

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



<b>Agenda Date:</b>	May 19, 2025
<b>Action Required:</b>	It is requested that City Council endorse the 2025 ADA Transition Plan Update for its use in the upcoming FY26 fiscal year and application to our Title II obligations.
<b>Presenter:</b>	Paul Rudacille, ADA Coordinator
<b>Staff Contacts:</b>	Desiree Foster-Jackson Paul Rudacille, ADA Coordinator
<b>Title:</b>	<b>Second Presentation of the 2025 ADA Transition Plan Update - Endorsement by resolution requested</b>

### **Background**

This ADA Transition Plan Update is being prepared to enhance the prior ADA Transition Plans completed in 1995 and 2013 for the City of Charlottesville, focusing on fulfilling the requirements outlined in Title II of the Americans with Disabilities Act. The ADA states that a public entity must reasonably modify its policies, practices, or procedures to avoid discrimination against people with disabilities. This report will help the City of Charlottesville identify any existing physical barriers, including those identified in prior ADA Transition Plans, and develop solutions to remove them, thereby facilitating access for all individuals to our right-of-way, facilities, programs, and activities.

Due to the size of the ADA Transition Update Plan document, please go to the ADA Coordinator's Self-Evaluation and Transition Plan Update web page at: <https://www.charlottesville.gov/1729/ADA-Self-Evaluation-and-Transition-Plan>. There you will find the document, its certification of ADA accessibility, and other resources about the update process.

### **Discussion**

The Americans with Disabilities Act (ADA) is a comprehensive civil rights law that protects individuals with disabilities in employment and when accessing goods and services. The ADA states that its purpose is to provide a "clear and comprehensive national mandate for the elimination of discrimination against individuals with disabilities." Upon passing the ADA in 1990, the City conducted another self-evaluation and created its 1995 Transition Plan. Subsequently, in 2013, the City approved an update of the 1995 plan that focused on providing descriptions of the process by which facilities were evaluated for compliance with the ADA, presenting the findings of that evaluation, and providing recommendations for facility improvements.

The City of Charlottesville, as a local government, must adhere to Title II of the Americans with Disabilities Act, which requires state and local governments to provide people with disabilities with an equal opportunity to benefit from all their programs. This includes ensuring the City effectively communicates with people who have disabilities, making reasonable accommodations to policies, practices, and procedures to ensure that a person with a disability can access its programs, services, or activities, to allow service animals to be with their person, ensuring that individuals with

disabilities are not excluded from programs because the buildings or facilities are inaccessible to them, and to follow standards for physical accessibility when building or altering a building facility. [Source: <https://www.ada.gov/topics/title-ii/>]

Specific for ADA Transition Plans, 28 CFR 35.150(d) states that ADA Transition Plans must, at a minimum: (1) Identify physical obstacles in the public entity's facilities that limit the accessibility of its programs or activities to individuals with disabilities; (2) Describe in detail the methods that will be used to make the facilities accessible; (3) Specify the schedule for taking the steps necessary to achieve compliance with this section and, if the time period of the transition plan is longer than one year, identify steps that will be taken during each year of the transition period; and (4) Indicate the official responsible for implementation of the plan [Source: [https://www.ecfr.gov/current/title-28/part-35/section-35.150#p-35.150\(d\)](https://www.ecfr.gov/current/title-28/part-35/section-35.150#p-35.150(d))].

Currently, roughly 11.1% of Charlottesville's population has a disability. This does not include members of our community who may have temporary disabilities or those who, due to medical concerns or natural aging, may also require additional accessibility considerations. To continue to foster a Culture of Compliance, in April 2023, the City of Charlottesville awarded Precision Infrastructure Management (PIM) a professional services contract to conduct an updated self-evaluation and deliver an ADA Transition Plan update, ensuring the City continues to move toward full ADA compliance under its Title II obligations.

During the April 7, 2025, City Council Meeting, the City ADA Coordinator and a representative from Performance Infrastructure Management presented an informational update on drafting the City's ADA Transition Plan Update Document. The goal of this presentation was to gather critical feedback and questions on the draft document from the elected body and the public. A period of public comment was open from April 7, 2025, to April 16, 2025, to gather more feedback. Our internal communications team and local television media partners publicized this period. All submitted feedback was taken into account and incorporated where appropriate to create this second document, which will be presented to the Council for their consideration. [To review the April 7, 2025, meeting's agenda memorandum and video, please go to the following web link: <https://charlottesvilleva.portal.civicclerk.com/event/2284/files>]. **Due to the size of the ADA Transition Update Plan document, please go to the ADA Coordinator's Self-Evaluation and Transition Plan Update web page at: <https://www.charlottesville.gov/1729/ADA-Self-Evaluation-and-Transition-Plan>. There you will find the document, its certification of ADA accessibility, and other resources about the update process.** The update document provides updated information on barriers and gives a template to the City on how to move forward to remediate such barriers to access. Funding for the first year of this work has been approved as part of the FY2026 budget process and is located in the Capital Improvement Program (CIP) portion of the budget documents for reference nested under the "Transportation and Access Projects" portion of the plan (note: funding from FY2025 will be added to the FY2026 allocation to total roughly \$1,502,842 available July 1, 2025, in the ADA Transition Plan account to begin actions on this update document barring there is no need to use the current corpus of approximately \$802,000 between this presentation and June 30, 2025, for ADA remediation work).

Once endorsed, the transition plan update document will not only serve as a recent assessment of many of the City's current accessibility gaps but also will provide a strategic roadmap for prioritizing investments and guiding the implementation of necessary accessibility improvements. By proactively addressing these barriers, the City is taking concrete steps to create a more inclusive and accessible community for everyone.

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

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

## **Community Engagement**

The ADA Transition Plan Update process has included multiple opportunities for community engagement and information being provided to the public:

- August 31, 2023 - 29News Coverage of ADA Transition Plan Update Process
- June 5, 2023 - Presentation at City Council's Public Meeting
- August 30, 2023 - Announcement of Transition Plan and opening of Community Engagement Survey (PIM provided access to both a longer "full" survey and an abbreviated survey to the community - this survey remained open through the first quarter of calendar year 2024)
- August 31, 2023 - 29 News Coverage of ADA Transition Plan Update Process
- September 20, 2023 - ADA Transition Plan Public Meeting
- October 29, 2023 - 29 News Coverage of ADA Transition Plan Update Process and Call for Community Input
- January 18, 2024 - Second Public Meeting for ADA Transition Plan Update held and sponsored by the Human Rights Commission
- February 23, 2024 - CBS 19 Coverage of Virtual Meeting on ADA Transition Plan Update for Community Input
- February 28, 2024 - ADA Transition Plan Progress Virtual Public Meeting hosted by the City's Americans with Disabilities Act Advisory Committee
- April 29, 2024 - CBS19 Coverage of Charlottesville looking for input on ADA Transition Plan
- April 7, 2025 - Presentation of the ADA Transition Plan Update Document Draft to Council and the Public during Council's Monday, April 7, 2025 4pm Worksession
- April 7 - April 16, 2025 - Acceptance of additional feedback on the ADA Transition Plan Update Document by members of the Community
- April 11, 2025 - Coverage by CBS19 on the ADA Transition Plan Update Draft and Sharing our Opportunity for Community Feedback

## **Budgetary Impact**

The City Manager has proposed funding to begin implementing remediation of identified barriers in the FY2026 CIP.

## **Recommendation**

Staff recommends that the City Council endorse the 2025 ADA Transition Plan Update by moving to vote on the attached resolution, which would codify its endorsement of the plan and contents therein.

## **Alternatives**

City Council may determine they are unable to endorse the Update document and then may provide additional feedback for consideration.

## **Attachments**

1. ADA Transition Plan QR Code & Hyperlink to Document
2. Resolution\_ADA Transition Plan endorsement

