

State of Vermont



2024-2027 Integrated Preparedness Plan

June 28, 2024

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Preface

The Federal Emergency Management Agency directs¹ recipients of Homeland Security Grant Program or Emergency Management Performance Grant Program funding to have a current multi-year Integrated Preparedness Plan that identifies preparedness priorities and activities.

Though this plan is maintained by Vermont Emergency Management, this Integrated Preparedness Plan is the roadmap for how the Vermont whole community will close gaps in priorities described in the Stakeholder Preparedness Review.

Items noted in this Integrated Preparedness Plan use a cyclical approach: Once a plan, equipment or organization is developed or updated, then training is provided. The plan, equipment or organization is exercised, and the corrective actions and lessons learned are documented in the After-Action Review/Improvement Plan (AAR/IP). The plan, equipment, or organization is then updated based upon gaps identified in the exercise. Then the cycle begins again.

Vermont's training and exercise programs are administered by Vermont Emergency Management, in coordination with Federal Agencies, State Agencies, and local governments.

Points of Contact

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¹ <https://www.fema.gov/grants/preparedness/manual>

Background

The goal of this Integrated Preparedness Plan is to document how Vermont's whole community intends to close priority gaps identified through the Stakeholder Preparedness Review. This Integrated Preparedness Plan identifies the plans, organizational modifications, equipment, trainings, and exercises that will help the State build and sustain the Core Capabilities and close gaps identified during the Stakeholder Preparedness Review.

This plan includes proposed and scheduled activities for the years 2024-2027. It is representative of the natural progression that should take place in accordance with the HSEEP building-block approach.

Vermont held its 2024 Integrated Preparedness Planning Workshops in a virtual environment on April 3rd and May 2nd. Organizations represented at these workshops included:

- Agency of Education
- Agency of Human Services
- Agency of Natural Resources, Department of Environmental Conservation
- Department of Buildings and General Services
- Department of Health
- Department of Public Safety
 - Division of Fire Safety
 - HAZMAT
 - Radio Technology Services
 - Vermont Emergency Management
 - Vermont Fire Academy
 - VT Criminal Justice Training Council
- Department of Public Service
- United Ways of Vermont, Vermont 211
- Vermont National Guard
- Federal Emergency Management Agency (Region 1)
- National Weather Service – Burlington
- Vermont League of Cities and Towns
- Regional Emergency Management Committee
 - Addison
 - Grand Isle
 - Lamoille
- Regional Planning Commissions
 - Addison
 - Bennington
 - Central Vermont
 - Lamoille
 - Mount Ascutney
 - Northeastern
 - Northwestern
 - Rutland
 - Two Rivers-Ottauquechee
 - Windham
- Towns:
 - Danby
 - North Hero

Program Priorities

Program Priorities were identified during the 2023 Stakeholder Preparedness Review through the identification of high priority Core Capabilities. While these high priority Core Capabilities are the focus of this multi-year cycle of preparedness, items across all relevant core capabilities are included.

Planning: Conduct a systematic process engaging the whole community as appropriate in the development of executable strategic, operational, and/or tactical-level approaches to meet defined objectives.

Public Information and Warning: Deliver coordinated, prompt, reliable, and actionable information to the whole community through the use of clear, consistent, accessible, and culturally and linguistically appropriate methods to effectively relay information regarding any threat or hazard, as well as the actions being taken and the assistance being made available, as appropriate.

Operational Coordination: Establish and maintain a unified and coordinated operation structure and process that appropriately integrates all critical stakeholders and supports the execution of core capabilities.

Physical Protective Measures: Implement and maintain risk-informed countermeasures, and policies protecting people, borders, structures, materials, products, and systems associated with key operational activities and critical infrastructure sectors.

Cybersecurity: Protect (and if needed, restore) electronic communications systems, information, and services from damage, unauthorized use, and exploitation.

Supply Chain Integrity and Security: Strengthen the security and resilience of the supply chain.

Risk and Disaster Resilience Assessment: Assess risk and disaster resilience so that decision makers, responders, and community members can take informed action to reduce their entity's risk and increase their resilience.

Infrastructure Systems: Stabilize critical infrastructure functions, minimize health and safety threats, and efficiently restore and revitalize systems and services to support a viable, resilient community.

Long-Term Vulnerability Reduction: Build and sustain resilient systems, communities, and critical infrastructure and key resources lifelines so as to reduce their vulnerability to natural, technological, and human-caused threats and hazards by lessening the likelihood, severity, and duration of the adverse consequences.

Intelligence and Information Sharing: Provide timely, accurate, and actionable information resulting from the planning, direction, collection, exploitation, processing, analysis, production, dissemination, evaluation, and feedback of available information concerning physical and cyber threats to the United States, its people, property, or interests; the development, proliferation, or use of WMDs; or any other matter bearing on U.S. national or homeland security by local, state, tribal, territorial, federal, and other stakeholders. Information sharing is the ability to exchange intelligence, information, data, or knowledge among government or private sector entities, as appropriate.

Documentation

Training Documentation

Vermont Emergency Management tracks training completions via the Learning Management System (LMS)². Trainings offered through Vermont Emergency Management are entered into the LMS by the State Training Administrator and upon completion, are granted certificates or credits. Trainings sponsored by Vermont Emergency Management, such as FEMA or National Training Center Courses, are uploaded into the LMS for tracking purposes and students may also upload outside trainings to their transcripts.

All trainings within the LMS, including those that are completed, cancelled or in progress, are trackable and reportable. A variety of reports are generated for use in grant reporting and tracking progress of trainings identified in this Integrated Preparedness Plan.

Exercise Documentation

Exercises directed by Vermont Emergency Management staff are tracked using an Exercise Tracker, which captures information from the Concept & Objectives meeting to the After Action Meeting.

State Emergency Operations Center Improvement items are tracked using an internal tracker. Vermont Emergency Management and exercise personnel update improvements as they are completed.

Vermont requires that all local, regional, and state exercises funded through the State Homeland Security Grant Program or Emergency Management Performance Grant be designed, conducted and evaluated in accordance with the Homeland Security Exercise and Evaluation Program (HSEEP). HSEEP is the national standard for exercise implementation and evaluation, and as such, Vermont has adopted HSEEP as the standard. At the conclusion of each exercise, the final After Action Report/Improvement Plan is submitted to FEMA.

Plan Maintenance

In order to provide an effective Emergency Management program, Vermont will fully update this Integrated Preparedness Plan annually through hosting Integrated Preparedness Planning Workshop(s) and:

- Coordinating the Threat and Hazard Identification and Risk Assessment every 3 years.
- Coordinating the development of the Stakeholder Preparedness Review every year.
- Soliciting information from local, regional and state partners through the VEM Engagement Survey every 1-3 years.
- Reviewing After Action Reports for exercises and real-world events.
- Reviewing federal documents such as the National Preparedness Report, Notice of Funding Opportunities, and Information Bulletins.
- Reviewing input from partners, State leadership and policy group officials.

On a quarterly basis, Vermont Emergency Management will incorporate minor updates to this plan and post it on the Vermont Emergency Management website. If individuals that participated in the development of this plan are aware of changes, they should notify the corresponding point of contact on page 1 for incorporation in these quarterly updates.

² <https://vermont.csod.com/>

PREPAREDNESS SCHEDULE

Planning

Date	Plan Name	Plan Lead Agency	Core Capability	Agencies on Planning Team	Funding	Notes
Quarter 3 2024						
Quarter 3 2024	School Heat Preparedness	AHS	Planning	AOE, AHS, VDH		
July, 2024	Distribution Management Plan (DMP)	VEM	Logistics and Supply Chain Management	VEM	EMPG	Update plan
Quarter 3 2024	District Quality Standards implementation	AOE	Long-term vulnerability reduction	AOE, VSSC, VDH, field partners		Standards related to school EOPs, access control, facilities planning, etc.
Jul-24	Chittenden Reservoir EOP for Proctor	VEM	Planning	RRPC	EMPG	
Jul-24	Chittenden Reservoir EOP for West Rutland	VEM	Planning	RRPC	EMPG	
Jul-24	School EEI Data Collection tool development	AOE	Planning	AOE, AHS	N/A	survey template for future emergency response
Jul-24	Public Works Mutual Aid Agreement	CVRPC	Coordination of services	REMC, CVRPC	EMPG	at REMC request
Jul-24	Continuity of Operations Plan Development	Town of Bennington	Planning	Town of Bennington EMD, BCRC	BCRC	

Date	Plan Name	Plan Lead Agency	Core Capability	Agencies on Planning Team	Funding	Notes
(MAY-SEP)2024	Operations Plan (OPLAN) 25-002	VTNG	Planning, Operational Coordination	VTNG, (VEM)	N/A - T32S502(f) Training Funds	Annual Domestic Operations (DOMOPS) Plan is required to be updated every 3 years, this will plan for the FY25/26 deployments in the VTANG and VTARNG.
September 2024	Cal-Essex REMC Plan	Cal-Essex REMC	Operational Coordination	Cal-Essex REMC, NVDA, VEM	HSGP	Regional plan workshop/EMD Round Table / IPPW
Quarter 3 2024	Medical Countermeasures Plan	VDH	Planning, Operational Coordination	VDH	VDH	
Quarter 3 2024	VDH Partner Annex	VDH	Planning	VDH	VDH	
Quarter 4 2024						
Quarter 4 2024	Municipal Continuity of Operations Plan Development	NVDA	Planning	VEM,NVDA	EMPG	NVDA will work with at least three towns on this
Quarter 4 2024	Cold Weather Shelter Plan	AHS	Planning	AHS, DCF, field services, BROCC, CVOEO, SerVermont. ARC, select municipalities		Support in times of extreme cold weather planning, separate from disaster sheltering.
Quarter 4 2024	District Quality Standards implementation	AOE	Long-term vulnerability reduction	AOE, VSSC, VDH, field partners		Standards related to school EOPs, access control, facilities planning, etc.
October 2024	Vermont Military Dept & Vermont National Guard Partner Agency Annex	VEM (VTNG)	Planning, Operational Coordination	VTNG, (VEM)	N/A - T32 Tech Funds	We will synchronize our updates with VEM's plan to be published this fall

Date	Plan Name	Plan Lead Agency	Core Capability	Agencies on Planning Team	Funding	Notes
Oct 2024	Virtual COOP walk through - COOPs for long term power outage	VEM / WRC	Planning	Interested towns, WRC, VEM	EMPG	led by VEM, with support from WRC; lead up to binary blizzard
December	State Emergency Management Plan (SEMP) Base Plan and Response Plan	VEM	Planning		EMPG	Updated SEMP
Quarter 4 2024	CHEMPACK Plan	VDH	Planning, Operational Coordination	VDH	VDH	
Quarter 1 2025						
Quarter 1 2025	Mass Care Plan	AHS	Planning	VDH, VEM, ARC		
	National Qualification Standards (NQS) SEOC Phase 1 implementation	VEM	Planning	VEM	EMPG	execute the Implementation Plan they developed last year as part of the Phase 1 NQS Implementation Objectives
Quarter 1 2025	LEMP Updates (initial outreach March)				EMPG	Initial outreach on LEMP updates in March
Quarter 1 2025	District Quality Standards implementation	AOE	Long-term vulnerability reduction	AOE, VSSC, VDH, field partners		Standards related to school EOPs, access control, facilities planning, etc.
Jan 2025	Vulnerable populations workshop	VEM / WRC	Planning	Interested towns, WRC, VEM	EMPG	Taiga discussion
Feb-25	Dam evacuation planning workshop	USACE/VEM/WRC	Planning	Interested towns, WRC, VEM	EMPG	Taiga discussion
Mar-25	Long Term Power Outage	VEM	Planning		EMPG	Publish LTPO
Quarter 2 2025						

Date	Plan Name	Plan Lead Agency	Core Capability	Agencies on Planning Team	Funding	Notes
Quarter 2 2025	District Quality Standards implementation	AOE	Long-term vulnerability reduction	AOE, VSSC, VDH, field partners		Standards related to school EOPs, access control, facilities planning, etc.
Quarter 2 2025	LEMP updates	All towns				LEMP continuing outreach
Apr-25	Continuity of Operations Plan Development	Town of Shoreham	Planning	ACRPC	EMPG	
May-25	Local Emergency Management Plan	RRPC	Planning, Operational Coordination	RRPC	EMPG	
May-25	Vulnerable Populations Protocol Plan	RRPC	Planning, Operational Coordination	RRPC	EMPG	
May-25	Public Works Mutual Aid Agreement	RRPC	Planning, Operational Coordination	RRPC	EMPG	
May-25	Hot Weather Response Annex	RRPC	Planning, Operational Coordination	RRPC	EMPG	
Quarter 2 2025	National Qualification Standards (NQS) SEOC Phase 2 implementation	VEM	Planning	VEM	EMPG	work toward achieving the Phase 2 NQS implementation objectives
Quarter 4 2025	Statewide Individual Assistance Plan	AHS	Planning	FEMA, AHS, VEM		FEMA & State & local programs- Longterm recovery focus. Using PA plan as an example/model.
Quarter 3 2025						

Date	Plan Name	Plan Lead Agency	Core Capability	Agencies on Planning Team	Funding	Notes
Quarter 3 2025	DPS COOP Revision	VEM	Planning	VEM	EMPG	ensure COOP plan is aligned with Continuity Guidance Circular and associated Continuity Assessment Tool
Quarter 4 2025						
Quarter 4 2025	SEMP Review/Revision	VEM	Planning	VEM, Agency POCs	EMPG	Annual review and revision (minor) of SEMP
Quarter 4 2025	Municipal Continuity of Operations Plan Development	NVDA	Planning	VEM, NVDA	EMPG	NVDA will work with at least three towns on this

Quarter 1 2026						
Feb-26	Biennial Public Works Mutual Aid Agreement Review	RRPC	Planning, Operational Coordination, Infrastructure Systems	EMDs, Road Foremen, etc.	EMPG	
Quarter 2 2026						

May-26	Local Emergency Management Plan	RRPC	Planning, Operational Coordination	RRPC	EMPG	
May-26	Vulnerable Populations Protocol Plan	RRPC	Planning, Operational Coordination	RRPC	EMPG	
May-26	Public Works Mutual Aid Agreement	RRPC	Planning, Operational Coordination	RRPC	EMPG	

Date	Plan Name	Plan Lead Agency	Core Capability	Agencies on Planning Team	Funding	Notes
May-26	Hot Weather Response Annex	RRPC	Planning, Operational Coordination	RRPC	EMPG	
Quarter 3 2026						
September-26	Continuity of Operations Planning	Grand Isle County Sheriffs Office	Planning	Municipal departments	unknown	Instructor led requested.
Quarter 4 2026						
Quarter 4 2026	Municipal Continuity of Operations Plan Development	NVDA	Planning	VEM, NVDA	EMPG	NVDA will work with at least three towns on this
Quarter 4 2026	SEMP Review/Revision	VEM	Planning	VEM, Agency POCs	EMPG	Annual review and revision (minor) of SEMP
Quarter 1 2027						
Quarter 2 2027						

Organization

Information about past and future Regional Emergency Management Committee meetings is available on the [Vermont Emergency Management website](#).

Date	Impacted Organizations	Organizational Change	Core Capability	Funding	Notes
Quarter 3 2024					
July 2024	AOE, Public and Independent Schools, VSSC	BTA Consultant	long-term vulnerability reduction	Stronger Connections Grant and *FEMA SHSG	Consultant to support implementation of BTA teams as required in Act 29
Quarter 3 2024	VDH	Update COOP/HOC Staffing Procedures	Operational Coordination	VDH	
Quarter 4 2024					
Quarter 4 2024	VEM	Hire additional Regional Coordinator	Operational Coordination	HSGP/General Fund	Subject to approval for position and funding
Nov. 12, 2024	Municipalities in the BCRC Region	REMC Meeting	Operational Coordination	EMPG	Meetings are held the 2nd Tuesday of the 2nd month of the quarter
Quarter 1 2025					
Feb. 11, 2025	Municipalities in the BCRC Region	REMC Meeting	Operational Coordination	EMPG	Meetings are held the 2nd Tuesday of the 2nd month of the quarter
Quarter 2 2024	VDH	MRC behavioral health teams pilor study	Community Resilience	VDH	
Quarter 2 2025					
May 13, 2025	Municipalities in the BCRC Region	REMC Meeting	Operational Coordination	EMPG	Meetings are held the 2nd Tuesday of the 2nd month of the quarter
Quarter 3 2025					

Date	Impacted Organizations	Organizational Change	Core Capability	Funding	Notes
July 2025	Town of Bristol	Change in the Deputy EMD and Emergency Coordinator positions	Operational Coordination	Local	Date approximate
Aug. 12, 2025	Municipalities in the BCRC Region	REMC Meeting	Operational Coordination	EMPG	Meetings are held the 2nd Tuesday of the 2nd month of the quarter
Quarter 4 2025					
Nov. 11, 2025	Municipalities in the BCRC Region	REMC Meeting	Operational Coordination	EMPG	Meetings are held the 2nd Tuesday of the 2nd month of the quarter
Quarter 1 2026					
Feb. 10, 2026	Municipalities in the BCRC Region	REMC Meeting	Operational Coordination	EMPG	Meetings are held the 2nd Tuesday of the 2nd month of the quarter
Quarter 2 2026					
May 12, 2026	Municipalities in the BCRC Region	REMC Meeting	Operational Coordination	EMPG	Meetings are held the 2nd Tuesday of the 2nd month of the quarter
Quarter 3 2026					
Aug. 11, 2026	Municipalities in the BCRC Region	REMC Meeting	Operational Coordination	EMPG	Meetings are held the 2nd Tuesday of the 2nd month of the quarter
Quarter 4 2026					
Nov. 10, 2026	Municipalities in the BCRC Region	REMC Meeting	Operational Coordination	EMPG	Meetings are held the 2nd Tuesday of the 2nd month of the quarter
Quarter 1 2027					

Date	Impacted Organizations	Organizational Change	Core Capability	Funding	Notes
Feb. 9, 2027	Municipalities in the BCRC Region	REMC Meeting	Operational Coordination	EMPG	Meetings are held the 2nd Tuesday of the 2nd month of the quarter
Quarter 2 2027					
May 11, 2027	Municipalities in the BCRC Region	REMC Meeting	Operational Coordination	EMPG	Meetings are held the 2nd Tuesday of the 2nd month of the quarter

Equipment

Date	Equipment	Description of change	Responsible Organization	Core Capability	Funding	Notes
Quarter 3 2024						
July 2024	3 Batteries	Purchase and Install batteries for early-warning rain gauges (3)	ACRPC & REMC	Situational Assessment	EMPG	
July 2024 or sooner	Tech on 6 dispatch towers in VT	Keene Mutual Aid is in discussions phase of seeking funding for needed tech upgrades; coordination with VT is necessary	WRC/Towns in VT service area	Operational Coordination; Infrastructure Systems	FEMA	This is complex and in process in NH
Quarter 3 2024	1 Ton Truck	Medical Material Management and Distribution	VDH	Operational Coordination	VDH	
Quarter 4 2024						
Quarter 1 2025						
Quarter 2 2025						
Quarter 2 2025						
Quarter 3 2025						
Quarter 4 2025						
Quarter 1 2026						
Quarter 2 2026						
Quarter 3 2026						
Quarter 4 2026						

Quarter 1 2027						
Quarter 2 2027						

Training

Date	Course	Location/Host	Core Capability	Funding	Notes
Quarter 3 2024					
September 10-11, 2024	2024 Vermont Emergency Preparedness Conference Lake Morey Resort	VEM	Training		
September 30, 2024	Annual School Safety Conference	TBD, likely Burlington	Community Resilience	ARP ESSER	In partnership with VSSC and Governor's office
July 9-11, 2024	PER-275: Law Enforcement Active Shooter Emergency Response	VEM/Hartford	Operational Coordination	EMPG	LSU will be conducting the training
July 23-24, 2024	L0146 Homeland Security Exercise & Evaluation	VEM	Operational Coordination	EMPG	
August 6-7, 2024	ICS 400 - Advanced ICS for Command and General Staff	VEM	Operational Coordination	EMPG	
August 8-9, 2024	MGT-417 Crisis Management for School Based Incidents for Key Decision Makers	VEM/Middlebury	Operational Coordination	EMPG	RDPC will be conducting the training
August 13, 2024	G0191 - ICS/EOC Interface	VEM	Operational Coordination	EMPG	
August 14, 2024	VT-Alert Admin Training	VEM	Operational Coordination	EMPG	
August 20-22, 2024	ICS 300- Intermediate ICS for Expanding Incidents	VEM	Operational Coordination	EMPG	
ongoing	School BTA Training	remote/hybrid	Long-term vulnerability reduction	*FEMA SHSG	In partnership with VSSC and ORE
ongoing	School EOP Training and Annex Workshops	remote/hybrid	Threat and hazard identification	TBD	In partnership with VSSC and Governor's Director of Violence Prevention
	ICS 402: ICS for Executives & Senior Officials	Lamoille	Operational Coordination	EMPG	
Quarter 3 2024	Crisis Communication for School Leadership	VEM - possible hybrid	Operational Coordination	EMPG	
September 17, 2024	State Emergency Operation Center Orientation	VEM	Planning	EMPG	

Date	Course	Location/Host	Core Capability	Funding	Notes
Quarter 3 2024	School Safety Planning	At individual schools	Planning, Threat and Hazard Assessment, Protective Measures, Communication	Interested Schools	VSP and VEM both have assistance; this is a strong need with more support asked for
July 2024	Alternate Communications workshop	TBD	Planning, Logistics	VEM	Taiga discussion
August 2024	Vulnerable Population Workshop	VEM	Operational Coordination	VEM	
August 2024	Local EOC Best Practices	Virtual or at a regional EOC - Londonderry?	Planning, Logistics	Interested Towns	Can VEM develop a EOC how-to and resource, best practice training? hopefully would cover some PIO training
September 1, 2024	FEMA ICS100 Introduction to the Incident Command System	Grand Isle County Sheriff's Office/Grand Isle REMC	Operational Coordination	SHSP	Instructor led requested.
August 13, 2024	G0191 - ICS/EOC Interface	VEM Manchester Community Library		?	
Quarter 3 2024	ICS 402: ICS for Executives & Senior Officials				ICS 402 training in-person
TBD	VTNG OPLAN "101"	VTNG - Camp Johnson	Operational Coordination	N/A - T32S502(f) Training Funds	Training incoming state staff due to staff rotation
Quarter 3 2024	MMET Deployment Procedures	VDH	Operational Coordination, Fatality Management Services	VDH	
Quarter 3 2024	MRC Skills based statewide/regional trainings	VDH	Operational Coordination	VDH	
Quarter 3 2024	MRC Statewide Orientation	VDH	Operational Coordination	VDH	
Quarter 4 2024					
ongoing	School EOP Training and Annex Workshops	remote/hybrid	Threat and hazard identification	TBD	In partnership with VSSC and Governor's Director of Violence Prevention

Date	Course	Location/Host	Core Capability	Funding	Notes
ongoing	School BTA Training	remote/hybrid	Long-term vulnerability reduction	*FEMA SHSG	In partnership with VSSC and ORE
November 12-13, 2024	L0146 Homeland Security Exercise & Evaluation	VEM	Planning	EMPG	
December 10-12, 2024	Wide Search Area	VEM/Pittsford	Operational Coordination	EMPG	TEEX will be conducting the training
October 9, 2024	Mental Health First Aid Training	VEM	Planning		Washington County Mental will be funding this
Quarter 4 2024	Seminar-Radio Amateur Civil Emergency Services (RACES) Program Overview	Cal-Essex REMC	Operational Communication	EMPG	Will invite RACES to meeting
October 2024	VT-Alert Admin Training	VEM (Virtual)	Operational Coordination, Public Information and Warning	EMPG-24	
Quarter 4 2024	ICS 402: ICS for Executives & Senior Officials	TBD	Planning, Operational Coordination	EMPG	School focus
November 2024	VT Alert	Grand Isle County Sheriff's Office/Grand Isle REMC	Public Information and Warning		
November 26, 2024	State Emergency Operation Center Orientation	VEM	Planning	EMPG	
Quarter 4 2024	Alternate Communications workshop		Planning, Logistics	EMPG	
Quarter 4 2024	EOC Basics		Planning, Logistics		
Quarter 4 2024	Dam Safety (recruit USACE or ODS) workshop		Planning, Logistics		
Quarter 4 2024	REMS EOP Development Training	Virtual/REMS	Planning, Operational Coordination	EMPG	
December 2024	Disaster Animal Relief Teams	RRPC/REMC	Operational Coordination, Public Information and Warning	EMPG-24	
Quarter 4 2024	Vermont Emergency Management Director Course	NVDA, VEM	Planning	EMPG	

Date	Course	Location/Host	Core Capability	Funding	Notes
Quarter 4 2024	Review CDC Waterborne Disease Outbreak Response Toolkit	VDH	Planning, Operational Coordination	VDH	
Quarter 4 2024	MRC Emergency sheltering orientation	VDH	Planning, Operational Coordination, Mass Care Services	VDH	
Quarter 4 2024	CAMEO Training for EH	VDH	Community Resilience	VDH	
Quarter 1 2025					
ongoing	School EOP Training and Annex Workshops	remote/hybrid	Threat and hazard identification	TBD	In partnership with VSSC and Governor's Director of Violence Prevention
ongoing	School BTA Training	remote/hybrid	Long-term vulnerability reduction	*FEMA SHSG	In partnership with VSSC and ORE
January 10-12, 2025	ICS 300- Intermediate ICS for Expanding Incidents	VTNG - Camp Johnson	Operational Coordination	SHSP	Biannual training for senior staff, this is going to be open to interagency partners as well
January 2025	LO288 Local Volunteer & Donations Management	Grand Isle County Sheriff's Office/Grand Isle REMC	Operational Coordination	SHSP	Instructor led requested.
Quarter 1 2025	ICS 300- Intermediate ICS for Expanding Incidents	VEM	Operational Coordination	EMPG	
Quarter 1 2025	State Emergency Operation Center Orientation	VEM	Planning	EMPG	
February 1-2, 2025	VTNG DOMOPS LNO & Staff Course	VTNG - Camp Johnson	Planning, Operational Coordination	N/A - T3S502(f) Training Funds	Annual training for all levels of VTNG staff, seats are open to relevant interagency partners that work alongside the VTNG.
Quarter 1 2025	Crisis Communication for School Leadership	VEM - possible hybrid	Operational Coordination	EMPG	
Quarter 1 2025	G0191 - ICS/EOC Interface	VEM	Operational Coordination	EMPG	
Quarter 1 2025	L1301 Continuity of Operations Planning	VEM	Planning	EMPG	

Date	Course	Location/Host	Core Capability	Funding	Notes
Quarter 1 2025	MGT-417 Crisis Management for School Based Incidents for Key Decision Makers	NVDA, VEM	Planning	EMPG	
Quarter 1 2025	G197 Emergency Planning and Special Needs Population	VEM	Planning	EMPG	
Quarter 1 2025	Update Suspicious Package Protocol	VDH	Operational Coordination, Public Health	VDH	
Quarter 1 2025	Monthly Trainings on relevant Infectious Disease topics for ID Epi and OLH Epi staff	VDH	Operational Coordination, Public Health	VDH	
Quarter 1 2025	CBRN Responder Training	VDH	Operational Coordination	VDH	
Quarter 2 2025					
ongoing	School EOP Training and Annex Workshops	remote/hybrid	Threat and hazard identification	TBD	In partnership with VSSC and Governor's Director of Violence Prevention
ongoing	School BTA Training	remote/hybrid	Long-term vulnerability reduction	*FEMA SHSG	In partnership with VSSC and ORE
April 2025	LEMP Workshop	CVRPC office	Operational coordination	EMPG	work with towns to update and improve LEMPs
Q2 2025	Shelter Training (Red Cross)	Lamoille	Operational Coordination		
April 2025	LEMP Open-Ended Technical Workshop #2	RRPC	Operational Coordination, Planning	EMPG-24	
April 2025	EOC Basics	RRPC/VEM	Operational Coordination	EMPG-24	
Quarter 2 2025	MGT 346 EOC Operations and Planning	VEM	Planning, Operational Coordination	EMPG	
Quarter 2 2025	State Emergency Operation Center Orientation	VEM	Planning	EMPG	
May 2025	COOP Seminar	RRPC/VEM	Planning, Operational Coordination	EMPG-24	
June 2025	Spontaneous Volunteer Management	RRPC/VEM	Planning, Operational Coordination	EMPG-24	

Date	Course	Location/Host	Core Capability	Funding	Notes
Quarter 2 2025	ICS 402 for Executives	TBD	Planning & Operational Coordination	EMPG	School focus
Quarter 2 2025	ICS 400 - Advanced ICS for Command and General Staff	VEM	Operational Coordination	EMPG	
April 2025	LEMP Refresher Course	BCRC Offices/Virtual BCRC/VEM		EMPG	
April 2025	ICS 402: ICS for Executives & Senior Officials	BCRC- Bennington Fire Station		EMPG	
Quarter 2 2025	VTNG DOMOPS LNO & Staff Course	VTNG - Camp Johnson	Planning, Operational Coordination	N/A - T32S502(f) Training Funds	Annual training for all levels of VTNG staff, seats are open to relevant interagency partners that work alongside the VTNG.
Quarter 2 2025	COOP Planning		Planning	MARC	
	CERC Training	VDH	Operational Communications	VDH	Provide CERC training to new communication staff and relevant department staff
Quarter 3 2025					
July 2025	Emergency Operations Center (EOC) Staff Basics	Town of Orwell/VEM	Operational Coordination	VEM	
Quarter 3 2025	PIO training	Virtual or hybrid	Operational Communication	EMPG	Short PIO training for towns, principals, fire chiefs...
Quarter 3 2025	ICS 300- Intermediate ICS for Expanding Incidents	VEM	Operational Coordination	EMPG	
Quarter 3 2025	State Emergency Operation Center Orientation	VEM	Planning	EMPG	
September 2025	ICS 402: ICS for Executives & Senior Officials	Grand Isle County Sheriff's Office/Grand Isle REMC	Operational Coordination		
Quarter 3 2025	Intro to LEMP training for SBs	VA Training Space		EMPG	Training on what the LEMP is and is not, Selectboard duties during an incident

Date	Course	Location/Host	Core Capability	Funding	Notes
Quarter 3 2025	MRC CERC Training	VDH	Operational Communications	VDH	
Quarter 4 2025					
November 2025	VT Alert Admin Training	VEM (Virtual)	Operational Coordination, Public Information and Warning	EMPG-25	
Quarter 4 2025	G0191 - ICS/EOC Interface	VEM	Operational Coordination	EMPG	
Quarter 4 2025	State Emergency Operation Center Orientation	VEM	Planning	EMPG	
Quarter 4 2025	ICS 400 - Advanced ICS for Command and General Staff	VEM	Operational Coordination	EMPG	
November 2025	VT Alert	Grand Isle County Sheriff's Office/Grand Isle REMC	Public Information and Warning		
Quarter 4 2025	HAZWOPER Training	VDH	Operational Coordination	VDH	
Quarter 1 2026					
February 2026	Hot Weather Training/Scenario Led Discussion	RRPC/VDH	Planning, Operational Coordination	EMPG-25?	(Not sure if this would be allowed under EMPG Scope. These activities are listed as part of plan maintenance.)
March 2026	LEMP Open-Ended Technical Workshop #1	RRPC	Operational Coordination, Planning	EMPG-25	
Quarter 1 2026	State Emergency Operation Center Orientation	VEM	Planning	EMPG	
February 7-8, 2026	VTNG DOMOPS LNO & Staff Course	VTNG - Camp Johnson	Planning, Operational Coordination	N/A - T32S502(f) Training Funds	Annual training for all levels of VTNG staff, seats are open to relevant interagency partners that work alongside the VTNG.
January 2026	Vermont Local EM Training	Grand Isle County Sheriffs Office			
Quarter 2 2026					
April 2026	LEMP Open-Ended Technical Workshop #2	RRPC	Operational Coordination, Planning	EMPG-25	

Date	Course	Location/Host	Core Capability	Funding	Notes
April 2026	LEMP Refresher Course	BCRC Offices/Virtual BCRC/VEM		EMPG	
April 2026	ICS 402: ICS for Executives & Senior Officials	BCRC- Location TBD		EMPG	
June 2026	G0191-EOC Interface	RRPC/VEM	Operational Coordination	EMPG-25	
Quarter 2 2026	State Emergency Operation Center Orientation	VEM	Planning	EMPG	
Quarter 3 2026					
September 2026	Active Threat Integrated Response	RRPC/VEM	Operational Coordination, Public Information and Warning, Physical Protective Measures, Public Information Sharing	EMPG-25	
Quarter 3 2026	State Emergency Operation Center Orientation	VEM	Planning	EMPG	
Quarter 4 2026					
October 2026	VT-Alert Admin Training	VEM (Virtual)	Operational Coordination, Public Information and Warning	EMPG-26	
October 2026	State Emergency Operation Center Orientation	VEM	Planning	EMPG	
November 2026	VT Alert	Grand Isle County Sheriff's Office/Grand Isle REMC	Public Information and Warning		
Quarter 1 2027					
February 6-7, 2027	VTNG DOMOPS LNO & Staff Course	VTNG - Camp Johnson	Planning, Operational Coordination	N/A - T32S502(f) Training Funds	Annual training for all levels of VTNG staff, seats are open to relevant interagency partners that work alongside the VTNG.
February 1, 2027	MGT403 - Underserved Populations Preparedness	Grand Isle County Sheriff's	Planning		

Date	Course	Location/Host	Core Capability	Funding	Notes
	Planning for Rural Responders and Volunteers	Office/Grand Isle REMC			
Quarter 1 2027	State Emergency Operation Center Orientation	VEM	Planning	EMPG	
Quarter 2 2027					
April 30, 2027 - May 2, 2027	ICS 300- Intermediate ICS for Expanding Incidents	VTNG - Camp Johnson	Operational Coordination	SHSP	Biannual training for senior staff, this is going to be open to interagency partners as well
April 2027	LEMP Refresher Course	BCRC Offices/Virtual BCRC/VEM		EMPG	
April 2027	ICS 402: ICS for Executives & Senior Officials	BCRC- Location TBD		EMPG	
April 2027	FEMA ICS100 Introduction to the Incident Command System	Grand Isle County Sheriff's Office/Grand Isle REMC	Operational Coordination	SHSP	Instructor led requested.
Quarter 1 2027	State Emergency Operation Center Orientation	VEM	Planning	EMPG	

Exercising

Date	Exercise Type	Location/Host	Core Capability	Participants	Funding	Notes
Quarter 3 2024						
24-Jul	TTX	RRPC/VEM	Operational Coordination, Public Information and Warning, Infrastructure Systems	EMDs, Town Managers, etc.	EMPG-23	Town-specific Binary Blizzard related activity
24-Aug	Workshop	RRPC	Operational Coordination	RACES/ARES, EMDs, Road Foremen	EMPG-23	Binary Blizzard related activity
24-Aug	Tabletop	Tunbridge	Public Information; Operational Communications	Tunbridge EMD; First Branch School; Tunbridge Fire; Orange County Sheriff; Keith Thompson	EMPG	Tabletop of reunification after an incident/function at the school.
24-Aug	Fac. Discussion	Westminster Central	Planning & Operational Coordination	Westminster School Staff & Admins, VEM	EMPG	
24-Sep	Functional	Tunbridge	Public Information; Operational Communications	Tunbridge EMD; First Branch School; Tunbridge Fire; Orange County Sheriff;	EMPG	
24-Sep	Drill	RRPC	Operational Coordination	Municipal Local Liaison Contacts	EMPG-23	Local Liaison Drill
24-Sep	Workshop	RRPC/REMC	Operational Coordination	EMDs	EMPG-23	ARC Shelter Agreement Renewal
Q3	Functional	Norwich	Operational Communications	Norwich Fire, Norwich PD, TRORC, Norwich Public Works, Hanover Fire (dispatch)	EMPG	Motor vehicle crash testing radio and cell communications. Norwich has some dead spots, but has some tech to try and overcome.
Quarter 3 2024	Drill	VDH	Operational Coordination	VDH	VDH	Deployable Mobile Support Unit Deployment Drill
Quarter 3 2024	Workshop	VDH	Community Resilience	VDH	VDH	2024-2025 VHEPC HVA Workshop
Quarter 4 2024						

Date	Exercise Type	Location/Host	Core Capability	Participants	Funding	Notes
Oct-24	Binary Blizzard - Table Top Exercise	VEM	Critical Transportation, Cyber Security, Intelligence and information sharing, Operational Coordination, Infrastructure systems	State Partner Agencies, Municipalities	EMPG24, HSU (eval)	
24-Nov	Drill	GMP	Operational Coordination, Public Information and Warning	GMP, Town of Chittenden	N/A	Twice annual Chittenden Reservoir siren test
24-Nov	Drill	RRPC	Operational Coordination, Public Information and Warning	EMDs, Regional Social Service Agencies	EMPG-24	Vulnerable Populations Protocol
1-Mar-25	TTX	VTNG	Planning, Operational Coordination, Situational Assessment, Mass Care Services, Operational Communications	VTNG	N/A - T32S502(f) Training Funds	Scenario TBD (Cyber, Winter Weather, Agricultural Terrorism, or CBRNE Terrorism)
Quarter 4 2024	TTX	MARC	TBD	Windsor, and other towns	EMPG	Train derailment
Quarter 4 2024	Tabletop	NVDA, VEM	Operational Coordination	LEMP POCs, VEM, NVDA	EMPG	
Quarter 4 2024	Functional Exercise	VDH	Community Resilience	VDH	VDH	2024-2025 VHEPC Annual Medical Response & Surge Exercise (MRSE)
Quarter 4 2024	Functional Exercise	VDH	Operational Coordination, Operational Communication	VDH	VDH	Administrative Preparedness Exercise
Quarter 4 2024	Functional Exercise	VDH	Operation Coordination, Mass Care Services, Operational Communication	VDH	VDH	Portable Hospital Setup/Demobilization Exercise
Quarter 4 2024	Functional Exercise	VDH	Operation Coordination, Mass Care Services, Operational Communication	VDH	VDH	Portable Hospital Setup/Demobilization Exercise

Date	Exercise Type	Location/Host	Core Capability	Participants	Funding	Notes
Quarter 1 2025						
Jan-25	ANR - Table Top Exercise (Internal Communications)-IPM	ANR	Communications	ANR	ANR	
25-Jan	TTX	RRPC	Operational Coordination, Infrastructure Systems	EMDs, Town Managers, Road Foremen, etc.	EMPG-24	Public Works Mutual Aid Agreement: Resource Section
25-Feb	Workshop	RRPC	Planning, Operational Coordination, Public Information and Warning	EMDs, DART	EMPG-24	Animal Resources Annex
25-Mar	TTX	RRPC	Operational Coordination, Public Information and Warning	EMDs, Regional Social Service Agencies	EMPG-24	Vulnerable Populations Protocol Annual Review: Scenario-Led Discussion
Quarter 1 2025	Tabletop	TBD	Operation Coordination, Mass Care Services, Operational Communication	REMC, Hospitals, VDH, VEM	VDH/EMPG/HSGP	Active Shooter/Threat Assessment tabletop
	Tabletop	Lamoille	Operational coordination	LCPC, Lamoille Towns, EMD's		Exercise LEMPs
Quarter 1 2025	Workshop	VDH	Operation Coordination, Mass Care Services, Operational Communication	VDH	VDH	Conduct MMET Deployment Workshop
Quarter 1 2025	Functional Exercise	VDH	Operation Coordination, Operational Communication	VDH	VDH	Rural, Frontier, and Tribal Coordination Exercise
Quarter 1 2025	Functional Exercise	VDH	Operation Coordination, Operational Communication, Public Information and Warning	VDH	VDH	Hazardous air quality exercise
Quarter 1 2025	Functional Exercise	VDH	Operation Coordination, Operational	VDH	VDH	Extreme heat exercise

Date	Exercise Type	Location/Host	Core Capability	Participants	Funding	Notes
			Communication, Public Information and Warning			
Quarter 2 2025						
May-25	TTX	Virtual/ Vermont 211	Public Information	TBA		
May-25	ANR - Table Top Exercise (Internal Communications)- MPM	ANR	Communications	ANR	ANR	
25-May	Drill	GMP	Operational Coordination, Public Information and Warning	GMP, Town of Chittenden	N/A	Twice annual Chittenden Reservoir siren test
25-Jun	Tabletop/Workshop	Town of Shoreham	Operational Coordination	Neighboring Towns, ACRPC, VEM	EMPG	Local Emergency Management Plan (LEMP) Tabletop
Quarter 2 2025	Tabletop	TRORC (@ VA Training building)	Communications; Operational Coordination; Situational Assessment	TRORC, train company, REMC	EMPG	Tabletop of train derailment (likely near Bethel)
Quarter 2 2025	Drill	VDH	Operational Coordination	VDH	VDH	VDHL Fire Drill
Quarter 2 2025	Functional Exercise	VDH	Operational Coordination, Mass Care Services, Operational Communication	VDH	VDH	Conduct MMET Functional Exercise
Quarter 2 2025	Functional Exercise	VDH	Operational Coordination, Mass Care Services, Operational Communication	VDH	VDH	Biological Incident Exercise
Quarter 2 2025	Drill	VDH	Operational Coordination	VDH	VDH	Inventory Data Exchange (IDE) Drill
Quarter 2 2025	Functional Exercise	VDH	Operational Coordination	VDH	VDH	Vermont Hazardous Materials Response Team/VDHL radiological sampling exercise

Date	Exercise Type	Location/Host	Core Capability	Participants	Funding	Notes
Quarter 3 2025						
25-Jul	Workshop	RRPC/VEM	Planning, Operational Coordination,	EMDs, Town Managers, Selectboard Members	EMPG-24	COOP
25-Aug	TTX	RRPC/VEM	Planning, Operational Coordination, Public Information and Warning	EMDs, Town Managers, Road Foremen, etc.	EMPG-24	EOC Activation, COOP, Alternate Communications Annex TTX
Aug-25	ANR - Table Top Exercise (Internal Communications)-MPM	ANR	Communications	ANR	ANR	
2-Aug-25	Functional Exercise (FE)	VTNG	Planning, Operational Coordination, Situational Assessment, Mass Care Services, Operational Communications	VTNG	N/A - T32S502(f) Training Funds	Scenario: Hurricane
25-Sep	Drill	RRPC	Operational Coordination	Municipal Local Liaison Contacts	EMPG-24	Local Liaison Drill
Quarter 3 2025	Tabletop	Lamoille	Operational coordination	LCPC, Lamoille Towns, EMD's, VEC		Mass power outage/wind storm
Quarter 3 2025	Workshop	VDH	Operational Coordination	VDH	VDH	MCM Task Force Workshop
Quarter 4 2025						
24-Oct	TTX	VSU	Planning, Operational Coordination, Communication	VSU staff and admins, VEM, local first responders	EMPG	
25-Oct	FE	RRPC/VEM	Planning, Operational Coordination, Public Information and Warning, Infrastructure Systems, Cybersecurity	EMDs, Town Managers, Road Foreman, etc.	EMPG-25	Southern VT Binary Blizzard Exercise
25-Nov	Drill	GMP	Operational Coordination, Public Information and Warning	GMP, Town of Chittenden	N/A	Twice annual Chittenden Reservoir siren test

Date	Exercise Type	Location/Host	Core Capability	Participants	Funding	Notes
25-Nov	Drill	RRPC	Operational Coordination, Public Information and Warning	EMDs, Regional Social Service Agencies	EMPG-25	Vulnerable Populations Protocol
1-Dec	ANR - Table Top Exercise (Internal Communications)-FPM	ANR	Communications	ANR	ANR	
Q4 2025	TTX	VDH	Planning, Operational Coordination, Situational Assessment, Mass Care Services, Operational Communications	VDH	VDH	Infectious Disease TTX
Q4 2025	TTX	VDH	Operational Coordination	VDH	VDH	POD Set-Up Tabletop Exercise - All 12 District Offices
Q4 2025	TTX	VDH	Operational Coordination	VDH	VDH	Internal Biohazard Detection System (BDS) Tabletop (White River and Burlington DO)
Q4 2025	Workshop	VDH	Operational Coordination	VDH	VDH	New England Radiological Health Conference
Quarter 1 2026						
26-Jan	Workshop	RRPC/VEM	Planning, Operational Coordination	EMDs	EMPG-25	Spontaneous Volunteer Management Annex
Feb-26	ANR - Table Top Exercise (Internal Communications)	ANR	Training	ANR	ANR	
26-Mar	TTX	RRPC/VEM	Operational Coordination, Public Information and Warning	EMDs, Regional Social Service Agencies	EMPG-25	Vulnerable Populations Protocol

Date	Exercise Type	Location/Host	Core Capability	Participants	Funding	Notes
Quarter 1 2026	Tabletop	TBD	Operational Coordination, Mass Care Services, Operational Coordination	REMC, Hospitals, VDH, VEM	VDH/EMPG/HSGP	Haz Mat incident involving DECON
Quarter 1 2026	Functional Exercise	VDH	Operational Coordination, Mass Care Services, Operational Coordination	VDH	VDH	Exercise response to multiple simultaneous climate hazards (e.g. flood response + extreme heat)
Quarter 1 2026	Functional Exercise	VDH	Operational Coordination, Mass Care Services, Operational Coordination	VDH	VDH	Natural Disaster Exercise
Quarter 1 2026	Functional Exercise	VDH	Operational Coordination	VDH	VDH	POD Setup Functional Exercise- All 12 District Offices
Quarter 2 2026						
7-Mar-26	TTX	VTNG	Planning, Operational Coordination, Situational Assessment, Mass Care Services, Operational Communications	VTNG	N/A - T32S502(f) Training Funds	Scenario: TBD
Apr-26	ANR - After-Action Meeting	ANR	Planning	ANR	ANR	
May-26	TTX	Virtual/ Vermont 211	Public Information	TBA		
26-May	Drill	GMP	Operational Coordination, Public Information and Warning	GMP, Town of Chittenden	N/A	Twice annual Chittenden Reservoir siren test
26-Jun	TTX	RRPC/VEM	Planning, Operational Coordination, Public Information and Warning	EMDs, Town Managers, etc.	EMPG-25	LEMP Activation
Quarter 3 2026						

Date	Exercise Type	Location/Host	Core Capability	Participants	Funding	Notes
1-Aug-26	FE	VTNG	Planning, Operational Coordination, Situational Assessment, Mass Care Services, Operational Communications	VTNG	N/A - T32S502(f) Training Funds	Scenario: TBD
26-Aug	Drill	RRPC	Operational Coordination	Municipal Local Liaison Contacts	EMPG-25	Local Liaison Drill
Quarter 3 2026	Drill	TBD	Operational Coordination, Mass Care Services, Operational Coordination	REMC, Hospitals, VDH, VEM	VDH/EMPG/HSGP	Active Shooter/Threat Assessment
Quarter 4 2026						
26-Nov	Drill	GMP	Operational Coordination, Public Information and Warning	GMP, Town of Chittenden	N/A	Twice annual Chittenden Reservoir siren test
26-Nov	Drill	RRPC	Operational Coordination, Public Information and Warning	EMDs, Regional Social Service Agencies	EMPG-26	Vulnerable Populations Protocol
Quarter 1 2027						
6-Mar-27	TTX	VTNG	Planning, Operational Coordination, Situational Assessment, Mass Care Services, Operational Communications	VTNG	N/A - T32S502(f) Training Funds	Scenario: TBD
Quarter 2 2027						
May-27	TTX	Virtual/ Vermont 211	Public Information	TBA		
Quarter 3 2027						

Date	Exercise Type	Location/Host	Core Capability	Participants	Funding	Notes
7-Aug-27	FE	VTNG	Planning, Operational Coordination, Situational Assessment, Mass Care Services, Operational Communications	VTNG	N/A - T32S502(f) Training Funds	Scenario: TBD