

COMBINING FORCES BREED NEW LIFE *P.3*

**EVERYTHING YOU LOVED
ABOUT OUR PUBLICATIONS
IN ONE PLACE!**



SAFETY THEME

DOWNLOAD THIS MONTH'S
SAFETY POSTER

**HEALTH PROMOTION
SERVICES**

CHECK OUT THE LIVING WELL
GEORGIA CORNER

RISK/LIABILITY

NOTES FROM THE ROAD AND
OTHER GREAT ARTICLES

CONTENTS

- 3 A Note from the Editor
New Publication Format and Name Change
- 4 Director's Corner
2021 LGRMS Action Plan
- 6 Liability Beat
New Year's Resolutions
- 9 Notes from the Road
How To Fight COVID at Home
- 10 New Normal
What 2020 Has Impacted on Us
- 13 Logistics of LE Training
- 14 Safety Focus
- 16 Firefighter Cancer Awareness
Incentive Program
- 19 Fun With Safety
Who Says Safety is Not Fun?
- 20 HPS - Living Well Georgia
Mental Resiliency After 2020
- 22 Safety Theme
Ladder Safety
- 24 Safety Forms
General Safety Inspection Form/Attendance

UPCOMING WEBINARS AND TRAINING EVENTS

For a current list of training events, please visit:

www.lgrms.com/trainingcalendar

We will also send a complete list of upcoming and past webinars through e-mail. Please be on the lookout for those!



A NOTE FROM THE EDITOR

New Publication Format and Name Change

Happy New Year from your team at LGRMS! Previously, LGRMS published three Risk and Safety Bulletins. The monthly Safety Theme was geared toward our Workers' Compensation (WC) members with one focused safety topic. The monthly Liability Beat was geared toward our GIRMA and IRMA Liability members, and heavily focused on law enforcement and personnel liability issues. Finally, our quarterly Risk Connection was geared toward all pool members. Starting this month, all three will be covered in a new publication called Safety Health and Risk E-connect (SHARE). SHARE will be sent to all GIRMA/IRMA, WC, and L&H members 10 times per year. SHARE will have two sections: (1) a general safety, risk, and health section, and (2) a worker safety-focused section similar to the old Safety Theme.

Rest assured, we will still cover those topics and issues most relevant to Local Governments in Georgia, plus some new features. We look forward to your feedback. 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).

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

2021 LGRMS ACTION PLAN

by Dan Beck, LGRMS Director



LGRMS'S PLANS FOR 2021

As I'm sure you are well aware, 2020 has been a strange and difficult year. I hope you and yours are safe and healthy. For those of you that have suffered illness or loss in your family, my thoughts and prayers go out to you.

In planning for 2021, we assumed at least the 1st half of the year would be governed by the same COVID-19 work restrictions. Current LGRMS COVID-19 Work Restrictions are:

1. Member visits that CAN be conducted

virtually: All member visits, evaluations, surveys and training that CAN be conducted virtually via phone or webservice, will be conducted virtually.

2. Member visits that CAN'T be conducted virtually: If a member visit, evaluation, survey and training CAN'T be conducted virtually, then the following criteria must be met.

- a. There must be a member request for visit/training or an identified high-risk hazard/trend.
- b. A COVID-19 Control Plan must be developed and agreed upon by the member prior to the on-site visit. The control plan must be implemented during the entire visit.

Below are a few focus areas within LGRMS's 2021 Plan.

The Liability, Safety, and Health publications will be combined into 1 publication. We will enhance electronic distribution of Marketing/Communications by updating key email contacts. Please send Tammy Chapman (tchapman@lgrms.com) the names, titles and email address of those that should be receiving LGRMS publications. We are focusing on improving our Law Enforcement contacts. We will also continue redesign of the website to ensure simplicity.

The 2021 LEAN Conference will be virtual. It will be held mid-year with a Documented Service Plan for each LEAN Member.

We will identify top 40 Risk Control Opportunity Members (20 ACCG/20 GMA), conduct a Quality Loss Analysis/Action Plan, and ensure Leadership Support is in place. Meetings with LGRMS and Association Leader for top 10 (5 each) will be arranged. We will also identify top 50 PSRC Opportunity Members (25 ACCG/25 GMA) and develop a Collision Profile that PSRC/LERC can review with trainers and command staff, in order to address those issues the specific department is having. Possibly compare profiles to other departments. We will conduct a Quality Loss Analysis/Action Plan and ensure a training plan is in place.

The Law Enforcement Risk Specialist Program (LERS) within Law Enforcement/Jails will continue to move forward. We will develop the LERS Training Process, identify 12 LERS candidates and pilot program (6 ACCG/6 GMA), and stretch goal to 50 trained by year end. For Policy/Roll Call Distribution, Jail and Road Policies to LE Agencies will be distributed in the combined publication and a Monthly Calendar of High-

Risk Communications will be developed (policies, top 5 policy review questions, and top 5 questions for front line LE). We'll also enhance relationships with GSA & GACP.

Loss Control Operations will include hiring a New South Georgia Risk Consultant. We will also continue Crisis Management Coordinator by contacting and encouraging all ACCG members and all GMA members over 20 employees to participate in crisis management coordinator training.

Public Safety Risk Consultant Operations will utilize modified simulators to ensure no-exposure training and will include hiring/replacing the South Public Safety Risk Consultant.

HPS Operations will continue to build relationship with Anthem/BCBS and will focus on one member of ACCG/GMA to develop a focused Action Plan.

Our Technology & Process Improvement will involve implementing New Mobile Forms by populating with New Survey questions and implementing a Critical recommendation process. We will also implement a New Dashboard System and a New Grant Tracking System.

For Training, we will implement the Learning Management System (LMS) and populate with training. We will continue Regional Training/Webinars, such as: Personal Liability (Non-Exempt/Exempt Employees), Safety Coordinator, Roads Liability, Work Comp 101, Virtual Contracts Class, Law Enforcement Liability, Mock Trial for Liability Training (similar to work comp in 2019), and additional Webinars.

LIABILITY BEAT



NEW YEAR'S RESOLUTIONS FROM THE **BIDEN** ADMINISTRATION

“

Editor's Note: The Law Firm of Elarbee Thompson provides annual personnel liability training through LGRMS for ACCG and GMA members. As in all areas of the law or liability matters, consult with your City or County Attorney when questions arise



HAPPY NEW YEAR! We hope that you had a safe and happy end to 2020. We remain thankful for our client relationships and are ready to help with your legal matters in the new year.

With only 12 days until the inauguration of President-elect Biden and the legislative work of the 117th Congress, we are focused on the first 100 days of the new administration. Here are some predictions about what to expect in the labor and employment space:

The Filibuster Will Shift Biden's Focus to Executive Orders

The legislative filibuster generally means that Democrats will need at least 60 supporting votes to pass any legislation in the Senate. Prior to the election, there was talk of eliminating the filibuster, but the filibuster is probably here to stay. Legislation takes time, particularly when bipartisan support is needed. Therefore, if President-elect Biden wants to make immediate changes, he can rely on the avenues he can control, namely executive orders and the agencies under the executive branch.

Political watchers predict President-elect Biden will reverse course on many of President Trump's executive orders, including his Executive Order on Combating Race and Sex Stereotyping. This order prevented federal contractors from conducting diversity and inclusion training that included certain concepts and language that the Trump Administration found objectionable. Instead, the Biden Administration may revive executive orders from President Obama that specifically prohibited sexual orientation and gender identity discrimination.

Executive Order Mandating Masks

President-elect Biden announced that, on his first day in office, he will sign an executive order mandating masks for the first 100 days of his presidency. He will not have the authority to mandate masks in all spaces, but it will be far reaching, covering areas such as federal buildings and places of interstate travel such as planes, trains, and buses.

COVID-19 Legislation

President-elect Biden recently promised that he would support the \$2,000 direct stimulus checks if Democrats took majority control of the Senate. He also voiced support for widespread access to paid sick leave by supporting an emergency paid leave program that would expand the Families First Coronavirus Response Act (FFCRA) to require fourteen days of paid leave up to \$1,400 per week for those who are sick, exposed, or subject to quarantine. President-elect Biden's plan would also expand the FFCRA's coverage to domestic workers, caregivers, gig economy workers, and independent contractors. Given President-elect Biden's recent support for the direct stimulus payments, it is more likely that he will focus on that legislation rather than the sweeping expansion of the FFCRA for which he has called. However, President-elect Biden could push for a resurrection of the FFCRA, which was not renewed after its expiration at the end of 2020.

A Seismic Shift in the Department of Labor's Wage and Hour Division

The division will undoubtedly revisit the joint-employer and independent contractor rules issued

under the Trump Administration. In fact, the Biden Administration may simply withdraw the new independent contractor regulations finalized this week before they become effective. It is also expected to review the overtime standards, including the salary level required for white-collar exemptions, tipped employee standards, and issues such as off-the-clock work for actions such as checking email during non-work hours. Expect an uptick in enforcement, particularly in blue-collar industries such as construction, food, and beverage. The department may also stop issuing opinion letters and instead return to the Obama-era practice of issuing administrator interpretations.

A More Aggressive Occupational Safety and Health Administration (OSHA)

President-elect Biden has promised to increase the number of OSHA investigators to improve oversight, which is consistent with the expectation that OSHA will focus more on enforcement and recordkeeping and less on voluntary compliance. Employers can expect the new leadership at OSHA and the U.S. Centers for Disease Control and Prevention (CDC) to consider releasing mandatory health and safety standards related to COVID-19, but those may take a while to come to fruition.

Delayed Support for Unions

The National Labor Relations Board (NLRB) is currently comprised of three Republican members, one Democrat, and a vacancy. The Biden Administration will likely fill the vacancy immediately, but will be unable to create a Democrat majority until one of President Trump's appointee's term expires in August

2021. Equally as important, the term of the current NLRB General Counsel will not expire until November 2021. Thus, while President-elect Biden has made his support for unions clear, major changes at the NLRB will not occur until the end of 2021. In the interim, President-elect Biden could support unions' interests by issuing executive orders that require federal government contractors to disclose federal labor law violations and adhere to other requirements that favor unions.

Banning Noncompete and No-Poach Clauses

President-elect Biden has voiced support for federal legislation that bans no-poach agreements and eliminates almost all non-compete agreements "except the very few that are absolutely necessary to protect a narrowly defined category of trade secrets." It is unclear how likely passage of such sweeping legislation would be in an area currently exclusively controlled by state law. Just as unclear is what such legislation would look like and whether it will also ban or limit non-solicit or non-disclosure provisions. If Congress is unable to pass legislation in this area, President-elect Biden will likely issue executive orders or urge federal agencies such as the Federal Trade Commission or Department of Justice to issue regulations in these areas.

As President-elect Biden's term proceeds, we will provide updates. If you have any questions or would like to discuss the above in greater detail, please contact us because this general summary does not constitute legal advice about any particular situation.

NOTES FROM THE ROAD

HOW TO FIGHT COVID AT HOME

by

Steve Shields, LGRMS Loss Control Manager



The following I received from a friend and I thought I would share it with you. There is so much information on COVID-19 that sounds like if you catch it, it's a death sentence, and that is not the case. The question my friend asked was, now I have COVID-19, what can I do to fight this virus. This is what they posted.

No one ever talks about how to fight COVID-19 at home. I came down with COVID-19 in November. I went to the hospital, running a fever of 103, a rapid heartbeat and other common symptoms that come with COVID-19. While I was there, they treated me for the high fever, dehydration and pneumonia.

The doctor sent me home to fight COVID-19 with two prescriptions - please take what the doctor prescribes. When the nurse came in to discharge me, I asked her, "What can I do to help fight this at home?" She said, "Sleep on your stomach at all times. If you can't sleep on your stomach, because of health issues, sleep on your side. Do not lie on your back no matter what, because it places pressure on your lungs and that will allow fluid to set in.

Set your clock every two hours while sleeping on your stomach, then get out of bed and walk for 15-30 minutes, no matter how tired or weak that you are. Also, move your arms around frequently, it helps to open your lungs. Breathe in through your nose, and out through your mouth. This will help build up your

lungs, plus help get rid of the pneumonia or other fluid you may have. When sitting in a recliner, sit up straight - do not lay back in the recliner, again this will place pressure on your lungs. While watching TV - get up and walk during every commercial.

Eat at least 1 - 2 eggs a day, plus bananas, avocado and asparagus. These are good for potassium. Drink Pedialyte, Gatorade Zero, Powerade Zero & Water with Electrolytes to prevent you from becoming dehydrated. Do not drink anything cold - have it at room temperature or warm it up. Water with lemon, and a little honey, peppermint tea, and apple cider are good suggestions for getting in fluids. No milk products or pork. Vitamins D3, C, B, Zinc, and Pro-biotic One-Day are good ideas. Tylenol for the fever, and Mucinex or Mucinex DM for drainage, helps the cough. Pepcid helps for cramps in your legs. One baby aspirin everyday can help prevent getting a blood clot, which can occur from low activity.

Drink a smoothie of blueberries, strawberries, bananas, honey, tea and a spoon or two of peanut butter. We always hear of how COVID-19 takes lives, but there isn't a lot of information out there regarding how to fight COVID-19. I hope this helps you or someone you know, just as it has helped me."

I am not a doctor, however the items they mentioned seems reasonable and hopefully, will benefit someone you know or maybe you.



NEW NORMAL

*What 2020 has
imparted on us*



by Natalie Sellers,
LGRMS Law Enforcement Risk Consultant

Col. John Belmar of the St. Louis County Police Department once said, "...if you don't think it can happen to you, you're wrong." He was describing the events of Ferguson, Missouri. If 2020 has imparted anything upon law enforcement leadership, it is that we must be prepared for our "it".

The problem with that statement is we never know what our IT will be. The year 2020 has presented many ITs. A global pandemic, more riots and unrest, and economic downturn. How do we find the "New Normal" in all this chaos?

With most of our norms upended, we must learn to remain vigilant to our standards, if not raise them. Training is of utmost importance in times such as these. Employee lack of knowledge can be the precursor to your IT.

The changes brought about with regards to use of force are certainly not new concepts. Some of those concepts are the resurgence of the word "De-Escalation", along with duty to intervene, exhausting all alternatives, carotid restraints, providing medical assistance to someone that you may have just used deadly force on, and so much more.

Training in times like these is imperative to maintaining proper standards. Aligning and updating your policies, training, and supervision with Supreme Court precedent will lessen the chances of IT happening.

Another recommended approach is a review of all use of force incidents, as well as pursuits. What better way to maintain accountability, transparency, and improve on current tactics through training, than to

examine current methods or practices to determine if improvements are needed.

Everyone learns shortcuts as it is virtually second nature for humans to seek the easiest or quickest way to complete a task. Unfortunately, faster is not always better. Deficiencies in training can be a catalyst for shortcuts. Not knowing policy or having improper understanding of expectations can result in the employee thinking they found a shortcut, however that shortcut could be detrimental in the long run. Some people look for the easiest way to do things. Others may have seen it done by someone else and it becomes habit to them as well. Proper training and supervision will correct any damaging habit and prevent it from becoming your IT.

With the demand for police reform, there has been discussion in some groups to require officers to "exhaust all alternatives before resorting to deadly force". Certainly not a new concept and odds are, this is a common practice amongst law enforcement community. This is an area where decision-based training can help officers make split second decisions that are "objectively reasonable" in rapidly developing encounters. Reasonableness has begun to supersede the use of force continuums and should be the standard in all use of force cases, including deadly force.

Much debate has taken place when it comes to shooting at moving vehicles. This is another area of a rapidly evolving situation that needs clear guidance. Is it allowed in your department? If so, is clear guidance and training provided to your employees. It is rare for a bullet to stop a car, so does the risk of harm outweigh the consequences if something goes wrong? Align

policy, training, and supervision with Supreme Court decisions on this matter. It will assist in avoiding IT.

Organizational culture can be to blame for an officer's inability to intervene when they see a fellow officer doing malfeasance. However, moral and ethical courage are not found in policy. What is your agency's culture when it comes to policing their own? There have been three major modifications with regards to duty to intervene:

1. Expansion of the duty to intervene to situations where the officer observes unreasonable force by any other law enforcement officer, within or outside the agency, as well as by members of the agency.
2. The addition of the duty to report when observing even potentially excessive force by any officer.
3. The addition of guidelines to account for varying perspectives about the threat of the subject at the scene.

These are extremely fact-specific guidelines that require scenario-based training. In dealing with duty to intervene, make sure policy is up to date, training has taken place, and supervision or culture is addressed to prevent IT from happening.

"I can't breathe" was the phrase that echoed across the country in 2020. This too can be an area of confusion without proper training. What is an acceptable type of restraint to gain compliance?

There is a vast difference in a carotid restraint and a vascular restraint that most of the general public does

not understand. Basically, a carotid restraint when applied properly will not obstruct a person's breathing. A respiratory restraint, better known as a choke hold, will restrict the person's ability to breathe and can be fatal. Nonetheless, neither should be performed without proper training. Reiterating the theme of the article, good scenario-based training is the only place to learn and practice realistic physical and emotional pressure of practical combat to reduce risks in this area.

"An ounce of prevention is worth a pound of cure." In order to prevent IT from happening, up-to-date policy accompanied by scenario-based training on the use of force policy, and supervision is the ounce of prevention needed to reduce your agency's risks. If you need up-to-date model policies or any assistance reducing your agency's risks, let your LGRMS field representative help.



LOGISTICS OF LAW ENFORCEMENT TRAINING

by David Trotter,
LGRMS Senior Public Safety Risk Consultant



With 2020 in hindsight and 2021 promising a better year, the logistics of Law Enforcement training has drastically changed. With pandemic restrictions, LGRMS Law Enforcement training has been sparse and we have been trying to embrace technology in training. Public Safety Risk Consultants are working to implement no contact training solutions, such as webinars and changing our simulator programs to remote controlled training. Your agency will be able to have the driving simulator delivered, set up at your doorstep, and will be operated by an LGRMS instructor via remote control with camera and two-way communication system.

We are working on training classes for the classroom portion of the driver simulation training and the train the trainer driving simulator course. One option is web-based interactive training and the second is recorded training, which would be delivered to you in

the form of a flash drive and would be administered by your agency instructor. Other classes that we are developing are 'Below 100' and 'De-escalation and response to public interaction'. The De-escalation and response to public interaction class will be a pre-requisite to having the Ti interactive simulator on site at your agency. I'm still working on ideas for the operation of the Ti Simulator, which may include train the trainer for your agency's instructor(s).

In conclusion, LGRMS is committed to providing quality training to our GMA and ACCG insurance programs members without additional fees. Please check our website at www.lgrms.com for updates. You may have to request a username and password if you do not have one. You may also contact me directly at dtrotter@lgrms.com or 706-491-4015 for additional information, training requests, or suggestions.

SAFETY FOCUS

by Vincent Scott, LGRMS East Georgia Loss Control Representative



The holiday season has come to an end and the start of the new year is an important time to reassess. It is a time to refocus our priorities and concentrate on the safety of ourselves and our team. 2020 brought some brand-new challenges. COVID-19 forced local governments to make significant changes throughout their workplaces. In just a few short months, local governments had to continue operations while dealing with the virus. Issues such as return to work and the overall workforce readiness had become major concerns for general operations and workplace safety.

The Roles of Risk Management

- Establish programs and prescribe policies, procedures and guidelines to implement a process that will reduce employee injury and incidents of

property damage.


- Increase the efficient use of resources through the reduction of accidents by reducing at-risk activities and controlling hazardous conditions.
- Increase the efficiency of operations by providing technical safety advice/services.
- Establish criteria for accident reporting, safety training, safety committees, safety awards, and internal safety program administration.
- Establish criteria for health protection programs not specific to single departments.

Program Goals

- Create a physical and mental work environment, which will measurably reduce accidents and injuries to employees.
- Conduct a program of safety and health inspections to identify and eliminate at-risk work practices and conditions.
- Control health hazards to ensure safe and healthy work conditions for all employees in all jobs.
- Provide for the personal protection of all employees against injury or illness by offering personal protection equipment appropriate for the work to be performed.

The Benefits of a Good Risk Management Program

Local Government employees are Local Governments greatest assets. We want to be a superior performer as measured by our employees and our communities. To leverage your organization's reputation for safety excellence as a value-added service to your customers, both internal and external. Hold yourself and others accountable. Goals should be important and help achieve excellence, which includes protecting people from injury and illness. When you and your team achieve safety goals, celebrate those milestones and continue to raise the bar. We win with great leadership, innovation and being brilliant at the basics.



“Establish criteria for health protection programs not specific to single departments.”



FIREFIGHTER CANCER AWARENESS INCENTIVE PROGRAM

by Dan Beck, LGRMS Director



Association County Commissioners of Georgia (ACCG) and Georgia Municipal Association (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 2020, LGRMS encouraged more awareness of the hazards and controls surrounding firefighter cancer for their members by developing an incentive program. Not only did the firefighters become better educated on how to protect themselves, but they also received credit for the training. In addition, two fire departments were awarded up to \$5,000 each towards the purchase of a washer extractor. Washer extractors are used to deep clean and remove any hazardous materials from turnout/firefighter gear.

In order to apply for the incentive, fire departments were required to train at least 80% of their department employees on the NVFC/IAFC - Lavender Ribbon Report. The Lavender Ribbon Report was developed in 2018 and provides 11 actions that can be implemented to reduce the risk of cancer in firefighters. Some of these actions include:

1. Wearing full personal protective equipment throughout any fire incident.
2. Complete decontamination of equipment, PPE, and personnel after any fire incident.
3. Proper washing and storage of equipment and PPE after incident.
4. Proper medical evaluations and annual physicals.

Everyone that applied for the program is a winner because they received quality training on how to reduce the risks of firefighter cancer. The winners of up to \$5,000 reimbursement for the purchase of a washer extractor are:

The ACCG Winner:

Lincoln County Office of Emergency Services

Director and Chief/Deputy Coroner LCCO: Casey Broom

Number of Firefighters: 12

Name/Brand of Washer Extractor Purchased: Ready Rack Extractor 22



The GMA Winner:

Walthourville Fire Department

Chief: Anthony Burns

Number of Firefighters: 15

Name/Brand of Washer Extractor Purchased: Continental G-Glex Series 25 LB. Capacity Hard Mount OPL Washer Extractor



Pictured from left to right is Deputy Chief Pittman and Chief Anthony T. Burns.

It is not too late to be a winner. Although you can't win the 2020 reimbursement, you can train your employees on the firefighter cancer hazard controls within The Lavender Ribbon Report. Click the links below to access the report and PowerPoint presentation.

NVFC/IAFC - [Lavender Ribbon Report](https://www.lgrms.com/Resources/LGRMS-Firefighter-Cancer-Awareness-Incentive-Progr/Lavender-Ribbon-Report.aspx)
<https://www.lgrms.com/Resources/LGRMS-Firefighter-Cancer-Awareness-Incentive-Progr/Lavender-Ribbon-Report.aspx>

One Hour PowerPoint Presentation based on NVFC/IAFC - Lavender Ribbon Report
<https://www.lgrms.com/Resources/LGRMS-Firefighter-Cancer-Awareness-Incentive-Progr/Lavender-Ribbon-Report.aspx>

Remember that January 2021 is officially Firefighter Cancer Awareness Month!!

Click the below link for the official press release.
<https://files.constantcontact.com/0c97a9f5401/42c2e2be-1ebe-449b-9242-77e34e98ddd9.pdf>

WHAT'S WRONG WITH THIS PICTURE?



There are 8 highlighted areas on this picture that represent the major fundamental areas that these workers have broken compliance regulations. What are those 8 compliance regulations? (Answers on page 23)

Fun With Safety.

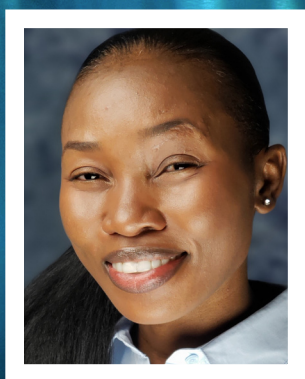
D E A E N M X D Z A Z R J M Y
 P I B T O L V V W O D O U I C
 Z U J D I G M A E V R T R N A
 V P T A T R A J L J A A D D B
 H O G N N M E Y L Q Z L I F A
 E L N E E S G C N P A U S U W
 A I I N V M V I E D H M C L A
 L C N C E X E D S A X I O N R
 T Y I J R U A C S T D S U E E
 H J A G P M I G R A N T N S N
 N S R P A T M J R O O B T S E
 S L T G R A C C G P F L S B S
 S A E Z R H W W U R H N I I S
 F O A C C I D E N T Z F E T I
 G G F G O V E R N M E N T S Z

AWARENESS GRANT
 DAMAGE DISCOUNT
 GOALS POLICY
 PREVENTION ENFORCEMENT
 TRAINING
 LGRMS
 ACCG
 GMA
 HEALTH
 WELLNESS
 MINDFULNESS
 SIMULATOR
 GOVERNMENT
 ACCIDENT
 HAZARD



MENTAL *Resiliency* after 2020

by Candace Amos, LGRMS Health Promotion Representative



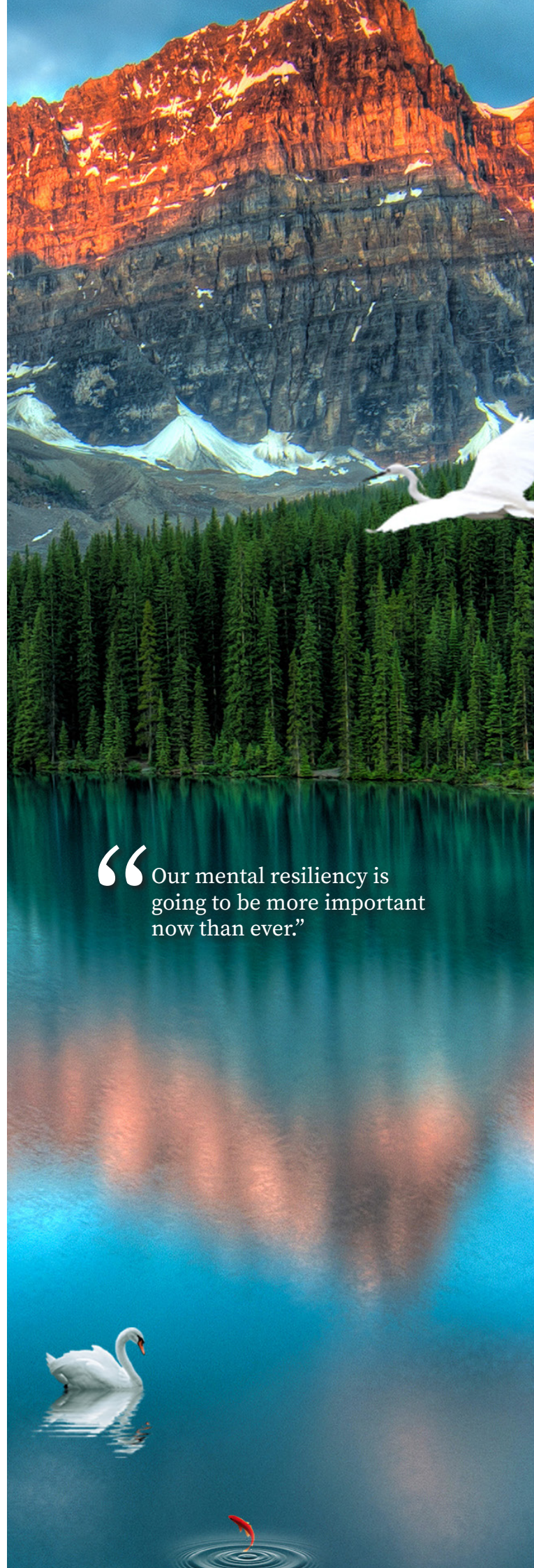
The year 2020 was very challenging. COVID-19 had shaken, not just the nation, but the world. People were facing life-changing matters. Family could not visit relatives and friends. Many lost loved ones. Others lost their source of provision. Some experienced a mental health crisis.

During any adversity, our assurance is tried. Our mental core is tested. Some come out of the hardship with renewed strength. Yet, others are overpowered. Their emotional and mental health took a direct blow. Fear, worry, and anxiety troubled their minds. What's a strong body without a sound mind?

Our mental resiliency is going to be more important now than ever. Resilient individuals are strong and sound in every dimension of wellbeing. They can recover quickly from adversity. They can bounce back after hardship. And your organization can help.

Use your Workplace Wellbeing Program as a way to help employees during times like these. This time may be stressful for some. Others may feel isolated and lonely. Find ways to engage your employees and let them know we're in this together.

The year 2021 is coming on the wings of hope. COVID-19 had put the world on hold and now everyone is going above and beyond to return to some type of "normalcy". Help your employees soar.



“Our mental resiliency is going to be more important now than ever.”

WHILE ON
A LADDER,
NEVER STEP
BACK TO
ADMIRE
YOUR WORK



FALL PREVENTION

Falls are one of the leading causes of unintentional injuries in the United States. In 2016 these falls caused 384 workplace deaths (National Safety Council Injury Facts), and account for one third of all non-fatal injuries in the United States. Most people have a friend or relative who has fallen, or maybe you've fallen yourself. Falls are the second-leading cause of unintentional death in homes and communities. The risk of falling, and fall-related problems, rises with age and is a serious issue in homes and communities.

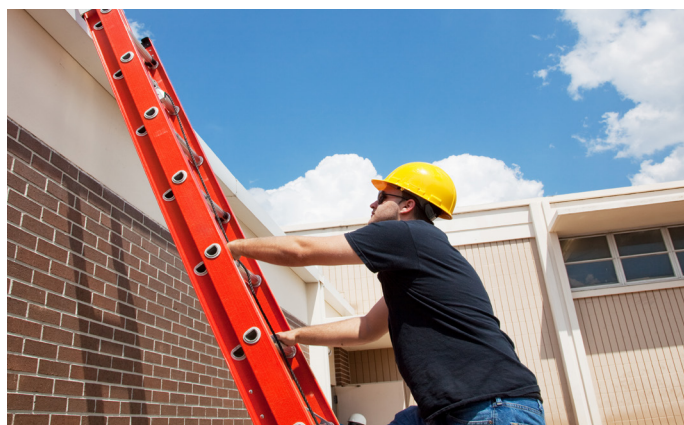
Local governments are not immune to slips trips and falls. These account for a large number of workers compensation claims every year.

Fall Prevention Tips

- Clean up all spills immediately.
- Stay off freshly mopped floors.
- Secure electrical and phone cords out of traffic areas.
- Remove small throw rugs or use non-skid mats to keep them from slipping.
- Keep frequently used items in easily reachable areas.
- Wear shoes with good support and slip-resistant soles.
- Arrange furniture to provide open walking pathways.
- Keep drawers and cabinet doors closed at all times.
- Install handrails on all staircases on both sides.
- Remove tripping hazards (paper, boxes, books, clothes, toys, shoes) from stairs and

walkways.

- If you have young children, install gates at the top and bottom of stairs. Unlatch the gate in order to pass - don't climb over it.
- Ensure adequate lighting both indoors and outdoors.



1. This individual's ladder is used to support a walking working surface.
2. The ladders are incorrectly being used as a "make shift" scaffolding.
3. Uneven walking surface due to the overlap in ladders.
4. A second ladder is being used to support a walking working surface.
5. This individual is standing on the top step of the step ladder.
6. A third ladder is being used to support the walking working surface.
7. Fall protection is required for heights above 10 feet.
8. Hard hats should be worn for protection against falling objects and as a bump protection.

Answer Key: What's Wrong With This Picture?

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	<input type="checkbox"/>	<input type="checkbox"/>
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:

[illegible]

Next meeting scheduled for _____

Safety Coordinator _____

SHARE

JANUARY 2021 - ISSUE 1.0

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



Local Government
Risk Management Services
3500 Parkway Lane . Suite 110
Norcross, Georgia 30092