

Transcript

October 17, 2024, 4:24PM

☐ **SEBENS Carole L * OEM** started transcription

S **SEBENS Carole L * OEM** 1:07

Good morning.

Can you guys see the screen the PowerPoint?

Yay, OK, sounds great.

So we are being recorded.

I started it because I always forget once the meeting starts, so.

CK **Carrie Karl** 1:28

I got the notification about the recording and that I was like, oh, I should join the meeting.

RH **Rich Harriman (Grand Pu-baah)** 3:07

He loves stuff. He loves the phone.

Susan, right?

So I'm gonna delete.

Water.

PB **Pat Berthold** 4:10

There we go.

LL **Lydia Ledgerwood-Eberlein (Guest)** 5:48

You want me to?

Yeah, I mean try.

Yeah.

'Cause I'm setting me up.

First time.

MO **MCMAHON Erin * OEM** 7:00

OK, Carol, I got myself in.

S

SEBENS Carole L * OEM 7:04

OK.

Good. I was like, I'm trying to pull you in and it's showing you're in there.

MO

MCMAHON Erin * OEM 7:09

Yeah, I don't, I don't.

I'm sorry about that. For some reason, it's not letting me in through teams, but I followed your link and the calendar invite, so I'm good.

S

SEBENS Carole L * OEM 7:17

OK, great.

Well, I just want to say welcome to everyone.

This is the funding formula work group feedback session meeting.

And I know there are two emp g meetings today, so I know that might be a little bit confusing for everyone it we just are really having a hard time scheduling with all the activities we have going on, especially iron ore coming up.

So these were the slots that were available.

I also wanted to say that I do understand we are doing this over or.

Out and I didn't know that when I scheduled it, I did not have it on my calendar.

So we are going to take.

A quick break at 10:15 and then we will resume at 1025 S at 10:15.

We're going to just take a break.

Everyone can go do their shakeout activities and then we'll plan on being back at 10:25.

We'll probably just leave the screen up, but we'll start the meeting back again at 1025 after everyone's been able to participate in shakeout. And if you do, please do send pictures to us.

We want to see those.

So thank you for joining us today and I'm sorry I didn't introduce myself.

I'm Carol siebens.

I am one of the grant staff for Emp g and I do want to let everyone know that this meeting is being recorded.

This is a feedback session and so.

I do want to.

What we did is I did e-mail out the information that we're going to be talking about today.

Because I'm having a hard time putting it in the chat, it won't let me put the files in the chat.

So you if you look, you should have received an e-mail about an hour ago that has the information that we are going to be going over to today.

So.

Scheduling has been difficult.

Not all of the funding formula members are here, but I did put all of their names in the chat and you should have a pdf file with their name.

And their contract information.

So if you this meeting today at the end of all the presentations, we will have a time for questions and answers and feedback.

And so you can provide that to us verbally or in the chat and you can also submit feedback to any of the funding Formula Committee members who are in the their information is in the chat.

So I think that's let me see if that is all I have for now. And I'd just like to introduce Erin, our director, and she'd like to say a few words to you before we start.



MCMAHON Erin * OEM 10:10

Yeah. No, thank you so much, Carol.

I just wanted to take a moment to thank you all for participating in this process.

Listening in, I know there's great interest in how we calculate the emp formula and the working group has been very diligent, working very hard on this very challenging issue. We do have a responsibility to evaluate this and make sure that we've got it right.

It was sort of our initial assessment and what we had heard.

When I had arrived back in September of last year that we didn't quite have it right.

And then with the recent challenges, federal funding, the reductions that we're looking at in the future, it was just time for this conversation.

And so I generally I I genuinely appreciate all the great work of the working group trying to come together to come up with some solutions.

Short of just giving everybody everything that they want.

You know, there has to be a little bit of give and take here and I think the team has put together some very thoughtful options to consider. The point of this discussion,

as Carol said, is to really just get some of that community feedback to see what else. We should be thinking about and I'm just gonna be listening in.

I'm not gonna be an active participant.

I look forward to the working group presenting their final recommendations to me.

Later in the year.

And I will make a decision so that we can move out.

The goal is to have that decision done in time for the planning of your next budgets.

So with that, thanks a lot, Carol.

I'm going to turn off my camera, but I'll be listening and thank you.

S **SEBENS Carole L * OEM** 12:00

Thank you, Erin.

This slide here just shows the committee members and many of them are on this meeting today, but not all of them were able to attend.

But they will be the ones that are here will be able to answer your questions as we are going through some of the options. And now I'm going to turn it over to Elena Mayfield to just kind of give everyone a little bit of history before we start.

To present all of the options.

MO **MAYFIELD Alaina * OEM** 12:30

Good morning, everyone. Elena Mayfield.

I'm the preparedness section manager for Oregon Department of Emergency Management.

Just a little brief refresher, I'll call it.

We started this body of work initially pulling the funding formula work group together just about a year ago.

We've been in conversation a good year prior to that. The first Barry of course was. Working to adjust the Oregon administrative rules to allow us to embark on.

A conversation of how do we update this methodology and remove the restriction to retain the one we had for a good decade?

So the group had their we went through an application and review process and wanted to ensure that we had a breath of stakeholders who have.

Knowledge and personal experience and impacted by any of the potential decisions and recommendations made by this group.

As director McMahan.

Mentioned the EMPG funding then was further complicated by the fiscal year 2023 notice of funding that had a significant reduction in the amount of funds available. And of course, when you're splitting a small group the same way and there's less money in the pot, that means.

Less money for everybody who has access to it.

And so there were several different options that we as a group have been having conversations about mulling over and several different recommend.

That are both in your e-mail for you to please yourself and will be presented today.

And by no means is this. Then the end of this conversation, the intent and part of that our adjustments is that there should be an iterative process.

And so every three years, I think is where we've landed is how do we ensure that the decision made by the end of this year is still one that works three to five to 10 years from now or it's not in what adjustments do we need to make?

Going forward, what we wanna address is.

We don't want to remain static for another decade like we did in the previous ten years.

Next slide please, Carol.

And so Empg is a federal grant awarded to OEM on an annual basis, or at least at this point in time. While the Fed still provide those funds.

The previous funding formula has been around the way that it was since 2013.

OEM retains 20% of that and then 80% of that is passed through to our local jurisdictions.

Through a base allocation and a population plus up until all of the counties and the what I'll call eligible cities or cities with population over 85,000 are eligible for that base allocation if they have one full time or FTE and then an additional amount of fund.

Based on the amount of population within those jurisdictional boundaries, those population are updated on an annual basis.

Leveraging.

Survey census data.

And the last part down there, I won't read it to you, but that's the the updated Oregon Administrative Rule language.

Next slide.

A little bit about the specific the specifics of this grant in particular, it is awarded to the Oregon Department of Emergency Management as the state administering

agency. We receive a base amount as Oregonians as a whole, an amount that is appropriated to our state. It is A50.

50.

Match requirements. So for every dollar we receive a federal funds, it must be matched either by state or local funds, dollar for dollar and we in Oregon manage it through the Oregon administrative rule in addition to where it has the notes on the methodology is some additional expect.

And requirements to be eligible, as well as who is eligible to apply beyond.

Oregon Department of Emergency Management, next slide.

Additional legislative information and requirements that dictate Emergency Management in general.

So emp g as a federal grant is intended to support the National Preparedness Goal of increasing overall national resilience and decreasing capability gaps within Emergency Management and communities in Oregon.

How Emergency Management is.

Guided is the word I'm gonna use.

Revised Statute for 01.

So here's a couple excerpts that talk about who is required to have an Emergency Management program.

What are the requirements of Emergency Management programs and then that translates to into the requirements as spelled out within Oregon administrative rule.

So ultimately end of the day, the Empg grant is a mechanism in funding stream to support the success of this body of work.

Next slide.

Of course, that means with any federal dollar there's some limitations and requirements that come with that.

These are some references.

And I believe you have the slides as well if you're unfamiliar.

But federal expenditure guidelines and the specificity of what is an allowable cost and how the funds can be leveraged for the EMPG grant itself.

A little more on the current methodology is again right off the top.

OEM takes that 20%, five of which is leveraged for management and administration costs. Our ability to administer and effectively get funds out the door to all of you tribes receive a base allocation. That same 62, five and then the counties and cities with 85.

At present as well, there is some I don't know that I want to call it double dipping, but some double counting.

Between cities and county populations, and then anything that is not allocated at the end of the day is leveraged for statewide projects.

Go ahead. I think I'm gonna hand it off at this point, aren't I, Carol?

S **SEBENS Carole L * OEM** 19:00

You know what? You, Carrie, were you ready to start here or were you going to start with the funding methodology?

Let me.

CK **Carrie Karl** 19:10

I think it was the funding methodology, but.

MO **MAYFIELD Alaina * OEM** 19:14

Go for it.

CK **Carrie Karl** 19:18

Sure, I can jump in like.

So some of the identified actions, basically what we wanna do is following this feedback session. The work group's gonna meet, we'll review all of the feedback because we wanted your input to help inform how this formula moves forward.

And ultimately, the recommendation from the work group goes to ligamat, the local government Emergency Management Advisory Committee for consideration.

For the FY.

2025 and so you're going to hear some conversations about the short term to kind of get us through FY 2025 and then in the longer term of what this funding formula might look like?

In in in a couple of years.

The funding formula workgroup we wanted here, we've had a lot of conversation about what makes the most sense and and what the EMPG grant goal is really to focus on.

What the notice of funding states we need to do rather than what the the state is asking us to do specifically, we have to be in alignment with that guidance.

So we really want to focus on filling the capability gaps with this these dollars. And

so there's a lot of conversation about what that needed to look like.

And as I said to your current grant, recipients are now dependent on the funds to fill the gap.

I was like, because, you know, Emergency Management funding has been tenuous and a lot of times we break. We're continuing being asked to do.

More with less.

We had a lot of conversation around the county, shell and cities may and that has had some kind of conversation about whether or not we should eliminate cities because they are. They are in the May category, but there's a lot of conversation about the energy that cities are.

Putting in to fund a emergency manager to have an EOC to do the things.

And the the requirements that are associated with.

EMPG to make us eligible.

That also helps to support what the counties are doing.

So it's kind of going back and forth about what makes the most sense, especially talking about how these funds are not growing, they're decreasing and and how do we get the most kind of bang for our buck, so to speak.

Also, the federal guidance.

As FEMA was evaluating, this really wants us to consider this addressing equity issues with the grant dollars.

So specifically looking at.

Maybe cities in particular.

We're talking about 85,000 and above in population. That means that certain cities are not eligible.

So what are ways that we can compensate using the funding formula to address that issue, so that though these dollars are being spent to fill capability gaps across our entire state and and make sure that it's it's it's doing the best that it needs to.

While supporting everyone who's who's currently eligible.

So there are a number of options you're going to hear hear about today and I'm going to kick us off with the first option.

That's also what our recommendation is for the FY25 kind of moving into that July 2025 through June of 2026.

It is a EMPG base per plus per capita 5050 city split.

So one thing you heard Elena talking about is the way we currently fund emp g is the entire population of the state of Oregon is distributed across the county's and then

the city population is just.

Cities. So what that means in effect is that the city populations are being counted twice. The city is receiving funds on a per of a basis for those for that population, but so are the counties. And one of the things that we thought would and we've heard act.

Through feedback and conversations with folks across the state who are currently eligible is addressing that.

That's that double counting, so to speak.

To make sure that that the city population.

Is being counted only once and so the recommendation and kind of the simplest solution is basically to split that population in half.

Recognizing that even though.

We have a city emergency manager who's working in a city.

It does not mean that the county doesn't have responsibility.

So the county's still going to receive 50% of the population count of that city, and then a city would receive 50% of that population.

So a good example for for me is I work in the city of Bend.

County, Deschutes County has over 200,000 residents.

The city of Bend has 106,000 residents, so I would split that population so about 53,000 would be counted for the city of Bend, 53,000 counted for.

The county for that plus up that Elena was mentioning, it resolves that issue of double counting of the population.

It has the, you know, one of the things we talked a lot about with making a big and significant change in funding for funding formula is the capacity for OEM to implement them.

There are some some challenges. If we were to make significant shifts.

In order to make this be reasonable for for OEM to actually implement, meaning that if we made a significant change and they don't have the staff to implement it, that's just going to create more problems down the line so.

What's nice about it is it's a simple solution and it also is going to create the least amount of impact across all the jurisdictions.

So if you were able to receive Carol's e-mail and you'll see that there is a spreadsheet in there, and if you look at the Excel spreadsheet.

There's a tab called A-5050. Split this one kind of walks through.

That's that spreadsheet shows you what the 2024 allocation was and what the 2025

allocation would look like. If the numbers stay exactly the same.

And you'll see that there's an impact negatively to one county with a larger population.

And then generally the cities are going to take more of the hit because we will only be receiving 50% of our population.

But it was the least.

Of the significant change across the board.

So that's why we're recommending for the short term to make sure for this next fiscal year, folks have the capability kind of count on.

A specific amount of funding, not too significantly different from what they received before, especially since we know that this funding also translates into people.

And and and not just.

Resources, material supplies.

It translates into people's people and jobs.

So that recommendation on this formula, and I think what our intent is to go through all the different formulas and then have an opportunity for feedback at the end.

S

SEBENS Carole L * OEM 26:39

Justin, are you available to speak to? This is Justin Gibson.

So if Justin doesn't come on, this was the another one of the formulas that we all discussed and basically.

It is options based on what you're doing.

It's all activity based, so it's like a menu of choices and if you'll see in the spreadsheet, there are also multiple slides, so it's split different ways. If we did it for just counties, if we did it for.

County cities and tribes. If we added all cities, if you know, so there's different options, but they're all based on doing certain activities.

Does someone else from the funding Formula Group want to explain that any further?

CK

Carrie Karl 27:37

I would just highlight so on the spreadsheet you're gonna see two things, universal activities and optional activities. When we think about Empg funding formula, the formula, but empg itself, there are requirements that must be met.

So what hits those universal activities are the things we have to do.

And then there's some as we're reporting now is like are we doing additional planning?

Are you doing additional?

Activities. So there would be the universal kind of translate more into that base.

Like, here's an amount of money that goes for universal activities.

Sorry my screen's getting getting a little weird. Lighting behind me is like but the universal activities are things like the the annual training that's required updating your emergency operations plan you know, conducting or participating in exercises, things like that.

Those are those universal activities. Optional ones would be.

More of the kind of additional things that you might do continuity planning.

And then you would receive specific funding that goes along with those particular activities.

So you would have to really determine and decide. I'm going to do this and now.

Then you would receive specific funding to reimburse that particular activity.

S

SEBENS Carole L * OEM 29:02

Option C is John Wheeler, available to speak to this great.

JW

John Wheeler 29:06

I'm on.

Yeah, come on.

This one's real easy to explain because it's a variation on option B, which is.

This also is is fully the.

Activity based formula that Carrie just described.

But what it does is it's it adds back in a consideration of population.

And this is so. So the idea is that you have it takes the all the counties and the cities and tribes and splits them counties and cities and splits them into 3 tiers.

And then there's a reduction of funding in three tiers as opposed to a flat level of funding.

And so if you look at the formulas, you go just look at the spreadsheets to see sort of what those cut offs are by population.

When we put this together, you know question on what sort of how to separate the tiers and supposed to doing something that's entirely sort of arbitrary and subjective is we tied it to the salaries.

To to current salaries.

So and then we took tiering and and and sort of based it that that was sort of the data that informed what the tier levels were.

We took the tiers and then averaged out.

Salaries for those tiers to identify what the the salary group would be for each of the three tiers, if that makes sense.

And so as it mentions, there are the pros and the second bullet point. Again, it's similar and that should say option B.

Sorry for the confusion there, but that's this is similar to option B, the one that Carrie just briefed on, but recognize that larger jurisdictions will need more funds to do similar activities again that we're some were just concerned that completely separating from.

From a population Nexus.

Didn't recognize the fact that for you know, jurisdictions that have hundreds of thousands that have, you know, for example, in our case 2300 employees that are the the amount of effort that goes into doing for example, EOP updates, that's going to be a different sort of.

More complex situation than if you for instance, or a jurisdiction that has like 100 employees.

A smaller amount of infrastructure and and and all that kind of stuff. And so it just factors that.

And and I think you can see the promise of cons there. You can see the spreadsheet.

So and I know we're gonna wait till for questions and comments at the end. So I'll leave there.

S **SEBENS Carole L * OEM** 31:59

OK, this next one.

Dean, are you on to speak to this?

D **Dean Bender - Polk County** 32:06

Yeah, I'm on.

S **SEBENS Carole L * OEM** 32:08

Can you I need to say something.

I need to apologize first because when Dean submitted this, he had his he had the

salaries in a certain order and I wanted him to match everyone else's in the spreadsheet.

So if any of you have looked at the spreadsheet, it is completely wrong for this.

I mean the totals for counties, cities and tribes are correct, but everyone's salaries are in the wrong place.

Because when I copied things over, I messed it up. So.

When you look at the spreadsheet and you look and you see that Baker County.

Has that really high salary?

That really should have been Multnomah County.

It was so we will send out a correct salary piece and we would love to have every local jurisdiction submit the actual salary for their local emergency manager.

So we have the correct numbers.

We pulled these from previous applications and not everyone put their numbers in the same way, so.

I'm and and Dean even said we need to make sure these are all correct and I said we just, we just don't have the time, but we should have at least got them correct the other way.

So I apologize for that. OK, sorry.

Thank you, Dean.

D Dean Bender - Polk County 33:26

No worries.

This option really goes back to just as a disclaimer, I was on the original funding formula way back in 2013 and.

This option it kind of gets us back to what the original attempt was of the EMPG fund.

So that was to make sure that every county had a funded full time county emergency manager.

That was first and foremost.

So that's what this is is basically saying.

And this option is no matter where you're at in this state. If you're in Eastern Oregon, where the wages may be lower, or you're in the metro area where they're higher, we want to fund an emergency manager full time.

We know the wages will be different across the board. For example, if you're in the metro area, maybe you're fully burden rate is and I'm just making numbers up say

200,000.

We're on the east side.

It's it's 50,000.

We want to make, first and foremost, we'll make sure that that position.

Funded so they have.

A person in the seat doing the job.

It could bring up the wages in the east side of the state. You know, if they know that they're going to get a full time hiring manager and, you know, they may be able to draw more into that. You bring your wage up, maybe entice people to go.

Go east or bring some other talent in that.

That's a possibility, but there is some cons to it.

It it slowly focuses just on salary.

It doesn't allow for the smaller cities to access the funds.

Until, that is, some of the the cons pros are again funds a full salary of a full time EM and and the way I looked at the numbers right ran the first time. Again, these numbers weren't correct, but it looked like there would be money leftover at the.

End so we could still expand, but as money runs out.

You know, we maybe can't fund 100% of that position.

Maybe it goes to 95 and then it goes to 90%.

So it just ratchets down as the money gets less. So it's just an option out there for people to consider and to think about.

Thank you.

S

SEBENS Carole L * OEM 35:48

So the timeline today is basically we're accepting the feedback through November 6th and then November 7th. The work group is going to meet again.

Review your feedback from this meeting and all the feedback that you provide and present a recommendation to the local ligamat group, which will be meeting in December. So after that time.

If the ligamac uptakes accepts the recommendations and forwards them on.

Than our director. Well, at that point, make that final decision and then we will be able to publish that information and if we need to do any administrative rule changes, we can work on those. But everyone will know what the funding decision will be for the next year.

And I saw a note.

In the from Aaron, was there a discussion about Max salary? And no, there was not a discussion well and maybe there was, but I don't recall that.

So what I think.

This path forward did someone else want to take this slide?

MO **MAYFIELD Alaina * OEM** 37:09

Like I I can speak to this one. What we really wanted to highlight here is that this is not the only body of work to make adjustments and and advocate for.

I'm gonna say appropriate levels of.

Funding and capability for Emergency Management programs.

And so there is always ongoing advocacy. Errand serves and works very closely with the National Emergency Management Association and they work very closely with Congress.

Of course, decisions on any level of funding within the EMPG program.

Kong's at that federal level, there's of course ongoing conversations and discussions about legislative asks for additional funding, whether for OEM or for local programs, etcetera, as well as there's always the desire to identify additional projects to alleviate reliance on federal funds, which of course are at the.

Discretion. We're working on. Of course, updating the funding methodology as well as continual education to partners on the intent.

Limitations of empg funds it's it is not a one-size-fits-all and it's not A1 solution for all challenges. And we did hire. I know one of the biggest challenges and and we highlighted in this is Oem's capacity to support changes we did hire and.

Bring on additional grant support to facilitate faster review and responsiveness on quarterly reports. Project identification.

And RFR payment.

And so ideally those improvements will also start to facilitate our ability to make other improvements across the program.

S **SEBENS Carole L * OEM** 38:49

So I am going to share my screen with the the actual spreadsheets because I'm guessing people will have questions about that so.

And we will move into the question and.

Feedback session now at this time.

Can everyone see this?

CK **Carrie Karl** 39:17

Yes.

S **SEBENS Carole L * OEM** 39:17

And they see, OK, great.

So you should all have the spreadsheets in front of you if you receive the e-mail and they will have all of these different options on them.

This 5050 split is probably the hardest one to understand, I think because of the way the funds are split, but we will head into questions now and I believe I saw that there was a handout.

CV **Chris Voss (Guest)** 39:49

Yes, thank you.

I'm not sure if it's more than just me, but my hand was up.

Chris Voss, Multnomah County and 1st, I want to thank the the committee and everybody trying to put together these recommendations. I mean, there's nothing more contentious than when you're trying to divvy up a dwindling amount of money. But I did want to actually just sort of say one.

Thing obviously with with all these formulas that places like Multnomah County, I think are are big issues. We've seen sort of the the population dollars sort of significantly increase while the.

This base amount has sort of remained the same, just some numbers.

You know, we we received \$0.16 for every person that live in the county at the county level. That's, you know, over 20, I think jurisdictions in the state are receiving over a dollar.

So we receive a pretty small percentage and and every model has a sort of receiving even less I I'd love to see something that has a little bit more related to sort of performance based.

And or activity based you know the number of trainings that we have to do because we're a large jurisdiction number of extra sizes.

I mean that I have activations where I'm basically sheltering the population of entire counties so that there's a level of complexity here and I'm not sure as we get bigger, we're sort of equating that.

It was interesting to hear that the original model years ago was really just try to find

one person.

That model probably works better for us.

But I really wonder if maybe a performance based makes a little bit more sense.

Like I said, the the dollars.

I think should be commensurate with the level of complexity and the level of work that needs to be done in to some degree, so I'll stop there. But I you know, knowing that we receive less than 4% of EPMPG dollars we have.

19% of the state during COVID we have 40% of the ICU beds and sort of the the that we're caring for people.

So you know what that that less than 4% of the dollars when?

You're responsible for such a large population is such a large percentage percentage of sort of the activity?

That's that's the gap for us. And so I just wanted sure to share that. But I wanna give other folks more time to react and comment.

S **SEBENS Carole L * OEM** 42:07

Did someone else have their hand raised?

CK **Carrie Karl** 42:13

Go ahead, Chris.

CC **Carey, Chris** 42:18

Good morning, everyone.

First off, thank you again for completely agree with with Chris comments on this is you're dividing up money. There is absolutely no more contentious thing.

So thank you for the work and the effort that everyone here has been has put forward to this.

That said, I also echo Chris's comments. Just thinking about kind of the onus on the larger on some of the larger jurisdictions and just the the resources that we, you know, can can sometimes do provide to the rest of the state.

So I will I will advocate for the kind of options B or C thank you.

CK **Carrie Karl** 43:00

Rick.

RL **RIC LENTZ** 43:03

Hey, good morning, everyone.

I'm gonna kind of be opposite of what was just said and kind of against performance based as more of a rule county where I'm just trying to stay afloat with one to two people and I've had five fires this year, 1 winter storm and a water drawdown Inc. Where response ends up taking a lot of my time to get the baseline functions done. Performance would be challenging to come up with projects and then be held to that when something else comes that you know throws a monkey wrench in my hole plan.

So I I think the salary model makes more sense just to keep from my perspective a rule county afloat.

CK **Carrie Karl** 43:49

Is your hand still up or is it a holdover?

CC **Carey, Chris** 43:55

Apologies, I was on my phone.

CK **Carrie Karl** 43:57

No worries, Nick.

N **Nick Vora, Union Co.** 44:02

Hello. Uh Nick in Union County.

Uh, I'm gonna echo Rick's sentiment sentiments and essentially for as far as Union County.

What Rick said matches us exactly as far as our our needs and concerns in regards to emp.

So for us the the salary based or or position based.

Options would would far be preferable because in a lot of cases we probably wouldn't have the capacity.

To do the performancebased.

Cause some years takes everything we got to do the the minimum. Thanks.

S **Sheridan McClellan, Wasco County EM** 44:49

I.

I concur with what Nick just said.

It was a really hard we had multiple fires that I had to deal with and I had really no time to deal with the normal EMP requirements.

And I don't really have by the staff of one. So having had performance based would be really large impact on my county and plus our tax base doesn't allow us to supplement.

The loss that I would have.

Thank you.

MO **MCMAHON Erin * OEM** 45:32

No thanks.

I'm just curious and I wanted to pull and please excuse me.

Unfortunately, I have to drive to Salem now.

I wanted to pull the thread on what Sheridan was just saying 'cause. I had the same question as it relates to how in some of our larger counties like both are Chris's.

How are you?

Your your offices are much bigger.

I know you have a you have a large staff and I'm just trying to.

Is that because of the tax base?

How else are you funding Emergency Management programs, or how is the county or city funding Emergency Management?

Because obviously it's not just federal funding.

I just would love some more clarity on that over.

CK **Carrie Karl** 46:24

Is there anyone from a larger jurisdiction that would like to share and respond to to Aaron?

Kelly.

KL **Kelle Landavazo** 46:38

Yeah. Hey, thanks Kelly.

Landon Boswell.

The EM and Gresham, so a part of that Multnomah County team and.

You know, obviously Empg does not cover the expenses of, you know of our

program.

And so for us, you know, the rest of the program is because I'm part of citywide services as a whole, all of the other services that we provide that benefit the entire city.

And that's where the funding comes from.

It comes from our city's budget.

And what we struggle with, as I think all cities in Oregon are struggling is are we?

We are in a bad way with regard to budget and financing and and keeping our our programs afloat.

And I struggle with, you know, as a one person Emergency Management program.

Do I really have a program as just a one person shop?

I feel that as the money is getting smaller and smaller and the requirements.

Requirements stay the same.

It's becoming more and more challenging to make the case of is the money almost.

It's going to get to a point where it's really not worth it for us to go after a small amount of money and then we'll have to have those conversations.

We are having those conversations.

What does that mean for us?

What does it?

What do you want from a program or from your emergency manager?

What should they be doing?

And you know, I think we're exploring.

It also frees us up to do some other things.

That because the constraints aren't there that exist with EMPG funding.

So that's I guess that's how we do it in Gresham.

You know, we we have enjoyed the AMPG funding for a long time and we've built, I think a solid foundation for the city, but it is going to be a challenge of how we continue to fund that both from a citywide perspective as well as with the red. Funding from EMPG.

CK Carrie Karl 48:44

Thank you.

I wanna adjust a couple things in the chat.

So we had a comment from patients asking Elena, can you speak to the paperwork

burden in performance based versus personnel based and the resource draw on OEM?

MO **MAYFIELD Alaina * OEM** 49:06

Yeah, I'm happy to speak to that and I appreciate the the sort of opposing viewpoints on. Yeah, it's a good idea, but how would we actually make that a reality? And and that was one of the conversations we had at the work group level and and we spoke. Very candidly, I'll use the example.

So one of the universal requirements is having an emergency operation plan and updating that every two years. If we were then to say this.

Is one of your universal requirements, so the body of work we don't want to just fund an amount and.

You know, you did a a few updates and took a bunch of money in return and say hey, Yup, we updated it.

How do we set baseline standards of what is a minimum quality emergency operations plan?

So first and foremost, establishing a standard, establishing templates, resources, tools so that that standard can effectually be met providing.

Planning and technical assistance resources around being able to meet that specific standard and then being able to review and identify, is that standard being met with in the provider plan is coming in I'm sure.

That no one is surprised that I'll be very honest.

We don't have the capacity to meet those needs at this point in time and and it is not, I'm going to say, not fair, not appropriate to say we're going to hold you to a standard when we have no ability to help you meet that standard, it is.

A nice idea and idealized and. And that was part of the conversation of if we want to move in that direction in order to address those gaps and and set some baseline standards of of.

Capacity with an organ.

How do we move towards that in a successful way that not only supports the one man shop jurisdictions but also our larger jurisdictions?

And and I recognize that that doesn't necessarily mean the answer is more staff for OEM because that doesn't doesn't solve this challenge of limited funds either.

And so how do we do that in a way that does not exacerbate the problem either?

Thanks, Kerry.

CK **Carrie Karl** 51:17

Continuing through on the chat, I just wanted to follow up that Harney County was agreement with what Rick and Nick had shared with one person show on the east side. And Harney also doesn't have the tax base to supplement financially to cover Emergency Management and addressing Erin's.

Question.

Washington County had shared that they are the same as what Kelly had indicated. Other funds come from general fund.

I will say for city of Bend I am a one person shop, but as a larger. 106,000 people.

We use internal service funds so we have to charge all the other departments in order to to fund Emergency Management.

Greg Walsh had asked how many jurisdictions did not take Empg this year because of the small budget versus requirements and Carol had followed up that there was one county, 3 tribes and one city that did not take the the funds.

It's 10:16 and I know we are approaching 10:17 at 10:17, so I'm gonna pause us at this moment.

S **SEBENS Carole L * OEM** 52:16

Oh.

CK **Carrie Karl** 52:23

Carol, when would you like to come back?

S **SEBENS Carole L * OEM** 52:26

Let's come back at 10:25 so everyone can have a little break.

Thank you.

CK **Carrie Karl** 52:31

So we'll we'll see you back at 10:25 to continue your feedback.

Thank you so much.

Alright, it is 10/25.

Can I get some thumbs up to see if folks have returned?

Awesome. OK.

I just wanted to.

I didn't know you've all survived the shakeout.

So checking back in with the chat some additional information on the county, the tribes in the city, there's some follow up with how this exemplifies the performance is already limiting factor for small jurisdictions as they cannot perform the baseline emp requirements to tie funding to their capability to.

Continually perform additional projects and programs eliminates their likelihood of getting funding.

Especially when there is a shower requirement for counties follow up from city of Salem has one person EM and interested in the salaried option. Nick. I see you have your hand up.

N

Nick Vora, Union Co. 1:01:38

Yeah. Thank you.

One thing I guess to follow up from my earlier comment is long term. I would really love to see EMP GB performance based and just all focused on building capacity in our programs.

But really, I think before we get there, we need to figure out some sort of a maybe hopefully like a state legislatively funded.

Sustainment option that targets.

Having the the base capability in each county that then we can use EMPG to build from.

So I think if we were to go performance based before that happens, we run a risk of a lot of our smaller agencies or it sounds like maybe even the city of Salem, which is by no means a small agency.

Becoming their Emergency Management program would become somewhat of a shell of its former self, and exist only in name, but not really in function.

So I would love to see it be performance based, but maybe if we're able to do something similar to what?

Like I know, Lane County had pursued something before.

And like what osfm is kind of pursuing for to get legislative funding for local agencies to do USAR stuff through the legislature. If we were able to do that first, then switch to performance based, I think that'd be awesome.

CK

Carrie Karl 1:03:09

And I will share like that has been part of also the additional conversations that we've had is some kind of as the funding Formula Committee is like, there is an additional need potentially for some information to be provided for the long term of a legislative asked to be.

Able to provide some Emergency Management like base base funding and allocation to hit hit jurisdictions.

So then Empg could be really focused specifically on filling those capability gaps, but where we?

Right now, that presents his challenges.

Brian, I see your hands up.

BL **Bryan Lee** 1:03:47

Yeah. Thanks everyone.

I just kind of wanted to echo what Nick said with that idea.

And I know Carrie and Carol, you guys are both tracking this as well, but with the ideally we switch over through legislation to some base funding and really then move EM PG to performance based. My biggest concern going performance based right now obviously other than the metrics and.

Being able to perform and actually give a good gauge of what success looks like and. Odem staffing would also be those rural agencies I know for us, you know, in Benton County.

Sure, we could hit all those metrics, but then?

He doesn't feel right. If we then couldn't help those other rural counties get the funding that they need as well to succeed.

So I know there's no perfect solution and I really do appreciate you guys trying to navigate this and making changes and I'm glad to hear that it's gonna be an iterative sort of living document as we start moving forward and check in every few years to try to.

Make adjustments and tweaks to this formula and I know this is a really contentious topic, but I know the state center is successful and maybe passed down lesson VG or. Performance based. Have those other, you know, levy options, tax options, other funding bases. So as most folks know.

We're talking about it through Ossa.

We're talking about through a ton of other avenues.

CK **Carrie Karl** 1:05:01

Thank you.

I see additionally in the chat, there's been Marion County has shared agreement with Nick. If the shall positions have a funding stream other than Empg performance could then be an incredible option.

I would ask so the funding committee has really had a conversation about that like short term gap of the 5050 split.

Additionally, one thing I should share with that is it because the the county and city population are split.

There, it's the population of the state is normalized.

So across the, you know you have your base allocation and then there's the population allocation or population plus up that is then divided by the entire population.

Of the state of Oregon to say per person, you would get an additional you know this amount based on this population.

Any thoughts or or feelings or concerns about this as a short term kind of help us to get through to build?

A capacity that can continue the longer conversation of what the funding formula might look like in year two or three.

Any thoughts on that with the 5050 split?

BL **Bryan Lee** 1:06:32

I was.

I forgot to mention, I actually think this is a good idea for the first year to help us transition and not only help cities and counties, but everyone will make that a little adjustment and then help us brace for the next cycle 'cause. Even if we make a. Decision on this through Legumac by January.

A lot of budgets have already been kind of pushed through and are getting to be in place. So I think this would be a good time to start the transition over and then formalize a little more.

And allow us to have those legislative discussions and allow everyone else to have the internal discussions with their organizations.

Regarding funding.

CK **Carrie Karl** 1:07:09

And I've seen a few thumbs up for that as well.

Any other thoughts on the 5050?

Short term recommendation.

That the committee is considering.

I love me some silence, so I'm happy to sit in it if we need to.

OK.

BL **Bryan Lee** 1:07:54

One more, one more question regarding survey feedback. Sorry guys.

CK **Carrie Karl** 1:07:54

Ryan.

BL **Bryan Lee** 1:07:57

Yeah, just gonna keep chatting it up, do we?

Is there gonna be a good survey sent out so folks who are not on the call can like, can collect their information and feedback and submit it? Cause a lot of us might wanna go back to our agency reps and have a discussion and then submit additional COM.

After this.

CK **Carrie Karl** 1:08:17

We had not had the conversation to form.

Oh, Carol, I saw you came off mute.

You can go ahead and go if you want.

S **SEBENS Carole L * OEM** 1:08:23

I think I was going to say the same thing that you said that we had not had that conversation. We have basically said people can submit to each of their individual representatives, but if everyone thinks this is a good idea, we could easily put together something where people.

Could provide survey feedback.

CK **Carrie Karl** 1:08:45

Historically, with some of the survey feedback that we've done before, is we haven't actually received.

A broadcast of this so we can also put it on the committee members. That's something we've had the discussion about is calling and checking in and making sure that we're hearing.

So Aaron and I would check in with all the cities, the county representation from the regional areas would check in.

You know, Nathan is the Cascades representative, so he's going to check in with the Cascade County's and make sure that he's getting in a.

Pulling in that feedback to be able to inform our November 7th meeting, is there a preference in getting the survey versus having a one-on-one conversation with a Community committee member?

Aaron, I see you have hand up.

MO **MCMAHON Erin * OEM** 1:09:39

Oh yeah, I just wanted to ask if.

For consideration or just feedback from the group and you can come back as part of some follow up if OEM were if we were to transition over to some sort of performance based model.

With the goal of encouraging legislature to provide specific.

They explained funding for Emergency Management programs.

What? What do we think as a realistic timeline? If we were to make an adjustment, you know, making an adjustment now?

With the.

With the commitment that we will push towards performance based and that within the next 35610 like what does that look like realistically based on your experience and your discussions that you've had?

Some of your your leadership just just kind of curious about that, would love to get any of your?

Written written feedback on that that we could use as sort of a way to continue to advocate for a sort of baseline.

Requirement to support our Emergency Management programs that doesn't rely on federal funding so that we can have Emergency Management at the local level.

CK **Carrie Karl** 1:11:19

So Carol, just to check in on the chat and also for the thumbs up that I was seeing was like there's a lot of folks who would like to see a survey go out as well as our coordination from the committee to reach out to the folks that. We represent, so if we can make sure that the that the survey happens and and we move that forward, Rick.

RL **RIC LENTZ** 1:11:43

Going off of what?

Aaron said.

I don't think my leadership give a firm timeline or any type of commitment until it was a guaranteed that we had state funding and then moving to the project base. They're going to want to do everything in their power to maintain the staffing and EM program that we. Have before they would even consider a timeline.

CK **Carrie Karl** 1:12:08

Excellent. And I see in the chat there's a desire to see that question for timeline of a switch to performance based in the survey to help some internal discussions to happen.

Charles, do you feel like that conversation could happen before November 6th? Internally.

For anyone.

The reason?

I ask is 'cause we're looking to meet on the 7th to be able to put our official package together?

To be able to to get to ligamat to get it on there schedule for December's meeting. So it's like there's some timelines that are kind of backing us up in order to make sure that we're we're progressing forward with the formula changes.

OK.

So folks would make an attempt. It looks like to have that conversation.

Aaron, I would also say in addition to that, you know one of the conversations that came out of the committee was that there's a number of folks that have biennium budgets.

And so there are some challenges that present themselves 'cause if they're entering into their next biennium in the middle of next year.

They would need multiple years in order to get through that biennium.

I mean, there's always supplemental budget requests and things like that to make adjustments, but.

With that, like larger scale planning and what they're asking through their leadership, it does take a bit of time to get.

Into those biennium conversations, and then so my organization, we're entering in our conversations at the end of this year and.

Ending of January that will inform our budget adoption, which will occur in before July of 2025, and then that takes me through 2027. And so then I wouldn't have that ability until the end of 2026 into the beginning of 2027.

To even make shifts in conversation.

So it's usually for a number of folks who talked about they have biennium budgets a few years.

To address that.

MO **MCMAHON Erin * OEM** 1:14:28

I think that's really it's really important that we make sure that we capture that and I guess a survey question I'd like to see is where as we're pulling and getting this information would be.

If there was a baseline.

Of salary that was approved so that you had salaries were otherwise covered across the state.

Do you think your county or city would be able to support or would be in favor of a performance based model?

Or do you think even with that it would just become too difficult for you to be able to execute?

So something to get that feedback of in in some of our more rural areas where they don't really have that the funding available to support some of these programs if you had the funding that kept your that shored up your position.

Would you want to use those funds to just continue to do that federal training work?

So something along those lines.

It'd be helpful to see if we're even meeting a target there of interest.

Across the state, over.

CK **Carrie Karl** 1:15:43

Thank you, Charles.

CY **Charles Young** 1:15:46

I think I'm making the same point as Rick. It would for for us. I'm sure it would depend on the number of staff that the state wanted to fund. If there was a single AM.

So we basically replicating the same model.

I think it would be tricky if we if it was two positions, so every jurisdiction had an AM and a deputy EMI think it would be easier to have that conversation.

CK **Carrie Karl** 1:16:17

So some of the additional comments in the chat were agreement with Rick regularly have to negotiate with with.

Where our supplemental budget comes from for county funding, it would be hard to say this is only performance based and not have another funding stream in place before we start that conversation.

City of Salem shared they would not be in favor.

Wasco is saying would need specifics on the performance based, such as what if you can't perform? What are the ramifications there?

Would be nice to say yes, I will have X number of exercises planning outreach.

However, we don't control events and have no control over other stakeholders.

A request for additional to see the numbers.

Not be in favor of performance based unless EM salary is covered by a different fund and then also some *** question about what does actual occurrence response count towards and if you respond in support of another county, does that count?

So thinking about how we've utilized and and sometimes had actual occurrence that has replaced some of the components was like what does that look like in a performance based model where we?

You know, if you look at the option B.

Which really highlights.

Here's the Universal actions those EOP review training and QS and Nim's compliance conducting the exercises.

Attend one state EM conference.

Update mutual aid agreements and update your organizational profile like a capability assessment.

Those things and then the optional activities are beyond that.

Is there? What does that actual currents relate to?

Another concern.

For my broke county, if it's only salary, I would be dead in the water to have the money to travel for required trainings and exercises and or to help another county during an emergency.

So I know that was something that else that came up in the.

The committee was that if we say salary specific as like there are some counties and some jurisdictions that actually utilize the funds not just for salary, they need it for the ability to continue to develop capability through training and and attending exercises in other places and and doing.

That so?

If it just goes specifically to salary, there could be some challenges there, it sounds like.

MO **MCMAHON Erin * OEM** 1:18:48

Gary, can I just jump in?

I it's my understanding that that.

Option though for salaries is that's how the allocation would be done is based on that salary, but there wouldn't be a requirement that the only thing they use that for was the salary.

That's just how the calculation would be done.

And then it would be up to that locality to manage how they use those funds.

Is that is that correct? Or or would we be?

Committing them to use it for salary.

CK **Carrie Karl** 1:19:22

It depends on the the the option that you're looking at.

So Dean had shared, that's correct. Specifically for option D which is the EM manager salary based one.

But when we're talking.

Tiered activity. There were some conversation about whether it just is for.

Personnel expenses only.

And then I think that's also part of the question.

So when folks are responding to the survey or?

If they'd like to share here now or through a committee member, is to say.

They couldn't.

The challenge is that that might present to say that you know there are reimbursable expenses that are identified by the the notice of funding opportunity and the the grant guidance itself is like limiting it just to personnel.

Does that create additional challenges?

One of the other things that so providing that feedback, either through the survey.

Directly to one of the committee members, I would ask you all do that or if you feel comfortable here. I know we have only 16 minutes left in our meeting, so I wanted to just make sure that if folks had other comments or something that they would like.

To address one of the things that we didn't talk about here, that was a conversation with the committee is many other grants that we see have a requirement for.

A intent to apply.

As you've seen in former and in previous years, that if a jurisdiction doesn't apply for it, that's when we then you've already submitted your budget, you put all this in, and then there's adjustments that need to be made.

To say you know, this year we had four or five jurisdictions not pursue those dollars.

So then they had to kind of roll back in and then budgets were changed.

Would there be support to see a a notice of or an intent to apply so that?

What you have to submit that in order to then take the next steps and then we have a better idea of what your actual.

Award would be because we know there are some jurisdictions that are not going to apply for these these components or apply for their allocation or whatever the formula looks like.

To then inform the the bigger picture, what your funding is.

So is there any concerns with a notice of like a, not a notice of an intent to apply?

OK.

Sound like it?

And the conversation was put in the chat by John was the interest in funding salaries only was to minimize the administrative burden simplifying the RF Rs. And then Dean had shared Option D just gives you the amount you are allocated.

How the local uses the money is up to them as long as it is in line with the grant.

Guidance, patience.

WO WINNINGHAM Patence * OEM 1:22:39

Thanks, Kerry.

I just had one question.

Unfortunately, I missed one of the meetings and I and we look at option D some of those positions are emergency managers within the law enforcement discipline, which affords them the opportunity for police and fire retirement, which elevates the fringe amount.

Is that correct?

And was that considered in the conversation by the group?

One, is that correct?

And two, was it considered as a conversation with the working group?

CK Carrie Karl 1:23:12

I mean, I'll open it up to the larger working group.

To to answer that question, but yes, it did come up that salaries are.

There are a lot of factors that go into it. Some of it is where you're living. Some of it is where that Emergency Management program is located.

And so I think some of the conversation was looking at the tiered approach would kind of normalize that to say that based on this particular piece, there's this amount of money.

So it's not specifically tied directly to to salary.

But I think the conversation and Dean, maybe you want to speak more to this.

I see Emily put in the chat.

Yes, correct and yes discussed one of the many reasons this is not an approach that had broad support for immediate adoption.

And then some folks are saying they're part of police and fire as but not DPS St. certified or sworn yet under the Sheriff's Office.

So it's like it's, it seems to be unique depending on the particular position and then some folks might see a shift.

There's some jurisdictions I know that talked about like I'm currently sworn, but I'm advocating for a shift to unsworn is like.

It seemed very.

Like I mean across the board. And so there wasn't really a way to specifically tease it out.

It was to say we just need people to report salaries and then it would be a 50% support of that salary because we.

It was too inconsistent to be able to say. How do we make that adjustment?

And Emily dropped in the chat. Each of these approaches have their pros and cons.

There's not a perfect approach here, and we all recognize Empg is a shifting sand to build a long term foundation on.

Any other comments in the last 11 minutes?

I won't belabor us sitting here.

I do.

I don't know if Carol or Elena or I want to wrap up with patience or Erin to be able to speak, but I just want to highlight that following this meeting there will be a survey sent out.

You have the contact information for all the members of the committee. You can reach out to your regional contact. You can reach out to anybody on the committee to provide specific feedback if you want to talk through the options or get more information.

Additionally, committee members.

Make a concerted effort to reach out and connect with the folks in their areas.

Cities to cities, but then within the jurisdictions other regional areas of counties to make sure that we're getting the as much feedback as we can, we will meet again on November 7th in order to discuss all of this feedback and have that inform.

Our next next steps, and if you are in a city in another region, you want to talk to your.

County regional representative. That's fine too.

We just just talk to us.

That's all we we want you to do, Kelly.

KL **Kelle Landavazo** 1:26:37

Yeah. Thank you.

I think that you know, however, this is gonna play out. It means less money for us and.

I think you know the comment about the shifting sands is so true.

I mean, and I think that has been, you know, a real beneficial component to this effort is we've all had the opportunity to speak with our leadership about what exactly they want and need from the program. And then.

What does that mean long term?

I.

I don't at the end of the day, you know I don't work for FEMA.

I don't work for the state. I work for the city of Gresham and therefore, you know, we it can't just be well, we don't have the funding and so we're not going to do it.

We've built a lot of, you know, we built a strong program.

So how do we sustain it as a city?

And again, we're having that conversation about, you know, how do we sustain police and fire resources so big?

Big conversation, but I think it is an important conversation to.

Have and.

It.

It can't just always be dependent on grant funding.

I think, I mean, we have a big job to do and our organizations, I think certainly coming out of the last few years really understand the work that we do and so.

From my perspective, I will say I just want to know what it is.

What the amounts going to be so that I can then take that forward and and plan accordingly, because sadly we are already starting to talk about next year's budget.

I do appreciate all the work around this. As someone indicated it's not a fun topic when you're deciding how to undo something that you know, we've just all relied on for quite some time, but it has.

It has created an opportunity to have some good conversations, I think.

CK **Carrie Karl** 1:28:30

Thanks Kelly.

I'll turn it back to you.

S **SEBENS Carole L * OEM** 1:28:37

So I really don't have anything more to say.

Patience. Do you want to close us out?

WO **WINNINGHAM Patence * OEM** 1:28:43

Yeah, absolutely.

Thanks, Carol.

I just want to say this has been a long road and how much I appreciate everybody's

contributions and being very transparent about the pinch points and the challenges that you would have to navigate as we make adjustments to the recommendations, the funding that would land at the.

Local level.

I mean every single one of us, including myself, have really.

What's the word resonated to the the sands, right?

The shifting of the sands in the challenges that EM, PG and all branch and all grant funding has brought us.

Looking at OEM right, the the dollars and the nofos, they all keep changing and adjusting and we have to we have to keep navigating those things and how do we help each other be successful going forward was really drawing a line in the sand and working through this.

Process to determine what are the recommendations to revisit that funding formula that provides a solution for everybody out. There's no silver bullet here and you all.

On the working group really came forward with thoughtful recommendations that I think that the director can really.

Put her fingers around and try to make some good judgment calls. I would also say that recommendation A or option A is kind of that in my opinion the the one of the easier paths to make, a slight change that gives you all leverage within your jurisdictions to.

Let them know.

Like, hey, here's the deal, right?

We're going to have to make some adjustments because the dollars keep the dollars keep waning, right?

And the the, the, the, the requirements behind those grant funding also keeps changing that the requirements get bigger and the dollar.

Now keeps getting smaller and if we can make small methodical approaches to that, we can be a little bit more successful I think.

In my opinion, I'd also call out that you're the ligamac, the local government Emergency Management Advisory Council assigned a representative.

Who is?

I believe Commissioner Kelly help me.

I forgot her last name.

Is it minty Kelly?

Minty. Is that right?

Yeah, Kelly minty.

CK **Carrie Karl** 1:30:49

That's correct. Yep.

WO **WINNINGHAM Patence * OEM** 1:30:50

She will help report on this and lock step with Carol and our staff when it does come up.

And I'm asking.

County emergency managers to be there and be present in that discussion so that everybody's heard and your inputs heard. And I'm sure there'll be a lot of folks listening in to hear all of the the recommendations. But I would also say we're also moving into long session.

And I know Ossa was represented on the group, so that we should be talking to because they were thoughtful enough to form an EM Command Council.

To give local county emergency managers some weight and a platform.

But don't forget we also have other.

Other associations that we should be leaning on AOC and LOC, have have reached out and said, hey, we heard you're making adjustments to this. Well, how are you as local emergency managers being connected and having that opportunity to say, here's the recommendations that are coming forward, you should.

Be aware of this leadership and we've been invited to AOC as a meet and greet, and I think it's in December, might be in November.

And so the director will be going to that to meet all of those county administrators at AOC, those are your opportunities to be having those conversations with your leadership. Now in, in showing that, here's the here's the recommendations.

You know, we haven't made a decision, but here are the recommendations that are being put forward to some of this funding that is sustaining my program and you should know about it, right?

So I just want to call those things out because I think it's really important to figure out how our profession, how emergency managers without lights and sirens and some of us have lights.

Sirens. How do we start to set ourselves up for posture?

That is in a more positive to get the resources that we need at the local level to do to

do the job that we're expected to do.

So with that, I'll just stop talking without and say Kerry. Thank you very much for facilitating the discussion.

You did a great job. And Carol, thanks for the deliverables and again to the funding Formula Committee.

Thanks for all of the options in the way that you've laid this out, it looks like.

An enormous amount of work and I know I appreciate it and I'm sure the 36 counties as a whole appreciate it as well.

So with that, Carol, I'll turn it back over to you.

S

SEBENS Carole L * OEM 1:33:07

Thank you. With that, we will close out and we'll be sending out a survey shortly.

Thank you all for participating.

We really appreciate it.

□ **SEBENS Carole L * OEM** stopped transcription