



# BOARD OF REGISTRATION AND ELECTIONS SCHEDULED MEETING

---

January 11, 2024

4:30 PM

VRE AB Area

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- 1. ROLL CALL**
- 2. APPROVAL OF AGENDA**
- 3. APPROVAL OF MINUTES**
  - A. December 11, 2023 Scheduled Meeting
- 4. PUBLIC COMMENTS**
- 5. ITEMS FOR DISCUSSION**
  - A. Director's Report (p. 2)
  - B. VOTE Resolution Proposal (p. 13)
  - C. Special Election | | Call and Qualifying Period
- 6. ITEMS FOR DECISION**
  - A. Polling Place Changes (p. 29)
  - B. Contract Signing Authority | | Executive Director
- 7. EXECUTIVE SESSION**
- 8. BOARD COMMENTS**
- 9. ADJOURNMENT**

# DeKalb County Board of Registration and Elections

## Meeting Minutes

December 11, 2023  
Start Time: 9:07 a.m.  
End Time: 10:14 a.m.

Board Attendees: Karli Swift, Chair, via telephone  
Vasu Abhiraman, Vice-Chair  
Anthony Lewis  
Susan Motter

Other Attendees: Keisha Smith, Executive Director  
Terry Phillips, Deputy County Attorney  
Tristen Waite, Assistant County Attorney

### APPROVAL OF AGENDA

Vice-Chair Abhiraman called the Board of Voter Registration and Elections meeting to order at 9:07 a.m. Ms. Austin read the roll by calling each board member by name. A quorum was met.

Vice-Chair Abhiraman recognized Director Smith. Director Smith went on to announce that Chair Swift was outside of the jurisdiction and would participate remotely. She further stated that pursuant to Chair Swift's request and the bylaws of the Board, Vice-Chair Abhiraman would preside over the meeting.

Motion to move items for decision before the approval of the minutes by Ms. Motter and seconded by Mr. Lewis. The motion passed unanimously.

### ITEMS FOR DECISION

#### A) Certification of the December 5, 2023 General Municipal Election Runoff

Director Smith began by presenting the results of the General Municipal Election Runoff. She reported that 9,201 total votes were cast. 6,481 votes were cast on election day, 2,565 votes were cast during advance voting, 148 absentee by mail ballots were processed as well as 7 provisional ballots. Lynwood Recreation Center was the most popular advance voting site accounting for 56% of all advance votes. Election Day voting reached a new record high for other similar municipal elections. Additional details of the runoff election were shared. Director Smith thanked the Board, VRE staff, poll workers, county partners, and everyone who participated in orchestrating another successful election.

Mr. Lewis asked Director Smith for an overview of how election costs are determined for the municipalities. Director Smith replied that there is an established formula that provides the structure for charging the municipalities to facilitate elections in the jurisdictions.

Ms. Motter clarified the absentee by mail break down for the benefit of the public.

Vice-Chair Abhiraman noted that the 73,076 registered voters represented active voters only.

Motion to certify the December 5, 2023 General Municipal Election Runoff by Ms. Motter, seconded by Mr. Lewis. The motion passed unanimously.

Motion to recess to certify the election by Ms. Motter, seconded by Mr. Lewis. The motion passed unanimously.

Motion to reconvene by Mr. Lewis, seconded by Ms. Motter. The motion passed unanimously.

### **APPROVAL OF MINUTES**

Motion by Mr. Lewis, seconded by Ms. Motter, to approve the minutes of the November 14 scheduled meeting. The motion carried unanimously.

### **PUBLIC COMMENTS**

Ms. Austin read the rules for public comment:

Public comments may be made in person or submitted by sending an email of one printed page or less at a minimum font of 12 to electionspubliccmnt@dekalbcountyga.gov which must be received between 35 and 5 minutes before the scheduled start of the meeting. The body of your email must include your first and last name. Abusive, profane, or derogatory language will not be permitted. By submitting an email for public comment, you agree to have your name and the email broadcast on the UStream and entered into the record and minutes. The DeKalb Board of Registration and Elections reserves the right, at the DeKalb Board of Registration and Elections' sole discretion, to (1) add your email to the record/minutes without reading any of it into the broadcast or (2) read all or a portion of your email into the record/minutes.

The following citizens provided public comment:

- Naomi Bock
- Vic Tripp
- Gail Lee
- Nancy Arnold
- Bill Henderson
- Elizabeth Shackelford
- Carmen Tripp
- Jane Seward
- Pam Woodley

### **EXECUTIVE SESSION**

Motion by Ms. Motter and seconded by Mr. Lewis to recess for an executive session to discuss litigation. The motion was carried by unanimous vote. The Board exited executive session and resumed the regular meeting.

No action was taken during the executive session.

Motion by Mr. Lewis and seconded by Ms. Motter to adjourn executive session and reconvene in open session. The motion passed unanimously.

## **BOARD COMMENTS**

Mr. Lewis thanked the staff and poll workers for all their hard work. He also thanked the public for their attendance and comments.

Ms. Motter also thanked the staff, poll workers, the public, county attorneys, and all partners for the work they do.

Vice-Chair Abhiraman asked the public for collaboration in advancing voter education. He thanked the staff and poll workers for a great 2023 election cycle. He closed by wishing everyone happy holidays.

## **ADJOURNMENT**

Motion to adjourn by Ms. Motter and seconded by Mr. Lewis. The motion carried unanimously. The meeting was adjourned at 10:14 a.m.

DRAFT

# Director's Report

January 11, 2024

Keisha L. Smith, MPA

Executive Director

Voter Registration and Elections (VRE)

## Topic 1: General Operations Updates

- Registration Updates
- Election Activities

Notes:

## Topic 2: Administrative/Finance Updates

- Personnel
- Budget Activities and Report

Notes:

## Topic 3: Stakeholder Engagement Updates

- Key Stakeholder Meetings
- General Communications

Notes:

Fund	100 - GENERAL FUND	<-Choose Fund		Updated	1/7/2024		# Reg P/Rs Posted:	3.5	of 3.5 /month
Dept	02900 - REGISTRAR	<-Choose Dept			Dec-23		# Monthly P/Rs Posted:	1	
					Main		Reg Pay Periods YTD:	26	0.00 left
Values									
Obj/CI	Object	Budget \$	Encumbrance \$	Actual \$	Funds Avail Bal	Exp/Enc%	Unexpended Bal	Exp %	Cur Month \$
51 -	511101 - SALARIES	1,798,533	0	2,265,773	-467,240	126.0%	-467,240	126.0%	311,605
	511199 - SALARIES - ADJUSTMENTS	27,044	0	0	27,044	0.0%	27,044	0.0%	0
	511200 - SALARIES - TEMPORARY	0	30,358	14,850	-45,208	0.0%	-14,850	0.0%	9,000
	511300 - SALARIES - OVERTIME	190,008	0	100,645	89,363	53.0%	89,363	53.0%	25,476
	512100 - COUNTY MATCH - GROUP INSURANCE	0	0	142,524	-142,524	0.0%	-142,524	0.0%	15,139
	512101 - COUNTY MATCH - GRP INS - REVER	4,488	0	-127,383	131,871	-2838.3%	131,871	-2838.3%	0
	512102 - COUNTY MATCH - GRP INS - ALLOC	417,375	0	382,591	34,784	91.7%	34,784	91.7%	0
	512200 - COUNTY MATCH - FICA	137,588	0	133,968	3,620	97.4%	3,620	97.4%	23,674
	512400 - COUNTY MATCH - PENSION	0	0	37,034	-37,034	0.0%	-37,034	0.0%	37,031
	512401 - COUNTY MATCH - OTHER PENSION	0	0	0	0	0.0%	0	0.0%	0
	512402 - 401(a) EMPLOYER CONTRIBUTION	42,105	0	28,613	13,492	68.0%	13,492	68.0%	4,405
	512700 - WORKERS COMPENSATION	11,915	0	10,923	992	91.7%	992	91.7%	0
	512904 - ALLOWANCE - AUTOMOBILE	4,029	0	9,000	-4,971	223.4%	-4,971	223.4%	750
<b>51 -</b>	<b>Personal Services and Employee Benefits Total</b>	<b>2,633,085</b>	<b>30,358</b>	<b>2,998,539</b>	<b>-395,813</b>	<b>115.0%</b>	<b>-365,454</b>	<b>113.9%</b>	<b>427,081</b>
52 -	521101 - BOARD MEMBER SERVICES	12,000	400	11,600	0	100.0%	400	96.7%	800
	521104 - TEMPORARY PERSONNEL SERVICES	1,292,000	82,132	730,830	479,038	62.9%	561,171	56.6%	162,612
	521105 - SECURITY SERVICES	100,000	91,214	8,786	0	100.0%	91,214	8.8%	8,786
	521209 - OTHER PROFESSIONAL SERVICES	1,305,181	362,312	859,862	83,007	93.6%	445,319	65.9%	87,678
	522201 - MAINTENANCE & REPAIR SERVICES	167,924	30,559	3,916	133,449	20.5%	164,008	2.3%	0
	522311 - RENTAL OF REAL ESTATE	408,504	500	370,000	38,004	90.7%	38,504	90.6%	30,833
	522321 - RENTAL OF EQUIPMENT	24,252	0	34,878	-10,626	143.8%	-10,626	143.8%	19,257
	522322 - LEASE PURCHASE OF EQUIPMENT	50,004	0	14,966	35,038	29.9%	35,038	29.9%	0
	522329 - OTHER RENTALS	33,948	8,505	21,661	3,782	88.9%	12,287	63.8%	0
	523001 - OTHER SERVICES - NON PROFESSIO	0	35	865	-899	0.0%	-865	0.0%	0
	523201 - POSTAGE	399,996	2,379	125,082	272,535	31.9%	274,914	31.3%	24,905
	523202 - POSTAGE - CENTRAL SERVICES	27,552	0	64	27,488	0.2%	27,488	0.2%	48
	523203 - TELEPHONE SERVICE	5,340	0	0	5,340	0.0%	5,340	0.0%	0
	523204 - TELEPHONE - LONG DISTANCE	2,208	0	207	2,001	9.4%	2,001	9.4%	0
	523206 - INTERNET SERVICES	5,640	0	0	5,640	0.0%	5,640	0.0%	0
	523207 - TELEPHONE - WIRELESS	408,768	0	208,397	200,371	51.0%	200,371	51.0%	17,614
	523301 - ADVERTISING SERVICES	3,980	391	105,241	-101,652	2654.1%	-101,261	2644.3%	0
	523401 - PRINTING SERVICES	25,488	6,513	14,898	4,077	84.0%	10,590	58.5%	215
	523501 - MILEAGE - PERSONAL VEHICLE	3,000	0	200	2,800	6.7%	2,800	6.7%	47
	523505 - TRAVEL - PER DIEM	5,000	0	1,542	3,458	30.8%	3,458	30.8%	0
	523701 - TRAINING & CONFERENCE FEES - E	30,000	360	14,010	15,630	47.9%	15,990	46.7%	4,370
	523702 - TRAINING & CONFERENCE FEES - I	552	0	300	252	54.3%	252	54.3%	0
	523906 - ELECTION EXPENSES	507,872	17,391	556,057	-65,576	112.9%	-48,185	109.5%	0
<b>52 -</b>	<b>Purchased / Contracted Services Total</b>	<b>4,819,209</b>	<b>602,691</b>	<b>3,083,361</b>	<b>1,133,157</b>	<b>76.5%</b>	<b>1,735,848</b>	<b>64.0%</b>	<b>357,166</b>
53 -	531101 - OPERATING SUPPLIES	305,000	57,209	155,270	92,521	69.7%	149,730	50.9%	60,327
	531199 - FREIGHT	0	0	20	-20	0.0%	-20	0.0%	0
<b>53 -</b>	<b>Supplies Total</b>	<b>305,000</b>	<b>57,209</b>	<b>155,290</b>	<b>92,501</b>	<b>69.7%</b>	<b>149,710</b>	<b>50.9%</b>	<b>60,327</b>
54 -	542201 - COMPUTER EQUIPMENT	40,004	21,298	8,285	10,421	73.9%	31,719	20.7%	0
	542202 - COMPUTER SOFTWARE and TECHNOLO	54,996	93	19,483	35,420	35.6%	35,513	35.4%	0
	542309 - OTHER EQUIPMENT > \$5,000	1,200,000	0	1,120,963	79,038	93.4%	79,038	93.4%	0
<b>54 -</b>	<b>Capital Outlays Total</b>	<b>1,295,000</b>	<b>21,390</b>	<b>1,148,731</b>	<b>124,879</b>	<b>90.4%</b>	<b>146,270</b>	<b>88.7%</b>	<b>0</b>
55 -	551104 - VEHICLE MAINTENANCE CHARGE	3,364	0	0	3,364	0.0%	3,364	0.0%	0
	551105 - VEHICLE REPLACEMENT CHARGE	3,048	0	2,794	254	91.7%	254	91.7%	0
	551107 - VEHICLE INSURANCE CHARGE	500	0	462	38	92.4%	38	92.4%	0
	551141 - VEHICLE MAINT - FUEL	600	0	4,978	-4,378	829.7%	-4,378	829.7%	0
	551142 - VEHICLE MAINT - PREV MAINT	0	0	82	-82	0.0%	-82	0.0%	0





# DeKalb County Voter Registration & Elections

## Proposed Budget

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Budget  
Recommendations  
For VRE  
Fiscal Year 2024



**REGISTRAR (02900)**  
**General Fund (100)**  
 FY24 Budget Request / Recommendation Sheet

**Departmental Description**

Serving under the supervision of the DeKalb County Board of Registration & Elections, the department is charged with the maintenance of the electors list for all registered voters in DeKalb County and the conduct of elections for the county and municipalities located within the county. Departmental administrative functions include making election calls, garnering approval for polling places and precinct boundaries, budget administration, response to open records requests, and overall functions that cross division lines.

The Department is divided into two divisions - Registration And Elections.  
 The Registration Division is primarily responsible for ongoing maintenance of the list of electors and digitizing of voter registration applications.

The Elections Division is primarily responsible for the conduct of elections, management of the main advance voting site and satellite advance sites, service, maintenance and testing of voting equipment, ballot preparation and election tabulation.

Common Object Expenditures	FY21 Actual	FY22 Actual	FY23 Budget	FY24 Requested	Requested Change	FY24 Recommended	Recommended Change
51-PERSONAL SERVICES AND EMPLOYEE BENEFITS	3,165,449	6,787,481	2,633,085	14,071,953	434.4%	14,114,318	436.0%
52-PURCHASED / CONTRACTED SERVICES	1,142,741	2,521,829	4,819,209	7,042,094	46.1%	5,390,510	11.9%
53-SUPPLIES	355,417	193,560	305,000	432,001	41.6%	432,001	41.6%
54-CAPITAL OUTLAYS	6,578	82,711	1,295,000	402,242	-68.9%	402,242	-68.9%
55-INTERFUND / INTERDEPARTMENTAL CHARGES	9,048	13,090	9,607	507,776	5,185.5%	9,776	1.8%
70-RETIREMENT SERVICES	-	173,740	215,785	229,659	6.4%	243,545	12.9%
<b>Total (\$)</b>	<b>4,679,233</b>	<b>9,772,412</b>	<b>9,277,686</b>	<b>22,685,725</b>	<b>144.5%</b>	<b>20,592,392</b>	<b>122.0%</b>

Cost Center Level Expenditures	FY21 Actual	FY22 Actual	FY23 Budget	FY24 Requested	Requested Change	FY24 Recommended	Recommended Change
02910-Registrar	3,168,659	5,489,310	8,678,792	9,902,102	14.1%	9,460,353	9.0%
02920-Registrar - Elections	577,522	193,861	588,657	10,709,253	1,719.3%	9,645,869	1,538.6%
02922-Registrar - Election Workers	933,053	4,089,242	10,237	2,074,371	20,163.5%	1,486,171	14,417.7%
<b>Total (\$)</b>	<b>4,679,233</b>	<b>9,772,412</b>	<b>9,277,686</b>	<b>22,685,725</b>	<b>144.5%</b>	<b>20,592,392</b>	<b>122.0%</b>

Positions	FY21 Actual	FY22 Actual	FY23 Actual	FY24 Requested	Requested Change	FY24 Recommended	Recommended Change
Filled Positions	16	16	23	32	9	32	9
Funded Positions	16	26	31	32	1	32	1

**Notes: 23 filled positions, 9 vacant positions**

**Departmental Notes**

The FY24 budget includes funding for poll workers, translation services, computer equipment for the 2024 general and runoff elections. The budget also includes a 4% cost of living adjustment.

**REGISTRAR (02900)**  
**General Fund (100)**  
 FY24 Budget Request / Recommendation Sheet

Base Budget by Object Class/Selected Object Code	FY23 Budget	FY24 Requested	FY24 Recommended	FY24 Approved	Requested Change	Recommended Change	Approved Change
51-PERSONAL SERVICES AND EMPLOYEE BENEFITS	2,633,085	4,765,998	4,734,998	-	2,132,913	2,101,913	-2,633,085
Salaries	1,798,533	1,472,677	1,472,677	-	-325,856	-325,856	-1,798,533
Salaries - Adjustments	27,044	-	-	-	-27,044	-27,044	-27,044
Salaries - Temporary	-	2,002,552	2,002,552	-	2,002,552	2,002,552	-
Salaries - Overtime	190,008	755,000	755,000	-	564,992	564,992	-190,008
County Match - Grp Ins - Reversed	4,488	-	-	-	-4,488	-4,488	-4,488
County Match - Grp Ins - Allocated	417,375	322,000	291,000	-	-95,375	-126,375	-417,375
County Match - FICA	137,588	112,660	112,660	-	-24,928	-24,928	-137,588
401(A) Employer Contribution	42,105	39,237	39,237	-	-2,868	-2,868	-42,105
Workers Compensation	11,915	51,871	51,871	-	39,956	39,956	-11,915
Allowance - Automobile	4,029	10,000	10,000	-	5,971	5,971	-4,029
Notes: Base budget funds 23 positions.							
52-PURCHASED / CONTRACTED SERVICES	4,819,209	4,605,331	4,011,331	-	-213,878	-807,878	-4,819,209
53-SUPPLIES	305,000	432,001	432,001	-	127,001	127,001	-305,000
54-CAPITAL OUTLAYS	1,295,000	281,242	281,242	-	-1,013,758	-1,013,758	-1,295,000
55-INTERFUND / INTERDEPARTMENTAL CHARGES	9,607	9,776	9,776	-	169	169	-9,607
70-RETIREMENT SERVICES	215,785	229,659	243,545	-	13,874	27,760	-215,785
<b>Base Budget (Total)</b>	<b>9,277,686</b>	<b>10,324,006</b>	<b>9,712,892</b>	<b>-</b>	<b>1,046,320</b>	<b>435,206</b>	<b>-9,277,686</b>

Base Adjustments	FY23 Budget	FY24 Requested	FY24 Recommended	FY24 Approved	Requested Change	Recommended Change	Approved Change
B1. Poll worker temporary staff (Registrar - Elections (Operations)), Salary - Temporary - 870,000 per election - 5 elections 4,350,000 - election day projected expenses (general and runoff) 5,587,413.	-	8,734,861	8,734,861	-	8,734,861	8,734,861	-
B2. Election supplies & equipment (Registrar - Elections (Operations)). Election Expenses - election supplies, barcoded red, blue, white, and green seals, equipment - paper folder for ballots, shelves, sealable bags to deploy emergency and provisional ballots, document camera, USB key eraser. SEB rules require resealing unused ballots in the container. A device to protect the EMS server from attack by erasing USB keys prior to inserting them.	-	65,879	65,879	-	65,879	65,879	-
B3. Temporary workers (Registrar - Election Workers (Communications)). Temp Personnel Services- additional trainers and outreach workers as needed.	-	350,000	500,000	-	350,000	500,000	-
B4. Translation Services (Registrar - Election Workers (Communications)). Other Professional Services - translations into Spanish and Korean (other languages to be determined), crisis communications and social media consulting.	-	450,000	800,000	-	450,000	800,000	-
B5. Training & Conferences (Registrar - Election Workers (Communications)). Training & Conference Fees - External - LinkedIn Learning training to develop team skills in design, communications, and training.	-	2,500	13,300	-	2,500	13,300	-
B6. Computers Software/Technology/Equipment (Registrar - Election Workers (Communications)). Capital Outlays - Learning management system, microphones, speakers, projectors, screens, and camera for trainers.	-	121,000	121,000	-	121,000	121,000	-
<b>Base Adjustments Total</b>	<b>-</b>	<b>9,724,240</b>	<b>10,235,040</b>	<b>-</b>	<b>9,724,240</b>	<b>10,235,040</b>	<b>-</b>

Operating Enhancements	FY23 Budget	FY24 Requested	FY24 Recommended	FY24 Approved	Requested Change	Recommended Change	Approved Change

**REGISTRAR (02900)**  
**General Fund (100)**  
 FY24 Budget Request / Recommendation Sheet

O1.	In Grade Adjustments (Registrar). Salary Adjustments - to fund in grade adjustments requested in FY23.	-	-	41,945	-	-	41,945	-
O2.	Addition to Fleet (Registrar). Vehicle Additions to Fleet - two 26ft trucks with liftgate and 2 pickup trucks needed for picking up and delivering items to voting precincts.	-	498,000	-	-	498,000	-	-
O3.	Election Services (Registrar - Elections (Operations)). Other Professional Services - Tattnell \$106,000, Fort Orange \$80,580, Dominion \$315,000.	-	501,600	-	-	501,600	-	-
O4.	Cost of living adjustment (COLA). 4% COLA effective July 1, 2024.	-	-	31,420	-	-	31,420	-
<b>Operating Enhancements Total</b>		-	<b>999,600</b>	<b>73,365</b>	-	<b>999,600</b>	<b>73,365</b>	-

**REGISTRAR (02900)**  
**General Fund (100)**  
 FY24 Budget Request / Recommendation Sheet

Workforce Enhancements		FY23 Budget	FY24 Requested	FY24 Recommended	FY24 Approved	Requested Change	Recommended Change	Approved Change
W1.	Existing Vacancies	-	571,095	571,095	-	571,095	571,095	-
Notes: W1 1 Administrative Coordinator, Pos# 00236, start date 1/1/2024; 2 Election Coordinator, Pos# 00484 & 999352, start date 4/1/2024; 1 Payroll/Personnel Assistant, Pos# 999357, start date 4/1/2024; 1 Public Outreach Specialist, start date 1/1/2024; 1 Registration & Election Manager, start date 1/1/2024; 1 Supply Coordinator, Pos# 10194, start date 1/1/2024; 2 Voter Registration Technician, Pos# 00325 & 06374, start date 4/1/2024 (CC 02910 - Registrar).								
<b>Workforce Enhancements Total</b>		-	571,095	571,095	-	571,095	571,095	-

<b>Total Budget</b>	9,277,686	21,618,941	20,592,392		12,341,255	11,314,706	-9,277,686
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DeKalb County  
G E O R G I A

# Enhancing Linguistic Inclusivity in DeKalb County

## Implementing the VOTE Resolution

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January 11th , 2024

# Executive Summary

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- VOTE Resolution's Goals and Implementation in DeKalb County
- Community Feedback, Census Data, and Survey Analyses
- Recommendations for Enhancing Language Assistance in Voting

# Background

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- The Voting Rights Act (VRA) (52 USC § 10503) for fair and equitable voting
- Importance of Sections 203 and 208 in enhancing electoral accessibility for minority language groups
- Section 203: Bilingual Election Requirements
  - Mandate for bilingual materials in certain “covered” states/localities
  - Criteria: 5% or 10,000 voters from a language minority with limited English proficiency
  - Census Bureau data determines coverage
- Section 208: Additional Language Assistance
  - Allows voters with disabilities or literacy challenges to bring a person of choice for assistance
- Distinct language support: Translation under Section 203 and interpretation under Section 208
- Implications for Local Governments: There is a need for inclusive voting measures for linguistic minorities

# Report's Methodology



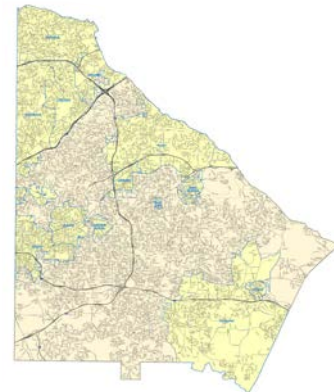
**Community  
Listening  
Sessions**



**Census Data  
& Survey  
Analysis**



**Comparative  
Analysis**





# Themes from Listening Sessions

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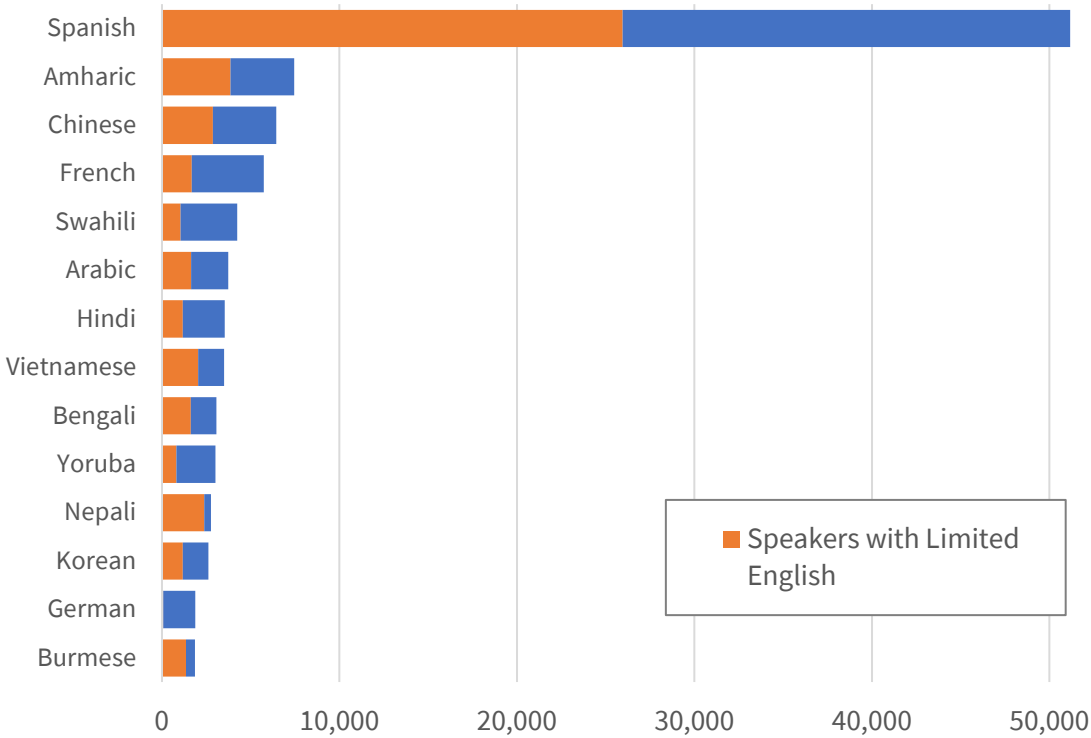
- 1. Holistic Translation Approach**
- 2. Education and Literacy Considerations**
- 3. Language Variation Awareness**
- 4. Absentee Voting Concerns**
- 5. Website Accessibility Improvements**
- 6. Voting Priority Among Residents**
- 7. Bilingual Poll Worker Recruitment**

# Census Data Analysis

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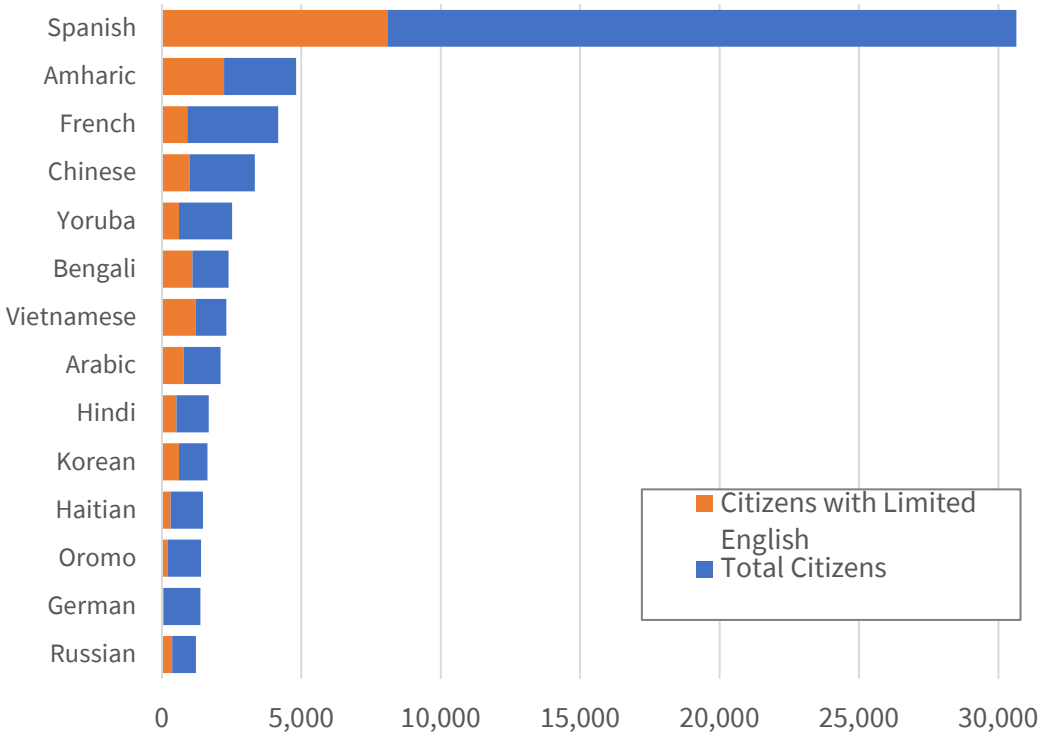
- **Data Source:** Utilized ACS 5-Year Estimates Public Use Microdata Sample (PUMS) 2021
- **Objective:** To understand DeKalb County's linguistic diversity and language assistance needs
- **Methodological Approach:**
  - Examined Public Use Microdata Sample (PUMS) reflecting diverse communities
  - Focused on variables: language spoken at home, English proficiency, citizenship status
- **Key Findings:**
  - Spanish and Amharic are the most spoken languages with significantly Limited English Proficiency (LEP) populations
  - Advocates for tiered language services approach, adaptable to changing demographics

Total Speakers and Limited English Proficient Speakers per Language



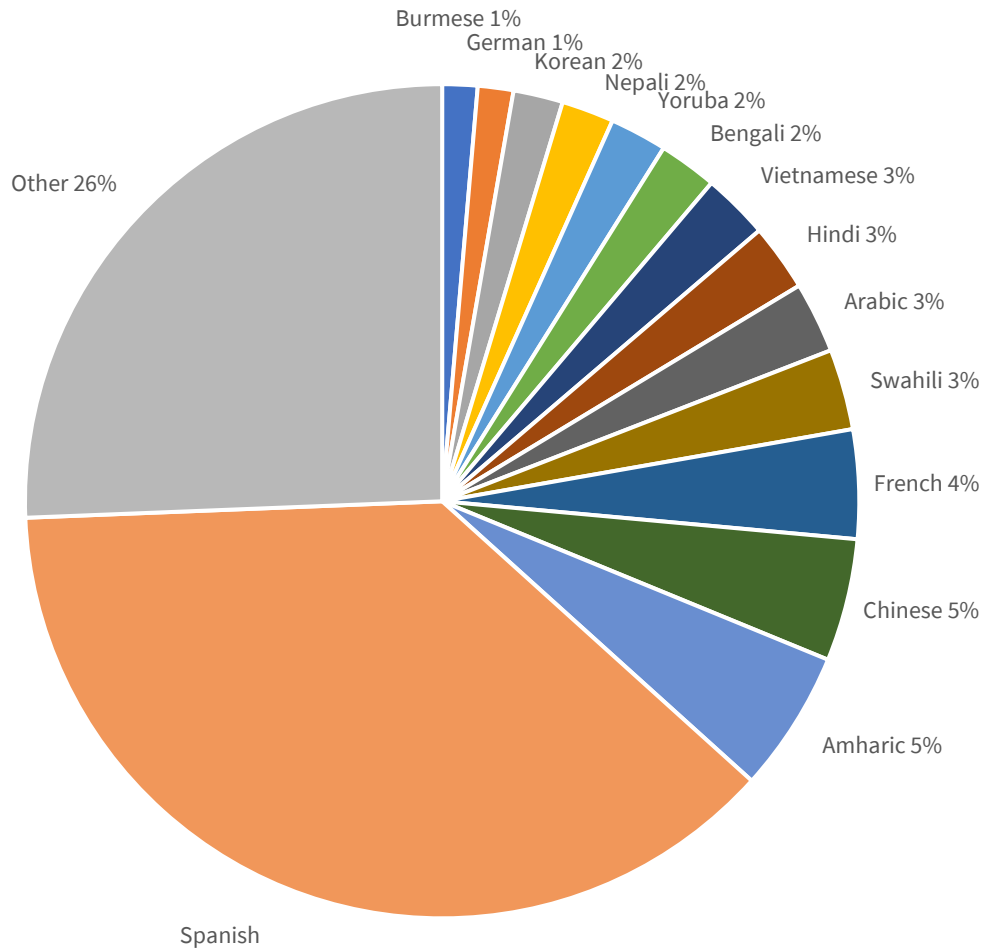
**Total  
Speakers &  
Limited  
English  
Proficiency  
per  
Language**

Number of Citizens and Limited English Proficient Speakers per Language



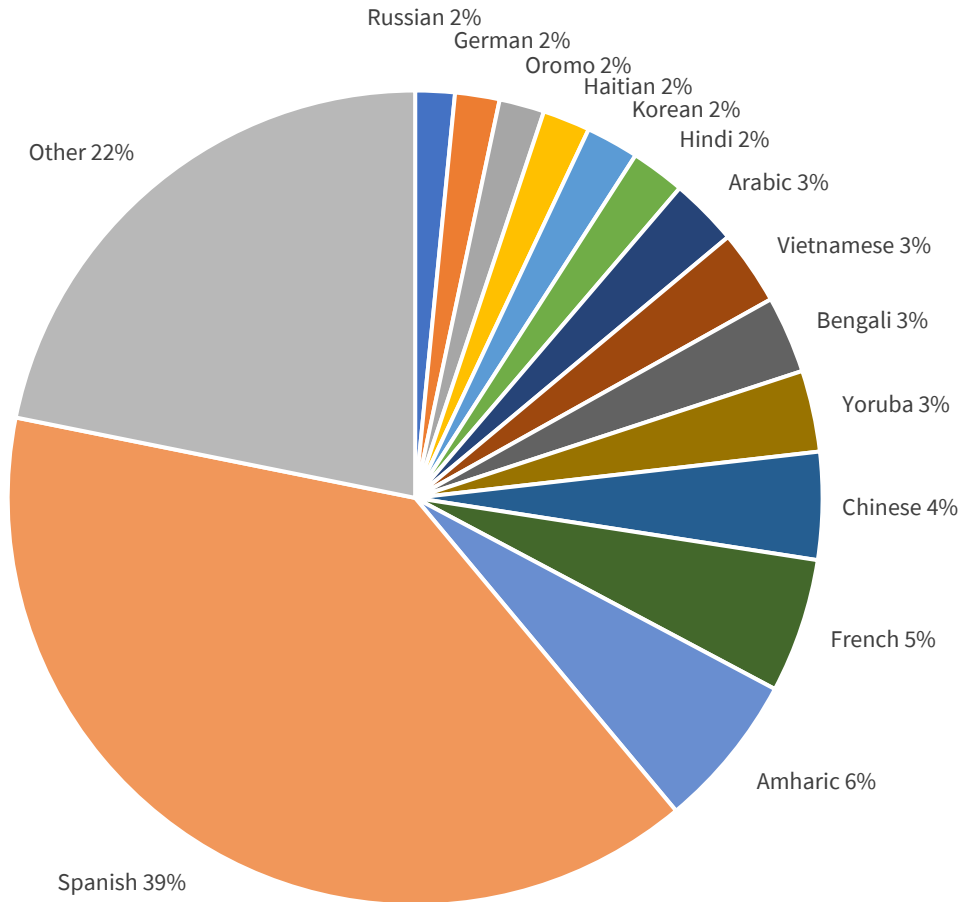
**Number of  
Citizens and  
Limited  
English  
Proficiency  
per  
Language.**

## Percentage of Non-English Languages Spoken (All Residents)



## Percentage of Non-English Languages Spoken (All Residents)

## Percentage of Non-English Languages Spoken (Citizens)



## Percentage of Non-English Languages Spoken (Citizens)

# Survey Analysis

- **Survey Overview:** "Puente Para La Gente" by GALEO and BSP Research
- **Focus:** Latino community in Georgia, including DeKalb County
- **Methodology:**
  - Mixed-mode approach, 500 participants
  - Weighted results to mirror demographic distribution
  - Margin of error:  $\pm 4.4\%$
- **Key Findings:**
  - Economic issues, job security, cost of living, immigrant protection, healthcare as top concerns
  - Strong support for in-state tuition, new voting rights act, affordable housing, renter's rights
- **2023 Translation Initiative Survey:**
  - Early stage with limited responses
  - Indicates the need for more information on early voting and in-language ballots
  - Highlights the potential role of organizations like GALEO and LCF in election-day translation
- **Future Steps:**
  - Increase outreach for more survey participation
  - Integrate findings with broader county data for customizing language services

# Comparative Analysis

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## 1. Gwinnett County: Translation of Election Materials

- Translated election materials into four major Asian languages
- Model for proactive language accessibility measures

## 2. Hall County: Challenges in Spanish Language Ballots

- Faced complexities in offering Spanish ballots, despite a significant Hispanic population
- Illustrates logistical, financial, and resistance challenges in language accessibility

## 3. Multnomah County, Oregon: Free Interpretation Services

- Policy for free interpretation services in all election-related matters
- Approach: Comprehensive demographic assessment, network of certified interpreters

## 4. San Francisco, California: Bilingual Election Materials

- Offers bilingual election materials in multiple languages, including Chinese, Spanish, and Filipino
- Collaboration with community organizations and linguistic experts

## 5. Harris County, Texas: "Multilingual Virtual Pollworker" System

- Video chat interpretation services in thirty-four languages
- Investment in technology and training for poll workers



# Actionable Recommendations for DeKalb County's VOTE Resolution

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## 1. Primary Language Prioritization

- Focus on translating materials into Spanish and Amharic, based on ACS PUMS data
- Address immediate needs of LEP voters in significant linguistic segments

## 2. Expansion to Secondary Languages

- Extend services to include Chinese, Vietnamese, French, and Bengali
- Target language support for communities with notable LEP ratios

## 3. Holistic Translation Strategy

- Comprehensive approach beyond textual translation
- Adaptation to different literacy levels, use of visual aids, simplified language options
- Inclusive of all voting-related materials for clarity

## 4. Establishment of Multilingual Working Group within VRE

- Creation of a dedicated group to manage translation and interpretation services
- Centralize oversight for consistency and quality across languages
- Collaboration with county government for resources

# Actionable Recommendations for DeKalb County's VOTE Resolution (Cont.)

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## 5. Bilingual Poll Worker Recruitment and Training

- Proactive recruitment and extensive training of bilingual poll workers
- Assistance for voters with language barriers, enhancing the voting experience

## 6. Enhancing Website Accessibility

- Redesign the voting information website for better accessibility
- Include multilingual options, user-friendly navigation, and clear voting information

## 7. Strengthened Community Engagement

- Forge partnerships with local organizations for voter education and outreach
- Raise awareness in LEP communities about voting rights and processes

## 8. Ongoing Monitoring and Feedback

- Implement a system to review language service's effectiveness
- Incorporate community feedback for continuous assessment and improvement

## 9. Financial Impact

- Estimated cost for translating voting materials: \$90,000 - \$100,000 per election
- Breakdown per language: \$7,000 - \$10,000 for the top 9 languages

# Conclusion and Future Steps for DeKalb County's VOTE Resolution

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## 1. VOTE Resolution Commitment to Inclusive Voting

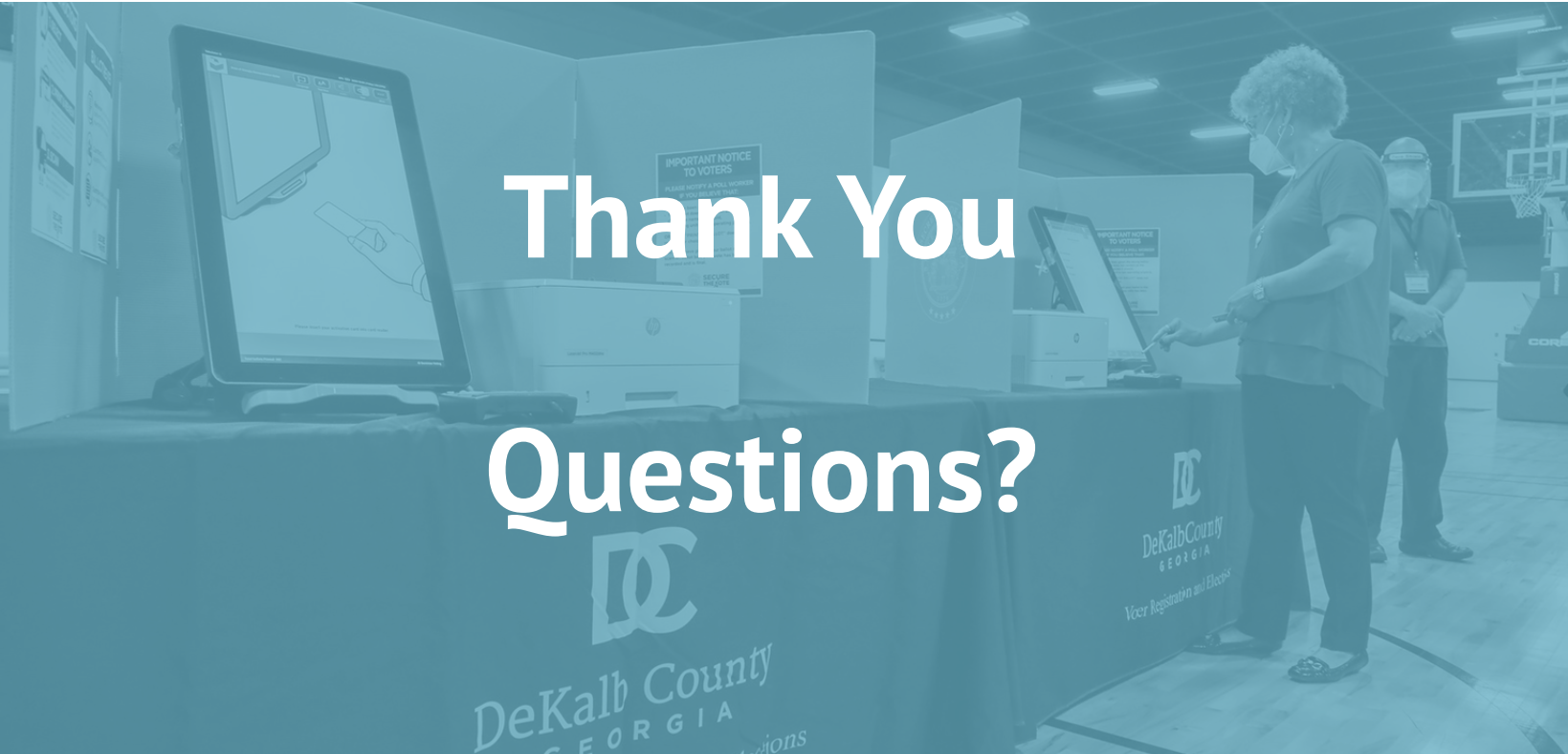
- The resolution noted commitment to ensuring inclusive voting access for all citizens, particularly those facing language barriers

## 2. Strategic Implementation

- The report proposes a tiered translation approach and establishing a dedicated Multilingual office to bring the resolution to fruition effectively
- It also emphasizes the need for community engagement to bring the VOTE Resolution to life

## 3. Empowering Every Voter

- By accepting the recommendations, the board reaffirms the objective to ensure every citizen, irrespective of linguistic background, has easy access to voting rights



Thank You  
Questions?

## NOTICE OF PROPOSED POLLING PLACE CHANGES

The DeKalb County Board of Registration and Elections (the BRE) hereby gives notice to the voters of DeKalb County that it is considering the following polling place changes for the March 12, 2024, Presidential Preference Primary. These changes will become effective following the second publication of this notice unless the BRE receives public comment in opposition to such changes, in which case the BRE will hold a special called meeting to consider public comments received and further action on the proposed changes.

Precinct	Previous Location	Proposed Location
Kelley Chapel Road (KC)	Kelley Chapel United Methodist 3411 Kelley Chapel Road Decatur, Ga 30034	Chapel Hill Elementary Sch 3536 Radcliffe Boulevard Decatur, Ga 30034
Embry Hills (EC)	Evansdale Elementary School 2914 Evans Woods Dr Doraville, Ga 30340	Pleasantdale Elementary School 3680 Pleasantdale Rd Atlanta, Ga 30340
Warren Tech (WI)	Warren Technical School 3075 Alton Road Chamblee, Ga 30341	Evansdale Elementary School 2914 Evans Woods Dr Doraville, Ga 30340
Winters Chapel (WL)	Congregation Beth Shalom 5303 Winters Chapel Road Doraville, Ga 30360	Crossroads Church of Dunwoody 4805 Tilly Mill Rd Doraville, Ga 30360
Rehoboth (RD)	Lawrenceville Rd United Methodist 3142 Lawrenceville Hwy Tucker, Ga 30084	Briarlake Baptist Church 3715 Lavista Road Decatur, Ga 30033
Harris-Margaret Harris Ed (BG)	Margaret Harris Educ Center 1634 Knob Hill Drive NE Atlanta, Ga 30329	Briarcliff Baptist Church 3039 Briarcliff Road Atlanta, Ga 30329
Panola (PH)	St. Paul A.M.E. Church 1704 S Stone Mountain-Lithonia Rd Lithonia, Ga 30058	Fairfield Baptist Church 6133 Redan Road Lithonia, Ga 30058
Smoke Rise (SH)	Carmel Mar Thoma Center, Atlanta 6015 Old Stone Mountain Road Stone Mountain, Ga 30087	Smoke Rise Baptist Church 5901 Hugh Howell Rd Stone Mountain, Ga 30087

A complete list of polling locations can be found at <https://www.dekalbcountyga.gov/voter-registration-elections/current-election-information>. Any comments on the proposed change may be directed to the DeKalb County Board of Registration & Elections at 4380 Memorial Drive, Suite 300, Decatur, GA 30032 or via email at [Voterreg@dekalbcountyga.gov](mailto:Voterreg@dekalbcountyga.gov).

This 30th day of November 2023,

Keisha L. Smith  
Executive Director, DeKalb County Voter Registration & Elections

# OFFICE OF THE SECRETARY OF STATE ELECTIONS DIVISION



## 2024 SCHEDULED ELECTIONS

ELECTION	ELECTION DATE
Presidential Preference Primary (PPP)	March 12, 2024
General Primary / Nonpartisan Election	May 21, 2024
General Primary / Nonpartisan Election Runoff	June 18, 2024
General Election Runoff for Federal Offices	
General Election	November 5, 2024
General Election Runoff	December 3, 2024
General Election Runoff for Federal Offices	

*Note: The General Runoff for Federal Offices is not considered a separate event, it is listed on a separate line due to the different registration deadlines.*