



**CITY COUNCIL AGENDA ITEM NO. H.2
10/10/2023**

SUBJECT: Inclusive and Adaptive Recreation Strategic Initiative Focus 5 Update

DEPARTMENT: Parks and Recreation

STAFF: Bruce Mulder, Director of Parks and Recreation
Thien Nguyen, Recreation Manager

TITLE/RECOMMENDATION

The purpose of this item is to provide an update to the City Council in regards to inclusive and adaptive recreation.

Staff recommends the City Council review and discuss this report, and provide further direction to City staff on the progress on this strategic initiative.

FISCAL IMPACT

There is no fiscal impact associated with this informational update. The cost estimate range provided in this report for a potential Certified Recreation Therapy Specialist of \$127,000 - \$170,000 is based on existing staff classifications within the City for Recreation Coordinator (low end) to Recreation Supervisor (high end). Additional equipment costs and estimated costs for the City's Americans with Disabilities Act (ADA) Transition Plan have not been fully itemized, but could cost upwards of several hundred thousand dollars.

The costs associated with new staff and adaptive recreation equipment would be the responsibility of the General Fund. The City would, however, be able to utilize existing funds in the Parks and LLAD Replacement Fund for new adaptive recreation equipment installed as a part of the scheduled replacement of aging equipment, provided costs were not significantly increased.

With final numbers coming in from the recent close of the fiscal year and continued staff vacancies, we estimate the General Fund currently has one-time funding availability for use during the year of approximately \$700,000. These numbers will continue to be reviewed as current year financial information comes in. Ongoing costs could be absorbed in the short term; however, deficit spending is already anticipated in the 3+ year timeframe.



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If staff is directed to move forward with any of the recommendations that will have a fiscal impact, staff will return to City Council for their approval of any necessary General Fund budget adjustments.

BACKGROUND

The City of Brentwood Parks and Recreation Department is providing this informational report to the City Council to further conversations about Inclusive and Adaptive Recreation. As mentioned in Attachment 1 - Previous Action, the City of Brentwood Parks, Trails & Recreation Master Plan Update includes several recommendations regarding program accessibility for individuals with disabilities. The recommendations in Section 2.3 of the Master Plan are as follows:

- Develop and receive City Council approval of an Inclusion Policy that is committed to following the guidelines set forth by Title VI and the American with Disability Act (ADA) to ensure that all programs, activities, and services, when viewed in their entirety, are readily accessible to and usable by individuals with disabilities.
- Continue to provide opportunities for individuals with disabilities to participate in inclusive programs as well as programs specifically designed for persons with disabilities.
- Coordinate with Contra Costa County to explore options for subsidized transportation to future programming for those with special needs.
- Expand inclusion programming to allow participants the opportunity for more “hands on” job training classes to improve their potential for finding employment. Explore potential cooperative agreements with other Contra Costa County communities to provide programming opportunities for the developmentally disabled including summer programs, after school programs, independent living programs, and job training programs specific to youth with disabilities.

In response to this, the then City Council included in their Strategic Plan FY 2020/21 and FY 2021/22 the following Initiative:

Focus Area 5 – Community and Neighborhood Services: Expand and enhance recreation opportunities by increasing programming for seniors, youth, and teens; implementing adaptive recreation, and expanding cultural arts.

The City has carried over this Strategic Initiative in the current FY 2022-23 and FY 2023-24 Strategic Plan.



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In addition to the Parks, Trails, and Recreation Master Plan Update and City Council's Strategic Plan, City staff is aware of two primary programming needs in our community:

1. Programs that are inclusive (i.e., programs that are open to both individuals with and without disabilities); and
2. Programs that are designed specifically for individuals with disabilities.

Definitions to assist in discussion of these items taken from Moore Recreation Therapy & Consulting Inc. - Adaptive and Inclusive Recreation Assessment Study (Attachment 5) are below.

Adaptive or Accessible Recreation: a concept whereby people with disabilities are given the opportunity to participate in recreational activities.

Inclusion: the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups.

Recreational Therapy: (RT) a systematic process that utilizes recreation and other activity-based interventions to address the assessed needs of individuals with illness and/or disabling conditions, as a means to psychological and physical health, recovery and well-being.

Therapeutic Recreation: (TR) the process utilized in the practice of recreational therapy

Please note: Parks & Recreation programs strive to be fully inclusive and adaptive. Therapeutic Recreation (even if a Certified Recreation Therapy Specialist is added to staff) are programs that are traditionally provided by private and non-profit organizations.

Following the previous discussion of this item with City Council on April 25, 2023, City staff created some benchmarks to address these areas knowing that some items mentioned in the Adaptive and Inclusive Recreation Assessment Study would take longer than others to accomplish. Following are the benchmarks and, where applicable, their status.

Short Term –

- Adding more information and resources about inclusive and adaptive recreation to City's website (now - ongoing)
- Inventory programs and equipment - Attachment 4 (now - ongoing)
- Continue providing reasonable accommodations (now – ongoing)
- Pursuing partnerships for inclusive and adaptive programs (now – ongoing)



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- Provide regular updates to City Council to further conversations about inclusive and adaptive recreation (now – ongoing)

Mid Term –

- Continue short term goals associated with this item (ongoing)
- Update website/Activities Guide about programs and offerings (Attachment 3)
- Research applicable training for program areas and inventory
- Establish Inclusive and Adaptive Statement and supporting information (Attachment 4)
- Coordinate and explore options for subsidized transportation to future programming for those with special needs.

Long Term –

- Continue short and mid-term goals associated with this item (ongoing)
- Explore agreements to provide programming opportunities for the developmentally disabled, including summer, after school, independent living, and job training.
- Certified Recreation Therapy Specialist Classification or Contracted Assistance - \$127,000 - \$170,000 annual salary and benefits depending on position classification. This position would work with programs department-wide to bolster services and accommodations offered for programs. Additional duties could include providing ongoing staff training to department staff, implementing best practices, pursuing additional partnerships and program opportunities for inclusive and adaptive programs, pursue grants and funding to expand program offerings or contracted services. This position would add to the City's inclusive and adaptive offerings, but this would not be designed to create Therapeutic Recreation as this is outside of City offerings.
- City ADA Transition Plan – Staff is currently working on this plan and reviewing and updating this requires collaboration from multiple City departments and divisions. The plan includes Parks and Recreation facilities, but also City buildings and spaces. This plan is currently planned to be considered by the City Council before the end of the year.

Topics for discussion for the City Council to consider tonight include:

1. Feedback about website (unpublished) – Attachment 3
2. Discussion of Inclusive and Adaptive Statement (see Attachment 4). Staff is looking for direction related to an inclusion/adaptive statement as recommended in the Parks Master Plan and/or direction to continue this discussion with the Parks Commission or alternative direction.



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3. The Parks, Trails and Recreation Master Plan Update recommends an inclusion policy. Staff is looking for direction related to a single inclusion/adaptive recreation policy, or a separate inclusion policy from the Inclusion & Adaptive Recreation Statement (attachment 4), and/or other direction from City Council.
4. Consider whether to direct staff to cost out and prepare the job classification or budget for contracted assistance with a Certified Recreation Therapy Specialist, and if direction to move forward is provided, staff will return with applicable documentation for Council consideration.

CITY COUNCIL STRATEGIC INITIATIVE

Focus Area 5: Parks and Recreation Services

Item 4. Expand and enhance recreation opportunities by increasing programming for seniors, youth, and teens; implementing adaptive recreation

- a. Complete carry over strategic initiatives
 - i. Adaptive Recreation programming

PREVIOUS ACTION

Previous Action by the City Council is included on Attachment 1

ENVIRONMENTAL DETERMINATION

Not Applicable.

ATTACHMENT(S)

1. Attachment 1: Previous Action
2. Attachment 2: Inventory of current inclusive and adaptive programming
3. Attachment 3: Website updates/information DRAFT
4. Attachment 4: Examples of other City policy statements
5. Attachment 5: Moore Recreation Therapy & Consulting Inc.- Adaptive and Inclusive Recreation Assessment Study