



## Talladega County, Alabama Americans with Disabilities Act Transition Plan (Update) 2015

### Introduction.

The Americans with Disabilities Act (ADA) of 1990 is a civil rights statute that prohibits discrimination against people who have disabilities. Title II of the ADA specifically addresses the subject of making Talladega County services and County facilities accessible to those with disabilities. With the advent of the Act, designing and constructing facilities for public use that are not accessible by people with disabilities constitutes discrimination.

The Act applies to all facilities, including both facilities built before and after 1990. As a necessary step to a program access plan to provide accessibility under the ADA, state and local governments, public entities or agencies are required to perform self-evaluations of their current facilities, relative to the accessibility requirements of the ADA. The agencies are then required to develop a Program Access Plan, which can be called a Transition Plan, to address any deficiencies. The Plan is intended to achieve the following:

- (1) Identify physical obstacles that limit the accessibility of facilities to individuals with disabilities;
- (2) Describe the methods to be used to make the facilities accessible;
- (3) Provide a schedule for making the access modifications; and,
- (4) Identify the public officials responsible for implementation of the Transition Plan.

The Plan is required to be updated periodically until all accessibility barriers are removed.

### Purpose.

The purpose of this plan is to ensure that the citizens of Talladega County are provided full access to County programs and facilities in as timely manner as is

reasonably possible. Talladega County elected officials and staff believe the ability to accommodate disabled persons is essential to good customer service, the quality of life Talladega County residents seek to enjoy, and for effective government.

This Plan has been prepared after a careful study of Talladega County's programs and facilities. The County, in preparing this document, has received input from individuals at a public meeting as well as from the Talladega County Commission and County Personnel. The responsibility for the implementation of this plan will be the County ADA Coordinator.

#### Statement of Accessibility.

Talladega County shall make reasonable modifications in programs and facilities when the modifications are necessary to avoid discrimination on the basis of disability, unless the County can demonstrate that making the modifications would fundamentally alter the nature of the service, program, or activity. Talladega County will not place surcharges on individuals with disabilities to cover the cost involved in making programs accessible.

#### Identify Physical Obstacles.

All county facilities will be reviewed for "baseline" conditions, including:

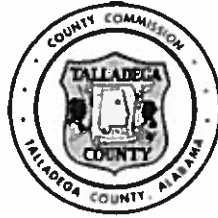
1. Access to parking and entry into the facilities themselves;
2. Access to a clear and distinct path of travel;
3. Access to programs and services themselves;
4. Access to public areas and restrooms; and,
5. Access to related amenities.

Talladega County maintains approximately 900 miles of paved and 100 miles of unpaved rural roads, along with various bridges in the unincorporated (rural) areas of the county. Talladega County rural subdivision regulations do not require curbs, gutters, or sidewalks, therefore, no physical barriers are identified regarding Talladega County roads. Bridges are designed and maintained as governed by the Alabama Department of Transportation's rules and regulations.

The following is a list of County property. An assessment of each of the County's physical facilities will be conducted in conjunction with the execution of this Plan. Deficiencies in the County's physical features of facilities that diminish the ability of disabled persons to benefit from the County's services and facilities will be identified. A correction plan or other course of action will be noted for each deficiency, along with a schedule for completion of the correction in the Action Log which also follows.

Description	Location	Status	Date Purchased	Last Improved	Description
<b>County Facilities</b>					
Building - Investigator's Building	Sheriff	Active	4/1/1987		
Building - Sylacauga Courthouse	Sylacauga	Active	4/1/1964	4/1/2003	renovation
Building - Judicial Building & Renovations	Judicial	Active	4/1/1975	9/14/2014	restrooms
Building - Win-Way Building	WinWayBldg	Active	4/1/1986		leased to others
Building - Old Investigators Building	Talladega	Active	5/1/2001	1/1/2016	condemned-scheduled for demo
Building - Health Department	Talladega	Active	4/1/2002		
Building - Talladega County Courthouse	Talladega	Active	4/1/1837	9/14/2014	on-property sidewalks
Building - Jail	Jail	Active	4/1/1994		
Building - Jail Administrative Building	Jail	Active	4/1/2007		
Jail Expansion	Talladega	Active	11/2/2010		
Building - Road Department	Road	Active	4/1/2003	4/1/2009	office construction
Building - Road Department	Road	Active	4/1/2003		
Building - Investigator's Building	Sheriff	Active	4/1/1958		

All voting precincts are owned by other entities.



## Notice Under the Americans with Disabilities Act ADA POLICY STATEMENT

In accordance with the requirements of Title II of the Americans with Disabilities Act of 1990 ("ADA"), the Talladega County Commission, as governing authority for Talladega County, Georgia will not discriminate against qualified individuals with disabilities on the basis of disability in its services, programs, or activities.

**Employment:** Talladega County does not discriminate on the basis of disability in its hiring or employment practices and complies with all regulations promulgated by the U. S. Equal Employment Opportunity Commission under Title I of the ADA.

**Effective Communications:** Talladega County will generally, upon request, provide appropriate aids and services leading to effective communication for qualified persons with disabilities so they can participate equally in Talladega County's programs, services, and activities, including qualified sign language interpreters, and other ways of making information and communications accessible to people who have speech, hearing, or vision impairments.

**Modifications to Policies and Procedures:** Talladega County will make all reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to enjoy all of its programs, services, and activities. For example, individuals with service animals are welcome in Talladega County offices where pets are generally prohibited.

Anyone who requires an auxiliary aid or service for effective communication, or modification of policies or procedures to participate in a program, service, or activity of Talladega County, should contact Byron Lackey, who serves as the Talladega County ADA Coordinator, as soon as possible, but no later than 48 hours before the scheduled event.

The ADA does not require that Talladega County take any action that would fundamentally alter the nature of its programs or services, or impose an undue financial or administrative burden.

Complaints that a program, service or activity of Talladega County is not accessible to persons with disabilities should be directed to the ADA Coordinator.

Talladega County will not place a surcharge on a particular individual with a disability or any group of individuals to cover the cost of providing auxiliary aids/services or reasonable modifications of policy.

## **GRIEVANCE PROCEDURE UNDER THE AMERICANS WITH DISABILITIES ACT**

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act of 1990 ("ADA"). It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in the provision of service, activities, programs, or benefits by the Talladega County Commission. The Talladega County Rules and Regulations and Personnel Policies govern employment-related complaints of disability discrimination.

The complaint should be in writing and contain information about the alleged discrimination such as name, address, phone number of complainant and location, date, and description of the problem. Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint will be made available for persons with disabilities, upon request.

The complaint should be submitted by the grievant and/or his/her designee as soon as possible, but no later than 60 calendar days after the alleged violation to:

Byron Lackey, Building  
Maintenance Director  
ADA and Safety Coordinator  
Post Office Box 6170  
Talladega, Alabama 35161

Within 15 calendar days after receipt of the complaint, the ADA Coordinator of Talladega County or his/her designee will meet with the complainant to discuss the complaint and the possible resolution(s). Within 15 calendar days of the meeting, the ADA Coordinator or his/her designee will respond in writing, and where appropriate, in a format accessible to the complainant, such as large print, or audio tape. The response will explain the position of the Talladega County Commission and offer options for substantive resolution of the complaint.

If the response by the ADA Coordinator does not satisfactorily resolve the issue, the complainant and/or his/her designee may appeal the decision within 15 calendar days after receipt of the response to the County Administrator or his/her designee.

Within 15 calendar days after receipt of the appeal, the County Administrator or his/her designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the County Administrator or his/her designee will respond in writing, and where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

All written complaints received by the ADA Coordinator or his/her designee, appeals to the County Administrator or his/her designee, and responses from these two offices will be retained by Talladega County for at least three (3) years. The written complaint and responses will be retained in the County Human Resources Office.

## ADA PLAN OF ACTION

Through this transition plan, the following will be addressed:

- a. identify physical obstacles in facilities that limit the accessibility of Talladega County's programs, services, or activities to people with disabilities;
- b. describe in detail the methods Talladega County will use to make the facilities accessible;
- c. provide a schedule for making the access modifications;
- d. provide a yearly schedule for making the modifications if the transition plan is more than one year long; and,
- e. indicate the name of the official who is responsible for implementing the transition plan.

County-owned facilities:

Description	Location	Status	Last Improved	Assessment
<b>County Facilities</b>				
Investigation Building	Talladega	owned		compliant
Sylacauga Courthouse	Sylacauga	owned	4/1/2003	compliant
Judicial Building	Talladega	owned	9/14/2014	compliant
Win-Way Building	Talladega	owned		leased to others
Health Department	Talladega	owned		compliant
Talladega Courthouse	Talladega	owned	9/14/2014	compliant
Jail Expansion	Talladega	owned		compliant
Jail Administration Building	Talladega	owned		compliant
Jail Expansion	Talladega	owned		compliant
Road Department	Talladega	owned	4/1/2009	compliant
Road Department	Talladega	owned		compliant
Oxford Tag Office	Oxford	leased		compliant

Title II of the ADA at 28 CFR Section 35.150Id)(2) provides that, if a public entity has responsibility or authority over streets, roads, or walkways, its transition plan shall include a schedule for providing curb ramps or other sloped areas where pedestrian walks cross curbs, giving priority to walkways serving entities covered by the ADA, including State and local government offices and facilities, transportation, places of public accommodation, and employers, followed by walkways serving other areas.

## Action Steps for Transition Plan

The action plan shall be executed as follows:

1. Identify staff and/or consultants to review each facility for compliance. The ADA/504 Coordinator should be the lead staff member in the development and implementation of the transition plan so that efforts to achieve and maintain accessibility can be effectively coordinated so that there is balance in the transition plan between programs and services, buildings and facilities, as well as pedestrian right-of-way facilities. An advisory group will assist the ADA coordinator in the development and implementation of the transition plan. Talladega County may retain a consultant to assist with the transition plan, if deemed necessary.
2. Establish the public involvement process by which the disability community and others will participate. The advisory group/task force should also include private citizens or representatives of other agencies with various forms of disabilities, or who will be impacted by the transition plan to make sure all needs are considered.
3. Identify all facilities used by each of Talladega County's programs and services. With respect to pedestrian right-of-way facilities in particular, include an inventory and/or map of roads/streets, sidewalks, intersections that would need to be made accessible.
4. Map out the usage and specialized features of each county facility. This includes walkways and approaches to each facility from parking lots, bus stops and other transportation, doors and entrances, restrooms, vertical access (elevators and stairways), drinking fountains, play and picnic areas in parks, etc.
5. Choose a survey "tool" or list of standards. This must include evaluating for access by wheelchair users and other mobility-impaired people who would require the use of curb ramps. The recipient can also evaluate for access for visually, hearing and cognitively impaired people, if the transition plan also incorporates sidewalks, accessible pedestrian signals or other pedestrian facilities besides curb ramps.
6. Incorporate the Talladega County's capital improvement plans since new construction and planned alternations to pedestrian facilities may result in the incorporation of accessible features more easily and less expensively.
7. Identify funding and time frames.

## Elements of the Transition Plan

Name, title, office address, phone number, and email address of Talladega County official responsible for the coordination, development, and implementation of the Transition Plan:

Byron Lackey, Maintenance Director, ADA Coordinator

Post Office Box 6170, Talladega, AL 35161

[byron.lackey@talladegacountyal.org](mailto:byron.lackey@talladegacountyal.org)

Advisory committee members' names, titles, and addresses:

Pat Lyle, Administrator, P. O. Box 6170, Talladega, AL 35161

Sherry Gaither, Human Resources Dir – P. O. Box 6170, Talladega, AL 35161

Tim Markert, County Engineer – P. O. Box 6170, Talladega, AL 35161

Schedule or work plan for steps to be taken to develop and implement Talladega County's Transition Plan:

In as much as all areas are relatively minor, the implementation should be completed within 12-18 months.

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STATE OF ALABAMA )  
TALLADEGA COUNTY )



**RESOLUTION**

**APPROVE ADA TRANSITION PLAN FOR TALLADEGA COUNTY**

County Administrator Pat Lyle stated that Calhoun Area Metropolitan Planning Organization (MPO), through the Alabama Department of Transportation, is requiring member jurisdictions to update its ADA transition plans in order for those within the planning area to remain eligible for federal funding on projects. Ms. Lyle prepared and submitted the ADA transition plan for Commission approval. A motion was made by Commissioner Jackie Swinford to approve and seconded by Commissioner Tony Haynes. Motion carried.

**CERTIFICATION**

I, Patricia Lyle, County Administrator of Talladega County Commission, hereby certify that the foregoing is a true and correct copy of the Resolution passed on December 14, 2015.

A handwritten signature in blue ink, appearing to read "Patricia Lyle", written over a horizontal line.

Patricia Lyle  
County Administrator

(SEAL)

A handwritten signature in blue ink, appearing to read "Carol D. Phurrough", written over a horizontal line.

Carol D. Phurrough  
Commission Secretary