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Executive Summary

Introduction

The Americans with Disabilities Act (ADA) provides civil rights protections for individuals with disabilities. The ADA prohibits discrimination in employment, public accommodations, government services, public transportation, and telecommunications. This updated Transition Plan represents the most recent accessibility assessment of Contra Costa County facilities. It includes schedules for accessibility improvements to selected facilities and future accessibility surveys of additional facilities. The Transition Plan also describes the process used to complete this assessment.

This document will guide the planning and implementation of necessary facility modifications over the next ten years. With this updated ADA Transition Plan, the County reaffirms its commitment to the development and maintenance of policies, programs, and facilities to include all of its residents.

Federal and State Accessibility Requirements

Title II of the ADA provides that “no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of the services, programs, or activities of a public entity, or be subjected to discrimination by any such entity.” 42 U.S.C.A. § 12132. As a public entity, Contra Costa County must ensure that persons with disabilities have equal access to all of its programs. When a public entity determines that structural changes are necessary to provide program access, it is required to prepare a transition plan detailing the physical steps that it will take. 28 C.F.R. § 35.150(d).

In providing access to individuals with disabilities, the County does not have to take any action that it can demonstrate would result in a fundamental alteration in the nature of a program or activity, would create a hazardous condition for other people, or would represent an undue financial and administrative burden. 28 C.F.R. § 35.164.

The determination that an undue financial burden would result must be based on an evaluation of all resources available for use in a program. For example, if a barrier removal action is judged unduly burdensome, the County must consider other options for providing access that would ensure that individuals with disabilities receive the benefits and services of the program or activity.

In addition to the requirements of the ADA, California law requires that all publicly funded buildings, structures, sidewalks, curbs, and related facilities built after 1968 or renovated be accessible to and usable by persons with disabilities. Gov. Code, § 4450 et seq.

Contra Costa County’s Approach

This update to Contra Costa County’s Transition Plan is consistent with the County’s longstanding commitment to provide access to its programs and services for individuals with disabilities. The County began preparing its initial Transition Plan in 1992 and since that time has been removing the barriers to access identified in the initial plan. In the time since it adopted its Transition Plan, the County has completed numerous construction projects that have improved the accessibility of County facilities, either through construction of new facilities or renovation of existing ones. The County has periodically updated its Transition Plan to reflect these improvements and other changes to the

County's facilities inventory.

In 2001, the County contracted with the consulting firm of Sally Swanson and Associates to reassess selected County facilities. From 2001 to 2003, thirty-six county facilities were surveyed for accessibility.

In 2003, the County contracted with the firm of Moore Iacofano and Goltsman (MIG) to assist in updating the County's Transition Plan based on the survey results. County staff, with the assistance of MIG, prioritized the survey findings through a series of workshops. This updated Transition Plan is the product of the prioritization process.

1.0 ADA Transition Plan for Selected Facilities

1.1 Introduction

The Americans with Disabilities Act (ADA) is a comprehensive civil rights act for persons with disabilities. The purpose of the ADA is to provide a “clear and comprehensive national mandate for the elimination of discrimination against individuals with disabilities.” 42 U.S.C.A. § 12101(b)(1). In enacting the ADA, Congress sought to address the stereotypes about disabilities that prevent individuals with disabilities from achieving economic self-sufficiency, living independently, and participating fully in their communities.

This updated ADA Transition Plan is prepared according to the requirements set forth in Title II of the ADA and the accompanying federal regulations. The ADA requires public entities to ensure that all of their programs¹, services, and activities are accessible to persons with disabilities. Where physical alterations are necessary to achieve program access, the public entity is required to prepare a Transition Plan.

This updated Transition Plan describes the process by which facilities were evaluated and prioritized for accessibility improvements, including by reference the facility surveys detailing physical barriers, and establishes a schedule for the removal of those barriers. This Plan further describes the process by which the County will continue to evaluate its physical facilities.

In addition to this updated Transition Plan, the County is currently reassessing its programs, services, and activities with a second County-wide self-evaluation. It is anticipated that the self-evaluations will be completed by December 2004. These activities demonstrate Contra Costa County’s ongoing commitment to providing disabled members of the community full access to County programs and services.

1.2 Legislative Mandate

Congress enacted the Americans with Disabilities Act (ADA) on July 26, 1990. Contra Costa County must comply with all requirements of Title I of the ADA in its employment practices; Title II in its policies and programs and any parts of Titles IV and V that apply to the County, its programs or facilities.

This legislative mandate requires the County to allow persons with disabilities the opportunity to participate in the same programs offered others, even if the County offers permissibly separate or different programs specifically for persons with disabilities. It also prohibits the County from selecting locations of facilities that have the effect of excluding or discriminating against persons with disabilities.

Title II of the ADA requires all public entities to review all policies, practices, and procedures governing the administration of their programs, activities, and services. In addition to the self-evaluation, public entities are required to develop an ADA grievance procedure, and designate a

¹ The term “program”, when used in this document, refers to programs, activities and services, unless otherwise specified.

person who is responsible for overseeing Title II compliance. If the self-evaluation for programs reveals the need for structural modifications to achieve program accessibility, the public entity must either provide the program in another location or make the existing facility accessible.

When a public entity determines that structural changes are necessary to provide program access, it is required to prepare a Transition plan detailing the physical steps it will take. This updated Transition Plan, and those documents incorporated by reference, establish the ADA Transition Plan for selected Contra Costa County facilities.

The ADA does not require a public entity to take any action that it can demonstrate would result in a fundamental alteration in the nature of a program or activity, would create a hazardous condition for other people, or would represent an undue financial and administrative burden.

In addition to the requirements of the ADA, California law requires that all publicly funded buildings, structures, sidewalks, curbs, and related facilities built after 1968 or substantially remodeled be accessible to and usable by persons with disabilities. Gov. Code, §§ 4450, 4451, 4456, 24 Cal. Code Regs., § 1101A et seq. These regulations, commonly referred to as Title 24, were also incorporated in the evaluation of architectural barriers in Contra Costa County.

2.0 ADA Transition Plan Development Requirements

The ADA sets forth four specific elements required for preparation of a Transition Plan. These elements are:

- *Identification of the architectural barriers to program access.*
- *Identification of the specific barrier removal actions and architectural modifications.*
- *Identification of a schedule for barrier removal.*
- *Identification of responsibility for ensuring barrier removal.*

3.0 Contra Costa County's Response to Transition Plan Requirements

Contra Costa County has a long history of efforts to improve the accessibility of its facilities to individuals with disabilities. Well before the enactment of the ADA, Contra Costa County established a committee of representatives from County agencies and the local disabled community to implement the requirements of Section 504 of the Rehabilitation Act of 1973.

In 1992, to comply with the requirements of the newly enacted ADA, the County completed a self-evaluation, identifying programs offered to the public. The County then surveyed all of the buildings it leased and owned to identify barriers to program access for individuals with physical disabilities. Based on the information in the self-evaluation the County prioritized its buildings based on their use by the public. The County has been systematically implementing the improvements identified in the first transition plan. Since its inception in 1992, the transition plan has been periodically reviewed and updated by the County.

In 2001, the County contracted with the architectural firm of Sally Swanson and Associates to

conduct accessibility assessments of high priority County facilities. Between 2001 and 2003, the consultant produced detailed accessibility surveys of thirty-six County buildings (“County Access Survey Reports”). These detailed architectural surveys identified proposed barrier removal solutions. County staff have also conducted an accessibility review of County parks.

Following this assessment, the County began to review and update its Transition Plan. The County also began conducting another second self-evaluation of its programs. The self-evaluation will assist the Affirmative Action Officer (who serves as the County’s ADA Coordinator for programs and facilities) in assessing staff training and program modifications.

In 2003, the County contracted with Moore Iacofano Goltsman, Inc. to assist the County in prioritizing the removal of barriers to accessibility identified in the County Access Survey Reports. The County established a committee comprised of staff knowledge of the County’s facilities and accessibility issues to work with MIG on this prioritization process. MIG also interviewed additional County staff familiar with the specific facilities selected for County Access Survey Reports. The prioritization process conducted by the County with the assistance of MIG resulted in the schedule for barrier removal listed in Section 4.6 of this document.

As part of this Transition Plan update, the County has also identified additional buildings to be surveyed. In addition to resurveying buildings assessed in 1992, the County intends to survey buildings that have been renovated or acquired since 1992. The criteria the County used for selecting facilities for additional surveys is described in Section 4.6 of this document.

It is the County’s ongoing commitment to review each request for program accessibility and make every effort to provide equal access to all programs and services for individuals with disabilities.

4.0 Updated ADA Transition Plan Development

Methodology

The process developed and implemented to complete Contra Costa County’s updated ADA Transition Plan includes conducting architectural surveys; meeting with department representatives; reviewing the County’s design standards; and conducting a public workshop to obtain input from the public prior to finalizing the Transition Plan recommendations.

Prioritization workshops were held with County staff in 2003 and 2004 to establish a basis for scheduling access improvements at county facilities. During these workshops staff familiar with the programs in each facility assessed which facilities have the highest priority for accessibility improvements according to the criteria established in Section 4.3. County staff also established priorities for removal of specific barriers in these facilities according to the criteria listed in Section 4.4. The County Building Design and Construction Guidelines, a publication provided to designers involved in county projects, was also reviewed during the workshops.

This updated Transition Plan also includes a schedule of future accessibility surveys of additional facilities. These surveys will identify barriers to accessibility and barrier removal solutions. Facilities designated for future accessibility surveys were prioritized according to the criteria described in section 4.6.

The County anticipates completing the physical building improvements and future accessibility

surveys in two separate phases. Building improvements will be completed in Phase I, which is scheduled to begin in FY 04-05 continue until FY 13-14 (ten years). Future accessibility surveys will be conducted in Phase II, which will begin in FY 07-08 and will also continue until FY 13-14.

4.1 Evaluation/Survey Process

From late 2001 to early 2003, the County surveyed buildings that had previously been identified as high priority. In 2004, the County surveyed its parks and began the process of surveying public rights of way where public services are provided. These surveys identify physical barriers in County buildings and facilities based on ADAAG and Title 24 standards. Diagrammatic plans of each site and building or floor plan were annotated and are included in the facility reports. The diagrams indicate the location of architectural barriers and are numbered to correspond to the facility report. The diagrams provide a visual reference for evaluating the physical and programmatic barriers posed by each architectural barrier.

4.2 Updated Surveys

A survey report has been produced for each site and building surveyed, detailing each item found to be in noncompliance with ADAAG and Title 24 standards. The facility survey for each site includes:

- *Barrier Identification:* Each specific barrier encountered during the survey process is listed and described. Barriers are organized by architectural element and located by reference number on the facility diagram.
- *Conceptual Solution:* A feasible conceptual solution to resolving the barrier is provided in text format.
- *Cost Estimate:* A cost estimate is provided for the removal of each barrier.
- *Reference Diagram:* A reference diagram locates the barriers at each facility.

4.3 Barrier Removal Priorities—Countywide

Recognizing that the County has limited funds and cannot immediately make all buildings, facilities, and parks fully accessible, County staff used the following criteria as the basis for prioritizing facilities for removal of architectural barriers:

- *Level of use by the public:* Facilities that receive a high level of public use receive a high priority;
- *Program uniqueness:* Some programs are unique to a building, facility, or park and cannot occur at another location;
- *Geographic distribution:* By selecting a range of facilities that are distributed throughout the County, the County can ensure maximum access for all residents;
- *Critical Nature of the Service Provided:* Facilities providing essential services related to health, safety and administration of justice receive a high priority.

4.4 Barrier Removal Priorities—Within a Facility

The criteria listed below were used to assist in the determination of specific program-based barrier removal actions within a building or facility for this Transition Plan.

- *Priority One:* The highest priority is placed on those barrier removal items that provide accessibility at the main entrance of a facility or improve a path of travel to the portion of the facility where program activities take place (e.g., parking, walks, ramps, stairs, doors, corridors, etc.).
- *Priority Two:* A second level priority is placed on those barrier removal items that improve or enhance access to program use areas (e.g., transaction counters, conference rooms, public offices, restrooms, etc.).
- *Priority Three:* A third level priority is placed on those barrier removal items that improve access to amenities serving program areas (e.g., drinking fountains, telephones, site furnishings, vending machines)
- *Priority Four:* A fourth level of priority identifies areas or features not required to be modified for accessibility (no public programs located in this area, or duplicate features).

4.5 New Construction and Renovations

Prior to the passage of the ADA, California law required all County buildings constructed or renovated after November 13, 1968 to comply with the State’s building code for access for persons with disabilities Gov. Code, . After the passage of the ADA, the County has ensured that new construction and renovations meet both the California and Federal standards for disability access.

4.6 Time Frames for Completion

Below is a schedule of accessibility improvements to be made by the County over the next ten years. The list includes buildings, facilities, and parks that receive a high level of use by the public, provide programs and/or services that cannot be provided at another County facility within the same geographic region and are distributed throughout the County thereby providing maximum access for all residents. The County considers these buildings, facilities, and parks to be the highest priorities for removal of architectural barriers.

Among the selected buildings to be completed in the first two years are the County Administration building, home to the Clerk of the Board of Supervisors, the County Building Inspection Department, Human Resources, and the County Administrator. Also during the first two years, the County will make accessibility improvements to the Employment and Human Services building, at 4545 Delta Fair Blvd., Antioch, a major center for provision of social services in East County, and the Richmond Health Center, which is the County’s largest healthcare facility in its western region.

Phase I: Schedule of Improvements to be Completed

FY 04-05 and FY 05-06		Total: \$786,289
Administration Building – North Wing	651 Pine St North Wing	Martinez
Administration Building	651 Pine Street	Martinez
Employment & Human Services	4545 Delta Fair Blvd	Antioch

Richmond Health Center	100 38th St	Richmond
Antioch Library	501 West 18th St	Antioch
Alternate Defender	610 Court St	Martinez
Public Defender	800 Ferry St	Martinez
Crockett Community Center	850 Pomona St	Crockett
Multiple County Programs	2425 Bisso Lane	Concord
Lynbrook Park		Bay Point
Livorna Park		Alamo
Hap Magee Park		Alamo/Danville

FY 06-07 and FY 07-08

Total: **\$918,732**

Finance Building	625 Court St.	Martinez
Employment & Human Services	40 Muir Rd.	Martinez
EHSD – Families First Program	2025 Sherman Dr.	Pleasant Hill
Health Services - Mental Health	256 24th St	Richmond
Health Services - Mental Health	303 41st St	Richmond
George Miller Jr Center	3020 Grant St	Concord
George Miller Jr Center	2801 Robert H Miller Dr	Richmond
Ygnacio Valley Library	2661 Oak Grove Rd	Walnut Creek
Orin Allen Rehabilitation Facility	4491 Bixler Rd	Byron
Probation, Dept. of Child Support Services	50 Douglas Dr	Martinez
Rodeo Senior Citizen's Club	189 & 199 Parker Ave	Rodeo
Marsh Creek Detention Facility	12000 Marsh Creek Rd	Clayton
Health Services, CCTV, Sheriff, Veterans Services, DA	10 Douglas Dr	Martinez
Andrew H. Young Park		Alamo
Clyde Park		Clyde
Marie Porter Park		Clyde
Boeger Park		Bay Point
Slifer Park		Discovery Bay
Tyler Memorial Park		Byron

FY 08-09

Total: **\$338,538**

Employment & Human Services	30 Muir Rd	Martinez
Health Services - Administration	595 Center Ave	Martinez
Health Services - Administration	597 Center Ave	Martinez
Health Services - Homeless Service Center	1515 Market Ave	San Pablo
Health Services - Mental Health	1034 Oak Grove Rd	Concord
Health Services - Ujima Family Recovery Svcs	3939 Bissell Ave	Richmond
Kensington Library	61 Arlington Ave	Kensington
Alamo School Park		Alamo
Rancho Romero School Park		Alamo

FY 09-10 and FY 10-11

Total: **\$884,336**

Danville Memorial Hall	400 Hartz Ave	Danville
El Cerrito Memorial Hall	6401 Stockton Ave	El Cerrito

Martinez Memorial Hall	930 Ward St	Martinez
Brentwood Veterans Premises	775-A 1st St	Brentwood
Pittsburg Memorial Hall	186 East Leland	Pittsburg
Sheriff – Office of Emergency Services	50 Glacier Dr	Martinez
Employment & Human Services	40 Douglas Dr	Martinez
MonTara Bay Community Center		San Pablo

FY 11-12 and FY 12-13

Total: **\$468,785**

Antioch Memorial Hall	406 6th St	Antioch
Richmond Memorial Hall	968 23rd St	Richmond
Concord Memorial Hall	2290 Willow Pass Rd	Concord
Rodeo Memorial Hall	343 Rodeo Ave	Rodeo
Health Services Med Staff Admin & Conf Center	331 C St	Martinez
Health Services Hospital & Nursing Admin	333 C St	Martinez
Montalvin Manor Park		San Pablo

FY 13-14

Total: **\$58,437**

District Attorney	1111 Ward St	Martinez
Data Processing	30 Douglas Dr	Martinez
Sheriff – Crime Lab	1122 Escobar St	Martinez

Contra Costa County reserves the right to change the barrier removal priorities in order to allow flexibility in accommodating community requests, petitions for reasonable modifications from persons with disabilities, and changes in County programs.

Additional Surveys

During Phase II, the County will update surveys of facilities that were not included in the survey updates conducted from 2001-2003. By scheduling the surveys in this manner, the County will ensure that the surveys accurately reflect the current state of the County’s changing facilities inventory at the time they are completed. If the County discovers additional physical improvements necessary to ensure program accessibility, those improvements will be incorporated into Phase I of the Transition Plan.

In prioritizing facilities to survey in the future, the County considered the following criteria:

- *Public Use of the Facility:* Facilities used most frequently by the public receive higher priority.
- *The County’s Future Facilities Plans:* Priority is given to facilities that the County owns and intends to occupy for at least five years.
- *The Age of the Facility:* Buildings over three years old receive higher priority, as they are more likely to contain barriers to accessibility

Additional surveys will be completed as indicated in the schedule below:

Schedule of Additional Surveys

Phase II A

Department	Building Name	Address	City
Community Services-Head Start	Community Services Dept- Head Start Program	225 Pacifica	Bay Point
Community Services-Head Start	Community Services Head Start	55 Castlewood Dr	Pittsburg
Health Services	Health Services-CCRMC	2500 Alhambra Ave	Martinez
Health Services	North Richmond Center for Health	1501 Third St	Richmond
Health Services	Homeless Center/General Services	2047 Arnold Ind Wy Ste A B C & D	Concord
Health Services	Homeless Shelter	1391 Shell Ave	Martinez
Health Services	Health Services - Methadone	1301-1313 Cutting Blvd	Richmond
Health Services	Health Services - Substance Abuse	4645 Pacheco Blvd	Pacheco
Library	Central (Pleasant Hill Library, Coop Extension)	1750 Oak Park Blvd/75 Santa Barbara Rd	Pleasant Hill
Sheriff- Detention Facility	Main Detention Facility	1000 Ward St	Martinez
Sheriff- Detention Facility	West County Detention Facility	5555 Giant Hwy	Richmond

Phase II B

Department	Building Name	Address	City
Library	Pinole Library	2935 Pinole Valley Rd	Pinole
Employment & Human Services	West County Office	151 Linus Pauling Dr	Hercules
Library	Bay Point Library	205 Pacifica Ave	Bay Point
Library	Brentwood Library	751 3rd St	Brentwood
Library	Concord Library	2900 Salvio St	Concord
Library	Crockett Library	991 Loring Ave	Crockett
Library	Danville Library	400 Front St	Danville
Library	El Cerrito Library	6510 Stockton Ave	El Cerrito
Library	El Sobrante Library	4191 Appian Way	El Sobrante
Library	Lafayette Library	952 Moraga Rd	Lafayette
Library	Martinez Library	740 Court St	Martinez
Library	Moraga Library	1500 St Mary's Rd	Moraga
Library	Pittsburg Library	80 Power Ave	Pittsburg
Library	Rodeo Library	220 Pacific Ave	Rodeo
Library	San Pablo Library	2300 El Portal Dr, Suite D	San Pablo
Library	San Ramon Library	100 Montgomery St	San Ramon
Library	Walnut Creek Library	1644 North Brdwy	Walnut Creek
Library	Clayton Library	6125 Clayton Road	Clayton
Sheriff- Detention Facility	Marsh Creek Detention Facility	12000 Marsh Creek Rd	Clayton
Sheriff	Sheriff Patrol & Investigation	1980 Muir Rd	Martinez
Multiple County Departments	Summit Center	2530 Arnold Dr	Martinez
Public Works	Buchanan Field – Airport Administration	550 Sally Ride Dr	Concord
General Services	General Services Svc Center	2467 Waterbird Way	Martinez
Multiple County Departments	YMCA Modular	470 Parker Ave	Rodeo

Public Works	Buchanan Field – Executive Hangar	180 Buchanan Field Rd	Concord
Public Works	Buchanan Field Airport East Ramp Hangars	John Glenn Dr	Concord
Health Services	Born Free	425 C St	Martinez
Multiple County Departments	Central Services & Agriculture	2366 Stanwell Circle	Concord
Memorial Hall	Crockett Memorial Hall	Alexander & Pomona	Crockett
Probation	Boys' Center	204 Glacier Dr	Martinez
Administration	General Services	1220 Morello Ave	Martinez
Health Services	Families First, Inc.	2450 Grant St	Concord
Sheriff	Sheriff Coroner – Civic Unit	920 Mellus St	Martinez

Phase II C

Department	Building Name	Address	City
CCC Fire Protection District	Administration Building	2010 Geary Rd	Pleasant Hill
Fire – Crockett-Carquinez	Station 78	746 Loring Ave	Crockett
Fire – Crockett-Carquinez	Station 79	1427 Lillian St	Crockett
East CC Fire Protection Dist	Station 50	134 Oak St	Brentwood
East CC Fire Protection Dist	Station 54	739 First St.	Brentwood
East CC Fire Protection Dist	Station 95	3045 Ranch Ln	Bethel Islands
Public Works	Mount Diablo Pilots Assoc	260 Sally Ride Dr	Concord
Public Works	Buchanan Field – Owner/Mtc Hangar	110 John Glenn Dr	Concord
Public Works	Buchanan Field – Terminal Modular	181 John Glenn Dr	Concord
Public Works	Buchanan Field – West Ramp Mtc Hangar	502 Sally Ride Dr	Concord
Public Works	Byron Airport – Admin Modular	500 Eagle Court	Byron
Public Works	Byron Airport – Hangar One	505 Eagle Court	Byron
Public Works	Byron Airport – T-Hangars/Phone One	7800 Falcon Way, Bldg C	Byron
CCC Fire Protection Dist	Training Campus Building	2945 Tread Blvd	Concord
East CC Fire Protection Dist	Station 58	1535 Discovery Bay Blvd	Discovery Bay
East CC Fire Protection Dist	Station 59	1801 Bixler Rd	Discovery Bay
Public Works	Public Works Administration	2475 Waterbird Way Bldg A	Martinez
Public Works	MonTaraBay Recreation Center	2250 Tara Hills Dr	Pinole
CCC Fire Protection Dist	Station 1	1330 Civic Dr	Walnut Creek
CCC Fire Protection Dist	Station 2	2012 Geary Rd	Pleasant Hill
CCC Fire Protection Dist	Station 3	1520 Rossmoor Pkwy	Walnut Creek
CCC Fire Protection Dist	Station 4	700 Hawthorne Dr	Walnut Creek
CCC Fire Protection Dist	Station 5	205 Boyd Rd	Pleasant Hill
CCC Fire Protection Dist	Station 6	2210 Willow Pass Rd	Concord
CCC Fire Protection Dist	Station 7	1050 Walnut Ave	Walnut Creek
CCC Fire Protection Dist	Station 8	4647 Clayton Rd	Concord
CCC Fire Protection Dist	Station 9	209 Center St	Pacheco
CCC Fire Protection Dist	Station 10	2955 Treat Blvd	Concord
CCC Fire Protection Dist	Station 11	6500 Center Ave	Clayton
CCC Fire Protection Dist	Station 12	1240 Shell Ave	Martinez
CCC Fire Protection Dist	Station 13	251 Church St	Martinez
CCC Fire Protection Dist	Station 14	521 Jones St	Martinez

CCC Fire Protection Dist	Station 15	3338 Mt Diablo Blvd	Lafayette
CCC Fire Protection Dist	Station 16	4007 Los Arabis Dr	Lafayette
CCC Fire Protection Dist	Station 17	620 St Mary's Rd	Lafayette
CCC Fire Protection Dist	Station 18	145 Sussex St	Clyde
CCC Fire Protection Dist	Station 19	1019 Garcia Ranch Rd	Briones
CCC Fire Protection Dist	Station 22	5050 Crystal Ranch Pkwy	Concord
CCC Fire Protection Dist	Station 69	4640 Appian Way	El Sobrante
CCC Fire Protection Dist	Station 70	13928 San Pablo Ave	San Pablo
CCC Fire Protection Dist	Station 81	315 W 10th St	Antioch
CCC Fire Protection Dist	Station 82	196 Bluerock Dr	Antioch
CCC Fire Protection Dist	Station 83	2717 Gentrytown Dr	Anitoch
CCC Fire Protection Dist	Station 84	200 E 6th St	Pittsburg
CCC Fire Protection Dist	Station 85	2555 Harbor St	Pittsburg
CCC Fire Protection Dist	Station 86	3000 Willow Pass Rd	Pittsburg
CCC Fire Protection Dist	Station 87	800 W Leland Dr	Pittsburg
CCC Fire Protection Dist	Station 88	4288 Folsom Dr	Antioch
East CC Fire Protection Dist	Station 77	Canyon Lake Dr	Port Costa
East CC Fire Protection Dist	Station 51	12040 Marsh Creek Rd	Clayton
East CC Fire Protection Dist	Station 52	201 John Muir Pkwy	Brentwood
East CC Fire Protection Dist	Station 53	16711 Marsh Creek Rd	Brentwood
East CC Fire Protection Dist	Station 57	3024 First St	Byron
East CC Fire Protection Dist	Station 93	212 2nd St	Oakley
East CC Fire Protection Dist	Station 94	15 A St	Knightsen
Public Works	Public Works Road Maintenance	2479 Waterbird Way Bldg B	Martinez

Contra Costa County reserves the right to change future survey priorities in order to allow flexibility in accommodating community requests, petitions for reasonable modifications from persons with disabilities, and changes in County programs.

4.7 Public Participation Process

A public meeting will be held to assist in the update of this Transition Plan. Recommendations from participants at the public meetings will be considered in the final version of this document. Comments from the public workshop are included in Appendix .

5.0 Transition Plan for Accessibility within Public Road Rights-of-Way

The objective of County road right of way programs is to install, repair, or retrofit curb ramps, sidewalks and traffic signals within the unincorporated public road rights-of-way to provide improved access for individuals with mobility impairments.

5.1 Introduction

Contra Costa County has a number of programs dedicated to improving access to public road rights-of-way. The programs developed to address public road right-of-way accessibility issues are listed below:

- *New Development and Infill Program:* New development projects and those projects occurring as infill or redevelopment are required to install sidewalks and curb ramps meeting current ADA standards.
- *Citizen Request Program:* Citizens are able to submit a request to have a new curb ramp installed or an existing curb ramp repaired or traffic signal modified to meet current ADA standards at any location within the unincorporated County road network.
- *Annual Installation Program:* The County installs curb ramps in unincorporated areas of the County consistent with current ADA standards as a part of its annual Curb Ramp Program.
- *Maintenance Program:* Sidewalks and curb and gutter are inspected at least every three years for damage that constitutes hazards to the public. California Streets and Highways Code, Sections 5611 through 5630 is used to affect the needed repairs.
- *Road-Related Capital Improvement Projects:* Curb ramps are installed according to current standards in all road related capital improvement projects considered above and beyond routine maintenance according to current ADA standards.

5.2 Background

A public entity with responsibility for sidewalks must include a schedule for installing curb ramps in pre-existing construction in its transition plan. 28 C.F.R. § 35.150(d)(2). In creating the schedule for installation of curb ramps, the public entity must give priority to “walkways serving entities covered by the Act.” 28 C.F.R. § 35.150(d)(2).

Public entities are also required to install curb ramps on newly constructed or altered streets, roads, and highways. The Department of Justice has determined that resurfacing a road “beyond normal maintenance” is an alteration and requires the installation of curb ramps. Americans with Disabilities Act, Title II Technical Assistance Manual, Section II-6.6000, supp. 1994.

All County streets and sidewalks complied, at the time they were built, with then existing state and Federal standards. As the standards have evolved, and are continuing to evolve, the Department of Public Works has worked to ensure that its sidewalks meet the new standards.

The County is committed to ensuring the safety and accessibility of all of its sidewalks. The County’s Sidewalk Abatement Program systemically surveys one third of the sidewalks in the County every year in order to ensure the sidewalks stay safe and accessible to the public. In addition, the Department of Public Work’s maintenance and construction staff notify property owners of illegal encroachments into County sidewalks. In both programs, the Department works with individual property owners to ensure that the County sidewalks are safe and accessible to persons with disabilities.

5.3 Facility Inventory

In order to assess the necessary improvements to remove any barriers for individuals with physical disabilities according to current ADA standards, the County is currently conducting an inventory assessment of the following:

- Locations of existing curb ramps that do not meet current ADA standards
- Locations without curb ramps where curb ramps are required
- Locations of existing curb ramps that meet current ADA standards
- Locations with sidewalks

- Locations of obstructions within sidewalks that do not meet current ADA standards
- Locations of traffic signals

Government Facilities

As the initial step toward generating an inventory of pedestrian facilities, the County has generated a list of Government facilities located within unincorporated Contra Costa County to assess the need for sidewalk upgrades or repairs, curb ramps, and signal upgrades to meet current ADA standards. The list of Government facilities is included in Appendix 1.

Sidewalks and Curb Ramps

A Countywide effort is underway to inventory all sidewalks and curb ramps to assess necessary improvements to meet ADA standards. Several methods for data collection are being used. During collection of traffic data, staff is also collecting data regarding the location of existing sidewalk. Also, during pavement condition assessment, staff is collecting data on sidewalk locations. Where possible, aerial maps and subdivision maps are being used to collect sidewalk and curb ramp information. Curb ramps will be installed in the order as described under Section 6.4 of this report.

Traffic Signals

Traffic signals also contain pedestrian features that must meet current ADA standards. An inventory of all traffic signals the County owns and operates is included as Appendix 2. The list contains over 100 traffic signals. Several years ago, the County upgraded all of its pedestrian pushbuttons to meet current ADA standards for pushbuttons. The County is the only jurisdiction in all of Contra Costa County to have achieved 100% conversion of their pushbuttons to ADA compliant devices.

5.4 Prioritization

To ensure that the most needed curb ramps will be installed first the County will prioritize the curb ramps based on the following factors:

1. Install curb ramps at the intersections around the block containing the following facilities (listed in priority order):
 - A. Government Service Buildings
 - B. Schools
 - C. Hospitals
 - D. Mass Transit Access points
2. Install curb ramps in the following areas (listed in priority order):
 - A. Commercial Areas
 - B. Recreational Areas
 - C. Residential Areas
 - D. Industrial Areas

In addition, the Department will install curb ramps at locations where members of the community have requested them. The Department will also coordinate its efforts with other government agencies and private entities to achieve ADA accessibility.

5.5 Financing

The County has several funding sources for road related projects. Some of the funds are discretionary and some are for designated for specific projects. The main source of discretionary

funding is the State Gas Tax. Both the County Curb Ramp Program and the Signal Modification Program are funded with State Gas Tax funds. The Curb Ramp Program funds the installation or modification of curb ramps at locations not associated with county construction projects.

Upgrades to existing traffic signals, including audible pedestrian indicators, are completed through the County's Signal Modification Program.

The County is also very aggressive in applying for and successful in receiving grant funds. In the past, the County has secured Community Development Grant funds and Transportation Development Act funds to specifically address the upgrade of pedestrian facilities to meet current ADA standards. Most recently, the County received a \$158,000 Transportation Development Act grant to install sidewalk, curb ramps and relocate a sidewalk to eliminate a PG&E pole that currently presents a barrier to persons in wheel chairs. The County has also recently been awarded a Community Development Block grant to install curb ramps in North Richmond. The County also works with the Redevelopment Agency to upgrade pedestrian facilities in Redevelopment Areas to meet current ADA standards. The most recent joint project involved the installation or upgrade of curb ramps in the North Richmond area and the installation of sidewalk and curb ramps in the North Broadway area of Bay Point.

State Gas Tax, Sales Tax, and State and Federal Grant funds used for road capital improvements considered above and beyond normal road maintenance also include the installation of curb ramps with the projects. Approximately \$1.5 million to \$2 million dollars of State Gas Tax and Sales Tax funds are dedicated to capital improvement projects. A portion of these funds is used to install curb ramps.

Appendices

Appendix 1

Inventory of Government Facilities in Unincorporated Areas

Priority	#	Street	Suffix	City	Use
1	535	APPIAN	WY	EL SOBRANTE	Post Office
2	4300	GARDEN	RD	EL SOBRANTE	Library
3		PACIFIC	AVE	RODEO	Library
4	61	ARLINGTON	AVE	KENSINGTON	Library
5		ARLINGTON	AVE	KENSINGTON	Police Station
6	2047	ARNOLD INDUSTRIAL	WY	CONCORD	Homeless Shelter
7	5780	PACHECO BLVD		PACHECO	Pacheco Center
8		ROLLINGWOOD	DR	SAN PABLO	Recreation Center
9		BROADWAY	AVE	BAY POINT	Park / Recreation Center
10	3105	WILLOW PASS	RD	BAY POINT	Recreation Center
11	2300	DOLAN	WY	EL SOBRANTE	Tarra Hills Elementary School
12		WILLOW LAKE	RD	DISCOVERY BAY	Elementary School
13	1099	POMONA	ST	CROCKETT	Elementary School
14	2000	GIARAMITA	AT	N. RICHMOND	Verde Elementary School
15		PINEHURST	RS	CANYON	Elementary School
16	1924	MAGNOLIA	WY	WALNUT CREEK	Elementary School
17	2050	VANDERSLICE	AVE	WALNUT CREEK	Elementary School
18	184	HEMME	AVE	WALNUT CREEK	Elementary School
19	663	CANAL	RD	BAY POINT	Elementary School
20	610	CALIFORNIA	ST	RODEO	Elementary School
21		CHRISTINE	DR	EL SOBRANTE	Elementary School
22	1060	MANOR	DR	EL SOBRANTE	El Sobrante School - Elementary School
23	351	MARINA	RD	BAY POINT	Elementary School
24	611	PACIFICA	AVE	BAY POINT	Elementary School
25	815	7TH	ST	RODEO	Catholic School
26	1121	ALLVUEW	AVE	EL SOBRANTE	Crespi Jr. High School
27		SALIDA	WY	EL SOBRANTE	Middle School
28		PATTERSON	CR	KENSINGTON	Middle School

29	205	PACIFICA	AVE	BAY POINT	Riverview Middle School and Library
30	3001	MIRANDA	AVE	ALAMO	Middle School
31	1098	POMONA	ST	CROCKETT	High School
32	2100	MT. DIABLO SCENIC	BLVD	ALAMO	Private School
33	2465	DOLAN	WY	EL SOBRANTE	Kerri Hills Continuation High School
34	4640	APPIAN	WY	EL SOBRANTE	Fire Station
35	259	GARRETSON	AVE	RODEO	Fire Station
36	215	ARLINGTON	AVE	KENSINGTON	Fire Station
37		LORING	AVE	CROCKETT	Fire Station
38	1535	DISCOVERY BAY	BLVD	DISCOVERY BAY	Discovery Bay Fire Station
39	15	A	ST	KNIGHTSEN	Knightsen Fire Station
40	510	SALLY RIDE	DR	CONCORD	Buchanan Airport
41		ALEXANDER & POMONA	ST	CROCKETT	Veterans Memorial

Appendix 2

Inventory of County Signals

County signals	Location	Compliance Status	Audio Compliant
Appian Way Firehouse	El Sobrante CCC	Pushbuttons upgraded	Yes
Appian Way/ Manor Rd	El Sobrante CCC	Pushbuttons upgraded	Yes
Appian Way/Valley View	El Sobrante CCC	Pushbuttons upgraded	
Appian/Allview	El Sobrante	Pushbuttons upgraded	
Bailey Rd/Mims	Pittsburg CCC	Pushbuttons upgraded	
Blackhawk/Blackhawk Plaza	Blackhawk CCC	Pushbuttons upgraded	
Blackhawk/Silver Maple	Blackhawk CCC	Pushbuttons upgraded	
Buskirk/Wayne	Pleasant Hill CCC	Pushbuttons upgraded	
Camino Tassajara/Knollview	CCC	Pushbuttons upgraded	
CUMMINGS/Crockett	CCC	Pushbuttons upgraded	
Danville Blvd/Camille Ave	Alamo CCC	Pushbuttons upgraded	
Danville Blvd/Hemme Ave	Alamo CCC	Pushbuttons upgraded	
Danville Blvd/Livorna Rd	Alamo CCC	Pushbuttons upgraded	
Danville Blvd/Stone Valley Rd	Alamo CCC	Pushbuttons upgraded	
Evora Rd/Driftwood	Bay Point CCC	Pushbuttons upgraded	
Evora Rd/Mota Dr	Bay Point CCC	Pushbuttons upgraded	
HEMME/Ped Xing	CCC/Alamo	Pushbuttons upgraded	
Hillgrade/Ped Xing	CCC WC	Pushbuttons upgraded	
Hilltop/La Paloma	El Sobrante CCC	Pushbuttons upgraded	
IRONHORSE/CHERRY PED	CCC	Pushbuttons upgraded	
IRONHORSE/JONES PED	CCC	Pushbuttons upgraded	
IRONHORSE/LAS TRAMPAS PED	CCC	Pushbuttons upgraded	
Kensington Ped Xing	Kensington	Pushbuttons upgraded	
Newell Ave/Olympic Blvd	Walnut Creek CCC	Pushbuttons upgraded	
Oak Rd/BART Entrance	Pleasant Hill CCC	Pushbuttons upgraded	
Oak Rd/Buskirk/I-680	Pleasant Hill CCC	Pushbuttons upgraded	
Oak Rd/Jones	Pleasant Hill CCC	Pushbuttons upgraded	
Oak Rd/Las Juntas Wy	Pleasant Hill CCC	Pushbuttons upgraded	
Oak Rd/Wayne	Pleasant Hill CCC	Pushbuttons upgraded	
Olympic Blvd/Tice Valley Blvd	Walnut Creek CCC	Pushbuttons upgraded	Yes

OLYMPIC/NEWELL COURT PED	CCC	Pushbuttons upgraded	
Pacheco Blvd/Camino Del Sol	Martinez/CCC	Pushbuttons upgraded	
Pacheco Blvd/Center	Pacheco/CCC	Pushbuttons upgraded	
Pacheco Blvd/Muir Rd	Martinez CCC	Pushbuttons upgraded	
Pacheco Blvd/Shell Ave	Martinez CCC	Pushbuttons upgraded	
Pacheco Blvd/Shell Oil P3 Lot	Martinez CCC	Pushbuttons upgraded	
Pacheco/Second	Pacheco/CCC	Pushbuttons upgraded	
Parker Ave/2nd St	Rodeo CCC	Pushbuttons upgraded	
Parker Ave/4th St	Rodeo CCC	Pushbuttons upgraded	
Pomona Ave/2nd St	Crockett CCC	Pushbuttons upgraded	
Port Chicago Hwy/Pacifica Ave	Bay Point CCC	Pushbuttons upgraded	
Port Chicago Hwy/Riverside	Bay Point CCC	Pushbuttons upgraded	
San Pablo Ave/Crestwood	Tara Hills CCC	Pushbuttons upgraded	
San Pablo Ave/Cummings Skyway	Rodeo CCC	Pushbuttons upgraded	
San Pablo Ave/Shamrock Dr	Tara Hills CCC	Pushbuttons upgraded	Yes
San Pablo Ave/Tara Hills Dr	Tara Hills CCC	Pushbuttons upgraded	Yes
San Pablo Ave/Tosco Driveway	Rodeo CCC	Pushbuttons upgraded	
San Pablo Ave/Willow-Parker	RodeoCCC	Pushbuttons upgraded	
San Pablo Dam Rd/Appian Way/La Colina	El Sobrante CCC	Pushbuttons upgraded	Yes
San Pablo Dam Rd/Clark	CCC	Pushbuttons upgraded	
San Pablo Dam Rd/Hillcrest	El Sobrante CCC	Pushbuttons upgraded	
San Pablo Dam Rd/Kay Rd	El Sobrante CCC	Pushbuttons upgraded	
San Pablo Dam Rd/Milton	CCC	Pushbuttons upgraded	
San Pablo Dam Rd/Pitt Way	El Sobrante CCC	Pushbuttons upgraded	
San Pablo Dam Rd/Valley View Rd	El Sobrante CCC	Pushbuttons upgraded	
Solano Way/Arnold Ind Way/Imhoff	Concord CCC	Pushbuttons upgraded	
Solano/Olivera Dr/Marsh Rd	Concord CCC	Pushbuttons upgraded	
Stone Valley/Miranda	Alamo CCC	Pushbuttons upgraded	
Taylor Blvd/Greenhills Dr	Pleasant Hill CCC	Pushbuttons upgraded	
Taylor Blvd/Withers Ave	Pleasant Hill CCC	Pushbuttons upgraded	
Treat Blvd/Cherry Lane	Walnut Creek CCC	Pushbuttons upgraded	
Treat Blvd/Jones Rd	Walnut Creek CCC	Pushbuttons upgraded	
Treat Blvd/Oak Rd	Walnut Creek CCC	Pushbuttons upgraded	
Valley View/Sobrante	El Sobrante CCC	Pushbuttons upgraded	
Vasco Rd/Camino Diablo	Brentwood CCC	Pushbuttons upgraded	
Walnut Blvd/Marsh Creek Rd	Brentwood CCC	Pushbuttons upgraded	

Willow Pass Rd /BelleMonte	Bay Point CCC	Pushbuttons upgraded	
Willow Pass Rd/Alves	Bay Point CCC	Pushbuttons upgraded	
Willow Pass Rd/Bailey Rd	Bay Point CCC	Pushbuttons upgraded	
Willow Pass Rd/Goble Dr	Bay Point CCC	Pushbuttons upgraded	
Willow Pass Rd/Kevin Rd	Bay Point CCC	Pushbuttons upgraded	
Willow Pass Rd/Manor Rd	Bay Point CCC	Pushbuttons upgraded	
Willow Pass Rd/Marys Ave	Bay Point/CCC	Pushbuttons upgraded	
Willow Pass Rd/Port Chicago	Bay Point CCC	Pushbuttons upgraded	
Willow/Hawthorne	Rodeo CCC	Pushbuttons upgraded	
Joint County/City Signals			
BYPASS @ BALFOUR	BRENTWOOD/CCC	Pushbuttons upgraded	
BYPASS @ LONETREE	ANTIOCH/BRENTWOOD	Pushbuttons upgraded	
BYPASS @ SANDCREEK	BRENTWOOD/CCC	Pushbuttons upgraded	
Camino Tassahara/Parkhaven	Danville	Pushbuttons upgraded	
Camino Tassahara/Rassini	Danville	Pushbuttons upgraded	
Camino Tassahara/TassaharaRanch	DanvilleCCC	Pushbuttons upgraded	
Camino Tassahara/TassaharaVillage	DanvilleCCC	Pushbuttons upgraded	
Camino Tassajara/Blackhawk/Crow Canyon	Danville CCC	Pushbuttons upgraded	
Camino Tassajara/Conejo	Danville CCC	Pushbuttons upgraded	
Camino Tassajara/Hansen	Danville/CCC	Pushbuttons upgraded	
Camino Tassajara/Jasmine	Danville CCC	Pushbuttons upgraded	
Camino Tassajara/Oak Gate	Danville/CCC	Pushbuttons upgraded	
L st/ 18th st	CCC Antioch	Pushbuttons upgraded	
Lonetree Way/Canada Valley	Antioch	Pushbuttons upgraded	
Marina Vista/I-680 NB Ramp	Martinez CCC/State	Pushbuttons upgraded	
Marina Vista/I-680 SB Ramp	Martinez/State	Pushbuttons upgraded	
Pacheco Blvd/Howe Rd	Martinez CCC	Pushbuttons upgraded	
Pacheco Blvd/Morello Ave	Martinez CCC	Pushbuttons upgraded	
San Pablo Ave/Kay Rd	Richmond CCC	Pushbuttons upgraded	Yes
San Pablo Dam Rd/Bear Creek Rd	Orinda/County	Pushbuttons upgraded	
San Pablo Dam Rd/El Portal	Richmond/County	Pushbuttons upgraded	Yes
Sellers Ave/Chestnut	Brentwood/CCC	Pushbuttons upgraded	
Treat Blvd/Buskirk Ave	State/County	Pushbuttons upgraded	

Appendix 3

Contra Costa County Accessibility Discrimination Complaint Procedure

THE BOARD OF SUPERVISORS OF CONTRA COSTA COUNTY, CALIFORNIA

Adopted this Order on January 29, 1985, by the following vote:

AYES: Supervisors Powers, Schroder, McPeak, Torlakson, Fahden.
NOES: None.
ABSENT: None.
ABSTAIN: None.

SUBJECT: Discrimination Complaint)
 Procedure Services and Programs) RESOLUTION No. **85/57**

The Board of Supervisors enacts this resolution in its capacity as the Governing Board of Contra Costa County of all special districts of which it is the governing board.

I. Purpose

This resolution establishes the procedure for processing discrimination complaints relating to services and programs provided by agencies of Contra Costa County.

II. Scope

The procedure set forth herein covers discrimination complaints based on race, color, national origin, age, sex, handicap, and any other discrimination prohibited by state or federal law or regulation relating to admission to, access to, or treatment in, County programs or services. The procedure shall not apply to employment discrimination complaints or complaints subject to the County's employee grievance procedure or the provisions of the Personnel Management Regulations.

III. Definitions

As used herein, the following definitions shall apply:

1. Agency: "Agency" includes County departments and special districts governed by the Board.
2. Board: Board of Supervisors of Contra Costa County.

3. Complainant: A person who has sought admission to, benefits from, or treatment in a County program or service, and who believes he or she has been discriminated against because of their race, color, national origin, age, sex, handicap or any other discriminating prohibited by state or federal law with respect to such program.
4. Department Head: The head of any agency.
5. Grievance Procedure: The procedure set forth in memoranda of Understanding between the County or special districts and recognized employee organizations representing their employees or contained in Resolution No. 81/1165.
6. Special District: A district governed by the Board.

IV. General Provisions

1. Each department head shall designate a representative to receive complaints of service or program discrimination.
2. A complainant may have a representative of choice at complaint's expense to assist in the complaint procedure at any step.
3. Any complaint shall be written, signed by the complainant and shall provide an address to which notices are to be sent. Notices to the County Affirmative Action Officer and to the Board of Supervisors shall be sent to the County Affirmative Action Officer at 651 Pine Street, 11th Floor, Martinez, California 94553.
4. Complainants are encouraged to attempt to resolve discrimination complaints at the agency level, but filing a complaint at that level is optional and complainants may proceed directly to Step 2 (County Affirmative Action Officer).
5. Complainants, agencies, and contractors are required to cooperate with the investigating authority.
6. Complaints involving the same issue may be consolidated and handled as one complaint when referred to the hearing officer.

V. A. Complaint Procedure, Step 1. (Department)

1. A complainant may file a written discrimination complaint against an agency or contractors for whom the agency is responsible with the agency representative, within 30 days of the incident which is alleged to have occurred because of prohibited discrimination.
2. A complaint shall state who it is against, the type of discrimination alleged, the circumstances or situation resulting in the alleged discrimination, and the remedy

requested. The department may refuse to accept complaints which do not contain this information.

3. The department representative shall undertake such investigation as is deemed necessary to resolve the complaint and within 30 days of receipt of the complaint complete the investigation and give the complainant personally or by mail written notice of the results of the investigation.

B. Complaint Procedure, Step 2. (Affirmative Action Officer)

1. Within 10 days of delivery or mailing of notification of the results of the investigation of the Department representative, or within 30 days of the alleged incident which was the result of discrimination, whichever is later, a complainant may file a written complaint of discrimination with the County Affirmative Action Officer.
2. A complaint filed with the County Affirmative Action Officer shall state who it is against, the type of discrimination alleged, the circumstances or situation resulting in the alleged discrimination, and the remedy requested. The Affirmative Action Officer may refuse to accept complaints which do not contain this information.
3. The County Affirmative Action Officer will investigate the complaint.
4. After investigation, the Affirmative Action Officer will attempt to resolve the complaint.
5. If the County Affirmative Action Officer is unsuccessful in resolving the complaint, the Affirmative Action Officer shall provide written notice to the complainant and to the agency of the right to have the complaint heard by the Board of Supervisors.

C. Complaint Procedure, Step 3. (Board of Supervisors)

1. Within 10 days of mailing of the notice by the County Affirmative Action Officer to the complainant and agency, the complainant may file with the Affirmative Action Officer a notice of appeal to the Board.
2. When a discrimination complaint is appealed to the Board of Supervisors, the Board may hold a hearing before it, or may refer the matter to a hearing officer for hearing and recommended findings of fact and conclusions of law.
3. In the hearing, the complainant will have the burden of proof.

4. Evidence of oral or written communications to or by the County Affirmative Action Officer in the course of investigation by the Affirmative Action Officer shall not be admissible in any hearing by the Board or hearing officer.
5. If the Board refers the matter to a hearing officer, upon receiving the recommended findings of fact and conclusions of law and proposed decision, it shall either adopt the findings of fact, conclusions of law, and decision or adopt them in part or reject them entirely. If it adopts the findings in part or rejects them the Board shall review the entire record of the hearing prior to rendering a decision. If a complainant requests that the Board review a hearing transcript, it shall be the complainant's obligation to provide the Board with and pay for such transcripts.
6. The decision of the Board shall be final and binding.

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: January 29, 1985
PHIL BATCHELOR, Clerk of the
Board of Supervisors and County
Administrator

By C. Matthew, Deputy

Orig. Dept.:
Cc: Director of Personnel
Members, Section 504 Committee