



County of Santa Cruz

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BOARD OF SUPERVISORS

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FIFTH DISTRICT

AGENDA: 2/6/01

January 19, 2001

BOARD OF SUPERVISORS
County of Santa Cruz
701 Ocean Street
Santa Cruz, CA 95060

RE: ANNUAL REPORT OF THE COMMISSION ON DISABILITIES

Dear Members of the Board:

Attached is the Annual Report of the Commission on Disabilities for calendar year 2000. I recommend that the Board accept and file this report and direct the Chairman to thank the members of the Commission for their efforts on the County's behalf.

Sincerely,

TONY CAMPOS, Chairman
Board of Supervisors

TC:ted

cc: Commission on Disabilities

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COMMISSION ON DISABILITIES



COUNTY OF SANTA CRUZ

Email commissions@co.santa-cruz.ca.us
 Website: www.co.santa-cruz.ca.us

701 Ocean Street, Room 30, Santa Cruz, CA 95060
 ph# 831-454-2355 fax# 831-454-2433

January 18, 2001


Chair Tony Campos
 Santa Cruz County Board of Supervisors
 701 Ocean Street
 Santa Cruz, CA 95060

Dear Chair Campos:

On behalf of the Santa Cruz County Commission on Disabilities, I am submitting the 2000 Annual Report of Activities for your review.

I would also like to express our appreciation for the opportunity to serve the Board of Supervisors and persons with disabilities in Santa Cruz County.

Respectfully submitted,


 Andrea Smith
 Women's Commission Coordinator

cc: Susan Mauriello, CAO

1ST DISTRICT

R. McGaw
 T. Freiler

2ND DISTRICT

J. Lewis
 vacant

COMMISSIONERS

3RD DISTRICT

V. Everlove
 R. Northcutt

4TH DISTRICT

P. Spence
 vacant

5TH DISTRICT

T. Ferr
 P. McLean



County of Santa Cruz Commission on Disabilities 2000 Annual Report

I. Roles of the Commission

The Commission on Disabilities is an advisory body to the Board of Supervisors on issues concerning persons with disabilities. The Commission was established to (a) Review existing County policies that affect persons with disabilities and make recommendations to the Board of Supervisors regarding proposed changes; (b) Review Sections 503 and 504 of the Federal Rehabilitation Act of 1973 and its implementing regulations and advise the Board of Supervisors on any actions necessary to bring the county into compliance with the federal requirements and to eliminate discrimination against persons with disabilities; (c) Review the provision of access for persons with disabilities to public places within the County and recommend improvements where needed; (d) Review the County's Affirmative Action Plan and policies and recommend to the Board of Supervisors and Affirmative Action Commission any revisions which may be necessary to eliminate employment discrimination against persons with disabilities; (e) Review the County's Personnel rules and job descriptions and make recommendations to the Board of Supervisors and to the Civil Service Commission, as necessary, to assure that any unnecessary barriers to employment opportunities for persons with disabilities are removed; (f) Advise the Board of Supervisors on any other appropriate programs and actions which would increase employment opportunities for persons with disabilities; (g) Evaluate services provided to persons with disabilities in the County and make recommendations to the Board of Supervisors based on their conclusions; (h) Review requests by persons with disabilities or organizations for County assistance and advise the Board of Supervisors; (i) Investigate citizen complaints related to concerns of persons with disabilities and make appropriate recommendations for action to the Board of Supervisors; (j) Review Federal and State Legislation of interest to persons with disabilities and advise the Board of Supervisors of their recommendations; and (k) Exercise other responsibilities related to the needs and concerns of persons with disabilities in the County.

II. Meetings Dates, Time, and Location

The Commission meets the second Friday of each month from 12:00 noon to 2:00 P.M. at 1400 Emeline Street, Building K, Room 206. The mailing address is 701 Ocean Street, Room 30, Santa Cruz, CA 95060.

III. Commission Structure

The Commission on Disabilities is comprised of ten members representing five districts. The Board of Supervisors appoints two Commissioners for each district. The Chair and/ or Vice-Chair who are elected every January facilitates commission meetings. This year the Chair was John Daugherty (2nd District) and the Vice-Chair was Cynthia Adams (5th District) and James Lewis (2nd District).



The Commission members, as of December 31, 2000 are:

District	Commissioners
1 st District	Robert McGaw, Robert Freiler
2 nd District	James Lewis, vacant
3 rd District	Rebecca Northcutt, Victor Everlove
4 th District	Pat Spence, vacant
5 th District	Tom Ferr, Peter McLean

The following Commissioners either completed their terms, resigned, or were replaced in the last year: Pat Green, Cynthia Adams, and John Daugherty.

IV. Commission Staff

The Commission is supported by a twenty hour per week staff person – the Commission Coordinator. The Coordinator takes minutes, prepares correspondence, and represents the Commission in some of the Commission activities. Andrea Smith served as the Commission Coordinator for the year 2000.

V. Attendance

Name	1	2	3	4	5	6	7	8	9	10	11	12
Robert Freiler	A	X	X	X	A	X		X	X	A	X	A
Robert McGaw	A	A	X	X	X	X		X	X	X	X	X
John Daugherty	X	X	X	X	A	X		X	X	X	-	-
James Lewis	X	X	X	X	X	X		X	X	X	X	X
Rebecca Northcutt	A	A	X	X	X	X		X	X	X	X	X
Victor Everlove	X	X	X	X	X	X		X	X	X	X	A
Pat Green	A	A	-	-	-	-		-	-	-	-	-
Tom Ferr	X	X	X	X	X	X		X	A	X	X	A
Cynthia Adams	X	X	X	X	X	-		-	-	-	-	-
Patricia Spence	-	X	X	X	X	X		X	X	X	A	X
Peter McLean	-	-	-	-	-	-		-	-	X	X	X

X= present

A= excused absence

dash (-) =not on commission

VI. Annual Goals and Accomplishments

The goals of the Commission are set annually and are developed utilizing the Commission mandate, emerging needs as expressed by the community and identified by Commissioners, and the following philosophy:

Disability is a natural part of the human experience. At some point in our lives all of us will experience some sort of disability or condition that limits our independence. For this reason - accessibility issues are society's issues. The responsibility lies upon all of us to insure equal access for everyone to participate fully in all aspects of life.



In 2000 the Commission's efforts were concentrated on the following goals and activities:

1. Develop and implement a plan to solve the County- wide problem of non-conforming accessibility at facilities serving the public.

Throughout the year the Commission received and reviewed more concerns than we could ever respond to from the public regarding access issues within the County. The following are some of the accomplishments that lend toward a more accessible Santa Cruz:

- The Commission developed a template Access Courtesy Letter to send to businesses that may not be in compliance with Federal, State, and local regulations regarding access. The template was designed to streamline the process of notifying businesses when we receive complaints from the public or Commissioners.
- The Commission recommended the prohibition of rolled curbs in Santa Cruz County. Although they may be aesthetically pleasing, they fail to define the path of travel thereby causing problems for persons with disabilities. Without the defining edge automobiles tend to park on the sidewalks and persons with sight impairments may not be able to distinguish where the sidewalk and the street separate. The Division of the State Architect has also deemed rolled curbs as unacceptable.
- The Commission has been working with the Director of General Services and the ADA Officer regarding access problems with the County courthouse jury staging area. We are working together to correcting access barriers to the bathroom and other services.

The Commission conducted a survey of 70 parking lots in the unincorporated areas of the County for compliance with the ADA and Title 24 Regulations. **Our survey revealed that 67 or 96% of the parking lots were out of compliance** (see chart attached to report)

In an effort to address this widespread problem, the Commission recommended that a permit be required for all parking lot alterations to regulate accessibility. Business owners and contractors are often unaware of the required access regulation upgrades and only perform the resurfacing upgrade. This results in many parking lots remaining out of compliance and leaving some persons with disabilities at best, inconvenienced, and at worst, unable to independently patronize the facilities supported by the parking lot.

2. Review employment issues for persons with disabilities including County-hiring procedures.

The Commission formed a subcommittee on County Hiring Procedures to review County hiring methods. The subcommittee met with County and community representatives to develop recommendations to promote employment for persons with disabilities and help meet the County's goal of 4.4%. The Commission is currently working with Personnel on the recommendations and will produce a final report in the first part of 2001. One of the recommendations includes the formation of a standing committee comprised of representatives from County Personnel, the Commission, organizations that provide employment services to persons with disabilities, and persons with disabilities employed at the County. The Committee



will be charged with reviewing methods to promote employment of persons with disabilities from outreach and hiring to retention.

In support of promoting employment for persons with disabilities, the Commission also participated in the following:

- The Commission tended a table at the County's Access Job Fair at the Coconut Grove. The event **was** well attended and provided opportunity to network with other services offering support to persons with disabilities trying to get into the job market.
- Working with the ADA Officer, the Commission coordinator designed an employment outreach brochure for persons with disabilities. The brochure is designed to demystify the process of securing employment in public service – outlining the process and providing tips for success. The brochure will be distributed to organizations providing employment services to persons with disabilities in the County. Some of those organizations include: Regional Occupation Program, Workability II, Shoreline Occupational Services, Community Options and Cabrillo College Disabled Students Services.

3. Plan a celebration for the Americans with Disabilities Tenth Anniversary.

July 26, 2000 marked the tenth anniversary of the signing of the Americans with Disabilities Act. In recognition of this event the Commission distributed a press packet that featured quotes from local activists and advocates commenting on how the ADA has impacted their lives. Coverage spanned from television and radio to the print media.

The Commission also sponsored an ADA Anniversary Collaborative Display on the Community Wall at the County building. Including the Commission on Disabilities, thirteen organizations submitted boards for the display. Organizations participating included Project Scout, Elderday, the County's Equal Employment Opportunity Commission, Mental Health Client Action Network, Central Coast Center for Independent Living, the Cabrillo Stroke Center, Lift Line/Food and Nutrition Services, the County Planning Department, AARP Foundation, Central Coast Alliance on Health, Shared Adventures, and the Santa Cruz AIDS Project. Organizations have requested that this become an annual event.

4. Identify and define the Commission's authority and purpose.

In an effort to be more effective, the 'Commission reviewed their authority and purpose based on past practices and concluded that they could best continue to serve disabled people of the County by working within the existing framework. Items brought to the Commission will be referred to committee, should they require further research. Correspondence from the Commission to businesses regarding access problems will remain non-judgmental and informational in nature.

5. Work to use local media for disability awareness and Commission activities.

- To create a more visible presence and expand our outreach, the Commission brochure was published in Spanish this year and the Commission **website** was revised and expanded.



- The Commission Chair was interviewed on the radio station KUSP. He spoke on the Commission's activities, accessibility, disability awareness, and transit issues. The interview had to be conducted over the telephone due to KUSP's inaccessibility.
- Words are very powerful in shaping the attitudes and perception of the public and portraying people with disabilities in this negative manner leads to stereotyping and discrimination. The Commission requested that the term "handicap" no longer be used to describe persons with disabilities in County language and that all County materials produced reflect this correction. We recommended that the term "disability" be used when referring to people, and that "accessible" be used when referring to parking, bathrooms, and buildings.
- Using *Guidelines for Reporting and Writing about People with Disabilities* developed by the University of Kansas and the Associated Press and approved by over thirty disability organizations, the Commission is working to enroll the local media into adopting in-house policies to use appropriate language when writing about persons with disabilities.
- Commissioners tended a booth at the Ability Awareness Fair sponsored by Shared Adventures at the Loudon Nelson Community Center. The event was well attended and provided an opportunity to share the Commission's work with the community.
- The Commission's advocacy extends beyond the County boundaries. The Coordinator testified at a public hearing in November 2000 in support of the formation of a Commission on Disabilities in Monterey County. The Santa Cruz County Commission was offered as an informational resource to Monterey County while they explore the feasibility of forming their Commission.

6. Monitor Volunteer Accessible Parking Enforcement Program through implementation.

With the support of the Commission, the Sheriff's Department formed the County's first volunteer parking enforcement team to address increasing accessible parking violations. The Santa Cruz Team is modeled after a program in Fremont that has been operating for years, however the Santa Cruz citizen patrol performs additional services such as vacation watch and vehicle abatement adjunct to their parking enforcement duties. The first block of training, provided by both the Sheriff and the Highway Patrol, was completed in August of 2000. The pilot program is stationed in Aptos with the intent to grow Countywide. The team is outfitted in volunteer uniforms and identification badges. To prevent potential problems with angry violators they photograph all violations and leave the scene if it does not appear to be safe to ticket **at** that time. They are also trained in verbal judo and patrol in pairs. The front-end implementation of this program will involve a County- wide education of the laws on accessible parking.

7. Monitor the Member Advocate Position services for efficacy.

Resulting from the Commission's 1998 investigation of Central Coast Alliance on Health (formerly known as SCCHO), two positions were created to remedy problems with service delivery to its members - the Members Advocate Position, which serves as an objective party to assist persons with disabilities when confronted with problems obtaining services through CCAH and the Disabilities Liaison position, which works in-house to assist members with disabilities



with any health care issue they may have. The MAP is housed at the Legal aid of the Central Coast and this year reported to the Commission on some of the cases that required their services. The Commission will continue to monitor the MAP for necessity and efficacy in 2661.

8. Review local issues and advocate for children with disabilities.

Our objective is to insure that there exists equity in services for children with disabilities in our County so they can grow up to live independently and free of unnecessary barriers. A recent report indicated that 18% of the student population in public schools in North County (ages 3 to 22 years) has some type of disability. Although learning disabilities account for a significant portion of this number, the diagnosis for autism has risen by 214% in the last three years and services have not been able to keep up with the demand. Early aggressive intervention can determine a future of independence (or reduced dependence) for these children. Over the past year the Commission has monitored and lobbied the Proposition 10 Commission to allocate funds to serve children with disabilities and their families. We recommended the following:

- **Objective Family Advocacy**

An objective third-party agency or position would be a benefit not only to parents trying to navigate through the maze of services but would also benefit the service providers (agencies and schools) in providing the best quality of services.

- **Supplement to Inadequate Insurance Coverage**

Many families are finding themselves without adequate medical coverage once their child has been diagnosed with autism. Until this can be dealt with directly through legislation, families need supplemental coverage so their children do not go without vital services.

- **Local Resource Center**

A local resource center would provide valuable education and support to parents as well as be a vehicle for interagency communication.

- **Service Network**

A formal network of service providers would promote better collaboration between agencies that provide services to children with disabilities and their families.

9. Develop a resource list of businesses and organization that sell products and perform services to bring businesses into compliance. This goal was later expanded to include a Community Resource Directory that provides disability-related information on services available to the public.

The Commission is working with the Santa Cruz Library, other County departments and community organizations to develop a community resource directory and disability resource website. In January of 2002 the library will apply for a one or two year Library Services and Construction Act (LSTA) grant to do the work required. The library will hire and supervise the staff, working in coordination with the Commission and County Health and Human Services staff. This coming year will be used to plan, gather data, and identify continuing funding for the project.

10. Review local Para transit issues.

The Commission monitors County Para transit issues through participation on MASTF (Metro Accessible Services Transit Forum). MASTF is an official advisory group to the Metro Board of



Directors and the ADA Para transit Program. Several of the Commissioners attend and participate on MASTF on a regular basis.

11. Miscellaneous Activities

The Commission on Disabilities holds a seat on the In-Home Support Services Advisory Committee.

Guest speakers welcomed by the COD in 2000:

Cynthia Adams, former Commissioner
Jonathan Adler, Access Compliance Services
Don Allegri, HSA Program Manager
Foster Anderson, Shared Adventures
Michael Bradshaw, Central Coast Center for Independent Living
Charles Bruscino, Association for Injured Workers
Michael Bush, community member
Jody Cramer, Assisted Living Project
Judy Cramer, Social Worker/Disability Liaison of CCAH
Janet Edwards, community member
Iriss Ferr, community member
Barbara Flynn, Health Services Director of CCAH
Richard Gallo, Central Coast Center for Independent Living
Joe Hemingway, Santa Cruz County Sheriffs Dept.
Barbara Jackson, community member
Reyna Juarez, Social Worker
Jackie Kellum, Health Services Operations Manager
Suzanne Koebler, Long Term Care Integration Project
Jeff LeBlan, MASTF
James Lewis, community member
Toni McKee, community member
Peter McLean, community member
Angelique Milhous, Senior Provider Relations of CCAH
Ajita Patel, Santa Cruz County EEO
Randy Ratto, community member
Laura Spiegel, Grievance Coordinator
Ana Ventura-Phares, Santa Cruz County EEO

VII. Future Goals and Recommendations

- Continue working with the Sheriffs department on the volunteer parking enforcement through its implementation and expansion.
- Advocate for children with disabilities in Santa Cruz County and recommend that Proposition 10 funds be allocated to services for children with autism and other disabilities.
- Work with the Library and Resources Agency to develop a Community Resource Directory with extensive disability-related information and make it available in print and on-line.



- Work with the County to increase employment for persons with disabilities.
- Continue to work on disability awareness including monitoring the press for disability appropriate language.
- Continue to work with the Central Coast Alliance for Health on insuring equity of services to person with disabilities.
- Explore ways to comprehensively address ADA non-compliance in the private sector.
- Continue to serve as a referral and information resource for the community.

Respectfully Submitted,

Andrea Smith
Commission Coordinator

Approved by the Commission on Disabilities on 01/12/01

Commission on Disabilities

Parking Lot Survey

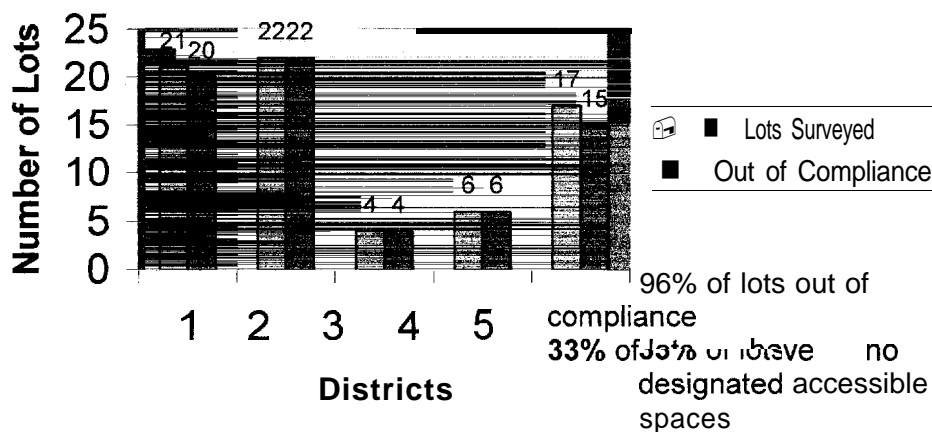
70 Lots

01/10/01

0163

Lots Surveyed by District

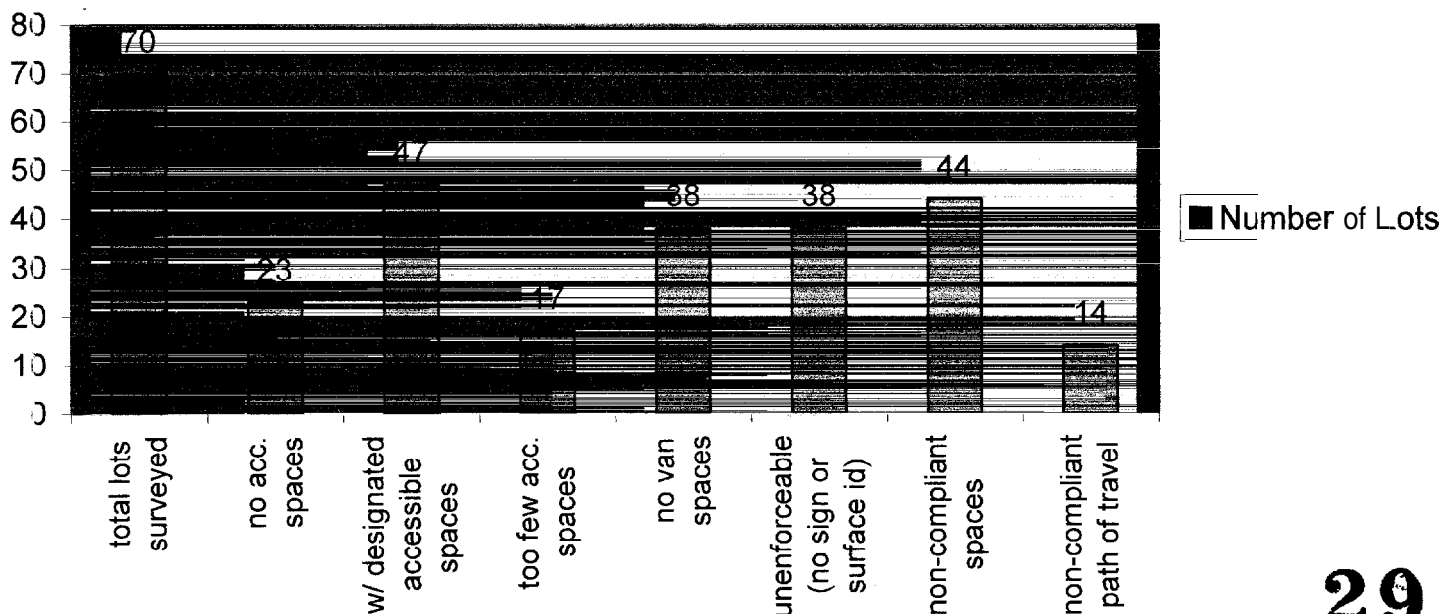
70 Total Lots



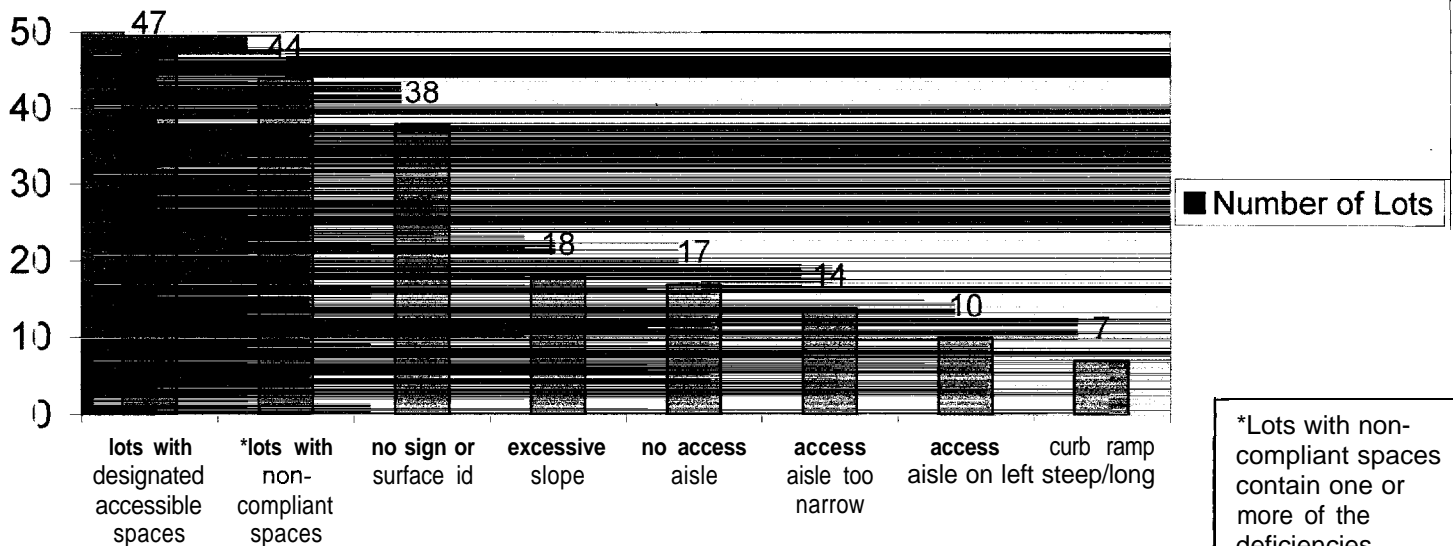
Distribution of Parking Lots Surveyed by Size

<u>1-5</u>	<u>6-10</u>
5	13
<u>11-15</u>	<u>16-20</u>
9	10
<u>21-30</u>	<u>31-50</u>
8	10
<u>51-100</u>	<u>101-150</u>
8	1
<u>Over150</u>	
6	

Non-Compliant Lots Summary

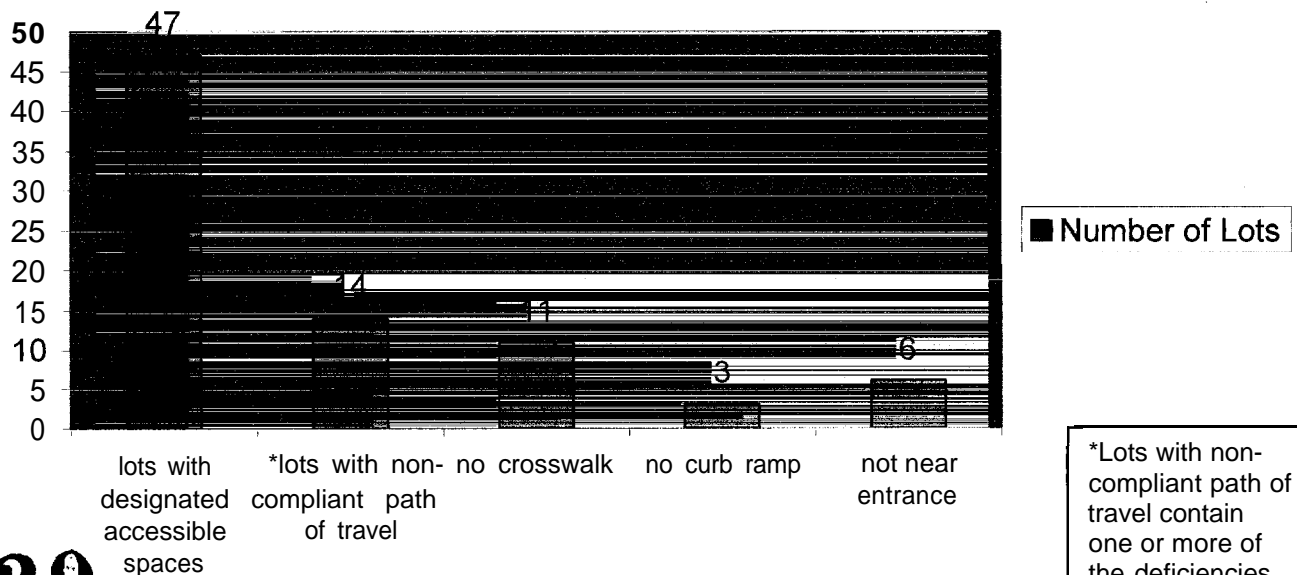


Lots with Non-Compliant Spaces



*Lots with non-compliant spaces contain one or more of the deficiencies listed.

Lots with Non-Compliant Path of Travel



*Lots with non-compliant path of travel contain one or more of the deficiencies listed.