

City of Harker Heights

# Americans with Disabilities Act (ADA) Self-Evaluation and Transition Plan

November 2025

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*The City of Harker Heights has prepared this transition plan with the assistance of the consultant team led by Kimley-Horn and Associates, Inc. The Consultant Team, the ADA/504 Coordinator, and the contributing departments of the City of Harker Heights are responsible for developing the ADA Self-Evaluation and Transition Plan.*

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## ABBREVIATIONS GLOSSARY

### **ABA – Architectural Barriers Act**

Law that requires that buildings or facilities that were designed, built, or altered with federal dollars or leased by federal agencies after August 12, 1968 be accessible. Facilities that predate the law generally are not covered, but alterations or leases undertaken after the law took effect can trigger coverage. The law covers a wide range of facilities, including U.S. post offices, Veterans Affairs medical facilities, national parks, Social Security Administration offices, federal office buildings, U.S. courthouses, and federal prisons. It also applies to non-government facilities that have received federal funding, such as certain schools, public housing, and mass transit systems.

### **ADA – Americans with Disabilities Act**

A comprehensive civil rights law that prohibits discrimination based on disability in employment, public services, public accommodations, and telecommunications. Enacted in 1990, the ADA ensures equal opportunities and protections for individuals with disabilities. In 2008, the ADA Amendments Act was passed. Its purpose is to broaden the definition of disability, which had been narrowed by U.S. Supreme Court decisions.

### **ADAAG – Americans with Disabilities Act Accessibility Guidelines**

Document which contains scoping and technical requirements for accessibility to buildings and facilities by individuals with disabilities under ADA of 1990. These scoping and technical requirements are to be applied during the design, construction, and alteration of buildings and facilities covered by titles II and III of the ADA to the extent required by regulations issued by Federal agencies, including the Department of Justice and the Department of Transportation, under the ADA.

### **CFR – Code of Federal Regulations**

The official legal print publication containing the codification of the general and permanent rules published in the Federal Register by the departments and agencies of the Federal Government.

### **CIP – Capital Improvement Projects**

A comprehensive plan that outlines a local government's major infrastructure projects and purchases over a specific period, typically 5-10 years. It's a crucial tool for managing and financing large-scale projects, ensuring infrastructure needs are addressed strategically and efficiently.

### **DOJ – United States Department of Justice**

Under the leadership of the Attorney General of the United States, the Justice Department is composed of more than 40 separate component organizations and more than 115,000 employees. Headquartered at the Robert F. Kennedy Building in Washington, D.C., the Department maintains field offices in all states and territories across the United States and in more than 50 countries around the world. The mission of the DOJ is to uphold the rule of law, to keep the country safe, and to protect civil rights.

### **FHWA – Federal Highway Administration**

An agency within the U.S. Department of Transportation that supports State and local governments in the design, construction, and maintenance of the Nation's highway system (Federal Aid Highway Program) and various federally and tribal owned lands (Federal Lands Highway Program). Through financial and technical assistance to State and local governments, the Federal Highway Administration is responsible for ensuring that America's roads and highways continue to be among the safest and most technologically sound in the world.

### **MUTCD – Manual on Uniform Traffic Control Devices**

By setting minimum standards and providing guidance, the MUTCD ensures uniformity of traffic control devices (TCD) across the nation. The information contained in the MUTCD is the result of years of practical experience, research, and/or the MUTCD experimentation process. This effort ensures that TCDs are visible, recognizable, understandable, and necessary. The MUTCD is a dynamic document that changes with time to address contemporary safety and operational issues.

### **PROWAG – 2023 Final Public Rights-of-Way Accessibility Guidelines**

Guidelines published by the U.S. Access Board under the ADA and the ABA that address access to sidewalks and streets, crosswalks, curb ramps, pedestrian signals, on-street parking, and other components of public right-of-way. These guidelines also review shared use paths, which are designed primarily for use by bicyclists and pedestrians for transportation and recreation purposes.

### **PSA – Programs, Services, and Activities**

Refers to the various initiatives, assistance, and engagement opportunities offered by organizations, governments, and communities to support individuals and groups. These can range from social services and educational opportunities to recreational activities and community development projects. They aim to address needs, promote well-being, and foster participation in various aspects of life.

### **UFAS – Uniform Federal Accessibility Standards**

This document presents uniform standards for the design, construction and alteration of buildings so that individuals with physical disabilities will have ready access to and use of them in accordance with the ABA. The document embodies an agreement to minimize the differences between the standards previously used by four agencies (the General Services Administration, the departments of Housing and Urban Development and Defense, and the United States Postal Service) that are authorized to issue standards under the ABA, and between those standards and the access standards recommended for facilities that are not federally funded or constructed.

### **TAC – Texas Administrative Code**

Compilation of all state agency rules in Texas. There are 17 titles in the TAC. Each title represents a subject category and related agencies are assigned to the appropriate title.

### **TDLR – Texas Department of Licensing and Regulation**

Provides oversight for a broad range of occupations, businesses, facilities, and equipment. TDLR protects the health and safety of Texans and ensures they are served by qualified professionals. TDLR fosters a predictable regulatory climate by minimizing government interference.

### **TMUTCD – Texas Manual on Uniform Traffic Control Devices**

States are required to adopt the National MUTCD or have a State MUTCD/supplement that is in substantial conformance with the National Manual. Texas has chosen to have a State MUTCD in lieu of adopting the National MUTCD.

## 1.0 INTRODUCTION



### 1.1 PURPOSE

The purpose of this Americans with Disabilities Act (ADA) Self-Evaluation and Transition Plan is to summarize the activities completed to-date related to ADA compliance and to create a roadmap for the City of Harker Heights to update their ADA Transition Plan over time. Prioritization methodology for evaluating and implementing improvements was developed based on the applicable ADA Standards and Public Rights-of-Way Accessibility Guidelines (PROWAG), and the details are provided in this document.

This document includes an overview of the ADA and provides possible solutions for the City of Harker Heights, based on guidance from the Federal Highway Administration (FHWA) and U.S. Department of Justice (DOJ), to improve accessibility for the public.



### 1.2 LEGISLATIVE MANDATE

The ADA is a civil rights law that mandates equal opportunity for individuals with disabilities and prohibits discrimination in access to jobs, public accommodations, government services, public transportation, and telecommunications. The ADA is divided into five titles:

- ▶ Title I: Employment
- ▶ Title II: Public Services
- ▶ Title III: Public Accommodations
- ▶ Title IV: Telecommunications
- ▶ Title V: Miscellaneous Provisions

Title II of the ADA also requires that all programs, services, and activities (PSAs) of public entities provide equal access for individuals with disabilities.

The City of Harker Heights has undertaken an evaluation of select PSAs to determine the extent that individuals with disabilities may be restricted in their access.



### 1.3 ADA SELF-EVALUATION AND TRANSITION PLAN DEVELOPMENT REQUIREMENTS AND PROCESS

The City of Harker Heights is obligated to observe all requirements of Title I in its employment practices; Title II in its policies, programs, and services; any parts of Titles IV and V that apply to the City and its programs, services, or facilities; and all requirements specified in the applicable ADA Standards and PROWAG that apply to facilities and other physical holdings.

Title II has the broadest impact on the City. Included in Title II are administrative requirements for all government entities employing more than 50 people. These administrative requirements are:

- ▶ Completion of a Self-Evaluation;
- ▶ Providing notice to the public about the ADA;
- ▶ Adoption and publishing of a Title II grievance procedure;
- ▶ Designation of an employee who is responsible for overseeing Title II compliance; and
- ▶ Development of a Transition Plan to schedule the removal of the barriers uncovered by the Self-Evaluation process. The Transition Plan will become a working document until all barriers have been addressed.

This document describes the process developed to complete the evaluation of the City of Harker Heights' PSAs and facilities, provides possible solutions to remove programmatic barriers, and presents a Transition Plan for the modification of facilities and public rights-of-way to improve accessibility, which will guide the planning and implementation of necessary program and facility modifications over the next 20 years for facilities evaluated to-date. The ADA Self-Evaluation and Transition Plan is significant in that it establishes the City's ongoing commitment to the development and maintenance of PSAs and facilities that accommodate all its residents.



## 1.4 DISCRIMINATION AND ACCESSIBILITY

Program accessibility means that, when viewed in its entirety, each program is readily accessible to and usable by individuals with disabilities. Program accessibility is necessary not only for individuals with mobility needs, but also to individuals with sensory and cognitive disabilities.

Accessibility applies to all aspects of a program or service, including but not limited to physical access, advertisement, orientation, eligibility, participation, testing or evaluation, provision of auxiliary aids, transportation, policies, and communication.

The following are examples of elements that should be evaluated for barriers to accessibility:

### 1.4.1 PHYSICAL BARRIERS

- ▶ Parking
- ▶ Path of travel to, throughout, and between buildings and amenities
- ▶ Doors
- ▶ Service counters
- ▶ Restrooms
- ▶ Drinking fountains
- ▶ Public telephones
- ▶ Path of travel along sidewalk corridors within the public rights-of-way
- ▶ Access to pedestrian equipment at signalized intersections

#### **1.4.2 PROGRAMMATIC BARRIERS**

- ▶ Building signage
- ▶ Customer communication and interaction
- ▶ Non-compliant sidewalks or curb ramps
- ▶ Emergency notifications, alarms, and visible signals
- ▶ Participation opportunities for City sponsored events

#### **1.4.3 ONGOING ACCESSIBILITY IMPROVEMENTS**

City PSAs and facilities evaluated during the Self-Evaluation will continue to be evaluated on an ongoing basis, and the ADA Transition Plan will be revised to account for modifications which have been or will be completed since the initial Self-Evaluation. This Plan will be posted on the City's website for review and consideration by the public.

#### **1.4.4 CITY OF HARKER HEIGHTS APPROACH**

The purpose of the Transition Plan is to provide the framework for achieving equal access to the City of Harker Heights' PSAs within a reasonable timeframe. The City's elected officials and staff believe accommodating people with disabilities is essential to good customer service, ensures the quality-of-life residents seek to enjoy, and guides future improvements. This Plan has been prepared after careful study of select City buildings, parks, and pedestrian facilities in the public rights-of-way.

The City of Harker Heights should make reasonable modifications in PSAs when the modifications are necessary to avoid discrimination based on disability, unless the City can demonstrate making the modifications will fundamentally alter the nature of the program, service, or activity. The City of Harker Heights will not place surcharges on individuals with disabilities to cover the cost involved in making PSAs accessible.

#### **1.4.5 EXCEPTIONS AND EXEMPTIONS**

Per the ADA Title II Regulations, a public entity shall operate each PSA so that the service, program, or activity, when viewed in its entirety, is readily accessible to and usable to individual with disabilities. However, a public entity is not required to:

- ▶ Make each of its existing facilities accessible to and usable by individuals with disabilities.
- ▶ Take any action that would threaten or destroy the historic significance of a historic property.
- ▶ Take any action that it can demonstrate would result in a fundamental alteration in the nature of a service, program, or activity or in undue financial and administrative burdens.
- ▶ Permit an individual to participate in or benefit from the services, programs, or activities of that public entity when that individual poses a direct threat to the health or safety of others.

The sections below describe these exceptions and exemptions. In the event the City determines a proposed action would generate undue financial or administrative burden, create hazardous conditions for other people, or threaten or destroy the historic significance of a historic property, a municipality has a responsibility to communicate and document the decision and the methodology used. If an action would result in such an alteration or such burdens, a

municipality shall take any other actions which would not result in such an alteration or such burdens but would nevertheless ensure individuals with disabilities receive the benefits or services provided by the City.

### **Existing Facilities**

A public entity is not required to make structural changes in existing facilities where other methods are effective in making its services, programs, or activities readily accessible to and usable by individuals with disabilities. In choosing among available methods for meeting the compliance requirements, a public entity shall give priority to those methods that offer services, programs, and activities to qualified individuals with disabilities in the most integrated setting appropriate.

### **Historic Significance**

In determining whether an alteration would threaten or destroy the historic significance of a historic property, the City should first confirm if the property is a qualified historic building or facility, which is defined by the ADA as a “building or facility that is listed in or eligible for listing in the National Register of Historic Places, or designated as historic under an appropriate state or local law.” Based on a search of the National Register of Historic Places NPGallery Database and the associated geodatabase, there are no registered historical places within the City, but there may be other documentation available not provided on these websites.

- ▶ [Click here for the National Register of Historic Places website.](#)
- ▶ [Click here for the National Register of Historic Places database.](#)

### **Fundamental Alterations and Undue Burdens**

In determining whether an alteration would impose an undue financial or administrative burden on a covered entity, factors to be considered include:

- i. the nature and cost of the alteration needed.
- ii. the overall financial resources of the facility or facilities involved in the provision of the reasonable accommodation; the number of persons employed at such facility; the effect on expenses and resources, or the impact otherwise of such accommodation upon the operation of the facility.
- iii. the overall financial resources of the covered entity; the overall size of the business of a covered entity with respect to the number of its employees; the number, type, and location of its facilities; and
- iv. the type of operation or operations of the covered entity, including the composition, structure, and functions of the workforce of such entity; the geographic separateness, administrative, or fiscal relationship of the facility or facilities in question to the covered entity.

### **Direct Threat**

In determining whether an individual poses a direct threat to the health or safety of others, a public entity must make an individualized assessment, based on reasonable judgment that relies on current medical knowledge or on the best available objective evidence, to ascertain: the nature, duration, and severity of the risk; the probability that the potential injury will actually occur; and whether reasonable modifications of policies, practices, or procedures or the provision of auxiliary aids or services will mitigate the risk.



## 1.5 NEW CONSTRUCTION AND ALTERATIONS

Per the ADA Title II Regulations, if the start date for construction is on or after March 15, 2012, all newly constructed or altered state and local government facilities must comply with the 2010 ADA Standards. Before that date, the 1991 ADA Standards (without the elevator exemption), the Uniform Federal Accessibility Standards (UFAS), or the 2010 ADA Standards may be used for such projects when the start of construction commences on or after September 15, 2010 (see **Table 1**).

**TABLE 1. SUMMARY OF APPLICABLE STANDARDS**

Compliance Date for New Construction or Alterations	Applicable Standards
Before September 15, 2010	1991 ADA Standards or UFAS
On or after September 15, 2010, and before March 15, 2012	1991 ADA Standards, UFAS, or 2010 ADA Standards
On or after March 15, 2012	2010 ADA Standards

The U.S. Access Board is an independent federal agency that advances accessibility through leadership in accessible design and the development of accessibility guidelines and standards. On July 26, 1991 the U.S. Access Board published the original Americans with Disabilities Act Accessibility Guidelines (ADAAG), which were also adopted as standards by the DOJ on the same day. Between 1994 and 2002, the U.S. Access Board worked to update the 1991 ADAAG to include supplements covering state and local government facilities, building elements designed for children’s use, play areas, and recreation facilities. The U.S. Access Board issued the updated ADA and ABA Accessibility Guidelines as a final rule on July 23, 2004 (2004 ADAAG).

The most recent standard is the 2010 ADA Standards, which sets the minimum requirements – both scoping and technical – for newly designed and constructed or altered state and local government facilities, public accommodations, and commercial facilities to be readily accessible to and usable by individuals with disabilities. It is effectuated from 28 Code of Federal Regulations (CFR) 35.151 and the 2004 ADAAG. However, the FHWA and DOJ recommend using PROWAG for designing facilities within the public rights-of-way as a best practice until it is adopted at the federal level. Additionally, the Texas Department of Transportation (TxDOT) has adopted PROWAG and incorporated the guidelines into design standards for pedestrian facilities.

### **2010 ADA Standards**

The DOJ’s revised regulations for Titles II and III of the Americans with Disabilities Act of 1990 (ADA) were published in the Federal Register on September 15, 2010. These adopted, revised regulations are enforceable accessibility standards called the 2010 ADA Standards. On March 15, 2012, compliance with the 2010 ADA Standards was required for new construction and alterations under Titles II and III. March 15, 2012 is also the compliance date for using the 2010 ADA Standards for program accessibility and barrier removal.

### **Public Rights-of-Way Accessibility Guidelines (PROWAG)**

The U.S. Access Board recently published new guidelines under the ADA and the Architectural Barriers Act (ABA) that address access to sidewalks and streets, crosswalks, curb ramps, pedestrian signals, on-street parking, and other components of public rights-of-way. These guidelines also review shared use paths, which are designed primarily for use by bicyclists and pedestrians for transportation and recreation purposes. The Accessibility Guidelines for Pedestrian Facilities in the Public Rights-of-Way (PROWAG) provide minimum guidelines for the accessibility of pedestrian facilities in the public rights-of-way. When these guidelines are adopted, with or without modifications, as accessibility standards in regulations issued by other federal agencies implementing the ADA, Section 504 of the Rehabilitation Act, and the ABA, compliance with those enforceable accessibility standards is mandatory. The final rule was published on August 8, 2023, and became effective on September 7, 2023. PROWAG is the recommended best practice and can be considered the state of the practice that could be followed for areas not fully addressed by the 2010 ADA Standards.

In the state of Texas, the Texas Administrative Code (TAC) Chapter 68 (Elimination of Architectural Barriers), Rule §68.102 (Public Right-of-Ways Projects) references compliance with the latest version of PROWAG for elimination of barriers for public rights-of-way projects. The Texas Department of Licensing and Regulation (TDLR) adopted Rule §68.102, effective May 15, 2017. The applicable section of the rule states:

- (a) For public right-of-way projects, in addition to accepting compliance with applicable TAS requirements, the department will also accept compliance with the Proposed Accessibility Guidelines for Pedestrian Facilities in the Public Right-of-Way, published by the Architectural and Transportation Compliance Board (Access Board) on July 26, 2011, 36 CFR Part 1190 or its final adopted guidelines.*

The U.S. Department of Transportation (DOT) published its Final Rule on Transportation for Individuals with Disabilities: Adoption of Accessibility Standards for Pedestrian Facilities in the Public Right-of-Way (PROWAG) as the DOT's regulatory standards for new construction and alterations of transit stops in the public right-of-way. The Final Rule became effective on January 17, 2025. The DOT will also be determining how to ensure that there is no "conflict" between PROWAG and the 11<sup>th</sup> Edition of Manual on Uniform Traffic Control Devices for Streets and Highways (MUTCD).

Until DOJ adopts accessibility standards for pedestrian facilities in the public right-of-way, public entities have some degree of flexibility in determining how they will comply with the general obligation under Title II of the ADA (to operate each service, program, or activity so that it is "readily accessible and useable by" individuals with disabilities). Public entities are not required to adopt the Final PROWAG at this time but may turn to different resources for guidance (e.g., Final PROWAG, DOJ's 2010 ADA Standards for buildings and site, and other accessibility resources). However, it is recommended that the City of Harker Heights adopt PROWAG so that it becomes an enforceable document for all City projects within the public rights-of-way, regardless of PROWAG's adoption status at the state and federal level.

### **Manual on Uniform Traffic Control Devices for Streets and Highways (MUTCD)**

The MUTCD defines the standards used by road managers nationwide to install and maintain traffic control devices on all streets, highways, pedestrian and bicycle facilities, and site roadways open to public travel. The MUTCD is published by the FHWA under 23 CFR, Part 655, Subpart F and is a compilation of national standards for all traffic control devices, including road markings, highway signs, and traffic signals. It is updated periodically to accommodate the nation's changing transportation needs and address new safety technologies, traffic control tools, and traffic management techniques. On December 19, 2023, a Final Rule adopting the 11<sup>th</sup> Edition of the MUTCD was published in the Federal Register with an effective date of January 18, 2024.

The current version of the Texas Manual on Uniform Traffic Control Devices (TMUTCD) is Revision 2 of the 2011 TMUTCD, which became effective on October 9, 2014, and remains effective until a new TMUTCD is adopted into Texas law by the Texas Transportation Commission. A new version of the TMUTCD is being revised based upon the new federal MUTCD and Texas State laws. Texas has two years from the federal MUTCD effective date to adopt the new TMUTCD.



## **1.6 EXISTING CITY PROGRAMS THAT IMPLEMENT ADA UPGRADES**

The City of Harker Heights currently implements ADA compliant designs through the following efforts:

- ▶ Ongoing sidewalk repairs, including public concerns.
- ▶ Ongoing improvements at facilities.
- ▶ Current projects incorporate accessible design.
- ▶ City staff perform preliminary inspections during project construction.
- ▶ Registered Accessibly Specialists (RAS) perform final inspections for both public and private projects in accordance with TDLR requirements.
- ▶ Upcoming Capital Improvement Plan (CIP) Projects:
  - ▶ Indian Trail Pedestrian Improvements: Approximately 1,600 feet of pedestrian improvements along Indian Trail Drive at I-14 crossing (east and west sides). Construction is anticipated to begin FY 2027-2028.
  - ▶ Warriors Path Phase 3: Upgrade to Warriors Path Road between Nolan Middle School and Old Nolanville Road by adding a left turn lane, curb and gutter, and sidewalks. A traffic signal will also be installed at the Old Nolanville Road intersection. Design is anticipated to begin FY 2026 and construction is anticipated to begin in FY 2027-2028.
  - ▶ Goode-Connell Park (FEMA #1): On-going accessibility improvements.

## 2.0 SELF-EVALUATION AND SUMMARY OF OBSERVATIONS

The City of Harker Heights' ADA Self-Evaluation reflects the results of a review of select programs, services, and activities, as well as the policies and practices the City uses to implement its various programs, services, and activities.



### 2.1 SERVICES, POLICIES, AND PRACTICES REVIEW

Under the ADA, the City of Harker Heights is required to complete a Self-Evaluation of the City's services, policies, and practices and operate each service, program, and activity so that it is readily accessible and useable by individuals with disabilities. The Self-Evaluation identifies and provides possible solutions to those services, policies, and practices that are inconsistent with Title II requirements. To be compliant, the Self-Evaluation should consider all the City's programs, services, and activities, as well as the policies and practices the City uses to implement its various programs, services, and activities.

To comply with requirements of the ADA, the City must take corrective measures to achieve program accessibility through several methods, including, but not limited to:

1. Relocation of programs to accessible facilities;
2. Modifications to existing programs so they are offered in an accessible manner;
3. Structural methods such as altering an existing facility;
4. Policy modifications to ensure nondiscrimination; and
5. Auxiliary aids provided to produce effective communication.

When choosing a method of providing program access, the City should attempt to give priority to the method that promotes inclusion among all users, including individuals with disabilities.

PSAs offered by the City to the public must be accessible. Accessibility applies to all aspects of a program, services, or activity, including advertisement, orientation, eligibility, participation, testing or evaluation, physical access, provision of auxiliary aids, transportation, policies, and communication.

However, the City does not have to take any action that will result in a fundamental alteration in the nature of a program or activity, create a hazardous condition for other people, or result in an undue financial and/or administrative burden. This determination should generally be made by the ADA/504 Coordinator and/or an authorized designee of the City, such as the City Manager or their designee, and must be accompanied by a written statement detailing the reasons for reaching the determination.

The determination of undue burden must be based on an evaluation of all resources available for use. If a barrier removal action is judged unduly burdensome, the City must consider all other options for providing access that will ensure that individuals with disabilities receive the benefits and services of the program or activity. This process must be fully documented.

### 2.1.1 ADA/504 COORDINATOR

Under the ADA Title II, when a public entity has 50 or more employees based on an entity-wide employee total count, the entity is required to designate at least one (1) qualified responsible employee to coordinate compliance with ADA requirements. The name, office address, and telephone number of this individual must be available and advertised to employees and the public. This allows for clear identification of the person at the City able to assist with questions and concerns regarding disability discrimination.

The City of Harker Heights has appointed Michael Beard as ADA/504 Coordinator for Title II. Below is the ADA/504 Coordinator's contact information.

**Michael Beard, ADA/504 Coordinator**  
**Planning and Development Director / Building Official**  
**Building Official, Permits and Inspections**  
**305 Millers Crossing**  
**Harker Heights, TX 76548**  
**Office: 254-953-5667**  
**Relay: 7-1-1**  
**[mbeard@harkerheights.gov](mailto:mbeard@harkerheights.gov)**

The ADA/504 Coordinator contact information must be provided to interested parties. The following distribution methods are recommended:

- ▶ Post on the City website;
- ▶ Prominently display in common areas that are accessible to all employees and areas open to the public;
- ▶ Provide in materials that are distributed by the City for meetings and events where requests for auxiliary aids or services for effective communication might be needed; and
- ▶ Provide in materials that are distributed by the City where ADA questions or concerns may arise.

### 2.1.2 ROLES AND RESPONSIBILITIES OF THE ADA/504 COORDINATOR

Below is a list of qualifications for ADA Coordinators that are recommended by DOJ:

- ▶ Familiarity with the entity's structures, activities, and employees;
- ▶ Knowledge of the ADA and other laws addressing the rights of people with disabilities, such as Section 504 of the Rehabilitation Act;
- ▶ Experience with people with a broad range of disabilities;
- ▶ Knowledge of various alternative formats and alternative technologies that enable individuals with disabilities to communicate, participate, and perform tasks;
- ▶ Ability to work cooperatively with local entities and people with disabilities;
- ▶ Familiarity with any local disability advocacy groups or other disability groups;
- ▶ Skills and training in negotiation and mediation; and
- ▶ Organizational and analytical skills.

The responsibilities of the ADA/504 Coordinator include coordinating the City's efforts to comply with Title II and investigating any complaints related to potential violations of Title II. The role of the ADA Coordinator typically includes being the primary contact when members of the public request an auxiliary aid or service for effective communication, such as a sign language

interpreter or documents in Braille. An effective ADA Coordinator will be able to efficiently assist people with disabilities with their questions. These roles and responsibilities are consistent with the guidance in the DOJ's Title II Toolkit. [Click here for the DOJ Title II Toolkit.](#)

### **2.1.3 ADA TITLE II GRIEVANCE POLICY, PROCEDURE, AND FORM WITH APPEALS PROCESS**

Local governments with 50 or more employees are required to adopt and publish procedures for resolving grievances in a prompt and fair manner that may arise under Title II of the ADA. The DOJ's Title II Toolkit suggests the grievance procedure include:

- ▶ A description of how and where a complaint under Title II may be filed;
- ▶ If a written complaint is required, a statement notifying potential complainants that alternative means of filing will be available to people with disabilities who require such an alternative;
- ▶ A description of the time frames and processes to be followed by the complainant and the government entity;
- ▶ Information on how to appeal an adverse decision; and
- ▶ A statement of how long complaint files will be retained.

The City's ADA Grievance Policy, Procedure, and Form with Appeal process is available on the City's website: [Click here for the City of Harker Heights ADA Grievance Policy, Procedure, and Form.](#)

### **2.1.4 PUBLIC NOTICE UNDER THE ADA**

The ADA public notice requirement applies to all state and local governments covered by Title II, including entities with fewer than 50 employees. The target audience for the public notice includes applicants, beneficiaries, and other people interested in the entity's programs, services, and activities. This notice is required to include information regarding Title II of the ADA and how it applies to the programs, services, and activities of the public entity. The DOJ Title II Toolkit suggests the ADA notice should include brief statements about:

- ▶ Employment;
- ▶ Effective communication;
- ▶ Making reasonable modifications to policies and programs;
- ▶ Not placing surcharges on modifications or auxiliary aids and services; and
- ▶ Filing complaints.

The notice should also include the name and contact information of the ADA/504 Coordinator. Publishing and publicizing the ADA notice is not a one-time requirement. State and local government entities should provide the information on an ongoing basis, whenever necessary.

The City's Public Notice Under the ADA is available on the City's website: [Click here for the City's Public Notice Under the ADA.](#)



## 2.2 PROGRAMS, SERVICES, AND ACTIVITIES (PSA) REVIEW

Sample agendas, agenda packets, minutes, and website information for City Council Workshops, City Council Meetings, and Planning and Zoning Commission Meetings were reviewed for ADA compliance. Below is a list of the documents reviewed.

### City Council Workshops

- ▶ 2/4/25 Workshop Agenda
- ▶ 2/4/25 Workshop Packet
- ▶ 2/4/25 Workshop Minutes
- ▶ 2/4/25 Workshop Information. [Click here for the Council Workshop webpage.](#)

### City Council Meetings

- ▶ 2/11/25 Meeting Agenda
- ▶ 2/11/25 Meeting Packet
- ▶ 2/11/25 Meeting Minutes
- ▶ 2/11/25 Meeting Information. [Click here for the Council Meeting webpage.](#)

### Planning and Zoning Commission Meetings

- ▶ 2/26/25 Meeting Agenda
- ▶ 2/26/25 Meeting Packet
- ▶ 2/26/25 Meeting Information. [Click here for the Planning and Zoning Commission Meeting webpage.](#)

Guidance for City staff was also compiled related to service animals and reasonable modifications to Library programs.



## 2.3 CITY-OWNED FACILITIES REVIEW

A Self-Evaluation was conducted on the following facilities:

- ▶ 4 buildings.
- ▶ 4 parks.
- ▶ 7 miles of sidewalk corridors and all unsignalized intersections and driveways along the sidewalk corridors.

The following sections summarize the observations. The remaining facility evaluations will be completed in future phases as specified in **Section 5.0 Conclusion and Next Steps**.

### 2.3.1 BUILDINGS

Four (4) buildings within the City of Harker Heights were evaluated for compliance with the ADA Standards that were in place at the time of construction. All buildings included in the evaluation are listed in **Table 2** and shown on the map in **Appendix A**.

**TABLE 2. SUMMARY OF BUILDINGS REVIEWED**

Location Name	Property Address
1. City Hall	305 Millers Crossing
2. Pet Adoption Center	403 Indian Trail
3. Public Library and Activities Center	400 Indian Trail
4. Recreation Center	307 Millers Crossing

Buildings: Self-Evaluation Observations

Areas that were evaluated for each building included parking lots, path of travel from the parking lot to the building, access into the building, signage, drinking fountains, telephones, bathrooms, and counter heights. Common observations included:

- ▶ Accessible parking contains excessive slopes, non-compliant dimensions, and non-compliant signage
- ▶ Non-compliant restrooms and restroom accessories
- ▶ Signage is missing, non-compliant, or incorrectly located

Buildings: Possible Solutions

For locations where barriers to access were identified, possible solutions and associated conceptual budget estimates to remediate the barriers were developed. Barrier priorities were also assigned. A summary of building conceptual budget estimates and barrier priorities is provided in **Appendix B**. See sections **3.0 Facility Conceptual Budget Estimates** and **4.0 Transition Plan** for additional information.

**2.3.2 PARKS**

Four (4) parks within the City of Harker Heights were evaluated for compliance with the ADA Standards that were in place at the time of construction. All parks included in the evaluation are listed in **Table 3** and shown on the map in **Appendix A**.

**TABLE 3. SUMMARY OF PARKS REVIEWED**

Location Name	Property Address
1. Carl Levin Park	400 Millers Crossing
2. Harker Heights Community Park	1605 Knight's Way
3. Purser Family Park	100 Mountain Lion Road
4. Summit Soccer Complex	401 North Amy Lane

### Parks: Self-Evaluation Observations

Areas that were evaluated for each park included parking lots, path of travel from the parking lot to the park amenities, access into facilities, signage, drinking fountains, and restrooms.

Common observations included:

- ▶ Accessible routes contain excessive cross slopes
- ▶ Restrooms missing compliant accessible toilet compartments and accessories
- ▶ Missing route of travel to amenity areas

### Parks: Possible Solutions

For locations where barriers to access were identified, possible solutions and associated conceptual budget estimates to remediate the barriers were developed. Barrier priorities were also assigned. A summary of park conceptual budget estimates and barrier priorities is provided in **Appendix B**. See sections **3.0 Facility Conceptual Budget Estimates** and **4.0 Transition Plan** for additional information.

## **2.3.3 SIDEWALK CORRIDORS**

The sidewalk corridor evaluations documented conditions and measurements along the pedestrian path of travel with the City right-of-way, which includes the sidewalk, pedestrian street and driveway crossings, and curb ramps. Approximately seven (7) miles of sidewalk corridors were evaluated for compliance with PROWAG. The included sidewalk corridors were selected due to their high level of pedestrian activity as well as their proximity to pedestrian traffic generators. A map of the evaluated sidewalk corridors is provided in **Appendix A**.

### Sidewalk Corridors: Self-Evaluation Observations

Common observations along the sidewalk corridors were excessive pedestrian access route cross slopes, vertical surface discontinuities that caused excessive level changes, excessive driveway and crosswalk slopes, permanent obstructions in the sidewalk such as power poles or utilities, and temporary obstructions in the pedestrian circulation path such as weeds and low hanging branches. Where excessive vegetation was present, field crews attempted to assess the condition of the underlying sidewalk. Where possible, the condition of the underlying sidewalk was recorded; however, the City of Harker Heights may find additional compliance concerns with the sidewalk once the temporary obstruction is removed.

Common curb ramp observations at unsignalized intersections and driveways along the sidewalk corridors included curb ramps having excessive landing running slopes and cross slopes, excessive flare slopes, no presence of color contrast or texture contrast (detectable warning surfaces), excessive running slopes and cross slopes. A summary of the unsignalized intersection and driveway curb ramp observations is provided in **Table 4**.

ADA Title II Regulations (28 CFR Part 35), Section 35.150, Existing Facilities, requires that the Transition Plan 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.

### Sidewalk Corridors: Possible Solutions

A crosswalk is defined by PROWAG as “that part of a roadway that is located at an intersection included within the connections of the lateral lines of the pedestrian circulation paths on opposite sides of the highway measured from the curbs, or in the absence of curbs, from the edges of the traversable roadway, and in the absence of a pedestrian circulation path on one side of the roadway, the part of a roadway included within the extension of the lateral lines of the pedestrian circulation path at right angles to the center line; or at any portion of a roadway at an intersection or elsewhere distinctly indicated as a pedestrian crossing by pavement marking lines on the surface. Crosswalks at intersections may be marked or unmarked.”

Curb ramps, blended transitions, or a combination of curb ramps and blended transitions should be provided in accordance with PROWAG. If a pedestrian crossing is prohibited or not intended, the crosswalk should be closed in accordance with PROWAG. The requirements are summarized in the sections below.

#### ***Crosswalks at Intersections***

At an intersection corner, one curb ramp or blended transition shall be provided for each crosswalk, or a single blended transition that spans all crosswalks at the intersection corner may be provided. In alterations, where existing physical constraints make compliance with PROWAG technically infeasible, a single curb ramp shall be permitted at the apex of the intersection corner. When alterations are made to crosswalks, curb ramps or blended transitions shall be provided on both ends of the crosswalk where the pedestrian access route crosses a curb.

At an intersection corner where pedestrian crossing is prohibited, curb ramps or blended transitions shall not be provided, and the pedestrian circulation path shall be either (a) separated from the roadway with landscaping or other non-prepared surface or (b) separated from the roadway by a detectable vertical edge treatment with a bottom edge 15 inches maximum above the pedestrian circulation path (PROWAG Section R203.6.1.1).

#### ***Mid-block and Roundabout Crosswalks***

At a mid-block or roundabout crosswalk, curb ramps or blended transitions shall be provided on both ends of the crosswalk. When alterations are made to crosswalks, curb ramps or blended transitions shall be provided on both ends of the crosswalk where the pedestrian access route crosses a curb.

At a mid-block or roundabout crosswalk where pedestrian crossing is not intended, curb ramps or blended transitions shall not be provided, and the pedestrian circulation path shall be either (a) separated from the roadway with landscaping or other non-prepared surface or (b) separated from the roadway by a detectable vertical edge treatment with a bottom edge 15 inches maximum above the pedestrian circulation path (PROWAG Section R203.6.1.2).

#### ***Crosswalk Markings***

For all existing, unmarked crosswalks at unsignalized intersections, the installation of crosswalk markings has been included in the unsignalized intersection reports for budgeting purposes. However, the 11<sup>th</sup> Edition of the MUTCD guidance states that on approaches controlled by STOP or YIELD signs, crosswalk markings should be installed where engineering judgement indicates they are needed to direct pedestrians to the proper crossing path(s). At uncontrolled approaches, an engineering study should be performed before a marked crosswalk is installed.

For locations where barriers to access were identified, possible solutions and associated conceptual budget estimates to remediate the barriers were developed. Barrier priorities were also assigned. A summary of sidewalk and unsignalized intersection/driveway conceptual budget estimates and barrier priorities is provided in **Appendix B**. See sections **3.0 Facility Conceptual Budget Estimates** and **4.0 Transition Plan** for additional information.

**TABLE 4. SUMMARY OF CURB RAMP OBSERVATIONS AT UNSIGNALIZED INTERSECTIONS**

Curb Ramp Element	Number Evaluated	Number Compliant	Percent Compliant
Curb ramp sides are flared or non-traversable where pedestrian circulation path crosses side of curb ramp	86	86	100%
Curb ramp contained wholly within the width of crosswalk served	151	150	99.3%
Curb ramp sides with returned curbs are constructed at 90°	86	85	98.8%
Curb ramp width ≥ 48"	149	142	95.3%
Curb ramp present where curb ramp is required	160	151	94.4%
Curb ramp landing exists	27	25	92.6%
Change of grade between curb ramp and gutter/street ≤ 13.3%	149	130	87.2%
No obstruction in curb ramp, landing, or flares	149	127	85.2%
Curb ramp running slope ≤ 8.3%	149	120	80.5%
Detectable warning surface is compliant	104	79	76.0%
Surfaces: No ponding in curb ramp, landing, or flares	149	112	75.2%
Perpendicular curb ramp 48" x 48" clear area exists	8	6	75.0%
Flush transition to roadway exists	151	111	73.5%
Curb ramp cross slope ≤ 2.1%	149	109	73.2%
Curb ramp landing cross slope ≤ 2.1%	25	18	72.0%
Detectable warning surface exists	151	104	68.9%
Flare slope parallel to curb line ≤ 10.0%	63	43	68.3%
Curb ramp landing running slope ≤ 2.1%	25	10	40.0%



## 2.4 MAINTENANCE VERSUS ALTERATIONS

The DOJ has issued a briefing memorandum on clarification of maintenance versus alteration projects. Information contained in the briefing memorandum is below. It is recommended that this clarification with regard to when curb ramp installation is required as part of a project be distributed to the appropriate City of Harker Heights staff.



*The Americans with Disabilities Act of 1990 (ADA) is a civil rights statute prohibiting discrimination against persons with disabilities in all aspects of life, including transportation, based on regulations promulgated by the United States Department of Justice (DOJ). DOJ's regulations require accessible planning, design, and construction to integrate people with disabilities into mainstream society. Further, these laws require that public entities responsible for operating and maintaining the public rights-of-way do not discriminate in their programs and activities against persons with disabilities. FHWA's ADA program implements the DOJ regulations through delegated authority to ensure that pedestrians with disabilities have the opportunity to use the transportation system's pedestrian facilities in an accessible and safe manner.*

*FHWA and DOJ met in March 2012 and March 2013 to clarify guidance on the ADA's requirements for constructing curb ramps on resurfacing projects. Projects deemed to be alterations must include curb ramps within the scope of the project.*

*This clarification provides a single Federal policy that identifies specific asphalt and concrete-pavement repair treatments that are considered to be alterations – requiring installation of curb ramps within the scope of the project – and those that are considered to be maintenance, which do not require curb ramps at the time of the improvement. **Figure 1** provides a summary of the types of projects that fall within maintenance versus alterations.*

*This approach clearly identifies the types of structural treatments that both DOJ and FHWA agree require curb ramps (when there is a pedestrian walkway with a prepared surface for pedestrian use and a curb, elevation, or other barrier between the street and the walkway) and furthers the goal of the ADA to provide increased accessibility to the public right-of-way for persons with disabilities. This single Federal policy will provide for increased consistency and improved enforcement.*

**FIGURE 1. MAINTENANCE VERSUS ALTERATION PROJECTS**

 <b>ADA Maintenance</b>	 <b>ADA Alterations</b>
Crack Filling and Sealing	Open-graded Surface Course
Surface Sealing	Cape Seals
Chip Seals	Mill & Fill/Mill & Overlay
Slurry Seals	Hot In-Place Recycling
Fog Seals	Microsurfacing/Thin Lift Overlay
Scrub Sealing	Addition of New Layer of Asphalt
Joint Crack Seals	Asphalt and Concrete
Joint Repairs	Rehabilitation and Reconstruction
Dowel Bar Retrofit	New Construction
Spot High-Friction Treatments	
Diamond Grinding	
Pavement Patching	

Source: DOJ Briefing Memorandum on Maintenance versus Alteration Projects

### 3.0 FACILITY CONCEPTUAL BUDGET ESTIMATES



#### 3.1 FACILITY CONCEPTUAL BUDGET ESTIMATE OVERVIEW

To identify funding sources and develop a reasonable implementation schedule, conceptual budget estimates for only the facilities evaluated were developed for each facility type. Conceptual budget estimates for buildings and parks were based on construction resources such as Marshall & Swift, RS Means, Consultant’s experience with past costs for similar projects, City cost indexes, consulting with local specialty contractors, City-provided information, and assumptions regarding future economic conditions. Conceptual budget estimates for public rights-of-way facilities were based on recent bid tabulations from the Texas Department of Transportation (TxDOT) construction projects.

“Conceptual Budget Estimates” are inclusive of individual accessibility improvements only and refers to the estimated cost of labor and materials for a specific ADA compliance modification, excluding any additional costs for overhead, profit, or project contingencies. It represents the direct expenses associated with performing the modification itself. Cost of other components to be determined by project manager or project architect. Items include but are not limited to project administration, construction mobilization, material testing, design analysis, design, plan review, or contractor costs for the overall project.

A contingency percentage (20%) was added to the subtotal to account for increases in unit prices in the future in addition to an engineering design percentage (15%). All costs are in 2025 dollars. **Table 5** provides a summary of the conceptual budget estimates to bring each facility into compliance.

**TABLE 5. SUMMARY OF CONCEPTUAL BUDGET ESTIMATES**

Facility Type	Total*
Buildings	\$ 345,000
Parks	\$ 1,523,000
Public Rights-of-Way Sidewalk	\$ 1,487,000
Public Rights-of-Way Unsignalized Intersections and Driveways	\$ 929,000
<b>City Totals</b>	<b>\$ 4,284,000</b>

*\*Table values are rounded for simplification*

It is important to note that the facility conceptual budget estimates in **Table 5** only include the budget to remediate accessibility non-compliance as determined by a visual inspection of the facilities. Additional budget considerations should be given to the following:

- ▶ Aesthetic upgrades, such as remodeling/upgrading of outdated facilities;
- ▶ Current market conditions that may affect pricing of construction materials and labor, such as COVID-19;
- ▶ Construction challenges not visible during inspection, such as underground or in-wall utilities; and
- ▶ Other factors that may affect costs.

It is recommended that a design professional assist the City in determining the best overall design solutions with respect to various factors, including but not limited to existing conditions, available construction budget, and consideration for all elements that are out of compliance in a particular area of a facility.



### 3.2 IMPLEMENTATION SCHEDULE

This 20-year plan will serve as the implementation schedule for the Transition Plan. The City of Harker Heights reserves the right to change the barrier removal priorities on an ongoing basis to allow flexibility in accommodating community requests, petitions for reasonable modifications from persons with disabilities, and changes in City programs.

It is the intent of the City to have its ADA/504 Coordinator work together with department heads and budget staff to determine the funding sources for barrier removal projects. Once funding is identified, the ADA/504 Coordinator will coordinate the placement of the projects in the Capital Improvement Program (CIP) to be addressed on a fiscal year basis.



### 3.3 FUNDING OPPORTUNITIES

Several alternative funding sources are available to the City to complete the improvements in this Transition Plan. The funding opportunities include applying for resources at the federal, state level, and local levels. The following sections detail some different funding source options.

#### 3.3.1 FEDERAL AND STATE FUNDING

There is federal and state funding available for the City to apply for through numerous agencies for various improvements. A summary of the available funding opportunities is available on the FHWA website. [Click here for the FHWA Pedestrian Funding webpage.](#)

Most of these programs are competitive type grants; therefore, the City of Harker Heights is not guaranteed to receive these funds. It will be important for the City to track these programs to apply for the funds. Federal-aid funding programs have specific requirements that projects must meet, and eligibility must be determined on a case-by-case basis.

### 3.3.2 LOCAL FUNDING

There are several local funding options that can be considered for use in the implementation of the ADA Transition Plan. The following funding options are already being used or considered by the City for other project types:

- ▶ Community Development Block Grants (CDBG)
- ▶ General fund
- ▶ Scheduled/funded CIP projects
- ▶ Developer Agreements (380 Agreement)
- ▶ Transportation Grants (TxDOT, MPO)
- ▶ Public Utility Districts (PUD)
- ▶ Transportation User Fee / Street Maintenance Fee

Other funding options not currently being used by the City, but are available include:

- ▶ Community Improvement District (CID)
- ▶ Sidewalk or Access Improvement Fee
- ▶ Street Impact Fee
- ▶ Special tax districts
- ▶ Tax Allocation District (TAD)
- ▶ Tax Increment Reinvestment Zone (TIRZ)
- ▶ Transportation Reinvestment Zone (TRZ)

## 4.0 TRANSITION PLAN

Per the ADA Regulations §35.150 Existing Facilities, the City is not required to make structural changes in existing facilities where other methods are effective in achieving compliance. In the event that structural changes to facilities will be undertaken to achieve program accessibility, the City is required to develop a transition plan setting forth the steps necessary to complete such changes. The transition plan shall, at a minimum:

- ▶ Identify physical obstacles in the City's facilities that limit the accessibility of its programs or activities to individuals with disabilities.
- ▶ Describe in detail the methods that will be used to make the facilities accessible.
- ▶ Specify the schedule for taking the steps necessary to achieve compliance with this section and, if the time period of the transition plan is longer than one year, identify steps that will be taken during each year of the transition period. Since the City has responsibility and/or authority over streets, roads, or walkways, a schedule for providing curb ramps or other sloped areas where pedestrian walks cross curbs.
- ▶ Indicate the official responsible for implementation of the plan.



### 4.1 TRANSITION PLAN REQUIREMENTS

The City has identified the physical obstacles that limit the accessibility of City programs and/or activities to individuals with disabilities (see **Section 2.3 City-Owned Facilities Review**). Buildings, recreational facilities, and park remediations will be completed in accordance with the latest version of the ADA Standards. Public rights-of-way facility remediations will be completed in accordance with the latest version of PROWAG. Based on the conceptual budget estimates, the transition period will take longer than one year (see **Section 3.0 Facility Conceptual Budget Estimates**). Accordingly, the following steps to achieve compliance will be taken by the City on an annual basis:

1. Verify that all new projects are consistent with the ADA Standards and PROWAG. The City intends to review the existing City design standards for consistency with ADA Standards and PROWAG to facilitate future projects being designed and constructed in compliance for this and future phases of the ADA Transition Plan and
2. Determine if barrier removal will be achieved by scheduled improvement projects. Implementation of the City's ADA Transition Plan will correlate closely with the City's existing 5-year CIP. Typically, \$50,000 is also allocated in the CIP for maintenance that is completed on a repair-basis, including curb ramp repair.
3. For improvements that are not scheduled, develop an implementation strategy.

The official responsible for the implementation of the Harker Heights ADA Transition Plan will be:

**Kristina Ramirez, PE, CMP, CFM**  
**City Engineer**  
**305 Millers Crossing**  
**Harker Heights, TX 76548**



## 4.2 IMPLEMENTATION STRATEGY

To implement improvements that are not included in the City's current CIP, the City has developed an annual implementation strategy. Minimizing risk for pedestrians is the City's goal when determining the order in which to implement facility improvements. There are several factors that can increase risk at a particular location, including:

- ▶ **Number of existing complaints** – Locations with complaints have already been identified by the public as problem areas and should be evaluated as soon as possible to determine if the area(s) of concern are in compliance.
- ▶ **Barrier Priority** – A barrier priority has been assigned to all identified physical barriers. See **Appendix B** for additional details and barrier priority assignments.
  - ▶ **Buildings, Recreational Facilities, and Parks:** Barrier priorities are based on severity of non-compliance and DOJ priorities (accessible approach and entrance; access to goods and services; access to public toilet rooms; and access to other items such as water fountains and public telephones).
  - ▶ **Public Rights-of-Way Facilities:** Barrier priorities are based on severity of non-compliance and proximity to pedestrian attractors (locations near pedestrian attractors such as hospitals, retirement facilities, medical offices, parking garages, major employers, disability service providers, event facilities, bus or transit stop/routes, schools, government and public facilities, parks, libraries, churches) are more likely to have a higher risk compared to those locations without pedestrian attractors. The ADA does not require sidewalks to be installed, but existing sidewalks must be compliant, and the accessible route maintained in an accessible condition. Locations with existing sidewalks are at higher risk than locations without existing sidewalks.
- ▶ **Proximity to residential areas** – Locations near residential areas are more likely to have a higher risk than those locations adjacent to industrial areas where pedestrians are less likely to travel.
- ▶ **Safety Considerations** – Locations with pedestrian-related crashes, near-misses, or other pedestrian related safety concerns should be evaluated to determine if there is a design issue that may be contributing to the safety concerns (e.g., a push button is not within the required reach range, so pedestrians are not activating the button and crossing the street without a protected phase).

- ▶ **Age of facility** – Facilities constructed after July 26, 1991, are a higher risk than those constructed before the 1991 Standards for Accessible Design were published since they were constructed out of compliance.
- ▶ **Street classification** – Arterials typically have higher pedestrian activity than local roadways and may be a higher risk.
- ▶ **Pedestrian/vehicle volumes** – Higher pedestrian/vehicle volume roadways are more likely to have higher risk than lower volume pedestrian/vehicle roadways. Pedestrian volumes may be quantified using indicators such as number of pedestrian activations as a signalized intersection.
- ▶ **Public input** – Receiving and taking into consideration feedback from the public to better understand their concerns is recommended. While formal complaints may not have been filed, areas of concern to the public are more likely to have a higher risk if no improvements are made where an issue exists.
- ▶ **Spatial distribution of facilities** – Selecting facilities to be evaluated evenly across different areas of the City might be more well-received by the public, assuming all the risk factors above are equal.
- ▶ **Facility type** – Selecting a variety of different facilities (e.g., public rights-of-way, buildings, parks, transit stops) to be evaluated during each phase, instead of all of the same facility type, may provide a better understanding of different types of issues that may exist.

The City intends to review the ADA Transition Plan on an annual basis, particularly during the development of the annual budget. The factors above will be considered by the City in the selection of projects with accessibility improvements for implementation.

### ***Technical Infeasibility***

With respect to an alteration of a building or a facility, technical feasibility is something that has little likelihood of being accomplished because existing structural conditions would require removing or altering a load-bearing member that is an essential part of the structural frame; or because other existing physical or site constraints prohibit modification or addition of elements, spaces, or features that are in full and strict compliance with the minimum requirements. In alterations, where compliance with applicable requirements is technically infeasible, the alteration shall comply with the requirements to the maximum extent feasible.

With respect to an alteration of a pedestrian facility in the public rights-of-way, where existing physical constraints make compliance with applicable requirements technically infeasible, compliance with these requirements is required to the maximum extent feasible. Existing physical constraints include, but are not limited to, underlying terrain, underground structures, adjacent developed facilities, drainage, or the presence of a significant natural or historic feature.



### 4.3 REMEDIATION TRACKING AND MONITORING

To confirm follow-up on corrective actions required under the Transition Plan, the City will institute an ADA Action Log, documenting its efforts at compliance with the ADA. At a minimum, the Action Log will identify items that are not ADA compliant and will include anticipated completion dates. The ADA Action Log will be updated on an annual basis. The ADA Action Log should be available upon request.

## 5.0 CONCLUSION AND NEXT STEPS

This document serves as the Americans with Disabilities Act (ADA) Self-Evaluation and Transition Plan for the City of Harker Heights.

The next steps for the City of Harker Heights are:

1. Complete evaluation of all remaining City facilities. Facility evaluations should include the following:
  - A. Facility reports with the compliance status of each element evaluated based on the applicable ADA Standards that were applicable at the time of construction for buildings and parks and PROWAG for pedestrian facilities in the public rights-of-way.
  - B. Possible solutions to remove any barriers and bring the element into compliance.
  - C. Conceptual budget estimates of possible solutions.
  - D. Field work data in shapefile and geodatabase format.
2. Develop an Implementation Strategy, including schedule for completing the recommended facility improvements and funding sources to be used.
3. Update the City's ADA Transition Plan after each evaluation phase.
4. Continue to update the City's ADA Transition Plan as projects are implemented and requests/grievances are received.
5. Determine the best approach for receiving public input on the ADA Self-Evaluation and Transition Plan.
6. Document the Self-Evaluation observations from the City's review of current services, policies, practices, programs, and activities, including modifications that have been made or will be made to achieve compliance, as needed.

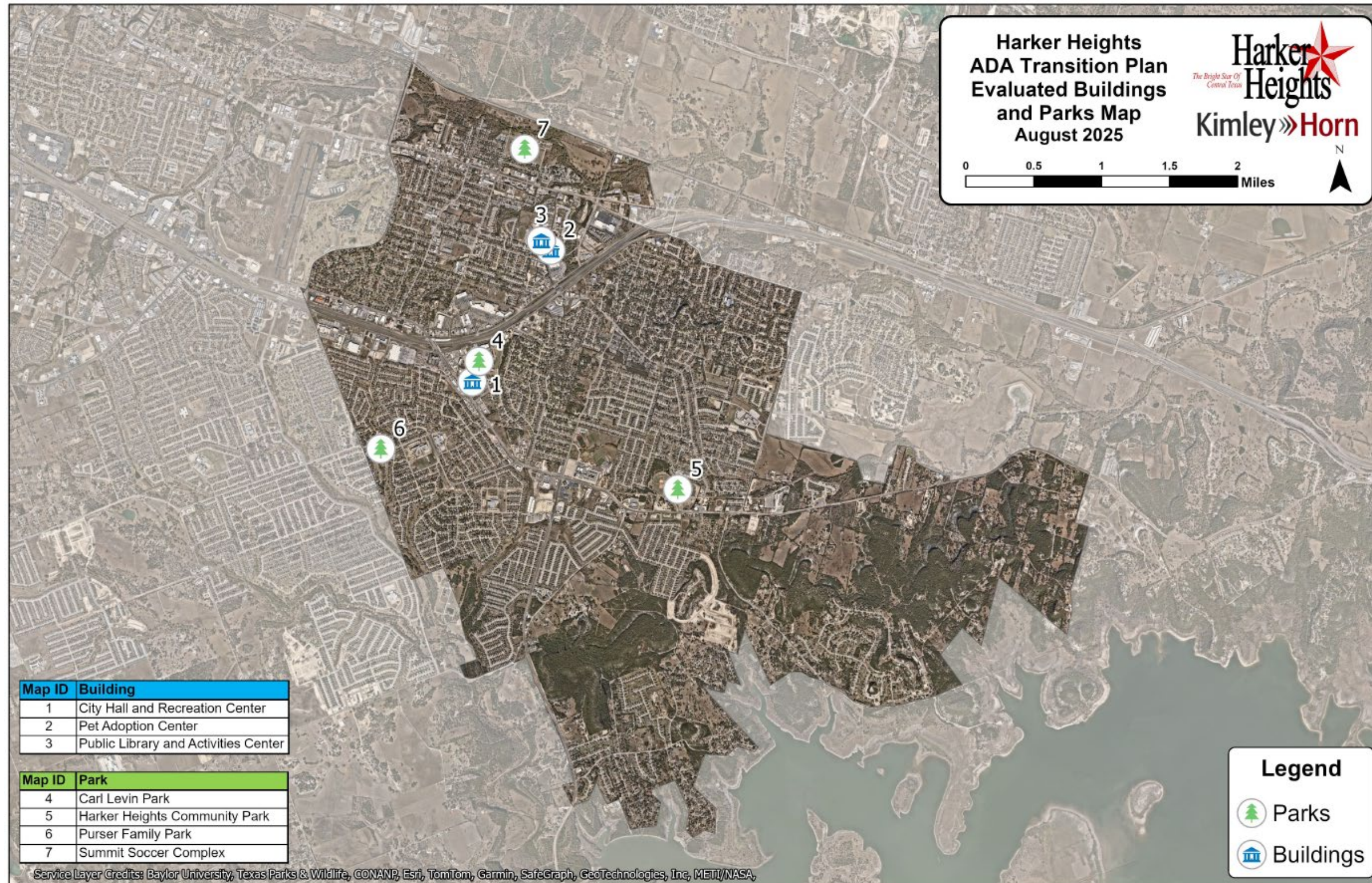
## APPENDIX

### APPENDIX A: FACILITY MAPS

Buildings and Parks  
Public Rights-of-Way Sidewalk Corridors and Railroad Crossings

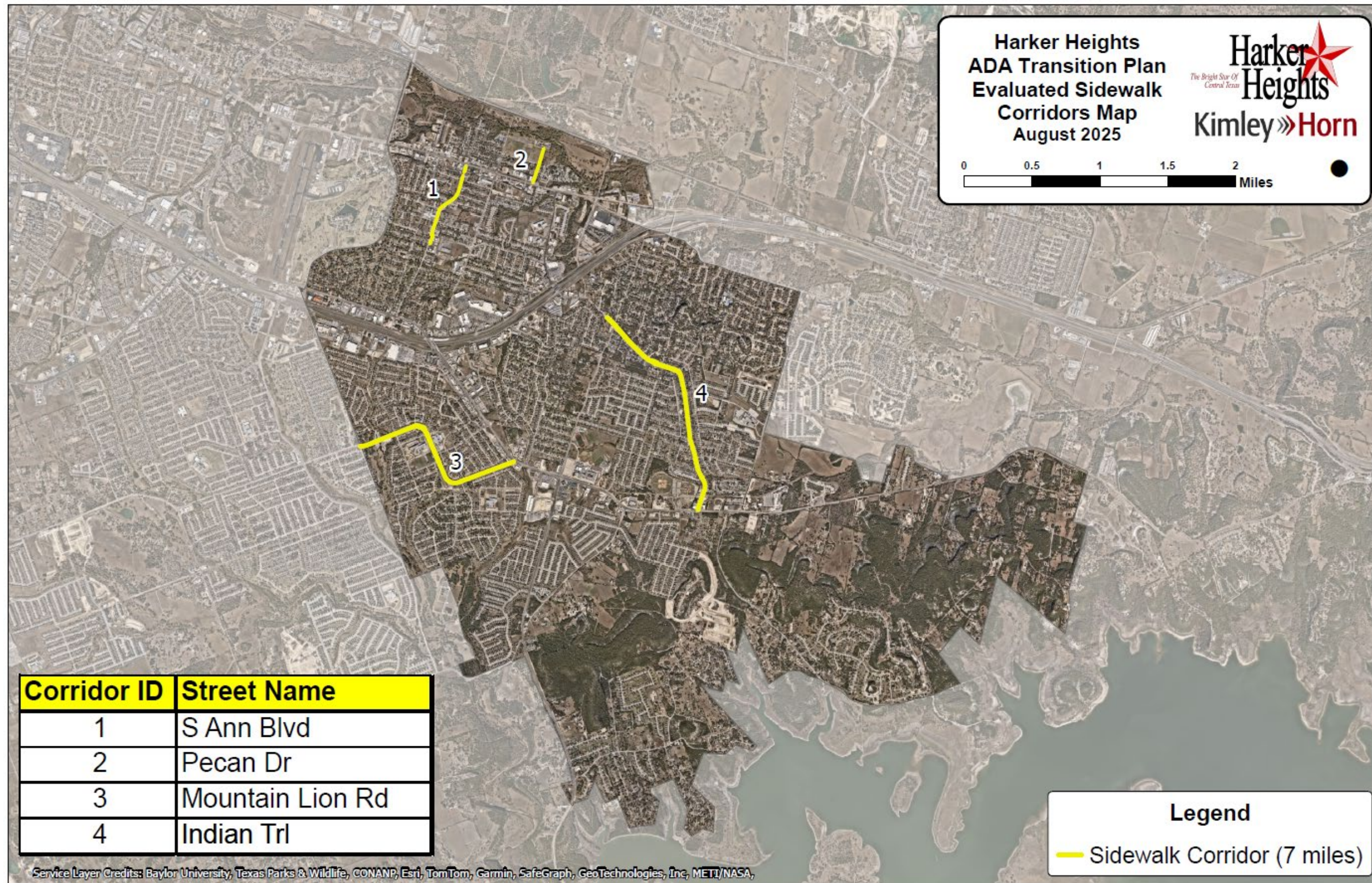
**BUILDINGS AND PARKS**

**FIGURE 2. EVALUATED BUILDINGS AND PARKS MAP**



**PUBLIC RIGHTS-OF-WAY SIDEWALK CORRIDORS AND RAILROAD CROSSINGS**

**FIGURE 3. EVALUATED SIDEWALK CORRIDORS AND RAILROAD CROSSINGS MAP**



## APPENDIX B: FACILITY SUMMARIES

Buildings  
Parks  
Public Rights-of-Way Sidewalk Corridors and Railroad Crossings  
Unsignalized Intersections

**BUILDINGS**

**TABLE 6. BUILDINGS CONCEPTUAL BUDGET ESTIMATES**

Facility ID	Project Name	Conceptual Budget Estimate
1	City Hall	\$ 105,250
2	Pet Adoption Center	\$ 10,100
3	Public Library and Activities Center	\$ 126,250
4	Recreation Center	\$ 103,250
<b>TOTAL</b>		<b>\$ 344,850</b>

**PARKS**

**TABLE 7. PARKS CONCEPTUAL BUDGET ESTIMATES**

Facility ID	Project Name	Conceptual Budget Estimate
1	Carl Levin Park	\$ 376,285
2	Harker Heights Community Park	\$ 711,425
3	Purser Family Park	\$ 240,650
4	Summit Soccer Complex	\$ 194,150
<b>TOTAL</b>		<b>\$ 1,522,510</b>

**PUBLIC RIGHTS-OF-WAY SIDEWALK CORRIDORS**

**TABLE 8. SIDEWALK CONCEPTUAL BUDGET ESTIMATES**

Corridor ID	Project Name	Limit 1	Limit 2	Conceptual Budget Estimate
1	S Ann Blvd	W Veterans Memorial Blvd	W Robin Ln	\$ 190,000
2	Pecan Dr	E Veterans Memorial Blvd	Summit Soccer Complex	\$ 7,200
3	Mountain Lion Rd	Nickelback Dr	Iowa Dr	\$ 169,200
4	Mountain Lion Rd	Iowa Dr	Crowfoot Dr	\$ 119,400
5	Mountain Lion Rd	Crowfoot Dr	E FM 2410 Rd	\$ 147,100
6	Indian Trl	Rattlesnake Rd	Osage Trce	\$ 269,500
7	Indian Trl	Osage Trce	E FM 2410 Rd	\$ 584,400
			<b>TOTAL</b>	<b>\$ 1,486,800</b>

**UNSIGNALIZED INTERSECTIONS****TABLE 9. UNSIGNALIZED INTERSECTIONS CONCEPTUAL BUDGET ESTIMATES**

<b>GPS ID</b>	<b>Project Name</b>	<b>Conceptual Budget Estimate</b>	<b>Barrier Priority</b>
1002	Intersection of S Ann Blvd and W Kathey Rd	\$ 34,700	4
1003	Intersection of S Ann Blvd and W Arlo Rd	\$ 14,900	2
1004	Intersection of S Ann Blvd and W Stacie Rd	\$ 19,100	2
1006	Intersection of S Ann Blvd and W Ruby Rd	\$ 18,800	2
1007	Intersection of S Ann Blvd and W Dove Ln	\$ 22,300	2
1008	Intersection of S Ann Blvd and driveway (Lat. 31.0841; Long. -97.6686)	\$ 20,900	2
1010	Intersection of S Ann Blvd and W Bobwhite Ln	\$ 29,500	2
1015	Intersection of S Ann Blvd and W Beeline Ln	\$ 34,000	5
1016	Intersection of S Ann Blvd and E Robin Ln	\$ 14,700	2
1017	Intersection of Pecan Dr and Summit Soccer Complex	\$ 12,200	2
1018	Intersection of Pecan Dr and E Turnbo Rd	\$ 14,800	2
1019	Intersection of Pecan Dr and E Valley Rd	\$ 9,100	5
1020	Intersection of Pecan Dr and driveway (Lat. 31.0882; Long. -97.6563)	\$ 2,700	13
1021	Intersection of Mountain Lion Rd and Sun Dance Dr	\$ 26,400	13
1022	Intersection of Mountain Lion Rd and driveway (Lat. 31.0605; Long. -97.6767)	\$ 10,300	2
1023	Intersection of Mountain Lion Rd and driveway (Lat. 31.0606; Long. -97.6763)	\$ 17,400	8
1024	Intersection of Mountain Lion Rd and driveway (Lat. 31.061; Long. -97.675)	\$ 10,300	2
1025	Intersection of Mountain Lion Rd and Modoc Dr	\$ 38,100	5
1026	Intersection of Mountain Lion Rd and Wilderness Dr	\$ 12,200	9
1027	Intersection of Mountain Lion Rd and Iowa Dr	\$ 34,100	2
1028	Intersection of Mountain Lion Rd and Wampum Dr	\$ 30,300	9
1029	Intersection of Mountain Lion Rd and E Great Plains Trl	\$ 5,200	2
1030	Intersection of Mountain Lion Rd and Crowfoot Dr	\$ 17,300	13
1031	Intersection of Mountain Lion Rd and Reservation Dr	\$ 10,000	9
1032	Intersection of Mountain Lion Rd and Ottawa Dr	\$ 10,600	5
1033	Intersection of Mountain Lion Rd and Wagon Wheel	\$ 14,100	5
1034	Intersection of Mountain Lion Rd and driveway (Lat. 31.0578; Long. -97.6604)	\$ 5,200	5
1035	Intersection of Mountain Lion Rd and driveway (Lat. 31.0578; Long. -97.6603)	\$ 3,000	5
1036	Intersection of Indian Trl and Rattlesnake Rd	\$ 20,400	5
1038	Intersection of Indian Trl and Verna Lee Blvd	\$ 68,100	5

GPS ID	Project Name	Conceptual Budget Estimate	Barrier Priority
1039	Intersection of Indian Trl and driveway (Lat. 31.072; Long. -97.6466)	\$ -	Compliant
1040	Intersection of Indian Trl and Suzanne Ln	\$ 23,800	5
1041	Intersection of Indian Trl and Indian Trl (Lat. 31.07; Long. -97.6446)	\$ 13,600	5
1042	Intersection of Indian Trl and Nola Ruth Blvd	\$ 18,400	5
1043	Intersection of Indian Trl and Wind Ridge Dr	\$ 11,300	5
1044	Intersection of Indian Trl and Indian Trl (Lat. 31.069; Long. -97.6434)	\$ 27,000	5
1045	Intersection of Indian Trl and Oak Trl Dr	\$ 12,300	5
1046	Intersection of Indian Trl and Country Squire	\$ 16,900	5
1047	Intersection of Indian Trl and Boulder Run	\$ 14,700	13
1048	Intersection of Indian Trl and Osage Trce	\$ 13,100	5
1049	Intersection of Indian Trl and Pima Trl	\$ 17,900	9
1050	Intersection of Indian Trl and Hopi Trl	\$ 14,400	5
1051	Intersection of Indian Trl and Mohican Trl	\$ 11,700	13
1052	Intersection of Indian Trl and Maya Trl	\$ 11,700	13
1053	Intersection of Indian Trl and Ute Trl	\$ 36,900	5
1054	Intersection of Indian Trl and Shasta Trl	\$ 7,400	13
1056	Intersection of Indian Trl and Shoshoni Trl	\$ 29,700	5
1057	Intersection of Indian Trl and Caddo Trl	\$ 14,300	5
1058	Intersection of Indian Trl and transit stop (Lat. 31.0574; Long. -97.6371)	\$ 1,700	2
1059	Intersection of Indian Trl and driveway (Lat. 31.0714; Long. -97.6460)	\$ -	Compliant
1060	Intersection of Indian Trl and driveway (Lat. 31.0717; Long. -97.6463)	\$ 2,300	5
1061	Intersection of Indian Trl and driveway (Lat. 31.0721; Long. -97.6466)	\$ 10,400	5
1062	Intersection of Pecan Dr and driveway (Lat. 31.0893; Long. -97.6558)	\$ 5,400	13
1063	Intersection of Pecan Dr and driveway (Lat. 31.0878; Long. -97.6565)	\$ 11,400	9
1064	Intersection of Mountain Lion Rd and driveway (Lat. 31.0607; Long. -97.6759)	\$ 4,400	2
1065	Intersection of Mountain Lion Rd and driveway (Lat. 31.0608; Long. -97.6758)	\$ 8,700	2
1066	Intersection of Mountain Lion Rd and driveway (Lat. 31.0609; Long. -97.6754)	\$ 8,700	8
<b>TOTAL</b>		<b>\$ 928,800</b>	