

# DOT Transition Plan

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## **Introduction**

### **AMERICANS WITH DISABILITIES ACT**

The Americans with Disabilities Act was enacted on January 26, 1990, and became effective on January 26, 1992. This Act (known as ADA) makes it unlawful to discriminate against people with disabilities. The five titles that support the "Act" are: Title I employment, Title II public entities, Title III private facilities, Title IV communications, and Title V miscellaneous. Title II specifically covers programs, activities and services of public entities (State and local Government). It prohibits denial of service and benefits to qualified individuals with disabilities. The ADA provides for equality of opportunity, but does not guarantee equality of results.

Effective July 26, 1992, the state is prohibited from discriminating against qualified individuals with disabilities in employment. No discrimination will be allowed in recruitment, hiring, promotion, demotion, layoff and return from layoff, compensation, job assignments, job classifications, paid or unpaid leave, fringe benefits, training and employer sponsored activities, including recreational or social programs. During pre-employment interviews public entities may ask about an applicant's ability to perform the job related functions, but may not ask whether an applicant is disabled. Pre-employment medical exams or other pre-employment tests cannot be used as the primary criteria for rejecting a job applicant.

The primary goal of the ADA is the equal participation of individuals with disabilities in the "mainstream" of society. Separate programs for individuals with disabilities are permitted where necessary to ensure equal opportunity. Provisions of services to individuals with disabilities in a different location is one method of achieving program accessibility. A public entity must modify its policies, practices, or procedures to avoid discrimination, but should not alter the fundamental nature of the service, program or activity.

*Reasonable accommodations* must be made to applicants or employees known to have disabilities, unless it can be shown that the accommodation would impose an "undue hardship" on the operation of the program. Reasonable accommodation includes: 1) acquiring or modifying equipment, 2) job restructuring, 3) part-time or modified work schedules, 4) providing reader or interpreters, 5) making the workplace accessible to and usable by individuals with disabilities. Program accessibility must be provided to the disabled, not necessarily facility accessibility. Public entities may provide program accessibility in a number of ways. They are: 1) structural changes, 2) construction of additional facilities, 3) redesign of equipment, 4) assignment of aides to beneficiaries and, 5) provision of services at alternate accessible sites. The preferred method is to develop the most integrated setting.

Public entities are responsible for scheduling the installation of curb ramps where pedestrian walk ways cross curbs. Priority must be given to walk ways serving state and local government offices and facilities, transportation, places of public accommodation and employers.

Public entities must achieve program accessibility by January 26, 1992. Those programs requiring structural changes must be achieved by January 26, 1995.

### **TASK FORCE**

On May 28, 1992, Secretary Harrelson appointed an American with Disabilities Task Force to 1) formulate policy, 2) provide information, and 3) implement programs and necessary changes to comply with the law. The appointed task force is composed of key management personnel having the authority to implement the needed changes in their areas of responsibility. Task force members are:

Assistant Secretary of Planning & Programs - Morgan Edwards, Chairman

Deputy Secretary of Operations - Jake Alexander

Deputy Secretary of Programs - Tommy Rhodes

Assistant Secretary of External Affairs- Jim Sughrue

Assistant Secretary of Administration - Joan Henderson

Commissioner of Motor Vehicles - Bob Hodges

State Highway Administrator - Bill Marley

Chief Engineer of Operations - Wayne Bailey

Personnel Director - Larry Billings  
Transit Administrator - David King  
General Counsel - Neill Fuleihan  
Facilities Management Engineer- Cameronn Lee  
Director of General Services - Walt Thompson  
ADA Coordinator- Ron Oates  
Advisor, DOT - Troy Peoples  
Advisor, State Personnel - Robert Owens

## **ADA COORDINATOR**

Secretary Harrelson appointed Ron Oates the ADA Coordinator for the Department of Transportation. The Productivity Services staff was assigned to assist in establishing and monitoring the ADA Program.

The staff's first assignment was to develop an inventory of all DOT facilities owned, leased, donated or contracted where programs are provided. Each facility was inspected by personnel involved with providing the programs. The facilities were categorized into the following functional groups:

- Division of Highways
- Division of Motor Vehicles
- Administration
- Ferry Division
- Highway Patrol

The Chief Engineer of Operations had the assignment of inventorying the pedestrian crosswalks on the DOT system. Each Highway Division was responsible for surveying crosswalks in its geographical boundaries. These surveys of buildings and public walk ways have been used to develop this Transition Plan.

## **STANDARDS**

There are several building standards that could apply to the ADA program. State and local governments have building standard responsibility as well as the federal government when it comes to accessibility for the disabled. The most stringent standards are to be followed when making a decision between federal and local standards. Structural changes required for program accessibility must be made as soon as possible, but no later than January 26, 1995. When *modifications and retrofitting* of existing buildings are required DOT will follow the Uniform Federal Accessibility Standards (UFAS). All *new construction* will comply with the Americans with Disabilities Act Accessibility Guidelines for Buildings and Facilities (ADAAG). The ADA Technical Assistance Manual published by the US Department of Justice - Civil Rights Division has been used for guidance.

## **EXECUTIVE SUMMARY**

The Department of Transportation supports the Americans with Disabilities Act. Where possible, the department will provide direct access to the programs maintained and developed by work units in the organization. Direct access means that facilities will meet the ADA standards to enable individuals with disabilities access and provide an integrated environment for the disabled.

Programs serving the general public at facilities will comply with the ADA standards. These programs include:

- Rest Areas and Welcome Centers
- Drivers License Offices
- Vehicle Registration Branch Offices
- Ferry Operations
- Public Hearings

One program that serves the general public, but would cause "undue hardship" to make ADA modifications is the ferry operation. An accommodation for the ferry vessel rest rooms is the provision that ADA compliance rest rooms be made available at the dock area for individuals with disabilities.

Programs requiring access by business, commercial, and other interests as well as the general public may require some alterations to facilities for complying with the ADA standards. These programs include:

- Raleigh Office Buildings
- Highway Division Office
- Highway District Office
- Ferry Division Office

Programs that normally do not allow access to the general public, but occasionally have commercial or other limited access will not need to upgrade facilities, but may need to make accommodations for individuals with disabilities.

These programs include:

- County Maintenance Yards
- Bridge Maintenance Yards
- Ferry Maintenance Yards
- Highway Residents Offices
- Traffic Services Facilities
- Landscape Facilities
- Highway Equipment Subshops
- Enforcement Offices
- Right of Way Offices
- Highway Patrol Facilities
- Division Equipment
- Materials and Test

### **Modification of Existing Facilities**

The existing facilities requiring modifications will use the Uniform Federal Accessibility Standards (UFAS). The Facilities Management Unit and the General Services Section will work with the Division of Administration, Division of Highways, and Division of Motor Vehicles management teams to determine the priorities for individual buildings. The budget for the modifications of facilities will be requested in the 199-1994 long session of the legislature. All structural modifications are required to be completed by January 26, 1995.

### **New Construction**

All new construction will be designed to meet ADA standards. Construction of new facilities will meet or exceed the Americans with Disabilities Act Accessibility Guidelines for Buildings and Facilities (ADAAG). The Facilities Management Unit and the General Services Section will be responsible for insuring that all new construction meets this standard.

## **BACKGROUND**

### **Facilities Survey**

The Department of Transportation is responsible for surveying and inventorying buildings and crosswalks and developing a plan to comply with ADA. This report is due July 26, 1992, known as the "transition plan." All buildings owned, leased, donated, or contracted by the departments were surveyed. Teams from the Highway Divisions surveyed all DOH buildings (leased and owned) within their division boundaries. A team from General Services surveyed all owned buildings utilized by Division of Motor Vehicles personnel and all administrative buildings in DOT. A Vehicle Registration team surveyed all Branch Agent buildings contracted by the state to sell license tags. A team from Driver License surveyed all donated and leased buildings used in driver license issuance. A team from the Ferry Division surveyed all facilities in the Ferry Division.

These teams surveyed 1) the parking areas, 2) the curb conditions, 3) the building access routes, 4) the building entrances, and 5) the interior of the buildings. All areas were reviewed for compliance standards using the Uniform Federal Accessibility Standards. The survey forms were returned to the ADA Coordinator where the information was compiled into a data base for producing a comprehensive report on all facilities.

**Program Priorities**

Each building was categorized by program function and summaries of each function were determined. The members of the working committee of the task force were asked to review the results of recommendations on the need to upgrade facilities to ADA standards. The following was recommended:

<b>FUNCTION</b>	<b>PROGRAM/ACTIVITY</b>	<b>ACCESS</b>
	Division of Highways	
Materials & Test	Test Materials	Program Access
County Maintenance	Maintain Highways	Program Access
Bridge Maintenance	Maintain Bridges	Program Access
Residents Office	Construct Highways	Program Access
Traffic Services	Signal, Sign, Mark	Program Access
Equipment Subshops	Maintain Equipment	Program Access
Landscape	Roadside Program	Program Access
Right of Way	Business	Program Access
Division Equipment	Business/Bids	Program Access
Rest Areas	Public Rest Area	Modify Facilities
District Office	Permits/Business	Modify Facilities
	Division of Motor Vehicles	
Enforcement Only	Internal Business	Program Access
Driver License		Modify Facility
Owned	Issue Driver License	Modify Lease
Leased	Issue Driver License	Modify Agreement
Donated	Issue Driver License	
Registration		Modify Facility
Owned	Issue License Tags	Modify Agreement
Contracted	Issue License Tags	Program Access
Weigh Stations	Weigh Trucks	
	Ferry Division	
Operations	Transport Public	Modify Facility
Ferries	Transport Public	Program Access
Maintenance	Maintain Ferries	Program Access
Administration	Business Function	Modify Facility
	DOT Administration	
Offices	Mgt DOT Programs	Modify Facility
	State Highway Patrol	
Operations	Safeguard Public	Program Access
Maintenance	Maintain Equipment	Program Access
Communications	Communications	Program Access

*Program Access* means that the buildings do not need to be altered. The programs can be modified or changed to accommodate individuals to meet ADA requirements. *Modify Facility* means that the facility needs ADA modifications in order to administer the program.

The priority for modifying the DOT owned facilities are:

- Rest Areas and Welcome Centers
- Driver License/Registration
- Ferry Division Operations
- Administration Offices
- Division Offices
- District Offices

Space that is leased will require that the rental agreement be modified to include a clause concerning ADA compliance. The same will be true for the contracted Vehicle Registration branch agents. All donated space for Driver License will also need to comply. Failure to do so will require office relocations or closings.

### **Visually Impaired**

The North Carolina Department of Transportation must ensure that its communications with visually impaired individuals are as effective as communications with others. This obligation, however, does not require any action that would result in a fundamental alteration in the nature of its services, programs, or activities, or in undue financial and administrative burdens.

In order to provide equal access, a public accommodation is required to make available appropriate auxiliary aids and services where necessary to ensure effective communication. For individuals with vision impairments, appropriate auxiliary aids include qualified readers, audio recordings, braille materials, large print materials, taped texts and assistance in locating items.

Documents provided by public entities are subject to the requirement for effective communication. Thus, where a public entity provides information in written form, it must, when requested, make that information available to individuals with vision impairments in a form that is usable by them. "Large print" versions of written documents may be produced on a copier with enlargement capacities. Braille versions of documents produced by computers may be produced with a braille printer, or audio tapes may be provided for individuals who are unable to read large print or do not use braille.

When an auxiliary aid or service is required, the public entity must provide an opportunity for individuals with disabilities to request the auxiliary aids and services of their choice expressed by the individual. The public entity must honor the choice, unless it can demonstrate that another equally effective means of communication is available, or that use of the means chosen would result in a fundamental alteration in the service, program, or activity or in undue financial and administrative burdens.

### **Signs**

Signs designating permanent rooms and spaces (men's and women's rooms; room numbers; exit signs) must have raised and braille letters; must comply with finish and contrast standards; and must be mounted 54" to 66" above the finished floor.

Signs that provide direction to or information about functional spaces of a building ("cafeteria this way"; "copy room") need not comply with requirements for character proportion, finish, and contrast. If suspended or projected overhead, they must also comply with character height requirements.

Building directories and other signs providing temporary information (such as current occupant's name) do not have to comply with ADA requirements.

### **Hearing and Speech Impaired Program, Telecommunications**

Under the Title IV, Telecommunications Services for Hearing and Speech Disabled, issued August 1, 1991, the North Carolina Department of Transportation supports the federal regulations (in the Federal Register) and rules (in the Code of Federal Regulations, C.F.R.). The Federal Communications Commission is the issuing agency in charge.

Each federal agency is assigned a section (or title) within the C.F.R., to which it adds its rules (as parts). For example, the Federal Communications Commission public accommodations rules are found in Title 47 of the C.F.R., Parts 0 and 64 (cited as 47 C.F.R. Parts 0 and 64). In addition, NCDOT supports the ADA, Americans with Disabilities Act of 1990, Title IV Telecommunication, section 401. Section 401 is the telecommunications relay services for the Hearing-impaired and speech-impaired individuals, a new section, has been added to the Communications Act of 1934. Section 225 requires telephone companies to provide telephone relay services to enable hearing and speech impaired individuals functionally equivalent to the services provided to hearing individuals, and the telephone carriers (engaged in intrastate communication) are permitted to determine how these services are to be delivered. This requirement is designed to overcome the limitations of the telecommunications devices for the deaf (TDD's), which can only communicate with other TDD users. The resulting gap in service precludes TDD users from calling friends, family, businesses or employers who do not have TDD's.

The Federal Communications Commission is responsible for enforcing title IV to ensure that telecommunications relay services are provided nationwide.

The ADA allows the FCC to certify a state to ensure that telecommunication relay services are provided within that state. Under title IV regulations, a state desiring certification must submit to the FCC, no later than October 1, 1992, documentation describing its program for implementing intrastate relay services and procedures and remedies for enforcing any requirements imposed by that program.

A public accommodation must provide auxiliary aids and services to disabled people if necessary for the disabled person to use the entity's goods and service. "Auxiliary aids and services" include: 1) qualified interpreters, note takers, computer-aided transcription services, written materials, telephone handset amplifiers, assisting listening devices and systems, telephones compatible with hearing aids, closed caption decoders, open and closed captioning, telecommunications devices for deaf persons (TDD's), videotext displays, or other effective methods of making aurally delivered materials available to individuals with hearing impairments; 2) acquisition or modification of equipment or devices; and 3) other similar services and actions. Telecommunications devices for the deaf(TDD) and telecommunications relay services will be required by the Department of Transportation to provide access to some of our programs. Some program examples where TDD's or relay services may be required are:

1. Division of Motor Vehicles phone banks
2. Permits Unit phone banks
3. Highway Building Switchboard
4. Commissioner's Office
5. Citizens Affairs Office

Some programs where complaints may be registered, but may not need a TDD, could use a telecommunications relay service. Some program examples are:

1. County Maintenance Yards
2. Bridge Maintenance Yards
3. Traffic Services Units
4. Emergency Management

These are a few programs where auxiliary aids and services will be provided as alternatives to allow access to our programs.

### **Cost Calculations**

The facilities survey form was divided into five categories. They were 1) parking, 2) curb, 3) access, 4) entrance, 5) interior.

The *Parking Section* of the survey included the number of parking spaces, paved or unpaved, handicap parking spaces, location of handicap spaces, size of handicap parking spaces, and handicap signage.

The *Curb Section* of the survey included presence of curb cut, location of curb cut, width of curb cut, slope and feather of curb cut.

The *Access section* of the survey included distance from parking area to building; presence of steps, ramp, or both; number of steps; slope from curb to building; and width of sidewalk.

The *Entrance section* of the survey included proper landing area at door, clear door width, direction of door swing, type door opener, presence of a vestibule, distance to interior door, clear width of interior door, direction of swing of the interior door, type door opener, and type door lock.

The *Interior section* of the survey included existence of handicap water fountain, unobstructed corridor width, presence of handicap rest rooms, blocked exit doors, elevators for multi-story buildings, and evacuation plans.

Facilities Management and General Services provided standard cost figures for various upgrades that would be required to comply with the ADA. A computer program was developed to calculate the cost of upgrading the various above categories for all owned facilities. The cost was also calculated for the leased space, donated space, and contracted space in order to determine the extent of cost for those facilities even though the cost would not be borne by DOT. These costs are listed for each facility and sorted by function. (See Exhibits A, B, C and D).

### **Plan for ADA Compliance- Buildings**

#### **Administration- General Offices**

Administrative offices for all units that deal with the general public, business, and commerce will be required to upgrade facilities to provide access to the disabled. Administrative units that have programs aimed at specific commercial or business groups and does not normally have access to the general public can provide program access through accommodation without modifying facilities.

All general offices that must modify facilities to provide access include 1) the Highway Building 2) the Thompson Building, 3) the DMV Headquarters Building, 4) the Century Center building, 5) the Oberlin Road building. These buildings must provide ADA access to the premises and must provide program accessibility to individuals with disabilities.

#### **Division of Highways**

The Division of Highways has many programs relating to the highway system. Each program requires accessibility by the disabled with some requiring "direct" access to facilities while others may require program access through accommodations.

The programs and facilities requiring direct access and possible building alterations in order of priority are:

1. County Maintenance Yards
2. Bridge Maintenance Yards
3. Resident Engineers Offices
4. Traffic Services
5. Landscape
6. Equipment Subshops
7. Right of Way
8. Division Equipment

Although these facilities require no alterations, the programs will remain accessible to the disabled by using specific accommodations for individuals with disabilities.

These buildings may need to be upgraded or altered for an individual that is employed at the facility. Request for individual accommodations will be addressed on an individual basis.

## **Division of Motor Vehicles**

All facilities owned, leased, contracted, or donated for DMV programs will require direct access. These programs serve the general public and require that individuals with disabilities have direct access.

### **Driver License**

The Driver License Unit utilizes facilities that are owned by the state, leased from the private sector, and donated by local governments. The facilities that are leased will need to be directly accessible by the disabled. Therefore, when contracts for the leased space are signed, a clause in the contract must stipulate that the facility will comply with ADA standards. The facilities that are donated are normally used part-time by the Driver License Examiners. These facilities are required to be accessible by the disabled. The Driver License management must negotiate with the owners of the donated space to obtain ADA compliance. If the owners cannot or will not comply, the Driver License management must determine whether to close the offices permanently or relocate to facilities that comply.

### **Vehicle Registration**

The Vehicle Registration Unit contracts license tag issuance to Branch Agents. The Branch Agents will be responsible for complying with the ADA standards. The Vehicle Registration management will include a clause in the contract stipulating that the Branch Agent provide facilities that comply with ADA standards. Those Branch Agents that cannot or will not comply will be replaced.

### **Enforcement and Highway Patrol**

The general public does not need direct access to facilities housing only enforcement units. Therefore, accommodations for individuals with disabilities can be made without altering the facilities. Employees working in these facilities can make requests for accommodations on an individual basis.

### **Ferry Division**

The Ferry Division serves the general public and direct access to the facilities is warranted. The rest room facilities and operational facilities at the ferry docks require ADA upgrade. Any disabled person using the ferry system should be able to use these facilities.

The ferry boats will not be required to provide ADA standard rest rooms. To modify the existing ferry boats rest rooms would require rebuilding the ferry at an "undue" hardship. The accommodation for the disabled that can not use the rest room on the ferry is to provide the rest rooms at the dock. There may be a safety factor for not allowing a person in a wheelchair on the deck of a ferry. These issues will be addressed by the Ferry Division's management.

## **Facilities Transition Plan**

### **Management Philosophy**

The management of the Department of Transportation supports providing program access to all individuals with disabilities. Managers, supervisors, and employees will make reasonable accommodations to insure that all people are served by the department's programs.

### **ADA Coordinator**

The ADA Coordinator is responsible for reviewing any complaints that citizens have due to not having access to programs. Exhibit B and Exhibit C may be changed to provide facility modifications and/or accommodations to citizens requesting access.

Citizens are encouraged to review this Transition Plan and provide suggestions and recommendations for improvement. Call Ron Oates at (919) 733-2083 or write to:

Ronald L. Oates  
ADA Coordinator  
PO Box 25201  
Raleigh, NC 27611

## **General Services Manager**

### **Division of Motor Vehicles, Assistant Commissioner's Statement:**

The Division of Motor Vehicles is committed to providing persons with disabilities direct access or reasonable accommodations in employment and in the public services, programs and activities that it currently maintains or will develop in the future. The Division will strive, using all available resources, to meet or exceed the applicable requirements of the Americans with Disabilities Act and all federal legislation related thereto, and to remove all physical barriers that limit accessibility of its programs, activities and services. To this end, it shall be the responsibility of the Division's managers and supervisors to support the Act and provide all persons with disabilities reasonable accommodation in employment and access to all public programs, activities and services.

#### **Leased Facilities**

Twenty-nine offices operated by the Division of Motor Vehicles are located in leased facilities. Upon renewal, all existing contracts and lease agreements entered into by the Division for rented or leased office space shall be amended to include a clause stipulating that the facility must meet or exceed the appropriate requirements of the Americans with Disabilities Act on or before January 26, 1995. Failure to comply with this requirement shall result in the termination of the contract or agreement, and the Division shall relocate the program, service or activity to a facility that is in compliance with the ACT. All such contracts and lease agreements entered into in the future for additional facilities shall contain a clause requiring the facility to comply with the provisions of the ACT at the time of occupancy.

#### **Donated Office Space**

Ninety-eight offices operated by the Division's Driver License Section are situated in space that is donated either by local units of government or private corporations. These offices provide limited services. All office space and facilities, the use of which is donated to the Division by units of local government and private corporations, shall comply with the appropriate provisions of the ACT on or before January 26, 1995. In the event the facility is not in compliance with the ACT by January 26, 1995, the Division shall schedule a meeting with representatives of the donor unit of government or private corporation and a decision will be reached to either close, relocate or renovate the facility to bring it into compliance with appropriate provisions of the ACT. The use of donated space for all future offices shall be limited to facilities that comply with the ACT at the time of occupancy.

#### **State-Owned Facilities**

The Division's long-range Capital Improvements Program, adopted during the 1987-88 Fiscal Year, provides for the construction or purchase of new buildings and the renovation, moderation, and expansion of existing facilities to serve the public. A centerpiece of the program is the removal of barriers that restrict access by persons with disabilities to public programs, services and activities. With the exception of minor modifications, physical barriers to accessibility have been eliminated. Twenty-five of the 72 state-owned DMV buildings have been renovated, expanded and modernized since the program was initiated to accommodate the needs of persons with disabilities. Using special funds appropriated by the North Carolina General Assembly, the Division has contracted through the Department of Transportation to use in-house personnel in 1991 to complete the renovation of nine (9) rest rooms to serve persons with disabilities. The Division plans to continue the renovation program using this contract method. Eight (8) additional projects have received funding in 1992-93 to comply with appropriate provisions of the ACT. In addition, a schedule has been prepared by the Division to bring all state-owned buildings into compliance. All construction projects undertaken by the Division are reviewed and approached by the North Carolina Department of Insurance. Attached as "Exhibit B" is the "Schedule of Compliance for State-Owned Buildings."

### Truck Weigh Stations

The Division operated 12 fixed weigh stations for the enforcement of maximum highway weight limits and motor carrier safety regulations in the trucking industry. These facilities are restricted to truck traffic and official vehicles only and do not require alteration or modification because they require program access only. Reasonable accommodations will be provided on an individual basis for any disabled personnel who may be employed in the future.

### Vehicle Registration Branch Agencies

With the exception of state-owned Division offices located in Raleigh and Charlotte, Vehicle Registration services are provided to the public by 123 contract branch agents who are compensated on a commission basis. Branch offices are located either in privately-owned or leased facilities. Annual contracts with branch agencies will be amended upon renewal and a clause will be inserted stipulating that facilities providing services, programs and activities to the public will be brought into compliance with appropriate requirements of the ACT on or before January 26, 1995.

### Warehouse, Accessory Buildings

Warehouses and accessory buildings used for the storage of supplies, materials, and equipment are restricted to internal business and do not require modification to comply with the ACT. Reasonable accommodations will be provided on an individual basis for any disabled personnel who may be employed in the future.

### Administration

The headquarter offices of the Division of Motor Vehicles in Raleigh, NC., are top priority among the DOT Raleigh office buildings to comply with ADA, either facility or program accessibility for the disabled. The programs within these state-owned facilities will adapt to meet the rules of compliance for ADA.

The long-range Capital Improvements Program adopted during the 1987-88 fiscal year, provides for making state owned facilities more accessible to the public, especially with the disabled as a centerpiece of the program. See "Exhibit B" for the "Schedule of Compliance for State-Owned Buildings."

## FACILITIES MANAGEMENT DIRECTOR

### Facilities Management, Director's Statement

#### Division of Highways

The need to upgrade each Division of Highways facility to ADA standards has been reviewed. This included a review of operational function and review of individual facilities where public access is involved.

Many of the Division of Highway facilities do not involve any contact with the public. These facilities can be modified to accommodate a disabled individual when employed.

Other facilities involve the public in employment opportunities, permit applications, public meetings, bid openings, etc. In most cases, these programs can be made available to the disabled without modifications to the facility. An example of making a program available to the disabled is scheduling meeting in locations that are accessible. Others include moving offices to accessible ground floors and phone installation at an accessible location to request materials or services be delivered.

There are other facilities requiring modification to provide public access for the disabled. These facilities include rest areas/visitor centers, division offices and district offices. Each of these facilities was inventoried and cost estimates developed to provide accessibility. The inventory included parking, access from the parking area to the building, access into the building, access within the building and drinking fountain/rest room facilities.

Statewide, there are 14 division offices, 39 districts and about 55 rest areas/welcome centers. While the cost to modify each facility is relatively minor, the total cost is substantial. It is expected the 1993 General Assembly will appropriate funds in the 1994-95 Biennial Budget for this purpose.

Modifications to provide the disabled with access are to be made by January 26, 1995. In developing schedules, an appropriation is expected in each year of the 1994-95 Biennial. Priority is given to the rest areas/welcome centers. These modifications may be made earlier if funding becomes available.

A listing of facilities to be modified, the estimated costs, and the schedule for completion is attached: See Exhibit A by County.

### **Ferry Division**

The NCDOT Ferry Division has drafted plans listing the steps necessary to comply with the ADA rules. These plans for facility upgrade/replacement are as follows:

1. Replace the Pamlico operation and public bath facility unit.
2. Replace the bath facility at Knotts Island.
3. Replace the Southport Ferry Operations for same reasons as 1.
4. Replace the South Dock-Ocracoke public restroom.
5. Build a new bath facility at the Cherry Branch-Minnesott Beach next to the ferry traffic lanes

### **CHIEF ENGINEER, CURB CUTS AND WHEEL CHAIR RAMPS**

#### **New Construction**

All new construction and improvements done on the state systems will be made in compliance with direct access requirements of the ADA regulations.

#### **Existing Streets and Highways**

Based upon a statewide inventory, it is estimated that the cost to modify all existing crosswalks on the NCDOT system with curb cuts and wheel chair ramps to meet ADA specifications will be in excess of 54 million dollars. The North Carolina Department of Transportation will comply with the requirements of the Americans with Disabilities Act as it relates to existing streets and highways by addressing specific modification requests on a priority needs basis. Individuals desiring a modification to an existing crosswalk location to meet ADA requirements should make their request in writing to the respective Division Engineer. It will then be the division's responsibility to investigate the request and verify that the location is eligible under the provisions of the DOT ADA transition plan and that funds are available. If the request is in compliance with the DOT transition plan, the Department will install curb cuts and wheel chair ramps meeting the ADA specifications. There must be existing sidewalk to merit consideration for ADA curb cuts and wheel chair ramps. Requests will be reviewed based on the following priority:

1. Hospitals
2. Public Buildings
3. Rest/Nursing Homes
4. Facilities for the Blind
5. Retirement Homes
6. Schools
7. Heavy Pedestrian Generators
8. Public Assembly Sites
9. Commercial Areas
10. Churches