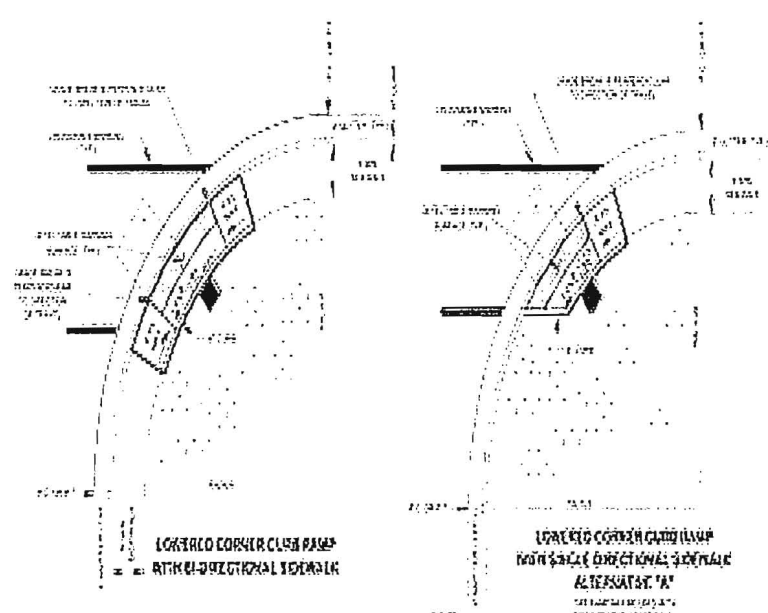
MM-CR-4
Pedestrian Refuge



Single Crossing Curb Ramp in Curve



FURFURYLICOLAR CUM HANFT
NISE JIMBLE LINDSING



PARALLEL CURB RAILS FOR SINGLE CROSSING

[illegible]

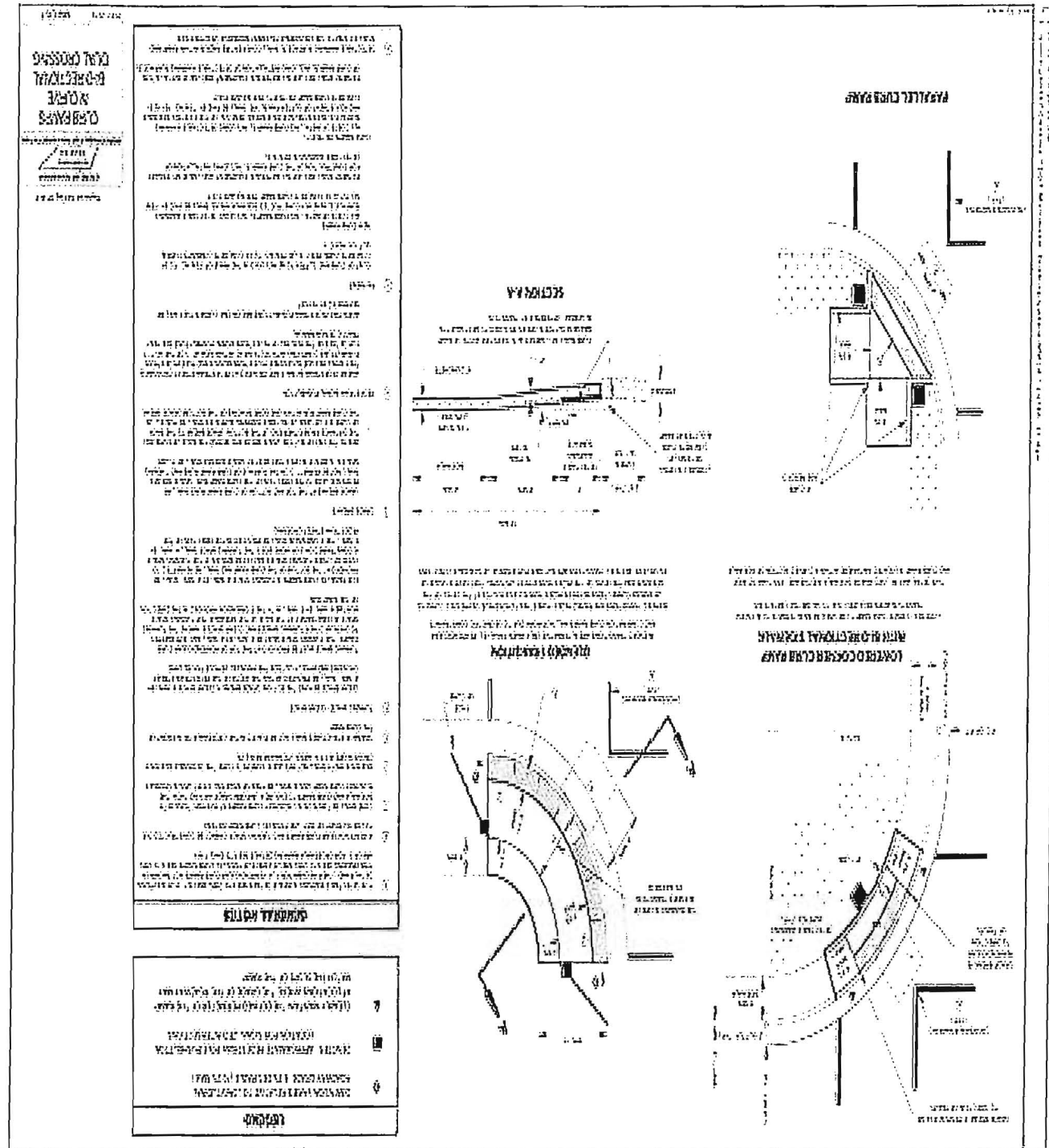
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7-271 52124

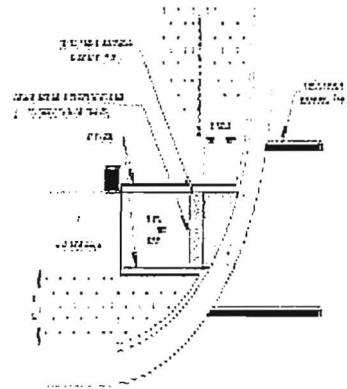
MM-CR-7

Curb Ramps in Curve Bi-Directional Dual Crossing

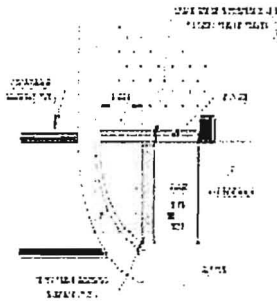


MM-CR-8

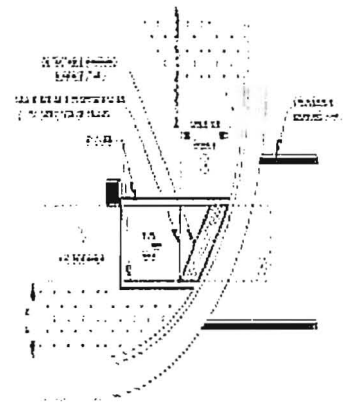
Mono-Directional Single Crosswalk Curb Ramp Details



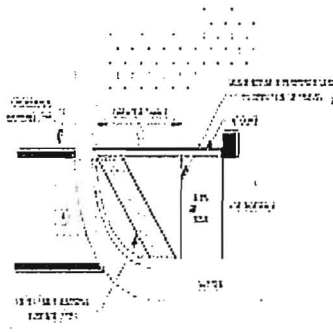
DETAIL A
MONO-DIRECTIONAL SINGLE CROSSWALK CURB RAMP
WITH CURB STEP



DETAIL B
MONO-DIRECTIONAL SINGLE CROSSWALK CURB RAMP
WITH Curb STEP



DETAIL C
MONO-DIRECTIONAL SINGLE CROSSWALK CURB RAMP
WITH CURB STEP AND CURB HEIGHT



DETAIL D
MONO-DIRECTIONAL SINGLE CROSSWALK CURB RAMP
WITH CURB STEP AND CURB HEIGHT

LEGEND

- 1. MONO-DIRECTIONAL SINGLE CROSSWALK CURB RAMP WITH CURB STEP

GENERAL NOTES

1. THE CURB RAMP SHALL BE CONSTRUCTED TO THE SAME ELEVATION AS THE ADJACENT SIDEWALK. THE CURB RAMP SHALL BE CONSTRUCTED TO THE SAME ELEVATION AS THE ADJACENT SIDEWALK. THE CURB RAMP SHALL BE CONSTRUCTED TO THE SAME ELEVATION AS THE ADJACENT SIDEWALK.
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9. THE CURB RAMP SHALL BE CONSTRUCTED TO THE SAME ELEVATION AS THE ADJACENT SIDEWALK. THE CURB RAMP SHALL BE CONSTRUCTED TO THE SAME ELEVATION AS THE ADJACENT SIDEWALK. THE CURB RAMP SHALL BE CONSTRUCTED TO THE SAME ELEVATION AS THE ADJACENT SIDEWALK.
10. THE CURB RAMP SHALL BE CONSTRUCTED TO THE SAME ELEVATION AS THE ADJACENT SIDEWALK. THE CURB RAMP SHALL BE CONSTRUCTED TO THE SAME ELEVATION AS THE ADJACENT SIDEWALK. THE CURB RAMP SHALL BE CONSTRUCTED TO THE SAME ELEVATION AS THE ADJACENT SIDEWALK.

SEE DETAIL C FOR CURB HEIGHT

SEE DETAIL D FOR CURB HEIGHT

SEE DETAIL E FOR CURB HEIGHT

SEE DETAIL F FOR CURB HEIGHT

SEE DETAIL G FOR CURB HEIGHT

SEE DETAIL H FOR CURB HEIGHT

SEE DETAIL I FOR CURB HEIGHT

SEE DETAIL J FOR CURB HEIGHT

SEE DETAIL K FOR CURB HEIGHT

SEE DETAIL L FOR CURB HEIGHT

SEE DETAIL M FOR CURB HEIGHT

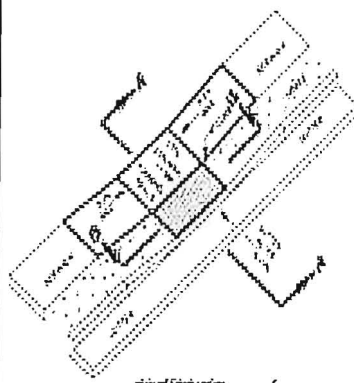
SEE DETAIL N FOR CURB HEIGHT

SEE DETAIL O FOR CURB HEIGHT

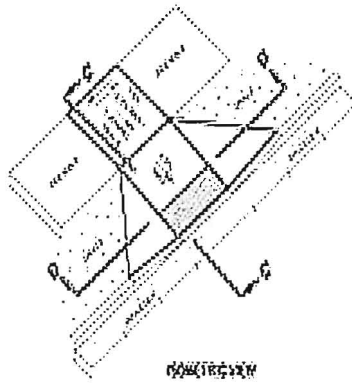
SEE DETAIL P FOR CURB HEIGHT

SEE DETAIL Q FOR CURB HEIGHT

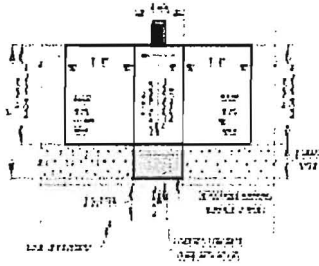
MM-CR-9 Alternative Curb Ramp Details



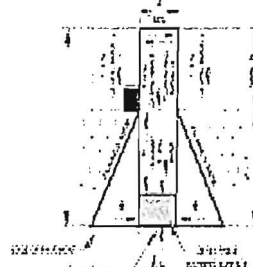
COMBINATION CURB RAMP



PERPENDICULAR CURB RAMP WITHOUT GUTTER PAN



COMBINATION CURB RAMP



PERPENDICULAR CURB RAMP WITHOUT GUTTER PAN



CROSS SECTION A-A



CROSS SECTION C-C



ALTERNATE CROSS SECTION D-D



CROSS SECTION B-B



CROSS SECTION D-D

COMBINATION CURB RAMP

PERPENDICULAR CURB RAMP WITHOUT GUTTER PAN

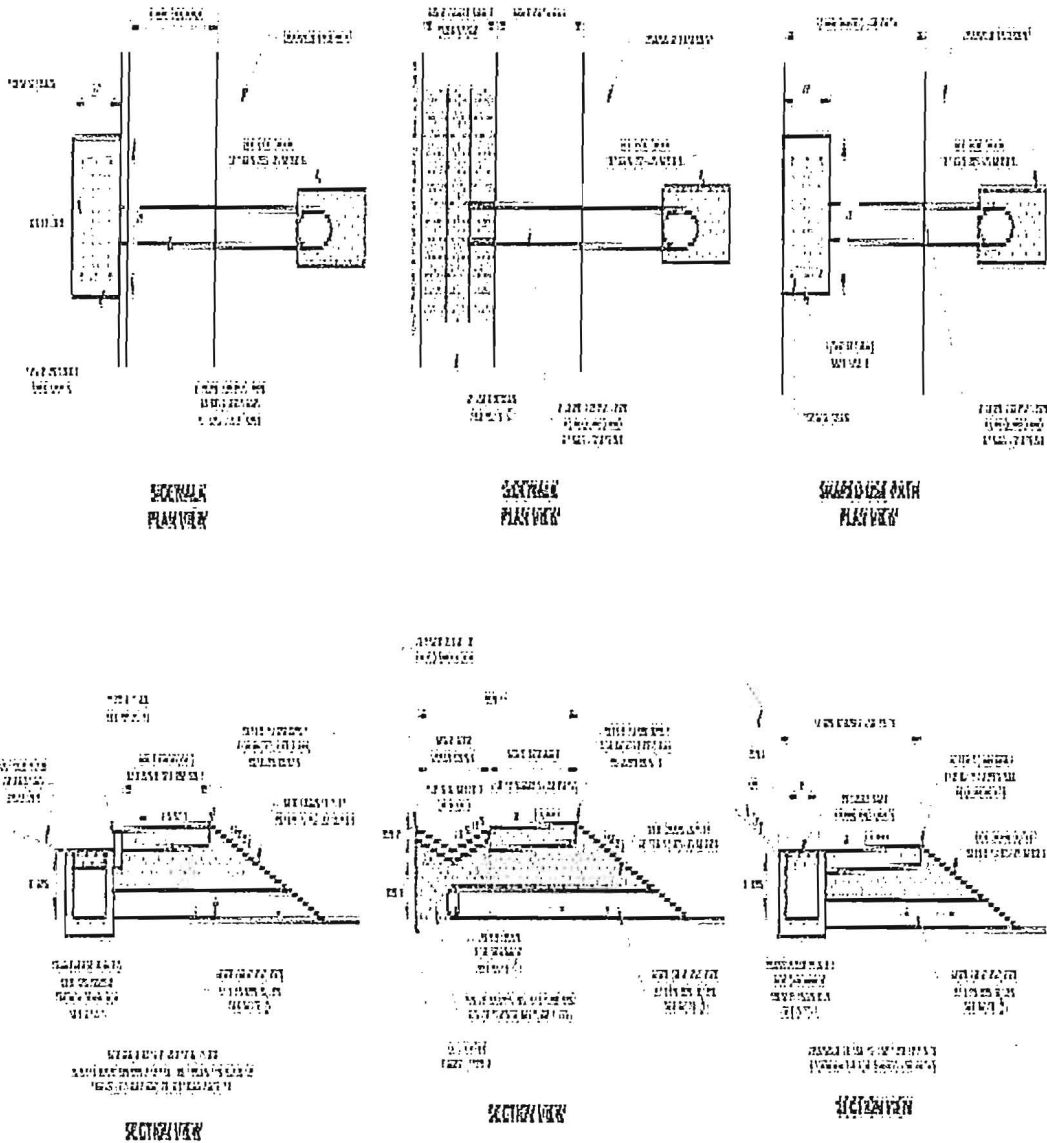
LEGEND	
	PAVEMENT (SIDEWALK) MATERIAL
	RAMP MATERIAL
	STREET MATERIAL

1. THE CURB RAMP SHALL BE CONSTRUCTED TO PROVIDE A SMOOTH TRANSITION FROM THE SIDEWALK TO THE STREET. THE CURB RAMP SHALL BE CONSTRUCTED TO PROVIDE A SMOOTH TRANSITION FROM THE SIDEWALK TO THE STREET. THE CURB RAMP SHALL BE CONSTRUCTED TO PROVIDE A SMOOTH TRANSITION FROM THE SIDEWALK TO THE STREET.
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8. THE CURB RAMP SHALL BE CONSTRUCTED TO PROVIDE A SMOOTH TRANSITION FROM THE SIDEWALK TO THE STREET. THE CURB RAMP SHALL BE CONSTRUCTED TO PROVIDE A SMOOTH TRANSITION FROM THE SIDEWALK TO THE STREET. THE CURB RAMP SHALL BE CONSTRUCTED TO PROVIDE A SMOOTH TRANSITION FROM THE SIDEWALK TO THE STREET.
9. THE CURB RAMP SHALL BE CONSTRUCTED TO PROVIDE A SMOOTH TRANSITION FROM THE SIDEWALK TO THE STREET. THE CURB RAMP SHALL BE CONSTRUCTED TO PROVIDE A SMOOTH TRANSITION FROM THE SIDEWALK TO THE STREET. THE CURB RAMP SHALL BE CONSTRUCTED TO PROVIDE A SMOOTH TRANSITION FROM THE SIDEWALK TO THE STREET.
10. THE CURB RAMP SHALL BE CONSTRUCTED TO PROVIDE A SMOOTH TRANSITION FROM THE SIDEWALK TO THE STREET. THE CURB RAMP SHALL BE CONSTRUCTED TO PROVIDE A SMOOTH TRANSITION FROM THE SIDEWALK TO THE STREET. THE CURB RAMP SHALL BE CONSTRUCTED TO PROVIDE A SMOOTH TRANSITION FROM THE SIDEWALK TO THE STREET.

ALTERNATIVE CURB RAMP DETAILS

MM-SW-2

Alternative Design for Concrete Sidewalks (Rehabilitation)



LOW-COST REHABILITATION ALTERNATIVES FOR ROAD AND SIDEWALK REPAIRS AND CURBS

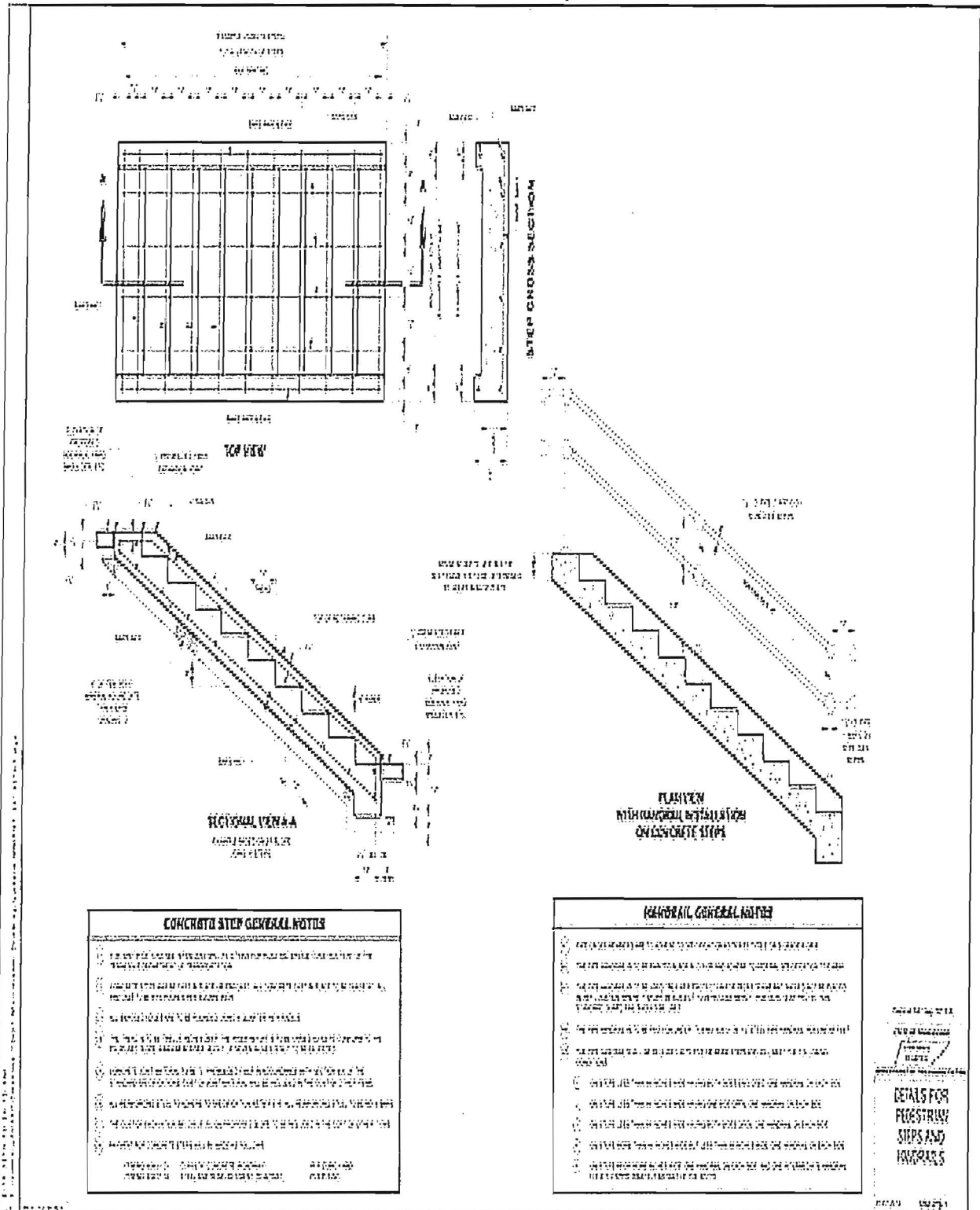
GENERAL NOTES
1. ALL WORK SHALL BE DONE IN ACCORDANCE WITH THE STANDARD SPECIFICATIONS FOR HIGHWAY CONSTRUCTION, LATEST EDITION, AND ANY AMENDMENTS THEREOF.
2. THE CONTRACTOR SHALL BE RESPONSIBLE FOR OBTAINING ALL NECESSARY PERMITS AND APPROVALS FROM THE APPROPRIATE AGENCIES.
3. THE CONTRACTOR SHALL MAINTAIN ACCESS TO ALL ADJACENT PROPERTIES AND UTILITIES AT ALL TIMES.
4. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL EXISTING UTILITIES AND STRUCTURES.

GENERAL NOTES
1. ALL WORK SHALL BE DONE IN ACCORDANCE WITH THE STANDARD SPECIFICATIONS FOR HIGHWAY CONSTRUCTION, LATEST EDITION, AND ANY AMENDMENTS THEREOF.
2. THE CONTRACTOR SHALL BE RESPONSIBLE FOR OBTAINING ALL NECESSARY PERMITS AND APPROVALS FROM THE APPROPRIATE AGENCIES.
3. THE CONTRACTOR SHALL MAINTAIN ACCESS TO ALL ADJACENT PROPERTIES AND UTILITIES AT ALL TIMES.
4. THE CONTRACTOR SHALL BE RESPONSIBLE FOR THE PROTECTION OF ALL EXISTING UTILITIES AND STRUCTURES.

ALTERNATE
CUTS
FOR
SIDEWALK
REHABILITATION

MM-PS-1

Details for Pedestrian Steps and Handrails



NOTICE

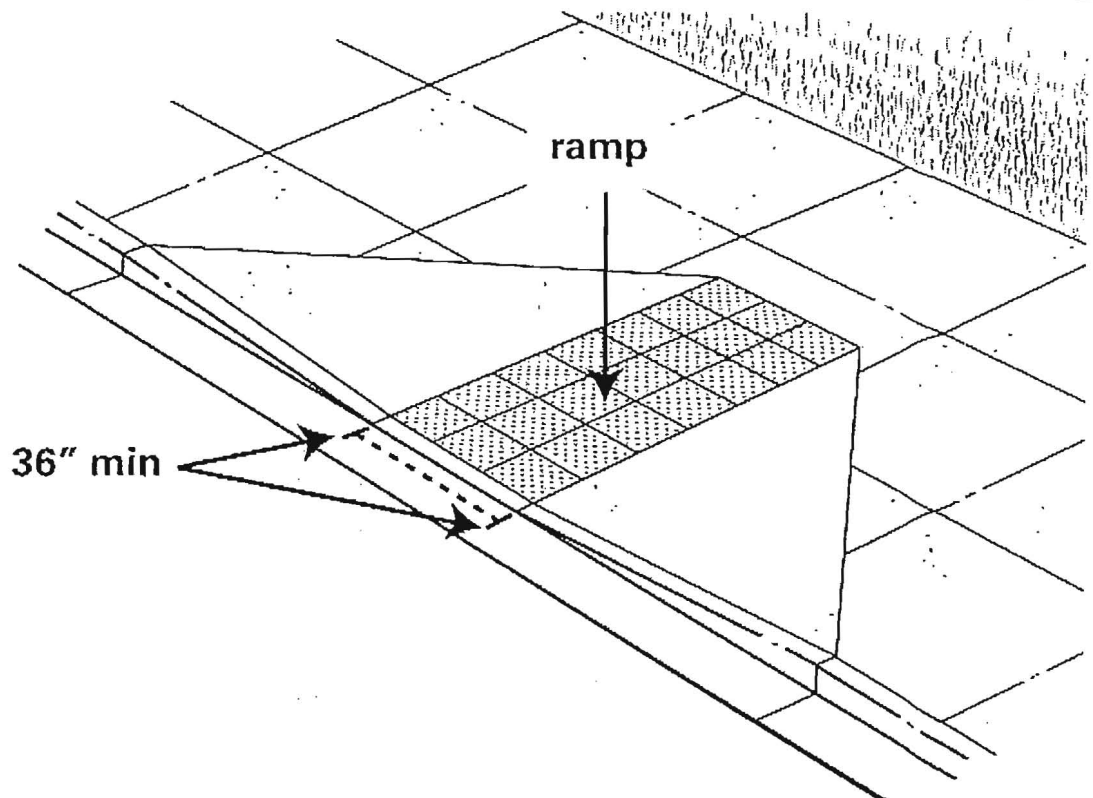
Portions of this appendix may not fully reflect the current ADA regulations. The regulation implementing title II of the ADA was revised as recently as 2016. Revised ADA Standards for Accessible Design (2010 Standards) were issued on September 15, 2010 and went into effect on March 15, 2012.

Additional related information can be found in the Department of Justice/Department of Transportation joint 2013 publication and 2015 publication.

ADA Accessibility Survey Instructions: Curb Ramps

1 [§ 4.7.3]

Only measure the width of the ramp section of the curb ramp (labeled "ramp" to the right). The ramp section of a curb ramp is also known as the "ramp run." If the curb ramp has flared sides, which can also be seen in the illustration to the right, do not include them in the measurement. The ramp run must be at least 36 inches wide.

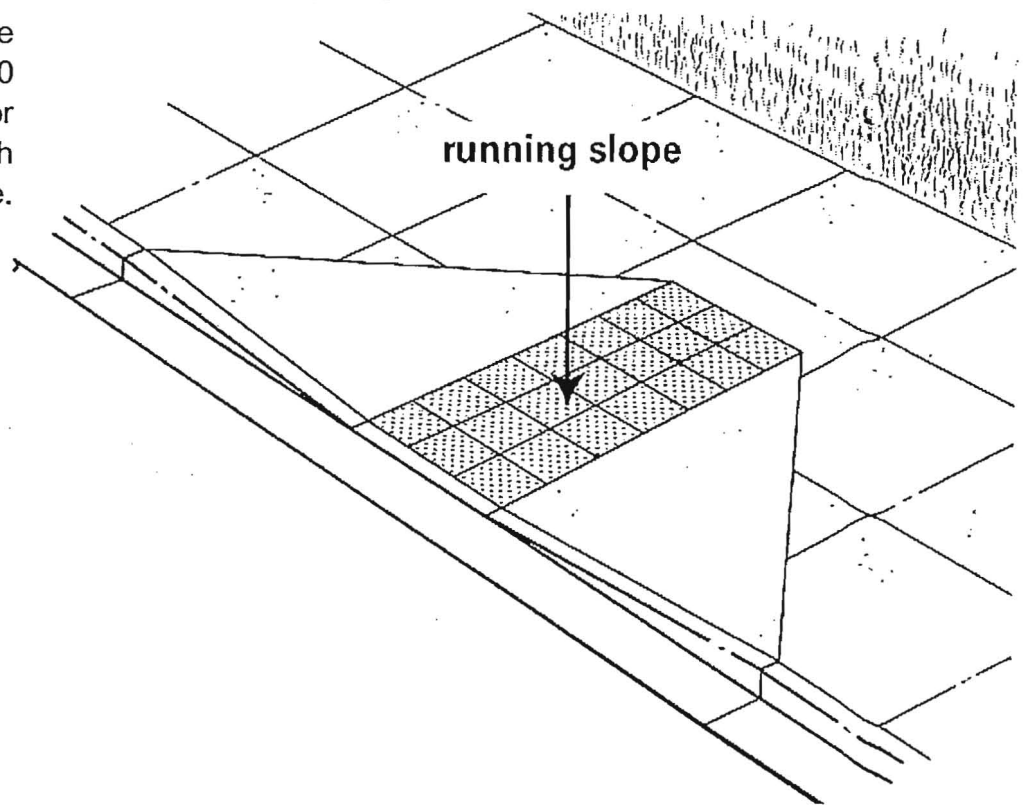


2 [§§ 4.7.2; 4.8.2; 4.1.6(3)(a)]

The running slope of the curb ramp is the slope in the direction that people travel when going up or down the ramp run. The arrow in the illustration to the left, aligned parallel to the ramp run and perpendicular to the curb, shows where to measure the running slope.

For new construction (when the curb ramp was built after January 26, 1991), the running slope of the ramp run must not exceed 8.33 percent. For alterations (when the curb ramp was altered after

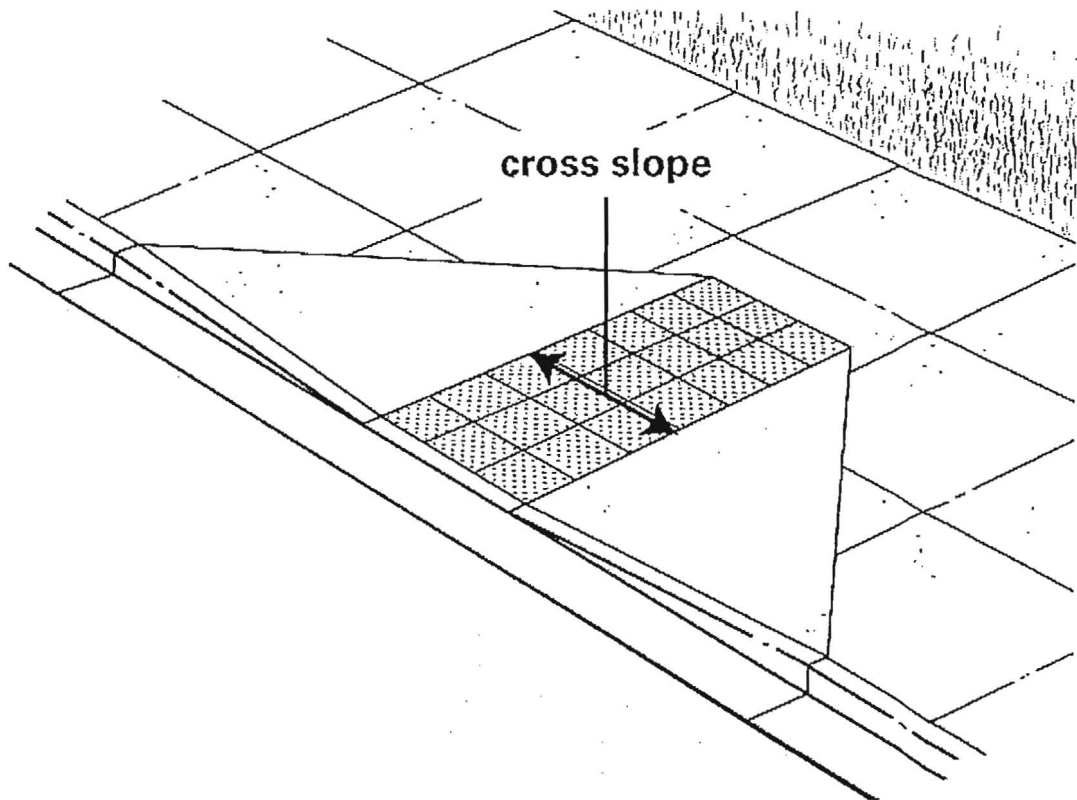
January 26, 1991), the slope must not exceed 10 percent for a 6-inch rise or 12.5 percent for a 3-inch rise.



3

[§ 4.3.7]

The cross slope of the curb ramp is perpendicular to the running slope. Unlike the running slope, which runs along the ramp, the cross slope is measured *across* the ramp. The arrow in the illustration to the right, aligned perpendicular to the ramp run and parallel to the curb, shows where to measure the cross slope. The cross slope of a curb ramp, or any accessible route, may not exceed 2 percent.

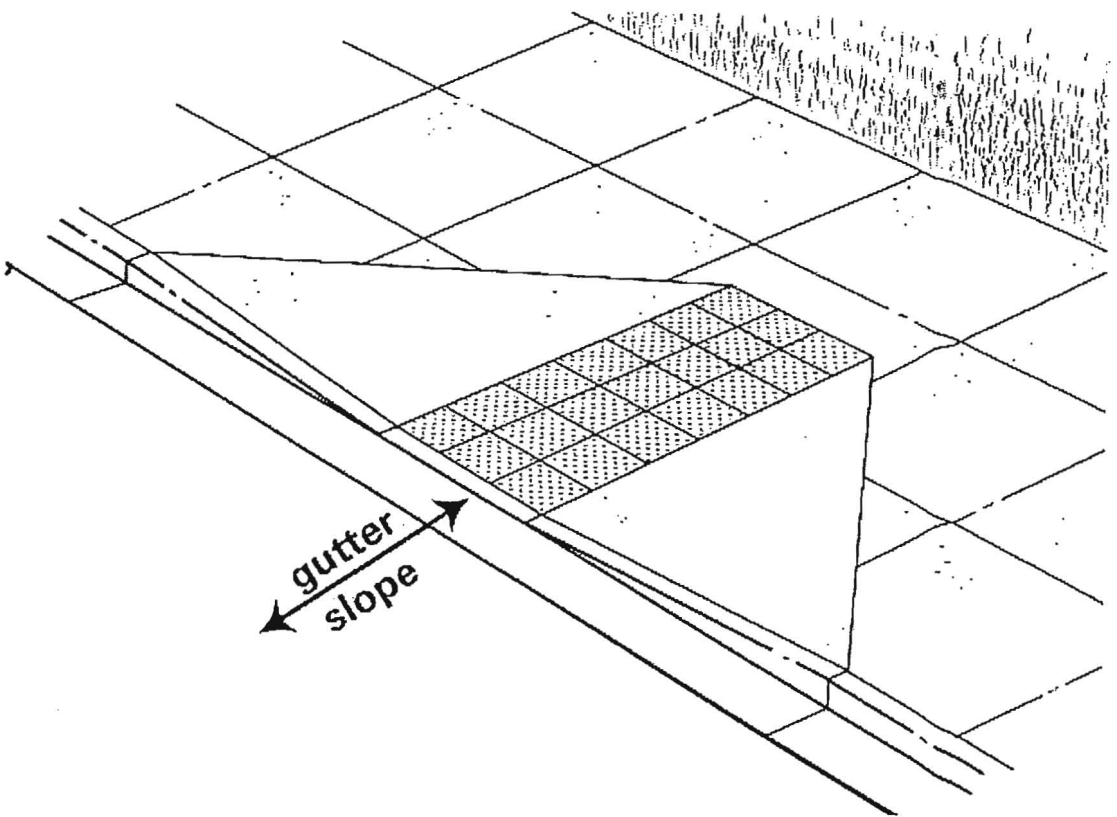


4

[§ 4.7.2]

The gutter is the part of the street that borders the curb. To measure the gutter slope, place the level

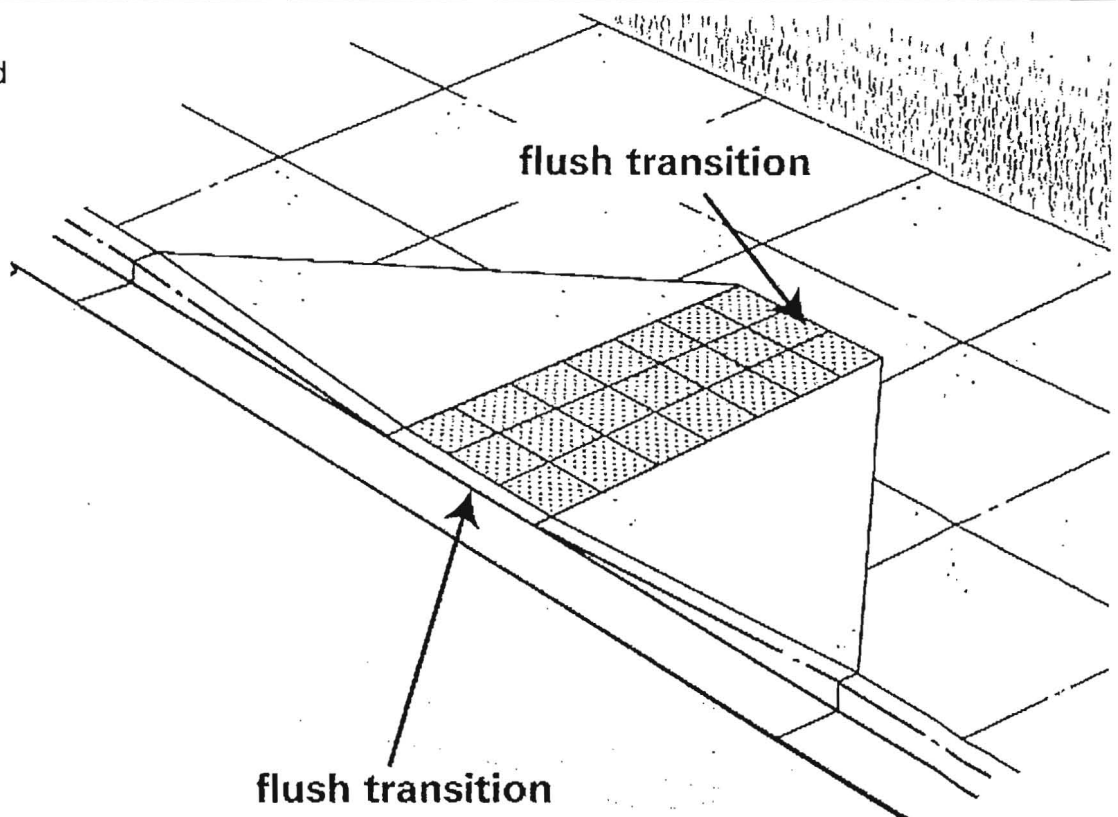
in the same position as the arrow in the illustration, with one end where the gutter meets the ramp and the other end towards the street. The gutter slope is parallel to the ramp and perpendicular to the curb. The gutter may slope up to 5 percent towards the curb ramp, but not more.



5

[§ 4.7.2]

The transitions on and off the curb ramp are the points where the gutter meets the bottom of the ramp and where the top of the ramp meets the sidewalk. These transition points are required to be flush and cannot have any abrupt level changes. Record any level change at the transitions.



6

[§ 4.7.7]

Detectable warnings are dome-shaped bumps that should cover the entire width and depth of the ramp run. Detectable warnings are designed to be felt underfoot or with a cane by people who are blind or have low vision, thereby alerting them of hazards—mainly, the transition from a pedestrian-only area to a roadway.

If the curb ramp you are surveying has detectable warnings but they do not cover the entire ramp run, explain how they are different in the “Comments” section at the bottom of the form. For curb ramps along public streets, the U.S. Department of Transportation (DOT) has deemed permissible a strip of detectable warnings that stretches across the width of the ramp run but covers only the two feet nearest the road. If the curb ramp you are surveying is located along a public street, you may circle “Y” if the detectable warnings comply with the DOT’s design.

7

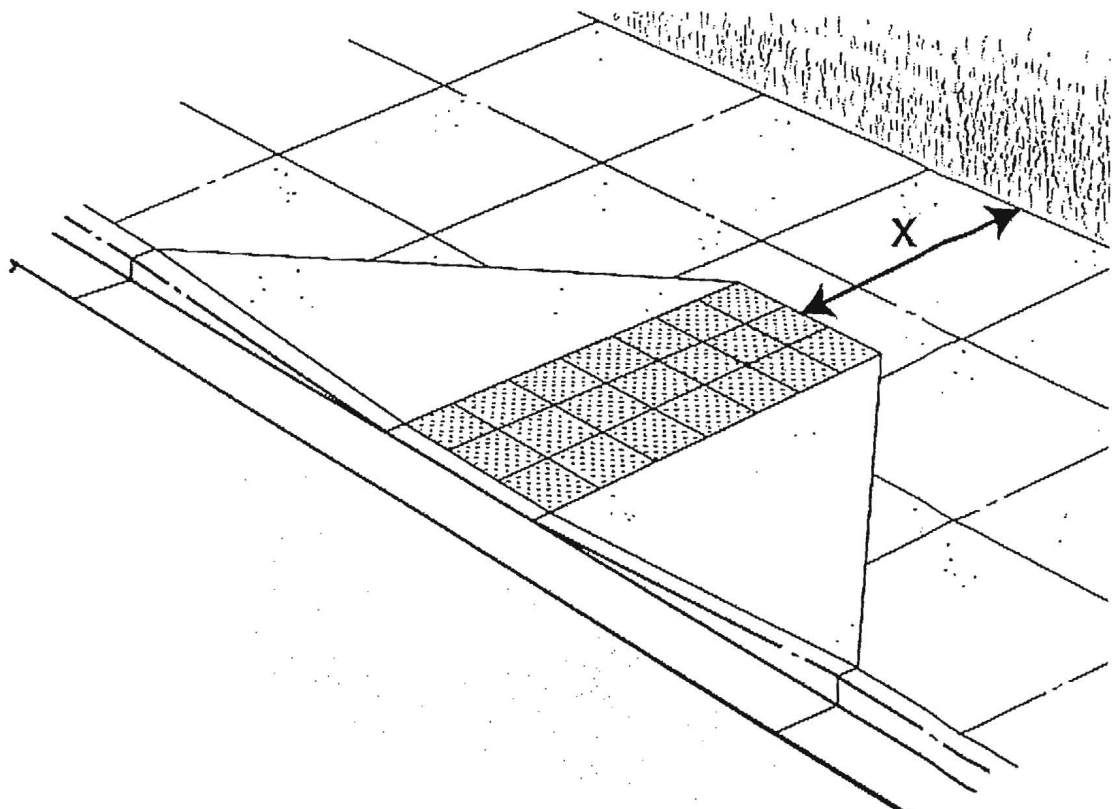
[§ 4.7.8]

Curb ramps must be located where they will not be obstructed by parked vehicles. If the curb ramp you are surveying is along a public right-of-way or at a pedestrian crossing, vehicles should be prohibited from parking directly in front of the curb ramp on the street. If the curb ramp you are surveying is part of the accessible route from a parking lot to a building, the curb ramp may not lead into a parking space because the curb ramp will be obstructed when a vehicle parks in the space.

[§§ 4.3.3; 4.3.7]

Curb ramps should have at least 36 inches of clear space at the “top” of the ramp, which can be seen in the illustration to the right. The 36-inch space at the top of the ramp allows pedestrians who are continuing along the sidewalk to bypass the curb ramp without traveling over it.

The measurement should extend from where the ramp run meets the level sidewalk (at the lower end of the arrow) to the opposite edge of

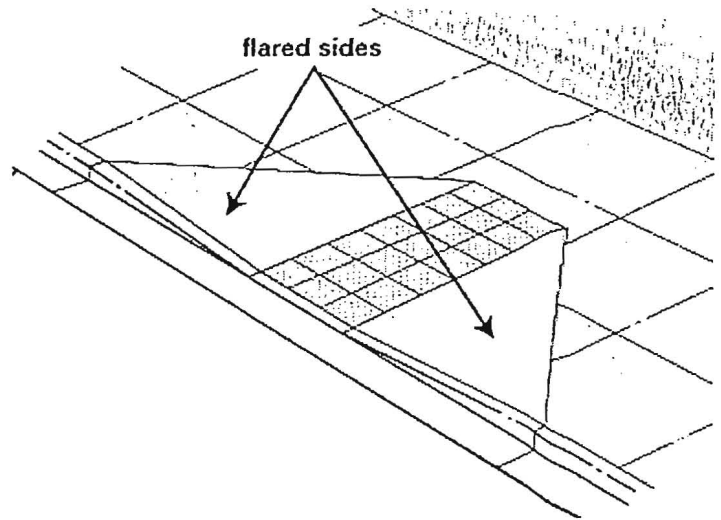
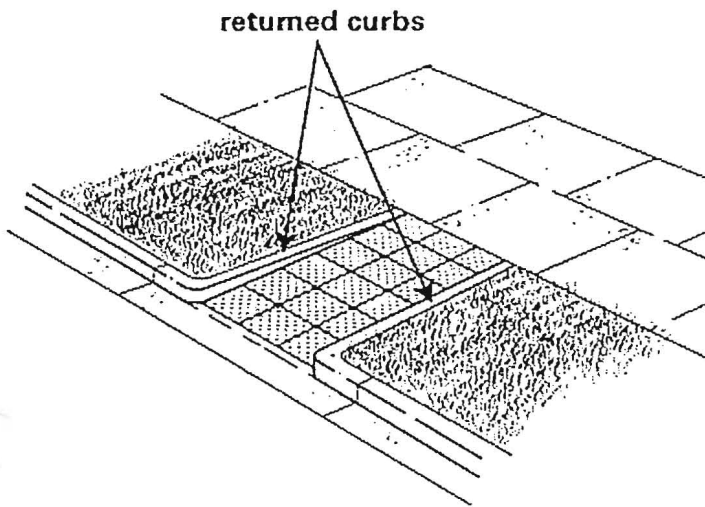


the sidewalk (where the sidewalk meets the grass). Do not include any part of the curb ramp in this measurement.

9

[§ 4.7.5]

Curb ramps either have flared sides or vertical edges called returned curbs. Using the illustrations below, determine whether the curb ramp you are surveying has flared sides or returned curbs and answer accordingly. The next two questions relate to the slope of flared sides, and you should answer them only if you determine your curb ramp has flared sides. If your curb ramp has returned curbs, skip to question 10.

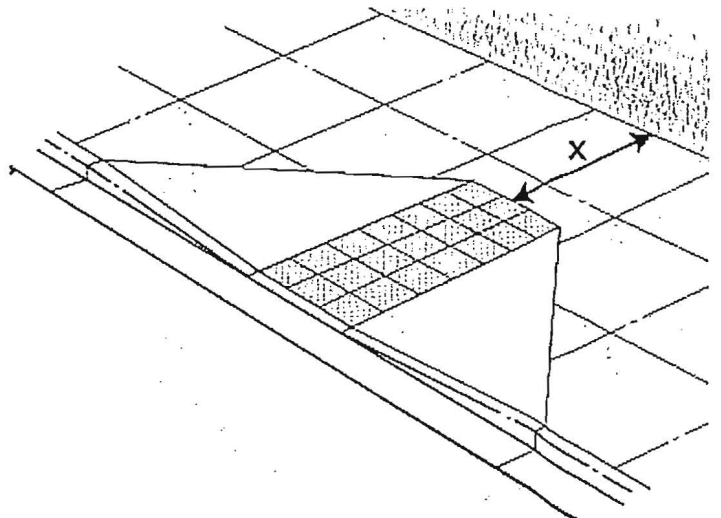


9.a

[§ 4.7.5]

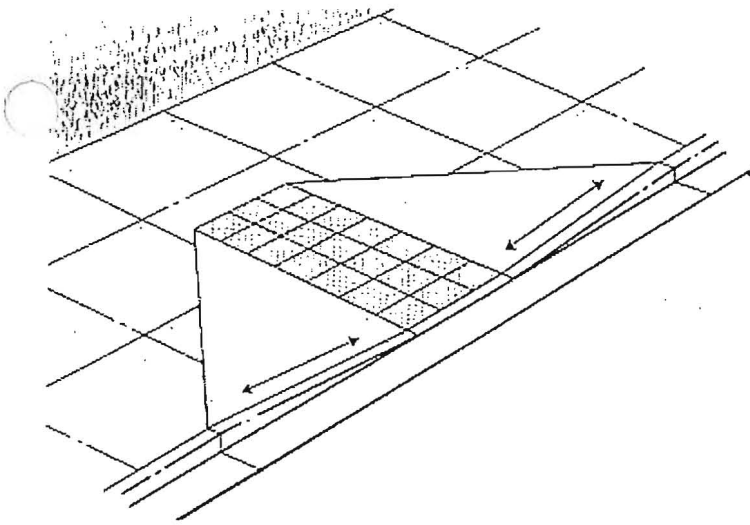
If the sidewalk at the top of the ramp ("x" in the illustration) is 48 inches wide or more, answer this question. If "x" is less than 48 inches, skip this question and answer the next one.

To answer this question you need to determine the slope of the flared sides to make sure it is 10 percent or less.



Answer this question only if X = 48" or more

To measure the slope of a curb ramp's flared side, place a level on the flared side near the edge of the curb. The level should be placed so



that it is parallel to the curb. Place the level in the same position and location as each of the arrows in the illustration to the left.

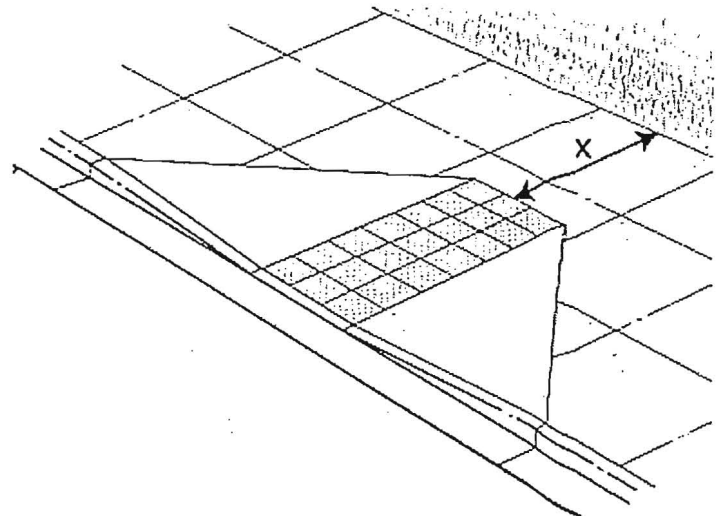
Place The Level in the areas designated by the arrows to measure the slope of the flared sides

9.b

[§ 4.7.5]

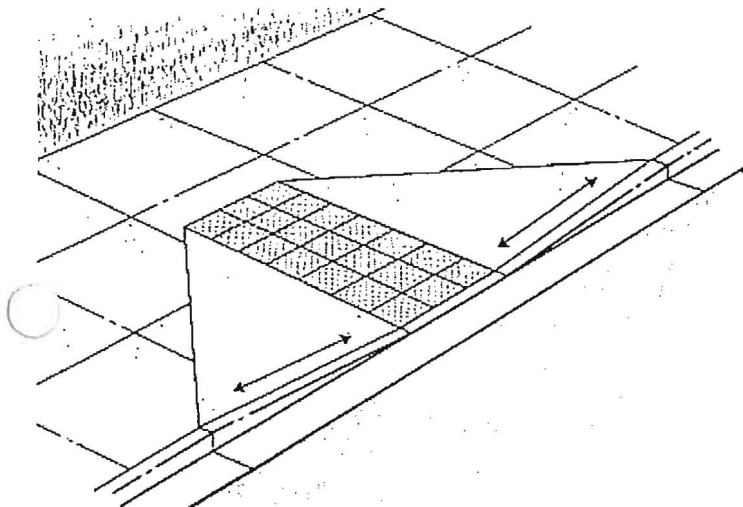
If the sidewalk at the top of the ramp ("x") is less than 48 inches wide and the curb ramp you are surveying has flared sides, answer this question. Otherwise, skip this question.

To measure the slope of the curb ramp's flared side, place a level on the flared side near the edge of the curb. The level should be placed so that it is parallel to the curb.



Answer this question only if X is less than 48"

Place the level in the same position and location as each of the arrows in the illustration to the left. The slope of the curb ramp's flared sides may not exceed 8.33 percent when there is less than 48 inches between the top of the curb ramp and the edge of the sidewalk at the other side ("x").



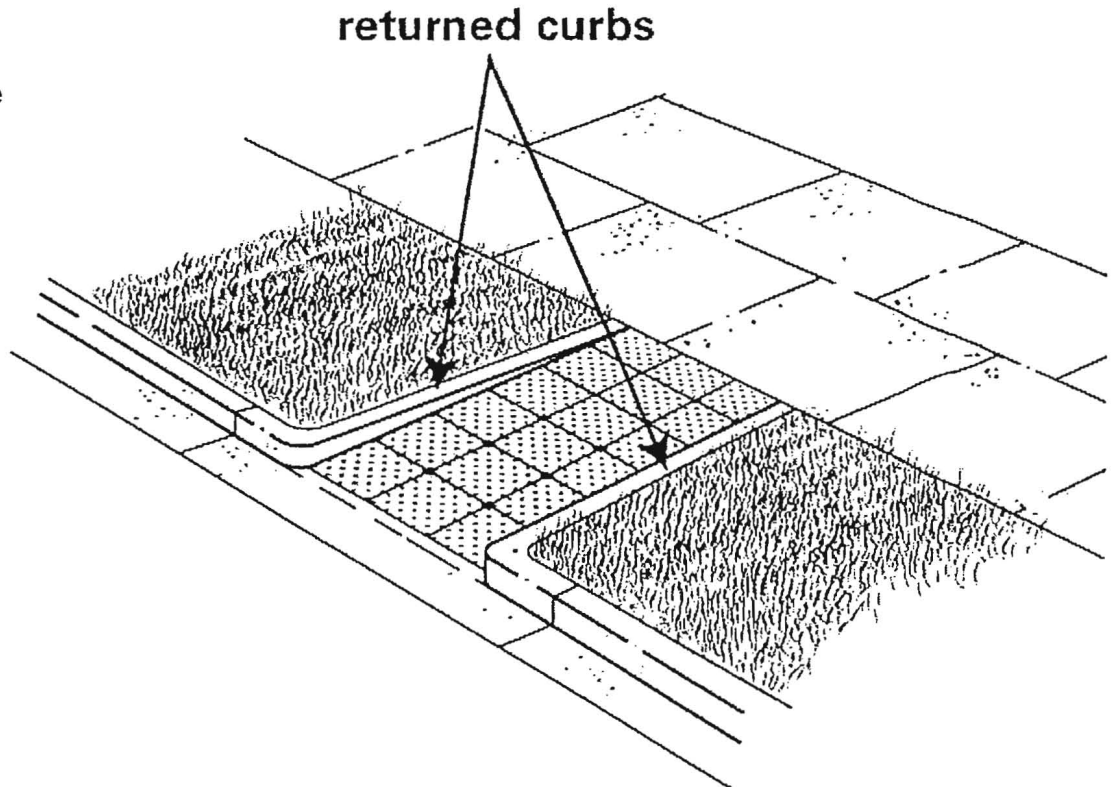
Place The Level in the areas designated by the arrows to measure the slope of the flared sides

10

[§ 4.7.5]

Answer this question only if you skipped the previous two questions because the curb ramp you are surveying does not have flared sides.

Curb ramps must have flared sides unless pedestrians would not normally walk across the ramp. A curb ramp may have returned curbs if it has non-walking surfaces (such as grass) or obstructions on both sides because these conditions would normally discourage pedestrians from walking across the ramp.

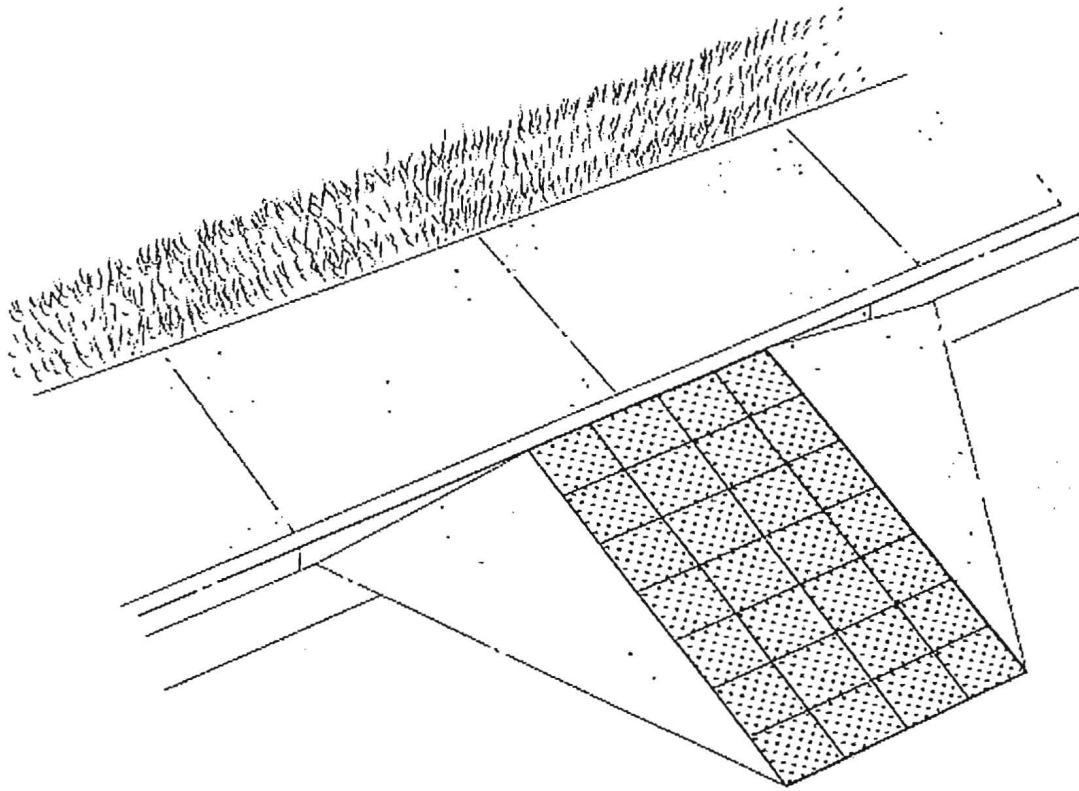


Generally, an object will qualify as an obstruction if it is immovable and is large enough to make it unlikely that pedestrians will walk across the ramp.

11

[§ 4.7.6]

A built-up curb ramp typically consists of asphalt or concrete that is poured and shaped into a ramp that runs at a 90-degree angle away from an intact curb down to the roadway.



Built-up curb ramps cannot project into the path of cars. The "path of cars" includes anywhere cars are allowed to drive, including roadways, parking lot driveways, parking spaces, and access aisles.

Built-up curb ramps should have flared sides with a slope of 10 percent or less or have edge protection and handrails on the sides.

Built-up curb ramp

12

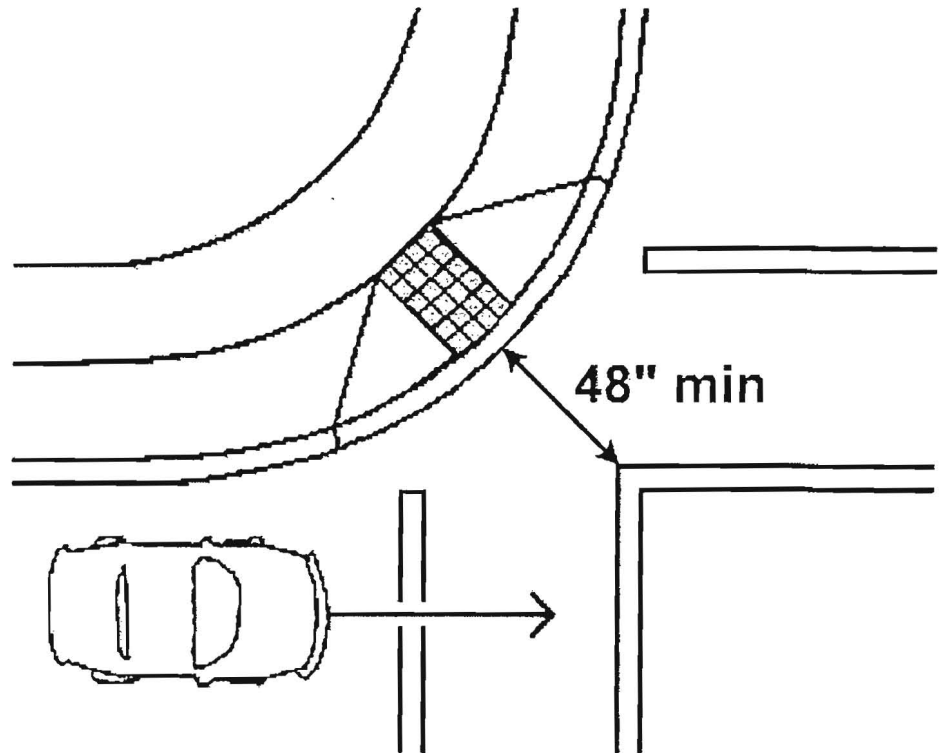
[§ 4.7.9]

When a curb ramp is located at a marked crossing, the area where the ramp run ends must be contained within the marked crossing. The flared sides of a curb ramp do not have to be within the marked crossing.

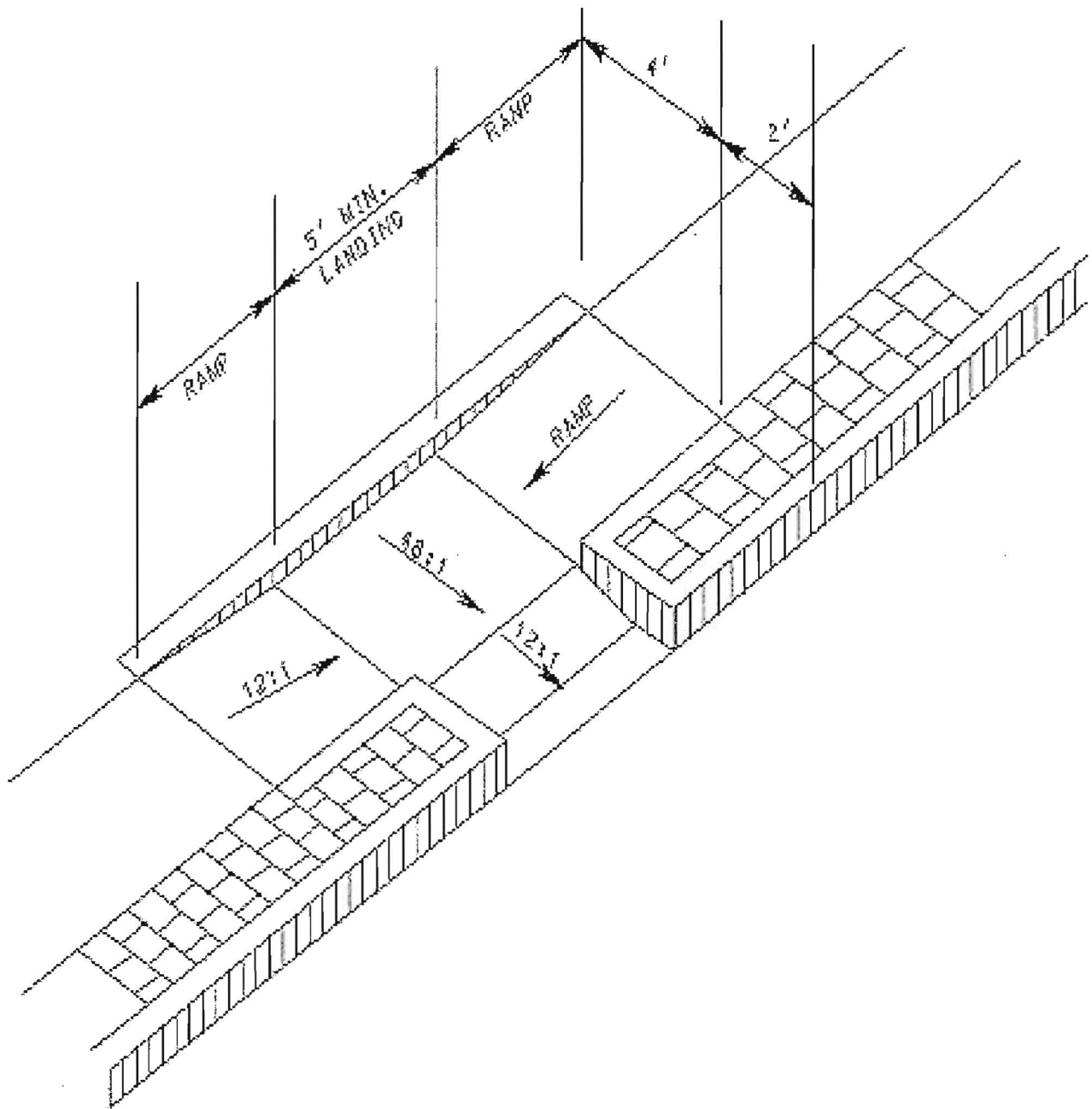
13

[§ 4.7.10]

A corner-type curb ramp is located at the center (or apex) of a corner and is often aligned to direct users into the middle of an intersection. As the illustration on the right shows, the alignment of a corner-type curb ramp means that people who travel down the ramp might be near the path of vehicular traffic once they enter the street. Therefore, if a marked crossing or crosswalk is provided, there must be a 48-inch deep area contained within the markings at the bottom of the ramp to protect people after they descend the ramp. When taking this measurement, the measuring tape should be aligned parallel to the ramp run itself and should stretch from the intersection of the ramp and gutter to the innermost edge of the pavement marking.



ADA Transition Slope Details

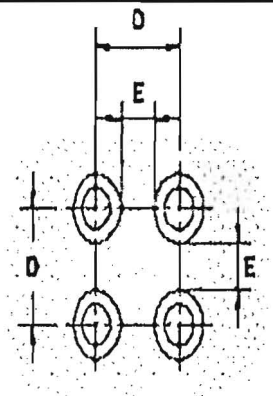
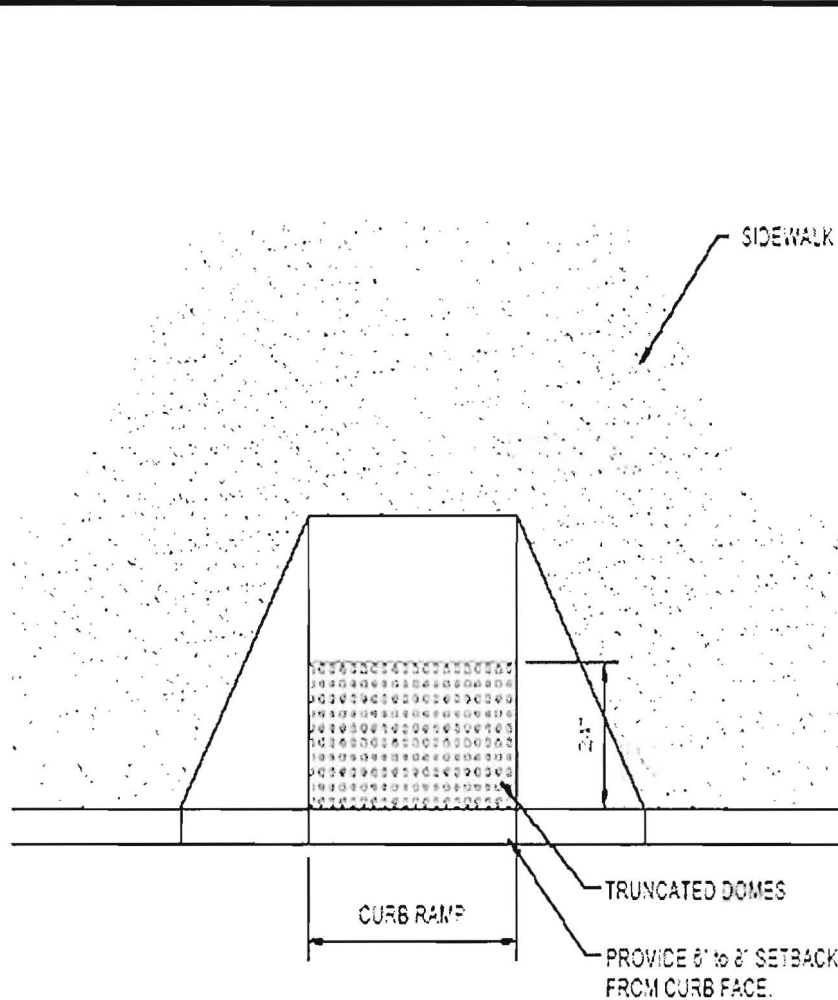


PERPENDICULAR/PARALLEL COMBINATION



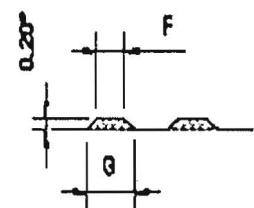
C

Detectable Warnings at Curb Ramp Details



PLAN

	MIN	MAX
D	1.80'	2.40'
E	.65'	1.60'
F	.45'	.80'
G	.90'	1.40'



ELEVATION

**TRUNCATED DOME
DETECTABLE
WARNING DETAIL**

Detectable Warning at Curb Ramp

Truncated domes and all related installed surfaces to be installed according to manufacturers specifications. All detectable warning surface installations shall be at minimum, at least as non skid as the surrounding pedestrian surfaces.

As manufactured by Vanguard ADA Systems of America, or equivalent.

www.VanguardOnline.com



ADA Design Guide

1

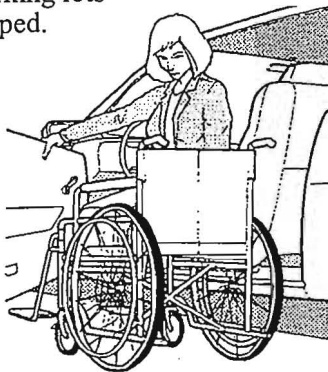
Restriping Parking Lots

Accessible Parking Spaces

When a business, State or local government agency, or other covered entity restripes a parking lot, it must provide accessible parking spaces as required by the ADA Standards for Accessible Design. Failure to do so would violate the ADA.

In addition, businesses or privately owned facilities that provide goods or services to the public have a continuing ADA obligation to remove barriers to access in existing parking lots when it is readily achievable to do so. Because restriping is relatively inexpensive, it is readily achievable in most cases.

This ADA Design Guide provides key information about how to create accessible car and van spaces and how many spaces to provide when parking lots are restriped.



Accessible Parking Spaces for Cars

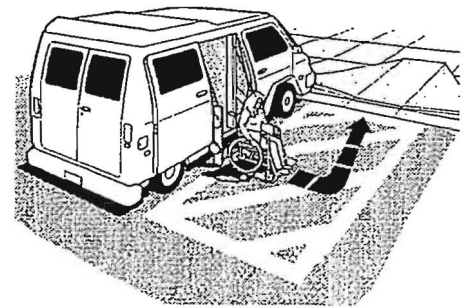
Accessible parking spaces for cars have at least a 60-inch-wide access aisle located adjacent to the designated parking space. The access aisle is just wide enough to permit a person using a wheelchair to enter or exit the car. These parking spaces are identified with a sign and located on level ground.

Van-Accessible Parking Spaces

Van-accessible parking spaces are the same as accessible parking spaces for cars except for three features needed for vans:

- a wider access aisle (96") to accommodate a wheelchair lift;
- vertical clearance to accommodate van height at the van parking space, the adjacent access aisle, and on the vehicular route to and from the van-accessible space, and
- an additional sign that identifies the parking spaces as "van accessible."

One of eight accessible parking spaces, but always at least one, must be van-accessible.



Minimum Number of Accessible Parking Spaces

ADA Standards for Accessible Design 4.1.2 (5)

Total Number of Parking spaces Provided (per lot)	Total Minimum Number of Accessible Parking Spaces (60" & 96" aisles)	Van Accessible Parking Spaces with min. 96" wide access aisle	Accessible Parking Spaces with min. 60" wide access aisle
Column A			
1 to 25	1	1	0
26 to 50	2	1	1
51 to 75	3	1	2
76 to 100	4	1	3
101 to 150	5	1	4
151 to 200	6	1	5
201 to 300	7	1	6
301 to 400	8	1	7
401 to 500	9	2	7
501 to 1000	2% of total parking provided in each lot	1/8 of Column A*	7/8 of Column A**
1001 and over	20 plus 1 for each 100 over 1000	1/8 of Column A*	7/8 of Column A**

* one out of every 8 accessible spaces

** 7 out of every 8 accessible parking spaces

Location

Accessible parking spaces must be located on the shortest accessible route of travel to an accessible facility entrance. Where buildings have multiple accessible entrances with adjacent parking, the accessible parking spaces must be dispersed and located closest to the accessible entrances.

When accessible parking spaces are added in an existing parking lot, locate the spaces on the most level ground close to the accessible entrance. An accessible route must always be provided from the accessible parking to the accessible entrance. An accessible route never has curbs or stairs, must be at least 3-feet wide, and has a firm, stable, slip-resistant surface. The slope along the accessible route should not be greater than 1:12 in the direction of travel.

Accessible parking spaces may be clustered in one or more lots if equivalent or greater accessibility is provided in terms of distance from the accessible entrance, parking fees, and convenience. Van-accessible parking spaces located in parking garages may be clustered on one floor (to accommodate the 98-inch minimum vertical height requirement).

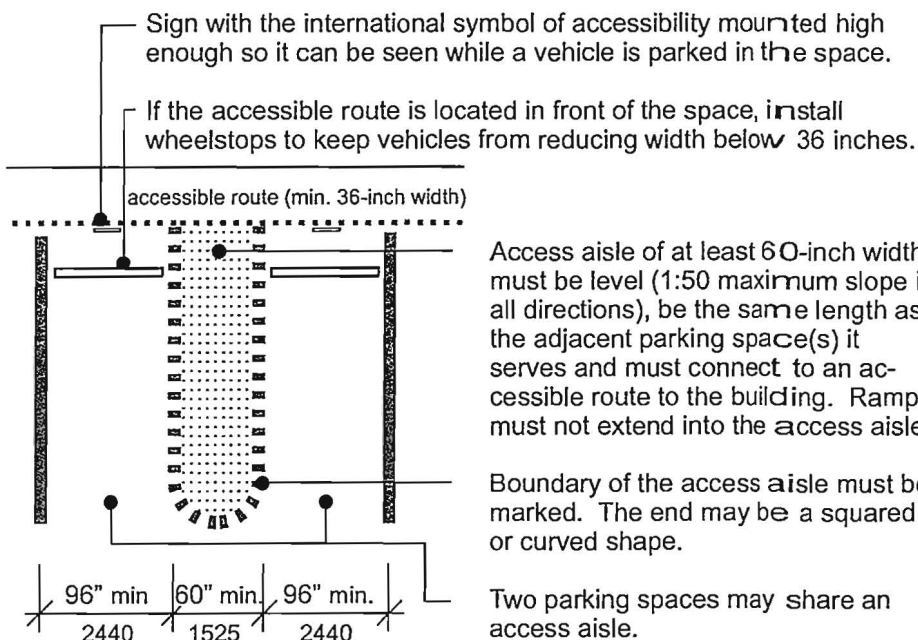
Free Technical Assistance

Answers to technical and general questions about restriping parking lots or other ADA requirements are available by telephone on weekdays. You may also order the ADA Standards for Accessible Design and other ADA publications, including regulations for private businesses or State and local governments, at any time day or night. Information about ADA-related IRS tax credits and deductions is also available from the ADA Information Line.

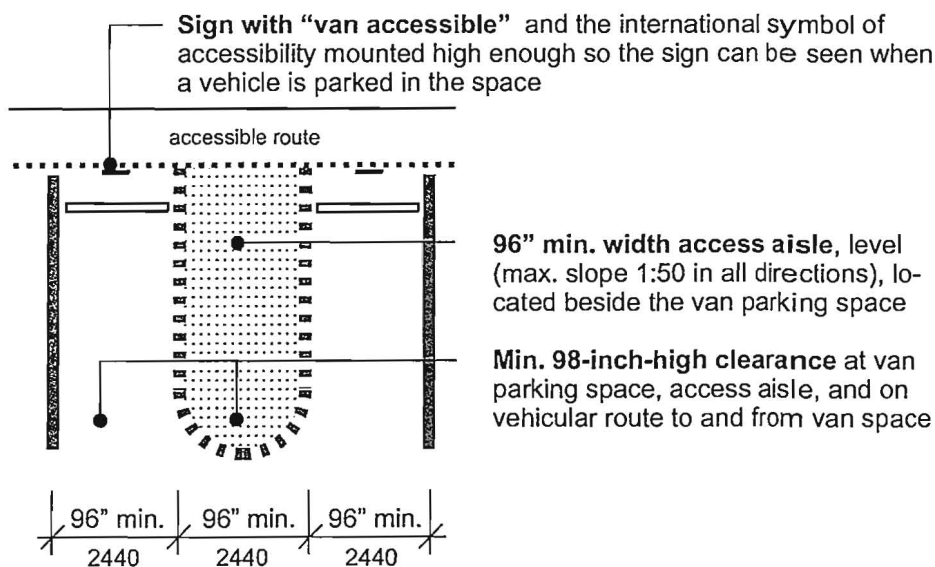
**Department of Justice
ADA Information Line**

**800-514-0301 (voice)
800-514-0383 (tty)**

Features of Accessible Parking Spaces for Cars



Three Additional Features for Van-Accessible Parking Spaces



Internet

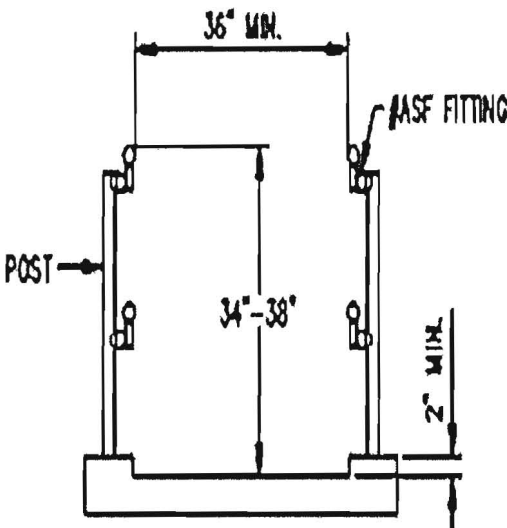
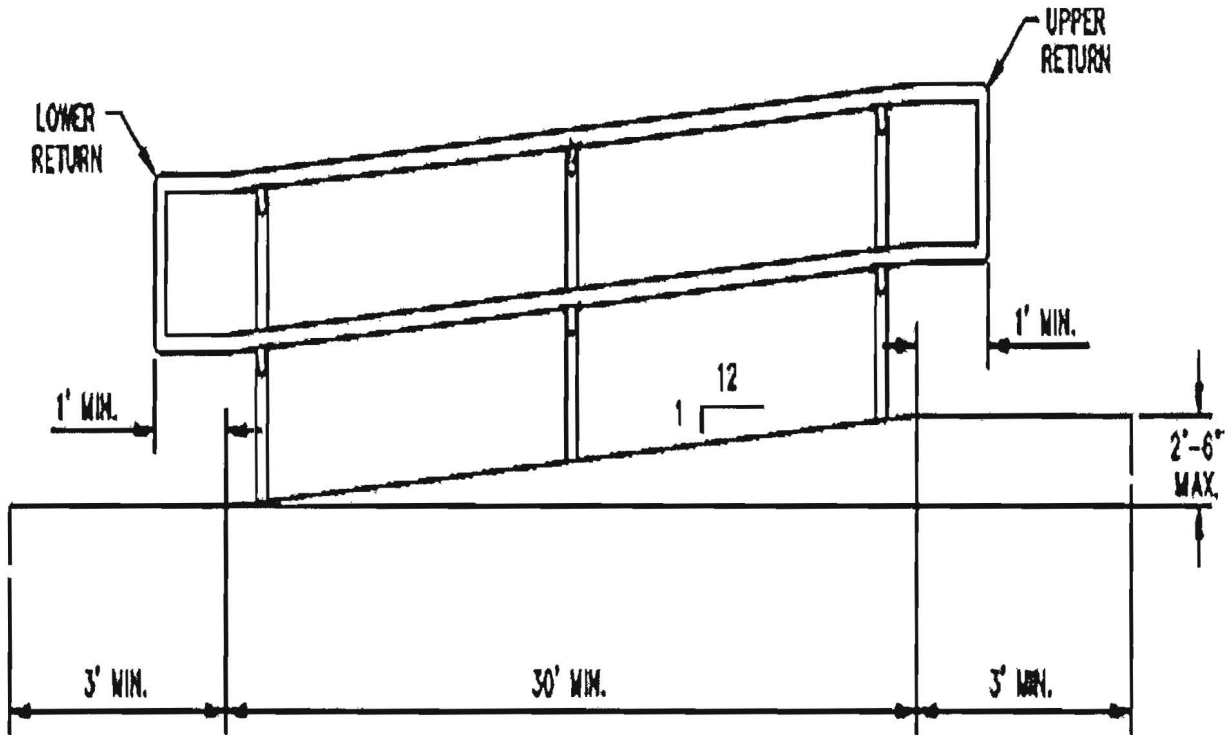
You may also review or download information on the Department's ADA Internet site at any time. The site provides access to ADA regulations, technical assistance materials, and general ADA information. It also provides links to other Federal agencies, and updates on new ADA requirements and enforcement efforts. Internet address: www.usdoj.gov/crt/ada/adahom1.htm

Reference:

ADA Standards for Accessible Design (28 CFR Part 36):

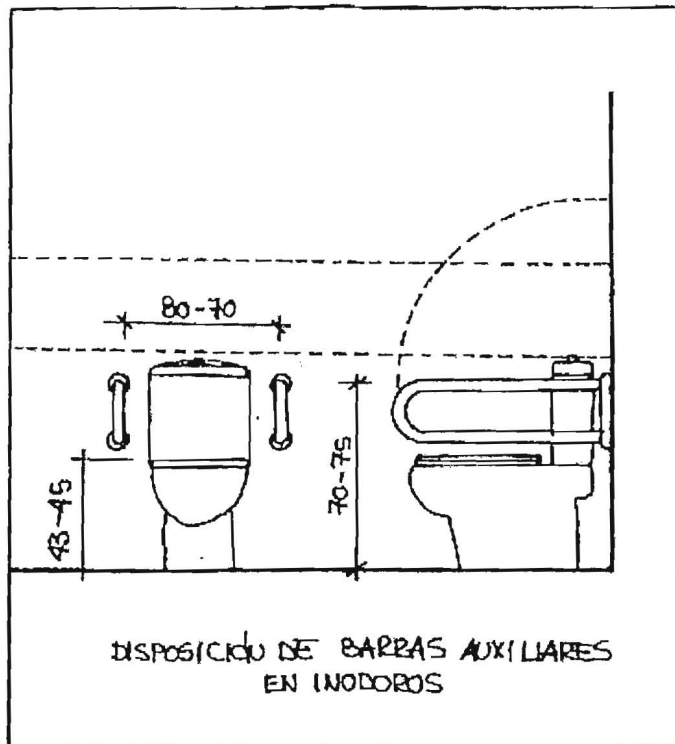
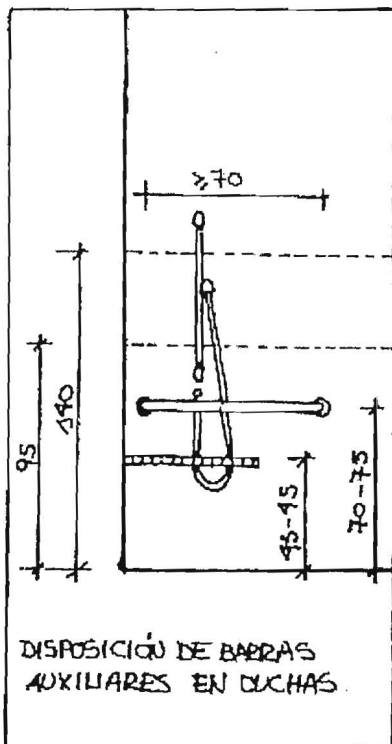
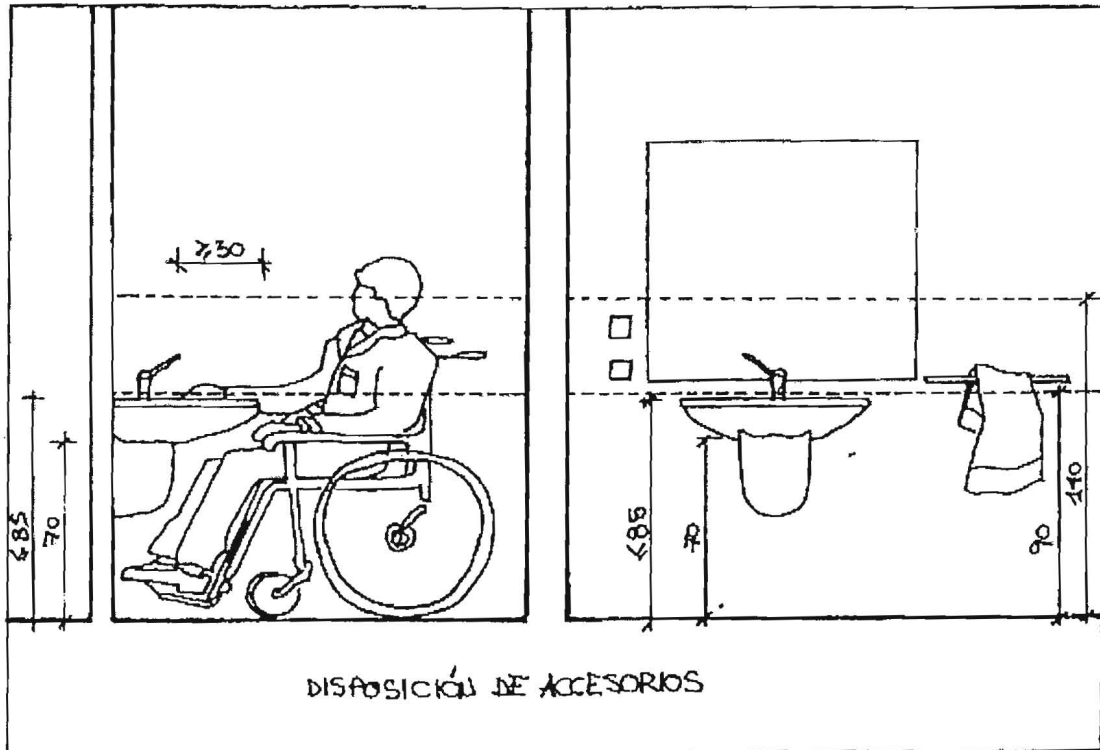
- § 4.1.6 Alterations;
- § 4.1.2 Accessible Sites and Exterior Facilities: New Construction, and
- § 4.1.6 Parking and Passenger Loading Zones.

Ramps

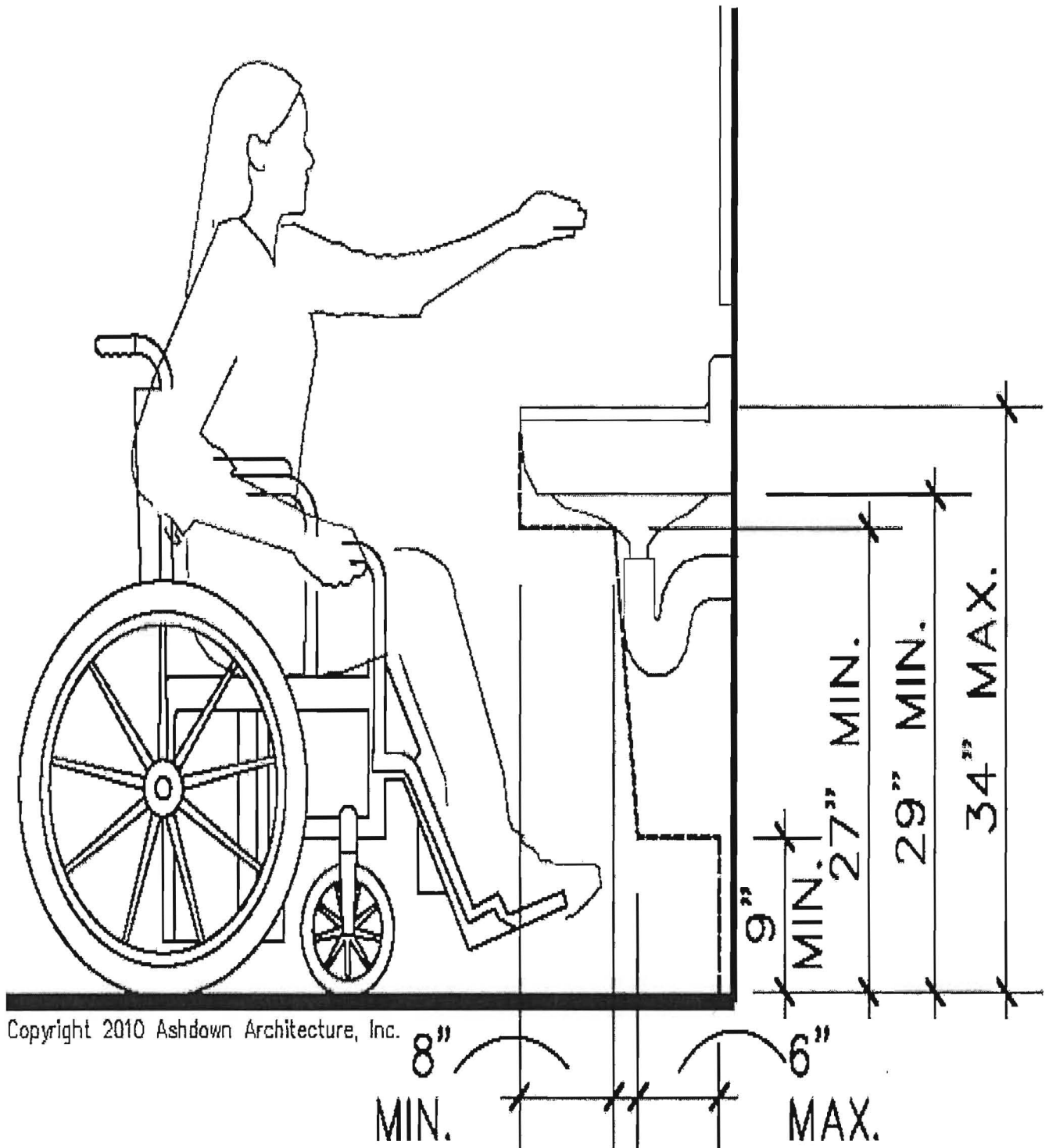


Restrooms

E.1.5. ASEOS ACCESIBLES.



Restroom Fixture Clearance

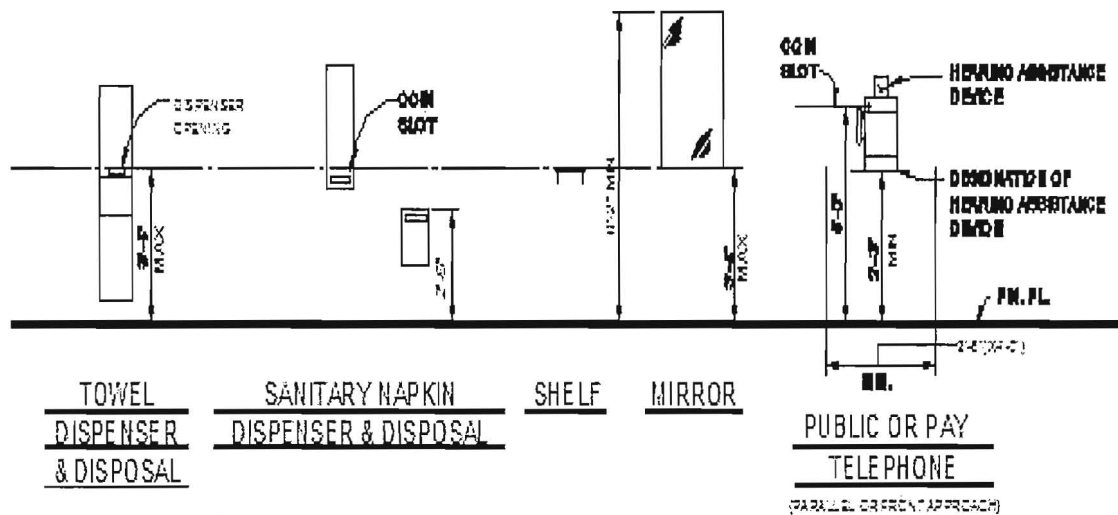
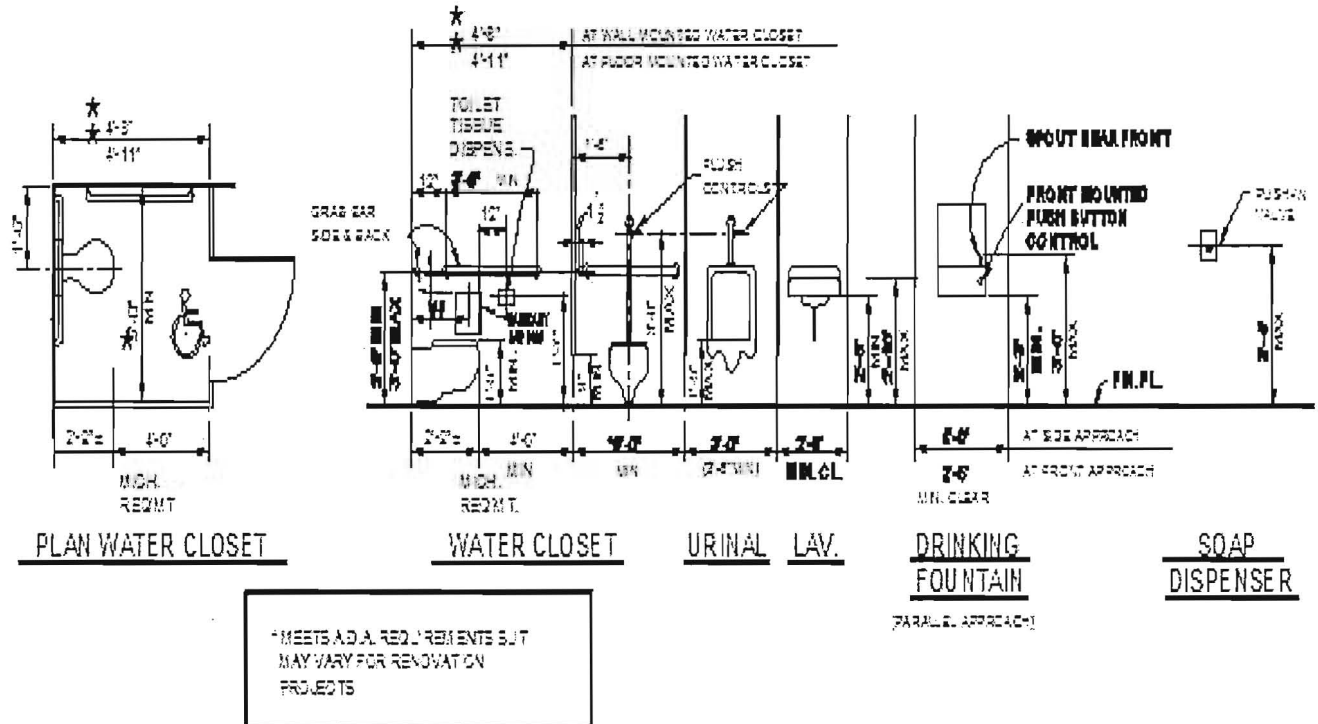


1



• •

Restroom Fixture Height



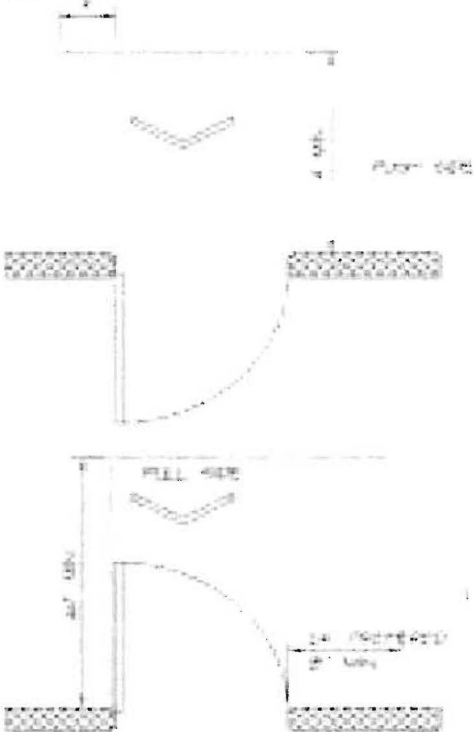
A.D.A. MOUNTING HEIGHTS FOR FIXTURES & ACCESSORIES

LF-14

ADA Approach Details

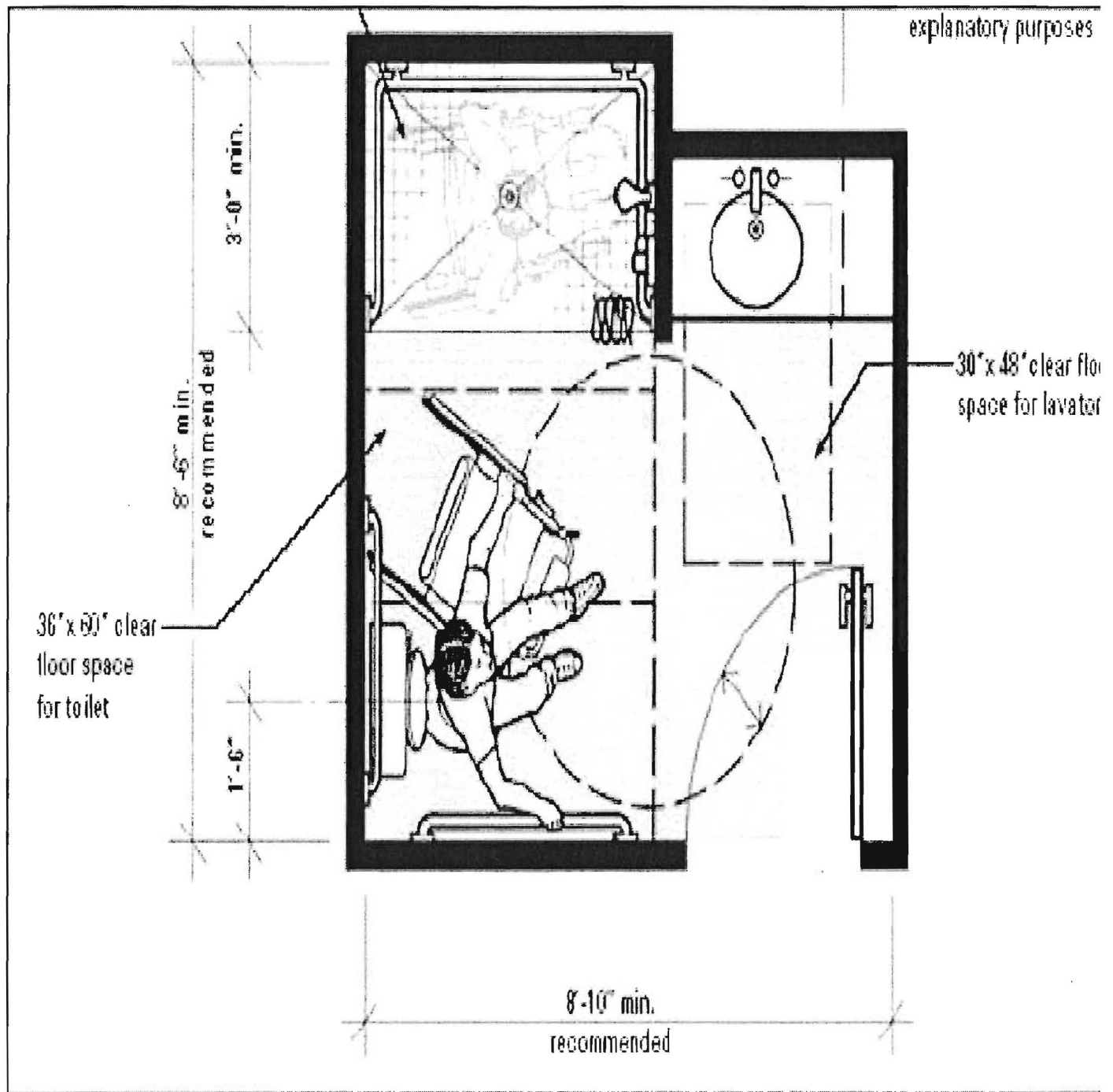
NOTE: 1-1/2" IF DOOR SWING

DOOR 1-1/2" SWING AND 1-1/2"

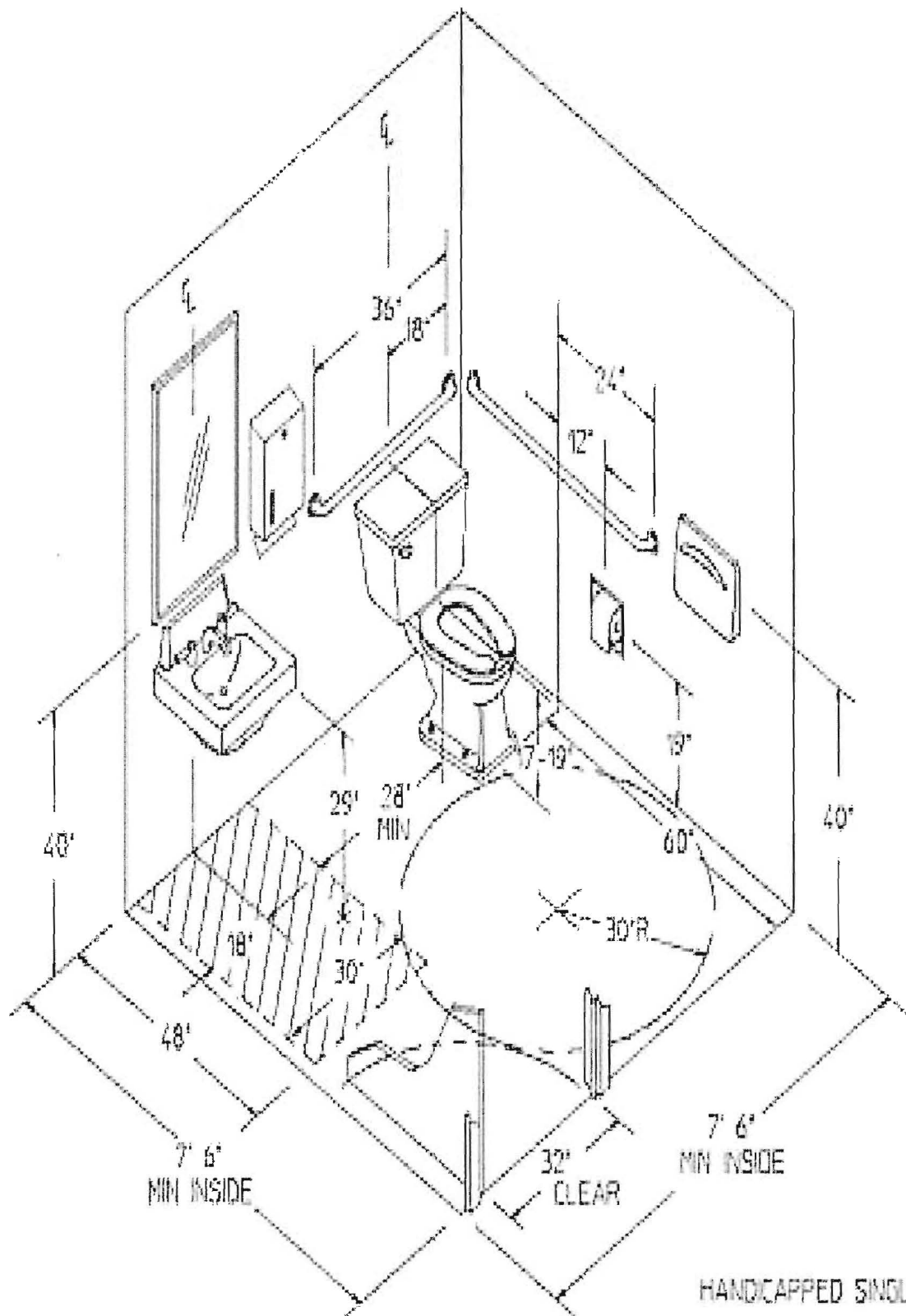


FRONT APPROACHES—SWINGING DOORS

Restrooms



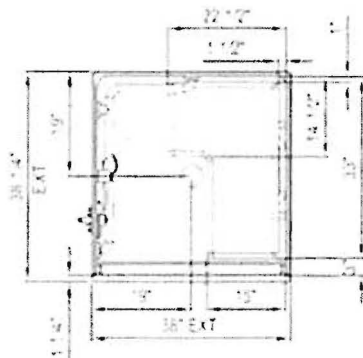
Restrooms



ADA Showers



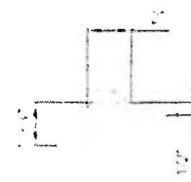
AQUATIC
8101 KAISER BLVD, SUITE 200
ANAHEIM, CA 92808
TOLL FREE: 1-800-877-2005
PHONE: (714) 993-1220
FAX: (866) 544-5353
www.aquaticbath.com



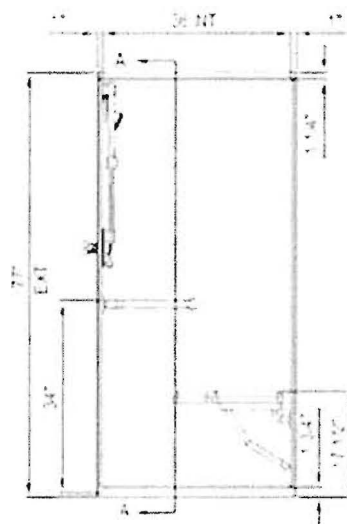
SECTION B-B



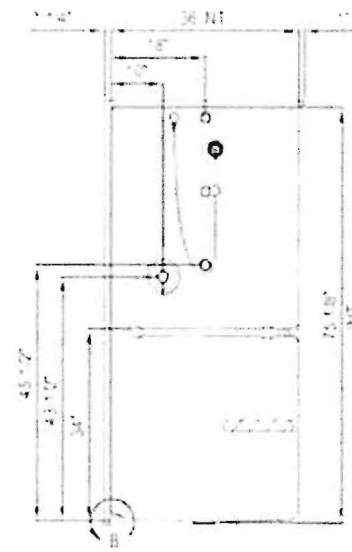
ISOMETRIC



DETAIL B



FRONT ELEVATION



SECTION A-A

NOTES

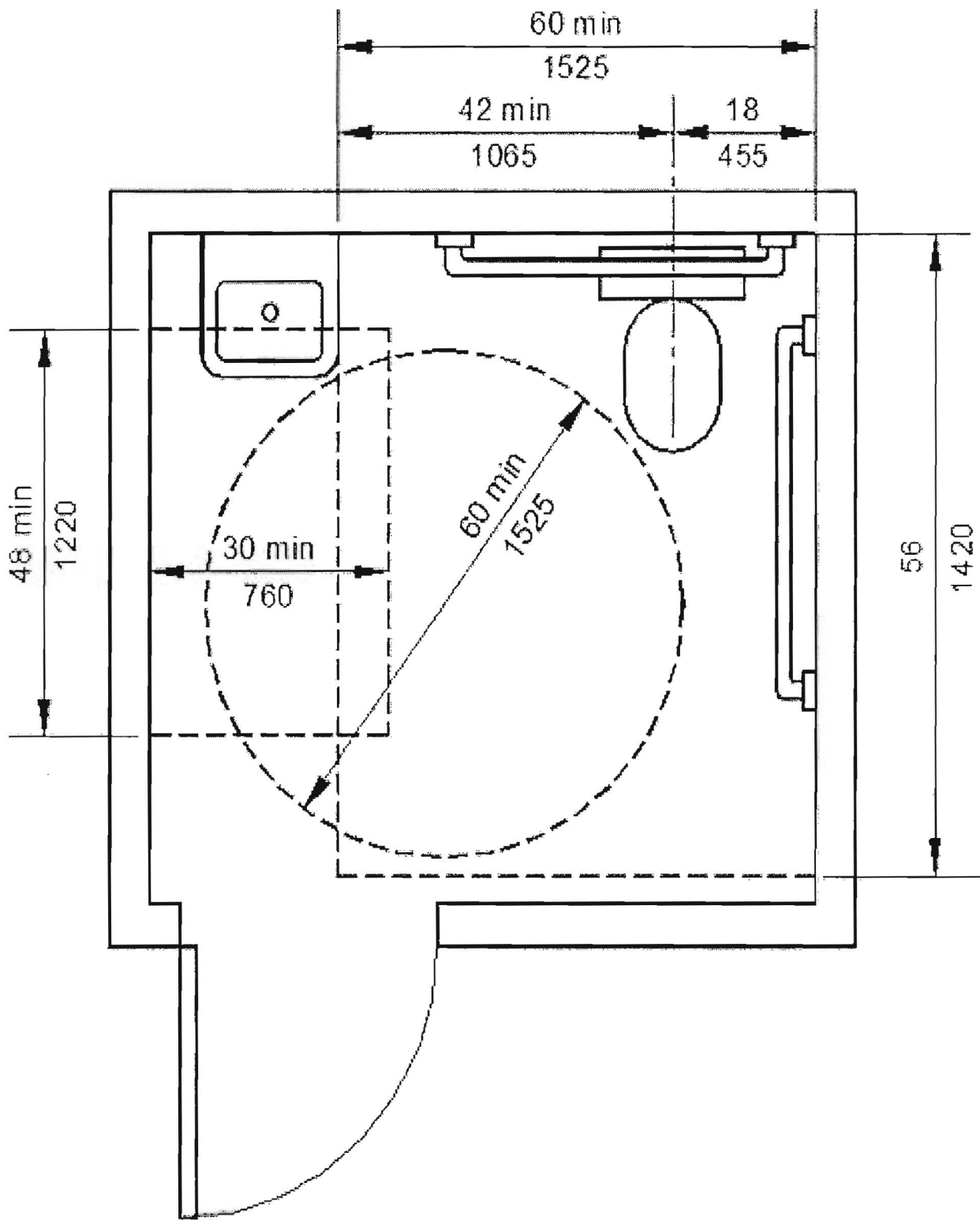
1. INSTALLATION TO BE COMPLETED IN ACCORDANCE WITH MANUFACTURERS SPECIFICATIONS
2. DO NOT SCALE DRAWINGS
3. CONTRACTORS NOTE: FOR PRODUCT AND COMPANY INFORMATION VISIT www.CADetals.com/info
REFERENCE NUMBER 2959-047



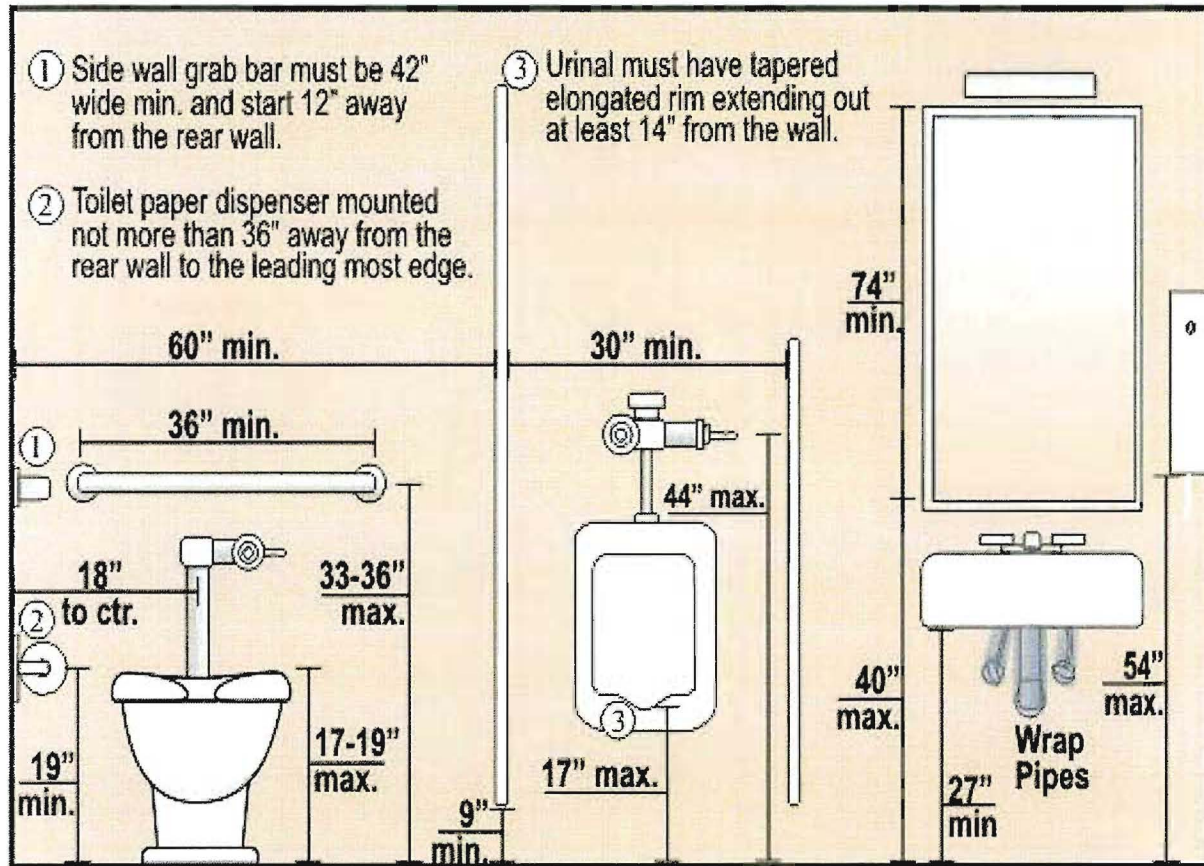
ADA SHOWERS

1303BFS 36" GELCOAT TRANSFER SHOWER, SMOOTH WALL (ADA, ANSI, 32" CMR, FHA, TAS, CSA)

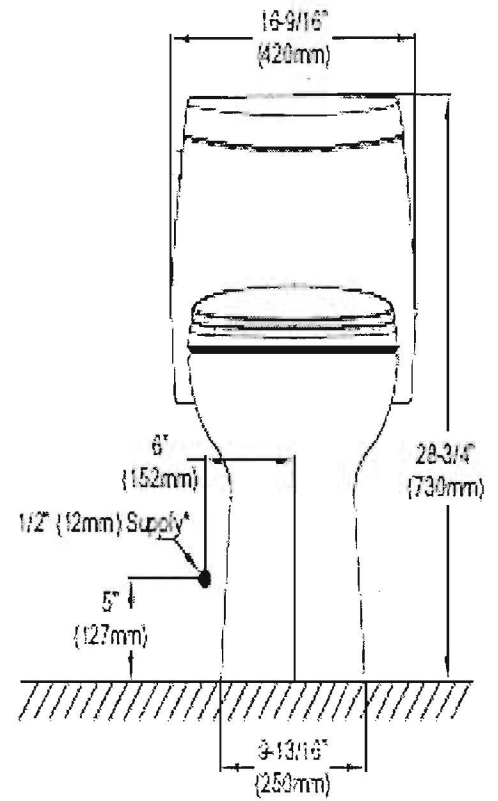
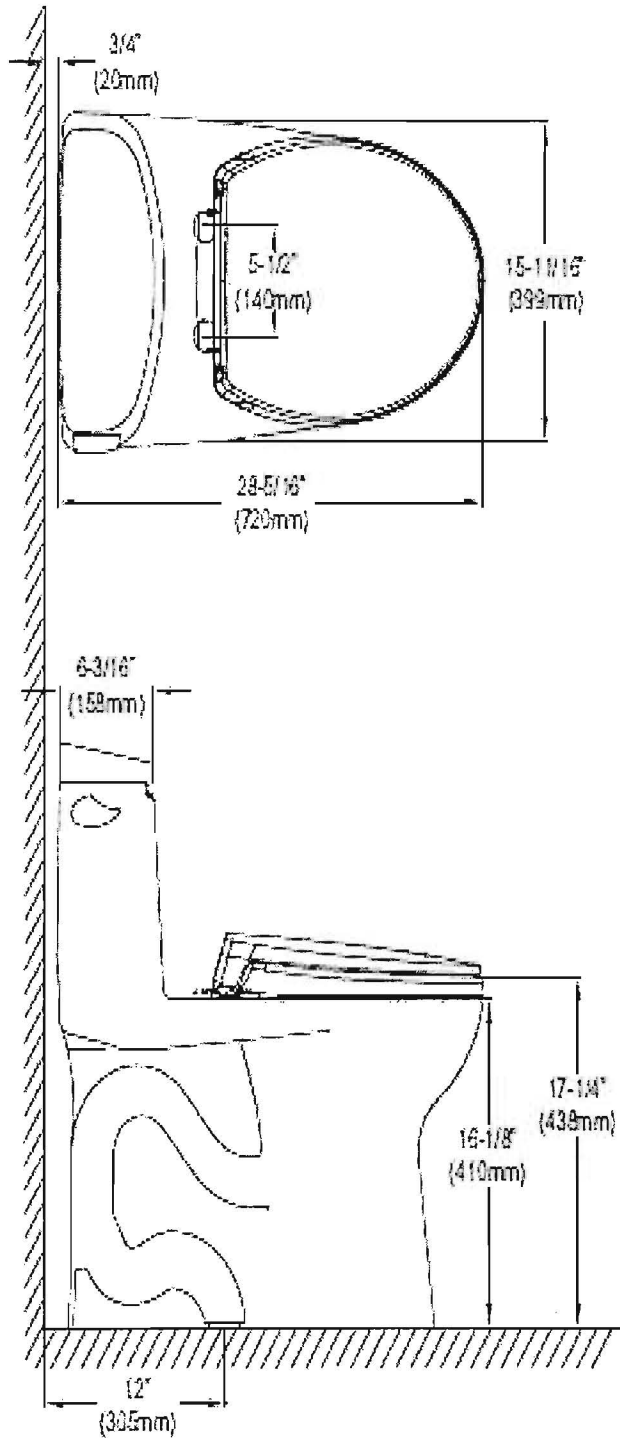
Restroom Details



Toilet Room Technical Requirements



Fixture Height Details



Jim Pillow

From: TDOT ADA <TDOT.ADA@tn.gov>
Sent: Thursday, September 26, 2019 9:39 AM
To: Jim Pillow
Subject: RE: ADA Transition Plan Question

Jim,
If an element meets the ADA standard for the day it was installed then you are fine. For your example, sand colored truncated domes, ask yourself if it offers strong contrast wet or dry today. I think the old standard was a 75% difference. So as the concrete on the sidewalk ages, do you still have the contrast.
I hope this helps,



Margaret Zeman Mahler | ADA Compliance
Tennessee Dept. of Transportation
Roadway Design
J. K. Polk Building, 12th floor
505 Deaderick Street, Nashville, TN 37243
615- 741-4984 TTY 615-253-8311
margaret.z.mahler@tn.gov
tn.gov/tdot

From: Jim Pillow [mailto:jimpillow@cityofmilantn.com]
Sent: Thursday, September 26, 2019 8:09 AM
To: TDOT ADA
Cc: Jan Shultz
Subject: [EXTERNAL] ADA Transition Plan Question

*** This is an EXTERNAL email. Please exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email - STS-Security. ***

If an item met ADA standard when installed but does not meet current standards must it be upgraded as part of the Transition Plan even if no renovation is done? A prime example would be the sand colored ductile markings on curb ramps. This was allowed when constructed but new construction would require yellow. Thanks

**ADA
TRANSITION
PLAN
RESOURCES**

ADA Transition Plan Resources

(ADA) Americans with Disabilities Act of 1990 with 2010 ADA standards revisions

Accessible and Usable Buildings and Facilities ICC/ANSI 117
International Code Council

How to Develop an ADA Self-Evaluation & Transition Plan
Federal Highway Association Division of Civil Rights

TDOT ADA Self Evaluation & Transition Plan
Tennessee Department of Transportation

2018 ADA Compliance Officer Training Handout
Municipal Technical Advisory Service of the University of Tennessee

City of Shelbyville ADA Transition Plan
City of Shelbyville Tennessee

Americans with Disabilities Act Overview and Introduction
Office of Disabilities Rights Government of the District of Columbia

City of Santa Fe: Transition Plan for Public Right-of-Way
City of Santa Fe New Mexico

Funding Sources for Sidewalk Construction 2010-R-0431
OLR Research Report dated October 27, 2010

TDOT Standards Drawings
Tennessee Department of Transportation

ADA Checklist for Existing Facilities
Institute for Human Centered Design

ADA Best Practices Tool Kit for State and Local Governments
Civil Rights Division of the U.S. Department of Justice

Guide for Law Enforcement Officers
When In Contact With People Who Are Deaf or Hard of Hearing
Civil Rights Division U.S. Department of Justice

Americans with Disabilities Act (ADA) Self-Evaluations/Transition Plans and
Overview of Elements of Public Right-of-Way Accessibility
Tennessee Transportation Assistance Program

The Americans with Disabilities Act
Title II Technical Assistance Manual
Civil Rights Division U.S. Department of Justice

Uniform Federal Accessibility Standard (UFAS)
Federal Register

Americans with Disabilities Act Accessibility Guidelines for Building and Facilities
(ADAAG, 2004)
(ADA) Americans with Disabilities Act of 1990 with 2010 revisions

Proposed Accessibility Guidelines for Pedestrian Facilities in the Public Right-of-
Way (PROWAG, 2011)

ADA Compliance Toolkit
University of Tennessee Transportation Toolkit (TTAP)

2010 ADA Standards for Accessible Design (ADA Standards, 2010)

ADA Update: A Primer for State and Local Governments
Civil Right Division U.S. Department of Justice

ADA Guide for Small Towns
Civil Right Division U.S. Department of Justice

Constructing Driveway Entrances on State Highway Rights-of-Way
Tennessee Department of Transportation (TDOT)

Comparison 2010 and 1991 ADA Standards for Accessible Design
New England ADA Center