


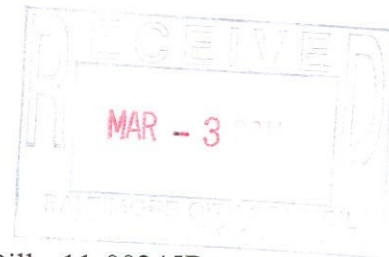
<b>FROM</b>	NAME & TITLE	Gladys B. Gaskins, Director <i>HGM/lem</i>	CITY of <b>BALTIMORE</b>  <b>MEMO</b>	
	AGENCY NAME & ADDRESS	Department of Human Resources 201 E. Baltimore Street, Suite 300		
	SUBJECT	<b>City Council Bill No. 11-0245R</b> <b>Investigative Hearing – Workplace First Aid Program</b>		

**TO**

DATE:

March 3, 2011

The Honorable Bernard “Jack” Young and  
 Members of the Baltimore City Council  
 City Hall  
 100 North Holliday Street, Room 406  
 Baltimore, MD 21202



The Department of Human Resources supports City Council Bill 11-00245R *Investigative Hearing – Department of Human Resources – Workplace First Aid Program* with reservations. This legislation requests a report on the efficacy of the current workplace first aid training course available to City employees through the Department of Human Resources an assessment of the need for expansion of the training program to meet Occupational Safety and Health Administration guidelines and to determine which Baltimore City employees would require mandatory first aid training and periodic refresher courses. The Department of Human Resources consulted both the Fire Department and the Office of Risk Management prior to preparing this response.

The Department of Human Resources partners with the Baltimore City Fire Department to provide CPR/First Aid training to City employees in a variety of ways. It is a module of our mandatory Supervisory Training; a full-day CPR First Aid course is offered twice yearly to any interested City employee and additional custom CPR First Aid training courses are provided to any agency that request them for groups of their employees that need certification or refresher courses. Employees who complete the course receive a CPR certification that is good for a period of two years. Over the past year, this partnership has provided CPR/First Aid training to 23 employees. DHR would gladly expand the number of CPR/First Aid courses available to City employees; however it would require a considerable increase in both funding to the training program and additional staff members as our current staff is currently operating at full capacity. Without additional staffing and funding, other needed training courses would have to be curtailed. Identifying individuals who would be required to attend mandatory training, tracking the training and ensuring that they are up-to-date on necessary refresher courses alone could require a full-time position.

The current CPR/First Aid training course includes training in the use of Automated External Defibrillators (AEDs). However, there is currently no data on the number of City offices that have an Automated External Defibrillator on site. Given that they are currently estimated by the American Heart Association to cost between \$1,500 and \$2,000 and that Baltimore City has between 984 and 1,000 work site locations; the cost of equipping City offices with AEDs would be between \$1.5 Million and \$2 million

*F/Comments*

dollars. This would be in addition to the cost of ensuring that each work site has a fully stocked first aid/emergency kit available.

OSHA requirements for mandatory training in first aid is tied to the availability of a rapid response and the proximity of a clinic, infirmary or hospital within 3 to 4 minutes for worksites "where accidents resulting in suffocation, severe bleeding or other life-threatening or permanently disabling injury or illness can be expected". Acceptable response-time for other worksites where life-threatening or permanently disabling injury is unlikely is as much as 15 minutes. It has been the City's practice to utilize 911, local hospitals or the Mercy Clinic in cases of emergency to comply with these OSHA provisions. Additional study would need to be undertaken to identify worksites where life-threatening injury might occur and those that are outside of adequately close proximity to a hospital or clinic. The Baltimore City Fire Department responds to 16 hospitals, including Shock Trauma. Four of these are in Baltimore County, however, the City also has worksites that are in or close to the County.

Identifying the worksites that would require mandatory training is the initial step, however, the next step would be to identify the correct ratio of trained individuals to employees in worksites with more than 100 employees as well as sites with fewer than 100 employees. The Office of Risk Management has also raised a concern about liability issues should a trained employee refuse to provide aid, as outside of their work scope or conversely, respond incorrectly in providing aid that might lead to greater injury.

Within the parameters outlined above, the Department of Human Resources is wholly supportive of Council Bill 11-00245R *Investigative Hearing – Department of Human Resources – Workplace First Aid Program* and would be pleased to move forward with implementation upon approval of this Bill.

C: Douglas Kerr, Risk Management  
Chief Dickson J. Henry, Fire Department