
Infrastructure & Development Committee

DEPARTMENT: Human Resources

FROM: Cheryl Marthiljohni, Director of Human Resources/ADA Coordinator

MEETING: October 14, 2026

SUBJECT:

Receive a report, hold a discussion, and provide recommendations to the city council on the city's Americans with Disabilities Act (ADA) Self-Evaluation and Transition Plan. (*Staff Contact: Cheryl Marthiljohni, Director of Human Resources*)

STRATEGIC PRIORITY AND GOAL(S):

Strategic Priority	Strategic Goal
 High Performing City Organization Providing Exceptional, People Focused Services	1.2 Continue to improve the efficiency and productivity of operations 1.3 Deliver high-quality service and communications to external and internal customers

SUMMARY:

Staff along with engineering planning and design consultants, Kimley-Horn, began work in October 2025 to develop the city's Americans with Disabilities Act (ADA) Self-Evaluation and Transition Plan.

Title II of the Americans with Disabilities Act (ADA) mandates that state and local governments with 50 or more employees make all programs, services, and activities accessible to people with disabilities.

A city must have an ADA Transition Plan to identify and remove barriers in its programs, services, and facilities, and to document how and when the city will do so. This ensures equal participation for people with disabilities and supports long-term fiscal and community benefits. An ADA Transition plan also protects the city from legal liability.

The goals and objectives when developing the plan were: (1) improve accessibility and connectivity for all citizens, (2) encourage participation from public and disabled community, (3) educate city staff and the public on the requirements of the ADA; and (4) develop a comprehensive list of accessibility barriers.

In August 2026, Kimley-Horn, provided a draft plan for staff to review and provide input. On September 24th, the draft plan was presented to the Advisory Committee on People with Disabilities for additional input. Council adoption of the plan is scheduled at the regular council meeting on October 19th, 2026.

RECOMMENDATION:

N/A

PRIOR ACTION/INPUT (Council, Boards, Citizens):

- September 24, 2026 – Advisory Committee on People with Disabilities
- May 27, 2026 – Advisory Committee on People with Disabilities
- January 15, 2026 – Advisory Committee on People with Disabilities
- September 15, 2025 – Council meeting. CSO#5927-09-2025, professional service agreement with Kimley-Horn and Associates, Inc. for development of an Americans with Disabilities Act Transition Plan in the amount of \$475,000.

REFERENCE:

N/A

FISCAL IMPACT:

N/A

STAFF CONTACT:

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