

TOWN OF HOBSON CITY, ALABAMA

Section 504 Self-Evaluation and Transition Plan

January 20, 2016

Technical Assistance for Preparation of this Document was Provided by the East Alabama Regional Planning and
Development Commission

PART I: GENERAL REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES (B)	NO (C)	N/A (D)		
1. Grantees with 15 or more employees must designate a Section 504 Coordinator (give name/title in comments section).			X		
2. Grantees with 15 or more employees must establish a grievance procedure that provides for the prompt and equitable resolution of complaints alleging violations of Section 504 requirements.			X		
3. Grantees with a workforce of 15 or more persons must give employees, beneficiaries, and the general public initial and continuing notice of non-discrimination on the basis of handicap using some or all of the following methods:			X		

V-25

SECTION 504 REQUIREMENT	COMPLIANCE			PART I: GENERAL REQUIREMENTS COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES	NO	N/A		
	(B)	(C)	(D)		
a. post notices b. newspaper ads c. taped announcements d. employee memoranda e. distribution of Braille materials					
4. All recipients must consult with handicap persons/organizations in the development of the self-evaluation (list individuals/groups consulted in comments section).				Joan Stephens is disabled	

SECTION 504 REQUIREMENT	PART I: GENERAL REQUIREMENTS			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	COMPLIANCE				
	YES (B)	NO (C)	N/A (D)		
<p>a. Grantee with 15 or more employees must maintain on file the self-evaluation for a period of three years after its completion.</p> <p>b.</p>			X		
<p>b. All recipients must develop a written transition plan outlining steps to be taken to eliminate all physical impediments to handicapped accessibility found in local government buildings/facilities, including a schedule for correcting each deficiency and the designation of the person(s) responsible for implementation.</p> <p>c.</p>				<p>All Steps have been TAKEN to eliminate all Physical impediments to Government buildings and facilities that would not allow handicapped persons accessibility.</p> <p>All buildings are handicapped accessible - facilities are handicapped accessible.</p>	

PART I: GENERAL REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES	NO	N/A		
	(B)	(C)	(D)		
<p>5. All grantees must collect and maintain data showing to what extent handicapped individuals are beneficiaries of the CDBG and other Federally financed programs.</p> <p>a. applications for assistance</p> <p>b. survey forms</p> <p>c. census data</p> <p>d. other methods</p>			X		

PART II: COMMUNICATIONS REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES	NO	N/A		
	(B)	(C)	(D)		
<p>1. All grantees must develop an information dissemination process to provide program information to interested handicapped persons in the community.</p> <p>a. develop a mail out list to organizations who serve disabled persons in the community;</p> <p>b. make sure the wording on printed notices, brochures, and other program materials can be clearly read by disabled individuals;</p> <p>c. utilize the services of sign language interpreters at public meetings whenever there is reason to believe deaf persons will be in attendance.</p>			N/A		

PART II: COMMUNICATIONS REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES (B)	NO (C)	N/A (D)		
<p>0. All grantees must take steps to ensure effective communication with applicants, beneficiaries, and the general public:</p> <p>0. utilize a telecommunications device for the deaf (TDD) whenever conversing with hearing impaired applicants and beneficiaries over the telephone;</p> <p>0. furnish auxiliary aids (amplifiers, magnifying glasses, Braille materials, etc.) whenever necessary and appropriate for the handicapped to participate in programs and activities paid for with Federal assistance.</p>			<p>N/A</p> <p>N/A</p> <p>N/A</p>		

PART III: EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES	NO	N/A		
	(B)	(C)	(D)		
<p>1. No qualified individual with handicaps shall, solely on the basis of handicap, be subjected to discrimination in employment under any program or activity that receives CDBG or other Federal financial assistance. This prohibition applies to the following employment policies and practices;</p> <p>a. Recruitment</p> <ul style="list-style-type: none"> • Job announcement must contain a nondiscrimination statement with respect to handicap. • Job announcement must be publicized in a manner that will adequately notify qualified disabled individuals in the community of employment opportunities. 			N/A		

V-31

PART III: EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES	NO	N/A		
	(B)	(C)	(D)		
<p>b. Selection</p> <ul style="list-style-type: none"> • Applications and interviews for employment must not make inquiries about an applicant's handicap, unless it can be clearly shown that such questions directly reflect upon the individual's ability to perform job-related functions. • Employment tests must be job-related and not discriminate against persons with impaired communications abilities. • Medical history questionnaires must not request the nature 			<p>N/A</p> <p>N/A</p> <p>N/A</p>		

PART III: EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES (B)	NO (C)	N/A (D)		
<p>* Pre-employment medical exams must be mandatory for all prospective employees, not just those suspected of disabilities, and the results must be kept confidential.</p>			N/A		
<p>c. Promotion/Upgrading</p> <p>The criteria for promotion, upgrading, tenure, transfer, etc. must not limit the eligibility of qualified handicapped employees.</p>			N/A		
<p>d. Training</p> <p>Training programs must be administered in a manner that will allow equal participation by qualified handicapped employees.</p>			N/A		

V-33

PART III: EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES (B)	NO (C)	N/A (D)		
<p>e. Compensation/Fringe Benefits</p> <p>Employees with disabilities must not be offered different rates of pay solely on the basis of handicap.</p> <p>• Handicapped employees must be given the same benefits (insurance, leave, etc.) as non-handicapped workers.</p>			N/A		
<p>f. Termination/Layoff</p> <p>Decisions on layoffs and job terminations must not discriminate against disabled employees.</p>			N/A		

V-34

PART III: EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES	NO	N/A		
	(B)	(C)	(D)		
<p>2. No grantee may deny an employment opportunity to a qualified handicapped applicant or employee if the basis for denial is the need to make reasonable accommodation to the physical or mental limitations of the applicant or employee. As used here, reasonable accommodation pertains to;</p> <p>a. modification of the workplace (furniture, office equipment, vehicles, etc.) to be readily usable by handicapped employees;</p> <p>b. provision of assistive devices;</p>	X			<p>The city has one disabled Employee.</p> <p>NO modification required.</p> <p>NONE required.</p>	

PART III: EQUAL EMPLOYMENT OPPORTUNITY REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES	NO	N/A		
	(B)	(C)	(D)		
<p>c. job restructuring, modification of work schedules, relocation of work station to more accessible facilities, etc.; and</p>			N/A		
<p>d. when none of the above measures are undertaken to accommodate handicapped employees, a determination has been made that to do so would impose an undue financial hardship or administrative burden on the grantee (explain in detail the basis for such a decision in the comments section).</p>			N/A		

PART IV: FACILITY ACCESSIBILITY REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES	NO	N/A		
	(B)	(C)	(D)		
<p>c. The grantee's entire inventory of public buildings and other non-housing governmental facilities must be designed, constructed, and/or modified to be readily accessible and usable by handicapped employees, beneficiaries, and the general public unless it can be clearly shown that:</p>	yes				
<p>d. to do so would impose an undue financial or administrative burden;</p>			N/A D		
<p>e. alteration would result in substantial impairment to significant features of a certified historic property: or</p>			N/A DA		
<p>f. other alternatives are equally effective in achieving compliance with Section 504 accessibility requirements.</p>			N/A		

V-37

PART IV: FACILITY ACCESSIBILITY REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES	NO	N/A		
	(B)	(C)	(D)		
<p>2. In determining each public facility's accessibility, the following factors should be analyzed with respect to Uniform Federal Accessibility Standards (UFAS):</p> <p>e. Does the facility have designated parking spaces for the handicapped, marked and of adequate width, near building entrances?</p> <p>City Hall/Courthouse</p> <p>Civic Center/Auditorium</p> <p>Library</p> <p>Parks/Recreation Facilities</p> <p>Other Government Buildings Old FEMA Bldg.</p>	<p>yes</p> <p>yes</p> <p>yes</p> <p>yes</p> <p>yes</p>				

V-38

PART IV: FACILITY ACCESSIBILITY REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES	NO	N/A		
	(B)	(C)	(D)		
b. Is the main entrance wheelchair accessible (ramp, handrails, 32" wide doorway, etc.)?					
City Hall/Courthouse	yes				
Civic Center/Auditorium	yes				
Library	yes				
Parks/Recreation Facilities	yes				
Other Government Buildings <i>old Jema Bldg</i>	yes				

V-39

PART IV: FACILITY ACCESSIBILITY REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES	NO	N/A		
	(B)	(C)	(D)		
<p>c. Are public restrooms handicapped accessible (wheelchair maneuverable, grab bars, lavatories/toilets at proper height, extended faucet handles, etc.)?</p>					
<p>City Hall/Courthouse</p>	yes			<p>All bathrooms are handicapped accessible at City hall Wheel chair accessible Toilets at proper heights</p>	
<p>Civic Center/Auditorium</p>	yes				
<p>Library</p>				<p>Grab bar has to be replaced in Women's bathroom</p>	<p>Grab bar will be replaced within next 30 days. Grab bar is already available WAS Torn from wall</p>
<p>Parks/Recreation Facilities</p>	yes				
<p>Other Government Buildings</p>	yes				

V-40

PART IV: FACILITY ACCESSIBILITY REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES (B)	NO (C)	N/A (D)		
<p>d. Are interior doorways and aisles free of obstacles and wide enough to accommodate wheelchairs?</p> <p>City Hall/Courthouse</p> <p>Civic Center/Auditorium</p> <p>Library</p> <p>Parks/Recreation Facilities</p> <p>Other Government Buildings Old FEMA Bldg.</p>	<p>Yes</p> <p>Yes</p> <p>yes</p> <p>yes</p> <p>yes</p>				

V-41

PART IV: FACILITY ACCESSIBILITY REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES (B)	NO (C)	N/A (D)		
e. Are elevators usable and accessible (sufficient width/depth for wheelchairs, tactile buttons, auditory floor indicators)?					
City Hall/Courthouse			N/A		
Civic Center/Auditorium			N/A		
Library			N/A		
Parks/Recreation Facilities			N/A		
Other Government Buildings			N/A		

V-42

PART IV: FACILITY ACCESSIBILITY REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES	NO	N/A		
	(B)	(C)	(D)		
f. Do drinking fountains and public telephones have the proper height and clearance to be used from a wheelchair?				NO public Telephones in buildings.	Office phones made available as needed.
City Hall/Courthouse		NO		DRINKING fountain is inoperable.	Provide bottled WATER as needed.
Civic Center/Auditorium		NO		DRINKING fountain is inoperable.	Provide bottled WATER as needed.
Library		NO		DRINKING fountain is inoperable	Provide Bottled WATER as needed.
Parks/Recreation Facilities		NO		NO Public WATER fountain in Park Area	Steps will be taken to install public water fountain in park area by May 31, 2016
Other Government Buildings JEMA Bldg	yes				

V-43

PART IV: FACILITY ACCESSIBILITY REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES (B)	NO (C)	N/A (D)		
<p>g. All federally assisted, multifamily housing projects must be accessible to the handicapped. The agency responsible for the design, construction, renovation, and management/operation of the community's public housing units must also conduct a self-evaluation to determine if Section 504 requirements have been met.</p>				<p>The Hobson City Housing Authority has designated apartments for handicapped persons.</p>	

PART V: PROGRAM PARTICIPATION REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES (B)	NO (C)	N/A (D)		
<p>1. Handicapped individuals must be eligible to participate in any project, program, service or activity financed with CDBG funds. List below all of the recipient's recently completed (last three years) and on-going CDBG projects; and then indicate how each is constructed, and/or administered to meet the needs of disabled persons:</p> <p>a. <u>Sm-Cm-RR-14-039</u></p> <p>b. _____</p> <p>c. _____</p> <p>d. _____</p>				<p><i>Housing Rehabilitation</i></p> <p><i>all public hearing and assistance for disabled and handicapped persons made available, no other actions needed.</i></p>	

V-45

PART V: PROGRAM PARTICIPATION REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES (B)	NO (C)	N/A (D)		
<p>2. Handicapped individuals must have access to, or be eligible to participate in, any program, service, or activity of general local government provided by a recipient of CDBG funds or any other Federal financial assistance. As such, the following functions, activities, services, and/or programs must be analyzed to determine their availability or accessibility to disabled persons.</p> <p>a. Public Transportation</p> <ul style="list-style-type: none"> • Do all sidewalks have curb ramps for wheelchair accessibility? • Are public transportation vehicles (vans, buses, etc.) equipped to provide access to the disabled? 	<p>yes</p>				

PART V: PROGRAM PARTICIPATION REQUIREMENTS

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES (B)	NO (C)	N/A (D)		
<p>b. Recreation/Cultural Activities</p> <p>Are specialized, alternative recreation programs/facilities provided for the enjoyment of elderly, disabled or handicapped individuals?</p> <p>Does the public library provide alternative methods (Braille, taped recordings, etc.) for the blind to have access to reading material?</p> <p>Are hearing impaired individuals provided auxiliary listening devices for public assemblies, meetings, and performances?</p>		NO		<p>Some books are on tape/recorded - NO books in braille</p>	<p>Library will make available some books in braille for blind persons to have access to reading. Within 90 days of January 11, 2016</p>
		NO			

V-47

PART V: PROGRAM PARTICIPATION REQUIREMENTS

V-48

SECTION 504 REQUIREMENT	COMPLIANCE			COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	YES (B)	NO (C)	N/A (D)		
<p>c. voting</p> <p>Are polling places physically accessible to disabled persons?</p> <p>Do election officials make voting convenient for the handicapped, including the blind?</p>	<p>Yes</p> <p>Yes</p>				
<p>d. Senior Citizen Programs</p> <p>Are transportation services for the handicapped provided to elderly recreation/day care programs?</p> <p>Is home delivery an option for elderly nutrition programs?</p>	<p>Yes</p> <p>Yes</p>				
SECTION 504 REQUIREMENT	YES	NO	N/A	COMMENTS/DEFICIENCIES IDENTIFIED	MODIFICATIONS NEEDED/REMEDIES PLANNED
	(B)	(C)	(D)		

0. Legal/Administrative

Do insurance or medical eligibility requirements limit the participation of handicapped individuals in local government programs or activities:

NO

f. Do any other administrative policies or procedures prevent disabled individuals from participating in programs, services, or activities provided by the grantee?

NO

Other Government Functions/
Activities

NO

V-49

TRANSITION PLAN

When the self-evaluation indicates that public buildings or other non-housing facilities fail to meet Section 504 program accessibility standards, then the grantee must develop a transition plan setting forth the steps necessary to eliminate all instances of noncompliance. In formulating the plan, one of two strategies should be considered:

1. making structural changes to eliminate physical barriers to handicapped accessibility;
or
2. making nonstructural changes in the program or activity conducted in each facility in order to avoid the effects of physical barriers.

As in the case of the self-evaluation, the transition plan must be developed with the assistance of interested disabled persons and/or organizations representing individuals with handicaps. Also, a copy of the plan must be made available for public inspection.

INSTRUCTIONS: List all physical impediments to handicapped accessibility identified in the self-evaluation (Part IV, Columns C, E, and F). Then indicate in detail the corrective measures that will be undertaken to alleviate each deficiency noted, along with the estimated cost and time frame for achieving compliance. In addition, identify the local government official who will be responsible for implementing each change.

TRANSITION PLAN

IDENTIFICATION OF PHYSICAL	MODIFICATIONS/CORRECTIVE	EST. COST	SCHEDULE FOR COMPLIANCE		RESPONSIBLE
			BEGIN	COMPLETE	
V-40	Replace Grab bar in Women bathroom.	\$20.00 material and labor		February 2016	City Maintenance Worker.
V-43					Mayor's office Plumber
V-43	Install Public WATER fountain in Park area	\$1200.00 Labor and materials	May 2016	May 2016	
V-47-	Make available books in braille	\$1500.00	January 2016	May 2016	Librarian

V-53

*Refer to Evaluation, Part IV, Columns (C), (E), and (F).

**INDIVIDUALS/ORGANIZATIONS ASSISTING IN THE FORMULATION
OF THE SELF-EVALUATION AND TRANSITION PLAN**

Pursuant to the Section 504 requirements contained in the 24 CFR, Subpart C Section 8.21 and Subpart D, Section 8.51; the following disabled person(s) and/or organization(s) representing handicapped individuals assisted in the formulation of this self-evaluation and transition plan:

<u>Person Consulted</u>	<u>Organization</u>	<u>Address</u>
<u>Joan Stephens</u>	<u>N/A (Citizen)</u>	<u>618 MARTIN LUTHER KING HOBSON CITY, AL 36201</u>
<u>MILTON ROWE</u>	<u>N/A (CITIZEN)</u>	<u>1016 MARTIN LUTHER KING HOBSON CITY, AL 36201</u>
<u>JOE CUNNINGHAM</u>	<u>Council Member</u>	<u>700 MC DANIEL STREET HOBSON CITY, AL 36201</u>
<u>Freddie Striplin</u>	<u>Council Member</u>	<u>822 Striplin Drive Hobson City, AL 36201</u>

Indicate below the relevant education, work experience, special expertise, etc. which makes the person(s) and/or organization(s) named above qualified to assist in the formulation of the self-evaluation and transition plan:

Joan Stephens is our disabled Person Serving as Coordinator's
based on Personal Experiences.
Milton Rowe has years of Experience working as an Emergency
Preparedness Officer. Milton has also worked as a Contract
Specialist on Government Projects that required Codes and Regulations.

I certify that this self-evaluation and transition plan was completed in full compliance with the Section 504 requirements contained in 24 CFR, Part 8.

Robert McCraw
Chief Elected Official

January 11, 2016
Date

Town of Hobson City Americans with Disabilities Act Discrimination Complaint Form

Please complete this form and return it to the Town of Hobson City. You may include additional sheets if attachments are necessary.

Person filling out this form

Last Name	First Name	Middle	Suffix
Address	City	State	ZIP
Telephone Number	Email		

Person(s) Discriminated Against (if other than the complainant)

Last Name	First Name	Middle	Suffix
Address	City	State	ZIP
Telephone Number	Email		

Discriminatory incident

Government, organization, institution or business which you believe has discriminated

Name	Telephone Number
Address	State ZIP

When did the discrimination occur?

Date: ___ / ___ / ___

Primary type of disability (check all that apply):

- Mobility
- Cognitive/Intellectual/Developmental
- Learning
- Mental/Psychiatric
- Vision
- Hearing
- Seizure
- Speech
- HIV/AIDS
- Diabetes
- Other or Not Listed _____

Issue (check all that apply):

- Employment
- Physical Access
- Interpreter/Assistive Listening
- Service Animal
- Housing
- Retaliation
- Denial of Service/Refusal to Admit
- Other or Don't Know _____

RESOLUTION 2016-002

WHEREAS, the Town of Hobson City, as directed under the Americans with Disabilities Act of 1990, as amended, must make assurances that full compliance under the Act will be achieved, and;

WHEREAS, an integral part of this compliance procedure is the establishment of a transition team entrusted with the development of a plan for full compliance, and;

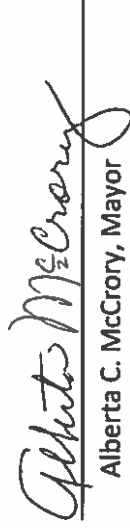
WHEREAS, this team should meet on a regular basis to review facilities, policies and practices throughout the compliance period.

NOW, THEREFORE, BE IT RESOLVED by the Town Council that the Mayor is authorized to appoint an individual as the American with Disabilities Act (ADA) Coordinator and to establish an ADA Transition Team which shall be comprised of the Town's ADA Coordinator, Members of the Town Council, a citizen of Hobson City and other personnel as the Mayor may deem appropriate.

BE IT FURTHER RESOLVED, that the Mayor is authorized to provide assurances that the Council will comply with the Americans with Disabilities Act of 1990 and to furnish such additional information to state and federal agencies as the Act may require to prove compliance with the provisions of the Act and its amendments.

BE IT FURTHER RESOLVED, that the Town Council shall be designated to serve as the Town's ADA Committee to hear appeals related to the Americans with Disabilities Act of 1990, to review the findings and recommendations of the Mayor and the ADA Transition Team, and to make recommendations regarding programs and actions required to implement the Transition Plan and to achieve compliance with the Americans with Disabilities Act of 1990.

Passed and adopted this 11th day of January, 2016.


Alberta C. McCrory, Mayor

Attest:


Michele S. Malone, City Clerk

Town of Hobson City 2016

TRANSITION PLAN

When the self-evaluation indicates that public buildings or other non-housing facilities fail to meet Section 504 program accessibility standards, then the grantee must develop a transition plan setting forth the steps necessary to eliminate all instances of noncompliance. In formulating the plan, one of two strategies should be considered:

1. making structural changes to eliminate physical barriers to handicapped accessibility; or
2. making nonstructural changes in the program or activity conducted in each facility in order to avoid the effects of physical barriers.

As in the case of the self-evaluation, the transition plan must be developed with the assistance of interested disabled persons and/or organizations representing individuals with handicaps. Also, a copy of the plan must be made available for public inspection.

INSTRUCTIONS: List all physical impediments to handicapped accessibility identified in the self-evaluation (Part IV, Columns C, E, and F). Then indicate in detail the corrective measures that will be undertaken to alleviate each deficiency noted, along with the estimated cost and time frame for achieving compliance. In addition, identify the local government official who will be responsible for implementing each change.