



**Grant County**  
*Emergency Management*

**Integrated Preparedness Plan**  
**2026 – 2028**



## PREFACE

Grant County Emergency Management (GCEM) strives to enhance safety through disaster preparedness, focusing on key infrastructure, vulnerabilities, and hazards. With increasing global and local emergencies, a multi-hazard approach to preparedness and response is essential.

To improve security, GCEM embraces a capabilities-based approach to training and exercises. This strengthens the County's overall preparedness by validating and improving high-priority capabilities.

The Integrated Preparedness Plan (IPP) guides Grant County's training and emergency response efforts, aiming to develop and maintain essential preparedness capabilities. It combines planning, resource acquisition, training, and exercises to enhance emergency response.

The IPP supports training to test the Emergency Operations Plan (EOP) and strengthens resilience in public and private sectors. Stakeholders will gain improved preparedness through planned training and exercises focused on identified priorities. These activities will build on each other over three years, with a focus on continuous improvement.

GCEM uses the IPP to implement a strategy for strengthening training priorities, identifying areas for improvement from After-Action Reports and other documentation. The IPP establishes a multi-year program, progressively increasing exercise complexity and addressing weaknesses before conducting exercises.

By outlining a strategic path for enhancing training priorities and Core Capabilities, the IPP supports GCEM's mission to foster effective coordination, collaboration, and a disaster-resistant community in Grant County.

Covering 2026-2028, the IPP sets training goals that may evolve based on available resources. It sets priorities for Grant County and municipal partners while encouraging regional collaboration. Given the potential for change, GCEM remains adaptable, revising the plan as necessary based on real-world events and exercises.

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## PURPOSE

The Grant County Emergency Management (GCEM) Integrated Preparedness Plan (IPP) outlines the process to strengthen core capabilities for preventing, protecting against, mitigating, responding to, and recovering from threats and hazards. The plan employs a progressive approach combining multi-hazard planning, innovative training, and realistic exercises to enhance the county's preparedness.

The IPP defines preparedness priorities tailored to the community's needs, providing direction, accountability, and coordination. These priorities focus on shared responsibilities to prepare, protect, support, and assist local governments and the community.



GCEM coordinates the IPP with Wisconsin Emergency Management and the Department of Military Affairs, with all county and jurisdictional offices adopting the plan. Private sector and volunteer organizations were also involved in the planning process.

The IPP identifies threats, hazards, risks, and factors influencing preparedness priorities for 2025-2027. It outlines corresponding capabilities, rationale, and a multi-year calendar of preparedness activities, fostering communication and reducing duplication of efforts.

The IPP is a living document, updated annually or as needed to reflect continuous improvement. The course schedule is a guideline and subject to change.

### **Maintenance:**

The IPP is updated annually at the Integrated Preparedness Plan Workshop (IPPW) to reflect changes in planning and scheduling. GCEM oversees the IPP's direction and maintenance. Additionally, surveys can be conducted to gather feedback on the plan's effectiveness and identify areas for improvement.

### **Integrated Preparedness Plan Workshop (IPPW):**

Each year, the IPPW brings together Grant County's partners to review and update the IPP. The workshop focuses on:

1. Identifying primary threats and hazards.
2. Aligning with Wisconsin Emergency Management and FEMA's priority areas and core capabilities.
3. Outlining a cycle of training and exercises to strengthen key capabilities.

## IMPLEMENTATION STRATEGY

### **Coordination**

This IPP aligns with the required state and federal training programs of our community partners, including schools, industries, hospitals, and nursing facilities. It emphasizes whole-community involvement in training and preparedness, including an annual public preparedness workshop to better equip the community for disaster response.

### **Whole Community**

Grant County embraces the "Whole Community" approach, collaborating with the private sector, education, healthcare, and volunteer agencies to offer training and exercise opportunities. We aim to strengthen existing partnerships and seek new ones to enhance community preparedness and skills development.

### **Stakeholder Input**

The plan's needs were identified through our Integrated Preparedness Study Survey, After-Action reviews, and community workshops. Stakeholders include local governments, schools, EMS, fire and law enforcement, industry, volunteer groups, healthcare, and infrastructure entities. As stakeholder needs evolve, the training strategy will remain flexible to adapt to new challenges and real-world events.

### **Funding**

Activities will be funded through local dollars, EMPG and EPCRA funds, WEM training grants, HMEP funds, and public/private partnerships. Independent FEMA courses are free to students who create a profile on FEMA's website, offering flexibility in training schedules.

### **Plan Maintenance**




Grant County Emergency Management will review and update the IPP annually based on feedback from incidents, drills, meetings, and exercises. The plan will also be evaluated to accommodate changes in the organization, authorities, or capabilities, meeting EMPG program requirements.

## PREPAREDNESS PRIORITIES

### Hazard-Specific Priorities

Based on the above-mentioned considerations, Grant County IPP Survey participants determined the following three hazard-specific priorities will be the focus for the multi-year cycle of preparedness for CY 2025-2027:

- 1) Extreme Weather Events
  - a. Flooding
  - b. Straight Line Winds/Tornados,
  - c. Blizzard/Extreme Cold
- 2) Hazardous Materials
- 3) Public Information & Media Relations

| Hazard Specific Priorities   |   |
|--|---|
| <p style="text-align: center;"><b>Extreme Weather Events</b><br/>                     Flooding, Straight Line Winds/Tornados,<br/>                     Blizzard/Extreme Cold</p> |  |
| <p style="text-align: center;"><b>Hazardous Materials</b></p>  |  |
| <p style="text-align: center;"><b>Public Information &amp; Media Relations</b></p>   |  |

POETE stands for Planning, Organizing, Equipping, Training, and Exercising, which our jurisdiction will use to assess its capabilities. Examining each element helps identify strengths and areas for improvement.

- **Planning (P):** Are our plans current, comprehensive, and aligned with best practices?
- **Organizing (O):** Are all stakeholders engaged, and are roles and authorities clear?
- **Equipping (E):** Do we have the necessary equipment, supplies, and agreements in place?
- **Training (T):** Are responders regularly trained on relevant tasks, and is the training up to date?
- **Exercising (E):** Have we conducted recent exercises to test plans, equipment, and identify improvements?

## Priority 1: Extreme Weather Events including Flooding, Straight Line Winds/Tornados, and Blizzard/ Extreme Cold

Rationale: Preparing for extreme weather is crucial to protect Grant County, WI, and reduce the impact of events like floods, tornadoes, and blizzards. With the increasing frequency and severity of these threats, a comprehensive approach is needed to address mitigation, response, and recovery. Extreme weather risks infrastructure, public health, and socioeconomic stability, requiring a coordinated strategy that includes meteorological data, early warning systems, resilient infrastructure, and community education. This plan will improve weather event response, enhance long-term resilience, and help the community adapt to the challenges posed by climate change.

### Mission Areas:

|              |            |            |
|--------------|------------|------------|
| • Mitigation | • Response | • Recovery |
|--------------|------------|------------|

### Core Capabilities:

|            |                        |                          |         |
|------------|------------------------|--------------------------|---------|
| • Planning | • Community Resilience | • Situational Assessment | • THIRA |
|------------|------------------------|--------------------------|---------|

### POETE Elements:

| Plan  | Year            | Lead Agency Assigned                                  |
|---|-----------------|---|
| EOP   | 2026            | Grant County EM                                       |
| EOP   | 2026-2028       | Cities/Towns/Villages                                 |
| Organize  | Month/Year      | Lead Agency Assigned                                  |
| Emergency Management Director   | 2026            | Grant County EM                                       |
| Village Clerks/Chair/Emergency Manager                                | 2026            | Villages  |
| Town Clerks/Chairs/Emergency Managers                                 | 2026-2028       | Towns   |
| Equip   | Month/Year      | Lead Agency Assigned                                  |
|   |                 |   |
| Train   | Month/Year      | Lead Agency Assigned                                  |
| IS-100 as needed for new staff  | TBD/2026 - 2027 | County Department Heads & Municipal Elected Officials |
| ICS 300: Intermediate Incident Command System for Expanding Incidents | February 2026   | County Department Heads & Municipal Elected Officials |

|  |                       |  |
|--|-----------------------|--|
| <b>G402 – NIMS Overview for Senior Officials</b>                   | <b>March 2026</b>     | <b>County Department Heads, County Board Supervisors &amp; Municipal Elected Officials</b> |
| <b>MGT-383: Emergency Operations Plans for Rural Jurisdictions</b> | <b>September 2026</b> | <b>Local Municipalities and Community Leaders</b>  |
| <b>Exercise</b>  | <b>Month/Year</b>     | <b>Lead Agency Assigned</b>  |
| <b>TBD</b>   | <b>2027</b>           | <b>Grant County EM</b>   |
|  |                       |  |

## Priority 2: Hazardous Material Incidents

**Rationale:** In disaster response, it’s crucial for all responders to understand their roles and how they integrate to achieve mission goals. While agencies often train individually, joint cooperation is key to success. Hazardous material incidents—whether from accidents or deliberate acts—can have serious consequences. Integrating hazardous material response into the overall emergency framework ensures a swift, coordinated response that minimizes risks and supports recovery. Tools like tabletop exercises and ICS courses help agencies and partners understand their roles, fostering effective coordination and collaboration in both small and large-scale events.

### Mission Areas:

|            |            |
|------------|------------|
| • Response | • Recovery |
|------------|------------|

### Core Capabilities:

|                            |                              |                           |
|----------------------------|------------------------------|---------------------------|
| • Operational Coordination | • Public Information Warning | • Warning; Communications |
|----------------------------|------------------------------|---------------------------|

### POETE Elements:

|  |                   |   |
|--|-------------------|---|
| <b>Plan</b>  | <b>Month/Year</b> | <b>Lead Agency Assigned</b>                           |
| <b>Countywide Strategic Plan Update</b>              | <b>2026</b>       | <b>Grant County EM</b>                                |
|  |                   |   |
| <b>Organize</b>                                      | <b>Month/Year</b> | <b>Lead Agency Assigned</b>                           |
| <b>EM Director &amp; Elected Officials</b>           | <b>2026</b>       | <b>Grant County EM</b>                                |
|  |                   |   |
| <b>Equip</b>   | <b>Month/Year</b> | <b>Lead Agency Assigned</b>                           |
|  |                   |   |
| <b>Train</b>   | <b>Month/Year</b> | <b>Lead Agency Assigned</b>                           |
| <b>ICS 400: Advanced Incident Command System for</b> | <b>March 2026</b> | <b>Grant County EM, County Department Heads &amp;</b> |

| <b>Complex Incidents</b> |                   | <b>Municipal Elected Officials</b> |
|--------------------------|-------------------|------------------------------------|
| <b>Exercise</b>          | <b>Month/Year</b> | <b>Lead Agency Assigned</b>        |
|                          |                   |                                    |

### Priority 3: Public Information & Media Relations

**Rationale:** In Grant County, public information and media relations are critical to an effective emergency preparedness plan. During crises, providing accurate, timely information helps maintain public safety, manage expectations, and reduce panic. Proactive media engagement builds trust and ensures consistent communication, reducing misinformation. By integrating media relations into the preparedness framework, the county can deliver a unified message, support quick decision-making, and empower the community to make informed choices, strengthening resilience and collective preparedness.

**Mission Areas;**

|              |            |            |
|--------------|------------|------------|
| • Protection | • Response | • Recovery |
|--------------|------------|------------|

**Core Capabilities:**

|            |                                |                                      |
|------------|--------------------------------|--------------------------------------|
| • Planning | • Public Information & Warning | • Intelligence & Information Sharing |
|------------|--------------------------------|--------------------------------------|

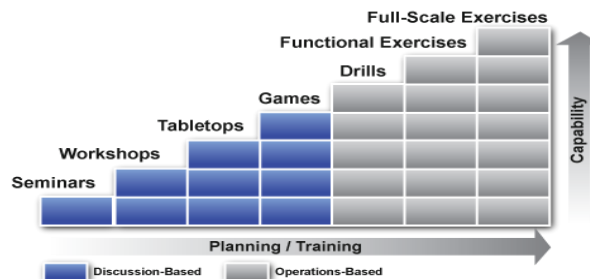
**POETE Elements:**

| <b>Plan</b>  | <b>Month/Year</b> | <b>Lead Agency Assigned</b>                                       |
|--|-------------------|---|
| <b>Grant County Emergency Services Monthly Meeting</b>   | <b>2026-2028</b>  | <b>Grant County EM</b>  |
| <b>CodeRed Implementation</b>  | <b>2026</b>       | <b>Grant County EM / Communications</b>                           |
| <b>Organize</b>  | <b>Month/Year</b> | <b>Lead Agency Assigned</b>                                       |
| <b>EM Director &amp; Grant County Communications Director &amp; Cities, Villages and Townships</b> | <b>2026-2028</b>  | <b>Grant County Communications Director &amp; Grant County EM</b> |
| <b>Equip</b>   | <b>Month/Year</b> | <b>Lead Agency Assigned</b>                                       |
|  |                   |   |
| <b>Train</b>   | <b>Month/Year</b> | <b>Lead Agency Assigned</b>                                       |
| <b>Weekly Emergency Management Alert System Activation</b>   | <b>2026</b>       | <b>Grant County EM/Grant County Dispatch</b>                      |
| <b>Exercise</b>  | <b>Month/Year</b> | <b>Lead Agency Assigned</b>                                       |
| <b>CodeRed TTX</b>   | <b>2027</b>       | <b>Grant County EM</b>  |

# Methodology

- **Methodology of Plan Execution**

This Plan is built on the principles of the Homeland Security Exercise and Evaluation Program (HSEEP), which describes seven types of exercises, either discussion- or operations-based. This progressive, multi-year exercise program enables participation in a series of increasingly complex activities, with each building upon the previous one addressing common program priorities and designed to test associated capabilities. This allows for early identification of shortfalls and allows for appropriate updates to address the known shortfall prior to exercising capabilities.



## Discussion-Based Exercises

Discussion-based exercises, such as seminars, workshops, tabletop exercises (TTXs), and games, are used to familiarize agencies with existing plans, policies, mutual aid agreements, and procedures. These exercises focus on strategic, policy-oriented issues and help participants understand jurisdictional capabilities. Facilitators guide discussions to ensure objectives are met.

## Operations-Based Exercises

Operations-based exercises, including drills, functional exercises (FEs), and full-scale exercises (FSEs), validate the plans and procedures from discussion-based exercises. They clarify roles, identify resource gaps, and improve performance through actual response, resource mobilization, and personnel commitment, typically over an extended period.

# PROGRAM REPORTING

Grant County will use a semi-annual reporting cycle to monitor improvement actions and ensure capabilities are effective in addressing threats and risks. This cycle informs future Integrated Preparedness Cycle activities.

### Program reporting should include:

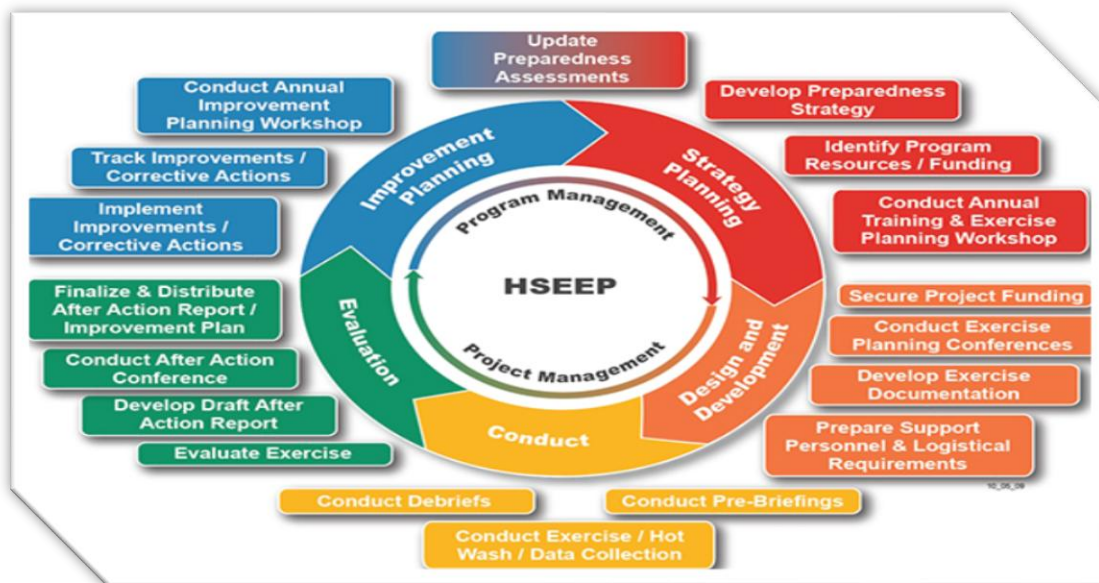
- Recording areas for improvement from exercises and incidents;
- Identifying actions and linking capabilities to address these improvements;
- Prioritizing, tracking, and updating corrective action progress; and
- Integrating changes, completed actions, best practices, and lessons learned into future cycles.

**Grant County departments should follow these procedures:**

- The Grant County Emergency Management Corrective Action Program, led by the GCEM Training and Exercise Coordinator, will track areas for improvement, lessons, and best practices;
- Identify necessary actions by assessing required changes in plans, procedures, organizational structures, equipment, and training;
- Align actions to capabilities for measurable impact;
- Prioritize and assign SMART corrective actions to a primary stakeholder;
- Provide a semi-annual summary report to senior leaders and stakeholders.

**Methodology & Tracking:**

All training and exercises follow the Emergency Management Performance Grant (EMPG) guidelines and align with the Homeland Security Exercise and Evaluation Program (HSEEP) to ensure consistency in planning, conducting, and evaluating activities, as well as implementing improvement planning. HSEEP prioritizes exercises with increasing complexity over time, as shown in the figure below.



**Training and Exercises Requirements**

GCEM is a recipient of EMPG funding via WEM. Each jurisdiction receiving EMPG funds must adhere to the following minimum requirements:

1. Conduct and evaluate as many or as few exercises, both discussion-based and operations based, to address any three core capabilities that fall under the EMPG designated priorities areas.
2. Conduct and evaluate a full-scale exercise at least once every three years, addressing at a minimum two priority area core capabilities and two other core capabilities for a total of four.

## MULTI-YEAR SCHEDULE OF PREPAREDNESS ACTIVITIES

Integrated Preparedness Schedule Y1 2026

Hazard-Specific Priorities

| Activity         | Priority 1                            | Priority 2                       | Priority 3                                  |  |
|------------------|---------------------------------------|----------------------------------|---|--|
| <b>P</b> lan     | EOP Update                            | Countywide Strategic Plan Update | CodeRed Implementation                      |  |
| <b>O</b> rganize | CodeRed Training                      | Southwest Region EM Meeting      | CodeRed Awareness                           |  |
| <b>E</b> quip    | Portable Radio Communications Updates |                                  |   |  |
| <b>T</b> rain    | SKYWarn                               |                                  |   |  |
| <b>E</b> xercise | Weather Siren Testing                 | MABAS Radio Exercises            | CodeRed Onboarding and Information Sessions |  |

Integrated Preparedness Schedule Y2 2027

Hazard-Specific Priorities

| Activity         | Priority 1                                     | Priority 2                     | Priority 3                                    |  |
|------------------|--|--------------------------------|---|--|
| <b>P</b> lan     | Grant County<br>Emergency Services<br>Meetings | EOP Update                     | Countywide Strategic<br>Plan                  |  |
| <b>O</b> rganize | CodeRed Training                               | Southwest Region EM<br>Meeting | Southwest Region EM<br>Meeting                |  |
| <b>E</b> quip    | Portable Radio<br>Communications<br>Updates    |                                |   |  |
| <b>T</b> rain    | SKYWarn  | Weather Siren<br>Testing       |   |  |
| <b>E</b> xercise | CodeRed<br>Implementation<br>Certification     | CodeRed<br>TTX                 | Hazmat Exercises-<br>Grant County<br>Tabletop |  |

Integrated Preparedness Schedule Y3 2028

Hazard-Specific Priorities

| Activity         | Priority 1                                     | Priority 2                                      | Priority 3  |  |
|------------------|--|---|---|--|
| <b>P</b> lan     | Grant County<br>Emergency Services<br>Meetings | EOP Update                                      | Countywide Strategic<br>Plan  |  |
| <b>O</b> rganize | CodeRed Training                               | Southwest Region EM<br>Meeting                  |   |  |
| <b>E</b> quip    |  |   |   |  |
| <b>T</b> rain    | Weather Siren<br>Testing<br><br>SKYWarn        | CodeRed<br>Awareness                            | G-2300<br>Intermediate<br>Emergency<br>Operations Center<br>Functions |  |
| <b>E</b> xercise | MABAS Radio<br>Exercises                       | Hazmat Exercises-<br>Grant County<br>Functional | HazMat Regional<br>Coordination Exercise                              |  |

## APPENDIX A– ACRONYMS

| Abbreviation | Term   |
|--------------|--|
| AAR          | After-Action Review  |
| GCEM         | Grant County Emergency Management                                  |
| CDC          | Centers for Disease Control and Prevention                         |
| CJI          | Criminal Justice Institute   |
| CY           | Calendar Year  |
| DRRA         | Disaster Recovery Reform Act                                       |
| EMA          | Emergency Management Agency  |
| EMS          | Emergency Management Services <i>or</i> Emergency Medical Services |
| EMAP         | Emergency Management Accreditation Program                         |
| EMPG         | Emergency Management Performance Grant                             |
| EOC          | Emergency Operations Center  |
| EOP          | Emergency Operations Plan  |
| EPA          | Environmental Protection Agency                                    |
| FE           | Functional Exercise  |
| FEMA         | Federal Emergency Management Agency                                |
| FSE          | Full-Scale Exercise  |
| HSEEP        | Homeland Security Exercise and Evaluation Program                  |
| ICS          | Incident Command System  |
| IPP          | Integrated Preparedness Plan                                       |
| IPPW         | Integrated Preparedness Planning Workshop                          |
| IT           | Information Technology   |
| MACS         | Multiagency Coordination System                                    |
| MYTEP        | Multi-Year Training and Exercise Plan                              |
| NFPA         | National Fire Protection Association                               |
|              |  |

|       |  |
|-------|--|
| NIMS  | National Incident Management System                        |
| NWS   | National Weather Service                                   |
| POD   | Points of Dispensing                                       |
| POETE | Planning, Organization, Equipment, Training, and Exercises |
| RPTB  | Response Protocol Toolbox                                  |
| SMART | Specific, Measurable, Action Oriented, and Timely          |
| SPOT  | Site Protection through Observational Techniques           |
| SPR   | Stakeholder Preparedness Review                            |
| THIRA | Threat and Hazard Identification and Risk Assessment       |
| TTX   | Tabletop Exercise  |
|       |  |

## APPENDIX B– IPP WORKSHOP

The Integrated Preparedness Plan Workshop (IPPW) was held to see what the townships, villages and cities of Grant County felt were their highest risks that could be presented to them. To gather this information a survey request was sent for stakeholders to report their concerns.

### Hazard Specific Survey

A survey listing hazards was presented for participants to rate how each hazard will negatively impact their municipality or location(s) within the next 10 years was the first step.

The hazards presented in the survey were:

| Naturally Occurring Hazards   | Human-Induced Hazards   |
|---|---|
| <ul style="list-style-type: none"> <li>• Drought</li> <li>• Earthquake</li> <li>• Flood, Flash Flood, Ice Jam</li> <li>• Crop Disease / Animal Disease</li> <li>• Landslide</li> <li>• Pandemic and Infectious Disease</li> <li>• Extreme Cold / Heat</li> <li>• Hazardous Materials</li> <li>• Tornado, Windstorm</li> <li>• Wildfire</li> <li>• Winter Storm /Blizzard</li> </ul> | <ul style="list-style-type: none"> <li>• Civil Disturbance</li> <li>• Cyber Attack</li> <li>• Train Derailment</li> <li>• Environmental Hazards</li> <li>• Levee Failure</li> <li>• Public Information / Media Relations</li> <li>• Opioid Addiction</li> <li>• Terrorism</li> <li>• Transportation</li> <li>• Accidents</li> <li>• Utility Interruption</li> </ul> |

There was a total of 53 respondents from the following sectors:

- Education 13 (25%)
- Local Government Employee or Official 3 (5%)
- Fire / EMS / Law Enforcement 23 (44%)
- Public Works / Infrastructure 10 (21%)
- Industry / Small Business 0 (0%)
- Healthcare / Public Health / Assisted Living 2 (3%)
- Citizen Volunteer / Civic Organization 1 (1%)
- Energy 0 (0%)
- Media 1 (1%)
- Financial / Insurance / Real Estate 0 (0%)

The results of the survey for each hazard are:

| Hazard                             | Concerns (%) | Rank |
|------------------------------------|--------------|------|
| Severe Weather                     | 88.5%        | 1    |
| HazMat Incident                    | 44.2%        | 2    |
| Public Information/Media Relations | 44.2%        | 3    |
| Active Threat or Violence          | 40.2%        | 4    |
| Public Health or Pandemic          | 40.2%        | 5    |
| Mass Casualty                      | 38.5%        | 6    |
| Transportation Accident            | 38.5%        | 7    |
| Agriculture Emergency              | 25%          | 8    |
| Wildland Or Grass Fire             | 21.2%        | 9    |
| Infrastructure Casualty Incident   | 15.4%        | 10   |
|                                    |              |      |
|                                    |              |      |
|                                    |              |      |

The three hazards to be the focus of the 2026 to 2028 IPP are:

| Hazard                               | Rank |
|--------------------------------------|------|
| Extreme Weather                      | 1    |
| Hazardous Materials                  | 2    |
| Public Information / Media Relations | 3    |

In conclusion, this Integrated Preparedness Plan outlines a comprehensive framework to effectively address a range of potential emergencies across our organization, prioritizing mitigation strategies, robust response capabilities, and efficient recovery mechanisms. By actively engaging all stakeholders and continuously reviewing and updating this plan, we are confident in our ability to minimize impacts, protect lives, and ensure a resilient operation in the face of any disaster.