



SHARE

JUNE/JULY 2022
ISSUE #16

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

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

STAYING COOL IN THE *Georgia* HEAT **P.30**

Important Notice!
Double Issue
June/July 2022

Also in this issue
**EMPLOYEE ENGAGEMENT
SLIPS, TRIPS, & FALLS
AND SO FAR SO GOOD**

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

CONTENTS

- 3 A Note from the Editor
[Welcome to June/July](#)
- 4 Director's Corner
[Employee Engagement](#)
- 7 Slips, Trips, and Falls
- 10 Master Contact List
- 11 Liability Beat
[Citizen Video Audits](#)
- 17 So Far So Good
- 20 Fun With Safety
- 22 HPS Living Well Georgia
[Preserve Your Health](#)
- 28 Safety Theme
[Sun Safety](#)
- 30 Safety Bulletin
[Drinking Water is the Key](#)
- 34 Safety Forms
[General Safety Inspection Form/Attendance](#)
- 37 LGRMS Contacts



3500 Parkway Lane
Suite 110
Peachtree Corners, GA 30092

www.lgrms.com

UPCOMING WEBINARS AND TRAINING EVENTS

SAFETY COORDINATOR I & II

DAY 1 | 8:30AM - 11:30AM

August 2 - Tifton
August 9 - Statesboro
August 23 - Cartersville
August 30 - Gainesville

SAFETY COORDINATOR III & IV

DAY 2 | 12:30AM - 3:30PM

August 3 - Tifton
August 10 - Statesboro
August 24 - Cartersville
August 31 - Gainesville

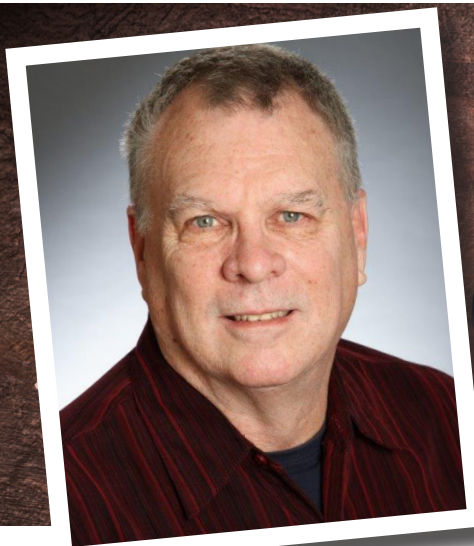
LAW ENFORCEMENT

FULL DAY | TBD

October 25 - Tifton
October 26 - Macon
October 27 - Cartersville

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



A NOTE FROM THE EDITOR

Welcome to the June/July 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 workers is safety in the heat. Workers need to know how to work smarter when the temperature goes up. Awareness, hydration, and slowing down are key. Tragically we have already had

fatalities surrounding children and pets being left in vehicles. Along with our worker safety topic about heat we have also included one on checking your backseat before locking your vehicle. We continue to encounter what are now described as first amendment auditors showing up at our local governments, pushing and testing our employees to do the wrong thing on violating first amendment rights, and often fourth amendment rights. Our article from Attorney Scott Maclatchie discusses this. Scott will also present a webinar on this topic on 26 July at 1330. You should have received registration information on this through email, but if you missed it, we will be glad to send you registration information. Our online training calendar is up and running. We are planning a series of four Safety Coordinator programs in August and Law Enforcement Liability, featuring Jack Ryan in October. Go to www.lgrms.com and click on TRAINING EVENT CALENDAR to see what is offered and to register. For questions or issues, contact Tamara Chapman at tchapman@lgrms.com, or Cortney Steptor at csteptor@lgrms.com.

Be safe.

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

Employee Engagement

HOW TO GET EMPLOYEES ENGAGED IN THE SAFETY PROCESS

As I have stated previously, the key to having long-term sustainable risk reduction is to build a strong safety culture. One of the key elements of building this culture is having engaged employees. So how do you get employees engaged? I will attempt to answer this question and others within this article.

Let's start by talking about the different levels of employee engagement. Based on my experience, I would say there are 4 different categories of employees.

1. The Hater - Actively Disengaged Employees, aka Vampires:
 - Negative attitude about their employer and job duties.
 - Malcontent, often openly showing their distaste while on the job.
 - Focus on problems.
 - Behavior and actions will cause more harm than good.
 - If you were giving out gold bricks, they would complain about how heavy they are.

2. The Yeah Whatever - Ambivalent Employees:

- Not apt to “going the extra mile”, they do what is asked of them and nothing more.
- Rarely, if ever, volunteer for extra assignments or take lead roles.
- Lower energy and lackluster performance on assignments.
- Can often feel unappreciated or unimportant.
- They only want to do their job and nothing extra.

3. The Supporter - Buy-in’ to the goals, objectives and vision:

- They contribute more to the overall effectiveness of the department.
- They understand why they are working there and are happy to support your goals as a manager and take their roles and responsibilities seriously.
- But when ownership is required, they run and hide.

4. The Owner - Show ‘ownership’ of results:

- They take personal responsibility for hitting targets, achieving objectives, and carrying out more than what is expected.
- They are leaders.
- Results are good because they ‘want’ to do well rather than ‘need’ to do well.

So how do you get a Hater or a Yeah Whatever employees to be Supporters or Owners? In most of my career, I have worked in union environments. It was not uncommon to have 30% to 50% of the front-line employees be Haters and another 20% to 30%

be Ambivalent. I have done training in a room of 50 employees where 20 of them were heckling me. What I would do is identify one or two of those hecklers and have them come up to the front of the room. I would ask them to provide some details on their problems or issues. If their issues were legitimate, I would form a small problem team and assign that Hater as a team member or even the leader of that team.



This would typically result in one or two directions. One, that Hater and others would stop heckling or two, that Hater would be one of the best team members or problem-solver leaders in the facility. A lot of time, Haters don't start off as Haters. They were created when they had a solution to a problem, and they were told to shut up and do their job. Sometimes those Haters are just frustrated Owners.

There are five keys to getting employees engaged.

6. Trust in leadership – Employees must trust that your word is good and that leaders will do the right thing.
7. Communication – You can never communicate too much. If something is important, make



sure it gets to employees multiple times and in multiple formats.

8. Defined roles – Make sure employees know that safety/risk management is part of their jobs. Update their job description with specific tasks like training, inspection, investigation, etc.
9. Career paths – Make sure employees know that if they want to be promoted, they must be engaged in the safety and risk management process. Employees should not be promoted to leadership positions without showing commitment and leadership toward safety and risk management.
10. Shared ownership/decisions – Allow employees to provide feedback on risk-related changes and updates. Allow them to be on teams that form these changes. Provide

feedback on your rationale for making these changes.

There are many different ways for employees to be engaged in your safety and risk management process. Below are just a few.

- Process/Program Leadership
- Safety Team Membership
- Risk Assessments
- Inspection
 - Rotate individuals to inspect one system
- Training
 - Department trainers on specific topics
- Safety suggestions
- Mentors
- Safety Observations
- Safety Leads

SLIPS, TRIPS AND FALLS



by
Weston Cox,
LGRMS Loss Control Representative

I've recently had the opportunity of observing and conducting our Slip, Trip, and Fall Training Class for our members. It's always good to familiarize yourself, and your employees, with the facts, causes, and corrective actions we can take to prevent these times of injuries in the workplace. There are a variety of ways that you can become subject to this type of hazard. You may encounter something which causes you to lose your footing and slip. You could catch your foot, shoes, or clothing on something and trip. Or, you could fall and further injure yourself as a result of a slip or trip. It's important to observe, identify, and address these various types of hazards to ensure a safe and healthy work environment for all employees.

Facts

Slips, trips, and falls are a leading cause of injuries to Georgia Local Government employees.

Falls from portable ladders (extension, step, combination, or straight) are one of the leading causes of occupational injuries and fatalities.

According to recent studies supplied by OSHA and the Bureau of Labor Statistics, slips, trips, and falls cause **nearly 700 fatalities per year and many more serious injuries and accidents** in the workplace.

The National Safety Council reports, "Falls are the one of the leading causes of unintentional injuries in the United States, accounting for approximately 8.9 million visits to the emergency department".

Contributors to Slip, Trip, and Fall Injuries

- Lack of Traction
- Change in surface materials or elevations
- Improper footwear
- Moisture issues due to weather conditions such

as ice, snow, rain.

- Moisture issues due to humidity, condensation, or a leak within a building or work area
- Slick materials attributed to leaks from machinery such as oil, gas, grease, or fluids
- Wear/tear to flooring materials in work areas that display loose mats, rugs, and stepladders
- Poor lighting and clutter which can cause injuries such as sprains, strains, bruises, bumps, fractures, scratches, and cuts. Poor workplace organization can lead to clutter and create obstructions in work areas.

Tips for Safety

- Survey the area, if there is something you or a fellow employee might slip or trip on, notify your supervisor right away.
- Clean up spills and anything slippery immediately, even if you did not cause the spill. Check with your supervisor about how to use proper cleaning supplies to address the issue. Don't use cleaners that could make the floor even more slippery.
- Make sure your office space/work areas are free from clutter. Clear stairs, walkways, and lobbies of anything that might be a tripping hazard, such as wires, cords, empty boxes, and clutter.
- Make sure that floor mats are not wrinkled or bunched, but rather placed even and flat.
- Encourage the use of handrails when you or other employees walk up and down steps, stairwells, and ramps.
- Make sure that all ladders are functioning

properly before entering/climbing them for use.

- Make sure ladder extensions are fully locked and that the legs are on a stable, flat, non-slippery surface.
- Clean off any slippery materials from the steps of the ladder before usage.
- Do not exceed the weight limit of the ladder or travel backwards. Always use three points of contact.



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

Register for an LGRMS Regional Training Event Today!

No images? [Click here](#)



CLICK HERE TO REGISTER

WHAT'S NEW

**WOULD YOU MIND LETTING US
KNOW IF ANYTHING HAS CHANGED?
FILL OUT THE FORM ON PG. 10**

As we all strive to get back to some sense of normalcy, changes in personnel continue to occur. Try as we might to keep our distribution lists up to date, we find that we need your help.

As a result of the ongoing pandemic, many of you have experienced changes in personnel, or have had to alter the way you conduct business altogether. 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



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SHARE LIST

LIABILITY BEAT



CITIZEN VIDEO AUDITS: KNOW THEIR RIGHTS... AND YOURS

by Scott MacLatchie



You have probably watched some of the first generation of videos that popped up on social media sites and on YouTube showing officers dealing with people using smartphones to film them. In these videos, the officers would often order the people filming them to stop, and/or they would awkwardly try to cover their faces with one hand, all the while telling the subjects doing the filming, "I haven't given you permission to record me."

It took a while but over a period of years such videos have pretty much dried up. This is because those of us working in the field have become increasingly accustomed to being filmed while on traffic stops or being filmed from public sidewalks or adjoining yards while responding to a call. We were also educated by decision after decision from federal appeals courts recognizing that filming the police in public is constitutionally protected activity under the First Amendment. So far, all six of the 12 U.S. Circuit Courts of Appeals to have squarely confronted the issue - the First, Third, Fifth, Seventh, Ninth, and Eleventh Circuits - have ruled the right to film police officers in public exists.

The First Amendment guarantees, in addition to freedom of speech, free exercise of religion, and freedom of the press. In its 2017 decision in *Fields v. City of Philadelphia* upholding the public's right to film the police, the U.S. Third Circuit stated that the right "goes beyond protection of the press," as the First Amendment also "protects the public's right of access to information about their officials' public activities."

Today, some of the same people who started out filming police at traffic stops and during other public operations

are now bringing their cameras to our police facilities. They are recording the exteriors, and sometimes the interiors, of police buildings and other municipal infrastructure. They are standing on public sidewalks next to the driveways where officers come and go in their personal vehicles, filming faces and license plates. Some will argue the people behind the cameras -- who call themselves "First Amendment auditors" - are simply testing the resolve of the police to respect their right to film "whatever they can see from a public space." Others will argue these auditors are deliberately "baiting" officers, trying to provoke them into overreaction. In reality, it's usually a little of both.

The number of active auditors, many with their own YouTube channels, is steadily increasing. Over the past two years auditors have broadened their professional network to wherever the more seasoned auditors fly around the country helping fledgling auditors get started. How do they pay for these trips? How do beginner auditors afford to take off time from work to pursue this new hobby? The answer is GoFundMe and other crowd funding accounts where viewers and followers make donations. The more successful auditors have banners on their social media channels urging viewers to donate and "Help keep Joe Auditor on the road!" Usually visible during any livestream broadcast is the scrolling list of fans literally from around the world, thanking the auditor for the entertaining content, with comments like, "Hey, it's Sean from Down Under. I can only afford \$30 U.S. this month, but I should be able to double that next time. Keep up the good work!" Think about it. If an auditor has a thousand or so active followers who donate even occasionally, the auditor no longer needs a day job.

Unfortunately, American law enforcement is responding to the auditor movement very inconsistently, often out of confusion and a misunderstanding of the governing law. So here are seven things you should know about First Amendment audits and the people behind the cameras.

1. They Misinterpret the Law

Unlike Sovereign Citizens, the average auditor drives a car bearing government-issued license plates, and acknowledges the rule of law. However, the average auditor misinterprets some of this law. For example, *Terry v. Ohio* requires that an officer possess "specific and articulable facts" providing "reasonable suspicion" of criminal activity before detaining someone. Many auditors have been taught this means an officer must verbally "articulate" the basis for the stop or detention at the outset. That is not the law, although many agencies do require an officer making a traffic stop to start the contact by introducing himself and explaining the reason for the stop.

2. They Refuse to Self-Identify

YouTube has plenty of content with the following scenario:

Officer: "So what are you trying to film?"

Auditor: "Anything I can see from public areas. You can't trespass my eyes."

Officer: "Can I see your ID?"

Auditor: "No you may not. I have committed no crime, and I am engaged in constitutionally protected legal activity."

Officer: "What's your name?"

Auditor: "I'm not giving it and I'm not answering any more of your questions."

This scenario underscores an officer's need to understand the difference between the right to ask for ID, and the ability to criminally punish someone for refusing to give it. In *Hiibel v. Sixth Judicial Court of Nevada*, the U.S. Supreme Court ruled that refusal to identify is a crime only where: 1) there is a valid detention; and 2) there is a state statute making refusal to identify a crime. Nevada had such a law, and that is why the Supreme Court rejected Mr. Hiibel's claim his arrest for refusal to identify was unconstitutional. But just next door, in California, there is no such statute, and the U.S. Ninth Circuit has declared that California Penal Code §148 - which is the state's resist/delay/obstruct statute - cannot be used to charge someone who refuses to identify during the time they are detained but not yet arrested.

These state-specific laws are often referred to as "stop-and-identify" statutes, and in many YouTube videos, it appears the auditors know them better than the police. Google the phrase "stop and identify states," and multiple maps will appear color coding the states having such laws.

3. Popular Targets for Auditors

Initially, auditors stood outside our police facilities and filmed people coming and going until being contacted and challenged. As more and more agencies realized the auditors just want attention, and that perhaps the best response is no response is no response, auditors started looking elsewhere for targets.

So the auditors started taking their cameras to other government buildings. Federal buildings have become very popular targets, and whenever a federal employee or security guard calls 911 to report the activity, local city or county law enforcement responds. This is a problem because the average police officer or deputy sheriff does not know about the 2010 and 2018 Department of Homeland Security memos directing federal law enforcement not to detain persons filming their facilities absent some other indicator of criminal activity. The 2018 DHS memo now covers the interior of federal buildings, and officers responding to calls of filming inside post offices are getting schooled on this point by auditors. The policy is even detailed in U.S. Postal Service Poster 7, which prominently appears in post office lobbies. Unfortunately, many USPS workers behind the public counter are unfamiliar with this policy.

Not wanting to appear hostile to the First Amendment, even some police agencies are now instructing their officers to allow filming inside police station lobbies. As stated in an October 2018 directive by one major southern California agency, "Members of the public... have a First Amendment right to...record video in any public place where they are lawfully present...The types of places an individual has a legal right to be present include...a Sheriff's station lobby..."

While well-intentioned, this kind of instruction swings the proverbial pendulum too far in the other direction.

If an auditor wants to enter the police department lobby and film the trophy case from the Police Olympics, or

the display case of the Explorer Post's camping trip, no problem.

But what if the auditor enters while crime victims are interacting with detectives at the front counter, or a domestic violence victim appears sobbing for help on what has been the worst day of her life? Do we really mean to tell our officers the auditor's "right" to film supersedes the rights of these other people to privacy and decorum? If we do, we have completely lost sight of the fact that at least two federal appeals courts, prior to the advent of smartphones and First Amendment audits, ruled that the lobbies of government buildings, including a police station, were not "public forums" for purposes of First Amendment protection.

4. Auditors and Bad Words

In 1974, in the case of *Lewis v. City of New Orleans*, the U.S. Supreme Court declared unconstitutional a city ordinance that made it a crime to curse at the police. When the attorney for the City argued that the ordinance could still punish the use of "fighting words," the Court expressed doubt, because police officers are "trained to exercise a higher degree of restraint than the average citizen." Translation: What might constitute "fighting words" when directed from civilian to civilian, may not qualify as such when directed from civilian to civilian, may not qualify as such when directed from civilian to a law enforcement officer.

Indeed, on March 13, 2019, the U.S. Sixth Circuit reaffirmed in the case of *Cruise-Gulyas v. Minard* that flipping off the police cannot justify a traffic stop. Yet, we still see uploaded videos showing officers threatening

and, in some cases, even arresting a person for exercising their right to be an idiot by publicly cursing at an officer.

What about an auditor displaying a poster stating, "F_ City Hall" on a public sidewalk? A longtime auditor out of Florida did that very thing outside the Moultrie, GA, city hall on July 3, 2019. He was first approached by the city manager, who said he did not appreciate the vulgar language. In response, the auditor very politely agreed it was vulgar and said he was simply exercising his First Amendment right "to be critical of the government on the day before Independence Day." Around this time, Moultrie police officers appeared and placed the auditor under arrest for "disorderly conduct." Since our basic training academies spend little time - if any - on First Amendment rights, these officers likely never heard about the U.S. Supreme Court's 1971 decision in *Cohen v. California*, which established a First Amendment protected right to be critical of the government or its programs through the public use of profanity. It came as no surprise only a few days later that Moultrie's chief of police had the criminal charge dropped.

5. Their Favorite Question

"Am I being detained or am I free to go?"

It sounds like a simple question. And it should have a simple answer. Yet, there are lots of posted videos where an officer, who is visibly frustrated by an auditor's refusal to identify, gets hit with this question and becomes even more frustrated and confounded.

In one such video, a deputy sheriff in Monmouth, NJ, is

attempting to identify a woman filming the exterior of a federal building. Every time the woman asks if she is being detained, the deputy asks for ID. When the deputy finally tells the woman she is not being detained, she immediately turns around and walks off. At this point the deputy still wants to know who she is, so he catches up to her and detains her farther down the sidewalk. This indecision would likely not play well to a jury, especially since, as we've discussed, it is not illegal to film the exterior of a federal building.



6. How Close is Too Close?

How close does the First Amendment allow the auditor holding a smartphone to get to your traffic stop or your arrest? That is still an answer waiting to come from our nation's appellate courts. yet, in one video from 2018, a San Diego Sheriff's Office motor deputy politely asks two auditors who walk up on his traffic stop to move just a little farther down the sidewalk. The male auditor retorts, "Hasn't the Supreme Court said that 10 feet is the correct distance?" The deputy, visibly puzzled, has no comeback. That may be because the Supreme Court has never said that 10 feet is the correct distance. It has never specified a "correct distance."

7. You Might Get Sued

For years it appeared that most auditors were only interested in fame and the adoration of their online followers. Since the auditors were funded by their followers' contributions, there was no added incentive to take on the police in litigation. That has now changed with reports of officers being sued in federal court for nothing more than a Terry stop predicated upon public filming that the officer deemed "suspicious."

Officers need to remember that, under Terry, a detention is lawful under the Fourth Amendment only where behavior gives rise to "reasonable suspicion" that "criminal activity may be afoot." Terry does not authorize detention where behavior is only "suspicious." Behavior that is merely suspicious because it is unusual, may certainly be grounds for a "consensual encounter" by law enforcement, but more than that is constitutionally required to lawfully detain someone against their will. Most auditors are trained on where to stand and what to say such that is probably the exception where their behavior provides articulable evidence of "criminal" activity.

But where auditors do file litigation and are successful, what are the payouts? In 2018, a Colorado Springs auditor received a \$41,000 settlement after being detained for refusing to identify when officers observed him filming their police facility.

Also in 2018, the City of Manchester, NH, agreed to pay a settlement of \$275,000 to a man who was arrested for recording his conversation with officers, without their consent, while speaking to them at his home over an animal complaint.

Do not lose sight of the fact that civil rights attorneys are being attracted to these cases for two reasons: 1) "low-hanging fruit," i.e., usually clearly unlawful detentions, all caught on video, with officers sometimes making gratuitous comments out of frustration they almost instantly regret; and 2) attorneys' fees awarded to plaintiffs' counsel under 42 U.S.C. § 1988 far exceeded what the client received by way of jury verdict or settlement.

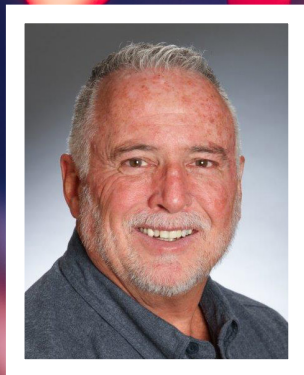


Final Thoughts

The number of First Amendment audits and new auditors is increasing, not decreasing. It behooves all agencies to train their officers about the goals of these auditors, the tactics they use, and, most importantly, the legal principles under the First and Fourth Amendments by which the officers' response will be measured in court should litigation be filed.

Scott MacLatchie is a Charlotte-based attorney who created the "Dangerous Crossroads" class, which teaches officers how to deal with people with cameras trying to bait them into overreaction. He defends law enforcement agencies in litigation and serves as a reserve deputy with the Los Angeles County Sheriff's Department.

SO FAR SO GOOD BUT... WHAT IF?



by Mike Earl,
LGRMS, Public Safety Risk Consultant

I mean seriously, nothing bad has happened so far. I'm a good driver.

Already this year, we have lost twenty-four law enforcement officers in auto-related incidents. Twenty-four officers who I am certain had no idea on that particular day, on that particular shift, something was going to happen that would end their life.

Who is left behind? We go to work each day to provide for our families. Our families are who is left behind when we lose our lives in the line of duty. Twenty-four families this year alone are trying to figure out how they are going to navigate life without their loved one in it, because of one event, one decision in the operation of a government vehicle that has taken yet another law enforcement officer's life.

In today's society, the cards are stacked against law enforcement. We do not need to be our own worst enemy. We NEED to think about the operation of our government vehicle as a survival tactic. Ask yourself, "Am I doing everything possible in the operation of this vehicle to without a doubt, in my best ability, return safely home to my family at the end of this shift? If not, what changes am I GOING to make today to change this?"

Thoughts for consideration (and not necessarily listed in order of importance):

- I MUST get to the scene safely. It is my priority.
- This vehicle I am operating does NOT belong to me. It belongs to my department. I need to care for it as such.
- I must operate this emergency vehicle at a



higher standard than of the general public.

- I must operate in such a fashion as to reduce the amount of risk and potential losses during every emergency response and pursuit of a violator.
- I WILL operate this emergency vehicle in such a manner as to provide the maximum level of safety for me, my prisoner(s), and the general public.
- If another vehicle operator fails to yield the right of way to my emergency vehicle, I CAN NOT force the right of way, nor can I assume the right of way. I do not have the right of way until the other vehicle yields to me.
- I will exercise extreme care when approaching any intersection as intersections are the locations responsible for a large percentage of

major collisions.

- I WILL wear my seatbelt AND buckle in my prisoner(s).
- My prisoner's safety and wellbeing IS MY responsibility.
- I will pass on the left, whenever possible, when responding in emergency mode.
- I will drive with due regard. I will operate this emergency vehicle as if all on the road around me are my family.
- As stated in O.C.G.A. 40-6-6, I will slow down or stop at red light or stop sign intersections. I will ONLY proceed when given the right of way by the driving public. I will be prepared to stop even when I have the right of way.
- I will never assume that another vehicle is aware of my presence.

- As I work the scene of a crash or traffic detail, I will be aware of the dangers of working near moving traffic. I WILL wear my reflective gear!
- I must acknowledge that talking on my cell phone while operating my government vehicle may result in a collision. Is it worth the risk?
- I MUST operate my government vehicle at a reasonable speed so that control of it may be always maintained.
- PERSONAL RESPONSIBILITY of ALL my emergency response operations and roadway scene safety is up to me.
- Accountability is a MUST. When I become aware of a fellow brother or sister in law enforcement operating in an unsafe manner, I must address this. I must have a “Courageous

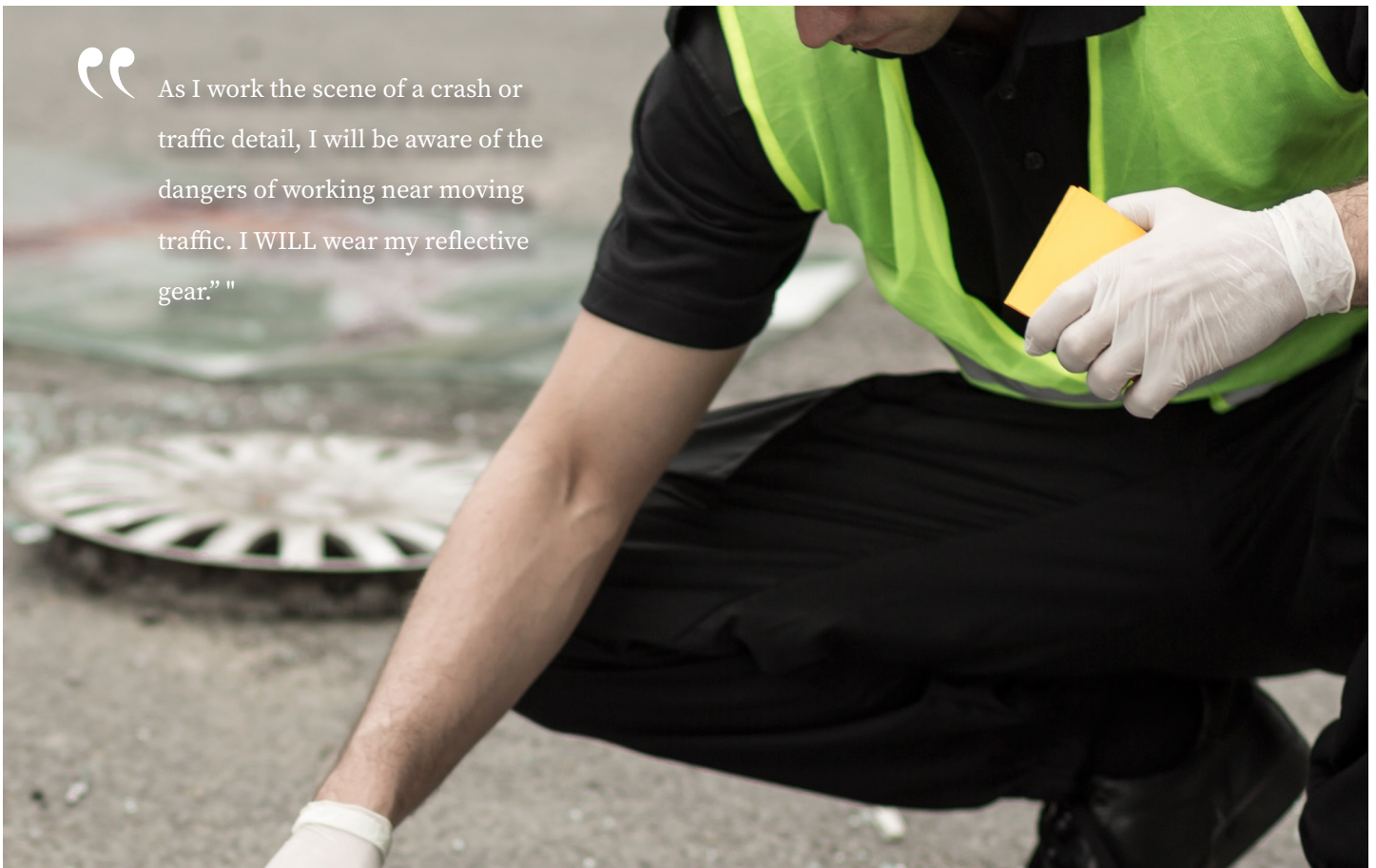
Conversation”. The “good old boy” way of overlooking, or even validating, unsafe behavior is a culture that can no longer be tolerated.

- I must acknowledge that SPEED KILLS. I MUST operate in the safest fashion possible to again, ensure that I AM doing EVERYTHING within my power to make absolutely certain I WILL get home safely to my family.
- Lastly, have FUN!

Just some thoughts shared by a former cop with nearly thirty years of experience.

“

As I work the scene of a crash or traffic detail, I will be aware of the dangers of working near moving traffic. I WILL wear my reflective gear.” "



JUNE/JULY SHARE

Who said safety can't be fun? Test your knowledge and see how much you have retained from the articles in this month's SHARE Newsletter. Solve each puzzle using words and clues scattered throughout the publication. **Check your answers on p. 27**

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

- acai
- auditor
- falls
- safety
- sun
- vehicle
- accountability
- employee
- first
- screenings
- suspicion
- amendment
- engagement
- musculoskeletal
- slips
- traffic

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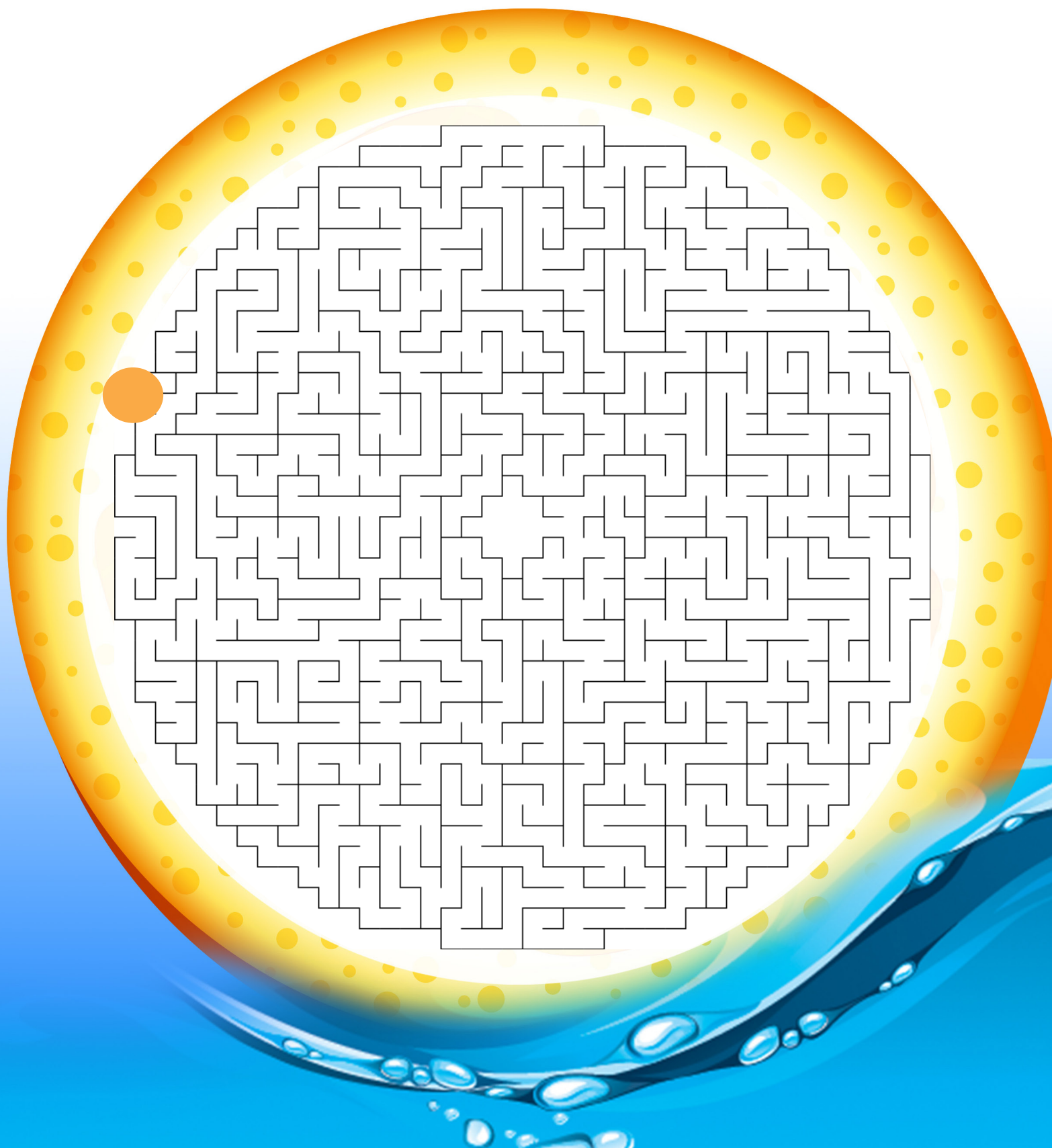
A A E E E E A
D V I I Y V E H P U H P D Q S H I H V T R U N

A E E A
W V C Y H Y P D C U R U Q H U Q R P U V I

E E E A E
R U O C E R H Y R U O S H C U R R O H T Y O V O H Y

CRYPTOQUOTE. Enjoy a good mystery? Try your hand at figuring out this quote. Each letter in the phrase has been replaced with a random letter or number. Try to decode the message. The first letter has been provided. **Check your answers on p. 27**

MAZE. Spring time is in the air. Although beautiful, the warmer weather can bring out hazards that we don't often remember. 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. 27.**





PRESERVE YOUR HEALTH

by Paige Rinehart
LGRMS Health Promotion Representative



In addition to treating you when you are sick, your doctor can follow a program designed to help you stay healthy. Major causes of death can be prevented by making healthy lifestyle choices, and that includes practicing prevention.

Just as routine oil changes save vehicles, so do preventive care visits save lives. Wellness Exams are provided when you don't have any symptoms. This helps to avoid illness and to detect disease in the early stages, when it is most treatable. You and your primary care provider will determine what tests and health screenings are right for you based on your age, gender, current health, and health history.

The annual physical is a good opportunity to have one-on-one time with a medical professional and develop a good relationship with your provider to address specific health concerns or simply stay on top of your health.

Keep your shots up to date, ask your doctor about appropriate cancer screenings, women should get regular Pap smears and screen for breast cancer. Follow your doctors' advice about check-ups, medicines that prevent health problems, and healthy behaviors.

Most preventive services are paid for by health insurance. If you aren't sure what preventive services your insurance covers read your health plan's patient manual, visit their website, or call the health plan customer service line.



5 CHOICES FOR A HAPPIER AND HEALTHIER YOU

Make maintaining your whole-health a priority.

1. **Make time to see your primary care provider** for your annual preventive visit. Preventive care can detect diseases or prevent illnesses before they start.
2. **Sleep 7-8 hours a day.** Quality sleep is essential for your body and mind to function.
3. **Eat healthy.** Find and choose healthy foods that you enjoy.
4. **Schedule exercise.** A 30-minute walk is good for your mood and your body.
5. **Practice managing stress.** Some stress is beneficial to boost drive and energy. Find positive ways to find relief from stress and tension. Just allowing yourself at least 20 minutes doing something you enjoy can help you feel less overwhelmed.

"If people are constantly falling off a cliff, you could place ambulances under the cliff or build a fence on the top of the cliff. We are placing all too many ambulances under the cliff." Denis Burkitt

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 Toolkits for July and August are available now. In it, you'll receive all the tools you'll need beforehand to start planning.

The 2022 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!



CALENDAR **2022 Monthly Forum Call**

- **January**

- Monthly Forum Call calendar placed in SHARE
- February Toolkit available

- **February**

- Forum Call will be held on 02/18/2022
- Will discuss March Toolkit

- **March**

- Forum Call will be held on 03/18/2022
- Will discuss April Toolkit

- **April**

- Forum Call will be held on 04/14/2022
- Will discuss May Toolkit

- **May**

- Forum Call will be held on 05/20/2022
- Will discuss June Toolkit

- **June**

- Forum Call will be held on 06/17/2022
- Will discuss July Toolkit

- **July**

- Forum Call will be held on 07/15/2022
- Will discuss August Toolkit

- **August**

- Forum Call will be held on 08/19/2022
- Will discuss September Toolkit

- **September**

- Forum Call will be held on 09/16/2022
- Will discuss October Toolkit

- **October**

- Forum Call will be held on 10/21/2022
- Will discuss November Toolkit

- **November**

- Forum Call will be held on 11/18/2022
- Will discuss December Toolkit

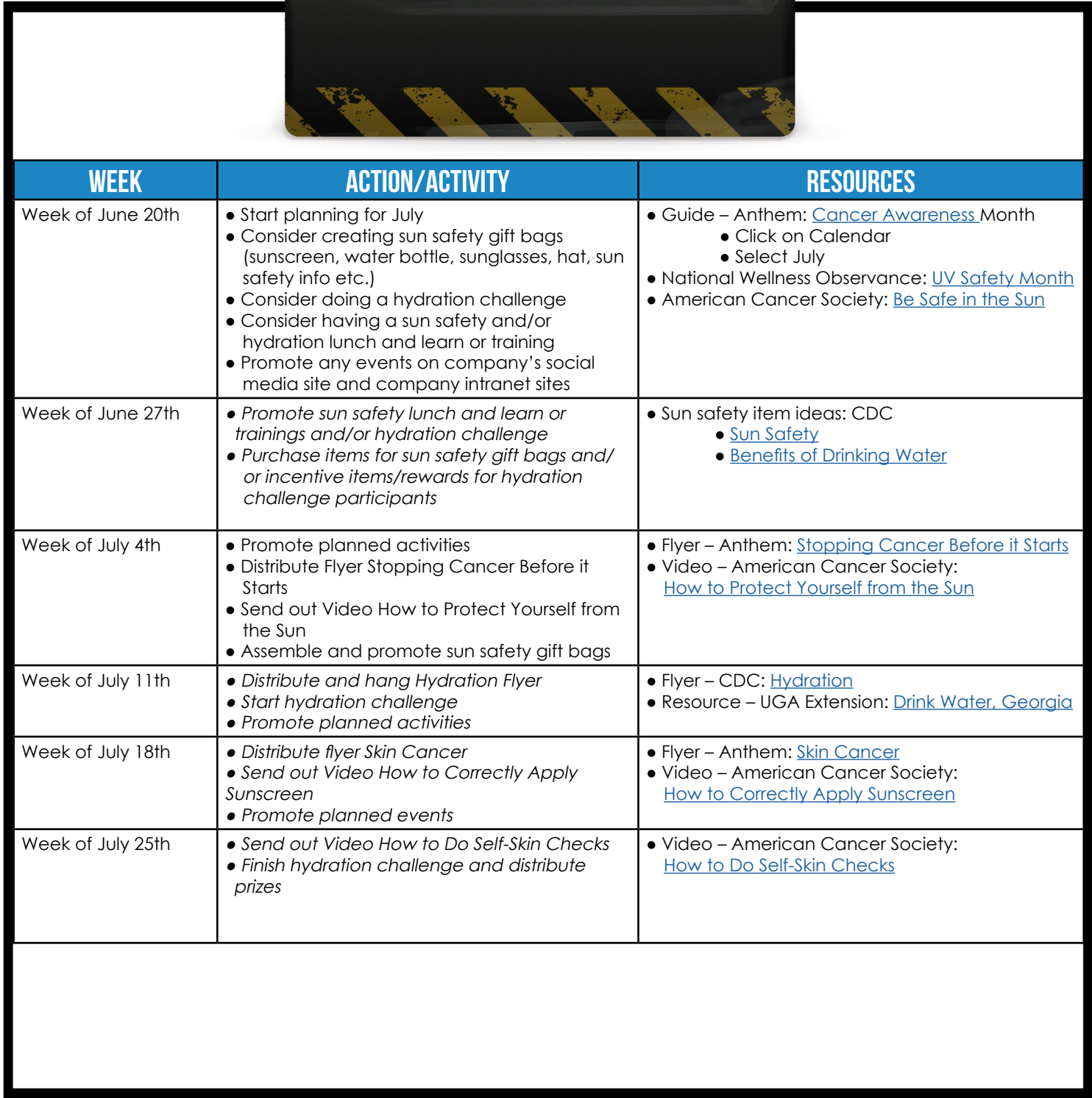
- **December**

- Forum Call will be held on 12/16/2022
- Will discuss January Toolkit

Call Time
11:30 AM-12:00 PM

Dial-In Number
(267) 930-4000

Participant Code
491-626-960





WEEK	ACTION/ACTIVITY	RESOURCES
Week of July 25th	• Start planning for August • Consider doing a healthy activities/ musculoskeletal health challenge • Consider having a ergonomics lunch and learn or training • Promote any events on company's social media site and company intranet sites	• Guide – Anthem: Musculoskeletal Health Kit • Challenge program planner • Resource page – CDC: Work-Related Musculoskeletal Disorders & Ergonomics
Week of August 1st	• <i>Promote ergonomic training and/or musculoskeletal health challenge</i> • <i>Hang poster It's Moving Time</i> • <i>Distribute flyer Your Office Workout</i> • <i>Purchase challenge prizes and incentives</i>	• Poster: It's Moving Time • Flyers: Your Office Workout
Week of August 8th	• Promote planned activities • Distribute flyer Your Body Needs a Break to Stay Strong • Start challenge – distribute challenge activity log	• Flyer: Your Body Needs a Break to Stay Strong • Challenge Log: Musculoskeletal health challenge activity log
Week of August 15th	• <i>Distribute flyer Guide to Posture in the Workplace and/or Setting Up Your Work Station</i> • <i>Continue and promote challenge</i>	• Flyer: Guide to Posture in the Workplace • Flyer: Setting Up Your Work Station
Week of August 22nd	• <i>Distribute flyer Drug-free Ways to Ease Pain</i> • <i>Last week of challenge</i> • <i>Promote planned events</i>	• Flyer: Drug-free Ways to Ease Pain
Week of August 29th	• <i>Distribute flyer Repetitive Motion Injury Prevention</i> • <i>Finish musculoskeletal health challenge by tallying points and distributing prizes</i>	• Flyer: Repetitive Motion Injury Prevention

FUN WITH RECIPES

ACAI BOWL WITH POMEGRANATE AND COCONUT

Ingredients:

Banana | Acai Puree | Almond Milk | Pomegranate seeds |
Coconut | Chia Seeds



1 medium, frozen banana | 1 packet acai puree,
unsweetened | 1 cup vanilla almond milk, unsweetened |
2 tablespoons pomegranate seeds | 2 tablespoons flaked
coconut | 1 tablespoon chia seeds

Place frozen banana, acai packet and almond milk in
blender and puree until creamy. Pour into a bowl and
top with remaining ingredients.

APPLE & CHICKEN SALAD

Ingredients:

Apples | Celery | Chicken Breast | Red Grapes | Greek
Yogurt | Mayonnaise | Celery Seed

2 Apples | 2 Celery stalks, diced | 2 cups cooked/diced
chicken breast | 1/2 cup red grapes, sliced | 1/4 cup
plain, non-fat Greek yogurt | 1/4 cup mayonnaise | 1/4
teaspoon celery seed

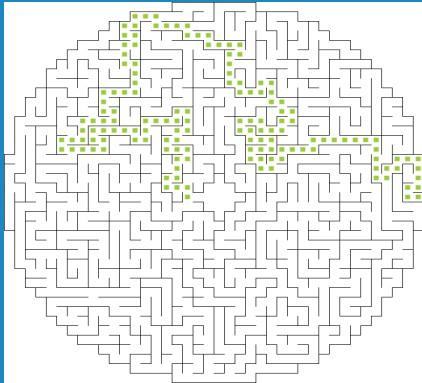
FUN WITH SAFETY ANSWER KEY



FALLS ARE ONE OF THE LEADING
CAUSES OF UNINTENTIONAL
INJURIES IN THE UNITED STATES
KNOCKED OVER BY A FALLING
OBJECT

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

Cryptogram Puzzle Answer Key



Maze Puzzle Answer Key

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

Word Search Puzzle Answer Key



STAYING COOL IN THE *Georgia* HEAT

It won't be easy, but it's important
and it can be done if we use good
old common sense and...

Water, water & more water!

Staying Cool in the Georgia Heat

During late spring and summer, many people like to spend time outside in the sun for fun or work. But overexposure to the sun can damage the skin and could cause skin cancer. Heat stroke, heat exhaustion, heat cramps and heat rash are possible when you become overexerted in the heat. Put your health first in order to enjoy a safe summer.

Protect Your Employees

Your organization should discuss the issue of heat with supervisors and lay out expectations for safety talks with employees. Document these talks, and then charge supervisors with the task of really taking a close look and watching over employees who are exposed to the heat.

- Wear a wide-brimmed hat to keep your head and face cool. This will also provide added protection from damaging sun exposure. Baseball caps provide little protection except to the face. A hat should protect the neck, face and ears.
- Wear a long-sleeved shirt at all times. It should be light colored and-unless working around machinery - loose fitting.
- Carry source of water with you. Take drinks frequently - every fifteen minutes.
- Take frequent breaks in the shade or a cool environment during the hottest times of the day.

- Adjust gradually to working in the heat over a period of 10 to 20 days.
- Someone suffering from heat exhaustion or heat stroke should be moved to a cool environment, offered sips of water if conscious, and provided with attention from emergency medical personnel.
- Wear sunscreen that has an SPF of at least 30. At home, make sure children are also adequately protected.

Points to Look For on the Job

- Is fresh water available?
- Is protective clothing available and being worn?
- Is sunscreen with an SPF of at least 30 on hand and being used?
- Are employees looking after each other and aware of the signs and symptoms of heat cramps, heat exhaustion, or heat stroke?





LGRMS
RISK CONTROL
ACCG | GMA

SAFETY THEME POSTER

JUNE/JULY 2022
ISSUE #16

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

DRINKING

WATER

IS THE KEY

TO KEEPING COOL IN THE GEORGIA HEAT!





LOOK BEFORE YOU LOCK

*Preventing Child & Pet Heat
Stroke Tragedies*

A change in routine, fatigue, distraction, anxiety – each can lead to a tragic momentary memory lapse,” notes Janette Fennell, founder and president of KidsAndCars.org. “It can happen to anybody, even the most loving and attentive parents.” It has happened to teachers, a pediatrician, dentist, postal clerk, social worker, police officer, nurse, clergyman, electrician, accountant, soldier, assistant principal, and even a rocket scientist.

The number of child heat stroke deaths in vehicles continues to average approximately 37 per year, or about one every ten days. Since the group began tracking data, at least 670 children have died in these preventable tragedies. A parked car can reach 125° in

minutes, even when the windows are partially open. Children are especially vulnerable to heat stroke, as their body temperatures rise three to five times faster than an adult’s. All parents need to carefully follow the guidelines for placing car seats in the back seat – the safest place for children to ride. Additionally, babies should ride rear-facing in their car seats until age 2, according to the guidelines prescribed by the American Academy of Pediatrics.

At the same time, parents must understand that while requiring children to ride in the back seat has saved many lives, it also requires that drivers take extra precautions to prevent children’s being unknowingly left alone in a vehicle. Following KidsAndCars.org’s “Look

Before You Lock” safety education tips doesn’t cost a penny, and provides several layers of protection so your child will not be unknowingly left in a vehicle. “We never know when there might be a day that our memory fails us, so we urge parents and caregivers to implement these easy-to-follow instructions so that they become a habit for them and all who care for their child.”

- Get in the habit of always opening the back door of your vehicle every time you reach your destination, to check to make sure no child or pet has been left behind.
- Keep a large stuffed animal in the child’s car seat. Right before the child is placed in the seat, move the stuffed animal to the front passenger seat as a visual reminder that your child is in the back seat.
- Put something you’ll need on the floorboard in the back seat in front of your child’s car seat (cell phone, handbag, employee ID, briefcase, etc.). This ensures you open the back door of your vehicle to retrieve your belongings.
- Make arrangements with your daycare provider or babysitter to call you within ten minutes if your child does not arrive as expected.
- Never leave children alone in or around cars, not even for a minute. Instead, use drive-thru services when available.
- Keep vehicles locked at all times, even in the garage or driveway, and keep car keys and remote openers out of reach of children.
- When a child is missing, check vehicles and car trunks immediately.
- Make sure you do not leave your animals alone in your vehicle either.

These tips apply just as well to local government employees who have responsibility for transporting people of all ages.

For more information:

Kids and Cars

www.KidsAndCars.org

7532 Wyoming St

Kansas City, Missouri 64114



SUN SAFETY INFOGRAPHIC



Limit your time in the sun
between the hours of
10a.m. to 2p.m.
when the sun's rays are the
strongest.

80%

of sun's rays can
pass through
clouds and fog

Three main types of UV Rays

UVC

UVB

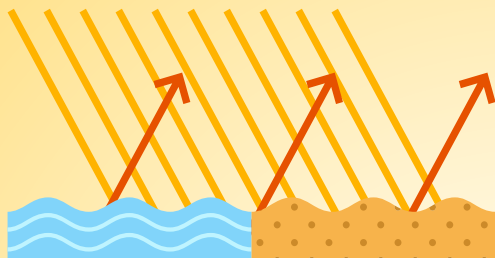
UVA



DRINK MORE
WATER

WATER/SEA FOAM
can reflect

25%
of UV rays.



Sand
can reflect
15%
of UV rays

Wear wide-brimmed hats, sun glasses or
long-sleeved, loose fitting shirts to avoid
damaging sun exposure.



SPF 5

SPF 15

SPF 30

SPF 50

Each block represents one
hour of sun protection
without sunburn.



reapply every
2 HOURS
or
40 MINUTES
when in water

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

Comments: _____

Housekeeping

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

Comments: _____

Slip/Trip/Fall

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

Comments: _____

General Self Inspection Program

Public Safety

Yes No

- Public areas kept clear of storage and supplies.
- Emergency lighting for public assembly areas in buildings.
- Evacuation plans posted for public assembly areas in buildings.
- Public areas have necessary warning or directional signs.
- Construction work has barriers, covers, and markings.
- Street and road signs noted in good condition, clear of obstructions.
- Sidewalks smooth and even; no holes, no raised or broken areas.

☐	☐
☐	☐
☐	☐
☐	☐
☐	☐
☐	☐
☐	☐

Comments: _____

Employee Safety

Safety Meetings

- Held in the department.
- Meetings held ____ monthly ____ quarterly ____ other _____ ; documented
- Different topic each time.
- Covers department safety rules.

☐	☐
☐	☐
☐	☐

Safety Rules

- Rules specific for this department.
- Rules are written, posted in the department.
- Reviewed with new employees.

☐	☐
☐	☐
☐	☐

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.
- Employees trained on proper use.
- Equipment properly maintained.
- Shop equipment has proper guards to protect from pinch or caught-between type injuries.
- Chemicals used in the department.
- MSDS sheets available; employees trained on hazards, proper use, proper PPE to use.

☐	☐
☐	☐
☐	☐
☐	☐
☐	☐
☐	☐

Comments: _____

Auto and Equipment

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

☐	☐
☐	☐
☐	☐
☐	☐
☐	☐
☐	☐
☐	☐
☐	☐
☐	☐

Comments: _____

Safety Meeting Attendance Sign Up Sheet

City/County: _____

Date: _____

Department: _____

Topic: _____

Attendees:

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

Next meeting scheduled for _____

Safety Coordinator _____



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SHARE

JUNE/JULY 2022 - ISSUE 16.0

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
3500 Parkway Lane . Suite 110
Peachtree Corners, Georgia 30092