

2022 LEGISLATIVE REPORT

TRAINING CENTER GOVERNANCE COMMITTEE SAFETY REPORT

Submitted January 2023

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



2022 TRAINING CENTER GOVERNANCE COMMITTEE SAFETY 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 report was prepared by the members of the Training Center Safety Subcommittee and approved by the subcommittee on December 29, 2022. The report has been reviewed and approved by the Training Center Governance Committee and is hereby presented to the General Assembly.

Safety Subcommittee Members:

Lindsay Thivierge, Director of Administration
Vermont Police Academy

Michael Skaza, Chief of Training
Vermont Fire Academy

Ben Whalen, Site Coordinator
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Rebecca White, Risk Management Director
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Michael Desrochers, Executive Director
Division of Fire Safety
Chair, Training Center Governance Committee

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Heather Simons, Executive Director
Vermont Criminal Justice Council
Vice-Chair, Training Center Governance Committee

Date

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 and procedures 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 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.

While many of the community based COVID restrictions were relaxed in 2022, the Police and Fire Academies maintained modified mitigation measures to safely train emergency responders. We continued our focus on providing safe environments where cognitive learning involved full student participation and psychomotor skills were practiced and tested in a manner that continued to maintain a high standard. In 2022, the Police Academy reported 20 COVID-19 cases and the Fire Academy reported 15.

In 2022, the Vermont Fire Academy trained approximately 394 students within certification programs and 620 in non-certification courses. The Vermont Police Academy trained 53 law enforcement officers in Level – III basic training, 54 law enforcement officers in Level – II basic training programs, and 1,121 hours of non-certification training to over 1,200 Vermont Law Enforcement officers. This represents a large increase in annual enrollment for both the Police Academy and the Fire Academy. Both training academies experienced an increased number of injuries this year with the Police Academy reporting 37 and the Fire Academy reporting 6. This increase does have a correlation to the increased enrollment.

The Fire Academy and Police Academy are maintaining well-established protocols on preventing, reporting, and investigating injuries. The training center continues to have an excellent safety record given the high number of student encounters and high-risk training activities that we deliver each year. Both agencies continue to take advantage of the benefits of working together and the sharing injury reporting policies that have been fostered by the Training Center Governance Committee and the Safety Subcommittee. In addition to attending the Safety Subcommittee meetings, staff from the Police and Fire Academies meet regularly to share information. The Safety Subcommittee continues to examine injury reports to understand how to prevent future injuries. The committee looks at proactive ways to reduce the overall number of injuries through programs. Together, we developed joint solutions to complex safety issues such as preventing exertional heat-related illness during training and mitigating the spread of COVID during training programs.

In 2021 the legislature allocated \$50,000 in capital funding for a two-part study to address safety issues within two separate buildings. The first part of the study is to determine if a roof can be installed over the small arms range to eliminate ice accumulation that occurs in the winter months and to suggest a design and provide a cost estimate for a new roof system. The second part of the study is to assess the interior spaces within the Main Building, Gym, and West Cottages to determine if existing spaces can be reconfigured to meet current use needs. This study will provide a vision for future projects and funding requests through the Capital Bill. These projects were completed late in 2022 and the reports are currently be reviewed and analyzed by the Department of Buildings and General Services and the Governance Committee.



The Small Arms Range is uncovered and fills with ice and snow in the winter months.

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 with the same visions and goals for long term sustainability.

Delivering training to those who respond to and manage dangerous situations 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 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.

JOINT INITIATIVE ON INJURY 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 is reported are required to submit an Injury Report Form documenting the event. This reporting tool allows for the collection of information from all parties involved and witnesses. All reports are reviewed by the Safety Subcommittee as needed and presented to the Training Center Governance Committee with recommendations on how to reduce or mitigate the injury. 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, loss of consciousness, or death will be reported appropriately and documented within this report.

POLICE AND FIRE ACADEMY INJURY REPORTS

The following are the individual reports for the Police and Fire Academies as submitted by both agencies. The report reflects training related injuries from January 1, 2022 through December 12, 2022. The individual report includes current injury reporting data, explanation of injuries, and the mitigation measures employed to prevent future injuries. The Safety Committee met periodically throughout the year to review past and future program deliveries to ensure best safety practices are in place.



Recruits at Flag Call.



Recruit driving on the driving pad.



Recruit teambuilding.

Vermont Police Academy

The Vermont Police Academy administers training under rules outlined by Vermont Criminal Justice 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 Council (Council) is comprised of 24 members, twelve preexisting members, and twelve new members, which include seven Governor appointees and five new positions. With the vision to create lasting community partnerships and high standards of excellence, the Vermont Criminal Justice Council created 17 subcommittees and working groups to focus on the overall mission of safety and excellence in Vermont law enforcement. These committees further recommend best practices and policies to aid in governing Academy operations. The Academy utilizes a manual of internal standard operating procedures to further guide operations and processes.

The mission of the Vermont Criminal Justice 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 Prevention Measures

Law enforcement numbers have been consistently decreasing over the last couple of years leading to critical shortages throughout the state. These shortages paired with a process of evaluating potential disparities in the training landscape caused the Council to research and

implement new entry standards for the Vermont Police Academy. Previous physical testing and training were based on the Cooper Standards which were deemed invalid as a standard. Through a re-evaluation of our physical entry standards, a 2000-meter row was implemented, and physical training was adjusted to elevate varying levels of physical fitness. As part of this evaluation Academy staff track all injuries, both reportable and not, to evaluate where training needs to be adjusted and areas to focus on injury prevention. 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 manner 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 2022. Please refer to prior publications of this report for a more thorough description of the Academy's ongoing and evolving injury prevention and mitigation measures.

COVID-19 Mitigation

COVID-19, although not as present in the community, does continue to fluctuate and COVID response is consistently evaluated for training impacts. Response protocols allowed us to shift when required. There were three classes in the past year impacted by COVID-19, remote learning was implemented and through quick action and monitoring staff only had two weeks out of forty-two weeks where training was impacted by COVID-19. A total of 20 students overall were given a positive diagnosis of COVID-19. The fluctuating risks that continue to impact the community with variants, keep the Academy vigilant in its operations, especially during the residential programs. Academy staff continue to evaluate procedures and mitigation strategies for COVID-19 to decrease the overall impact on law enforcement and the community. This year's report focuses on COVID-specific changes the Academy has enacted to continue to train Vermont's law enforcement officers at all levels spanning from basic Level-II and Level-III to advanced in-service training.

Academy staff has worked tirelessly to implement a plan to continue to train a full class of recruits which has at times included more stringent measures of operation even when the State increased freedom in the community through the Vermont Forward Plan. During the high points of COVID-19, the class sizes were limited to accommodate additional safety measures in the facility. Due to this inability to operate at full mass and with law enforcement numbers being critically low the Academy had added another Level III class for 2021 which crossed over into 2022. Although COVID measures have been relaxed throughout the state and nation we continue to monitor health risks that impact our communities and improve our facility and operations so that we are able to shift into COVID-ready mode should the need arise.

Additional funding has been approved to purchase COVID-19-related equipment. This includes scenario-based training props that are easy to sanitize, virtual-based simulation training upgrades, sanitization measures, as well as projectors and sound equipment so instructors and staff can deliver in-service training off-site and remotely. Academy staff continue to evolve and work to maintain standards in this new world environment.

2022 COVID-19 Cases

The 112th Basic – October 25, 2022 – February 25, 2022

- 8 students were diagnosed with COVID after January 1, 2022.
- 1 week was affected by COVID.

The 113th Basic – March 21, 2022 – July 15, 2022

- 11 students were diagnosed with COVID.
- 1 week was affected by COVID.

The 114th Basic – August 22, 2022 - December 16, 2022

- 1 student was diagnosed with COVID.
- No weeks were affected by COVID.

CY/2022 Injury Report

The following represents injuries reported and documented by the Vermont Police Academy for Calendar Year 2022:

Concussion – January 10, 2022

A Level-III recruit sustained a concussion while running during a PT test. The recruit slipped on ice in an area that had been demarcated as unsafe by staff. The recruit was evaluated by the class medic who determined that the recruit had concussion symptoms and was then taken to the Emergency Room for further evaluation. The recruit was assigned a regime that included no physical exercise (unless walking), rest, and no screen time. Staff continued to monitor the recruit and a subsequent appointment was made for the VOC Concussion Clinic. Evaluation following this injury revealed nothing could have been done to prevent the injury from occurring. This individual was unable to complete Level-III phase training following this incident.

Shoulder Pain – January 25, 2022

A Level-III recruit experienced pain in their shoulder the day after Use of Force training but could not articulate a specific exercise or moment when the injury occurred. The recruit declined medical treatment. Staff evaluated the injury and determined a follow-up appointment should be made at OHP due to range of motion issues. Ice and over-the-counter pain relief were provided as needed. Alternative PT was assigned due to recovery restrictions. Evaluation following this injury revealed nothing could have been done to prevent this from occurring. The recruit was able to complete training.

Shoulder Pain – January 28, 2022

A Level-III recruit was lying prone during a Use of Force exercise, their partner was attempting to bring an arm up and back to the rear when the partner pulled up causing a sharp pain to start in the shoulder area. The recruit declined medical attention, was given ice, and ceased participation in use-of-force training for the remainder of the day. Evaluation following this injury revealed that nothing could have been done to prevent the injury. The recruit was able to complete training.

Head Injury - January 28, 2022

A Level-III recruit let go of their baton while participating in a Use-of-Force activity and hit themselves in the head. The recruit declined medical treatment. Evaluation following this injury revealed that a firmer grip on the baton could have prevented the injury. This recruit was able to complete basic training.

Wrist Pain – January 31, 2022

A Level-III recruit reported left wrist pain while grabbing and pulling objects. The recruit was seen by a class medic on the 28th after a Use-of-Force training, the recruit reported the injury on the 31st. Evaluation following this injury revealed nothing could have been done to prevent this from occurring. The recruit was able to graduate from basic training.

Back Pain – February 10, 2022

A Level-III recruit experienced pain in their lower back while working out. The recruit declined medical treatment. Ice and over-the-counter pain relief were provided as needed. Evaluation following this injury revealed proper form during lifting exercises could have prevented the injury. The recruit was able to graduate from basic training.

Ankle Injury – March 4, 2022

A Level-III recruit reported a right ankle injury obtained by slipping on the gym floor while doing a taser deployment. The recruit declined medical treatment. Evaluation following this injury revealed the recruit could have established better footing before advancing. The recruit was able to graduate from basic training.

Rib Pain - March 23-2022

A Level-III recruit reported a reinjury to the right back rib cage. While bench-pressing during PT the recruit felt a pop and a sharp pain. The recruit declined medical treatment and self-evaluated. The following day a doctor's appointment was made for further evaluation. The recruit was able to complete the training program.

Shoulder Strain – April 27-2022

A Level-III recruit reported a strain in their right shoulder following continuous use in use-of-force and PT. The recruit declined medical treatment. Ice and over-the-counter pain relief were provided as needed. Evaluation following this injury revealed nothing could have been done to prevent this from occurring. The recruit was able to graduate from basic training.

Eye Injury – May 5, 2022

A Level-III recruit experienced inflammation in their right eye following use-of-force OC training. The recruit requested medical treatment and was provided with eye drops to be used three times daily until the injury improved. Evaluation following this injury revealed nothing could have prevented this injury from occurring. The recruit was able to graduate from basic training.

Eye Injury – May 5, 2022

A Level-III recruit experienced irritation in their eye following use-of-force OC training. The recruit requested medical treatment and was provided with eye drops to be used three times daily until the injury improved. Evaluation following this injury revealed nothing could have prevented this injury from occurring. The recruit was able to graduate from basic training.

Eye Injury – May 22, 2022

A Level-III recruit experienced a corneal abrasion following use-of-force OC training. The recruit was too far away from the hanging mat when swinging and missed causing the mat to hit their face and open eye. The recruit requested medical treatment and was provided with ophthalmic ointment to be used every two hours the first day, every four hours the next day, and then four times a day the following day. Evaluation following this injury revealed that the recruit could have been more aware of their distance to the mat prior to engaging in the activity. The recruit was able to graduate from basic training.

Chest Pain – May 2, 2022

A Level-III recruit complained of chest tightness and pain during PT and after lunch. The recruit requested medical attention. Over-the-counter medication was provided as needed. Evaluation following this injury revealed that over-the-counter medication could have prevented this event from occurring. The recruit did not graduate from basic training but it was not medically related.

Knee Pain – May 24, 2022

A Level-III recruit reported right knee pain and stiffness following PT. Medical attention was requested the following day. Ice and over-the-counter pain relief were provided as needed. Evaluation following this injury revealed nothing could have been done to prevent this from occurring. The recruit was able to graduate from basic training without incident.

Back Pain – May 31, 2022

A Level-III recruit reported back pain from a pre-existing injury in 2017 aggravated by repeated use. The recruit requested chiropractic attention. The appointment provided no relief, and use-of-force scenario completion was delayed until the recruit was able to safely participate. Evaluation following this injury revealed that nothing could have been done to prevent this injury from occurring. The recruit was able to complete training.

Ankle Pain – June 1, 2022

A Level-III recruit reported a pinching pain on the inside and outside of their ankle when walking. This injury was reported after a use-of-force scenario that required wrestling a role player on the ground. The recruit declined medical treatment. Over-the-counter pain relief was provided as needed. Evaluation following this injury revealed that nothing could have been done to prevent this injury from occurring. The recruit was able to complete training.

Elbow Injury – June 1, 2022

A Level-III recruit reported an injury to their left elbow during use-of-force skills-building training. Their elbow popped during an armbar take-down and they experienced shooting pain in their shoulder when straightening their elbow. The recruit declined medical treatment. Ice and over-the-counter pain relief were provided as needed. Evaluation following this injury revealed that nothing could have been done to prevent this injury from occurring. The recruit was able to complete training.

Broken Tooth – June 9, 2022

A Level-III recruit reported a possible broken tooth while eating breakfast. The recruit scheduled an appointment with a local dentist. Evaluation following this injury revealed that nothing could have been done to prevent this injury from occurring. The recruit was able to complete training.

Syncope – July 12, 2022

An entrance testing candidate reported lightheadedness and syncope during the MMPI portion of entrance testing. Medical attention was sought by the Academy staff. Evaluation following this injury revealed that nothing could have been done to prevent this injury from occurring.

Rib Pain – July 25, 2022

A Level-III police officer reported a pop in their right upper rib followed by pain, during a Use-of-Force instructor training course. The officer declined medical treatment. Ice, rest, and over-the-counter pain relief were provided as needed. Evaluation following this injury revealed that nothing could have been done to prevent this injury from occurring. The officer was able to continue training and return to work.

Finger Injury – July 30, 2022

A Level-III police officer reported a laceration on the right ring finger near the nail bed with a possible break on the first knuckle. They requested medical treatment after training was completed. Wound care was provided immediately following the event. Evaluation following this injury revealed that nothing could have been done to prevent this injury from occurring. The officer was able to complete training.

Ankle Injury – August 4, 2022

An Academy staff member reported an ankle injury obtained while climbing a bank during K9 training. The staff member made a future Doctor's appointment. Evaluation following this injury revealed that nothing could have been done to prevent this injury from occurring. The staff member was able to complete training and continue working.

Back Pain – August 22, 2022

A Level-III recruit reported back pain with no known origin or precipitating event. They requested medical treatment after training was completed. Ice and over-the-counter medication were provided. The recruit requested medical treatment when the pain would not alleviate. Evaluation following this injury revealed that nothing could have been done to prevent this injury from occurring. The recruit was unable to complete training.

Finger Injury – August 22, 2022

A Level-III recruit reported a possible fracture to their left middle finger with no known origin or precipitating event. They requested medical treatment. Ice, a splint, and over-the-counter medication were provided. Evaluation following this injury revealed that nothing could have been done to prevent this injury from occurring. The recruit was able to complete training.

Syncope – August 22, 2022

A Level-III recruit experienced syncope after running while carrying their bag. Academy staff requested medical treatment. Evaluation following this injury revealed that nothing could have been done to prevent this injury from occurring. The recruit was unable to complete training.

Syncope – August 22, 2022

(Note: This incident involves a different recruit than the incident above.) A Level-III recruit experienced syncope after running while carrying their bag. Academy staff requested medical treatment. Evaluation following this injury revealed that nothing could have been done to prevent this injury from occurring. The recruit was able to complete training.

Ankle Injury – August 23, 2022

A Level-III recruit reported an injury in their Achilles while running. Medical treatment was requested. A brace and prescribed medication were provided. Evaluation following this injury revealed that nothing could have been done to prevent this injury from occurring. The recruit was unable to complete training.

Ankle Injury – August 31, 2022

A Level-III recruit reported pain in their right foot and ankle trying to avoid a large stick while running. Medical treatment was requested. Ice and over-the-counter pain relief were provided, and alternate footwear was suggested to help with the pain. Evaluation following this injury revealed that clearing the roadway prior to the run or running around obstacles could have prevented the injury. The recruit was able to complete training.

Elbow Pain – September 21, 2022

A Use of Force Instructor reported pain in their left elbow after a recruit applied an improper technique during a Use-of-Force training scenario. Medical treatment was requested. Evaluation following this injury revealed that the recruit could have used the proper technique during the scenario. The instructor was put under work restrictions.

Back Pain – September 21, 2022

A Level III officer reported pain in their lower back while acting as a role-player in a Use-of-Force training scenario. Medical treatment was requested. Evaluation following this injury revealed that nothing could have been done to prevent this injury from occurring. The officer was unable to continue being a role player.

Knee Injury – October 5, 2022

A Level-III recruit reported swelling above their right knee after striking it on something hard during a Use-of-Force scenario. Medical treatment was declined. Ice and over-the-counter pain relief were provided. Evaluation following this injury revealed that nothing could have prevented the injury. The recruit was able to complete training.

Arm Pain – October 12, 2022

A Level-III recruit reported pain in their bicep while doing a specific exercise in Use-of-Force training. Medical treatment was declined. Ice and over-the-counter pain relief were provided. Evaluation following this injury revealed that nothing could have prevented the injury. The recruit was able to complete training.

Arm Pain – October 12, 2022

A Level-II officer reported overuse of their right arm due to Use of Force training. The recruit declined medical treatment. Ice and over-the-counter pain relief were provided, and stretching

was advised. Evaluation following this injury revealed that nothing could have prevented the injury. The recruit was able to complete training.

Knee Pain – October 18, 2022

A Level-III recruit reported pain in the back of their left knee a day following a PT run. The recruit requested to schedule a doctor's visit. Ice and over-the-counter pain relief were provided, and alternate footwear was suggested to help with the pain. Evaluation following this injury revealed that clearing the roadway prior to the run or running around obstacles could have prevented the injury. The recruit was able to complete training.

Toe Pain – November 8, 2022

A Level-III recruit reported pain in the second toe of their left foot, that occurred while dragging a sled during the Special Olympics. Medical treatment was declined, and ice was provided. Evaluation following this injury revealed that nothing could have prevented the injury. The recruit was able to complete training.

Toe Pain – November 9, 2022

A Level-III recruit reported that the big toenail on their right foot broke after stubbing their toe on the doorjamb to the bathroom. Medical treatment was declined. Wound care was applied. Evaluation following this injury revealed that slowing down could have prevented the injury. The recruit was able to complete training.

Knee Pain – December 1, 2022

A Level-III recruit reported that they experienced pain in their left kneecap after sprawling contact with the mat during a Use of Force scenario. Medical treatment was declined. Ice and over-the-counter pain relief were provided. Evaluation following this injury revealed that nothing could have prevented the injury. The recruit was able to complete training.

Police Academy Annual Injuries Reported

INJURY TYPE	SKILL PERFORMED	LOCATION	COURSE NAME	ER / DR	Met OSHA 300 Reporting Requirements	COMPLETED TRAINING
Head	Police Officer	Grounds	PT	Yes	Yes	No
Shoulder	Police Officer	Unknown	Break-time	No	No	Yes
Shoulder	Police Officer	Gym	Use-of-Force	No	No	Yes
Head	Police Officer	Gym	Use-of-Force	No	No	Yes
Wrist	Police Officer	Gym	Use-of-Force	No	No	Yes
Back	Police Officer	Gym	PT	No	No	Yes
Eye	Police Officer	Grounds	Use-of-Force	Yes	Yes	Yes
Eye	Police Officer	Grounds	Use-of-Force	Yes	Yes	Yes
Eye	Police Officer	Grounds	Use-of-Force	Yes	Yes	Yes
Chest Pain	Police Officer	Room	None	Yes	Yes	No –not medical
Syncope	Testing Applicant	Classroom 1	Testing	Yes	Yes	N/A
Rib	Instructor	Gym	PT	No	No	N/A
Finger	Instructor	Gym	PT	Yes	Yes	Yes
Ankle	Instructor	Grounds	K9 Tracking	No	No	N/A
Back	Police Officer	Gym	PT	Yes	Yes	No
Finger	Police Officer	Hallway	None	Yes	Yes	Yes
Syncope	Police Officer	Grounds	PT	Yes	Yes	No
Achilles	Police Officer	Grounds	PT	Yes	Yes	No
Back	Instructor	Gym	PT	Yes	Yes	N/A
Syncope	Police Officer	Grounds	PT	Yes	Yes	Yes
Arm	Police Officer- LII	Gym	Use-of-Force	Yes	Yes	Yes
Back	Police Officer	Classroom 3	Scenarios	No	No	Yes
Knee	Police Officer	Classroom 2	Scenarios	No	No	Yes
Knee	Police Officer	Grounds	PT	No	No	Yes
Bicep	Police Officer	Gym	Use-of-Force	No	No	Yes
Ankle	Police Officer	Gym	Use-of-Force	No	No	Yes
Elbow	Police Officer	Gym	Use-of-Force	No	No	Yes
Tooth	Police Officer	Dining Room	Breakfast	No	No	Yes
Knee	Police Officer	Gym	PT	Yes	No	Yes
Ankle	Police Officer	Hallway	Use-of-Force	No	No	Yes
Rib	Police Officer	Gym	PT	Yes	Yes	Yes
Toe	Police Officer	Gym	Special Olympics	No	No	Yes
Foot	Police Officer	Grounds	PT	Yes	No	Yes
Toe	Police Officer	Bathroom	None	Yes	No	Yes

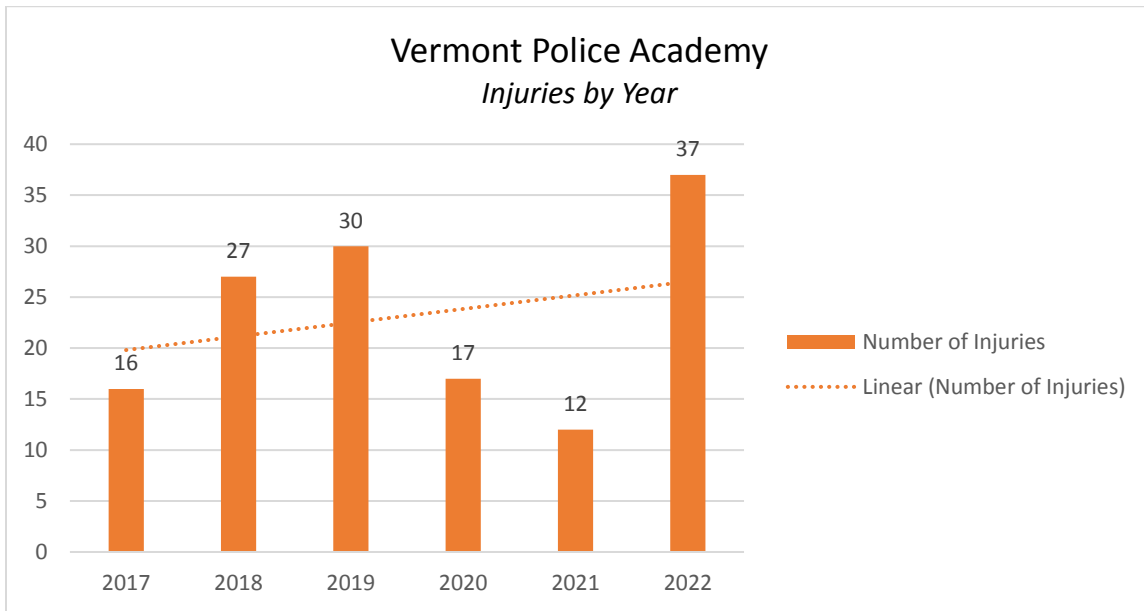
INJURY TYPE	SKILL PERFORMED	LOCATION	COURSE NAME	ER / DR	Met OSHA 300 Reporting Requirements	COMPLETED TRAINING
Knee	Police Officer	Gym	Scenarios	No	No	Yes
Shoulder	Police Officer	Gym	PT	No	No	Yes
Elbow	Instructor	Use-of-Force	Scenarios	Yes	Yes	N/A

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

Conclusion

There were 37 injuries, of which, 15 were OSHA reportable in 2022. This report illustrates **every** known report. Many 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. The Academy’s level of documentation allows staff to continually make targeted changes to training practices where appropriate.

2022 Police Academy Individual Injury Chart



NOTE: This table reflects all injuries identified by the Vermont Police Academy, even those considered non-reportable by OSHA, 2020-2022.

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.

The Police Academy had 15 reportable incidents during the 2022 training year.



Students practicing a victim rescue.



Students participate in a group activity during a classroom session.



Students attack a propane fire.

Vermont Fire Academy

Description of Injury Reporting

Vermont Fire Academy staff or students who incur injury or illness during training that requires more than basic first aid are reported and documented by the Instructor In-Charge. These reports are submitted by utilizing the Injury Report Form adopted by the Vermont Fire Academy and Police Academy. The Site Coordinator performs follow-up in accordance with Vermont Fire Academy guidelines to investigate the incident to ensure that proper procedures and policies were followed, determine if actions can be taken to mitigate reoccurrence of future injuries, and to ensure that any ill or injured participant makes a safe return to training activities. An after-action report is generated following each incident and is reviewed by the Chief of Training.

Response to Injury

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. Most Vermont Fire Academy staff are medically trained, and the Fire Academy provides essential first response equipment to begin assessment and treatment while waiting for local emergency services to arrive. The Vermont Fire Academy has a guideline that requires certification of fitness for duty from a qualified healthcare provider following a significant illness or injury before returning to training. This guideline has been beneficial in fostering a participant's safe return to physical activity and preventing re-injury.

2022 COVID-19 Cases

The Vermont Fire Academy has strictly followed all Vermont Department of Health guidance regarding the prevention of COVID-19. The Fire Academy tracked reported cases of COVID-19 in training participants until July 2022. In the six months of 2022 where cases were tracked, we had 15 reported cases of COVID-19 among our training participants, including students, staff, and instructors. While most of these cases are believed to have been contracted outside of the

training environment, 80% had potential exposure contact with other training participants. Only two class cohorts had suspected transmission of COVID-19 between two or more participants.

2022 Injuries and Mitigation

In 2022, participants in Vermont Fire Academy training events experienced six reportable injuries. Outlined below are the injuries that occurred with summaries of the investigative findings and any recommended changes to prevent re-occurrences.

Difficulty Breathing – February 26, 2022

A student was participating in live fire training inside of the burn building at the Vermont Fire Academy and began having trouble breathing. The student was escorted out of the building and evaluated by on-site medical personnel. The student had cleared pre-training medical screening that morning and was wearing all necessary personal protective equipment. The student was treated at a local urgent care clinic and diagnosed with COVID. A review found that all necessary COVID guidelines were followed as the student was fully vaccinated and asymptomatic when he arrived at the training site. There were no other COVID cases reported within this class. There are no recommended changes following review of this incident.

Back Pain – April 3, 2022

A student was performing self-contained breathing apparatus maneuvering and confidence drills within the Draeger Trailer at the Vermont Fire Academy and experienced back pain after training. This practical skill exercise required the participants to navigate through a maze of changing direction and restricted openings wearing personal protective equipment and self-contained breathing apparatus. After performing these physical skills, the student experienced back pain, saw a physician for treatment, and recovered after rest. This skill exercise has been used for nearly 20 years without a pattern of injuries. There are no recommend changes following review of this incident.

Burns – May 21, 2022

A Vermont Fire Academy Instructor was working as an Ignition Control Officer in the burn building at the Vermont Fire Academy when he sustained burns to his forearms. The instructor was wearing full personal protective equipment while adding a fuel package of dry hay to a fire. The hay contained a significant amount of dry dust that ignited and burned the instructor. The instructor sustained first and second degree burns to his forearms, received medical treatment at the Emergency Department, and returned to limited duty work the same day. Upon review, it was found that appropriate fuel loads were being applied; and safe practices, policies, and procedures were being followed. The hay dust contained within the fuel package presented a unique and unpredictable condition. There are no recommended changes following review of this incident.

Eye Injury – October 2, 2022

A Vermont Fire Academy Instructor was instructing a Modern Fire Behavior – Flashover Recognition course in Hartland when he received a foreign body in his eye. The instructor was

wearing all necessary personal protective equipment and self-contained breathing apparatus. During this training, instructors make multiple entries into a mobile burn chamber with students. After donning a facepiece and activating supplied airflow a foreign body entered the eye. On site medical personnel determined that a piece of soot or ash had entered the eye and they were unable to remove it by flushing. The instructor was treated at a local urgent care clinic and returned to work without restrictions. There are no recommended changes following review of this incident.

Chest Pain – November 6, 2022

A student was performing search and rescue evolutions in the burn building at the Vermont Fire Academy and developed chest pain. There was no live fire used during this training evolution, however, the student had participated in live fire training earlier in the day where he performed vehicle and dumpster fire attack. The student was evaluated by EMS and refused transport to the Emergency Department. The student was cleared to return to full duty by the student's primary care provider. There are no recommended changes following review of this incident.

Jaw Injury – October 29, 2022

A student was practicing the operation of a hose clamp after having received instruction on the skill. Upon releasing the hose clamp, he lost control of the hose clamp and it struck him in the jaw. The student sought medical care at an Emergency Department where he was treated and released. It was determined that this student failed to disclose that he had physical limitations due to a recent knee surgery and he was unable to continue in class. There are no recommended changes following review of this incident.

2022 Fire Academy Individual Injury Summary

INJURY OR ILLNESS TYPE	TRAINING EVENT	LOCATION	COURSE NAME	MEDICAL CARE	MET OSHA 300 REPORTING REQUIREMENTS	COMPLETED TRAINING
Difficulty Breathing	Live Fire Training	Vermont Fire Academy	Fire Officer	Yes	Yes	Yes
Back Pain	SCBA Training	Vermont Fire Academy	Firefighter I	Yes	Yes	Yes
Burns	Live Fire Training – Burn Building	Vermont Fire Academy	Firefighter I	Yes	Yes	Yes
Eye Injury	Live Fire – Flashover Container	Hartland	Modern Fire Behavior – Flashover Recognition	Yes	Yes	Yes
Chest Pain	Search and Rescue	Vermont Fire Academy	Firefighter I	Yes	Yes	Yes
Jaw Injury	Water Supply	Danville	Firefighter I	Yes	Yes	No ¹

1. The student was unable to continue in class due to physical limitations from a prior surgery and was not related to this injury.

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.

Prevention

The Vermont Fire Academy works hard to promote a culture of safety within all our training offerings. While the six reportable injuries that occurred this year represent an increase from previous four years, our review of each incident found them to be unavoidable and all practical safety processes were employed during each event. These injuries are representative of the inherent danger of the job performance requirements of a firefighter.

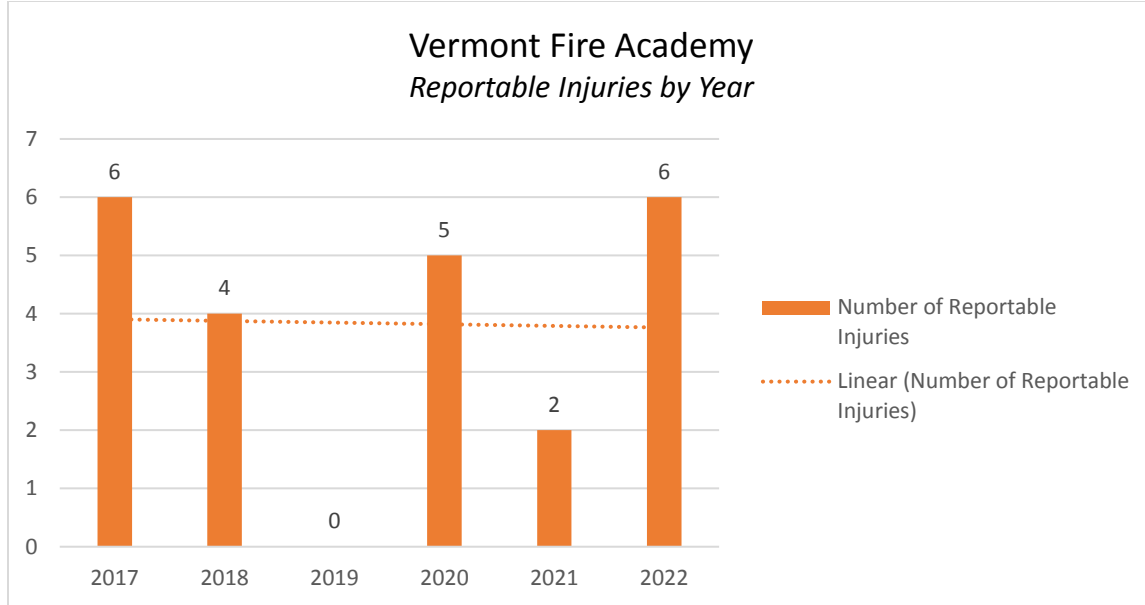
Approximately three years ago, we instituted a blood pressure screening program within our Firefighter I classes. This program is aimed at early identification of hypertension as a preventative measure for heart disease, which is a leading cause of firefighter deaths. This program has been successful in identifying numerous cases of hypertension that have resulted in referrals to healthcare providers. Most of these cases have resulted in the firefighter receiving medical care, returning to finish their training, and going on to serve their communities with a much lower risk of heart disease.

Our Rehabilitation Policy continues to be successful in ensuring student and instructor safety by requiring periodic rest periods based on environmental conditions and providing wellness monitoring of all participants in strenuous training activities. These practices continue to keep our illness and injury rates very low during our most high-risk training events. The Vermont Fire Academy will continue to monitor this program to ensure that it remains up-to-date and effective.

The Vermont Fire Academy continues to seek safety improvements through coordinated scheduling. We have been successful in splitting one long live fire training session into two separate shorter sessions. This has allowed us to reasonably space strenuous activities to reduce fatigue during one of our highest risk training segments. We have also modified our delivery schedules and segments within Firefighter I and II programs to ensure that live fire exercises are conducted during the cooler months of fall and spring. This also provides an opportunity to further prevent fatigue and heat related illness.

The Vermont Fire Academy has continued its focus on cancer prevention through education and decontamination practices. We are demonstrating cancer prevention practices at live fire training events by separating, sealing, and segregating contaminated personal protective equipment. Training participants are provided with information on proper decontamination techniques. The Fire Academy provides students and instructors cleaning wipes, designed specifically for firefighters to wash their face, hands, and neck during our training events. All training participants are provided with access to showers at the Fire Academy to perform immediate personal decontamination.

Vermont Fire Academy - Annual Reportable Injuries



FIRE AND POLICE INJURY SUMMARY

The goal of both Training Academies is to conduct training operations in a safe environment where the risk of injury is mitigated to the highest extent possible. Today's training environment demands realistic scenarios and physical rigor to prepare our responders for the challenges that they will face in the real world. Realistic training scenarios are created in the training environment with a focus on safety, but not all risks can be mitigated. Our training center continues to provide well-planned training activities with strict monitoring by trained professionals to promote injury prevention.

The Safety Subcommittee conducted after action reviews of the injuries to identify potential causes and future mitigation measures. No unexpected or significantly repetitive injury patterns were identified during the injury analysis. It should be noted that both the Police and Fire Academies experienced significant increase in student enrollment in 2022 which statistically contributes to an expectation of a corresponding increase in the number of injuries. The Subcommittee attributes the increase in number of injury reports to this increase in student enrollment.