



# Professional Services Agreement

DEVELOPMENT OF AMERICANS  
WITH DISABILITIES ACT  
TRANSITION PLAN

**SEPTEMBER 15, 2025**  
**PUBLIC WORKS DEPARTMENT**





# Presentation Outline

- ❑ Overview of Title II of the Americans with Disabilities Act (ADA)
- ❑ Elements of a Transition Plan
- ❑ Agreement for Consideration
- ❑ Next Steps





# Americans with Disabilities Act (ADA)

-  Is federal civil rights law passed in 1990 prohibiting discrimination against people with disabilities in all areas of public life and requiring ongoing commitment to ADA compliance and awareness of disability needs
-  Requires that local governments ensure people with disabilities have equal access to public services, programs, and activities (Title II)
-  Includes requirements such as physical accessibility to government buildings, sidewalks, curb ramps, etc. and reasonable accommodations to policies / procedures to avoid discrimination
-  Requires that local governments develop **Transition Plans**

# Key Components of a Transition Plan



## Inventory of Existing Conditions and Barriers

Identify current accessibility challenges and corresponding possible solutions to enhance accessibility and comply with ADA standards

- Involves significant, detailed field assessment (public buildings, sidewalks, trails, etc.)
- Includes significant administrative and programmatic review (ordinances, programs, design standards, etc.)



## Schedule for Improvements

Plan to ensure necessary changes are implemented effectively and in a timely manner – intended to be a **living document** that is referred to annually as operational and capital budgets are developed



## Public Engagement Strategy

Gather input to ensure the transition plan meets the needs of all residents

# Ongoing Transition Plan Activities



## ADA Compliance Training

Training programs are critical for educating staff on ADA compliance and best practices



## Regular Audits

Routine audits assess compliance with ADA standards and identify areas for improvement – also maintains awareness of standards updates



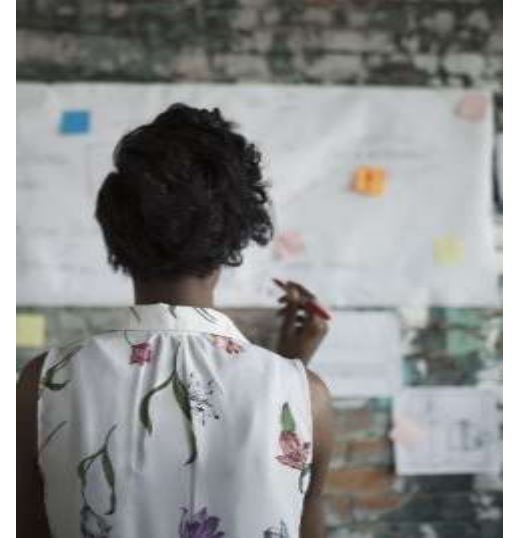
## Dynamic Document Management

ADA Transition Plans must be treated as living documents that require regular updates to remain relevant and effective



## Public Feedback Mechanisms

Public feedback mechanisms allow citizens to report ADA compliance issues and provide input on improvements



# Agreement for Consideration

Comprehensive scope and fee in the amount of \$475,000 negotiated with Kimley-Horn and Associates, Inc. delivers a Transition Plan by fall 2026 that:

- Incorporates proven technology to facilitate more cost- & time-efficient field assessment of sidewalks, trails, etc.
- Includes training for staff to support the ongoing maintenance of the Transition Plan
- Incorporates review of City programs, policies, procedures, ordinances, etc.
- Engages City Council's appointed Advisory Committee on People with Disabilities and the general public

Funded through existing bond funds



# Council Action Requested & Next Steps

## Staff Recommendation

Approve a Professional Services Agreement with Kimley-Horn and Associates, Inc. in the amount of \$475,000 to develop the City's ADA Transition Plan

Initial Staff and  
Advisory  
Committee  
Engagement

Draft Transition  
Plan  
Development

**Fall 2026**

**September  
2025**

Administrative &  
Programmatic  
Reviews / Field  
Infrastructure  
Assessments

Staff and Advisory  
Committee Review  
/ Council  
Consideration for  
Adoption

**Ongoing Plan  
Maintenance**

# Questions / Discussion

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