

Complete description of project:

A 36 x 80" door and frame with tempered safety glass, including dead bolt lock and keypad, battery powered remote push buttons. The total cost is expected to be between \$5,900.00 and \$6,680.00.

Describe how this grant will specifically reduce risk and exposure:

The median age of a Crystal Lake Township resident is 59.5 years which is 20% higher than the Benzie County figure and 1.5 times the State of Michigan figure. 41.9% of adults 65 and older identified themselves with having a disability. People with disabilities are the largest and fastest growing minority in the United States and it is estimated there will be twice as many people 85 and older in 2030. Federal court lawsuits filed under Title III of the Americans with Disabilities Act (ADA) in 2018 was 10,163, up 34% in 2017, more than tripled from 2,722 in 2013. In the event that no actual damages are sustained, a plaintiff may recover statutory damages no less than \$4,000.00, in addition to attorney's fees and costs for violations that may seem minor. Accessibility makes voting, paying taxes, and other township functions easier, safer and more enjoyable with reduced risk and exposure to financial loss.

Describe measurable benefits of this project:

Creating an accommodating, diverse workplace leads to many measurable benefits, such as increased innovation, and even a general morale boost within the whole team. Recent studies of the private sector have found that employee engagement goes hand in hand with the quality of customer experience they provide. Government leaders should focus on this connection, considering the government lags well behind the private sector on employee engagement. This gap is making it harder for government to meet the rising expectations of citizens for fast, simple, user-friendly interactions.

Benefits are primarily represented by the creation of social value, and can be divided into three categories. "Use value" is the value that people both with and without disabilities derive from the use of accessible facilities. "Option value" is the value that people both with and without disabilities derive from the opportunity to obtain the benefit of accessible facilities. Finally, "existence value" is the value that people both with and without disabilities derive from the guarantees of equal protection and non-discrimination that are accorded through the provision of accessible facilities.

In summary, an ADA entrance door will boost township staff morale, exceed expectations of the township residents and increase Crystal Lake Township's value with all people.