



CITY OF PULASKI, TN

ADA TRANSITION PLAN

Updated March 2026

The City of Pulaski ADA Transition plan is intended to guide the City's efforts to provide an accessible system program within City limits. The purpose of the plan is to identify deficiencies in City of Pulaski policies, procedures and physical assets. The plan also provides guidance for removal of accessibility barriers. The plan will be updated regularly to track ongoing needs towards compliance.

Section 504 of the Rehabilitation Act of 1973 prohibits discrimination on the basis of disability by any program or activity receiving federal financial assistance. Discrimination may consist of exclusion from participation in or denial of the benefits of programs and activities operated by a department, agency or other form of state or local government. Section 504 applies to the City of Pulaski, as well

as all sub-recipients of federal funds.

The Americans with Disabilities Act (ADA) of 1990 provides further protection on the basis established by Section 504 by prohibiting discrimination on the basis of disability by public entities regardless of whether they receive federal financial assistance. The Act is divided into five titles describing requirements related to:

- (I) Employment
- (II) State and local government services
- (III) Public accommodations
- (IV) Telecommunications
- (V) Miscellaneous provisions

Title II of the Act specifically applies to state and local government services and the programs and activities they administer, including items built before and after 1990.

Public entities with fifty (50) or more employees must develop a transition plan identifying areas that need (or may need) any structural changes to meet program compliance. At a minimum, the plan must meet the requirements stated in 28 CFR 35.150(d)(3) as follows:

- I. Identify physical obstacles (barriers) in the City's facilities and services that limit the accessibility of its programs or activities to individuals with disabilities.
- II. Describe the methods that will be used to make the facilities and services accessible.
- III. Specify the schedule for taking the steps necessary to achieve compliance.
- IV. Indicate the official responsible for implementation of the plan.
Public entities responsible for streets, road or walkways must include a schedule for providing curb ramps or other sloped areas where pedestrian walks cross curbs, giving priority to walkways serving City offices and facilities, places of public accommodation and employers, followed by walkways serving other areas [23 CFR 35.150(d)(2)].

The City's transition plan addresses minimum plan requirements relating to physical assets, including facilities and rights-of-way owned and maintained by the

City. Facilities are defined to include any City office, maintenance buildings, Parks and Recreational facilities. Rights-of-way features include, but are not limited to, curb ramps, sidewalks, crosswalks, median crossings and pedestrian activated signal systems. The City must provide an opportunity to interested persons, including individuals with disabilities or organizations representing individuals with disabilities, to participate in the development of the plan by submitting comments. A copy of the transition plan must be made available for public inspection [28 CFR 35.15(d)(1)].

The grievance procedure is a process developed to meet the requirements of the Americans with Disabilities Act. It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in the provision of services, activities, programs or benefits of the City of Pulaski.

The complaint should be in writing and contain information about the alleged discrimination such as name, address, phone number of complainant and location, date and description of problem. Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint, will be made available for persons with disabilities upon request.

The complaint should be submitted to the grievant (the City of Pulaski) as soon as possible, but no later than sixty (60) calendar days after the alleged violation to:

Joey Turner
ADA Coordinator
203 South First Street
Pulaski, TN 38478
931-363-2516

jturner@pulaskipd.com

Within fifteen (15) business days after receipt of the complaint, the City will meet with the complainant to discuss and review the violation and possible resolutions. Within fifteen (15) business days after the aforementioned meeting, the City will respond in writing to explain the position of the City and offer options for resolution.

If the response does not satisfactorily resolve the issue, the complainant and/or his/her designee may appeal the decision of the ADA coordinator within fifteen

(15) days after receipt of the response to the City Administrator or his/her designee. The City Administrator or his/her designee will meet with the complainant to discuss the complaint and possible resolutions. After the meeting, the City Administrator will respond in writing with a final resolution.

All written complaints received by the City, appeals to the City Administrator or his/her designee and responses from the ADA coordinator and the City Administrator or his/her designee will be kept by the City of Pulaski for a minimum of three (3) years.

TRANSITION PLAN

AREA	DESCRIPTION	STATUS	
City Hall Administrative Building	<p>Inspect for accessible parking (to include striping and signs) and entry (ramps, handrails, restrooms) to the building</p> <p>Inspect for correct slope on ramps, entrance and exit door accessibility, physical barriers to all public utility offices. To include, Mayor’s office, City Administration office, Gas and Water Department, City Council Room.</p>	Complete (inspection and self-evaluation forms are on file and available for inspection)	
Police Department	Inspect for accessible parking and entry ramps, handrails to the building	Complete (inspection and self-evaluation forms are on file and available for inspection) Public access can be made through the City Hall.	

Fire Station #1	<p>Inspect for accessible parking (to include striping and signs) and entry (ramps, handrails) to the building</p> <p>Inspect for correct slope on ramps</p>	Complete (inspection and self-evaluation forms are on file and available for inspection)	See worksheet for project dates and updates
Fire Station #2	Inspect for accessible parking (to include striping and signs) and entry (ramps, handrails, restrooms) to the building	Complete: Inspect for accessible parking (to include striping and signs) and entry (ramps, handrails, restrooms) to the building	
City-owned Sidewalks at the Crossings	Inspect for accessible ramps and correct slope	Ongoing maintenance	
Sam Davis Park	<p>Inspect for accessible parking (to include striping and signs) and to ensure all recreation equipment is in working order to accommodate all visitors</p> <p>Verify restrooms are accessible</p>	<p>Renovation performed in (2026) Stadium Wall restructure.</p> <p>Facility in good working order.</p>	
W. D. Savage Park	<p>Inspect for accessible parking (to include striping and signs) and to ensure all recreation equipment is in working order to accommodate all visitors</p> <p>Verify restrooms are accessible</p>		

Cave Springs Park	Inspect for accessibility and parking (to include striping and signs) and to ensure equipment is in working order to accommodate all visitors	Park is in Good Working order	
Street and Sanitation Department	Inspect for accessible parking (to include striping and signs) and entry (ramps, handrails) to the building	In process: No ADA ramps, rails will be required; no striping or signs, no public Restroom. This facility has no access to the Public	
Parks and Recreation Building	Inspect for accessible parking (to include striping and signs) and entry (ramps, handrails) to the building	In process: Add additional handicapped parking spaces for building	
Wastewater Treatment Plant	Inspect for accessible parking (to include striping and signs) and entry (ramps, handrails) to the building	This facility requires no public access.	
Pleasant Run Walking Trail	Inspected for accessibility and safety (to include trails, both hard and earth, handrails, ramps, crossings and clearances)	Ongoing maintenance	

Water Treatment Plant	Inspect for accessible parking (to include striping and signs) and entry (ramps, handrails) to the building	This facility requires no public access.	
Public Works Facilities (Street Department)	Inspect for accessible parking (to include striping and signs) and entry (ramps, handrails) to the building	This facility requires no public access.	
Gas Department Warehouse	Inspect for accessible parking (to include striping and signs) and entry (ramps, handrails) to the building	This facility requires no public access.	
Water Department Warehouse	Inspect for accessible parking (to include striping and signs) and entry (ramps, handrails) to the building	This facility requires no public access.	
Richland Skate Park	Inspect for accessible parking (to include striping and signs) and to ensure equipment is in working order to accommodate all visitors	Facilities are in good working order	
Richland Ball Park	Inspect for accessible parking (to include striping and signs) and entry to the buildings,	Facilities are in good working order with compliant public access restrooms	

	fields, and concession stands and restrooms		
Magazine Road Ball Park	Inspect for accessibility and parking (to include striping and signs) and entry to the buildings, fields, and concession stands and restrooms	Facilities are in good working order	
Magazine Road Tennis courts	Inspect for accessibility and parking	Facilities are in good working order	
Magazine Road Park	Inspect for accessibility, parking and playground equipment	Facilities are in good working order	
Sharewood Park	Inspect for accessible parking, playground equipment, and facilities	Facilities are in good working order	
Overlook Park	Inspect for accessibility and parking	Facilities are in good working order	
Senior Citizen Park	Inspect for accessibility and parking	Facilities are in good working order	
Turner Park	Inspect for accessibility and parking	Facilities are in good working order	
Abernathy Airport	Inspect for accessibility and parking	Facilities are in good work order with new construction underway	

The ADA transition plan will be updated on a yearly basis through self-evaluations and input from persons with suggestions. The City will also continually seek improvement in our quality of service.



Title VI Grievance Procedure

Title VI

The Americans with Disabilities Act

Title II Grievance Procedure

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act of 1990 ("ADA"). It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in the provision of services, activities, programs, or benefits by the City of Pulaski. The City of Pulaski Personnel Policy governs employment-related complaints of disability discrimination.

The complaint should be in writing and contain information about the alleged discrimination such as name, address, e-mail

address, phone number of complainant and location, date, and description of the problem. Alternate means to file complaints, such as personal interviews or a tape/digital recording of the complaint will be made available for persons with disabilities upon request.

The complaint should be submitted by the grievant and/or his/her designee as soon as possible of the alleged violation.

Lt. Joey Turner

ADA Coordinator

City of Pulaski

203 South First Street

Pulaski, TN. 38478

931-363-2516

e-mail: jturner@pulaskipd.com

Revised 03/2026



Title VI Grievance Procedure

Within 15 calendar days after receipt of complaint, the ADA coordinator or his/her designee will meet with or otherwise contact the complainant to discuss the complaint and the possible resolutions. Within 15 calendar days of the meeting, the

ADA coordinator or his/her designee will respond in writing, and where appropriate, in a format accessible to the complainant such as large print, Braille, or audio tape. The response will explain the position of the City of Pulaski and offer options for substantive resolution of the complaint.

If the response by the ADA coordinator or his/her designee does not satisfactorily resolve the issue, the complainant and or his/her designee may appeal the decision within 15 calendar days after receipt of the response to the City Administrator or his/her designee.

Within 15 calendar days after receipt of the appeal, the City Administrator or his/her designee will meet with or otherwise contact the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, the City Administrator or his/her designee and respond in writing, and, where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

All written complaints, appeals and responses received by the ADA coordinator or his/her designee and the City Administrator or his/her designee will be retained by the city of Pulaski for minimum of three years.

Title VI complaint procedures that identify the Title VI timeline (180 days to file a complaint based on race, color or national origin, final action taken within 60 days, any complaint received by the City of Pulaski will be reported to TDOT within three business days).