

## **RESOLUTION NO 25-R-24**

### **A RESOLUTION TO APPROVE ACCESS AUDIT AND TRANSITION PLAN UPDATE**

WHEREAS, the Tinley Park-Park District ("District") is located in Cook & Will Counties of Illinois, and

WHEREAS, the Tinley Park-Park District last completed an ADA Access Audit and Transition Plan implementation in 2010 to comply with Title II of the Americans with Disabilities Act. At that time, all units of state and local government were required to complete an ADA Access Audit and implement a Transition Plan by mid-2011; and

WHEREAS, since that time the Park District has made great strides in making facilities and programs compliant with accessibility standards, standards have changed over that time, and in conjunction with Illinois Distinguished Agency requirements, as well as the roll out of a new five-year Master Plan, the Park District would like to update the Access Audit and Transition Plan; and,

WHEREAS, John McGovern with W-T Group, who are nationally recognized for their experience in ADA issues, performed our last audit and has supplied us with a proposal for this update; and,

WHEREAS, if approved, staff anticipates this audit occurring over a period of nine months. Staff recommend alternate 2, 3, and 4 of the proposal, but due to our new website, do not believe alternate 1 is necessary currently; and

WHEREAS, Staff recommend W-T Group, LLC Accessibility Practice for 2025 Access Audit and Transition Plan Update, including alternates, for \$105,654; and,

WHEREAS, The Board of Commissioners of the Tinley Park-Park District finds that it is in the best interest of the District to approve W-T Group, LLC Accessibility Practice for 2025 Access Audit and Transition Plan Update, including alternates, for \$105,654.

NOW, THEREFORE, BE IT RESOLVED by the Commissioners of the TINLEY PARK-PARK DISTRICT as follows:

SECTION 1: The Preambles hereto are hereby made a part of, and an operative provision of, this Resolution as if fully restated herein.

SECTION 2: The Request attached hereto as Exhibit 1, and made a part hereof, is hereby approved.

SECTION 3: That this Resolution shall be in full force and effect on the date approved and passed by the Board of Commissioners of the TINLEY PARK-PARK DISTRICT.

Approved and passed this 21st day of May 2025.

AYES: 5

NAYS: 0

ABSENT: 0

ABSTAIN: 0

TINLEY PARK-PARK DISTRICT

  
\_\_\_\_\_  
Marie Ryan  
President, Board of Park Commissioners

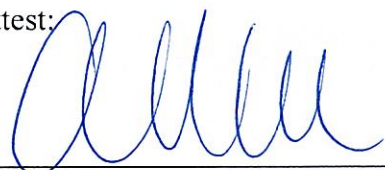
Attest:   
\_\_\_\_\_  
Ashley Rubino  
Secretary, Board of Park Commissioners

EXHIBIT 1 RESOLUTION NO 25-R-24

**THIS PAGE INTENTIONALLY LEFT BLANK  
EXHIBIT 1 TO FOLLOW**



Engineering • Design • Consulting



# **TINLEY PARK PARK DISTRICT 2025 ACCESS AUDIT AND TRANSITION PLAN UPDATE**

**A PROPOSAL BY THE WT GROUP, LLC  
ACCESSIBILITY PRACTICE**

**May 3, 2025**



# TABLE OF CONTENTS

▲ INTRODUCTION	page 3
▲ EXPERIENCE	page 3
▲ TEAM QUALIFICATIONS	page 4
▲ UNDERSTANDING AND APPROACH TO TASKS	page 5
▲ REFERENCES	page 11
▲ PROPOSED COSTS	page 12
▲ PROJECT TIMETABLE	page 13
▲ VALUE ADDED SERVICE	page 13
▲ TERMS AND CONDITIONS	page 14
▲ CONCLUSION	page 14





## INTRODUCTION

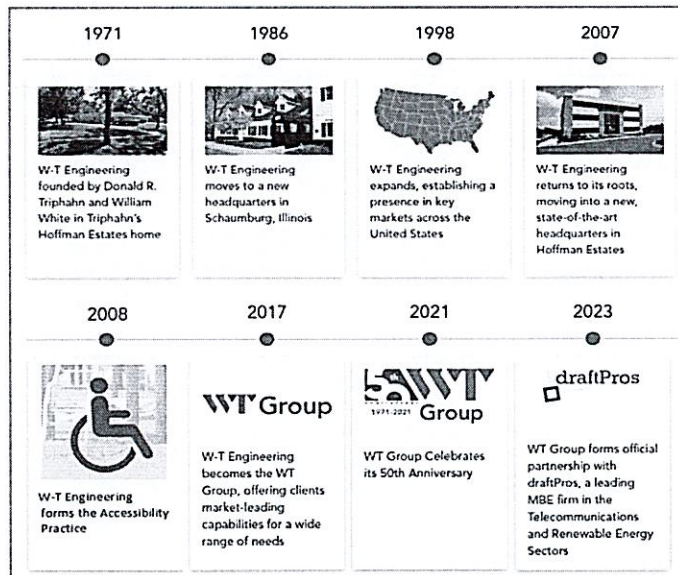
The WT Group, LLC (WTG) Accessibility Practice provides this proposal at the request of the Tinley Park Park District, for an Access Audit and Transition Plan. We are proud to have served Tinley Park earlier by providing access audits and a transition plan in 2010. We look forward to having the opportunity to again serve the District.

In this proposal, we describe our experience, our approach to the scope of service, our team and our qualifications. We also discuss our costs for the project. We formed in 2008 for exactly this scope of service, and have since served more than 700 entities.

## EXPERIENCE

Our corporate status has evolved to meet the needs of park districts and other parks and recreation agencies across the country.

In 2008, The WT Group created the Accessibility Practice. We formed to address compliance efforts by park districts and parks and recreation agencies within cities, counties, and states. Our focus then and today is the requirements of the title II regulation issued by the US Department of Justice (DOJ) to implement the comprehensive civil rights law, the Americans with Disabilities Act (ADA).



We have served park districts large and small across the State, and municipal parks and recreation agencies from coast to coast. In 2024, we worked in 16 states, conducting access audits and developing transition plans. Many of our park district clients have retained us more than once. Plan review, staff training, updating prior transition plans, dispute resolution, and providing expert advice are the most common reasons we return to a former client.

As to The WT Group (WTG), we have provided professional services to park districts for more than 50 years. A full service firm, our access, architecture,

and engineering consulting is valued nationwide. Our professional licenses span all of the 50 states. WTG clients include many park districts, cities, villages, counties, townships, school districts, states, colleges and universities, businesses, property developers, owners, nonprofits, and faith-based entities.

Additionally, our merger in March of 2023 with draftPros has greatly added to our staff capacity. Today, minorities, women, and people with disabilities own more than 70% of WTG. This diversity helps us better serve our diverse clients across the country.



Our Practice Areas work together for our clients. Practice Areas include Accessibility, Construction, Electrical Engineering, Land Surveying, Mechanical Engineering, Plumbing Engineering, Structural Engineering, and a strong presence in the rapidly changing Telecommunications Engineering world. For the Tinley Park Park District project, only the Accessibility Practice will be involved. Other Practices are available though, if the design of a solution becomes a part of the scope.

Below we discuss our understanding and approach to the tasks, our team qualifications, references, project timetable, terms and conditions, and a conclusion.

## TEAM QUALIFICATIONS

### *Our Personnel*

Our team includes a wide range of credentials and experience. We assign five to the Tinley Park project, and identify each below. Four of the five have park district backgrounds.

***The Project Director is John McGovern.*** He leads the WTG Accessibility Practice. His career experience includes 30 years in public parks and recreation, and seventeen years as a nationwide ADA consultant. While working in parks and recreation, he was appointed to represent the National Recreation and Park Association (NRPA) on three federal advisory committees that developed content for the 2010 Standards for Accessible Design.

When the US DOJ wanted enforcement staff to better understand how parks and recreation agencies implement ADA title II, he was invited to Washington to train architects, engineers, investigators, and others. In every one of the more than 700 WTG Accessibility Practice projects, he is the title II interpreter. He leads the community engagement process and is the primary reporter to District leadership. A sought-after trainer, he is heavily involved in developing training content and providing the training itself. He regularly presents speaks at the NRPA conference and the IAPD/IPRA conference (including this January in Chicago).

***The Project Manager is Tanya Scheibe.*** She is the Principal – Standards for the WTG Accessibility Practice. She is also a Registered Accessibility Specialist. She has been involved in more than 600 of the Accessibility Practice jobs. Her architecture background, her understanding of the Standards, her credentials, and her consulting experience make her invaluable to this effort. She will plan and coordinate audits, develop site reports, and manage all other aspects of the project. Post-audit, she will coordinate site reports, develop the transition plan, and with McGovern, complete reporting to District leadership.

***Joining the team is Tatum Storey.*** She is Principal – Operations at the Accessibility Practice. A MSW, and a Certified ADA Coordinator, she brings great value to the District. She has a great understanding of the accessibility code requirements. She will perform tasks she has implemented for many other parks and recreation agencies. She will plan and conduct access audits of existing facilities and sites, and assist with community engagement.

***Joining the team is Brett Gordon, one of our Accessibility Specialists.*** He is a Certified Parks and Recreation Professional (CPRP) and Certified Therapeutic Recreation Specialist (CTRS). His career in parks and recreation, and his understanding of our process and the Standards make him an asset to the District. He will lead audits and write site reports.



**Joining the team is Miranda Candia, one of our Accessibility Specialists.** She is a CTRS. She has excellent parks and recreation experience and will be an asset to the District. She will lead audits and write site reports.

Other staff at WTG are available if needed. This includes architects, engineers, a Certified Access Specialist, and more. If such a need arises, we will provide credentials to, and seek consent from, the District before changing our team.

## UNDERSTANDING AND APPROACH TO THE TASKS

### **Tasks**

We see six specific Tasks to complete the work. We also suggest four alternates. Each is below, and we describe in detail how we approach and execute each Task or Alternate. The Tasks and Alternates are:

1. Project Management;
2. Access Audits of Parks and Facilities;
3. Site Reports;
4. Transition Plan and Cost References;
5. Community Engagement; and
6. Preparation and Presentation of the Final Report.

Alternate 1 is a review of the District website. Here, we identify areas of noncompliance with the recently published federal requirement for local government websites.

Alternate 2 is a review of District public-facing policies, including a review of the process by which reasonable modifications are invited, analyzed, and fulfilled.

Alternate 3 is a staff training series. The topics will touch administrative staff, planners, recreation and facility staff, and maintenance staff.

Alternate 4 is report data in a GIS shapefile. We can do that, within the app we use for auditing – BlueDag.

### **Task 1 – Project Management**

Regular communication is essential for a transition plan project. Towards that end, our Project Manager is Tanya Scheibe, the WTG Accessibility Practice Principal – Standards. She is a Registered Accessibility Specialist. She leads our work, establishing schedules and agendas for meetings. Meetings occur in-person or by Zoom or a similar platform. Meeting agendas will include a review of work the prior month, work planned for the next month, and address issues or questions that may arise during the month. She will produce and distribute



meeting notes to District staff. She leads the meetings and other WTG staff may attend. We ask the District to have at least one staff on the project management team.

### ***Task 2 – Access Audits of Parks and Facilities***

Task 2 is conducting access audits of District facilities and parks, based on the list provided to us by the District. Scheibe leads our effort here, supported by Hirthe. Scheibe will schedule audits for the sites. Our auditors are Scheibe, Storey, Gordon, and Candia. We anticipate two or three weeks to complete all site audits.

We often conduct access audits alone, but at some sites, our staff may work together. For site audits, we use a handheld smartphone app called BlueDAG. This cloud-based system incorporates federal and Illinois requirements, and smart practices for park districts.

Our carefully designed checklists prompt our experienced auditors regarding access requirements, who then gather metrics (slope, height, etc.) and enter observations in BlueDAG. We use simple tools: a 2' digital level, tape measure, door pressure gauge, and a GPS-enabled smartphone. Auditors are experienced in applying federal and Illinois requirements, and smart practices. Attachment A lists the sites we will audit.

Our audit process is made more efficient by using BlueDAG. The smartphone is easy to use and very portable. This system writes the site report as the audit occurs (more on site reports later), and we can provide site reports with a range of information, as desired by District staff.

Our objective here is to make the site reports clear and easy to understand. We document access deficits with a digital image.

As to schedule, we will prepare a schedule for the project once the work is awarded and we know the entire scope. There are two factors that could impact audits: weather and Covid-19. Although difficult to predict, we are hopeful neither will be an issue. If a schedule issue does arise, we will resolve it in our Project Management meetings. ***The entire project should require nine months from start to finish. Please advise if an earlier timeline is required by the District.***



We evaluate everything; we do not have digital eyeballs or feet. We will make spaces used by the public our highest priority for audits. We will also evaluate spaces used only by employees, and apply the “approach, enter, and exit” test in the 2010 Standards.





We typically start the audit process early in the day. Scheibe will prepare a proposed audit schedule and seek feedback from District staff as to the times and proximity of sites. We understand the importance of your residents having unrestricted access to sites. Our auditors will not interfere with District functions.

### ***Task 3 – Site Reports***

Task 3 is the preparation of site reports after the audits. Scheibe will lead our work here. McGovern is also involved.

The site reports note noncompliant elements. For those elements, we describe the deficit, recommend a retrofit, and then apply the program access test. This may result in an asset at a facility, or a facility itself, being left as is and inaccessible. The DOJ makes it clear that not necessarily every deficit must be removed. We use DOJ guidance on unique, one-of-a-kind District sites like the Bettenhausen facility and recurring sites or site assets.

The site reports will include digital images and a brief description of the deficit, and this assures that District staff will know the precise location of the deficit. Our digital images and our site report language make clear where the deficit is at the site.

In site reports, we incorporate the concepts of construction tolerance, safe harbor, technical infeasibility, and equivalent facilitation. As a result, site reports may describe a deficit, but recommend it be left as is if safe harbor applies, remediation is technically infeasible, the variance is within a construction tolerance, or the remediation is not necessary because of the program access test.



Site reports also address the opportunities for universal design, enabling ease of access by persons of all types.

Importantly, we will provide a priority for retrofit. Our three-phased approach is based on the type of space and the type of deficit. The title II regulation is silent on the order of retrofit for existing sites, except in the circumstance of an alteration or addition. Our unique approach ensures that District services and facilities are accessible to Tinley Park residents and visitors.

To familiarize staff with the site reports, we will provide two draft site reports after the first week of audits. These can be reviewed in-person or at a project management meeting, or both. The discussion can shape the format of the remaining site reports.





We caution the District that the site reports will be full of detail. Reports for larger sites exceed 100 pages. We urge the District to view reports digitally, and for conservation purposes, not to print site reports.

#### ***Task 4 – Transition Plan and Cost References***

Task 4 is the preparation of a Transition Plan that exceeds the title II 35.150(d) requirements. Scheibe and McGovern lead this Task.

The Transition Plan is the key deliverable. The work product must be useful for District staff now and in the future. This deliverable is an Excel spreadsheet database. With the site reports, it meets and exceeds the title II 35.150(d) requirements.

Title II 35.150(d) requires a transition plan to include:

- A description of every deficit (this is in our site report);
- A description of the retrofit we recommend (in our site report and Excel document);
- Name the person responsible for barrier removal (is in the Excel document); and
- Date by which barrier removal will occur (we include this as a phase in the Excel spreadsheet).

We also include cost references for planning purposes. We note here that title II does not require costs. However, we know the District cannot make a plan without costs.

We apply the program access test, and advise the District as to whether we believe a retrofit must occur or can be left as is. We use RS Means for accessible design to develop cost references, adding a multiplier because this version of Means has not been revised in 20 years. These are cost references for planning purposes, not estimates or budgets. We will work with District staff to apply a multiplier to Means' numbers to reflect the change in the cost of retrofits since 2004 in Illinois.

We will seek feedback on retrofit priorities from District staff by way of an order of retrofit memo. This memo describes factors that other entities have applied in the development of a transition plan. To the greatest extent possible, we will blend feedback from the public with feedback from District staff.

The Transition Plan is an Excel document with two tabs. Excel is a great tool for this, as it allows sorting by task, site, cost, completion, and other variables.

The first tab has nine columns. Those are:

- 1) The name of the site (the first time the site is named it is hyperlinked to the site report for ease of reference);
- 2) The citation to our recommended retrofit in the site report;
- 3) The type of correction (a few-word description, e.g., parking signs);





- 4) Our specific retrofit recommendation, such as “Install accessible parking signs at accessible parking stall”;
- 5) The price or cost reference per unit;
- 6) The unit type, e.g., linear feet, staff time, or an object;
- 7) The number of units, e.g., 100 linear feet;
- 8) The projected total cost reference; and
- 9) The Phase in which we recommend the work occur.

The second tab is an Excel Pivot Table, which provides an at-a-glance review for each site. This is an excellent fiscal summary of the cost references. Projected costs for all five phases of the work are sorted on a table. District staff can sort and search pivot tables in many ways.

We generally phase work as described below.

*Phase One* usually has two sets of tasks. One set is tasks that the District can complete with current human and fiscal resources (low-hanging fruit). The second set is work completed by the District since 1992 if that work was constructed or designed in a way that fails the access standards. This latter set of work is a high priority for work since it was done wrong. We typically make Phase One include three or four fiscal years.

*Phase Two* usually includes elements new to the 2010 Standards. This includes park assets, shelters, sports fields and courts, playgrounds, pools, and other recreation assets. We include Illinois requirements for trails and picnic areas too. We typically make Phase Two include three or four fiscal years.

*Phase Three* usually includes two sets of tasks. One set is tasks that are complex or costly, or involve a partner entity. These are considered long-term tasks. We typically make Phase Three include two or three fiscal years.

Not necessarily every site, or every element at a site, needs to be retrofit. The retrofit may be technically infeasible, or the retrofit may not be necessary because of the program access test. We call this *fourth phase* “District Option”.

Finally, we include smart practices. These are access methods that exceed the minimum, such as a power door opener. This is the fifth phase in our report. District staff will see and review the draft Transition Plan. Staff feedback is critical to adoption and understanding of the Transition Plan. Once we have heard the voices of staff, we can move to gather community feedback.

#### ***Task 5 - Plan and Conduct Community Engagement Activities***

Task 5 is planning and conducting community engagement. We propose two means of gathering public feedback. The public feedback requirement is required in title II at both 35.105 and 35.150(d).

That said, title II is not prescriptive as to the form of community engagement. We have had success with both of the methods below. We will work closely with South Suburban Special Recreation Association (SSSRA) and the District on this part of the project.

*In-Person Public Feedback Session:* In collaboration with SSSRA and District staff, we conduct two in-person meetings, one during the day and one in the evening on a weekday. We will review the project scope, discuss the ADA requirements for existing facilities, and illustrate some of our findings with images of park and facility access deficits. We will discuss the factors used to phase retrofit work by other jurisdictions, and then ask the public for their access preferences and priorities, listening for ideas that can influence our recommendations to the District for the order of retrofit. These typically run 90 minutes.

*Survey:* Here, we survey Tinley Park residents with disabilities. This helps identify access preferences and priorities. This ONLINE survey provides the District with much more feedback. We will review survey results in tandem with the Public Feedback Session comments. The survey requires four to five minutes to complete.

### ***Task 6 – Preparation and Presentation of Final Report***

Task 6 is preparing and presenting the Final Report, and is the last of our Tasks. McGovern and Scheibe lead here.

Our Final Report is in Word and pdf. It captures the title II requirements for existing facilities, the process used to evaluate sites, how we applied the program access test, how we applied the technical infeasibility exception, how we treated construction tolerance, how community engagement influenced the recommendations, the final priorities for the retrofits to be made, fiscal issues, implementation strategies, and more. We also offer implementation strategies that make the ADA initiative more effective.

This report is not developed in a vacuum. District leaders will see and discuss the draft before we make it final. The District may also choose to share the draft with stakeholders as it sees fit. Our Practice Area Principal-in-Charge and the Project Manager will report to the District leadership and other District officials as desired, at a date to be determined.

At your pleasure, we can report to leadership staff, the Park Board, a Board Committee, or all of those groups.

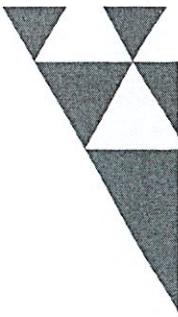
### ***Value-Added Staff Training***

We do offer the District a training series as an alternate. However, we understand the importance of training staff regarding the implementation of the Transition Plan. Therefore, regardless of whether the District chooses the training series alternate below, we will provide two workshops for staff at no charge.

Both are two hours in length. The first addresses park district infrastructure, and reviews common problems and solutions in parks and facilities.



**Tinley Park Park District ADA Initiative**  
**Proposal by The W-T Group, LLC Accessibility Practice**  
**May 3, 2025 page 11**



The second is designed for recreation and administrative staff, and it addresses policy requirements, the eight-step recreation inclusion process, and the definition of reasonable modification. We urge the District to invite SSSRA staff to join us that day.

We usually conduct these towards the end of the project but are happy to work on other dates that may better meet the schedule of the Tinley Park Park District.

**Alternate 1 – Website Audit**

Website use has dramatically increased. Studies show that people with disabilities use websites more than those without disabilities. Ensuring that the website is accessible for people who are blind, deaf, or have limited mobility is critical. We subcontract this work to Promet Source, Inc., a leader in website accessibility. Park district websites must be accessible by April of 2027.

**Alternate 2 – Program and Policy Review**

The title II regulation is full of policy issues and offers substantial direction regarding programs and services. We will interview selected staff to identify any knowledge gaps regarding the title II regulation and how policies and programs are implemented. We also identify how District staff invite, analyze, and fulfill requests for reasonable modification. Our deliverable is a report with recommended changes for title II compliance. Again, we urge SSSRA involvement in these discussions.

**Alternate 3 – Staff Training Series**

We propose a training series with content we develop in collaboration with you and your staff. Topics are one hour in length and related topics can be combined in a longer session. All sessions are supported by the statute, regulations, court decisions, and settlement agreements. Topics could include, but are not limited to:

- ▲ The eight-step recreation inclusion process, and the definition of reasonable modification
- ▲ Recreation dispute case studies
- ▲ Top ten facility and park errors and the 2010 Standards
- ▲ Top ten policy errors and service animal policies
- ▲ The role of maintenance in ADA compliance
- ▲ Solve the problem... real-life parks and recreation dispute scenarios
- ▲ ADA enforcement methods

**Alternate 4 – GIS Shapefile**

For each site, we can develop a GIS shapefile consistent with any GIS system in use by the District. Scheibe coordinates this effort.

**REFERENCES**

We list four references below. If you wish to see more, please reach out.





**Bartlett Park District (IL):** The District retained us in early 2022 for a scope identical to the one proposed for Tinley Park. We completed audits and a transition plan for all District parks and facilities in 2008 and 2010. For this second project, we audited all sites including new assets, prepared site reports, conducted community engagement, prepared a transition plan, and reported to District leadership. Reach Kevin Romejko at [kromejko@bartlettparks.org](mailto:kromejko@bartlettparks.org) or by phone at 630-540-4886.

**Sycamore Park District (IL):** The District retained us in early 2024 for exactly the scope we propose here. This followed our earlier work for the District in 2010. We conducted access audits of all sites and prepared a transition plan with cost references. We conducted community engagement and provided staff training. We completed the project in the fall of 2024. Reach Jonelle Bailey at 815-895-3365 x 229 or by email at [jonelleb@sycparks.org](mailto:jonelleb@sycparks.org).

**Elk Grove Park District (IL):** The District retained us in 2024 for exactly the scope we propose here. We audited all sites and prepared a transition plan with cost references. We conducted community engagement and provided staff training. We completed the project in early 2025. Reach Mark Kosbab at 847-228-7911 or [mkosbab@elkgroveparks.org](mailto:mkosbab@elkgroveparks.org).

**Park District of Highland Park (IL):** The District retained us in 2024 for exactly the scope we propose here. This followed our earlier work for the District in 2010. We conducted access audits of all sites and prepared a transition plan with cost references. We conducted community engagement and provided staff training. We completed the project in April of 2025. Reach Amalia Schwartz at 847-831-3810 or [aschwartz@pdhp.org](mailto:aschwartz@pdhp.org).

## **PROPOSED COST**

Here, we include information about the NRPA discount, a rate table, and proposed costs by Task. We also provide a cost for each of the Alternates.

### ***NRPA Discount***

Since 2013 our firm has been the preferred provider of access consulting to the more than 60,000 members of the National Recreation and Park Association. We value this recognition, and in return, we provide a 10% rate discount to agencies with staff or commissioners who are NRPA members. We know the District staff or commissioners are NRPA members. We have therefore applied the 10% discount.

<b>CONSULTANT</b>	<b>TITLE AND CREDENTIALS</b>	<b>NRPA RATE</b>
<b>John McGovern</b>	WTG Partner, Principal-in-Charge of the WTG Accessibility Practice, licensed attorney (IL)	\$ 198.50
<b>Tanya Scheibe</b>	WTG Accessibility Practice Principal – Standards, RAS	\$ 175.50
<b>Tatum Storey</b>	WTG Accessibility Practice Principal – Operations, MSW, Certified ADA Coordinator	\$ 175.50
<b>Brett Gordon</b>	WTG Accessibility Practice Accessibility Specialist, CPRP, CTRS	\$ 130.50
<b>Miranda Candia</b>	WTG Accessibility Practice Accessibility Specialist, CTRS	\$ 130.50



**Total Fixed Fee Proposed Cost**

The total cost, exclusive of alternates, is \$78,152.00. By Task, we list proposed fees below.

Total Fixed Fee Proposed Cost by Task	
Project management:	\$3,645.00
Access audits of sites and facilities:	\$39,002.00
Prepare site reports:	\$19,035.00
Prepare Excel spreadsheet Transition Plan:	\$5,346.00
Plan and conduct community engagement:	\$6,480.00
Prepare and present Final Report:	\$4,644.00

Proposed Fees for Alternates		
Alternate 1	Website Audit	\$26,188.00
Alternate 2	Policy and Program Review	\$9,882.00
Alternate 3	Staff Training Modules (four)	\$8,000.00
Alternate 4	GIS shapefiles	\$9,620.00

**PROJECT TIMETABLE**

Weather and Covid are the only probable delays in the completion of the project. We anticipate the project will require nine months, depending on when we start. Once awarded, we will prepare a detailed schedule for your review. We can flex the schedule to meet your needs. Choosing an alternate should not slow our timeline.

TASKS	M1	M2	M3	M4	M5	M6	M7	M8	M9
PM									
AA									
SR									
TP									
CE									
FR									
TRNG									

**VALUE ADDED SERVICE**

As noted earlier, we know how important staff training is regarding ADA compliance. So we offer you two free workshops, one regarding park and facility infrastructure access, and the

**Tinley Park Park District ADA Initiative**  
**Proposal by The W-T Group, LLC Accessibility Practice**  
**May 3, 2025 page 14**

second regarding programs and policies. Whether you choose the added scope staff training or not, these two free events will help the Park District on the journey to ADA compliance.

**TERMS AND CONDITIONS**

We have attached our terms and conditions, and these are an integral part of our proposal.

**CONCLUSION**

Some park districts make compliance with the Americans with Disabilities Act more complex than it needs to be. Acting voluntarily, as the District is here, saves valuable resources for other District activities. A Transition Plan is a great tool for the District and your residents, helping meet accreditation requirements and demonstrating your commitment to equity.

Our unique team stands ready to help. There is no other team with an attorney with ADA experience, a Certified Access Specialist, a Registered Accessibility Specialist, two Certified Therapeutic Recreation Specialists, two Certified ADA Coordinators, a MSW, two Certified Park and Recreation Professionals, and one Certified Park and Recreation Executive. Our designers are available, too, if the District wishes to see design solutions.

Our career parks and recreation experience complements our work with parks and recreation agencies nationwide. We hope you agree. It would be a pleasure to serve the Tinley Park Park District again.

If there are questions, reach me at [jmcmgovern@wtgroup.com](mailto:jmcmgovern@wtgroup.com) or by phone at 224-293-6451. Thanks for the invitation to submit, and we look forward to serving the District again.

Sincerely,



John N. McGovern, JD  
Partner, Principal-in-Charge  
The WT Group, LLC Accessibility Practice

JNM/SAZ/TINLEY PARK PARK DISTRICT ADA INITIATIVE 202501