



SHARE

FEBRUARY 2023
ISSUE #22

SAFETY HEALTH AND RISK E-CONNECT NEWSLETTER

LOCAL GOVERNMENT RISK MANAGEMENT SERVICES, INC. - A Service Organization of the ASSOCIATION COUNTY COMMISSIONERS OF GEORGIA and the GEORGIA MUNICIPAL ASSOCIATION



SLIPS, TRIPS AND FALLS

P. 31

Also in this issue

THE HOOKS MATTER

MOVEMENT IS MEDICINE

The opinions expressed in this newsletter are those of the author's and do not reflect the views of LGRMS, ACCG, or GMA.

SAFETY THEME

DOWNLOAD THIS
MONTH'S SAFETY POSTER

HEALTH PROMOTION SERVICES

CHECK OUT THE LIVING
WELL GEORGIA CORNER

RISK/LIABILITY

CHECK OUT THIS MONTH'S
LIABILITY BEAT

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3500 Parkway Lane
Suite 110
Peachtree Corners, GA 30092

www.lgrms.com

UPCOMING WEBINARS AND TRAINING EVENTS

SAFETY COORDINATOR I

HALF DAY | 8:30AM - 11:30PM

March 7 - Cornelia, GA

SAFETY COORDINATOR II

HALF DAY | 12:30PM - 3:30PM

March 7 - Cornelia, GA

SAFETY COORDINATOR III

HALF DAY | 8:30AM - 11:30PM

March 8 - Cornelia, GA

SAFETY COORDINATOR V

HALF DAY | 12:30PM - 3:30PM

March 8 - Cornelia, GA

LAW ENFORCEMENT RISK MANAGEMENT TRAINING

FULL DAY | 8:30AM - 4:30PM

March 09 - Gainesville, GA

WORKERS COMPENSATION 101 PROGRAM TRAINING

HALF DAY | 8:30AM - 12:30PM

March 28 - Tifton, GA

April 18 - Statesboro, GA

May 16 - Macon, GA

July 18 - Gainesville, GA

August 15 - Cartersville, GA

SPRING HEALTHCARE WORKSHOPS

HALF DAY | 9:00AM - 12:00PM

April 4 - Statesboro, GA

April 5 - Gainesville, GA

April 11 - Macon, GA

April 12 - Tifton, GA

IMPORTANT NOTE:

Dates may be subject to change. Please check the LGRMS website for the most current listing of training events in your area. Please visit:

www.lgrms.com/trainingeventcalendar



**DENNIS WATTS,
EDITOR**

A NOTE FROM THE EDITOR

Welcome to February

Welcome to the February edition of SHARE, the monthly publication of Local Government Risk Management Services (LGRMS). SHARE is sent to all GIRMA/IRMA, WC, and Life & Health members 10 times per year.

SHARE has two sections: (1) a general safety, risk, and health section, and (2) a worker safety-focused section similar to the old Safety Theme.

We cover those topics and issues most relevant to Local Governments in Georgia, plus some new features. We look forward to your feedback. The LGRMS SHARE is published on or around the 20th of each month. If you are not currently on the distribution list to receive our monthly newsletter, it can be downloaded for free from the LGRMS website (www.lgrms.com).

IN THIS ISSUE

In this issue we have a variety of articles focusing on current topics affecting local governments. Workers and worker safety is always our number one focus. As part of that, our focus for the February Safety Theme discusses Slips, Trips, and Falls. The issue also explores Firefighter Cancer 2022 Winners and 2023 Plan, Movement is Medicine and the HPS Monthly Toolkit.

We have also included the list of upcoming training events for the 2023 calendar year. To find out what's available, go to www.lgrms.com and click on TRAINING EVENT CALENDAR (No login credentials are necessary to register). For questions or issues, contact Tamara Chapman at tchapman@lgrms.com, or Cortney Steptor at csteptor@lgrms.com.

QUESTIONS OR CONCERNS

Should you have any questions or concerns, please contact: Dennis Watts, dwatts@lgrms.com, or Tammy Chapman, tchapman@lgrms.com.

DIRECTOR'S CORNER



By Dan Beck, LGRMS Director

Firefighter Cancer: 2022 Incentive Winners and 2023 LGRMS Action Plan

Did you know that January was Firefighter Cancer Awareness Month? How did you promote this within your fire departments?

The International Association of Fire Fighters (IAFF) and FCSN have partnered to designate January as Firefighter Cancer Awareness Month. They would like you to know that occupational cancer is the leading

cause of line-of-duty deaths for firefighters and suggest building your awareness on different fire cancer-related topics each week.

Week 1: Scope of Cancer in the Fire Service

Week 2: Scientific Research Related to Occupational Cancer

Week 3: Occupational Cancer Prevention

Week 4: Survivorship, Leadership and Culture Change

The below link within the [*Firefighter Cancer Support Network*](#) will provide you with five different training modules to assist you in building awareness on the topics above. [Education Presentations - Firefighter Cancer Support Network](#)

2022 Incentive Winners

ACCG and GMA have been providing firefighter cancer coverage since 2018. They currently insure over 300 fire departments (118 ACCG, 188 GMA) and 16,000 firefighters (9,200 ACCG, 6,900 GMA) across the State of Georgia. This coverage provides benefits for critical illness, long-term disability, survivors, family care credit, workplace modifications, and travel assistance.

In 2022, LGRMS developed an incentive program to encourage member fire departments to attend a train-the-trainer session and provide that training to their respective departments.

Everyone that applied for the program is a winner, because they are on the journey to reduce the risks of firefighter cancer. The winners of up to \$5,000 reimbursement for the purchase of equipment that will assist in the reduction of firefighter cancer risks are:

The ACCG Winner:

Greene County Fire Rescue
Chief Rodney Wiggins

The GMA Winner:

Newnan Fire Department
Chief Stephen Brown

2023 Firefighter Cancer Awareness Action Plan

LGRMS is working with Lt. David Bullard, GSFA President and NVFC State Director, and Michele Ice,

FCSN Georgia State Director, to develop and implement the 2023 Firefighter Cancer Awareness Action Plan. Our focus this year will be to continue to roll out a train-the-trainer program for the course *Taking Action Against Firefighter Cancers*.

This course is about two hours and covers all aspects of firefighter cancer risks and controls. Attendees will be provided lesson plans, PowerPoints, and all needed training materials required to train their agencies. Below are links to the three virtual train-the-trainer session. Click on the links below to register for the session that best you're your schedule. These three sessions are the same course and provide the same material.

- Thursday, March 16th From 2 PM to 3 PM
<https://attendee.gotowebinar.com/register/9116624180165815895>
- Wednesday, April 19th From 2 PM to 3 PM
<https://attendee.gotowebinar.com/register/7285998892569981021>
- Wednesday, May 10th From 2 PM to 3 PM
<https://attendee.gotowebinar.com/register/1889747556050035289>

LGRMS will continue to use an incentive program to encourage the awareness of hazards and controls surrounding firefighter cancer across the State of Georgia. Thus, we will award two fire departments up to \$5,000 in reimbursement, toward the purchase of equipment that will assist in the reduction of firefighter cancer risks (e.g., washer extractor, ventilation equipment, etc.).

Eligibility Requirements:

1. Those fire departments that applied for 2022 incentive programs but didn't win the reimbursement, will be included in this year's drawing. There is no need to reapply.
2. The fire department must be a member of GMA's or ACGG's Firefighters' Cancer Benefit Program.
3. Complete the application.
4. The fire department must have at least one person attend the Taking Action Against Firefighter Cancers train-the-trainer course.
5. Show proof of training documentation – Training must be completed for at least 80% of the department's firefighters (based on insured population).
6. Application must be submitted by October 31, 2023. Your application should be submitted electronically to Dan Beck of LGRMS at dbeck@lgrms.com.

Link to 2023 Application:

[2023 LGRMS Firefighter Cancer Incentive Brochure](#)

REGISTER FOR AN LGRMS IN-PERSON REGIONAL TRAINING CLASS TODAY!

Register for an LGRMS Regional Training Event Today! [No images? Click here](#)



- SIGN UP TODAY -
LGRMS Regional Training Classes are
NOW OPEN for Registration!

[CLICK HERE TO REGISTER](#)

ORGANIZATION CHART



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Director



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Health Promotion
Service Manager



Dennis Watts
Training and
Communication Manager



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Risk Control Manager
and North GA Rep



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Office Manager



Candace Amos
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Senior Public Safety
Risk Consultant



Natalie Sellers
Senior Law Enforcement
Risk Consultant



Chris Ryan
Senior Risk
Consultant West Rep



Cortney Stepter
Administrative
Coordinator



Paige Rinehart
HPS Consultant



Mike Earl
Public Safety Risk
Consultant



Vincent Scott
Risk Consultant East Rep and
PW Specialist



Griffin Attaberry
Public Safety Risk
Consultant



Westin Cox
Risk Consultant South
Rep

2023 LGRMS REGIONAL TRAINING

Next LGRMS Training Begins:



Tuesday, 7th March 2023



08:30 AM - 11:30 AM

OTHER REGIONAL TRAINING



SC Module I, II, III, & V
Next Class March 7th
Cornelia, GA



Workers
Compensation 101
Next Class March 28th
Tifton, GA



LE Risk Mgmt. Training
Next Class March 9th
Gainesville, GA



Spring Healthcare
Workshop
Next Class April 4th
Statesboro, GA



2023 SAFETY COORDINATOR
I - CORNELIA, GA

Register for a Class Now

For more information:

cstepter@lgrms.com

www.lgrms.com



CHANGES AHEAD



WHAT'S NEW

**HAS ANYTHING CHANGED?
FILL OUT THE FORM ON PG. 10**

To ensure that we are able to keep you abreast of program changes, training dates, etc., we are asking that you please take a moment to complete the Contact Information form on page 10.

For your convenience, we have made it fillable (meaning that you can fill it out online, save, and send it back via email); or if you prefer, you may print it out, complete the required fields, and send it back to us via mail or fax.

LGRMS

Attn: Tamara Chapman
3500 Parkway Lane
Suite 110
Peachtree Corners, GA 30092

Email: lgrmsadmin@lgrms.com

Fax: 770-246-3149

CONTACT LIST FORM

Date:

ORGANIZATIONAL INFORMATION

ACCG

GMA

ADDRESS

CITY

STATE

ZIP CODE

COUNTRY

PHONE

E-MAIL

CONTACT INFORMATION

PRIMARY CONTACT NAME

TITLE

ROLE

LOSS CONTROL

HEALTH & WELLNESS

EMAIL ADDRESS

PHONE NUMBER

ARE YOU THE SAFETY COORDINATOR

YES

NO

IF NO, PLEASE PROVIDE NAME & EMAIL

SECONDARY CONTACT NAME

TITLE

EMAIL ADDRESS

MEMBER DISTRIBUTION LISTS & ACCESS

Select all that apply

SHARE Newsletter

LGRMS WEBSITE

LocalGovU

BrainShark

Other

FOR LGRMS OFFICE ONLY

Contact info has been added to:

Date Received: _____

Request Received by: _____

CAMPAIGN MONITOR

IMIS

EMAIL LIST

BrainShark

SHARE LIST

LIABILITY BEAT



THE HOOKS MATTER

by Timothy J. Buckley III



Police Investigations, Warrant Applications and Decision-Making: Navigating the Ever-Evolving Sea of Court Scrutiny in Ever-Smaller Qualified Immunity Vessels

INTRODUCTION

The recent decision in *Hooks v. Brewer*, No. 18-10628, 11th Cir. Jun. 19, 2020), an unpublished opinion, addresses several issues to be considered in the context of law enforcement from inception and conduct of investigations to seeking and securing warrants through decisions with regard to execution of warrants, including timing and decisions about the use of tactical and SWAT teams to serve them. In these times of ever-increasing scrutiny of the actions of law enforcement, including growing expressions of distrust of and incidents of violence directed toward police, the challenges grow daily and exponentially for peace officers who are presumed to be aware of “clearly established” law with regard to all aspects of police decision-making. This article summarizes the procedural, factual and legal issues involved in a case where many of the issues and concerns at the center of law enforcement were addressed. As the country moves forward in the wake of the Tyre Nichols case and calls for reform, police officers may be left with choices pitting the need for public safety and enforcement against fears and outcry associated with widely publicized, videotaped acts of violence at the hands of the police.

THE HOOKS MATTER

The case involving David Hooks presents an example of the intersection of policing issues, social media misinformation, evolving judicial scrutiny, and waning procedural and legal presumptions and standards when police actions are subjected to the civil legal process while intertwined with public reaction.

In the late evening/early morning of September 22/23, 2014, Rodney Garrett (“Garrett”) stole items including a Lincoln Aviator and multiple guns from the carport and the curtilage buildings of a residence outside of Dublin, Georgia. The owner of the house, David Hooks, did not call the Laurens County Sheriff’s Office (“LCSO”) until around 2:00 p.m. the following afternoon to report the theft. Mr. Hooks in speaking to police theorized former employees were involved in the theft. Investigators attempted to follow up with Hooks the following day, but no one was home.

On the evening of September 24, 2014, Sgt. Ryan Brooks was called to the home of some long-time friends, the parents of Garrett. Their son wanted to turn himself in to Sgt. Brooks.

Garrett was subject to an outstanding arrest for an unrelated theft of a truck and had been living in the woods behind his parent’s house to avoid police detection. Garrett indicated to Brooks that he had stolen another vehicle—the Aviator from the Hooks residence. At the time, there were no suspects

¹ Buckley Christopher & Hensel, LLC 2970 Clairmont Road NE, Suite 650, Atlanta, GA 30329
www.bchlawpc.com/tim-buckley

² Hooks did not inform officers that he was not the owner of the Aviator.

regarding the Aviator theft or other items reported stolen by Hooks earlier that day. Garrett also told Brooks that he had stolen digital scales, money, a neoprene bag – which he found in another vehicle at the Hooks property -- and two guns from the Hooks garage/property. Brooks ran the VIN on the Aviator and found that it matched the vehicle reported stolen by Hooks. Brooks also contacted Sgt. Chris Brewer (“Brewer”), who was in the LCSO narcotics unit, about methamphetamine which Garrett said was inside the referenced neoprene bag. Garrett allowed Brooks to search his house and led Brooks to a four-wheeler that was in the nearby wooded area.

Brewer arrived at the Garrett property with another officer, searched the Aviator, and found two guns and a metal case containing methamphetamine. Garrett was taken to the LCSO and questioned. Garrett admitted to wandering onto the Hooks’ property, opening the car doors to another car and taking scales, money and a bag, wandering to the garage to take a shotgun and a rifle, and returning to the Aviator to drive away. Garrett had opened the bag while at a gas station and found it to contain a large amount of methamphetamine. Garrett indicated the amount of methamphetamine scared him and he ultimately decided to turn himself in for protection. During questioning, Garrett told police that he regularly received methamphetamine from a man named Chris Willis who lived in a tent in the woods near Garrett. Garrett admitted to other crimes including purchasing a chainsaw he knew was stolen. Despite

multiple attempts by questioning deputies to trip him up, Garrett denied knowing Hooks and denied stealing any other weapons from the Hooks’ property. Hooks had long been rumored to be involved in drug-dealing but had not been arrested on any such charges.

Brewer contacted Assistant District Attorney Brandon Faircloth (“ADA Faircloth”) to discuss what Garrett had said and whether Brewer had enough to seek a search warrant for Hooks’ property. ADA Faircloth understood that Brewer had received previous information that Hooks had been dealing drugs but had not received any recent tips. ADA Faircloth knew that the primary basis for the warrant would be based on Garrett’s information. Though he did not independently investigate/review the warrant application, Sheriff Harrell believed Brewer had probable cause based on the information Brewer told Sheriff Harrell.

Brewer filed a warrant affidavit which included Garrett’s arrest as well as information from Jeffrey Frazier, who five years earlier told officers that he supplied Hooks with methamphetamine from Atlanta. At the time he was seeking the warrant, Brewer did not recall how long-ago Frazier had provided the information. In addition, Brewer had investigated the information from Frazier, but did not find anything that he thought sufficiently linked Hooks to drugs at that time to seek a warrant. Brewer did not include the information that the previous investigation did not turn up any drugs in the warrant affidavit. A magistrate judge signed the

³ After the execution of the search warrant on the Hooks residence, two additional firearms were recovered from Garrett’s uncle’s house. Garrett, to this day, claims he does not remember taking any other firearms than the ones he discussed with Brewer

search warrant a little over two hours after the police interview with Garrett.

Given the drugs involved and concerns about destruction of the evidence and corruption of information, LCSO officers and Brewer, in consultation with other experienced drug unit officers, decided the search warrant once secured would be executed that evening. The Sheriff's Response Team ("SRT") was typically used to execute search warrants, especially where drugs were involved. At the briefing before the execution of the search warrant, officers discussed that Hooks had multiple weapons and his outbuildings had been reportedly burglarized the day before. A uniformed deputy, Kasey Loyd ("Loyd"), known personally to the Hooks family, would be stationed at the carport door (entry point for the knock and announce/search) in full uniform. All SRT law enforcement officers had the word "Sheriff" displayed in more than one location on their uniforms. Loyd was to knock and announce multiple times. It was specifically discussed officers would not be in a hurry at the scene, would take their time with the knock and announce, and would allow the resident(s) time to respond.

Not long before midnight, a line of cars filed in outside of the Hooks residence. Hooks' wife, Teresa, spotted these cars from an upstairs bedroom window and tried to wake up her husband who was sleeping downstairs. As the officers knocked and announced on the Hooks' door, Hooks walked out of his bedroom with a gun, encountering Teresa. Officers saw Hooks and Teresa through the backdoor window and saw him begin to approach toward the kitchen. Loyd reported what he

saw to the SRT officers positioned near the carport door. Hooks, however, ducked into a side room towards the dining room with his shotgun in hand (Loyd had not seen the shotgun but Teresa confirmed Hooks had it). The SRT breached the door, each yelling "Sheriff's Office with a search warrant" upon entering. Teresa turned around before Hooks made it fully into the dining room. Hooks proceeded toward the kitchen and as he made it to the doorway, he raised his gun at the officers. Officers yelled "gun, gun, gun" and instructed Hooks to drop the weapon. Hooks did not comply, and the officers opened fire. Hooks suffered multiple gunshot wounds and was transported to the hospital where he later died.

Teresa Hooks hid in the bedroom from which Hooks had come until she was coaxed to come out. She was detained until the area was secure and while the GBI was summoned. The search would not proceed immediately because of the shooting and was later conducted and yielded no drugs but a large amount of cash. During this time, Hooks' stepson, Brandon Dean, arrived near the house, brandished a weapon and was disarmed and detained. Both Dean and Teresa Hooks were released shortly after the GBI arrived.

An autopsy on Hooks revealed a significant quantity of methamphetamines in his system at the time of his death. The Forensic Toxicologist for the GBI indicated that the level of methamphetamines in the dead man's system was high enough to be consistent with an overdose. Essentially, for Hooks to be up and around with this level of methamphetamine in his system was indicative of habitual use and high tolerance.

THE LAWSUIT

Teresa Hooks individually, and as the Administratrix of the Estate of David Hooks, filed suit against Brewer alleging Brewer improperly obtained a search warrant, and sought wrongful death and other damages since during the attempted execution of the search warrant Hooks was shot and killed. Claims were also made against the Sheriff and two other deputies (Deloach and Vertin). None of the officers who actually shot at or shot Hooks were sued. Deloach was dismissed by agreement. The Sheriff and Vertin filed motions for summary judgment which were denied by the trial court but granted on appeal by the Eleventh Circuit Court of Appeals. The Eleventh Circuit upheld the trial court's denial of summary judgment for Brewer and also held the trial court's rulings as to proximate cause/wrongful death against Brewer were not ripe for interlocutory appeal but would be appropriate in any post trial appeal which Brewer could pursue only then. Teresa Hooks claimed \$18,345.20 in funeral expenses, \$1,951 in medical expenses, and \$21,500 in repairs to her house. The case was set for trial in February of 2022 and later resolved.

The case is of import for many reasons. First, Plaintiff Teresa Hooks chose not to sue any of the officers who actually shot Hooks. Rather, the lawsuit was brought against the officer who swore out the warrant, the sheriff and an officer who took Teresa Hooks into custody at the time of the attempted execution/search. Plaintiff counsel's theory of the case turned on his

contention that the swearing officer had omitted critical information and misrepresented certain facts and information which formed the basis of probable cause for the warrant and that those misrepresentations/omissions had the foreseeable consequence of leading to the execution of a search warrant which foreseeably led to the shooting death of Hooks. The trial judge's order – which endeavored to allow all claims to proceed – included some factual findings about the shooting which no witness had supported:

On September 24, 2014, Sheriff's Deputies with a search warrant forcibly entered the rural home of David and Teresa Hooks at 11:00 p.m. where they shot and killed David Hooks as he ran naked, holding a shotgun by his side.

This first sentence of the trial court's 71-page order excoriating all officers involved in the case included many legal and fact-findings which would later be overturned at the expense of lengthy appeals. The trial court was critical of two aspects of the decision to seek the warrant and was also critical of the decision to execute the warrant on the same night Garrett came forward.

The Plaintiff's theory of liability against the Sheriff was a bit more amorphous and based on overstated theories of the Sheriff's direct involvement in the decision to seek and execute the warrant. The trial court ultimately found support for purposes of summary judgment analysis that the Sheriff held some sort of a grudge against Hooks or was illegitimately motivated against Hooks. Finally, because the search was essentially suspended due to the shooting death

of Hooks and because no actual drugs were located at the premises, Plaintiff's counsel contended that the detention of Teresa Hooks during the time for the scene to be secured amounted to a constitutionally flawed detention. While the trial court found fact issues existed as to liability for the Sheriff's involvement and alleged motives and also that the detention at the scene of Teresa Hooks supported a claim of constitutional deprivation, the Eleventh Circuit Court of Appeals reversed these rulings based on standing precedent prohibiting liability for a sheriff if he was not personally involved in the decisions for the specific warrant. Likewise, the claim against the officer(s) who detained her were ill-conceived as there was neither clearly established law about securing a scene of a shooting pending arrival of the Georgia Bureau of Investigation and because such detention found support in standing precedent.

But, as indicated, the split panel of the Eleventh Circuit upheld in part and refused to review in part the trial court's rulings with respect to whether fact issues existed with regard to whether Brewer had misled or fraudulently sought the warrant. The appellate court also refused to review on an interlocutory basis whether Hooks' decision to confront the members of the search team and point a shotgun at SRT members after warnings were given broke the causal chain between alleged error by Brewer and the ultimate shooting. This was the ruling despite uncontroverted testimony the SRT officers directed Hooks to drop the weapon (a directive with which Hooks did not comply) amounted to an intervening and superseding proximate cause of the shooting and his death.

The trial and appellate courts were each critical of some of the generalizing and lack of detail in the warrant about the age and specific allegations made by previous sources about Hooks and his involvement in drugs. While ADA Faircloth acknowledged that he perceived Brewer as being very conscientious and even consulting with an ADA, which was not a legal requirement, the courts found that a jury could find that Brewer overstated the prior information he and other law enforcement knew about Hooks. As a practical matter, downplaying prior information in a warrant application would seem to suggest the courts would rather there be no reference to unprosecuted prior conduct or allegations. On the other hand, because Plaintiff's counsel contended that the omission of prior information known but not leading to arrest amounted to fraud or misrepresentation on Brewer's part, one can only assume that submission of the warrant affidavit with no reference to the prior information would equally have raised concerns for the courts:

Taking all inferences in Teresa's favor, Brewer is not entitled to qualified immunity. First, Brewer made reckless misstatements and omissions. For example, Brewer's affidavit recites that Frazier told police Hooks was "redistributing" meth, but Frazier never said as much. Indeed, Corporal Burris—the person who interviewed Frazier at the time—could not remember Frazier's saying Hooks provided meth to any third party.

What's more, the investigation happened five years earlier, and nothing corroborated Frazier's claims.

Police never interviewed Hooks, and no file was opened. Reading Brewer's affidavit gives one the impression that Frazier had the goods on Hooks. Brewer should have realized this, or at least had serious doubts about the Frazier information. Madiwale, [117 F.3d at 1326-27](#); Kirk, [781 F.2d at 1503](#). Otherwise any information that someone at one time told police about someone else—no matter how old, or how wrong—could be used to support probable cause.

Hooks v. Brewer, No. 18-10628, (11th Cir. Jun. 19, 2020) p. 10. What the opinion leaves a bit unclear is whether and what questions a jury at trial should be required (through special interrogatories) and whether those fact questions if answered in certain ways would countermand the “inferences” about which the Eleventh Circuit spoke.

Likewise, the courts were troubled by the decision to rely upon Garrett who was a criminal and a person known to have used methamphetamine including earlier in the day and what the courts found to be overstatement to the point of possible misrepresentation of the information provided by Garrett:

The same can be said about the affidavit's Garrett paragraph. Brewer, presumably to bolster Garrett's credibility, wrote that Garrett "provided other information which led to the recovery of stolen property which law enforcement was unaware of prior to this confession." It is true that police asked Garrett about other property—a four-

wheeler, a generator, a chainsaw, a miter saw, and more. Then, only hours later, Brewer submitted his affidavit. So what supported his claim that Garrett's information led to recovery of previously unknown stolen property? In briefing, defendants say that Garrett admitted those items were stolen, but he did not. Garrett said he bought the four-wheeler. He denied any involvement with alleged stolen tools and a generator. He claimed a trailer was his, that he bought a chainsaw, as well as cutting torches and a miter saw. Like the district court, we are "unable to locate any crimes—other than his rampant prior possession and use of [drugs] and the theft of the Hooks's property" that Garrett admitted to. This is something Brewer should have known—indeed probably did know considering his involvement in the Garrett interview. Or, put another way, including this information in the affidavit was reckless. Kirk, [781 F.2d at 1503](#).

And clearly so. Thus, qualified immunity does not protect Brewer's conduct. Wesby, [138 S. Ct. at 589](#). True, Brewer was not required to "resolve every inconsistency in the evidence," Paez, [915 F.3d at 1286](#), or "explore and eliminate every theoretically plausible claim of innocence," Kingsland, [382 F.3d at 1229](#). But nor could he turn a blind eye to easily discoverable facts and ignore critical information. *Id.* Indeed, an officer must make some "basic investigatory steps." Howard v. Gee, [538 F. App'x 884, 890](#) (11th Cir. 2013). Brewer was not required to turn over every rock to confirm Frazier's story, but he should do something to ensure the affidavit's

accuracy. See Rankin v. Evans, [133 F.3d 1425, 1435](#) (11th Cir. 1998). And on that point, the record does not establish, as a matter of law, that Brewer did so.

Still, the misstatements and omissions must be material to the probable cause determination. Paez, [915 F.3d at 1287](#). If an officer recklessly includes irrelevant information in an affidavit, then probable cause remains intact and defendants prevail. *Id.* To determine materiality we delete the misstatements, include the omissions, and ask whether the affidavit still establishes probable cause. *Id.*; Kirk, [781 F.2d at 1502](#). Here, that means eliminating: (1) the Garrett "other crimes" information, and (2) the fact that Frazier said Hooks distributed drugs. And it means including: the five-year-old Frazier investigation turned up no information on David Hooks, and none of Frazier's claims had been corroborated. All police would have in this "new affidavit" is Garrett's saying he stole drugs from Hooks and questionable information from Frazier. Nothing would support drugs in the Hooks's home. The question is: does this amount to probable cause to search the Hooks's home? We think not. Although probable cause requires only a minimal showing, a warrant affidavit cannot be so hollow as to be meaningless—it must include a "probability or substantial chance of criminal activity." Wesby, [138 S. Ct. at 586](#).

The appeals court, one could contend, essentially substituted itself for the reviewing magistrate and demanded detail and analysis the magistrate judge had clearly not required. The Eleventh Circuit was

not moved by the fact this was an application leading not to an arrest warrant but to a search warrant. This attempted execution of a search warrant by all eyewitness accounts from the Hooks' kitchen became deadly only after Hooks ignored several knock and announce efforts and warnings by officers including an officer in dress uniform known to the Hooks family and several additional officers with LCSO insignia on their tactical gear. It is clear this and other recent decisions reflect a hesitancy to review and/or dispense with police immunities and claims and certainly an unwillingness to resolve the related legal issues -- at least until after jurors unfettered by precedential deference to law enforcement decide the case.

CONCLUSION: UBINAM SUMAS, QUO VADIS?

One might also be tempted to conclude that the long-standing black letter principle "qualified immunity protects only the plainly incompetent" has given way to a heretofore prohibited 20/20 review of each step taken by an officer addressing a specific situation, drug distribution, which had been protected as per se exigent and more forgiving of well-intentioned but erroneous acts/omissions/conclusions by law enforcement.

Rather than bemoan these rulings with a sour grapes or whining attitude, law enforcement must realize a few inescapable truths:

1. The so-called "war on drugs" (which in many decisions from the circuits and the U.S. Supreme Court provided support for rulings forgiving errors or omissions in warrant applications) has been all but conceded at least partially by the

courts in terms of drugs = exigency = forgiving good faith errors;

2. When law enforcement relies upon sources disclosing alleged criminal activity by another, in the absence of attaching the entire arrest record of the source and raising questions in the very document seeking the warrant about the source's veracity, there is a risk the seeking officers will face the very civil liability from which precedent has long purported to insulate them; and,
3. Given the choice between seeking and using a search warrant as an investigative tool in response to fresh information from less than boy scout level informants and waiting and double checking the informant and his/her background and details of his/her story (thereby risking destruction of the evidence or the subject of the information becoming aware of the tip and destroying, moving, hiding evidence)...Waiting it seems may be the prescribed approach.

This is not a statement of surrender. Rather, it simply arguably renders untrue the adage that government agents should be free to perform their duties without second guessing or hesitating due to fear of civil liability. Accordingly, police are well-advised to consider, collaborate, document, ponder and consider more than one course of action – even if it seems to risk the adage: justice delayed is justice denied. It is a shift in approach which is necessary, and which may, given recent media attention to uses of force, later seem no

more than a startling in the ornithology of restrictions yet to be placed on peace officers in execution of their duties. Candidly, the gross misapplication of force by a limited number of officers captured on cameras (which unfortunately are not as often used to broadcast the good work and societal protections provided by law enforcement) portends further potential derogation of qualified immunity – by the courts if not Congress.





ABOUT TIM BUCKLEY

Tim Buckley has been a litigator in Georgia and nationally for more than thirty years. Upon graduation from law school, Tim accepted a federal clerkship with The Honorable Wilbur D. Owens, Jr., Chief Judge for the United States District Court for the Middle District of Georgia. After completing his clerkship, Tim worked with litigation firms in Atlanta before starting his own law firm at the age of thirty.

He has managed his own law firm, attorneys and practice for over twenty five years. He is AV preeminent rated as a trial attorney and has tried dozens of cases to verdict. He has also argued appellate matters before the appellate courts of the State of Georgia and several other states and before the Second, Eleventh and Federal Circuit Courts of Appeal for the United States. He is admitted to practice before all Georgia state and federal courts.

Tim has written articles in the litigation area and has served as a featured speaker on governmental, law enforcement and civil

liability issues with a focus on constitutional, transportation, employment, educational and products claims. A federal court appointed panel arbitrator and practitioner, Tim has handled complex arbitrations in the federal and state systems. Tim also served as a Special Assistant Attorney General for the State of Georgia and as an adjunct professor at the Emory University School of Law for over twenty years. Tim has been named a “Super Lawyer” and designated as among the “Top Georgia Lawyers” for more than ten years running. He also serves as a consultant and special investigator for local governments, employers, trucking companies and law enforcement agencies throughout Georgia and the southeast.

Tim has served on the Board of the Litigation Section of the Atlanta Bar Association and as a committee chair for the ABA General Practice Section. He has also served on the executive committee for the Archdiocesan Pastoral Council of Atlanta, on the Finance Council of his church, has chaired the School Advisory Board at Immaculate Heart of Mary School, and is a past chair of the Pastoral Council for IHM Church. Tim has also been involved for over 15 years in mission work for Mustard Seed Communities in Kingston, Jamaica www.mustardseed.com and serves on the advisory board of the Play Like a Champion Today foundation www.playlikeachampion.org. He believes that community service is a critical aspect of his public duty.

Education

- B.A., University of Notre Dame, Program of Liberal Studies, 1986
- J.D., cum laude, University of Georgia School of Law, 1990

Practice Areas

- General Casualty Litigation
- Municipal Liability
- Transportation Litigation
- Commercial Litigation/Arbitration
- Product Liability
- Workers' Compensation

Affiliations/Memberships

- State Bar of Georgia
- Atlanta Bar Association ~ Executive Board, Litigation Section
- Governor's Commission on Lawyer Competency



GEORGIA'S OFFICE OF PUBLIC SAFETY SUPPORT

SERVING THOSE WHO SERVE OTHERS

Georgia's first responders are exposed to critical and or traumatic incidents regularly. These incidents are some an average citizen will most likely never experience in their lifetime. These incidents involve sights, smells, and sounds that will linger in the memory of a first responder for the rest of their careers and will almost certainly follow them into retirement. If not addressed, the continuous exposure to these types of incidents can have a devastating effect on a first responder's mental wellbeing. Historically, first responders have been expected to cope with these situations in their own way, and talking openly about their mental health with their supervisors or another first responder was viewed as a sign of weakness. First responders had, and may still have, the misconceived fear of ending their career if they seek help for their mental health. Today, agency leaders are realizing the importance of prioritizing good

mental health for their first responders. They see how this will not only benefit the first responder but will benefit the agency and the communities they serve.

In 2018, Georgia legislators took a major step in providing these important mental health services to all of those serving in Georgia's first responder community. Georgia House Bill 703 created the Office of Public Safety Support (OPSS) and in July of 2019, OPSS officially launched. The Office of Public Safety Support was established to mitigate the potential psychological impact that critical incidents or traumatic events can have on the members of the State of Georgia Public Safety community. The bill establishes that first responders; to include peace officers, firefighters, emergency health workers, correctional officers, highway emergency response operators, jail officers,

juvenile correctional officers, and probation officers, as well as emergency services dispatchers; are eligible to utilize the services provided by OPSS. The Office of Public Safety Support, which is housed within the Georgia Department of Public Safety, currently employs seven Peer Support Counselors, three Mental Health Professionals, along with a Director and Deputy Director. OPSS has divided the state into seven separate regions with each region having an assigned peer counselor. OPSS peer counselors are trained to conduct peer-to-peer support with first responders who have experienced critical incidents or traumatic events, whether while on duty or in their personal lives. This support is provided to an individual first responder who has experienced a critical incident, or to a group of first responders who have a common exposure or involvement in a critical incident. OPSS peer counselors all have first responder backgrounds, so they have shared experiences with those they are helping. OPSS peer counselors are available 24 hours a day, 7 days a week to speak with a first responder in a time of need.

Recognizing the need to assure first responders their conversation with a peer counselor would be confidential, O.C.G.A. 24-5-510 was established. This law establishes the communications between a first responder and a peer counselor is considered privileged communication and is protected by law. First responders often are reluctant to reach out for help in fear of what might be repeated to their co-workers or even worse, reported to their agency. O.C.G.A. 24-5-510 was established to help diminish these fears and give first responders the confidence their conversations with a peer counselor will remain confidential.

The Office of Public Safety Support also recognizes peer-to-peer support is not always the only solution. There are times when a first responder may need additional help to supplement the help provided by a fellow peer. If the OPSS peer counselor feels professional care is needed, then they will refer the first responder to one of OPSS's mental health clinicians for an assessment. The OPSS clinician will assess the needs and will provide short term treatment; or refer the first responder to a vetted mental health clinician in the area the first responder lives, for further treatment if needed. If the first responder's agency has an Employee Assistance Program (EAP), they will be encouraged to seek professional care from those providing professional services for their agency. The OPSS peer counselor will continue to provide peer support throughout the entire treatment process.

Georgia HB 703 also established the Office of Public Safety Support would develop a course of training to certify peer counselors from local and state agencies. OPSS has developed a forty-hour, advanced level Peer Counselor Certification Course offered to all first responders who wish to become peer counselors for their departments. Once trained, these peers will conduct peer support within their own departments and are often called upon to assist peer counselors from the Office of Public Safety Support. OPSS staff is also available to consult with departments to provide guidance on establishing peer support teams as well as advice on how to select first responders who will become peer support team members. There is no cost for this training, and it is offered at different locations around the state.

In 2021, the Office of Public Safety Support began utilizing certified service canines as a resource, when providing support to first responders. The introduction of service canines into the program has been very successful. “Kyro”, “Bonnie” and “Garth” are part of the OPSS service canine team and are trained in recognizing Post Traumatic Stress Disorder (PTSD) and anxiety. The canines have proven to be very resourceful when working with first responders across the state. Since starting the canine program, OPSS has witnessed that first responders are more receptive to talking in the presence of a canine. OPSS canines are specifically used to assist first responders during their recovery from exposures to critical incidents or traumatic events.

Another great opportunity available for first responders who have experienced a critical incident, traumatic event, or are struggling with the cumulative effects of a career in public safety, are the Post Critical Incident Seminars (PCIS) offered by the Office of Public Safety Support. Currently, OPSS hosts four of these seminars a year. The PCIS is a three-day training seminar for first responders who have been through highly traumatic events or are seeing the negative effects of an accumulation of stressful events throughout their career. The seminar is peer driven, providing first responders the chance to talk through a particularly horrific or troublesome event(s) in the presence of their first responder peers. The PCIS participants receive training in public safety survival of traumatic stress and coping, as well as one-on-one support from members of the PCIS Peer Team. Mental Health Clinicians are also present and provide professional one-on-one counseling to those first responders who choose to

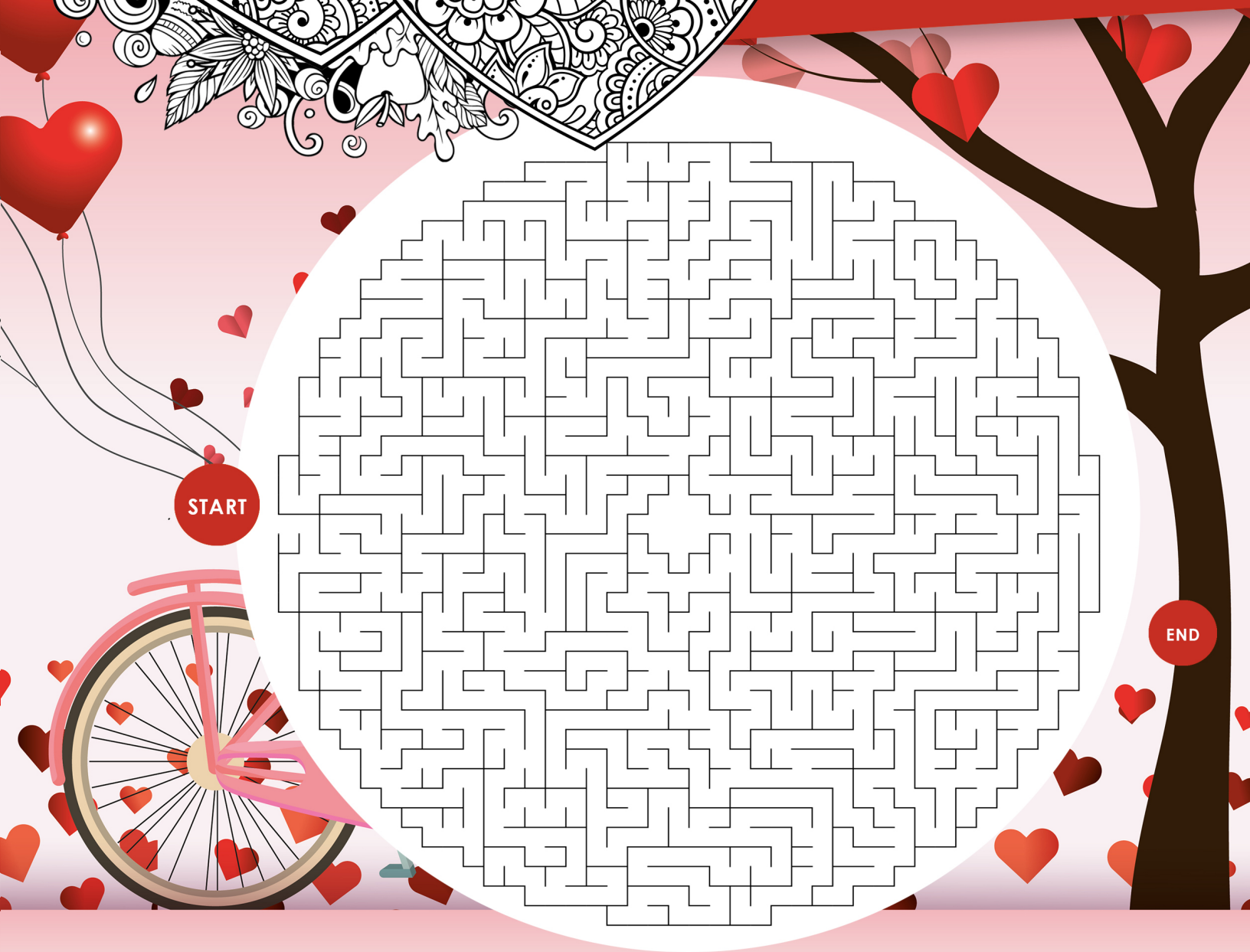
speak with them. To date, Georgia has hosted 16 Post Critical Incident Seminars, with hundreds of first responders attending and receiving the benefits of this seminar.

The Office of Public Safety Support’s goal is to provide every first responder in Georgia, who is experiencing psychological distress, the support and resources needed to overcome their struggles. The OPSS staff is dedicated to the achievement of this goal and are always willing to help. For contact information for the peer counselors assigned to your area of the state or more information about any of the services provided, please call the Office of Public Safety Support at (404) 624-7638 or visit our link on the Georgia Department of Public Safety website at <https://dps.georgia.gov/divisions/office-public-safety-support>.





MAZE. Spring is approaching, but don't get too enamored by its beauty, because hazards are all around. Test your abilities to move past perilous situations in our a-Maze-ing puzzle and see how quickly you can make it to safety. **Answer key on p. 30**





Movement is
MEDICINE



by Candace Amos
Sr. LGRMS Health Promotion Consultant

There are big benefits to mentally connecting with your body's movement. Muscle movements begin in the brain. If you visualize an exercise with specific muscle movement, as you do it, you can train your brain to send stronger signals. It's like a form of meditation, allowing you to focus on the muscle that you are using to become more in tune with your body. On the other side of the pendulum, exercise can strengthen your brain and benefit emotional and mental health too.

Mind over muscle. As you are working out, picture your muscles contracting as you move through an exercise. For example, if you are doing tricep extensions, imagine the tricep muscle contracting and lengthening as you lift the weight up and lower it behind you.

Muscle to regulate mind. Regular exercise, especially cardio, has a powerful way of strength-training the brain. It stimulates a protein which acts like fertilizer on the neurons in our brain. This powerful protein called brain-derived neurotrophic factor (BDNF) helps your body grow new neurons in the brain to improve ability to learn new skills and information. BDNF also regenerates old and worn out neurons that contribute to loss of memory, mood disorders, and inability to focus.

Movement is medicine and can be the first step treatment for stress, fatigue, or feeling unfocused.

“Don't try to rush progress. Remember - a step forward, no matter how small, is a step in the right direction.”

Kara Goucher



And there are many ways you can protect yourself, as well as your employees' health. You can start by participating in the LGRMS HPS Forum Call, in which we'll go over a Health Toolkit that provides "tools" to promote health in your organization.

The Health Toolkit for March is available now. In it, you'll receive all the tools you'll need beforehand to start planning.

The 2023 Monthly Forum Call calendar is out too. The Forum Call is for Health Promotion Champions and individuals responsible as health promotion leaders, administrators, HR and personnel directors, clerks, health/safety coordinators, and wellness/health benefit coordinators. All are welcome to participate. You'll receive an invite each month. Please stay on the lookout!

2023 Monthly Forum Call Calendar

- **January**
 - Monthly Forum Call Calendar placed in SHARE
 - February Toolkit available
- **February**
 - Forum Call will be held on 02/17/2023
 - Will discuss March Toolkit
- **March**
 - Forum Call will be held on 03/17/2023
 - Will discuss April Toolkit
- **April**
 - Forum Call will be held on 04/21/2023
 - Will discuss May Toolkit
- **May**
 - Forum Call will be held on 05/19/2023
 - Will discuss June Toolkit
- **June**
 - Forum Call will be held on 06/16/2023
 - Will discuss July Toolkit
- **July**
 - Forum Call will be held on 07/21/2023
 - Will discuss August Toolkit
- **August**
 - Forum Call will be held on 08/18/2023
 - Will discuss September Toolkit
- **September**
 - Forum Call will be held on 09/15/2023
 - Will discuss October Toolkit
- **October**
 - Forum Call will be held on 10/20/2023
 - Will discuss November Toolkit
- **November**
 - Forum Call will be held on 11/17/2023
 - Will discuss December Toolkit
- **December**
 - Forum Call will be held on 12/01/2023
 - Will discuss January Toolkit

Call Time

11:30 AM-12:00 PM

Dial-In Number

(267) 930-4000

Participant Code

491-626-960

TACKLING OUR WAY INTO 2023



FUN WITH RECIPES

TERIYAKI PORTABELLA MUSHROOMS

Ingredients:

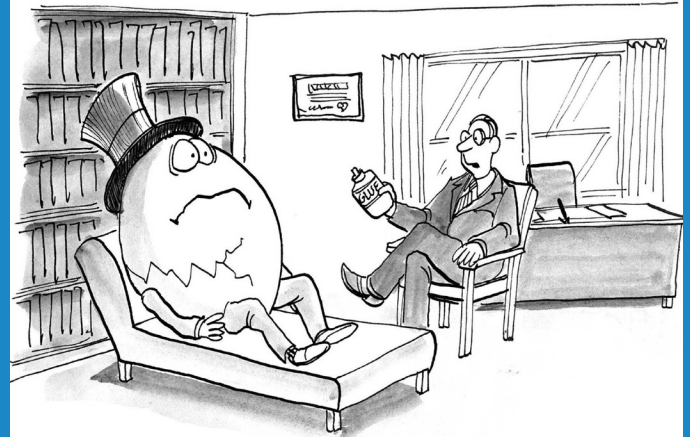
2 Portabella Mushrooms | 2 Tablespoons Teriyaki Sauce |

2 Pineapple Rings | 1 Red Pepper

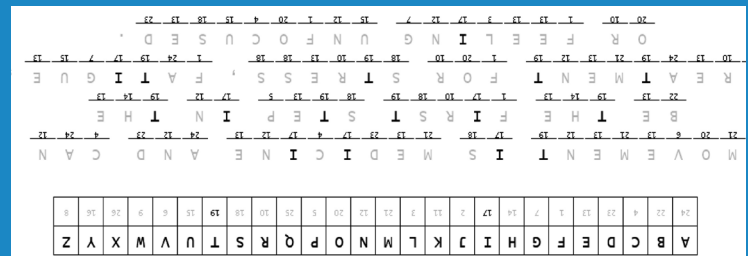


Clean and remove stems of portabella mushrooms. Seed red pepper and cut in half lengthwise. Turn on the electric grill. Spread teriyaki sauce over the mushrooms, peppers, and pineapple rings. Cook the mushrooms and peppers on the electric grill for 5-6 minutes. Grill the pineapple rings for 3 minutes. Layer the mushrooms with the peppers and top with the pineapple rings. Can be served over brown rice.

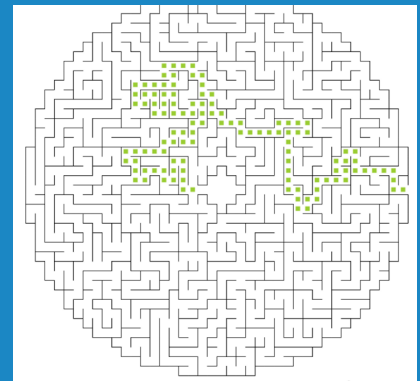
FUN WITH SAFETY ANSWER KEY



“Visualize yourself not falling off the wall.”



Cryptquote Puzzle Answer Key



Maze Puzzle Answer Key



SHARE

FEBRUARY 2023
ISSUE #22

SAFETY THEME

LOCAL GOVERNMENT RISK MANAGEMENT SERVICES, INC., - A Service Organization of the ASSOCIATION COUNTY COMMISSIONERS OF GEORGIA and the GEORGIA MUNICIPAL ASSOCIATION



SLIPS, TRIPS AND FALLS

IN THE WORKPLACE

Slips, trips, and falls are among the most common hazards in the workplace, including local governments in Georgia. They put many workers at risk of sprains, strains, cuts, bruises, fractures, and other injuries, and can lead to death. According to OSHA, over 200,000 workers were injured, and 800 fatalities were reported in 2020.

Slips

Slips occur when there is little to no traction between the footwear and the walking surface. Since the friction is too small to hold the feet on the ground, a person can lose their balance. For example, if a staff member walks on a surface with a liquid spill, they might likely slip on the floor. Certain shoe soles may not have enough traction on some surfaces. Small objects such as paper clips, may be stepped on and cause us to slip. What examples can you think of?

Trips

Trips happen when a person's foot hits an object or steps down to a lower, uneven surface. Any of the two can disrupt a person's balance and make them lose their footing. For example, an employee can trip on extension cords lying on the floor. Another example could be walking across the parking lot and tripping on a raised curb. What other examples can you think of?

Falls

Falls are a leading cause of injury and fatalities among workers across many industries. They can happen to anyone if they stumble and lose their center balance. For example, an maintenance worker can fall from a ladder while replacing a light. A worker could fall off the end of a loading dock while stepping back.

Slips, trips, and falls can happen due to many reasons—from uneven working surfaces to unsafe ladder positions. Knowing the causes can help managers assess risk factors and devise ways to prevent them.

Prevention of Slips, Trips, and Falls

1. Good housekeeping. Remove clutter, put everything in its place, and hide extension cords under protective mats.
2. Adequate lighting. Ensure walkways and corridors, storage areas, and other trafficked areas are brightly lit. Shadows can hide uneven surfaces.
3. Warning signs. Warn people of hazards such as wet floors, stairwells, fire escapes, or other areas where caution is advised due to type of work, or restricted areas.
4. Cleaning up spills. Clean and dry any spills immediately. It is not someone else's job; if you don't take care of it or warn others, who will?
5. Inspecting floor surfaces and repair. Improperly installed carpets or older damaged carpets can leave imperfections that could catch a heel or trip someone walking. Missing tiles, cracks, uneven surfaces, perhaps due to damage can cause people to slip, trip, and fall.
6. Awareness training. Talk to employees about the importance of safe, clean, functional workspaces. Remind them to watch their path of travel and identify areas of concern. Remind them if they see a hazard to either report it, put a warning out for others, or start the process to fix it.



LGRMS
RISK CONTROL
ACCG | GMA

SAFETY THEME POSTER

FEBRUARY 2023
ISSUE #22

LOCAL GOVERNMENT RISK MANAGEMENT SERVICES, INC., - A Service Organization of the ASSOCIATION COUNTY COMMISSIONERS OF GEORGIA and the GEORGIA MUNICIPAL ASSOCIATION



PREVENTION IS KEY TO AVOIDING

SLIPS, TRIPS AND FALLS

IN THE WORKPLACE

General Self Inspection Program

Location, Area, or Department: _____ Date: _____

Surveyor: _____

General Evaluation

	Needs Action	Needs Improvement	Good	Very Good
A. Property/Liability				
a. Fire protection	_____	_____	_____	_____
b. Housekeeping	_____	_____	_____	_____
c. Slip/trip/fall	_____	_____	_____	_____
d. Public safety	_____	_____	_____	_____
B. Employee Safety				
a. Safety meetings	_____	_____	_____	_____
b. Safety rules	_____	_____	_____	_____
c. Work conditions	_____	_____	_____	_____
d. Auto/equipment	_____	_____	_____	_____

Property/Liability

	Yes	No
Fire protection	<input type="checkbox"/>	<input type="checkbox"/>
Emergency numbers posted	<input type="checkbox"/>	<input type="checkbox"/>
Fire extinguishers available/serviced	<input type="checkbox"/>	<input type="checkbox"/>
Fire alarm panel showing system is operational; no warning lights.	<input type="checkbox"/>	<input type="checkbox"/>
Automatic sprinkler system control valve locked in open position.	<input type="checkbox"/>	<input type="checkbox"/>
Automatic sprinkler heads clear of storage within three feet.	<input type="checkbox"/>	<input type="checkbox"/>
Flammable, combustible liquids stored in UL-listed containers.	<input type="checkbox"/>	<input type="checkbox"/>
Flammable, combustible liquid containers stored in proper cabinet or container.	<input type="checkbox"/>	<input type="checkbox"/>
Smoking, No Smoking areas designated/marked.	<input type="checkbox"/>	<input type="checkbox"/>
Any cigarette butts noticed in No Smoking areas.	<input type="checkbox"/>	<input type="checkbox"/>

Comments: _____

Housekeeping

Stairwells clear of combustible items.	<input type="checkbox"/>	<input type="checkbox"/>
Furnace, hot water heater, and electrical panel areas clear of combustible items.	<input type="checkbox"/>	<input type="checkbox"/>
Work and public areas are clear of extension cords, boxes, equipment, or other tripping hazards.	<input type="checkbox"/>	<input type="checkbox"/>
Floor surfaces kept clear of oils, other fluids, or water.	<input type="checkbox"/>	<input type="checkbox"/>
Stored items are not leaning or improperly supported; heavy items are not up high.	<input type="checkbox"/>	<input type="checkbox"/>

Comments: _____

Slip/Trip/Fall

Stair treads are in good condition; not worn, damaged or loose.	<input type="checkbox"/>	<input type="checkbox"/>
Handrails for all stairs/steps.	<input type="checkbox"/>	<input type="checkbox"/>
Guardrails for all elevated platforms.	<input type="checkbox"/>	<input type="checkbox"/>
Stair handrails are in good condition; not loose or broken.	<input type="checkbox"/>	<input type="checkbox"/>
Floor surfaces are even, with non-slip wax if applicable.	<input type="checkbox"/>	<input type="checkbox"/>
All rugs are held down or have non-slip backing.	<input type="checkbox"/>	<input type="checkbox"/>
Any holes, pits or depressions are marked with tape, barricades, or guardrails.	<input type="checkbox"/>	<input type="checkbox"/>
Wet floor signs are available and used.	<input type="checkbox"/>	<input type="checkbox"/>

Comments: _____

General Self Inspection Program

Public Safety

	Yes	No
Public areas kept clear of storage and supplies.	<input type="checkbox"/>	<input type="checkbox"/>
Emergency lighting for public assembly areas in buildings.	<input type="checkbox"/>	<input type="checkbox"/>
Evacuation plans posted for public assembly areas in buildings.	<input type="checkbox"/>	<input type="checkbox"/>
Public areas have necessary warning or directional signs.	<input type="checkbox"/>	<input type="checkbox"/>
Construction work has barriers, covers, and markings.	<input type="checkbox"/>	<input type="checkbox"/>
Street and road signs noted in good condition, clear of obstructions.	<input type="checkbox"/>	<input type="checkbox"/>
Sidewalks smooth and even; no holes, no raised or broken areas.	<input type="checkbox"/>	<input type="checkbox"/>
Comments: _____		

Employee Safety

Safety Meetings

Held in the department.	<input type="checkbox"/>	<input type="checkbox"/>
Meetings held ___ monthly ___ quarterly ___ other _____; documented		
Different topic each time.	<input type="checkbox"/>	<input type="checkbox"/>
Covers department safety rules.	<input type="checkbox"/>	<input type="checkbox"/>

Safety Rules

Rules specific for this department.	<input type="checkbox"/>	<input type="checkbox"/>
Rules are written, posted in the department.	<input type="checkbox"/>	<input type="checkbox"/>
Reviewed with new employees.	<input type="checkbox"/>	<input type="checkbox"/>

Work Conditions

Employees exposed to: ___ Heat ___ Cold ___ Rain/sleet/snow ___ Use of chemicals		
___ Noise ___ Work in confined spaces ___ Work in trenches		
___ Traffic ___ Blood/body fluids ___ Other _____		
Proper personal protective equipment available		
Respirators, goggles, face shields, chemical gloves, traffic vests, appropriate clothing		
Trench boxes/shoring for trenching, ear plugs/muffs, body armor (law enforcement)		
Confined space equipment, harness, air testing equipment, ventilation equipment, tripod		
Fire department turn-out gear, blood-borne pathogens kits		
Personal protective equipment required to be worn.	<input type="checkbox"/>	<input type="checkbox"/>
Employees trained on proper use.	<input type="checkbox"/>	<input type="checkbox"/>
Equipment properly maintained.	<input type="checkbox"/>	<input type="checkbox"/>
Shop equipment has proper guards to protect from pinch or caught-between type injuries.	<input type="checkbox"/>	<input type="checkbox"/>
Chemicals used in the department.	<input type="checkbox"/>	<input type="checkbox"/>
MSDS sheets available; employees trained on hazards, proper use, proper PPE to use.	<input type="checkbox"/>	<input type="checkbox"/>
Comments: _____		

Auto and Equipment

Seat belts provided.	<input type="checkbox"/>	<input type="checkbox"/>
Seat belts required to be used.	<input type="checkbox"/>	<input type="checkbox"/>
Drivers noted wearing seat belts.	<input type="checkbox"/>	<input type="checkbox"/>
All lights working including strobe lights, turn signals.	<input type="checkbox"/>	<input type="checkbox"/>
Tires in good condition, tread, sidewalls.	<input type="checkbox"/>	<input type="checkbox"/>
Glass in good condition; not cracked, broken.	<input type="checkbox"/>	<input type="checkbox"/>
Reflective tape, signs in good condition.	<input type="checkbox"/>	<input type="checkbox"/>
Any periodic, documented, self-inspection of the vehicles/equipment.	<input type="checkbox"/>	<input type="checkbox"/>
Proper guards on mowers, other equipment.	<input type="checkbox"/>	<input type="checkbox"/>
Comments: _____		

Safety Meeting Attendance Sign Up Sheet

City/County: _____

Date: _____

Department: _____

Topic: _____

Attendees:

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Next meeting scheduled for _____

Safety Coordinator _____



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SHARE

FEBRUARY 2023 - ISSUE 22.0

LOCAL GOVERNMENT RISK
MANAGEMENT SERVICES,
INC., - A Service Organization
of the ASSOCIATION COUNTY
COMMISSIONERS OF GEORGIA
and the GEORGIA MUNICIPAL
ASSOCIATION

VISIT THE
LGRMS
WEBSITE

For more information.

www.lgrms.com

Has your organization undergone any changes in personnel? Are there other staff members that you would like to receive a copy of our publications? If so, please complete the form on p. fa9



Local Government
Risk Management Services
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Peachtree Corners, Georgia 30092