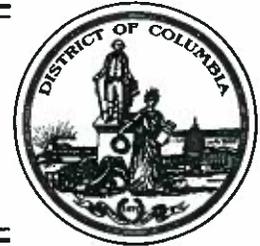


**COUNCIL OF THE DISTRICT OF COLUMBIA
COMMITTEE ON HEALTH AND HUMAN SERVICES
CHAIRWOMAN YVETTE M. ALEXANDER
COUNCILMEMBER, WARD 7**



**OFFICE OF DISABILITY RIGHTS
FY14-15 PERFORMANCE OVERSIGHT QUESTIONS**

Agency Organization

1. Please provide a complete, up to date organizational chart for each division within the agency, including a list of the employees (name and title) for each subdivision and the number of vacant positions in each subdivision.

Name	Title
Alexis Taylor	Interim Director
Sheryll Streets	Staff Assistant
Christina Mitchell	ADA Compliance Specialist
Haydn Demas	ADA Compliance Specialist
Susie McFadden- Resper	ADA Compliance Specialist
Anwar Mahmood	Architect
Kali Wasenko	Special Assistant
Jessica Hunt	Special Project Coordinator
Subdivision:	The Developmental Disabilities Council (DDC)
Mathew McCollough	Executive Director, Developmental Disabilities Council
Sudie Johnson	Program Analyst, Developmental Disabilities Council
Denice McCain	Staff Assistant, Developmental Disabilities Council

- a. Please include explanation of the roles and responsibilities for each division and subdivision; and

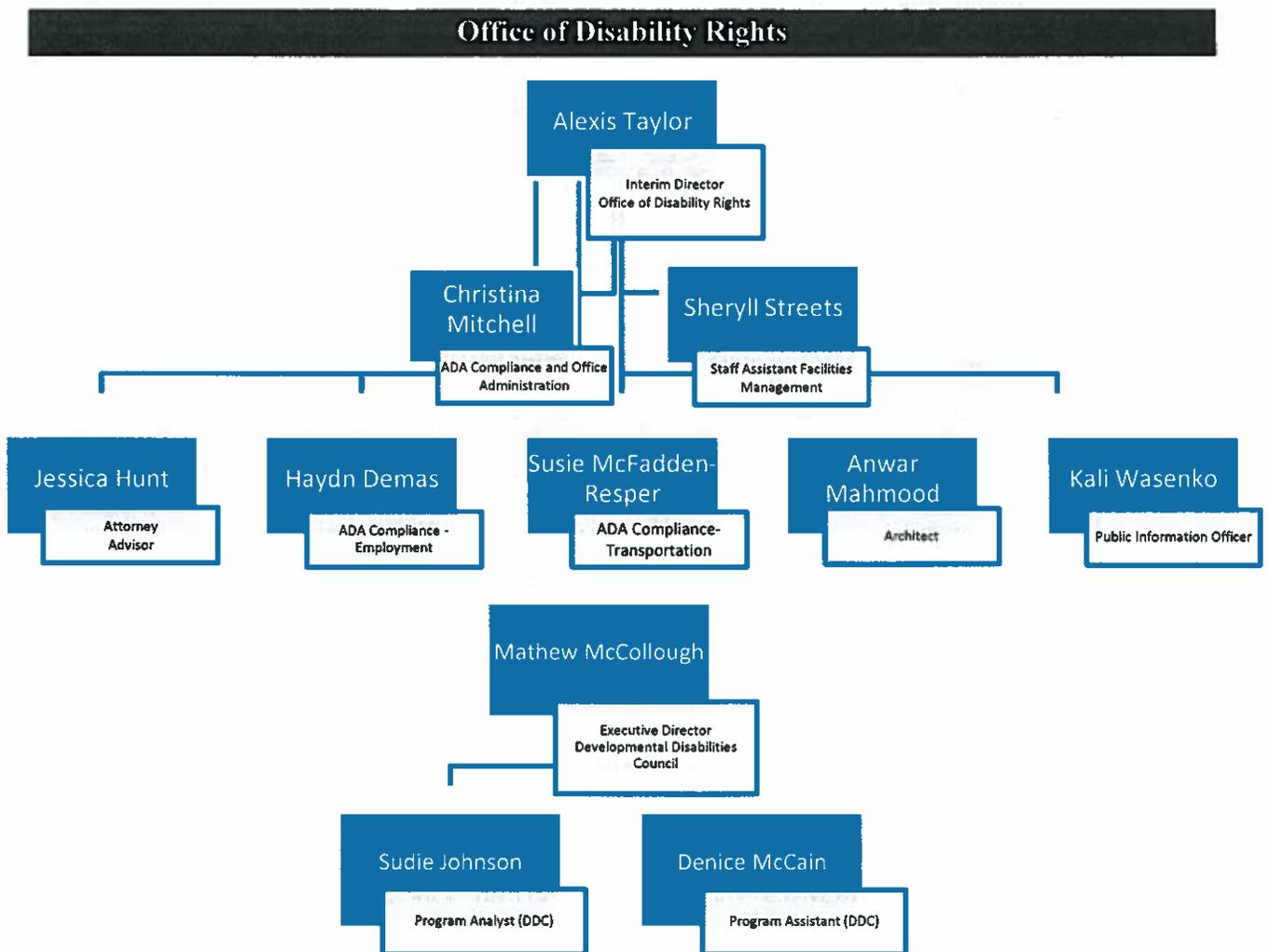
The Developmental Disabilities Council (DDC) is a subdivision of the Office of Disability Rights. The DDC is a Mayoral appointed body established in accordance with the mandates of the D.C. Developmental Disabilities Basic State Grant Program. The grant program is authorized by the Developmental Disabilities Assistance and Bill of Rights Act of 2000, Public Law 106-402 (42 USC 15001), dated October 30, 2000. The DDC is entirely funded by the United States Department of Health and Human Services (DHHS), Administration on Intellectual and

Developmental Disabilities (AIDD), and is charged with identifying and addressing the most pressing needs of people with developmental disabilities in the District of Columbia. Deliverables, initiatives, and outcomes are identified in the DDC's 5 Year State Plan (2012–16)¹ and approved by AIDD. ODR serves as the Designated State Agency for the DDC.

- b. For any organizational changes made during the previous year, please provide a narrative explanation of any organizational changes made during the previous year.

ODR did not have any organizational changes in FY14.

Organizational Chart



¹ 5 Year State Plan (2012-16): <http://ddc.dc.gov/publication/ddc-five-year-plan-2012-2016>

2. Please provide an up to date position listing for your agency, which includes the following information:
- Title of position;
 - Name of employee or statement that the position is vacant, unfunded, or proposed;
 - Date employee began in position;
 - Salary and fringe, including the specific grade, series, and step of position; and
 - Job status (continuing/term/temporary/contract).

*List information by the division and subdivision

Title	Employee	Start Date	Grade	Step	Salary	Fringe	Status
Interim Director	Alexis Taylor	08/04/2014	N/A	N/A	\$141,099		Excepted
Staff Assistant	Sheryll Street	12/7/2007	DS-11	6	\$62,200.00		Continuing
ADA Compliance Specialist	Christina Mitchell	09/14/2008	CS-13	3	\$81,293.00		Continuing
ADA Compliance Specialist	Haydn Demas	07/25/2008	CS-13	5	\$86,189.00		Continuing
ADA Compliance Specialist	Susie McFadden-Resper	9/29/2008	CS-13	5	\$86,189.00		Continuing
Architect	Anwar Mahmood	5/27/2008	CS-13	7	\$91,085.00		Continuing
Special Assistant	Kali Wasenko	07/14/2014	CS-12	1	\$66,306.00		Continuing
Special Project Coordinator	Jessica Hunt	09/26/2011	CS-13	4	\$83,189.00		Continuing
Subdivision							
Executive Director	Mathew McCollough	02/04/2008	MS-14	3	\$97,602.00		Continuing
Program Analyst	Sudie Johnson	05/06/2002	CS-13	7	\$91,085.00		Continuing
Staff Assistant	Denice McCain	10/10/1991	DS-11	6	\$62,200.00		Continuing
Agency Fringe Total (LOCAL)						\$152,063	
Agency Fringe Total (FEDERAL)						\$54,102	

3. Please provide the number of FY14 FTEs for the agency, broken down by program and activity. Please also note the number of vacancies at the close of FY14, by program and activity, and current vacancy information.

Program	Filled FTEs	Vacant FTEs
Agency Management Program (AMP)		
Performance Management (1090)	3.0	0
Training & Technical Assistance (2010)	1.6	0
Evaluation & Compliance (2020)	3.0	0
AMP Total	7.6	
Disability Rights Program (DRP)		
Investigations (2030)	0.4	0
State Developmental Disabilities Council (2040)	3	0
DPR Total	3.4	
JR0 Total	11.0	

ODR currently has 11 FTEs. No vacancies.

- a. For each vacant position, please note how long the position has been vacant, the efforts undertaken to recruit the position, and whether or not the position has since been filled.

N/A

4. Please update the Committee on any changes ODR has made to its performance evaluation practices in FY14.

KEY PERFORMANCE INDICATORS - Office of Disability Rights

Measure	FY 2013 Actual	FY 2014 Target	FY 2014 Actual	FY 2015 Target	FY 2016 Projection	FY 2017 Projection
Percentage of accessibility reports which are completed within 30 days of the request.	63%	20%	39%	85%	85%	90%
Average # of days Sign Language Interpretation requests are filled from the date of the request ²	N/A	N/A	5	5	5	4
# of DC employees, contractors, and grantees receiving ADA training	799	800	1,121	1,000	1,250	1,500
Number of technical assistance calls/complaints/resource requests handled within 30 days ³	430	475	389	N/A	N/A	N/A
Percentage of technical assistance calls/complaints/resource requests handled within 30 days ⁴	N/A	N/A	N/A	85%	85%	90%
Percentage of reasonable accommodations plans completed within 60 days of the request. ⁵	32%	20%	NA	85%	85%	90%

² This KPI was previously measured as the percent of sign language interpretation requests filled within 5-7 days from the date of the request. The KPI was amended in FY14 to the average number of days because the prior metric was consistently 100%.

³ This KPI previously measured the number of calls received, which did not reflect ODR's performance in responding to these inquiries. Therefore, the measure was changed to reflect our degree of expeditiousness and efficiency in responding to constituents.

⁴ This KPI previously measured the number of calls received, which did not reflect ODR's performance in responding to these inquiries. Therefore, the measure was changed to reflect our degree of expeditiousness and efficiency in responding to constituents.

⁵ This KPI previously measured the number of reasonable accommodation request inquiries, which did not reflect ODR's performance in responding to these inquiries. Therefore, the measure was changed to reflect our degree of expeditiousness and efficiency in responding to constituents.

5. List all employees detailed to or from your agency, if any. Please provide the reason for the detail, the detailed employee's date of detail, and the detailed employee's projected date of return.

At this time, there are no employees detailed to or from ODR.

6. Please provide the Committee with:
- a. A list of all employees who receive cell phones, personal digital assistants, or similar communications devices at agency expense;

Name	Title	Device
Alexis Taylor	Interim Director	Cell phone
Jessica Hunt	Special Project Coordinator	Cell phone
Haydn Demas	ADA Compliance Specialist	Cell phone
Mathew McCollough	Executive Director, Developmental Disabilities Council	Cell phone

- b. A list of all vehicles owned, leased, or otherwise used by the agency and to whom the vehicle is assigned

No vehicles are owned or leased. The agency employees use the Fleet Share program: The personnel who use the program are Christina Mitchell, Kali Wasenko and Anwar Mahmood.

- c. A list of employee bonuses granted in FY14 and FY15 to date, if any;

No bonuses granted.

- d. A list of travel expenses including the amount spent and the reason, arranged by employee;

NAME	MEETING/CONFERENCE	TRAVEL DATES	Total COST	REASON
Mat McCollough	DDC Executive Directors Summit	11/2/2014 11/5/2014	\$1,457.45	National Association of Councils on Developmental Disabilities Executive Directors Retreat

- e. A list of the total overtime and workman's compensation payments paid in FY14 and FY15 to date.

No overtime or worker's compensation payments made in FY14 and FY15.

Budget

7. Please provide a chart showing your agency's approved budget and actual spending, by program, for FY14 and FY15, to date. In addition, please describe any variance between fiscal year appropriations and actual expenditures for FY15 and FY15, to date.

FY 2014				
Program	Actual Budget	Expenditures	Variance	Comments
Agency Management Program (AMP)	331,842	331,842	-	
Disability Rights Program (DRP)	1,319,284	1,231,681	87,603	Expenditures less than anticipated * \$2K in Personal Services * \$3K in training * \$36K in furniture's & fixtures * \$46K: Sign Language Interrupter Services
Total	\$ 1,651,126	\$ 1,563,522	\$ 87,603	
FY 2015				
Program	Revised Budget as of 12/31/2014	YTD Expenditures *(Including obligations) as of 12/31/2014	Variance	Comments
Agency Management Program (AMP)	357,391	86,599	270,792	Future Salaries for on-board staff and unobligated contracts.
Disability Rights Program (DRP)	1,292,172	493,824	798,348	Future Salaries for on-board staff and unobligated contracts.
Total	\$ 1,649,563	\$ 580,423	\$ 1,069,140	
*Note: The year to date expenditures include obligations for contracts through the end of the fiscal (exceptions few contracts that expire prior to the fiscal year) and the annualized cost of fixed costs.				

8. Please list any reprogramming, in or out, which occurred in FY14 or FY15 to date. For each reprogramming, please list the total amount of the reprogramming, the original purposes for which the funds were dedicated, and the reprogrammed use of funds.

FY 2014			
Program	Amount Transferred	Original Purpose for the funds	Purpose of Reprogramming
Developmental Disability Council	15,000	Contractual Services	Local and Out of City Travel for the Developmental Disability Council (DD)
Disability Rights Program	25,000	Salaries	Printing Services for materials needed to promote awareness for ODR Programs and to develop a training video highlighting disability sensitivity and etiquette.
Developmental Disability Council	38,000	Contractual Services	To procure office furniture for new additional work space and the replacement of depleted furniture.
Disability Rights Program	50,000	Contractual Services	To procure office furniture for new additional work
Developmental Disability Council	21,414	Local and Out of City Travel; Contractual Services	Salaries, office supplies, general supplies, postage, conference fees, membership dues, purchase furniture and fixtures and rental of machinery and equipment.
	\$ 149,414		
FY 2015 YTD			
Program	Amount Transferred	Original Purpose for the funds	Purpose of Reprogramming
N/A	N/A	N/A	N/A

9. Please provide a complete accounting for all intra-District transfers received by or transferred from the agency during FY14 or FY15, to date.

FY 2014			
Expenditures	Seller Agency	Buyer Agency	Service
101,798	Office of Disability Rights (ODR)	Various Agencies	Sign Language Interpretation Services
\$ 101,798			
Amount	Seller Agency	Buyer Agency	Service
49,677	Department on Disability Services	Office of Disability Rights (ODR)	News Reading services for the visually impaired and disabled
\$49,677			
FY 2015			
Budget	Seller Agency	Buyer Agency	Service
70,000	Office of Disability Rights (ODR)	Various Agencies	Sign Language Interpretation Services
\$ 70,000			
Amount	Seller Agency	Buyer Agency	Service
50,869	Department on Disability Services	Office of Disability Rights (ODR)	News Reading services for the visually impaired
\$50,869			

10. Please identify any special purpose revenue accounts maintained by, used by, or available for use by your agency during FY14 or FY15, to date. For each account, please list the following:
- The revenue source name and code;
 - The source of funding;
 - A description of the program that generates the funds;
 - The amount of funds generated by each source or program in FY14; and
 - Expenditures of funds, including the purpose of each expenditure in FY14

N/A

11. Please provide a list of all projects for which your agency currently has capital funds available. Please include:
- The amount of capital funds available for each project or fund;
 - Planned remaining spending on the project, by Fiscal Year;
 - A description of each project or fund; and
 - A status report on each project, including whether the project is on budget and on schedule, and if not, why not.

N/A

12. Please provide the agency's fixed costs budget and actual spend for FY 13, FY14 and FY15 to date. Please include a narrative description of any substantial changes in these costs.

FY 2013				
Comp Source	Approved Budget	Actuals	Variance	Explanation
CSG 30: ENERGY, COMM. AND ELDG RENTALS	-	-	-	
CSG 31: TELEPHONE, TELEGRAPH, TELEGRAM, ETC		45	(45)	
CSG 32: RENTALS - LAND AND STRUCTURES			-	
CSG 34: SECURITY SERVICES				
CSG 35: OCCUPANCY FIXED COSTS				
Total	\$ -	\$ 45	\$ (45)	

FY 2014				
Comp Source	Approved Budget	Actuals	Variance	Explanation
CSG 30: ENERGY, COMM. AND ELDG RENTALS	-	-	-	
CSG 31: TELEPHONE, TELEGRAPH, TELEGRAM, ETC	-	-	-	
CSG 32: RENTALS - LAND AND STRUCTURES	-	-	-	
CSG 34: SECURITY SERVICES	-	-	-	
CSG 35: OCCUPANCY FIXED COSTS	-	-	-	
Total	\$ -	\$ -	\$ -	

FY 2015				
Comp Source	Approved Budget	Expenditures as of 12/31/2014	Variance	Explanation
CSG 30: ENERGY, COMM. AND ELDG RENTALS			-	
CSG 31: TELEPHONE, TELEGRAPH, TELEGRAM, ETC		45	(45)	
CSG 32: RENTALS - LAND AND STRUCTURES	-	-	-	
CSG 34: SECURITY SERVICES	-	-	-	
CSG 35: OCCUPANCY FIXED COSTS	-	-	-	
Total	\$ -	\$ 45	\$ (45)	

13. Please identify any legislative requirements that the agency lacks sufficient resources to properly implement.

Based on information and belief, the agency does not lack resources to implement its legislative mandates.

Contracting and Procurement

14. Please list each contract, procurement, lease, and grant ("contract") awarded or entered into by your agency during FY14 and FY15, to date. For each contract, please provide the following information, where applicable:
- The name of the contracting party;
 - The nature of the contract, including the end product or service;

- c. The dollar amount of the contract, including budgeted amount and actually spent- **Note: Contract amount was the budgeted amount in each contract.**
- d. The term of the contract;
- e. Whether the contract was competitively bid or not;
- f. The name of the agency's contract monitor and the results of any monitoring activity; and
Uranus Anderson, Agency Contract Monitor. There are no results of monitoring activity.
- g. Funding source-**Funding source for each contract is listed below.**

Table of Funding Codes

Funding Source	Object Code
0409	Contractual Services
0424	Conference Fees
0425	Payment of Membership Dues
0701	Purchases - Furniture and Fixtures
0703	Purchases - Automotive Equipment
0706	Rentals - Machinery and Equipment

Office of Disability Rights

Name	Nature	Contract Amount **	Term	Bid	Monitor	Funding
Graham Staffing	Sign Language Interpreter	\$100,000	10/1/13 – 9/30/14	Yes	OCP	0703
Digi Doc Inc	Printing	\$8,148.00	N/A	Yes	OCP	0409
Pendragwn Production	PSA Video	\$27,340	N/A	Yes	OCP	0409
Graham Staffing	Sign Language Interpreter	\$100,000	10/1/14 – 9/30/15	Yes	OCP	0703

Developmental Disabilities Council

Name	Nature	Amount**	Term	Bid	Monitor	Funding
National Association of Councils on Developmental Disabilities	Annual Dues	4,060	10/1/2013 9/30/2014	No	OCP	0425
Xerox	Copier rental & maintenance	8,709	10/1/2013 9/30/2014	No	OCP	0706
Institute for Educational Leadership	Advocacy training	156,405	10/1/2013 9/30/2014	Yes	OCP	0409
Community Living & Support	Social Role Valorization training	14,039	10/1/2013 9/30/2014	No	OCP	0409

National Disability Institute	Financial literacy for students & webinar/online Curriculum development	11,680	10/1/2013 9/30/2014	No	OCP	0409
FLIK International Corp. (Gallaudet University)	Retreat	1,885	11/1/2013 11/1/2013	No	OCP	0424
Lifeline Partnership	Nutrition & wellness training	6,375	10/1/2013 9/30/2014	No	OCP	0409
Quality Trust for Individuals with Developmental Disabilities	Support staff for Self-Advocacy Coalition	30,000	4/15/2013 9/30/2014	No	OCP	0409
Capital Services and Supplies	Office (Work Stations)*	19,653	9/17/2014	Yes	OCP	0701
Xerox	Copier rental & maintenance	8,709	10/1/2014 9/30/2015	No	OCP	0706
Institute for Educational Leadership	Advocacy training	160,220	10/1/2014 9/30/2015	Yes	OCP	0409
National Association of Councils on Developmental Disabilities	Annual dues	3,846	10/14/2014 9/30/2015	No	OCP	0425

*Secondary to a build-out or office expansion, new offices were created in a previous agency space; and the office received furniture for the staff and DDC Executive Director.

**The contracted amount listed represents the budgeted and actual amount spent.

15. Please provide a list of any contractors or consultants performing work within your office, including job description, salary, and length of contract and city of residence.
N/A

16. Please provide a list of all MOU's currently in place, any MOUs planned for the coming year, and a brief description of the purpose for each MOU.

- **Office of Human Rights (OHR):**
ODR and OHR work in collaboration across disability and civil rights issues. ODR provides oversight and technical assistance to employees who file a discrimination complaint with regards to disability. The agencies are considering a MOU which would further each agency's mission. If ODR is unable to achieve resolution of the complaint, the employee is provided an "exit" letter that allows them to proceed to OHR for further review. ODR and OHR revised the MOU to ensure the "fast-tracking" of disability related complaints that could not be resolved by ODR; and we are discussing instituting it this year.

- **Department on Disability Services/Rehabilitation Services Administration (DDS):**
ODR and DDS have an MOU in place that provides for the transfer of funds from ODR to DDS (\$49,800) to fund a Certified Business Organization (CBO) contract targeted to reading services for people who are blind or have low vision.
- **Office of the City Administrator (OCA):**
ODR and OCA have an MOU in place to coordinate the provision of Sign Language Interpreter services for District of Columbia government agencies to allow for effective communication for District residents and consumers who are deaf. There are presently 27-agencies on the MOU, but ODR assists all agencies in retrieving this assistance.

Agency Programs and Policies

17. Please list each policy initiative of your agency during FY14 and FY15 to date. For each initiative please provide:
- a. A detailed description of the program;
 - b. The name of the employee who is responsible for the program;
 - c. ~~The name of the employee who is responsible for the program;~~ (Duplication of b)
 - d. The total number of FTEs assigned to the program and
 - e. The amount of funding budgeted to the program.

Performance Plan-Objectives and Policy Initiatives for FY14

OBJECTIVE 1: Be a model city of accessibility for people with disabilities.

INITIATIVE 1.1: Increase physical access to District-owned and leased facilities.

ODR consults with District government agencies in order to establish appropriate priorities for capital improvements to DC facilities to provide ADA access. In FY 2014, ODR will continue to work with the Department of Parks and Recreation (DPR) in collaboration with the Department of General Services (DGS) in the implementation of their “Access Master Plan.” In FY 2014 nine (9) DPR recreation facilities will be modified for accessibility. In FY 2013, a highlight of our collaboration focused on the installation of 28 wheel chair lifts allowing for people with mobility issues to independently access DPR pools, both external and internal. Completion Date: September, 2014.

Responsible Employee: Anwar Mahmood, Architect

Total Number of FTE: one (1)

Total Amount Budgeted: No specific amount budgeted for this program

OBJECTIVE 2: Improve the responsiveness of government systems and employees to the needs of people with disabilities.

INITIATIVE 2.1: Provide a comprehensive disability rights education program for DC employees, contractors, and grantees.

In FY 2014, ODR will continue to enhance the scope of our training curricula with a goal of ensuring that the necessary knowledge, skills and attitudes essential to the successful incorporation of the training are achieved. In FY 2013, ODR targeted training for 750 employees, grantees, consumers and contractors.

In FY 2014, ODR will work with the Office of Contracts and Procurements (OCP) to review the effectiveness of altering the contracting template to include expanded language highlighting grantee obligations under the Americans with Disabilities Act – Title II (Government Programs and Services). In addition, ODR will continue to collaborate with Agencies within EOM (Executive Office of the Mayor) who have grant making authority to and provide ADA Title II training to the community based organizations that successfully receive grant funding from these respective agencies. The goal of this initiative is to ensure that grantees understand the mandates of the ADA Title II that they assume when receiving DC Government funds. Completion Date: September, 2014.

Responsible Employee: Haydn Demas, Susie McFadden-Resper, Christina Mitchell and Jessica Hunt

Total Number of FTE: four (4)

Total Amount Budgeted: No specific amount budgeted for this program

INITIATIVE 2.2: Develop and provide comprehensive community inclusion education.

In FY 2013, ODR created an accessible version of the “Path to Preparedness Handbook” for consumers who are “non-verbal” to create independent living plans.

In FY 2013, ODR collaborated with DOH/HEPRA to develop a safety preparedness handbook to assist and prepare vulnerable populations for emergency events. This tool will seek to minimize the reliance on emergency service systems allowing residents to shelter in place during City defined emergency situations.

In FY 2014, ODR will collaborate with Olmstead participating Agencies to develop tools to enhance the outreach and implementation of the goals and objectives highlights in the FY 2014 edition of the Olmstead initiative “DC – One Community for All.”

In FY 2014, ODR will partner with the DC Commission on Persons with Disabilities (DCCPD) and DC Office on Aging (DCOA) to conduct a community outreach/forum to discuss and gather input on the topic of “Care-Givers/Home Health Aides” and areas of quality improvement and industry advancement. Completion Date: September, 2014.

**Responsible Employee: Haydn Demas, Susie McFadden-Resper, Christina Mitchell, Derek Orr (former Director) and Jessica Hunt
Total Number of FTE: five (5)
Total Amount Budgeted: \$8,148.**

INITIATIVE 2.3: Provide an effective dispute resolution and technical assistance program.

ODR informally investigates and resolves disputes between members of the public with disabilities, other stakeholders, and DC agencies as well as between DC Government employees and their employers. This mechanism provides for effective resolution of complaints as an alternative to filing complaints with the Office of Human Rights (OHR) or federal enforcement agencies. It also allows for centralized gathering of information on how many and what types of ADA disputes are received, which allows ODR to craft appropriate responses, develop policies, counsel agencies, and develop preventive strategies. ODR partners with OHR to manage cross-referral of disputes. When disputes are unable to be resolved informally through ODR’ intervention, complainants are referred to OHR and relevant federal agencies. In FY 2014 ODR projects to manage 475 requests for Informal Dispute Resolution, Information and Referral and Technical Assistance. Completion Date: September, 2014.

**Responsible Employee: Haydn Demas, Susie McFadden-Resper, Christina Mitchell and Jessica Hunt
Total Number of FTE: four (4)
Total Amount Budgeted: No specific amount budgeted for this program**

INITIATIVE 2.4: Implement city-wide reasonable modification program for District employees and effective communication policies and mechanisms.

The Americans with Disabilities Act (ADA) requires that government agencies reasonably modify their policies, practices, and procedures as necessary to allow a person with a disability to participate in government programs and services. The ADA (Title II) also requires agencies to provide auxiliary aids, such as sign language interpreters, as necessary to ensure that communication with people with hearing, vision, and speech impairments is effective. In FY 2014 ODR will continue to

coordinate the District-wide contract for a centralized sign language interpretation program.

In FY 2014, ODR will continue to provide the translation of Agency documents into Braille and other accessible formats such as large print at no cost to the Agency.

In compliance with the Mayor's Order mandating that all videos on the DC.GOV Web-portal be captioned and/or transcribed, ODR will provide transcription services for residents and consumers requesting a transcription of a web video, within 14 days, at no cost to the residents and consumers as well as requesting Agencies. Completion Date: September, 2014.

Responsible Employee: Haydn Demas, Susie McFadden-Resper, Christina Mitchell and Jessica Hunt

Total Number of FTE: one (1)

Total Amount Budgeted: For Sign Language Interpretation: \$100,000-No budgeted amount for braille and video relay interpreting.

OBJECTIVE 3: Increase employment of people with disabilities in DC government.

INITIATIVE 3.1: Ensure District employees with disabilities have a productive work experience.

ODR provides District Government employees with Reasonable Accommodations Plans to ensure that they are provided the range of accommodations necessary to meet the essential functions of their position. The planning process is initiated by the new or active employee by informing the Agency ADA Coordinator of their need for a Reasonable Accommodation. The Agency ADA Coordinator has the option of managing the request internally – or requesting the assistance of the ODR Employment Specialist. In FY 2014, ODR will assist 30 District Employees with Reasonable Accommodation plans. Completion Date: September, 2014.

Responsible Employees: Haydn Demas, Susie McFadden-Resper, Christina Mitchell and Jessica Hunt

Total Number of FTE: four (4)

Total Amount Budgeted: No specific amount budgeted for this program

OBJECTIVE 4: Expand opportunities for people with disabilities to live in integrated community settings.

INITIATIVE 4.1: Implement the DC Olmstead Community Integration Initiative.

The ADA (as interpreted in the Supreme Court’s “Olmstead” decision) requires governments to serve people with disabilities in the most integrated setting appropriate to their needs. This court decision requires the District, as appropriate, to serve people with disabilities in community settings, rather than in institutions.

In FY 2013, ODR coordinated the successful implementation of the Olmstead Community Integration Initiative, “DC – One Community for All.” The ten agency initiative emphasizes the transition of people with disabilities out of institutions and into community based settings, developing new community based alternatives, and diverting people at risk of institutions into community based settings. The ten (10) District participating agencies are Child and Family Services (CFSA); Department of Mental Health (DMH); DC Public Schools (DCPS); Department of Youth Rehabilitation Services (DYRS); Department of Corrections (DOC); Department on Disability Services (DDS); Department of Health Care Finance (DHCF); Office of the State Superintendent of Education (OSSE); Department of Human Services (DHS) and the Office on Aging (DCOA).

In FY 2013, ODR produced and distributed an Olmstead consumer publication highlighting the mission, vision and values of “DC – One Community for All.” In FY 2014, ODR will continue to train and provide outreach to consumers, residents and other stakeholders on “DC – One Community for All.” Completion Date: September, 2014.

Responsible Employees: Derek Orr (former Director) and Jessica Hunt
Total Number of FTE: one (1)
Total Amount Budgeted: No specific amount budgeted for this program

Performance Plan-Objectives and Policy Initiatives for FY15

- **INITIATIVE: Increase physical access to District-owned and leased facilities.** In FY 2015, any District government facilities will be reviewed for accessibility within thirty (30) days of the agency request.

Responsible Employee: Haydn Demas, Susie McFadden-Resper, Christina Mitchell, Kali Wasenko and Jessica Hunt
Total Number of FTE: five (5)
Total Amount Budgeted: No specific amount budgeted for this program

- **INITIATIVE: Provide a comprehensive disability rights education program for DC employees, contractors, and grantees.** In FY 2015, ODR will provide technical assistance and training to District government agencies and local community service providers (non-governmental organizations) that receive DC funding. Target: We will reach at least 1,000 participants this year.

Responsible Employee: Haydn Demas, Susie McFadden-Resper, Christina Mitchell, Kali Wasenko and Jessica Hunt

Total Number of FTE: five (5)

Total Amount Budgeted: No specific amount budgeted for this program

- **INITIATIVE: Develop and provide comprehensive community inclusion education. In FY 2015, ODR will partner with the Department of Behavioral Health (DBH) and one of its wellness center partners to conduct a community forum on fair housing and disability discrimination.**

Responsible Employee: Kali Wasenko and Jessica Hunt

Total Number of FTE: two (2)

Total Amount Budgeted: No specific amount budgeted for this program

- **INITIATIVE: Provide an effective dispute resolution and technical assistance program. In FY 2015, ODR will manage and provide resolution within thirty (30) days of any request for Informal Dispute Resolution, Information and Referral, or Technical Assistance.**

Responsible Employee: Haydn Demas, Susie McFadden-Resper, Christina Mitchell, Kali Wasenko and Jessica Hunt

Total Number of FTE: five (5)

Total Amount Budgeted: No specific amount budgeted for this program

- **INITIATIVE: Implement city-wide reasonable modification program for District employees and effective communication policies and mechanisms. In FY 2015, ODR will continue to coordinate the District-wide contract for a centralized sign language interpretation program. ODR will schedule sign language interpretation within five (5) days of a request; and ODR will continue to provide the translation of agency documents into Braille and other accessible formats such as large print at no cost to an agency that requests such services.**

Responsible Employees: Haydn Demas, Sheryll Streets

Total Number of FTE: two (2)

Total Amount Budgeted: No specific amount budgeted for this program

- **INITIATIVE: Ensure District employees with disabilities have a productive work experience. In FY 2015, ODR will assist District employees and ADA Coordinators with the completion of reasonable accommodation plans or resolutions of requests for reasonable accommodation within sixty (60) days of the request.**

Responsible Employee: Haydn Demas and Jessica Hunt

Total Number of FTE: two (2)

Total Amount Budgeted: No specific amount budgeted for this program

- **INITIATIVE: Implement the DC Olmstead Community Integration Initiative. The ADA (as interpreted in the Supreme Court’s “Olmstead” decision) requires governments to serve people with disabilities in the most integrated setting appropriate to their needs. This court decision requires the District, as appropriate, to serve people with disabilities in community-based settings, rather than in institutions. In FY 2015, ODR will collaborate with Olmstead-participating agencies to develop tools to enhance the outreach and implementation of the goals and objectives highlighted in the FY 2015 edition of the Olmstead initiative “DC – One Community for All.” ODR will continue to monitor the agencies on a quarterly basis to determine compliance with their individual agency plans.**

Responsible Employee: Jessica Hunt

Total Number of FTE: one (1)

Total Amount Budgeted: No specific amount budgeted for this program

18. Please provide a list of all studies, research papers, and analyses (“studies”) the agency prepared, or contracted for, during FY14 and FY15, to date. Please state the status and purpose of each study.
 - **In conjunction with ADA Coordinators and a contractor, ODR provided the analysis through an ADA/Emergency Preparedness survey, of all libraries, wellness centers, recreation centers, and municipal buildings. The project continues with the contractor analyzing the data in order to create a Mass Care Plan with HSEMA and DHS.**
 - **ODR prepared and published on its website an Olmstead report on October 1, 2014**
 - **The agency is creating is a District Equal Employment Opportunity an Annual and Year-to-Date Report which includes discrimination complaints filed with EEO Counselors, EEO Officers, and ADA Coordinators-will be published on or before February 28, 2015 .**

19. Please list and describe any ongoing investigations, studies, audits, or reports on your agency or any employee of your agency, or any investigations, studies, audits, or reports on your agency or any employee of your agency that were completed during FY14 or FY15, to date.

N/A

20. If applicable, please explain the impact on your agency of any legislation passed at the federal level during FY14 or FY15, to date.

Based on information and belief there was no federal legislation passed in FY14 and FY15 to impact the agency.

21. Please list all regulations for which the agency is responsible for oversight or implementation. Please list by chapter and subject heading, including the date of the most recent revision for each chapter.

ODR does not have enforcement or rulemaking authority over federal laws or many of the local disability laws, cited below. But, ODR is responsible for oversight of the District's obligations under the Americans with Disabilities Act (ADA) Title I and Title II, as amended (42 U.S.C 12101 *et seq*) and applicable ADA regulations (29 C.F.R. Part 1630; 28 C.F.R. Part 35). Our office was established as a compliance and review entity by the Disability Rights Protection Act of 2006 (D.C. Code §2-1431 *et seq*); and at this time, there are no implementing regulations for the Protection Act.⁶ Additionally, we assist in District agency compliance⁷ with the following federal and local laws, regulations, and orders:

- **Section 503 of the Rehabilitation Act of 1973, as amended (41 CFR Part 60-741)**
- **Fair Housing Act (42 U.S.C. §3601 *et seq*)**
- **Individuals with Disabilities in Education Act (20 USC §1400 *et seq*)**
- **21st Century Communications Video Accessibility Act of 2010 (Pub. L. 11-260)**
- **Mental Health Consumers Rights Protection Act of 2001 (D.C. Code § 7-1231.01)**
- **DC Human Rights Act of 1977, as amended (D.C. Code §2-1401 *et seq*)**
- **DC American Sign Language Legal Recognition (D.C. Code §38-2431)**
- **Designation of ODR to Coordinate the ADA Coordinators (M.O. 2008-69)-April 25, 2008**
- **Mayor's Order on Captioning (M.O. 2012-160)-September 27, 2012**

22. Did the agency meet the objectives set forth in the performance plan for FY14? Please provide a narrative description of what actions the agency undertook to meet the key performance indicators or any reasons why such indicators were not met.

The only objective that the agency did not meet is the number of complaints filed at the Office. The goal was set at 475 complaints, and the agency received 389. We determined that achieving a certain numerical goal was not an indicator of success or efficiency. Therefore, we changed the goal to reflect our responsiveness to complaints.

⁶ The Office is presently drafting rules pursuant to this chapter.

⁷ to the extent that they affect the ADA-protected rights of District employees, residents, constituents, or visitors

23. What has the agency done in FY14 to make the activities of your agency more transparent to the public?

In accordance with the FY '14 Open Government requirements, we have made our agency transparent to the public by uploading the following information:

- **Link to all employee salary information.**
- **Administrative staff manuals and instructions.**
- **Information explaining the rights of persons with disabilities.**
- **Information dealing with the receipt or expenditure of public funds.**
- **ODR Budget information**
- **Minutes of public meetings**
- **ODR FOIA officer and reports**
- **Organizational Chart**
- **A mechanism for the public to submit feedback on the agency's performance or other agency actions**

24. For FY14 and FY15 to date, how many and which facilities have been assessed for accessibility?

In conjunction with the Homeland Security and Emergency Management Agency, agency ADA Coordinators and a HSEMA grant-funded contractor, ODR reviewed 211 facilities for accessibility. ODR Staff was specifically responsible for surveying approximately seventy (70) recreation centers and municipal buildings, six (6) wellness centers and twenty six (26) libraries; and the contracting teams surveyed the schools (109). (Full-listing below)-

Schools

- | | |
|--|---------------------------------|
| Aiton Elementary School | Hardy Middle School |
| Amidon-Bowen Elementary School | Hart Middle School |
| Anacostia High School | Hearst Elementary School |
| Ballou High School | Hendley Elementary School |
| Bancroft Elementary School | Houston Elementary School |
| Barnard Elementary School | Hyde-Addison Elementary School |
| Beers Elementary School | J.O. Wilson Elementary School |
| Benjamin Banneker High School | Janney Elementary School |
| Brent Elementary School | Jefferson Middle School Academy |
| Brightwood Education Campus | Johnson Middle School |
| Brookland Education Campus @ Bunker Hill | Kelly Miller Middle School |
| Browne Education Campus | Ketcham Elementary School |
| Bruce-Monroe Elementary School @ Park View | Key Elementary School |
| Burroughs Education Campus | Kimball Elementary School |
| | King Elementary School |

Burrville Elementary School
C.H.O.I.C.E. Academy @ Emery
C.W. Harris Elementary School
Capitol Hill Montessori @ Logan
Cardozo Education Campus
Cleveland Elementary School
Columbia Heights Education Campus
Coolidge High School
Deal Middle School
Drew Elementary School
Duke Ellington School of the Arts
Dunbar High School
Eastern High School

Eaton Elementary School
Eliot-Hine Middle School
Garfield Elementary School
Garrison Elementary School
H.D. Cooke Elementary School
H.D. Woodson High School
Phelps Architecture, Construction, and Engineering
High School
Plummer Elementary School
Powell Elementary School
Randle Highlands Elementary School
Raymond Education Campus
Roosevelt High School @ MacFarland
Ross Elementary School
Savoy Elementary School
School Without Walls @ Francis-Stevens
School Without Walls High School
School-Within-School @ Goding
Seaton Elementary School
Sharpe Health School
Shepherd Elementary School
Simon Elementary School
Smothers Elementary School
Sousa Middle School
Stanton Elementary School
Stoddert Elementary School
Stuart-Hobson Middle School
Takoma Education Campus
Thomas Elementary School
Thomson Elementary School

Kramer Middle School
Lafayette Elementary School
Langdon Education Campus
Langley Elementary School
LaSalle-Backus Education Campus
Leckie Elementary School
Ludlow-Taylor Elementary School
Luke C. Moore High School
Malcolm X Elementary School @ Green
Mamie D. Lee School
Mann Elementary School
Marie Reed Elementary School
Maury Elementary School
McKinley Technology High School McKinley
Middle School
Miner Elementary School
Moten Elementary School
Murch Elementary School
Nalle Elementary School
Noyes Education Campus
Arboretum Community Center

Bald Eagle Recreation Center
Banneker Community Center
Barry Farm Recreation Center
Benning Park Community Center
Benning Stoddert Community Center
Bernice E. Fonteneau Sr. Wellness Center
Brentwood Recreation Center
Chevy Chase Community Center
Chevy Chase Recreation Center
Columbia Heights Community Center
Congress Heights Recreation Center
Congress Heights Sr. Wellness
DC Armory
Deanwood Recreation Center
Douglass Community Center
Edgewood Recreation Center
Emery Recreation Center
Ferebee-Hope Recreation Center
Fort Davis Community Center
Fort Stanton Recreation Center
Fort Stevens Recreation Center
Friendship Recreation Center

Truesdell Education Campus
Tubman Elementary School
Turner Elementary School
Tyler Elementary School
Walker-Jones Education Campus
Washington Metropolitan High School

Watkins Elementary School
West Education Campus
Wheatley Education Campus
Whittier Education Campus
Woodrow Wilson High School
Youth Services Center

Recreation and Wellness Centers

Anacostia Recreation Center
Lamond Recreation Center
Langdon Park Community Center
Lederer Gardens
Macomb Recreation Center
Marie Reed Recreation Center
Marvin Gaye Recreation Center
Mitchell Park Recreation Center
Model Cities Wellness
North Michigan Park Recreation Center
Northwest One
Palisades Community Center
Park View Community Center
Petworth
Petworth Recreation Center
Randall Recreation Center
Raymond Recreation Center
RH Terrell Recreation Center
Ridge Road Recreation Center
Riggs LaSalle Recreation Center
Rita Bright Community Center
Rose Park Recreation Center
Rosedale
Rosedale Community Center
Sherwood Recreation Center
Southeast Tennis & Learning Center
Stead Recreation Center
Stoddert Recreation Center

Guy Mason Recreation Center
Hamilton Recreation Center
Hardy Recreation Center
Harrison Recreation Center
Harry Thomas Sr. Recreation Center
Hattie Holmes Sr. Wellness
Hayes Senior Wellness Center
Office on Aging Hdqtrs)
Hearst Recreation Center
Hillcrest Recreation Center
Jelleff Recreation Center
Joseph H. Cole Recreation Center
Kalorama Recreation Center
Kennedy Recreation Center
King Greenleaf Recreation Center
Lafayette Recreation Center

Libraries

Anacostia Library
Capitol View Library
Chevy Chase
Cleveland Park
Deanwood
Dorothy I. Height/Benning
Francis A. Gregory
Georgetown
Juanita E. Thornton/Shepherd Park
Lamond-Riggs
Martin Luther King Jr. Memorial
Mt. Pleasant
Northeast
Northwest One
Palisades
Parklands-Turner
Petworth
Rosedale
Southeast
Southwest
Takoma Park
Tenley-Friendship
Watha T. Daniel/Shaw
West End Interim
William O. Lockridge/ Bellevue
Woodridge Interim

Takoma Community Center
Theodore Hagens Cultural Center
Therapeutic Recreation Center
Trinidad Recreation Center
Turkey Thicket Recreation Center
UDC - Institute of Gerontology
Upshur Recreation Center
Volta Park Recreation Center
Washington Sr. Wellness
Watkins Recreation Center

Olmstead (Comprehensive Community Integration) Plan

25. Please provide an update on the Olmstead Plan.

For Fiscal Year 2015 (FY '15), the District's Plan will focus on the programs, services, and outcomes of the following agencies:

- **DC Office on Aging (DCOA);**
- **Department of Behavioral Health (DBH);**
- **Department on Disability Services (DDS); and**
- **Department of Healthcare Finance (DHCF).**

The above-named agencies provide direct service to a quantifiable population of District residents individually and with other District agencies and community partners. This year's Plan seeks to highlight collaboration among these agencies, as well as the Plan's remaining five (5) participating agencies, to illustrate the wrap-around, holistic approach to support provided by the District to individuals with disabilities who are transitioning into the community of their choice.

This year's Plan is designed to specifically address how these agencies carry out the Primary Service Agency Priorities set forth in the original iteration of DC—One Community for All published in April 2012.

The FY '15 Plan contains benchmarks for each of the above agencies. Each agency will report quarterly on the number of individuals with disabilities it has assisted in transition. Moreover, each agency will report on any qualitative measures it has taken to promote and support successful integration into community life for people with disabilities. These types of measures will include, but are not limited to the following:

- **Outreach and training;**
- **Internal and external agency publications;**
- **Development of transition-relevant new community partnerships;**

- **Fostering of existing transition-relevant community partnerships; and opportunities for input from persons with disabilities being served.**

Last, the FY '15 Olmstead Plan will explore avenues to address the most prevalent barrier to successful, lasting transition for the disability community—accessible, affordable housing. To facilitate this effort, the DC Housing Authority (DCHA) and DC Housing and Community Development (DHCD) will participate or provide comment on all District-wide housing issues related to DC's Olmstead Plan

26. Are there any concerns or suggestions regarding the collaboration of the nine (9) agencies involved in the implementation of the Olmstead Plan?

As noted above, the FY '15 Plan will focus on the four (4) named agencies; however, the remaining agencies will be held accountable for indicating in their annual performance measures what qualitative initiatives and goals they have fostered to advance the integration of people with disabilities into the community.