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Pictured on the front cover from left to right are:
Ramsey County Emergency Management Director Judson Freed, Rep. Gene Pelowski Jr and HSEM Director Kris Eide. They, along with Sen. Richard Cohen (not pictured) were honored by the Association of Minnesota Emergency Managers for their work to secure passage of comprehensive state disaster assistance legislation, including establishment of the dedicated Disaster Assistance Contingency Account.
Disaster. The word alone triggers fear and uncertainty, yet it’s our daily focus at the Division of Homeland Security and Emergency Management. Whether we’re coordinating state agencies’ response to a spring flood or helping school administrators develop plans to keep students and faculty safe, everything we do relates to disasters or other risks and hazards that threaten the safety of our communities.

We spent FY 2014 helping central and southeast Minnesota communities recover. In June 2013 severe storms and flash flooding occurred; a year later severe storms, straight-line winds, flooding, landslides and mudslides again pummeled much of the state. Between those events were an ice storm, the propane crisis and a number of other events you’ll learn about in these pages.

Last spring, the Minnesota Legislature created a disaster response and recovery funding framework that will help improve our service to local communities. The dedicated Disaster Assistance Contingency Account covers the non-federal share of eligible expenses when Minnesota receives a presidential disaster declaration. It also helps counties that don’t qualify for federal disaster aid, but whose eligible damages exceed the county’s ability to recover on its own.

We’ve been discussing such a framework throughout my tenure as HSEM director. We found champions in Gov. Mark Dayton, Rep. Gene Pelowski Jr., Sen. Richard Cohen and the Association of Minnesota Emergency Managers which lobbied hard for its passage. I would like to thank everyone for their support.

Last year the governor had to call a special session of the Legislature to appropriate recovery funds. This year, there was $3 million in the bank to start the process. That’s just one example of how we work together to assure the safety of Minnesotans.

Read on to see other ways HSEM keeps Minnesota ready.

Kris A. Eide, Director
Minnesota Department of Public Safety
Homeland Security and Emergency Management
Division Overview

The Department of Public Safety (DPS) Division of Homeland Security and Emergency Management (HSEM) has 81 employees who work in the following branches:

- Administration and Grants
- Homeland Security and Operations
- Field Services
- Preparedness
- Recovery and Mitigation

Our Vision
Keeping Minnesota Ready

Our Mission
The HSEM mission is to help Minnesota prevent, prepare for, respond to and recover from natural and human-caused disasters. The primary purpose of the program is to build communities that are prepared to respond to emergencies and have the resilience to quickly recover from the effects of disaster.

Notable Achievements
HSEM staff worked with many partners to enhance public safety in these areas:

Disaster Assistance Program
When disaster strikes, the cost to prepare, respond and recover can overwhelm a community’s resources. Often, that’s when county authorities ask the state for help. But work done by HSEM for the 2014 legislative session improved on what happens next.

Previously, the Minnesota Legislature would: act to pay all or part of the cost-share required for federal assistance, or reimburse the county for a portion of the damage-repair costs. If the Legislature was not in session at the time, the governor would choose to call a special session or delay the decision.

During FY 2014, HSEM provided expert aid and testimony as a disaster assistance bill was drafted and considered for passage. The bill was included in Laws 2014, chapter 312, and signed by the governor. The law established criteria for determining when a county qualifies for assistance.

It also created a dedicated fund — the Disaster Assistance Contingency Account — to pay the amount not covered by federal assistance. Communities will now be able to address public health and safety concerns without delay or unnecessary fiscal impact.

Integrated Public Alert and Warning System (IPAWS)
IPAWS provides a means to directly warn people in harm’s way through Wireless Emergency Alerts on newer cell phones and localized EAS broadcast messages.

Members of the IPAWS committee updated the statewide Emergency Alert System (EAS) plan to reflect the enhanced alert and warning technology now available to DPS and local jurisdictions. In November 2013, HSEM conducted the first-ever weekly test of the EAS using IPAWS.

Beyond English Project
Due to Minnesota’s ever-growing diversity, it is critical to prepare emergency alert and warning messages in languages other than English. With Spanish messaging previously developed, HSEM is working with Emergency, Community and Health Outreach (ECHO) and Twin Cities Public Television to create and broadcast emergency messages in Hmong and Somali.

Implementation of Canadian Compact
In January, HSEM Director Kris Eide hosted a meeting of top public safety officials from the U.S. and Canada who have helped implement an historic, cross-border mutual assistance compact.

Group members finalized an operational plan and started work on specific procedures for the compact. The agreement will allow mutual assistance among ten states and four Canadian provinces.

Communications Officer John Dooley issues the first required weekly test using IPAWS.
The HSEM grants and administration staff administer 15 state and federal grant programs. Local governments receive more than 80 percent of HSEM’s federal grant dollars. The local jurisdictions use the funds to prepare for, prevent, protect against and mitigate damage from disasters. The monies are also used in response and recovery.

In FY 2014, HSEM awarded 196 grants to local governments totaling approximately $63 million.

In February 2014, the HSEM grants section released the new HSEM Grant Manual. This document assists local jurisdictions, organizations and state agencies receiving federal sub-grants by presenting federal, state and HSEM-specific grant management information in one convenient place.

### Funding for Operating Expenses

<table>
<thead>
<tr>
<th>SOURCE</th>
<th>GRANT PROGRAM</th>
<th>PURPOSE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>DISASTER-RELATED</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FEMA</td>
<td>Public Assistance</td>
<td>Assistance to government and certain non-profit agencies for debris removal, emergency protective measures, and permanent restoration of infrastructure</td>
</tr>
<tr>
<td>FEMA</td>
<td>Hazard Mitigation Grant Program</td>
<td>Long-term hazard mitigation measures following a presidentially-declared disaster</td>
</tr>
<tr>
<td>FEMA</td>
<td>Pre-disaster Mitigation</td>
<td>Hazard mitigation planning and implementation</td>
</tr>
<tr>
<td>FEMA</td>
<td>Severe Repetitive Loss</td>
<td>Reduce or eliminate long-term flood damage risk to NFIP insured severe repetitive loss structures</td>
</tr>
<tr>
<td><strong>HAZARD MITIGATION ASSISTANCE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FEMA</td>
<td>Emergency Management Performance Grant</td>
<td>Sustain and enhance all-hazards emergency management capabilities</td>
</tr>
<tr>
<td>USDOT</td>
<td>Hazardous Materials Emergency Preparedness</td>
<td>Improve the capabilities of hazardous materials responders in all phases of emergency management</td>
</tr>
<tr>
<td>FEMA</td>
<td>Nonprofit Security Grant Program</td>
<td>Support security enhancements and activities to urban nonprofit organizations at high risk of terrorist attack</td>
</tr>
<tr>
<td>FEMA</td>
<td>Operation Stonegarden</td>
<td>International border security</td>
</tr>
<tr>
<td>FEMA</td>
<td>Port Security</td>
<td>Maritime transportation infrastructure security</td>
</tr>
<tr>
<td>Special Funding</td>
<td>Radiological Emergency Preparedness</td>
<td>Enhance state agency/local government capability to respond to and recover from a nuclear power plant incident</td>
</tr>
<tr>
<td>FEMA</td>
<td>State Homeland Security Program</td>
<td>Address identified emergency management needs relating to terrorism and other catastrophic events</td>
</tr>
<tr>
<td>FEMA</td>
<td>Urban Area Security Initiative</td>
<td>Address unique needs of high-threat, high-density urban areas</td>
</tr>
</tbody>
</table>
SEOC Activations

Propane Shortage

On Jan. 27, Gov. Mark Dayton declared a State of Peace-time Emergency in Minnesota in response to the persistent cold weather that increased the risk of households running out of heating fuel — a situation that would pose immediate threat to public safety. The State Emergency Operations Center activated to Level III the following day.

Approximately 250,000 households in Minnesota rely on propane. HSEM Director Kris Eide communicated with emergency management directors from across Minnesota, representatives from the Departments of Health, Commerce and Agriculture, the State Patrol, National Guard and the American Red Cross to help determine who might be most in need of assistance.

On Jan. 30, the state established a toll-free hotline for Minnesotans affected by the propane shortage. Thousands of Minnesotans called the line, which remained open in the SEOC for three weeks before being relocated to the Department of Commerce.

Severe Storms, High Winds and Mudslides

The SEOC activated to Level III on June 16 and rose to Level II on June 19 to respond to severe storms and heavy rain. The SEOC assisted with deploying resources, including sending the National Guard to Koochiching and Sibley counties. The SEOC remained activated for 44 days, and the incident made national news.

Railroad and Pipeline Safety

The increase in railroad transport of shale crude oil led HSEM to establish awareness training sessions for emergency responders in 2014. Members of the Homeland Security and Operations Branch gave presentations to first responders from multiple jurisdictions.

In May 2014, railroad and pipeline safety legislation went into effect that called for:
- HSEM to help local emergency managers and responders understand the dangers of oil and other hazardous materials traveling through Minnesota.
- HSEM to assist local governments as they add response activities to their emergency operations plans.
- HSEM to work with railroad and pipeline companies to develop safety protocols, and facilitate coordination between railroad companies and local public safety officials.
Threat and Hazard Identification and Risk Assessment Summit

Nov. 12–14, HSEM brought together critical infrastructure experts from across the Midwest to discuss the best ways to keep residents safe. The 2013 Upper Midwest Critical Infrastructure Protection Summit provided local, state and federal officials a unique opportunity to meet face-to-face to share best practices. The summit was held at the Emergency Management Training Center (EMTC) at Camp Ripley.

Homeland Security Advisory Committee

In April, the Minnesota Homeland Security Advisory Committee (HSAC) held its first meeting. This follows the Governor’s Executive Order 13-13, Assigning Emergency Responsibilities to State Agencies. HSEM Director Kris Eide chairs the committee, which has three subcommittees:

- Grant Allocations
- Strategy Planning
- Threat and Hazard Identification and Risk Assessment Development

The committee includes members from various state agencies and focuses on the whole community.

State Response Teams

HSEM coordinates response teams, strategically located throughout the state, that assist local jurisdictions upon request through the state duty officer.

In FY 2014:

- Chemical Assessment Teams
  - Nine out-of-jurisdiction responses
  - 23 in-jurisdiction responses

- Bomb Squads
  - 99 out-of-jurisdiction responses
  - 125 in-jurisdiction responses
  - 54 activities and special details

Law Enforcement Support Office

HSEM administers the Law Enforcement Support Office, which provides surplus military equipment to local law enforcement agencies. In FY 2014, it helped procure $4.2 million in vehicles, weapons, clothing, office equipment and night vision goggles for 284 requesting jurisdictions.
Training Program

Minnesota launched an Integrated Emergency Management Training program, creating a simulated, yet realistic scenario designed to exercise the ‘whole community’ in each jurisdiction.

Until recently, this option existed only at the Emergency Management Institute in Maryland. Today, Minnesota’s state-of-the-art Emergency Management Training Center (EMTC) at Camp Ripley is the place where local jurisdictions — especially the state’s most rural communities — can bring elected officials, community leaders, responders and other decision-makers to rehearse real-life response roles and responsibilities.

HSEM hired a full-time, on-site coordinator to oversee the program and schedule jurisdiction-specific training courses and exercise events. In FY 2014, emergency managers representing each of HSEM’s six regions began vying to be the first jurisdiction to attend its own, integrated training and exercise course at Camp Ripley. These jurisdictions have planned for and tested their existing plans and procedures in a series of focused, emergency operations center training and exercise activities. They have designed each activity to be more complex and challenging than the previous one.

Emergency Management Training Center

State and local jurisdictions use the EMTC for training sessions and meetings. In FY 2014, these sessions and meetings filled 66 percent of the EMTC event calendar.

Emergency Management Professional Certification and Training Program

HSEM offers a state emergency management certification program. Effective Jan. 1, 2014, HSEM revised the program to provide three levels of training designed to fit the multi-faceted roles and responsibilities of our diverse emergency management community.

- Emergency Management Certification Director’s Qualifications
- Emergency Management Certification Track
- Emergency Management Elected and Appointed Officials

The current rate of state certification among county emergency managers is 77 percent. All state agencies named in the Minnesota Emergency Operations Plan (MEOP) must have one certified emergency manager on staff (Minnesota Statutes, section 12.09). The current rate of compliance is 87 percent.
HSEM Exercise Program
The HSEM exercise program supports emergency management personnel as they plan, conduct and evaluate exercises. The goal is to create and test exercises that prepare communities for real world events. In FY 2014, HSEM assisted with and documented 214 exercises. One example took place Nov. 3, 2013, when Lyon and Nobles counties held Operation Swift Response — a full-scale exercise designed to test response to a chemical incident.

Regional Program Coordinators
Six regional program coordinators (RPCs) develop strong relationships with local jurisdictions. The RPCs have frequent face-to-face contact with our local and tribal partners at training exercises, public outreach events and problem solving meetings. They are the eyes and ears of HSEM. In FY 2014, top priorities included:
- Mass sheltering plans
- Livestock emergency preparedness
- Foreign animal disease

Emergency Planning and Community Right-to-Know Act (EPCRA) Program
The EPCRA program provides citizens and local governments information about chemical hazards in their communities so they can plan for potential emergencies. HSEM is the designated state agency responsible for collecting data from more than 6,800 facilities that store hazardous chemicals and 429 facilities that report the amounts of toxic chemicals released into the environment, transferred off-site for treatment, recycled, used for energy recovery, disposed, and managed on-site at the facility. This consolidated statewide information is referred to as the Toxic Release Inventory (TRI). In addition, facilities reporting under TRI must prepare a Pollution Prevention Plan and submit an annual Pollution Prevention Progress Report.

In FY 2014, HSEM collected $633,575 from facilities that reported their chemical storage and release information. Funds are deposited in the state general fund.
Radiological Emergency Preparedness (REP) Full-Scale Exercise
More than one hundred people took part in the Monticello Nuclear Generating Plant full-scale exercise. On July 23, 2013, staff from HSEM, Xcel Energy and Wright and Sherburne counties participated in a response to a scenario involving the simulated airborne release of radioactive materials from the plant.

The scenario involved the mock evacuation of residents in areas of Sherburne and Wright counties. The Federal Emergency Management Agency and the Nuclear Regulatory Commission evaluated the exercise on July 23 as well as additional activities in August:

- **August 13**
  - Cannon Falls Emergency Worker Decontamination
  - St. Elizabeth’s Medical Center
  - Emergency Medical Services

- **August 15**
  - Wabasha Reception Center

Preparation for Hostile Response Exercise
The HSEM REP staff and our partners in the city of Red Wing and the counties of Dakota, Goodhue and Pierce spent time during FY 2014 preparing for the first-ever hostile action based full-scale exercise involving the Prairie Island Nuclear Generating Plant. A tabletop exercise in August 2013 brought together more than 150 participants and paved the way for a seamlessly executed exercise.

Hospital Video
As part of its REP program, HSEM partnered with Xcel Energy and North Memorial Medical Center to produce a series of informational videos regarding radiation and hospital staff functions.

In the unlikely event Minnesota experienced a radiological release from a nuclear generating plant, emergency medical services and hospital staff would need immediate access to safety information. The videos review protocols to protect workers from excessive radioactive exposure while they carry out their medical responsibilities.

REP Smart Phone App
HSEM created a first-of-its-kind smartphone app for emergency workers who would respond to an incident involving a nuclear generating plant in Minnesota. The benefits include:

- Faster response times for emergency workers because the required briefing video is embedded into the app
- Dosimeter readings, formerly recorded by hand, can be logged and stored on a smartphone or tablet and then emailed to a supervisor at the end of a shift
- Immediate access to radiological information with searchable content
- Turn-by-turn directions to Emergency Worker Decontamination sites using Google maps

Sherrill Neudahl, Jill Hughes and Lois Anderson staffed the logistics section during the REP exercise.

Patrick McLaughlin, REP Program Administrator, performs his duty as a controller during the exercise.
Minnesota School Safety Center

The reestablished Minnesota School Safety Center (MnSSC) hit the ground running in FY 2014, with a goal of getting the right people in the right place at the right time — emergency responders, crisis emergency planners, health and safety experts, school administrators and others — to meet, build relationships, discuss response protocols and define expectations.

To achieve that goal, the newly formed team traveled the state, observing school-related exercises, making presentations and providing training. Those travels reached well over 500 individuals in nearly 70 independent school districts and public safety agencies, representing more than 2,000 contact hours in a six-month period.

The MnSSC provides the following training sessions:

- School Resource Officer
- Multi-Hazard Emergency Planning for Schools
- Safe-School Facility Assessments

Access and Functional Needs

Between July and November 2013, the Access and Functional Needs committee traveled across Minnesota to regional meetings of county emergency managers. The team presented an overview of the functional needs toolkit and an introduction to regional resource agencies.

At the February Governor’s HSEM Conference, committee members showed how people with disabilities have survived disasters and how these experiences can help others be better prepared.

MNWALK

The Local Emergency Operations Plan Crosswalk, commonly called the MNWALK, is a sequence of requirements for local governments that, when implemented, result in a viable, all-hazard emergency operations plan. In FY 2014, this document was revised to provide more depth to planning items. The 2015 version offers improved clarity and conciseness as well as direct links to documents and examples.
Recovery and Mitigation

Disaster Declaration DR-4131
On July 25, 2013, Gov. Mark Dayton secured a presidential disaster declaration (DR-4131) for damage caused by heavy rain and severe storms in June. Eighteen Minnesota counties qualified for the FEMA Public Assistance Program to pay for debris removal, emergency protective services and damages. The preliminary damage assessments identified $17.8 million in damage to public infrastructure.

HSEM Deputy Director Joe Kelly testified at a special legislative session in September 2013. Legislators took action during that session to cover the full 25 percent, non-federal share of costs from DR-4131. They also assisted with costs for the April ice storms (DR-4113) not eligible under the FEMA Public Assistance program.

Severe storms
On June 11, 2014, heavy rains began falling across Minnesota. For the next 30 days the rain and its effects devastated counties and tribal communities from Rock County in the southwest to Lake of the Woods County in the north and Prairie Island Indian Community in the east.

Eventually 37 counties and three tribal governments were included in a presidential disaster declaration.

The HSEM recovery team, in collaboration with Minnesota Voluntary Organizations Active in Disaster (MNVOAD), convened 25 conference calls during this period to connect emergency managers with leaders from 15 voluntary agencies. These calls facilitated assistance to those affected by disasters across the state.

Thousands of hours of volunteer service were provided to those in need. The coordinated effort provided:
- 3,884 meals served by voluntary organizations
- 26,263 snacks
- 1,224 clean-up kits provided by four agencies
- 86 homes cleaned
- 5 miles of pasture fencing repaired and one retaining wall restored

Twelve disaster declarations remain open in Minnesota. HSEM staff members continue to process payments for work done to restore communities to pre-disaster condition. All applicants for Public Assistance must work with FEMA and HSEM to complete project worksheets that detail the exact nature of the work and the cost to complete it.

In FY 2014, 632 project worksheets were closed out.

Engineering Specialist Wayne Lamoreaux inspects storm damage from the June 2014 storm.

FEMA and HSEM recovery staff members operated out of a joint field office in St. Paul.
Mitigation

FEMA awards property acquisition funds

The Hazard Mitigation Grant Program provides grants to state and local governments to implement long-term hazard mitigation measures.

In March 2014, a grant of more than $4.1 million allowed Pine County to acquire and demolish 32 flood prone homes. The homes were substantially damaged during a flash flood in June 2012.

FEMA awards grants for tornado safe rooms

Tornado safe rooms provide communities with shelter where none is available. FEMA pays 75 percent of the cost, and local applicants provide the 25 percent non-federal matching funds. In FY 2014, a number of Minnesota communities successfully applied for funds.

- Stearns County — $80,795 for the construction of a safe room at Melrose Mobile Home Park
- Scandia — $121,323 for construction of two safe rooms at Oakhill Neighborhood Cottages in Washington County
- Rochester — $327,054 for construction of a safe room at Quarry Hill Nature Center in Olmsted County
- Forest Lake — $69,632 for construction of a safe room at John Jergens Estates

Hazard Mitigation Plans

Sixty-one percent of Minnesota counties have approved and adopted mitigation plans.

Cabin damaged by June 2012 flash floods in the Pine County area.

George and Kathy Meyers worked through HSEM to build a tornado safe room at their Stearns County campground.

Recovery and Mitigation Branch Director John Moore and Applicant Services Coordinator Pam Ruble review disaster-related financial information.
### Federal Disaster Assistance Requests

<table>
<thead>
<tr>
<th>FEMA #</th>
<th>EVENT START DATE</th>
<th>EVENT</th>
<th>AFFECTED COUNTIES</th>
<th>STATE AND FEDERAL FUNDS PAID FOR PUBLIC ASSISTANCE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>$167,469</td>
</tr>
<tr>
<td>DR-4131</td>
<td>June 20, 2013</td>
<td>Severe storms, straight-line winds and flooding</td>
<td>Benton, Big Stone, Douglas, Faribault, Fillmore, Freeborn, Grant, Hennepin, Houston, McLeod, Morrison, Pope, Sibley, Stearns, Stevens, Swift, Traverse and Wilkin</td>
<td>$13,200,146</td>
</tr>
<tr>
<td>DR-4113</td>
<td>April 9, 2013</td>
<td>Severe winter storm</td>
<td>Cottonwood, Jackson, Murray, Nobles and Rock</td>
<td>8,368,306</td>
</tr>
<tr>
<td>DR-4069</td>
<td>June 14, 2012</td>
<td>Severe storms and flooding</td>
<td>Aitkin, Carlton, Cass, Cook, Crow, Wing, Dakota, Goodhue, Itasca, Kandiyohi, Lake, Lake of the Woods, Meeker, Pine, Rice, Saint Louis and Sibley, Fond du Lac, Grand Portage and Mille Lacs Indian Reservation</td>
<td>$33,380,609</td>
</tr>
<tr>
<td>DR-4009</td>
<td>July 1, 2011</td>
<td>Severe storms, flooding and tomatoes</td>
<td>Chisago, Isanti, Kanabec, Kandiyohi, Lincoln, Lyon, McLeod, Meeker, Mille Lacs, Pine, Pipestone, Redwood, Renville, Stearns and Yellow Medicine</td>
<td>$10,973,967</td>
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<tr>
<td>DR-1990</td>
<td>May 21, 2011</td>
<td>Severe storms and tornadoes</td>
<td>Anoka and Hennepin</td>
<td>$3,484,636</td>
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<tr>
<td>DR-1921</td>
<td>June 17, 2010</td>
<td>Severe storms, tornadoes and flooding</td>
<td>Blue Earth, Brown, Faribault, Freeborn, Houston, Kittson, Nicollet, Olmsted, Otter Tail, Polk, Sibley, Steele and Wadena</td>
<td>$13,499,282</td>
</tr>
</tbody>
</table>
Education and Outreach

Winter Hazard Awareness Week
Understanding risks associated with severe winter weather is a key component of HSEM’s education and outreach. The week of Nov. 4, HSEM partnered with the National Weather Service, the State Patrol and counties across the state to share the vital messages of creating a winter vehicle survival kit, avoiding travel on dangerous roads, changing batteries in carbon monoxide and smoke detectors and helping your neighbor during the winter months.

International Visits
In March 2014, HSEM Deputy Director Joe Kelly educated leaders from the European nation of Georgia about how HSEM helps keep Minnesota ready for disasters. The men and women had traveled from Georgia to the United States as part of the International Visitor Leadership Program.

Severe Weather Awareness Week
Gov. Mark Dayton proclaimed the week of April 21 Severe Weather Awareness Week. HSEM’s extensive outreach included participation in a forum hosted by Sen. Amy Klobuchar. HSEM Director Kris Eide joined FEMA, members of the National Weather Service, the American Red Cross and Target Corporation to discuss the importance of families and business owners taking action to be prepared to cope for three days with loss of power and other effects of emergencies and disasters.

Public/Private Coordination and Action Team (P2CAT)
Minnesotans benefit when government and private companies work together following an emergency or disaster. On May 28, HSEM, Target Corporation and an organization called the Public/Private Coordination and Action Team (P2CAT) conducted a joint exercise to test their ability to work quickly and efficiently following a simulated tornado in Oakdale. They responded to a scenario that involved requests for emergency responders to use a Target store as a command post and water distribution center.
Governor’s Conference

The 49th annual Governor’s Homeland Security and Emergency Management Conference took place Feb. 11-13 at the Earle Brown Heritage Center. It provided breakout sessions, nationally-recognized speakers and networking opportunities to more than 350 emergency management professionals. One of the conference highlights was an informal discussion hosted by Deputy Director Joe Kelly. His guest was Dr. George Smith, medical director of emergency medical services for the city of West, Texas. West was the site of a fertilizer plant explosion in April 2013 that killed 15 people and injured 200, including lifelong friends of Dr. Smith. His unique perspective as incident commander and survivor deeply affected those in the audience who could someday be in his shoes.

A record-setting 65 newly certified emergency managers were recognized during the awards ceremony at the close of the conference. This is the final group to graduate from the legacy curriculum.
Looking Ahead

Reorganization
We are entering into a new era of emergency management. To better reflect the needs of our emergency management partners and our staff, HSEM reorganized its branches at the close of the fiscal year.
**Director Departs**

Kris Eide has been at the top of the HSEM organizational chart for nine years. She is closing out her career of service to the people of Minnesota in January 2015 to enjoy a well-deserved retirement in Florida.

Kris is a nationally recognized expert on emergency management. Her decisions before, during and after record floods, tornadoes, ice storms and human-caused disasters have saved lives and protected property. She is a champion of mitigation — fixing problem areas before more harm can occur. Kris strongly encouraged the use of the Emergency Management Assistance Compact to share resources and she worked tirelessly to expand the concept to include Canada.

She has advised world leaders on emergency preparedness, but her roots are in personal preparedness. Kris believes in people helping themselves — preparing for the worst before it happens. The impact of her work will be felt in Minnesota for many years to come. The HSEM staff will miss her leadership but we are proud of her many accomplishments on behalf of the people of Minnesota, including her dedication to creating the state disaster assistance program and Disaster Assistance Contingency Account. We know Minnesota is ready, thanks to Kris’s vision and leadership.