



# Risk Management Solutions

A QUARTERLY NEWSLETTER OF THE ALABAMA MUNICIPAL INSURANCE CORPORATION  
AND THE MUNICIPAL WORKERS COMPENSATION FUND, INC.

SPRING 2005

## Ballparks and Playgrounds Are Not All Fun and Games

By: Richard Buttenshaw, Loss Control Representative

It's the time of the year when thoughts turn to warm evenings spent at the local ballpark. Families can watch the local team play baseball while their children play in the playground and, of course, enjoy a hotdog from the concession stand. What could be better? However, for the municipality that owns and runs the facility, there are a number of issues that must be addressed in order to ensure a safe, secure environment for its citizens.

**Bleacher Safety.** To promote greater safety at municipal facilities, an assessment of the bleacher systems located in your municipality should be conducted. Many of the bleachers currently in use are old and have not been properly maintained or updated. Openings between seats, footboards and guardrails as well as the structural integrity of the bleachers should be assessed. In response to injuries and deaths from falls from bleachers, the U.S. Consumer Product Safety Commission (CPSC) has issued "Guidelines for Retrofitting Bleachers". Some of the key points are:

- Guardrails should be present on the backs and portions of the open ends of bleachers where the footboard, seat board or aisle is 30 inches or more above the floor or ground below.

- The top surface of the guardrail should be at least 42 inches above the leading edge of the footboard, seat board, or aisle, whichever is adjacent.

- Any opening between components of the guardrail or under the guardrail should prevent passage of a 4-inch sphere.

- The preferable guardrail design uses only vertical members as infill between the top and bottom rails. Opening patterns that provide a ladder effect should be avoided. If chain link fencing is used on guardrails, it should have a mesh size of 1.25 inch square or less.

Your bleachers should be thoroughly inspected at least quarterly by trained personnel and problems corrected immediately. Records of these



An all-too-common and extremely hazardous sight in many ball parks, these "old" bleachers are still in use without any guardrails.



This playground doesn't use any protective surfacing in the event of a fall.

actions should be retained. A licensed professional engineer, registered architect or company that is qualified to provide bleacher products and services should inspect the bleachers at least every two years and provide written certification at such time that the bleachers are fit for use.

**Playgrounds.** Each year, about 200,000 children are treated in U.S. hospital emergency rooms for playground equipment-related injuries. The CPSC produces a comprehensive "Handbook for Public Playground Safety" and some of the main safety tips are:

- **Protective Surfacing.** Since almost 60 percent of all injuries are caused by falls to the ground, protective surfacing under and around all playground equipment is the most critical safety factor on playgrounds. Asphalt and concrete are unacceptable. They do not have any shock absorbing properties. Similarly, grass and turf should not be used. Their ability to absorb shock during a fall can be reduced considerably through wear and environmental conditions. It is recommended that the areas under all playground equipment have at least 6 inches of soft fill material such as double shredded bark mulch, wood chips or fine sand under and around it.

- **Swing Spacing.** To prevent injuries from impact with moving swings, swings should not be too close together or too close to support structures. For example, the horizontal distance between the swing seat and adjacent structural component should be at least 30 inches.

- **Elevated Surfaces.** Platforms more than 30 inches above the ground should have guardrails to prevent falls.

- **Potential Entanglement Hazards.** Open "S" hooks – especially on swings – and any protrusions or equipment components/hardware which may act as hooks or catch-points can catch children's clothing and cause strangulation incidents. Close "S" hooks as tightly as possible and eliminate protrusions or catch-points on playground equipment.

*continued next page*

# Ballparks continued from cover



This outlet does not have a cover; is missing a ground fault interrupter device; and is in easy reach of little fingers.

- **Playground Maintenance.** Playgrounds should be inspected on a regular basis to check for hardware that is loose or worn, or that has protrusions or projections.

For more detailed information on playground safety, refer to the CPSC's Handbook for Public Playground Safety.

**Electrical Hazards.** There are a number of electrical concerns at ballparks, ranging from flood lights to electrical outlets in covered picnic pavilions. All of these electrical issues must meet the National Electrical Code, but all too often ground wiring is broken, fuse boxes are left unlocked, outlets do not have a ground fault interrupter (GFI) devices installed and weather proof covers are missing or broken. Remember these are usually well within reach of even small children and pose a huge potential liability risk to your municipality.

**Concession Stands.** Concession stands are a wonderful addition to a ballpark not only because they provide the public a chance to buy food and drinks while enjoying a ball game, but they are an additional source of revenue

for the municipality. However, many concession stands provide hot food such as hot dogs and burgers that are cooked on the premises. This not only raises concerns about food handling safety, but also adds the potential hazard of fire from a grease or electrical fire. It is essential that concession stands be properly equipped with fire extinguishers appropriate to the exposure and that employees working at the concession stand are trained in their use.

**Restroom Facilities.** We all need them, but they can be another source of liability exposure from injuries caused by falling on a wet bathroom floor. It is important that a regular inspection program be in place to check and *immediately* clean up any water spills that could cause a slip. Restroom facilities are also a common target for vandalism that can be a constant drain on resources to repair. The brown paper towels commonly used in restrooms to dry your hands are frequently used to block toilets and sinks and cause water floods. An alternative method of hand drying such as the warm air blowers might be considered.

**Signs.** Although posting signs is not good enough as a legal defense on its own, they always help. Consideration should be given to posting a sign detailing the rules while at the facility. In particular make sure it clearly states that alcohol can not be consumed on the premises; the park is closed after dark; and the dangers of vehicle or personal injury during a ball game. On that note, it's not all doom and gloom at the ballpark. There is substantial case law from other jurisdictions that make it fairly clear that people who attend ball games assume the risk that they or their property may be struck by a flying ball. However, signage to remind patrons of the danger, suitable fencing to attempt to catch any errant ball and not having your parking lot in left field with no fence are obvious precautions that you should also take.

Although several topics related to ballpark and playground safety have been addressed here, they only represent a few of the potential hazards and exposures that can exist at this kind of facility. The focus of this article has been to try and limit your entity's liability to accidents at ball parks and playgrounds. However, our first priority is to try and protect the general public and, in particular, the children from injury while using your facilities. Remember your child plays there too! ■

## Wellness Programs Have Benefits: Part One

By: Mary Ellen Wyatt Harrison, Staff Attorney  
Alabama League of Municipalities

With the rising costs in health care, many public employers across the country are turning to preemptive health care measures or wellness programs. This two-part series will cover the benefits of wellness programs as well as ideas on implementation.

**Q:** What are wellness programs?

**A:** Wellness programs are designed to promote healthy living through exercise, diet and/or regular medical care.

**Q:** How can a public employer benefit?

**A.** Wellness programs drive down the demand for medical services. They also provide economic benefit by reducing absenteeism, reducing on-the-job injuries and workers' compensation costs as well as reducing disability-management costs. Wellness programs also help to recruit and retain the most effective, productive employees. Morale is another benefit of a wellness program. These programs are an inexpensive way to show employees that the municipality or public entity is interested in them as complete persons.

**Q:** What can we do?

**A:** There are many different approaches to a wellness program. First, you need to look at the applicable laws to ensure that your program is within the limitations set out by the laws. Second, the wellness program should be tailored to fit all employees and should actually encourage obtainable goals.

### Wellness Program Ideas

1. If the employer gives the employee breaks during the day, the employer can encourage the employee to take walks during the break.
2. The employer can attach health related information on diet and exercise to the employee's pay stubs.
3. The employer can encourage morning stretches before beginning work. Simple stretches can prevent pulled muscles and back injuries.

Please see the summer issue of *Risk Management Solutions* for a more in-depth discussion of wellness programs that are being implemented across the nation.

# Training Considerations for Seasonal Employees

By: Jason Humphries, Loss Control Representative

**W**ith the spring season rapidly approaching, many entities will begin the annual process of hiring part-time employees such as lifeguards, maintenance workers, grounds keepers and, in some areas, summer camp counselors. These part-time employees will generally warrant more training than full time personnel due to their relatively young age and lack of work experience as compared to most full-time employees. Seasonal employees should be required to satisfactorily complete a rigorous orientation process; and preparation for the process should begin well *before* the employer begins accepting part time applications. A condensed safety manual containing safety rules and policies for operations that seasonal employees will be allowed to perform should help the safety coordinator or supervisor gear up for the orientation process.

**Identify hazards associated with each job.** Will the employee be required to use or be in close proximity to the use of any type of power tools? Grounds keepers and maintenance workers may be called upon to use lawn mowers, power saws, weed eaters, etc. It should *never* be assumed that employees know how to safely operate such equipment. All employees should be trained on the safe operation and basic maintenance of the equipment they may be required to use. Will the employee use chemicals such as paint, pool cleaners, etc.? Will the employee be exposed to blood or other bodily fluids (lifeguards, sanitation workers)? Jobs should be broken down in terms of physical requirements and essential tools needed to complete the given task. **NEVER** assume that an employee knows how to properly and safely operate equipment or how to perform required procedures.

**Train part time employees on ways to minimize known hazards and exposures.** Briefly discuss claims that have been filed against your entity or other entities. Many part time employees will not even begin to realize the exposures that municipal entities face until some of the more obvious are pointed out to them. Identify all forms of Personal Protective Equipment (PPE) that can be used to minimize injuries or infections. Teach them how to assess the integrity of safety guards and the proper position and placement of such guards. Require the use of all applicable PPE and safety guards. Advise employees of the consequences should they choose to ignore or disobey safety rules.

**Inform the employees of proper communication channels when safety deficiencies are found or injuries occur.** Knowing who to report to is very important for all employees and whomever the occurrence or situation is to be reported to should try to maintain a level of trust with his/her employees. This will encourage employees to be open with suggestions, concerns or problems that may otherwise remain unidentified.

**After reviewing all safety policies and procedures, administer some form of exam to test the employee's knowledge of covered materials.** (The League's safety video library is an excellent source of review materials that can be used to enhance employee safety knowledge). The exam doesn't have to be extensive or cover all areas discussed but should be sufficient in gauging each person's knowledge of safety procedures. Upon review of the exam results, clarify issues or items that were consistently answered incorrectly.

**Document the training!** Documentation should be used for *all* safety training. This should be done for both full and part-time employees. If you don't already document your training, start now. If documentation doesn't exist, it's hard to prove that such training ever took place! Documentation doesn't need to be elaborate; it merely needs to cover the date, employee's name and department and the topics covered.

This brief article by no means provides comprehensive coverage of all the steps that should be incorporated into your organization's seasonal employees orientation. Rather, it is intended to encourage more consideration for this type of training. Remember, when part-time employees contribute to a poor safety record, the respective losses will affect your entity much longer than the employee's service! *Train and educate your employees!* ■

## Defining Moment

### Endorsements and Exclusions to Insurance Contracts

An insurance policy is a contract that states the rights and duties of the insurance company and the insured. The bulk of the insurance contract is a multi-page form containing standard pre-printed words.

**Endorsements** may be used to amend the coverage from the standard completed policy if the coverage is different from that shown in the standard pre-printed form. For example, a form may contain a clause stating that a \$1000 deductible applies; an endorsement may amend this to provide a \$5000 deductible. Endorsements may be attached to a new policy or added during the course of a policy period.

**Exclusions** restrict the broad terms of the insurance policy by stating some exceptions to the coverage. These exceptions could include certain activities, loss causes, property, persons and places for which the insurer does not intend to provide coverage. Exclusions help to keep insurance premiums reasonably priced.

## Risk Management Awards for 2004

Instituting risk management and loss control activities by the members of the Municipal Workers Compensation Fund (MWCF) and the Alabama Municipal Insurance Corporation (AMIC) are considered to be proactive steps that benefit not only the member's loss ratio but the overall success of the MWCF and AMIC insurance programs. Not only are employee, property and liability losses minimized, but – most importantly – employees and citizens reap the rewards of a safer workplace and community.

In recognition of the efforts and successes of our members, the Board of Directors of the MWCF and AMIC approved the establishment of a Risk Management Award during 2002. It was determined that an award program would be developed based on the loss ratios for the member's prior year. For those members of both the MWCF and AMIC programs, the loss ratios would be combined and divided by two to reflect the overall loss ratio.

Four levels of awards are being presented to acknowledge the efforts and accomplishments of those members in the areas of Risk Management for the year 2004. Members are eligible to receive the Presidents Award once every five years and the Gold, Silver and Bronze annually.

- **ALM President's Award**  
Top 5% for 5 years
- **Gold Award**  
Loss Ratio below 5%
- **Silver Award**  
Loss Ratio of 5% to 20%
- **Bronze Award**  
Loss Ratio of 20% to 40%

Awards were mailed to the recipients along with a press release. Recipients of these awards are being acknowledged in this issue of the *Risk Management Solutions* newsletter and at the League Convention in May.

# 2004 Risk Management Awards

## ALM President's Awards (Top 5% for 5 years)

Albertville Utilities  
Aliceville  
Brantley  
Bridgeport Utility Board  
Brookwood  
Centre Waterworks & Sewer  
Centreville  
Coaling  
Columbia  
Cullman Utilities  
Deatsville VFD, Inc.  
DeKalb-Cherokee Counties Gas District  
Elba Housing Authority  
Emelle  
Enterprise Housing Authority  
Floral  
Glenwood  
Grove Hill  
Kennedy  
Langston  
Midway  
Millry  
Mobile Airport Authority  
Mount Vernon  
North Alabama Gas District  
Oak Grove  
Opelika Waterworks Board  
Phil Campbell Water & Sewer  
Piedmont  
Pisgah  
Ragland Housing Authority  
Reform Water & Sewer Board  
Rockford  
Sulligent Housing Authority  
Thomasville Waterworks & Sewer  
Wilton Water & Gas

## Gold Awards (Loss ratio below 5%)

Abbeville Housing Authority  
Abbeville Water & Sewer  
Addison  
Alabama League of Municipalities  
Alabama Municipal Election Authority  
Alabama – Tombigbee Regional Commission  
Albertville Utilities  
Alexander City Housing Authority  
Aliceville Housing Authority  
Aliceville Water & Sewer  
Allgood  
Altoona  
Andalusia Housing Authority  
Anderson  
Anniston Express  
Anniston Housing Authority  
Arab Housing Authority  
Arab Water Works Board  
Ariton  
Asbury Water Board  
Ashland  
Ashland Water & Sewer Board  
Ashland, Goodwater-Lineville Solid Waste Disposal Authority  
Ashville  
Ashville Water & Sewer Board  
Athens Housing Authority  
Autauga/Prattville Library  
Baileyton  
Baker Hill  
Bay Minette Housing Authority  
Bayou La Batre Water & Sewer  
Bear Creek Development Authority

Beatrice  
Belk  
Benton  
Berry  
Berry Housing Authority  
Birmingham Regional Planning Commission General Fund  
Birmingham – Jefferson Civic Center  
Black Warrior Solid Waste Authority  
Blountsville Housing Authority  
Blountsville Utilities  
Boaz Water & Sewer Board  
Boston Housing Authority  
Brantley  
Brent  
Brent Housing Authority  
Brent Utilities  
Brewton Housing Authority  
Brewton Natural Gas  
Bridgeport  
Bridgeport Housing Authority  
Bridgeport Utility Board  
Brookwood  
Brundidge  
Brundidge Housing Authority  
Butler  
Calera Housing Authority  
Camden  
Camp Hill  
Camp Hill Utilities  
Cedar Bluff  
Central Alabama Regional Planning Commission  
Centre Waterworks & Sewer  
Centreville  
Centreville Water Works & Sewer Board  
Chatham  
Chatham Utility  
Chelsea  
Cherokee Waterworks & Gas Board  
Chickasaw Housing Authority  
Chickasaw Utilities  
Childersburg Housing Authority  
Clanton Housing Authority  
Clayton Housing Authority  
Clayton Water & Sewer  
Coaling  
Coffeeville Waterworks  
Coker  
Colony  
Columbia  
Columbiana Housing Authority  
Columbiana Waterworks  
Coosada  
Cordova Housing Authority  
Cottonwood Housing Authority  
County Line  
Cowarts  
Crossville  
Crossville Water Board  
Cuba  
Cullman Housing Authority  
Cullman – Jefferson Counties Gas District  
Dadeville  
Dadeville Housing Authority  
Daleville Housing Authority  
Deatsville  
Deatsville VFD, Inc.  
Decatur Housing Authority  
Decatur Personnel Board  
DeKalb – Cherokee Counties Gas District  
Detroit  
Dora Waterworks & Gas Board  
Dothan  
Double Springs Waterworks Board

Douglas  
Dutton  
East Brewton  
East Brewton Waterworks & Sewer  
East Central Alabama Gas District  
East Geneva Co. Senior Citizens Committee  
Eclectic Water & Sewer Board  
Elba Housing Authority  
Elba Water & Electric Board  
Eldridge  
Emelle  
Elkmont  
Elmore  
Elmore County Economic Development  
Elmore Water Authority  
Enterprise Housing Authority  
Eufaula Housing Development  
Eutaw Housing Authority  
Evergreen Housing Authority  
Fairview  
Falkville  
Fayette Water Works  
Five Points  
Flomaton  
Floral  
Floral Housing Authority  
Foley Housing Authority  
Foley Tax Revenue  
Fort Payne Housing Authority  
Fort Payne Improvement Authority  
Fultondale Gas Board  
Fyffe  
Gainesville  
Gaylesville  
Geiger  
Geneva  
Georgiana Housing Authority  
Georgiana Water & Sewer  
Gilbertown  
Gilbertown Utility  
Glenwood  
Goldville  
Good Hope  
Goodwater  
Goodwater Housing Authority  
Goodwater Waterworks & Sewer  
Gordo Housing Authority  
Gordo Water Board  
Gordon  
Goshen  
Grant  
Graysville Water & Sewer Board  
Greene County Ambulance Service  
Greensboro  
Greensboro Housing Authority  
Grove Hill Memorial Hospital  
Guin  
Guin Water & Sewer Board  
Guntersville Electric Board  
Guntersville Housing Authority  
Gurley  
Hackleburg  
Hackleburg Housing Authority  
Haleyville Housing Authority  
Hamilton Water & Sewer  
Harpersville  
Harpersville Water Board  
Hartselle Housing Authority  
Headland Housing Authority  
Heath  
Heflin Housing Authority  
Highland Lake  
Hillsboro  
Hobson City  
Hobson City Housing Authority  
Hodges  
Hurtsboro

Indian Springs  
Jasper Housing Authority  
Jasper Waterworks and Sewer  
Jemison  
Kansas  
Kennedy  
Kimberly  
Kinston  
Lamar County Gas District  
Langston  
Lawrence- Colbert Counties Gas Board  
Leeds Housing Authority  
Leighton  
Linden  
Linden Housing Authority  
Linden Utilities  
Lineville  
Lineville Water & Sewer  
Lisman  
Loachapoka  
Locust Fork  
Louisville  
Lowndesboro  
Malvern  
Maplesville  
Maplesville Water Works & Gas Board  
Margaret  
Marion Housing Authority  
Maytown  
Midway  
Millport Housing Authority  
Millry  
Monroeville Housing Authority  
Montevallo Water & Sewer  
Morris  
Mosses  
Moulton  
Moulton Housing Authority  
Moulton Water & Sewer Board  
Mount Vernon  
Mulga Waterworks & Utility Board  
Muscle Shoals Electric Board  
Myrtlewood  
Nauvoo  
Nauvoo Waterworks  
Nectar  
New Brockton Housing Authority  
New Hope  
New Site  
Newbern  
Newton Housing Authority  
Newton Water & Sewer  
Newville  
North Alabama Gas District  
North Central Alabama Regional Council of Government  
Northeast Alabama Water & Sewer  
Northwest Alabama Council of Local Governments Senior Aides Program  
Northwest Alabama Gas District  
Oak Grove  
Oakman  
Odenville  
Odenville Utilities  
Oneonta Housing Authority  
Oneonta Utilities  
Opelika Waterworks Board  
Opp Housing Authority  
Orange Beach Water & Sewer Board  
Orrville  
Ozark Dale County E-911  
Paint Rock  
Parrish  
Parrish Housing Authority  
Parrish Water & Sewer Board  
Pell City Housing Authority  
Pennington Utilities

Phenix City Housing Authority  
Phil Campbell Housing Authority  
Phil Campbell Water & Sewer Board  
Pickens County Gas  
Pickensville  
Piedmont  
Piedmont Waterworks & Sewer  
Pike Road  
Pinckard  
Pine Apple  
Pisgah  
Pleasant Groves  
Pollard  
Prattville Solid Waste Authority  
Prattville Waterworks  
Ragland Housing Authority  
Rainbow City Utilities Board  
Ranburne  
Red Bay Housing Authority  
Red Bay Water & Gas  
Red Level  
Reform  
Reform Housing Authority  
Reform Water & Sewer Board  
Repton  
Riverside  
Roanoke Housing Authority  
Roanoke Utility Board  
Rockford  
Rockford Gas Board  
Rockford Waterworks  
Russellville Electric Board  
Russellville Gas Board  
Russellville Housing Authority  
Russellville Waterworks & Sewer  
Saint Florian  
Saraland Water Service  
Sardis City  
Sardis City Waterworks Board  
Scottsboro Housing Authority  
Shorter  
Silas  
Skyline  
Slocomb  
Slocomb Housing Authority  
Smiths Station  
South Alabama Regional Planning  
Commission  
South Central Alabama Development  
Commission  
South Central Alabama Development  
Commission Senior Aides Division  
South Central Alabama Regional  
Housing Authority  
Southeast Alabama Gas  
Springville  
Steele  
Steele Waterworks Board  
Stevenson Housing Authority  
Storm Water Management Authority  
Sulligent Housing Authority  
Sumiton Gas Board  
Sweet Water Water Works  
Sylacauga Housing Authority  
Sylvan  
Talladega Springs  
Tallassee Housing Authority  
Tarrant Electric Department  
Tarrant Housing Authority  
Thomaston  
Thomaston Water & Gas  
Thomasville Waterworks & Sewer  
Top of Alabama Regional Council of  
Governments  
Town Creek  
Triana  
Triana Housing Authority  
Troy Board of Education  
Troy Housing Services  
Tuscaloosa Parking & Transit  
Authority

Tuscumbia Utilities Department  
Tuskegee Housing Authority  
Twin  
Union Grove  
Union Grove Utilities  
Union Springs Utility Board  
Upper Bear Creek Water, Sewer &  
FPA  
USS Alabama Battleship Commission  
Valley Grande  
Valley Head Housing Authority  
Valley Head Water Works Board  
Valley Housing Authority  
Vernon Water & Sewer Board  
Vina  
Vincent  
Vincent Housing Authority  
Vredenburgh  
Wadley  
Walnut Grove  
Waterloo  
Wedowee Water, Sewer & Gas Board  
West Etowah County Water Authority  
West Jefferson  
Westover  
Wetumpka Water & Sewer  
Wilcox County Gas  
Wilton Water and Gas  
Woodland  
Woodstock

**Silver Awards**  
**(Loss ratio of 5% to 20%)**

Alabaster  
Alexander City  
Aliceville  
Anniston Water Board  
Atmore  
Atmore Utilities  
Auburn  
Auburn Water Board  
Boaz Gas Board  
Boligee  
Brewton  
Butler Utilities  
Calera  
Calera Waterworks  
Carbon Hill Housing Authority  
Childersburg  
Citronelle  
Clanton  
Clark-Mobile County Gas District  
Clayton  
Columbiana  
Cordova  
Craig Field Airport Authority  
Cullman Utilities  
Decatur  
Decatur Municipal Utility Board  
Demopolis Housing Authority  
Dodge City  
Dora  
Elba  
Eufaula Housing Authority  
Fort Deposit  
Fultondale  
Georgiana  
Geraldine  
Glencoe  
Greensboro Utility Board  
Grove Hill  
Guin Housing Authority  
Guntersville  
Guntersville Water & Sewer Board  
Haleyville  
Hamilton Housing Authority  
Hanceville Water & Sewer  
Hartselle  
Hayneville  
Heflin Water & Sewer

Helena Utilities  
Henagar  
Hokes Bluff Water Board  
Ider  
Jackson's Gap  
Killen  
Kinsey  
LaFayette  
Lake-View  
Lanett  
Leesburg  
Lincoln  
Luverne Housing Authority  
Lynn  
Marshall County Gas District  
Midland City Housing Authority  
Mobile Airport Authority  
Mobile Housing Board  
Montgomery Housing Authority  
Montgomery Water & Sewer  
Moody  
Mooresville  
Mountain Brook  
Napier Field  
Northport Housing Authority  
Oxford Water & Sewer Board  
Ozark Housing Authority  
Pell City  
Priceville  
Ragland Water Works & Gas  
Red Bay  
Ridgefield  
Roanoke  
Rogersville Waterworks & Sewer  
Saraland  
Satsuma Waterworks & Sewer Board  
Scottsboro Sewer & Waterworks Board  
Selma Water & Sewer  
Sheffield Housing Authority  
Sheffield Utilities  
Silverhill  
Southeast Regional Planning &  
Development Commission  
Southside  
Spanish Fort  
Stevenson  
Sumiton Water Board  
Susan Moore  
Sylacauga  
Sylacauga Utilities  
Thomasville  
Trinity  
Troy  
Trussville Utility Board  
Tuscumbia  
Tuskegee  
Union Springs  
Valley  
Vernon  
Webb  
Wedowee  
Wetumpka  
Wilsonville  
Wilton  
Winfield

**Bronze Awards**  
**(Loss ratio of 20% to 40%)**

Abbeville  
Alabaster Water Board  
Arab  
Argo  
Arley  
Autaugaville  
Bear Creek Water Works Board  
Birmingham Airport Authority  
Birmingham District Housing Authority  
Blountsville  
Branchville  
Carbon Hill Utility Board

Carrollton  
Chickasaw  
Cleveland  
Cottonwood  
Daleville  
Daphne  
Dauphin Island Water  
Dothan Housing Authority  
Double Springs  
Enterprise  
Eufaula  
Eufaula Water Works  
Evergreen  
Fairfield  
Faunsdale  
Fayette Housing Authority  
Fort Payne  
Gadsden  
Gardendale  
Gordo  
Greenville Waterworks & Sewer  
Hamilton  
Hanceville  
Hartford  
Hayden  
Headland  
Heflin  
Helena  
Homewood  
Huntsville Housing Authority  
Jacksonville Water Works  
Leeds  
Lexington  
Littleville  
Loxley  
Luverne  
Marion  
Millport  
Mobile Metro Transit Management  
Monroeville  
Montgomery Transit  
Muscle Shoals  
New Brockton  
Newton  
North Courtland  
Northport  
Northwest Alabama Council of  
Local Government Auto  
Northwest Alabama Council of  
Local Governments  
Ochatsee  
Opelika  
Opp  
Orange Beach  
Pelham  
Phenix City  
Pine Hill  
Prichard  
Rainbow City  
Samson  
Samson Housing Authority  
Scottsboro  
Scottsboro Electric Power  
Snead  
Stevenson Utilities  
Sylvania  
Tallassee  
Tri Community Water System  
Troy Housing Authority  
Trussville  
Tuscaloosa  
Tuscaloosa Housing Authority  
Winfield Waterworks & Sewer

# 2005 SKIDCAR SCHEDULE

- Tuscaloosa            May 31 – June 10
- Tuscumbia            June 28 – July 8
- Jacksonville           July 26 – August 5
- Decatur                August 23– September 2
- Greenville             September 20 – September 30
- TBA                      October 11 – October 21
- Gulf Shores/  
Orange Beach        November 8– November 18
- Montgomery         December 6 – December 16

For more information, contact Donna Wagner  
at 334-262-2566.



## Popular Safety Videos for the Spring Season

- Right-Of-Way Mowing Safety: 5.032
- Outdoor Safety: Critters and Plants: 7.029
- Chlorine: 14.006
- Tractor Safety: 5.039
- Cutting It Short, Parts 1 (Grass Cutting) : 5.006
- Cutting It Short, Parts 2 (Grass Cutting) : 5.007
- Responding to Bites and Stings: 7.067

To check-out a safety video, simply call, FAX or  
e-mail your request to Rachel Wagner at:  
**334-262-2566; rachelw@alalm.org;**  
or FAX at 334-263-0200.

## 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.



*For more information, call:  
334-262-2566.*



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publication with  
your staff and  
coworkers!

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