



## INCREASED VISIBILITY

*Porterdale officers are equipped to reduce risk when in the community - p. 6*

### SB 395 GUIDANCE

Opioid antagonist requirements for cities and counties. - p. 16

### POLICE CERTIFICATION

Excellence in Policing program is a step in the right direction. - p. 9

### OBESITY RISK

Obesity is a risk to more than just an individual. - p. 10

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Cover photo by Officer R. Twigg, Porterdale Police Department.

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



3500 Parkway Lane, Suite 110  
Peachtree Corners, GA 30092

lgrms.com  



## UPCOMING WEBINARS AND TRAINING

### Law Enforcement Risk Specialist

FULL DAY | 8:30AM-3:30PM  
Feb. 26 - Thomasville, GA

### Safety Coordinator II

HALF DAY | 8:30AM-12:30PM  
Mar. 6 - Macon, GA  
Mar. 11 - Tifton, GA  
Mar. 12 - Statesboro, GA  
Mar. 18 - Gainesville, GA  
Mar. 19 - Cartersville, GA

### Safety Coordinator III

HALF DAY | 8:30AM-12:30PM  
Apr. 15 - Tifton, GA  
Apr. 16 - Statesboro, GA  
Apr. 17 - Macon, GA  
Apr. 22 - Gainesville, GA  
Apr. 23 - Cartersville, GA

### Safety Coordinator IV

HALF DAY | 8:30AM-12:30PM  
May 7 - Statesboro, GA  
May 13 - Tifton, GA  
May 20 - Gainesville, GA  
May 21 - Cartersville, GA  
June 17 - Macon, GA

### Public Works Program

HALF DAY | 8:30AM-12:30PM  
June 10 - Tifton, GA  
June 11 - Statesboro, GA  
July 8 - Gainesville, GA  
July 10 - Cartersville, GA

### Safety Coordinator I & II

FULL DAY | 8:30AM-3:30PM  
Aug. 5 - Tifton, GA  
Aug. 12 - Statesboro, GA  
Aug. 19 - Macon, GA  
Sep. 2 - Gainesville, GA  
Sep. 9 - Cartersville, GA

### Safety Coordinator III & IV

FULL DAY | 8:30AM-3:30PM  
Aug. 6 - Tifton, GA  
Aug. 13 - Statesboro, GA  
Aug. 20 - Macon, GA  
Sep. 3 - Gainesville, GA  
Sep. 10 - Cartersville, GA

Events subject to change.  
Check website for updates.



[lgrms.com/training-event-calendar.aspx](https://lgrms.com/training-event-calendar.aspx)





## A NOTE FROM THE EDITOR



By Dennis Watts  
Training, Communication, and Public Safety Risk Manager

Welcome to the February edition of SHARE, the monthly publication of Local Government Risk Management Services (LGRMS). SHARE is sent to all GIRMA/IRMA, and WC, members 10 times per year. SHARE has two sections: (1) a general safety, risk, section, and (2) a worker safety-focused section. 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](http://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. This month's Safety Theme is being aware of hazards and watching out for your fellow employees.

Dan Beck offers video recommendations from the LGRMS training archive. Follow us on YouTube to be notified when new videos are available.

Chris Ryan, our West Georgia Risk Consultant, recently attended a course on swimming pool operations. He provides some guidelines on managing pools and some

rules and regulations to be aware of. Vincent Scott, our East Georgia Risk Consultant, discusses personal protective equipment in his Notes from the Road.

We have a beefed-up Law Enforcement Matters section, with articles on the GMA Excellence in Policing program by David Trotter, High-Risk/Use of Force Training by Natalie Sellers, the financial and human cost of public safety motor vehicle crashes by Griffin Attaberry, and the health concerns of obesity by Kate Wasner.

We also have included the sample policy and frequently asked questions of Senate Bill 395 that was signed into law by Governor Kemp last July. This law requires cities/counties to provide a supply of opioid antagonists in qualified courthouses and government buildings. It also requires each government entity to establish and implement an internal training and implementation policy for the administration of opioid antagonists.

Our next SHARE will be published in March. For questions or issues on training, or any other services provided by LGRMS, contact Director Dan Beck at [dbeck@lgrms.com](mailto:dbeck@lgrms.com), or me, Dennis Watts, at [dwatts@lgrms.com](mailto:dwatts@lgrms.com). For questions on SHARE, contact Kayla Frazier at [kfrazier@lgrms.com](mailto:kfrazier@lgrms.com).

Be safe. *Dennis*

**Contact:** Dennis Watts, [dwatts@lgrms.com](mailto:dwatts@lgrms.com)

# BORED WITH TV? WATCH THIS.



## DIRECTOR'S CORNER

By Dan Beck, LGRMS Director

After each weekend, I typically ask co-workers what they did over the weekend. Many like me will tell me about a movie or TV show they watched. I won't tell you about what I'm watching on Netflix, but I will recommend a few videos of webinars LGRMS published recently. Below are some videos and their links to the LGRMS YouTube page.

### Lithium-ion Battery Fire Safety and Prevention

Lithium-ion batteries supply power to many kinds of devices including smart phones, laptops, e-scooters and e-bikes, e-cigarettes, smoke alarms, toys, and even cars. If not used correctly, or if damaged, these batteries can catch on fire or explode. Join us for an interactive presentation on the proper use and storage of lithium-ion batteries. Learn fire safety and prevention messages for community members that will help eliminate some of the dangers from the use of these products.

#### Who should watch?

- Fire Department Leadership
- Risk Managers/Safety Coordinators
- Human Resource Managers
- County/ City Managers/Administrators

[WATCH NOW](#)

### GA Senate Bill 395 (Narcan/ Naloxone) Requirements

During the 2024 legislative session, the Georgia General Assembly passed Senate Bill 395, commonly referred to as Wesley's Law, which is effective as of July 1, 2024. Wesley's Law authorizes the possession of medications that block the effects of opioids, also known as naloxone, in all qualified government buildings and courthouses, including school property. Naloxone is a medication that temporarily stops the effects of opioids and helps a person resume breathing after an opioid overdose. Additionally, the bill requires local school systems to acquire and maintain a supply of this lifesaving medication, which is vital to saving lives in state buildings, specifically Georgia schools.

During this webinar we will give an overview of the house bill requirements as it concerns local governments and give an example of the training required for employees.

#### Who should watch?

- Risk Managers/Safety Coordinators
- Human Resource Managers
- County/ City Managers/Administrators

[WATCH NOW](#)



## Elected Official Crisis Communications

During crisis situations Elected Officials have several roles they must fulfill. While they are supporting the resources necessary to respond to the situation, they are the face of the city to the community. They can respond to the community's needs with empathy and confidence. Leadership must resist the urge to respond to every media request and instead focus on communicating directly with stakeholders.

### Who should watch?

- Elected Officials
- County/ City Managers/Administrators

[WATCH NOW](#)

## General Crisis Communications

Local government entities experience circumstances that can escalate quickly into crisis events. CRISIS is a state of being, characterized by loss of control and extensive negative stakeholder reactions, resulting from the failure or conduct of the entity or individuals in CRISIS. The challenge in crisis is that it's business unusual. We will review the resources, training, certifications, and tools that are available 24/7 to support your DECISIONS, ACTIONS, and WORDS.

### Who should watch?

- Risk Managers/Safety Coordinators
- Human Resource Managers
- County/ City Managers/Administrators

[WATCH NOW](#)

## Advanced Workers' Compensation

This webinar will offer local government participants an opportunity to look in depth at the claims and adjudication process involved with the Workers' Compensation Programs of ACCG and GMA. This program is designed for elected officials, managers, supervisors, and the Workers' Compensation contact person within your organization. This program goes beyond the fundamentals and is geared to address your concerns.

### Who should watch?

- Risk Managers/Safety Coordinators
- Workers' Compensation Coordinators
- Human Resource Managers
- County/ City Managers/Administrators

[WATCH NOW](#)

**Contact:** Dan Beck, [dbeck@lgrms.com](mailto:dbeck@lgrms.com)



# NOTES *from the* ROAD

BEST PRACTICES FOR SAFE TRAVELS



## *Enhancing Personal Protective Equipment*

By Vincent Scott  
East Georgia LGRMS Risk Consultant

As the New Year has begun, it is now time to start thinking about what to purchase with this year's Safety Grant. Whether you are a participating member in the *ACCG-GSIWCF Employee Safety Grant* or the *GMA Safety & Liability Grant Program(s)*. A popular item category requested by many cities and counties is high visibility traffic control devices.

High-visibility traffic control devices include reflective cones, barricades, and drums with bright orange and white stripes, to name a few. High-visibility safety apparel must be worn at a minimum any time an employee is exposed to increased risks of moving traffic or equipment, on public or private roadways or property. High visibility apparel must fit and be worn properly and should be inspected regularly for wear, damage, fading, or other deterioration that can affect visibility and reflectivity.

Enhancing high-visibility (hi-vis) clothing for workers near traffic is essential for improving safety and reducing accidents. One key improvement is selecting garments that meet ANSI/ISEA standards.

City of Porterdale Police Chief Jason Cripps understands employees should wear full hi-vis gear, including vests, jackets, pants, and



City of Porterdale Police Chief Jason Cripps displays his high-visibility gear, essential for reducing accidents.



helmets, depending on the work environment. He enhanced his officers' uniforms with moisture-wicking material to help in hot conditions and with long sleeves to provide warmth in colder seasons. He also ensured they had the proper fluorescent colors and reflective strips for day and night visibility, while breathable and weather-resistant materials enhanced worker comfort.

Ultimately, a combination of high-quality materials, proper maintenance, and innovative enhancements significantly improve the effectiveness of hi-vis clothing, ensuring maximum protection for workers near traffic. Allowing workers to perform their tasks with confidence and reducing risk.



# GRANT PROGRAM WEBINARS

**2025 ACCG's Safety Discount / Grant Program**  
March 4 | 2:00-3:00PM

**Who will be presenting?**  
Dan Beck, Director of LGRMS

**What will this webinar cover?**  
This webinar will provide an overview of the programs. You will learn how to review your loss analysis data and complete your 2025 Safety Action Plan.

**Who should attend this webinar?**

- ACCG Risk Managers/Safety Coordinators
- ACCG Human Resource Managers
- County Managers/Administrators

[REGISTER NOW](#)

**2025 GMA Safety & Liability Management Grant**  
March 5 | 2:00-3:00PM

**Who will be presenting?**  
Dan Beck, Director of LGRMS

**What will this webinar cover?**  
This webinar will provide an overview of GMA's Safety & Liability Management Program. There are a few new updates for the 2025 program.

**Who should attend this webinar?**

- GMA Risk Managers/Safety Coordinators
- GMA Human Resource Managers
- GMA Managers/Administrators

[REGISTER NOW](#)



# RISK CONNECTION

REDUCING RISK FOR YOU AND YOUR EMPLOYER

## POOL AND SPLASH PAD MANAGEMENT

### *Tips for cities and counties*

City and County swimming pools and splash pads exist in all sizes and vary greatly as to the activity or programs provided. Regardless of the feature, size or programs offered, a pool or splash pad is a large investment, benefit and potential liability. There must be a trained support staff that understand the proper management of water and facility operations. These City and County pool operators should receive the Certified Pool/Spa Operator certification should be aware of the regulations and definitions which cover their facility at the minimum. This certification can be achieved by taking the above course from the Georgia Department of Public Health.

Understanding water quality is only the first step. The individuals responsible should also have a good understanding of the system components, their operational limits, the hazards, the required routine and preventative maintenance. As the facilities become larger and more complex, the requirements for the staff become equally more diverse and specialized.

A successful pool operator has a basic understanding of aquatic facility calculations. Failure to perform calculations correctly can result in hazardous conditions and threaten the health, safety and welfare of the facility bathers and staff.

Proper record keeping is another important responsibility and will take the guess work out of pool operations. The most basic and necessary records are those kept daily. Pool water chemistry must meet the standard requirements before the pool is opened each day. All



By Chris Ryan  
East Georgia LGRMS Risk Consultant

suction drains must be in place and intact. All safety and rescue gear must be in place and functional. The water must have the proper clarity and chemical levels, and the circulation flow must meet turnover requirements.

The following resources for public swimming pool operators break down what a trained operator must do and how often. If this is not done, the Georgia Department of Public Health can shut you down until the pool becomes functional. Also included are the rules and regulations for the public swimming pools, spas and recreational water parks manual.

### *Resources*

- [Pool & Spa Operator Handbook, 2022 \(3rd edition\)](#) by Pool & Hot Tub Alliance.
- Georgia Department of Public Health, Pool Operator Guidance, <https://dph.georgia.gov>



# LAW ENFORCEMENT MATTERS

REDUCING RISK FOR PUBLIC SAFETY AGENCIES

## EXCELLENCE IN POLICING



### *EIP Program Offers a Bridge to Accreditation*



By David Trotter  
LGRMS Law Enforcement Risk Consultant

Law enforcement agency certification is an important step in reducing liability and increasing officer safety. Accredited agencies who actively participate in accreditation and certification programs increase their effectiveness to serve the citizens they are sworn to serve. These programs also have an added benefit of reduction in law enforcement liability premiums.

Smaller agencies often have issues either paying and maintaining GPAC or CALEA accreditation and often don't pursue obtaining them. That is one reason The Excellence in Policing program was developed. EIP is a collaborative effort between the Georgia Municipal Association (GMA), the Georgia Association of Chiefs of Police (GACP), and the Georgia Interlocal Risk Management Agency (GIRMA) as a cost effective and efficient manner of certification for small agencies. It can also be a steppingstone for Georgia Police Accreditation Coalition (GPAC).

EIP certification includes 12 policy areas that are in

line with other certification programs and replaces the former Risk Reduction Certificate Program. Each policy area requires agencies to implement specific directives, processes, and procedures. This includes training, documentation of adherence of policies, and supervisor review requirements. The certification is good for three years and is open to Georgia Cities who participate in GIRMA. Local Government Risk Management Services provides consultation services and manages the certification process.

The application fee is \$150 and annual program costs are based on agency size of full time sworn personnel. 1-24 \$200, 25-99 \$300, 99 + \$400.

If you would like more information or want to apply, visit GMA Excellence in Policing website <https://www.gacities.com/Initiatives/Excellence-in-Policing.aspx>

Or contact David Trotter, LGRMS Law Enforcement Risk Consultant [dtrotter@lgrms.com](mailto:dtrotter@lgrms.com) or 706-491-4015.



# *Employers Can Reduce Risk by Promoting Worker Health*

By Kate Wasner  
LGRMS Public Safety Risk Consultant

## **Key Points**

Workers' compensation claims are on the rise. Multiple studies across the USA have shown that individuals with at least one comorbidity face a higher risk of filing a workers' compensation claim and may also experience more severe cases, potentially increasing the costs the company is required to pay.

## **What is it?**

Comorbidities are when there are two or more medical conditions in a patient. If you have an employee who gets injured on the job, and they have a preexisting medical condition, this is when you can run into complications. Comorbidities include but are not limited to diabetes, obesity, tobacco usage, alcohol consumption, mental health issues, and hypertension.

In this article we are going to focus on obesity. Obesity is a body condition in which the person has excessive body fat. Body fat is usually measured in Body Mass Index or BMI. Any BMI over 25% is considered overweight, while 30% and over is considered obese.

## **Why is this important?**

Obesity can interfere with an employee's ability to recover from an on-the-job injury. This can lead to a longer time returning to work or even light or modified duties. A study done by Duke University showed that obese employees filed twice as many workers compensation claims. Their medical expenses were also 7 times higher than non-obese employees, and the obese employee was unable to return to work 13 times longer than the non-obese employees. (Comorbidity and Workers Compensation December 15, 2010 By// by Rebecca Shafer, J.D. Pg 1)

## **What can I do?**

The first step is acknowledging that you can make a difference. It's easy for employers to dismiss it as the insurance company's responsibility. However, increasingly expensive workers' compensation claims can ultimately result in higher premiums and deductibles. Additionally, these claims can create staffing gaps, leading to employee overload or costly overtime. Many comorbidities, including obesity, are preventable.

One thing to consider would be creating a wellness program that focuses on weight reduction through your Human Resources Department. You can also create a healthy work culture by providing healthy snack options to employees or in the vending machines. You can encourage physical activity by having "step competitions," as in who can complete the most steps in a week. You can promote healthy work culture by encouraging your employees to take the stairs, or even park further away from the office building. Programs such as these have shown to have a 4:1 return on your investment for healthcare spending. (Preventing and Identifying Comorbidity to Reduce the Impact on Workers' Compensation Claims Michael W Giusani, BSPHarm, RPh Dianne M Tharp, BPharm, PharmD, BCPS, CPE Pamela J Reardon, CPhT. Pg 4)

## **Let's wrap it up!**

There is a clear link between comorbidities and increased costs and longer durations of workers' compensation claims. By addressing comorbidities like obesity, the benefits to both you and, more importantly, your employees are evident. By doing so, you can potentially reduce the number of claims and their associated costs.



## ROLL CALL TRAINING

### *High-Risk Critical Task / Use of Force*

By Natalie Sellers  
LGRMS Sr. Law Enforcement Risk Consultant

Any review of law enforcement's use of force must begin by outlining the Constitutional authority on the use of force by law enforcement officers. The basic rule governing the use of force is that all uses of force by a law enforcement officer against a free citizen must meet an objectively reasonable standard. In the case of *Graham v. Connor*, the U.S. Supreme Court devised a formula for reviewing all uses of force to determine the objective reasonableness of a particular use of force. The most crucial aspect of *Graham* is the three-factor test in which all uses of force are to be judged.

First, how serious was the offense that the officer suspected was or had been committed? Second, did the suspect pose a physical threat to the officer or some other persons present at the scene? Third, was the suspect actively resisting or attempting to evade arrest by flight?

We encourage the review of a departmental use of force incident to the above constitutional standards as a gentle but relentless reminder of the professional standards in law enforcement.



## PUBLIC SAFETY MOTOR VEHICLE INCIDENTS

### *The Human and Financial Cost: Part One*

By Griffin Attaberry  
LGRMS Public Safety Risk Consultant

During their shifts, law enforcement officers spend the majority of their time operating motor vehicles. For firefighters and EMS personnel, they are often awakened in the middle of the night to respond to various types of emergencies. Between 2021 and 2024, 209 law enforcement officers and 56 firefighters lost their lives in motor vehicle-related incidents in the United States. During the same period, the Association County Commissioners of Georgia's Interlocal Risk Management Agency (IRMA) and the Georgia Municipal Association's Georgia Interlocal Risk Management Agency (GIRMA) incurred over \$96,000,000 in costs associated with motor vehicle incidents.

While these numbers are staggering, they do not fully capture the extent of serious injuries and the associated costs of workers' compensation. In this 10-part series, we will examine the most common and costliest types of motor vehicle incidents and explore how we can mitigate them through effective policy, comprehensive training, and diligent supervision.

*Sources: Officer Down Memorial Page, Inc. (n.d.). Line of Duty Deaths.*

*National Fire Protection Association. (n.d.). Firefighter Line of Duty Deaths.*



*Take a moment to exercise your brain and relieve stress by solving these fun safety puzzles! Answers on page 19.*



## HIDDEN MESSAGE

This puzzle is a word search puzzle that has a hidden message in it.

First find all the words in the list. Words can go in any direction and share letters as well as cross over each other.

AID	DEFECTIVE	INSPECT
AWARE	GOGGLES	PPE
CHECK	INCIDENT	REPORT
CPR	INJURY	TRAINING

Once you find all the words. Copy the unused letters starting in the top left corner into the blanks to reveal the hidden message.

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Photo: Cherokee Falls, Cloudland Canyon State Park  
by Jeffrey Schreier

# SAFETY THEME

KEEPING OUR MEMBERS SAFE ON THE JOB AND AT HOME

## TRAINING SAFETY OFFICER PROGRAM



By Dennis Watts  
LGRMS Training, Communication,  
and Public Safety Risk Manager

***Create an environment where all employees are aware of hazards and are willing to step in to prevent injury.***

There is a program that some Public Safety Agencies use to prevent injuries during training. It is called the Training Safety Officer Program (TSO). Essentially, when conducting training, while the instructor focuses on the topic such as defensive tactics for law enforcement, a separate individual, the Training Safety Officer, stands back and observes the participants. The TSO does not interfere with the training unless there is a hazard. The TSO then either lets the instructor know, or if immediately hazardous, stops the individual or the training until the hazard is corrected.

It could be something as simple as participants not paying attention, or someone who is not doing the task safely. This allows the instructor to focus on the training, while the TSO backs the instructor with eyes on safety.

We can do the same for any work task. The first step is to know the task and the proper steps to complete it. An example might be a heavy equipment operator digging a trench with a worker on the ground. Because of the limited visibility from the cab it might be easy to lose track of where people are. Having a spotter (who

also is in role of safety officer) can help maintain that awareness.

Another example might be in an office environment where an individual is retrieving something from a high shelf. If a step stool or ladder is not readily available, they might be tempted to use an office chair instead. An observant coworker could stop them from using the expedient step and help them find and use a proper step stool or ladder.

You don't need to have a designated training safety officer for all jobs, but you do need to create an environment where all employees are aware of hazards and are willing to step in to save someone from injury.

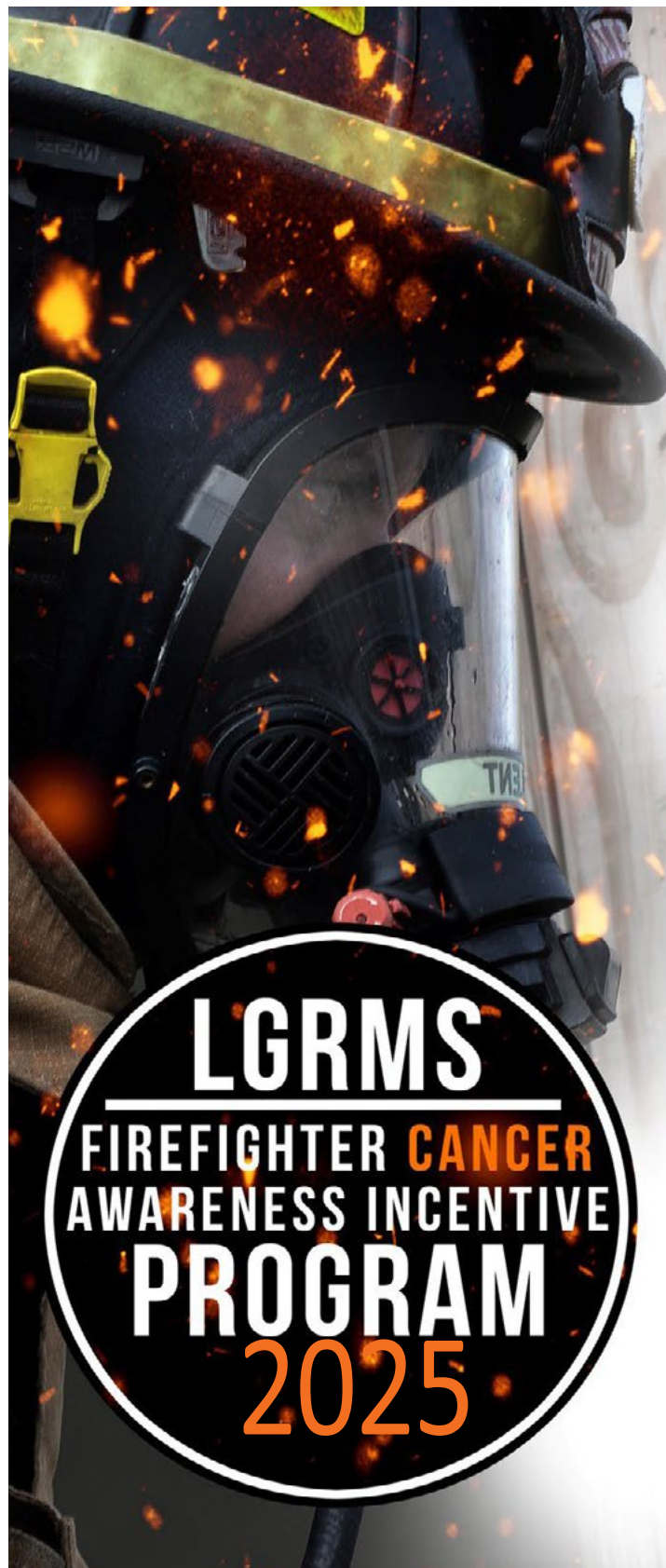
Review the following for some general individual safety responsibilities we all need to be aware of. Maybe you are not involved in the task but if you see someone who does not seem to be aware or ignoring these, you might want to step up and help get things back on track to avoid potential injury.



- Using protective equipment: Wear and maintain personal protective equipment (PPE) like safety helmets, gloves, goggles, or masks
- Being aware of surroundings: Pay attention to your surroundings at all times
- Reporting unsafe conditions: Warn coworkers of unsafe conditions, defective equipment, or hazardous behavior
- Reporting incidents: Report unsafe acts, illnesses, injuries, and other incidents to the appropriate person at your company
- Performing workplace inspections: Check for unsafe conditions and practices
- Pointing out unsafe practices: Call out unsafe practices by other workers
- Keeping up first aid and CPR skills: Be prepared to help in an emergency
- Talking about safety: Discuss safety with coworkers and team members
- Updating safety training: Regularly improve your safety training and knowledge

Employers are also responsible for workplace safety, including:

- Assessing risks and creating plans to eliminate or control them
- Providing the proper equipment, training, and supervision for employees
- Creating and maintaining a safe and healthy work environment



LGRMS, working in conjunction with ACCG and GMA, wants to encourage the awareness of the hazards and controls surrounding firefighter cancer across Georgia. Learn more at [lgrms.com](http://lgrms.com).





# SAFETY

is

## EVERYONE'S RESPONSIBILITY

### Be aware.

Pay attention to your surroundings at all times.

### Perform workplace inspections.

Check for unsafe conditions and practices.



### Report unsafe conditions.

Warn coworkers of unsafe conditions, defective equipment, or hazardous behavior.

### Report incidents.

Report unsafe acts, illnesses, injuries, and other incidents to the appropriate person.

### Use PPE.

Wear and maintain personal protective equipment (PPE) like safety helmets, gloves, goggles, or masks.

### Keep up first aid and CPR skills.

Be prepared to help in an emergency.

### Update safety training.

Regularly improve your safety training and knowledge.



# SB 395 (2024): A BRIEF SUMMARY AND FAQ

In the 2024 Georgia Legislative Session, the General Assembly passed Senate Bill 395, the Governor signed the law on July 1, 2024. This law requires cities/counties to provide a supply of opioid antagonists in qualified courthouses and government buildings in which the local governing authority regularly meets. It also requires each government entity to establish and implement an internal training and implementation policy for the administration of opioid antagonists.

Lastly, any government official, employee, or agent who receives such training and acts in good faith or fails to act in administering the opioid antagonist will not be civilly liable. Furthermore, no government entity will be civilly liable for failure to provide an automated external defibrillator (AED) or opioid antagonist.

## FAQ

### 1. At a minimum, what does SB 395 (2024) require?

Answer: At minimum, each local government must stock three unit doses of an opioid antagonist in each ‘qualified government building’ and courthouse and establish and implement an internal training and implementation policy related to the location and use of such opioid antagonists.

### 2. Who is responsible for maintaining the supply of opioid antagonist?

Answer: Local governments are responsible for funding and maintaining a supply of opioid antagonist in courthouses and local qualified government buildings.

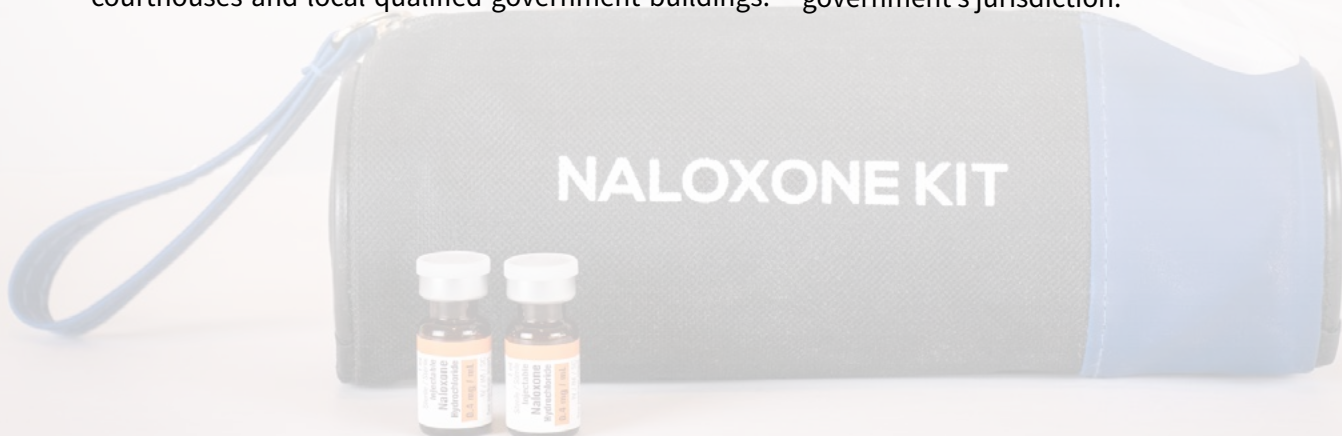
For more information regarding SB 395, please find the bulletin produced by the [Department of Public Health](#), as well as the following responses to frequently asked questions. [Click here to view a sample SB 395 policy.](#)

*Please note: ACCG Assistant General Counsel, Travis Blake put this document together for ACCG Members. LGRMS modified to include reference to cities, and added FAQ 13. LGRMS offers this document as our general understanding of SB 395 (2024) as it relates to city/county governments. The information provided herein does not establish an attorney client relationship and should not be interpreted or used as a substitute for a legal opinion or advice from the city/county attorney or other qualified counsel. Before making legal decisions or relying on information contained within this document, city/county officials and employees should consult with the city/county attorney or other qualified counsel.*

The State of Georgia is responsible for maintaining a supply of opioid antagonist in state qualified government buildings. Furthermore, while the law does not specify which government employee is responsible for managing the supply and administration of opioid antagonist, it is advisable that each county appoint a staff member to lead this effort.

### 3. In which buildings are local governments required to provide a supply of opioid antagonist?

Answer: Local governments must provide a supply of opioid antagonists in courthouses and in ‘qualified government buildings.’ Local governments are responsible for supplying opioid antagonists for buildings housing courts which are under the local government’s jurisdiction.



# SB 395 (2024): A BRIEF SUMMARY AND FAQ

'Qualified government buildings' are limited to those buildings in which the local governing authority regularly meets, provided that such building also houses an automated external defibrillator. Accordingly, libraries, county-owned parks, recreation centers, and other county-owned buildings are not required to house a supply of opioid antagonist under SB 395, unless the local governing authority regularly meets within such buildings, and the buildings house an AED.

## 4. What are the specific areas inside of the building where the opioid antagonist must be kept?

Answer: This law does not specify the exact location within the qualified government building where a supply of opioid antagonist must be placed. However, the law does specify that local governments must ensure that such supply of opioid antagonists is available and accessible during regular business hours and outside of regular business hours for all government entity events. It seems appropriate to place the supply of opioid antagonist in an area that is publicly accessible. For instance, rather than keeping the supply in a maintenance closet, the opioid antagonist may be better placed in the lobby near the automatic external defibrillator.

## 5. How much supply of opioid antagonist is required?

Answer: The law requires that local governments supply at least three unit doses of opioid antagonist. It seems appropriate to appoint a county staff member to regularly monitor the supply of opioid antagonist to ensure that the proper number of unit doses are readily available and unexpired.

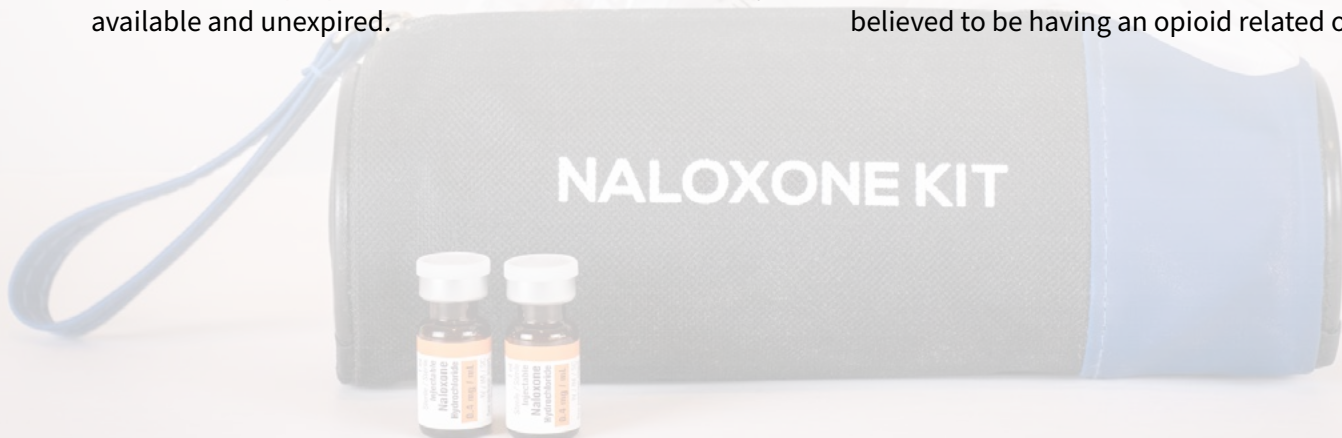
## 6. How will the costs of compliance be funded?

Answer: The local governments are expected to cover the costs. Cities/Counties are authorized "to receive and administer grants, gifts, contracts, moneys, and donations" in order to cover the cost of supplying opioid antagonist or providing training in the administration of opioid antagonist.

## 7. What information needs to be included in a county's required internal training policy for the administration of opioid antagonists?

Answer: Each city/county's internal training and implementation policy must contain at least the following four elements:

- a) Details on how an individual can access the training for opioid antagonist administration.
- b) The location(s) of the city/county's supply of opioid antagonist.
- c) An affirmative statement that authorizes any trained individual to administer the opioid antagonist to anyone they believe to be facing an opioid overdose.
- d) Contain the following statement: "Georgia law provides that any trained individual shall be immune from civil liability or professional discipline for any good faith act or omission to act in the emergency administration of an opioid antagonist to a person believed to be having an opioid related overdose."





# SB 395 (2024): A BRIEF SUMMARY AND FAQ

## 8. Which city/county staff members are required to be trained to administer opioid antagonist?

Answer: This law does not specify which employees must receive training. However, it is advisable that any trained staff member(s) are employees who have regular and frequent office hours in the building in which the local governing authority regularly meets.

## 9. Who is required to train these staff members?

Answer: The law states that no “one employee, officer, agent, contractor, or other individual” will be solely responsible for training any government entity. Instead, counties must establish and implement an internal training and implementation policy for opioid antagonist administration. Nonetheless, it seems appropriate to collaborate with your local county board of health to lead training efforts to ensure that county employees are prepared to adequately administer opioid antagonist.

## 10. What is the actual training process for these county employees?

Answer: The Georgia Department of Public Health has created a training video that can be used by local governments for training. The training video can be found at the following link: [Naloxone | Georgia Department of Public Health](#). For additional training resources, counties can coordinate with their local public health districts’ Opioid and Substance Misuse offices.

## 11. Is it required that a specific individual be designated as responsible for administering aid within a building in case of an event?

Answer: No, SB 395 does not require a specific person to be responsible for administering the Narcan/Naloxone. Instead, it seems that the intent of the bill is to have many staff members in the building who are ‘trained individuals.’

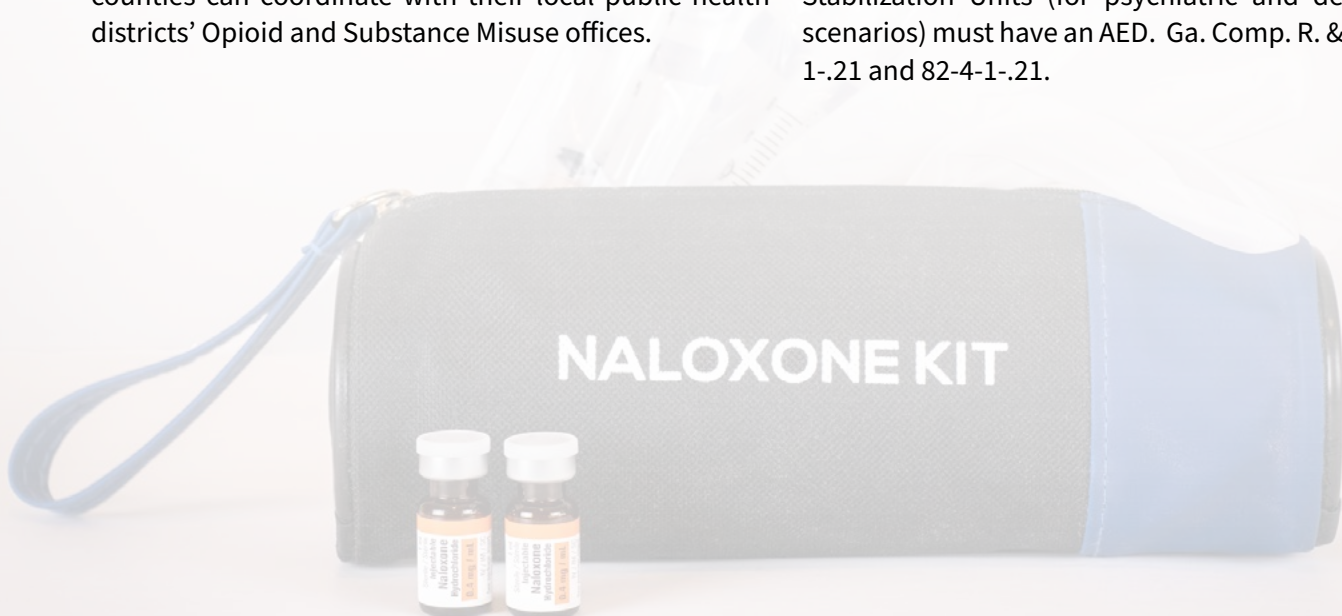
## 12. Does the city/county or its staff face liability for administering opioid antagonists per SB 395?

Answer: SB 395 provides that any person receiving training “shall be immune from civil liability or professional discipline for any good faith act or omission to act related to the emergency administration of an opioid antagonist.”

## 13. Is it required for city/county government buildings to have an automated external defibrillator?

Answer: If a government building doesn’t currently have an AED, SB 395 does not require that one be installed. Rather, there are laws and state regulations requiring that certain types of entities have AEDs.

For example: By July 1, 2025, all K-12 schools must have an AED on site. O.C.G.A. § 20-2-775. Also, Crisis Stabilization Units (for psychiatric and detoxification scenarios) must have an AED. Ga. Comp. R. & Regs. 82-3-1-.21 and 82-4-1-.21.





# HOW TO USE THE MONTHLY SAFETY THEME

Here are some hints to help you get the safety message across to all employees each month.

## Theme Poster

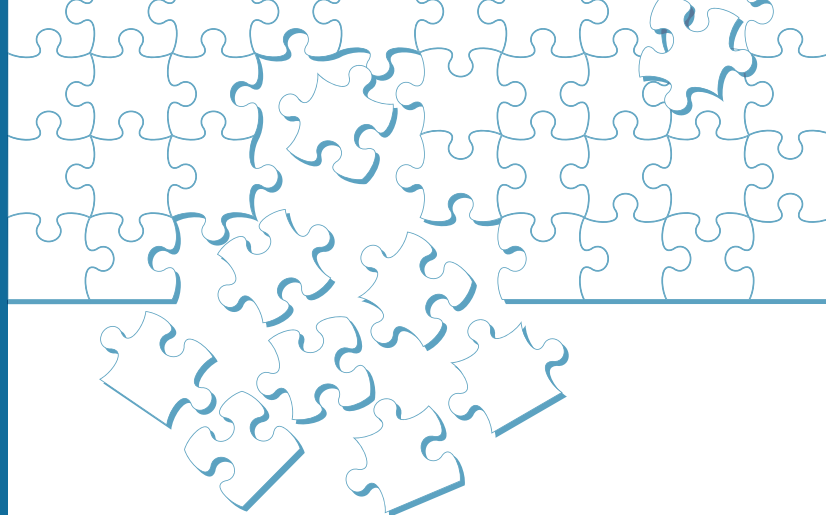
Make copies and post wherever you will get the most impact or email to your departments.

## Theme Page

Repeats the poster message with the safety theme topic of the month.

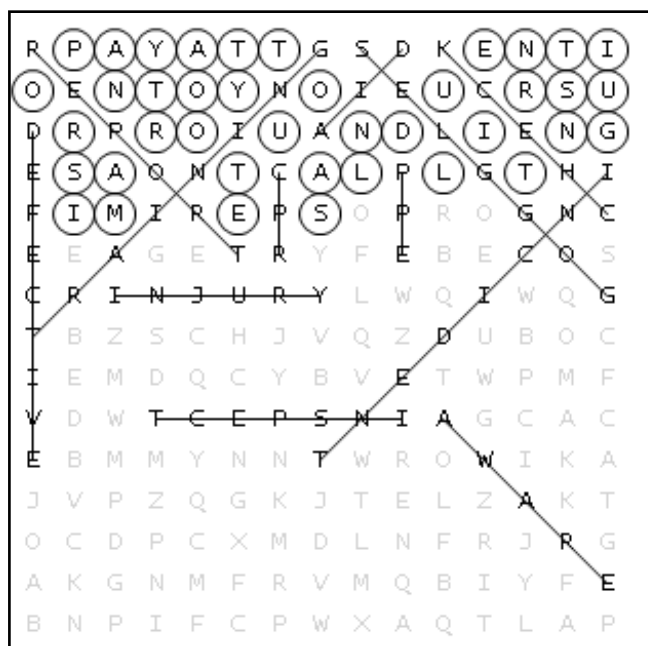
## Safety Meeting Agenda

- Assemble participants.
- Hand out copy of theme page.
- Pass around Participant Sign-in Sheet.
- Read theme out loud and discuss aspects of the theme in the department. Give examples. Ask for ideas, etc.
- Discuss accidents/incidents/near misses over the last month.
- Issue safety Self-inspection Checklists for each department inspection team.
- Discuss inspection items noted from last reports and the status of completion of reported items.



# PUZZLE ANSWERS

## HIDDEN MESSAGE ANSWER



PAY ATTENTION TO  
YOUR SURROUNDINGS  
AT ALL TIMES.

## General Self Inspection Program

Location, Area, or Department: \_\_\_\_\_ Date: \_\_\_\_\_

Surveyor: \_\_\_\_\_

### General Evaluation

	Needs Action	Needs Improvement	Good	Very Good
<b>A. Property/Liability</b>				
a. Fire protection	_____	_____	_____	_____
b. Housekeeping	_____	_____	_____	_____
c. Slip/trip/fall	_____	_____	_____	_____
d. Public safety	_____	_____	_____	_____
<b>B. Employee Safety</b>				
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: \_\_\_\_\_

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### 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: \_\_\_\_\_

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### 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: \_\_\_\_\_

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# CONTACTS

LET US KNOW HOW WE CAN HELP YOU.

## LGRMS HOME OFFICE

### **Dan Beck**

LGRMS Director  
dbeck@lgrms.com  
O: 678-686-6280  
C: 404-558-1874

### **Kayla Frazier**

Administrative Coordinator  
kfrazier\_teksys@lgrms.com  
O: 678-686-6348

## LAW ENFORCEMENT RISK CONTROL

### **Dennis Watts**

Training, Communication, and  
Public Safety Risk Manager  
dwatts@lgrms.com  
404-821-3974

### **Natalie Sellers**

Sr. Law Enforcement Risk  
Consultant  
nsellers@lgrms.com  
404-904-0074

### **David Trotter**

Law Enforcement Risk Consultant  
dtrotter@lgrms.com  
404-295-4979

### **Griffin Attaberry**

Public Safety Risk Consultant  
gattaberry@lgrms.com  
404-313-8853

### **Kaitlyn Wasner**

Public Safety Risk Consultant  
kwasners@lgrms.com  
770-686-4782

## RISK CONTROL

### **Steve Shields**

Risk Control Manager  
sshields@lgrms.com  
404-416-3920

### **Chris Ryan**

Sr. Risk Control Representative W.  
Region  
cryan@lgrms.com  
229-942-2241

### **Vincent Scott**

Risk Control Representative E Region  
vscott@lgrms.com  
404-698-9614

### **Weston Cox**

Risk Control Representative S Region  
wcox@lgrms.com  
404-520-6646