

City of Sacramento
Disabilities Advisory Commission Report
915 I Street Sacramento, CA 95814
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File ID: 2026-01095

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Disabilities Advisory Commission's Recommendation from 2025 Annual Report for Citywide ADA Coordinator

File ID: 2026-01095

Location: Citywide

Recommendation: Review and comment.

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Presenter: Jesse Gothan, Supervising Engineer, (916) 808-6897, jgothan@cityofsacramento.org, Department of Public Works

Attachments:

1-Description/Analysis

Description/Analysis

Issue Detail: Advisory bodies of the City are required to provide an annual report and workplan for review by the Personnel and Public Employees (P&PE) Committee as outlined in the City Council Rules of Procedure, Chapter 17.

The P&PE Committee reviewed the 2025 Disabilities Advisory Commission (DAC) Annual Report at the February 24, 2026 meeting and passed a motion forwarding it to the City Council for review and forwarding the Commission's recommendation for a citywide ADA coordinator to the Budget and Audit Committee for consideration.

The City Council approved the annual report on consent at the March 24, 2026 meeting. The Budget and Audit Committee considered the recommendation for the citywide ADA coordinator and discussed it at the May 5, 2026, meeting.

This item will be a discussion of the status of the recommendation.

Policy Considerations: The City Code outlines the purpose, powers, and duties of the commission in City Code 2.53.020. The commission is established for the purpose of providing advice and recommendations to the city council on strategies and policies designed to ensure and enhance the city's compliance with the Americans with Disabilities Act, the California Fair Employment and Housing Act, and Title 24 of the California Code of Regulations.

1) The powers and duties of the commission are as follows:

- A. To advise the city council regarding compliance with federal and state disability laws. The commission shall not advise the city concerning litigation or administrative proceedings to which the city is a party;
- B. To review policies, programs and activities within the city as they affect persons with disabilities;
- C. To recommend procedures for city employees with disabilities to request and receive reasonable accommodations;
- D. To provide information, referral and technical assistance to the city in matters pertaining to disability issues;
- E. To establish a liaison with the city's ADA coordinators to assist with policies, procedures and programs as they relate to federal and state disability laws.
- F. Annually, report to and make recommendations to the city council regarding the city's compliance with state and federal disability laws and activities of the commission.

Economic Impacts: Not applicable.

Environmental Considerations: Not applicable.

Sustainability: Not applicable.

Commission/Committee Action: On January 14, 2026, the Disabilities Advisory Commission reviewed the report and passed a motion forwarding it to the Personnel and Public Employee (P&PE) Committee. On February 24, 2026, the P&PE Committee reviewed the 2025 DAC Annual Report and passed a motion forwarding it to the City Council for review and forwarding the Commission's recommendation to the Budget and Audit Committee for consideration. The annual report was approved by the City Council at the March 24, 2026 meeting. The Budget and Audit Committee heard and discussed the recommendation at the May 5, 2026 meeting.

Rationale for Recommendation: The Disabilities Advisory Commission (DAC) submitted the following recommendations forwarded by the Personnel and Public Employees Committee to the Budget and Audit Committee:

“Prioritize the reinstatement of the citywide ADA Coordinator position in the next budget cycle. This position would enhance ADA programs citywide; collaborate with internal and external stakeholders; coordinate ADA activities; and provide leadership to advance the City’s commitment to a strong and effective ADA program. The ADA Coordinator would serve as the City’s spokesperson on ADA issues; staff the Disabilities Advisory Commission (DAC); bring forward at least one item annually under each of the Commission’s Powers and Duties; and recommend ADA-related policies and programs to the City Council and City Manager. This position does not currently exist in the City’s salary schedule or classification system.” - DAC 2025 Annual Report Recommendation

Staff Analysis: The Americans with Disabilities Act (ADA) comprises five titles, three of which—Titles I, II, and III—are especially relevant to local government. Title I governs employment, Title II covers state and local government services, and Title III addresses public accommodations. Responsibilities for ADA compliance across these areas are currently distributed among various City departments. Public Works Engineering Services presently staffs the DAC and coordinates commission items, as most accessibility issues within the public right-of-way fall under Public Works’ purview. Other departments also implement ADA requirements relevant to their operations and present items to the DAC as needed.

The DAC believes that creating a dedicated citywide ADA Coordinator—versed in all ADA titles—would improve consistency, strengthen compliance, and better serve the City. No such position currently exists. Establishing the role is estimated to cost approximately **\$200,000 annually**, covering labor, benefits, and overhead at a level comparable to a Program Manager classification.

Financial Considerations:

No funding has been identified to implement the proposed recommendations. The City has not secured financial resources to initiate or maintain the recommended actions, and implementation cannot move forward until a dedicated funding source is established. Based on preliminary estimates, approximately \$200,000 per year would be required to support a citywide ADA Coordinator position, including the staff time necessary to carry out the associated policies and programs at a program-manager level.

Public/Neighborhood Outreach and Comments: Not applicable.