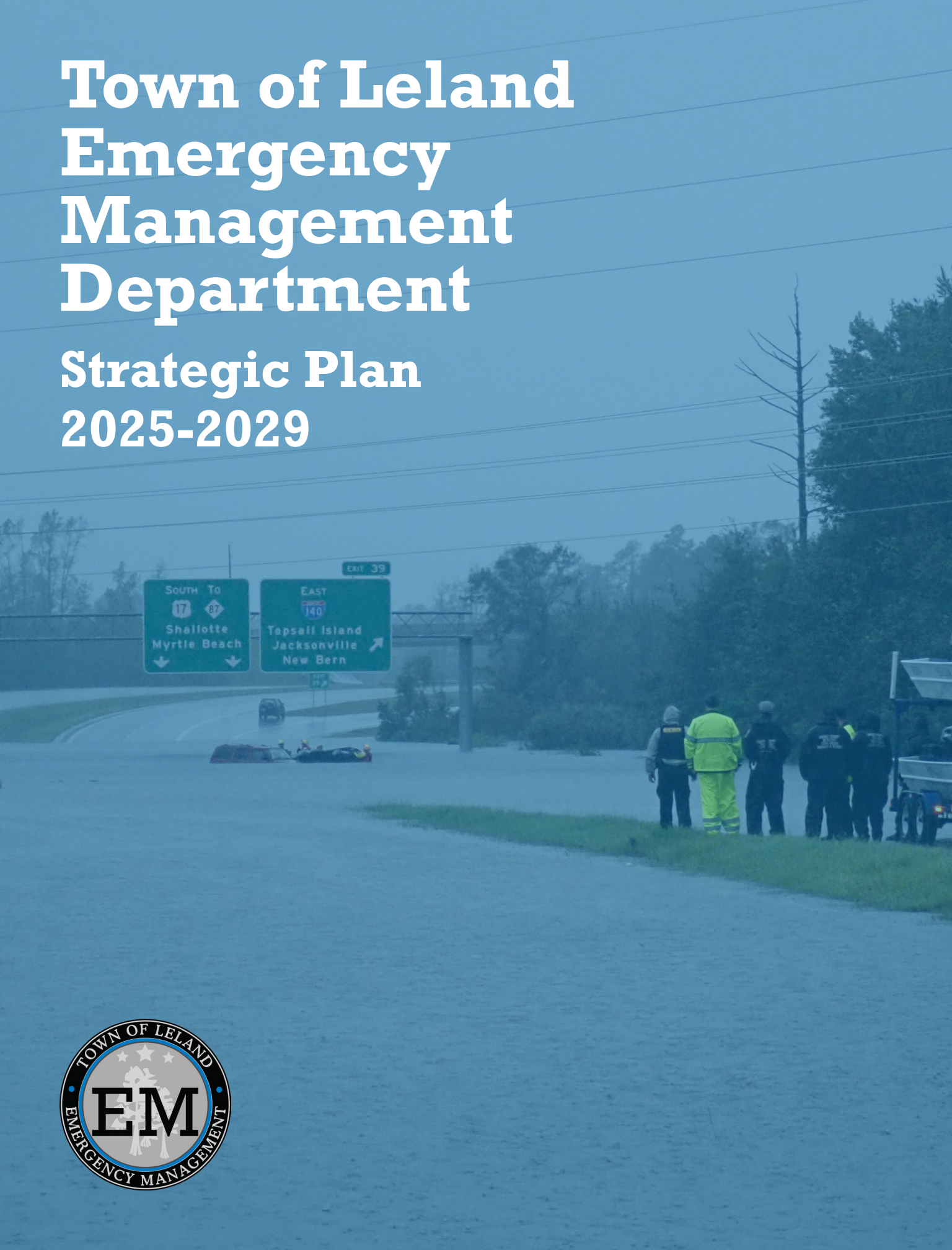


# Town of Leland Emergency Management Department

## Strategic Plan 2025-2029



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The background of the page is a dark, high-angle photograph of a rescue boat. Several crew members are visible, wearing bright yellow and red life jackets and helmets. The boat is on a body of water, and the overall scene is dimly lit, suggesting a night or low-light environment.

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# Message from the Chief



The Town of Leland is deeply committed to ensuring the safety and well-being of our community. In 2020, we took a crucial step forward by establishing the Emergency Management Department. Now, four years later, I am proud to introduce the Emergency Management Strategic Plan, a significant milestone as it is the first of its kind for our Town.

We are guided by our mission to identify, establish, and provide for policy, support, and education of residents, visitors, and staff on matters of public safety. Areas of concern are prevention, mitigation, preparedness, response, and recovery from natural or human-made disasters.

We follow our vision to be a safer, less vulnerable Town with the capacity to cope with hazards and disasters.

By adhering to our mission and vision and showing our commitment to focus on this plan's priorities and goals, we will do the following:

- **Prevention:** Building a resilient and stable economy
- **Protection:** An inclusive supported, healthy, safe, and educated community
- **Mitigation:** Highly valued and protected natural and cultural resources
- **Response:** An active participant in a cooperative region
- **Recovery:** Infrastructure that supports community life

To assist residents in preparing for various weather conditions, the Town has also created a Hurricane Guide. This comprehensive guide provides essential information and resources to help you plan and respond effectively to hurricane threats and other severe weather events. It is a valuable tool to ensure that everyone in our community is well-prepared and informed.

We encourage every resident to take a proactive approach to disaster preparedness. Your participation and awareness are crucial in making our community resilient and safe. Together, we can ensure a secure and thriving future for all.

**Yours in Service,**

A handwritten signature in black ink, appearing to read 'John Grimes', written in a cursive style.

**John Grimes**

**Emergency Management Chief**



# Background

Established in 2020, the Emergency Management Department focuses on comprehensive disaster preparedness and response. The department is dedicated to planning, organizing, equipping, training, and exercising strategies to handle catastrophic incidents that could impact the Town’s residents and visitors.

The Town uses the National Incident Management System (NIMS) to create an organized and structured process for managing incidents. This framework focuses the response on an emergency management cycle, providing an all-hazard approach to restoring the community after extreme weather events.

## Emergency Management Cycle

### 1 Prevention

Prevent, avoid, or stop an imminent, threatened, or actual catastrophic incident.

### 2 Protection

Protect our residents, visitors, and assets against the greatest threats and hazards in a manner that allows our interests, aspirations, and way of life to thrive.

### 3 Mitigation

Reduce the loss of life and property by lessening the impact of future disasters.

### 4 Response

Respond quickly to save lives, protect property and the environment, and meet basic human needs in the aftermath of a catastrophic incident.

### 5 Recovery

Recover through a focus on the timely restoration, strengthening, and revitalization of infrastructure, housing, and a sustainable economy, as well as the health, social, cultural, historic, and environmental fabric of communities affected by a catastrophic incident.



# Incident Management Team (IMT) Framework

During a potentially catastrophic event, the Emergency Management Department establishes a unified incident management team, policy group, and emergency management structure, ensuring effective support for any incident that exceeds routine response and resource capabilities.

## Emergency Management Department

- Liason with outside organizations
- Coordinate recovery process, damage assessment and documentation, establish operations for reimbursement

## IMT Town Staff

- Assess the situation
- Develop objectives and strategies to manage the incident
- Coordinate internal and external operations
- Communicate with the media

## Policy Group Town Council & Town Managers

- Issue emergency orders and declare state of emergency
- Communicate community priorities
- Other regulatory operations to maintain government continuity

IMT organizational chart can be found in the index on page 10.



# Emergency Management Incidents

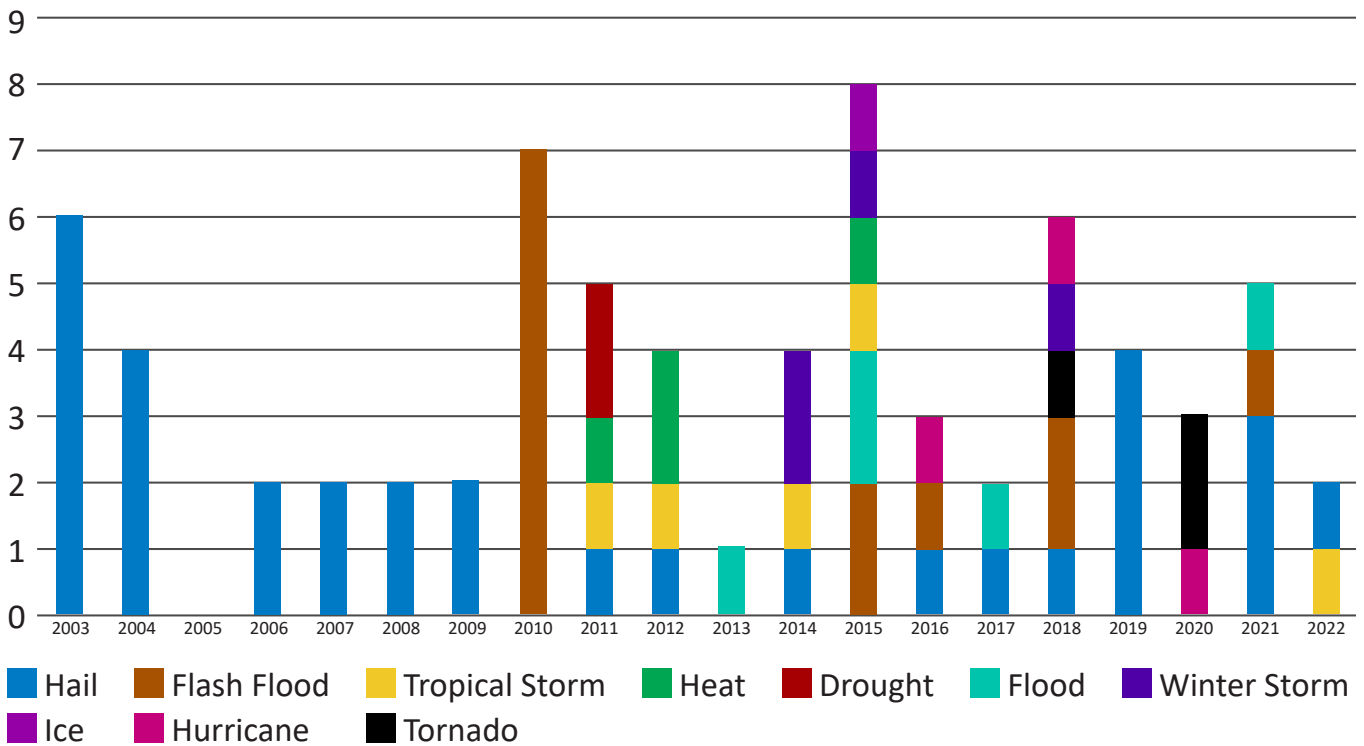
## General Weather

Events such as hail, flash floods, heat, tornadoes, drought, and even winter weather such as snow and ice can affect our area. A winter storm in January 2018 produced 2-5 inches of snow and ice accumulation of three-fourths of an inch. Record cold preceded and followed the event, which lasted until January 8.

## Tropical Weather

Tropical weather events like hurricanes and tropical storms are the most frequent and costly disasters in southeastern North Carolina. In 2018, Hurricane Florence caused millions in damage, impacting 26 homes, three of which were removed under FEMA’s buyout program, turning the area into public open space. The Town’s Incident Management Team worked 24-hour days for nine days straight to assist with response and recovery operations.

**Inclement Weather 2003-2022**



Data from the National Weather Service-Wilmington Office of reported weather events in the Leland area from 2003 to 2022. Inclement weather does not always qualify a Federal or State Declaration.



## State and Federal Declarations

Since 2003, Leland has experienced several state and federal declarations, primarily due to hurricanes, severe weather events, and public health crises like the COVID-19 pandemic. Each emergency highlights the department’s critical role in disaster preparedness, resource allocation, and recovery efforts.

Federal Declarations		State Declarations	
2003	Category 1 Hurricane	2005	Ice Storm
2005	Category 1 Hurricane	2006	Tropical Storm
2008	Tropical Storm	2014	Winter Storm
2010	Category 3 Hurricane	2017	Tropical Storm (2)
2011	Category 1 Hurricane		
2016	Category 1 Hurricane		
2018	Category 1 Hurricane Tropical Storm		
2019	Category 1 Hurricane		
2020	Covid-19 Category 1 Hurricane		
2022	Category 1 Hurricane		

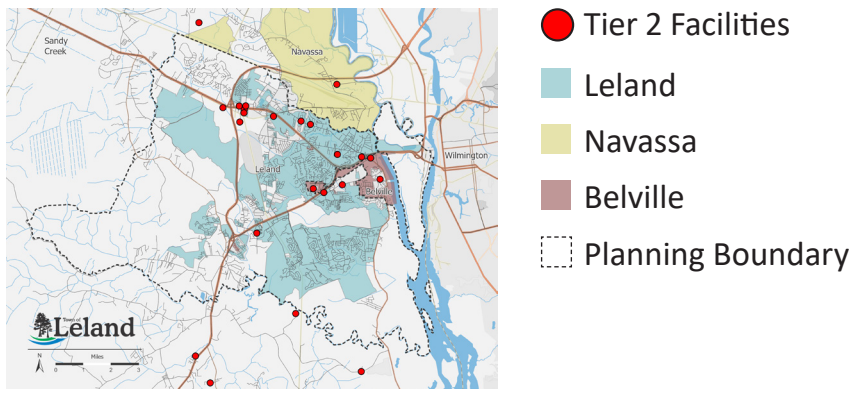
No declarations in 2004, 2007, 2009, 2012, 2013, 2015, or 2021.



In instances where both state and federal declarations are issued for the same event, the federal declaration takes precedence over the state declaration.

## Hazardous Materials

Hazardous materials, as defined by US 49 CFR 171.8, are substances that pose risks to health, safety, and property during transportation, as designated by the Secretary of Transportation under section 5103 of the Federal hazardous materials transportation law. The Town of Leland has nearly 20 regulated hazardous materials facilities within or near its limits. Over the past 20 years, there have been six incidents involving these materials.



# Priority 1: Prevention

## Goal

Promote a safer, less vulnerable Town with the capacity to cope with hazards and disasters.

## Objectives

- Improve resident access to education and training for disaster preparedness.
- Ensure the Town Emergency Operations Plan is current and organized.
- Safeguard Town operations through the creation of a Continuity of Operations Plan.
- Provide opportunities for staff to achieve the training and proficiency needed to be effective in their roles.

# Priority 2: Protection

## Goal

Protect and prepare the community and assets against major threats and hazards.

## Objectives

- Identify known and perceived risks and threats to the Town through the development of a Threat and Hazard Identification and Risk Assessment.
- Create, train, and deploy emergency teams.





# Priority 3: Mitigation

## Goal

Take action to reduce or eliminate long-term risks to human life and property from hazards.

## Objectives

- Evaluate and develop weather-related improvements to Town facilities.
- Develop a Primary, Alternate, Contingent, Emergency Plan for Town emergency operation facilities, ensuring redundant capabilities if primary systems fail.

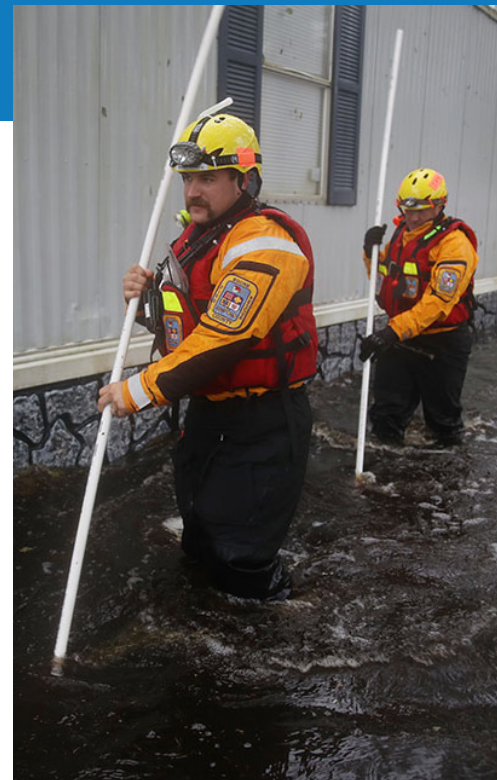
# Priority 4: Response

## Goal

Take swift actions to save lives, protect property and the environment, and meet basic needs during a catastrophic incident.

## Objectives

- Conduct stakeholder meetings to establish roles, communications, and mutual aid interoperabilities.
- Develop and review internal and external emergency plans.
- Develop framework for standardized public information reporting.
- Evaluate, develop, and implement IT/GIS focused communications.
- Work with Human Resources to evaluate, develop, and implement identified improvements to staff and family reporting.



# Priority 5: Recovery

## Goal

Timely recovery of affected infrastructure and communities.

## Objectives

- Evaluate feasibility of a Disaster Recovery Framework.
- Optimize recovery funding reimbursements.

## Trusted Information Sources



Town of Leland



Town of Leland



Town of Leland



[townofleland.com/prepare](https://townofleland.com/prepare)

### Emergency

911

### Non-Emergency Contacts

#### Town Hall

(910) 371-0148

#### Fire/Rescue

(910) 371-2727

#### Building Inspections

(910) 371-3754

#### Police

(910) 371-1100

#### Public Works

(910) 408-3092



# Index

## Governing Documents

The Town of Leland has several plans that support and govern how we manage emergencies. Some of the plans are:

- Town of Leland Emergency Operations Plan (EOP)
- Town of Leland Emergency Debris Management Plan
- Southeastern North Carolina Hazard Mitigation Plan

## Supporting Plans

### Town of Leland 2045 Comprehensive Land Use Plan:

The Leland 2045 Comprehensive Land Use Plan integrates existing plans created to advance the quality of Leland's growth. Each plan was analyzed to determine the ongoing key actions and those completed to avoid unnecessary duplication or confusion amongst the plans. This plan is the foundation for strategic planning within the Emergency Management Department.

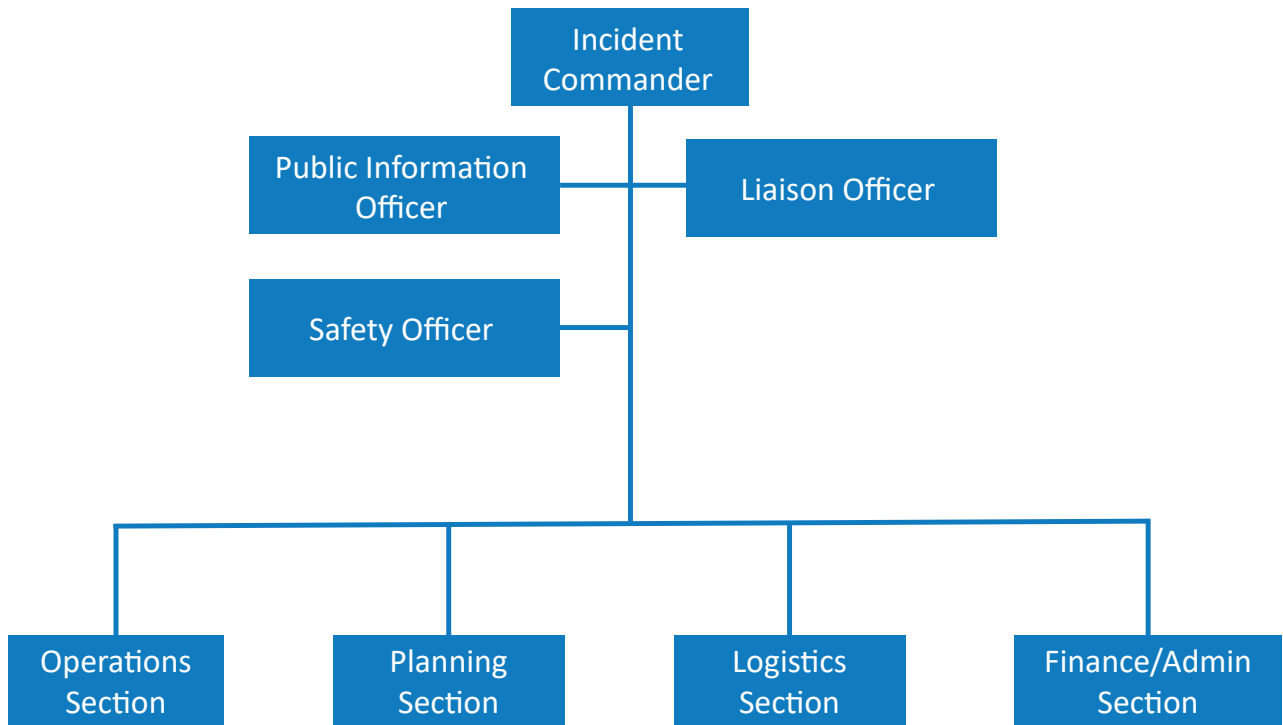
### Southeastern North Carolina Hazard Mitigation Plan:

This plan documents the region's sustained efforts to incorporate hazard mitigation principles and practices into routine government activities and functions. At its core, the plan recommends specific actions to minimize hazard vulnerability and protect residents from losses to those hazards that pose the greatest risk. These mitigation actions go beyond simply recommending structural solutions to reduce existing vulnerability, such as elevation, retrofitting, and acquisition projects. Local policies on community growth and development, incentives for natural resource protection, and public awareness and outreach activities are examples of other actions considered to more holistically reduce the region's vulnerability to identified hazards. The plan remains a living document, with implementation and evaluation procedures established to help achieve meaningful objectives and successful outcomes over time.

### Brunswick County Emergency Operations Plan:

The Brunswick County Emergency Operations Plan (BCEOP) is an all-discipline, all-hazards plan that establishes a single, comprehensive framework for the management of emergency and disaster incidents impacting Brunswick County. It provides the structure and mechanisms for the coordination of emergency response efforts by municipal, private-sector, and nongovernmental organizations and for exercising direct county incident management authorities and responsibilities. The Town of Leland provides and receives support from many county departments. Integration of the Town of Leland Emergency Management Strategic Plan in a way that integrates with the BCEOP is important for interoperability and continuity between the two bodies of government.

## IMT Organization Chart







Town of  
**Leland**

