

ADA Transition Plan



City of Covington

Adopted: February, 2019



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SECTION 1 – Introduction

A. – The City of Covington

The City of Covington, Georgia is located in the heart of northeast Georgia, forty (40) miles east of Atlanta. Established in 1822, Covington has a rich heritage of southern charm. Antebellum homes, azalea gardens and magnolia trees surround its downtown square. The downtown square district has been the principal location of several TV dramas, including the “Dukes of Hazzard,” “In the Heat of the Night,” “The Vampire Diaries”, and numerous other movie and television productions, earning Covington the name “Hollywood of the South.”

In addition to its fame as a filming site, the City has also earned the distinction of several awards for excellence. Covington was named “A City of Excellence” and “A City of Ethics” by the Georgia Municipal Association and four of its departments have received national accreditation; the Police Department by the Commission on Law Enforcement Accreditation, the Fire Department by the Commission on Fire Accreditation, the 911 Center by the Public Safety Dispatch Commission, and the Public Works Department by the American Public Works Association.

Covington employs approximately 330 people in 17 departments, including Administrative and Finance, Human Resources, Safety and Risk Management, Police, Fire, 911 Communications, Streets, Water Reclamation, Water/Sewer services, Solid Waste Disposal, Municipal Airport, Electric Distribution, Natural Gas Distribution and Telecommunications.

The City operates under a manager / council form of government in which an elected mayor and council appoint a full time City Manager to manage the day to day operations of the City. The current City Manager, Leigh Anne Knight, has held that position since 2013.

B. – ADA Transition Plan History

The City of Covington ADA transition plan was originally completed in 2012 and the transition plan has since been updated continuously as needed. The work previously completed as a result of self-inspection within this transition plan can be seen below. All previously identified deficiencies in the plan have been completed.

<u>Facility Name</u>	<u>Work Needed</u>
City Hall	Remove Trash bins from blocking the sinks in the male and female bathrooms
	Repair Sidewalk in front of City Hall
	Remove ADA space in front of City Hall, restripe and configure to Van Space
	Add Handrail to ramp entrance to Human Resources
	Install handicap ramps and a crosswalk at Stallings St.

Planning & Zoning Office	Install sidewalk from building to the right-of-way of Stallings St., handicap ramps on both sides of Stallings St. and a crosswalk.
	Exchange bathroom signs to meet new ADA requirements.
	Restripe parking space into ADA compliant Van space
	Add grab bar in the men's restroom behind the toilet.
	Raise handicap sign
Fire Station #21	Add new ADA drinking fountain
	Change fixtures in both restroom sinks
	Place protection pads under the sinks
	Change and place correct signs at bathrooms
	Install sidewalk from right-of-way to the front entrance
	Add concrete at front door to allow correct landing
	Restripe parking space into ADA compliant Van space
	Add new sign for van accessible
	Fix existing ramp for correct approach
Fire Station #22	***** No repairs needed *****
Police Station	Add 42' bar in restroom
	Restripe parking area to allow a Van Accessible Space
	Correct ramp from parking to building
	Install handicap ramp at the intersection of Oak St and Conyers St
	Install handicap ramp at the intersection of Davis St and Conyers St
	Install handicap ramp at the intersection of Oak St and College Ave
	Install handicap ramp at the intersection of Davis St and Conyers St
	Install sidewalk along Oak St from Conyers St to College Avenue
	Install ramp on sidewalk that extends from Oak St. to the facility.
Water Reclamation Facility	Add Van unloading space and correct the existing sign
Water Reclamation Facility	Add correct signage at the bathrooms
Airport Terminal #1	Move Handicap Parking inside fence to avoid noncompliant ramp
	Provide a bevel at the door entrance to the building
Transfer Station	Install grab bar in restroom stalls
	Install appropriate handles for restroom door
	Install appropriate ADA signage
	Add stripping and signage in parking lot
	Install ramp at main door for wheelchair access
Legion Field	Widen door to bathroom
	Add missing doors and use appropriate signs
	Add grab bars in all restrooms
	Change sink handles
	Provide handicap parking spaces

Since 2014, the City has also made additions and deletions of public facilities. The 2014 Airport Terminal (Airport Terminal #1) has been closed to the public and is leased to a private company. A new Airport Terminal (Airport Terminal #2) has been in operation since 2017. The City is now providing public restrooms on the town square. The deletion of the previous Airport Terminal and the addition of the newest Airport Terminal and the Public Restrooms will be included in the Facilities Self-Evaluation portion of this report. Also, the Legion Field facility was completely remodeled into a public meeting space available for rental and includes the building, the open-air pavilion, a walking track, and the amphitheater.

SECTION 2 – ADA Transition Plan

A. – Americans with Disabilities Act

On January 26, 1990, the Americans with Disabilities Act (ADA) was enacted as federal law. The legislation prescribes steps for eliminating barriers to disabled persons in public facilities, private businesses, employment, communications and transportation by January 1995. The legislation affects any person with major life impairment. The Act deals with five major areas as outlined below:

EMPLOYMENT (Title 1) – This title covers all aspects of employment. It directly prohibits discriminating against persons with disabilities in application, hiring, advancement, training, compensation, or discipline. All government entities should have already been in compliance with these regulations through Section 504 of the 1973 Vocation Rehabilitation Act.

PUBLIC SERVICE & TRANSPORTATION (TITLE II) – This title of the ADA prohibits discrimination to disabled persons in programs, services and activities of the state and local government. This includes the provision of making such services accessible through “barrier free” public facilities. This title requires state and local governments to adopt a transition plan identifying barrier and the changes necessary for their alteration or removal.

PUBLIC ACCOMODATIONS (Title III) – This title is concerned with the provision of access to any public accommodation provided at a privately funded and operated facility.

TELECOMMUNICATIONS (Title IV) – This title requires telephone companies to provide voice transmission relay services for speech impaired persons and to increase the availability of telecommunication devices for the deaf (TDD). This title also requires and public service messages on television to be closed-captioned for the hearing impaired

OTHER PROVISIONS (TITLE V) – This title includes miscellaneous provisions such as construction standards, attorney’s fees and technical assistance.

B. – ADA Transition Plan Background

The ADA requires public entities with more than 50 employees to develop a transition plan. The Transition Plan must identify all structural modifications that are needed to buildings and facilities to ensure that programs, services and activities are accessible to people with disabilities. The Transition Plan must identify the steps necessary to complete the modifications and a time-frame for the needed modifications. The Transition Plan must:

1. Identify the physical barriers in buildings and facilities that limit the accessibility of programs, services and activities to individuals with disabilities.
2. Describe the modifications necessary to make the building or facility accessible.
3. Provide a schedule for making the modifications necessary to ensure compliance. If the modifications will require more than one year, identify the steps that will be taken to ensure that the program, service or activity is accessible.
4. Identify the individual responsible for the implementation of the Transition Plan.

Public entities with jurisdiction over streets, roads and pedestrian facilities must also include in the Transition Plan a schedule installing curb ramps where pedestrian walks cross curbs. Priority is to be given to installing ramps along accessible routes providing access to buildings and facilities where government programs and services are located, transportation hubs, places of public accommodation and employers.

More specifically, Under Title II, the City must meet these general requirements:

1. Must operate its programs so that when viewed in their entirety, the programs are accessible to and useable by individuals with disabilities, (28 C.F.R. Sec. 35.150)
2. Must not refuse to allow a person with a disability to participate in a service, program, or activity simply because the person has a disability, (28 C.F.R. Sec. 35.130 (a))
3. Must make reasonable accommodations in policies, practices and procedures that deny equal access to individuals with disabilities, unless a fundamental alteration in the program would result, (28 C.F.R. Sec. 35.130 (b) (7)).
4. May not provide services or benefits to individuals with disabilities through programs that are separate or different unless the separate or different measures are necessary to ensure that benefits and services are equally effective, (28 C.F.R. Sec. 35.130 (b)(iv) & (d)).
5. Must take appropriate steps to ensure that communications with applicants, participants, and members of the public with disabilities are as effective as communications with others, (29 C.F.R. Sec. 35.160 (a)).
6. Must designate at least one responsible employee to coordinate ADA compliance (28 C.F.R. Sec. 35.107 9 (a)).
7. Must provide notice of ADA requirements. All public entities, regardless of size, must provide information about the rights and protections of Title II to applicants, participants, beneficiaries, employees and other interested persons (28 C.F.R. Sec. 35.106). The notice must include the identification of the employee serving as the ADA Coordinator and must provide this information on an ongoing basis, (28 C.F.R. Sec. 104.8 (a)).
8. Must establish a grievance procedure. Public entities must adopt and publish grievance procedures providing for prompt and equitable resolution of complaints, (28 C.F.R. Sec. 35.107 (b)). This requirement provides for a timely resolution of all problems or conflicts related to ADA compliance before they escalate to litigation and / or the federal complaint process.

C. – ADA Policy Statement

The City of Covington, Georgia shall make reasonable modifications in policies, practices, or procedures when the modifications are necessary to avoid discrimination on the basis of disability, unless the City can demonstrate that making the modifications would fundamentally alter the nature of the service, program, or activity. The City of Covington will not place surcharges on individuals with disabilities to cover the cost involved in making programs accessible.

D. – ADA Coordinator

The City has appointed its Safety/Risk Manager, Asher Dozier, to additionally serve as its ADA Coordinator. This name, along with the appropriate contact information, will be widely disseminated to the public through the city's website, publications, and other means. Asher Dozier is responsible for the creation of this document as well as compliance with this Transition Plan. Asher Dozier completed the Title VI/ADA Combined Training class on 02/28/2019.

E. – Grievance Procedure

The City of Covington has adopted an internal grievance procedure providing for prompt and equitable resolution of complaints alleging any action prohibited by the U.S. Department of Justice regulations implementing Title II of the Americans with Disabilities Act. Title II states, in part, that "no otherwise qualified disabled individual shall, solely by reason of such disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination" in programs or activities sponsored by a public entity.

Complaints should be addressed to:
Asher Dozier
City of Covington ADA Coordinator
P.O. Box 1527
Covington, GA 30014
770-385-6830
adozier@cityofcovington.org

1. A complaint should be filed in writing or verbally, containing the name and address of the person filing it, and briefly describe the alleged violation of the regulations.
2. Written complaints may be filed on the ADA Grievance Form (**Appendix A**) that will be made available to the Complainant either electronically and/or hard copy in the Human Resources Department which is located within the City of Covington City Hall; 2194 Emory Street, Covington, Georgia.
3. A complaint should be filed within 15 days of the complainant becoming aware of the alleged violation. (Processing of allegations of discrimination which occurred before this grievance procedure was in place will be considered on a case-by-case basis.)
4. An investigation, as may be appropriate, shall follow a filing of complaint. The investigation shall be conducted by the designated ADA Coordinator or an appointed City of Covington representative. These rules contemplate informal but thorough investigation, affording all interested persons and their representatives, if any, an opportunity to submit evidence relevant to a complaint.

5. A written determination as to the validity of the complaint and a description of the resolution, if any, shall be issued by City of Covington ADA Coordinator and a copy forwarded to the complainant no later than 15 days after its filing.
6. The ADA Coordinator shall maintain the files and records of the City of Covington relating to the complaints filed.
7. The complainant can request a reconsideration of the case in instances where he or she is dissatisfied with the resolution. The request for reconsideration should be made within 15 days to the Mayor of the City of Covington.
8. The right of a person to prompt an equitable resolution of the complaint filed hereunder shall not be impaired by the person's pursuit of other remedies such as filing of an ADA complaint with the responsible federal department or agency. Use of this grievance procedure is not a prerequisite to the pursuit of other remedies.

These rules shall be construed to protect the substantive rights of interested persons to meet appropriate due process standards, and to assure the City Covington complies with the ADA and implementing regulations.

SECTION 3 – Self-Evaluation

A. – Committees

As required by Title II of the ADA, the City must conduct a self-evaluation of physical assets and current policies and practices. The City formed an advisory committee to conduct its self-evaluation. This committee consisted of the following members

1. Paul Dailey; Human Resources Director
2. Asher Dozier; Safety/Risk Manager and ADA Coordinator
3. Scott Gaither; Planning and Zoning Director
4. Emory (Tres) Thomas; Public Works Director
5. Brad Stoothoof; Streets Department Manager
6. Joe Doss; Deputy Fire Marshal
7. Brett Reed; Building Inspector

The main purpose of the advisory committee was to evaluate policies and facilities that effect accessibility to the City programs and services. The city owned buildings from which programs and services to the public are provided were evaluated using the Americans with Disabilities Act Accessibility Guidelines (ADAAG) Checklist for Existing Facilities version 2.1 for accessibility compliance.

The following people were assigned to inspect different areas and report back in 45 days with all their findings. A report will be written and will become part of the Transition Plan.

1. Asher Dozier and Paul Dailey will evaluate policies and procedures for Title II and Title VI compliance.
2. Brett Reed and Joe Doss will inspect building interiors for ADA compliance.
3. Brad Stoothoff and Lee Harvey will inspect all building exteriors and ramps for ADA compliance.
4. Scott Gaither and Brad Stoothoff will evaluate written policies, procedures and long-range plans that govern how the City constructs, alters, maintains and repairs highways, roads, streets, sidewalks, pedestrian crossings and curb ramps.

B. Policies and Procedures

The City of Covington, Georgia, values diversity and welcomes and actively seeks input from all interested parties, regardless of cultural identity, background or income level. Moreover, the City does not tolerate discrimination in any of its programs, services or activities. No person shall be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal assistance on the basis of race, color, national origin, sex, religion, age, disability, income or family status.

A requirement of this “Self-Evaluation” is a survey of the policies that effect accessibility to the City’s programs and services. Title II requires all programs and policies are accessible. Action must be taken to bring into compliance any policies or procedures which this Self-Evaluation finds to be discriminatory.

Existing policies, both informal and formal, established procedures, and provided services were reviewed. There were no areas of policies, procedures, or provided services which were found to be discriminatory.

C. Sidewalks and Pedestrian Facilities

Existing Sidewalk and Pedestrian Facilities

The City of Covington is responsible for sidewalks within rights-of-way owned and maintained by the State of Georgia or the City of Covington. With few exceptions, these sidewalks are generally of concrete construction and at a width of 48” or greater and can be divided into three generic areas:

1. Sidewalks servicing the Historic Downtown area centered around the Covington Square.
2. Sidewalks servicing routes along State and Federal Highways.
3. Sidewalks servicing the residential areas of Covington (built before 1992).
4. Sidewalks servicing residential subdivisions of Covington (1992 or newer).

Repair of Existing Sidewalk and Pedestrian Facilities

The City of Covington Street Department prioritizes sidewalk repair and replacement based on complaints received from the public as well as the usage rate of a sidewalk as a route to public facilities such as government offices, schools, churches, and clustered commercial facilities.

Future Sidewalk and Pedestrian Facilities

Future sidewalk construction is regulated through the Planning and Zoning Department. City Ordinances govern the use, placement, design and construction of sidewalks in public rights-of-way. Sidewalks are required along each side of any curb and gutter within or adjacent to a subdivision, or adjacent to any development, if inside the City of Covington. All sidewalks and curb ramps are reviewed during plan review for zoning, engineering and ADA compliance.

Sidewalks and Curb Ramps

As a public entity with responsibility and authority over streets, roads or walkways, 28 CFR SS 35.150 requires the City of Covington to provide curb ramps or other sloped areas where pedestrian walks cross curbs. In implementing the requirements of 28 CFR SS 35.150, the City is to give priority to walkways serving other areas. 28 CFR Part 36, Appendix B, ADA Standards for Accessible Design, Section 4.7 provides the ADA standards for the design and installation of the required curb ramps. The broad sidewalk categories identified in “Existing Sidewalk and Pedestrian Facilities” have been evaluated against the requirements of 28 CFR SS 150 and 28 CFR Part 36. The evaluation of pedestrian facilities indicates the following needs related to curb ramps meeting the ADA requirements.

- 1) Sidewalks in the Historic Downtown area centered around the Covington Square provide access to the highest concentration of entities and facilities covered by the Act. These include

State and Local government offices, places of worship and commercial businesses. These sidewalks in the Historic Downtown area centered around the Covington Square are the oldest in the city and the least likely to have curb ramps or ramps that comply with ADA construction standards. The Act requires priority be given to installing or replacing curb ramps on pedestrian facilities covering these areas

- 2) The sidewalks servicing State and Federal Highways are largely compliant with regards to curb ramps and sidewalk construction. Any areas of non-compliance should be given priority due to the presence of clustered commercial facilities and places of worship along these routes.
- 3) The sidewalks servicing the residential areas of Covington (built before 1992) may lack curb ramps, detectable warning mats and/or truncated domes. These areas often serve single-family residential housing. Because of a lack of density of places of government, business or worship, these existing sidewalks are given less of a priority for curb ramp installation or modification however total compliance with the Act is still the goal.
- 4) The sidewalks servicing residential subdivisions of Covington (1992 or newer) had curb ramp requirements in the design process. Detectable warning mats and truncated domes may or may not exist depending of the year of construction. Because of a lack of density in places of government, business or worship, these existing sidewalks are given less of a priority for curb ramp modification however total compliance with the Act is still the goal.

Curb Ramp Replacement/Modification Plan

In order to meet the requirements of 28 CFR SS 150 for scheduling the installation of curb ramps or other sloped areas where pedestrian walkways cross curbs, the City of Covington has undertaken the following on-going programs:

- 1) Accommodations for Person with Disabilities by Request or Identified Need.

The City of Covington budgets funds for curb ramp requests on an annual basis and has established a process for receiving and addressing individual requests. Requests are evaluated by the city's ADA Coordinator and Public Works Director. High priority is given to requests received from citizens with disabilities who wish to travel to shopping areas, medical facilities, transportation and other facilities or areas required for their activities of daily living. This evaluation consists of evaluating the requested curb ramps as well as the entire intersection where the curb ramp is located. The curb ramps are evaluated for usability and safety in order to determine the path of travel through the intersection.

- 2) Installation and Repair of Curb Ramps generally

As noted previously, the City of Covington allocates a portion of its public works budget to sidewalk replacement and repair. The street department considers the needs for ADA compliant ramping as well as density of usage of facilities in guiding the program of work.

This allows the City of prioritize ramping in order to have a direct impact by providing ramping to areas of the highest utilization that currently are not compliant.

Multi-Use Greenway Trails

The City owns, leases and/or maintains approximately 7 miles of multi-use greenway trails in or near the City limits of Covington. Of these, approximately 4 miles of the trails are currently open to the public with a paved ten-foot wide path which can be used for non-motorized activities and power-drive mobility devices including wheelchairs. All currently open sections are handicap accessible and ADA compliant regarding accessibility, sidewalks and ramping.

D. Facilities and Structures

City of Covington City Hall 2194 Emory Street, Covington, Georgia

City Hall is the primary facility for all local government activities as well as municipal utility services. The City is the local provider of electric, natural gas, water, wastewater and solid waste collection services. The public must access this facility in order to set up accounts for city services, pay utility deposits, utility bills and general customer service for utility accounts. This facility also supports the traditional governmental functions such as City Council meetings, Mayor's office, City Manager's office and Human Resources. Except for public meeting rooms and bathrooms, all services are at the ground floor level. Bathrooms and meeting rooms are located approximately 4 feet below ground level. The City has installed an elevator to service those areas. This building meets all accessibility standards under the ADA Accessibility Guidelines.

City of Covington Planning and Zoning Office 2116 Stallings Street, Covington, Georgia

The Planning & Zoning Office is the primary facility for the public to obtain permits for site grading, general construction, electrical, HVAC, plumbing permits and inspections, occupational taxes and code enforcement issues. This facility may host public meetings of the Planning Board, Tree Board, Historic Preservation Board, Parking Authority, and Downtown Development Authority as necessary. Public inquiries into property related concerns are generally handled at this facility. This is a one-story building and all public services are accessible at ground level.

City of Covington Fire Station #21 2101 Pace Street, Covington, Georgia

Covington Fire Station #21 is the main fire station of the City. It houses all the necessary equipment and personnel to successfully conduct their fire-fighting and emergency functions. The facility hosts school children and the general public for tours and inspections from time to time. This Fire facility houses the Chief Fire Marshall's office and the public must have access for review with the Fire Marshal of construction plans and inspections of new and existing buildings. This is a one-story building and all public services are accessible at ground level.

City of Covington Fire Station #22
11234 Alcovy Road, Covington, Georgia

Covington Fire Station #22 is an auxiliary fire station of the City serving the Industrial Park and areas north of I-20. It houses all the necessary equipment and personnel to successfully conduct their fire-fighting and emergency functions. The facility hosts school children and the general public for tours and inspections from time to time. This is a one-story building and all public services are accessible at ground level.

City of Covington Police Department
1143 Oak Street, Covington, Georgia

The Covington Police Department provides law enforcement services to its citizens within its corporate limits. The facility is open to the public for various services such as reporting crimes, nuisances, complaints, school tours, public information sessions, etc. The police department also permits some activities for the public such as alcohol licensing, public assembly, parades and street closing permits as well as performs criminal background checks. The facility also houses the Municipal Court where those arrested for traffic offenses, minor shoplifting and other misdemeanor crimes are adjudicated. This is a one-story building and most public services are all at ground level. There is space consisting of offices, a meeting room, a kitchen, and bathrooms approximately 4 feet below ground level and in a below grade basement but neither of these spaces would be open for public programs or services.

City of Covington Pistol Range
Williams Road, Covington, Georgia

The Pistol Range is primarily used by City of Covington and surrounding area public safety agencies for training. The facility is at times used for public safety demonstrations, citizen firearms classes or other public programs and services offered by the City of Covington. This is a one-story building and all public services are accessible at ground level.

City of Covington Water Reclamation Treatment Plant
10820 Covington Bypass Road, Covington, Georgia

The Water Reclamation Treatment Plant provides wastewater treatment for all residential, commercial and industrial sewerage customers in the City's service delivery area. The facility does not provide any services directly to the public, however, school tours are allowed from time to time. This is a one-story building and all public services are accessible at ground level.

City of Covington Land Application Facility
11095 Flat Shoals Road, Covington, Georgia

The Land Application Facility is a wastewater mitigation facility that uses irrigation to return wastewater to the environment. The facility does not provide any services directly to the public, however, school tours are allowed from time to time. This is a one-story building and all public services are accessible at ground level.

***City of Covington Airport Terminal #2
14100 Highway 142, Covington, Georgia***

The Covington Municipal Airport is a General Aviation (GA) airport owned and operated by the City of Covington. In addition to a terminal building, the Airport also provides hangar space for rent to aircraft owners and fueling services. This is a one-story building and all public services are accessible at ground level.

***City of Covington Transfer Station
5120 Turner Street, Covington, Georgia***

The transfer station is open to the public to accept recyclables and bulk waste. There are no other services provided out of this facility. This is a one-story facility and there are no accessibility issues. These facilities are located on the ground floor.

***Legion Field
3173 Mill Street, Covington, Georgia***

Legion field consists of a meeting space equipped with a kitchen, an open-air pavilion, a walking track and a amphitheater. This facility is used for public festivals and can also be rented for private parties. The meeting room and pavilion are both one-story facilities. There are no accessibility issues. The bandstand is approximately 5 feet above grade and can be accessed via ramp.

***Public Restrooms
1147 Washington Street, Covington, Georgia***

The public restrooms consist of a men's restroom, women's restroom, and water fountain in a 1,200 square foot facility. This facility is open to the public during normal business hours and also for special events after hours upon request. This is a one-story building and all public services are accessible at ground level.

E. Plan Of Work

The facilities were inspected by the internal and external inspection teams between January 16 and January 23, 2019. The following improvements are necessary to bring each facility into compliance.

<u>Facility Name</u>	<u>Work Needed</u>	<u>Estimated Costs</u>
City Hall	Add Detectable at ramp to Front Door	\$500
	Add audio and strobe fire alarm in conference room	\$500
	Add detectable at drive thru ramp	\$500
	Clear obstructions from the grab bar in the men's restroom in the lobby	\$0
	Move the trash-bin from obstructing the sink in the men's restroom	\$0
Planning and Zoning	The sidewalk at the employee entrance gate needs ramps and detectables on both sides	\$1,000
Fire Station #21	Make sign regulating that trucks cannot park blocking sidewalk or wheelchair access	\$100
Fire Station #22	Add signage to ADA bathroom in the front of the day room	\$100
Police Department	No Violations Found	\$0
Pistol Range	No Violations Found	\$0
Water Reclamation	Needs Parking Space with Signage	\$250
Land Application	Needs Parking Space with Signage	\$250
	Restrooms needs accessible route	\$500
Airport Terminal	Complete sidewalk to side doors in front of building	\$3,000
Transfer Station	No Violations Found	\$0
Legion Field	No Violations Found	\$0
Public Restrooms	Need a detectable on each corner of the sidewalk at the Washington Street Crossing.	\$1,000
	<u>TOTAL COSTS</u>	\$7,700

The goal for completing all interior improvements will be 30 days from the date of inspection. The goal for completing all exterior improvements will be 180 days from the date of inspection.



City of Covington Georgia Americans with Disabilities Act Discrimination Complaint Form

Instructions: Please fill out this form completely, in black ink or type. Sign and return to the address on page 2.

Complainant Name: _____

Street Address: _____

City, State and ZIP Code: _____

Telephone: _____ Email Address: _____

Person Discriminated Against (if other than the complainant):

Persons Name: _____

Street Address: _____

City, State and ZIP Code: _____

Telephone: _____ Email Address: _____

City of Covington individual or department which you believe has discriminated:

Name/Department: _____

When did the discrimination occur? (Date / Time): _____

