

STATE: Wisconsin

FISCAL YEAR: 2014 (October 1, 2013 – September 30, 2014)

FISCAL YEAR 2012 AWARD AMOUNT: N/A

REPORT SUBMITTED BY: Kevin J. Kennedy, Director and General Counsel (Chief Election Official), Wisconsin Government Accountability Board

PERSON COMPLETING REPORT / CONTACT INFORMATION:

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DATE SUBMITTED: October 31, 2014

Mandate Area 1

- ❖ To make polling places accessible to individuals with a full range of disabilities including the path of travel, entrances, exits, and voting areas of each polling facility.

Goal/Activity outlined in the FFY 2013 EAID plan (application):

Description of activities in the EAID plan (application) carried out to completion: The Wisconsin Government Accountability Board (G.A.B.) provides ongoing information and assistance to municipalities that are considering opening additional (new) polling places or moving existing polling places to a new location. The primary goal of the G.A.B. continues to be 100% accessibility compliance at all polling places in Wisconsin.

The G.A.B. staff is carrying out the next phase of the Polling Place Accessibility Survey project, which is completing the implementation of a web-based system containing accessibility information for polling places statewide. The system is in place for internal G.A.B. use and has been used in the field on tablet computers during the onsite accessibility survey process. There are many advantages to the new online format, including more accurate data, the ability to attach photos to a survey report, and grant tracking capability.

The G.A.B. continues to employ a full-time Elections Specialist to serve as the Accessibility Coordinator. The Accessibility Coordinator is responsible for managing the polling place audit program and working with the IT team to continue to develop and improve the electronic survey format and the larger web-based system.

Beginning with the February 18, 2014 Spring Primary and continuing through the August 12, 2014 Partisan Primary, Government Accountability Board staff and representatives, primarily temporary workers, took advantage of the three elections during the reporting period to conduct onsite accessibility compliance reviews. During this period, the Government Accountability Board conducted 398 onsite accessibility compliance audits, across 25 of Wisconsin's 72 counties, in 349 of Wisconsin's 1,852 municipalities.

Top findings of the 2014 accessibility compliance reviews include:

- Some polling places lack required election notices and/or those posted are not printed in 18 point font.
- Some polling places lack accessible parking spaces and/or have insufficient signage for accessible parking spaces.

- Some polling places have insufficient signage marking accessible entrances and accessible pathways.
- Some polling places lacked ADA-compliant booth or table for voters casting a paper ballot.
- Some polling places had accessible pathways with breaks or edges where the height difference was larger than ½ inch.
- Some polling places have doors that require excessive force to open, lack lever door handles, and/or do not have an electronic feature such as an automatic opener, power-assist, or bell/buzzer.

Please see the attached “2014 Accessibility Performance Summary” for details.

Description of activities that displayed innovation which can be shared as “best practices” with other states: During the past year, the Wisconsin Government Accountability Board (G.A.B.) completed the process of replacing the previous paper-based polling place accessibility survey process with a new electronic process that significantly improves data collection, accuracy, and analysis. The new accessibility survey is a user-friendly electronic tool that includes skip logic and reference materials, and also stores previous responses to eliminate costly re-entry of data. The survey is also available via mobile or portable wireless device for easy data entry from the field. The tool will allow state election officials to quickly analyze their results and provide local election officials immediate feedback on how to improve their polling place accessibility on Election Day.

This system serves as a robust administration tool for the G.A.B. to update or revise the survey design; enter paper survey data; review and analyze data; and generate reports. The tool provides detailed reporting (customizable to state-specific requirements) to analyze survey data, including, but not limited to: identifying key barriers at polling places to match needs with accessibility supply orders; comparison reports by location; and providing a method to track polling place visits.

Over the course of the last year, the G.A.B. revised the electronic survey tool to increase data quality and ensure comprehensive site reviews. Board staff worked with members of the agency’s Accessibility Advisory Committee to review the survey and address deficiencies. The input from committee members was essential to creating a thorough survey tool that analyzes aspects of voting facilities that are essential to participation for voters with disabilities.

An automatic report generation tool has been created to standardize audit reports and relieve some of the administrative burden associated with the post-election reporting process. After each election where audits are conducted, survey results are uploaded to the database. The report generation tool then matches identified problems with corresponding reporting and explanatory language and creates a survey report for each audited location. This tool was also developed in conjunction with the adoption of a flexible report format that provides local election officials with suggested remedies to identified problems or allows them to identify a customized solution. The new format has resulted in a higher response rate from local election officials and fewer inquiries fielded by G.A.B. staff concerning accessibility standards and acceptable solutions to identified problems.

The system continues to be integrated with the existing Statewide Voter Registration System (SVRS) to provide the details of each polling place’s accessibility and provide a public portal for that information along with photos, maps to the polling place, accessible voting equipment information and tutorial videos available on the MyVote Wisconsin website. This feature is still in the development phase and will be integrated into a MyVote Wisconsin upgrade expected to be completed before the end of FFY 2015.

An electronic reporting platform is currently under development that will allow municipal officials to access their polling place accessibility audit data through electronic means. This platform will allow for photos and resource materials to be shared with each audited municipality, creating an interactive experience that will lead to a better understanding of accessibility problems and acceptable remedies to

identified issues. This system will also allow the G.A.B. to electronically collect audit response data and use this data to identify common solutions and best practices for compliance. This project is expected to be completed before the end of FFY 2015.

Description of activities in the EAID plan (application) NOT carried out to completion & the barriers and/or reasons: The G.A.B. has not yet completed its plan to print and distribute large-print versions of Wisconsin's required polling place notices. The G.A.B. is reevaluating whether this effort is a priority, given that local election officials are able to simply arrange for printing notices in a larger font.

Description of significant barriers and/or road blocks to carrying out activities & possible solutions: Elections in Wisconsin are organized and carried out at the local municipal level (currently 1,852 municipalities) using approximately 2,700 polling places. Many of these polling places are town halls in rural areas and were built before the enactment of the Americans with Disabilities Act. These municipalities typically do not have the resources to renovate the buildings to make them more accessible. Additionally, many municipal clerks are part-time and have other full-time employment. This proves to be a significant challenge for the G.A.B. in education and training, and in seeking full compliance with ADA standards. The G.A.B. has addressed this challenge by more actively suggesting lower cost solutions to reduce accessibility barriers.

The G.A.B. also continues to be challenged by limited staff resources and time. For a period of time when the Accessibility Coordinator position was vacant, the G.A.B. relied on a limited term employee to manage the agency's accessibility initiatives. Much effort has been focused on processing and eliminating a backlog of audit reports completed during 2012 elections, including extra recall and special elections. These reports have been completed and forwarded to audited municipalities. G.A.B. staff continues to work with local election and municipal officials from these municipalities to address and remedy issues identified by the audit process.

Description of collaborative efforts with other organizations or groups: G.A.B. staff meets periodically with its Accessibility Advisory Group and local election officials (as needed) to obtain feedback on agency activities with regards to accessibility, and to leverage voter outreach programs. Most recently during this reporting period, G.A.B. staff has reviewed and offered feedback on informational pamphlets and videos explaining voting rights that were produced by a disability rights organization. Advisory Group members have also 'shadowed' polling place accessibility auditors out in the field and offered feedback on the audit process.

Total amount of HAVA funding expended on activities in Mandate Area 1:

FFY14: \$ 174,512.78

Total: \$ 1,177,907.32

Mandate Area 2

- ❖ To provide the same opportunity for access and participation in the electoral process, including privacy and independence, to voters with disabilities as that which exists for voters with no disabilities.

Goal/Activity outlined in the FFY 2013 EAID plan (application):

Description of activities in the EAID plan (application) carried out to completion: The G.A.B. is currently distributing signature guides and page magnifiers to assist voters in signing the poll book and reading the ballot. Other supplies aimed at ensuring voter independence and improving the accessibility of facilities where voting takes place are available through the supply program. However, this activity is

in the process of implementation and is not yet completed. An accessibility supply order form is available on the agency website for use by local election officials.

Description of activities that displayed innovation which can be shared as “best practices” with other states: The G.A.B. continues to encourage all voters to use the accessible voting equipment. This has a number of advantages. First, a voter with disabilities does not feel singled out by needing to use the accessible voting equipment. Second, the greater usage protects the privacy of the votes cast on the machine. Third, the accessible equipment is often newer and easier to use than paper ballots or older voting equipment. Fourth, accessible equipment is often easier to count as it is either direct-record electronic or machine-marked so there are fewer questions of voter intent during the canvass.

Description of activities in the EAID plan (application) NOT carried out to completion & the barriers and/or reasons: The G.A.B. also planned to investigate the possibility of offering grants to community organizations to provide transportation to the polls for voters with disabilities. This activity has been explored and it has been determined that this project is not feasible at this time due to logistical and implementation concerns.

Description of significant barriers and/or road blocks to carrying out activities & possible solutions: Elections in Wisconsin are organized and carried out at the local municipal level (currently 1,852 municipalities) using approximately 2,700 polling places. Many of these polling places are town halls in rural areas and were built before the requirements of the Americans with Disabilities Act. These municipalities typically do not have the resources to renovate these buildings to make them more accessible. Many of the facilities used as polling places in Wisconsin have structural barriers and limitations that make it difficult to ensure that all voters can cast a ballot both privately and independently.

Description of collaborative efforts with other organizations or groups: G.A.B. staff meets periodically with our Accessibility Advisory Group and local election officials (as needed) to obtain feedback on agency activities with regards to accessibility. Most recently during this reporting period, G.A.B. staff has reviewed and offered feedback on informational pamphlets and videos explaining voting rights that were produced by a disability rights organization. G.A.B. staff has also created public outreach materials aimed at voters with disabilities that have been widely distributed by organizations represented on the agency Accessibility Advisory Committee. These materials were designed to be distributed through a variety of platforms, including social media platforms and email lists.

Total amount of HAVA funding expended on activities in Mandate Area 2:

FFY14: \$ 4,917.95

Total: \$ 12,845.29

Mandate Area 3

- ❖ To provide training for election officials, poll workers, and election volunteers on how best to promote access and participation of individuals with disabilities in elections for Federal office.

Goal/Activity outlined in the FFY 2013 EAID plan (application):

Description of activities in the EAID plan (application) carried out to completion: In FFY 2014, the G.A.B. conducted 16 municipal clerk core curriculum trainings and 47 baseline chief inspector training classes. Approximately 390 clerks and 1700 chief inspectors received training. At each of these classes, there are specific sections dedicated to accessibility issues to better educate local election officials on the needs of individuals with disabilities. At baseline chief inspector training, G.A.B. trainers either show or

provide information about and a link to a training video entitled, “Access to Voting, Access to Democracy,” which was produced specifically to address accessibility issues in the polling place and provide poll workers with guidance for assisting individuals with disabilities. In addition, polling place accessibility standards and accessible voting are addressed by the training protocol.

The G.A.B. has also implemented an online webinar series to provide local election officials with remote access to training. During this reporting period, staff conducted 19 such live trainings with 3,000 participants online for these sessions. Each training webinar is recorded and posted on the agency website with accompanying resource materials for future use by local election officials.

Comprehensive information on polling place accessibility has been added to the agency website. An information page for [voters](#) has been created that contains information about accessible voting equipment, curbside voting and assistance with the marking the ballot. A polling place set-up guide has been created that serves as a training resource which details accessibility standards for all aspects of a voting location, including the parking area, accessible entrance and voting area. This guide is posted on the website page that contains accessible voting information and resources for [local election officials and poll workers](#). G.A.B. staff has also added information related to accessible voting equipment to the agency website. Tutorial videos focused on the functionalities of these voting systems have been created for use by clerks and voters. These videos provide clerks and poll workers with an overview of accessible voting equipment so they can be prepared to assist voters on Election Day.

Description of activities that displayed innovation which can be shared as “best practices” with other states: The G.A.B. website hosts the “Access to Voting, Access to Democracy” [video](#) produced by the G.A.B., instructing elections officials on how to better assist people with disabilities. The site also includes a map that indicates what type of accessible equipment is used in every municipality in Wisconsin.

Description of activities in the EAID plan (application) NOT carried out to completion & the barriers and/or reasons: The G.A.B. plans to partner with disability advocacy groups to produce a new poll worker training video for accessibility that will be produced in a digital format to allow for easier updating. This new video will feature updated procedures for assisting and interacting with individuals with disabilities.. Once completed, this video will be produced and incorporated into the agency’s current training protocol.

The G.A.B. also plans to utilize a variety of training development strategies to address generational differences in the learning styles of election officials and the technologies clerks and other election officials have available to receive training. Existing materials will also be converted to a digital format. These activities are currently in progress and should be completed during the next fiscal year.

Description of significant barriers and/or road blocks to carrying out activities & possible solutions: Elections in Wisconsin are organized and carried out at the local municipal level (currently 1,852 municipalities) using approximately 2,700 polling places. Many of these polling places are town halls in rural areas and were built before the requirements of the Americans with Disabilities Act. These municipalities typically do not have the resources to renovate these buildings to make them more accessible. Additionally, many municipal clerks are part-time and have other full-time employment. This proves to be a significant challenge for the G.A.B. in education and training.

Description of collaborative efforts with other organizations or groups: G.A.B. staff meets periodically with our Accessibility Advisory Group and local election officials to obtain feedback on agency activities with regards to accessibility. Most recently during this reporting period, G.A.B. staff has reviewed and

offered feedback on informational pamphlets and videos explaining voting rights that were produced by a disability rights organization.

Total amount of HAVA funding expended on activities in Mandate Area 3:

FFY14: \$ 23,955.53

Total: \$ 74,164.55

Mandate Area 4

- ❖ To provide information to individuals with a full range of disabilities with information about the accessibility of polling places.

Goal/Activity outlined in the FFY 2013 EAID plan (application):

Description of activities in the EAID plan (application) carried out to completion:

The Government Accountability Board partnered with the Wisconsin Disability Vote Coalition to update and distribute a voting guide for citizens with disabilities in preparation for the November 4, 2014 General Election. *“Voting in Wisconsin: A Guide for Citizens with Disabilities”* provides information on polling place accessibility standards, accessible voting machines and the absentee process. G.A.B. staff assisted with production of this guide by reviewing the guide for accuracy and adherence to state and federal election laws.

The G.A.B. has not yet completed implementation of the remaining planned activities in this program area. See “Description of activities in the EAID plan (application) NOT carried out to completion & the barriers and/or reasons”.

Description of activities that displayed innovation which can be shared as “best practices” with other states: The Wisconsin Government Accountability Board (G.A.B.) has replaced its former paper-based polling place accessibility survey with a new electronic survey (see Mandate Area #1). When fully functional, the system will integrate with the existing Statewide Voter Registration System (SVRS) to provide the details of each polling place’s accessibility and provide a public portal for that information along with photos, accessible voting equipment information and maps to the polling place through the MyVote Wisconsin website.

Description of activities in the EAID plan (application) NOT carried out to completion & the barriers and/or reasons:

The system continues to be integrated with the existing Statewide Voter Registration System (SVRS) to provide the details of each polling place’s accessibility and provide a public portal for that information along with photos, maps to the polling place, accessible voting equipment information and tutorial videos through the MyVote Wisconsin website. This feature is still in the development phase and will be integrated into a MyVote Wisconsin upgrade expected to be completed before the end of FFY 2015.

The production and distribution of accessible voter education materials was in the design phase during FFY 2014. After pending legislative changes to election laws were enacted, the G.A.B. again partnered with the Wisconsin Disability Vote Coalition to update and produce the *“Voting in Wisconsin: A Guide for Citizens with Disabilities”*. The agency also worked with advocacy groups to create voting information packets that were provided to staff and residents of Community Based Residential Facilities and other facilities that serve voters with disabilities. This activity began in FFY 2014, has been completed and will be documented in the FFY 2015 report.

Description of significant barriers and/or road blocks to carrying out activities & possible solutions:

Elections in Wisconsin are organized and carried out at the local municipal level (currently 1,852 municipalities) using approximately 2,700 polling places. The decentralized election administration system makes it difficult to successfully disseminate information about polling place accessibility to all local election officials. Unlike states with county-level election administration, the G.A.B. has 1,924 local election officials to properly train on these standards.

Description of collaborative efforts with other organizations or groups: G.A.B. staff meets periodically with its Accessibility Advisory Group and local election officials to obtain feedback on agency activities with regards to accessibility. Most recently during this reporting period, G.A.B. staff has reviewed and offered feedback on informational pamphlets and videos explaining voting rights that were produced by a disability rights organization.

The G.A.B. has recently reconvened the Accessibility Advisory Committee with expanded membership. Representatives from nine different groups that work with people with disabilities serve on the committee and provide G.A.B. staff with information about the needs of voters in their specific communities. The Accessibility Advisory Committee has met regularly in coordination with the fall and spring election cycles.

Total amount of HAVA funding expended on activities in Mandate Area 4:

FFY14: \$ 61.01
Total: \$ 21,058.84

Continuity of the activities

There are a number of on-going accessibility projects from the FFY 2014 application and prior applications that will continue into the next fiscal year using existing funds. Please see the application for details.

Citizen feedback on voter accessibility issues within your state

A working collaboration has been established between the Government Accountability Board (G.A.B.) and other governmental and non-profit organizations such as Disability Rights Wisconsin, the Wisconsin Board for People with Developmental Disabilities, and the Wisconsin Coalition of Independent Living Centers. G.A.B. continues to be invited to lectures, special forums and meetings conducted by municipal clerk, county clerk and school district administrator associations. Agency staff participated in nine such events during this reporting period. Each event is an opportunity to communicate and share information with every citizen in Wisconsin and generally the response has been very positive. In return, the G.A.B. benefits by receiving feedback from clerks, election inspectors, and community members. Also, anecdotal information suggests that the attention paid to accessibility of polling places continues to pay dividends with regards to the issue of accessibility in general.

The G.A.B. also maintains a toll-free hotline for citizens to call to report accessibility problems, (1-866-VOTEWIS).

Funding carried over from previous fiscal years –

FFY 2010 - \$ 103,305.00
FFY 2011 - \$ 199,998.00

Explanation of spending trend (use of funds and/or lack of funds used, particularly any FFY 2008 funds sent back to treasury)

The G.A.B. continues to carry over funds from previous fiscal years as not all previously described activities have been completed at this time. It is anticipated that a return to a normal election schedule in FFY 2015 will accelerate the use of funds by allowing G.A.B. staff to focus on the implementation of these outstanding projects. All FFY 2009 funds have been allocated on schedule and the agency is on pace to expend the remaining FFY 2010 funds at this time. It should be noted that at least since 2008, all funds allocated for accessibility have been expended to advance the goals and objectives of the Accessibility Program Initiative.

FEDERAL FINANCIAL REPORT

(Follow form instructions)

1. Federal Agency and Organizational Element to Which Report is Submitted U.S. Dept. of Health & Human Services Administration for Children and Families	2. Federal Grant or Other Identifying Number Assigned by Federal Agency (To report multiple grants, use FFR Attachment) 39.011 - Help America Vote Act (HAVA) Title II, § 261	Page of 1 1 pages
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3. Recipient Organization (Name and complete address including Zip code)
 Wisconsin Government Accountability Board, 212 E. Washington Ave., 3rd Floor, Madison WI 53707-7984

4a. DUNS Number 879324119	4b. EIN 06-1819765	5. Recipient Account Number or Identifying Number (To report multiple grants, use FFR Attachment) CDFA# 93.617 CAN 2010G993280	6. Report Type <input type="checkbox"/> Quarterly <input type="checkbox"/> Semi-Annual <input checked="" type="checkbox"/> Annual <input type="checkbox"/> Final	7. Basis of Accounting <input checked="" type="checkbox"/> Cash <input type="checkbox"/> Accrual
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8. Project/Grant Period (Month, Day, Year)
 From: 10/1/2009 To: 9/30/2015

9. Reporting Period End Date (Month, Day, Year)
 9/30/2014

10. Transactions Cumulative

(Use lines a-c for single or multiple grant reporting)

Federal Cash (To report multiple grants, also use FFR Attachment):

a. Cash Receipts	
b. Cash Disbursements	
c. Cash on Hand (line a minus b)	

(Use lines d-o for single grant reporting)

Federal Expenditures and Unobligated Balance:

d. Total Federal funds authorized	\$ 201,091.00
e. Federal share of expenditures	\$ 54,255.90
f. Federal share of unliquidated obligations	\$ 43,529.66
g. Total Federal share (sum of lines e and f)	\$ 97,785.56
h. Unobligated balance of Federal funds (line d minus g)	\$ 103,305.44

Recipient Share:

i. Total recipient share required	\$ -
j. Recipient share of expenditures	\$ -
k. Remaining recipient share to be provided (line i minus j)	\$ -

Program Income:

l. Total Federal program income earned	\$ -
m. Program income expended in accordance with the deduction alternative	\$ -
n. Program income expended in accordance with the addition alternative	\$ -
o. Unexpended program income (line l minus line m or line n)	\$ -

11. Indirect Expense	a. Type	b. Rate	c. Period From	Period To	d. Base	e. Amount Charged	f. Federal Share
g. Totals:					0	0	0

12. Remarks: Attach any explanations deemed necessary or information required by Federal sponsoring agency in compliance with governing legislation:

13. Certification: By signing this report, I certify to the best of my knowledge and belief that the report is true, complete, and accurate, and the expenditures, disbursements and cash receipts are for the purposes and intent set forth in the award documents. I am aware that any false, fictitious, or fraudulent information may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 18, Section 1001)

a. Typed or Printed Name and Title of Authorized Certifying Official Michael Haas, Elections Division Administrator, Wisconsin Government Accountability Board	c. Telephone (Area code, number, and extension) (608) 266-0136
	d. Email Address Michael.Haas@wi.gov
b. Signature of Authorized Certifying Official 	e. Date Report Submitted (Month, Day, Year) 10/31/2014

14. Agency use only

Standard Form 425 - Revised 6/28/2010
 OMB Approval Number: 0348-0061
 Expiration Date: 10/31/2011

Paperwork Burden Statement
 According to the Paperwork Reduction Act, as amended, no persons are required to respond to a collection of information unless it displays a valid OMB Control Number. The valid OMB control number for this information collection is 0348-0061. Public reporting burden for this collection of information is estimated to average 1.5 hours per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0061), Washington, DC 20503.

State of Wisconsin\Government Accountability Board

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JUDGE THOMAS H. BARLAND
Chairperson

KEVIN J. KENNEDY
Director and General Counsel

AccessElections!

Government Accountability Board's Accessibility Compliance Program

Onsite Accessibility Compliance Audits
2014 Accessibility Performance Summary

➤ **Background**

Wisconsin has:

- 3.4 Million active registered voters in SVRS as of October 29, 2014
- 1,852 Municipalities (cities, towns and villages) / Municipal Clerks
- 72 Counties/County Clerks
- 2,573 Number of Polling Places opened for the August 12, 2014, Statewide Partisan Primary

➤ **Summary Statistics**

For October 1, 2013 to September 30, 2014:

- 398 Conducted Onsite Accessibility Compliance Audits
- 25 Counties visited
- 349 Municipalities visited
- 15.5% Of the total number of polling places statewide (based on an estimate of 2,573 polling places opened for the August 12, 2014, Statewide Partisan Primary).

Elections and Onsite Accessibility Compliance Audits

February 18, 2014, Spring Primary Election

(Location Focus: Calumet, Dane, Dodge, Fond Du Lac, Grant, Kenosha, Outagamie, Walworth, Washington, Waukesha, Waupaca and Winnebago Counties)

- Onsite Accessibility Compliance Audits conducted in 106 polling places, located in 12 counties and 85 municipalities.

April 1, 2014, Spring Election

(Location Focus: Calumet, Dodge, Dunn, Eau Claire, Fond Du Lac, Jefferson, Monroe, Outagamie, Shawano, Washington, and Winnebago Counties)

- Onsite Accessibility Compliance Audits conducted in 140 polling places, located in 11 counties and 129 municipalities.

August 12, 2014, Partisan Primary Election

(Location Focus: Barron, Buffalo, Chippewa, Dane, Dunn, Iowa, Pepin, Pierce, Polk, and Sheboygan Counties)

- Onsite Accessibility Compliance Audits conducted in 152 polling places, located in 10 counties, and 135 municipalities.

- Top Ten Accessibility Compliance Issues for 2014
 1. Required election notices are not always posted and/or those posted are not printed in 18-point font.
 2. Insufficient signage for accessible entrances.
 3. Lack of accessible parking spaces and/or insufficient signage for accessible parking spaces.
 4. Lack of ADA-compliant booth or table for voters casting a paper ballot.
 5. Doors that require more than 8 lbs. of force to open.
 6. Gaps and uneven pavement in the pathway from the parking area to the accessible entrance.
 7. Accessible parking areas that are not on firm, stable and slip-resistant ground.
 8. Accessible pathways that are not on firm, stable and slip-resistant ground or kept clear of hazards on Election Day.
 9. Accessible voting equipment that was not set up to ensure voter privacy.
 10. Doors with thresholds over ½ inches that do not have beveled edges of threshold ramps to ensure wheelchair access.