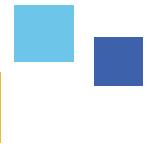


2025

# ANNUAL REPORT



VIRGINIA DEPARTMENT OF EMERGENCY MANAGEMENT





# COMMONWEALTH OF VIRGINIA

## Department of Emergency Management

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**John Scrivani**

State Coordinator of  
Emergency Management

November 1, 2025

### **Annual Virginia Comprehensive Emergency Management Report**

I am honored to submit the 2025 Annual Virginia Comprehensive Emergency Management Report, in accordance with Virginia Code § 44-146.18:4.

As the Acting State Coordinator of Emergency Management, I extend my deepest gratitude and admiration for the outstanding team at the Virginia Department of Emergency Management (VDEM). Our mission remains resolute: to deliver exceptional emergency management services through innovation, professionalism, and collaborative partnerships across the Commonwealth.

Fiscal Year 2025 was another historic year of emergencies in the Commonwealth and presented a range of challenges and notable achievements.

Operationally, VDEM supported more than 60 incidents from the Logistics Support and Coordination Center and responded to a wide range of emergencies, including winter weather, hurricanes, and flooding. The agency maintained 24/7 situational awareness and supported 19 EMAC missions while hosting 16 inbound missions during Hurricane Helene. VDEM also responded to 144 missing persons cases and 65 9-1-1 outages, reinforcing our role as a critical response agency.

Our accomplishments are a direct reflection of the dedication and resilience of VDEM's professionals who continuously adapt and excel in evolving emergency environments.

Through a revitalized strategic planning process, VDEM implemented agile methodologies and cross-functional Tiger Teams to drive progress. Key initiatives included the creation of the "EMbark" onboarding program, the development of a Commonwealth Preparedness Cycle, and the digitization of all state and federal mandates for improved accessibility and accountability.

VDEM demonstrated exceptional financial stewardship, managing over \$1.7 billion in disaster funds with zero audit findings. The agency processed more than \$420 million in federal grant payments and secured \$716 million in federal revenues for state, local, and nonprofit partners. By automating sub-recipient monitoring and integrating financial systems, VDEM significantly increased efficiency and transparency. This advancement was exemplified during the Hurricane Helene recovery, when the first Public Assistance reimbursement was issued to the Town of Appalachia within just 70 days of the disaster declaration, a substantial improvement from the previous six-month average.

VDEM updated numerous statewide disaster plans, including the Commonwealth of Virginia Emergency Operations Plan, the State Hazard Mitigation Plan, and specialized annexes for cyber response, radiological emergencies, and hurricanes. The team also expanded our outreach and partnerships, launching the Endeavor private sector exchange with over 1,700 members.

Training and education remained a top priority, with VDEM delivering 327 courses to more than 5,300 students and conducting 34 exercises involving over 3,700 participants. Partnerships with the Department of Social Services and the Office of the Chief Medical Examiner helped expand training in mass care and fatality management.

This report celebrates not only our past achievements but also our unwavering commitment to safeguarding the Commonwealth of Virginia. As a lean yet powerful agency, VDEM's dedication to supporting local, state, tribal, and federal partners is steadfast. We focus on both immediate response and continuous capability building to ensure a resilient future.

Looking ahead, we embrace the challenges with confidence and determination. Together, we are forging a stronger, safer, and more prepared Virginia — ready to protect and serve every community we hold dear.

Respectfully,

A handwritten signature in black ink, appearing to read "John Scrivani".

John Scrivani  
State Coordinator of Emergency Management

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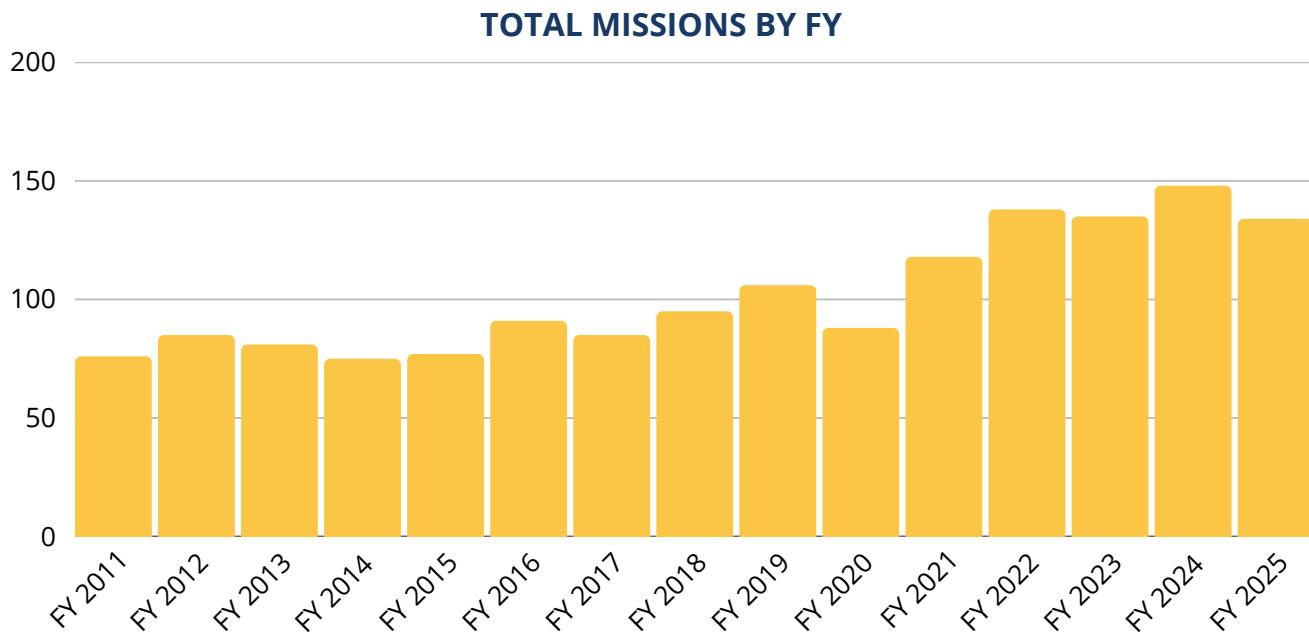
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# SEARCH AND RESCUE

VDEM's SAR Program has coordinated with the Virginia Search and Rescue Council (VASARCO) to provide wilderness and lost person search and rescue (SAR) since 1985. The program by VASARCO includes 20 recognized volunteer search and rescue teams with ~500 practitioners across the Commonwealth. SAR teams also assist law enforcement with the search for evidence and missing homicide victims.

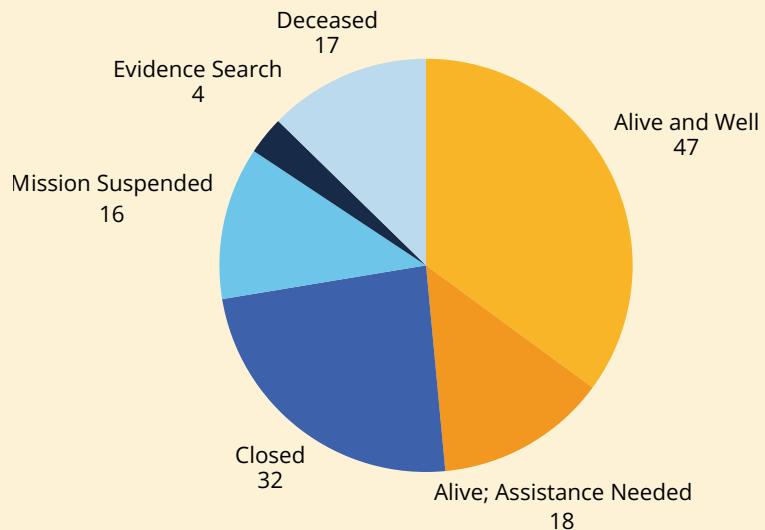
In FY25, **the program executed 147 missions** at the request of localities, who asked for specialized SAR resources coordinated through VDEM. VDEM's ability to utilize volunteer resources is critical to the success of the SAR Program and missions across the Commonwealth. Virginia's SAR Program is highly regarded throughout the nation and is considered best-in-class in the training and coordination of search and rescue efforts.



The SAR Program provides training, administrative support, and operational coordination for search and rescue efforts statewide.

The SAR Program provides specialized expertise in search theory, search management, and specialized resources such as search canines and operations in wilderness and austere environments throughout the Commonwealth. Training is provided to stakeholders by highly experienced SAR practitioners. Administrative support and training content are based on consensus standards aligned with best practices and national standards and are developed in coordination with the Virginia Search and Rescue Council before being adopted by VDEM. Operational coordination is provided through SAR practitioners and volunteer search mission coordinators on search incidents upon request of the locality.

## MISSION RESOLUTIONS



## MISSION SPECIALTIES

Search and rescue operations are divided into four mission specialties according to the conditions and environment of where or how the incident has occurred:



**Aeronautical missions** – include downed or missing / overdue civil aviation aircraft missions, and emergency calls for help broadcast through an emergency distress beacon (EDB). An EDB might originate from aircraft, marine craft or a personal locator beacon. This mission primarily belongs to the Civil Air Patrol.



**Inland / wilderness missions** – comprise the bulk of the agency's response in support of local jurisdictions to help locate a lost or missing person. On average the agency will support over 100 missions per year throughout the Commonwealth. Missing children and wandering Alzheimer's/ dementia subjects comprise the top two demographics of missing person missions.



**Marine / waterborne missions** – include distressed / sinking vessels, boating incidents, flooding, and swiftwater rescue incidents, which often result in a drowning. This mission primarily belongs to the Marine Resource Commission and the U.S. Coast Guard.



**Urban Search and Rescue / disaster incidents** – major events with significant impact to multiple citizens that may result in victims being stranded or trapped in collapsed structures or fallen debris. These events may include wide-area searches such as in the aftermath of a hurricane.



## SAR PROGRAM MANAGEMENT

VDEM's SAR Program consists of a Chief of Search and Rescue who serves as the program manager, as well as two regionally based search and rescue officers in the eastern and western parts of the Commonwealth. Additionally, VDEM employs ~25 highly skilled adjunct instructors who assist in the delivery of training classes statewide.

The SAR Program is organized into 11 program areas:

- 1. Program Management** – VDEM ensures that the normal operations of the Program, including response to missions, are timely and appropriate to the needs of the localities.
- 2. Training** (supported by the VDEM Training, Education, and Exercise Department) – VDEM provides specialized training to police, fire-rescue, EMS, emergency managers, volunteer search and rescue responders, and others who might have a duty to respond to a search and rescue emergency.
- 3. Virginia Emergency Support Team** (Emergency Support Function #9 Search and Rescue) – VDEM coordinates with local, state, and federal agencies to form a response to both man-made and natural disasters.
- 4. Search and Rescue** – The SAR Program provides a coordinated response to lost or missing persons throughout the Commonwealth of Virginia, utilizing approximately 500 trained volunteers.
- 5. Search Management** – VDEM and its member search and rescue groups provide mission management to search and rescue events as requested.
- 6. Search and Rescue Canine** – The SAR Program provides canine teams for every mission, including live find and human remains detection missions.
- 7. Search and Rescue Equine** – The equine SAR teams provide a means to search large areas quickly and efficiently and can be used to evacuate a subject if they are able to sit in a saddle.
- 8. Search and Rescue Tracking** – Trackers, or human-trackers, are used throughout SAR missions to follow a path made by the subject, or to simply age a clue for its appropriateness to the mission.
- 9. Wilderness Rescue** – Several teams within the SAR Program provide expertise on technical rescues involving the rescue of rock climbers or an evacuation over technical terrain.
- 10. Cave Search and Rescue** – The Program's cave rescue teams respond to those requests for assistance when subjects are lost underground or need to be extricated from a cave.
- 11. Vehicle Based Search** - Vehicle based searches are comprised of UTVs and ATVs to be used during the search for lost or missing persons, and the evacuation of those persons.

## VASARCO, VOLUNTEER GROUPS AND OTHER AGENCIES

The Virginia SAR Program has an active relationship with Virginia Search and Rescue Council (VASARCO). The Virginia Search and Rescue Council is a non-governmental, non-profit organization that represents the collective voice of the Virginia SAR community. VASARCO fosters communication between its volunteer organizations and VDEM. VASARCO also helps develop and coordinate the SAR system in Virginia by interpreting guidance from VDEM and ensuring compliance within volunteer teams.

Membership within VASARCO is mandatory for teams who seek and maintain a memorandum of understanding (MOU) with VDEM. Quarterly VASARCO meetings, regular committee meetings, and monthly VASARCO Board/VDEM SAR Program conference calls promote a cooperative environment and provide an avenue for teams to share information and work collaboratively to address and resolve issues that affect the teams. VASARCO membership is diverse and encompasses teams seeking a new MOU, SAR groups that have a long history of service to the Commonwealth, as well as authorities that have jurisdiction over SAR and other response partners.

## Volunteer Search Groups (501c3 Non-profit Organizations) with MOUs with VDEM:

- Angel Search and Rescue
- Black Diamond Search and Rescue
- Blacksburg Volunteer Rescue Squad
- Blue & Gray Search Dogs
- Blue Ridge Mountain Rescue Group
- Christian Aid Ministries SAR
- Commonwealth Search and Rescue
- DOGS East
- Greater Atlantic Rescue DOGS
- K9 Alert Search and Rescue
- Mid Atlantic DOGS
- Piedmont Search and Rescue
- Rockingham Augusta / Amherst Search and Rescue
- Search and Rescue Tracking Institute
- Shenandoah Mountain Rescue Group
- Spotsylvania Sheriff's Office SAR
- Tidewater Search and Rescue
- TROT Search and Rescue
- Virginia Search and Rescue Dogs Association
- Virginia Wing - Civil Air Patrol

## Other state agencies with SAR roles include:

- **Virginia State Police (VSP)** – Provides human tracking/trailing canines and supports SAR missions with trained ground searchers. If requested, VSP can send their Special Response Teams and Tactical Field Force to supplement the volunteer response.
- **Department of Conservation and Recreation (DCR) (State Parks)** – Supports SAR missions with trained ground searchers and can supplement the volunteer response if needed.
- **Department of Wildlife Resources (DWR)** – Supports SAR missions with trained ground searchers.



## STATE SAR STANDARDS

The Virginia SAR standards outline the process and procedures for achieving and maintaining necessary certifications. As outlined in Code of Virginia § 44-146.18 (G) (4)(7), trained SAR assets must have obtained a minimum level of training in order to respond for a certain function, whether it be ground searcher or a management asset. The standards also detail what is required for teams seeking a new MOU.

A major reorganization and revision of the current standards continued in FY25 in order to ensure all standards are current and align with industry standards such as American Society for Testing and Materials (ASTM), the National Fire Protection Association (NFPA), and the standards of response partners within the Commonwealth and national partners such as National Park Service and the National Association for Search and Rescue (NASAR).

The Commonwealth's SAR standards are based on core capabilities addressing functions that each team is expected to perform. Certifications and courses are based on competencies, behaviors, and tasks for individual practitioners.

## TRAINING PROGRAM

Training programs continued across the Commonwealth in FY25 due to sustained funding for the SAR Training Program. Due to its success, the SAR Program often receives requests for Virginia's training materials and practices from other states, localities, other organizations throughout the United States and some international locations. The SAR Program employs capable instructors who are respected, highly skilled leaders and practitioners within the Virginia SAR community. The Program provides a tiered system of classes and certifications for first responders and SAR practitioners, as well as other courses and workshops that support certification. Best practices and lessons learned are implemented into training with recent and relevant training content for all levels. Below is a list of the classes taught to include the number of classes, students taught and student contact hours.

**FY25 MISSION VS TRAINING HOURS**



## ADDITIONAL SPECIAL OPERATIONS TEAMS

VDEM's Special Operations Division is comprised of Radiological Emergency Preparedness Program (REPP), Tactical Systems, Technological Hazards Branch, as well as the Search & Rescue (SAR) Branch. These branches are called in to support localities throughout the year--providing specialized, lifesaving support .

Team	Planned Response	No-Notice Response	Examples
Communications Cache	19	8	Metallica Concert, Presidential Inauguration, County Fairs
Swift Water Rescue	33	1	9 for TS Debby, 15 for TS Helene, and 9 for February Winter Storm
Urban Search and Recuse	1	0	February Winter Storm
Regional Response	17	44	TS Helene, TS Debby, Februray Winter Storm, Richmond Water Outage, Army 250 Celebration, etc.
Exercises Conducted (Regional Only)	6	N/A	DSS Sheltering Exercise
EMAC Supported	3	N/A	Flooding in Arkansas, Tennessee, and Kentucky, and TS Helene

Technological Hazards	
Total Notification to the Virginia Emergency Operations Center	1,498
Hazardous Materials Officer Interventions	315
Activation of Regional HAZMAT Response Team Resources	28
Total Notifications to the National Response Center	475

# LOCAL FINANCIAL ASSISTANCE

## SUMMARY

The following localities received financial assistance in FY25 because they were located in an area declared to be in a state of emergency.

LOCALITY	EVENT NAME	PUBLIC ASSISTANCE	HAZARD MITIGATION	TOTAL
Accomack County	Hurricane Matthew 2016	\$0	\$5,273	\$29,340
	Hurricane Florence 2018	\$0	\$21,577	
	Hurricane Michael 2018	\$0	\$161	
	Winter Storm Jan 2022	\$0	\$2,329	
Arlington County	Tropical Storm Debby	\$8,597	\$0	\$46,704
	Hurricane Helene	\$38,107	\$0	
Altavista, Town of	COVID-19 2020	\$0	\$3,026	\$3,026
Bedford County	Tropical Storm Debby	\$8,033	\$0	\$33,007
	Hurricane Helene	\$24,974	\$0	
Blackstone, Town of	Winter Storm 2021	\$47,544	\$0	\$47,544
Bluefield, Town of	Hurricane Helene	\$1,419	\$0	\$1,419
Bristol, City of	Tropical Storm Debby	\$16,237	\$0	\$61,241
	Hurricane Helene	\$45,004	\$0	
Brunswick County	Winter Storm January 2022	\$0	\$6,472	\$6,472
Central Shenandoah PDC	Winter Storm January 2022	\$0	\$19,554	\$19,554
Chesapeake, City of	Hurricane Florence	\$0	\$47,686	\$47,686

LOCALITY	EVENT NAME	PUBLIC ASSISTANCE	HAZARD MITIGATION	TOTAL
Chesterfield County	Tropical Storm Debby	\$25,039	\$0	\$103,990
	Hurricane Helene	\$78,951	\$0	
Cumberland Plateau PDC	COVID-19 2020	\$0	\$12,244	\$12,244
Damascus, Town of	Hurricane Helene	\$19,907	\$0	\$19,907
Danville, City of	Hurricane Michael 2018	\$308,137	\$0	\$320,859
	Hurricane Helene	\$12,722	\$0	
Fairfax, City of	Hurricane Helene	\$36,125	\$0	\$36,125
Fairfax County	Hurricane Helene	\$99,441	\$0	\$99,441
Franklin County	COVID-19 2020	\$0	\$26,962	\$26,962
Fredericksburg, City of	Hurricane Helene	\$7,521	\$0	\$7,521
Gloucester County	Hurricane Matthew 2016	\$0	\$118,614	\$118,614
Grayson County	COVID-19 2020	\$0	\$11,962	\$11,962
Greene County	Winter Storm January 2022	\$0	\$19,377	\$19,377
Hampton, City of	Hurricane Florence	\$0	\$1,632	\$1,632
Harrisonburg, City of	Tropical Storm Debby	\$12,537	\$0	\$12,537
Henry County	COVID-19	\$0	\$37,424	\$37,424
Lunenburg County	Hurricane Helene	\$11,896	\$0	\$11,896
Lynchburg, City of	Tropical Storm Debby	\$9,848	\$0	\$40,187
	Hurricane Helene	\$30,339	\$0	
Martinsville, City of	Hurricane Michael 2018	\$0	\$19,432	\$19,432
Middle Peninsula PDC	Hurricane Florence	\$0	\$9,692	\$9,692

LOCALITY	EVENT NAME	PUBLIC ASSISTANCE	HAZARD MITIGATION	TOTAL
Mount Rogers PDC	COVID-19 2020	\$0	\$3,506	\$3,506
Newport News, City of	Hurricane Michael 2018	\$0	\$188,283	\$188,283
Page County	Wildfires March 2024	\$37,535	\$0	\$37,535
Prince William County	Tropical Storm Debby	\$10,663	\$0	\$10,663
Rappahannock-Rapidan RC	COVID-19 2020	\$0	\$6,073	\$6,073
Richmond, City of	Hurricane Michael 2018	\$0	\$4,649	\$4,649
Roanoke, City of	Tropical Storm Debby	\$11,668	\$0	\$26,556
	Hurricane Helene	\$14,889	\$0	
Roanoke County	Tropical Storm Debby	\$14,753	\$0	\$32,925
	Hurricane Helene	\$18,172	\$0	
Roanoke Valley-Allegany RC	COVID-19	\$0	\$3,194	\$3,194
Rockingham County	Tropical Storm Debby	\$7,290	\$0	\$23,680
	Hurricane Helene	\$16,390	\$0	
Salem, City of	Hurricane Helene	\$7,498	\$0	\$7,498
Smithfield, Town of	COVID-19	\$0	\$73,739	\$73,739
South Boston, Town of	Hurricane Florence	\$0	\$131,166	\$131,166
South Hill, Town of	COVID-19	\$0	\$9,218	\$9,218
Southside PDC	COVID-19	\$0	\$2,340	\$2,340
Spotsylvania	Tropical Storm Debby	\$13,408	\$0	\$13,408
Stafford County	Hurricane Helene	\$44,209	\$0	\$44,209
Sussex County	Winter Storm January 2022	\$0	\$3,538	\$3,538

LOCALITY	EVENT NAME	PUBLIC ASSISTANCE	HAZARD MITIGATION	TOTAL
Virginia Beach, City of	Hurricane Helene	\$40,561	\$0	\$40,561
Washington County	Hurricane Helene	\$40,218	\$0	\$40,218
Winchester, City of	Hurricane Helene	\$4,681	\$0	\$4,681
Wise County	Hurricane Helene	\$9,216	\$0	\$23,472
	Winter Ice/Flood 2025	\$14,256	\$0	
<b>TOTALS</b>		<b>\$1,147,785</b>	<b>\$789,122</b>	<b>\$1,936,907</b>

\*PDC - Planning District Commission

## Grants Highlight

The Grant Management and Recovery Division administers a wide range of state and federal funding to support the emergency management needs of all our stakeholders—including local governments, private sector partners, nonprofit organizations, and other state agencies.

VDEM currently manages more than 30 state funding streams that support preparedness, response, and recovery efforts. In addition, the agency oversees over 58 federal and state grant programs, each with distinct requirements, timelines, and priorities.

*Total grant funding passed through from all sources in FY25*

**\$386,099,193**

Grant funds can be used to support staff salaries/benefits, training and exercises, plan updates, preparedness campaigns, and equipment purchases and are incorporated into the agency's budgeting, accounting, facilities, and human resource processes.

# LOCAL EMERGENCY SHELTERS

## BACKGROUND

Pursuant to § 44-146.18:4 of the *Code of Virginia*, the Virginia Department of Emergency Management (VDEM) is required to report annually on “the status of the Commonwealth’s emergency shelter capabilities and readiness.”

Emergency sheltering is a shared responsibility between state agencies and local governments. By law, localities are responsible for providing sheltering capabilities for their residents. VDEM supports this effort by offering guidance and assistance in developing and maintaining local emergency management programs, plans, and systems—including those related to sheltering.

## STATUS OF LOCAL SHELTER CAPABILITIES

To support statewide readiness, all localities are required to complete the Local Capabilities Assessment of Readiness (LCAR) survey each year. This assessment collects data on local emergency management programs, including detailed information about sheltering capabilities. Localities must report on shelter locations, available capacity, functional capabilities, and whether backup power is available at each site.

The 2025 LCAR data summarized below reflects the current status of local sheltering capabilities across the Commonwealth.



# ASSETS FROM LAW ENFORCEMENT

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## SUMMARY

In FY25, the Virginia Department of Emergency Management (VDEM) did not receive any assets as a result of a law-enforcement seizure or subsequent forfeiture by either a state or federal court.

# FEDERAL GRANT FORFEITURE BY AGENCIES

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## SUMMARY

In FY25, the Virginia Department of Emergency Management (VDEM) did not collect any grant funding that was forfeited by a state agency due to not fulfilling the specifications of a grant.

# ANNUAL STATEWIDE EXERCISE

## INTRODUCTION

VDEM's Training, Education, and Exercise Division (TEED), in coordination with the Virginia Emergency Support Team (VEST) Training and Exercise Coordinator, began planning for the Commonwealth's annual statewide exercise, VESTEX, in September 2024. Originally scheduled for April 22–23, 2025, the impacts of Hurricane Helene in 2024 and severe winter weather events in early 2025 significantly delayed exercise development.

VESTEX has evolved into a two-day exercise to enhance real-time action and evaluation. To ensure it's the integration of lessons learned, recent plan updates, and improvements identified during previous activations, the planning process for VESTEX requires a minimum of five months. Without this deliberate development period, the exercise risks becoming a procedural formality rather than a meaningful opportunity to validate and enhance our processes, policies, and procedures.

Over the past six months, the Commonwealth has experienced multiple full-scale activations of the VEST, including Hurricane Helene, winter weather events in January and February, and widespread power outages affecting critical infrastructure. These real-world incidents satisfied the intent and statutory requirements of the annual statewide drill, mandated by §44-146.17:2 of the Code of Virginia.

A summary of the major FY25 VEST activations are provided on the following pages.



## SUMMARY OF REAL-WORLD VEST ACTIVATIONS AND VOPEX

### ***Hurricane Helene***

#### ***Sept 26, 2024- Present***

On September 25, 2024, Governor Youngkin declared a State of Emergency in anticipation of impacts from the remnants of Hurricane Helene. Southwest Virginia experienced record rainfall—between six and nine inches—resulting in severe flooding, infrastructure damage, widespread power outages, and significant debris.

A federal emergency declaration was approved on September 29, followed by a major disaster declaration on October 1, 2024.

The response tested the capabilities of local and state agencies, non-governmental organizations, and private sector partners. Despite the challenges, the coordinated efforts demonstrated the strength of Virginia's emergency management system. The VEST's activation validated key operational plans and frameworks, including the Intergovernmental Agreement, State Mass Feeding Plan, and Debris Management Plan, while reinforcing the importance of continuity planning and interagency collaboration.

### ***Impacts & Damages***

- **Fatalities:** Two Virginia residents die due to the storm. In Craig County, a person died after a tree fell onto a building, and in Tazewell County, another individual was killed by a falling tree while clearing debris.
- **Flooding:** Southwest Virginia experienced severe flooding, with rainfall reaching 12.2 inches in Grayson Highlands and approximately 10 inches in Galax over a 72-hour period. The New River Valley saw high waters extending as far north as Radford University. In Damascus, flooding caused significant damage to the Creeper Trail, resulting in substantial economic losses due to disruptions in tourism.
- **Infrastructure Damage:** The storm caused extensive damage to roads and bridges. Most of U.S. Route 21 along the mountainside outside of Independence in Grayson County was destroyed. U.S. Route 58 and the Virginia Creeper Trail were heavily damaged and require rebuilding near Damascus. Access to Taylors Valley in Washington County was cut off after two bridges into the community were destroyed.
- **Power Outages:** Approximately 190,000 people in Virginia lost power due to the storm, primarily in areas near and west of the Blue Ridge.
- **Tornadoes:** The hurricane spawned several tornadoes in the state. An EF1 tornado caused minor damage in Bedford County, while an EF2 tornado in Pittsylvania County injured one person, damaged 30 structures, and destroyed a mobile home. Another EF1 tornado downed trees near Keeling.
- **Agricultural:** The Commonwealth of Virginia's agriculture suffered significant losses, with damage estimates reaching **\$4.1 billion, making Helene the costliest hurricane in the state's history.**

## January Snow / Flooding Event

### January 3 - 10, 2025

On January 3, 2025, Governor Youngkin declared a State of Emergency in response to a major winter storm forecasted to impact the Commonwealth. The storm brought hazardous road conditions, prolonged extreme cold, and widespread power outages affecting over 120,000 customers.

On January 6, power outages disrupted critical water infrastructure in the City of Richmond, prompting a boil water advisory and limited water pressure. This disruption had cascading effects on neighboring jurisdictions, including Hanover and Henrico counties, highlighting the interdependencies of regional infrastructure systems.

## February Winter Weather

### February 10 - 21, 2025

On February 10, 2025, Governor Youngkin declared a State of Emergency ahead of a significant winter storm forecasted to impact the Commonwealth. The system brought heavy precipitation and flooding, particularly in Southwest Virginia, along with over 200,000 power outages. Southeastern regions received over 12 inches of powdery snow, creating hazardous travel conditions and compounding response efforts across the state.

### Winter Weather Incident Summary - January & February 2025

Metric	January 2025	February 2025
Staff Assigned	288	315
Total Staffing Hours	5,685	17,316
Requests for Assistance	108	126
Local Emergency Declarations	15	26
Local EOCs Activated	59	69



# TRAINING & EXERCISES

## TRAINING PROGRAM

VDEM's Training, Education, and Exercise Division (TEED) adopted a more strategic approach to training by developing a comprehensive multi-year training calendar. This calendar outlines training across all seven regions and headquarters over a three-year period and includes core and elective courses from the Advanced Professional Series (APS), the Emergency Management Preparedness Program (EMPP) Basic Academy, the National Incident Management System (NIMS), and the Incident Command System (ICS), along with region- and partner-requested offerings.

TEED is concluding the current Multi-Year Integrated Preparedness Plan (MYIPP) 2023–2025 and has begun drafting the 2026–2028 MYIPP.

## DELIVERY AND PARTICIPATION

In FY25, demand for VDEM-provided training continued to grow. TEED, using adjunct instructors and agency staff, delivered 345 courses to 5,567 students. This included bi-monthly Virginia Emergency Support Team (VEST) training, supported in collaboration with the VEST Training and Exercise Coordinator and the Operational Coordination Division.

TEED also partnered with the Incident Management Program and Regional Incident Management Teams to expand delivery of Incident Management Team (IMT) courses (O305) and All-Hazard Position Specific (AHPS) courses.

Three full academies and multiple individual courses were delivered across the Commonwealth. Emergency management professionals seeking the state-sponsored Advanced Professional Series (APS) were offered a range of training opportunities, though APS applications declined from 27 in FY24 to 18 in FY25, largely due to reduced course offerings and multiple statewide incidents.

During FY 2025, TEED delivered three full academies as well as multiple individual courses across the Commonwealth. Emergency management professionals seeking the state-sponsored Advanced Professional Series (APS) certificate were also offered a variety of training opportunities to increase emergency management knowledge. By partnering with Dept. of Social Services, VDH- OCME we brought two G course offerings back to Virginia, G386 Mass Fatalities and G108 Mass Care Services course.

### TRAININGS BY THE NUMBERS



*A comprehensive summary of all FY24 offerings can be found at the end of the section.*

## FEDERAL AND CONSORTIUM PARTNERSHIPS

TEED collaborated with FEMA to bring federal recovery and preparedness training to Virginia, including sessions on hurricane readiness, debris management, grants management, and advanced public information. TEED also partnered with the National Domestic Preparedness Consortium (NDPC) and the Rural Domestic Preparedness Consortium (RDPC) to deliver DHS/FEMA-sponsored training across the homeland security spectrum. High-demand topics included cybersecurity, complex coordinated terrorist attacks, critical infrastructure protection, and evacuation planning.

Region 2 and Rappahannock Electric Cooperative worked with TEED and NDPC to deliver the full suite of Critical Infrastructure courses in Virginia.

## NEW AND CONTINUING INITIATIVES

VDEM, in collaboration with the Virginia Department of Fire Programs, continues to expand the instructor cadre for Incident Management Team (IMT) and All-Hazard Position Specific (AHPS) training. This partnership has also supported increased training opportunities at the Virginia Fire and Rescue Conference, with Regional IMT teams, and for the Commonwealth of Virginia Incident Management Assistance Team (COVAIMAT). Additionally, TEED is developing an ICS 300/400 Refresher Course to align with recent updates to federal doctrine and curriculum, ensuring responders who completed earlier versions remain current.

VDEM TEED also partnered with the Virginia Department of Social Services to deliver a series of Train-the-Trainer sessions for the G108 Mass Care Services course. Three sessions have been held across the state, with additional offerings planned for FY26.

Course Type Summary	Offerings	Students
<b>Basic</b>	14	244
<b>EM</b>	34	469
<b>ICS</b>	113	1,643
<b>Consortium</b>	158	1,169
<b>VEST</b>	16	1,886
<b>IMT/AHPS</b>	10	153
<b>Total</b>	345	5,567

Some FY25 trainings had to be rescheduled due to response and recovery efforts and federal grant funding delays. Impacted events have been rescheduled for FY26.

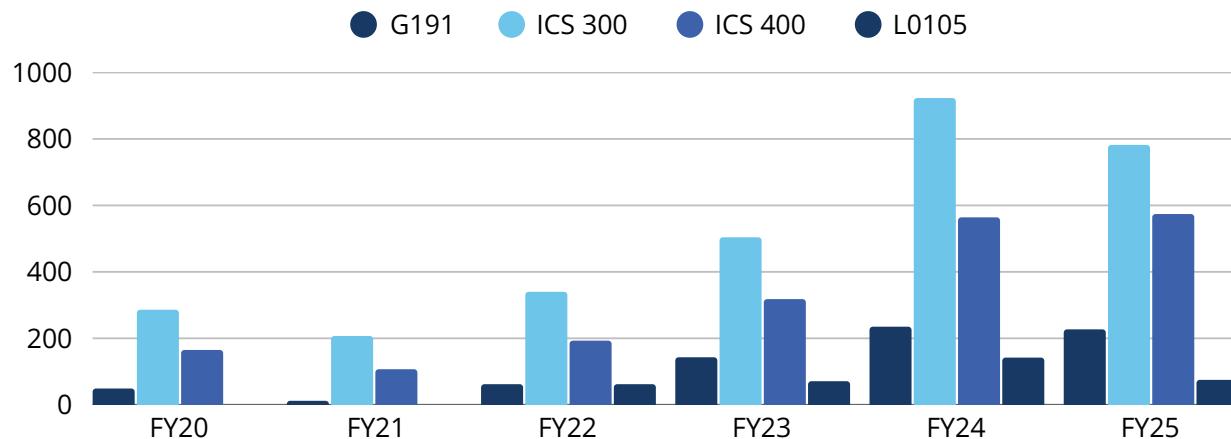
## Closer Look at Preparedness Trainings

The Integrated Preparedness Plan (IPP) serves as a strategic roadmap that aligns Virginia's training, exercise, planning, and grant activities with identified risks, priorities, and capability gaps. Developed through the Integrated Preparedness Planning Workshop (IPPW), the IPP is a collaborative, statewide effort that incorporates input from local, regional, and state partners, as well as lessons learned from real-world incidents and After-Action Reports (AARs).

Although FEMA only requires one IPPW every three years, VDEM exceeds this standard by hosting annual workshops to ensure the plan remains current and responsive to evolving needs. These workshops provide a forum for stakeholders to assess recent events—such as Hurricane Helene—and adjust training and exercise priorities accordingly.

The table below shows a year-over-year increase in preparedness training conducted by VDEM. This growth is driven by increased operational demands, staff turnover, updated training requirements, and Preparedness Grant Program expectations. The training courses delivered by TEED directly reflect the priorities identified through the IPP process. High-demand offerings such as **ICS 300 (Intermediate ICS)**, **ICS 400 (Advanced ICS)**, **G191 (ICS/EOC Interface)**, and **L0105 (Public Information and Warning)** are core components of Virginia's preparedness strategy.

### Total Students Trained by Course



Despite disruptions caused by multiple activations and federal funding delays, TEED successfully trained over **5,500 individuals and conducted 345 courses in FY25**. This alignment between planning and execution demonstrates the effectiveness of the IPP/IPPW process in guiding resource allocation and ensuring that training efforts are both strategic and impactful.

## EXERCISE PROGRAM

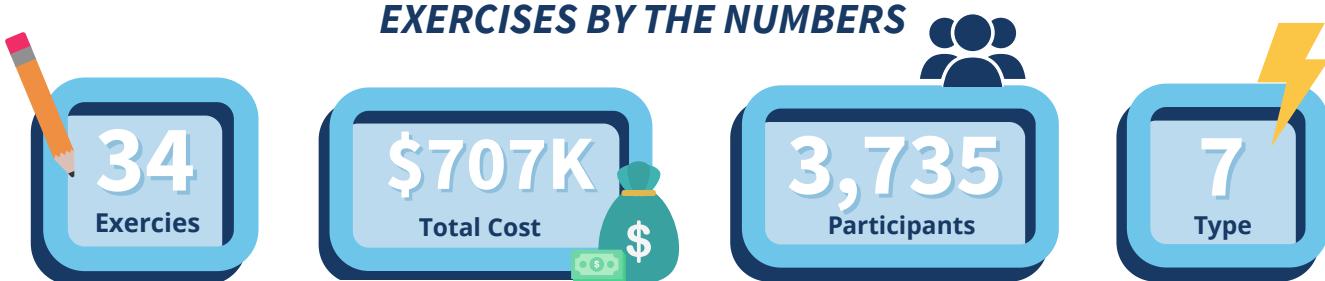
FY25, the TEED Exercise Branch coordinated or conducted **34 disaster-related exercises and workshops**, engaging more than **3,735 participants**, including evaluators, controllers, and observers. All exercises followed the FEMA-aligned **Homeland Security Exercise and Evaluation Program (HSEEP)**, which provides standardized principles for exercise design, conduct, evaluation, and improvement planning.

### Key exercises this year included:

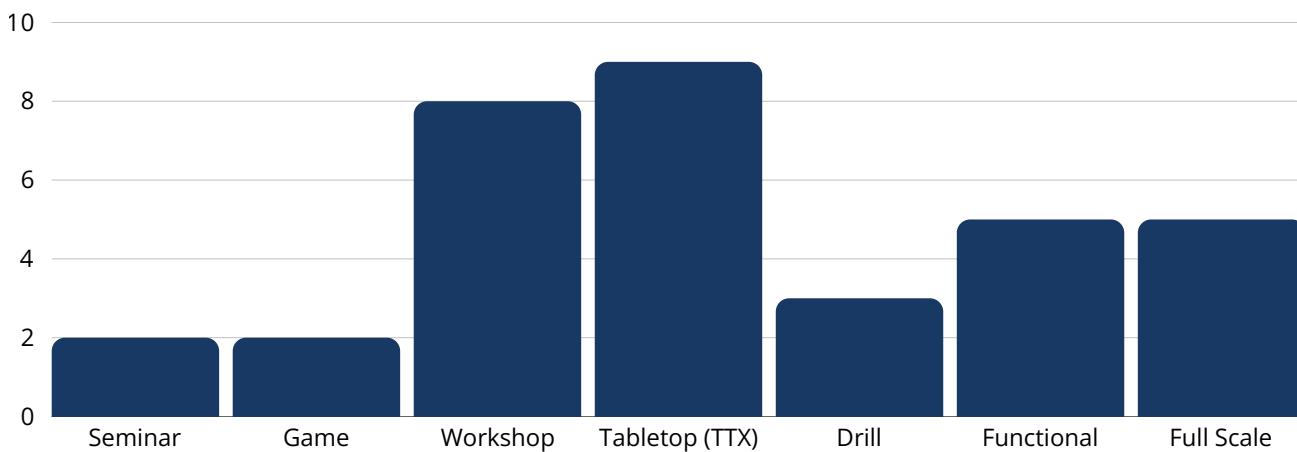
- **Virginia Operations Plan Exercise (VOPEX)** – FEMA-evaluated exercise for North Anna Power Station (July 2024)
- **Cyber Fortress 2024** – Two regional cyber-focused exercises
- **Active Threat Full-Scale Exercises** – Conducted at two Institutes of Higher Education
- **Family Assistance Center Seminar** – Focused on the State Plan (December 2024)
- **VOPEX Dress Rehearsal** – For Surry Power Station (June 2025)

These exercises were conducted at the local, regional, and state levels, reinforcing coordination and preparedness across jurisdictions.

### EXERCISES BY THE NUMBERS



### EXERCISES COMPLETED BY TYPE



## TRAINING AND EXERCISES OFFERED

***The following pages provide a comprehensive summary of all FY25 offerings. Acronyms used throughout the charts are defined here.***

**AHIMT** - All-Hazard Incident Management Team

**AHPS** - All-Hazards Public Safety

**COOP** - Continuity of Operations Planning

**COML** - Communications Unit Leader

**EOC** - Emergency Operations Center

**EP** - Emergency Preparedness

**EX** - Exercise

**FAC** - Family Assistance Center

**FE** - Functional Exercise

**FEMA Reg 3** - FEMA Region 3

**FIT** - FEMA Integration Team

**FSE** - Full Scale Exercise

**HSEEP** - FEMA Homeland Security Exercise and Evaluation Program

**HURREVAC** - Hurricane Evacuation

**ICS** - Incident Command Systems

**IMAT** - Incident Management Assistance Team

**IMT** - Incident Management Team

**IPPW** - Integrated Preparedness Planning Workshop

**MCI** - Mass Casualty Incident

**MS-I** - Medical Services Drill

**NAPS** - North Anna Power Station

**NWS** - National Weather Service

**ORD/FD** - Office of Risk Reduction / Fire Department

**PAR/PAD** - Protective Action Recommendation / Protective Action Decision

**PIO** - Public Information Officer

**R1, R2, R3, R4, R5, R6, R7** - VDEM regions and regional teams (map below)

**REP** - Radiological Emergency Preparedness

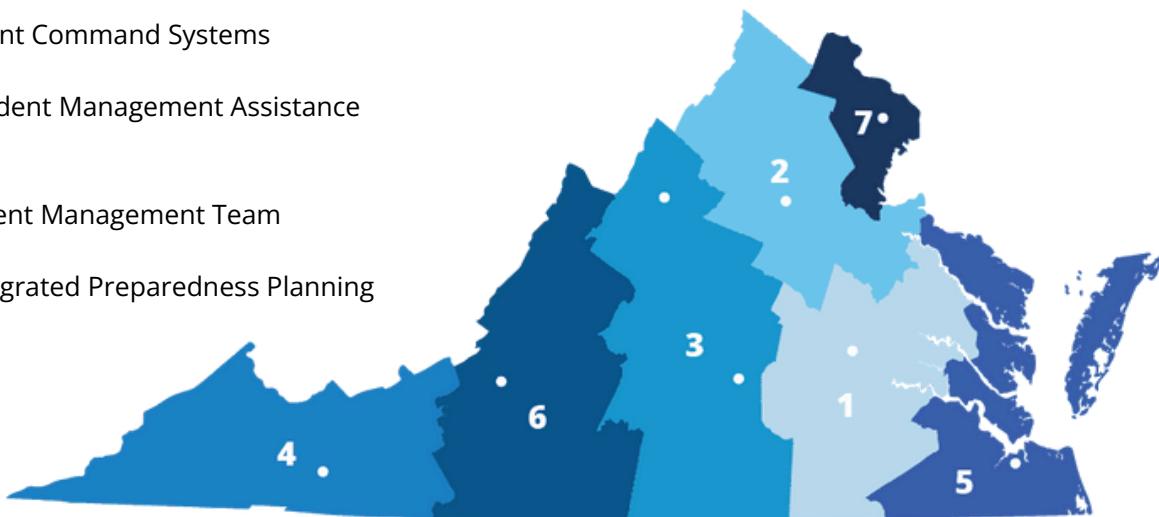
**TTT** - Train the Trainer

**TTX** - Tabletop Exercise

**VANG** - Virginia National Guard

**VEMS** - Virginia Emergency Management Symposium

**VLO** - Virginia Liaison Officer



# TRAINING CONDUCTED IN FY25 BY CATEGORY

## *Emergency Management (EM)*

COURSE NUMBER	COURSE NAME	COURSE LENGTH (HRS)	OFFERINGS	TOTAL STUDENTS
G0108	Community Mass Care Management	16	3	35
G202	Debris Management	24	1	21
G205	Recovery from Disaster: The Local Government	16	1	11
G288	Volunteer and Donations Management Workshop	16	1	15
G318	Local Mitigation Planning Workshop	16	1	14
G0386	Mass Fatalities	16	3	57
G489	Management of Spontaneous Volunteers	8	1	14
G557	Rapid Needs Assessment	8	2	41
G2300	Intermediate EOC Functions	24	1	8

## *Virginia Emergency Support Team (VEST) Training*

COURSE NAME	STUDENTS TRAINED
HECWG: Hurricane Evacuation Coordination Working Group	115
VEST Systems Training	93
SOG Updates	115
Drought Coord & DOF	141
Wildfire Recovery	160
Northern Virginia Inauguration Prep	129
Family Assistance Center Seminar	107
Winter Weather Seminar	137
VEST IPPW	112
February Winter Weather Hotwash	59
Back to the EM Basics	129
BIO 100: A Novel Influenza Primer Discussion	113
Hostile Action Bases Radiological Emergency Preparedness Overview	123
Hurricane Season Kickoff	142
Disaster Feeding	90

## Basic Academy Courses (National Emergency Management Academy)

COURSE NUMBER	COURSE NAME	COURSE LENGTH (HRS)	OFFERINGS	TOTAL STUDENTS
L0101	Foundations of Emergency Management	40	3	42
L0102	Fundamentals of Threats & Hazards	24	2	32
L0103	Planning Emergency Operations	16	2	26
L0105	Public Information Basics	24	4	75
L0141	Instructional Presentation & Eval Skills	32	1	11
L0146	Homeland Security Exercise & Evaluation Program	16	3	48

## Incident Management Team and All Hazard Position Specific

COURSE NUMBER	COURSE NAME	COURSE LENGTH (HRS)	OFFERINGS	TOTAL STUDENTS
0305	Type III All Hazard Incident Management Team	32	3	53
L0956	Liaison Officer Course	16	1	19
L0954	Safety Officer Course	32	1	10
L0964	Operations Section Chief	32	2	44
L0965	Resource and Demobilization Unit Leader	32	1	10
L0973	Finance Section Chief	24	1	7
L0973	Facilities Unit Leader	40	1	10

## Incident Command System (ICS)

COURSE NUMBER	COURSE NAME	COURSE LENGTH (HRS)	OFFERINGS	TOTAL STUDENTS
G191	ICS/EOC Interface	8	18	227
ICS 300	Intermediate Incident Command Systems	21	52	787
ICS 402	ICS for Elected Officials	8	4	63
V450	ICS Train the Trainer	24	1	14
ICS 400	Advanced ICS	15	38	552

## Radiological Emergency Preparedness

COURSE NUMBER	COURSE NAME	COURSE LENGTH (HRS)	OFFERINGS	TOTAL STUDENTS
AWR-317	REP Core Concepts Course	12	4	18
PER-316	Radiological Accident Assessment Course	40	1	7
MGT-453	REP Post-Plume Planning Course	16	4	8
PER-904	Radiological Emergency Response Operations	40	1	3
AWR-352	REP Planning Core Concepts Course	4	4	14
AWR-351	REP Post-Plume Awareness Course (RPPA)	16	4	32

## Technological Hazards

COURSE NAME	OFFERINGS	TOTAL STUDENTS
Hazardous Materials Technician	9	176
Hazardous Materials Advanced Tactical Control	2	28
Chemistry of Hazardous Materials	3	62
Hazardous Materials Technician Instructor Development	1	5
Annual Team Refresher Training	-	813

## Search and Rescue (SAR)

COURSE NAME	COURSE HOURS	OFFERINGS	STUDENTS
SAR First Responder (all modules (1,2 &3))	24	12	141
Search Team Leader	40	1	12
Management Team Operations	40	1	8
Tracking Team Operations	40	1	9
Land Navigation		4	35
Scene Preservation		1	12
Lost Person Behavior	16	3	38
Semi-tech		2	24
SAR Mapping	4	4	42
Is It Human	16	6	159

## FEMA and Federal Consortium Partner Courses

COURSE NUMBER	COURSE NAME	COURSE HOURS	OFFERINGS	STUDENTS TRAINED
AWR-118	Biological Incidents Awareness	16	2	2
AWR-136	Developing Cybersecurity Resiliency for Everyone		1	1
AWR-140	Introduction to Radiological Nuclear WMD Operations	8	1	1
AWR-167	Sport and Special Event Risk Management and Planning	16	2	24
AWR-209	Working with the Media: A Course for Rural First Responders	8	1	1
AWR-213	Critical Infrastructure Security and Resilience Awareness	8	1	26
AWR-219-C	Site Protection through Observational Techniques, Customized	8	3	3
AWR-230	Incident Response to Terrorist Bombings, Indirect	8	1	1
AWR-313	Homemade Explosives: Awareness, Recognition, and Response, Mobile	8	4	95
AWR-315	Fundamentals of Criminal Intelligence	40	1	1
AWR-319	Leveraging Tools for Conducting Damage Assessments	16	1	1
AWR-330	Whole Community Emergency Management Planning	8	1	1
AWR-345	Uncrewed Aircraft Systems in Disaster Management	8	2	2
AWR-347	Climate Adaptation Planning for Emergency Management	8	2	2
AWR-356	Community Planning for Disaster Recovery	16	1	1
AWR-376	Understanding Targeted Cyber Attacks	8	2	2
AWR-407	Drone Assessment and Response Tactics, Mobile	8	4	38
AWR-409	Detecting Domestic and Homegrown Violent Extremism	16	1	1
MGT-304	Sport and Special Event Staff Training and Development	16	1	30
MGT-307	Enterprise Risk Management: A Collaborative Community Mitigation Effort at IHEs	8	2	31
MGT-308	Responding Effectively to Complex Incidents	16	1	24
MGT 310	Threat and Hazard Identification and Risk Assessment and Stakeholder Preparedness Review	16	2	36

## FEMA and Federal Consortium Partner Courses Continued

COURSE NUMBER	COURSE NAME	COURSE HOURS	OFFERINGS	STUDENTS TRAINED
MGT 312	Senior Officials Workshop for All Hazards Preparedness	8	3	60
MGT 314	Enhanced All-Hazards Incident Management/Unified Command	24	3	3
MGT-315	Conducting Risk Assessments for Critical Community Assets	16	2	34
MGT-317	Disaster Management for Public Services and Public Works	16	4	4
MGT-318	Public Information in an All-Hazards Incident	16	3	3
MGT-319	Medical Countermeasures: Points of Dispensing (POD), Planning and Response	16	4	29
MGT-323	Instructor Development Workshop	24	2	2
MGT-324	Campus Emergencies: Prevention, Response, and Recovery - Customized	16	1	1
MGT-330	Support that Saves: A Guide to Building and Sustaining Peer Support	24	1	1
MGT-340	Crisis Leadership	8	2	2
MGT-341	Disaster Preparedness for Healthcare Organizations within the Community Infrastructure	16	4	41
MGT-343	Disaster Management for Water and Wastewater Utilities	16	1	1
MGT-345	Disaster Management for Electric Power Systems	16	2	2
MGT-346	EOC Operations and Planning for All-Hazards Events	16	1	1
MGT-346	EOC Operations and Planning for All-Hazards Events	16	1	1
MGT-348	Medical Preparedness and Response for Bombing Incidents (MPRBI)	16	2	22
MGT 361	Crisis Management Affecting Institutions of Higher Education: A Collaborative Community Approach	24	2	39
MGT-381	Business Continuity Planning	8	1	1
MGT-403	Underserved Populations Preparedness Planning for Rural Responders and Volunteers	16	1	1
MGT-405	Mobilizing Faith-Based Community Organizations in Preparing for Disaster	16	1	1

## FEMA and Federal Consortium Partner Courses Continued

COURSE NUMBER	COURSE NAME	COURSE HOURS	OFFERINGS	STUDENTS TRAINED
MGT-412	Sport and Special Event Evacuation and Protective Actions	16	2	36
MGT-414	Critical Infrastructure Resilience and Community Lifelines	8	1	25
MGT-415	Disaster Recovery in Rural Communities	8	1	1
MGT-425	Homeland Security Executive Leaders Program (ELP) Center for Homeland Defense and Security	Multi Month	1	6
MGT-439	Pediatric Disaster Response and Emergency Preparedness	16	4	26
MGT 440	Enhanced Sports and Special Events Incident Management	24	3	3
MGT 448	All Hazards Planning for Animal, Agriculture, and Food related Disasters	8	1	1
MGT-452	Physical and Cybersecurity for Critical Infrastructure	8	2	2
MGT-460	Planning for Disaster Debris Management	16	1	1
MGT-461	Evacuation Planning Strategies and Solutions	16	1	1
MGT-466	Sport and Special Event Enhanced Risk Management and Assessment	16	2	32
MGT-467	Sport and Special Event Public Information and Emergency Notification	16	1	1
MGT-475	Crowd Management for Sport and Special Events	16	1	26
MGT-479	Emergency Program Center for Homeland Defense and Security	Multi Month	1	6
MGT-481	Disaster Recovery: A Strategic Overview of the Public Assistance Process	8	1	1
MGT-482	Disaster Recovery Public Assistance Programs, an Introduction	16	1	1
MGT-904	Intermediate ICS for Expanding Incidents	24	1	1
MGT-905	Advanced ICS Command & General Staff-Complex Incidents	16	1	1
MGT-906	Incident Command System (ICS) Curricula, Train-the-Trainer	40	1	28
PER-211	Medical Management of Chemical, Biological, Radiological, Nuclear, and Explosive (CBRNE) Events	16	2	2
PER-213	Wide Area Search	24	2	24

## FEMA and Federal Consortium Partner Courses Continued

COURSE NUMBER	COURSE NAME	COURSE HOURS	OFFERINGS	STUDENTS TRAINED
PER-211	Medical Management of Chemical, Biological, Radiological, Nuclear, and Explosive (CBRNE) Events	16	2	2
PER-213	Wide Area Search	24	2	24
PER-230	Response to Bombing Incidents, Residential	24	2	2
PER-231	Prevention of Bombing Incidents, Residential	24	6	6
PER-233	Medical Preparedness and Response to Bombing Incidents	8	9	9
PER-243-1	Personal Radiation Detector (PRD), Train-the-Trainer	24	2	2
PER-243-2	Personal Radiation Detector Course (PRD), Indirect Delivery	8	2	21
PER 245	Preventive Radiological/Nuclear Detection (PRND) Secondary Screener/Radio-Isotope Identification Device	16	1	1
PER-290	Tank Car Specialist (TCS)	12 days	1	1
PER- 291	Highway Emergency Response Specialist		1	1
PER 293	HazMat/WMD Technician for Surface Transportation		1	1
PER-334	Disaster Preparedness and Survival: A Guide for Individuals, Families, and Communities	16	3	41
PER-335	Critical Decision Making for Complex Coordinated Attacks	16	1	1
PER-343	Social Media Engagement Strategies	8	2	2
PER 350	Preventive Radiological/Nuclear Detection Maritime Operations	24	1	20
PER-353	Active Shooter Incident Management with Complex Incidents	24	6	168
PER-371	Cybersecurity Incident Response and Management	24	1	1
PER-375-C	Surviving an Active Threat: Run. Hide. Fight. Customized	8	2	86
PER-382	Malware Prevention, Discovery, and Recovery	24	1	1
PER-383-C	Document Inspection Essentials	8	1	1
PER-392	Drone Assessment and Response Tactics, Residential	24	1	1
PER-399-1	Instructor Development Threat Evaluation and Reporting Course	32	1	1
PER-412	Cyber Threat Intelligence	24	1	1

## EXERCISES COMPLETED IN FY24

**Acronyms used throughout are defined on page 25.**

EXERCISE NAME	PARTICIPANT TYPE	EXERCISE TYPE	PARTICIPANTS
VDEM New Employee Disaster Game	State	Game	21
Cyber Fortress 2024	Local, Tribal, Regional, State, Federal, & Private Sector	Tabletop	300
Rappahannock Schools FAC TTX	Local	Tabletop	45
NAPS VOPEX 2024 FSE	Local, Regional, State, Federal, & Private Sector	Full-Scale	450
Boys & Girls Club Disaster Game	Local	Game	20
Orange CO. Medical services Drill	Local & Regional	Drill	34
R7 Information Sharing FE	Local & Regional	Functional	84
R5 NASA Active Threat TTX	Local, Regional, & Federal	Tabletop	27
2024 Christopher Newport University Critical Incident FSE	Local, Regional, & State	Full-Scale	126
2024 R5 Cyber Exercise Series- Seminar	Regional & Local	Seminar	75
2024 R5 Cyber Exercise Series-TTX	State, Regional, & Local	Tabletop	174
R7 IPPW	R7 Localities & Partners	Workshop	40
FAC Seminar State Plan Seminar	State Partners & Localities	Seminar	250
2024 Ingestion Exercise Series TTX	State, Regional & Local	Tabletop	147
2025 Surry Power Station LEO Workshop	Local, Regional, State, Federal, & Private Sector	Workshop	67
R5 IPPW	R5 Localities & Partners	Workshop	29
VEST IPPW	State Agency Partners & VEST	Workshop	112
2025 NAPS VOPEX Lite	State & Private Sector	Functional	103
R2 IPPW	R2 Localities & Partners	Workshop	35
R1 IPPW	R1 Localities and Partners	Workshop	31
2025 Surry Power Station Hostile Action Based TTX	Local, Regional, State, Federal, & Dominion	Tabletop	64
Fredericksburg Active Threat FSE	Localities	Full-Scale	410
REP External Affairs Workshop	Local, Regional, State, Federal, & Dominion	Workshop	27
Fusion Center Training and Exercise Program Development	State, Federal, & Other	Workshop	25

## EXERCISES COMPLETED IN FY24

**Acronyms used throughout are defined on page 25.**

EXERCISE NAME	PARTICIPANT TYPE	EXERCISE TYPE	PARTICIPANTS
Hybrid TTX - Local Water Outage	Local & State	Tabletop	159
R1 Complex Coordinated Attack TTX	Local & Regional	Tabletop	86
REP Surry County Emergency Assembly Center Drill	Local & Regional	Drill	50
REP Protective Action Recommendation/ Protective Action Decision FE	State & Dominion	Functional	30
R1 Richmond International Airport Triennial FSE	Local, Regional, State, & Airport	Full-Scale	219
REP Surry ICP/ TOC FE	Local, Regional, State, & Dominion	Functional	50
Henry County Local Water Outage TTX	Local & Regional	Tabletop	20
REP Surry Power Station Virginia Operations Exercise Dress Rehearsal	Local, Regional, State, & Dominion	Functional	375
REP Surry County Out of Sequence Emergency Assembly Center Drill	Local & Regional; Federally evaluated	Drill	50
Dept. of Social Services Sheltering Ex	DSS led exercise with Local, Regional & VDEM Support	Full-Scale	
Election Preparedness Tabletop	Department of Elections, Local, Regional, State	Tabletop	

## *Challenges and Barriers to Training and Exercises*

### **General Emergency Management, Preparedness and NIMS ICS and All Hazards**

#### **Position Specific Training**

The demand for emergency management training continues to rise in response to an increasingly complex threat environment and the demonstrated operational benefits at the local, state, and federal levels. Key drivers of this trend include high staff turnover, the onboarding of new personnel, and frequent updates to doctrine and training curricula. These factors have led to a significant increase in training requests over the past five years—a trajectory that is expected to persist.

#### **Instructor and Student Availability in Rural Areas**

Rural localities continue to face challenges in both staffing and participation. Limited personnel make it difficult for staff to attend multi-day courses, which often require backfill and overtime support. To address this, VDEM is working with regional teams to build a localized instructor cadre and expand access through virtual and hybrid delivery models. TEED has also introduced flexible scheduling, including weekend offerings, to accommodate the availability of emergency response professionals and volunteers.

#### **Commonwealth of Virginia Learning Center (COVLC)**

The 2022 update to the Commonwealth of Virginia Learning Center (COVLC) by DHRM has introduced significant challenges. Reduced functionality, increased latency, and limited administrative access have hindered VDEM's ability to manage course data and user records effectively. These issues are particularly impactful given that the majority of VDEM's user base consists of non-state employees, including local, regional, tribal, nonprofit, and private sector partners.

TEED currently manages 4,394 active COVLC users, with an additional 2,632 accounts recently inactivated due to inactivity.

To mitigate these challenges, TEED has implemented internal support tools, including student surveys and communications to address access and performance issues. VDEM continues to explore long-term solutions to improve system reliability and maintain engagement with its training audience.

# MANDATES ON LOCAL GOVERNMENTS

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## SUMMARY

In FY25, the Virginia Department of Emergency Management (VDEM) reviewed VDEM-specific mandates on local governments. There were no additional or new mandates administered by VDEM and imposed on local governments in FY25.

The catalog can be found at: <https://dmz1.dhcd.virginia.gov/MandatesSearch/MandatesSearch.aspx>, and contains VDEM-specific mandates on local governments, fiscal impacts, and justifications.

# CONTINUITY OF OPERATIONS

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## SUMMARY

Continuity of Operations (COOP) planning enables agencies to identify and prioritize the functions that must be continued immediately following an emergency disrupting its normal operations. COOP planning supports continuity of government (COG) and maintains citizens' trust in government. Through effective COOP planning, agencies can maintain their ability to accomplish mission essential functions and primary business functions which together capture the business processes necessary to support other state agencies, local jurisdictions, the private sector, and citizens of the Commonwealth.

Executive Order (EO) 41 (2019) underscores the significance of continuity planning, by identifying COOP as an overarching emergency management initiative. Specifically, EO 41 requires state agencies to develop, maintain, and exercise a COOP plan. Every agency is required to test or exercise the plan and provide training and briefings to ensure all agency personnel understand their role in supporting the agency during a COOP event.

## PRIORITIES OF EFFORT

VDEM leadership and staff acknowledge the importance of COOP, integrating COOP into steady-state, emergency response, and recovery efforts. The VDEM Planning Division's Strategic Planning Branch is responsible for developing and maintaining VDEM's COOP. In compliance with EO 41, the VDEM Strategic Planning Branch is currently coordinating a comprehensive plan update in 2025 with input from all divisions and bureaus.

With the development of the agency's Business Impact Analysis (BIA) in 2024, the priority for this plan revision has been to ensure all divisional components align to the BIA metrics. This alignment will ensure the recovery point and time objectives are consistent and verified annually by all relevant stakeholders.

## COOP PLANNING SUPPORT

As the lead agency for emergency management, VDEM has additional responsibilities to support state agencies and local governments with COOP planning. The Code of Virginia § 46-146.18 directs VDEM to provide technical support to state agencies, as well as local and tribal governments. This support is provided by request of an entity.

EO 41 (2019) requires VDEM to provide a COOP plan template to enable conformity of plans among the state agencies. The Strategic Planning Branch completed a new template in September 2023. The new template has been provided to state emergency management coordinators and planning expertise is provided to stakeholders as requested.

# PLANNING EFFORTS & UPDATES

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## SUMMARY

The Commonwealth's planning efforts are driven by the preparedness cycle and especially the threats and hazards that make us vulnerable. The preparedness cycle is intended to prioritize and coordinate a risk-informed and integrated approach to planning, training, exercises, and investment through grants that ensures a secure and resilient Commonwealth with the capabilities needed to prevent, protect, mitigate, respond, and recover from the threats and hazards that make us most vulnerable.

As indicated by the Commonwealth's Threats and Hazards Identification Risk Assessment (THIRA) and the Hazard Identification Risk Assessment (HIRA) processes, the most-likely and most-dangerous threats and hazards include flooding, hurricanes/tropical storms, cyber incidents/attacks, nuclear power incidents/radiological releases, and targeted violence. Other threats and hazards that require continuous efforts throughout the preparedness cycle include severe winter weather, public health events, tornado activity, opioid crisis, civil unrest, and election security. Each incident challenges us to evaluate how the Commonwealth prevents, protects against, mitigates, responds to, and recovers from man-made and natural disasters.

## COMMONWEALTH OF VIRGINIA EMERGENCY OPERATIONS PLAN

Code of Virginia §44-146.18.4 directs VDEM to prepare and maintain a State Emergency Operations Plan for disaster response and recovery operations that assigns primary and support responsibilities for basic emergency service functions to state agencies, organizations, and personnel as appropriate. The Commonwealth of Virginia Emergency Operations Plan (COVEOP) is produced by VDEM and promulgated and issued by a Governor's executive order.

The COVEOP provides a framework for the Commonwealth of Virginia's emergency response and recovery operations regardless of hazard or cause. It outlines authorities (i.e., Executive Order 42 and State Code), when the plan is activated, how we alert/organize/form/coordinate with the whole community before, during, and after a disaster, and who does what (i.e. roles and responsibilities). The scope of the plan addresses all threats and hazards, regardless of whether they are naturally occurring or manmade. It establishes interagency, multi-jurisdictional, and public/private mechanisms for state agency incident management operations. The goal is to establish, manage, and synchronize a whole-of-state and community approach to any crisis.

Activation of the COVEOP occurs in one of two ways. First, as directed by the State Coordinator during steady state periods (without declaration) to facilitate the preparedness cycle, or when circumstances require an increased readiness level. Second, when the Governor declares a State of Emergency and issues an Executive Order to increase the Commonwealth's readiness level by marshaling public resources to save lives, protect property and the environment, and meet basic human needs. When the Governor declares a state of emergency, the State Coordinator of Emergency Management is authorized to activate the Virginia Emergency Support Team (VEST) and the Virginia Emergency Operations Center (VEOC).

**Since 2024, the following Hazard-Specific and Support Annexes have been updated:**

- State Managed Shelter (VDSS Lead) (2025);
- Disaster Feeding (VDSS Lead) (2025);
- Radiological Emergency Response (VDEM Lead) (2024, 2025);
- Family Assistance Center (VDEM Lead) (2024);
- Hurricane and Tropical Storm (VDEM Lead) (2024);
- Severe Wildfire Response (VDOF Lead); and
- Energy Security (Virginia Energy Lead) (2025).

**At this time, the following Hazard-Specific and Support Annexes are under development or revision and completion is anticipated by the end of 2025:**

- Earthquake Response (VDEM Lead);
- Debris Management Appendix to the Statewide Recovery Annex (VDEM Lead);
- Disaster Reunification (VDSS Lead); and
- Mass Fatality Response (VDH & VDEM Lead).

The COVEOP is consistent with the Commonwealth of Virginia Emergency Services and Disaster Law (§ 44-3.2 of the Code of Virginia), the National Incident Management System as implemented in the National Response Framework (Fourth Edition) adopted in 2019, and the Robert T. Stafford Disaster Relief and Emergency Assistance Act (42 U.S.C. § 5121 et seq., as amended) with its implementing regulations.

## PLANNING TO ADDRESS EMERGING AND GLOBAL THREATS

The persistent and evolving threat of nation-state cyberattacks against our homeland poses a significant risk to the nation's and the Commonwealth of Virginia's (hereinafter referred to as "Commonwealth") information and operational technology infrastructure (IT and OT, respectively). These sophisticated adversaries target critical systems, seeking to disrupt essential services, compromise sensitive data, and undermine public trust. Strengthening the Commonwealth's cybersecurity posture is paramount to safeguarding national security, protecting critical infrastructure, maintaining economic stability, and deterring potential adversaries.

Recognizing the urgency of this challenge, the Virginia Department of Emergency Management (VDEM) has been awarded fiscal year 2023 Regional Catastrophic Grant Program funding to prepare the Commonwealth for a coordinated cyberattack from nation-state actors. The Blue Book Project will prepare for these threats and bolster the Commonwealth's and its partner's capabilities to support consequence management following any catastrophic event.



In alignment with PPD-21<sup>1</sup> and the VDEM mission, the Blue Book Project will enhance the resilience of the Commonwealth's critical infrastructure, stakeholders, and community against cyber threats and increase its preparedness to respond and recover from catastrophes. The project is informed by the National Response Framework<sup>2</sup> thus ensuring that all activities will be conducted in a scalable, flexible, and adaptable manner that is consistent with existing incident response organization and doctrine. By fostering collaboration among federal, state, local, and private sector organizations, the project will better prepare the Commonwealth for responding to any catastrophic disaster and managing any related consequences.

This project has developed a comprehensive Concept of Operations (CONOPS) document and nine Mission Area Annexes that will supplement and inform existing emergency plans, including the Commonwealth's Emergency Operations Plan and its Cyber Response Annex. The CONOPS document outlines the overarching operational concept and strategic vision for effectively managing the consequences of a cyberattack that impacts the Commonwealth's critical infrastructure. The CONOPS serves as a roadmap, guiding stakeholder coordination and response efforts, including government agencies, private sector partners, and emergency response organizations. The Mission Area Annexes provide more nuance across nine sectors: Alternative Sources for Key Resources; Continuity of the Public Sector; Continuity of the Private Sector; Operational Coordination; Policy; Public Information; Resource Supply Chains and Distribution; Support to Military Installations; and Volunteer Identification and Management. The focus on these nine mission areas highlight that in a catastrophe the geographic scope, incident complexity, and outage duration will require new approaches to operations over the prolonged response period. Together, the Mission Area Annexes provide a way for the Commonwealth and its partners to organize in a scalable fashion to address the anticipated complex consequence management efforts in a resource-depleted environment

The Blue Book Project will culminate this fall in the development of a series of exercise materials designed to test the documented procedures and coordination mechanisms against realistic catastrophe scenarios. The development of the exercise materials will involve key stakeholders, allowing for the identification of strengths, weaknesses, and areas for improvement in the CONOPS document. The project will also develop a series of trainings to prepare all relevant stakeholders for their roles and responsibilities outlined in the CONOPS document and to provide outreach to localities who may be interested in undertaking their own catastrophe consequence management planning process.

The successful execution of this project will enhance the Commonwealth's preparedness and resilience against catastrophes, bolstering the ability to prepare for, respond to, and recover from catastrophes impacting critical infrastructure across the Commonwealth. By establishing a clear Concept of Operations, identifying necessary policies and legal authorities, and preparing validation materials for the CONOPS, this project will contribute significantly to the overall preparedness for catastrophes and cybersecurity posture of the Commonwealth.

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<sup>1</sup> PPD-21 refers to the Presidential Policy Directive—Critical Infrastructure Resilience and Security, which advances a national unity of effort to strengthen and maintain secure, functioning, and resilient critical infrastructure.

<sup>2</sup> The National Response Framework is FEMA doctrine that serves as an all-hazards framework describing how the National Incident Management System (NIMS) is implemented in the United States.

## *Threat and Hazard Identification and Risk Assessment (THIRA) and Stakeholder Preparedness Review (SPR)*

The THIRA/SPR process sets a strategic foundation for putting the National Preparedness System into action for grant funding, exercise, training, and strategic planning efforts.

VDEM completes the THIRA every three years to maintain compliance with federal mandates for grant funding eligibility. 2025 is a THIRA year and to undertake the assessment VDEM convened a ten-person multidisciplinary Advisory Committee comprised of subject matter experts from across the Commonwealth. In partnership with the VDEM Strategic Planning Branch, the Advisory Committee developed a new comprehensive, data-driven approach to the THIRA. The Enhanced Priority Risk Index was utilized for key stakeholders to evaluate the potential risk 42 threats and hazards pose to the whole of the Commonwealth. The following five threats and hazards were ultimately selected for this year's THIRA: Cyber Incident, Flood, Hurricane, Nuclear Incident, and Targeted Violence.

It is important that VDEM completes the THIRA every three years, as it enables the organization to assess year-to-year trends in changes to their capabilities and capability gaps. While the THIRA is completed every three years, the SPR is reviewed annually. This report was most recently completed in December 2024 and will be completed again by the end of 2025.

The THIRA/SPR is a key component of the preparedness process since it is intended to prioritize and coordinate a risk-informed and integrated approach to planning, training, exercises, and investment through grants that ensures a secure and resilient Commonwealth with the capabilities needed to prevent, protect, mitigate, respond, and recover from the threats and hazards that make us most vulnerable.

## *State Hazard Mitigation Plan and Hazard Identification and Risk Assessment (HIRA)*

The Commonwealth of Virginia Hazard Mitigation Plan (HMP) provides guidance for hazard mitigation activities within the Commonwealth. The plan's vision is supported by goals and actions that will reduce or prevent injury from natural hazards to residents, communities, state facilities, and critical facilities. The 2023 plan was approved by FEMA in May 2023 and is an update from the 2018 plan. We are currently pursuing an Enhanced Status which will result in the eligibility for additional hazard mitigation grant funding following any federally declared disaster impacting the Commonwealth.

Chapter 3 of the HMP, the Hazard Identification Risk Assessment (HIRA), defines and analyzes the natural hazards that impact the Commonwealth. The individual hazard profile sections cover three requirements for the HIRA, which are identifying and profiling hazards, assessing vulnerabilities, and estimating potential losses. Each sub-section follows the same format throughout the plan, and includes background information, location and spatial extent, significant historical events, and probability of future occurrences. There are four sub-sections within probability of future occurrences: impact and vulnerability, risk, future conditions, and jurisdictional risk (including linkages to FEMA's Community Lifelines).

# LOCAL CAPABILITIES ASSESSMENT FOR READINESS

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## SUMMARY

VDEM facilitates the annual emergency management assessment through a standardized Local Capabilities Assessment for Readiness (LCAR) survey. The survey is developed in alignment with Virginia Code §44-146.19(F), emergency management stakeholder engagement, and VDEM priority areas. Jurisdictions, including **95 counties, 38 cities, and 7 towns**, are required to submit an LCAR annually by August 1. Neither federally or state-recognized tribes are required to complete the LCAR process.

**140 jurisdictions (100%) completed the LCAR process in 2025.**

**Unlike federally driven assessments** linked to specific grant programs, the LCAR tools **enable Virginia** emergency managers and elected officials **to identify, research, and analyze areas of interest** to the Commonwealth. For the purposes of this report, **emergency management (EM) programs** are **distinct from daily public safety functions** (law enforcement, Fire/EMS, and PSAP/911).

Emergency Management (EM) is an **integration of public safety** and **public administration** that can help **save both lives and money**; ideally **EM programs coordinate disaster response and recovery efforts** and conduct **risk reduction activities** to minimize disruptions and economic loss – before and after disasters. This report, highlights the responses from the 2025 LCAR process, includes preliminary analysis of recovery elements. **Understanding the similarities – and differences – of local EM programs in key areas is critical for leaders engaging with the broader Virginia EM enterprise.**

## SCOPE OF REPORT

The LCAR tool currently measures the extent to which local EM programs have the **framework** and **resources** to prepare, respond, and recover from emergencies that **exceed normal public safety operations** and may **trigger requests for external assistance**.

VDEM recognizes that **emergency management begins and ends at the local level**; LCAR data **enables** state, local and other **partners to understand current program capabilities** and identify areas in which local emergency management program capacity **could be strengthened**.

As an annual snapshot capturing information ranging from staffing levels and administrative processes to recovery and mitigation activities, it is important to note that **LCAR data is used for strategic, rather than operational planning**.

## LCAR Measurement Areas

- Administration
- Finance
- Training & Exercise
- Planning
- Public Information and Warning
- Operational Coordination
- Prevention
- Protection
- Mitigation
- Response
- Recovery
- Sheltering

## ELEMENTS OF ANALYSIS

Analysis centers on local EM program **capabilities to protect life** (evacuate, shelter, and house), **property** (including critical infrastructure and cost recovery), and the **environment through plans, partnerships, and staffing**.

## STAFFING: TIME, DISCIPLINE, SUFFICIENCY

Emergency management (EM) programs vary widely in staffing and capabilities across the Commonwealth. While code and funding mandates shape the EM program for all jurisdictions, localities retain flexibility in how these requirements are prioritized and fulfilled.

Of the EM program managers completing the 2025 LCAR survey, responses to questions on staffing vary widely between rural, suburban, and urban localities.

### Staffing Dimensions

Status (Staffing Time)	Discipline (Duties)	Sufficiency
 Is the program manager employed full-time and spend at least 75% of their time on EM program functions	 What is the primary duty of the program manager (Fire/EMS, law enforcement, other)	 Does the program have sufficient staff to maintain essential program functions

VDEM asserts that sufficiently staffed and resourced local EM programs improve the quality of life for their residents and businesses by reducing risk, optimizing coordination, and fostering economic development opportunities. Decreasing federal grant funding negatively impacts the ability of localities and VDEM to hire, train, and retain a sufficient, specialized, and flexible network of EM professionals.

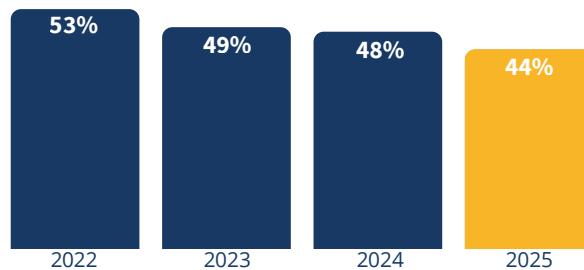
### STAFFING TIME FOR EM PROGRAM

While many of the designated local emergency management officials are full time employees, the emergency management function is only one of many assigned duties.

#### Full time Local EM Program Managers dedicating at least 75% of time on EM duties

**44%**

▼ 17% decrease since 2022



**IMPACT:** Almost 2 million Virginians live in a locality without at least one full time employee spending at least 75% of their time on emergency management activities.

### Staffing and Local EM Program Strength

LCAR data continues to show that in most areas, programs reporting full time managers with an emergency management focus and sufficient staffing also report more robust frameworks and higher confidence in delivering specialized services. Funding for staff and project management represented the highest category of comments during the survey process.

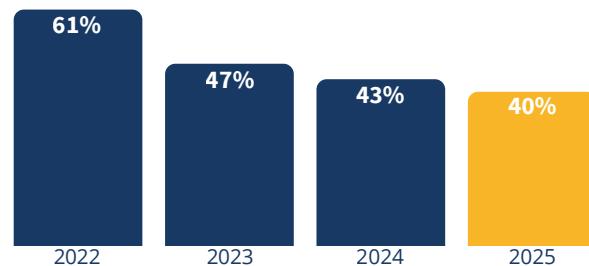
## DISCIPLINE OF LOCAL EM PROGRAM MANAGERS

Primary discipline indicates focus of professional knowledge and experience, which is more likely to include specialized emergency management areas such as sheltering, recovery, and mitigation. This background can reduce challenges in both life safety operations and administrative processes for grants or disaster reimbursement.

### Emergency Management as a Primary Discipline

**40%** ▼ 34% decrease since 2022

**IMPACT:** Almost 2.5 million Virginians live in a locality with a program managed by an individual whose primary discipline is not emergency management.



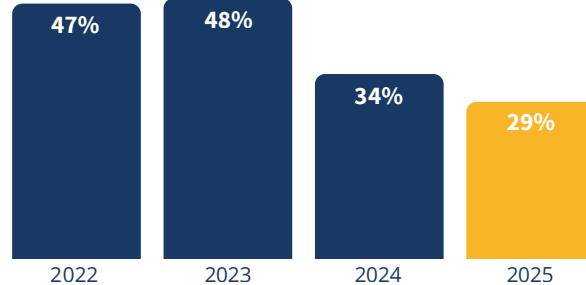
## STAFFING SUFFICIENCY

Respondents were asked to assess if current staffing levels – whether full or part time – were sufficient to maintain essential EM program performance functions. For larger jurisdictions, even having at least one full-time staff member isn't considered enough to meet all planning, training, response, recovery, and administrative needs.

### Localities reporting sufficient staffing

**29%** ▼ 47% decrease since 2022

**IMPACT:** Over 5 million Virginians live in a locality without sufficient staffing to maintain the critical functions within EM program.



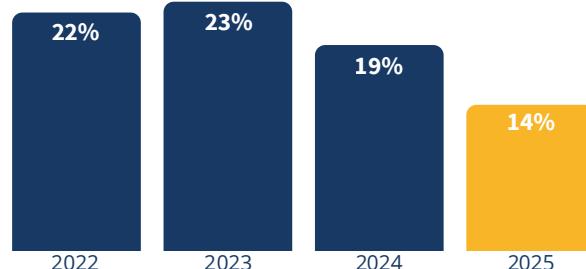
## STAFFING PROFILE

Respondents staffing profiles were determined based on the three key staffing factors: status, discipline, and sufficiency. Less than 15% of all EM programs reported having all three.

### Localities reporting all three staffing factors

**14%** ▼ 36% decrease since 2022

**IMPACT:** Over 5.6 million Virginians live in a locality lacking one or more of the staffing elements described above.



## FRAMEWORK

This section will underscore the impact of staffing in the development of a realistic local framework for shifting from routine operations to response and recovery operations integrating resources (paid and volunteer) that exceed routinely occurring emergencies.

LCAR is the primary tool by which VDEM identifies which local EM programs have locality **policies, plans, and procedures** to provide **guidance, structure, and tools** to be leveraged by the **trained individuals** coordinating local EM programs.

These administrative **frameworks underscore** how the jurisdiction intends (among other functions):

- **maintain continuity** and **public safety**,
- **conduct recovery** efforts, and
- meet documentation **requirements for funding reimbursement** requests.

	Plans define expectations on how the coordination of effort and resources will occur under different circumstances.	<b>WHO</b> is responsible for key actions?
	Policies (includes contracts and agreements) dictate guidelines for unique circumstances that may cause legitimate exceptions.	<b>WHAT</b> rules are essential – and <b>WHEN</b> do they change?
	Procedures (includes systems and platforms) identify specific processes and tools used to perform actions in the plans consistent with policies.	<b>HOW</b> are the key actions accomplished?

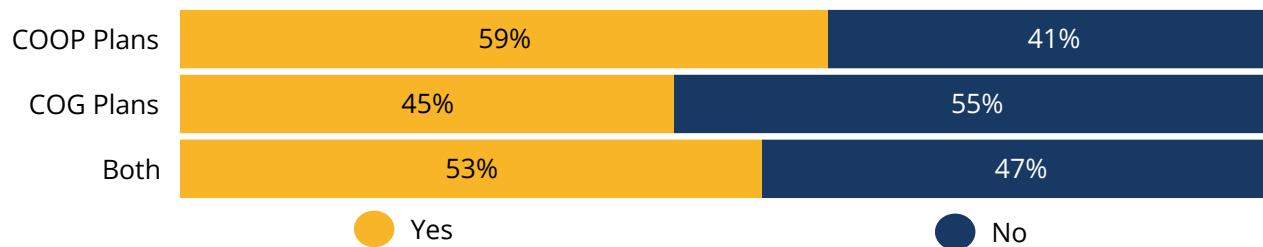
## Continuity Planning

Local continuity planning efforts are included in the LCAR as a measure of core planning to maintain essential operations and preserve continuity of government.

Continuity plan definitions used in the survey are shown below.

- **Continuity of Operations Plan (COOP)** that identifies how the EM program will continue to provide services following a disruption
- **Continuity of Government (COG)** plan that identifies essential government functions and how those functions will be continued and recovered

## Localities Reporting Having COOP & COG Plans



## Disaster Recovery - Policies, Plans, and Procedures

Although the LCAR covers all emergency management mission areas, Recovery is highlighted in this report due to the complexity – and potential fiscal impacts. While the figures reported below reflect the overall percentages for localities, preliminary analysis suggests the long-term value of sufficient EM program staffing.

### Disaster Plans reported by EM Programs



### Disaster Policies and Contracts



### People-Centered Disaster Functions



### Finance-Focused Disaster Processes



### Recovery – Fiscal Vulnerability

Local governments that have **not reviewed or lack** existing **financial policies** and **procedures are at risk of not being fully reimbursed** for their costs following a disaster.

This would include, but not limited to:

- **pay policy** (including overtime) and method for documenting,
- **insurance policies** on buildings, contents, and equipment,
- **procurement policies** - including procurement with federal funds, accounting system and fund tracking to track expenditures to a disaster, and a
- **document management process** to be able to submit documents for reimbursement

## FUNCTIONAL AREAS

Staffing and frameworks form the basis of a local EM program's capability to function in the five emergency management mission areas. Each **mission area is complex** and requires both technical expertise and multi-agency coordination – sometimes for hours, and in some areas, years. **Lower capabilities** in any of these areas **can jeopardize not only critical life safety operations but also essential disaster cost recovery efforts.**

# STATUS OF PLANS

## LOCAL EMERGENCY OPERATIONS PLANS

*Code of Virginia § 44-146.19(E)* requires each local and interjurisdictional agency to prepare and maintain a local or interjurisdictional emergency operations plan. In addition, every four years, each agency must conduct a comprehensive review and update of its EOP to ensure its continued relevance and effectiveness. The revised plan must then be formally adopted by the governing body of the locality.

**As of October 2025, 122 of the 138 jurisdictions local EOPs are current. The expired plans are listed below.**

VDEM REGION	PLAN TYPE	LOCAL PLAN EXPIRATION	JURISDICTION
1	Local EOP	2025-06-28	King and Queen County
1	Local EOP	2024-12-14	King William County
3	Local EOP	2024-04-07	Campbell County
3	Local EOP	2025-02-09	Cumberland County
3	Local EOP	2025-02-03	Fluvanna County
3	Local EOP	2025-06-08	Nelson County
4	Local EOP	2025-07-27	Dickenson County
4	Local EOP	2024-11-19	Lee County
4	Local EOP	2024-01-27	Pulaski County
4	Local EOP	2024-06-17	Russell County
4	Local EOP	2025-05-13	Wise County
5	Local EOP	2025-08-03	Gloucester County
5	Local EOP	2023-10-22	Mathews County
5	Local EOP	2023-03-26	City of Portsmouth
6	Local EOP	2025-04-27	Botetourt County
6	Local EOP	2023-09-09	Patrick County

## INSTITUTIONS OF HIGHER EDUCATION (IHE) CRISIS AND EMERGENCY MANAGEMENT PLANS (CEMP)

There are 40 public institutions of higher education (IHEs) within the Commonwealth, and all must meet the requirements of §23.1-804 of the Code of Virginia. As of August 2025, 30 (77%) of state IHEs are compliant with these requirements. The expired plans are listed below.

- The governing boards of each public IHE are to develop, adopt, and keep current a crisis and emergency management plan.
- Each public IHE is to conduct a comprehensive review and revision of its crisis and emergency management plan to ensure that the plan remains current. The governing board shall adopt the revised plan formally every four years and the adoption will be certified in writing to VDEM.
- Annually, the Chief Executive Officer of each public institution of higher education is to review the institution's crisis and emergency management plan, certify in writing to VDEM that a review has been completed, and make recommendations to the institution for appropriate changes to the plan.
- Each public institution is to conduct a test or exercise of the plan annually and certify in writing to VDEM that it was conducted. Activation of the crisis and emergency management plan and completion of an after-action report by the IHE in response to an actual event or incident satisfies the requirement to conduct such a test or exercise.

VDEM REGION	PLAN TYPE	CEMP EXPIRATION	JURISDICTION
1	IHE CEMP	2024-12-11	Virginia Commonwealth University
2	IHE CEMP	2025-08-01	University of Mary Washington
3	IHE CEMP	2024-02-07	James Madison University
4	IHE CEMP	2025-06-24	Southwest Virginia Community College
4	IHE CEMP	2024-08-28	University of Virginia at Wise
4	IHE CEMP	2023-09-20	Wytheville Community College
5	IHE CEMP	2025-04-21	Virginia Peninsula Community College
5	IHE CEMP	2021-10-16	Paul D. Camp Community College
6	IHE CEMP	2025-07-19	Patrick Henry Community College

\*\*CEMP-IHE- Crisis Emergency Management Plan - Institution of Higher Education

## LOCAL HAZARD MITIGATION PLANS

The following table provides the status of State and local Hazard Mitigation Plans for each Planning District Commission (PDC).

PLANNING DISTRICT COMMISSION (PDC)	PLAN EXPIRATION DATE	COMMENTS
Accomack-Northampton PDC (22)	4/25/2027	Plan is approved
Central Shenandoah PDC (6)	5/3/2026	Plan update in progress
Commonwealth Regional Council (14)	3/19/2029	Plan is approved
Cumberland Plateau PDC (2)	6/17/2030	Plan is approved
George Washington Regional Commission (16)	3/27/2028	Plan is approved
Hampton Roads PDC	6/7/2027	Plan is approved
Lenowisco PDC (1)	5/17/2026	Plan update in progress
Middle Peninsula PDC (18)	4/11/2027	Plan is approved
Mount Rogers PDC (3)	1/10/2030	Plan is approved
New River Valley PDC (4)	5/20/2030	Plan is approved
Northern Neck PDC (17)	3/29/2028	Plan is approved
Northern Shenandoah Valley PDC (7)	9/11/2028	Plan is approved
Northern Virginia RC (8)	2/22/2028	Plan is approved
Rappahannock-Rapidan RC (9)	12/10/2023	Plan is expired with update in progress
Central Virginia PDC	2/8/2026	Plan update in progress
Richmond Regional and Crater PDCs (15 and 19)	8/7/2027	Plan is approved
Roanoke Valley-Allegheny PDC (5)	9/2/2024	Plan is expired with update in progress
Southside PDC (13)	9/1/2025	Plan update in progress
Thomas Jefferson PDC (10)	1/31/2028	Plan is approved
West Piedmont PDC (12)	4/10/2027	Plan is approved
State Plan	3/9/2028	Plan is approved; Plan update in progress