



Expense:		
3552 152 1100	\$25,332	Salaries and Benefits
3552 152 1450	\$175	Unemployment Insurance
3552 152 1470	\$2,984	Health Insurance
3552 152 1471	\$59	Life & Air Travel Insurance
3552 152 1472	\$735	Dental Insurance
3552 152 1500	\$4,260	Retirement
3552 152 1600	\$148	FICA

SOURCE OF FUNDING: ADA Compliance Internal Service Fund and ADA Trust Fund (4491)

DISCUSSION:

In 2016, your Board entered into a consent decree with the Department of Justice (DOJ) to enforce the county's compliance with Title II of the Americans with Disabilities Act (ADA) of 1990. Title II applies to programs, services and activities provided by state and local government entities to ensure the protection of qualified individuals with disabilities from discrimination on the basis of disability. The consent decree requires the county to make such accommodations, such as facility modifications, to ensure that programs, services and activities are accessible for individuals with disabilities.

The Consent Decree states the county will appoint or hire one or more ADA Coordinators. The current ADA Compliance team has 1.0 FTE ADA Coordinator allocated with duties that include: providing guidance and developing ADA appropriate policies while working with county departments; website accessibility; addressing the public's ADA accommodation requests; investigating and tracking ADA complaints; and serving as a community liaison on ADA related topics.

Additionally, the role of the ADA coordinator regarding facilities is to assist departments in identifying alternate service delivery options, developing internal and external policy and procedures around those options and acting as a resource to departments regarding ADA facility compliance. The consent decree specifically mentions over 50 facilities that need improvements and the decree states the county will ensure compliance with the requirements of Title II for all of the county's facilities, which include both owned and leased. This equates to approximately 125 such county facilities that the county will need to have assessed and brought into compliance with Title II of the ADA.

As mentioned above, the breadth and scope of ensuring ADA compliance impacts the County of Humboldt in its entirety and involves communication and coordination with consultants, contractors, other governmental entities, service oriented organizations and the public. In order to meet multiple mandated deadlines and address the host of requirements listed within the consent decree, staff recommends that your Board allocate an additional 1.0 FTE ADA Coordinator.

Currently the ADA Compliance budget unit is comprised of 1.0 FTE CAO Project Manager (whose time and salary is shared with the Management and Budget Team), 1.0 FTE ADA Coordinator, two part-time extra help CAO Project Managers and an extra help ADA Coordinator.

FINANCIAL IMPACT:

Sufficient fund balance exists in the ADA Trust Fund (4491) to cover the cost of the ADA Coordinator in fiscal year 2017-18. Ongoing costs for a new position at salary range 450, step E is estimated to be

approximately \$101,079 including all benefits and it is anticipated that costs will be allocated to departments in future years.

This action supports your Board's Strategic Framework, Priorities for New Initiatives, by providing our core services in ways that foster transparent, accessible, welcoming and user friendly services and safeguards the public trust through managing our resources to ensure sustainability of services.

OTHER AGENCY INVOLVEMENT: None.

ALTERNATIVES TO STAFF RECOMMENDATIONS: Board's discretion.

ATTACHMENTS: None.