Abbeville Develops Safety Incentive Program

Stephanie Southerland, CMC, CPM, Loss Control Representative

According to statistics from the U.S. Bureau of Labor Statistics, there were 66 people killed on the job in the state of Alabama in 2013—seven were people employed by local governmental entities. Most fatal work injuries in Alabama, as well as the United States as a whole, are transportation incidents. Other common work related deaths involve injuries inflicted by people or animals as well as slips, trips or falls. Based on these facts, there is certainly reason for ongoing workplace training as well as continued efforts for improved on-the-job safety.

Safety Incentive Programs are universal interventions that may reduce the number and severity of workplace injuries and lower your insurance premiums. Most successful injury and illness prevention programs are based on a set of key elements: management leadership, worker participation, hazard identification, hazard prevention and control, education and training and program evaluation and improvement. The goal is for your employees to understand and participate in achieving and maintaining safe surroundings. A thorough safety program will ensure cost savings to the employer as well as reducing fatalities, injuries and illnesses.

A valuable tool that may be incorporated into your own Safety Incentive Program is the Loss Control Division’s website, www.losscontrol.org, where AMIC/MWCF members can access free specialized online training as well as a comprehensive listing of DVDs and videos available through our Safety Video Library. We have partnered with LocalGovU to create an Online Learning Center that provides a variety of course topics, including risk management, human resources, safety and law enforcement. Courses are available on a 24/7 basis from any computer with internet access and are free to our members. Courses change on a quarterly basis, with new courses becoming available on the first business day of October, January, April and July. Each course is written specifically for public entities and typically takes about 30 minutes to complete.

The City of Abbeville has established an Employee Recognition Program that incorporates the use of the Loss Control Division’s online training as part of its employee incentives. Employees earn points throughout the calendar year based on safety, cost savings and online training. Abbeville awards 500 to 1000 points to a department or an employee who recognizes a safety violation or a situation that could potentially occur and takes action to prevent serious injuries and/or repetitive injuries or damage. The City also awards points for achieving educational milestones, such as completing a certificate program, diplomas, degrees, industry or professional designations, to include Online Training via the Loss Control Division’s website. Points are then used to bid on a number of rewards during a live auction at Abbeville’s annual Employee Appreciation Dinner.

City Clerk Pam Ward said the program is funded entirely through public donations; no city tax dollars are used. “The program has brought a heightened sense of awareness to several aspects of the City,” she said. “Cost cutting, safety and innovation are more prevalent because there are rewards tied to them. Personal skills learning has also increased with the added benefits. Our team all enjoy our end-of-year party and spending their rewards. The program is a win-win for all of us.”

Recognizing employee contributions to an organization fosters productivity, improves relationships and enhances loyalty. Safety programs coupled with employee recognition events serve a dual purpose and are extremely beneficial. They don’t have to be complicated. A blend of tools and strategies can be used to engage employees. In addition to formal incentives, if your organization has a Facebook, Instagram or Twitter account you may choose to recognize your employees publicly through these social media forums, providing an added boost to your safety programs throughout the year.

While the number of work related fatalities has decreased annually, safety programs remain a critical element to encouraging a conscious effort to eliminate work related deaths. Please take advantage of the online training offered through the Loss Control Division’s website and consider implementing a formal safety program for your employees.
**FATS Features High-Def Training Scenarios**

The Loss Control Division is excited to announce that our FATS (Firearms Training System) has been updated and now features new scenarios and equipment. This important training system has been made available through the Alabama Municipal Insurance Corporation (AMIC) and the Municipal Workers Compensation Fund (MWCF) for more than a decade and with the enhanced system, we will continue to offer low cost, hands-on training for all our insured police departments.

The demands on law enforcement have never been greater and this training gives officers the ability to make better life and death decisions. FATS employs digital interactive training technology, allowing officers to improve their decision-making skills by responding to real-life situations where the use of lethal force may be necessary. Our new system is now more user friendly, self-calibrates, is in high-definition (HD) and features a larger screen with updated training scenarios. With this new system, firearms instructors can work with officers on the fundamentals of shooting prior to live fire. FATS is particularly beneficial for less skilled shooters, saving police departments considerable cost in ammunition.

The Loss Control Division plans to have FATS on display and available for testing at the Expo Hall during the Alabama League of Municipalities’ Annual Convention in Tuscaloosa this May – so be sure to stop by and try out the new system!

For more information on our FATS program, visit our website at losscontrol.org.

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**Loss Control Seminars Planned for August**

**Mark your Calendars!**

AMIC/MWCF’s Loss Control Division is offering its annual training seminars this August. These seminars have always been well attended and we look forward to continuing that success with this year’s events. As always, when choosing our topics we try to consider the broad spectrum of different people, job titles and interests we have at these events.

For more information and to register, visit losscontrol.org and click on the link for the seminars. You can also pay online with your credit card. Please remember to register for your preferred location as soon as possible as some locations have limited space. Lunch will be provided.

**Dates and Locations:**

- **Tuesday, Aug. 11**
  - Madison City Hall
  - 100 Hughes Road, Madison

- **Thursday, Aug. 13**
  - Alabaster Municipal Building
  - 1953 Municipal Way, Alabaster

- **Tuesday, Aug. 18**
  - Summerdale City Hall
  - 502 W Lee Avenue, Summerdale

- **Wednesday, Aug. 19**
  - Alabama League of Municipalities
  - 535 Adams Ave., Montgomery

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**Need Help Filing Work Comp Claims?**

For step-by-step instructions, visit www.almwcf.org

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**By Popular Demand:**

**Pay for Training with a Credit Card**

You can now not only register your employees online for the Loss Control Division’s very popular SkidCar training, you can also pay using a credit card. Both registration and payment can be done quickly and easily via our website, losscontrol.org – simply go to the SkidCar section, click on the listed location you would like to register for and you will be able to register your employees and have the option of paying using a credit card. Of course, you can also register online and mail a check if that’s your preferred method of payment. Please note that the only way to pay with a credit card is online. We cannot process credit cards any other way. If you have any questions, please contact Donna Wagner, Loss Control Coordinator, at 334-262-2566.
In recognition of the efforts and successes of our members, the AMIC and MWCF Board of Directors established the Risk Management Awards system in 2002. Awards are determined based on the loss rates for each member's prior year. For members of both the AMIC and MWCF programs, the loss ratios are combined and divided by two to reflect the overall loss ratio. Members are eligible to receive the Presidents Award once every five years and the Gold, Silver and Bronze annually.

**ALM President’s Awards**
*(Top 5% for 5 years)*

Alabama League of Municipalities
Alicia Housing Authority
Ashland
Bear Creek Development Authority
Beaverton
Belle Fontaine Improvement District
Benton
Birmingham Parking Authority
Boaz
Butler
Carbon Hill Housing Authority
Cherokee Waterworks & Gas Board
Chilton County Solid Waste Disposal
Community Life Institute
Crossett
Decatur
Dekalb
Dexter
Detroit
East Alabama Regional Planning & Development Commission
Eva
Fruithurst Fire Department
Fulton
Fulton Utilities Board
Glenwood
Hartselle Utilities
Hobson City Housing Authority
Langston
Linden Utilities
Lisman
Lynnville
Midfield
Mobile County Personnel Board
Nauvoo Waterworks
Needham
Opelika Waterworks Board
Orange Beach Water & Sewer Board
Perdido Beach
Pickensville
Pine Apple
Rainburne
Rainburne Water & Sewer
Renaissance Cooperative District
Renaissance Improvement District
Russellville Electric Board
Russellville Waterworks & Sewer
Spirit of Anniston Main Street Program, Inc.
Storm Water Management Authority
Thomasville Water & Gas
Triana
Union
Upper Bear Creek Water, Sewer & FPA
Wedgee
West Point

**Gold Awards**
*(Loss ratio below 5%)*

Alabama League of Municipalities
Alabaster Water Board
Albertville and Boaz Recycling and Solid Waste Disposal
Alcoa
Aliquippa Housing Authority
Allicove Water & Sewer
Algood
Andalusia Board of Education
Anderson
Anniston Public Library
Arab Sewer Board
Arab Water Works Board
Ardmore Water
Arlie
Asbury Water Board
Ashton Lodge & Campground
Ashland Water & Sewer Board
Ashville
Ashville Water & Sewer Board
Atmore Housing Authority
Attalla Water Works Board
Atalaya/Prattville Library
Autaugaville
B.B. Comer Memorial Library
Babbie
Baker Hill
Banks
Bay Minette
Bayou La Batre
Bear Creek
Beaverton
Belle Fontaine Improvement District
Benton
Bessemer Public Library
Birmingham Regional Planning Commission
Birmingham-Jefferson Civic Center
Black
Black Warrior Solid Waste Authority
Blackbelt Energy
Blount County Oneonta Agri-Business Center
Blountsville
Blountsville Housing Authority
Blountsville Utilities
Boligee
Brentley Housing Authority
Brent
Brent Housing Authority
Brent Utilities
Brewton Housing Authority
Brewton Natural Gas
Bridgeport Housing Authority
Bridgeport Utility Board
Butler Utilities
C.C.E.M.S.
Calera Housing Authority
Calera Waterworks
Camden
Camp Hill Utilities
Carbon Hill Housing Authority
Carbon Hill Utility Board
Carrilton
Castleberry
Cedar Bluff Utility Board
Central Alabama Regional Planning Commission
Centre
Centreville Water Works & Sewer Board
Chatom
Chelsea
Cherokee Waterworks & Gas Board
Chickasaw
Chickasaw Utilities
Childersburg Waterworks,Sewer & Gas
Chilton County Solid Waste Disposal
Citronelle Historical Preservation Society, Inc.
Clanton Housing Authority
Clayhatchee
Clayton Housing Authority
Clio
Coffee Springs
Coffeeville
Coffeeville Waterworks
Coker
Coker Water Authority
Colbert County Animal
Colony
Columbiana
Columbiana Waterworks
Community Life Institute
Cocoa Valley Water
Cottonwood Housing Authority
Country Crossing Cooperative District
Country Crossing Improvement District
County Line
Covington
Craig Field Airport Authority
Crossville
Crossville Water Board
Cuba
Cumberland Mountain Water
Dadeville Housing Authority
Dale County Commission
Daleville City Board of Education
Dauphin Island Water
Deatsville
Deatsville VFD, Inc.
Decatur Housing Authority
Decatur Municipal Utility Board
Decatur Personnel Board
Deer Run Golf Course Moulton
Detroit
Dothan
Double Springs Waterworks Board
Dover
East Brewton
East Brewton Waterworks & Sewer
East Central Alabama Gas District
East Central Alabama Co. Senior Citizens Committee
Elba Water & Electric Board
Elberta
Eielmont
Elmore
Elmore County Economic Dev.
Elmore Water Authority
Emelle
Enterprise Rescue
Epes
Eufaula Housing Authority
Eutaw Housing Authority
Eva
Evergreen Housing Authority
Excell
Facility Committee, Inc.
Fairview
Faunsdale
Fayette Gas Board
Fayette Housing Authority
Five Points
Five Star Water District
Floral City Housing Authority
Foley Public Facility
Forestdale Fire District
Fort Deposit Water Works & Sewer Board
Fort Payne Improvement Authority
Frisco City
Fruithurst Fire Department
Fulton
Fulton Utilities Board
Fyffe
Gadsden Airport Authority
Gainesville
Gainesville VFD
Gant
Garden City
Gaylesville
Geiger
Geneva Water
Georgiana Housing Authority
Georgiana Water & Sewer
Geraldine
Gilberton Utility
Glen Allen
Glencoe Water & Sewer
Glennon
Goldville
Good Hope
Goodwater
Gordo Water Board
Governmental Utility Services
(Bessemer)
Grand Bay Water System
Greene County Ambulance Service
Greensboro Utility Board
Greenfield Waterworks & Sewer
Greenville YMCA
Guin Water & Sewer Board
Guntersville Housing Authority
Hammondville
Hanceville
Hanceville Housing Authority
Hanceville Water & Sewer
Harpersville
Harpersville Water Board
Hartselle Housing Authority
Hartselle Utilities
Huntsville Housing Authority
Huntsville Utilities
Huntsville-Madison County Airport
Iredell
Indian Springs
Indian Springs Village
Jackson's Gap

Jefferson County 911
Kinston
Kenton
Kennedy
Kinsey
Kinston
Lamar County Gas District
Langston
Leesburg
Legacy Springs Improvement #1
Leighton
Leighton Water Works & Sewer Board
Level Plains
Linden Housing Authority
Linden Utilities
Linville
Linville Water & Sewer
Lipscomb
Lisman
Littleville
Loachapoka
Locust Fork
Lownesboro
Luneer Housing Authority
Lynn
Magnolia Springs
Magnolia Springs Public Library
Malvern
Maplesville
Margaret
Maytown
McIntosh
McIntosh Water & Fire
Mentone
Midland City
Millport
Miltly
Mobile County Emergency Management
Mobile Metro Transit Management
Monroeville Housing Authority
Montevallo
Mooresville
Morris
Mosses
Moulton Gas Board
Moulton Housing Authority
Moulton Water & Sewer Board
Mulga
Munford
Muscle Shoals Electric Board
Myrtlewood
Napier Field
National Bridge
Nauvoo
Nauvoo Waterworks
Needham
New Brockton
Newborn
Newton Water & Sewer
Newville
North Alabama Gas District
North Baldwin Utilities
North Central Alabama Regional Council of Governments Senior Aides
Northeast Alabama Agri Business Center
North Alabama Gas
Northport Housing Authority
N.W. Alabama Council of Local Government - Senior Aides Program

*continued next page*
Silver Awards  
(Loss ratio of 5% - 20%)  
Abbeville Water & Sewer  
Alabaster  
Albertville  
Alabaster Utilities  
Alexander City  
Anniston  
Anniston Housing Authority  
Ardmore  
Arometown  
Athens Utilities  
Auburn Water Board  
Bear Creek Development Authority  
Berry  
Beulah Utilities District  
Birmingham Parking Authority  
Brundidge  
Cahaba Valley Fire & Emergency Medical Rescue District  
Cedar Bluff  
Citronelle  
Clanton  
Clarke-Mobile County Gas District  
Clay  
Clayton  
Clayton Water & Sewer  
Coaling  
Collinsville  
Cottonwood  
Creola  
Cullman-Jefferson Counties Gas District  
Dadeville  
Decatur  
Dutton  
East Alabama Regional Planning & Development Commission  
East Alabama Water, Sewer & Fire Eclectic  
Ella  
Eufaula Water Works  
Eutaw  
Fayette  
Foley/Riviera Utilities  
Fort Deposit  
Fultondale  
Fultondale Gas Board  
Gadsden  
Gardendale  
Gilbertown  
Grant  
Graysville  
Greensboro  
Greenville  
Gulf Shores  
Gurley  
Hamilton  
Hamilton Housing Authority  
Hayneville  
Highland Lake  
Hobson City  
Jemison  
Killen  
Leeds Water & Sewer  
Lexington  
Lincoln  
Lockhart  
Louisville  
Luverne  
Maden Utilities  
Marshall County Gas District  
McKenzie  
Midfield  
Minor Heights Fire District  
Mobile Airport Authority  
Montgomery Housing Authority  
Montgomery Water & Sewer  
Moorhead  
Mulga Waterworks & Utility Board  
New Brockton Water & Sewer Board  
New Hope  
New Site  
Northwest Alabama Council Of Local Governments  
Oneonta  
Opelika Waterworks Board  
Orange Beach  
Ozark Utilities  
Parrish  
Pelham  
Phil Campbell Water & Sewer Board  
Piedmont  
Rainbow City  
Rainsville  
Red Bay Water & Gas Refn  
Roanoke  
Russellville  
Samson  
Scottsboro Electric Power Section  
Silverhill  
South Alabama Utilities  
Southside  
Sumiton  
Summerdale  
Tarrant Electric Department  
Taylor  
Thorsby  
Tribana  
Tuscaloosa Parking & Transit Authority  
Union Springs  
Vance County  
West Alabama Health Services  
Winfred  
Woodland  
Bronze Awards  
(Loss ratio of 20% - 40%)  
Andalusia  
Andalusia Utilities  
Arab  
Ashland, Goodwater-Lineville Solid Waste Disposal Authority  
Athens  
Atmore  
Attalla  
Bayou La Batre Water & Sewer  
Boaz Gas Board  
Boaz Water & Sewer Board  
Branley  
Brilliant  
Butler  
Calera  
Centreville  
Chatom Utility  
 Cherokee  
Cherokee County Water  
Chickasaw Housing Authority  
Columbia  
Coosa County  
Cordova Water & Gas Board  
Courtland  
Daphne  
Daphne Utilities  
Dauphin Island  
Demopolis Water  
Dora  
Double Springs  
Fairfield  
Falkville  
Fayette Water Works Board  
Florida  
Georgiana  
Gordo  
Gulf Shores Utility Board  
Hackettburg  
Haleyville  
Hartselle  
Heflin Water & Sewer  
Homewood  
Hueytown  
Huntsville & Madison County Senior Center  
Huntsville Housing Authority  
Hurtboro  
Jackson Water & Sewer Board  
Livingston  
Loxley  
Madison  
Midway  
Mobile Water & Sewer  
Monroeville  
Moundville  
Oak Grove  
Opelika  
Owens Cross Roads  
Oxford  
Ozark  
Phil Campbell  
Pinckard  
Pleasant Grove  
Prattville  
Pritchard  
Robertsdale  
Saraland  
Satsuma  
Scottsboro  
Scottsboro Sewer & Waterworks Board  
Section-Dutton Water  
Selma  
Spanish Fort  
Springville  
Sulligent  
Sylacauga  
Sylacauga Utilities  
Tarrant City  
Top of Alabama Regional Council of Governments Senior Aides Division  
Trussville  
Tuscumbia  
Tuskegee  
Valley  
Valley Head Water Works Board  
Vernon  
Vestavia Hills  
Warrior  
West Blocton  
Westover  
Wetumpka  
Woodstock  
York  
Northwest Alabama Gas District  
Oak Hill  
Odenville  
Ohatchee  
Opp Housing Authority  
Opp Utilities  
Orange Beach Public Library  
Orange Beach Water & Sewer Board  
Olive Hill  
Perdido Beach  
Philadelphia Housing Authority  
Pickens County Gas  
Pickensville  
Pike Road  
Pine Apple  
Piney Grove  
Pondicherry  
Prattville Historic Redevelopment Authority  
Prattville Solid Waste Authority  
Prattville Waterworks  
Priceville  
Pritchard Water  
Providence  
Ragland  
Ragland Water Works & Gas  
Rainbow City Utilities Board  
Ranburne  
Rainrunner Water & Sewer  
Red Bay  
Red Level  
Reform Housing Authority  
Reform Water & Sewer Board  
Rehobeth  
Renaissance Cooperative District  
Renaissance Improvement District  
River Falls  
Riverside  
Rockford  
Rockford Gas Board  
Rockford Waterworks  
Rocky Ridge Fire District  
Rogersville Waterworks & Sewer  
Russellville Electric Board  
Russellville Gas Board  
Russellville Housing Authority  
Russelville Waterworks & Sewer  
Saint Florian  
Sand Rock  
Sanford  
Sardis City  
Sardis City Water Works Board  
Satsuma Waterworks & Sewer Board  
Scottsboro Public Library  
Semmes  
Shilo  
Shorter  
Silas  
Sipsey  
Skylines  
Slocomb Water & Sewer  
Smiths Station  
Somerville  
South Central Alabama Development Commission  
South Central Alabama Development Commission/ Senior Aides Division  
South Vinemont  
Southeast Alabama Solid Waste Disposal Authority  
Spirit of Anniston Main Street Program  
Steel  
Steel Waterworks Board  
Stevenson Utilities  
Storm Water Management Authority  
Sulligent Housing Authority  
Sumiton Gas Board  
Sumiton Water Board  
Susan Moore  
Sweet Water  
Sweet Water Water Works  
Sylacauga Parks and Recreation  
Sylvan Springs  
Sylvania  
Talladega Springs  
Tallassee  
Tallassee Industrial Development Board  
Tallassee Redevelopment Authority  
The Plaza at the Towers  
Thomaston  
Thomaston Water & Gas  
Thomasville Waterworks & Sewer  
Town Creek  
Toxey  
Trafalgar  
Tri Community Water System  
Trinity  
Troy Board of Education  
Troy Housing Services  
Trussville Utility Board  
Tuscumbia Housing Authority  
Tuscumbia Utilities Department  
Tuskegee Housing Authority  
Tuskegee UBT Cooperative District  
Tuskegee Utility Board  
Twelve Oaks Improvement District  
Twin Union  
Union Grove  
Union Grove Utilities  
Union Springs Utility Board  
Uniontown  
Upper Bear Creek Water, Sewer & FPA Valley Grande  
Vernon Water & Sewer Board  
Vincent  
Vincent Water & Sewer  
Vrendburgh  
Walnut Grove  
Washington County Library Board  
Waterloo  
Waverly  
Webb  
Wedowee  
Wedowee Water, Sewer & Gas Board  
West Escambia Utilities  
West Jefferson  
West Lawrence Water Cooperative  
West Paces Village Coop. District  
West Paces Village Improvement District  
West Point  
Wetumpka Water & Sewer  
Wilcox County Gas  
Wilton  
Winston Cooperative District  
Winston Co. Industrial Dev. Authority  
Woodville  
Woodstock
Municipal playgrounds are popular family destinations within many cities and towns; therefore, safeguarding and maintaining the equipment is vital. Below are several key steps that should be taken to ensure your citizens have a great experience each time they visit your municipal playground.

1. Have proper surface material around playground equipment. Avoid asphalt, concrete, grass and soil. Acceptable surfaces include shredded rubber, mulch or fine sand.

2. Surfacing should be at least 9 inches deep and extended a minimum of 6 feet in all directions around stationary equipment.

3. Surfacing may need to extend further than 6 feet depending on the height of the equipment.

4. Check equipment frequently for sharp points, corners and edges that can develop as a result of wear and tear on the equipment.

**Instruct parents and guardians to:**

- Always supervise children when using playground equipment.
- Remove hoods and drawstrings from the child’s clothing.
- Ensure that children play on age appropriate equipment.
Through an advanced, computer-controlled driver training vehicle known as the Skidcar System, trainees learn how to react quickly and safely to a range of hazardous driving conditions. Training is conducted throughout the state at a minimal cost.

We currently have a limited number of open dates. 
If you want to host the SkidCar, contact Stan Fant at 251-802-6904. 
The SkidCar calendar is also posted at www.losscontrol.org.

Spring Safety DVDs

5.049 - Distractions: Behind the Wheel For Drivers
5.053 - Landscaping Equipment: Maintenance and Safety
5.055 - Distracted Driving: At What Cost?
7.008 - Dog Bite Prevention
7.026 - The Facts About Ticks and Lyme Disease
7.105 - Groundskeeping Safety: Dealing With Bugs and Critters
7.106 - Groundskeeping Safety: Be a Pro!
7.108 - Protecting Your Feet: Learning Your ABC’s
7.115 - First Aid: Prepared to Help
7.116 - CPR and AED: The Chain of Survival
7.117 - Hazards of Cell Phone Usage
7.118 - Safety Procedures for Lawn Mower Operators
7.119 - Landscape Power Tool Safety
7.120 - Hedge Trimmer Safety
7.121 - Video Guide to Chainsaw Safety
7.122 - String Trimmer Safety
7.123 - Boating Safety
7.128 - Golf Cart & Low Speed Vehicle Safety: On & Off the Course

Video/DVD requests to: Rachel Wagner at: 334-262-2566; rachelw@alalm.org; or FAX at 334-263-0200.

Register and pay ONLINE at www.losscontrol.org!

Employment Practices Law Hotline
1-800-864-5324

Through a toll-free Employment Practices Law Hotline, members can be in direct contact with an attorney specializing in employment-related issues. When faced with a potential employment situation, the hotline provides a no-cost, 30-minute consultation.

www.losscontrol.org