

# CITY OF OAKLAND



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Office of the Fire Chief  
Oakland Fire Department

(510) 238-4050

## **Emergency Management and Disaster Preparedness Council (EMADPC)**

**Wednesday, March 4, 2026; 1:00 P.M.**

***Oakland City Hall, Council Chamber***

### **TO OBSERVE**

1. To access the meeting remotely, click on this Zoom link below to join the webinar:  
<https://us02web.zoom.us/j/84333791414?pwd=626M8EKJjmf7z0uX3I5nu5nfyeikVk.1>  
Passcode: 863402
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### **EMADPC Members**

Mayor – Chair, City Administrator – Vice Chair, Emergency Services Manager – Secretary, City Council Representative, Department Directors, Civic/Business/ & Community Representatives, Local Agencies, Organizations and Utilities

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### **PUBLIC WEBCASTING**

People may be able to observe this meeting remotely. City of Oakland staff are striving to provide options for people to observe EMADPC meetings remotely.

This meeting will be filmed and recorded by KTOP and will be made available online for future viewing.

Remote participation, including public comment via teleconferencing, is not available at this time. Hybrid meetings may commence once the City of Oakland has established meeting procedures and allocated resources for simultaneously supporting in-person and remote participation. All EMADPC meetings will include procedures to comply with the open meeting requirements of the City's Sunshine Ordinance and the State's Brown Act.

**Emergency Management and Disaster Preparedness Council (EMADPC)**  
**Wednesday, March 4, 2026; 1:00 P.M.**  
***Oakland City Hall, Council Chamber***

**Meeting Agenda**

<b>Number</b>	<b>Topic</b>
1	Call to Order / Roll Call
2	Welcome and Introductions
3	Overview of Emergency Management and Disaster Preparedness Council
4	Approval of Meeting Minutes
5	Emergency Operations Update
6	City Training & Exercise Update
7	Public Information Officers (PIO) Working Group Update
8	Local Hazard Mitigation Plan (LHMP) Update
9	Community Engagement Activities Update
10	Public Comment



To: Emergency Management and Disaster Preparedness Council

From: Jessica Feil, Emergency Services Manager

Date: March 4, 2026

RE: Overview of Emergency Management and Disaster Preparedness Council

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**Staff Recommendation:**

No Recommendation

**Action or Discussion Items:**

- (a) Purpose of the Emergency Management and Disaster Preparedness Council (Discussion)
- (b) Structure of the Disaster Council (Discussion)

**Discussion/Description:**

**(a) Purpose of the Emergency Management and Disaster Preparedness Council**

Pursuant to Article 10 of the California Emergency Services Act, local governments may establish a disaster council by ordinance to develop plans for meeting any condition constituting a local emergency or state of emergency.

Section 8.50 of the City of Oakland Municipal Code outlines the powers and duties of the Emergency Management and Disaster Preparedness Council (“Disaster Council” or “EMADPC”) within the City of Oakland. The purpose of the EMADPC is to recommend to the City Council emergency and mutual aid plans and agreements, and to propose ordinances and resolutions, rules and regulations to support the implementation of these plans.

Additionally, the Disaster Council is responsible for the development of the Emergency Operations Plan and evaluation of programs and resources for prioritization to meet preparedness, mitigation, response, and recovery activities.

**(b) Structure of the Disaster Council**

The membership of the Disaster Council shall be as follows:

- Chair – Mayor
- Vice Chair – City Administrator
- Secretary – Emergency Services Manager
- Members – Department Directors and Emergency Services Officials
- External Members – as appointed by the Mayor or City Administrator with advice and consent from the Disaster Council

City of Oakland  
Meeting Minutes  
Emergency Management and Disaster Preparedness Council  
City Hall, 1 Frank H. Ogawa Plaza,  
Oakland, California 94612

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Wednesday, May 29<sup>th</sup> 2024

10:00 AM

City Council Chamber, 3<sup>rd</sup> Floor

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**Call to Order / Roll Call**

**Absent 5** - Animal Services, Finance, OPD, Workplace and Employment Standards, Employment Investigations & Civil Rights Compliance

**Present 16** – Mayor Sheng Thao (Chair), Jestin Johnson (Vice Chair), Jessica Feil (Secretary / EMSD), Ashleigh Kanat (EWDD), Fred Kelley (OPRYD), Damon Covington (OFD), Emily Weinstein (HCD), Darlene Flynn (Race & Equity), Mary Hao (HR), Scott Means (HSD), Gurinder Bains (ITD), Albert Merid (PBD) Jamie Turbak (OPL), Holly Joshi (VPD), Mike Kashiwagi (OPW), Josh Rowan (DOT).

**1 Welcome message from Mayor Sheng Thao**

**2 Subject: Agenda Item #3 Meeting Minutes from last meeting**

**A motion was made and seconded to approve meeting minutes from October 4<sup>th</sup> 2023.**

**AYE: 16**

**No Vote: 0**

**3 Subject: Agenda Item #4 Grant Funding Report**

From: Jessica Feil

**A motion was made by and seconded to receive and file the report. Approved.**

**AYE: 16**

**No Vote: 0**

**4 Subject: Agenda Item #5 Communities of Oakland Respond to Emergencies (CORE)**

From: Brianna Horton

**Questions and Comments**

Gurinder Bains (ITD) – update on DSW software request process, which will be in the Cloud.

City Administrator Joe DeVries inquired about what is being done to get to the most vulnerable people in the City.

Currently there is a \$25,000 Grant for Resilience Hubs. Currently funding the Roadmaps to Resilience Projects where we are able to hear from the people who are most vulnerable and what can be done and what are the barriers. Building relationships and providing training.

**A motion was made and seconded to receive and file the item. Approved.**

**Aye:** 16

**No Vote:** 0

**5 Subject: Agenda Item #6 Public Information and Warning/Emergency Communications**

From: Jessica Feil

**Questions and Comments**

Mayor Sheng Thao asked if there is active work with cell carriers on providing emergency communication and if not that it should be investigated.

Mayor Sheng Thao asked if there is a fire in Oakland Hills and citizens hear the sirens, but do not have cell service, what then are the next steps.

Encourage community members to listen to radio/local news and if that is not accessible then evacuate location.

Chief Damon Covington commented that the issue with the sirens has been an ongoing project for two years. Unsheltered populations are damaging the sirens, and collaboration is needed among all divisions to ensure the sirens are operational.

City Administrator Johnson asked that we educate the public about the sirens' tones.

Mayor Sheng Thao would like to dig deeper in regard to public information and how to inform the public. She would like to connect with Chief Covington and Jessica Feil to talk about how to protect the sirens.

**A motion was made and seconded to accept and receive the report. Approved.**

**Aye:** 16

**No Vote:** 0

**6 Subject: Agenda Item #7 Working Groups - Update**

From: Olga Crowe

**Questions and Comments**

Darlene Flynn inquired about how equity will be integrated into all the working groups.

Currently working on charters for each of the working groups. One of the first items that will be done is write down the equity goals in coordination with the Race and Equity Department.

Deputy City Administrator Joe DeVries asked which member of EMSD will support which WG and who from Departmental Staff will be the lead.

Referred to IPP and ESF correspondence.

Chief Damon Covington asked if there is room to add a working group, and if so can we have an emergency infrastructure group (e.g. to address issues with the sirens).

CA Johnson: if this is a motion – yes.

**A motion was made and seconded that the updates are Approved.**

**Aye:** 16

**No Vote:** 0

**7 Subject: Agenda Item #8 Plans - Update**

From: Veronika Cole

**A motion was made and seconded to receive and file the report. Approved.**

**AYE:** 16

**No Vote:** 0

**8 Subject: Agenda Item #9 Integrated Preparedness Plan**

From: Matt Smyj

**Questions and Comments**

Chief Damon Covington stated that EMSD has provided many trainings that many do not attend and is advocating for more City Staff members to start attending.

City Administrator Jestin Johnson inquired if there is a way to track how many people are going through training.

EMSD can work on a training plan through NeoGov to ensure everything is tracked.

Darlene Flynn asked if there is a place to go to see what the different responsibilities are for each department.

The information on who is responsible for what can be found in the Emergency Operations Plan; the IPP outlines what courses people need to take.

**A motion was made and seconded to receive and file the report. Approved.**

**AYE:** 16

**No Vote:** 0

**Open Forum**

**Suhail Rahim Paige spoke on the topic of CORE.**

**Meeting Adjourned**

**Meeting can be viewed here (starts at approx. 15 minutes mark):**

<https://oakland.granicus.com/player/clip/6159?redirect=true>



To: Emergency Management and Disaster Preparedness Council

From: Olga Crowe, Assistant Emergency Services Manager

Date: March 4, 2026

RE: Emergency Operations Update

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**Staff Recommendation:**

No Recommendation

**Action or Discussion Items:**

- (a) Emergency Operations Center (EOC) Activations 01JUN24-31DEC25 (Discussion)
- (b) EOC Activations in 2026 To Date (Discussion)
- (c) 2026 Future Plans (Discussion)

**Discussion/Description:**

**(a) Emergency Operations Center (EOC) Activations 01JUN24-31DEC25**

Since our last meeting in May of 2024, the Emergency Management Services Division supported over 20 activations of the Emergency Operations Center (EOC), including planning support for the Encampment Management Team's (EMT) major operations throughout the City.

**2024**

- In August, the 9<sup>th</sup> Street Fire in Chinatown affected 31 units and 50+ people were displaced. Working with the Red Cross, a shelter was open and maintained for several days following the fire, and a Resource Center was opened in partnership with Alameda County Voluntary Organizations Active in Disaster (VOAD) partners and supported by City Departments.
- The Keller Fire in October prompted area-wide evacuations, and a short-term shelter was opened for the residents who did not have any other options. The shelter was in operation for 3 nights in partnership with the Red Cross.
- In November, EMSD was activated to support the Elections and later to plan for the potential of the early Winter Storms.
- In December, EMSD was activated after a Tsunami Warning was issued following a magnitude 7.3 earthquake in Eureka.

**2025**

- In February EMSD activated to support NBA All-Star Games activities in Oakland and throughout the Bay Area.
- In June, EMSD had two (2) back-to-back activations to prepare for the potential disruptions as a result of the No Kings protest and Juneteenth celebrations.



- EMSD activated the EOC to support the City during the Fourth of July holiday. July 4<sup>th</sup> Activation included Volunteer Patrols whose responsibility was to monitor the activities that may cause fires and other disruptions in the areas vulnerable to fires.
- Following the magnitude 8.0 earthquake in Kamchatka, Russia, in July, a Tsunami Advisory was issued for most of California. EMSD activated the EOC in Monitoring mode for over 24 hours. Luckily, there was no notable damage in Oakland.
- In October, EMSD was in stand-by to respond to a potential disruption as a result of the First Amendment Rights activities in the City.
- In November, EMSD worked with the Unity Council and other partner agencies to support the Day of the Dead celebrations in Fruitvale. Planning for the Festival involved many City Departments and external organizations to ensure the safety of residents and visitors to the City.

## **(b) EOC Activations in 2026 To Date**

- EMSD was activated in response to the fire at 1770 Broadway in January. More than 50 people and several businesses were displaced. In partnership with the Red Cross, a shelter was established and maintained for nearly a week, with a Local Assistance Center for the displaced residents. This activation also resulted in a Small Business Association Disaster Declaration, providing Federal resources for displaced residents and businesses. Nearly a dozen local community-based organizations joined the City with their offerings of resources. In addition, the County and the State supported the City during this response.
- In January, EMSD stood up to plan for and to offer additional resources to the City Technical Support Team during the 2026 Point in Time Count.
- The EOC was activated to support the Super Bowl LX Watch Party in the City and events throughout the Bay Area, working with many Regional partners and agencies to ensure everyone's safety.

## **(c) 2026 Future Plans**

EMSD is working with Federal, State, Regional, and local partners in preparation for the 2026 World Cup events planned to take place in the Bay Area and throughout the country. Additionally, EMSD will be activating to support Juneteenth, the 4<sup>th</sup> of July, and Day of the Dead celebrations.



To: Emergency Management and Disaster Preparedness Council

From: Matt Smyj, Emergency Planning Coordinator

Date: March 4, 2026

RE: City Training and Exercise Update

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## **Staff Recommendation:**

Staff recommends that the Emergency Management and Disaster Preparedness Council approve the proposed minimum training requirements for Emergency Operations Center (EOC) staff.

## **Action or Discussion Items:**

- (a) City Training and Exercise Program Overview (Discussion)
- (b) Golden Eagle Exercise Update (Discussion)
- (c) Minimum Training Requirements for EOC Staff (Action)

## **Discussion/Description:**

The Emergency Management Services Division (EMSD) continues to expand and formalize Oakland's training and exercise program to improve citywide disaster readiness and resilience. Recent trainings, and full-scale and regional exercises, have demonstrated strong coordination and operational capability, while also identifying specific training and process gaps. To close those gaps, EMSD has taken several actions.

### **(a) City Training and Exercise Program Overview**

EMSD continues to enhance training opportunities to ensure City staff are prepared to serve effectively as Disaster Service Workers (DSWs) during emergency activations. Key initiatives include:

- **Disaster Service Worker Training:** Provides newly hired City staff with training on the roles and responsibilities of the DSW position, activation procedures, and how to be prepared at work and at home before an incident and into a subsequent activation.
  - EMSD has conducted **26** DSW trainings since the last Council meeting, expanding baseline preparedness across departments.
  - An updated DSW training will be implemented in the first quarter of 2026 to reflect the newly adopted DSW Administrative Instruction procedures.
- **Position Specific Training:** In partnership with the Human Resources Management Division (HRMD), EMSD has expanded emergency management coursework within the City's NEOGOV Learning Management System to include position-specific training for both EOC and field personnel. Structured learning plans are now aligned with assigned disaster roles, ensuring that staff designated to specific EOC or field positions complete the required coursework for those functions.
  - Starting in 2025, EMSD implemented a formal process to record and track completion of all emergency management related training whether hosted internally or by external agencies.



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- In 2026, EMSD has updated or created **31** course modules aligned with role-based responsibilities and plans to publish or update **26** more as part of the implementation of the City's Integrated Preparedness Plan.
- **Jurisdictional Training Partnerships:** To address limited access to large, cost-free training locations, EMSD has partnered with Cal OES, UASI, BART, EBMUD, the Oakland Coliseum, and Laney College to provide training at partner facilities throughout the city. These training events include participants from City staff, facility partners, and adjacent Bay Area jurisdictions to both instruct and build working relationships across the Bay Area.
- **Oakland's Exercise Participation:** Since the last meeting of this Council, Oakland staff have participated in **6** tabletop exercises with Alameda County and adjacent jurisdictions. EMSD has hosted **2** full-scale exercises including the 2024 Golden Eagle Exercise and the 2025 Great Oakland ShakeOut.

### **(b) Golden Eagle Exercise Update**

The Bay Area Golden Eagle Exercise is an annual full-scale, in-person, regional emergency preparedness exercise led by the Urban Areas Security Initiative (UASI).

- Oakland hosted the 2024 Golden Eagle Exercise at the Emergency Operations Center where **87** City staff members participated.

The exercise demonstrated the following strengths:

- Effective EOC activation planning,
- Execution of the EOC's planning process,
- Incident updates provided regularly to the community by the PIO team,
- Strong engagement with community partners, and
- Well-coordinated community transportation and utility partner integration

The after-action report (AAR) identified the following areas for improvement:

- EOC staff were unfamiliar with standardized response processes,
  - EOC staff had not completed position specific training,
  - PIO team did not use available emergency messaging tools, and
  - Communications equipment was aging
- On May 12<sup>th</sup> of 2026, Oakland will participate in UASI's Golden Eagle exercise with a focus on incidents associated with large scale events such as the Super Bowl or World Cup matches to improve response capabilities.

Regional Exercise Objectives:

- Activate and operate EOCs to coordinate operations between the State, local governments, and other responding agencies.
- Activate the Bay Area Joint Information System (JIS).
- Activate and evaluate emergency communications, including auxiliary systems, throughout the Bay Area.

### **(c) Minimum Training Requirements for EOC Staff (Action)**

To ensure that Oakland staff respond effectively during emergency activations, EMSD proposes the following minimum training requirements for all EOC personnel.



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- FEMA Independent Study (IS) 100 – Introduction to the Incident Command System (ICS) (2.5 hours)
  - Establishes the foundational understanding of ICS structure, terminology, and chain of command.
  
- FEMA Independent Study (IS) 700 – The National Incident Management System (NIMS), An Introduction (3.5 hours)
  - Provides baseline knowledge required for NIMS compliance and interagency interoperability.
  
- General Study (G) 606 – Introduction to the Standardized Emergency Management System (SEMS) (1.5 hours)
  - Ensures compliance with California’s SEMS requirements and understanding of mutual aid coordination.
  
- EOC Operations – Introduction to Emergency Operations Center (EOC)
  - Prepares staff to function effectively within Oakland’s EOC structure during planned events and emergency activations.
  
- Agency Director Onboarding – Introduction to Emergency Management
  - Introduces executive leadership to NIMS and SEMS doctrine, City EOP and COOP responsibilities, Disaster Council governance, and DSW activation protocols.



To: Emergency Management and Disaster Preparedness Council

From: Veronika Cole, Emergency Planning Coordinator

Date: March 4, 2026

RE: Local Hazard Mitigation Plan (LHMP) Update

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**Staff Recommendation:**

Staff recommends that the Emergency Management and Disaster Preparedness Council approve the submission of the 2026 LHMP final draft to Commissions and City Council upon its completion.

**Action or Discussion Items:**

- (a) Local Hazard Mitigation Plan Background (Discussion)
- (b) 2026 LHMP Update (Discussion)
- (c) 2026 LHMP Final Draft Submittal to the Public Safety Committee of City Council (Action)

**Discussion/Description:**

**(a) Local Hazard Mitigation Plan Background**

To allow the City to be eligible for certain types of disaster recovery funding, the 2026 LHMP must be adopted by the City Council and the General Plan Safety Element before its expiration on July 14, 2026. Commissions and City Council will review the 2026 LHMP for pre-approval pending approval by the California Governor’s Office of Emergency Services (Cal OES) and the Federal Emergency Management Agency (FEMA). In addition, Staff will present the 2026 LHMP for adoption by the General Plan Safety Element.

To expedite completion of a plan review and approval process, a 2026 LHMP “submittal draft” will be sent to Cal OES and FEMA. Cal OES and FEMA review of the submittal draft will take place concurrently with the completion of a final draft to be presented to Commissions and City Council. The consultant, Black & Veatch, has recommended this approach to expedite the approval process, as “non-substantial” changes may be made to the submittal draft without a need for re-submission to Cal OES and FEMA.

The final draft of the 2026 LHMP is nearly complete. Black & Veatch staff are currently incorporating the most recent edits from EMSD staff to create the submittal draft which is anticipated to be completed the first week of March 2026. Once it is complete, EMSD staff will share it with the Disaster Council and will provide a minimum of one week for review. The Disaster Council is invited to submit requests for edits to the document at that time.

As a final step, the 2026 Local Hazard Mitigation Plan Steering Committee will meet on March 25, 2026 to review public comments received and provide suggestions for incorporation into the LHMP. Black & Veatch will review edits from the Disaster Council and from the Steering Committee with EMSD staff before creating the final draft of the LHMP.



**(b) 2026 LHMP Update**

To reduce risk and increase resilience equitably, the mission of the City of Oakland Local Hazard Mitigation Plan is to establish and promote a comprehensive mitigation strategy and efforts to protect the whole community and environment from identified natural and human-caused hazards.

The LHMP forms the foundation of the City’s long-term strategy to reduce disaster losses. This plan aligns with federal and state hazard mitigation planning regulations and requirements to ensure the City remains eligible for pre- and post-disaster mitigation funding through FEMA. EMSD staff have coordinated the development of the 2026 LHMP through convening LHMP planning groups, engaging a consultant firm (Black & Veatch), and developing robust community engagement.

EMSD staff convened three LHMP planning groups, with 34 members in total, consisting of City staff from multiple departments, the Port of Oakland, the City Attorney, and external stakeholders (the Alameda County Sheriff - Office of Emergency Services, City of Piedmont, East Bay Regional Parks, and the East Bay Municipal Utilities District). The planning groups met to discuss and finalize the identified hazards, mission statement, goals, objectives, and actions. Please see Attachment A – 2026 LHMP Mission, Goals, Objectives and Actions. LHMP Identified Hazards include:

- Dam Failure
- Drought
- Earthquake
- Flood
- Landslide
- Sea-Level Rise
- Severe Weather
- Tsunami/Seiche
- Wildfire

The robust Community Engagement for the LHMP was designed to reach equity priority communities and included:

- Direct outreach to Community-Based Organizations, Neighborhood Councils, Planning Group members, and an email interest list. (319 direct contacts).
- Social media campaign.
- Community survey (84 responses).
- Presentations coupled with Personal Emergency Preparedness workshops (in multiple languages) at five community locations: West Oakland, Downtown/Chinatown, Fruitvale, and East Oakland (152 participants).
- Presentations to the Mayor’s Commission on Persons with Disabilities and the Oakland Firesafe Council.
- Online Technical Forum and Community Town Hall (27 participants).

**(c) 2026 LHMP Final Draft Submittal to the Public Safety Committee of City Council (Action)**

Staff recommends that the Emergency Management and Disaster Preparedness Council approve the submission of the 2026 LHMP final draft to Commissions and City Council upon its completion.

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## Attachments:

Attachment A – 2026 LHMP Mission, Goals, Objectives and Actions

## 2026 LHMP Mission Statement

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To reduce risk and increase resilience equitably, the mission of the City of Oakland Local Hazard Mitigation Plan is to establish and promote a comprehensive mitigation strategy and efforts to protect the whole community and environment from identified natural and human-caused hazards.

## 2026 LHMP Goals

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**Goal 1:** Advance equity, reduce racial disparities, and ensure ADA accessibility for people with disabilities and individuals with access and functional needs in all phases of preparing for, responding to, and recovering from natural hazards.

**Goal 2:** Protect life, property, the environment, and natural and cultural resources equitably.

**Goal 3:** Advance community-driven outreach efforts to equip Oaklanders with the knowledge, resources, and support needed to prepare for, respond to, and recover from natural hazards.

**Goal 4:** Implement strategies to enable departments of the City of Oakland to equitably respond to and mitigate hazards in accordance with the Emergency Operations Plan in an integrated manner.

**Goal 5:** Pursue feasible, cost-effective, and environmentally appropriate hazard mitigation measures including adaptive capacity to reduce risk from a changing climate, incorporating targeted strategies to advance equitable outcomes.

# 2026 LHMP Mitigation Action Plan

MITIGATION OBJECTIVE	MITIGATION ACTION	LEAD	SUPPORT
<b>Objective 1:</b> Ensure the LHMP is in alignment with the General Plan and utilizing General Plan Safety and EJ Element tools to ensure equity priority communities have priority for funding, and access to City mitigation and emergency preparedness services.	1. Prioritize hazard preparedness and mitigation funding for communities identified in the General Plan and LHMP as equity priority communities with vulnerability.	Fire	ADA Programs Division
	2. Prioritize mitigation and emergency preparedness services for communities identified in the General Plan and LHMP as equity priority communities with vulnerability.	Fire	ADA Programs Division
<b>Objective 2:</b> Individuals with AFN have priority for funding, access to City mitigation and emergency preparedness services regardless of geographic area. Services are accessible to individuals with AFN.	1. Mitigation and preparedness services will be compliant with ADA, Section 504, Section 508 requirements, and any applicable accessibility policies & laws.	ADA Programs Division	Information and Technology Department, City Administrator’s Office
	2. Advocate for the inclusion of considerations for individuals with AFN in planning efforts from other agencies in which Oakland staff participate. Connect planning efforts with city-affiliated groups.	Department of Race and Equity, ADA Programs Division	
	3. Identify and build relationships with local organizations and agencies serving individuals with AFN. Build relationships with other agencies to connect with these organizations to better plan for their needs during a natural hazard event.	City Administrator’s Office	Fire
<b>Objective 3:</b> Increase hazard awareness throughout Oakland with a focus on equity priority communities and individuals with AFN. Reduce disparities in preparedness and mitigation of disaster risks.	1. Strengthen partnerships with community-based organizations, faith-based groups, and the private sector to support mitigation outreach and implementation.	Fire	ADA Programs Division
	2. Develop multilingual hazard awareness campaign including campaign materials for populations facing higher risk, including specific content to meet the needs of individuals with AFN. Involve these communities in providing input to ensure the campaign’s accessibility and cultural competency.	Fire	ADA Programs Division
	3. Embed mitigation and preparedness messaging into programs that already serve equity priorities communities and individuals with AFN (e.g., clinics, food banks, youth programs).	Fire	ADA Programs Division
	4. Develop an Online 'Know Your Risk' + Equity Map: Create a web tool where residents can view hazards alongside indicators of social vulnerability and find tailored mitigation resources.	Fire	ADA Programs Division
	5. Develop community engagement campaign to expand participation in AC Alert programs, hazard mitigation planning and the identification of mitigation projects.	Fire	ADA Programs Division

MITIGATION OBJECTIVE	MITIGATION ACTION	LEAD	SUPPORT
<b>Objective 4:</b> Maximize potential for City facilities to protect the community from hazards.	1. Facilitate resilience improvements in City facilities to reliably serve as resilience hubs or places of respite during hazard events.	Sustainability	Fire, Public Works, ADA Programs Division
	2. Prioritize investment in City facilities that might be used as respite centers or emergency related support for retrofit and safety improvements.	Public Works	ADA Programs Division, Oakland Fire Department, Sustainability
	3. Develop public communication methods to inform about City resources available in the event of a hazard.	Fire	ADA Programs Division, City Administrators Office
<b>Objective 5:</b> Encourage the incorporation of hazard mitigation measures into repairs, major alterations, new development, and redevelopment practices, and prioritize equity priority communities and individuals with AFN that are subject to substantial hazard risk.	1. Continue to seek funding to revive Housing Preservation Services programs supporting seismic retrofits of high-risk housing units in equity priority communities. This includes two pending applications for Hazard Mitigation Grant Program (HMGP) funding from FEMA and Cal OES to re-open the Safer Housing for Oakland Program (SHOP): Soft Story Apartment Retrofit Program, providing financial assistance to property owners with buildings subject to Oakland’s Mandatory Soft Story Retrofit Program.	Housing and Community Development	Planning & Building, ADA Programs Division
	2. Educate low-income homeowners seeking rehabilitation loans about the purpose and availability of publicly funded seismic retrofit assistance programs, such as the Earthquake Brace + Bolt (EBB) and Earthquake Soft-Story (ESS) programs funded by the State of California/California Earthquake Authority.	Housing and Community Development	ADA Programs Division
<b>Objective 6:</b> Support and strengthen or replace property, infrastructure and lifelines to minimize post disaster disruption and facilitate short-term recovery (1-5 years), with a focus on equity priority communities and individuals with AFN impacted by a hazard event.	1. Fast track / streamline permitting process with prioritization for equity priority communities and individuals with AFN.	Planning & Building	Housing and Community Development, ADA Programs Division
	2. Consider adoption of a disaster reconstruction overlay zone. As part of this action, re-evaluate all development scenarios and requirements following a hazard event such as a wildfire, landslide, flood, earthquake; explore funding sources and create a low-interest construction loan program for income-qualified owners who are recovering from a disaster.	Planning & Building	ADA Programs Division
	3. Consider an ordinance requiring installation and periodic inspection and maintenance of gas shut-off valves in existing buildings at the time of sale, transfer of title, and when upgrades are planned for gas piping to minimize the risk of post-earthquake fires due to gas pipeline ruptures.	Planning & Building	ADA Programs Division

MITIGATION OBJECTIVE	MITIGATION ACTION	LEAD	SUPPORT
<b>Objective 7:</b> Use the best available and most recent hazard data to evaluate the potential threat and its impacts on equity priority communities when reviewing proposed development opportunities	1. In areas vulnerable to contaminated groundwater rise, study the compounding impacts of sea level rise in groundwater threats in areas with hazardous facilities and equity priority communities. Coordinate with adjacent jurisdictions as appropriate to develop a Shallow Groundwater Rise Vulnerability assessment to establish a detailed understanding of the effects of rising shallow groundwater on people, the built environment, and water supply.	Sustainability	ADA Programs Division, Public Works
	2. Evaluate densities where slopes are at the greatest risk for landslides and consider reducing current permitted development densities and intensities by 2028.	Planning & Building	ADA Programs Division
<b>Objective 8:</b> Develop and coordinate the City's Sea Level Rise strategy.	1. Develop the Regional Shoreline Adaptation Plan.	Sustainability	ADA Programs Division
	2. Sea-Level Rise Vulnerability and Assessment Improvement Plan - The Port of Oakland's Sea-Level Rise Vulnerability and Assessment Improvement Plan will assess the potential effects of sea-level rise on maritime facilities. The study will evaluate facilities Port-wide for sea-level rise vulnerability and develop an implementation plan for near-term and long-term strategies to address potential impacts. The study will analyze the need for infrastructure such as sea walls, wharf improvements, and changes in port operations. In addition, the study will help establish design standards.	Port of Oakland	Planning and Building, Sustainability, City Administrator's Office
<b>Objective 9:</b> Use the best available data on groundwater rise and its potential impacts on equity priority communities while reviewing proposed development opportunities in areas vulnerable to contaminated groundwater rise.	1. Study compounding impact of sea level rise on groundwater threats in areas with hazardous facilities. Coordinate with adjacent jurisdictions as appropriate to create a Shallow Groundwater Rise Vulnerability Assessment to establish a detailed understanding of the effects of rising shallow groundwater on people, the built environment, and water supply. This includes buoyancy, seepage, infiltration, liquefaction, corrosion, and contaminant mobilization hazards. The assessment should have an interactive map component that will be updated based on site-specific geotechnical and topographic data submitted by new developments. Continue to comply with performance standards pursuant to the National Pollutant Discharge Elimination System municipal stormwater permit.	Planning and Building	Sustainability, Public Works, Department of Race and Equity, ADA Programs Division
<b>Objective 10:</b> Reduce fire risk during natural hazard events by reducing natural gas infrastructure in Oakland.	1. Work with PG&E to implement pilot projects under SB 1221 to identify and eliminate natural gas infrastructure through electrification of homes and businesses, prioritizing those with the potential to result in branch line decommissioning of natural gas piping.	Sustainability	ADA Programs Division
	2. Work with public agency partners to provide safety and security information regarding the emergency use of diesel and gasoline powered generators.	Sustainability	ADA Programs Division
	3. Promote the widespread use of carbon monoxide detectors in homes and businesses, including through the donation and giveaway programs of carbon monoxide detectors.	Sustainability	ADA Programs Division

MITIGATION OBJECTIVE	MITIGATION ACTION	LEAD	SUPPORT
<p><b>Objective 11:</b> Safer Housing for Oakland Program (SHOP): Soft Story Apartment Retrofit Program—Under this action, the City will invest in and seek Hazard Mitigation Grant Program (HMGP) funding from FEMA and CalOES to support property owners with buildings subject to Oakland’s Mandatory Soft Story Retrofit Program, which the Department of Planning &amp; Building developed to enforce 2019 municipal ordinance No. 13516.</p>	<p>1. The program will be implemented by contacting owners of the remaining subject buildings that that have not yet completed the required retrofit. This is a discrete list, but these types of buildings tend to be in lower income areas of Oakland. The initial focus will be on Opportunity Zones and other priority areas of need.</p>	<p>Housing and Community Development</p>	<p>ADA Programs Division</p>
<p><b>Objective 12:</b> Increase public awareness of benefits of fire safety and mitigation practices.</p>	<p>1. Expand on existing strategies to reach low-income, historically hard to reach and non-English speaking populations and individuals with AFN through translated materials, earned media, and strategic engagement planning.</p>	<p>Fire</p>	<p>ADA Programs Division</p>
	<p>2. Introduce Firewise program to equity priority communities in the WUI to reduce wildfire risk through resident-led action, education, and collaboration with local fire agencies, focusing on creating defensible space, hardening homes, and developing preparedness plans to become more resilient to wildfires criteria.</p>	<p>Fire</p>	<p>ADA Programs Division</p>
	<p>3. Monitoring grant opportunities for the City of Oakland to increase fire safe and fuel mitigation efforts and expand emergency preparedness.</p>	<p>Fire</p>	<p>ADA Programs Division</p>
<p><b>Objective 13:</b> Reduce the likelihood of catastrophic wildfires by limiting ignition potential, reducing fuel loads, and modifying fuel arrangements on City-owned lands.</p>	<p>1. Full implementation of the 10 year Vegetation Management Plan to cover more than 1,400 acres of City property plus treatment areas approximately 300 miles of roadside using heavy equipment, hands crews and goats.</p>	<p>Fire</p>	<p>ADA Programs Division</p>
	<p>2. Collaborate with CalFire, EBRPD, Oakland Firesafe Council Friends of Joaquin Miller, Friends of Sausal Creek, Firewise Communities to align fire prevention, fuel mitigation and public awareness campaigns to strengthen preparedness, prevention and resiliency strategies.</p>	<p>Fire</p>	<p>ADA Programs Division</p>
<p><b>Objective 14:</b> Maintain 100% compliance on private and public parcels related to vegetation management.</p>	<p>1. The Vegetation Management Unit of the Oakland Fire Department inspects properties in the Oakland Hills, much of which is designated as a Very High Fire Hazard Severity Zone (VHFHSZ). The VMU works under the Oakland Fire Department’s Fire Prevention Bureau. The VMU is responsible for the inspections of around 25,000 parcels in the VHFHSZ. The purpose of these inspections is to identify and mitigate hazards that could contribute to the spread, growth, and intensity of wildfire. Inspections are done annually, and property owners are required to actively maintain their parcels in a fire-safe condition year-round.</p>	<p>Fire</p>	<p>ADA Programs Division, Public Works</p>

MITIGATION OBJECTIVE	MITIGATION ACTION	LEAD	SUPPORT
<b>Objective 14 (Continued):</b> Maintain 100% compliance on private and public parcels related to vegetation management.	2. Continue to deploy one of the largest herds of goats in CA to mitigate low lying and dry vegetation on roadside and in City open space.	Fire	ADA Programs Division
<b>Objective 15:</b> In high hazard areas, develop local programs and messaging to ensure broad awareness and specifically among equity priority communities for defensible space maintenance, home hardening, and training for evacuation procedures to reduce risk to people and property.	1. Continue to provide fire safety and public education efforts related to requirements for development, property maintenance, and emergency preparedness in the VHFHSZ and prioritize the most vulnerable populations in these areas.	Fire	ADA Programs Division
<b>Objective 16:</b> Reduce instances of storm-related tree and branch failures that may cause road closures, property damage, and threats to life by reinstating a regular pruning/maintenance cycle on all city trees. Prioritize tree maintenance activities in frontline communities.	1. Prune all trees in the public right of way on regular 7-year intervals, as described in the 2024 Oakland Urban Forest Plan, to address preventable whole tree and branch failures during wind and wind/rain events.	Public Works	ADA Programs Division
	2. Implement the awarded USDA Forest Service Inflation Reduction Act funding to begin routine pruning in Oakland’s highest-priority census tracts per the OakDOT Geographic Equity Toolbox.	Public Works	ADA Programs Division
	3. Identify additional funding sources to regularly prune trees in the rest of Oakland, with work focusing on census tracts based on priority level identified in the Geographic Equity Toolbox.	Public Works	ADA Programs Division
<b>Objective 17:</b> Complete the City’s Storm Drainage Master Plan.	1. Identify feasible, equitable (using the CIP prioritization system), and cost-effective stormwater infrastructure projects that would increase system capacity, have been identified in the City’s capital improvement program and/or Storm Drainage Master Plan, that and would be good target projects for which to pursue funding under applicable local, state, and federal grant programs.	Public Works	Transportation, ADA Programs Division
	2. Conduct equitable outreach and engagement as we implement all CIP Storm Drainage projects.	Public Works	Transportation, ADA Programs Division
	3. Leverage funding opportunities that may be available through government grants or projects conducted by DOT.	Public Works	Transportation, ADA Programs Division
	4. Tree Planning. Implement the component of the City’s Storm Drain Master Plan that looks to quantify the stormwater capture and pollutant removal benefit of tree planting and modeling where in the city stormwater runoff reduction could be achieved through increased tree canopy. Coordinate with Tree Services Division to make sure it corresponds to the Urban Forestry Master Plan.	Public Works	Transportation, ADA Programs Division

MITIGATION OBJECTIVE	MITIGATION ACTION	LEAD	SUPPORT
<b>Objective 18:</b> Identify, integrate, and implement green infrastructure practices into streetscape improvement, and stormwater management projects.	1. The City will continue to implement its Green Stormwater Infrastructure (GSI) Plan to include GSI where required by the Municipal Regional Stormwater Permit and where feasible. Examples include bioretention areas, engineered tree well filters, green roofs, flow-through planters, and permeable pavement.	Public Works	Transportation, Planning and Building, ADA Programs Division
	2. Encourage developers to include green infrastructure practices.	Planning and Building	Public Works, ADA Programs Division
<b>Objective 19:</b> Minimize repetitive and potential losses due to flood by maintaining compliance with the NFIP and improving floodplain operations.	1. Continue to maintain the City’s good standing and compliance under the NFIP through: <ul style="list-style-type: none"> <li>• Enforce the City’s flood damage prevention ordinance</li> <li>• Update the City’s flood damage prevention ordinance to ensure compliance with state and federal requirements (Previous HMP O-9 and O-19)</li> </ul>	City Administrator’s Office	Planning and Building, Public Works, ADA Programs Division
	2. Participate in floodplain and mapping updates and advocate for accuracy in updated maps based on locally documented conditions.	Public Works	Planning and Building, ADA Programs Division
	3. Build community knowledge of floodplain concerns and revised floodplain mapping in an inclusive manner. Provide public assistance/information on floodplain requirements and impacts.	Public Works and Planning and Building	ADA Programs Division
<b>Objective 20:</b> Explore resources and steps needed to participate in CRS program.	1. Complete CRS assessment and determine City of Oakland readiness for participation.	City Administrator’s Office, Public Works, Planning and Building	ADA Programs Division
<b>Objective 21:</b> Complete the City’s Storm Drainage Master Plan	1. Identify feasible, equitable (using the CIP prioritization system), and cost-effective stormwater infrastructure projects that would increase system capacity, have been identified in the City’s capital improvement program and/or Storm Drainage Master Plan, that and would be good target projects for which to pursue funding under applicable local, state, and federal grant programs. Previous HMP (O-4).	Public Works	ADA Programs Division
	2. Conduct equitable outreach and engagement as we implement all CIP Storm Drainage projects.	Public Works	ADA Programs Division
	3. Leverage funding opportunities that may be available through government grants or projects conducted by DOT and Public Works.	Public Works	Department of Transportation, ADA Programs Division

MITIGATION OBJECTIVE	MITIGATION ACTION	LEAD	SUPPORT
<p><b>Objective 22:</b> Prevent discharge of wastewater contamination into waterways as a result of natural hazards. Enhance social equity by implementing sewer system improvement project with high CIP scores focusing on underserved communities.</p>	1. Extend the service life of the City’s sewer collection system. Complete 13-mile of sewer collection system rehabilitation annually to extend service life. Prioritize repairs based on risk factors and equity factors.	Public Works	ADA Programs Division
	2. Enhance social equity by implementing sewer system improvement project with high CIP scores focusing on underserved communities.	Public Works	ADA Programs Division
	3. Complete 50-mile sewer pipelines with root control treatment to improve sewage conveyance annually.	Public Works	ADA Programs Division
	4. Partner with Alameda County Health Department for Fat/Oil/Grease (FOG) enforcement and outreach focusing on Food Service Establishments and high FOG contributors.	Public Works	ADA Programs Division
	5. Continue to send abatement notices to property owners with private sewer lateral defects.	Public Works	ADA Programs Division
	6. Engage communities by sending out project notices and/or flyers prior and during project implementation to households and businesses in the targeted areas.	Public Works	ADA Programs Division
	7. Faster project delivery by eliminating project barriers to expedite project implementation, including but not limited to, contractor outreach, enhanced contracting process, onsite support/enforcement.	Public Works	ADA Programs Division
	8. Equitable access by providing guidance to property owners on sewer lateral corrections.	Public Works	ADA Programs Division
	9. For major capital sanitary sewer subbasin projects, the City will continue to replace private lower laterals where applicable within the City right-of-way where the sewer main is replaced.		
<p><b>Objective 23:</b> Monitor and measure number of miles of sewer main rehabilitation annually. Complete sanitary sewer masterplan by end of 2025. Obtain priority of work with risk and equity components.</p>	1. Enhance social equity by implementing sewer system improvement project with high CIP scores focusing on underserved communities.	Public Works	ADA Programs Division
	2. Engage communities by sending out project notices and/or flyers prior and during project implementation to households and businesses in the targeted areas.	Public Works	ADA Programs Division
	3. Faster project delivery by eliminating project barriers to expedite project implementation, including but not limited to, contractor outreach, enhanced contracting process, onsite support/enforcement.	Public Works	ADA Programs Division
	4. Send abatement notices to property owners with private sewer lateral defects. Provide equitable access by providing guidance to property owners on sewer lateral corrections.	Public Works	ADA Programs Division
	5. For major capital sanitary sewer subbasin projects, the City will continue to replace private lower laterals where applicable within the City right-of-way where the sewer main is replaced.	Public Works	ADA Programs Division

MITIGATION OBJECTIVE	MITIGATION ACTION	LEAD	SUPPORT
<p><b>Objective 24:</b> Integrate Integrated Preparedness Plan (IPP) priorities into departmental work plans.</p>	<p>1. Develop the annual IPP Work Plan that lists priority preparedness activities, responsible departments, milestones, and supports implementation of relevant LHMP mitigation actions.</p>	Oakland Fire Department	ADA Programs Division
	<p>2. Conduct an Annual Integrated Preparedness Planning Workshop (IPPW) with internal and external partners to review opportunities for capacity and capability improvements for risk reduction and update the multi-year IPP schedule.</p>	Oakland Fire Department	ADA Programs Division
	<p>3. Maintain a Multi-Year Preparedness Calendar of trainings, exercises, plan updates, outreach events, and major projects.</p>	Oakland Fire Department	ADA Programs Division
<p><b>Objective 25:</b> To mitigate the effects of disruptions, ensure the city's ability to maintain internal operations and external services with a focus on the needs of equity priority communities and individuals with AFN.</p>	<p>1. Each City department will submit Continuity of Operations Plans (COOPs) to the Emergency Management Services Division of OFD on an annual basis. Each department will keep these plans current by submitting revisions as needed.</p>	Oakland Fire Department	ADA Programs Division
<p><b>Objective 26:</b> Reduce risk to critical Port of Oakland facilities and infrastructure through targeted seismic, flood, and climate resilience improvements, enhanced monitoring capabilities, and modernization of energy systems to ensure operational continuity during hazard events.</p>	<p>1. Wharf Seismic and Structural Resilience Upgrade- Implement a comprehensive Wharf Repair and Upgrade Project to enhance resilience against earthquakes and severe storm conditions. The project will include:</p> <ul style="list-style-type: none"> <li>• Seismic Upgrades: Strengthen wharf structures to withstand ground shaking and minimize catastrophic damage during major earthquakes.</li> <li>• Structural Enhancements: Improve load distribution, reinforce critical connections, and repair or replace deteriorated piles to restore vertical and lateral support.</li> <li>• Concrete Rehabilitation: Remove delaminated concrete, install corrosion-resistant reinforcement, and place new concrete to restore deck integrity and reduce maintenance needs.</li> </ul>	Port of Oakland	
	<p>2. Maritime Area Seismic Monitors - The Port of Oakland's Seaport terminals are generally constructed of pile-supported wharf structures with riprap bulkheads retaining soil at the back of the terminals. The Port proposes to implement additional seismic monitoring equipment at Berths 23-26 and Berths 57-58, as well as repair existing equipment at Berths 35-37. Port personnel have identified difficulty in assessing potential damage to terminals after a major earthquake due to limited functioning seismic monitoring equipment. The proposed installations will fill gaps in the current monitoring system by providing a more complete picture at Inner Harbor, Middle Harbor, and Outer Harbor locations. This will allow engineers to focus on inspections of areas most susceptible to damage and proceed with repairs to resume operations quickly.</p>	Port of Oakland	

MITIGATION OBJECTIVE	MITIGATION ACTION	LEAD	SUPPORT
<p><b>Objective 26 (Continued):</b> Reduce risk to critical Port of Oakland facilities and infrastructure through targeted seismic, flood, and climate resilience improvements, enhanced monitoring capabilities, and modernization of energy systems to ensure operational continuity during hazard events.</p>	<p>3. North Field Flood Protection Study and Adaptation Plan - Building on the 2023 North Field Vulnerability Study, the Port of Oakland will lead a comprehensive analysis to:</p> <ul style="list-style-type: none"> <li>• Confirm design of flood elevations and critical infrastructure vulnerabilities.</li> <li>• Assess wetlands, culverts, and drainage systems.</li> <li>• Identify near-term flood protection measures and phased adaptation strategies.</li> <li>• Develop coordination protocols with Caltrans, East Bay Regional Park District, City of Alameda, and other stakeholders.</li> </ul>	Port of Oakland	
	<p>4. Old Earhart Road Floodwall Improvement - Based on the 2023 North Field Vulnerability Study, the Port of Oakland will implement a localized flood protection project at Old Earhart Road. The project will:</p> <ul style="list-style-type: none"> <li>• Raise Old Earhart Road to connect two existing high points on the north side of North Field.</li> <li>• Construct two short floodwalls totaling approximately 530 feet to close gaps and create a continuous barrier.</li> <li>• Reduce flood risk for critical airport infrastructure and maintain operational continuity during extreme weather and sea level rise events.</li> </ul>	Port of Oakland	
	<p>5. Modernize Port Energy Infrastructure for Resilience and Reliability - Port Public Power will strengthen energy resilience by modernizing the Port's electrical infrastructure and planning for future grid demands. This action includes:</p> <ul style="list-style-type: none"> <li>• Conducting a comprehensive assessment of existing systems</li> <li>• Identifying critical upgrades</li> <li>• Integrating advanced technologies to support full-scale electrification</li> </ul> <p>Over the next decade, the Port will implement renewable generation projects, battery storage systems, and smart grid solutions to:</p> <ul style="list-style-type: none"> <li>• Enhance operational flexibility</li> <li>• Reduce greenhouse gas emissions</li> <li>• Provide uninterrupted service to critical facilities during hazard events</li> </ul>	Port of Oakland	
	<p>6. Maritime Terminal Study on Liquefaction Potential - The Port of Oakland is located in a geographic area highly prone to liquefaction and, as a result, infrastructure damage from seismic activity. To mitigate risk and prepare for imminent seismic events, the Port will conduct a comprehensive liquefaction study at its marine terminals. This study will evaluate liquefaction potential throughout the terminals and its effects on Port infrastructure. It will identify areas and facilities most at risk and outline a plan for mitigation, retrofit, and emergency response.</p>	Port of Oakland	



To: Emergency Management and Disaster Preparedness Council

From: Tucson Lee, Emergency Planning Coordinator

Date: March 4, 2026

RE: Community Engagement Activities Update

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**Staff Recommendation:**

No Recommendation

**Action or Discussion Items:**

- (a) Community Emergency Response Team (CERT) Training (Discussion)
- (b) Personal Emergency Preparedness (PEP) Workshops (Discussion)
- (c) Digital Engagement Efforts (Discussion)
- (d) Emergency Communication Hubs (Discussion)

**Discussion/Description:**

**(a) Community Emergency Response Team (CERT) Training**

CERT is a 24-hour training program that prepares community members to support disaster response and recovery through:

- Basic First Aid
- Light Search and Rescue
- Cribbing
- Fire Safety and Fire Extinguisher Use
- Medical triage
- Incident Command System

Oakland CERT members serve in two capacities:

- Basic CERT Members: Integrated into neighborhood teams
- Advanced CERT Members: Background-checked and trained to support sensitive functions such as shelter operations, EOC assistance, and work with vulnerable populations

CERT volunteers serve as a force multiplier during incidents and planned events. Recent examples include supporting the Broadway Fire Local Assistance Center, assisting with the Great Oakland ShakeOut evacuation drill, and conducting windshield damage assessments following winter storms.



## Challenges:

- Reduced State Homeland Security Grant Program (SHSGP) funding, which has limited training capacity
- Removal of the General-Purpose Fund budget for community preparedness
- Staff position reductions
- A waitlist of over 500 individuals remaining
- No-shows and attrition creating inefficiencies, particularly during the 16-hour skills training conducted at Fire Department facilities

## Successes:

- CERT has been restructured into:
  - 8-hour classroom session (lower staffing demand), and
  - 16-hour combined skills training, merging multiple cohorts to maximize staffing efficiency and facility use.
- PEP workshops are used to funnel community members into the CERT program.
- A new automated registration platform now manages waitlists, reminders, and waivers, reducing administrative burden.

## Goals:

- Host 6 classroom sessions and 2 combined skills trainings.
- Improve attendance during resource-intensive training components.
- Continue expanding volunteer capacity within funding constraints.

### (b) Personal Emergency Preparedness (PEP) Workshops

PEP workshops are 90-minute sessions that introduce Oakland residents to local hazards and personal preparedness strategies. The workshops provide other useful information such as:

- How to stay informed before, during, and after an emergency
- Suggested items for emergency supplies and a “go-bag”
- Utility control for gas and electricity
- Other methods for being connected and involved in our local community

Participants receive a starter emergency supply kit. They are encouraged to customize and add to their bag with items appropriate for their personal conditions and situations.

## Challenges:

- Demand exceeds current staffing capacity.
- Portions of the program rely on grant funding for supplies and staff time.

## Successes:

- We are developing a volunteer-hosted PEP model for smaller community groups (10–20 participants) so EMSD staff can prioritize larger workshops (50+ participants).



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- Standard operating procedures and quality assurance measures are in development.
- We have educated approximately 300 individuals in PEP in 2025 and provided each participant with an emergency “go-bag.”

### **Goals:**

- Host 6 workshops.
- Ensure at least 4 workshops occur in High or Highest Priority Equity Neighborhoods or in partnership with organizations serving at-risk populations.
- Launch volunteer-led PEP programming.

### **(c) Digital Engagement Efforts**

Digital engagement is a cost-effective method to expand public awareness and build trust before disasters occur. Efforts include social media outreach, website modernization, and promotion of opt-in emergency alerts (AC Alert).

### **Challenges:**

Everyone is competing for limited time and attention span. Inconsistent posting and irrelevant information can cause people to unfollow or ignore future postings. It is important to work before a disaster to build a follower base on social media and to teach the community about trusted webpages to visit before the next disaster, or they could latch on to the first piece of information they encounter, which could later be proven false or misleading.

### **Successes:**

- Launch of a monthly “Tip of the Month” preparedness campaign
- 156% growth in Instagram followers over the past six months
- Cross-departmental coordination with Public Works during storm events
- Website updates to improve accessibility, language access, and clarity

### **Goals:**

- Continue building digital trust and audience growth.
- Conduct an AC Alert awareness campaign, prioritizing high-risk and high-priority equity neighborhoods.

### **(d) Emergency Communication Hubs**

Through a Bay Area UASI “Local Roadmaps to Community Resilience” grant, EMSD partnered with a community-based organization and the Oakland Radio Communication Association (ORCA) to establish neighborhood Emergency Communication Hubs.

Four hubs have been established at:

- Oakland Main Library
- 81st Avenue Branch Library
- Lincoln Community Center



- Peralta Hacienda Historic Park

Each site has received a complete radio kit. In addition, ORCA has recruited volunteers to be associated with each hub. The grant was completed in December of 2025, but ORCA is continuing to further the work by developing these hubs, building a volunteer base, and considering plans for additional hubs. EMSD has continued to collaborate with ORCA to provide support for this project.

**Challenges:**

- Ongoing need for volunteers
- Keeping volunteers engaged

**Successes:** Four hubs have been established.

**Goals:**

- Provide support for ORCA as they develop their vision for this project.
- Provide access to community engagement contacts for hub and volunteer recruitment.

# Emergency Management and Disaster Preparedness Council

March 4, 2026



# Agenda

- Call to Order / Roll Call
- Welcome and Introductions
- Overview of Emergency Management & Disaster Preparedness Council
- Approval of Meeting Minutes
- Emergency Operations
- City Training and Exercise
- Public Information Officers Working Group
- Local Hazard Mitigation Plan
- Community Engagement Activities
- Public Comment

# Emergency Management and Disaster Preparedness Council Overview



# Approval of Meeting Minutes



# EOC Operations

Olga Crowe,  
Assistant Emergency Services Manager



# 2024-2026 EOC Activations

- 2024 –
  - 11
- 2025 –
  - 9
- 2026 –
  - 3
- Planned 2026 –
  - 4

# EOC Levels of Activation

- Level III — (Standby, Monitoring, and Alert)
  - Minor to moderate emergency where local resources are adequate and available. A local emergency may or may not be declared.
- Level II — (Partial or Full Activation)
  - Moderate to severe emergency where local resources are not adequate and mutual aid or operational area resource coordination may be required on a regional or even statewide basis. A local emergency may be declared and a state of emergency may be proclaimed.
- Level I — (Full Activation)
  - Major local or regional disaster where resources in or near the affected area are overwhelmed, and state and/or federal resources are required. A local emergency will be declared.

# City Training & Exercise Update

Matt Smyj,  
Emergency Planning Coordinator (EPC)



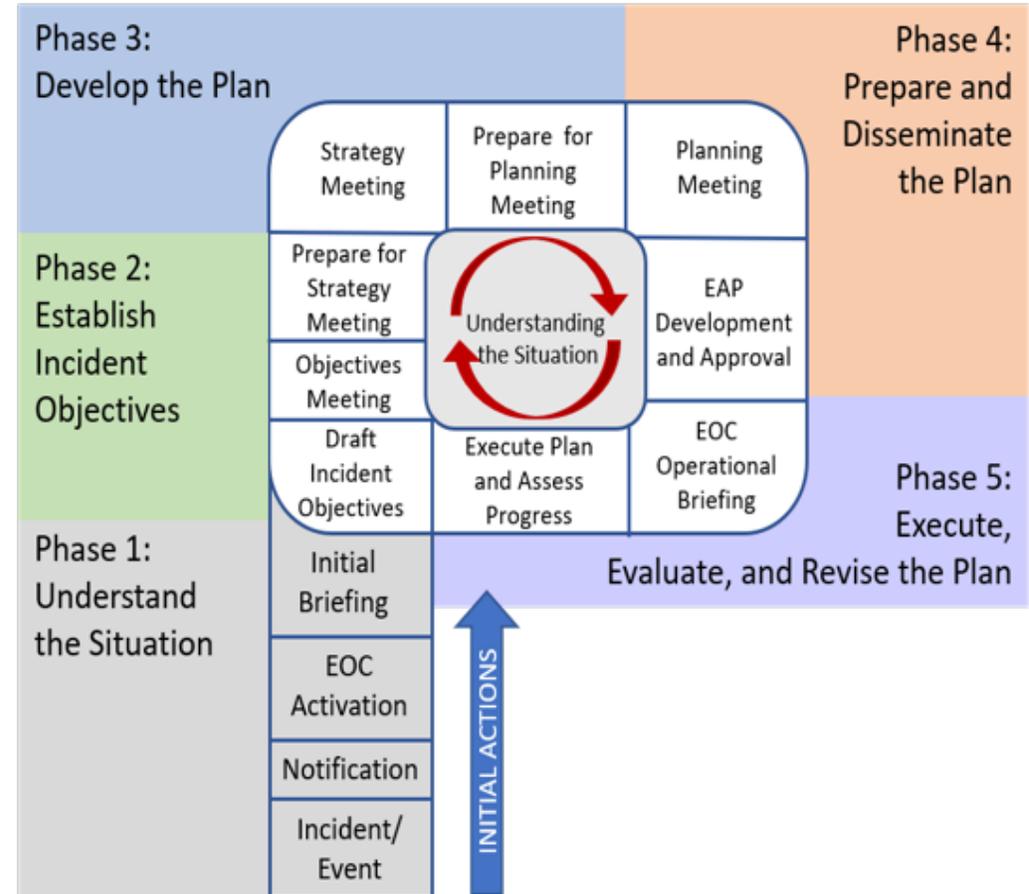
# Training and Exercise Program Overview

- Disaster Service Worker Training
- Position Specific Training
- Jurisdictional Training Partnerships
- Oakland's Exercise Participation



# Golden Eagle Exercise Update

- Annual full scale, in person, regional emergency preparedness exercise
- Oakland's participation & lessons learned
- 2026 Golden Eagle Exercise



# Minimum Training Requirements for EOC Staff

- Introduction to the Incident Command System (ICS) – **IS 100**
- The National Incident Management System (NIMS) – **IS 700**
- Introduction to the Standardized Emergency Management System – **G606**
- Introduction to Emergency Operations Center – **EOC Ops**
- Introduction to Emergency Management – **Agency Director Onboarding**



# Local Hazard Mitigation Plan

Veronika Cole,  
Emergency Planning Coordinator (EPC)



# Oakland's Local Hazard Mitigation Plan

## **Mission:**

To reduce risk and increase resilience equitably, the mission of the City of Oakland Local Hazard Mitigation Plan is to establish and promote a comprehensive mitigation strategy and efforts to protect the whole community and environment from identified natural and human-caused hazards.



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# The Local Hazard Mitigation Plan...

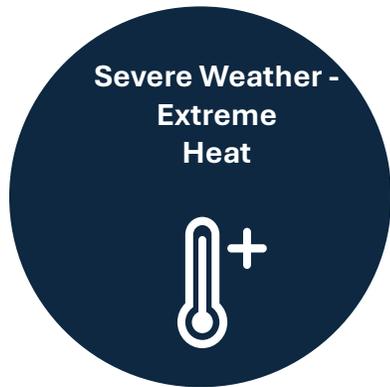
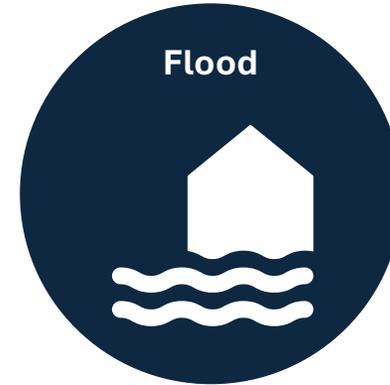
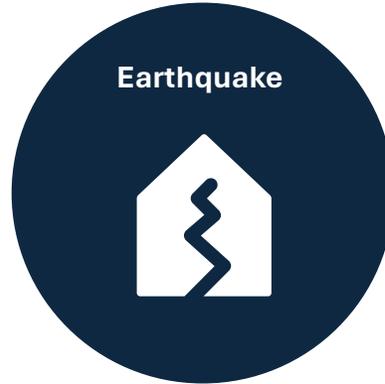
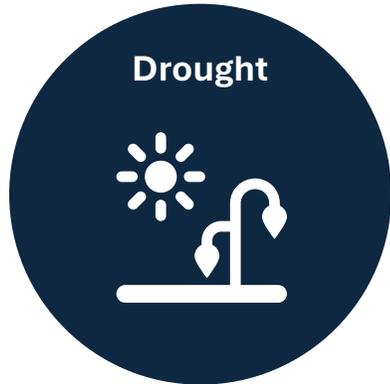
- Identifies, collects information, and outlines hazards likely to impact Oakland
- Builds a Mitigation Action Plan to help make Oakland more resilient
- Encourages teamwork, information exchange and cooperation between City departments, community members, and stakeholders



# The Local Hazard Mitigation Plan...

- Follows established FEMA and State guidance and must be approved by Cal OES and FEMA.
- Covers a five-year period (2026 – 2031).
- An updated 2026 LHMP adopted by the General Plan is needed by July 14, 2026, to maintain AB 2140 compliance and access certain State recovery cost share funds in the event of a disaster.
- In 2023, the Safety Element of the General Plan was approved, referencing the LHMP as providing supplemental information.

# Natural Hazards of Concern



# 2026 LHMP Planning Groups- 34 members

## **Steering Committee**

Representatives and alternates from City departments, City Attorney, Port of Oakland, Alameda County Sheriff's Office of Emergency Services, East Bay Municipal Utilities District, East Bay Regional Parks and City of Piedmont

## **Core Planning Team**

Representatives from EMSD, Planning and Building, Public Works, Office of Sustainability, Race and Equity and the City Attorney

## **Whole Communities Team**

EMSD, Department of Race and Equity, ADA Programs, and OPRYD staff

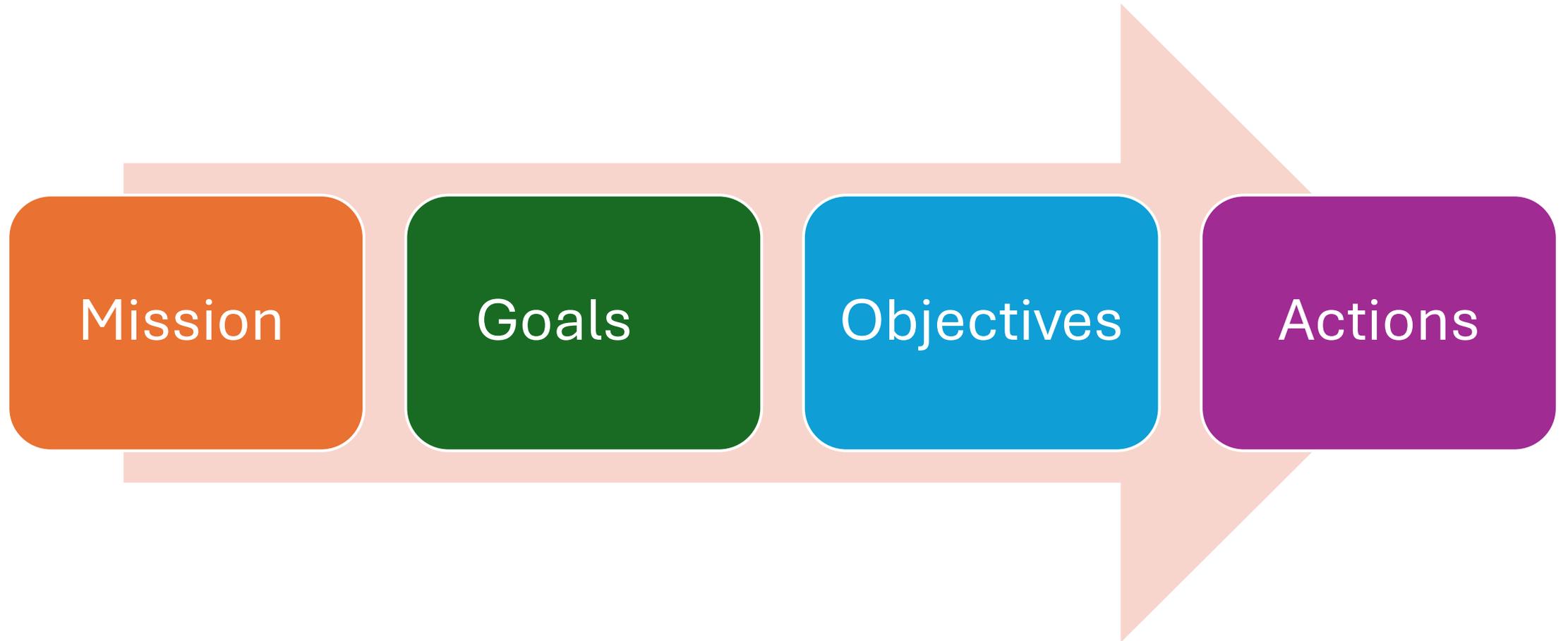
# Community Engagement Outreach

- **319** direct outreach contacts to Community-Based Organizations, Neighborhood Councils, Planning Group members, and email interest list
- Social media campaign
- Presentations to the Mayor's Commission on Persons with Disabilities and the Oakland Firesafe Council

# Community Engagement Results

- **84** Community Survey Responses in English, Spanish and Chinese
- **152** attendees received multilingual LHMP presentations and opportunity for feedback in events coupled with Personal Emergency Preparedness workshops at five community locations: West Oakland, Downtown/Chinatown, Fruitvale, and East Oakland
- **27** attendees participated in an Online Technical Forum and Community Town Hall translated in multiple languages

# 2026 LHMP Mitigation Strategy



# 2026 LHMP Goals

**Goal 1:** Advance equity, reduce racial disparities, and ensure ADA accessibility for people with disabilities and individuals with access and functional needs in all phases of preparing for, responding to, and recovering from natural hazards.

**Goal 2:** Protect life, property, the environment, and natural and cultural resources equitably.

**Goal 3:** Advance community-driven outreach efforts to equip Oaklanders with the knowledge, resources, and support needed to prepare for, respond to, and recover from natural hazards.

**Goal 4:** Implement strategies to enable departments of the City of Oakland to equitably respond to and mitigate hazards in accordance with the Emergency Operations Plan in an integrated manner.

**Goal 5:** Pursue feasible, cost-effective, and environmentally appropriate hazard mitigation measures including adaptive capacity to reduce risk from a changing climate, incorporating targeted strategies to advance equitable outcomes.

# 2026 LHMP Objectives and Actions

- City Departments developed objectives and actions.
- These objectives and actions were reviewed and discussed by the Steering Committee, with an opportunity for feedback for the departments.
- The final set of objectives and actions are reflected in Attachment A – Mission, Goals, Objectives and Actions.

# Next Steps



# Next Steps Recommended by Staff

- Submittal Draft” created by Black & Veatch and submitted for Cal OES and FEMA review. (This is not the final draft.)
- Disaster Council review of the Submittal Draft of the LHMP (at least one week provided).
- Steering Committee meets (currently planned for March 25, 2026) to review public comment and suggest and edits needed to incorporate it.
- Black & Veatch completes final draft using feedback from the Disaster Council and Steering Committee, and with guidance and approval from EMSD staff.
- Final draft submitted to commissions and City Council, including an action for the General Plan Safety Element to adopt the plan. City Council approval will be pending Cal OES / FEMA approval of the 2026 LHMP.

# Community Engagement Activities Update

Tucson Lee,  
Emergency Planning Coordinator (EPC)



# Community Emergency Response Team (CERT)

Community Volunteers who are sworn in as Disaster Service Workers upon completion of training

- Force multiplier when activated
- Damage Assessments
- Shelter Staff
- Public Safety Supplement



# Challenges, Successes, and Goals

## Challenges:

- Funding and attrition (up to 75% at last EMDPC)

## Successes:

- New format developed to work through 500-person waitlist
- Program changes to maximize manhours used

## Goals

- Train 6 cohorts to bring in approximately 200 new CERT volunteers

# Personal Emergency Preparedness (PEP)

- Free 90-minute workshop for community members
- Variety of topics
  - Staying informed during emergencies
  - Gathering emergency supplies
  - Utility control
- Participants receive free “Go-Bag” with starter supplies

# Challenges, Successes, and Goals



## Challenges:

- Funding and finding host partners

## Successes:

- Developing a volunteer instructor program
- 2026 calendar – being filled with hosts from higher or high priority equity neighborhoods & orgs that help vulnerable populations

## Goals

- 66% of training to high priority or vulnerable populations
- Fully flesh out volunteer instructor program

# Digital Engagement Efforts

- Reach community members in a cost-effective manner
- Stretch out funds to more campaigns
- Greater flexibility to quickly push out new information
- Reach populations that may not pay attention to “traditional” media

# Challenges, Successes, and Goals

## Challenges:

- Building a following and competing for limited attention spans

## Successes:

- Launched a Safety and Emergency Preparedness “Tip of the Month”
- Instagram following growth by 156% in six months
- Major overhaul of the EMSD portion of city website in progress

## Goals

- Complete overhaul of website
- AC Alert awareness and registration campaign in Fall 2026



184 3 2 65

**readyoakland** The Oakland Fire Department was honored to welcome the delegation from Berlin, Germany, led by Senator Iris Spranger, Berlin's Senator for Interior and Sports. Following their visit to the Oakland Police Department, our team shared best practices in public safety and disaster management.

During the exchange, OFD showcased our operations, including our Rescue unit, and highlighted our ACE-accredited dispatch center. Our Emergency Management Division also discussed community engagement initiatives that help Oakland residents prepare for emergencies.

We concluded the visit by presenting the delegation with a challenge coin from Chief Covington and a Personal Emergency Preparedness "go-bag" – a resource we proudly offer to our community through preparedness workshops.



46 3 22

**readyoakland** Are you #ReadyOakland? Thanksgiving brings family, food, and a whole lot of cooking - and it also makes it one of the busiest days of the year for fires. Here are a few tips to make sure you have a safe Thanksgiving.

**Cooking Safety:**  
Turn handles towards the back of the stove to prevent spills and burns, never leave cooking food unattended,



160 11 10 117

**readyoakland** Register, Learn More, and Take our Survey:  
[www.oaklandca.gov/OAKLANDHAZARDPLAN](http://www.oaklandca.gov/OAKLANDHAZARDPLAN)

The City of Oakland is offering Personal Emergency Preparedness workshops and free go bags with emergency supplies for registered participants completing the workshop. Workshops will include an opportunity to provide input into the 2026 Local Hazard

# Emergency Communication Hubs

- Community-based Organization Grant to our partner organization, Oakland Radio Communication Association (ORCA)
- Reduces risk of neighborhoods being isolated during a disaster
- De-centralized, neighborhood level communication
- Simple, robust 2-way radio systems that work when other systems fail

# Challenges, Successes, and Goals

## Challenges:

- Ongoing need for volunteers and keeping volunteers engaged

## Successes:

- Transferred grant to a community partner (ORCA) to continue resilience activities benefiting local communities
- ORCA launched 4 emergency communications hubs
  - OPL Main, OPL 81<sup>st</sup>, Lincoln Center, Peralta Hacienda Historic Park

## Goals

- Provide ongoing support to ORCA as they continue to develop this program

# Public Comment

