



# Risk Management Solutions

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

SPRING 2004

## K-9 Units: Municipal Liability Issues

By: Lorelei A. Lein, League Counsel, ALM

The use of dogs in law enforcement has a long history. We have all seen the spiked collared dog popular in cartoons. These caricatures are actually based on dogs used in ancient Greece and Persia that were often equipped with harnesses with sharp spikes. Such dogs were typically sent in advance of an attack by mounted soldiers in an effort to injure cavalry mounts. In the Middle-Ages, dogs wore armor and were trained to nip at the legs of opposing knights' mounts and the phrase "dogs of war" was born.

One of the first police canine programs in the United States began in New York City at the beginning of the 20th century. However, it would be some time before the use of police dogs would be widespread in America despite the fact that their use was quite popular in Europe. Today there are hundreds of police agencies in the United States utilizing canine units for drug detection, crowd control, suspect apprehension, and officer protection.

As with any police activity involving the potential "use of force," the use of dogs in law enforcement raises issues of civil liability. Plaintiffs will typically claim the excessive use of force resulting from a dog bite and the unconstitutionality of the policies utilized within a police department with regard to canine units. While very few plaintiffs have succeeded in obtaining any significant damage awards, adequate training, supervision, and documentation can greatly minimize any liability.

There are two types of policies followed by police departments utilizing police dogs: "find and bite" policies and "find and bark" policies. Under a find and bite policy, a dog is trained to search for a suspect and is allowed to bite the suspect upon location. The dog is trained to release the suspect upon an "out!" command, or to release the suspect once the suspect ceases to resist. As expected, the biggest criticism of find and bite policies is that the suspect is usually bitten.

While similar to the find and bite method, in the find and bark method a dog is trained to hold or circle a suspect and to maintain a constant bark until the suspect is secured by officers. The dog is not trained to engage a suspect unless the handler commands, the suspect fights with the dog, or the suspect takes aggressive action toward the handler.

Critics of find and bite policies advocate for the nation-wide use of find and bark training. However, the find and bark approach requires a

superior canine and immediate supervision by the handler. Many trainers assert that find and bark trained dogs are unpredictable when they locate a suspect after an aggressive search or encounter. The Los Angeles Police Department, considered a leader in canine police programs, gave up its find and bark policy largely based on studies which showed an inability to stop the dog from attacking in a find and bark situation.

Although there have been attempts to declare find and bite policies unconstitutional, no court has ever held such. While this is true, the simple fact remains, lawsuits don't happen unless a dog bites. However, the mere fact that a police canine bites a suspect does not always expose a department to civil liability.

The main issues of litigation for canine units include the failure to properly train and supervise; canines as deadly force; and the failure to properly warn a suspect that a canine is going to be deployed.

With regard to negligent training, in *Kerr v. City of West Palm Beach*, 875 F.2d 1546 (11th Cir. 1989), one of the leading cases on canine liability, the Eleventh Circuit Court concluded that police dogs must be subject to continual rigorous training in law enforcement techniques. Such training ensures that the dogs will continue to respond with alacrity to the commands of their handlers. Without such training, the dogs' responsiveness to their handlers' commands deteriorates, resulting in more frequent and more serious injuries to apprehended suspects.

The policy followed by the City of West Palm Beach allowed the use of police dogs to apprehend suspected felons and those suspected of "serious misdemeanors". The

failure of the policy to define what constitutes a "serious misdemeanor" was one of the primary concerns expressed by the court. The policy left the decision entirely up to the discretion of the officer handling a police dog and as a result, police dogs were being used to apprehend prostitutes, drunks, and petty thieves without any regard for the degree of threat posed to the apprehending officer. The officers displayed stars on the sides of their patrol cars indicating the number of bites their dogs had given and scrapbooks were maintained with photos of suspects and wounds. Several instances of dogs failing to release on command were documented but no remedial training had followed.



Leslie Hines of the Demopolis Police Department with "Jenny"

*continued next page*

On the issue of negligent supervision, the court in the *Kerr* case concluded that supervisors failed to adequately supervise the performance of members of the canine unit to ensure that both misbehaving dogs and officers exhibiting bad judgment in the use of canine force received corrective training. Supervision applies to all supervisors and includes supervision of standards; training, testing, and evaluation to those standards; appointment, entrustment, and retention of both the dog and handler; deployment and the use of canine force.

The *Kerr* case, which did find liability on the part of the city, the police chief, and the individual officers involved, provides two very valuable lessons for canine units. First, misdemeanor suspects who pose no threat should not be apprehended by police dogs. Second, canine programs must be adequately supported with training resources, both in the initial selection of dogs and handlers and in continued in-service training. Many states are fortunate to have qualified training staff and facilities available to police officers through their Peace Officers Standards & Training (POST) divisions. While there are several private training resources available to police departments and officers in Alabama, POST has no training available for Alabama law enforcement nor do they have any regulations or standards required to operate a canine unit.

In many cases, plaintiff's attorneys have attempted to have the use of police canines classified as deadly force. To date, no federal court has ruled that police canines are deadly force and there are numerous cases specifically holding that the use of police dogs does not amount to deadly force. Rather than resulting in deadly force, one court has determined that the use of police dogs may actually prevent the use of deadly force. In *Robinette v. Barnes*, 854 F.2d 909 (6th Cir. 1988), one of the few cases involving an actual death as a result of the use of a police dog, the Sixth Circuit Court of Appeals stated:

Instead of generally causing deadly force to be used to apprehend criminals, we believe that these dogs can often help prevent officers from having to resort to, or be subjected to such force ... The use of dogs can make it more likely that the officers can apprehend suspects without the risks attendant to the use of firearms in the darkness, thus, frequently enhancing the safety of the officers, bystanders and the suspect.

*Id.* at 914.

In addition to the issue of deadly force, there have been several cases where the suspect claims he did not receive any sort of warning that a dog was about to be deployed. Some courts have held that a warning must be given prior to using a dog as a potential use of force. The Fourth Circuit found it clearly established that it is objectively unreasonable for a police officer to fail to give a verbal warning before releasing a police dog to seize someone. *Vathekan v. Prince Georges' County*, 154 F.3d 173 (4th Cir. 1998). *Vathekan* involved the release of a police dog into a house where the dog found, bit, and seriously injured a sleeping woman. In an earlier Fourth Circuit case, *Kopf v. Wing*, 942 F.2d 265 (4th Cir. 1991), the court concluded that releasing a police dog without warning, into an extremely narrow passage between a shed and a fence, where the suspects were essentially trapped, could be deemed objectively unreasonable. *Id.* at 268-69. However, at least one Circuit has held an officer who failed to warn a suspect that a dog was going to be deployed was entitled to qualified immunity because the "duty to warn" was not clearly established by constitutional law. See *Kuha v. City of Minnetonka* 328 F.3d 427 (8th Cir. 2003).

Other areas of litigation include the repeated applications of force, inadequate report writing, post bite interviews, and accidental bites. With regard to accidental bites, it is key that they be settled immediately. The definition of an accidental bite is biting a person that was not intended to be bit, or simply put, biting the wrong person. You can do everything right and still have an accidental bite.

One effective technique for dealing with accidental bites is to establish an instant settlement procedure. The effectiveness of such a settlement and liability release depends on three elements. First, a supervisor must have immediate access to funds up to a predetermined amount for a cash settlement, and an ability to charge emergency medical bills. Second, the agency's legal advisor must have a written settlement agreement prepared in fill-in-the-blank format. Third, the agency must settle with the bite victim promptly, before legal action is taken. This type of quick settlement may significantly reduce the cost of an accidental bite and save administrators and political officials from public relations headaches.

Virtually all trial and appellate court opinions addressing liability for canine-related injuries address the issue of verbal control of the dog by the handler. The necessary degree of control can only be achieved and maintained by regular training. Handlers must train under the circumstances they and their dogs are likely to encounter. Non-handler officers should also be trained in containment and canine techniques so that they will be prepared to support the canine deployment without interfering and potentially causing injury.

Some states offer liability protection for all political entities with police canine programs. Under Utah Code Ann. section 18-1-1, no agency will be liable for an injury caused by a police canine if the canine is trained as a police service dog and the injury occurs in the course of a reasonable apprehension, arrest, search for a suspect or crowd control. Alabama does not have any statutory liability protection specific to police entities with canine programs.

Agencies that wish to maintain a police canine program must be prepared to pay the cost. Such costs include training, training, training, the initial modification of a patrol vehicle, home kennel facilities, harnesses and leads, food, regular grooming and veterinary care, and, did we mention, training. Further, canine programs involve investments of a great deal of time for the handlers for ongoing care and training.

Finally, it is vital that departments utilizing canine units keep meticulous records. At a minimum, the following records should be maintained:

- Selection criteria and basic training of handler and canine
- In-service training
- Validity tests for narcotics detection
- Patrol officer containment training
- Deployments and apprehensions
- Bites, including accidental bites and any corrective actions
- Supervisory inspection of training and deployment
- Awards and certifications
- Public relations appearances

In conclusion, police departments beginning or maintaining a canine program can significantly reduce their department's liability relating to the program. Such departments should commit to training for the dogs and officers involved, just as firearms qualification and familiarity; use of force; and emergency vehicle operations require significant training commitments. Document the selection and training process and maintain complete records, taking care to create successful public relations at the same time. Consult with departmental legal counsel to draft policies that steer canine activities away from known liabilities. When the accidental bite occurs, be prepared to make it a legal and practical success for the citizen and the police department. Canine programs can be cost-effective and nearly liability-free with proper planning, documentation and supervision. For more information, please visit [www.policke9.com](http://www.policke9.com). ■



## Municipal Reserve Police Officers

By: Roger Owens, Police Safety Consultant,  
AMIC and MWCF

Several times each month I am called by elected officials, city clerks, police chiefs or police officers inquiring about the use of reserve police officers. While I can make a case for or against the use of municipal police officers, I don't usually recommend them because of the liability issues associated with their use. There is also a safety factor that needs to be considered. Two police officers making a traffic stop or answering a call is usually safer than when there is only one officer. Also, most reserve police officers work without compensation, which helps our municipalities when extra manpower is needed.

I do recommend that if a municipality is going to use reserve police officers that the city or town review and follow the State Law (11-43-210) on the use of Municipal Reserve Law Enforcement Officers. Each police department should also write a departmental policy on the appointment and use of their reserve police officers. The written policy should cover *all* the rules that reserve officers and on-duty certified officers are required to follow when a reserve officer is on duty. Some of the important parts of the law are as follows:

- Applicant must be at least 19 years old, of good moral character and reputation
- Never been convicted of a felony or a misdemeanor involving force, violence or moral turpitude
- Must consent to a background search and fingerprinting
- Reserve officers have no powers of arrest unless he/she has completed the training requirements as set out in article 3, chapter 21, Title 36 code of Alabama
- Must be under the direct control and supervision of a certified law enforcement officer at all times (may help with traffic or crowd control without direct supervision when a certified officer has supervisory control that would be considered within reasonable limits)
- Reserve officers can not carry a firearm unless he/she obtains a County-issued firearm permit and the appointing authority approves the use of the firearm

I also recommend that if firearms are allowed, the reserve police officer be required to qualify with the firearm before he or she is allowed to carry the firearm. As with certified police officers, reserve police officers should be required to qualify with their firearm each year and the same number of times as their certified police counterparts. A municipality should *never* allow a reserve officer to carry a firearm until he or she has been given a *documented* class on the use of force (both deadly and non-deadly).

Reserve police officers should be selected using the same criteria used to hire a regular police officer. A thorough background investigation should be completed. Following the investigation, if there is anything found that would keep the person from being hired for a regular police officer's position – or if there is any doubt as to the person making a good reserve police officer – the person should not be appointed. If problems arise with the reserve officer following his or her appointment, the reserve officer should be dismissed immediately.

Reserve officers are only as good as their training. Each department should train their reserve officers as to what they can and cannot do; what they should and should not do; and what's expected of them on and off of the job. When a person volunteers to be a reserve police officer for the right reasons (not just to carry a badge and gun) and is trained properly, he or she is usually successful and provides a great deal of help to the police department served. ■

# Risk Management Awards for 2003

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 2003. 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 2004 *Risk Management Solutions* newsletter and at the League Convention.

## Defining Moment

**STATUTORY COVERAGE:** Generally refers to insurance coverage mandated by law. This normally only applies to Workers Compensation insurance and is the minimum amount of coverage as set out by Alabama State law. By using the term "statutory" instead of specifying the terms of the coverage in a policy, should the law change, coverage will automatically reflect the change. Therefore, the policy will not have to be rewritten to reflect the new law.

# 2003 Risk Management Awards

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

Alabama League of Municipalities  
Aliceville Housing Authority  
Ashland, Goodwater-Lineville Solid Waste Disposal Authority  
Bayou La Batre  
Brent  
Brewton Housing Authority  
Brookside  
Center Point  
East Central Alabama Gas District  
Fairview  
Forkland  
Fort Deposit Water Works & Sewer Board  
Goodwater Waterworks & Sewer  
Hamilton Water & Sewer  
Hartford  
Heflin Housing Authority  
Linden Utilities  
Luverne  
Marion Housing Authority  
Marshall County Gas District  
Millport  
Nauvoo Waterworks  
Odenville Utilities  
Oneonta Utilities  
Pell City Housing Authority  
Pickensville  
Rainbow City Utilities Board  
Russellville Electric Board  
Russellville Waterworks & Sewer  
South Central Alabama Regional Housing Authority  
Susan Moore  
Tarrant Housing Authority  
Valley Housing Authority  
Vernon  
Wilcox County Gas  
Winfield Waterworks & Sewer

## Gold Awards (Loss ratio below 5%)

Abbeville Housing Authority  
Addison  
Alabama Municipal Election Authority  
Alabama-Tombigbee Regional Commission  
Aliceville Housing Authority  
Aliceville Water & Sewer  
Andalusia Housing Authority  
Anderson  
Anniston Housing Authority  
Arab Housing Authority  
Arab Water Works Board  
Ardmore  
Ariton  
Asbury Water Board  
Ashland  
Ashland Water & Sewer Board  
Ashland, Goodwater-Lineville Solid Waste Disposal Authority  
Ashville  
Athens  
Athens Housing Authority  
Auburn Water Board  
Autauga/Prattville Library  
Autaugaville  
Baileyton  
Bay Minette Housing Authority  
Bear Creek Development Authority  
Bear Creek Water Works Board  
Beatrice  
Belk

Benton  
Berry  
Berry Gas Board  
Birmingham Regional Planning Commission General Fund  
Blountsville  
Blountsville Housing Authority  
Blountsville Utility Board  
Boaz Water & Sewer Board  
Boligee  
Boston Housing Authority  
Brent  
Brent Housing Authority  
Brent Utilities  
Brewton Housing Authority  
Bridgeport Housing Authority  
Bridgeport Utilities  
Brilliant  
Brookside  
Brookwood  
Brundidge Housing Authority  
Butler Utilities  
Calera Housing Authority  
Calera Waterworks  
Camp Hill Utilities  
Carbon Hill Housing Authority  
Castleberry  
Center Point  
Central Alabama Regional Planning Commission  
Centre Waterworks & Sewer  
Centreville Water Works & Sewer Board  
Chatom  
Chelsea  
Chickasaw Housing Authority  
Childersburg Housing Authority  
Clanton Housing Authority  
Clay  
Clayton  
Clayton Housing Authority  
Clayton Water & Sewer  
Coaling  
Coffee Springs  
Coffeeville  
Coffeeville Waterworks  
Coker  
Collinsville  
Colony  
Columbia  
Columbiana Housing Authority  
Coosada  
Cordova Housing Authority  
Cordova Water & Gas Board  
Cottonwood  
Cottonwood Housing Authority  
County Line  
Cowarts  
Crossville  
Crossville Water Board  
Cullman Utilities  
Dadeville Housing Authority  
Daleville Housing Authority  
Dauphin Island  
Deatsville  
Decatur Housing Authority  
Decatur Municipal Utility Board  
Decatur Personnel Board  
Demopolis  
Demopolis Housing Authority  
Dodge City  
Dora Waterworks & Gas Board  
Dothan  
Double Springs Waterworks Board  
Dozier  
Dutton  
East Brewton  
East Brewton Waterworks & Sewer

East Central Alabama Gas District  
East Geneva Co. Senior Citizens Committee  
Eclectic  
Eclectic Water & Sewer  
Elba Housing Authority  
Elba Water & Electric Board  
Elberta  
Elkmont  
Elmore  
Elmore Water Authority  
Emelle  
Enterprise Housing Authority  
Evergreen Housing Authority  
Faunsdale  
Fayette Housing Authority  
Five Points  
Flomaton  
Floralia Housing Authority  
Floralia Water & Sewer Board  
Foley Housing Authority  
Fort Payne Housing Authority  
Frisco City  
Gainesville  
Geiger  
Georgiana Housing Authority  
Geraldine  
Gilbertown  
Gilbertown Utilities  
Glencoe Water & Sewer  
Glenwood  
Goldville  
Goodwater  
Goodwater Housing Authority  
Goodwater Waterworks & Sewer  
Gordo Housing Authority  
Gordo Water Board  
Gordon  
Goshen  
Greene County Ambulance Service  
Greensboro Housing Authority  
Greensboro Utility Board  
Grove Hill Memorial Hospital  
Guin Housing Authority  
Guntersville Housing Authority  
Gurley  
Hackleburg Housing Authority  
Haleyville Housing Authority  
Hamilton Water & Sewer  
Harpersville Water Board  
Hartselle Housing Authority  
Hartselle Utilities  
Headland Housing Authority  
Heath  
Heflin Housing Authority  
Heflin Water & Sewer  
Helena  
Helena Utilities Board  
Highland Lake  
Hillsboro  
Hobson City Housing Authority  
Hodges  
Hokes Bluff Water Board  
Indian Springs  
Jackson's Gap  
Jasper Housing Authority  
Jemison  
Kansas  
Kennedy  
Killen  
Kinsey  
Kinston  
Lamar County Gas District  
Langston  
Lawrence-Colbert Counties Gas Board  
Leeds Housing Authority  
Leesburg  
Linden  
Linden Housing Authority  
Linden Utilities

Lineville  
Lineville Water & Sewer  
Lisman  
Littleville  
Livingston  
Loachapoka  
Louisville  
Lowndesboro  
Luverne Housing Authority  
Malvern  
Maplesville  
Maplesville Water Works & Gas Board  
Marion Housing Authority  
Marshall County Gas District  
McIntosh  
Mentone  
Midland City Housing Authority  
Midway  
Millport  
Millport Housing Authority  
Milry  
Montevallo Water & Sewer  
Mooresville  
Moulton Housing Authority  
Moulton Water & Sewer Board  
Moundville  
Muscle Shoals Electric Board  
Myrtlewood  
Nauvoo  
Nauvoo Waterworks  
Nectar  
New Brockton Housing Authority  
Newbern  
Newton Housing Authority  
Newton Water & Sewer  
Newville  
North Courtland  
Northeast Alabama Water & Sewer  
Notasulga  
Oak Grove  
Odenville Utilities  
Oneonta Housing Authority  
Oneonta Utilities  
Opp Housing Authority  
Orange Beach Water & Sewer Board  
Owens Cross Roads  
Ozark Housing Authority  
Paint Rock  
Parrish Housing Authority  
Pell City Housing Authority  
Phil Campbell Housing Authority  
Phil Campbell Water & Sewer Board  
Pickens County Gas  
Pickensville  
Piedmont Housing Authority  
Piedmont Waterworks & Sewer  
Pike Road  
Pinckard  
Pine Apple  
Pine Hill  
Pisgah  
Pleasant Grove  
Pleasant Groves  
Pollard  
Prattville Housing Authority  
Prattville Solid Waste Authority  
Prattville Waterworks  
Ragland  
Ragland Housing Authority  
Ragland Waterworks & Gas  
Rainbow City Utilities Board  
Red Bay Housing Authority  
Red Bay Water & Gas  
Reece City  
Reform  
Reform Housing Authority  
Reform Water & Sewer Board  
Rehobeth

Repton  
Ridgeville  
Roanoke Housing Authority  
Rockford  
Rockford Gas Board  
Rockford Waterworks  
Rogersville Waterworks & Sewer  
Russellville Electric Board  
Russellville Gas Board  
Russellville Housing Authority  
Russellville Waterworks & Sewer  
Rutledge  
Saint Florian  
Samson  
Samson Housing Authority  
Sardis City Waterworks Board  
Sheffield Housing Authority  
Silverhill  
Sipsey  
Skyline  
Slocomb Housing Authority  
Smiths Station  
Snead  
South Central Alabama Development  
Commission/Senior Aides Division  
South Central Alabama Regional  
Housing Authority  
Southside  
Springville  
Steele Waterworks Board  
Stevenson Housing Authority  
Storm Water Management  
Sulligent Housing Authority  
Sumiton Gas Board  
Sumiton Water Board  
Summerdale  
Susan Moore  
Sweet Water  
Sweet Water Water Works  
Sylacauga Housing Authority  
Sylvan Springs  
Sylvania  
Tallasse Housing Authority  
Tarrant Housing Authority  
Thomaston Water & Gas  
Thomasville Waterworks & Sewer  
Town Creek  
Trafford  
Triana Housing Authority  
Troy Board of Education  
Trussville Utilities Board  
Tuscumbia Utilities Department  
Tuskegee Utilities  
Union Grove Utilities  
Uniontown  
Valley Head  
Valley Head Housing Authority  
Valley Head Water Works Board  
Valley Housing Authority  
Vernon  
Vincent Housing Authority  
Vincent Water & Sewer  
Vredenburgh  
Waterloo  
Wedowee Water, Sewer & Gas Board  
West Alabama Regional Commission  
West Etowah Co. Water Authority  
Wilcox County Gas  
Wilsonville  
Wilton  
Wilton Water & Gas  
Winfield Housing Authority  
Winfield Waterworks & Sewer  
Winston County Industrial Develop-  
ment Authority  
Woodland  
Woodville  
York

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

Abbeville Water & Sewer  
Adamsville  
Alabama League of Municipalities  
Alabaster  
Albertville Utility Board  
Alexander City  
Alexander City Housing Authority  
Allgood  
Andalusia  
Andalusia Board Of Education  
Anniston Water Board  
Ashville Water & Sewer Board  
Athens Utilities  
Attalla  
Bay Minette  
Bay Minette Utilities  
Bayou La Batre  
Bayou La Batre Water & Sewer  
Berry Housing Authority  
Birmingham Airport Authority  
Birmingham Parking Authority  
Birmingham Regional Planning  
Commission/Senior Aide  
Boaz  
Boaz Gas Board  
Brantley  
Brundidge  
Carrollton  
Cherokee  
Cherokee Waterworks & Gas  
Board  
Chickasaw  
Clanton  
Clarke-Mobile County Gas District  
Cordova  
Courtland  
Dadeville  
Dauphin Island Water  
DeKalb-Cherokee Counties Gas  
District  
Dothan Housing Authority  
Double Springs  
East Alabama Regional Planning  
& Development Commission  
Eufaula  
Eufaula Housing Authority  
Eva  
Fayette Water Works Board  
Fort Payne  
Fultondale Gas Board  
Fyffe  
Geneva  
Georgiana  
Georgiana Water & Sewer  
Good Hope  
Graysville Water & Sewer Board  
Grove Hill  
Guntersville Electric Board  
Haleyville  
Hamilton Housing Authority  
Harpersville  
Hayden  
Henagar  
Huntsville Housing Authority  
Jacksonville  
Lafayette  
Leeds  
Level Plains  
Luverne  
Madison  
Millbrook  
Mobile Airport Authority  
Mobile Water & Sewer  
Montgomery Housing Authority  
Montgomery Transit

Moulton  
Mount Vernon  
Mulga  
Muscle Shoals Utilities  
New Brockton  
North Central Alabama Regional  
Odenville  
Ohatchee  
Opelika Housing Authority  
Opelika Waterworks Board  
Opp Utilities  
Pelham  
Phenix City Housing Authority  
Piedmont  
Priceville  
Prichard Housing Authority  
Rainbow City  
Red Bay  
Red Level  
Riverside  
Roanoke Utility Board  
Satsuma  
Scottsboro  
Scottsboro Housing Authority  
Section  
Silas  
South Alabama Utilities  
Steele  
Sulligent  
Tarrant Electric Department  
Toxey  
Troy Housing Authority  
Tuscaloosa Housing Authority  
Tuscaloosa Parking & Transit  
Authority  
Vincent  
Weaver  
Webb  
West Jefferson  
Wetumpka  
Wetumpka Water & Sewer  
Winfield

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

Aliceville  
Andalusia Rescue Squad, Inc.  
Anniston  
Anniston Express  
Arab  
Auburn  
Bessemer  
Branchville  
Brewton  
Centre  
Chickasaw Utilities  
Childersburg  
Citronelle  
Columbiana  
Creola  
Cullman  
Cullman-Jefferson Counties Gas  
District  
Daleville  
Daphne  
Dora  
Douglas  
Elba  
Eldridge  
Enterprise  
Falkville  
Foley  
Gadsden  
Gardendale  
Graysville  
Guin Water & Sewer Board  
Guntersville

Hackleburg  
Haleyville Water & Sewer Board  
Hamilton  
Hammondville  
Hartford  
Heflin  
Hurtsboro  
Irondale  
Kimberly  
Lexington  
Lipscomb  
Locust Fork  
Midland City  
Monroeville  
Monroeville Housing Authority  
Montevallo  
Mulga Waterworks & Utility Board  
Napier Field  
New Hope  
New Site  
Newton  
Northport  
Opp  
Orange Beach  
Phenix City  
Phil Campbell  
Prattville  
Riviera Utilities  
Roanoke  
Rogersville  
Saraland  
Sheffield Utilities  
Southeast Alabama Gas  
Southeast Alabama Regional  
Planning & Development  
Commission  
Southside Waterworks Board  
Tarrant  
Thomaston  
Top of Alabama Regional Council of  
Governments  
Troy  
Tuscaloosa  
Tuscumbia  
USS Alabama Battleship  
Commission  
Warrior  
Wedowee



# SkidCar Schedule

- Tuscaloosa April 20 - 30, 2004
- Fayette May 4 - 14, 2004
- Homewood June 8 - 18, 2004
- Jacksonville July 13 - 23, 2004
- Decatur August 10 - 20, 2004
- Gardendale September 14 - 24, 2004
- Hoover October 19 - 29, 2004
- Citronelle November 9 - 19, 2004
- Montgomery December 7 - 17, 2004

**For additional information, contact the Loss Control Division at 334-262-2566.**



## Popular Safety Videos for the Spring Season

- Fleas, Ticks and other Parasites (1.004)
- Right-of-Way Mowing Safety (5.032)
- Wheelbarrows (4.045)
- Tractor Safety (5.045)
- Lyme Disease: Danger in the Grass (7.026)

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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