

## CHAPTER 13

### AMERICANS WITH DISABILITIES ACT

#### SECTION

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**1-1301. Intent.** The Americans With Disabilities Act of 1990, "ADA," requires the City of Paris to provide employment opportunities, services, programs, and public facilities, which are accessible to persons with disabilities, and the Board of Commissioners of the City of Paris believes it is in the best interest of all citizens of the City of Paris to provide services, programs, and public facilities, which are accessible to all persons, and to provide employment opportunities without discrimination against persons who can perform the essential functions of a position.

**1-1302. Compliance.** The City Manager shall prepare, update as necessary, and keep current the City of Paris' ADA Compliance Plan. The ADA Compliance Plan shall be placed on file with the Finance Director of the City Of Paris in the City Business Office after such plan is approved and adopted. A copy of the ADA Compliance Plan shall be made available to the public as requested.

**1-1303. Plan Implementation.** The City Manager shall implement the ADA Compliance Plan and take such other steps as are necessary to comply with the ADA, subject to the budget limitations established by the Board of Commissioners of the City of Paris in the City of Paris' annual budget.

**1-1304. ADA Coordinator.** The City Manager shall appoint an ADA Compliance Coordinator from among existing city employees. The coordinator shall direct the implementation of the ADA Compliance Plan and receive and consider input on compliance efforts and alleged noncompliance with the Act from citizens, disabled persons, and other interested individuals and organizations.

**1-1305. Advisory Committee.** There is created the Advisory Committee on Americans With Disabilities, an Advisory Committee for the City of Paris. This committee shall consist of seven (7) members, at least two (2) of whom shall be persons with disabilities covered by the ADA. Members shall be appointed by the Mayor with the approval of the Board of Commissioners. The Mayor shall designate one (1) member as the chair. Three (3) members shall be appointed initially for a three (3) year term, two (2) members for a two (2) year term, and two (2) members for a one (1) year term and may be reappointed to subsequent terms of three (3) years. Any member failing to fill out a term shall be appointed in the same manner for the balance of that member's unexpired term.

The chair, or any two (2) members of the committee, may call special meetings on seven (7) days notice. The committee shall adopt rules designating regular meeting times and places. The committee shall make any studies and recommendations as the committee deems necessary or appropriate to carry out the policy set out in this ordinance.

The committee members shall serve without pay, but may be reimbursed for expenses authorized, before they are incurred, by the Finance Director.

**1-1306. Administrative Procedures.** The City Manager, with the assistance of the Advisory Committee on Americans with Disabilities, shall take those steps necessary to assure that the City of Paris is in compliance with the ADA. The City Manager and the Advisory Committee on Americans with Disabilities shall develop the necessary policy and procedures to assure that the City of Paris is in compliance with Title II of the Act. Compliance efforts shall include, but not be limited to, creating policies, practices, and procedures to: provided notice of requirements to the public, establish a grievance procedure, conduct a self-evaluation, develop a transition plan, encourage community involvement, and establish an orderly procedure to assure that the City of Paris is in compliance with the Act. The City Manager shall make such recommendations to the Board of Commissioners, as the City Manager may deem necessary to accomplish the purposes of this ordinance. (Ord. #1012, 05/08/03).