

2019 LEGISLATIVE REPORT

TRAINING CENTER GOVERNANCE COMMITTEE REPORT

Submitted January 2020

ROBERT H. WOOD JR. CRIMINAL JUSTICE AND FIRE SERVICE TRAINING CENTER



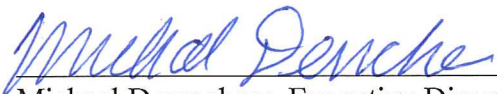
2019 TRAINING CENTER GOVERNANCE COMMITTEE REPORT

Pursuant to Number 118, Section 12. 29 V.S.A. § 842 (a), there is a safety subcommittee created under the Training Center Governance Committee. The safety subcommittee shall meet annually on or before February 1, review the safety records of the Training Facility and, on or before July 1, submit to the Training Center Governance Committee its recommendations on how safety at the Training Facility can be improved upon.

The Training Center Governance Committee shall review the report and shall consider the recommendations of the safety committee. The Training Center Governance Committee shall report annually, on or before January 15. The report shall address any safety issues discovered at the Training Facility and what steps, if any, have been taken to remedy those issues, and whether the Governance Committee has instituted any of the changes.

This Document was prepared by the members of the Training Center Governance Committee and the Training Safety Sub-Committee. The document has been reviewed and approved at a committee meeting held on January 3, 2020.

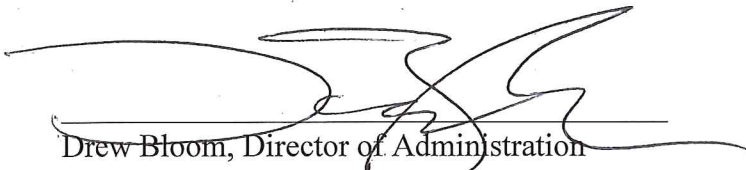
Submitted January 2020



Michael Desrochers, Executive Director
Division of Fire Safety
Chair, Training Center Governance Committee

01-03-2020

Date



Drew Bloom, Director of Administration
Vermont Criminal Justice Training Council
Vice Chair, Training Center Governance Committee

01-03-20

Date

INTRODUCTION

The Training Center Governance Committee was created in 2015 under the authority of Act 26. The purpose of the committee is to govern access, use and future capital investments at the training facility for efficiency, effectiveness, sustainability, economy and continuity of operations. The Governance Committee provides a single voice to the legislature on key areas of responsibility ensuring all users are represented resulting in continued fair access and use of the facility. The Governance Committee also provides an avenue for users to resolve conflicts on the site and brings a consistent management system to the facility. A primary goal of the Governance Committee is to pave a path forward working with the Vermont Legislature to enhance the infrastructure of the aging 1907 training center facility so we can better prepare our first responders and emergency service personnel. Since 2015, the Governance Committee has been able to constructively use its authority to enhance the facility's use by working collaboratively together as a single entity with the same visions and goals for long term sustainability.

Delivering training to those who run toward danger to help others can present challenges to the instructors. Firefighters and law enforcement officers have an inherent risk of injury on the job and at training. The risk of injury is clearly associated with physical attributes.

Vermont Fire Academy delivers training using national safety standards/models published by the National Fire Protection Association, coupled with Standard Operating Guidelines to address specific safety concerns. Title 20, Chapter 179 of Vermont Statutes requires that a Fire Training Council govern Fire Academy training.

Vermont Police Academy delivers training through rules outlined in the Vermont Criminal Justice Training Council Administrative Procedures, Vermont Statute, State and Federal court decisions (which evolve and change regularly), nationally recommended best practices from a host of different law enforcement entities such as the International Association of Police Chiefs (IACP), The International Association of Directors of Law Enforcement Standards and Training (IADLEST), and expert committee recommendations.

SCOPE AND OVERVIEW

- General overview of training
- Injuries reported in 2019
- Mitigation and Prevention

EXECUTIVE SUMMARY

The Training Center Governance Committee convened with members of the Safety Subcommittee with respect to the content in this legislative report. Law enforcement and firefighter training occur on campus in Pittsford and off campus throughout the state. The Fire Academy relies on two national safety standards and Standard Operating Guidelines to guide instructors through a consistent application of course delivery. The Vermont Police Academy follows rules, statutes, best practices, and court rendered decisions. Both are specified below:

Vermont Fire Academy:

- National Fire Protection Association (NFPA) Standards. NFPA 1403 – *Standard on Live Fire Training Evolutions* is applied to ensure the safety of instructors and students.
- The Fire Academy has created a rehabilitation program based on NFPA 1583 - *Standard on Health-Related Fitness Programs for Fire Department Members* to ensure all personnel are physically capable of starting and continuing strenuous activity.
- The Fire Academy follows Vermont Fire Service Training Council approved Standard Operating Guidelines, Procedures and a Fire Instructor Handbook to ensure training is delivered as a safe as possible in a consistent manner.

Vermont Police Academy

- Training is delivered through rules outlined in the Vermont Criminal Justice Training Council Administrative Procedures.
- Vermont Statute include 20 V.S.A. § 2351, 20 V.S.A. § 2352, and 20 V.S.A., Chapter 151
- State and Federal court decisions which evolve and change regularly.
- Nationally recommended best practices from a host of different law enforcement entities such as the International Association of Police Chiefs (IACP), The International Association of Directors of Law Enforcement Standards and Training (IADLEST), and expert committee recommendations.

In calendar year 2019, the Vermont Fire Academy trained approximately 1,200 students in various curriculums, while the Vermont Police Academy trained 75 law enforcement officers in Level – III basic training and 36 law enforcement officers in Level – II basic training programs. Over 5,089 individuals attended in-service training programs. In 2019, there were no firefighter injuries and twenty-seven law enforcement injuries. It should be noted that the reporting policies between the two agencies now mirror each other.

The movement by both agencies to work together and share policies has become more noticeable as a result of the inception of the Training Center Governance Committee and the Safety Subcommittee. In addition to the Safety-Sub Committee meetings, staff from the Police and Fire

Academies meet regularly to share information. Examples of this are evident throughout this document. It is also clear both agencies examine past injury reports to understand how to prevent future injuries. The committee looks at proactive ways to reduce the overall number of injuries through programs like Exertional Heat Stroke recognition training for our instructional staff.

The Fire Academy and Police Academy have well-established protocols on reporting injuries and when considering how many students are trained in a year in the respective professions, the training center continues to have an excellent safety record.

JOINT INITIATIVE ON REPORTING POLICY

An Injury Report Form was created jointly by the Vermont Police Academy and Vermont Fire Academy. Instructor(s) administering training in which an injury or illness is reported are required to submit an Injury Report Form documenting the event. This reporting tool allows for the collection of information from multiple people. All reports are reviewed by the Safety Sub-Committee as needed and presented to the Training Center Governance Committee with recommendations on how to reduce or mitigate the injury/illness. Any injury that is defined by OSHA 300, as a recordable work-related injury and illness are those that result in one or more of the following: medical treatment beyond first aid, one or more days away from work, restricted work or transfer to another job, diagnosis of a significant injury or illness, loss of consciousness, or death will be reported appropriately documented within this report.

Students must make a first report of injury to their local agency, while the Vermont Fire Academy Site Coordinator files any staff reports with the Vermont Department of Human Resources. Additionally, the employing agency of the injured student is notified of the injury and the circumstances surrounding the incident. If the student works for a municipality, the Vermont League of Cities and Towns (VLCT) is notified. All First Reports of Injury and Instructor Injury Report Forms are stored confidentially.

The Safety Sub-Committee and members of the Governance Committee have created this single injury reporting form to bring a consistent approach to evaluating injuries. The Governance Committee is committed to reducing injuries on and off campus.

POLICE AND FIRE ACADEMY'S INJURY REPORTS

The following are the individual reports for the Police and Fire Academy as submitted by both agencies. The report reflects training related injuries from January 1, 2019 through December 20, 2019. The individual report includes current injury reporting data, explanation of injuries, and the mitigation and prevention of future injuries.

Vermont Police Academy Injury Report:



The Vermont Police Academy administers training in accordance with rules outlined by the Vermont Criminal Justice Training Council Administrative Procedures, Vermont Statutes, Federal Law, State and Federal court decisions (*evolving regularly*) and nationally recommended best practices from entities such as the IACP, IADLEST, CALEA, ASCIA, FOP, etc. The Vermont Criminal Justice Training Council authorizes several specialized committees and appoints individuals with recognized expertise to serve on them. These committees further recommend practices and policies to aid in governing Academy operations. The Academy utilizes a comprehensive manual of internal standard operation procedures to further guide operations and processes.

The mission of the Vermont Criminal Justice Training Council is to improve public safety by promoting excellence in law enforcement through the implementation of the highest standards for training, certification, and recognized best practices. The Academy’s vision is to consistently advance standards of excellence within the law enforcement community. This is accomplished through the enlistment of the highest standards in training and professionalism, fostering partnerships, promoting teamwork and providing a modern, efficient, and welcoming training environment where everyone is encouraged and empowered to succeed.

Injury Mitigation & Prevention Measures:

Injury forecasting and prevention continue to be a priority for the Vermont Police Academy; the safety of trainees at the basic and in-service levels is always of paramount importance. All injury mitigation strides the academy has made have become a routine part of institutional culture. In addition to the steps taken in recent years, additional injury mitigation processes have been instituted. Academy staff are open to further methodologies and are constantly seeking ways to

not only improve training, but also to ensure training is administered in as safe a manor as possible. The academy continues to take a holistic approach to the physical and psychological safety of training participants. The injury mitigation and prevention methods outlined in this document are new for Calendar Year 2019. Please refer to prior publications of this report for a more thorough description of the academy's ongoing injury prevention and mitigation measures.

In 2019, the Vermont Police Academy instituted a new policy relative to heat-related illness and injury. The policy outlines and instituted heat related injury and illness procedures for training staff and provides a sound set of nationally recognized and structured guidelines for training when temperatures are elevated; all academy staff received training relative to the policy. This training included heat-related illness and injury recognition measures, heat related illness and injury first aid and heat index measurement device operation. Heat-related illness and injury signage was posted in the gymnasium as a further prevention and educational measure. Additional heat-related first aid equipment for emergency body cooling was implemented and is readily available for staff use, as well. It should be noted there were no emergency heat-related illnesses or injuries at the police academy prompting the development of the aforesaid policy and related training. The initiative for the policy, subsequent staff training and use of a heat index measurement device were proactive measures as the academy continues to evolve in its mission to ensure training is conducted as safely as possible.

Another step the academy has taken was to institute a written waiver for students prior to their participation in any use-of-force related training involving psychomotor skills. This was instituted at both the recruit and in-service training levels. When recruits attend the academy for basic training, they sign a blanket waiver which is included in their application packets. Traditionally, prior to the commencement of use-of-force training, recruits were thoroughly provided pertinent information and briefed relative to the assumption of risk that injury is possible given the nature of this type of training. The warning and assumption of risk had been provided for decades and is not new; it was administered in an academic classroom setting along with an accompanying visual presentation. This year, an additional use-of-force training written waiver was instituted, which thoroughly outlines not only the assumptions of possible risk, but further emphasizes participant responsibilities regarding safe training practices, injury reporting and proper training processes, as outlined by course instructors. Use-of-force training participants are read the waiver aloud, initial each portion outlined and sign the form to ensure thorough understanding and agreement of participant responsibilities. It is hopeful this additional level of documentation will ensure each student was attentive when safety processes are explained and will not behave irresponsibly.

In the past, fire drills were routinely administered for recruits during basic training, but in recent years, they have declined and have become more sporadic. This past year, fire drills have been routinely instituted for basic training recruit classes to ensure they are realistic and timely. Although the police academy is equipped with a robust fire suppression system, the structure is old and this, coupled with recruits sleeping overnight on upper floors, creates additional risk should a fire or other evacuation necessity occur. Fire drills are now administered during the first week of recruit basic training, after hours and shortly after recruits go to bed. The drills are administered in cooperation with Buildings and General Services staff to activate the alarm system and notify the fire alarm company of the drill. Recruits exiting the building and assembling at their designated safety location on campus are timed for speed, and a census is immediately administered.

Routinely, classes exit the building and fully assemble in less than two minutes. Fire drills, although simple and basic in their administration, have become another routine part of the safety processes instituted at the police academy.

Injury tracking for recruits has always been a priority for staff at the academy. Often, trainees must attend appointments and follow-up visits with physicians, physical therapists, etc. To better track recruit injury related progress, a tracking board has been instituted for use by basic training staff. The board tracks upcoming appointments, so staff can be more acutely aware and have further accessibility to recruit needs for planning purposes. The implementation of the board allows for further advance notice, so better planning and preparation can occur for trainees. This may seem like a simple measure, but when a recruit needs to travel to an appointment that occurs during training, they not only may need transportation, but will often need to make-up time missed and be provided with additional training materials.

2019 Injury Report:

The following represents injuries reported and documented for Calendar Year 2019. It should be noted some of the incidents cited are the same recruit with more than one occurrence and not different individuals.

- On 02-12-2019, a recruit sustained a bone bruise on a knee during physical training (exercise), which happened during a circuit. The recruit was seen by Occupational Health and received subsequent physical therapy and cleared. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.
- On 02-13-2019, a recruit injured a knee while standing up from a mat during use-of-force training. The recruit was seen by Occupational Health and received subsequent physical therapy and cleared. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.
- On 02-13-2019, a recruit pulled a neck muscle during use-of-force training while being taken down to the mat by a fellow recruit. This was an aggravation of an injury that occurred prior to attending the academy. The recruit was seen by Occupational Health and received subsequent physical therapy and cleared. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.
- On 02-19-2019, a recruit sustained a hamstring strain that occurred during physical training (exercise), while running. The recruit was seen by Occupational Health and received subsequent physical therapy and cleared. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.
- On 03-04-2019, a recruit complained of a sore finger after dropping a dumbbell on it during physical training (exercise). The recruit was seen by Occupational Health and received

subsequent physical therapy and cleared. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.

- On 03-06-2019, a recruit complained of general knee soreness during physical training (exercise). The recruit was seen by Occupational Health, bought new athletic footwear and no longer complained of soreness. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.
- On 03-12-2019, a recruit complained of knee soreness, but was unable to pinpoint an event in which the soreness occurred. The recruit indicated the knee soreness could be felt during use-of-force training, physical training (exercise) and walking up and down stairs. The recruit was seen by Occupational Health and received subsequent physical therapy and cleared. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.
- On 03-12-2019, a recruit complained of pulling a hip muscle during physical training (exercise), while running. The recruit was seen by Occupational Health and received subsequent physical therapy and cleared. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.
- On 03-13-2019, a recruit complained of a knee injury which occurred while practicing sprawls during use-of-force training. The recruit was seen by Occupational Health one time and cleared. This recruit did not complete basic training; however, the departure from training was not related to this or any other injury. This injury was unique and did not display evidence of any type of pattern.
- On 03-14-2019, a recruit complained of shoulder pain while administering striking techniques during a use-of-force scenario. The recruit related it was an aggravation of a previous injury that occurred prior to attendance at the police academy. The recruit was seen by Occupational Health and received subsequent physical therapy and cleared. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.
- On 03-14-2019, a recruit complained of foot pain from an unknown event. The recruit was seen by Occupational Health and received subsequent physical therapy and cleared. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.
- On 03-14-2019, a recruit complained of a strained ankle, which was an aggravation of a previous injury that occurred prior to attendance at the police academy. The recruit was unable to pinpoint a specific event, which aggravated the injury. The recruit was seen by Occupational Health and received subsequent physical therapy and cleared. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.

- On 03-18-2019, a recruit complained of an ankle strain, which occurred during general physical training (exercise). No one specific event was noted to be a causal factor. The recruit was seen by Occupational Health and received subsequent physical therapy and was cleared. This recruit did not complete basic training; however, their departure from training was not related to this or any other injury. This injury was unique and did not display evidence of any type of pattern.
- On 03-20-2019, a recruit struck another recruit in the eye with a strike bag during a physical training session. The recruit was seen by Rutland Eye Physicians and cleared. The injury resolved itself in a few days without issue. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.
- On 03-29-2019, a recruit complained of an injured shoulder which occurred while falling backwards during a use-of-force training scenario. The recruit stated the injury happened during an attempt to regain balance. The recruit was seen by Occupational Health and received subsequent physical therapy and cleared. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.
- On 04-22-2019, a recruit complained of chest pain. The complaint was random and did not occur during a specific activity. The recruit was first seen at the emergency room and subsequently at the Cardiac Center and cleared. The recruit was able to complete basic training and graduate. This complaint was unique and did not display evidence of any type of pattern.
- On 05-01-2019, a recruit complained of neck pain and stiffness, which did not occur from any one specific event. The recruit was seen at the emergency room and cleared. The recruit was able to complete basic training and graduate. This complaint was unique and did not display evidence of any type of pattern.
- On 05-06-2019, a recruit sustained an ankle sprain while playing basketball during physical training (exercise). The recruit was seen by Occupational Health, had physical therapy and was cleared. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.
- On 05-07-2019, an in-service K-9 officer was at the academy for in-service training. During bite-work, the officer related a bruise was sustained on a forearm resulting from a dog bite. The officer was wearing a leather bite sleeve designed to aid in injury prevention. The officer related the bite occurred on a portion of the sleeve with less protection. The officer was seen by a physician and cleared; there was no sustained injury or loss of work.
- On 08-05-2019, during day-1 of basic training, a recruit complained they felt light-headed, nauseous and cramped. Rutland Regional Ambulance was present on scene as a precaution, given it was the first day of basic training and having medical personnel at the academy is routine on this day. The recruit was found to be dehydrated, drank more fluids and was cleared. No further issues arose with this recruit and the recruit graduated from

basic training without incident. This issue was unique and did not illustrate any type of pattern.

- On 08-28-2019, a recruit sustained a shoulder injury during use-of-force training. The recruit related this occurred while being manipulated into a prone position following a ground control hold executed by their training partner. The recruit initially was seen by Occupational Health and subsequently received physical therapy and cleared. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.
- On 08-28-2019, a recruit reported bruising and swelling on a left-hand ring finger and a portion of the back of the same hand. This report was made following the completion of a use-of-force scenario, although no specific event during the scenario was identified as a causal factor. No medical treatment was sought by the recruit and the bruising cleared without any sustained injury. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.
- On 09-19-2019, a recruit fell out of their bed while waking up. Although the recruit did not strike their head, a complaint of dizziness was made following the event. The recruit was seen at the emergency room and diagnosed with a minor concussion. The recruit was cleared after a follow-up visit. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.
- On 09-28-2019, an in-service officer attending Ground Fighting Instructor School related while practicing a grounded shoulder lock, the feeling of a 'pop' was felt along with an audible sound coming from a left shoulder. The officer cited no pain was felt until experiencing soreness the next morning. Subsequently, the pain decreased the following day and was described as "*mild.*" The officer related the technique in which the injury occurred was being practiced with a partner who was "*not applying much force and was performing the technique correctly.*" The officer reporting this injury was able to successfully complete this one-week instructor certification training. No medical attention was sought at the time and no additional reports of this injury becoming more serious were reported. This injury was unique and did not display evidence of any type of pattern.
- On 09-26-2019, a recruit reported they started noticing what were suspected to be shin splints. The recruit related the shin pain being experienced commenced prior to entering the police academy basic training program. The recruit cited the shin pain was subsequently aggravated by physical training. The recruit was seen by Occupational Health and diagnosed with a stress fracture. The recruit was eventually cleared, able to complete basic training and graduate. This injury was pre-existing, unique and did not display evidence of any type of pattern.
- On 09-30-2019, a recruit was helping unload driving range supplies for driver training from a storage shed and rolled their right ankle. This occurred while exiting the shed carrying equipment. The recruit was taken to the emergency room and evaluated, which concluded the recruit suffered an ankle sprain. The recruit received subsequent follow-up evaluation

with Occupational Health and was cleared. The recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.

- On 10-01-2019, a recruit had a negligent discharge of a firearm while undertaking a drill in the indoor firing range. The recruit did not adhere to critical safety standards, placing their forefinger on the trigger when drawing their agency-issued duty weapon from the holster. The round of ammunition passed through the recruit's holster, grazing the right thigh, causing an abrasion and burn; there was no penetration of the round to the body. As a precaution, the recruit was examined at the emergency room and cleared. The recruit was suspended from training, as the negligent weapon discharge was a serious incident and contrary to training standards previously trained and implemented. This injury was unique and did not display evidence of a pattern.
- On 10-14-19, a recruit reported experiencing pain in a right pectoral muscle after doing pullups during physical training. The pain continued subsequently after exercise was completed that day. The recruit iced the affected area and took ibuprofen. The recruit refused medical attention and related they would continue to monitor the affected area and report if the pain continued or worsened. The recruit's injury cleared itself and the recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.
- On 11-12-19, a recruit was participating in a patrol procedures use-of-force role playing scenario. During the scenario, the recruit had an instructor roll over him while attempting to make an arrest. The recruit sustained a small bruise on his face as a result. No medical attention was sought following this event. The recruit's abrasion cleared itself without complication and the recruit was able to complete basic training and graduate. This injury was unique and did not display evidence of any type of pattern.
- On 11-07-19, a recruit reported they aggravated a pre-existing (*prior to attending the academy*) slipped disc in their back. This occurred while lifting weights during independent, self-directed, physical training. The recruit remarked if they had done proper preparation and warm-up prior to this event, this may have been prevented. The recruit requested to be evaluated by a physician. The aggravation of this pre-existing injury did not prevent the recruit from completing basic training and they were able to graduate. This injury was unique and did not display evidence of any type of pattern.

Conclusion:

There was a total of 30 injuries reported in 2019. This report illustrates **every** known report. Many of the reported injuries required only basic first aid, if that, and were not considered reportable by OSHA standards, as no medical treatment was sought. Every known reported injury was included in this publication to illustrate the detailed level of tracking and continued commitment the police academy takes to mitigate, investigate and prevent injury, despite the often rigorous and arduous demands required for training law enforcement officers both at basic and in-service levels.

Additionally, in 2019 the International Association of Directors of Law Enforcement (IADLEST) completed an audit of the Vermont Police Academy’s Use-of-Force Training. This report stated in part... *“according to the U.S. Bureau of Labor and Statistics, police officers are injured on the job more than most occupations. Non-fatal injury rates for police officers that required days away from work ranged between 4.8% to 6.0% annually. Similar to the basic academy environment, the majority of on-the-job injuries for active police officers occurs during physical exertion (e.g. running) or when using force. From 2016 to 2019, less than 1% of reported Vermont Police Academy injuries resulted in time away from training.”*

The report also concluded... *“Like other police academies across the United States, the Vermont Police Academy has demonstrated a commitment to reducing the risk of injury while delivering training designed to prepare recruits for real-world encounters and situations.”*

The report further related... *“An accurate comparison between injury rates with other state academies could not be made because Vermont Police Academy reporting is more detailed. In many other states, injuries are only recorded when a worker’s compensation claim is filed, and these records are not readily available. However, the Vermont Police Academy reports all injuries to include those that do not require any follow-up medical treatment at an emergency room or by a physician. Unlike most police academies, the Vermont Police Academy identified the training venue when the injury occurred (e.g., while running during daily physical training; while performing static use-of-force drills, etc.). The detailed reporting and documentation of injuries by the Vermont Police Academy allows staff to make targeted changes in training to mitigate risk even further.*

The IADLEST report made some recommendations to improve training and documentation specific to use-of-force. The Police Academy has taken steps to implement some of these recommendations, such as better scripting role-playing scenario assessment criteria for instructors. The reworked scenario scripts are expected to better articulate the steps instructors take during a scenario, based on student behavior. The Vermont Criminal Justice Training Council is presently assessing some of the report’s other recommendations to determine relevance and prudence.

2019 Police Academy Individual Injury Chart:

INJURY TYPE	OCCUPATION	LOCATION	COURSE NAME	ER / DR	Met OSHA 300 Reporting Requirements	COMPLETED TRAINING
Bone Bruise	Police Officer	VPA Gym	Physical Training	Yes	Yes	Yes
Knee Strain	Police Officer	VPA Gym	Physical Training	Yes	Yes	Yes

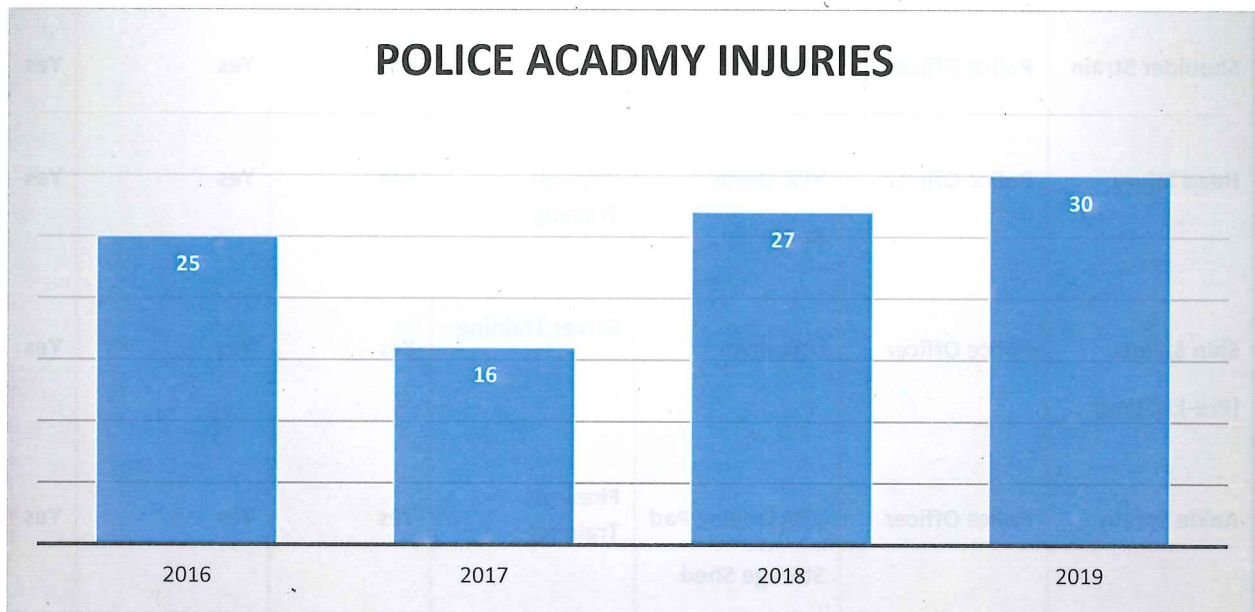
Neck Strain (Pre-Existing)	Police Officer	VPA Gym	Use-of-Force	Yes	Yes	Yes
Hamstring Strain	Police Officer	VPA Grounds	Physical Training	Yes	Yes	Yes
Finger Bruise	Police Officer	VPA Gym	Physical Training	Yes	Yes	Yes
Knee Soreness	Police Officer	Unknown	Physical Training	Yes	Yes	Yes
Knee Soreness	Police Officer	Unknown	Unknown			
Pulled Hip Muscle	Police Officer	VPA Gym	Physical Training	Yes	Yes	Yes
Knee Pain	Police Officer	VPA Gym	Use-of-Force	Yes	Yes	Yes
Shoulder Pain (Pre-Existing)	Police Officer	VPA Gym	Use-of-Force	Yes	Yes	Yes
Foot Pain	Police Officer	Unknown	Unknown	Yes	Yes	Yes
Ankle Strain (Pre-Existing)	Police Officer	Unknown	Unknown	Yes	Yes	Yes
Ankle Strain	Police Officer	Unknown	Physical Training	Yes	Yes	Yes
Ankle Strain	Police Officer	Unknown	Use-of-Force	Yes	Yes	Yes

Eye Injury	Police Officer	VPA Gym	Use-of-Force	Yes	Yes	Yes
Shoulder Injury	Police Officer	VPA Gym	Unknown	Yes	Yes	Yes
Chest Pain	Police Officer	Unknown	Unknown	Yes	Yes	Yes
Neck Pain & Stiffness	Police Officer	Unknown	Basketball	Yes	Yes	Yes
Ankle Sprain	Police Officer	VPA Gym	K-9 Training	Yes	Yes	Yes
Dog Bite	Police Officer	VPA Grounds	Use-of-Force	Yes	Yes	Yes
Shoulder Strain	Police Officer	VPA Gym	Fell Out of Bed	Yes	Yes	Yes
Head Injury	Police Officer	VPA Dorm Room	Physical Training	Yes	Yes	Yes
Shin Splints (Pre-Existing)	Police Officer	Unknown	Driver Training	Yes	Yes	Yes
Ankle Sprain	Police Officer	VPA Driving Pad Storage Shed	Firearms Training	Yes	Yes	Yes
Leg Burn	Police Officer	Indoor Firing Range	Physical Training	Yes	Yes	No – Exit from training was not related to injury

Back Strain (Pre-Existing)	Police Officer	VPA Gym		Yes	Yes	Yes
-------------------------------	----------------	---------	--	-----	-----	-----

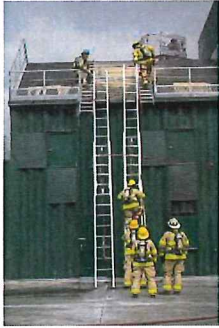
OSHA 300 Recordable work-related injuries and illnesses are those that result in one or more of the following: medical treatment beyond first aid, one or more days away from work, restricted work or transfer to another job, diagnosis of a significant injury or illness, loss of consciousness, or death.

Police Academy Annual Injuries Reported:



NOTE: This table reflects all injuries identified by the Vermont Police Academy, even those considered non-reportable by OSHA.

Vermont Fire Academy



Description of Injury Reporting:

Injuries to Vermont Fire Academy staff and students requiring more than basic first aid are reported and documented by the Instructor In-Charge utilizing the Injury Report Form used by both the Vermont Fire Academy and Police Academy. This form is completed at the time of incident. The Instructor In-Charge follows all instructions that are included with the Injury Report Form and notifies the Site Coordinator of the incident as soon as possible. The Site Coordinator makes other notifications that are required and will follow up with the student's agency point of contact to inform them of what happened and remind them to file a First Report of Injury. An investigation is then done by the Site Coordinator to determine what happened and how to prevent further incidents if possible. The Vermont Fire Academy Site Coordinator will file any staff reports of injury with the Vermont Department of Human Resources.

Summary of Injury Handling:

When someone becomes injured and needs more than basic first aid, or experiences a medical event while participating at any Vermont Fire Academy function medical assistance is called for immediately. The majority of Vermont Fire Academy staff and students are also medically trained, and we have the essential first response equipment to begin assessment and treatment while waiting for local emergency services to respond. Once emergency services have arrived, patient care is turned over to them. No Vermont Fire Academy Instructor or Student shall return to any form of Fire Academy activity without a formal physician's letter stating the persons allowable level of activity.

2019 Injuries and Mitigation:

In 2019 there were no reportable injuries incurred at the Fire Academy. Outlined below are changes made at the Fire Academy to ensure that the training sites, instructors, and students are prepared for safe and successful training.

Prevention:

In the last three years the Vermont Fire Academy has made great strides toward improving safety and has continued to try and be proactive instead of reactive. Using this mindset, we have seen a steady decline in the occurrence of injuries during training. We are proud to say that in 2019 we have no injuries to report. This can be attributed to advances in technology/equipment, safety practices, and continuing to challenge ourselves to be more vigilant about safety while increasing our workload.

In the 2018 report, we spoke about equipment purchases we would be making through funding from the 2016 Assistance to Firefighters Grant (AFG). These purchases included three new Automated External Defibrillators, two misting fans, and a vital sign monitor. As previously stated, the additional AED's allow us to send an AED to practical training days at our courses and programs while being able to keep units in place on campus. The misting fans were utilized heavily in the warmer months for keeping participants cool that had been working in the burn building or doing other strenuous activities. The new vital sign monitor has been a great tool, replacing our old monitor which was no longer reliable. The new monitor gives us the added ability to take carbon monoxide readings in a person's blood stream as well as body temperature readings. These features along with blood pressure, heart rate, and oxygen saturation readings allow us to efficiently monitor students and instructors in accordance with our Rehabilitation Policy.

The Fire Academy purchased a new ice machine with large capacity storage to replace our older small machine that no longer met our needs. The main purpose of this tool is to combat exertional heat stroke by submerging an overheated person in distress into an ice bath as a means of rapidly cooling their core body temperature. Additionally, we can add ice to our misting fans and drinking water. The ice is available to all other entities on campus, and we have storage coolers to take ice to off-campus training events where the need for rapid cooling could be needed.

As stated in last year's report, we have been working on revising our Rehabilitation Policy and writing our Live Fire Policy, both documents have seen advancement. At this time the Rehabilitation Policy is out for review in its final draft form and should be fully implemented at the time of this documents publishing. Revisions to the policy include updates to the latest editions of NFPA 1583, Standard on Health-Related Fitness Programs for Fire Department Members, as well as updates on the prevention and treatment of heat stress and use of our wet bulb globe

thermometer. This part of the policy should mirror the policies of Vermont State Police, Urban Search and Rescue Team, and the Vermont Policy Academy with the only potential differences being levels of activity verses rest based on firefighter activities. The Live Fire Policy is still in the first draft form and will be completed by next year's report, however portions of the policy that are completed have been implemented at this time.

New this year, we conducted student blood pressure screenings within our Firefighter Programs. Hypertension is a major contributing factor to sudden cardiac death which is the leading cause of death in Firefighters. This screening allows us to identify students with hypertension and provide them with educational materials to aid in controlling their blood pressure and where necessary, recommend that they seek medical attention to control their blood pressure, thus keeping them active in the fire service. We remain diligent in assessing participants in physically demanding training as a part of our Rehabilitation Program. Each year, several participants are disqualified from participating in training events due to hypertension. This screening now serves as a proactive step in reducing risk factors.

Cancer is a far to common word associated with firefighters. Firefighters on average have a 15% higher chance of getting cancer in comparison to the average person and have a 200% greater chance of being diagnosed with certain types due to the chemicals and particulates they are exposed to. In efforts to keep firefighters safe at our training events and promote safe practices at home we have started the initiative where all live fire participants bag their turnout gear and self-contained breathing apparatus in heavy duty trash bags which are secured with a security tie when they are done with the training event. We also have specialty wipes to be used to keep potentially exposed body areas clean of containments. In addition to the bags and wipes each participant is given a brochure on firefighter safety and cancer prevention, our hope is that the orange bags that we use will become common place and utilized by fire departments all over the state.



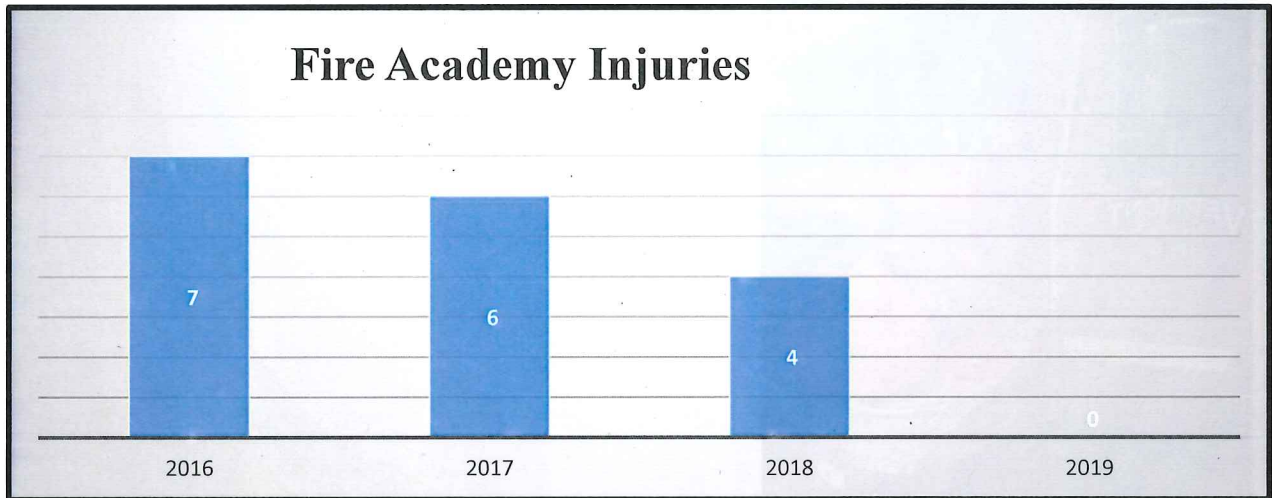
In September of 2019 the Fire Academy acted as the host location for a training on “Reducing the Risk”. The training discussed several components of firefighter health and safety ranging from health screenings to protective equipment. This training was attended by several academy staff as well as firefighters from all over the state. Hosting training events like this not only helps us at the Academy but firefighters throughout the state. As we move forward into the new year, we hope that our zero-injury status will continue but at the same time know that accidents do happen, and we are training firefighters to do an inherently dangerous job. That said we will continue looking forward and exploring new equipment, options, and ideas that will make safer and more prepared.

2019 Fire Academy Individual Injury Chart:

INJURY TYPE	OCCUPATION	LOCATION	COURSE NAME	ER / DR	Met OSHA 300 Reporting Requirements	COMPLETED TRAINING
None 2019	in N/A	N/A	N/A	N/A		N/A

* OSHA 300 Recordable work-related injuries and illnesses are those that result in one or more of the following: medical treatment beyond first aid, one or more days away from work, restricted work or transfer to another job, diagnosis of a significant injury or illness, loss of consciousness, or death.

Fire Academy Annual Injuries Reported:



FIRE AND POLICE INJURY OVERVIEW/SUMMARY

The goal of both Academies is to not have any injuries, and to minimize those situations where injuries may occur. Certainly, the demand for realistic physical activity including running, raising and climbing ladders, lifting equipment, engaging in one on one restraint drills, using heavy equipment, training with animals or doing routine drills exposes the students and instructors to many hazardous conditions. Well-planned activities with strict monitoring by trained professionals allows for a reduction in all injury areas.

The Safety Sub-Committee conducts after action reviews of injuries and identify any potential cause. Depending on frequency or severity, we initiate modifications to mitigate future injuries whenever possible. It has also become a practice to be proactive and identify those situations that might cause injuries and determine how to lessen the risk.

Considering the volume and intensity of training for fire fighters and law enforcement officers in a myriad of disciplines, demanding psychomotor skills from students (use-of-force, patrol procedures, firearms, K-9 training, etc.), injuries are minimal. Students are frequently briefed on injury mitigation and reporting, provided adequate warm-ups (when appropriate) and given protective gear when injuries are foreseeable. Furthermore, instructors are trained in injury prevention and first aid / CPR. First aid kits are readily available to students and instructors and personnel with higher levels of medical training are identified beforehand in case an injury occurs.

