

WKRFA Agenda Item.

Agenda Item	Website ADA compatibility.								
Background	• ADA access to web sites is a legal liability. • Legal requirements of WCAG 2.1 standards for online content are set at national and state level. • Pages must be able to be read by a screen reader. This requires embedded tags in the document. • DOJ mandates local government web site must be compatible by April 2028. • Civil Penalties up to \$75,000(1st violation) \$150,000 (subsequent violations) Risk Reduction Enforcement The Department of Justice enforces ADA Title II through: • Complaint investigations - Anyone can file a complaint with DOJ • Compliance reviews - DOJ may initiate reviews of any covered entity • Private lawsuits - Individuals may sue directly in federal court • Pattern or practice suits - DOJ may bring suit for widespread violations Potential Consequences • Injunctive relief requiring immediate remediation • Compensatory damages to affected individuals • Civil penalties up to \$75,000 (first violation) or \$150,000 (subsequent) • Attorney's fees and costs • Ongoing monitoring and reporting requirements Compliance Timeline <table> <thead> <tr> <th>Entity Type</th><th>Deadline</th></tr> </thead> <tbody> <tr> <td>Large entities (population ≥ 50,000)</td><td>April 24, 2026</td></tr> <tr> <td>Smaller entities (population < 50,000)</td><td>April 26, 2027</td></tr> <tr> <td>Special districts (water, fire, library, etc.)</td><td>April 26, 2027</td></tr> </tbody> </table> • Current website status • 620 non-compliant PDFs • Over 4,800 pages. • 3 paths to compliance • DIY, - estimated staff time 25 minutes /page 500+ hours - ongoing with new content • Third-party remediation, \$10/page = \$40,000+ est 2-month project – one time compliant. Still responsible for all old and new content compliance. • DocAccess integration automatically converts documents into an accessible format • auto-tagging, • language translation, and • live human assistance through Aira. • \$3,000/yr. compatible in 1-day, ongoing compliance. • including a 25% first-year discount and the option for delayed billing until January 2027 (get 2026 for free).	Entity Type	Deadline	Large entities (population ≥ 50,000)	April 24, 2026	Smaller entities (population < 50,000)	April 26, 2027	Special districts (water, fire, library, etc.)	April 26, 2027
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	Budget: • Current Streamline fee \$271.15/month = \$3,253.80/year • 2026 Budgeted \$2,900.00 (short by \$353.80). • No additional billing until January 2027 for DocAccess. <table><tr><th>State and local government size</th><th>Compliance date</th></tr><tr><td>0 to 49,999 persons</td><td>April 26, 2028</td></tr><tr><td>Special district governments</td><td>April 26, 2028</td></tr><tr><td>50,000 or more persons</td><td>April 26, 2027</td></tr></table>	State and local government size	Compliance date	0 to 49,999 persons	April 26, 2028	Special district governments	April 26, 2028	50,000 or more persons	April 26, 2027
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Discussion items	When to implement? 1. Start now for 6 months free and start paying in January 2027 2. Wait until 2028								
Proposal									