



Mayor's Committee for People with Disabilities

Moving the City ADA Office

Vice Chair Robin Orlowski

Commissioner Diane Kearns-Osterweil



Mayor's Committee for People with Disabilities

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Introduction



Mayor's Committee for People with Disabilities

Moving the City ADA Office

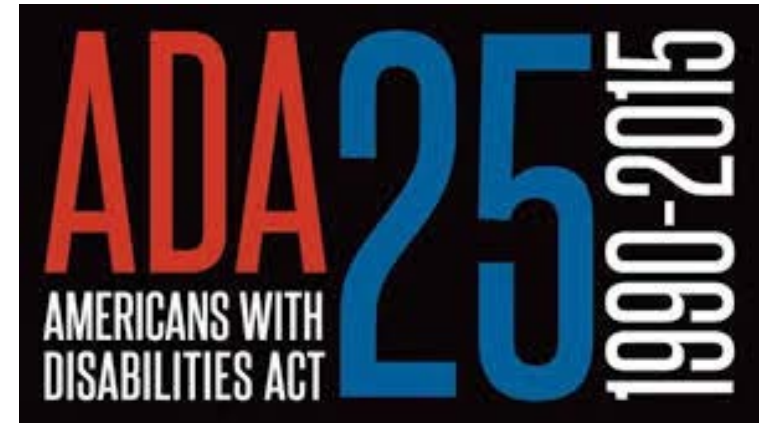
This action is being proposed to council only to improve function, public visibility and public accessibility of the City of Austin ADA office.

ADA Office History

- Created in 1991 to enforce ADA throughout the City of Austin.
- ADA applies to City and Private Sector with 15 or more employers. Religious organizations are exempted from mandatory compliance.
 - Non-religious groups contracting space from churches also must comply with ADA during duration of contracting the space.

ADA Office History

- 25th Anniversary of ADA was celebrated July 27 2015 by Council Mayor Adler read a proclamation.
- City is growing too fast for current structure. Existing organization chart created when City was *much* smaller (1991 City of Austin pop. 476,447 vs. 2015 City of Austin pop 900,7001).
- ADA office is legally responsible for safeguarding rights of *all* Austinites with disabilities.



ADA Sections

Title I Employment

Title II State and Local Government
Public Transportation

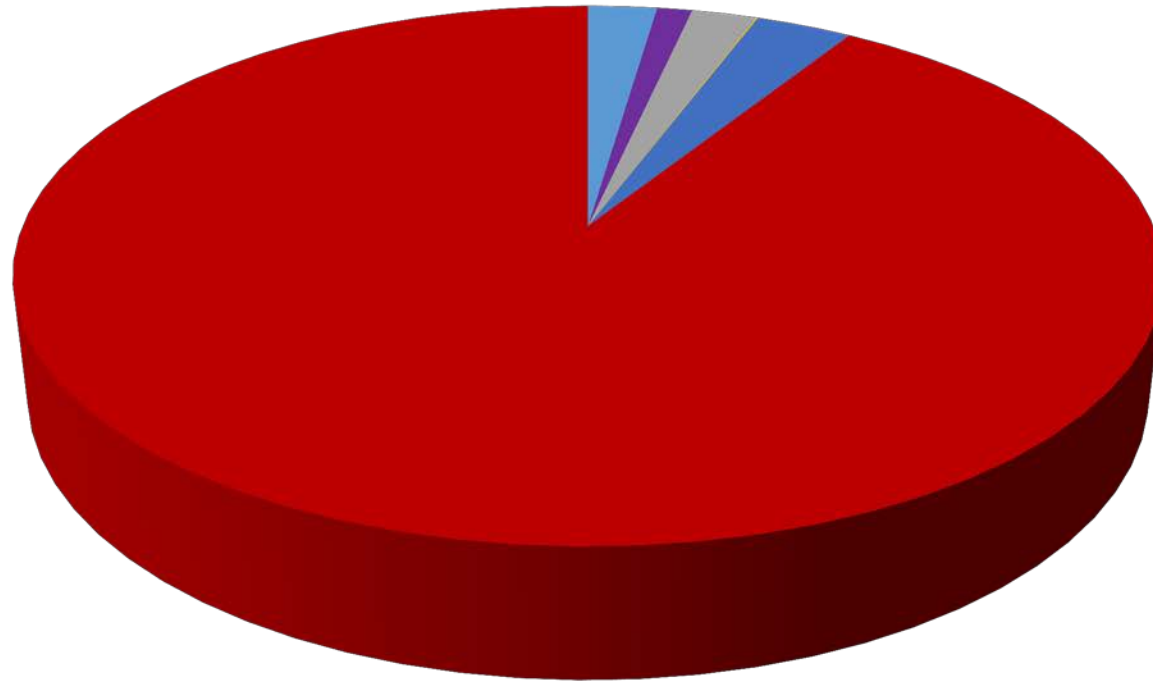
Title III Public Accommodation

Title IV Telecommunications



ADA Office Engagements-Type Of Assistance (June 2015)

Service Engagements



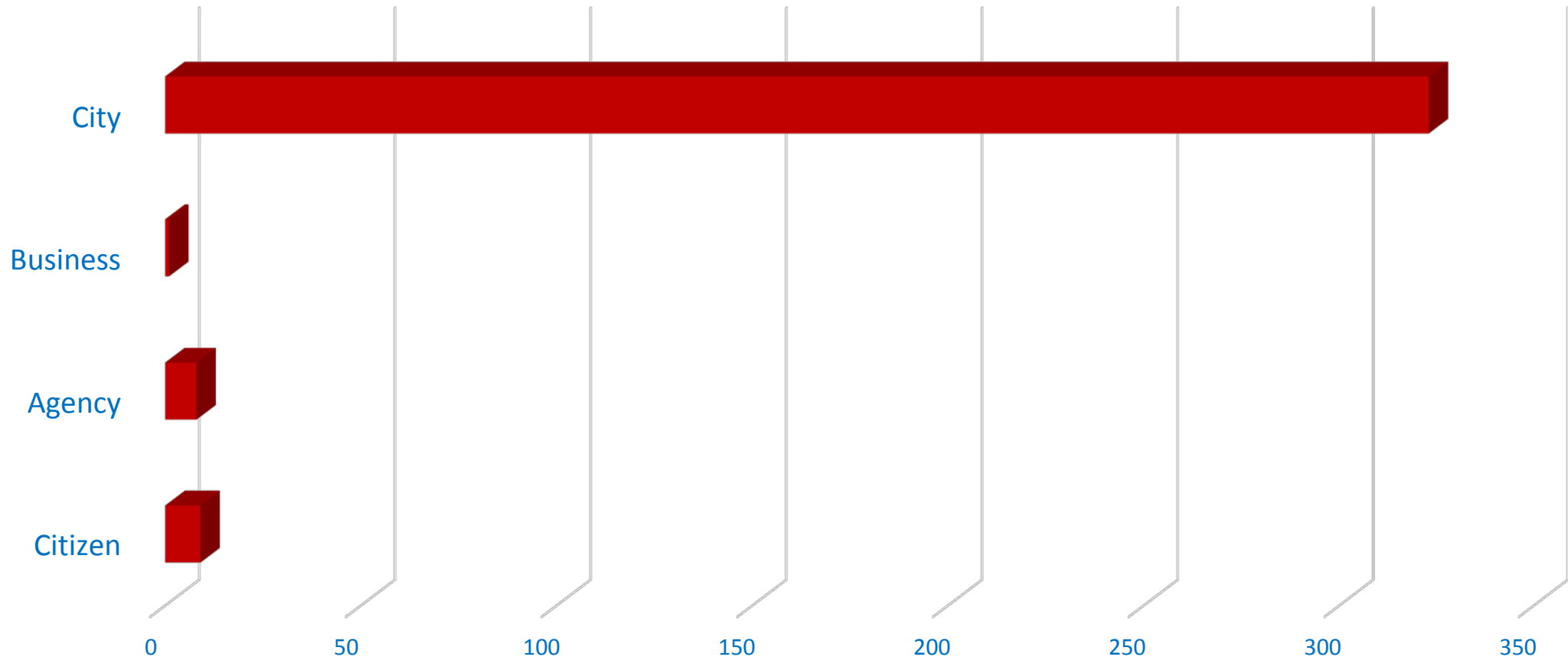
Other	01
Transportation	00
Housing	02
Construction	01
Employment	01
City Services	335

■ Other ■ Transportation ■ Housing ■ Construction ■ Employment ■ City Services

Types of Services

- City Services are the majority category.
- Human Resources/Employment comprised only 01 cases.
- The ADA office is also required to do Transportation, Housing, and other duty categories.

ADA Office Engagements-Source(June 2015)



City of Austin ADA Enforcement Duties Do Fall Beyond Human Resources

- **Affordable Housing Public Hearing** (April 2014) Was concerned with all people with disabilities within City limits.
- **Barton Springs Pool ADA improvements.** People who are not paid lifeguard...etc by the City Parks and rec department are still eligible for the benefits of ADA.

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Time To Move

- Legal obligations and duties go beyond Human Resources for the City of Austin.
- The ADA office is not an “internal only” resource for City Employees and applicants.
- The ADA office will become visible outside of Human Resources. Citizens will better find it and the Commission for their disability needs/questions.
 - New residents come from other cities (in chart) where ADA office is easily visible. *Meeting citizen feedback.*

Time To Move

- Citizens who do call require assistance with a variety of categories.
What is 'benefits'?
- Moving the office will help these citizens access City resources faster/easier.
- Easy citizen access increases chance of 'good encounter' with City agencies.

City Size Population Comparisons (2015)

Salt Lake City UT
181, 743
Census pop

Austin TX
878,733
Census pop

Houston TX
2,233.310
Census pop

Both larger AND smaller cities compared to Austin have ADA departments presently located outside of Human Resources.

Outgoing Expenses

- Rearranging office structure best uses the ADA office to it's fullest
 - 95% of the ADA office outgoing expenses is community awards (Lee Nguyen interim director August 2015).
- An office better organized better allocates City financial resources
 - Duplicate printed pages in 2015 Employment Awards program booklet .
 - External grant applications were not used as funding source for special events.



Mayor's Committee for People with Disabilities

Where could the City ADA office go? Where should it go??

Coding Key

Red = Become a division of a Mayor's Office. This would **not** at all mean it is physically moved into City Hall. It would **only** change supervisors/reporting structure.

Green= Become a division of Community Engagement (Pre-existing City of Austin Agency). This would **not** move the ADA office. It would **only** change supervisors/reporting structure.

Black = City came up with their own classification. Is **not** currently in a HR where in use. Would **not** move physical structure if implemented in COA.

ADA Office Plan (a)

Division of Mayor's Office-Community Engagement

- Report to Mayor's Office Director of Community Engagement Jim Wick.

Sample Engagement Programs:

Conversation Corps

Talking with the public about what they want done out and about in their Austin Community .

*Different topic is picked monthly.

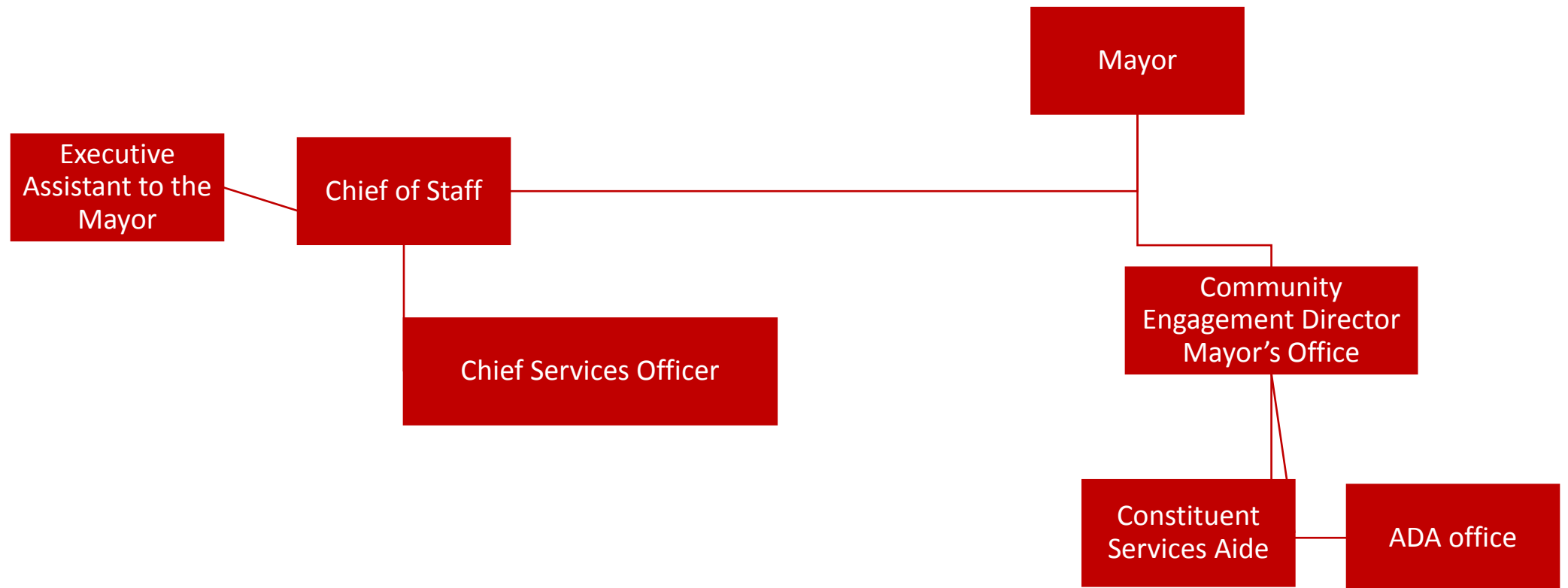
The Mayor has requested additional permanent office staff. Only has 10 staff.

No new funds would have to be appropriated!!

ADA office would not be located inside City Hall. It would only become a division of the Mayor's Office.

ADA Office Plan (a)

Division of Mayor's Office-Community Engagement Division



ADA Office Plan (b):

Division of Community Engagement Department
Subdivision of Communication and Public Information

Report to :

Larry Schooler Consultant

- Marion Sanchez Consultant

Existing Division Programs

- Asian American Quality of Life
- Code Next/Housing Affordability
- Hispanic Quality Of Life
- Restore Rundberg

Boards and Commissions are already linked from the City Community Engagement Office

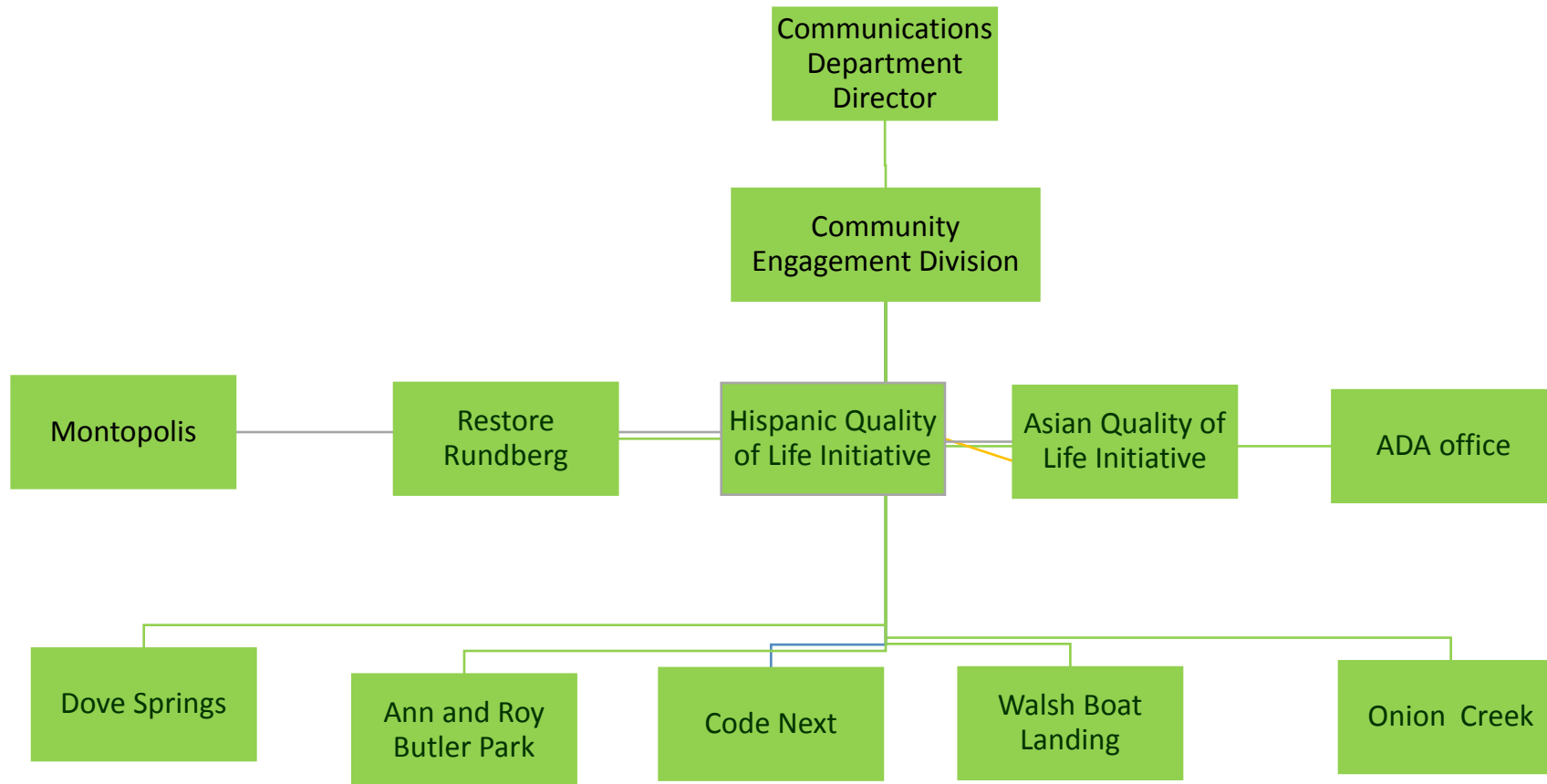
And the ADA office is already linked to the Mayor's Committee for People with Disabilities

Division Motto:

find pockets of the community that usually are not part of the decision making process and look for creative ways to bring them into the process.

ADA Office plan (b)

Community Engagement Department-City of Austin Agency



Texas Office Space

- The El Paso, Houston, and San Antonio disability offices were/are in separate municipal buildings physically apart from “City Hall and the Mayor”.
- San Antonio and El Paso both have a Council-Manager form of government....like Austin!



Left: MOPD Office location =
City of Houston Metropolitan Multi Service Center



Right: Office of
Accessibility and
ADA = El Paso.



Right:
DAO = San Antonio
Municipal Plaza Building

Texas Office Space

- **El Paso Office of Accessibility and ADA**

Department of Engineering

Director: Iliana Diaz

<http://www2.elpasotexas.gov/engineering/office-of-accessibility.php>

- **Houston Mayor's Office for People With Disabilities (MOPD).**

Department of Neighborhoods

Director: Jay Stiteley

<http://www.houstontx.gov/disabilities/>

- **San Antonio Disability Access Office (DAO).**

Transportation and Capital Improvements

Director: Mike Frisbie, PE

<http://www.sanantonio.gov/DAO.aspx>



National Office Space

San Francisco's Mayor's Office on Disability is a division specifically of the San Francisco Mayor's Office.

This office still remains physically separate from both City Council and the Mayor.

Includes both a Director and a Mayor's Disability Council.



Left: MOD= San Francisco California.

Denver's Office of Disability Rights is located under a Division for Human Rights and Community Partnerships. Physically separate from Mayor and Council.

Has office to enforce the ADA and a City Commission for people with disabilities. The ADA director is liaison to this city commission.

Denver is the Capital City of Colorado.



Left: ODR= Wellington Webb Municipal Building, Denver Colorado.

ADA Office Space-Chart (a) Models

Birmingham AL	Mayor's Office On Americans with Disabilities	http://www.birminghamal.gov/birmingham-ada/	(205) 254-2079
Chicago IL	Mayor's Office for People with Disabilities	http://www.ada25chicago.org/partners/mayors-office-for-people-with-disabilities-city-of-chicago/	(312)616-8000 ext 259
Columbus OH	Mayor's Office-ADA Compliance Office	https://columbus.gov/Templates/Detail.aspx?id=16540	(614) 645-7671
Houston TX	Mayor's Office for People with Disabilities	http://www.houstontx.gov/disabilities	(832) 394.0814

ADA Office Space-Chart (a) Models

Salt Lake City UT	City Accessibility	http://www.slcgov.com/ada/city-accessibility-ada-coordinator	Phone: (801) 535-7976 TDD: (801) 535-6021
San Francisco CA	Mayor's Office on Disability	http://www.sfgov2.org/index.aspx?page=4346	(415) 554-6789 TTY: (415) 554-6799
Tulsa OK	Mayor's Office of Human Rights	https://www.cityoftulsa.org/community-programs/human-rights/accessible-tulsa---ada.aspx	(918) 596-7824

ADA Office Space-Chart (b) Models

Atlanta GA	Disability Coordinator	http://www.atlantaga.gov/index.aspx?page=1135	(404) 330-6493
Boston MA	Department of ADA Compliance	http://www.cityofboston.gov/Disability/commission.asp	(617) 635-3682
El Paso TX	Office of Accessibility and ADA	http://www2.elpasotexas.gov/engineering/office-of-accessibility.ph	(915) 212-1816 Voice/TDD
Helena MO	ADA Office	http://www.helenamt.gov/cd/planning/americans-with-disabilities-act-ada.html	(406) 447-8490
Knoxville TN	Disability Services Office	http://www.knoxvilletn.gov/government/city_departments_offices/community_development/disability_services_office/	(865) 215-2034

ADA Office Space-Chart (b) Models

Los Angeles CA	Department on Disability	http://disability.lacity.org/doddod.htm	(213) 202-2764 Voice (213) 202-2755 TTY
Madison WI	Department of Civil Rights	http://www.cityofmadison.com/dcr/disabilityRights.cfm	(608) 266-4910
Minneapolis MN	Neighborhood and Community Relations	http://www.ci.minneapolis.mn.us/ncr/services/index.htm	(612) 673-3737

ADA Office Space-Chart (b) models

North Miami Beach FL	Office of ADA Compliance	http://www.citynmb.com/index.asp?Type=B_BASIC&SEC=%7BE251CA14-4EFD-4B1C-B1B0-8803E09EB2CA%7D&DE=%7BD21F6A76-90A8-4400-BBBE-7E1525108D49%7D	(305) 948-2916
Philadelphia PA	Philadelphia's Accessibility Compliance Office	http://www.phila.gov/mcpd//index.html	(215) 686-2798
Phoenix AR	Equal Opportunity Office	https://www.phoenix.gov/eod/services/disabilitiesact	602-534-9276/Voice 602-534-1557/TTY
Portland OR	Office of Neighborhood Involvement	https://www.portlandoregon.gov/oni/28994	(503) 823-4519

ADA Office Space-Chart (b) Models

San Antonio TX	Disability Access Office	http://www.sanantonio.gov/DAO.aspx	(210) 207-8022
San Diego CA	Office of ADA Compliance and Accessibility	http://www.sandiego.gov/adacompliance/other/index.shtml	(619) 236-5979
Seattle WA	Office for Civil Rights	http://www.seattle.gov/civilrights/title-ii-americans-with-disabilities-act-	(206) 684-4500
Washington D.C. (city)	Office for Disability Rights	http://odr.dc.gov/	(202) 724-5055

ADA Office Space-Chart (c) models

Corpus Christi TX	Human Relations Office (law department)	http://www.cctexas.com/Assets/Departments/City-Attorney/Files/HumanRelationsOrgChart.pdf	(361) 826-3196
Raleigh NC	Office of the City Manager	https://www.raleighnc.gov/home/content/ITechAdmin/Contacts/ADACoordinator.html	(919) 996-3077



Mayor's Committee for People with Disabilities

Why move??

Better Mission/Purpose

- The City of Austin should have easy-to-find ADA office. Speakers at citizen communications ‘do not know’ we currently have this office.
- Good use of City Budget— We do not have to ‘create’ a new office. Just move it into the location best matching bulk of other cities around Nation and State.
 - ***No new budget increases. ADA office is already created/allocated!!***

Now What?

Use standard recommendation template provided by the City Clerk's office. Fill out to section we leave for Mayor's Office.

Two at least must co-sponsor

Describe why measure is being recommended to Council

Attach supporting documents (such as this power point, the citizen sign ins who said they did not know about the ADA office)

Processed twice a day (Monday-Friday) at 10am and 3pm

Automatically generates Email to all of Mayor and Council.

Mayor's Office will review and refer it to the appropriate Council Committees and notify the appropriate Council Chairs

The ADA office could eventually be rearranged—to match Austin's municipal peers and the entire scope of its own work mission/duties.

Special Thanks To

- Austin Public Library, Austin ,Texas.
- El Paso Public Library, El Paso Texas.
- Houston Public Library, Houston ,Texas.
- San Antonio Public Library, San Antonio ,Texas.

- City of Austin . City of Austin Population History 1840 to 2015. (2005). City of Austin. Retrieved September 25 2015 from https://www.austintexas.gov/sites/default/files/files/Planning/Demographics/population_history_pub.pdf

- Municipal ADA offices from around the country
 - Atlanta Disability Coordinator, Atlanta Georgia.
 - Birmingham Mayor’s Office on Americans with Disabilities, Birmingham Alabama
 - Boston.
 - Chicago Mayor’s Office for People with Disabilities, Chicago Illinois.
 - Columbus Mayor’s Office-ADA Compliance Office, Columbus Ohio
 - Denver Office of Disability Rights, Denver Colorado.
 - El Paso Office of Accessibility and ADA, El Paso Texas.
 - Helena ADA Office, Helena, Montana.

Special Thanks to

- Municipal ADA offices from around the country (continued)
 - Houston Mayor's Office for People with Disabilities,
Houston Texas.
 - Knoxville Disability Services Office, Knoxville,
Tennessee.
 - Los Angeles Department on Disability, Los Angeles, California.
 - Madison Department of Civil Rights, Madison
Wisconsin.
 - Minneapolis Disability Programs and Services,
Minneapolis Minnesota.
 - North Miami Beach Office of ADA Compliance, North Miami Beach Florida.

Special Thanks To

- Municipal ADA offices from around the country (continued)
 - Philadelphia Disability Compliance Office, Philadelphia, Pennsylvania.
 - Phoenix Arizona Equal Opportunity Office, Phoenix, Arizona.
 - Portland Office of Neighborhood Involvement, Portland Oregon.
 - Salt Lake City ADA Coordinator. Salt Lake City Utah.
 - San Antonio Disability Access Office, San Antonio Texas.
 - San Diego Office of ADA Compliance and Accessibility, San Diego California.
 - San Francisco Mayor's Office on Disability, San Francisco California
 - Tulsa Mayor's Office of Human Rights, Tulsa Oklahoma.
 - Washington D.C. (city) Office on Disability Rights, Washington D.C.
- Jim Wick, Mayor Adler's Director of Community Engagement, Austin, Texas



Mayor's Committee for People with Disabilities

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