
City Council Regular Meeting

DEPARTMENT: Human Resources

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

MEETING: October 19, 2026

SUBJECT:

Consider and take possible action on the city's Americans with Disabilities Act (ADA) Self-Evaluation and Transition Plan prepared by engineering planning and design consultants, Kimley-Horn. (Staff Contact: Cheryl Marthiljohni, Director of Human Resources/ADA Coordinator)

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:

On September 15, 2025, Council approved a professional service agreement with Kimley-Horn to develop the city's ADA Self-Evaluation and Transition Plan. Staff along with Kimley-Horn began work in October 2025. In August 2026, Kimley-Horn provided the draft plan for staff to review and provide input.

The purpose of the Transition plan is to provide the framework for achieving equal access to the City of Burleson's programs, services, and activities (PSAs) within a reasonable timeframe. This plan has been prepared after careful study of city programs, services, activities, and evaluations of City-facilities.

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.

On September 24th, 2026, the draft plan was presented to the Advisory Committee on People with Disabilities for additional input. The plan was well received. Committee members were in favor of the plan and appreciated the city's efforts in supporting and accommodating persons with disabilities.

RECOMMENDATION:

Staff recommends adoption of the draft ADA Self-Evaluation and Transition Plan.

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.

REFERENCE:

CSO#5927-09-2025, professional service agreement with Kimley-Horn and Associates, Inc.

FISCAL IMPACT:

Projects identified in the plan will be evaluated and included as part of the city's budget planning process for each fiscal year.

STAFF CONTACT:

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