

# Madison's Proposed ADA Transition Plan

Rebecca Hoyt  
Disability Rights and Services Specialist  
Department of Civil Rights



# ADA Transition Plans



# Background

- Madison enacted an ADA Transition Plan in the 1990s
- Has maintained compliance, although some of the elements of that compliance have become decentralized over time.
- The City of Madison has grown and changed significantly since the 1990's.
- The compliance requirements have evolved.

As a result, our ADA Transition Plan needs to be updated to **ensure legal compliance accessibility and usability** of the City's programs and facilities.

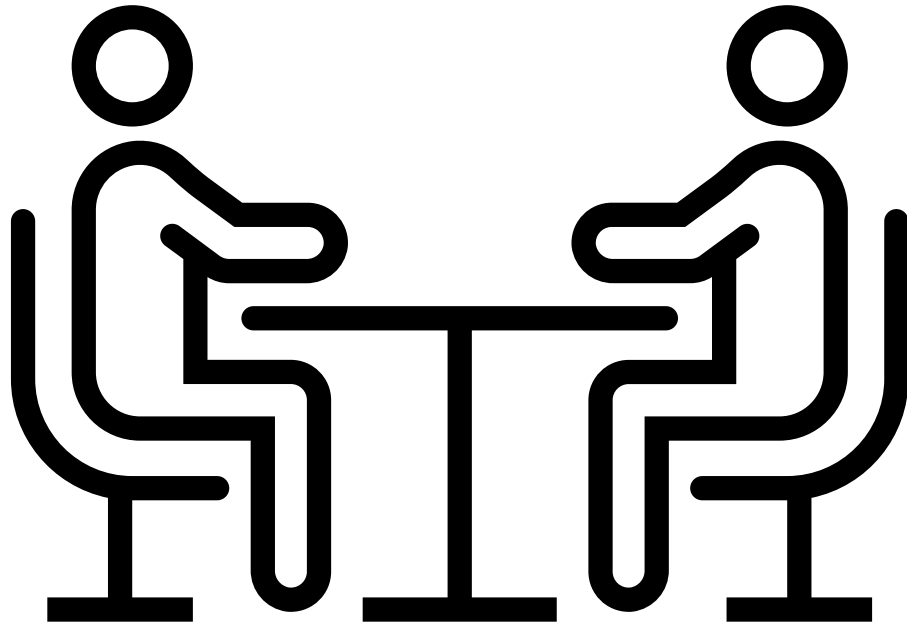
# Application

Programs, Activities, and  
Services

Public Facilities

Public Right of Way

Employment



Programs,  
Services,  
and  
Activities

# Programs: Key Findings

Further resources and training are needed in the following areas to achieve our goal of full compliance with the ADA. Not all agencies have:

- Equipment and training for over the phone video remote interpretation services.
- Process and notices for accommodations and language access services.
- Training regarding the rights and responsibilities of people who use service animals.
- A practice of using qualified interpreters (except during an emergency, or when the individual requests otherwise).
- Effective Communication: captioning, braille, notetakers and readers, appropriate use of non-qualified interpreters

*A report of program evaluations is available in Appendix IV*

# Programs: Removing Access Barriers

## Programs, Services and Activities

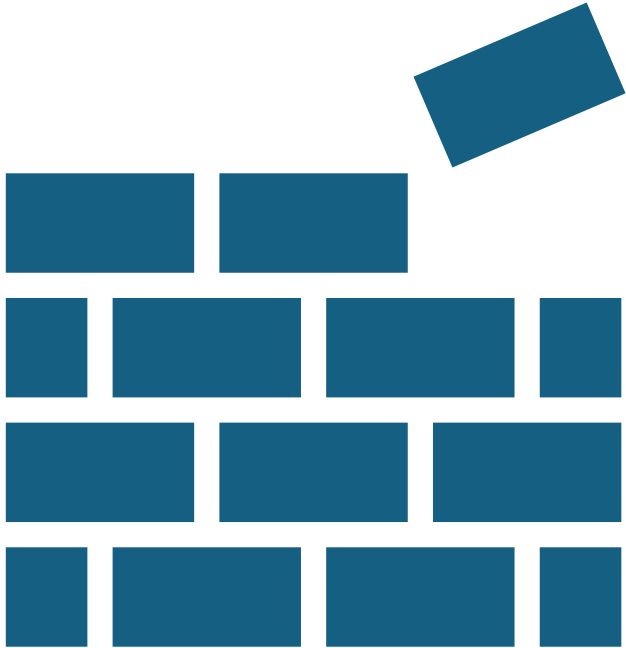
Training and Policy  
Development:  
**December 31, 2025**

## Effective Communication

Agencies will obtain  
needed equipment  
and training:  
**December 31, 2025**

## Public-Facing Websites and Electronic Information and Technology

On track for WCAG 2.1  
AA implementation:  
**April 24, 2026**



# Public Facilities



# Public Facilities: Findings



- A detailed list of access barriers for each facility and how they will be removed is included in *Appendix VI*
- All identified access barriers were assigned a Priority
  - Priority 1: Approach and entrance
  - Priority 2: Access to services
  - Priority 3: Restrooms
  - Priority 4: Additional services

# Public Facilities: Cost and Schedule

- Budget estimates and schedules for each access barrier with known remedies is included in the Plan.
- The City of Madison anticipates that it will remove the barriers to access in public facilities as outlined in the Plan by **2040** through reoccurring annual Capital Improvement Plan budget requests.
- Some access barriers require further exploration to determine remedies, estimated cost, and schedule. These will be included in a **Plan Addendum by 2030.**

# Public Facilities: Policy and Training

## **By end of 2025:**

- Relevant Engineering staff will receive training about how to complete the 2010 ADA Design Standards Existing Facilities Checklist.
- Checklists will be completed for all newly constructed, altered, or acquired facilities and a schedule, cost, and priorities for removing barriers to access will be submitted to Disability Rights and Services Program. Progress towards removing barriers to access will be monitored in conjunction with the Plan.
- The City will only acquire leased spaces that are compliant with 2010 ADA Design Standards or where compliance is readily achievable.



# Public Right of Way



# Public Right of Way: Inventory

- Crosswalks and crosswalk signals
- Rectangular Rapid Flash Beacons (RRFBs)
- Curb cuts
- Driveway aprons in the pedestrian network
- Stairs
- Sidewalks
- Pedestrian and shared-use paths
- Bus stops and bus rapid transit (BRT) stations



# Public Right of Way: Removing Access Barriers

- Bus stop accessibility improvements: **November 30, 2025** (*See Appendix IX*)
- Ongoing system improvements of new and altered pedestrian signals through Traffic Signals and Street Safety Improvement Program Sidewalk System Improvement Program (*See Appendix XII*)
- Ongoing sidewalk network repair and replacement through Curb Ramp Repair and Replacement Programs on a 10-year cycle (*See Appendix XIII*)
- Determine feasibility of installation of **206 curb cuts** and curb ramps as well as scope of project: Plan Addendum by **December 31, 2027** (*See Interactives Maps in Appendix X and XI*)
- Curb Ramp Repair and Replacement Programs will complete a full analysis of street reconstructions necessary to install compliant curb ramps: Plan Addendum by **December 31, 2035**.



# Employment

# Employment: Findings

Based on a review of existing policy, we find that the City of Madison **is compliant** with the requirements of the Americans with Disabilities Act and Section 504 of the Rehabilitation Act where employment practices are concerned.

We continue to strive to be a model employer for qualified people with disabilities.





**THE FUTURE**  
IS ACCESSIBLE

The graphic features the text "THE FUTURE IS ACCESSIBLE" in a bold, sans-serif font. "THE FUTURE" is in teal, and "IS ACCESSIBLE" is in orange. Between the two lines of text are two rows of stylized hand icons. The top row consists of ten yellow hand icons, and the bottom row consists of ten red hand icons. The entire graphic is set against a light gray background with a subtle shadow effect.

Rebecca Hoyt  
Disability Rights and Services  
Specialist (ADA Coordinator)  
[RHoyt@CityOfMadison.com](mailto:RHoyt@CityOfMadison.com)  
(608) 266-6511