



City of Santa Fe

AGENDA

REGULAR MEETING OF
THE MAYOR'S COMMITTEE ON
DISABILITY
APRIL 05, 2023
3:00 PM
ATTEND VIRTUALLY

SPECIAL PROCEDURES FOR THE MAYOR'S COMMITTEE ON DISABILITY MEETING

Attendance: In response to the State's declaration of a Public Health Emergency, the Mayor's Proclamation of Emergency, and the ban on public gatherings in excess of those permitted in the current Public Health Order, the Mayor's Committee on Disability meeting will be conducted virtually.

Internet: To join the Zoom meeting on the internet using a computer, laptop, smartphone, or tablet, use the following link: <https://santafenm.gov.zoom.us/j/88426257518?pwd=L0x2aitiSWFnbU1USVZmQldBTTFMUT09>

Meeting ID: 884 2625 7518

Passcode: 077284

Phone: To join the Zoom meeting using a phone, use the following phone numbers and Webinar ID: **US: 1 (346) 248-7799 - Meeting ID: 884 2625 7518 Passcode: 077284**
Phone attendees should press *9 to use the "Raise Hand" function to be recognized by the Chair to speak at the appropriate time.

Attendees should use the "Raise Hand" function to be recognized by the Chair to speak at the appropriate time.

The agenda and packet for the meeting will be posted at <https://santafe.primegov.com/public/portal>.

1. **CALL TO ORDER**
2. **ROLL CALL**
3. **APPROVAL OF AGENDA**
4. **APPROVAL OF MINUTES**
 - a. Approval of the December 15, 2022 Meeting Minutes and Transcript
 - b. Approval of the February 1, 2023 Meeting Minutes and Transcript
5. **PUBLIC COMMENTS (15 MINUTES TOTAL)**
 - a. Public Comments from website or Zoom
6. **PRESENTATIONS**
 - a. There are no Presentations for this meeting.
7. **ACTION ITEMS: DISCUSSION**
 - a. Discussion on Actions Needed to Appoint New Member in a Timely Manner and Creating a New Flyer for Recruitment (Kathlyne Gish)
 - b. Updates on City of Santa Fe Acquisition and Proposed Training to Use and Utilize ADA Kits During Emergencies and Community Events (Eli Fresquez)
 - c. Summer Commemoration Dinner Proposal, to Celebrate and Give Awards to Selected City Staff and Others Who Have Supported the Disability Community and Creation of Subcommittee to Organize Event (Eli Fresquez)

- d. Continued Discussion on updated ADA Coordinator Job Description and Process to Hire, Recruiter, and Flip Book as Recruitment Tool (Kathlyne Gish, Eli Fresquez, Regina Wheeler, Director of Public Works)

8. DISCUSSION ITEMS - NO ACTION

- a. Ice Removal in the City of Santa Fe as ADA Compliance Issue (Eli Fresquez)
- b. ADA Compliance Process upon Receipt of a Verbal, Written, Mailed, E-Mailed, etc. Complaint/Request for an Accommodation (Kathlyne Gish)
- c. Continued Discussion of Appropriate City Placement for ADA Coordinator and Mayor's Committee on Disability (Aurore Bleck and Kathlyne Gish, Regina Wheeler, Director of Public Works)
- d. Continued Discussion of Updates on New City Website; The City Never Obtained Advising from the Mayor's Committee on Disability on Website Features and Accessibility; Continued Lack of ADA Compliant Information to Request Accommodations/Report Concerns; 2022 Year in Review Claiming of ADA Certified City Website is Not Accurate, and More (Kathlyne Gish, Eli Fresquez, Regina Wheeler, Public Works Director)
- e. Discussion of PROW and Transition Plan Updates (Kathlyne Gish)
- f. Discussion of Plan Review, Current Process of City ADA Compliance After Hope Reed's Resignation from MCD (Kathlyne Gish)
- g. MCD Sub-Committee Reports

9. OLD BUSINESS

10. MATTERS FROM STAFF

- a. A link to the video recording of this meeting will be added to the Meeting

Minutes for this meeting.

11. **MATTERS FROM THE COMMITTEE**
12. **NEXT MEETING: Wednesday, May 3, 2023**
13. **ADJOURN**

This venue is equipped with closed captions. Persons with disabilities in need of accommodations, contact the City Clerk's office at 955-6521, five (5) working days prior to meeting date.



MINUTES

REGULAR MEETING OF
THE MAYOR'S COMMITTEE
ON DISABILITY
DECEMBER 15, 2022
10:00 AM
VIRTUAL MEETING

1. **CALL TO ORDER**

2. **ROLL CALL**

Members Present:

Member Aurore Bleck
Member Kathlyne Gish
Member Pam Parfitt
Member Angelique Montoya-Chavez
Member Jose "Eli" Fresquez

Members Excused:

Member Kendra Garcia
Member Meriam Jawhar

Others Attending:

Halona Crowe, Clerk
Regina Wheeler, Attendee
Thomas Martinez, Attendee

3. **APPROVAL OF AGENDA**

MOTION: Member Bleck moved, seconded by Member Fresquez, to Approve the agenda as presented.

VOTE: The motion was approved on the following Roll Call vote:

For: Member Bleck, Member Gish, Member Parfitt, Member Montoya-Chavez, Member Fresquez

Against: None

Abstain: None

4. **APPROVAL OF MINUTES**

- a. Approval of October 20, 2022 Meeting Minutes



MINUTES

REGULAR MEETING OF
THE MAYOR'S COMMITTEE
ON DISABILITY
DECEMBER 15, 2022
10:00 AM
VIRTUAL MEETING

Video Link to 12-15-2022 meeting <https://youtu.be/vhoHOXho1lg>

Chair Gish requested that 2 notes be added: where Eli had been discussing Kristy Brusso, the transcript refers to C, which is misspelled, (correct to: Kristy Brusso). Then in our discussion of the Secretary of State, the actual person we had met with was the County Clerk, Kathryn E. Clark.

MOTION: Member Montoya-Chavez moved, seconded by Member Fresquez, to approve the minutes as presented.

VOTE: The motion was on the following Roll Call vote:

For: Member Bleck, Member Gish, Member Parfitt, Member Montoya-Chavez, Member Fresquez

Against: None

Abstain: None

b. Transcript of 12-15-2022 Meeting

5. PUBLIC COMMENTS (15 MINUTES TOTAL)

a. Public Comments from website or Zoom

No Public Comments

6. PRESENTATIONS

a. Transit Services Presentation, Thomas Martinez, Transit Director of Operations.

7. ACTION ITEMS: DISCUSSION



MINUTES

REGULAR MEETING OF
THE MAYOR'S COMMITTEE
ON DISABILITY
DECEMBER 15, 2022
10:00 AM
VIRTUAL MEETING

- a. Adopt Mayor's Committee on Disabilities 2023 Meeting Calendar

MOTION: Member Fresquez moved, seconded by Member Montoya-Chavez, to Approve the 2023 Meeting Calendar as presented.

VOTE: The motion was on the following Roll Call vote:

For: Member Bleck, Member Gish, Member Parfitt, Member Montoya-Chavez, Member Fresquez

Against: None

Abstain: None

8. OLD BUSINESS

- a. Continued Discussion on Status of ADA Compliance in the City of Santa Fe (Kathlyne Gish and Eli Fresquez)
- b. Continued Discussion on updated ADA Coordinator Job Description (Kathlyne Gish, Eli Fresquez, Regina Wheeler, Director of Public Works)
- c. Continued Discussion of Appropriate City Placement for ADA Coordinator and Mayor's Committee on Disability (Aurore Bleck and Kathlyne Gish, Regina Wheeler, Director of Public Works)
- d. Continued Discussion of Updates on New City Website; The City Never Obtained Advising from the Mayor's Committee on Disability on Website Features and Accessibility; Continued Lack of ADA Compliant Information to Request Accommodations and More (Kathlyne Gish, Eli Fresquez, Regina Wheeler, Public Works Director)
- e. Continued Discussion re Requests for Accommodations for a Stenographer/CART (Eli Fresquez)
- f. Continued Request for Updates to Appoint New MCD Member (Kathlyne



MINUTES

REGULAR MEETING OF
THE MAYOR'S COMMITTEE
ON DISABILITY
DECEMBER 15, 2022
10:00 AM
VIRTUAL MEETING

Gish)

- g. MCD Sub-Committee Reports

Committee voted to extend the meeting during Item e discussion.

9. **MATTERS FROM STAFF**

- a. A link to the video recording of this meeting will be added to the Meeting Minutes for this meeting.

10. **MATTERS FROM THE COMMITTEE**

- a. Article from Santa Fe New Mexican

11. **NEXT MEETING: No Meeting Scheduled**

Next meeting February 1, 2023 from 3 p.m. to 5 p.m.

12. **ADJOURN**

This venue is equipped with closed captions. Persons with disabilities in need of accommodations, contact the City Clerk's office at 955-6521, five (5) working days prior to meeting date.

Chair Gish: Meeting Adjourned at 12:28 p.m.

Halona Crowe

Liaison

Chair

Post-Production FILE

DECEMBER 2022 MAYORS COMMITTEE ON MEETING.MP4

02/16/2023

Transcription PROVIDED BY:

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Transcription is provided in order to facilitate communication accessibility and may not be a totally verbatim record of the proceedings.

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[pause]

>> REGINA WHEELER: Morning.

>> HALONA CROWE: Good morning. How are you?

>> REGINA: Hold on. My sound's turned off. I should be able to hear you now.

>> HALONA: Can you hear me?

>> REGINA: I can, but I can't hear the wave behind you, which is brilliant.

>> HALONA: The wind?

>> REGINA: The wind and the wave. Here we go. The big moment has arrived.

>> HALONA: Yes.

>> REGINA: How are you doing today?

>> HALONA: Okay. We only have one action item. Jeff did say, I do have to go through and make sure I record who makes the motion and then who votes and seconds but he said everything else should be recorded and all that other stuff.

>> REGINA: That sounds right. That sounds great. [silence] We were scheduled for two hours, 10:00 to 12:00?

>> HALONA: Yes.

>> REGINA: We're going to learn a lot today.

>> HALONA: Yes, we are.

>> REGINA: Hey, guess what? I had this really awesome candidate apply for the project administrator. Did you see that this morning? They qualified him.

>> HALONA: Oh, yes. Yes.

>> REGINA: That means we have two really good candidates in that list. I'm super excited. I think they're super different kinds of people too, which I like because we're hiring Paul Chewman. Then there's IO, he goes by IO that James guy. Then there's that other one you saw from the county. You remember the IO thing I [inaudible] That him.

>> HALONA: IO he was here the other day.

>> REGINA: You're kidding. Oh, that's right. He came to-

>> HALONA: MPO.

>> REGINA: -MPO meeting, exactly. Because he was really interested to understand and super psyched about it. Then he sent me this big long sec because I guess they sent him an email that said [inaudible] Can you make her a co-host because Halona's going to need to be able to manage some aspects of this. Morning. Eli, great to see you. How are you doing?

>> JOSE ELI FRESQUEZ: Trying to stay warm like you are? I had to put out the garbage this morning and I underestimated how far it is from my porch to the driveway and how cold I'd get. Winter is for real.

>> REGINA: I know. You ran out without a coat and think you're going to be okay, right? [chuckles]

>> MEMBER FRESQUEZ: Looked all right.

>> REGINA: It. Okay, great. I think we definitely have a quorum. We haven't heard from anybody else trying to join.

>> CHAIR GISH: We actually, let's see. One, two, we have Aurore, Angelique, Robin is not a member, Jesse Armijo, I appreciate both of you being here, Pam. Let's see. Now I have to orient myself, so give me a minute.

>> REGINA: You bet.

>> THOMAS MARTINEZ: Regina, it doesn't give me an option to make her a co-host.

>> REGINA: Just a host?

>> THOMAS: Yes. Once I'm done on mine, I can switch it back over though.

>> REGINA: Okay.

>> THOMAS: That's weird.

>> REGINA: It is weird. Maybe it has something to do with the way they set up public meetings.

>> THOMAS: Yes, because they did make a lot of changes.

>> REGINA: Kathleen, when you're ready, maybe we could just start with some introductions since we're all new to each other. You guys are not new to each other, but you're new to us.

>> CHAIR GISH: Yes. I'm going to ask for introductions almost entirely because I was actually not notified of who would be in this meeting and what role they were going to play. I actually need to know that. It has not been explained to me literally who anyone is that I've been communicating with for the past two weeks.

>> REGINA: I think it has, but I'd be happy to clarify again.

>> CHAIR GISH: Well, it was never explained to me. Perhaps you're emailing my city email and not actually emailing me.

>> REGINA: No. I'm happy to introduce and make sure everybody's clear whenever you're ready.

>> CHAIR GISH: All right. I call this meeting to order at 10:19 AM. May we have a roll call, please?

>> HALONA: Aurore Bleck.

>> AURORE BLECK: Present.

>> HALONA: Hope Reid.

>> CHAIR GISH: She has resigned.

>> HALONA: Kendra Garcia.

>> CHAIR GISH: She's excused.

>> HALONA: Victor Hughes.

>> CHAIR GISH: He resigned months ago.

>> HALONA: Kathleen Gish.

>> CHAIR GISH: Here.

>> HALONA: Pam Parfitt.

>> MEMBER PARFITT: Present.

>> HALONA: Angelique Montoya Chavez.

>> ANGELIQUE MONTOYA CHAVEZ: Good morning. I'm present.

>> HALONA: Miriam Jahar.

>> CHAIR GISH: She's excused.

>> REGINA: The one in the waiting room.

>> HALONA: Jose Eli Fresquez.

>> JOSE ELI FRESQUEZ: Good morning. Present.

>> REGINA: Someone else is in the waiting room.

>> THOMAS: Yes. I just clicked them. Gina Maria.

>> REGINA: Oh yes, Gina Marie. I think she's a member of the public?

>> GINA MARIA: I am a member of the public. Yes.

>> REGINA: Morning Gina Marie, thanks for joining us.

>> GINA: I am Maria. Thank you.

>> REGINA: Gina Maria. Thank you. Hold on. I believe Aurore said that four is a quorum. Does Madam Chair have a quorum? Halona, can you hear me?

>> HALONA: Yes.

>> REGINA: Does Madam Chair have a quorum?

>> HALONA: Do we have a quorum?

>> CHAIR GISH: I do. Yes, I do.

>> REGINA: You do? We'll do introductions and I'll do some more explaining.

>> CHAIR GISH: Yes. I'm emailing people who are trying to attend, who were having issues with that link. I had to reforward everything. Give me a minute. I'm reforwarding to.

>> REGINA: Just so you know, Halona, it's usually the staff liaison that's sitting in your seat that says, "Thank you Madam Chair. You have a quorum," after you do the roll call.

[pause]

>> CHAIR GISH: All right. Next, we have approval of the agenda and I am requesting to add introductions of the city staff who are present under presentations. Then followed by the presentations from the transit director. Again, this is because I have not been notified of who is who in the exact role that they're playing in this meeting or outside of for the last two weeks while I've been emailing everybody. Other than that, that is the only change to the agenda. If there are no other changes, may we have a motion to approve the agenda as amended?

>> MEMBER BLECK: Move to approve the agenda as amended. This is Aurore Bleck.

>> REGINA: Would someone like to second that?

>> MEMBER FRESQUEZ: This is Eli. I second that.

>> CHAIR GISH: Thank you.

>> HALONA: Thank you.

>> REGINA: All in favor?

>> CHAIR GISH: We need to do roll call votes. May we have a roll call vote, please?

>> HALONA: Aurore Bleck.

>> MEMBER BLECK: Yes.

>> HALONA: Kathleen Gish?

>> CHAIR GISH: Yes.

>> HALONA: Pam Parfitt.

>> MEMBER PARFITT: Yes.

>> HALONA: Angelique Montoya Chavez.

>> MEMBER MONTOYA-CHAVEZ: Yes.

>> HALONA: Eli Fresquez.

>> MEMBER FRESQUEZ: Yes.

>> CHAIR GISH: Thank you. Next is approval of the minutes from October 20th, 2022. I do have a request to add the transcript, which I typed up 29 pages. I digitally transcribed it and then edited it for accuracy. It is not 100% accurate. There are names that are probably misspelled but for the most part, it is accurate. The only thing it didn't catch was titles and names accurately. Title II was lowercase title and then TO instead of the II for Title II ADA and things like that, but I did try to catch all of those. Then in addition to the minutes being added, the addendum for the transcript. I am requesting that two notes be added in regard to the transcript.

One is that on page-- Oh I don't have the page. Kristy, where Eli had been discussing, Kristy Brusso, her name was not fully mentioned. Kristy in the transcript refers to C-H-R-S-T-Y which is how it's misspelled, refers to K-R-I-S-T-Y B-R-U-S-S-O, and if that could be noted. Then in our discussion of the Secretary of State, the actual person that we had met with. I had messed up the titles so the actual person that we had met with was the county clerk, Katharine E Clark. If that could be noted that where I say Secretary of State I actually meant county clerk.

That is my only notes that I am requesting to be added to our minutes with the addendum attached for the transcript. If there are no other changes to the minutes, again, the minutes were incomplete that I received and I was initially told by you, Regina, that there were no minutes. I do have some questions later on about that process and what occurred. If there are no any additional amendments, may I have a motion to approve the minutes with the addendum of the transcript and the notes as amended? [silence]

>> HALONA: Motion to approve.

>> MEMBER FRESQUEZ: I second that motion, this is Eli.

[pause]

>> CHAIR GISH: I believe we do have to have a roll call vote to approve those.

>> HALONA: Aurore Bleck?

>> MEMBER BLECK: Yes.

>> HALONA: Katheleen Gish?

>> CHAIR GISH: Yes.

>> HALONA: Pam Parfitt?

>> MEMBER PARFITT: Yes.

>> HALONA: Angelique Montoya-Chavez?

>> MEMBER MONTOYA-CHAVEZ: Yes.

>> HALONA: Jose Eli Fresquez?

>> MEMBER FRESQUEZ: Yes, and you can call me Eli.

>> HALONA: Oh, Eli. Okay. [silence] Motion is approved.

>> CHAIR GISH: Thank you. Next, we have public comments. Were there any public comments on the website or presently with any attendees?

>> HALONA: Okay, let me check that real quick and I apologize I'm new to this--

>> CHAIR GISH: Yes, I'm not in any way frustrated with you. I want to voice that I have appreciated. I know you took extra time to learn all of this in the last two weeks. My frustration is elsewhere. [silence]

>> HALONA: Let's see. Yesterday afternoon we did go in and check. We didn't see any public comments. [silence] I'm not sure how to-- Select committee. [silence]

>> REGINA: While you're looking at that we could ask if any of the public in the room would like to make public comment right now on items, not on the agenda for action. If you'd like to do that, you can raise your hand. Raise your virtual hand or your real hand.

[pause]

Are you still checking Halona for a written comment?

>> HALONA: Yes, I'm not sure where to go.

>> REGINA: You checked yesterday with Jeff and there weren't any--

>> HALONA: I did, and I wrote down some notes, but it's a lot. I apologize. [silence]

>> REGINA: We could text Jeff, I suppose. If we need to or call him.

>> HALONA: I'm not sure if he's available.

>> REGINA: Hey, Siri call Jeff Norris.

>> CHAIR GISH: Regina. Is there any way that you could assist with this process, Regina?

>> REGINA: No, I've no idea. She working in the back end of PrimeGov and it's really complex and she's been getting training all week. I don't work in the back end. [silence]

>> MEMBER MONTROYA-CHAVEZ: This is Angelique. I just need to step away for one second to take care of my little boy and I'll be right back.

>> CHAIR GISH: That's fine. Thank you, Angelique.

[pause]

>> HALONA: Okay, I think I found it. Go to public comments. [silence]

>> ROBIN GARRISON: I have a comment. This is Robin. With this [crosstalk]

>> REGINA: Let's see. Thank you so much. I just want to check to verify we are recording. Is that correct from us?

>> CHAIR GISH: Yes, we are.

>> REGINA: Okay, great. Guys, thank you so much, and sure giving the floor back to you, excuse me.

>> HALONA: No comments from the public.

>> CHAIR GISH: Thank you Halona. Robin, go ahead.

>> ROBIN: I had to step out for just a moment and maybe I missed introductions. My name is Robin Garrison, I'm with Disability Rights New Mexico and I'm here because I had been contacted by both community members and the MCD on some accessibility issues. I just want to thank everyone before we start, for working on some of these really easy-to-fix problems that we see. Regina, you and I have emailed back and forth on some of this. Thank you for that. I think that a lot of the problems that I've seen and just the little bit of research I've done with accessibility and some issues with meetings, I think they are easy fixes and I'm looking forward to seeing how that gets resolved. That's my comment.

>> CHAIR GISH: Thank you, Robin. [silence] Jesse Armijo, would you give a very brief introduction of who you are, since you are personnel with the state of New Mexico? Go ahead.

>> JESSE ARMIJO: Absolutely, Jesse Armijo here with the Governor's Commission on disability. Just to echo what Robin just said, here to learn more and see how better we can assist with some of these accessibility issues for website. Just here to learn and listen.

>> CHAIR GISH: Thank you, Jesse. If there are no more comments from the public, next was presentations and we are going into our presentations or introductions, sorry from city staff and I would appreciate you explaining your role here with this meeting in particular.

>> REGINA: Thank you so much. I'll start. I'm Regina Wheeler. I'm the Public Works Director for the City of Santa Fe. The ADA Coordinator position is in one of the divisions that reports to me. Due to a vacancy in the ADA coordinator position, the ADA coordinator position's boss, and the ADA coordinator's position's boss's boss, I'm you're acting ADA coordinator. I think it's a really fortuitous

thing that I get to directly support this group right now as we reformulate some fundamental pieces about how the ADA coordinator position functions inside the City of Santa Fe.

We'll be talking more about that. Again, Regina Wheeler, Public Works Director, Acting ADA coordinator as much as I can. I'm also the acting division director and the acting supervisor in the division as well as I'm also the acting division director in parking right now and also supporting transit, that's also in the senior division director. That's who I am. Thank you. Halona, do you want to introduce yourself?

>> HALONA: Good morning, everyone. My name is Halona Crowe. I'm the business operations manager for public works and I have been asked to take over as the liaison for this committee.

>> THOMAS: Good morning, folks. I'm Thomas Martinez. I'm the division director for the Transit Division for the city of Santa Fe and I'm also interim director for Streets Division.

>> FLORA MCCLAY: Good morning, I'm Flora McClay, I'm the training administrator for Transit Division. I also do work with the Streets Department as well. I've been with the transit for 15 years, worked with paratransit if you guys any questions.

>> CHAIR GISH: Hi, Flora, I remember you.

>> FLORA: Yes. How are you?

>> CHAIR GISH: It's going. [laughter] Thank you all for that. Then the next one is the presentation from transit director, Thomas Martinez and I do have some slight focus to think about in regard to how public transportation is working now, with the changes that have happened under COVID. There's been a lot of changes that have been going around that have been unclear. I also don't feel that it's really clearly described on the website so much from what I've seen. I feel like I would like to know more about how I would actually get a ride through public transportation currently, whether it be paratransit or a bus. If you could explain at least some of that, that would be helpful.

>> THOMAS: I will be covering that.

>> CHAIR GISH: Okay. Then I think if we could keep this to half hour at most, that would be really helpful.

>> THOMAS: I do agree with you on the website, we are actually working on some updates on the website to make it more clear.

>> CHAIR GISH: Thank you.

>> THOMAS: Let me find my presentation here. Can everyone see my screen?

>> CHAIR GISH: Yes.

>> FLORA: No.

>> HALONA: Yes.

>> THOMAS: I'm just giving you a brief overview, please feel free to ask questions. All of our Santa Fe buses are low-floor buses, then they're all wheelchair friendly. That's all our buses on fixed route. We also provide IDs for ADA people or seniors that are 60 years plus of age and that allows you to ride the bus for half fares. Then we also provide free fare for veterans and students.

That's something that we run into quite a bit with ADA people that they don't realize that they're a veteran so when you come, you can apply for ADA, but also let us know you're a veteran so you get the card that lets you ride for free. We also provide Rail runner and NCRTD passengers with connecting bus service. If you use Rail runner or NCRTD to come in from anywhere else in the city, and you show us the ticket that they give you, then you ride our bus for free for that day.

Then, currently, we are providing on-demand bus service. This is partly due to being very short-staffed and also, this is some of our lower routes that weren't carrying that many people. Those routes are the 5, 6, M, the 21, and 22, those are seven days a week and we also offer the 24 and the 26 on weekends. That was to help people be able to get to CHRISTUS St. Vincent on Sundays. We didn't have service on Sundays that could get people there so we did some tweaking to allow people that ability.

How the on-demand service works is it will take you to any bus stop that's on one of those routes. To request an on-demand, you need to be at the bus stop. You call our 2001 phone number which it looks like I didn't put it on there and you request the pickup. At the time you request the pickup, they're going to ask you some simple questions like, what are you wearing? Where exactly you're at and where are you going exactly? Then at that point, they will dispatch a bus, in line with the other requests that we have.

We try to make it a one-way trip the best we can but sometimes you may wait 20, 25 minutes in our peak times. That will get better as we get more drivers. This will take you to any bus located on the on-demand. If you're going from an on-demand route to a number two, then we will take you to the nearest hub station, which will either be downtown transit or the mall, and then you can go on the other route from there. Our ADA program. Let me see if I can move this over so [crosstalk]

>> FLORA: Why don't you go to the top where it just says from current? That should open it up wider. There you go. Maybe you may probably move that over to the left. There they go. Then next to that. There you go.

>> THOMAS: Applications for this program need to be partially completed by a healthcare provider and cannot be completed over the phone. Now we run into issues with this sometimes where people write on that section. That section absolutely has to be for physicians only and it has to be filled out by the physician.

>> FLORA: It can't be altered.

>> THOMAS: Yes, it can't be altered in any way. The applications can be obtained, you can download them from the city website, you can call us and we'll email them to you directly or we will mail you a paper copy directly by your request. Then for us to receive them, you can mail them or fax them back to us. Once the application is completed and received, we will schedule you a ride to come down here free to do the interview and a ride back home or to wherever you were going.

During COVID we were doing it by the phone but we are actually required to do it in person if possible. There are special instances where we will do it by phone but they're special instances. Then the cost for the program if you're an ADA, it's \$2 per trip. If you're a veteran, you ride for free. Then there's also I talked a little bit about service animals. Service animals, I haven't had any real issues on ADA so we've been pretty good about everybody understanding what a service animal is.

Our Santa Fe Ride Para-Transit, we're the leading transportation provider in the city of Santa Fe's ADA for ADA and people 60 plus, of citizens of Santa Fe, and we place priority on timely and customer service-oriented trips. The Santa Fe Ride Para-Transit service provides a variety of trip

planning options. We have scheduled trips, you can schedule a ride as far as two weeks in advance with our curb-to-curb service to a location within the city limits.

A subscription trip you can enroll in a reoccurring transportation for repeat appointments or events to the same pickup and drop-off location. Now it's important to understand that subscription trips, we can only do about 30% of our trips and subscriptions. There may be times where somebody may want one, but we can't offer one at that time but if we can't offer one at that time, they can do an on-demand request where they can request it the day before or the day of and we'll fit it into our schedule.

In order to be eligible for this, you must be enrolled in our system and then, of course, the pay rates depend on eligibility which ADA is one and we also offer for seniors. We partner with 20 different-- my screen is not letting me see the top. We partner with 20 different nonprofit entities such as Life Link, Interfaith, CHRISTUS St. Vincent, Presbyterian Hospital, and several others. We provide them bus passes at a discount and they issue them to disadvantaged people. That's one of the major things we do.

We also provide on our fixed route and our ADA, transportation to the main five city-sponsored events, which is Folk-art, Spanish Market, Indian Markets, Zozobra, and Farolito. Those are free fare events where you can schedule a ride. A lot of ADA people don't realize that they can actually schedule a ride with Santa Fe Ride to go to those events. Then we also partner with Chain Breakers, Broken Spoke, and Bob and Charlies, where disadvantaged people can volunteer a set amount of hours to earn up to an annual bus pass.

They can do 30-day, annual, just depending on the hours they put. We also provide Midtown residents with a COVID safe transportation to doctor's appointments and prescription pickups. That's the end of my presentation. I'm open for questions, that's why I have Flora here with me. She's my resident expert.

>> CHAIR GISH: Flora's wonderful, I can say that from experience. One of my questions was about the bus passes that you give to Life Link and those agencies that are discounted. If a person was a person with disabilities who needed paratransit and didn't have money for a paratransit booklet, would that also be available, or could that be made available at a discount rate for someone who is in the same programs who cannot use a fixed route public bus?

>> THOMAS: That has actually never come up because the volunteering typically has been building a bicycle. Yes, I think we could figure out a way to make that work.

>> CHAIR GISH: Just real quick. I know that with bus passes being available through Life Link, through Presbyterian, CHRISTUS, different places, one of my issues in the past was the cost of paratransit, having to go to school every day, which I'm sure you remember, Flora-

>> FLORA: Yes.

>> CHAIR GISH: -and not having any sort of a discount rate for that and having to find the money to be able to afford to go to school, which, luckily for me, because of what I was doing at school, I did qualify for a scholarship that helped me to afford those costs. I think of people who are trying to get services or people who are trying to access care in the community needing to use paratransit, and maybe not having the money to cover the full paratransit cost to afford that care, and not yet being connected to other agencies that would provide those resources.

I think of that interim in between and caring about those people who are just starting to connect with agencies who aren't yet established. Like you said, that's never come up. Go ahead, Flora.

>> FLORA: Open Hands does have a program for people with disabilities. There's an application that they can fill out and submit it to them, and they will help with transportation. They also will help with some medications depending on their disability. Also, the Housing Trust, if you submit a list of trips to them, trips that they have taken, which comes from our office, they would issue them a check to purchase a Santa Fe Ride coupon. Those are a couple of options that we've used in the past, and we're still continuing to do those today.

>> CHAIR GISH: Also, one other additional place that I did, although the bureaucracy to get through that process with the Division of Vocational Rehabilitation, for them to cover my transportation costs was shocking. It took 18 months for me to be established, they were supposed to do it within 90 days, but that's a long story. That's another place that people can if they can establish for services, which it takes potentially a really long time.

I see a chat. I don't know if I can access it. [silence] Yes, Gina Maria. Gina Maria messaged me directly saying that people would turn to the ADA coordinator or could turn to the ADA coordinator of the city of Santa Fe for this kind of information as well. Yes, that is correct, once we get one established. Then my other questions for either Flora or Thomas was the-- if I can remember. My question about how I would get a ride right now. What does that look like? What are the steps and process that I would need if I needed an on-demand fixed-route bus, and what would my day look like if I were participating in that?

>> THOMAS: That would be where you would need to be at one of the on-demand bus stops, and then call in and request the ride. Then once you request the ride, they'll ask you where you're at, what you're wearing, what direction you're going, and to what other stop you're going to, and they would schedule it. It's the same phone number that's always been, the 955-2001.

>> FLORA: They will also ask for your phone number just in case the bus does arrive and they don't see you there. The dispatcher will give you a call just to try to make that connection before the bus driver leaves.

>> CHAIR GISH: Then it would require that someone have a cell phone on them that works, that hasn't died.

>> FLORA: Yes.

>> CHAIR GISH: Is there any way that if someone didn't have a cell phone or their cell phone died that they could maybe call ahead and tell them that they would be there at a certain time? Or is that not [crosstalk]

>> FLORA: We've made a couple of exceptions. We have the availability to do that, but it's very rare.

>> THOMAS: We tend not to do it unless it's riders that we know are taking the same run. One of the things we do do with the on-demands, if you're going to school and you're there every day, you can essentially set up a prescription trip with them for that. That alleviates you from having to make the phone call. We have quite a few students that we pick up in the mornings, we have some people that go work over by PERA that we pick up every day. We have some groups, but we were allowing that when we first started the on-demand and people were setting up rides and then not showing up. Then that was taking away from other people that need the rides, so we stopped doing it.

>> CHAIR GISH: I think that that's the majority of my questions. Oh, the other question I had, do you know, and you may not know, and that's fine, on the website, where it has the images regarding service animals on busses and paratransit. It's images, and I actually meant to ask you this, Eli, to

check it with what you have, but do you know if that is a transcribed image for screen readers? If there's alt text attached to that image?

>> THOMAS: The one that I put on this one was just an image, but I think--

>> CHAIR GISH: I'm talking about the city website, to clarify. Sorry.

>> THOMAS: I would have to double-check, I don't want to lie, but I think it was transcribed. I know that was one of the discussions that we just had about the website, is that a lot of stuff was images and it can't be picked up. That is something that we are working on, eliminating pictures of stuff and actually putting actual text, and that's going to be throughout the entire city.

>> CHAIR GISH: I can get back to you on that directly. I'll get in touch with you when we figure that out because I haven't had a chance to check on my computer and I meant to ask Eli. Then the other thing was, there were things that I noticed which I can get with you on this when I organize it better, I just put everything together as quickly as I was able to. In the packet, I included all of the forms, the web pages, everything that's on there currently just for review. I noticed that there were some things that were unclear and I don't have those listed because I was working on the rest of it.

I was thinking since we've made this connection, that I can email you directly with the things that are unclear and we can do a follow-up to this meeting and see if we can get those resolved.

>> THOMAS: Absolutely.

>> CHAIR GISH: It was just questions on the application form. Things like that. Go ahead, Eli.

>> THOMAS: We've been talking about that a lot at Transit. One of the biggest issues that I run into in any type of business is when we're creating stuff, we're creating it from what we know. We forget that the public doesn't. Even in my slides, I was getting my admins to come up and look at them to make sure they understood it because they don't know Bus Lingo. We are trying to work on forms and stuff like that.

>> CHAIR GISH: I appreciate that very much because those forms can get-- you have a question that no one understands and you get four different answers from four different people.[chuckles] Go ahead, Eli.

>> THOMAS: We're working on clarifying all that stuff and making it really as simple as possible.

>> CHAIR GISH: Yes, I appreciate.

>> THOMAS: Feel free to reach out to me at any time.

>> CHAIR GISH: Thank you so much. Eli, go ahead.

>> THOMAS: I used to attend you guys' meetings back in the days. It would be either me or the kids would go at least two times a year. Anytime you want to request, just send an email and I'll do my best to adjust my schedule to be able to pop in and answer some questions.

>> CHAIR GISH: Thank you so much.

>> MEMBER FRESQUEZ: Thanks madam Chair. I just took a look at the website and the service animal information. There certainly can be some improvements on the alt text associated with that. A lot of times images are decorative and don't really require alternate text, but in this case, because

they are informational and it's specific to a community that would likely be using screen readers, I'd recommend that you take a look at that. There's a lot of information about best practices. It's a craft. Certainly, some more information on that would be helpful.

>> THOMAS: Yes.

>> CHAIR GISH: Eli, we can look at that in future meetings as well of what have discussions of what it should say and clarify it to be accurate and clear and usable to the public. Thank you. I think I'm going to move on. Thomas, Flora, thank you so much. It's good to see you. It's been a while. [chuckles]

>> FLORA: Yes, it has. It's good to see you too.

>> THOMAS: You guys have a wonderful day and all you guys feel free to reach out to me.

>> CHAIR GISH: Thank you so much.

>> FLORA: You have a good day.

>> THOMAS: I know Aurore does all the time.

[laughter]

>> MEMBER MONTOYA-CHAVEZ: Excuse me, this is Angelique. What I did want to say is from personal experience with two children with disabilities is we have taken the buses several times for field trips, for different things around the city. The bus drivers have been wonderful. They have treated our kids with such respect and such dignity. I really appreciate that. Not only as a parent, but as a participant on this committee, so I wanted to say thank you.

>> THOMAS: Thank you very much. We do our best to try to train everybody. Our goal is to just treat everybody the same. That way nobody feels different. We want everybody to be-- this is your service also.

>> MEMBER MONTOYA-CHAVEZ: Great. Thank you.

>> CHAIR GISH: Eli, do you have more to say or is your hand raised from the last comment?

>> MEMBER FRESQUEZ: No. Yes, it's from the last comment.

>> CHAIR GISH: All right. Thank you.

>> THOMAS: Have a wonderful day.

>> CHAIR GISH: Thank you.

>> REGINA: Pardon me, Madam Chair, just to check Thomas, you're not still a host, right? Did you give that Back to Halona?

>> THOMAS: No, I already gave it back t Halona.

>> REGINA: Okay, great. Thank you so much.

>> THOMAS: You have a great day.

>> FLORA: Bye.

>> CHAIR GISH: Thank you. The next item is the mayor's committee on disability meeting calendar for 2023. Amazingly enough with all of us, all of our different calendars, there wasn't one two-hour window that we could all meet that was synchronized. The only day that everyone could meet was on Wednesdays, but it varied between 10:00 to 12:00 all the way to 5:30 to 7:30. We do need to have this discussion. I think most of us are here. Miriam could not be here. I also don't see the person who was trying to join our committee. He did tell me when he couldn't meet.

One of the things I was wondering, and I don't know the answer to this is if we could create a tentative schedule and try out a new time in relation to the best time that was available, that would be the most likely to be able to have the most members. Because it's on Wednesdays, I also didn't want to conflict with city council meetings or governing body meetings because I feel like those are important to be able to attend if you want to without having to not attend our meeting. Eli, you had stated you prefer during work hours.

Kendra can meet from 10:00 to 12:00. I did not get to ask her. I have not been in touch with her. If after work hours would be okay. Aureore, you had stated that you are busy during work hours, [laughs] but you can meet afterwards. That's what is happening right now.

>> MEMBER BLECK: Am I the only one who can't do 10:00 to 12:00?

>> CHAIR GISH: Mornings are really hard for me right now. That was my issue is that the amount of juggling everything that I'm doing in the mornings is pretty real. [chuckles] I was hoping it could be in the afternoon so that I wouldn't have to keep doing that.

>> MEMBER BLECK: How many do we have, 3:00 to 5:00? Maybe I could do 3:00 to 5:00.

>> CHAIR GISH: We had everybody. let me see my schedule. [inaudible] Everyone as far as I remember could meet from-- let's see, I could meet from 1:00 to 8:00. Pam, you said late afternoon and evenings were good.

>> MEMBER PARFITT: I Could make that work

>> CHAIR GISH: From 3:00 to 5:00?

>> MEMBER BLECK: I could too.

>> MEMBER PARFITT: I can make it work. The city council meetings are sometimes really important for me.

>> CHAIR GISH: I know. I was thinking of making it the first Wednesday of the month because I don't know-- Regina, do you know if the city council meetings are continuing on the second Wednesday and fourth Wednesday roughly?

>> REGINA: I will check. They adopted the calendar so I could take a look.

>> CHAIR GISH: Okay. Because I couldn't have access to that. I tried to find the 2023 calendar and I didn't see. If you could look that up, that would be great. Because 3:00 to 5:00 I could make work. Eli?

>> MEMBER FRESQUEZ: 3:00 to 5:00 would work for me.

>> CHAIR GISH: The only person then that might not be able to is Kendra and I need to get with her since she can't be here today. I would say let's tentatively do that. We will make happen what needs to happen. Obviously, Kendra being my vice-chair, it's important that she'd be able to attend [chuckles] if I can't. I will check with her and I think for now we could set that and if there's a real problem with her being able to attend at that time we can come back to this and revisit it. For now, does the first Wednesday of the month work?

>> MEMBER BLECK: It would, but it seems so soon. [laughs]

>> CHAIR GISH: I wouldn't be holding a meeting in January because there's no way to do it during the holidays. The next meeting would be, I think it was February 1st. That gives everyone time to get oriented. It basically is four functional weeks because of the holidays if that makes sense.

>> MEMBER BLECK: Yes. The first Wednesday in January just seems overwhelming, anyway. [chuckles]

>> REGINA: Let's see chair, I'm looking at the calendar for the governing body and it actually varies quite a bit it looks like.

>> CHAIR GISH: Are there any that are the first Wednesday of the month?

>> REGINA: They don't have it on a calendar form yet. I can just give you a couple of dates, for example, January 11th is the first meeting, so that's definitely not on the first one. February 8th is the third meeting, I don't know if that's the first. That probably isn't the first meeting.

>> CHAIR GISH: No, that's the second.

>> REGINA: March 8th.

>> CHAIR GISH: Second.

>> REGINA: April 12th.

>> CHAIR GISH: Second

>> REGINA: May 10th. It seems like it's pretty consistent. I don't see anything before 8th.

>> CHAIR GISH: Okay, cool. The first Wednesday of every month from 3:00 to 5:00 and then our next meeting then would be February 1st. Let me get this. Let me see my calendar. It would be February 1st. It looks like March 1st, April 5th, May 3rd, June 7th, July 5th, August 2nd, September 6th, October 4th, November 1st, and December 6th would be the 2023 schedule.

>> REGINA: 3:00 to 5:00 PM for the time?

>> CHAIR GISH: 3:00 to 5:00, yes.

>> MEMBER BLECK: Do we need a motion?

>> CHAIR GISH: Yes. We need to approve this, yes.

>> REGINA: [inaudible] when you're ready.

>> CHAIR GISH: Yes, go ahead.

>> REGINA: Thank you so much, and members of the committee. While I'm acting as ADA coordinator, it's really difficult to support a monthly meeting and I also think progress wouldn't be as impressive as it could be so I've asked the chair for consideration and plan to meet every other month until we do have an ADA coordinator. In that way, I'll be able to produce some results for you on action items, as well as be able to support the move better. What the chair had suggested, and I think it sounds like a great option, is that we'll just cancel every other meeting until we have an ADA coordinator because it's posted right now and, conceivably, we could have one in a few months and so we don't need to set up the annual calendar as if we aren't going to have one but we'll just adjust as we move forward.

>> MEMBER BLECK: I would say that it would be very difficult for us to cancel the March meeting because we try and get our priority list done in advance of the final financial stuff. We need to work on that in February and probably in March. I'm thinking to go final with it in March.

>> REGINA: Thank you, Madam Chair. If you don't mind, are you talking about, Aurore, budget, input to the budget?

>> MEMBER BLECK: Yes.

>> REGINA: The budget's happening--

>> MEMBER BLECK: We make a priority list and we give it to everybody and we're hoping they include those needs in their budget so yes.

>> REGINA: The budget will be done by then. We're doing the budget right now.

>> MEMBER BLECK: Oh, okay.

>> REGINA: That's a really nice idea to coordinate some priorities on with the budget process.

>> CHAIR GISH: When is it published that the budget will be being worked on? Normally, it would be in April. Last year, it was March or April when it was passed so why is it being worked on now?

>> REGINA: Yes, that's exactly right, Madam Chair. It goes to finance committee completed already after departments give input. Our budgets are due to finance-- I don't know. What was the date we want to move just the other day? Early January and then, we'll have meetings with finance and the mayor over the next month or so after that. Then we have to put together the book and then that has to be ready for March and April hearings at finance and then adopted by the governing body at the end of April. There's a lot of lead time on that.

>> MEMBER BLECK: When would you need our priority list to incorporate those ideas in your budget?

>> REGINA: Now and I have your priority list from last year. It's not really a priority list though. It's really a humongous list of everything in the world. Maybe what we can do is by February 1st have you guys really get your top three on that list or something like that so that we could actually because I think that would be plenty of time to bake it in.

>> CHAIR GISH: I would ask could that it be at least one priority from each subcommittee so it might be more than three. It would be each subcommittee presenting their top priority or top priorities, top two to the city because that way it will be fair representation from the committee and it will also address several of the city's issues.

>> REGINA: Thank you so much. Happy to take any input you'd like. We have gotten direction that there will be no increase in the budget whatsoever this year. We'll definitely be working towards incorporating whatever input that you provide but a prioritization is really helpful in making sure that your top priorities as a group can be addressed but certainly a longer list is always helpful as well.

>> CHAIR GISH: One question that I have regarding monthly meetings because I do actually feel that it's important with what's going on in the city right now to have monthly meetings at least as a check-in and to be able to communicate if something is going on in the interim. One of the things that I was explaining to you before and I said to you in October and I also shared it with Lee before he resigned, and I shared with you, Halona, is that I am more than happy to help with the minutes. If you send me a drafty draft, I am more than happy to fill them in or I am happy to help in the interim until we have an ADA coordinator. I've stated that and I am honestly happy to help with that.

I was a stenographer at SFCC. I was appointed secretary. I did the work and I understand minutes and I understand what's important in these meetings to be documented and stated. I am happy to help. I know that's a large portion of the time that it takes to run these meetings to make minutes.

>> REGINA: Thank you, Madam Chair. Actually, we'll have a full transcript from Zoom this time. We'll have a verbatim transcript to work with. Thank you so much for your offer to assist in monitoring that in any way.

>> CHAIR GISH: Yes. I will be happy to help with that but I am going to request that we meet monthly because of the issues and concerns and the severity of the concerns ongoing. May we have a roll call vote to approve the 2023 meeting calendar and meeting monthly in 2023?

>> HALONA: Thank you, Madam Chair. Do we have a motion to approve the monthly meeting calendar for 2023 beginning February 1st on the first Wednesday of each month from 3:00 PM to 5:00 PM?

>> MEMBER FRESQUEZ: This is Eli, motion to approve.

>> HALONA: Do we have a second?

>> MEMBER MONTOYA-CHAVEZ: This is Angelique. I'll second that.

>> CHAIR GISH: May we have a roll call vote, please?

>> HALONA: Yes. Member Bleck.

>> CHAIR GISH: Aurore, you're on mute.

>> MEMBER BLECK: Yes.

>> HALONA: Chair Gish.

>> CHAIR GISH: Yes.

>> HALONA: Member Parfitt.

>> MEMBER PARFITT: Yes.

>> HALONA: Member Montoya-Chavez.

>> MEMBER MONTROYA-CHAVEZ: Yes.

>> HALONA: Member Fresquez.

>> MEMBER FRESQUEZ: Yes.

>> HALONA: This motion is approved.

>> CHAIR GISH: Thank you. Next is discussion items and a continued discussion of ADA compliance in the City of Santa Fe. I included this item just as a general overview. We have more in-depth items that include the job description, appropriate placement of the ADA coordinator, the city website, the request for CART services, and the appointment of a new member. Outside of that, there are, of course, numerous concerns happening and continuing.

In the last meeting that is in the transcript, I had read an extensive list, that is my shortlist, but it was still 13 items that are in non-compliance with ADA. These include that the grievance process is not valid currently. The city clerk is not complying with the process in request for accessible format documents on CART. The transition plan has not been updated. I have some questions for you, Regina, on that. There is currently ice all around downtown again, which I have photos of. I don't have them ready to share or I would but they will be shared with everyone in the city as soon as they get a chance to compile those. They would've been ready but I was dealing with trying to get documents up on PrimeGov that are required for this meeting. I took those on Tuesday, and since then I've just been busy preparing for this meeting.

There is ice covering several crosswalks and curb cuts around downtown. The website has still not been updated properly. HR is still not providing accessible information on receiving accommodations when applying for jobs. I'm sure that the weed removal, unless city staff improves, will still be a problem once spring comes and that the city is still not maintaining prior upgrades and curb cuts are crumbling as has been shown in several news articles. That's my shortlist.

I want to say on record, Regina, that you did call me. You did not attend our last meeting. I had confirmed with you the day before that you would be there and you were not there. You called me right after the meeting ended saying that you were sorry that you did not attend and wanting to speak to me. I actually was literally heading out the door so I couldn't answer you. When I got back to you Eli and I met with you on October 21st by Zoom, and we spoke to you and told you the highest priority items that needed to be worked on.

One was that there was no interim ADA coordinator. You had stated to us that you were taking on those duties. I would like an explanation of how that process occurred. Typically, it would be an ADA coordinator appointing an interim, ADA coordinator to take over, and then that person being appointed by the city manager to formally be the interim ADA coordinator. I'm assuming that that did not happen in this case. Can you explain to me what process occurred for you to be the interim ADA coordinator?

>> REGINA: Yes, certainly. Thank you so much, Chair. I'd like to go over some of the items that you mentioned because I thought that we had addressed some of those. I guess I'd like to know what gaps continue.

>> CHAIR GISH: If it's about the website, CART, job description, and placement, can we wait till we get to those items in the agenda?

>> REGINA: Sure. I wasn't going to take-- I was going to wait for your lead, Chair. The grievance procedure was one, if it's not on the agenda, I thought that we had updated the form and updated

the website. I was just going to try to check that, but I will check that really quickly. I'd like to [inaudible] the gaps if I could.

>> CHAIR GISH: Thank you.

>> REGINA: Gish, actually, at the City of Santa Fe how it would work is normally I would hire the ADA coordinator since it is in my department, along with the Complete Streets Division director where the position actually rests along with the engineering supervisor under whom the position is. It's not an appointment. It's an actual staff position and we use our normal HR processes. When there's a vacancy when we can have somebody acting that someone has to qualify for the position, so meet all the qualifications of the position in order to actually have them be officially acting.

There isn't anybody in public works at this time that is completely qualified to fulfill that as an acting and so I've taken on the responsibilities of the position, and my name is on the grievance forms and on the website, or we thought it was. Maybe it dropped when we transitioned to the brand-new website. We can certainly get that fixed. I have received grievances of, I think, in the whole time that Tom was there. They come through me after Tom looked at them. I've seen three in the last few years. I'd like to understand about how the process isn't valid so that we can fix that. After your meeting with the mayor, a number of times, and the city manager and the city manager's office, they ask me to-- I volunteer actually to take on the duties, and they have accepted my volunteer to take on the duty as much as I can.

>> CHAIR GISH: Thank you. I will get to the website. It is on the agenda so we will get there. I just wanted to better understand how you became the interim ADA coordinator, have that on record. Typically, like I said, in the past what would happen is when the ADA coordinator resigned, they would appoint an interim ADA coordinator, which is how David Chapman had been appointed. Then it took several months for him-- My understanding, well, it took several months. It was a while for him to be formally recognized by the city manager and actually appointed officially to the position, but he was already acting in the interim so that there would be no gaps.

That to me is a proper process so that there is absolutely no gaps. It needs to be handed off person to person and then formally recognized by the city because it is a legal position. It is a federally required position. That did not occur this year. As you know, there was a five months gap between when Tom resigned and when you self-appointed as the ADA coordinator. That was an error. We need to acknowledge that so that it doesn't happen again and move forward. Now that you are the interim ADA coordinator we do have obligations that you are required to fulfill and so we will get to those.

I just wanted to make a note that we did meet with you on October 21st. You did send us that list, me and Eli, that list that is in this packet of the items that you had listed that you would be working on. It includes the transition plan, it includes the website, updating your contact information, and things like that. I do acknowledge that you have been working with us to update the job description but there are some issues occurring with that. We will get to that. Just so everyone knows, this is the email that Regina [inaudible] the list. It was on October 21st at 2:47 PM.

[silence]

Next agenda item is 8B, continued discussion on updated ADA coordinator job description. Regina, I sincerely do thank you for working with us. I know that you are unfamiliar with ADA to the extent that we heard. It's new to you. You've been incredibly open about updating the job description so that we do have an ADA coordinator in place that is providing what the city should have had this whole time and that the ADA currently requires. You did listen to us and I absolutely acknowledge

that, and I thank you for that. Me and Eli have been working very hard to compile the most important aspects of an ADA coordinator job description and model which is included in this packet.

What I didn't get to include in the packet is what is currently posted on the job employment portal for the City of Santa Fe. I will cover that now. I may screen share if I feel I need to. The history, let's see, we provided you the model ADA coordinator, job description and then you had edited it. This was in November. You had edited it in early December, sent it to us. I don't have the date of that. You had sent us version two. Eli and I had gotten together and realized that there were several omissions that I don't think were on purpose. I think that it was from not being trained in an ADA coordinator certificate or ADA background. It's not your fault. It's not a failing of yours in any way.

I think you did a great job of summarizing our model. Eli even voiced that, that it's a good draft, but Eli had clarified it and sent you what we consider a final draft, re-adding the things that had been omitted that are actually pretty important. Things like acknowledging that ADA is a civil right, requesting that disability justice awareness be incorporated, that ADA does now require website compliance, that was all omitted. Again, it's not your fault. You did what you knew.

I have that Eli sent you the final draft on December 3rd. I don't know if you ever acknowledged that draft that he sent. Then I had emailed you asking to be assured that the job description was with the city HR, identified as a critical hire, which you're saying that it has been and that it will be expedited when you do find a candidate who meets the qualifications.

The other thing was that you had said that you planned to post it for 30 days. I know I initially had asked you to post it for 90 days until filled, which I have seen happening nationally. A lot of cities are doing that because it does take time to find a good person, and so they just keep it posted until someone is actually accepted to the position because in that way you get a continual flow of potential candidates and there is no gap that can lead to an extension of a lack of an ADA coordinator for an unreasonable amount of time, and also just delaying the process unnecessarily.

I noticed that the current job description that is posted, I haven't yet asked Bernadette about this, but it's posted December 12th to the 30th, which is 18 days, not 30, and that it is your version, which we consider to be incomplete. Again, no fault of yours but I was assuming that Eli's version would be posted, the one that we had edited, that Eli edited, our important parts back into the draft. Eli, go ahead.

>> MEMBER FRESQUEZ: Thank you, Madam Chair. Yes, I just wanted to echo. I really want to thank City of Santa Fe, and Regina, in particular, for taking our model that we worked quite a bit on and really getting-- I think that most of it, the really important stuff in there, I don't know if there's an opportunity now to make any edits, particularly on the website, making sure that that is part of the job description and then a few other things that we had recommended.

Overall, it went from maybe something that was a bit antiquated, a bit old, into something that I actually think is probably one of the most progressive job descriptions for ADA coordinator in the country. I, honestly, believe that what we have now-- I think some little minor tweaks, if the city's open to it, that would make it that much better, but I understand that they're running their shop and oftentimes when you hire somebody the job description doesn't lay out everything they do, right? There's always a little bit of flexibility there.

On my end, I really want to support the city so I'm going to reach out to as many folks that I know in the disability community to spread the word and do some recruiting. One of the outcomes of COVID, outside of the tragedy and the shifting of society for the last, almost three years now, is it required the disability community to really make connections that it may not have otherwise, so we had a

very robust COVID-19 disability coalition that was set up by the Department of Health. We have a number of contacts. I'm going to go ahead and share the job description with all our contacts and see if we can get a real great champion.

I know what it's like hiring right now in this current environment in the current market. It's very, very hard. One of the things that I encourage everyone, as much as they can, is to have some flexibility in hiring, so looking at somebody not just based on what comes out in their resume, but looking at their experience in life. Much about disability is being part of the disability community, having family members who are disabled, or yourself being disabled. I think that's really crucial for this role, in making sure that people have that experience to share. They may not necessarily have that black and white qualifications on paper but have that little bit of flexibility.

That's kind of been a best practice for disability employment in general because many people with disabilities don't have the same opportunities as able-bodied community do, to build their resume and have those things that neatly fit in the HR's department four corners. I would just encourage to be a bit flexible in thinking about the holistic approach to somebody who's applying to this position, particularly if they themselves have experience working with the disability community or they themselves are disabled.

[silence]

>> CHAIR GISH: Thank you, Eli. One of the things that I was going to ask to Regina, I don't know the process that you have to go through to approve a job description. You had stated that there was some approval process that needed to go in place but I'm not clear on any of that. I haven't reached out to Bernadette in HR to ask those details but I do ask if it's at all possible that when the job description is reposted, which I am honestly hoping is ASAP in January, that because the current one expires December 30th and there will again be a potential gap if it is not posted right away-- I'll get to you in a minute, Robin. Okay. That it be posted for at least the 30 days that you did state to me.

I'm not gonna put fingers at you. I'm not saying you did that. I'm not in any way blaming anybody. I'm just saying this is what has happened. Then I'm going to ask that Eli's draft of the job description be the one that be posted next time, and if there's not, if there's a reason why it can't be, I would like to know that, if we can have a discussion on that right now. Robin, go ahead. You're on mute.

>> ROBIN: I always forget that. [chuckles] I was just wondering why there would be a limit on how long that's posted. I mean, aren't most job descriptions up until the position is filled?

>> REGINA: No, that's not at all the way the city does it. We normally only post for two weeks or a month, and you have to wait until the end of the posting period to get the resumes. I was really anxious to see if we could get some candidates with this great new job description. It's completely different. I don't know how many of you have looked at it, but the city has not only adopted almost 100% the model that Eli and Chair sent but also has completely changed the expectation of the breadth of the role, so up until we just made this complete rehaul of the position and the job description, which has happened since the October meeting, which is huge, it now has responsibility across the organization. It has responsibility for website.

The old job that Tom Graham was in only did two things. All it did was answer grievances and review plans for capital projects, and run this meeting. Now it has a very broad responsibility to assist. This is a complete transformation for the city, huge responsiveness at this committee's request. No, we don't post positions until filled, that's extremely rare. That's not the regular process. Normally, we don't get any resumes until the positions are not posted, until it closes. We can certainly post it for the 30 days as you wish for the next time, no problem.

>> ROBIN: Well, I just want to thank you, Regina, because I know when you and I first spoke I guess back in early October, I don't remember when that was, but you had told me that that position description posting wasn't going to be changed until after someone was hired. I'm really glad to see that this was done. I do think it needed doing. Times have changed and I think it's important to keep up with it. Kudos to you guys for getting this done.

>> CHAIR GISH: It was definitely a team effort.

>> REGINA: Yes, thank you so much. It was huge and I totally get it. I'm not unfamiliar with ADA as a Public Works director. Every single project we do, I'm responsible for the transition plans. I know exactly what they are. I'm responsible for all the curb cut projects and all the capital projects. I'm very familiar with accessibility online. I don't know the technical details, but I'm clear. It's not a completely unfamiliar area. When I started interviewing for the position when we first became vacant, it became clear to me that what we had in the job description wasn't really what we needed as a city and what the community needed to be supported.

The mayor certainly was extremely supportive as well of the change. There is a very formal process for making job description changes. I felt like we have really captured- really, I used 99% of the words that were provided in the model, and I think 100% isn't really a realistic expectation. I can certainly take a look again and we can certainly do the formal process of a job description change. It is a very formal process. We have to submit the changes with the change request form, red lines. It gets reviewed. It gets run through the compensation model.

That's another thing that happened with the new job description. The position was upgraded four ranges. That was something that I know that you guys were really interested in. I would just really implore you that while there may be some rocky points and it doesn't look exactly the way you want to, we are making changes here to support this committee's mission in a way that hasn't been made in a decade. That is one of the benefits of having me as the interim coordinator. There's pros and there's cons but I'll continue to really work on the structural stuff that's easier to make happen from my level, that I can definitely help with that and I'll love. I think we can make some good progress on really important things in the next few months.

>> CHAIR GISH: In response to the pay rates, it went from \$19.54 to \$29.31 per hour to \$23.75 to \$35.63 per hour. It was a significant increase. Regina, you had stated prior that it was going to be paid at the highest rate. Will it be that again or is it going to be?

>> REGINA: No. What I was saying, Madam Chair, thank you for that question, was that the budget as it sat with the old range was the top of the range, and so the budget remains the same, and now that's more closer to the mid-range.

>> CHAIR GISH: Okay. It will still be the \$29 [inaudible]

>> REGINA: Maybe Halona can look it up for us right now.

>> CHAIR GISH: \$29.31 per hour but with the possibility of going to \$35, right?

>> REGINA: Budget is very difficult to change, but I think \$30 an hour is-- Halona can verify what is in the budget right now in a minute. I'm not sure. It might be just a minute. I was going to tell you what it was, but we have a position listing that we got from HR, but I'm never sure if it's up to date.

>> HALONA: It looks like it's at about 31.47 per hour.

>> REGINA: Thank you so much, Halona. That's the budget.

>> CHAIR GISH: Thank you, Halona.

>> HALONA: I also wanted to add, with our monthly meeting with the HR director and her team, she did direct her staff to also advertise this position on the JAN Network, which is the Job Accommodations Network. She did direct her staff to do that as well.

>> CHAIR GISH: Thank you, Halona. That's an excellent update. Just making a note of that. Regina, there are some things I think that it is important to understand and describe that it is a civil right in the job description and things like that. We will get with you on that about any words that should be in there that aren't, that really do change the job description. I'm also thinking at some point soon to invite the director of HR to discuss the issues that we have with the website and the accessibility issues of applying for jobs because that will also be a barrier. I will email you on that to request her presence to discuss our issues. Regina, go ahead.

>> REGINA: Thank you so much, Madam Chair. That is the topic that I am already working with city manager and the HR director. That portal is so bad, it's not just a barrier, it's a barrier for anybody, able-bodied, challenged. It's just awful. We are aware of that. I had the back and forth to really encourage this really great candidate for another position to just really get through that process, and you have to go through it every time you apply. It's not like it holds your data. It's just awful. I have made that clear to the city manager, the mayor, and the HR director, that it's a huge barrier for us for hiring good candidates. They are aware.

The other horrible thing about it is if you post a link to one of our openings like on your LinkedIn like I do, it looks like malware. It actually looks like a little malware link and you would never click on it. There's just a million problems. One of the things that Mayor has asked me to do right now, and I'm working on it, is making a relationship with a recruiting company. I think a couple of things that I'm wanting them to do is actually host some postings for us so we can go through their website instead of ours for critical ones. As you can imagine, recruiters are completely swamped right now and actually don't respond very well, but I've got a new contact that I'm really hopeful about. We are working on that issue. We're completely clear that portal's a mess.

>> CHAIR GISH: I appreciate that. I did, myself, go through that portal, go through the process and everything kept erasing when I hit next. I would go back and half of my information was gone. That was with saving, even when saving, it didn't save it. It saved half of it and not the other half. Yes, that definitely needs to be addressed. I appreciate the work that you are doing on that because I'm sure that that's quite a process to update such an important portal for the city.

I think that it's key in order to fill positions in the city that are actually leading to a lot of these ADA violations and ADA concerns because there isn't the staff needed to address them. That's been discussed multiple times. Whenever we say, "Why are there weeds? Why is there ice?" It's all, "Well, we don't have the staff." "Well, why?" Part of it is that portal and the challenges just to apply for a job. I appreciate that very much.

The next item is a continued discussion for the appropriate city placement for ADA coordinator and the mayor's committee on disability. In the last meeting we had discussed and I wish that you had been there, we had discussed different placements for the city and then on October 21st, you had mentioned to us about possibly being under the city clerks or our constituent services. It was constituent services, which is now currently tied to city clerk. I was wondering if there are any updates on that. The mayor had mentioned to us directly about being placed under some kind of equity and inclusion department that is not yet developed or in place, but that is very much being discussed apparently and is very needed.

Also, we had asked the mayor directly if we could be under his office directly, which is actually becoming standard nationally for placing ADA because it needs to be in one of the highest offices in order to relay the message that ADA is over the entire city and also to have that level of enforcement, but the mayor stated to us that there was issues within the city structure and city council that would prevent that from happening right now. I was wondering if you have any updates on anything moving forward with us moving to a different department, which you have supported, and I also want to acknowledge that.

You said right away you supported us and you acknowledge that ADA is more than curb cuts and sidewalks. I really appreciated that. It gave me hope that we had a chance to do all of this. I just want to say that your awareness of that is very appreciated by me.

>> REGINA: Thank you, Madam Chair. Yes, I do have an update on that. It ends up that I did submit-- We've already been working on the budget process for about a month. The first thing that we do is we submit, what we call, proposals for significant changes that should be considered during budget. A change like this would have to occur at the budget time. I did submit a proposal to move the ADA coordinator to the Clerks and Constituent Services Department. There's pros and cons to that. You won't have somebody like me over there who knows how to get a contract, who knows how to get recruiting, who knows everything about-- Really, I know everything about everything. I'm a very longtime city employee, and the Public Works director. I have 400 employees. I did put in that proposal.

The second challenge, I think, to that is that right now this position is funded out of increment of GRT that gives us funds to support infrastructure. I have a number of positions in Public Works that are funded out of that increment of GRT. That kind of money can't go to the Constituent Services Office. It has to live in Public Works. If they were to move that position to the Constituent Services, they'll actually have to find the funds in general funds, which is extremely challenging right now, given the GRT challenges that we're having with the recession coming. The mayor's got all of that information. City Manager has it all in my proposal.

What I did tell the mayor and city manager, and I'll tell you as well, you're members of the committee, I said, "I'm happy to have this position act across the entire city regardless of the fact that it's sitting in Public Works according to the job description," which is now completely broad. City clerk said the same thing. She's completely happy to work with me. I'm the ADA coordinator on things that land in her shop, like the website.

I think the short answer is, we tend to act like the position that's in Constituent Services and has citywide responsibility right now, as the job description says, regardless of the fact that it sits in Public Works and that there is a proposal in to be considered by finance director, mayor, and ultimately, the governing body about funding the position out of general fund and moving it to a different department in the fiscal year '24 budget.

>> CHAIR GISH: Then what would the timeline like look if that were to be approved? When would we potentially be moved to the new department?

>> REGINA: Madam Chair, the beginning of the fiscal year is July 1st. I don't think you would see very much difference because you won't even know. Once you have an ADA coordinator, where that person sits might not be all that visible to this group, but it depends on when all the changes get implemented. Sometimes they happen really fast right after July 1st, and sometimes it takes a little bit of time, but not super long.

>> CHAIR GISH: To clarify, that's July 1st, 2023?

>> REGINA: That's correct. That's the first day of the new fiscal year, fiscal year '24.

>> CHAIR GISH: That helps us plan too if that does happen because we would be contacting different people and there would be different people over us, so thank you. Are there any questions in addition to that? Thank you, Regina. The next item is continued discussion of updates on the new city website. The city never obtained advising from the mayor's committee on disability on website features and accessibility, continued lack of ADA complaint information to request accommodations and more.

Let's see. There are two things with this. One is that, and it may have dropped off, but the last update on the website says 10/13/2022 for updates. Currently, again, those were printed currently in the packet, your name, mailing address, which I'm saying. ADA actually requires your physical location to be posted. The city has always posted the mailing address of PO Box 909, but it doesn't say your name. It just says ADA coordinator currently on all of the pages. Again, the form doesn't have an address of where to mail it to. Things like that. I can send you a complete list that we can work on to update it, but I just wanted to say that it's not updated. I know that you did say you were going to.

>> REGINA: Actually, Tom updated it for me. I'm wondering if something got lost because he got my information, he updated it and we posted it [crosstalk]

>> CHAIR GISH: He updated the form and he told me he updated the form for you. He did say that. It does, the form itself includes your name, phone number, and email, but it doesn't include a mailing address. Then the website itself does not identify you as the interim ADA coordinator. It doesn't identify your name. It's like still the email. There's no phone numbers, there's no email, and there's no mailing address, or there's the old mailing address, but it just says ADA a coordinator, to be more specific. It doesn't identify you.

>> REGINA: Okay. We'll get that updated right away. Thank you.

>> CHAIR GISH: Thank you. Like I'm saying, I don't know what's going on with that website. I acknowledge that the website is glitchy. Tom had put things on there and it reverted to before even Tom put things on there. That was an issue. When the website was updated, it was not synced properly to the current webpages. I think, Robin, you had your hand up and then Eli.

>> ROBIN: I just wanted to let you know tomorrow-- Jesse, are you still on? Hi, Jesse. [laughs] Jesse is an expert at website. I don't want to embarrass you. He does great work. After I met with the mayor, I can't remember when I met with him recently. Danny Mackey, we [crosstalk]

>> CHAIR GISH: Was that November 22nd?

>> ROBIN: Yes, something like that. I could find it, but I don't know that it matters. We've got two things that we're working on at this point with Danny. One is that Jesse and Nathan from Commission for Deaf and Hard of Hearing, and I know the CART stuff is coming up later, but Nathan likewise is an expert in that. We have a meeting with Danny tomorrow, right, Jesse? Tomorrow at 10:00 to go over best practices and look at what needs to be done to build those issues to make things more accessible. I just wanted to throw that in there. Jesse, if you have anything to add, please do.

>> JESS: It'll be a really good meeting because when addressing these web accessibility issues, it's always good to start somewhere, and then filter that out through the IT departments and the people actually in charge of running the website. Then, any training that can be bestowed to the content uploaders and those responsible for creating things that go on the website, that's where you're

going to really impact the most people that might not know that they're doing things that are making the website inaccessible, like all text, color contrast, basic formatting, things like that. Looking forward to it. This is a step in the right direction for the website here.

>> ROBIN: Definitely. I want to say, that is one thing. I've looked at some of the overlays like accessiBe, Recite Me, and all that, I think Recite Me is one of the better ones I've personally seen, but I'm not a professional on this. I do know that when I went to the Santa Fe website and tried to use the accessiBe overlay that's on there, I could not figure that out. Nothing changed, nothing happened, it was so-- This is something that I spoke with Mayor Webber about, is just how inaccessible that overlay is. There's a lot of issues about a lot of overlays being out there that don't work. These are examples of things that are just not accessible. I'm excited to have Jesse working with them and see if we can get things a little more accessible definitely. There was something else, but now it's [onomatopoeia]

>> CHAIR GISH: Thank you, Robin and Jesse. If you remember, let me know, Robin.

>> ROBIN: Yes.

>> CHAIR GISH: Eli, go ahead.

>> MEMBER FRESQUEZ: I appreciate that. I think what I was going to say was covered by Jesse and Robin, but I'd be happy to see if I can quickly send over some digital punch lists of some things that might be able to improve the website. I would say, overall, that you're not starting from a bad place. The city website actually has pretty good color contrast, has small text, has heading structure relatively good, visible focus. I would recommend having accessibility statement on the website. The one thing that, and this was mentioned by Robin, is the accessiBe widget, just to flag that, is that something that needs to be removed in my mind. For example, just to show the level of barrier that that creates, the National Federation for the Blind used to work with accessiBe and they recently removed them as a sponsor and had a pretty negative statement about them over promising, under-delivering. Oftentimes they find folks who are really wanting to do, what's in the best interest of the disability community, acting in good faith, accessiBe over promises and it creates barriers on the website.

I'll send over, Robin and Jesse, a quick punch list of what I see, and just happy to help in any way. I will say that generally speaking, the city website, in my opinion, when you compare it to other government websites is a good place to start. There's a lot going for it. Color contrast, all text, heading structures, navigation, focus bars, it's pretty good. With some additional tweaks and putting in place some processes I think you can get to a really, really great website for the community.

>> ROBIN: That does remind me, Eli, what you were saying, I just remembered what I was going to say. I think it's really important for the city to be utilizing this committee when they're doing things like looking at their websites. I know here at Disability Rights of New Mexico, we have a few staff members with disabilities and when it came time to redo our website, we were all contacted and we were part of the committee that helped design the new website for our agency, which just happened within the last year.

I think it's really important because the people with the disabilities are the people who are experiencing the barriers. If you don't have their input, you're just guessing on their behalf. That's just not the best practice to try to make sure people's needs are being met. I would really encourage the city to rely heavily on the committee and anyone the committee brings in because that's their job.

>> CHAIR GISH: Thank you, Robin. I appreciate that. It's very true. Then the other item, Regina, which we had discussed on October 21st. We did on Tuesday try to, as a group we went on the website trying to find where they put the ADA coordinator or ADA compliance links because they're not in the main menu. I don't know if you have an update on that as to why it was placed where it is, which is literally at the very bottom of the page in a tiny little text column number two. There is nothing in the main menus where I had mentioned it to you. I don't have the website open.

[pause]

>> REGINA: Yes, thank you, Madam Chair. I did ask for that change and I'll ask for it again.

>> CHAIR GISH: Okay, thank you. It should be under living here. What I was actually thinking was, and I'll say it on record, is that living here should say Americans with Disabilities Compliance as the first item that city team should actually say ADA coordinator, and your government should say Americans with Disabilities Compliance as well. I know I had told you two of those things because I didn't think about adding the ADA coordinator at the time under city team but that should be so that there's in no way a barrier to searching for that information.

>> REGINA: Thank you so much. Can you say the third one again? I got the first two.

>> CHAIR GISH: Living here and your government should both say Americans with Disabilities Compliance as the first item and then city team should say ADA coordinator.

>> REGINA: Thank you.

>> CHAIR GISH: Currently, it's at the very bottom. It just says ADA compliance, which is an improvement as to what it's said because before there was nothing that I could find at all without actually searching. It is still really hard to find it on the homepage. You actually still have to search, text for it and it may or may not come up.

>> ROBIN: I think you bring up a good point. When we were helping the Secretary of State's office redo the certain processes for voting, one of the things that we really encouraged and they definitely complied with was that anything that has to do with ADA accommodations or filing grievances or stuff needs to be clearly placed on the website. If you use a screen reader and you have something around the bottom of the list, that screen reader's going to go through everything before it gets to that. The same if you have a visual impairment and you're trying to even just enlarge it, and stuff, that extra reading.

We really encourage having stuff at the top of the list of things so that it's just that much easier for someone to access it. Just put a blindfold on and do control windows enter and it'll screen read for you. Just put a blindfold on and try to navigate the screen, it's a big challenge. Better than nothing, but it's a challenge. Having things as accessible as possible is important but that's [inaudible] tomorrow.

[laughter]

>> CHAIR GISH: No, thank you, Robin. It's true. I would also ask that the ADA compliance link at the bottom remain, that that not be removed so that on either end of the website, wherever anyone goes they can access it in both menus. Eli, would you want to read your statement for this section? I think that that's important as well.

>> MEMBER FRESQUEZ: You know, I think, Madam Chair, so the state working [] would do it and a number of other large and small departments has set up a collaborative that's focused on digital

accessibility and inclusion. We host monthly workshops that cover all aspects of digital access and inclusion. It's open to the city if they would like to join or one of the people who work on the website would like to join in. It's totally optional. They can hop in and hop out however they like. It's pretty easy going. Then if the ADA coordinator wants to get on board, that might be another place for them to learn about all the different aspects of digital inclusion, including working with vendor and vendor management and some of the best practices out there and some of the legal compliance issues.

>> CHAIR GISH: Thank you, Eli. The next item is item 8E, continued discussion regarding requests for accommodations for a stenographer and CART. We had discussed this with you also, Regina, on October 21st and explained the importance differences between a CART stenographer versus the automated text. I know that you listened and you did reach out to the city clerk for that, which I appreciate, but the city clerk continues to not follow proper process with regards to CART services and our formal requests to receive them. We are still requesting CART services. That has not changed.

I want to, again emphasize, that we sent this first on July 12th to the mayor, city council, city attorney and got no reply. This has just been ongoing since then. Let's see, I'm trying to read through this email real quick. Tom forwarded the email to everyone on the governing body city attorney, everyone on that governing body. This request for CART services, again, no one replied and no one told us to CC the city clerk, the only governing body member who was not included in that. Then on November 1st, there's an email chain between Eli requesting an update and again explaining the differences between CART services and automated transcription.

>> REGINA: Madam Chair, I wonder if in the interest of time I could give you an update. I don't know if you have any other items that you didn't--

>> CHAIR GISH: I want to read, we have a few, but I want to read and we started late. We started late and I'm requesting my two hours.

>> REGINA: Now, Gish, we want to make a motion to extend the agenda time. [crosstalk]

>> CHAIR GISH: Yes, sure. May we have a motion to extend the meeting since we started 20 minutes late? May we have a motion to extend the meeting an additional 20 minutes?

>> MEMBER PARFITT: So moved.

>> CHAIR GISH: Is there a second?

>> MEMBER FRESQUEZ: I second.

>> CHAIR GISH: May we have a roll call vote?

>> REGINA: Thank you so much, madam chair.

>> CHAIR GISH: Halona, you're on mute.

>> HALONA: Sorry about that. Motion to extend the meeting by 20 minutes.

>> CHAIR GISH: May we have a roll call vote?

>> HALONA: Member Bleck.

>> MEMBER BLECK: Yes.

>> HALONA: Chair Gish.

>> CHAIR GISH: Yes.

>> HALONA: Member Parfitt.

>> MEMBER PARFITT: Yes.

>> HALONA: Member Montoya-Chavez.

>> MEMBER MONTROYA-CHAVEZ: Yes.

>> HALONA: Member Fresquez?

>> MEMBER FRESQUEZ: Yes.

>> HALONA: Motion approved.

>> CHAIR GISH: This email this was actually sent by the city clerk Kristine Mihelcic on October 26th. This was, of course, after we met, and I appreciate you reaching out to her, Regina. She had replied that we were previously using a different company, EEG, not Zoom. However, Zoom just updated their service and it had 99% accuracy. We just started testing Zoom. This has happened all in, probably, the past two weeks. Is it possible to test Zoom now that we are using them not EEG, especially given the new Zoom accuracy?

To which you replied, "Hello, Kathleen and Eli. Hope you're having great days. City clerk, just let me know that the city changed closed captioning services in the past couple of weeks. The city was using EEG and they just switched to Zoom service that advertises 99% accuracy. We would love to have review and feedback from the mayor's committee on disability on the new closed captioning service."

I want to state though that the only way that we can use that is during an actual meeting unless we set up a time to actually test it and agree to do that, but this in no way acknowledges, denies, approves our CART request. This is the only correspondence we've received that you just forwarded to me because you sent it to my city email. This is not a proper process that has been done. Thank you, Jesse. I am requesting, again, to reiterate that we have not received the formal response.

>> REGINA: Thank you so much, Madam Chair. I thought that was a formal response. That maybe, to be more clear, what we're asking is that we look at the transcript from this meeting. If there's somebody using closed captioning, maybe we could get that feedback and see if the accuracy, if it is actually insufficient and not meeting our needs, then we can pursue some contractual services for this meeting specifically.

>> CHAIR GISH: Eli, go ahead.

>> MEMBER FRESQUEZ: Big disclaimer, I'm not providing legal advice, even though I am an attorney, but my feelings on this, my thoughts are is that it's a reasonable accommodation request to modify a policy and practice of the city. Oftentimes they look at what does reasonable mean and that's whether it's a fundamental alteration of a program or service, or whether it's an undue financial or administrative burden. It seems like asking for CART captioning once a month doesn't meet those two affirmative defenses. Under the ADA, if there is found to be a financial administrative burden, it

does require the public entity to write a statement from a top official outlining the reasons for the decision or the city can provide an alternative, which it sounds like that's what that alternative is.

The issue with the alternative is it has to be equally effective form of communication. Unfortunately, automated captioning is just not there yet. It's widely viewed by virtually everyone that automated captioning doesn't get you there. You need a human to actually type out the captioning. In addition to that, there's primary consideration doctrine, which is generally speaking under title two, entity will honor the choice of the individual requesting, again, unless there's an equally effective alternative. In my opinion, I don't think there is. I'm not giving legal advice, just throwing out there just sort of a black-and-white law out there. That's my assessment of the request.

>> CHAIR GISH: Regina, go ahead.

>> REGINA: Thank you so much, Madam Chair. We understood that the request had been made, but conditions had changed significantly that we had upgraded the service that we were providing. Is it not? Could we ask-- I guess I can give you the formal letter that says, "This accommodation was requested. This is what the city did." Can I also ask, would that be evaluated and then we get feedback on that alternative that we've implemented?

>> CHAIR GISH: Eli. [chuckles]

>> MEMBER FRESQUEZ: I'll let Pam speak. Is it Pam's hand up? Yes.

>> MEMBER PARFITT: I am the person with a hearing disability. I must say that today the closed captioning is significantly better. The problem is it runs out of space and then it starts putting capitals in places where it doesn't make sense. If there's a delay, the latency between the speaker-- I'm a lip reader, so trying to read lips and make sense of the sound and read captions depends on the speed and the actual equipment that they're using. For example, the young man with the headphone, I can't remember his name,-

>> CHAIR GISH: Jesse.

>> MEMBER PARFITT: -Jesse, he is crystal clear, the captions match what he says, and you can say that's 99% accurate, but for me, other people are impossible. For example, your speech is almost unintelligible for me and that what I don't pick up, neither do those captions. It's your audio. This is much of the problem in using this system. If your audio isn't good, it's not going to pick up what I don't pick up. I'm then looking from your lips to the fill-in and it's not getting it either.

>> ROBIN: Do you use CART ever or are you familiar with it?

>> MEMBER PARFITT: Yes.

>> ROBIN: It works better, you think?

>> MEMBER PARFITT: I've only had one experience with it with an HAAA convention. It depends, again, who's using it, where it's placed, and how many speakers are speaking if there's an improvement from what I remember, and there's an improvement today. Again, it depends who's running it, where the CART captions are located. Right now, I'm able to move with my cursor captions right under somebody's face so that I can do it, I can make sense of it, but I'm going to say the audio, and we're using home systems, you're using a city system, which is actually the worst of all the participants.

>> ROBIN: Good feedback. Thank you for that.

>> CHAIR GISH: Thank you, Pam. Gina Maria, is your comment [crosstalk]

>> GINA MARIA: Yes, it just typed silly instead of city. [chuckles] Oh, I don't know which camera's on. Sorry.

>> CHAIR GISH: Yes, I know, and that's--

>> GINA MARIA: Then it typed acquaintance instead of equipment. I turned it [inaudible] but--

>> MEMBER PARFITT: It's just you guess but all you're reading you're guessing.

>> GINA MARIA: Yes. It's not fair to have to guess like that.

>> MEMBER PARFITT: No. That's why I second motions or usually make them because I'm never actually 100% sure what I'm approving. [laughs]

>> GINA MARIA: What you're saying is you're not able to 100% participate. You're guessing you don't have the same accessibility.

>> MEMBER PARFITT: No.

>> ROBIN: Gina Maria, that's my thought. You're saying it's not fair and that's true, but I think that more appropriately it's not accessible.

>> GINA MARIA: Yes.

>> CHAIR GISH: Being that this is a meeting for people with disability that needs to be accessible and inclusive.

>> MEMBER PARFITT: Yes.

>> MEMBER FRESQUEZ: Madam Chair, just to add on that point, it's for this committee. It's for Pam, but it's also for the community as well. There's some benefit to the community at large. We have a very big deaf community in Santa Fe, for example. Then I'd also want to add that when you get the transcript when it's captioned, it's going to be much more accurate. I know for a fact because I've looked at lots of transcripts that are done through automated speech recognition and then others that have done by a person. For the automated speech recognition, you have to go back in there and clean it up, but for most of the captioning, it's made relatively clear.

I will say though, that I really thank Pam for her input. I will say that it's going to depend on the quality of the captioner as well. Nothing's 100%. My experience has been that captioning gets you closer to that accuracy and automated speech recognition is not quite there yet.

>> ROBIN: Just real quick Nathan from the New Mexico Commission for Deaf and Hard of Hearing, who is just brilliant at this kind of stuff, he will be in that meeting tomorrow with Danny and whoever else Danny has. These are things that he can really go into detail about and provide some really excellent guidance.

>> CHAIR GISH: Thank you, everyone. Regina, we would like a formal letter because that is what is required by the ADA. We need a formal response, otherwise, that is not legal and that is part of the process. We have a right to appeal it, we have a right to receive it, and receive notice of the city's decision within a timely manner. We will be working with the city clerk. I also would like to invite her at some point soon, maybe in February meeting to go over what her legal obligations are in regard

to meeting accommodations and how she is required to respond to requests for accommodations. That will be a future meeting.

>> ROBIN: Just to be clear, Nathan's not only an expert, before I forget, he actually has hearing loss himself. Part of the reason he is such an expert is because he has to use these features himself and I think that covers that having someone who really experiences the situation.

>> CHAIR GISH: Thank you, Robin. That is a key--

>> REGINA: Madam Chair, I had a question if I might.

>> CHAIR GISH: Yes.

>> REGINA: The CART person who's doing the manual captioning, they would probably have challenges if audio is bad as well. Is that true? If we're in Zoom and someone's audio is bad, how will they know what's being said?

>> CHAIR GISH: Yes, to clarify, they can actually request a person restate what they were saying. There can be clarification. We can also let someone know that their audio is bad. There's different ways. The thing is with automated captioning that can't happen, and the other thing is-- Go ahead, Eli. Go ahead.

>> MEMBER FRESQUEZ: I was going to say, any good CART captioner often will ask for an agenda before the meeting so that they can get the names, know how to spell them. It's just a common practice. You're going to notice with automated captioning, the speech recognition, it's not going to get the names very well at all. That's one of the benefits is there's like some prep work that a good captioner will do.

>> REGINA: Okay, thank you so much. I'm just asking about the audio quality, actually. That problem seems to be something that might be a challenge in any rate, but I get your feedback. Thank you so much. I might also add if you-- What I've noticed is that you're telling me some things and then this group is going to the mayor and telling Danny Mackey some things. Unless I'm aware of what's going on and included, I can't help so I'm not being included.

>> CHAIR GISH: I'm working on that with us being included because right now we finally have met formally, all of us together, and so we now have a more cohesive team. I consider us to be a team working on this. This is absolutely group effort. No one person can make this happen. I'm getting feedback as well. I will include you in that as much as I get and I will be reaching out to everybody going forward to make sure that we are all on the same page. I noticed that as well with the job description, Danny Mackey was saying one thing, you were doing something else. There needs to be communication between all of us and we need to all be on the same page and so I am working on that. I am hoping to make that happen.

If you're not notified of something, I obviously can't be upset with you. I'm not going to be. I'm not expecting you to know things that you were never told and I've noticed that. I will continue with the agenda now because we are at the end. Real quick, Regina, are there any updates on Christopher Pommier who we requested a formal request for his appointment on the committee? Have you heard anything at all?

>> REGINA: I think we have the city clerk is aware of the desire. I believe you were included on the email that she sent which she believed to be the current list. I think you'll give her updates from this meeting about corrections to that list and she'll be processing an appointment, I believe.

>> CHAIR GISH: Okay. Will you please send that information to me as soon as you receive it when he is appointed or denied, one of the two?

>> REGINA: Thank you, Madam Chair. I'd be happy to, and I might even do it a little bit in advance so that it'll be appointed at a governing body meeting and as soon as it gets on an agenda, I'll let you know.

>> CHAIR GISH: Thank you so much. I just want to note that it was September 19th when I submitted that to the mayor. This is a process and now that we have another vacancy, I'm hoping that it doesn't take another three to four months to approve somebody. Are there any mayor's committee-subcommittee reports? I don't think there are.

>> MEMBER FRESQUEZ: Madam Chair, I'll be really quick. I did for the subcommittee the core advisory group for disability access and functional needs. I did touch base with Brian Williams and he had a fantastic update. He's in the process of procuring the ADA communication kits. These are assistive listing devices that can be used in emergencies, what we call disasters, but also blue sky. We could also use them for other kinds of events to improve accessibility. They come with an iPad and other kinds of assistive devices. We're talking a bit right now actually about some trainings. I just really want to thank the city and thank Brian for putting that in place. I think he's using some COVID money to do that. I think it's fabulous. Thank you.

>> CHAIR GISH: Thank you, Eli. That's a wonderful update. Aurore?

>> MEMBER BLECK: The transit advisory board is trying to reconstitute itself and so we had a planning meeting for that. The senior van is starting to do grocery runs again, so that's good because they were just doing doctors and pharmacies. They're starting to do grocery runs, so that's helpful. Then all the buses that are on demand and all that kind of stuff, they're down 62% in terms of drivers. They have 58 slots and they have 36 vacancies as of about two weeks ago. I think they've done a great job keeping it together [chuckles] and they're going to take bids for the downtown transit center.

They'll probably do that next winter because they try and do it when their tourists are not here and they're also taking bids maybe next summer for the South Side Transit Center because they lost part of that money, but they're going to get some COVID money to replace it. That's going to have indoor space and bathrooms, so that's really nice. Anyway, and they're looking at micro transit and different kind of-- The COVID has opened them up to new ideas, in terms of moving people around in smaller areas and in smaller vehicles so stay tuned.

>> CHAIR GISH: Thank you. Those are both wonderful updates. Next is matters from staff. Regina.

>> REGINA: Thank you, Madam Chair. I don't think you have any additional matters.

>> CHAIR GISH: You're supposed to make a statement about, you or Halona is supposed to make a statement about the link being included in the minutes.

>> HALONA: Item--

>> CHAIR GISH: Item nine, matters from staff.

>> HALONA: Item nine, yes. Item nine, I believe this was discussed and added at Jeff Norris's direction that a link to the video recording of this meeting will be added to the meeting minutes for this meeting.

>> CHAIR GISH: Thank you. Matters from the committee, I just want to acknowledge and thank you for adding the article on the deteriorating bridge downtown that I requested that I had to just briefly do an FYI under matters from the committee which we have done in the past. That was attached to the current packet. I thank you for that.

Then I also really, quickly, want to acknowledge Mayor Webber, Danny Mackey, senior advisor to the mayor, Robin Garrison of Disability Rights in New Mexico, disability advocate Nathan Gomme, executive director of the New Mexico Coalition for the Deaf and Hard of Hearing, Jeminie Shell, disability specialist with the Governor's Commission on Disability, Jesse Armijo, assistive technology coordinator with New Mexico TAP, several community advocates including Anne Marsh and Gina Maria Opalescent, the members of the Mayor's Committee on Disability, and finally, Regina Wheeler, who's our interim ADA coordinator and director of Public Works.

This team that we have and anyone else who will be joining us in the future is key to rebuilding ADA compliance in the City of Santa Fe. Together we can do it. Individually, it's too much. Together, we absolutely can and we can rebuild it to be what it should have been this entire time and moving forward to make the City of Santa Fe fully ADA compliant. I really appreciate all of you completely, all of the work that you are doing. I understand challenges that we are doing. I understand challenges that we have. I'm not trying to push anybody or be a thorn in anyone's side. This is all really important work and I'm grateful for each of you.

Halona, as well, I didn't include you in that. Now that you're our liaison, I appreciate you as well. I've appreciated emailing you back and forth even though we've been trying to figure out how to get things done. [laughs] I did not know that you were our liaison. I was not told that. I was sitting here thinking, who is this person? I appreciate that. With that, our next meeting is February 1st, 2023. Pam, if you have something really quick to say.

>> MEMBER PARFITT: Very quick, a key point in the feedback on this system. I just noticed, Kathlyne, when you were reading quickly, the captioning was terrible.

>> CHAIR GISH: Yes.

>> MEMBER PARFITT: The accuracy is very dependent upon the speed with which the speaker is speaking and you speak quickly, Regina, so your transcriptions are not auditorially or speed-wise, very easy to read through the captions.

>> CHAIR GISH: Thank you, Pam. Yes, I look forward to receiving the transcript, Regina, if you can send that to me as well and I can see for myself what it looks like. I know when I transcribe the audio from the last meeting, because I audio recorded it, it was about 75% accurate. No titles, no names were accurate, descriptions of things often were inaccurate. Again, if someone spoke fast, it was inaccurate. Yes, it's the same issue. That was Otter.ai that I used to transcribe that. That was a paid account. That was 75% accurate with a paid account, in my estimation.

Our next meeting is February 1st, 2023 from 3:00 to 5:00 PM. I will be, again, requesting Zoom accommodations. If there is nothing else to add-- Aurore, go ahead.

>> MEMBER BLECK: Sorry. I forgot to say June 24th, at 5:30 there's a transit planning meeting. If you're interested in public transportation or paratransit, please attend 5:30 at Transit Department, January 24th.

>> CHAIR GISH: Thank you. If there's nothing else to add, our meeting is adjourned at 12:28 PM.

>> ROBIN: Thank you, everyone.

>> CHAIR GISH: Thank you, everyone.

>> MEMBER BLECK: Thank you. Thank you.

>> MEMBER FRESQUEZ: [inaudible]

>> ?SPEAKER 1: Thank you.

>> ?SPEAKER 2: Thank you, everyone. Take care.

>> GINA MARIA: Thank you. Thank you.

[] [END OF AUDIO]



MINUTES

REGULAR MEETING OF
THE MAYOR'S COMMITTEE
ON DISABILITY
FEBRUARY 01, 2023
3:00 PM
VIRTUAL MEETING

1. CALL TO ORDER

Meeting Called to Order by Chair Gish at 3:11 p.m.

2. ROLL CALL

Members Present:

Member Aurore Bleck
Member Kendra Garcia
Member Kathlyne Gish
Member Pam Parfitt
Member Jose "Eli" Fresquez

Members Excused:

Member Angelique Montoya-Chavez
Member Meriam Jawhar

Others Attending:

None

3. APPROVAL OF AGENDA

MOTION: Member Bleck moved, seconded by Member Garcia, to approve the as amended. Agenda has been amended to discuss the following under Action Items: 1) Discussion on the MCD schedule not being posted on the Prime Gov or Committee web page. 2) Discussion of protocol and continuity of the Mayor's Disability meetings.

VOTE: The motion was approved on the following Roll Call vote:

For: Member Bleck, Member Garcia, Member Gish, Member Parfitt, Member Fresquez

Against: None

Abstain: None

4. APPROVAL OF MINUTES



MINUTES

REGULAR MEETING OF
THE MAYOR'S COMMITTEE
ON DISABILITY
FEBRUARY 01, 2023
3:00 PM
VIRTUAL MEETING

- a. Approval of December 15, 2022 Meeting Minutes

MOTION: Member Bleck moved, seconded by Member Garcia, to to postpone the approval until next meeting.

VOTE: The motion was approved on the following Roll Call vote:

For: Member Bleck, Member Garcia, Member Gish, Member Parfitt, Member Fresquez

Against: None

Abstain: None

5. **PUBLIC COMMENTS (15 MINUTES TOTAL)**

- a. Public Comments from website or Zoom

No Public Comments to Report.

6. **PRESENTATIONS**

7. **ACTION ITEMS: DISCUSSION**

- a. Assuring Continuity of MCD Membership and Timely Appointments of Continuing and New Members (Kathlyne Gish)
- b. Ice Removal in the City of Santa Fe as ADA Compliance Issue (Eli Fresquez)

8. **DISCUSSION ITEMS: NO ACTION**

- a. Continued Discussion on Status of MCD Meetings Compliance and ADA Compliance in the City of Santa Fe (Kathlyne Gish and Eli Fresquez).



MINUTES

REGULAR MEETING OF
THE MAYOR'S COMMITTEE
ON DISABILITY
FEBRUARY 01, 2023
3:00 PM
VIRTUAL MEETING

- b. Continued Discussion on updated ADA Coordinator Job Description and Process to Hire (Kathlyne Gish, Eli Fresquez, Regina Wheeler, Director of Public Works)
- c. Continued Discussion of Appropriate City Placement for ADA Coordinator and Mayor's Committee on Disability (Aurore Bleck and Kathlyne Gish, Regina Wheeler, Director of Public Works)
- d. Continued Discussion of Updates on New City Website; The City Never Obtained Advising from the Mayor's Committee on Disability on Website Features and Accessibility; Continued Lack of ADA Compliant Information to Request Accommodations and More (Kathlyne Gish, Eli Fresquez, Regina Wheeler, Public Works Director)
- e. Continued Discussion re Requests for Accommodations for a Stenographer/CART (Eli Fresquez)
- f. Continued Request for Updates to Process to Find New Members, Appoint New MCD Member, and the Process to Re-Appoint Interested Current Members (Kathlyne Gish)
- g. Discussion of PROW and Transition Plan Updates (Kathlyne Gish)
- h. MCD Sub-Committee Reports

Between Discussion items e. and f., Chair Gish made motion to extend the meeting an additional ten minutes, Seconded by Member Aurore Bleck. Motion was approved by the following Roll Call Vote: For: Member Bleck, Member Garcia, Chair Gish, Member Parfitt, Member Fresquez. Against: None Abstain: None.

9. MATTERS FROM STAFF

The link to the video recording of this meeting is as follows: <https://youtu.be/vhoHOXho1Ig>. Meeting minutes will be supplemented by Communication Access Realtime Translation (CART) service provided by Partners Interpreting (www.partnersinterpreting.com).



MINUTES

REGULAR MEETING OF
THE MAYOR'S COMMITTEE
ON DISABILITY
FEBRUARY 01, 2023
3:00 PM
VIRTUAL MEETING

10. MATTERS FROM THE COMMITTEE

- a. A link to the video recording of this meeting will be added to the Meeting Minutes for this meeting.

Per Chair Gish, this item was supposed to be from staff. No Matters from the Committee.

11. ADJOURN

This venue is equipped with closed captions. Persons with disabilities in need of accommodations, contact the City Clerk's office at 955-6521, five (5) working days prior to meeting date.

Meeting Adjourned by Chair Gish at 5:21 p.m.

Halona Crowe

Liaison

Chair



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City of Santa Fe

Mayor's Committee on Disability Meeting

February 1, 2023

3:00 – 5:30 PM (MT)

* * * * *

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(Captions provided by a live Captioner.)

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CAPTIONER: Standing by for audio. 2:50 PM (MT).

3:00 PM (MT)

HALONA CROWE: So I am going to... Does anybody need the link to view the captions in a separate window? I don't know if you all can see.

REGINA WHEELER: I am not seeing any captions at all yet.

HALONA CROWE: She was going to run some test captions. But there is a link. Everyone should have access to the chat, correct?

REGINA WHEELER: Yes, now there is a link there.

>>: I see the link as well. Thank you.

>>: Hello.

HALONA CROWE: Good afternoon.

>>: What is happening to me? It has been a long day, okay. Don't judge.

ELI FRESQUEZ: This is Eli. Good afternoon, everyone. I am multitasking at the moment. I am here. I might be in and out as I go because I have a meeting at the same time.

>>: Let me go in and out and see what is going on.

>>: That is your camera.

>>: It just updated. Everyone is having trouble. When their Zoom updated, they were having the same problem. But it is good now.

>>: Hi, Aureore. How are you?

AUORE BLECK: Hi. I hit the enter button before I got my name in.

HALONA CROWE: Okay.

>>: If you hover over those three dots in the upper right-hand corner, I believe, oh, never mind. It is not activated.

REGINA WHEELER: Just right click on your name and it will give you a rename option.

>>: I hope everyone is well.

KATHLYNE GISH: One second. One of the members who is a member of the quorum can't join. She says that the link I sent isn't working, but it is the same link I used. So one second.

>>: I had to try four times to get on for some reason.

HALONA CROWE: Can you hear me? I had to log off to get the captioner set up.

ELI FRESQUEZ: This is Eli here. I am not sure if you all heard me. I am going to be multitasking a little bit. I will try to be as present as possible, but I am here.

PAM PARFITT: This is Pam. I am here, but I can't see anybody. I can't get the sound to go off to get back in. I have tried. Can you hear me?

HALONA CROWE: Yes.

PAM PARFITT: Can you see me?

HALONA CROWE: I can see your ceiling. There we are. Hi, Pam.

PAM PARFITT: I can't see what you see. So I have no idea.

REGINA WHEELER: It is perfect, Pam. Thank you. We can see you just perfectly.

PAM PARFITT: I can see you but no one else.

>>: It sounds like you need to change your settings on your screen view.

PAM PARFITT: I have done it many times. It is still in a row. Now I can see people, but they are so tiny. I can't read lips like this. I don't know. maybe. That's better.

KATHLYNE GISH: Kendra says she is trying again now.

AURORE BLECK: Pam, I switched my view to gallery. That made all the squares.

PAM PARFITT: I did too. My problem is I needed the whole screen to make it big.

>>: Did you find it?

PAM PARFITT: Yes.

>>: Okay, cool. I should do that to mine. Is it warming up in Santa Fe?

HALONA CROWE: The sun is out. But the air is a little cold

>>: Still?

ELI FRESQUEZ: Yesterday was nice. I would almost say it was a springlike, but maybe I am getting a little bit ahead of myself here.

>>: We take it where we can get it. Not too bad it down here today. I walked up to Sprouts, bought some groceries, and came back. It was a nice walk.

HALONA CROWE: Here we are. Okay. I am going to start recording, everyone.

KATHLYNE GISH: I call this meeting to order at 3:11 PM. May we have local attendance, please?

HALONA CROWE: Aurore Bleck.

AURORE BLECK: Present and not prison, as in the last minutes.

HALONA CROWE: Kendra Garcia.

KENDRA GARCIA: Present.

HALONA CROWE: Kathlyne Gish.

KATHLYNE GISH: Present.

HALONA CROWE: Pam Parfitt.

PAM PARFITT: Present.

HALONA CROWE: Angelique Montoya-Chavez. Meriam Jawhar.

KATHLYNE GISH: I haven't heard from her.

HALONA CROWE: Eli Fresquez.

ELI FRESQUEZ: Present.

HALONA CROWE: We have a quorum, Chair.

KATHLYNE GISH: Thank you. So next is approval of the agenda. I did have some, I have two changes to request. To discuss under action items. One is a discussion on the Mayor's committee meeting schedule not being posted on PrimeGov or the committee webpage. And two is a discussion of protocol and continuity of the Mayor's disability meetings. Those are just very brief discussions.

HALONA CROWE: Okay.

KATHLYNE GISH: They can go in any order. They can go after or before.

REGINA WHEELER: Is that a motion to amend the agenda? Is that what is going on?

KATHLYNE GISH: I am requesting to amend the agenda according to those two items.

REGINA WHEELER: So that is a formal amendment to the agenda.

HALONA CROWE: May I have a motion to amend the agenda?

AURORE BLECK: Moved to approve the agenda as amended.

KENDRA GARCIA: I second that.

>>: Thank you.

HALONA CROWE: Okay, our agenda is approved. I will do roll call. Aurore Bleck.

AURORE BLECK: Yes.

HALONA CROWE: Kendra Garcia.

KENDRA GARCIA: Yes.

HALONA CROWE: Pam Parfitt.

PAM PARFITT: Yes.

HALONA CROWE: Eli Fresquez.

ELI FRESQUEZ: Yes.

KATHLYNE GISH: Next is approval of minutes. I want to say personally I don't approve the minutes. There is nothing written in the minutes to approve. There is no summary of discussions at all. And I just wanted to discuss that briefly. Even though we have a transcript, hopefully with captioning the transcript will be better quality than the one that is in the packet, but we still need a very brief summary of what was discussed so that people can know what was discussed and know to find it in the transcript to look further. That has not happened. A lot has gone down since we last met. I understand that. I am

not expecting these minutes to be done in the interim. They can be sent to me for the next meeting. That will be satisfactory to me. But I do want a brief summary of what we discussed in each item and not just listing the agenda and action items.

Okay. And then the second is that the transcripts I received is so terribly transcribed by Zoom that I actually need help to transcribe that. It is 123 pages of errors. It is shocking how inaccurate Zoom caught all of us speaking. And so I am not sure how to proceed on editing the transcript. It is going to take a team, I think, to edit 123 pages of the transcript, but I am requesting that to happen. However we can manage to make it happen. Whether it is committee members contributing 10 minutes of the video each or what is going on. It needs to happen. I am not asking necessarily for the city to do it. I understand that is a lot of work. But we need to figure out a way to make that transcript accurate. Also for the video. Because that is the transcript that is attached to the video.

And so without an accurate transcript, we don't have an accurate meeting, which means we don't have an accessible meeting. So if there's any comments or thoughts on that.

AUORE BLECK: There is a video with sound?

KATHLYNE GISH: Yeah, for the December 15 meeting. This is for the December 15 minutes ended December 15 transcript.

AUORE BLECK: So the transcript would be for people who can't access the sound on the video? Okay. Well, that being the case, I move that we delay review of the December 15 transcripts and minutes until the next meeting.

>>: Okay.

KATHLYNE GISH: Is there a second?

HALONA CROWE: Pam? Okay. So Aurore has moved to delay approval of the December 15 minutes with Pam seconding. I am going to do a roll.

KATHLYNE GISH: Kendra, if you have something to say first?

KENDRA GARCIA: Yes, I was going to say I am more than willing to look at the recording of the video and help out, at least with the transcript, as best as possible.

KATHLYNE GISH: Thank you.

KENDRA GARCIA: You are welcome.

KATHLYNE GISH: This is going to be a team effort. I am aware of that.

HALONA CROWE: Okay. So I am going to do the vote. Aurore Bleck.

AUORE BLECK: Yes.

HALONA CROWE: Kendra Garcia.

KENDRA GARCIA: Yes.

HALONA CROWE: KathlyneGish.

KATHLYNE GISH: Yes.

HALONA CROWE: Pam Parfitt.

PAM PARFITT: Yes.

HALONA CROWE: Eli Fresquez.

ELI FRESQUEZ: Yes.

HALONA CROWE: Motion is approved.

KATHLYNE GISH: I have another comment regarding October minutes, which I never received. I need the October 20 minutes with the addendum and the notes, as was discussed during the meeting and approved. There were a lot of emails going back and forth about those minutes, and I never did receive them. So I have been being patient and try not to add stress to anybody, but those minutes are actually supposed to be given to me within three days. But because Halona, you're new, and a lot of things were going on at the time, I was understanding that I was going to be patient about that. But we need the minutes in the future as soon as they are voted on. Then the amendments are supposed to be made and I'm supposed to be given those minutes to sign. I never received the October 20 minutes with the notes or addendum, as was voted on December 15. And so I am asking for that as soon as possible.

Next is public comments.

HALONA CROWE: No public comments.

KATHLYNE GISH: Okay. Does anyone have any public comments on behalf of someone from the public who cannot attend the meeting? Know?

PAM PARFITT: I have a comment.

KATHLYNE GISH: Go ahead, Pam.

PAM PARFITT: Anyone watching this, if they are hard of hearing or deaf, the captions are helpful. They are behind most of the time. I am a lip reader. Most of the time I cannot see Kendra or Halona's mouth to read. Thank you.

KATHLYNE GISH: I am making a note of that, Pam.

PAM PARFITT: Kendra, your mouth has disappeared. (Laughs) I don't want you to be like a giraffe, but...

KATHLYNE GISH: And then one of the things, I guess if we have anyone who is attending from the public, if you could type your name in the chat. If you want to give a brief description of who you are, that would be helpful for us to know who you are. Otherwise, if we don't have any public comments from anyone else, we can continue.

We have no presentations. Then action items. One second. Thank you, Robin. So action items, item 7A is continuity of committee membership and continuity of continuing members. Thank you, Andrew. So one of the issues we have been having all summer, actually, we had requested new members in June 2022. We received several applicants. We had one position open. We had selected a member. Because Tom had resigned on May 20, we had no one to give that appointment request to. So it sat. We had nowhere to take him to say we want this to be given to the governing body. We couldn't follow protocol that is in the city handbook for appointments for members of committees. So when Eli and I met with Mayor Webber on September 12, I had brought this to his attention and said we have this person who has been waiting for four months to be appointed to our committee. There is nowhere for me to take them. There is no process for me to get this position filled. The marital me to send it to him and Danny, who is here. I did. I sent the request to Mayor Webber and Danny. That was on December 19. -- September 19. I didn't hear anything at all. I know Eli followed up by phone a couple times and ask for information. There wasn't anything going forward. On October 20, our meeting in October that we finally had, things from the support from Danny to finally make that happen, we finally had a meeting on October 20, 2022.

And during the meeting I had asked our liaison at the time, Lee Ghenon, for any updates. He had none. Regina, we met with you the day after because you missed the meeting. I had emailed you more information on October 23 as well, with details of this request to move forward on this appointment. And you reached out to the City Clerk's office at the time asking how to get it on an agenda, asking how to move it forward, and nothing happened. And then 12/5 you again reached out to the City Clerk asking for updates. I asked on 12/6 for updates and you said there were none. On 12/9 there were more emails between the City Clerk and Regina trying to determine which position was vacant into City Clerk has a three year old outdated membership for us, and I know that because my old address was there and I moved over 2 1/2 years ago. They stated that was the current list.

Our meeting on 12/15 I again asked for updates on his appointment. Then on January 1, 2023, there were several emails between Halona and Regina regarding updates and issues occurring. 1/20/23 Regina asked for updates. 1/23/23 Danny replied that the mayor approved the appointment. 1/23/23 Geraldin from the City Clerk's Office said it will go to the governing body meeting on 12/8/23. And this, I have to say, is a person who has been waiting since June since he applied. That is over seven months. Just to appoint one person to our committee. And we have another vacancy, possibly two. I need to get in touch with the other member. But I am wondering if it is standard process to take seven months to appoint someone to a committee. Regina, can you answer that? Or Danny?

>>: I can take that for you. We are trying to set up processes on committee appointments. There are almost 100 committees throughout the city government, and a lot of outdated information. We are trying to get everything put together. I was tasked

with that to work on. As one person, you get pulled away from many different places, like Regina knows, there's so much going on that we have to fill holes. I am sorry that this appointment process took so much time. I will assure you that next time with the two new vacancies, if you get any recommendations for those two positions, we will try to turn it around in a timely manner. I just wanted to apologize that it took too long.

We are getting better at it. We will have stuff taken care of in a timely manner.

KATHLYNE GISH: Thank you. I also want to add that we have two members who have requested to be continuing on our committee. Their appointments were up in January but I am considering them continuing voting members because they reapplied and want to be on the committee.

>>: Sorry, Madam Chair. Our rules are that you can continue on an expired term until your replacement has been made. So they are still legally voting members. And if you want to put their names in for reappointment as well, we can take care of that all at the same time

KATHLYNE GISH: I sent it to Regina, requesting that it be submitted at the same time. So it should be. I can forward you that email, Danny.

REGINA WHEELER: I sent it to you. Danny sent it twice already.

>>: I believe if it was the one done with the one appointment –

KATHLYNE GISH: There's two more.

>>: All right. I will take a look. We will work on those and get them reappointed the same time as we do the two new appointments.

KATHLYNE GISH: Thank you. Next item, Eli, if you are ready to discuss ice removal in the City of Santa Fe as an ADA compliance issue. If you are not ready, I can continue and we can come back to you.

ELI FRESQUEZ: Come back to me. I am in the second meeting right now. I apologize. Thanks.

KATHLYNE GISH: That's okay. So in the interim, while it trying to set up this meeting, there were multiple meetings with a gentleman named Jeff Noris. He had stated to me, I told him that the Mayor's Committee on Disability meetings were not to be posted publicly. They are not on the website. They are not on PrimeGov. Prior to this year, the meetings had been listed throughout the year on PrimeGov and also our webpage. There was an identified list of the dates of our actual meetings and at times. He told me they were not published yet. Initially, apparently they were listed improperly, but he corrected them.

The reason why I was even asking as because our meeting was not even posted as occurring until the agenda was posted, and that was about four or five days prior to our meeting. In the past, the meeting was posted publicly and then at the agendas and

packet items and everything were added to it. But the notice was actually on there. Everything was on there and ready to go. The meeting was noted to the public that it was going to occur in advance. That is no longer happening. So basically the public has four days notice to attend our meetings. Regina had asked me either early or mid January for the agenda because of that.

REGINA WHEELER: Not the agenda, the schedule.

KATHLYNE GISH: The schedule? You had to schedule though.

REGINA WHEELER: Madam Chair, if I could, that is standard practice with the Open Meetings Act. For all committee meetings across the city, whether the governing body, finance committee, planning commission, which are all public meetings, they are all posted with their packets five days before the meeting.

KATHLYNE GISH: Correct, but there was always advanced notice of our meetings. Yes, there was.

REGINA WHEELER: I'm so sorry. Yes. The only one on there now is the Bicycle and Pedestrian Advisory Committee, and they are not to be incorrectly listed. You are only supposed to post it once you get your entire agenda. That is a direction from the City Clerk. All meetings, the process follows the Open Meetings Act, which is to say it is posted. You can do it more than five days in advance if you want. If you want to get the packet together 10 days in advanced, it will post it. It will not post the meeting to the public until the agenda is finalized. We do the same with all the governing body meetings, all the finance committee meetings. Like Danny said, there are 100 committees in the city. You don't see planning commission meetings in there or any other meetings until they have their agenda. We did check with the City Clerk on that.

KATHLYNE GISH: And it wasn't listed on the Mayor's committee webpage, and it is no longer listed in an itemized month to month meeting schedule. And I am asking that that be updated.

REGINA WHEELER: I think what was there was the 2021 calendar.

KATHLYNE GISH: It was 2022. January through December 2022. When we voted in December for the new calendar, it should have been updated to the 2023 schedule, and it was not. What is on there currently is just saying that it is the first Wednesday of the month, but it actually needs to list the schedule.

REGINA WHEELER: Okay. No problem.

KATHLYNE GISH: Thank you. So I don't know if anyone has any thoughts on the new PrimeGov calendar not listing meetings, but to me that is incredibly disruptive. Because I was able before to look months in advance and see the quarterly meetings, monthly meetings, quarterly meetings, plan for that, now I can't do that. I have no central location about how to attend meetings, where to attend meetings, what is going to happen next

month. I just want that on record that is actually really sad for public awareness that we can't know when our meetings are being planned for the long term meetings.

So next is, unless Eli is ready, but I don't think he is, discussion and protocol of continuity of Mayor's committee meetings. So during the time of setting up this meeting, there were several discussions going back and forth about the Open Meetings Act requirements into different things like saying the action items needed in action. But the Mayor's Committee on Disability has never done that. Our action items were always listed as either new business or action items for discussion. This is because when we have ADA compliance issues occurring or access issues or barriers to access in our community, these are timely, time sensitive actions that need to occur, and we need to discuss them first. If we were to wait and put them under discussion only, it would take months to get to that item before we could take action. That means a person is maintaining at a barrier to their community or something that could actually be life-threatening to that person. So we sometimes need to take immediate action and discuss immediate actions to take.

I have sent this to you, Regina. I didn't receive a response, but I know you received it. Halona, I appreciate you updating the agenda to be the way we had it, to say action items - discussion. We will continue with that protocol because that is how we needed as this committee. Regina, go ahead.

REGINA WHEELER: Thank you so much, Madame Chair. I want to point out that according to the Open Meetings Act, the committee must post the words of the action that will be taken to notice the public at that exact action. That is just the Open Meetings Act requirement. That is the big one. If you are going to take a formal meeting action, it must be on the agenda.

KATHLYNE GISH: Okay. Thank you. I don't know what noise is happening, but could someone please mute?

AURORE BLECK: Could I ask, when you listed on the agenda as a possible action item, you are going to take a vote, do you just name the issue, or are you going to have a specific motion? You wouldn't already have a specific motion at the meeting yet.

REGINA WHEELER: Yes, you do. That is the requirement, that you are actually posting a specific action. You will notice that they are called captions. So the public knows, if they see your caption and want to weigh in, if it affects them, if there's just a general subject, the public doesn't know how they might be affected by your action. So any formal action has to be noticed on the agenda the way you are going to move it. That is the big requirement.

AURORE BLECK: So we would have to move today to add a motion to next month's agenda if we have an action item? Is that what you are saying?

REGINA WHEELER: Usually what happens in advance is coordination with the chair in preparation of the agenda. For instance, a very common motion would be we moved to

adopt the pedestrian master plan provided by MPO for 2023. Or we moved to approve, or we moved to adopt our recommendation of our 10 priorities for the 2024 budget. You would put that caption there. Your 10 priorities could be discussed. Just as the council does, they organize their 10 priorities. And then they move through the priorities as indicated for the 2024 budget. We would put that in the agenda. Adoption of a 10 priorities for the 2024 budget. Or adoption of the Pedestrian Master Plan. Something like that.

KATHLYNE GISH: So clearly, so in the past I have stated that committee members, city staff don't get any sort of orientation when we become a committee member. We don't even get a "this is what the city hierarchy looks like." We don't get any sort of introduction to the city. When I was an intern for the city, I had to attend the city orientation. So I got something in the past, but it was a long time ago. I have discussed many times that we need an orientation. This is happening in other communities where there is an orientation for committee members to have their obligations and duties discussed and understood by them. And the fact that the city isn't doing that is absolutely disruptive to this process of holding public meetings. All of us have been thrown into this. All we can do is read the handbooks and guess. And for the most part, even me being a chair, I have had no guidance whatsoever as to what I am even supposed to be doing. It is just assumed that I know. If I don't know, I just have to figure it out. That is not how this should be for any of these committees. So I need to say that.

And like I said, other communities, I am aware of this because I have friends across the country on similar disability communities for their communities, city, county, or the state, and they have orientations to orient them and help them understand their obligations, rights, and responsibilities as committee members. So the other issue that I was having is that with PrimeGov, when Halona had updated the agenda and items that I had given, something went wrong with it. The presentation section was not uploaded. I am aware that there are issues with PrimeGov. Robin, I don't know if I can request training now. I honestly, if you want to discuss that, I honestly don't know. I mean, I don't know. Go ahead.

>>: Is it okay for me to speak, being the public? Okay. If training is what you guys need and that would help things move easier for the city and for you, then it seems like an orientation would be good. I note that on the New Mexico Technology Assistance Program we've got new members, and we are doing an orientation for them. I do think it is an important part of the process. I don't know if that is something that can be requested now to happen in the near future for everyone. It might resolve a lot of the issues that have been happening with kind of protocol.

KATHLYNE GISH: Regina, Danny, do you have a comment?

REGINA WHEELER: Thank you, Madame Chair. You know, we haven't been able to get any training either. We could definitely look into that, for sure.

KATHLYNE GISH: Thank you. And yeah, it has been an issue with staff not being trained. If the staff aren't trained in the committee members aren't trained, we go to the staff assuming that the staff know, and the staff say, "We don't know either." Who did you go to? We tried to go to the Attorney General's office, and I just got put in circles trying to get a hold of anybody. Even Eli tried to reach out to the Attorney General's Office for people who are the trainers for the Open Meetings Act. We tried to get them to come to this committee meeting to answer our questions. It never occurred. We were just going in circles. So we still don't have our questions answered from two years ago. So it is a problem. And it does need to be resolved.

>>: So that is twofold then. There is the Open Meetings Act and the city protocol. Both of those need to be addressed in order for this to run smoothly, I think.

KATHLYNE GISH: Exactly. They go hand in hand, which is why I brought it up. The city is following the Open Meetings Act for meetings, but we never had training on how to comply with the Open Meetings Act. Yet we are expected to. We don't know the obligations for running meetings, so we are just floundering in a lot of ways and trying to hold ourselves together and make these meetings happened and try to make sense of it. In a lot of ways we are just guessing. And we shouldn't be guessing.

>>: It seems to be creating a lot of extra work for people.

KATHLYNE GISH: Absolutely. One of the things I wanted to say is I am aware of some of the issues with PrimeGov. That it is not user-friendly and that it takes a lot of training for people to be able to use it, for the city staff to be able to use it. It is also not very friendly for someone like myself who is partially blind. It is a big long list of committees. There is really no way to search easily for one committee. The committees listed are at the very bottom of the page. And it is just really not user-friendly.

And it was again, when the city took on PrimeGov, they never requested our input from this committee as to whether it was usable by people with disabilities or not. They never requested our feedback on whether or not it would be useful. And we never received any sort of understanding on the internal working of it to make sure that city staff who have disabilities or usability and ease of use, to make sure that staff with disabilities would be able to use it. Those are all important points that would need to be made when the city is doing something this drastic to change the way things are done.

For these meetings, this is how meetings are being notified to the public now, but was any discussion ever made of how people would access it with disabilities? I have no idea because they certainly haven't come to us. They didn't include us in any of that. And so that is an ongoing issue and an ongoing problem with the city of just taking things on and not making sure with the Mayor's Committee on Disability and other advocates that these systems are actually accessible and usable by people with disabilities and the general public.

Eli, I don't know if you are ready yet. If he's not ready, which it doesn't seem like he is. Let me see who just texted me. So what I am going to do is I am going to go to discussion items, no action. But when Eli is available, I am going to come back to item 7B, which is ice removal in the City of Santa Fe as an ADA compliance issue, because I know Eli is in another meeting for his job. I think that is unfair to just skip him right now. It is not his doing. So one second. Okay.

So I will come back to item 7B when Eli is available. So item 8A, continued discussion on the status of the Mayor's Committee on Disability Meeting Compliance and ADA compliance in the City of Santa Fe. I am going to do a really quick run through. It is not going to be complete. It is again, for a full reference or better reference, hopefully we will have the transcript up from the October 20, 2022 meeting, which gives a much more complete itemized list of examples of ADA compliance issues happening in the City of Santa Fe currently, because the 12/15 transcript is not complete. The meeting, as far as I know, was posted, so the video is available to be reviewed on PrimeGov. Actually, they are putting it on YouTube now. It is on the city YouTube website now.

We do have our own folder now, which is actually a really wonderful update. And so the video should be available from 12/15/22 on YouTube. Again, Tom Brown resigned on May 20, 2022, and there were numerous emails back and forth with Regina asking who would be replacing him as interim ADA Coordinator. The discussions all stated that there was no one available to take on the role. Our meetings stopped after June because Tom was not able to continue his new position as well as the interim ADA Coordinator. So our meetings stopped after June. And we as a committee were not able to resolve the issues occurring because we aren't allowed to meet as a quorum. We could only meet three of us at a time legally. So it was pretty much me and Eli trying to resolve all of this.

We were trying to meet with the governing body. We tried to obtain extra time on the floor. We knew we needed at least 10 minutes to thoroughly discuss the issue of the lack of an ADA Coordinator and what it would mean to ADA compliance as well as other issues that were really quickly becoming apparent with the city. We were denied extra time on the floor. We were told that because we are members of the public, we would be given two minutes, but that was not enough. So we then realized that we needed to meet with Mayor Webber. We met with Mayor Webber on September 12, 2022, and gave him a very brief, we met with him for a half-hour. It was a very brief but very concise list of the most important issues that were happening. Mayor Webber expressed his support for ADA compliance and disability access and inclusion in Santa Fe. By October 20, we did in fact have a meeting. It was last minute. (Name), the liaison at the meeting before he resigned from the city, was basically given three days to prepare our meeting. He was thrown in last minute. Everything was last minute. So it was a little bit abrupt and disruptive and very hard to plan for the October meeting.

We try to hold a November meeting. Regina, you couldn't be there. We didn't do that. We held a December 15 meeting. And then again realized that not a lot had happened

in the interim to do a short ADA compliance, which is why we need to hold monthly meetings to check in, to make sure things are moving forward smoothly, to make sure Regina is receiving the support she needs from the city, as well as Danny is receiving the support needed, and just to be all on the same page moving forward on this because these issues are incredibly important to people with disabilities, seniors, people with injuries, people who are visiting our community. There is no end to the importance of ADA compliance. Unfortunately, the City is still not in compliance with ADA. Regina did take on the role of interim ADA Coordinator. She chose to do that. I am aware that she has five other jobs that she is taking on.

That is an issue with Human Resources that I will get to in a minute. But right now there is still a lack of ADA compliance happening in the city. The list, I don't know where my list is, but it is things like ice removal is still not occurring. Things like weed removal. I actually have an interesting update on the weed removal issue, which is that on August 2 I notified Tom Brown. He was not the interim ADA Coordinator. On August 9, it was forwarded to the city and they created a work order, work order 12304. I stated gigantic weeds and overgrowth completely blocking sidewalks and pass on to Francisco Street and impeding access to food and resources at (Name) Mall and for seniors at the apartments. This was in response to my mother who was not able to get food despite walking in the street, and she is 72 years old, and having to dodge vehicles at 72. She was having to walk in the street because the weeds were completely obstructing the sidewalk. I sent photographs and evidence of that. It was October 9 when they created the work order. On December 29, 2022 I received this notice. Great news, your work order has been resolved. Assigned work order number 12304. Resolution. Thank you for filing this report for the City of Santa Fe. This has been addressed and completed. So between August 2 when I first told Tom and December 29, that is how long it took to quote unquote resolve the issue for weeds blocking a sidewalk that is access to food and medicine. CVS is over there. There's all kinds of things over there that aren't resources. Bus service and everything is in that area.

The thing that is funny is that I know in the interim, sometime around late September and early October, someone went in there and were so upset with the fact that the sidewalk was blocked that they hacked down the weeds. In a very, very hacked way. It was not done safely. There were sharp points to the tree. It was actually trees growing out of the sidewalk. People could actually obtain access to the sidewalk unsafely, but that was in October. So I am kind of confused as to why I am still receiving a notice on December 29 about the weeds being removed and acting like the city had removed them when it they didn't. They had been gone. People went in there several times and hacked more of them down until they were completely gone. Go ahead, Regina.

REGINA WHEELER: Thank you, Madame Chair. Sorry about the slow response. One thing you might not be aware of is the city only maintains sidewalks that are adjacent to city property.

KATHLYNE GISH: This is on (Street Name) and W. San Francisco St. This is on the main street. This is not the building. This is directly across the mall. This is the sidewalk directly across the mall. I am clarifying to you. I am not going to speak unless you speak, Regina.

REGINA WHEELER: Thank you, Madame Chair. Is there any further action you would like us to take on that work order request?

KATHLYNE GISH: No, it was completed by somebody who hacked the weeds down in October out of anger. Go ahead, Robin.

>>: This is one of the things I was working with Tom on because I had a similar experience where a client called here with an accessibility issue. It literally took eight months for something to be done. I do think that there is a considerable time delay from the time someone reports an ADA concern to the time anything gets done about it. I do think that is a serious issue and needs to be addressed. Again, I was working with Tom on this, but once he resigned, it all kind of fell by the wayside. I do think this is something for ongoing discussion and maybe some revisions to how things are done. And I think we had that discussion with several of us talking about moving the ADA Coordinator position to another department where it can be more streamlined. There's all kinds of options that can be happening. The conversations need to be happening, and things need to be moving. That is a big concern. It shouldn't take eight months for an ADA request to be addressed. Point in fact, it is not just people with disabilities, but if it is a sidewalk that is covered, typically if it affects someone with a disability, it is affecting other people too. Mothers with strollers. Children. Visitors. All kinds of stuff.

I do think this is a serious issue that really does need to be addressed. And perhaps with the new ADA Coordinator hire, someone who is just dedicated to that, we can really make some progress on changing some of this.

KATHLYNE GISH: Thank you, Robin. And one of the, the ongoing issues, which I consider a Human Resources issue with the city and hiring issue, has been that when we request for things to be done that to the city staff constantly sites lack of staff. And why it is not being done. So the lack of staff is huge. Regina is doing five jobs. She shouldn't be. She should not be doing five jobs. I know Regina, when I talked with you, when Eli and I had talked with you, you had discussed that there is approximately a 30% lack of staff in the city. A large percentage of that is in your department. A lot of these issues are because of that. A lot of these issues are because there's no one to address ADA complaints coming in, which involve weeds, ice removal, potholes and cross works -- crosswalks, things needing to be painted, things that need to be done. A lot of it is in Public Works. Not all of it. Some of it is in the City Clerk's Office and Human Resources as well, that I have identified. A lot of it is in response to that. It is a problem. I don't know how, I can't address it myself, obviously. It is an issue with Human Resources. I know that one of the things I have noticed into this interim time with the ADA Coordinator position being posted sporadically is that jobs are being posted for two

weeks at a time and then they disappear for a month or two or three. Then they get reposted.

So what it is doing is it is effectively hiding positions available from the public so it takes longer to fill them. It is making it so that there seems to be less positions available than there actually are. It is delaying positions being filled so people can actually fill these roles and take on this work and complete these jobs that need to be completed in order to comply with the ADA. So all of that is a barrier. Like I said, I am identifying HR. It is not Regina's fault that her department is not filling. It is a process to fill positions that is a delaying filling the positions that is occurring in the city. So I have noticed that. Even with the ADA Coordinator position, it has been delayed because of being posted for two weeks at a time. No one applies. One person applies. Whatever is happening. They don't get hired. It gets delayed again for a month. So it is, you know, it just seems like for something, and Regina, you did address this. And I am thankful for that that you did when I asked Bernadette what the process was, and she said that the director would be able to create basically the standards for hiring. You did address that issue. And I did ask in the past that it be posted for one month. You said you would do that if it needed to be done. So I am acknowledging that and thanking you and thanking you for updating the ADA Coordinator job description. That was absolutely key in all of this.

But there is still a lot of work to be done with hiring enough staff to be able to fill these roles. Go ahead, Robin. And Pam.

>>: Sorry, I am always full of questions and thoughts. Is there a reason my postings only are up for two weeks and then taken down? Why are they not up until the position is filled?

REGINA WHEELER: Madame Chair, would you like me to answer that?

KATHLYNE GISH: Yes, please.

REGINA WHEELER: Madame Chair, members of the committee, the way it happens is the minimum posting is for two weeks. That is what all jobs are posted for because everyone is in a hurry to hire. They feel like I don't want to wait a month to get my eligible candidates. It is up to the discretion of the posting manager whether you want to post it for two weeks or a month. Those are our two options. A lot of times we do two weeks because we are in a hurry, but we probably want to wait a whole month. Then you have to interview candidates and make a decision. A lot of times we select one. The whole process takes a couple or a few months to get someone in the door. There is reference checking. Background checks. Physical checks. Sometimes they don't make it all the way. So the whole time we are either doing the interviews and making decisions or doing the interviews and it is not posted, as soon as a decision is made, the previous posting is provided to HR, then we can post it again.

KATHLYNE GISH: So that takes three to four months to be able to repost?

REGINA WHEELER: I was actually keeping track of all the postings, and it definitely wasn't every three months.

KATHLYNE GISH: It wasn't three or four months for that. It was a lot quicker for the ADA Coordinator position. I know other positions I was following, it is quarterly pretty much.

REGINA WHEELER: The reason is because of taking people. The job offer is so tight. They get other offers when we are in the middle of trying to get them. Or they will fail some physical check. It takes about three months to where you either get your person or don't get them.

KATHLYNE GISH: That is what happened with the first posting of the ADA Coordinator, that you had selected someone who was a good fit for that job description at the time. It was not the job description we have currently, but it was for the prior job description, and they found another job in the three month interim while they were waiting to hear back from HR.

REGINA WHEELER: It wasn't that. It was probably about a month and 1/2. The offers take a walk to get out the door. That's true. She lived in Rio Rancho and ended up nailing a job there.

KATHLYNE GISH: Thank you, Regina. Pam.

PAM PARFITT: My question is, how are salaries assigned to certain posted jobs? For example, the ADA Coordinator, I haven't looked on the site myself to verify this, but I was told by people with ADA training and qualifications to apply for the ADA position here that the salary is so low that to do this job for the entire City of Santa Fe was ridiculous. They wouldn't even consider applying.

REGINA WHEELER: Madame Chair, Pam, we wrote the new job description and got it run through. It was upgraded four grades from the old. The range of the position is posted on the vacancy, and it is now a higher range than it was originally.

PAM PARFITT: Can you tell me what it is now?

REGINA WHEELER: I will look it up right now.

>>: To piggyback off of it Madame Chair, what Regina said, we have a program that is called SAFE, where we run job descriptions through this program and it tells us what to the ranges. We don't just make up a range. It is also budgeting and also other issues that determines the range and what we can offer.

REGINA WHEELER: Thank you, Danny. So specifically this is a salary range, the pay range is from \$23.75 an hour to 35 an hour.

KATHLYNE GISH: Please correct me, I remember you saying it was around \$31 that was actually approved for budget.

REGINA WHEELER: That is correct. Tom was paid way over the range.

PAM PARFITT: Are there benefits attached to this paygrade?

REGINA WHEELER: Benefits in the state. We have the best healthcare, best vacations, best holidays. We have a work from home policy two out of three days a week. Retirement, of course. Full requirement.

PAM PARFITT: This is an hourly rate?

REGINA WHEELER: That is correct.

>>: To what Regina said, the City of Santa Fe provides probably one of the best benefit packages in the state. We pay more into PARA, so your take-home pay is a lot more than if you get paid elsewhere in the state. Our health insurance is a premium health insurance. We don't take out that much for health insurance, so your take-home pay is more. At \$30 an hour, you are taking home more in the city than you are taking home in the state if you had a \$30 an hour job.

KATHLYNE GISH: Thank you, Danny. I am going to continue on. But thank you for all of that information. Again, when I looked at other communities, the ADA Coordinator's are making around \$4000 a month or more. Granted it is larger than the city, but not by much. So we of course will be working on –

REGINA WHEELER: Madame Chair, the top end range is \$6000 a month.

KATHLYNE GISH: Yeah. So thank you. And so I will be following up on this, of course. Sorry, I am trying to read through my notes and think at the same time.

>>: Do we have a report on the status of the ADA Coordinator position?

KATHLYNE GISH: Thank you, that was my next.

>>: Yes, we interviewed some candidates. Regina and myself were in the interview panel along with one other person. We did that last week. My days aren't running together, so I will try to remember. Last week, I think it was.

>>: All of ours are. (Laughs)

>>: I have a lot of things going on. We will be notifying the candidates for what the next steps are.

KATHLYNE GISH: Do you have a timeline? I know Regina and everyone explained the three month average, but I know that we asked for this position to be expedited because of the urgency of the need for ADA compliance. So what is the timeline still?

>>: The information has been sent to HR, so I can check on things.

KATHLYNE GISH: Thank you. And if you email me that, I will forward that to everybody that is here and we can all be on the same page. Then I will report it in the next meeting publicly.

>>: Okay, thank you.

KATHLYNE GISH: So one of my concerns is that if these ADA compliance issues, which again, involve the lack of transition updates. It is a long list. The website not being completely compliant. It is a long list. If the Department of Justice were to come in here, one of my concerns is that they would not necessarily care or take it as an excuse that there is a lack of staff. It actually says multiple places that lack of staff is not an excuse for ADA noncompliance. While I can empathize with the lack of staff and know how that affects people in how it affects you, Regina, to have you doing five jobs, they are not going to care. That is what my concern is. That we are here trying to resolve these issues so the Department of Justice doesn't come in and create absolute turmoil. We have been trying now since May 2022 to address these issues. It's just feels like in a lot of ways I know part of it is dragging on between the lack of staff, but we have been very honest and upfront about what is needed. I know Danny, I was with you in that meeting. We were trying to be as clear as possible. And Regina, with you as well, we have been trying to be as clear as possible with what the most urgent ADA compliant issues needing to be addressed are. I don't know how else to proceed with that other than you are still here trying. This is not normally what we do. Normally we are here thinking about really great things of how can we make the city more accessible, how can we improve services, how can we improve paratransit, and what are really fun things we can think of to do, how we can get free services for people, and here we are talking about basic ADA compliance.

This is the basic ADA compliance supposed to be in place and established in full permanently in 1992, according to the ADA laws I read. It is gone. There has been no ADA Coordinator from May until, when did you take it on, Regina? October? Yeah, it was October. That interim time, that wasn't supposed to happen. All of the weeds taking over the city every summer, that is an ADA compliance issue blocking people from accessing food, housing, employment, bus access, medical care, all kinds of things. All of those need to be addressed. Right now the ice is a problem. Go ahead, Robin.

>>: To kind of backtrack to earlier in the meeting about protocol and training and what is expected per OMA and the city, the fact that all of this discourse, for lack of a better word, is actually impeding the ability for any ADA work to be done. Because there's so much energy going into even just having a meeting and discussing what went wrong with trying to get a meeting set up. I think this is a pretty serious issue. For example, and maybe it is coming up later in the agenda, but I know CART has been requested. Regina, I know you have done some work on that. But technically at this point, if someone were to want to file a complaint on this with higher level DOJ or –

REGINA WHEELER: We have CART here today.

>>: Oh, you do? I got updates on that. Last I heard you were still waiting to hear from other people. That is why I was asking about it. Good. I am glad. That's great that went through. That's excellent. That was just an example. If that hadn't been, which is what we have seen, a lot of stuff is not getting done. I understand why all these problems are here, but this is actually a barrier to anything with the ADA being done.

KATHLYNE GISH: Even just the fact that it took us from requesting CART from July 12 until today to get it, that is not how that is supposed to work. It is really not. There was no process in place and the City Clerk's Office did not know what to do with our request, even though she is identified as the source you go to for disability accommodations in public meetings. She knew nothing. Eli, go ahead.

ELI FRESQUEZ: Thanks, Madame Chair. Go ahead, Robin. Sorry.

>>: I was going to say I did not hear that CART got put through. So really kudos, thank you guys.

ELI FRESQUEZ: I apologize to everyone. I was in a couple different meetings but was able to hop off for a minute. One suggestion is maybe we do this off-line but we set up a meeting where we kind of work through the process. And I apologize if this has already been talked about. Maybe we have a simple checklist and try to work out what the expectations are and the time frames so we can work out these process issues to make sure our next meeting that we kind of have things in place with the acknowledgment that there is a lot of staffing concerns. There is some things and little hiccups that are going to occur down the road, but I do know that when Tom was the ADA Coordinator that we had worked out this process. It seemed like it was running pretty smoothly. So maybe getting his input as well. Just his experience and how he managed this process. And we just have a simple checklist with expectations and time frames worked in. Over time, it will get smoother.

KATHLYNE GISH: I want it said on record that it takes me monitoring the city one week every month because of these meetings. Checking the work, making sure it is uploaded properly, making sure nothing has changed, making sure that all the emails are responded to, asking for emails, asking for things in emails over and over, not getting replies, necessarily, being happy if I do. It shouldn't take me – with Tom, he was thanking me that I was doing so much work because I do outline my agenda, I do itemize my package items, I do make it so that is super easy to understand what goes where, what is connected to what, and he was thanking me saying it was making his job easier. And after that, once I handed him the packet, it was done. That was it. It was one day of work at most and I was done.

ELI FRESQUEZ: I just wanted to check in first of all to thank you for all the work you do. Just ask if there's anything more you need from us. We would be happy to support.

KATHLYNE GISH: Yeah, so – Eli, mute yourself. If you can.

ELI FRESQUEZ: Sorry.

KATHLYNE GISH: I can't mute you because I am not a host. Okay. Thank you, Eli. I didn't want to talk over talking. So we had already discussed assistance with the transcript, which I am going to need. There are other things that the committee can assist me with. The thing that would be the most helpful is a trained liaison. You know, Halona, you learned a lot in the last months. I am not putting you down in any way, shape, or form. You did what you could do. The fact that we had to still go to Jeff Norris and Xavier, sorry, I can't remember his last name from the City Clerk's Office, to fix these issues, and they were done in less than 72 hours on PrimeGov, which again, against the Open Meetings Act, supposed to be uploaded, complete, and clear, and the agenda is not supposed to be re-edited on there again. I submitted a complete clear agenda. It was not uploaded the way I submitted it. The first response was basically, "Oh well, it is just going to have to be that way." I said no, my disabilities require an agenda that meets my packet items. I number it that way for a reason. It is to be clear for people with visual disabilities.

And then after all of that it was eventually this week edited. Eli, go ahead. Eli, I can't unmute you. Eli, you are on mute. Okay. So I am going to say that whenever I submit the agenda and packet items, it should just be uploaded without issue. And it hasn't been. Every single month, like I said, I have to take a week of my time to check, double check, triple check, and state what the issues are, state exactly how it should be fixed, exactly what should be uploaded, and what is missing. It shouldn't be that much of a process. I should not have to take a week of my life every month for these meetings. I don't know how to make it any more clear as to what I am submitting. I list it out on the email. It is the agenda. I do everything. The agenda is done. The packet items are itemized. I was even willing to do the minutes. I don't know what more I am supposed to be doing as the chair. My understanding is all of these are supposed to be staff duties for meetings, but here I am volunteering my time so that it helps me to prepare for my meetings so it is clear as to what I am doing and what we are doing. And yet it is not uploaded properly.

So I don't know how to address that.

>>: Does it sound like a meeting between a separate of this meeting, a meeting between the city and Kathlyne and Eli and maybe me? I'm not sure. A meeting between the bulleted points and coming up with a plan between the city and the committee on how these should work to make things easier. Does that sound like something that would work for people or not? Just trying to get everybody on the same page with a cheat sheet on how this operates.

REGINA WHEELER: Thank you so much, Robin, and Chair. Back when Jesse implemented a PrimeGov, he is gone from the city, he was the only one who knew it inside and out. There is nobody in charge of committees. That is why there is trouble getting people in there. Halona has been tapping into every bit of knowledge there is here and getting training. There is and training available either. We indicated to the city clerk. Like Chair said, there's been a lot of knowledge gained in one more month, and I

think one more month will continue to get better and better at it, but it is just a training gap in learning the new software. It is super complicated on the back end of that thing. I don't use the back end. Not many people do. But we will get it.

>>: Is that a no on the meeting?

REGINA WHEELER: We have been trying to solve the problem. We don't know what we need to get better at.

KATHLYNE GISH: Go ahead.

>>: You agree with that? Would it be helpful for you?

KATHLYNE GISH: I think I would feel more heard. I don't feel very heard. I'm sure everybody knows. I feel very vocal, but I don't feel heard. I don't feel listened to. I feel like when I have gone to the city staff, not just Regina, not just Halona, Danny, City Clerk, same thing, everybody says basically just accept what is happening. It is basically what it is.

>>: Is this in other committee meetings across the city?

REGINA WHEELER: In some cases it is. In most cases, like the Public Works and utilities committee where I am also staff on that, we have a person facilitating that for years. She is there. It is a different kind of committee. I imagine other people are stumbling as well. Nobody has the demands like this though. We do not do verbatim minutes for any committees. We only do motions. That is our standard across all committees. Even for council committees we don't do any kind of transcripts or verbatim. It is only motions. We use all the standards I indicated for the Chair about how to put agendas together. Everybody complies with that. It is a lot more straightforward for other committees too. And Halona and I are both new. I think what I hear Chair Gish asking for is the agenda, we get it posted, and no snap moves of this isn't showing up or something like that. She doesn't want to hear from me about feedback from the Open Meetings Act, and I am fine to give that out as long as we don't take actions that aren't noticed. I think we can get there. You think they can get there?

KATHLYNE GISH: It is not that I don't want to hear from you on the Open Meetings Act. It is that the way you kept trying to take over my meetings, we have done this this way a long time for a reason. This is to address urgent disability needs that need action now. We cannot wait. This is something where it is like we need to discuss this with somebody now.

REGINA WHEELER: I wasn't saying you couldn't put it on the agenda, I was saying it shouldn't be under action if it isn't an action. You can create discussion new business, discussion old business. It is fine. As long as we don't take action, that is the bottom line. I want to confirm with Halona that maybe by next month we will have support to get the agenda posted. Or maybe you think there are other things we need about this software.

HALONA CROWE: Jeff had fixed the two issues that had come up. I don't have control over the programming or the software. So when I complete something and upload something, I myself expect it to just work. And when it doesn't work, I have to rely on somebody else to fix it for me. It is a real simple thing to upload the agenda and the items, item attachment. That is pretty straightforward. It is easy. But it is how PrimeGov works. The programming or the code in there is very complex. And you have access to things that maybe you shouldn't have access to, like to delete or edit, and then if you make that change it affects something somewhere else. But there is no training. I have asked. They said they had a meeting about a month ago. I wasn't invited. It is just kind of like word-of-mouth or, you know, information passed along, which can change if it is not structured. So I am struggling as well.

>>: Is there someone with PrimeGov or wherever the program comes from? A hotline or tech line where someone can work with you?

REGINA WHEELER: Madame Chair, there is a lack of internal staff, and it is not our responsibility. I could ask. I have talked to the City Attorney, actually. There is kind of a divided responsibility. In the city's attorney office it is Jeff Norris who does some of it. I am not sure where the rest of it lives. I have talked to an attorney about it. She believes Jeff knows everything he needs to know. So we are just really trying to get a comprehensive training from our staff. It is how we've got the software configured. We use it in a particular way, so we need internal training. So I don't know. Halona says she posts it and something happens and then Jeff helps. I believe we've gotten all the bugs out over the last couple.

KATHLYNE GISH: So we have been basically discussing items 8 A and B coherently in the same discussion, which is fine. They are related. So Eli, I wanted to know if you wanted to go over fairly quickly your item 7 – sorry. 7B, the ice removal as an ADA compliance issue, since we are at the end of items 8 A and B. I don't know if you are there. If not, I will continue. So item 8C is continue discussion of appropriate city placement for the ADA Coordinator and the Mayor's Committee on Disability. Regina, has there been any updates or work being done to secure the change in placement of the ADA Coordinator? I know we had discussed different places, different placements for it, including possibly a new department for equity and inclusion or diversity of some kind, if that were to occur. We had discussed Community or Constituent Services. One second. I have a very long list.

REGINA WHEELER: Madame Chair, I have an update. So I think the idea that has been discussed in equity, inclusion and accessibility, and actually the chart committee that evaluated the obelisk issue is recommending the establishment of that type of an office. So the governing body will be deliberating that possibility as they also will be deliberating it within the context of Chart as well as in the context of the fiscal year budget. I think one of the biggest hurdles is this position is paid for out of capital funds in Public Works, so that would have to be another position funded out of the general fund, which is kind of a \$100,000 hit with benefits. So it is significant, but the governing body

will be considering the establishment of a new sort of office or department and the budgetary impact of that over the next few months until May.

KATHLYNE GISH: And then if that were to move forward, I know you had mentioned that it would take possibly six months, it might be over the summer that it might transition to a new department, but that would be the earliest. Is that still, with what is going on currently, but that still be a possibility? Or is it still delayed further?

REGINA WHEELER: There is no way to tell the timing. If it got established in the budget, which would be to place it would get established, that goes into effect June 1. The new budget. And then I don't know how they are going to do it. If there is a body in the position and they have to find different funding for it to move it. We don't know all the moving parts. I am not sure what the timeline would be.

KATHLYNE GISH: Okay.

>>: Madame Chair, the timeline is, just like appointments, it can take a while. For instance, in last year's budget was placed a police substation for the City Hall. We are just starting to get that set up. If it gets put into this next budget, it will take time to set up everything, hire the staff, and get everything moved in. It can take a year after it is approved through the governing body.

KATHLYNE GISH: Okay. So then I guess I am trying to figure out how we proceed, because part of proceeding is knowing what we are going to be doing and who we are going to be working with, how we are going to be working with them, how we are going to be. So I know that Regina, with the changes she made to the ADA Coordinator position, it still is over the entire city, which is great. But at the same time, hierarchically it does not. We are still under Public Works. We are still limited in our interaction with the city. If we were in Constituent Services, we would just be in a different department. Who we would be interacting with on a regular basis would be Constituent Services, not Public Works, is what I am saying. So it would affect how we are doing our work as well. So it is like how do we transition all of this over when we don't know what to expect and it might take a year, and might take two years, it might take six months. We don't know.

>>: It is the old saying of building a plane as we are trying to fly it. That is where we are at. As we move forward, we continue with where we are at. As changes come, we will work with the committee to make sure everything is connected properly.

KATHLYNE GISH: Okay. I hope so. You know, I can say that as a chair, like I said, we are supposed to be, and we were, we were really enjoying what we were doing as far as how can you make affordable housing more accessible? How can we make transportation more accessible? They felt really fun, supportive ideas and thoughts into things to improve the city. And here we are literally reestablishing the Americans with Disabilities Act in the city, and we should be having to take all this time, effort, and stress to do this. It just should not be happening. And I know that the community can feel it. The community sees it. People have talked to me about it and said they are not

surprised with what they see in the city and how this is going on. This is not a shock to them. This is sad. This is really sad. I have never seen it be like this before now. I am sure you haven't either.

I don't know. This is just should not be happening. So I guess six months to a year, maybe more. Okay. Eli, are you there yet?

ELI FRESQUEZ: I am back.

KATHLYNE GISH: Okay, do you want to go ahead and do the ice removal?

>>: Madame Chair, sorry, I am going to have to jump off. I have councillors before I get to their meeting.

REGINA WHEELER: I have to move -- leave as well in 10 minutes because I have to go to the same council meeting. Good to see you again, Danny.

KATHLYNE GISH: Go ahead. The ice removal. You had been working on the ice removal pamphlet and all of that.

ELI FRESQUEZ: Yeah. This was a project we started last year with Kendra and I. And we developed a one-pager for cleaning up snow and ice off sidewalks and parking spaces and making sure that public and private sector was aware that this was something required under the Americans with Disabilities Act. We shared that, and at the same time Tom had also been working on something very similar. We kind of combined our forces. We were able to get out a one pager to the community. In fact, Bryan Williams actually sent it out as one of the Ready Santa Fe alerts that went out. That was really nice.

So far this year, we wanted to make some changes to the form, to the one pager, so I reached out back right around the first snowfall in November, and got a little bit of traction. It sounded like they were working on it, but then I recently had a conversation with the city's communication person. I forgot her name. It was very brief. But she was very supportive. And she said she was working on the one pager. She wanted to share some accessibility questions. I gave her some tips about how to make sure it was an accessible document and then also some suggestions on the format of it, some of the text, and also the image on it. I haven't heard back. That was about two weeks ago that I talked to her. I assumed it would probably snow again, so it would be great if we could get that final product, get it posted online, and then have it available to the community if there is snow expected or if there is a large snowstorm, we can include that in the Santa Fe alert that goes out. Just to make sure that people know to be aware of their obligations to clear snow. Again, private and public sector. I see it as an opportunity. I haven't heard back. The communications person I spoke to was very kind and seemed very open to my feedback.

REGINA WHEELER: Actually, she sent you the final on 24 January, I am showing, Eli. It is Michaela. She sent it to you on Tuesday the 24th. Hi, Eli. Thank you for taking the

time to meet with me. We have incorporated your suggestions and will post this revised version once you give approval. I will send it right now. Let me send it to you again.

>>: I do recall seeing that email also. I think I was CC'd.

REGINA WHEELER: Not on this one. They went back and forth a little bit. She did her own version not realizing it had specific design elements. Eli got with her about that. Oh, that's right. I was sending you guys updates.

>>: I remember seeing that email.

ELI FRESQUEZ: Oh, that looks great then. I will have to look. I apologize if I missed that email.

REGINA WHEELER: That's okay.

KATHLYNE GISH: But Eli, I am going to continue after this on to my agenda because there are things I want to discuss with Regina here really quick. And so I just wanted that stated that that was being done and that we are moving forward with that notice to the public about obligations for snow removal and ice removal. That also applies to the city. There is a continual patch of ice in crosswalks right off the pleasant downtown. I will send it to you again, Regina, but it is always there. It is been there since it lasts note. It is a danger to the general public because you can't see it until you are on it. I know people have fallen because it was stated in our meeting last year that someone slipped on that ice, and that is an absolute danger. So something needs to be done. But I will send you that information. It is literally right off the Plaza. Let's see. So I just have a really quick comment about, we had requested for Americans with Disabilities compliance to be added to the city webpage, and it was under one section, which was under Living Here. It was not added under Your Government, and ADA Coordinator was not added under Your City Team. I wonder if there was a reason for that.

REGINA WHEELER: Yes, Madame Chair, the City Clerk said at the top of the list, and one of them was all she could provide that was appropriate and sufficient.

KATHLYNE GISH: Okay. Well, we will be dealing with that. But thank you for letting me know that that was the City Clerk. Because I think some training needs to be done with the City Clerk to train her on ADA compliance and understanding disabilities because so far she has not responded properly to anything we have sent her regarding request for accommodations or understanding disability needs. So we will be working on that. So thank you, Regina, for that information. Let's see. The other thing with you, Regina, and Robin, tell me if you don't want to discuss this, it's fine, regarding the city website, there was a meeting that was supposed to include Jesse (Last Name) that was scheduled without Jesse. That was discussed to include Jesse in order to facilitate improved ADA compliance with the city website. Robin, if you wanted to get more details, or we can move on. One of the two.

>>: Oh, well, I know we had met... Let's see, who was it? John Blair, Regina, Nathan, myself, and Jesse. Nathan talked about CART and provided information to Regina on CART. Jesse had planned to work with the city. IT person such that she is, I say that because I understand it is more of a receptionist or clerk and not really trained in website design, but I don't recall exactly what you said about that. Last we talked in that meeting, it was that you were going to connect to Jesse with this person so they could start working on the website. And then you said you required the meeting minutes, and we had that discussion about there weren't really minutes, but I sent you an updated version summary of what we talked about, and you were going to share the contact then, but then you sent an email saying you couldn't focus on that right now, that you didn't have the bandwidth to do that because the person he was going to work with was helping with the snow flyer where the ice removal flyer, I think, but also with the hiring of a new ADA Coordinator. So I don't really know where it stands from there. Jesse still stands ready to help, provide guidance on the website and making it more accessible. And probably even on ways to help with PrimeGov or whatever. Jesse is just great at all of that stuff. That is the last I've heard. That there just isn't time to work with Jesse on all of this. I don't know anything more past that.

REGINA WHEELER: Thank you, Madame Chair. We've got some very close sequence of events, Robin. I am sorry if I misspoke. I was really hoping to get that summary of the meeting that we had. John Blair and I both said there were super high level people and so much technical detail provided in that meeting, so that was going to help me click through it. What I said is I would meet with the director over the web and get this scheduled as a project that will get their attention and time. I have spoken to them. Erin is now on our ADA Coordinator interview panel since the person who updates the web will be a partner all along and making sure that we meet requirements. So we are working on getting her available to work on that project with Jesse. There was not a meeting scheduled. Just to clarify.

>>: So is there something, do I need to provide Jesse with an update where what you can expect at this point? Do you have contact information we can share with him?

REGINA WHEELER: I don't. I have spoken with the director. She is going to get in touch when she can make her team available to take us on. I was wondering, is he already going through our website and making recommendations?

>>: No, he has not done anything because he needs to work with someone on the city side. He has worked with at a couple of times, I think. He works for a whole different agency than I do. I brought him in because of issues and concerns.

REGINA WHEELER: Did anybody send us a list?

>>: I think Eli sent you a list prior. That was one of the discussions early on.

REGINA WHEELER: What I got from Eli is that he thought it was generally pretty good. The contrast was good. The new website was a lot better. I don't remember a list. Does anybody else remember a list?

>>: I could be mistaken, but I thought he had sent something to that effect. I know Jesse has kind of looked at it, but really the communication needs to be between the city and Jesse without me in it.

REGINA WHEELER: An email would be a good place to start.

>>: Who should she send the email to?

REGINA WHEELER: Me, the ADA Coordinator.

KATHLYNE GISH: Robin, go ahead and CC me in that as well. I can't participate because I'm doing too much already, but I need to be aware going forward. If I can just be CC'd into those discussions, that would be wonderful.

>>: I'm glad this came up. Last I heard everything was at a standstill because there wasn't bandwidth for it. I will go ahead and email Jesse back and say cool. Reach out to Regina. Hopefully things can move forward.

REGINA WHEELER: What I am looking for is a list of changes you would like to see your problems. Like if he says all your videos, all your forms...

>>: I believe that to you and Jesse and email him and tell him to reach out to you.

KATHLYNE GISH: I need to skip to item 8G really quick because I need to ask Regina what are updates on the Public Rights-of-Way Transition Plan? What has been happening with that since May? Tom said he had finalized it but didn't upload to the system because he hasn't received training. I don't know if that was true. That was the last knowledge I got from him. In addition to what is happening with the Transition Plan that was completed by Tom, how is the city updating and maintaining ADA compliance and records of ADA compliance in this interim sense Tom has resigned?

REGINA WHEELER: Thank you. It is a regular part of our business we do every single day. We have ADA compliance requirements, of course. Whenever we pave a roadway, for instance, all of the sidewalks get their curb ramps and rumble pads and any other things that need to be ADA compliant. Whenever we do work in buildings, we improve the ADA access. When we build new buildings, they are fully ADA accessible. So we are continuously in implementation mode for both the Public Right-of-Way Transition Plan as well as the Facilities Transition Plan.

KATHLYNE GISH: In addition to that, it is supposed to be posted publicly, but the Transition Plan on there was not updated since 2017, which means it is outdated. It is supposed to be updated as of 2021 at the latest. So what is the process looking like to update it ASAP?

REGINA WHEELER: We will need funding for that. Significant funding. We usually do a GRT bond for funding those activities every two years, but we have not done one since 2000 \$0.18 covert. We are expecting one this fall. The list of needs is long, of course, but updating the Transition Plan is on that.

KATHLYNE GISH: You are saying the timeline will be able to fold in at the earliest when you get funding?

REGINA WHEELER: I believe so. That's right. You have to do procurement for the contractor to update the plans. Probably, I don't know, almost a year beginning to end to get it done. So start in the fall and end in the fall. It is a rough estimate.

KATHLYNE GISH: Go ahead, Robin.

>>: Again, kind of going back to some of the issues we have seen, I wonder if it is possible, I know nothing can be drastically changed overnight and how the process operates, but I do think that seven to eight months to address an accessibility issue is severely excessive. I am wondering if moving forward if there can be kind of an open mind and some brainstorming on how to speed that process up to where it doesn't take that long for something to be addressed.

KATHLYNE GISH: Thank you, Robin. Pam, go ahead.

PAM PARFITT: When you are talking accessibility when you are building buildings, you are saying within the city limits or city-owned buildings? That is one part of my question. Could you clarify that for me?

REGINA WHEELER: Both, actually. Thank you for asking. The city has a certain level of requirements. For city-owned buildings, they have 100% accessibility. Privately owned buildings have different requirements that are enforced by our department.

PAM PARFITT: I am wondering if when you say accessible, most people only think of mobility issues. I don't see any buildings being built, unless I am standing there, with hearing accessibility. It seems like architecturally they only look at how the building looks and functions visually. Nobody is thinking about acoustics or accessibility for hard of hearing people. Is that really looked at in every building that the city builds?

REGINA WHEELER: Thank you. Madame Chair and Pam, that is a great question. We have recently started including hearing loops. Now there is one in the council chambers. No, not so good?

PAM PARFITT: Functioning. Functioning hearing loops.

KATHLYNE GISH: Regina, I will explain. Part of the reason why we can't hold meetings in city council chambers is because the loop system goes down so often. It has gone down during our meeting, before our meeting. Poor Pam had to go there hours ahead of our meeting to work with maintenance to get it up and running and make sure it is running and then it would just go down halfway through the meeting. While I can say

yes, there is an effort to get it set up, the system is not functional. And I actually received an email and if this interim, which I can forward you, but you are not really the person, but from the loop system saying that they wanted to upgrade it, and there was no one to contact because Tom wasn't the person anymore. They were saying when we get a full-time ADA Coordinator we will get them in place, but I am going to send it to you because there was no one else.

REGINA WHEELER: I am the person. In Public Works, all facilities issues are handled by me.

KATHLYNE GISH: Okay. Go ahead.

PAM PARFITT: I tried to access the loop in the city council chambers not just as a member of the MCD but as a member of the public who spoke at the latest city council meeting. And I had a list here of things that made it not only an accessible for where we sit but as the public sits. I know who did the install 20 years ago. Romy Pierce. She is just speaking on behalf of being called in to evaluate that. She said it is very old. It was a perimeter loop. It needs to be a phased ring. A year and 1/2 ago she said she submitted a bid. She is resubmitting a bid and sending it to the mayor and city council. Should I have her send it to you as well?

REGINA WHEELER: Yes, please.

PAM PARFITT: Thank you.

REGINA WHEELER: And any other feedback you have, Pam. Thank you so much. I was here when we install that. We updated it. My facilities director, Michael Rodriguez, and I got it. I would love to get your feedback.

PAM PARFITT: There is a loop supposedly in the auditorium of the Folk Art Museum that is nonfunctional. Do I have to go to the city or go directly to the DOC?

REGINA WHEELER: I can reach out to them. They are private. The RA separate entity from the city.

PAM PARFITT: So for each loop I have to discover who owns the building and try to make a request through you if it is a city-owned building, if it is a museum building, if the built-in, like the history museum was built without any accommodation for hard of hearing people. It is just me going around constantly seeing if it works and if they say, well, we didn't have money for it. Did you think maybe of collecting the bathrooms? The School for the Deaf is here. There are many older people and younger people with hearing disabilities in this particular place. I just don't get the funding. They move the funds from that to something else or it was never even thought of.

REGINA WHEELER: It was never thought of. More than likely. Thank you for bringing that up. I would love to get your feedback. I can get to work on that. Capital funding is nonexistent at this point. It has been so long since we have done a bond. I don't know what the prices. If it is 20 grand or less, I can probably scrape it up.

PAM PARFITT: I have to say, excuse me, your audio is the most difficult for me. I have to move the captions under you to follow.

REGINA WHEELER: Oh, I am sorry. Is that better?

PAM PARFITT: I have the captions a straight. I'm not looking down here and up.

REGINA WHEELER: I was saying funding for capital improvements is nonexistent because it has been so long since our last GRT bond. If it is 20,000 or less, I can probably scrape it up and get to work on that. If it is more, we will have to budget it.

PAM PARFITT: Thank you so much. The city council really needs to pay attention when Romy Pierce resubmit her bid. I will copy you in that bid as well. Thank you.

REGINA WHEELER: Robin wants to make a comment.

>>: Real quick, I have to run, but I want to thank everybody for their work. And for hearing my comments and concerns. Y'all take care.

KATHLYNE GISH: Thank you, Robin.

>>: Thank you.

KATHLYNE GISH: As so, then the next item, going back to order of agenda, is 8E, regarding CART. I want to acknowledge that we do have CART services right now. I haven't been able to follow them. I don't have them on right now. But I will look for the transcript and see. I am sure it is better. I want to thank her, our CART stenographer for being here in the time being taken. Again, I want to say we tried since July 12 to get CART services, and there was nothing in place. There was nowhere to go. First we went to the mayor and city council and city attorney. We were told by the mayor to go to the City Clerk. She didn't know what to do or how to get anything in place.

REGINA WHEELER: It is a really great place to go. We set up contracts all the time.

KATHLYNE GISH: Regina, I am talking. I know. Let me finish my thought.

REGINA WHEELER: I need to leave. I'm sorry.

KATHLYNE GISH: Go ahead. Thank you. So I have July 12 and September 19. September 19 we submitted it to the mayor directly and to Danny. Ever since then, since October when Regina took on the interim ADA Coordinator position herself on top of her five jobs, she I guess has been trying to work on it. I guess to meet the most pressing time has been in the last few weeks. Between October and December I didn't really see her working on it that much. But there was a lots of emails back and forth. My issue mostly is that the City Clerk is identified as the person you go to for accommodations and public meetings, and she has no understanding of how to provide accommodations for people, from my experience of trying to get accommodations from her, my own self and also for these meetings.

So we need to accurately identify who you need to go to for accommodations of public meetings because it is not the City Clerk. So that is my comment on CART services. I am glad that we have them, and we can see what the difference is. Pam, do you have a comment?

PAM PARFITT: Sorry, I left it up. Sorry.

KATHLYNE GISH: That's okay. Just making sure. Eli, you were part of this with me. If you want to go ahead and make a statement about having CART services finally and what your thoughts are.

ELI FRESQUEZ: Thank you, Madame Chair. I want to thank the city for providing CART. But it was quite a journey. I know that Kathlyne and myself spent some time drafting a letter, and we were hoping that the city would be a bit more responsive, but I do feel like there is progress made, and we do have CART now. We want to celebrate that and thank the city, but hopefully next time when there are other kinds of similar reasonable accommodation requests that we don't have to wait as long and go through all the effort of drafting letters and emails. So hopefully we can iron this out as we move forward. Again, I appreciate it.

KATHLYNE GISH: Sorry, go ahead.

ELI FRESQUEZ: I am done. Go ahead.

KATHLYNE GISH: And all the meetings we had to have with so much city staff and all the time it took. It shouldn't take that long, but am grateful we have CART services now. Pam, go ahead.

PAM PARFITT: I want to be absolutely clear the difference between CART online here. What is closed captioning? We have a captioner and her name. I am using it. You talking about in this Zoom meeting or are you talking about in city council Chambers when there are meetings, where is this?

KATHLYNE GISH: Our meeting. Our meeting alone.

PAM PARFITT: Because I want to be clear what is going on with the loop and captioning in the city council chambers, which both are inaccessible. And this is accessible, is better. Is this the first time it has been used?

KATHLYNE GISH: To my knowledge this is the very first time CART has ever been implemented in any public meeting in the city. They didn't know anything about CART services. So I am assuming at least with this administration that they had never had CART services before.

PAM PARFITT: Do you know what they are using when they sometimes caption, put up audiovisual and there is a tiny unreadable captions in the city council chambers?

KATHLYNE GISH: My understanding is that the city council chambers is using Zoom captioning. That is what I have been told.

ELI FRESQUEZ: Yeah. That is a kind of speech recognition. And so it is going to have a relatively low level of confidence, and it won't be that accurate.

PAM PARFITT: The size of the print is so tiny that I had to move to a screen and said to directly under it, which made it very difficult for me to lip read. The loop was inaudible. It was a mess. I guess that is my priority, to get CART in that facility and at all meetings and when they project it with audio and visual that it is readable. The loop is functional. I don't want to be the one that prevents us from meeting in person. I don't want to see everybody not attend City Council meetings with important ADA sometimes and compliance issues, and you can't even access it unless you are really determined. But thank you for this. This is very helpful.

ELI FRESQUEZ: Great. So that is very successful. I wonder if we want to put this into a reasonable accommodation request to the city, asking them to expand CART services to other kinds of meetings that they are providing to the community. And this is the success of CART here, but we want to think about how we can expand that to other meetings. It doesn't have to just be for the mayor's committee. It can be for other committees as well.

PAM PARFITT: Yes. City meetings where the public is expected to participate.

KATHLYNE GISH: I think it is incredibly important because for City Council meetings especially, for governing body meetings especially, because how do we participate? They need everyone's voices. Like I said in an earlier meeting, people who cannot go out, who don't have transportation, who can't leave their homes, for whatever reason, it doesn't matter what the reason is, they should be able to participate in those meetings. The same for people who have hearing difficulties or who are deaf or blind. I know that in one of the council meetings, like I had stated in an earlier meeting, someone had to wait throughout the entire meeting. It was over an hour, almost 2 hours for public comments. That poor person stated during the meeting, the first comment from Zoom was that the City Clerk had not activated captions during the meeting and they had no idea what was happening for that two hours. And that, to me, and meanwhile the City Clerk and staff and governing body were there having all kinds of fun and laughing. And meanwhile, they were ignoring an incredibly important ADA accommodation to include people with disabilities in this meeting.

I noted that down. I am using that as an example, an ongoing example, because that shouldn't be happening. They should be consciously including people with disabilities in as many ways as physically possible. Go ahead.

PAM PARFITT: I was just going to add, I think it is an education issue. I don't think people deliberately –

KATHLYNE GISH: No.

PAM PARFITT: As Regina said, they never thought of it. When you are making an accessible building, well, does that mean just mobility accessibility? Or are there other

disabilities that really under the law are totally ignored because of a lack of education? They don't know.

KATHLYNE GISH: Yeah. And they don't need it, so they don't think about it.

PAM PARFITT: It is cheaper to not think about it too.

ELI FRESQUEZ: For new construction, the ADA standards do require assistive technology for listening as part of the standards. So for new construction, anything after 1992, you are going to have those requirements. That doesn't stop the city from going above and beyond what the ADA standards require as well. The standards are the minimum, but the city can always do more. They should make sure the services are accessible, so that might mean going into existing facilities, facilities built prior to the Americans with Disabilities Act and retrofitting to make sure services are accessible to everyone.

PAM PARFITT: And can I add maintain them? They can't just put them there and no one knows how to use it, turn it on, and it is broken for years.

KATHLYNE GISH: I need to hold a vote to extend the meeting for five or 10 minutes to go over the rest of the agenda because we are now at two hours. Otherwise, I can just call it a meeting. It depends on if we have a quorum or not. We do have a quorum with Kendra, Eli, and Aurore definitely, may I have a motion to approve – I will say 10 minutes, but I'm not expecting it to be 10 minutes – to approve an additional 10 minutes of time to finish the agenda for today's meeting? Is there a second?

AURORE BLECK: Second.

HALONA CROWE: May I ask who was the first? I'm sorry.

KATHLYNE GISH: I made a motion to approve an additional 10 minutes of time.

HALONA CROWE: And Aurore, you second?

AURORE BLECK: Yes.

HALONA CROWE: I will take a roll call vote. Aurore Bleck.

AURORE BLECK: Yes.

HALONA CROWE: Kendra Garcia.

AURORE BLECK: You are muted.

KENDRA GARCIA: Yes. Sorry.

HALONA CROWE: KathlyneGish.

KATHLYNE GISH: Yes.

HALONA CROWE: Pam Parfitt

PAM PARFITT: Yes

HALONA CROWE: Eli Fresquez

ELI FRESQUEZ: Yes

HALONA CROWE: Motion passes. Thank you.

KATHLYNE GISH: Okay, item 8F, I feel like that was addressed earlier. It is continued request for updates to process new members, appoint -- reappoint interested current members. We will see what the process is going forward. Clearly they are trying to figure that out, which we already know. And then Regina answered 8G, discussion of Transition Plan updates. The next is the Mayor's Committee on Disability subcommittee reports.

AURORE BLECK: The Transit Advisory Board is trying to reconstitute. You only have four remaining members. We are meeting February 21 at Transit at 5:30. Please, if you are interested at all or you have constituents who are interested, come get a seat at the table. You can get a seat at the table at this point.

KATHLYNE GISH: Awesome. Yeah, I actually have some comments about my mom's process to get her senior van. It is actually senior paratransit card renewed. Because it expires. We last processed it in 2020, and it is already expiring. (Laughs) It is kind of weird. So I have some questions about why a senior right card would expire at all and need to be renewed at all. I can see them making them, like sending out an application saying that if you still need this, please let us know, but to check in and say the person is still needing services and not taking up space for no reason. But the fact that her card expired and they have to go take another picture, but she is over 65. That is not going to change.

AURORE BLECK: If it is the senior card, they check in with you once a year if they can. They ask you social questions, you know. Are you able to clean your house? All that kind of stuff. The disability van, paratransit, I thought they had some permanent cards by now. They don't?

KATHLYNE GISH: Not as of two years ago. When we last did it, it was 2020. It was during the pandemic. We got permission because she didn't want to go in using the bus and everything during the height of the pandemic. We got permission to submit a photograph, her updated picture, and they put that on a card and mailed it. Which was very kind and accommodating. But it is expired again. So she is like, why is the card expiring? That is my question. I can see them sending a new application and saying, Please renew with us if you still need these services, but the card itself cost money, time, and the ability to get to the office to take a picture, and all of that. So to me it is like for a senior who was not going to get any younger. Why do they need a new card?

AURORE BLECK: If it is paratransit, you don't have a permanent disability.

KATHLYNE GISH: It is not a permanent disability. Hers is for age.

AURORE BLECK: Senior van is just age. They will pick you up for a free.

KATHLYNE GISH: No, no, no. The paratransit service has a five dollar ride for seniors. That is the card I am talking about.

AURORE BLECK: Why don't they just take the senior card? That is ridiculous. We will bring that up.

KATHLYNE GISH: Thank you. I will email you more details. I am just sitting here thinking this is ridiculous. I can see her reapplying and saying yes, I still need the service has come up why you have to get a new card, take a picture, the whole thing every two years.

AURORE BLECK: They should just take the senior card. They shouldn't even need a separate ID.

KATHLYNE GISH: Anyway, I wanted to bring that up.

AURORE BLECK: Send that to me.

KATHLYNE GISH: Okay. Okay. Any other subcommittee reports?

PAM PARFITT: I can just mentioned that there are two house bills that deal with muffler noise caused by mufflers that make noise instead of muffling. So that would result in registrations linked to car inspections. We would include mufflers. Functioning mufflers. The other is a house bill concerning the use of noise cameras to free up the police from having to follow the strict guidelines of the noise ordinance with handheld fixed cameras into being at the right place at the right time. That is what is currently up at the legislature house bills. 71 and 40 -

AURORE BLECK: So we have to get our car checked?

PAM PARFITT: This isn't my bill. People alter their mufflers. There is a new breed in town. It is not car culture, it is not having fun with your high school buddies cruising the plaster, it is deliberate zooming through neighborhoods in the middle of the night and excessive disturbances around hotels and residential neighborhoods. It is intentional, and they are not thinking. Maybe a grandma can't sleep. There is a demographic. Teens to about age 27. There are councilors who experienced the fun of high school noisemaking on the Plaza. I don't know how many decades ago. But they want to maintain the status as they see it and saw it. So we've got a \$100 fine now. You used to have to pay \$25 for noise violation. I don't know that there ever were any. But now the findings are 100 and going up to 250 and 500 for repeated offenders.

KATHLYNE GISH: Thank you for the update, Pam, and the information. I didn't know about that. Thank you. Is there any other subcommittee reports? If there is not, the next thing is matters from – Eli, go ahead.

ELI FRESQUEZ: Real quick. We will provide a more detailed update next meeting, but we have had some conversations with the City of Santa Fe Emergency Manager around

access and functional needs, and there's been a couple meetings since. We do have the ADA kits, the assistive listening devices. Those are in the procurement listening stages now.

AURORE BLECK: How many?

ELI FRESQUEZ: Two. Yeah. It is more than one.

KATHLYNE GISH: They were originally saying one. And I was like...

ELI FRESQUEZ: We will work on the trainings, the deployment and how to have those and city services. Hopefully I will have more details next time we meet on that and also more broadly some of the work being done around the city on functional access and needs and emergency management.

KATHLYNE GISH: Thank you, Eli. Next is matters from the staff. Halona, you have a statement.

HALONA CROWE: I don't have anything. Thank you, Chair.

KATHLYNE GISH: You are supposed to read a link to the video recording of this meeting will be added to the Meeting Minutes for this meeting. It is a YouTube link, I have been told.

HALONA CROWE: I thought that was on item 10.

KATHLYNE GISH: No... Well, I have 9, matters from staff. We will figure out the agenda for the next meeting, hopefully.

HALONA CROWE: So you wanted that to be matters from staff?

KATHLYNE GISH: Yeah. Whatever number is matters from staff. I will get with you to make sure our minutes are accurate with what I submitted to you. So don't worry about that.

HALONA CROWE: Okay.

KATHLYNE GISH: And then I will make sure that you have the link to the video because they are supposed to be uploading these to YouTube now, which is wonderful. And that matters from the committee. Are there any matters from the committee? Know? Okay, if there are no matters from the committee, I just want to say thank you to Halona. I know you had to work really hard to learn what you have had to learn in the last month. And I do really appreciate it. A lot of my issues have been with the city staff beyond you. It is not you. It is everyone else. And so we have been working, and hopefully we will continue to work to fix these problems and figure out what is going on with PrimeGov, because I am aware that a lot of it is PrimeGov. A lot of it is PrimeGov. So anyway, I will be in touch with you, and I will also be emailing you and to be in touch with you with other things, like discuss the list and other things like that. I think that will really help. We have been trying to figure out how to make this more streamlined and easier, so you

can just go through the list and not have to think about it we forget something? Did something not get submitted? That is all I wanted to say. We are working on that.

And then the next meeting is March 1, 2023, from 3:00 to 5:00 PM. If nobody has anything else to say, we are adjourned.

AURORE BLECK: Thanks for all you do. Thank you, Halona.

>>: Thank you.

HALONA CROWE: Everybody have a nice meeting.

KENDRA GARCIA: Nice for you as well.

>>: Bye, everyone. Nice to see you.

(Ended at 5:22 PM MT)

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CITY OF SANTA FE

News Announcement

Candidates Needed for Committee Membership for the Mayor's Committee on Disability (MCD)

Applications Due by June 20, 2022 at 5:00 p.m.

SANTA FE, NM, May 31 – The Mayor's Committee on Disability (MCD) is seeking candidates for a position on the committee. Committee members are appointed by Mayor Alan Webber to work with and for people with and without disabilities to ensure access for all by eliminating physical and attitudinal barriers, improving participation in the community and for the enrichment of all. The appointed member may be a person with a disability or may include persons who have expressed an interest in serving on the committee. Applicants must live in the city of Santa Fe and there is no compensation. The term for this position will expire in January 2023 and can then be extended with approval from the Mayor and Governing Body.

The MCD meets on the third Thursday of each month at 10 a.m. Interested residents may apply by submitting a letter of interest and a resume to:

Thomas M. Graham
MCD Staff Liaison
City of Santa Fe, P.O. Box 909
Santa Fe, NM 87504-0909
tmgraham@santafenm.gov
(505) 629-7264

Application deadline is 5:00 p.m. on June 20, 2022.

Contacts: Kathlyne Gish, Chair (505) 795-6916, kgishmsw@gmail.com
Thomas M. Graham, ADA Coordinator / Liaison; (505) 629-7264,
tmgraham@santafenm.gov



PROPOSAL – 02-06-2020

City of Santa Fe:

Accessibility Awards: Commemorating the 30th Anniversary of the ADA

Background:

- On Sunday July 26th 2020 across the country cities and organizations will be celebrating the 30th anniversary of the passage of the Americans with Disabilities Act (ADA). Nearly 57 million people in the United States and approximately 20 thousand people living in the Santa Fe area have a disability.
- The ADA which was signed into law in 1990 by President George H. W. Bush is a set of civil rights legislation that prohibits discrimination against people with disabilities. The purpose of the ADA is to “ensure that people with disabilities are given the basic guarantee for which they have worked so long and hard. Independence, freedom of choice, control of their lives, the opportunity to blend fully and equally into the rich mosaic of the American mainstream – Remarks by the President during Ceremony for the signing of the Americans with Disabilities Act of July 26 1990.
- The City of Santa Fe with its rich history and mosaic of diverse cultures is a perfect city to commemorate the ADA.

The City of Santa Fe Accessibility Awards:

- The accessibility awards are to be presented to organizations and public entities that are actively working toward inclusion and wellness for people with disabilities. The awards honor organizations that have gone above and beyond in their efforts to promote accessibility and inclusion of the disability community. There are five categories for the awards which are decided by the Santa Fe Mayor’s Committee on Disability, the City ADA Coordinator and City Liaison.
 1. Employment: Hiring people with disabilities
 2. Public Service: Accessible programs advancing equity for people with disabilities
 3. Public Accommodation: Accessible business or organization
 4. Communication and Technology: Assistive Technology
 5. Advocacy: A member of the community committed to disability advocacy
- The Accessibility Awards are for people and organizations who has shown commitment to the ADA. The awards recognize leaders who have helped make advances in opportunities for people with disabilities.

Tabling and Community Resources:

- City Departments, State agencies and disability organizations are encouraged to table at the event providing information and resources to the disability community.

Proposed Time and Place:

- Time: Weekdays near July 26th 2020 (5:00 to 7:00PM)
- Place: Santa Fe Community Convention Center
- Attendee Count: Approximately 50-60 people

Accessible Event Planning Assessment

- In collaboration with the City's ADA Coordinator and Mayor's Committee on Disability conduct a site assessment for accessibility and recommend simple solutions for making the event accessible.

Costs:

- Light refreshments, (50-60 people), ASL interpreters (2+ hours), live captioning CART services (2+ hours)
- Award: certificate/plaque (4 recipients)
- Utilization of the Santa Fe Community Convention Center

Benefits to the City:

- Showcase the City of Santa Fe as an international city of accessibility and equity.
- Highlight businesses and organizations that have shown commitment and leadership in employing people with disabilities and providing inclusive and accessible services and advocacy.
- Provide elected officials with the opportunity to speak directly to the disability community.
- Provide city information and resources specific to the disability community.

Next Steps:

- Have proposal reviewed, commented and approved by the City of Santa Fe ADA Coordinator
- Have proposal reviewed , commented and approved by the City of Santa Fe's Mayor's Committee on Disability
- Develop an ADA 30th Anniversary planning subcommittee of the Mayor's Committee on Disability to develop timeframes and coordinate responsibilities (i.e. create flyers/promotional materials, management of RSVPs, etc.).



City of Santa Fe, NM

ADA Coordinator

Santa Fe, New Mexico | Salary: \$50,000 - \$74,000

Filing Deadline: April 14, 2023

[APPLY FOR THIS POSITION](#)

The [City of Santa Fe](#) is an ADA Coordinator. The ADA Coordinator works to maximize accessibility to the City government, services and facilities. They serve as a liaison between community members, disability advocacy groups and the City of Santa Fe, playing a crucial role in ensuring that City services and processes are accessible to all. They are knowledgeable in accessibility requirements and best practices of all aspects of City government including online material, meetings, facilities, rights of way, billing, programs, and transportation. The ADA coordinator ensures City compliance with ADA Title II, the ADA Amendments Act of 2008 and the 504 Rehabilitation Act.

[VIEW THE PDF BROCHURE](#)



David Niemeyer
Executive Recruiter
CPS HR Consulting
916-471-3366
dniemeyer@cpsr.us

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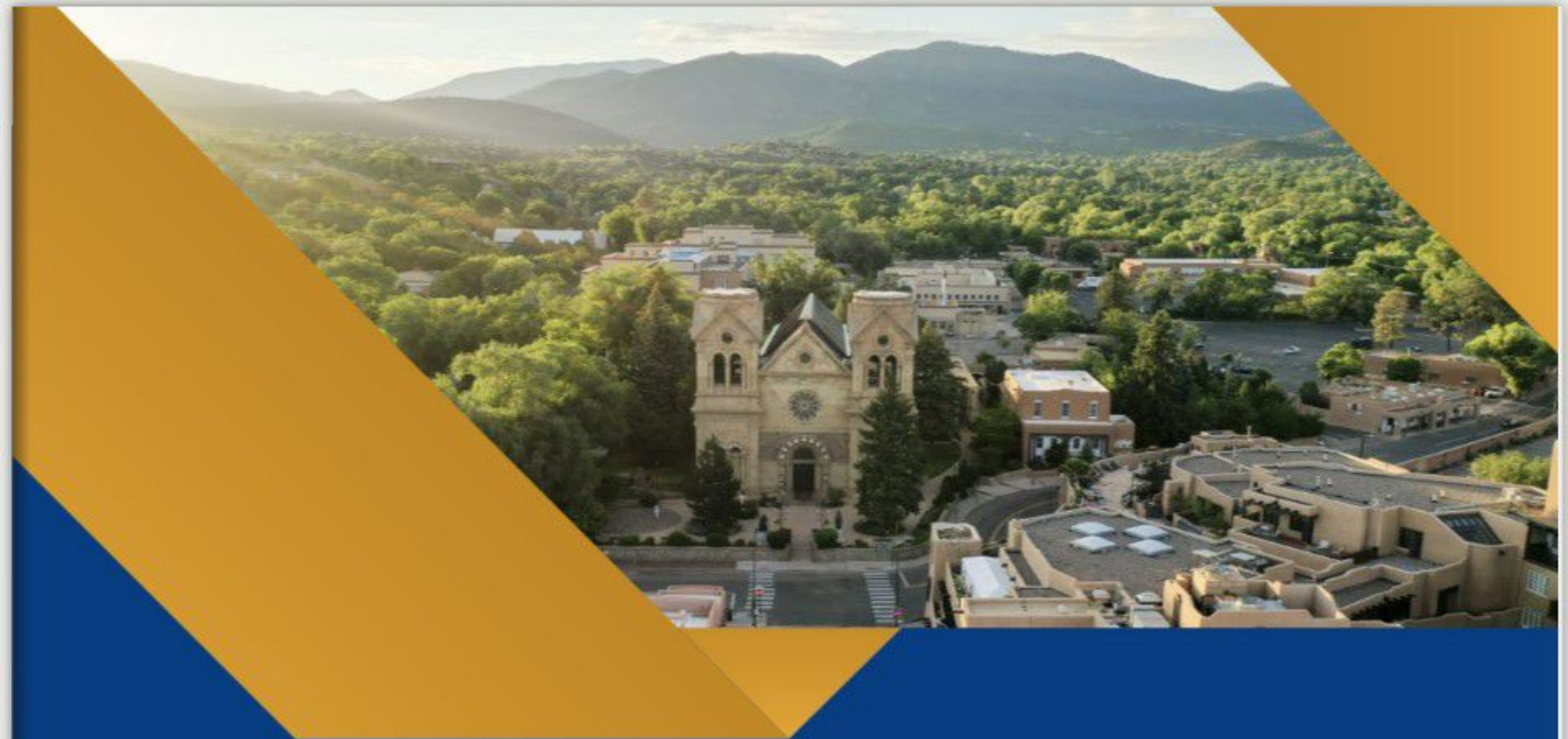
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CITY OF SANTA FE

ADA Coordinator



CITY OF SANTA FE



The COMMUNITY

Santa Fe, with a diverse population of 87,505, is the state capital of New Mexico and the 4th largest city in New Mexico. The City is well-known as a center for arts that reflects the multicultural character of the city. Santa Fe is a city unlike any other, truly living up to its tagline, "The City Different". It has a legendary history and culture around every corner, an art scene that spans from traditional to contemporary, accommodations with a local yet world-class status, award winning cuisine that's as eclectic as it is sumptuous, and countless experiences to encounter. Conde Nast Traveler ranked Santa Fe number 6 on its list of the best cities in the world citing its history, art and landscape.

Santa Fe's climate is characterized by cool, dry winters, hot summers, and relatively low precipitation. The City is blessed with more than 320 days of sunshine, four distinct seasons, brilliant blue skies, and some of the purest air in the world. It is the highest elevation capital city in the United States at more than 7,000 feet. Santa Fe is part of the southern Rocky Mountain chain with over 1.6 million acres of high mountain coniferous national forest, pinon-juniper woodlands, and is at the crossroads of grass and shrub lands.

Santa Fe is served by its own airport, and has an excellent bus and rail system. Santa Fe is served by three public high schools and several college preparatory high schools. Colleges include St. John's College, Institute of American Indian Arts, Southwestern College, and Santa Fe Community College.

City GOVERNMENT

The City of Santa Fe is a charter city governed by a Mayor-Council system. The Mayor is the Chief Executive Officer of the City and is a member of the governing body. The City is divided into four electoral districts, each represented by two councilors. Councilors are elected to staggered 4-year terms, and one councilor from each district is elected every two years. The City Manager is appointed by the Mayor and approved by the Council. The City Manager coordinates the implementation of the governing body policy decisions and the initiation of all intergovernmental operations of the City. The City Manager is responsible for directing the various departments and providing guidance in the implementation of the mandates of the governing body. Senior staff engage in collaborative leadership with the City Manager to realize Governing Body priorities.

The City is organized into various departments that include the City Clerk/Community Engagement office, Community Development, Public Utilities, Human Resources, City Attorney's Office, Community Health and Safety, Public Works, Information Technology, Municipal Court, and the Finance Department. With more than 1400 employees, the City of Santa Fe team members are the heart of Santa Fe. They make a real difference with the work they do every day and have a hand in shaping the City.

To learn more, visit <https://www.santafenm.gov>.

ADA Coordinator

The ADA Coordinator works to maximize accessibility to the City government, services and facilities. They serve as a liaison between community members, disability advocacy groups and the City of Santa Fe, playing a crucial role in ensuring that City services and processes are accessible to all. They are knowledgeable in accessibility requirements and best practices of all aspects of City government including online material, meetings, facilities, rights of way, billing, programs, and transportation. The ADA coordinator ensures City compliance with ADA Title II, the ADA Amendments Act of 2008 and the 504 Rehabilitation Act.



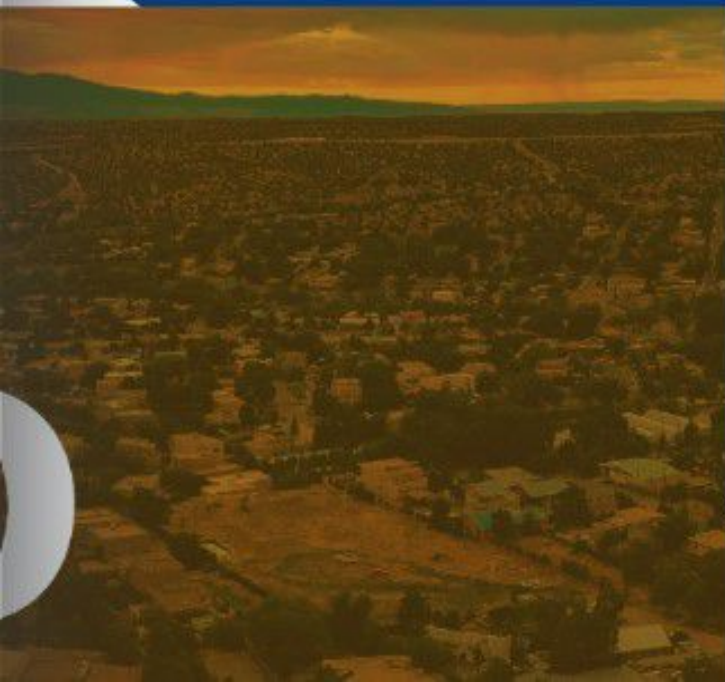
The Capital of

NEW MEXICO

Priorities, Initiatives and Challenges

The following are some of the priorities, initiatives, and challenges facing the next Coordinator:

- Responds to and coordinates constituent requests for reasonable accommodations and constituent ADA grievances.
- Identifies priority accessibility improvements across City government, services and infrastructure and leads cross functional efforts to make improvements.
- Acts as staff liaison for the Mayor's Committee on Disabilities.
- Update right of way and facilities transition plans.
- Facilitates training of City leadership and staff for understanding of accessibility responsibilities and opportunities.



The Ideal CANDIDATE

EDUCATION AND EXPERIENCE

The ideal candidate will have:

1. Bachelor's degree in Public Administration, Communications, Social Work, Social or Human Services, Law or Paralegal, Disability Studies, or a related field.
2. Three (3) years of experience in an environment involving ADA Compliance, disability accessibility, reasonable accommodations, paratransit or communications or experience working with people with disabilities, older adults, or other vulnerable populations.
3. Additional experience can substitute for the education requirement.

The ideal candidate:

- Excellent communication and interpersonal skills, including written, verbal, and presentation skills.
- Thorough work habits and provides well-developed plans and progress reports.
- Thorough knowledge of and experience with ADA regulations.
- Demonstrated ability to achieve outcomes in local or state government.
- Demonstrated success at securing and leveraging federal and state funds and grants for projects.
- Demonstrated ability to set realistic expectations with constituents.
- Experience managing contracts.
- Understands infrastructure maintenance and improvement.





COMPENSATION

The City of Santa Fe offers a competitive salary and benefits package. The salary range is **\$50,000 – \$74,000** annually. Benefits including the following:

- Medical, dental, vision, life, and legal insurance for employees and dependents. The City contributes 76.5 % of the cost for medical and dental insurance.
- 12 paid holidays.
- Generous paid leave to include over 2 weeks of vacation and over 1 week of sick leave the first year of employment. The vacation and sick leave rates increase with additional years of service with the City.
- Retirement benefits through New Mexico Public Employees Retirement Association along with a deferred compensation plan.
- Flexible spending plans.
- Employer paid resources with our Employee Assistance Program, employee wellness programs, and employer paid memberships to employees and dependents to our state-of-the-art exercise, swim and ice-skating facilities.

Remote Work Policy

The City of Santa Fe has established a work from home policy allowing certain job classifications to work from home one or two days per week. This position is eligible for the remote work policy. Governing Body, Council Committee and Advisory Committee meetings are held in person, hybrid and remotely in accordance with the New Mexico Open Meetings Act.

Application and SELECTION PROCESS

The final filing date for this position is April 14, 2023. To be considered, please submit a resume, cover letter, and six work-related references (two supervisors, two direct reports and two colleagues) who will not be contacted in the early stages of the recruitment). Resumes should reflect years and months of positions held, with beginning/ending dates.

Please go to the Santa Fe website to submit your application: <https://www.santafenm.gov>.

For further information contact:

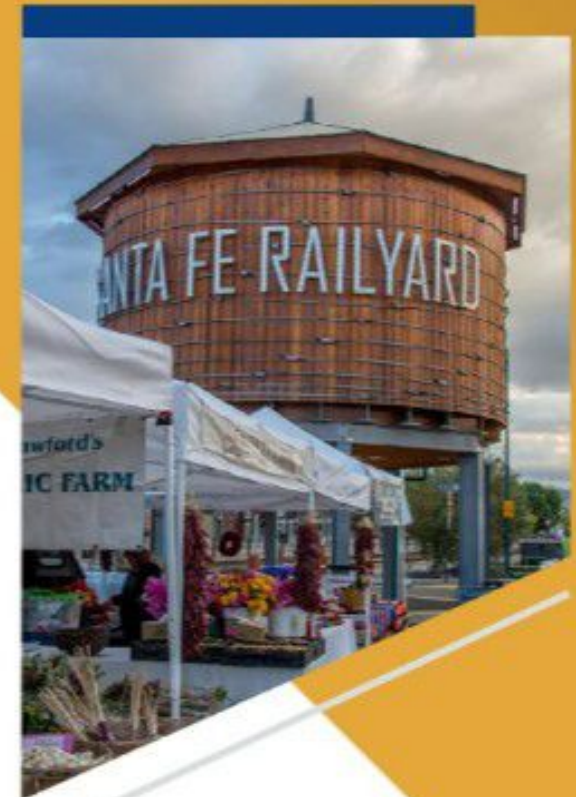
David Niemeyer
Executive Recruiter
(916) 471-3366

E-mail: dniemeyer@cpshr.us

Website: www.cpshr.us

CPS HR  CONSULTING

Resumes will be screened with consideration of the criteria outlined in this brochure. Candidates deemed to have the most relevant qualifications will be invited to an interview with the consultant, following which the most qualified candidates will be invited for interviews with the City. Appointment will be contingent upon an extensive background check, pre-employment physical, and drug screen. Final selection and appointment will be made by the Public Works Director.



CITY OF SANTA FE

The City of Santa Fe is an equal opportunity, drug free,
and affirmative action employer.

Santa Fe American with Disabilities Act Coordinator

From: David Niemeyer (inmail-hit-reply@linkedin.com)

Date: Thursday, March 30, 2023 at 10:05 AM MDT

Hello! I hope this finds you well. CPS HR Consulting is pleased to be assisting Santa Fe, New Mexico in their search for an ADA Coordinator. The City Different, with its legendary history, culture, art scene and cuisine, is ranked number 6 in the best cities in the world by Conde Nast Traveler. This is a wonderful opportunity to play a significant role in the leadership of this great city.

The ADA Coordinator works to maximize accessibility to the city government, services, and facilities. They serve as a liaison between community members, disability advocacy groups and the City of Santa Fe, playing a crucial role in ensuring that City services and processes are accessible to all. They are knowledgeable in accessibility requirements and best practices of all aspects of city government, including online material, meetings, facilities, rights of way, billing, programs, and transportation.

The ideal candidate will have three years of experience in an environment involving ADA compliance, disability accessibility, reasonable accommodations, paratransit or communications or experience working with people with disabilities, older adults, or other vulnerable populations. A bachelor's degree in public administration, communications, social work, social or human services, law or paralegal, disability studies, or a related field is also required; additional experience can also substitute for the education requirement.

The annual salary range for this position is \$50,000 to \$74,000.

The deadline is Friday, April 14, 2023. To apply, please go to the Santa Fe website, <https://cityofsantafenmemployees.muniselfservice.com/employmentopportunities/default.aspx>.

Thank you so much for your consideration. We look forward to hearing from you.

Best regards,

CPS HR Consulting
David Niemeyer
Executive Recruiter
dniemeyer@cpshr.us
(916)471-3366

David Niemeyer
Executive Recruiter at CPS HR Consulting
916-471-3366



American with Disabilities Act Coordinator

City of Santa Fe, New Mexico

Santa Fe, New Mexico, United States (On-Site)

14 days ago

[Apply Now](#)

Description

City of Santa Fe, New Mexico

American with Disabilities Act Coordinator

Salary: \$50,000 to \$74,000 DOQ

Application deadline: Friday, April 14, 2023.

The City of Santa Fe is seeking a dynamic leader to serve as its ADA Coordinator. This is a fantastic opportunity to work for "The City Different", with its world famous art scene, legendary history and culture, gorgeous landscape, and countless experiences that prompted Conde Nast Traveler to rank Santa Fe number 6 in its list of best cities in the world.

The ADA Coordinator works to maximize accessibility to the City Government, services and facilities. They serve as a liaison between community members, disability advocacy groups and the City of Santa Fe, playing a crucial role in ensuring that City services and processes are accessible to all. They are knowledgeable in accessibility requirements and best practices of all aspects of City government, including online material, meeting facilities, rights of way, billing, programs, and transportation. The ADA coordinator ensures compliance with ADA Title II, the ADA Amendments Act of 2008 and the 504 Rehabilitation Act.

The ideal candidate should have a Bachelor's Degree in Public Administration, Communications, Social Work, Social or Human Services, Law or Paralegal, Disability Studies, or a related field. In addition, they will have three (3) years of experience in an environment involving ADA compliance, disability accessibility, reasonable accommodations, paratransit, or communications or experience working with people with disabilities, older adults, or other vulnerable populations. Additional experience can substitute for the education requirement.

To view additional qualifications and submit your resume (reflecting years and months of employment including beginning/ending dates), cover letter, and a list of six work-related references (two supervisors, two direct reports, and two colleagues) please go to: <https://cityofsantafenemployees.munisselfservice.com//EmploymentOpportunities/JobDetail.aspx?req=482&sreq=3&form=0001&desc=ADA%20COORDINATOR>

For information about this position, please contact:

David Niemeyer
CPS HR Consulting
(916) 471-3366

City of Santa Fe website: <https://santafenm.gov>



CPS HR CONSULTING



The City of Santa Fe is an equal opportunity employer.

Job Information

Job ID: 68503474

Workplace Type: On-Site

Location:

Santa Fe, New Mexico, United States

Company Name For Job: City of Santa Fe, New Mexico

Position Title: American with Disabilities Act Coordinator

Job Function: Administration and Management

Job Type: Full-Time

Min Education: BA/BS/Undergraduate

Min Experience: 3-5 Years

Salary: \$50,000.00 - \$74,000.00 (Yearly Salary)

ADA COORDINATOR

[Return to Employment Opportunities](#)

[Apply](#)

[ADA Coordinator](#)

The City of Santa Fe ADA Coordinator coordinates with City departments, employees and leadership, subcontractors, public and community groups, and State and Federal Agencies to maximize accessibility and ensure timely and ongoing compliance of City policies, programs, services, and activities with the Americans with Disabilities Act (ADA), Title II of the ADA, Section 504 of the Rehabilitation Act, and other federal, state, and local laws prohibiting disability discrimination. The ADA Coordinator supports evaluation of requests for reasonable accommodations and service, coordinates regular review of City facilities, programs, policies, and services, and leads the development of the City's ADA Self-Evaluation and Transition Plan. The ADA Coordinator is the staff liaison to the City of Santa Fe Mayor's Committee on Disability and the point person in the City for issues related to accessibility.

Code : 482-3

Type : INTERNAL & EXTERNAL

Location : STREETS & DRAINAGE MAINT

Group : AFSCME

Job Class : ADA COORDINATOR

Posting Start : 03/15/2023

Posting End : 04/14/2023

HOURLY RATE RANGE: \$23.75-\$35.63





THE CITY OF SANTA FE

ADA Coordinator

FLSA Status: *FLSA Exempt*
Union Status: *AFSCME*
Salary Range: 14 (\$23,752 - \$35,628)

General Definition of Work

The City of Santa Fe ADA Coordinator coordinates with City departments, employees and leadership, subcontractors, public and community groups, and State and Federal Agencies to maximize accessibility and ensure timely and ongoing compliance of City policies, programs, services, and activities with the Americans with Disabilities Act (ADA), Title II of the ADA, Section 504 of the Rehabilitation Act, and other federal, state, and local laws prohibiting disability discrimination. The ADA Coordinator supports evaluation of requests for reasonable accommodations and service, coordinates regular review of City facilities, programs, policies, and services, and leads the development of the City's ADA Self-Evaluation and Transition Plan. The ADA Coordinator is the staff liaison to the City of Santa Fe Mayor's Committee on Disability and the point person in the City for issues related to accessibility.

Supervision Received

Works under the general guidance and direction of the Complete Streets Division Director.

Supervision Exercised

May provide close to general supervision of assigned staff.

Qualification Requirements

To perform this job successfully, an individual must be able to perform each essential function satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. A position may not include all of the duties listed and the listed examples are not an exhaustive list of the duties that may be found in a position of this class.

Essential Functions

- Maintain the City's ADA Self-Evaluation and Transition Plan.
- Ensures regular updates to and ongoing implementation of the City's ADA Self-Evaluation and Transition Plans.
- Coordinates with staff across the City to conduct regular reviews of City facilities, programs, policies, and services to ensure compliance with applicable federal, state, and local accessibility and non-discrimination laws and regulations, including Title II of the ADA, Section 504 of the Rehabilitation Act of 1973, and other laws related to access and accommodations for City services, programs, and facilities.
- Coordinates with departments to implement priority improvement and maintains a database of items in progress or completed related to Title II projects, self-evaluations conducted, and the City's Transition Plan.
- Serve as the City's Primary Point of Contact for People with Disabilities.
- Serves as the primary point of contact for the public regarding concerns and inquiries on ADA issues.
- Prioritizes public inquiries, complaints, and accommodation requests.
- Ensures appropriate processes are in place to provide prompt and equitable resolution of complaints and inquiries from the public regarding disability and accommodation requests.
- Maintains a record of all disability and accommodation requests, issues, and resolutions. Serves as the primary contact for persons with disabilities requesting auxiliary services; coordinates auxiliary services for persons with disabilities.
- Administers the City of Santa Fe ADA Grievance Procedure and Notice Requirements.
- Assists in investigating any grievance or complaints alleging noncompliance with the ADA and other applicable state and local laws related to people with disabilities and documents and maintains records of complaints made pursuant to the ADA.
- Processes and replies to grievances in accordance with applicable laws and timeframes.

- Coordinates with City Attorney's Office and Public Information Office to ensure accessible notice to members of the public advising them of their rights under the ADA and other federal, state, and local laws.
- Ensure the City's grievance procedure and other Title II disability-related policies are up to date and posted on the City's website.
- Serve as the Mayor's Liaison to the Mayor's Committee on Disability (MCD).
- Responsible for the MCD meetings whether in-person, hybrid, and/or virtual.
- Works with the Committee Chair to finalize the agenda, coordinates presentations from other agencies and groups, ensures timely public notice and posting of packet materials, writes meeting minutes and meets other needs of the committee.
- Coordinates implementation of recommendations of the MCD.
- Coordinates with City Departments to Ensure Accessibility and Awareness.
- Collaborates with City Departments to ensure accessible communication, programs and services.
- Coordinates with Human Resources to incorporate ADA rights and disability awareness training for employees.
- Coordinate with Emergency Management to incorporate the access and functional needs of people with disabilities into all phases of emergency management and response in all media including on the City's website.
- Work with community, government, and non-government entities to identify and mitigate potential barriers to accessing emergency services.
- Coordinates with City Transit on overall accessibility of the City's public transportation, including but not limited to the Senior Ride Van, Santa Fe Ride (Paratransit), Santa Fe Trails bus services and vehicles.

Knowledge, Skills, and Abilities

- Knowledge of Americans with Disabilities Act (ADA) and other local, state, and federal laws pertaining to the rights of people with disabilities.
- Knowledge of 2010 ADA Standards for Accessible Design.
- Knowledge of Web Content Accessibility Guidelines (WCAG) and digital inclusion, access/social media accessibility.
- Knowledge of best practices regarding disability, equity, inclusion, and disability awareness and etiquette training.
- Knowledge of various alternative formats and technologies that enable people with disabilities to communicate, participate, and perform tasks.
- Knowledge of appropriate accommodation, including effective communication and barrier removal to people with disabilities to ensure access to programs, services, and activities (e.g., assistive devices, interpreters, physical access).
- Skilled in Interpersonal communication skills and the ability to work well with multiple stakeholders, including community members, City council, and other City, state, and Federal agencies.
- Skilled in program management, planning, coordinating, organizing problem analysis, decision-making, and evaluation skills.
- Skilled in cross-departmental collaboration.
- Skilled in Interpret laws, policies, and regulations.

Education Requirement

Bachelor's degree in Public Administration, Communications, Social Work, Social or Human Services, Law or Paralegal, Disability Studies, or a related field.

Experience Requirement

Three (3) years of experience in an environment involving ADA Compliance, disability accessibility, reasonable accommodations, paratransit or communications or experience working with people with disabilities, older adults, or other vulnerable populations.

Licensure and Certifications

ADA Coordinator Certificate must be secured within one year of hire.

Working Environment

- Work is generally sedentary, with occasional exertion of up to 10 lbs. Frequent travel or remote participation for collaborating across City Departments and community outreach.
- The duties of this position should be able to be performed by a person with disabilities with or without accommodations.

EEO/ADA Compliance

The City of Santa Fe is an Equal Opportunity Employer. In compliance with the American's with Disabilities Act, the City will provide reasonable accommodations to qualified individuals with disabilities and encourages both prospective employees and incumbents to discuss potential accommodations with the employer.

Veterans' Hiring Initiative

Pursuant to City of Santa Fe Resolution No. 2013-079, the City of Santa Fe Human Resources Department has implemented a Veterans' Hiring Initiative policy in order to provide opportunities for veterans who meet or exceed the minimum qualifications for city employment to obtain City employment. The Governing Body does not guarantee that a veteran shall be hired for the position being applied for, only that the veteran will be given an interview; and, it does not intend to supersede or modify any collective bargaining agreement that is currently in place with the City of Santa Fe.

Job applicants who are veterans with an honorable discharge from the military or are members of the National Guard or Reserve who have successfully completed basic training, must use the Veterans' Certification Form to identify themselves and then must attach a copy of their DD214 or DD215 and/or their proof of current Active, Guard or Reserve enlistment in order to certify their status for the position in which applying for.

Applications must be submitted online at: <https://santafenm.munisselfservice.com/employmentopportunities/>

Resumes will not be accepted in lieu of the city application form, unless the position status is at-will. When required of the position, high school diploma/GED, college degree(s), certification(s), or license(s) must be attached at the time of submission of the application. Each applicant is considered only for the current vacancy indicated on the application submitted. It is the responsibility of the applicant to monitor any future openings and to submit a separate application for each position. Incomplete applications will not be considered. Applications become public record upon receipt and may be made available for public inspection upon request. Pre-placement physical exams, and drug and alcohol screenings are required for some positions.

This job announcement is not intended to be inclusive of all functions, responsibilities and qualifications associated with the position, however, representative of the essential job functions and typical criteria considered necessary to successfully perform the position. This position description does not constitute an employment agreement between the employer and employee and is subject to change by the employer as the needs of the employer and requirements of the position change.

Home / Public Works / Streets & Drainage Maintenance / Get Ready for Winter Snow and Ice

Get Ready For Winter Snow And Ice

Public Works

Transit

Parks and Open Space

Airport

Complete Streets Division

Facilities Division

Parking

Streets & Drainage Maintenance

[Get Ready for Winter Snow and Ice](#)

In Case Of An Emergency

The Office of Constituent Services established a Customer Service Call Center (CSCC), which can be activated by the City in times of emergency or other situations that result in a high call volume of inquiries, complaints, or requests that are received by the Streets Division Customer Service number **505-955-2411**. This call center ensures that all calls are answered and returned to the caller.

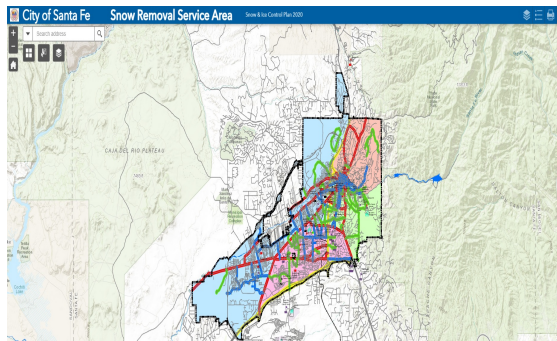
Snow Is Removed Based On Priority

Priority 1 Streets: Main arterials provide access for police, fire, buses, and other emergency vehicles.

Priority 2 Streets: Consist of commercial routes.

Priority 3 Streets: Include some residential streets.

[Snow Removal Services Areas Map \(pdf\)](#)



Snowplows Work Throughout The City

Plowing is critical when a snowstorm begins and continues until snowfall subsides. Snow trucks on the road with plows up and down the road returning for fuel, en route to another area or the road may be too icy and could require a different type of equipment, such as a grader, for effective ice removal.

City snow removal crews use a salt and cinder mix to melt the snow and ice. This is applied in all situations on all streets that are maintained, as means of melting snow and providing traction; the ratio is four parts cinder to one part salt to reduce the cost of salt on equipment, vehicles, and streets. The deicer is rock salt, a naturally occurring product that is mined in Carlsbad.

Snow & Ice Removal For An Accessible Santa Fe

Let's make our city safe and disability-friendly!

[Click Here](#) to download a Snow and Ice Removal flier.

How You Can Help City Snow Removal Crews

Your Responsibility

For Businesses: Title III of the [Americans with Disabilities Act](#) requires any covered business to remove snow and ice to maintain accessible features including accessible parking spaces and an accessible route from the parking space to the main entrance. Businesses must also maintain clear access aisles, curb cuts, and sidewalks. A business must also maintain an accessible route from a bus stop to its entrance.

For Neighbors: [Santa Fe Municipal Code 23-1.8](#) requires owners, agents, or occupants of any property to keep the sidewalks front of and adjoining their property clean of snow and ice. After any fall of snow, snow, and ice must be immediately removed from sidewalks and gutters fronting and adjoining their respective lots or parts of lots.

- Snow plows may have to make several passes in front of your home or business during continuous periods of snowfall. Snow may be pushed onto sidewalks that already have been cleared. We appreciate your patience and cooperation in these circumstances.
- Remove Vehicles from Streets. Residents and businesses along Priority 1, 2, and 3 streets are asked to remove parked vehicles from the roadside shoulders. This permits snow plows to clear the area the first time through before roads get too icy to plow.

What To Do When Your Pipes Freeze

- Prevention is the best cure for frozen pipes. Let a trickle of water drip from the cold side of the furthest faucet from you when outside day temperatures are near or below freezing.
- If your pipes do freeze, thaw them as soon as possible! Customers are responsible for frozen pipes from their water meter to their homes and throughout their homes.
- NEVER use a torch or open flame of any kind to thaw pipes! Use a blow dryer to warm the pipes or call a plumber.
- Repair burst pipes immediately to prevent additional freezing! If your water meter is frozen call [505-955-4333](tel:505-955-4333) during business hours on weekdays. After 5 p.m. on weekdays and any time on weekends call [505-955-4300](tel:505-955-4300).



SNOW & ICE REMOVAL FOR AN ACCESSIBLE SANTA FE

Let's make our city safe and disability-friendly!

During the winter months, snow and ice removal is critical to the lives of community members with disabilities because it maintains access to sidewalks, bus stops, curb ramps, accessible parking spots, and access aisles providing a walking path to accessible parking spots.

Accumulated snow and ice make it challenging and sometimes impossible for folks who use wheelchairs, crutches, or other mobility aides to accomplish daily tasks like using public transit, going grocery shopping, getting to work, and keeping appointments. Snow and ice can also cause folks to be trapped inside their homes or vehicles.

It's the Law

The City of Santa Fe and the Americans with Disabilities Act require snow and ice removal from crucial access points to ensure safety for community members who use mobility aids.

For Businesses

[Title III of the Americans with Disabilities Act](#) requires any covered business to remove snow and ice to maintain accessible features including accessible parking spaces and an accessible route from the parking space to the main entrance, as well as clear access aisles, curb cuts, and sidewalks. A business must also maintain an accessible route from a bus stop to its entrance.

For Neighbors

[Santa Fe Municipal Code 23-1.8](#) requires owners, agents, or occupants of any property to keep the sidewalks and gutters in front of and adjoining their property clean of snow and ice. After any fall of snow, snow and ice must be immediately removed from the sidewalks and gutters fronting and adjoining their respective lots or parts of lots.

Reporting Snow and Ice

[City of Santa Fe Constituent Services](#)

(505) 955-6949





Palace and Washington Avenue 01/08/2022



Water Street Municipal parking and restrooms 12/12/2022



Plaza crosswalk to Washington Ave covered in ice 12/13/22

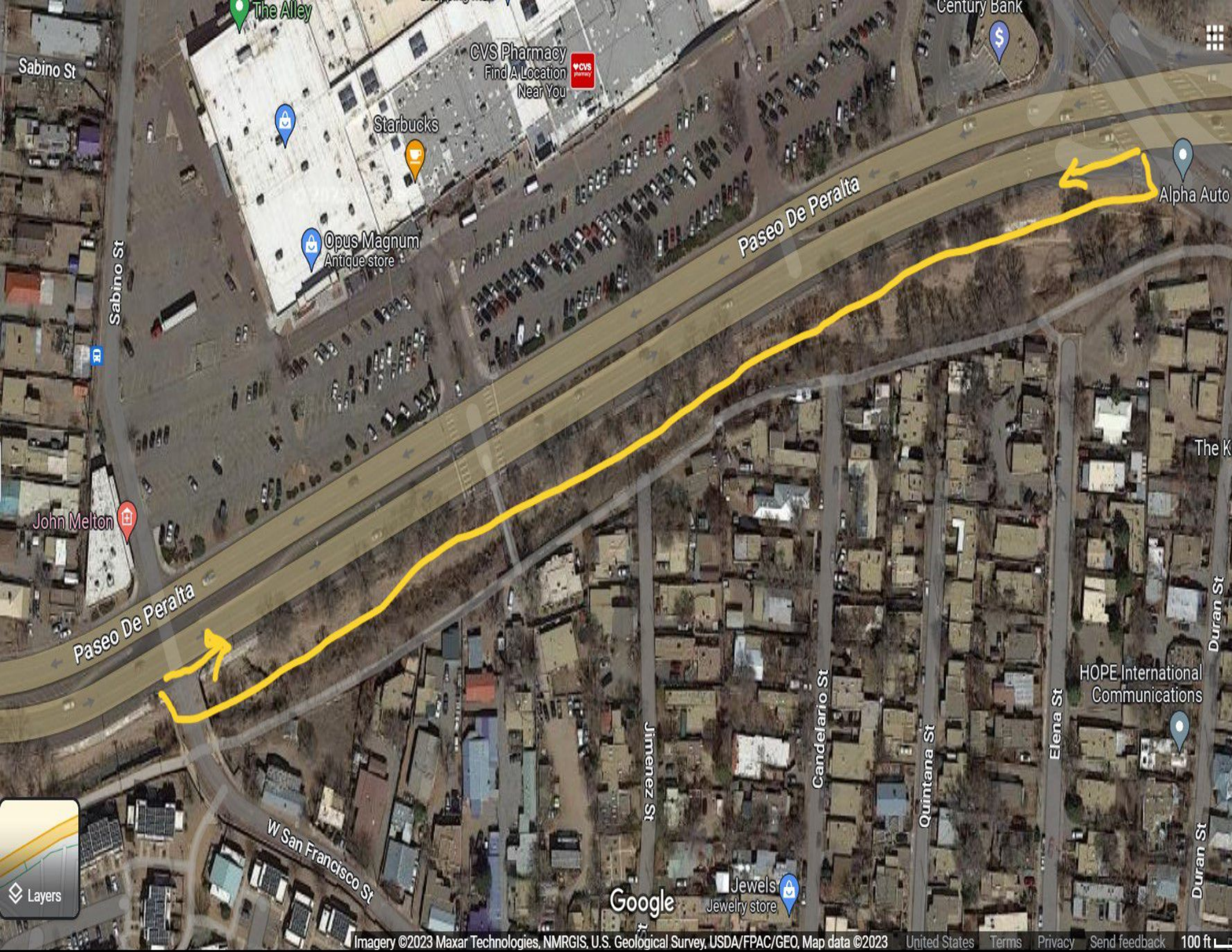


Palace and Washington Ave crosswalk 12/13/22

Plaza crosswalk in front of Five & Dime 02/18/2023







Sabino St

The Alley

CVS Pharmacy
Find A Location
Near You

Century Bank

Starbucks

Opus Magnum
Antique store

Paseo De Peralta

Alpha Auto

John Melton

Paseo De Peralta

The K

HOPE International
Communications

Jimenez St

Candelario St

Quintana St

Elena St

Duran St

Duran St

W San Francisco St

Jewels
Jewelry store

Google

Layers



PASEO DE PERALTA ACROSS FROM DEVARGAS MALL 02/18/2023

5 days after it snowed 7 inches

ADA Grievance Form: [Fillable PDF](#)
Download the Entire Page as a [PDF](#)
Santa Fe City ADA Compliance Policy: [PDF](#)

City Of Santa Fe ADA Policy And Grievance P

ADA Compliance Policy

In accordance with the requirements of Title II of the Americans with Disabilities Act (ADA) of 1990 and other applicable codes, the City provides services to all individuals on the basis of disability in its services, programs or activities.

Employment:

The City of Santa Fe will not discriminate on the basis of disability in its hiring or employment practices, as well as ADA Title I, including the Equal Employment Opportunity Commission under Title I of the ADA.

Effective Communication:

The City of Santa Fe will generally, upon request, provide appropriate aids and services leading to effective communication for qualified individuals. This includes language interpreters, documents in Braille, and other ways of making information and communication accessible to people who have disabilities so they can participate equally in the City programs, services and activities.

Modification to Policies and Procedures:

The City of Santa Fe will make reasonable modifications to policies and programs to ensure that people with disabilities have an equal opportunity to receive services, and activities to the maximum extent feasible. For example, individuals with service animals behaving within applicable standards are permitted even when pets are generally prohibited.

Anyone who requires auxiliary aides and services for effective communication or a modification of policies or procedures to participate in City programs, Santa Fe should communicate with the Department contact as soon as possible but no later than 48 hours before the scheduled event.

Neither the ADA nor state laws require the City of Santa Fe to take action that would fundamentally alter the nature of its programs, activities, or financial or administrative burden. Complaints that a program, activity, or service of the City of Santa Fe is not accessible should be directed to the ADA Coordinator.

The City of Santa Fe will not place a surcharge on a particular individual with a disability or a group of individuals with disabilities to cover the cost of a reasonable modification of policy to create access.

ADA Grievance Procedure

This grievance procedure is established to meet the requirements of the Americans with Disabilities Act of 1990 ("ADA"). If you or someone you know has not received reasonable accommodations or has experienced discrimination or other violations of the ADA in the City of Santa Fe in the course of receiving benefits, you may file a grievance with the ADA Coordinator.

1) Filing a Grievance

You may file a grievance for yourself, as a witness, or on behalf of someone else. The grievance should be in writing and contain information as follows:

1. The name, address, phone number, and email of the person filing the grievance, and, if you are filing on behalf of someone else, the name and address of the person who experienced the alleged discrimination.
2. If you are a witness and do not know the information of the individuals involved, please state that in your letter.
3. A detailed description of the alleged violation, including the date, location, and persons responsible for the alleged violation.
4. Please state what you think should be done to resolve the grievance.
5. Please state if you have filed a complaint with another local, state, or federal civil rights agency.
6. And if so, please provide details regarding the date the complaint was filed with the other agency, the case number, as well as the name of the person assigned to that case.

After receiving the appeal, the City Manager or the designee will review the appeal and the ADA Coordinator's finding. Within thirty calendar days, the City Manager or the designee will respond in writing and, where appropriate, in a format that is accessible to the grievant, with a final resolution to the appeal.

4) Alternate Ways to Appeal or Grievance

You have a right to file an appeal or grievance with a state or federal agency, such as the Department of Justice, The Office for Civil Rights, or the Equal Employment Opportunity Commission. If you are unsatisfied with the City's final resolution or if you prefer to file with state or federal agencies, you may do so. Furthermore, filing a lawsuit can occur at any time. The use of the Santa Fe City ADA Grievance Procedure in order to resolve your grievance is not required in order to file a lawsuit.

5) Prohibition of Retaliatory Acts

Retaliation for filing a grievance will not be tolerated. It is prohibited to retaliate against anyone who engages in activities protected under the ADA. If retaliation against anyone involved with an investigation of a grievance, a witness, anyone who files a grievance, or who files a grievance on behalf of another person has occurred, it should be reported to the ADA Coordinator, local offices for civil rights, and/or the Department of Justice immediately.

6) Record-keeping

The ADA Coordinator will keep a record of the formal action taken to a formal complaint for a minimum of three years and maintain it at each level of the grievance process.

The ADA Coordinator will also report on the status of grievances to the Mayor's Committee on Disability.

Confidentiality

The ADA Coordinator maintains confidentiality with regard to complaints, consultations, mediations, and records unless disclosure is necessary for legal proceedings, or the Inspection of Public Records Act ("IPRA"). If the disclosure of information to another person is necessary to proceed with a grievance, their designated representative will be advised first and consulted on whether and/or how to proceed.

If you have any questions or would like additional information, please contact:

ADA Coordinator
P.O. Box 909
Santa Fe, NM 87504-0909

rawheeler@santafenm.gov

**City of Santa Fe
ADA Grievance/Complaint Form**

Date: _____

Name of Complainant: _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone: (____) _____ Email Address: _____

Check Applicable:

I am filing as a witness, my name is: _____

I am filing on behalf of another person, my name is: _____

Address of person filing grievance, if different: _____

City: _____ State: _____ Zip: _____

Telephone: (____) _____ Email Address: _____

Do you have a preferred way to be contacted? (Phone, e-mail, mail, etc.): _____

Date the discrimination occurred: _____

Who committed the alleged discrimination? _____

Please specify the location of the discrimination, if applicable:

Please provide a detailed description of the complaint/grievance. Please use another sheet, if needed:

What do you think should be done to resolve to this grievance?

Have you attempted to solve this grievance by other means? If so, please describe:

Has a grievance been filed with any other federal, state, or local agency regarding this discrimination?

yes No I prefer to not answer I don't know

If yes, who has been contacted: _____

Date the complaint was filed: _____

Name of contact person working on the complaint: _____

Phone number of contact person _____ Case # _____

This information is solely for follow-up purposes and will not affect the investigation of your grievance with the City of Santa Fe.

I certify that the above information is true to the best of my knowledge, and I am requesting an internal investigation by the City of Santa Fe ADA Coordinator.

Signature: _____ Date: _____

Upon request alternative format accommodations will be made. Please include a request for accommodations when you submit this form, or contact the ADA Coordinator for more information.

Please scan, fax, or mail this form to:

Regina Wheeler
City of Santa Fe
Public Works Director
Office: (505) 955-6620
Mobile: (505) 690-4197
E-Mail: rawheeler@santafenm.gov

Date Received: _____

Form updated on 08-15-2022



Blog > [Blog - Digital Accessibility](#)

DOJ Announces Title II Web Accessibility Regulations Are Coming: What's It Mean?



August 19, 2022

The Department of Justice (DOJ) announced at the end of July that it plans to amend Title II of the Americans with Disabilities Act (ADA) with new website accessibility regulations. The public may catch a glimpse into clarified standards in April 2023 if the DOJ publishes its Notice of Proposed Rulemaking (NPRM) according to the current timetable.

How does this impact entities covered by Title II and website accessibility more broadly? Let's break it down.

What did the DOJ actually say?

In its published [Unified Agenda for Spring 2022](#), the DOJ stated it intends to publish a Notice of Proposed Rulemaking to clarify website accessibility standards.

Here is the full text of the announcement:

“The Americans with Disabilities Act (ADA) states that: no qualified individual with a disability shall, by reason of such disability, be excluded from participation in or be denied the benefits of services, programs, or activities of a public entity, or be subjected to discrimination by any such entity 42 U.S.C. 12132. However, many websites from public entities (i.e., State and local governments) fail to incorporate or activate features that enable users with disabilities to access the public entity’s programs, activities, services, or information online. The Department intends to publish a Notice of Proposed Rulemaking (NPRM) to amend its Title II ADA regulation to provide technical standards to assist public entities in complying with their existing obligations to make their websites accessible to individuals with disabilities.”

The announcement also included a timetable indicating the NPRM would be published April 2023 and the public comment period would run until June 2023.

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Easy Guide to ADA Compliance for Websites

Free Download

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 - A Call to Make Online Job Applications Accessible for People with Disabilities
 - Web Accessibility Tips: Give People Enough Time
 - 2022 Web Accessibility Lawsuits Recap: 4 Key Takeaways

- ### Categories
- Knowing is half the battle (597)
 - Insider (481)
 - Accessibility UX (302)
 - Human Interest (293)
 - Accessibility Requirements (290)



Federal agencies publish a twice-yearly Unified Agenda to share with the public what future rulemaking activities will be considered or reviewed. The Unified Agenda can be thought of as the *heads-up* part of the rulemaking process: here's what we're planning and when.

According to the [Federal Register's Guide to the Rulemaking Process \(PDF\)](#):

"The proposed rule, or Notice of Proposed Rulemaking (NPRM), is the official document that announces and explains the agency's plan to address a problem or accomplish a goal. All proposed rules must be published in the *Federal Register* to notify the public and to give them an opportunity to submit comments. The proposed rule and the public comments received on it form the basis of the final rule."

So, the recent announcement of upcoming Title II changes came via the Spring 2022 Unified Agenda. This is the public's notice that the DOJ intends to provide technical accessibility standards for Title II compliance. When the department publishes the NPRM, it will be a draft of the proposed rulemaking changes. A public comment period will follow.

What is Title II of the ADA?

The ADA is a civil rights act that prohibits disability-based discrimination. Multiple titles comprise the ADA, each focused on ensuring equality in different spheres of life.

Title II of the ADA applies to state and local government entities. It protects the rights of people with disabilities to have full access to, participate in, and benefit from the "services, programs, or activities" of state and local governments. Unlike Section 504 of the Rehabilitation Act of 1973, Title II applies to those governments even if they do not receive federal funding.

Only those public entities covered by Title II (i.e., state and local governments) would be directly impacted by the potential technical website standards put forth by the DOJ.

Is this DOJ announcement important?

We think the news that the Department of Justice will potentially amend the ADA with specific website accessibility standards is meaningful and important for at least five reasons:

1. Digital accessibility is back on the federal rulemaking radar.
2. The accessibility of state and local government web services is critical.
3. Federal sites already have regulations in place under Section 508, so this shores up, from a regulatory requirements standpoint, the accessibility of local, state, and federal government web spaces.
4. This would be the first time that specific website accessibility regulations are successfully defined under the ADA.
5. The technical standards will probably be WCAG ([Web Content Accessibility Guidelines](#)) 2.1.

(220)

Defining Terms (155)

Industry News (110)

Lawsuits & Settlement (97)

Government (92)

ADA Title II&III (89)

Employment (29)



Part of the significance of such a move is that it would invalidate any claims of ignorance or uncertainty. Accessibility specialists already know that WCAG provides the best chance at consistent, repeatable, and sustainable accessibility initiatives. Codifying WCAG as the formal standard required by law, just like has been done at the federal government level via Section 508, would remove (or at least drastically reduce) any possibility of state or local governments defending inaccessibility due to lack of clarity in technical specifications and requirements.

Does this mean that private websites governed by ADA Title III will get similar upcoming regulatory clarity? We don't know. Remember, in the DOJ's Guidance on Web Accessibility and the ADA published in March, 2022, it states, "Businesses and state and local governments have flexibility in how they comply with the ADA's general requirements of nondiscrimination and effective communication. But they must comply with the ADA's requirements."

For more on that story, read: [New Department of Justice ADA Web Accessibility Statement: Clear Guidance or More of the Same?](#)

Will the DOJ possibly tackle the websites of state and local governments first, and then move on to those of private businesses? Will state and local governments have prescribed standards like WCAG 2.1 A/AA, and private businesses continue to have flexibility in that regard?

Without a crystal ball, we simply don't know. What we recommend is that private and public entities continue to get ahead of these potential regulatory updates by ensuring their websites are fully accessible. If we can help craft a compliance strategy for your organization, or simply answer some questions to help, please [contact us](#).

Receive an industry accessibility analysis of your website

Americans With Disabilities Compliance

[ADA Etiquette](#)

[ADA Transition Plan](#)

[Celebrating 31 Years of the ADA](#)

[City Employee Compliance Guide](#)

[Grievance Policy and Procedure](#)

[Mayor's Committee on Disability](#)

Mayor's Committee On Disability

The Mayor's Committee on Disability's purpose is to work with and for people with and without disabilities to ensure access for all by eliminating physical and attitudinal barriers and improving participation in the Santa Fe community for the enrichment of all. As clarified in [City Resolution 2006-151](#), this advisory Committee:

- Studies issues of disability regarding City programs, including but not limited to those in the areas of housing, human rights, employment, recreation, and transportation;
- Advises the Governing Body regarding City programs that provide services to persons with disabilities, including, without limitation, those in the areas of housing, human rights, employment, recreation, and transportation services and access;
- Recommends short-range and long-range priorities in those areas of housing, human rights, employment, recreation, and transportation services relating to persons with disabilities;
- Appoints subcommittees to review and comment on preliminary plans of City public works projects such as any new building, any building repair or remodeling that costs more than \$25,000, any new park or recreational facility, any improvement to a park or recreational facility that costs more than \$25,000, and any new pedestrian construction that costs more than \$10,000;
- Assists the City in community outreach and education and staff training regarding issues of disability; and
- Cooperates with other City boards and committees, including, without limitation, those in the areas of housing, human rights, employment, recreation, and transportation.

Members

The nine members of the Mayor's Committee on Disability are appointed by the Mayor with the approval of the City Council. The Chair and Vice-Chair are elected by the members. The Chair appoints sub-committees and sub-committee chairs as needed. The Committee is also served by one Citizen Advocate. Our members are:

- Aurore Bleck
- Hope Reed
- Kendra Garcia, Vice-Chair
- Eli Fresquez
- Kathlyne Gish, Chair
- Meriam Jawhar
- Victor Hughes
- Angelique Montoya-Chavez
- Pam J. Parfitt

Meetings

The Committee's monthly meetings are open to the public and are currently held on the 1st Wednesday of each month at 3-5 p.m. via Zoom. Meeting dates, agenda and information can be accessed at <https://santafe.primegov.com/public/portal>. There are always fifteen minutes of every meeting reserved for public comment.

CommUNITY Day at Santa Fe Plaza



Welcome To SANTA FE • NEW MEXICO

Search for Anything



1 I Need To...

Apply



Apply

Pay

Report

Request

2 Apply...

Building Permit



Building Permit

Go

Living Here

City Team

Your Governm



Welcome

SANTA FE • NE

Search for Anything

1 I Need To...

Report

3

Report an Abandoned Vehicle

Go

Abandoned Vehicle

City Bus

City Trail Concerns

Construction without a Permit

Dog Receptable Station

Encampment

Grafitti

Historic District Concern

Illegal Dumping

Make Online Police Report

Missed Trash or Recycling Pickup

Other

Outdoor Lighting

Overflowing Trash Cans

Overgrown Weeds

Overhead Street Lights

Pothole

Short Term Rental Violation

Sidewalk or Curb Repair

Signs Issue

Abandoned Vehicle

Welcome To SANTA FE • NEW MEXICO

Search for Anything

1 I Need To...

Request

Short Term Rental Permit

Building Inspection

Business License

City Park

Permit status (Building Permit)

Police Report

Public Records Request

Short Term Rental Permit

3

Short Term Rental Permit

Go

Year In Review 2022

Additional FY 2022 Accomplishments

Click to jump to each section:

[City Attorney](#)

[City Clerk/Community Engagement](#)

[Community & Economic Development](#)

[Arts & Culture](#)

[Office of Affordable Housing](#)

[Office of Economic Development](#)

[Planning & Land Use](#)

[Building Division](#)

[Engineering Division](#)

[Inspections & Enforcement Division](#)

[Historic Preservation Division](#)

[Metropolitan Planning Organization](#)

[Community Health & Safety](#)

[Community Services](#)

[Library](#)

[Senior Services](#)

[Recreation](#)

[Youth & Family Services](#)

[Emergency Management](#)

[Fire Department](#)

[Police Department](#)

[Human Resources](#)

[Information Technology](#)

[Municipal Courts](#)

[Public Utilities](#)

[Water Division](#)

[Utility Billing Division](#)

[Environmental Services Division](#)

[Wastewater Management Division](#)

[Industrial Pretreatment Section](#)

[Plant Section](#)

[Compost Section](#)

[Laboratory Section](#)

[Public Works](#)

[Tourism Department](#)

From Our Mayor



Overall, 2022 was a year of purpose and progress for the City of Santa Fe. We'll always have more work to do; making life better for all of the people of our community is both unending and endlessly rewarding. We can all look back at last year and see how we made a difference. We're on the right path, with the right people and the right agenda, and we can see both how far we've come and what more we need to focus on.

I'm a "lists" guy. It's how I reflect on how far we've come. With that, I offer you two lists, each of 10 accomplishments in 2022. The first is a "Top 10 List": Ten significant and noteworthy achievements that deserve to be recognized. The second is a list of "Ten Really Important Accomplishments That You Probably Never Heard Of." This list consists of achievements that are of major significance—but that would likely go unreported. They just help us do our work better, smarter, more effectively, and more efficiently. I look forward to 2023 and another year of progress and achievement for the city we all love.

A handwritten signature in blue ink that reads "Alan".

Mayor Alan Webber

City Of Santa Fe Top 10 List

1. Renovated and re-opened the beloved Bicentennial Pool for community use—and kept it open as long as possible past the usual summer season.
2. Opened Santa Fe’s first Downtown Public Restroom for use by residents and visitors. Only 400 years in the making!
3. Built the Southside Teen Center.
4. Completed the first-year pilot project of the Mayors for a Guaranteed Income (MGI), providing \$400 per month to 100 hardworking Santa Fe families attending the Santa Fe Community College. This is how we break the cycle of generational poverty and build real opportunities for every young family in our community.
5. Provided more than \$3 million for housing assistance to low- and medium-income Santa Fe families.
6. Approved 3,554 new housing units, including 185 affordable units, with another 2,572 units in the pipeline, including 435 affordable units. We are working to address our housing crisis.
7. Supported a record rebound in tourists coming to Santa Fe and reviving our economy. Our Lodger’s Tax revenues hit an all-time high. Let’s celebrate: People love coming to Santa Fe!
8. Completed the year-long CHART process, with 52 recommendations pending for Governing Body consideration and a path forward to resolve long-standing concerns over diversity, equity, inclusivity, and accessibility.
9. Updated and completely renovated and relaunched the City’s website, the first modernization of the “front door to the City” in 15 years.
10. Approved the zone change and Master Plan for the Midtown redevelopment with a unanimous vote of the Governing Body—and promptly issued the first 3 RFPs to open the site for redevelopment.

10 Really Important Accomplishments You Probably Never Heard Of

1. Accomplished the required redistricting of Santa Fe successfully and without controversy; the required Charter Commission has been appointed and begun its work.
2. Moving forward with the MUNIS upgrade as planned, with a “go live” date scheduled for January 27th, bringing a major improvement to the City’s operating platform.
3. Partnered with 33 organizations as part of the City-wide “Big Read” program; Santa Feans across the community read and discussed *There There* by Tommy Orange, IAIA alum and Pulitzer Prize nominee.
4. Launched a second Alternative Response Unit, bringing coverage to 70 hours per week to help people who are experiencing homelessness or who are in distress.

5. Added 14 lateral officers and 7 cadets, reducing Santa Fe Police Department vacancies to the lowest in 5 years, with more officers and cadets coming our way.
 6. Proposed and passed a City budget with an 8% salary increase for all City employees and a 16% increase for police officers, with an added incentive of a \$750,000 pilot project for down payment assistance so first responders can buy a home and live in the city they protect and serve.
 7. Initiated an update of the City's General Plan and the Chapter 14 zoning code, the first revisions in more than 20 years.
 8. Finalized the contract to begin engineering studies for the San Juan Chama Return Flow project, an investment in Santa Fe's water future.
 9. Allocated \$535,000 for investments in cultural projects and community art projects, continuing the City's tradition of art and culture as our heritage.
 10. Made major progress on the City's sustainability goals: We reduced City water use by 2 million gallons per year; turned on 1.5 megawatts of solar energy on City buildings and facilities; reduced energy use by 60% with the LED street-light conversion project.
-

City Attorney

- Created IPRA Manager position to lead the Office of Records Custodians and improve response to the 600-800 IPRAs received per month
- Created a Policy Analyst position to join the Office of Legislation and Policy Innovation and provide more comprehensive policy research and drafting services
- Advised and assisted the Office of Economic Development and Planning and Land Use Department on the Midtown Rezoning General Plan Amendment, Master Plan, and Community Development Plan
- Drafted and adopted new Governing Body and Council Committee procedural rules
- Trained all supervisors regarding progressive discipline best practices; reviewed 102 disciplinary action documents and 17 Internal Affairs investigations
- Obtained positive New Mexico Court of Appeals opinions in the two cases with opinions received from the Court this year: the Santa Fe Reporter IPRA case and a DWI conviction
- Developed an Outreach Court with the Municipal Court and the City's Public Defender
- Obtained admission to the US Supreme Court for one of the Senior Assistant City Attorneys and received favorable results in the City's petitions against certiorari in that Court, defending favorable outcomes in the federal Tenth Circuit Court of Appeals
- Constituent Services answered an average of **1,450** calls per month, over **17,000** calls a year, and received and processed **5,678** Constituent requests through the online portal.

City Clerk/Community Engagement

- Launched a new ADA-certified City Website after nearly 15 years
- Created a centralized Communication Team
- Created and filled Web Content Specialist Position
- Launched and completed Shopping Cart Pilot
- Completed Language Accessibility Study
- Reviewed the entire Records Center – over 5,000 boxes of documents
- Redesigned the Senior Scene Magazine for monthly print and email distribution
- Utilized social media to create a reach of over 300,000
- Launched City Instagram account, a total reach of 33,533, and grew the Facebook account to over 14k followers with a reach of 286,279
- Sent over 672,533 direct emails to constituents
- Collaborated with the Finance Department and the City Attorney’s Office for a new process to execute contracts with electronic signatures
- Coordinated and hosted 17 events for constituents, including Santa Fe Summer Movie Series, Easter Egg Hunt, Touch the Truck, Holiday Plaza Lighting, and more
- Designated Department Liaison for the Independent Citizen’s Redistricting Commission, with the adoption of new council districts
- Created hybrid meetings plan for Council Committees and Governing Body, with public participation via Zoom
- Reduced department vacancy rate from 60% to 9%
- Reclassified two positions and hired four new Constituent Services staff members, doubling capacity
- Constituent Services answered an average of 1450 calls per month, over 17,000 calls a year, and received and processed 5,678 Constituent requests through the online portal
- The City of Santa Fe, across all departments, resolved 90.23% of all submitted online requests

Community & Economic Development

Arts & Culture

- Completed Cultural, History, Art, Reconciliation, and History (CHART) Final Report and Recommendations following a 12-month process of community engagement
- Launched Ojos Diferentes, an augmented reality walking tour highlighting cultural history and heritage through the City Historian program

- Reopened the Community Gallery to the public with two exhibitions- Brick X Brick: Artworks Inspired by Earthen Architecture and Neon & Chrome: The Visual Vocabulary of Route 66
- Installed five new permanent artworks and two temporary artworks at various locations in the community: Community Convention Center, Southside Library, Municipal Recreation Complex, and the Water Street Restroom Facility
- Worked with Parks and Open Space Division to install and dedicate the Keith Haring Fitness Court at SWAN Park
- Hosted the 30th Annual Mayor's Award for Excellence in the Arts event honoring past and current awardees
- Worked with youth to create public murals at Salvador Perez Pool and Genoveva Chavez Community Center
- Created, produced, and released Phase 2 of "Femous," a promotional marketing campaign encouraging cultural tourism by promoting living cultural assets in Santa Fe
- Developed and implemented a gallery program on-site at the GCCC in partnership with the Recreation Division
- Worked with the Santa Fe Public Library and local volunteers to install an horno at the Southside Library
- The Cultural Investment Funding Program budget increased to \$535,000 with awards to 36 organizations in Santa Fe
- Oversaw \$3,134,913 in housing support funding

Office Of Affordable Housing

- Oversaw \$3,134,913 in funding to support housing services for low- and moderate-income families in Santa Fe including:
 - \$648,500 invested in down payment assistance, helping 34 households
 - \$1,227,171 invested in emergency shelter, hotel stays, and rental assistance, helping 736 families and individuals
 - \$969,647 invested in support services and non-congregate shelter for families experiencing homelessness or housing instability, helping 1,005 households
 - \$289,595 invested in home repair and rehabilitation, improving 104 homes for renters and homeowners
- Santa Fe Homes Program resulted in:
 - 29 income-qualified homebuyers buying newly constructed, price-restricted homes
 - 110 brand new apartments completed and leased to income-qualified tenants
 - 98 price-restricted homeownership homes currently under construction or approved for building permits
 - 143 affordable homes currently approved for future construction

Office Of Economic Development

- Received approval on Midtown Master Plan and issued the first round of RFPs to reactivate the site for future development
- Passed Midtown Redevelopment Resolution
- Completed second round of Midtown Redevelopment public engagement to create a Community Development Plan
- Installed free public Wi-Fi in highly vulnerable Southside neighborhood location
- Completed Vexus Fiber Franchise Agreement for City-wide broadband
- Received Earth Traveler and Beck & Bulow LEDA Business Expansion Grants and Siler/Rufina Nexus Urban Main Street Corridor Grant
- Promoted nearly 30 Small Business Social Capital Building and Resiliency Projects through sponsored ecosystem partner events, webinars, and activations
- Accelerated over 20 startup businesses through various business acceleration programs (Creative Startups, Santa Fe Innovates)
- Launched Southside Feria event with the Santa Fe Chamber of Commerce
- Promoted the first "40 under 40" Leadership Awards with the Santa Fe Hispanic Chamber of Commerce
- Completed licensing on over five tv/film productions at Garson Studios
- Processed an estimated 500 new business licenses
- Approved 3,554 total housing units, including 185 affordable units.

Planning & Land Use

- Executed contract for Phase 1 of the Land Development Code update, the first update in almost 20 years
- Approved 3,554 total housing units, including 185 affordable units
- Approval is pending for an additional 2,572 total housing units, including 435 affordable units
- Processed 164 zoning verification letters to date, including 19 for commercial cannabis

Building Division

- Ensured stable permitting operations with flexible permit intake options, pre-permit conferences, and the development of a 3rd-party plan review program
- Processed 5,314 Building permits
- Brought in \$4,746,730.85 in permit fees
- Permitted 161 new single-family residences and 28 ADUs
- Permitted 450 Solar projects
- Permitted 379 multifamily units and two multifamily projects

- Completed 1,431 residential reviews
- Completed 1,398 commercial reviews
- Completed 376 green reviews

Engineering Division

- Implemented a comprehensive Infrastructure Completion Policy for all major city construction projects
- Developed and implemented Cold Weather Concrete plan requirements
- Hired and trained a new Planner Technician
- Reviewed and approved construction plans for 17 major developments
- Actively monitored, inspected, and approved all phases of 82 major infrastructure construction projects

Inspections & Enforcement Division

- Implemented updated Junk Vehicle ordinance and process refinements to enforcement procedures
- Used and refined Host Compliance and Air B&B software to efficiently enforce the Short-Term Rental Ordinance
- Developed Building Code Compliance Inspections protocols to manage complaints, violations, and investigations related to buildings and structures
- Completed 17,388 building permit inspections
- Over eight new multifamily projects ranging from 150-250 units have been completed or are near completion
- Processed 677 code compliance cases
- Completed 17,388 building permit inspections
- Zoning issued 1,275 certificates of compliance for new businesses
- 1,253 Permits for short-term rentals issued – 991 are currently in use for residential, 210 for commercial

Historic Preservation Division

- Certified Local Government Grant approved and funded to support Main Library renovation
- Worked on CLG grant to develop Historic Santa Fe Foundation Walking Tour App
- Record levels of lodger's tax collections driven by the full recovery of the tourism industry in Santa Fe.

Tourism Department

- Record levels of lodger's tax collections driven by a full recovery of the tourism industry in Santa Fe
- Ranked by the Travel & Leisure Reader's Choice poll as the #3 city destination in the US.
- Ranked by the Conde Nast Traveler Reader's Choice Awards as the #3 "Best Small Cities in the US."
- Ranked by Travel & Leisure/Money. UK study as the #7 "Best Destination for Art Lovers in the World"
- Opened visitor information center at the new Water Street facility
- Launched VisitWidget, an interactive trip planning tool to allow visitors to craft their own personal itineraries while in Santa Fe
- Re-landscaped space behind dog sculpture on Federal Place side of CCC and installed new Hip and Hop rabbit sculptures by Don Kennell
- Produced a new Dining Guide for the City
- Partnered with SWAIA for their Centennial Celebration, hosting eight art/fashion/travel journalists, earning 98,132,956 media impressions, a value of \$654,219
- Co-managed and launched a new weekend-long Día de Muertos celebration on the plaza with Kiwanis
- Worked with Santa Fe Wine and Chile for Chile Friday celebration featuring the Santa Fe Margarita Trail
- 31,145 Margarita Trail passports sold as of October 2022
- Orchestrated new joint marketing promotion with Albuquerque to encourage visitation in both cities
- Won two industry Top Hat Awards for earned media and joint marketing efforts with Albuquerque
- Continued free virtual Santa Fe Marketplace for Santa Fe retailers with 90 participating businesses
- Hosted successful Plaza Summer Music Series with 50 shows throughout the summer
- Held first Santa Fe Literary Festival with community partners and headline authors, including John Grisham, Colson Whitehead, Margaret Atwood, as well as our own George RR Martin and Hampton Sides

Community Health & Safety

Human Resources

- Implemented an 8% salary increase approved by Governing Body for all employees and 16% for certified police officers
- Implemented hiring and retention incentives approved by Governing Body to improve and maintain staffing levels
- Hosted job fairs and rapid hire events
- Finalized City of Santa Fe Flexible Work Arrangement Policy
- Partnered with Santa Fe Community College to offer employees training in Excel, Word, and Leadership Skills
- Provided several healthy lifestyle opportunities for employees, including training, fitness challenges, wellness webinars, and healthy food bags

Information Technology

- Leading upgrade of ERP Tyler Munis application to improve payment processing, vendor management, and more
- Led EnerGov upgrade to version 2021.1.4.17, provided training and documentation to users
- Successfully completed moving old and outdated City Hall server AS400 to DoIT datacenter with updated equipment and security, as well as power redundancy
- Completed E911 software integration into the city's phone system to identify a 911 caller's location
- Implementing re-routing of RECC core to NM DoIT core to improve public safety, first responder's safety, radio coverage and creating useful redundancy in the system
- Implemented Multifactor Authentication (MFA) and 14-character passphrases for all city network users
- Implemented Arctic Wolf Cyber Security application to monitor network traffic for any irregularities suggesting a cyberattack on the City of Santa Fe

Public Utilities

Water Division

- Achieved 100% regulatory and legal compliance
- Received \$6M+ in Federal funding from the US Bureau of Reclamation Title XVI
- Selected firm and finalized contract for San Juan Chama Return Flow Project Engineering Design
- Increased customer use of Eye on Water water usage monitoring system by 6 percent over two years

Utility Billing Division

- Upgrading 20-year-old billing system to a new advanced billing system on target for completion May 2023
- Reinstated full collection activities, initially paused due to COVID-19, to reduce accounts receivables owed to the City of Santa Fe
- Delivered monthly intent-to-lien letters and collected on most accounts before lien placement:
- Through October 2022, there were 587 letters delivered, 102 liens placed, 485 liens avoided, with an average collection rate of 83% - \$341K collected
- Assisted account holders with applications to the State of NM for utility bill payment funding
- Adopted temporary variance to allow payment arrangements for tenants with overdue accounts
- Filled vacant positions: 4 Account Specialists, 2 Customer Service Representatives, and 1 Administrative Assistant
- Processed 249 leak adjustments and 467 Low-Income Credit adjustments on customer accounts

Environmental Services Division

- Implemented Residential and Commercial route optimizations and Residential collection day changes to improve operational efficiency and sustainability
- Keep Santa Fe Beautiful completed pollinator gardens and commissioned artwork in MLK park
- Designated “Green Bank” funding for residential solar and weatherization efforts for low-to-moderate-income households

Wastewater Management Division

- Implemented plant process flow diagrams for the new SCADA system.
- Improved Division-wide Records Management and Data Management systems
- Sustained and updated the in-house access database log entry system to maintain the City's sewer collections system records

Industrial Pretreatment Section (IP):

- Submitted Technically Based Local Limit (TBLL) packet to EPA for approval, received informal approval
- Provided classroom instruction to the New Mexico Water and Wastewater Association (NMWWA) as part of a continuing educational outreach program required by state licensing for Operators
- Assisted with inspections for Facility's Spill Prevention Control and Countermeasure (SPCC) Plan

Plant (Operations & Maintenance) Section:

- Treated 1.75 billion gallons of raw sewage
- Implemented best management practices for stormwater and reused 356 million gallons of treated effluent for irrigation and dust control
- Developed and implemented career training and employee development training program

Compost Section:

- Made 2300 cubic yards of compost available to customers
- Transferred sludge to landfill sites with the closure of injection fields covered by DP-135

Laboratory Section:

- Completed all compliance testing in accordance with NPDES, DP-289, DP-135 Closure plan, and SWPP Permits, as well as all other required process control testing
- Converted to daily sampling from three times weekly in the new NPDES permit requirements.
- Purchased **18** electric vehicles for the city fleet and installed electric vehicle charging stations at public parking garages.

Public Works

- Installed 1.5 megawatts of solar on 13 City and Utility facilities and updated fixtures to reduce City's water use by 2,000,000 gallons per year
- Converted City-owned streetlights to LED, improving dark sky protection, reliability, and safety with a 60% reduction in energy use
- Completed several stormwater improvements, including trash racks at Camino Crucitas and St. Francis, a culvert at Santander, an additional phase of the Santa Fe Riverbank stabilization project, and raingarden on East Alameda, protecting quality and ensuring MS4 permit compliance
- 20% of traffic signal control cabinets were upgraded with battery backup retrofitting to increase safety and reliability
- Completed a \$1M pavement rehabilitation project on Cerrillos Road
- Successfully operated and maintained roads transferred in 2022 from NMDOT to the City, including Cerrillos Road and St Michael's Drive
- Airport Road and St Francis Signal Timing Study and implementation completed to improve traffic flow and safety
- Completed three critical traffic-calming projects in Calle Atajo, Camino Pintores, and Calle Nueva Vista
- Conducted Safe Routes to Schools project
- Managed 16 road and trail projects to improve Santa Fe's transportation network, an estimated \$80M value
- Began construction on Guadalupe Street Reconstruction and Bridge Rehabilitation, including a \$10M grant from NMDOT, and started work on the Agua Fria South Meadows Intersection
- Completed Camino Entrada Roundabout (\$2M) to support business growth and Southside Transit Center
- Implemented a successful Park Ranger proactive patrolling model, improving security and homeless management in parks
- Completion of the \$1.25M renovations to the Bicentennial Pool
- Completed Herb Martinez and Larragoite Tennis Court reconstruction projects
- Built the Southside Teen Center project at \$10M
- Completed MRC Soccer Valley Field adjustments and lighting repairs
- Railyard Park \$425K renovation included repairs to the climbing and slide structures and replacing 40 wood-block benches
- Issued permits for a record of 315 private and community events
- Planned Santa Fe Southern Railway relaunch through a historic partnership with the Santa Fe Railyard

- Completed \$2M Design and Build of the new Downtown Restroom Facility and the successful first season of operations
- Commenced a \$1.65M historic rehabilitation project for the Santa Fe Train Depot interior and exterior to revitalize the historic structure and cultural landmark in the city
- Partnered with the Lensic to implement a prepaid parking system to eliminate exiting delays
- Implemented Capital Projects Dashboard for public information about capital projects
- Built Capital Projects team with Project Administrators and first Capital Projects Manager as directed in FY22 and FY23 budgets
- Created Complete Streets Division by combining Streets and Engineering Divisions
- Implemented 4 X 10-hour shifts for operational efficiency, employee satisfaction, and customer service

Metropolitan Planning Organization

- Adopted 2022 Complete Streets Resolution by MPO/City and County
- Adopted Santa Fe Local Road Safety Plan sponsored by the Federal Highway Administration
- Assisted the planning and funding for federally funded projects, obligating \$6,315,396 dollars for FFY21 and \$10,063,486.03 dollars for FFY22

Municipal Courts

- Established an outreach court program with a program coordinator
- Installed Court Security Intercom System
- Upgraded security cameras in and outside the courthouse and secured staff parking lot with gate and fencing
- Implemented a public version of the Court's case management system



Thank You To Our Entire City Team For Your Hard Work And Service To Our Community. Your Work Makes This List Of Accomplishments Possible!