

**MINUTES**

**DECATUR COUNTY BOARD OF COMMISSIONERS**

**COMMISSIONERS' BOARDROOM**

**TUESDAY, JANUARY 28, 2025**

PRESENT: CHAIRMAN PETE STEPHENS, VICE CHAIRMAN DENNIS BRINSON, COMMISSIONERS, BOBBY BARBER, JR, RUSTY DAVIS, AND GEORGE ANDERSON, COUNTY ADMINISTRATOR ALAN THOMAS, COUNTY ATTORNEY BRUCE KIRBO, AND COUNTY CLERK MICHELLE WEST

ABSENT: COMMISSIONER STEVE BROCK

**INVOCATION AND THE PLEDGE OF ALLEGIANCE**

Chairman Stephens called the regular meeting to order at 7:00 p.m. After the call to order, Chairman Stephens gave the invocation and all those assembled pledged allegiance to the flag of the United States of America.

**APPROVAL OF AGENDA**

Chairman Stephens requested to amend the agenda and move Executive Session to 3a. Commissioner Davis made a motion to approve the agenda, with the amendment. Commissioner Anderson seconded the motion, a vote was taken and unanimously approved

**SPECIAL PRESENTATIONS**

There were no Special Presentations.

**PUBLIC PARTICIPATION**

Chairman Stephens recognized Yvena Merritt who invited the Commissioners to a Monkey Gate Expo meeting on January 30, 2025.

**APPROVAL OF MINUTES**

Vice Chairman Brinson made a motion to approve the minutes of the Commissioners' meeting held January 14, 2025, as presented. Commissioner Anderson seconded the motion, a vote was taken and unanimously approved.

**OLD BUSINESS**

There was no Old Business.

**NEW BUSINESS**

**Comments from District Attorney – Funding Request.** Due to a scheduling conflict the District Attorney was unable to attend the meeting. No action taken.

**Consider Approval of Resolution – Adoption of Language Access Plan.** Chairman Stephens recognized County Administrator Thomas who stated a copy of the Language Access Plan Resolution and the actual Language Access Plan were included in the Commissioners' packet. County Administrator Thomas stated to be in compliance with Title VI non-discrimination laws regarding the provision of appropriate access to services and activities provided by federal agencies and recipients of federal assistance; Decatur County is in receipt of HUD funding through the CDBG program for Kelly's Crossing and requires an adoption of a Language Access Plan for Limited English Proficient persons. County Administrator Thomas is recommending approval by the Board. Commissioner Barber made a motion to approve the Resolution and to adopt the

Language Access Plan, a copy of which is attached. Commissioner Davis seconded the motion, a vote was taken and unanimously approved.

**EXECUTIVE SESSION – PERSONNEL**

Commissioner Davis made the motion to enter into Executive Session to discuss Personnel. Commissioner Barber seconded the motion, a vote was taken and unanimously approved.

After the executive session, the Commissioners assembled back in the boardroom. Commissioner Barber made the motion to enter back into Regular Session. Commissioner Davis seconded the motion, a vote was taken and unanimously approved.

Chairman Stephens stated personnel was discussed in executive session and no action was taken.


**Consider Appointment.** Vice Chairman Brinson made a motion to appoint John Marshall to the Development Authority of Bainbridge and Decatur County. Mr. Marshall will be fulfilling the term of Fred Rudbeck which will end December 31, 2025. Commissioner Anderson seconded the motion, a vote was taken and unanimously approved.

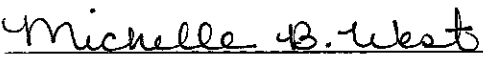
**COMMISSIONERS/ADMINISTRATOR’S REMARKS**

The Commissioners thanked everyone for coming.

**ADJOURN**

There being no further business, the meeting, on motion by Commissioner Brock, was duly adjourned. Commissioner Davis seconded the motion, a vote was taken and unanimously approved.

Approved:   
Chairman, Pete Stephens

Attest:   
County Clerk, Michelle B. West



**RESOLUTION OF THE DECATUR COUNTY BOARD OF COMMISSIONERS  
ADOPTION OF LANGUAGE ACCESS PLAN**

WHEREAS, the Decatur County Board of Commissioners desires to be in compliance with Title VI non-discrimination laws regarding the provision of appropriate access to services and activities provided by federal agencies and recipients of federal assistance, and

WHEREAS, the Decatur County Board of Commissioners is in receipt of Housing and Urban Development (HUD) funding through the Community Development Block Grant (CDBG) program, and

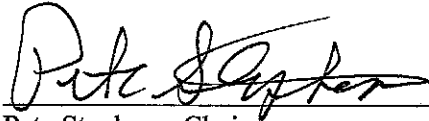
WHEREAS, the Georgia Department of Community Affairs (DCA) has encouraged and provided guidance for the adoption of a Language Access Plan (LAP) for Limited English Proficient (LEP) persons,

LET IT THEREFORE BE RESOLVED, that the Decatur County Board of Commissioners has prepared and is adopting its Language Access Plan (LAP) related to the FY 2024 CDBG funding of Street and Drainage Improvements in the 2024 target area, and

LET IT BE RESOLVED, that Mr. Alan Thomas, County Administrator, has been named in the LAP as the LAP Coordinator, and

LET IT BE RESOLVED, that the LAP will be updated as new Census Data regarding LEPs is presented and/or a new CDBG or another Federal grant is awarded and requires the LAP to be updated or revised.

BE IT RESOLVED this 28th day of January, 2025.

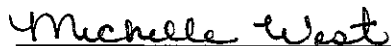


Pete Stephens, Chairman

**CERTIFICATION**

I do hereby certify that the foregoing is a true and correct copy of the Resolution duly adopted by the Decatur County Board of Commissioners on the date so stated in said Resolution. I further certify that I am the County Clerk and that said Resolution has full force and effect the 28<sup>th</sup> day of January, 2025.

ATTEST:

 \_\_\_\_\_ (SEAL)  
Michelle West, County Clerk



# LANGUAGE ACCESS PLAN

## ***Decatur County Board of Commissioners***

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*P.O. Box 726 | Bainbridge, GA 39818  
(229) 248-3030*

***December 2024***

***Prepared by:***



*P.O. Box 4071 | Moultrie, GA 31776  
(229) 454-7196 | SunbeltGA.com*

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## LANGUAGE ACCESS PLAN

### I. GENERAL INFORMATION

#### A. Prepared By:

Sarah Rowley, P.E.  
Sunbelt Consulting, LLC  
P.O. Box 4071  
Moultrie, GA 31776  
(229) 454-7196  
srowley@sunbeltga.com

#### B. Current Applicable Funded Grants/Programs

The following is the list of Current Applicable Funded Grants/Programs (to be automatically amended as projects are funded):

Grantee:	Decatur County, Georgia
CDBG Grant Number:	24p-y-043-1-6397
Target Area:	Kelly Crossing Subdivision

#### C. Purpose & Policy

This Language Access Plan has been prepared to address Decatur County responsibilities as a recipient of federal financial assistance from Georgia Department of Community Affairs programs and grants funded by HUD as they relate to the needs of individuals with limited English language skills.

The plan has been prepared to ensure compliance with HUD's guidance and Title VI of the Civil Rights Act of 1964, and its implementing regulations. Under HUD's guidance, Decatur County must take reasonable steps to ensure meaningful access to their programs and activities by persons with Limited English Proficiency (LEP).

Executive Order 13166, titled *Improving Access to Services for Persons with Limited English Proficiency*, indicates that differing treatment based upon a person's inability to speak, read, write or understand English is a type of national origin discrimination. It directs each agency to publish guidance for its respective recipients clarifying their obligation to ensure that such discrimination does not take place. This order applies to all state and local agencies which receive federal funds, including Decatur County.

Decatur County has developed this Language Access Plan to help identify reasonable steps for providing language assistance to persons with Limited English Proficiency (LEP) who

wish to access services provided through programs funded by the Georgia Department of Community Affairs/HUD. As defined by Executive Order 13166, LEP persons are those who do not speak English as their primary language and have limited ability to read, speak, write or understand English. This plan outlines how to identify a person who may need language assistance, the ways in which assistance may be provided, staff training that may be required, and how to notify LEP persons that assistance is available.

To prepare this plan, Decatur County used HUD's four-factor LEP analysis which considers the following factors:

1. The number or proportion of LEP persons eligible to be served or likely to be encountered by the Community Development programs;
2. The frequency with which LEP persons come in contact with Community Development programs;
3. The nature and importance of the Community Development programs and services provided by Decatur County to the LEP population;
4. The resources available to Decatur County and overall cost to provide LEP assistance.

#### **D. Safe Harbor Thresholds**

The size of the language group determines the recommended provision for written language assistance. The Safe Harbor threshold guidelines are as follows:

<b>Size of Language Group</b>	<b>Recommended Provision of Written Language Assistance</b>
1,000 or more in the eligible population	Translate vital documents
More than 5% of the eligible population or beneficiaries and more than 50 in number	Translate vital documents
More than 5% of the eligible population or beneficiaries and 50 or less in number	Translate written notice of right to receive free oral interpretation of documents
5% or fewer of the eligible population or beneficiaries and less than 1,000 in number	No written translation is required

In accordance with HUD Safe Harbors for LEP, Decatur County will translate written Community Development documents for groups that are at least 5% of the eligible population (and more than 50 persons) or 1,000 persons, whichever is fewer. If there are fewer than 50 persons in a language group that reaches the 5% trigger above, Decatur County will not translate the vital Community Development written materials, but will provide written notice in the primary language of the LEP group of the right to receive competent oral interpretation of those written materials, free of cost.

## II. MEANINGFUL ACCESS: FOUR-FACTOR ANALYSIS

### A. Factor 1

**The number or proportion of LEP persons eligible to be served or likely to be encountered by the programs.**

Decatur County staff reviewed the most currently available census information from the U.S. Census Bureau (sourced from the ACS 2023 Table S1601) and determined that of the population of 27,157 persons over 5 years of age, 1,706 persons in Decatur County (6.3% of the total population) speak a language other than English. Of those 1,706 persons, 745 (2.74% of the total population and 43.7% of the population speaking a language other than English) have limited English proficiency; that is, they speak English less than “very well.” In Decatur County, of those persons with limited English proficiency, 708 speak Spanish (2.61%), 36 speak other Indo-European languages (0.13%), 1 speaks Asian and Pacific Islander languages (0.003%), and no persons speak a language not identified in the Survey. At the present time, GA DCA has identified no Census Tracts in Decatur County that meet LEP criteria.

A review of the residents that are in the FY 24 CDBG Target Area revealed that 5 residents indicated they are Spanish speakers with limited English proficiency. These 5 persons also identified as being of Hispanic origin. The survey does not indicate the age of the individuals. There are Asian, Pacific Islander or Indo-European origin persons identified as residing in the Target Area.

The 5 persons with limited English proficiency in the Target Area represents 7.7% of the Target Area’s population which meets the threshold described above for translating written notice of right to receive free oral interpretation of documents.

A summary of the population and language spoken is as follows:

Language Spoken	Decatur County		Target Area	
	# Residents Over 5-years of Age	Speaks English Less Than “Very Well”	# Residents Over 5-years of Age	Speaks English Less Than “Very Well”
TOTAL POPULATION	27,157 (100%)	745 (2.7%)	65 (100%)	5 (7.7%)
English	25,451 (93.7%)	-	60 (92.3%)	-
Spanish	1,441 (5.3%)	708 (2.6%)	5 (7.7%)	5 (7.7%)
Other Indo-European	159 (0.6%)	36 (0.1%)	0	0
Asian, Pacific Island and Other	78 (0.3%)	1 (0.003%)	0	0



**B. Factor 2****The frequency with which LEP persons come in contact with Community Development services.**

Decatur County Administrative Staff reviewed the frequency with which staff have, or could have, contact with LEP persons. This includes documenting phone inquiries or office visits, as well as public hearings and interactions during surveys. Over the past two years, there have been no requests for interpreters and no requests for translated program documents.

A review of the residents that are in the FY 2024(24p-y-043-1-6397) CDBG Target Area revealed there are persons residing in the area who speak languages other than English.

Frequency of Interaction: Annually

For Project Applications & Awards:

1. When notifying the public about the potential grant and activities
2. When surveying income in the target area
3. When notifying the public about the grant award closeout and accomplishments

**C. Factor 3****The nature and importance of programs, activities or services provided by Community Development to the LEP population.**

The 2024 CDBG project proposes street paving and drainage improvements in Kelly Crossing Subdivision. Surveys of the Target Area's residents indicate that 7.7% of the population are LEP.

Importance of the Program(s): Denial or delay of access to services or information would not have serious or life-threatening implications for any LEP individual.

**D. Factor 4****The resources available to Decatur County, and overall cost to provide LEP assistance.**

Decatur County reviewed its available resources that could be used for providing LEP assistance, including which documents would be most valuable to be translated if the need should arise. An "I Speak" card/poster will be made available to determine needed language translations. A notice (see below) will be posted in all ads for GA DCA/HUD programs regarding who to contact should language assistance be needed. Language translation, if needed, would be provided through the available bi-lingual staff and/or the Language Line for which Decatur County would pay a fee.

### III. LANGUAGE ASSISTANCE

A person who does not speak English as their primary language and who has a limited ability to read, write, speak or understand English may be a Limited English Proficient person and may be entitled to language assistance with respect to Community Development services. Language assistance can include interpretation, which means oral or spoken transfer of a message from one language into another language and/or translation, which means the written transfer of a message from one language into another language.

#### A. Responsible Party

The Name of the individual at Decatur County responsible for coordination of LEP Compliance is:

Alan Thomas, County Administrator  
Decatur County Board of Commissioners  
P.O. Box 726  
Bainbridge, Georgia 39818  
(229) 248-3030  
athomas@decaturcountyga.gov

#### B. LEP Identification

How Decatur County may identify an LEP person who needs language assistance:

- Post notice of LEP Plan and the availability of interpretation services free of charge in languages LEP persons would understand;
- Add statement (see below) to public meeting and event notices concerning GA DCA/HUD programs;
- All staff involved with Community Development activities will be informally surveyed periodically on their experience concerning any contacts with LEP persons during the previous year; and
- When Decatur County conducts a Public Hearing, an informational meeting or event, a staff person may greet participants as they arrive. By informally engaging participants in conversation it is possible to gauge each attendee's ability to speak and understand English. Although translation may not be able to be provided at the event (unless previously requested) it will help identify the need for future events; and
- Language Identification Cards/Posters will be used as necessary to determine a client's language needs.

### **C. Language Assistance Measures**

Although there is a small percentage in Decatur County of eligible LEP households, that is, persons who speak English “not well” or “not at all”, it will strive to offer the following measures:

1. The County Administration will take reasonable steps to provide the opportunity for meaningful access to LEP clients who have difficulty communicating English.
2. The following resources will be available to accommodate LEP persons:
  - Interpreters if available will be provided within a reasonable time period; or
  - Language interpretation will be accessed through Language Line Solutions.
3. Language Identification Cards/Posters will be used as necessary to determine a client’s language needs.
4. The following statements will be added to public meeting and event notices concerning GA DCA/HUD programs:

“Persons with special needs relating to handicapped accessibility or foreign language should contact Alan Thomas, County Administrator at 229-248-3030 before \_\_\_\_\_. This person can be located at offices of the Decatur County Board of Commissioners, 203 W. Broughton Street and is available between the hours of 8:00 a.m. to 5:00 p.m., Monday through Friday, except holidays, or you may call 229-248-3030. Persons with hearing disabilities may consider using the Georgia Relay Service, at (TDD) 1-800-255-0056 or (Voice) 1-800-255-0135.”

### **IV. STAFF TRAINING**

The following training will be provided to all Community Development staff:

- Information on the Title VI Policy and LEP responsibilities;
- Description of language assistance services offered to the public;
- Documentation of language assistance requests; and
- How to handle a potential Title VI/LEP complaint.

All contractors, subcontractors and sub-recipients performing work for or receiving federal funds for Community Development projects will be required to follow the Title VI/LEP guidelines.

## **VI. TRANSLATION OF DOCUMENTS**

A vital document is any document that is critical for ensuring meaningful access to Decatur County's major activities and programs by beneficiaries generally and LEP persons specifically. Leases, rental agreements and other housing documents of a legal nature enforceable in U.S. courts should be in English.

Because more than 5% of the beneficiaries within the County FY 2024 CDBG project are Limited English Proficient (LEP) Spanish speakers, Decatur County will provide a written notice of a right to receive free oral interpretation of vital documents, translated in Spanish. The following list identifies those vital documents that will be translated, if requested:

- Public Notices
- Residential Utility Service Applications
- Fair Housing & Non-Discrimination Information
- CDBG Household Surveys; and,
- Applications for Assistance

## **VII. MONITORING AND UPDATING THE LAP PLAN**

Decatur County will update the LAP Plan as required. At a minimum, the plan will be reviewed and updated every five years using data.census.gov for census information, or when it is clear that higher concentrations of LEP individuals are present in Decatur County. Updates will include the following:

- The number of documented LEP person contacts encountered annually;
- How the needs of LEP persons have been addressed;
- Determination of the current LEP population in the service area;
- Determination as to whether the need for translation services has changed;
- Determine whether local language assistance programs have been effective and sufficient to meet the need;
- Determine whether Decatur County financial resources are sufficient to fund language assistance resources needed;
- Determine whether Decatur County fully complies with the goals of this LAP Plan; and
- Determine whether complaints have been received concerning the County's failure to meet the needs of LEP individuals.

## **VIII. DISSEMINATION OF THE DECATUR COUNTY LAP PLAN**

The LAP Plan will be on the Decatur County website page and provided to anyone requesting the information.

**IX. RECORDS**

Decatur County will maintain records in the office of the County Clerk regarding its efforts to comply with Title VI LEP obligations. These records will be reviewed periodically and open to the public in an effort to improve service.

**X. COMPLAINTS/FINDINGS**

Any person who believes they have been denied the benefits of this LAP or that Decatur County has not complied with Title VI of the Civil Rights Act of 1964, 42 U.S.C. 2000(d) and Executive Order 13166 regulations may file a complaint with the County LAP Coordinator. The County LAP Coordinator may be the first point of contact for any complaints or appeals, but the DCA LAP Coordinator must be informed of all complaints and appeals. The LAP Coordinator will provide oversight of the complaint/appeal resolution process. To file a complaint, submit the written complaint to:

Alan Thomas, County Administrator  
Decatur County Board of Commissioners  
P.O. Box 726  
Bainbridge, Georgia 39818

Or

DCA 504 Coordinator  
60 Executive Park South, N.E.  
Atlanta, Georgia 30329-2231  
fairhousing@dca.ga.gov

**XI. AVAILABLE FEDERAL LEP RESOURCES**

HUD's LEP Website: <http://www.hud.gov/offices/fheo/lep.xml>

Federal LEP Website: <http://www.lep.gov/>

LEP and Title VI Videos: <http://www.lep.gov/video/video.html>

"I Speak" Card: <http://www.lep.gov/ISpeakCards2004.pdf>

**APPENDIX A**  
**ACS Table S1601**


Language Spoken at Home		
<b>Note:</b> The table shown may have been modified by user selections. Some information may be missing.		
<b>DATA NOTES</b>		
TABLE ID:	S1601	
SURVEY/PROGRAM:	American Community Survey	
VINTAGE:	2023	
DATASET:	ACSST5Y2023	
PRODUCT:	ACS 5-Year Estimates Subject Tables	
UNIVERSE:	None	
MLA:	U.S. Census Bureau, U.S. Department of Commerce. "Language Spoken at Home." American Community Survey, ACS 5-Year Estimates Subject Tables, Table S1601, 2023, . Accessed on December 18, 2024.	
FTP URL:	None	
API URL:	<a href="https://api.census.gov/data/2023/acs/acs5/subject">https://api.census.gov/data/2023/acs/acs5/subject</a>	
<b>USER SELECTIONS</b>		
GEOS	Decatur County, Georgia	
TABLES	S1601	
EXCLUDED COLUMNS	None	
APPLIED FILTERS	None	
APPLIED SORTS	None	
<b>PIVOT &amp; GROUPING</b>		
PIVOT COLUMNS	None	
PIVOT MODE	Off	
ROW GROUPS	None	
VALUE COLUMNS	None	
WEB ADDRESS	<a href="https://data.census.gov/table/ACSST5Y2023.S1601?q=Decatur%20County,%20Georgia%20%20S1601">https://data.census.gov/table/ACSST5Y2023.S1601?q=Decatur%20County,%20Georgia%20%20S1601</a>	
<b>TABLE NOTES</b>		
	<p>Although the American Community Survey (ACS) produces population, demographic and housing unit estimates, the decennial census is the official source of population totals for April 1st of each decennial year. In between censuses, the Census Bureau's Population Estimates Program produces and disseminates the official estimates of the population for the nation, states, counties, cities, and towns and estimates of housing units and the group quarters population for states and counties.</p>	
	<p>Information about the American Community Survey (ACS) can be found on the ACS website. Supporting documentation including code lists, subject definitions, data accuracy, and statistical testing, and a full list of ACS tables and table shells (without estimates) can be found on the Technical Documentation section of the ACS website.</p> <p>Sample size and data quality measures (including coverage rates, allocation rates, and response rates) can be found on the American Community Survey website in the Methodology section.</p>	
	Source: U.S. Census Bureau, 2019-2023 American Community Survey 5-Year Estimates	
	ACS data generally reflect the geographic boundaries of legal and statistical areas as of January 1 of the estimate year. For more information, see <a href="#">Geography Boundaries by Year</a> .	
	Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see ACS Technical Documentation). The effect of nonsampling error is not represented in these tables.	
	Users must consider potential differences in geographic boundaries, questionnaire content or coding, or other methodological issues when comparing ACS data from different years. Statistically significant differences shown in ACS Comparison Profiles, or in data users' own analysis, may be the result of these differences and thus might not necessarily reflect changes to the social, economic, housing, or demographic characteristics being compared. For more information, see <a href="#">Comparing ACS Data</a> .	
	<p>Estimates of urban and rural populations, housing units, and characteristics reflect boundaries of urban areas defined based on 2020 Census data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.</p> <p>Explanation of Symbols:- The estimate could not be computed because there were an insufficient number of sample observations. For a ratio of medians estimate, one or both of the median estimates falls in the lowest interval or highest interval of an open-ended distribution. For a 5-year median estimate, the margin of error associated with a median was larger than the median itself. N The estimate or margin of error cannot be displayed because there were an insufficient number of sample cases in the selected geographic area. (X) The estimate or margin of error is not applicable or not available. median- The median falls in the lowest interval of an open-ended distribution (for example "2,500-") median+ The median falls in the highest interval of an open-ended distribution (for example "250,000+").** The margin of error could not be computed because there were an insufficient number of sample observations.*** The margin of error could not be computed because the median falls in the lowest interval or highest interval of an open-ended distribution.***** A margin of error is not appropriate because the corresponding estimate is controlled to an independent population or housing estimate. Effectively, the corresponding estimate has no sampling error and the margin of error may be treated as zero.</p>	
COLUMN NOTES	None	

Table: ACSST5Y2023.S1601

Decatur County, Georgia													
Total													
Label	Percent			Percent of specified language speakers			Speak English only or speak			Speak English less than			
	Estimate	Margin of Error	Estimate (X)	Estimate	Margin of Error	Estimate (X)	Estimate	Margin of Error	Estimate (X)	Estimate	Margin of Error	Estimate (X)	
Population 5 years and over	27,157	±124	(X)	26,412	±244	(X)	97.3%	±0.9	745	±259	(X)	2.7%	±0.9
Speak only English	25,451	±317	(X)										
Speak a language other than English	1,706	±359		961	±264		56.3%	±11.3	745	±259		43.7%	±11.3
SPEAK A LANGUAGE OTHER THAN ENGLISH													
Spanish	1,441	±356		733	±230		50.9%	±11.6	708	±256		49.1%	±11.6
5 to 17 years old	493	±141		365	±134		74.0%	±20.7	128	±116		26.0%	±20.7
18 to 64 years old	918	±299		358	±150		39.0%	±13.7	560	±243		61.0%	±13.7
65 years old and over	30	±40		10	±21		33.3%	±63.0	20	±35		66.7%	±63.0
Other Indo-European languages													
5 to 17 years old	159	±110		123	±112		77.4%	±24.8	36	±26		22.6%	±24.8
18 to 64 years old	0	±27		0	±27		**	**	0	±27		-	**
65 years old and over	158	±110		122	±112		77.2%	±24.8	36	±26		22.8%	±24.8
Asian and Pacific Island languages	1	±3		1	±3		100.0%	±100.0	0	±27		0.0%	±100.0
Other languages													
5 to 17 years old	78	±76		77	±76		98.7%	±2.8	1	±2		1.3%	±2.8
18 to 64 years old	0	±27		0	±27		-	**	0	±27		-	**
65 years old and over	42	±59		42	±59		100.0%	±55.3	0	±27		0.0%	±55.3
Other languages	36	±44		35	±44		97.2%	±7.1	1	±2		2.8%	±7.1
5 to 17 years old	0	±27		0	±27		-	**	0	±27		-	**
18 to 64 years old	28	±32		28	±32		100.0%	±67.8	0	±27		0.0%	±67.8
65 years old and over	0	±27		0	±27		-	**	0	±27		-	**
CITIZENS 18 YEARS AND OVER	21,253	±154	(X)	21,010	±196	(X)	98.9%	±0.7	243	±153	(X)	1.1%	±0.7
Speak only English	20,510	±176	(X)										
Speak a language other than English	743	±238		500	±190		67.3%	±16.5	243	±153		32.7%	±16.5
Spanish	488	±217		281	±138		57.6%	±20.0	207	±151		42.4%	±20.0
Other languages	255	±129		219	±137		85.9%	±14.3	36	±26		14.1%	±14.3



**APPENDIX B**

**“I Speak” Cards & Poster**

ضع علامة في هذا المربع إذا كنت تقرأ أو تتحدث العربية.

1. Arabic

Խարդում ե՞նք նշում կատարե՞ք այս քառակուսում,  
եթե խոսում կամ կարդում եք հայերեն:

2. Armenian

যদি আপনি বাংলা পড়েন বা বলেন তা হলে এই বাক্সে দাগ দিন।

3. Bengali

ឈ្លួបញ្ជាក់ក្នុងប្រអប់នេះ បើអ្នកអាន ឬនិយាយភាសា ខ្មែរ ។

4. Cambodian

Motka i kahhon ya yangin ûntûngnu' manaitai pat ûntûngnu' kumentos Chamorro.

5. Chamorro

如果你能读中文或讲中文，请选择此框。

6. Simplified Chinese

如果你能讀中文或講中文，請選擇此框。

7. Traditional Chinese

Označite ovaj kvadratić ako čitate ili govorite hrvatski jezik.

8. Croatian

Zaškrtněte tuto kolonku, pokud čtete a hovoříte česky.

9. Czech

Kruis dit vakje aan als u Nederlands kunt lezen of spreken.

10. Dutch

Mark this box if you read or speak English.

11. English

اگر خواندن و نوشتن فارسی بلد هستید، این مربع را علامت بزنید.

12. Farsi

- |                          |  |                    |
|--------------------------|--|--------------------|
| <input type="checkbox"/> | Cocher ici si vous lisez ou parlez le français.                                      | 13. French         |
| <input type="checkbox"/> | Kreuzen Sie dieses Kästchen an, wenn Sie Deutsch lesen oder sprechen.                | 14. German         |
| <input type="checkbox"/> | Σημειώστε αυτό το πλαίσιο αν διαβάζετε ή μιλάτε Ελληνικά.                            | 15. Greek          |
| <input type="checkbox"/> | Make kazyè sa a si ou li oswa ou pale kreyòl ayisyen.                                | 16. Haitian Creole |
| <input type="checkbox"/> | अगर आप हिन्दी बोलते या पढ़ सकते हैं तो इस बक्स पर चिह्न लगाएँ।                       | 17. Hindi          |
| <input type="checkbox"/> | Kos lub voj no yog koj paub twm thiab hais lus Hmoob.                                | 18. Hmong          |
| <input type="checkbox"/> | Jelölje meg ezt a kockát, ha megérta vagy beszéli a magyar nyelvet.                  | 19. Hungarian      |
| <input type="checkbox"/> | Markaam daytoy nga kahon no makabasa wenno makasaoka iti Ilocano.                    | 20. Ilocano        |
| <input type="checkbox"/> | Marchi questa casella se legge o parla italiano.                                     | 21. Italian        |
| <input type="checkbox"/> | 日本語を読んだり、話せる場合はここに印を付けてください。   | 22. Japanese       |
| <input type="checkbox"/> | 한국어를 읽거나 말할 수 있으면 이 칸에 표시하십시오.   | 23. Korean         |
| <input type="checkbox"/> | ໃຫ້ໝາຍໃສ່ຂ່ອງນີ້ ຖ້າທ່ານອ່ານຫຼືປາກພາສາລາວ.   | 24. Laotian        |
| <input type="checkbox"/> | Prosimy o zaznaczenie tego kwadratu, jeżeli posługuje się Pan/Pani językiem polskim. | 25. Polish         |

- Assinale este quadrado se você lê ou fala português. 26. Portuguese
- Însemnați această căsuță dacă citiți sau vorbiți românește. 27. Romanian
- Пометьте этот квадратик, если вы читаете или говорите по-русски. 28. Russian
- Обележите овај квадратичић уколико читате или говорите српски језик. 29. Serbian
- Označte tento štvorček, ak viete čítať alebo hovoriť po slovensky. 30. Slovak
- Marque esta casilla si lee o habla español. 31. Spanish
- Markahan itong kuwadrado kung kayo ay marunong magbasa o magsalita ng Tagalog. 32. Tagalog
- ให้กาเครื่องหมายลงในช่องดำท่านอ่านหรือพูดภาษาไทย. 33. Thai
- Maaka 'i he puha ni kapau 'oku ke lau pe lea fakatonga. 34. Tongan
- Відмітьте цю клітинку, якщо ви читаете або говорите українською мовою. 35. Ukrainian
- اگر آپ اردو پڑھتے یا بولتے ہیں تو اس خانے میں نشان لگائیں۔ 36. Urdu
- Xin đánh dấu vào ô này nếu quý vị biết đọc và nói được Việt Ngữ. 37. Vietnamese
- באצייכנט דעם קעסטל אויב איר לייענט אדער רעדט אידיש. 38. Yiddish

**A**

**Amharic**  
አኒ የምናገለግው አማርኛ ነው።  
**Arabic**  
أنا أتكلم العربية  
**Armenian**  
Ես խոսում եմ հայերեն

**B**

**Bengali**  
আমি বাংলা বলতে পারি  
**Bosnian**  
Ja govorim bosanski  
**Bulgarian**  
Аз говоря български  
**Burmese**  
ကျွန်ုပ်တို့/ကျွန်းုပ်တို့ မြန်မာစကား ဝေဟန်

**C**

**Cambodian**  
ខ្ញុំនិយាយភាសាខ្មែរ  
**Cantonese**  
我講廣東話 (Traditional)  
我讲广东话 (Simplified)  
**Catalan**  
I parlo català  
**Croatian**  
Govorim hrvatski  
**Czech**  
Mluvim česky

**D**

**Danish**  
Jeg taler dansk  
**Dari**  
من دری حرف می زنم  
**Dutch**  
Ik spreek het Nederlands

**E**

**Estonian**  
Ma räägin eesti keelt

**F**

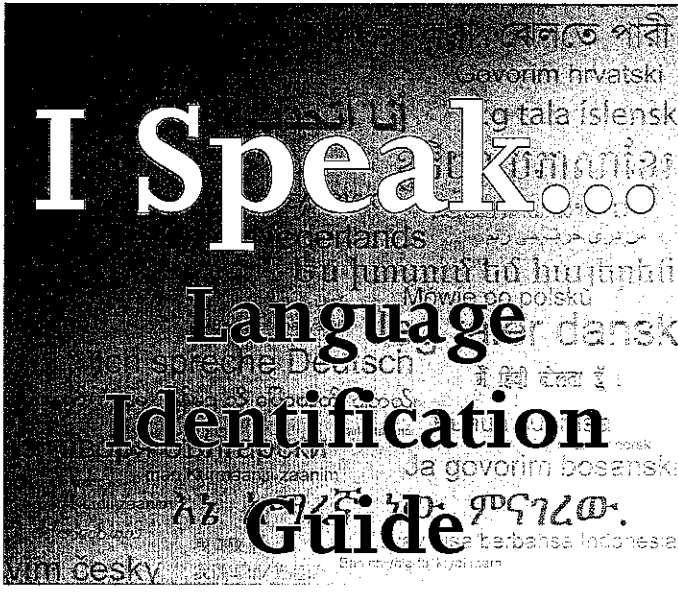
**Finnish**  
Puhun suomea  
**French**  
Je parle français

**G**

**German**  
Ich spreche Deutsch  
**Greek**  
Μιλώ τα ελληνικά  
**Gujarati**  
હું ગુજરાતી બોલું છું

**H**

**Haitian Creole**  
M pale kreyòl ayisyen  
**Hebrew**  
אני מדבר עברית  
**Hindi**  
मैं हिंदी बोलता हूँ ।  
**Hmong**  
Kuv hais lus Hmoob  
**Hungarian**  
Beszélék magyarul



**I**

**Icelandic**  
Ég tala íslensku  
**Indonesian**  
Saya berbicara bahasa Indonesia  
**Ilocano**  
Agsaonak ti Ilocano  
**Italian**  
Parlo italiano

**J**

**Japanese**  
私は日本語を話す

**K**

**Korean**  
한국어 합니다  
**Kurdish**  
min azanim Ba Kurdi Qsa bkam  
**Kurmanji**  
as zanim eb kurmanji baxvim

**L**

**Laotian**  
ຂອຍປາກພາສາລາວ  
**Latvian**  
Es runāju latviski  
**Lithuanian**  
Aš kalbu lietuviškai

**M**

**Mandarin**  
我講國語 (Traditional)  
我讲国语/普通话 (Simplified)  
**Mongolian**  
би монгол хэл ярьдаг

**N**

**Norwegian**  
Jeg snakker norsk

**P**

**Persian**  
من فارسی صحبت می کنم  
**Polish**  
Mówię po polsku  
**Portuguese**  
Eu falo português do Brasil (for Brazil)  
Eu falo português de Portugal (for Portugal)

**Punjabi**

ਮੈਂ ਪੰਜਾਬੀ ਬੋਲਦਾ ਹਾਂ।

**R**

**Romanian**  
Vorbesc românește  
**Russian**  
Я говорю по-русски

**S**

**Serbian**  
Ja govorim српски  
**Sign Language (American)**



**Slovak**  
Hovorím slovenská  
**Slovenian**  
Govorim slovensko

**Somali**  
Waxaan ku hadlaa af-Soomaali  
**Spanish**  
Yo hablo español

**Swahili**  
Ninaongea Kiswahili  
**Swedish**  
Jag talar svenska

**T**

**Tagalog**  
Marunong akong mag-Tagalog  
**Tamil**  
நான் தமிழ் பேசுகிறேன்

**Thai**

พูดภาษาไทย

**Turkish**  
Türkçe konuşurum

**U**

**Ukrainian**  
Я розмовляю українською мовою  
**Urdu**  
میں اردو بولتا ہوں

**V**

**Vietnamese**  
Tôi nói tiếng Việt

**W**

**Welsh**  
Dwi'n siarad Cymraeg

**X**

**Xhosa**  
Nditheha isiXhosa

**Y**

**Yiddish**  
איך רעד יידיש  
**Yoruba**  
Mo nso Yorùbá

**Z**

**Zulu**  
Ngiyasikhuluma isiZulu

Human trafficking is a form of modern-day slavery and involves the use of force, fraud, or coercion to exploit men, women or children and subject them into some type of labor or commercial sex act. Any minor exploited for commercial sex is a victim of human trafficking, even if not induced by force, fraud, or coercion.

Trafficking victims can be any age, race, gender, or nationality. Victims can find themselves in a foreign country and may not speak the language.

Report human trafficking to the U.S. Department of Homeland Security (DHS) Immigration and Customs Enforcement (ICE) Homeland Security Investigations (HSI) Tip line at 1-866-347-2423 or online at [www.ice.gov/tips](http://www.ice.gov/tips). The HSI Tip line is available 24/7 with language capability in over 300 languages and dialects. If calling from outside the United States, please call the non-toll free worldwide number of 802-872-6199."

To get help from the National Human Trafficking Resource Center (NHTRC) call 1-888-373-7888 or text HELP or INFO to BeFree (233733). The NHTRC is a national, toll-free hotline available to answer calls from anywhere in the country, 24 hours a day, 7 days a week, every day of the year with language capability in over 170 languages. The NHTRC is not a law enforcement or immigration authority and is operated by a nongovernmental organization funded by the federal government.

To get digital copies of this poster or "I Speak" booklet, visit [www.dhs.gov/blue-campaign](http://www.dhs.gov/blue-campaign) or contact the DHS Blue Campaign at [BlueCampaign@hsi.dhs.gov](mailto:BlueCampaign@hsi.dhs.gov).



[www.dhs.gov/blue-campaign](http://www.dhs.gov/blue-campaign)  
Email: [BlueCampaign@hsi.dhs.gov](mailto:BlueCampaign@hsi.dhs.gov)  
Report suspicious activity to  
1-866-347-2423

I Speak is provided by the Department of Homeland Security Office for Civil Rights and Civil Liberties (CRCL). Other resources are available at [www.lep.gov](http://www.lep.gov). Special thanks to the Department of Justice Bureau of Justice Assistance and the Ohio Office of Criminal Justice Services for inspiration and permission to use their I Speak guide. Permission may be required for the use of Ohio Office of Criminal Justice Services information other than as included in this booklet.

AFFIDAVIT OF CHAIRMAN OR PRESIDING OFFICER

Pete Stephens, Chairman of the Decatur County Board of Commissioners, being duly sworn, states under oath that the following is true and accurate to the best of his/her knowledge and belief:

1. The Decatur County Board of Commissioners met in a duly advertised meeting on: January 28, 2025.
2. During such meeting, the Board voted to go into closed session.
3. The executive Session was called to order at 7:10 a.m. (p.m.)
4. The subject matter of the closed portion of the meeting was devoted to the following matter(s) within the exceptions provided in the open meetings law;

       Consultation with the county attorney or other legal counsel to discuss pending or potential litigation, settlement, claims, administrative proceedings, or other judicial actions brought by or against the county or any officer or employee or in which the county or any officer or employee may be directly involved as provided in O.C.G.A. 50-14-2(1);

       Discussion of tax matters made confidential by state laws as provided by O.C.G.A. 50-14-2(2) and (insert the citation to the legal authority making the tax matter confidential) \_\_\_\_\_;

       Discussion of the future purchase, disposal of or lease of real estate as provided by O.C.G.A. 50-14-3(4).

Discussion of deliberation on the appointment, employment, compensation, hiring, disciplinary action or dismissal, or periodic evaluation or rating of a county officer or employee as provided in O.C.G.A. 50-14-3(6).

       Other \_\_\_\_\_

\_\_\_\_\_ as provided in \_\_\_\_\_.

This 28<sup>th</sup> day of January, 2025.

Pete Stephens  
Pete Stephens, Chairman  
Decatur County Board of Commissioners

Sworn to and subscribed  
Before me this 28<sup>th</sup> day of

January, 2025.

Notary Public

Michelle B. West

Commission Expires:  
\_\_\_\_\_

