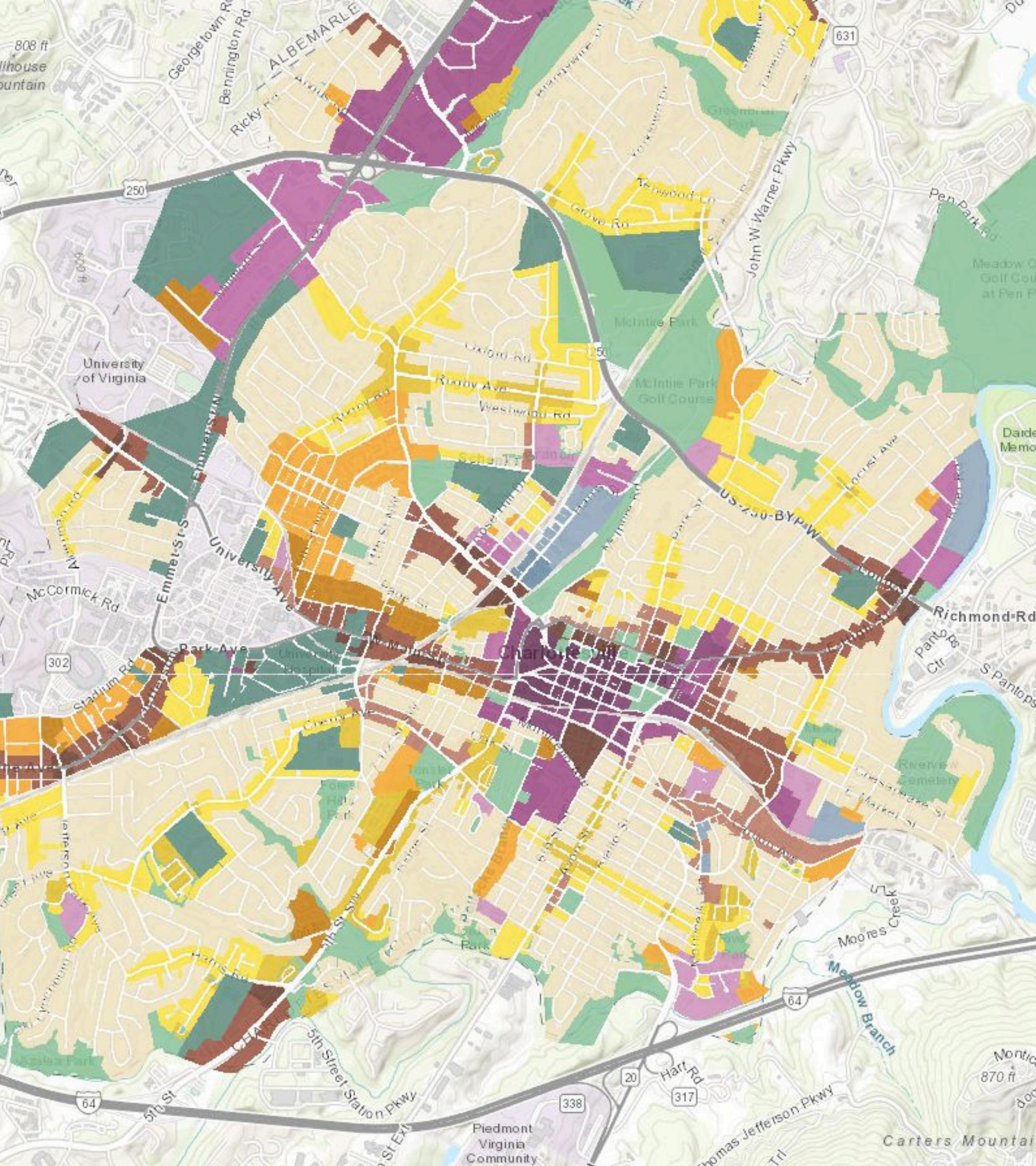


CITY OF CHARLOTTESVILLE

Presented by
Paul Rudacille, ADA Coordinator
April 6, 2026

ADA TRANSITION PLAN PROGRESS REPORT





AGENDA

Grounding

- Brief overview of the Americans with Disabilities Act
- What is a Transition Plan?
- Work completed to date



ADA

NONDISCRIMINATION ON
THE BASIS OF DISABILITY
IN STATE AND LOCAL
GOVERNMENT SERVICES

Photo Credit: [Disabled And Here.](#)

Animating Principle of the ADA

No qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of a public entity, or be subjected to discrimination by any such entity. 42 U.S.C. § 12132; see also 28 C.F.R. §§ 35.130(a); 35.152(b)(1) The ADA is a broad civil rights statute that covers a wide range of activities.

About The ADA

Title I

- Equal Employment Opportunity for Individuals with Disabilities

Title II

- **Nondiscrimination on the Basis of Disability in State and Local Government Services**

Title III

- Nondiscrimination on the Basis of Disability by Public Accommodations and in Commercial Facilities

Title IV

- Telecommunications

Title V

- Miscellaneous Provisions



TITLE

II

NONDISCRIMINATION ON
THE BASIS OF DISABILITY
IN STATE AND LOCAL
GOVERNMENT SERVICES

Title II

- Prohibits discrimination against qualified individuals with disabilities in all programs, activities, and services of public entities.
- Applies to **all** state and local governments, their departments and agencies, and other instrumentalities or special purpose districts of state or local governments.
- Clarifies the requirements of Section 504 of the Rehabilitation Act of 1973, as amended, for public transportation systems that receive federal financial assistance and extends coverage to all public entities that provide public transportation, whether or not they receive federal financial assistance.

Title II

Administrative Process

- Requirements for self-evaluation and planning
- Requirements for making reasonable modifications to policies, practices, and procedures where necessary to avoid discrimination
- Architectural barriers to be identified
- The need for effective communication with people with hearing, vision and speech disabilities.

This title is regulated and enforced by the U.S. Department of Justice

What Is The ADA?

The ADA is a law that protects people with disabilities in many areas of public life.

- Disability rights **ARE** civil rights
- The law protects people with disabilities
 - Disabilities can include:
 - Physical
 - Cognitive
 - Sensory
 - Communications

Transition Plan

- Developed from the self-evaluation and facilities survey.
- Public entities with 50 or more employees are required to develop a transition plan

The requirements for a Transition Plan, as outlined in 28 C.F.R. section 35.150, only apply to public agencies with 50 or more employees.

Transition Plan

On June 3rd 2013 City Council complied with Title II of the Americans with Disabilities Act by approving the Charlottesville first transition plan.

Transition Plan

In 2023 it was decided to revise our first transition plan, and in 2024 a consultant was hired on behalf of the City of Charlottesville to completed a new transition plan.

The new plan was approved by City Council on May 16th, 2025

Transition Plan

A strategic roadmap designed to help Charlottesville comply with the Americans with Disabilities Act (ADA) and improve accessibility, equity, and inclusivity across all public facilities and services.

Scope Includes:

- Sidewalks and pedestrian routes
- Public buildings
- Transit facilities
- Parks and recreational areas

28 C.F.R. section 35.150



A PLACE WHERE EVERYONE THRIVES

Work to Date



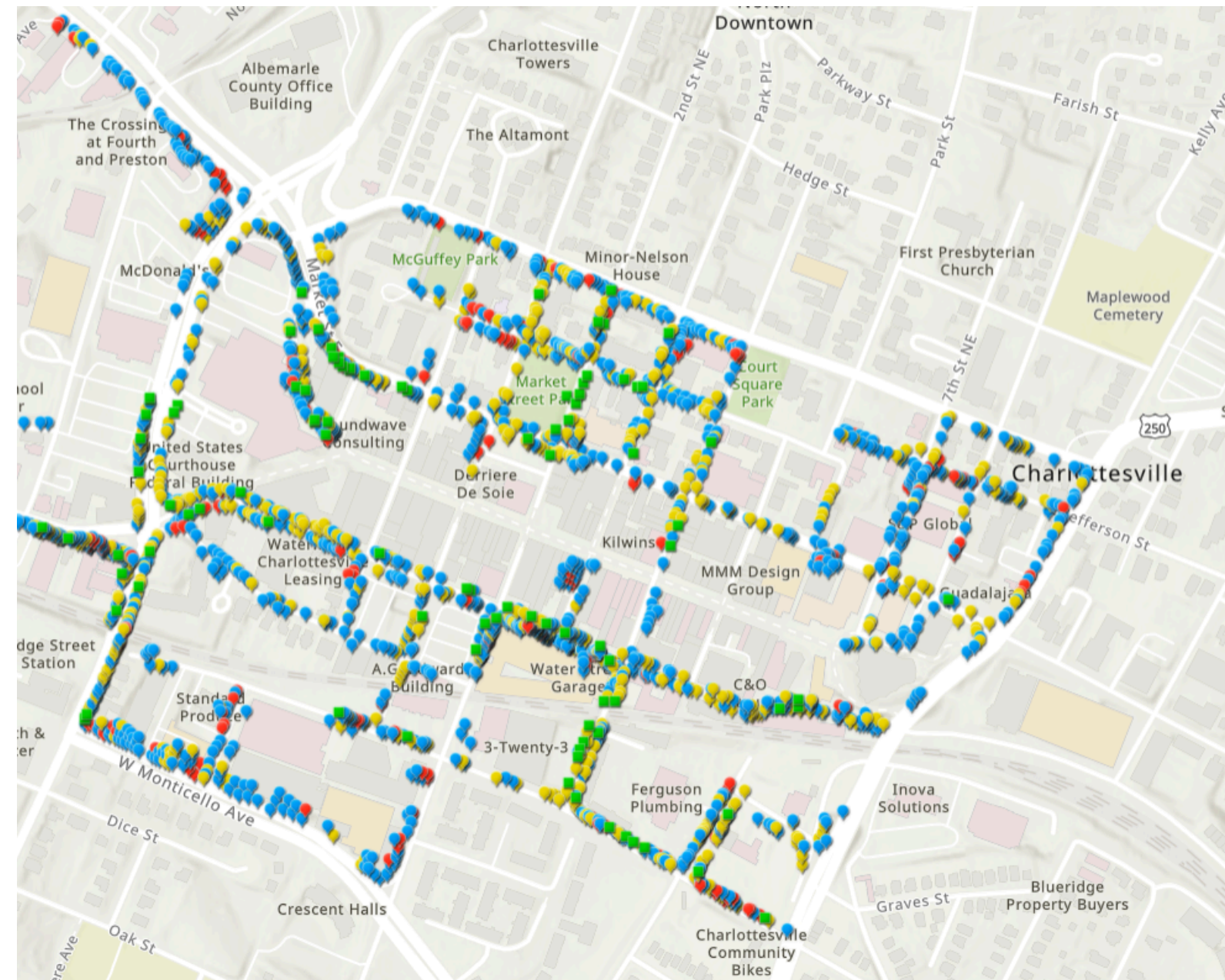
Vertical Height Displacements

- **27,189 vertical height displacements** across more than 167 miles of sidewalk



Vertical Height Completed

1,193 repairs on 49,657 square feet of sidewalk



Curb Ramps

Summary of Audit Findings

- **Total Curb Ramp Locations: 4,204**
- **Fully Compliant Ramps: 168 (Only 4% meet all modern standards)**
- **Deficient Ramps: 2,760 (Physical ramps exist but have issues like steep slopes)**
- **Missing Curb Ramps: 551 (Locations that require a ramp but have none)**
- **Other Barriers: 725 (Ramps that were not strictly "missing" or "deficient" but had other issues like being blocked by poles or hydrants)**



Work to Start Soon



No.	Intersection	Needs
1	E Jefferson & 1st	NW, SW, NE
2	E Jefferson & 4th	All corners
3	High & McIntire Ramp	W, E
4	High & Altamont	E
5	High & Altamont Cir.	NE, NW
6	High & 1st	NW, NE, SW
7	High & 2nd	NW, SE, SW
8	High & 3rd	NW, NE

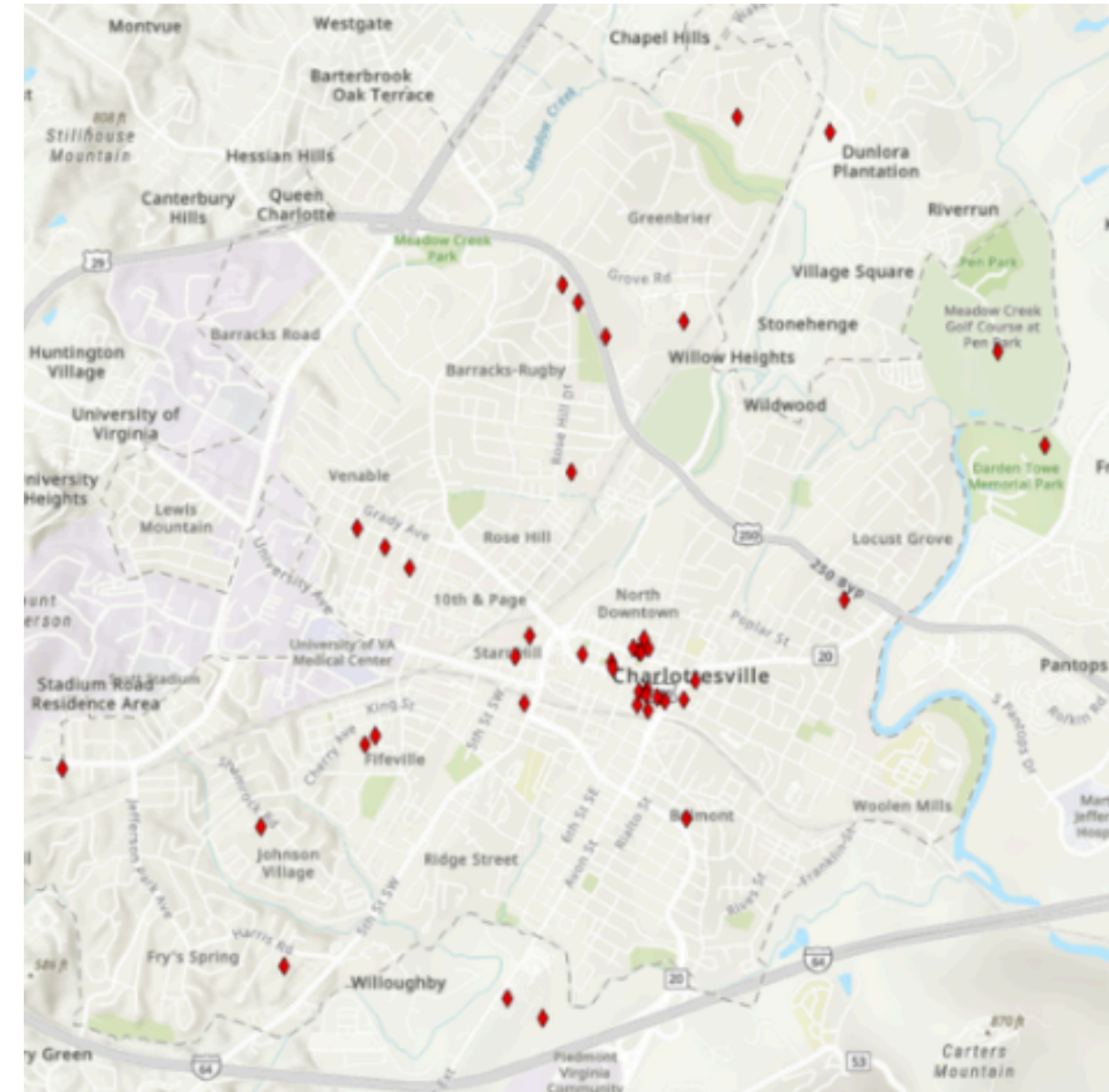
Work to Start Soon



No.	Intersection	Needs
9	High & 4th	SW
10	High & 7th	All corners
11	High & 8th	TBD
12	Water & 4th	NW, NE, SW
13	Water & 1st	TBD
14	Water & 2nd SW	NW
15	South & 2nd	No ramp

FACILITY FINDINGS

42 Facilities: 2,697
Barriers



FACILITIES

City Hall

- Work includes approximately 100 findings (not including council chambers);
- Economic Development office door replaced, new door closer installed
- Bathroom walls furred out in city hall basement conference room bathroom and parks and rec bathrooms, fixtures and grab bars re-installed at correct heights.
- Facilities maintenance has contacted Kone to address elevator related ADA issues
- Facilities maintenance to address grab bar and dispenser height issues in City Hall bathrooms in May
- Planning to remove several water fountains and modify some existing toilets.

FACILITIES

Ridge St. Fire Station...ADA Access Route as addressed in the ADA Transition Plan

- Design is completed for City Review; Initial City Meeting has been held; the design concept has been approved by Fire Department; Submission for full City review should occur this week; expect 60-90 days for review

FACILITIES

Preston-Morris House... ADA Access Route as addressed in the ADA Transition Plan

- Preliminary design has been conducted in order to verify key criteria and to provide several options for the client. Design is now moving closer to design development.
- The building tenant is working out some parking swaps to accommodate the revised ADA parking requirements.
- Once design is completed it will be submitted for City review; expect 60-90 days.

Parks

Bathroom renovations at Washington Park are being undertaken to enhance accessibility, improve user experience, and support the park's overall functionality.

Accessible document conversion pilot

We are testing a third-party software platform to help make our PDF, Excel, and PowerPoint files meet updated WCAG standards beginning in April 2027.

- Supports document remediation and accessible content production across departments
- Helps create a more consistent approach for PDFs, spreadsheets, and slide decks

Current status: software testing underway

Target start: April 2027

File types in scope

Testing now



Goal

Use one accessibility workflow for PDFs, spreadsheets, and presentations starting in April 2027.

Maturity Model

This maturity model is a self-evaluation tool that helps us understand how developed our ADA transition planning process is, allows us to help education staff based on department responses.

FY27 Priorities

- **Prepare the City for the new Section 508 requirements taking effect April 27**
- **Continue implementation of the ADA Transition Plan**
- **Focus on the highest-priority barriers across sidewalks, curb ramps, buildings, and digital access**
- **Use audit findings and community feedback to guide next steps**

FY27 Public Right-of-Way Work

- **Continue reducing vertical height displacements along priority sidewalk routes**
- **Build on completed sidewalk repair work already underway**
- **Continue curb ramp upgrades at priority intersections and pedestrian crossings**
- **Sequence work based on safety, access, and connectivity needs**

FY27 Building Accessibility Work

- **Continue ADA improvements at City Hall**
- **Advance access route work at Ridge Street Fire Station**
- **Continue design development and review for Preston-Morris House**
- **Address additional facility barriers identified through the Transition Plan process**

Thank You!

Questions?

CONTACT INFORMATION

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