

**CITY OF TUMWATER
THE AMERICANS WITH DISABILITIES ACT (ADA)
TRANSITION PLAN AND COMPLIANCE PROGRAM**

The Americans with Disabilities Act (ADA) was signed into law in July, 1990. The purpose of the act is to extend civil rights to persons with disabilities. The act establishes guidelines and requirements for the removal of barriers to employment, public services, and communications.

As a local government, the City of Tumwater provides a variety of services and numerous opportunities for participation to its citizens. The City is establishing this Transition Plan and Compliance Program to assure that access to employment, services, and participation is provided wherever reasonably possible.

A key requirement of the ADA is the designation of one employee as the City's ADA Coordinator. Eric Trimble, the City's Human Resources Manager, has been so designated. He can be reached at City Hall or by calling 754-4121.

The three main areas for compliance with the ADA are discussed below:

I. Employment

The City has modified its employment forms and procedures to encourage participation of persons with disabilities. Job applicants are actively encouraged to notify the City of their need for accommodation to allow them to compete for available open positions. The essential duties of positions are made known to applicants and are the basis for selection decisions.

II. Public Services and Participation

The City is prepared to offer its services in a variety of ways to meet the special needs of citizens who, because of their disabilities, may not otherwise be served or be able to participate. With adequate advance notice, the City will discuss accommodations that will allow for participation or service delivery to persons with disabilities. The City's ADA Coordinator should be contacted with such requests.

III. City Facilities

The City has conducted an assessment of City-owned and leased facilities that are available for public use, to identify any need for structural changes to permit access. Under the ADA, these changes must be made by January 26, 1995.

The following is a transition plan for such changes. All the changes cited here are scheduled for completion before January 26, 1995.

City Hall:

Because it is a relatively new building that was built with access in mind, the need for changes at City Hall are minimal. No structural changes are recommended in counter heights in the building, since visibility and staffing will permit services and communication in other areas of the building. The identified changes for the transition plan are as follows:

1. Installation of an automatic door opener at the front entrance.
2. Installation of accessible signage (eg. tactile as well as visual) to notify visitors of the City's compliance with the ADA and to give directions for accessibility.

Public Works - Operations:

The Public Works - Operations building behind City Hall is also relatively new. Access to the building for the general public is generally good. Visibility from within the building and from the one service counter is sufficient to allow staff to respond to anyone who needs assistance. The identified changes for the transition plan are as follows:

1. Installation of one power assisted door to improve public access at the main entrance.
2. Installation of signage at the side of the building to direct people to the accessible entrance.

Fire Station Headquarters:

The Fire Station Headquarters is largely accessible in the public portions of the building. Countertops of the main reception area are above wheelchair height but due to the staffing patterns of the building, the public can be served without using the counter. The public restroom is accessible and door widths of the main entrance are accessible. The identified change for the transition plan at this facility is as follows:

1. Installation of a ramp to the main entrance door in compliance with ADA ramp guidelines.
2. Installation of new door closure hardware to improve access.
3. Installation of new parking lot striping to clearly designate accessible parking.

Henderson House and Crosby House Museums:

Under the ADA, access to historical buildings is covered by special regulations intended to allow preservation of historic and architectural features.

The City owns and operates two museums that were originally victorian homes. These museums, the Crosby House and the Henderson House, are located near each other in the City's Historical Park. The Crosby House Museum is currently operated on limited hours each week. It features a wheelchair accessible ramp.

Inside the Crosby House, portions of the first floor are accessible. Access to the second floor is limited by a narrow stairway. Overall, the primary features of the Crosby House Museum are accessible and no structural changes are needed.

The Henderson House Museum is the main historical museum. It is open many more hours than the Crosby House and contains a number of historical exhibits and displays. Access to the Henderson House Museum is limited. Several stairs are required to access the front entrance. Inside the building doorways limit some access and access to the second floor is limited by a significant stairway. Access for entrance to the Henderson House would require a significant ramp that would substantially alter the historical and architectural character of the building.

The City will continue to search for ways that the building's access could be improved. Also, the City's Historical Commission will be asked to participate with staff in developing alternative ways for the public to access these historical resources.

Given the historic setting of the museums and the architectural value of the buildings and grounds, access could be improved to the museum area. Therefore, the identified areas for change are:

1. Installation of an accessible phone booth outside of the Henderson House Museum.
2. Paving the parking area for improved accessibility.
3. Installation of signage to explain access.
4. Marking the parking area for accessible parking.

City Parks:

The City views its parks as one facility which offer a number of amenities at different locations within the City. Thus, while not all equipment, trails, and

facilities of all parks are accessible, there are accessible facilities, equipment, and trails within the larger park system. Also, as the City is poised to build new parks in the immediate future, accessibility will be a design criteria and programmatic goal for new park development. The Historical Park is currently the City's flagship park. For that reason, most of the accessibility changes will be directed toward that park.

For information about access, the City's Parks Department can be contacted at 754-4160. The identified changes for the transition plan which are all located at the Historical Park are as follows:

1. Removal of inaccessible playground equipment and installation of a new swing set with accessible swings.
2. Installation of a new surface on the play area. The new surface will be soft enough to increase safety for both able and differently abled persons, while providing a surface firm enough to allow mobility for the differently abled.
3. Installation of a concrete picnic slab to provide improved access to a picnic site.
4. Installation of new parking lot striping to designate accessible parking spaces.
5. Installation of accessibility signage at the restroom, playground and parking lot.

Old City Hall:

The former Tumwater City Hall is currently used as a volunteer fire station. It has sufficient access for the firefighters who are qualified to serve as volunteers. It does not have sufficient access for public use. The City intends to sell this property before January of 1995 when ADA structural changes must be completed.

City Sidewalks:

The City has for many years included curb ramps and sidewalk widths in its construction standards for sidewalks. Older sidewalks have been modified to add new curb ramps in selected areas. The identified needs for compliance with the ADA are as follows:

1. Priority areas for curb ramps, as specified by federal regulations, will be inventoried and a program established to retrofit curb ramps at identified, priority sites.

City of Tumwater Timberland Library:

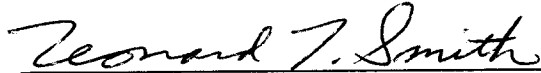
The current Tumwater Library facility is leased by the City for the use of the library and has some limits to accessibility. The front entrance is not constantly accessible but anyone approaching the entrance is visible to staff and would be assisted as needed. The restroom facilities in the building are not accessible. The bookshelves are either accessible or can be made accessible with staff assistance.

There are two main issues that affect whether structural changes in the current library facility are an undue burden for the City. First, the library is part of the regional Timberland Library network and alternative, accessible libraries are available to all Tumwater residents in nearby Olympia and Lacey. Secondly, The City has in place a Capital Facilities Plan that calls for completion of a new library building by the end of 1995.

The identified needs for compliance with the ADA are as follows:

1. Timberland Library should provide services in a manner that optimize accessibility.
2. In its plans to construct a new library facility, the City will provide for accessibility.

Dated this 26th day of July, 1992.



LEONARD L. SMITH
City Administrator