



# ANNUAL REPORT

FY 2024-2025

# Table of Contents

Message from the Executive Director .....	3
Office of Preparedness .....	4
Office of Response .....	8
Office of Logistics .....	10
Office of Mitigation .....	12
Office of Housing and Individual Assistance .....	15
Office of Public Assistance .....	20
Office of Human Resources .....	22
Office of Finance and Accounting .....	24
Mississippi Business Emergency Operations Center .....	30
Office of Information Technology .....	33
Office of External Affairs .....	35



@MSEMAORG



@MSEMA



@MSEMAORG1



@MEMA



@mississippi\_ema



Mississippi Emergency  
Management Agency

# Message from the Executive Director



MEMA Executive Director Stephen McCraney

Disasters do not always come in the form you expect. The Mississippi Emergency Management Agency has dealt with a litany of challenges in the past year. A water crisis in Claiborne County, more than 16 train derailments in counties like Panola and Tallahatchie, to name a few, and severe weather with storms wreaking havoc from North to South Mississippi.

No other state in the nation endures as many tornadoes as the state of Mississippi. In the fiscal year of 2024-2025, ending June 30th, there were 127 tornadoes. Major storm events in March led to a Federal Disaster Declaration from the President as more than 10,000 residents in the storm-torn path sought recovery assistance. MEMA led the recovery, working with FEMA and our local Emergency Management partners.

MEMA also fostered the start of the NG-911 system, thanks to state lawmakers, which will bring state-of-the-art technology response features to residents from all corners of the state, so that when they dial 9-1-1, responders will be able to access more information about the person's need for help.

August 29th, 2025, marked the 20-year anniversary of Hurricane Katrina. That massive hurricane killed 238 Mississippians and laid waste to a large swath of the Mississippi Gulf Coast and plowed through the central part of the state, leading to all 82 counties receiving federal storm recovery assistance. Mitigation was a large part of that recovery, with more than 500 projects designed to harden the state's ability to withstand severe storms.

The need for mitigation efforts is never-ending because the time to mitigate a potential dam failure or a water system outage is now, after it happens ... it's too late. These weakening systems are decades older, and with our increasingly hazardous weather conditions, it's only a matter of time before our state faces more problems due to these structural failures. The benefits of investing in mitigation projects include life safety, property protection, and a quicker return to businesses opening and restimulating the local economy after a disaster. Investing in mitigation will require commitments from local and state governments. While the state continues to build its resilience and response efforts to natural disasters, training is vital. MEMA continues to provide training for emergency responders, volunteer leaders, elected officials, and citizens, as we all know the next disaster may not be that far away. This annual report is a record of the Mississippi Emergency Management Agency's efforts to make this state safer and to show that, in the darkest days of a disaster, we will be there.

# Office of Preparedness

## Executive Summary

The Office of Preparedness advances statewide readiness through planning, training, and exercises focused on Prevention, Protection, Mitigation, Response, and Recovery. In FY 2025, the Office supported statewide planning efforts, delivered comprehensive training programs to over 1,300 personnel, and conducted exercises that validated response plans for high-priority hazards, including earthquakes, hurricanes, and radiological incidents.

## Mission Statement

The mission of the Office of Preparedness is to employ a whole-community approach to ensure all citizens of Mississippi are equipped to meet the five mission areas of the National Preparedness Goal: Prevention, Protection, Mitigation, Response, and Recovery. This approach builds awareness and resilience across the state while addressing the thirty-two core capabilities that mitigate the greatest risks to Mississippi.

The Office consists of one Director, three Program Management Specialist Team Leads, one Program Specialist IV, 14 Preparedness Officers, one Preparedness Planner, and one Administrative Support Assistant.



The Office provides planning, training, and exercise programs for local, state, and tribal emergency managers. Preparedness efforts are delivered through a regional framework: Northern, Central, and Southern regions. The Office also supports activation of the State Emergency Operations Center (SEOC) and the Command and General Staff (C&GS) by staffing the Planning Section Chief (PSC) and planning cell.

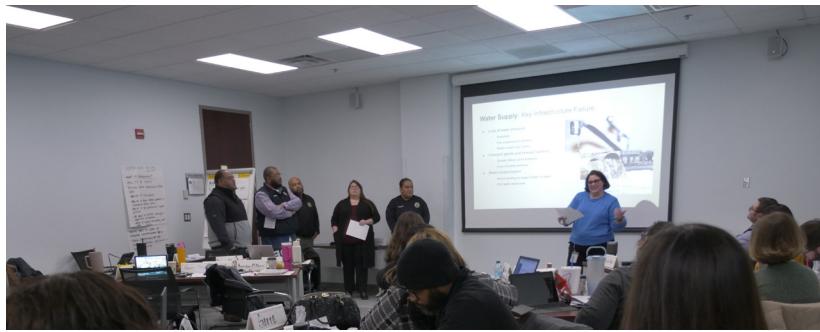
## Regional Responsibilities

- Northern Region: Earthquake preparedness (Earthquake Incident Annex) and continuity of operations planning (Continuity of Operations Plan).
- Central Region: Radiological preparedness, including Radiological Emergency Preparedness (REP) and the Waste Isolation Pilot Plant (WIPP) as specified in the Nuclear-Radiological Incident Annex.
- Southern Region: Hurricane preparedness (Hurricane Incident Annex).
- Preparedness Division: Training and plan development, including the Mississippi Comprehensive Emergency Management Plan (CEMP), and oversight of Emergency Management Performance Grant (EMPG) planning, training, and exercise tracking.



## Planning

The Office of Preparedness maintains state-level emergency operations plans, supports preparedness programs, and assists local jurisdictions in all-hazards planning to strengthen statewide resilience.



- Participated in Grand Gulf Nuclear Station full-scale exercise planning meetings
- Completed the Critical Transportation Needs/Transportation Management Services Earthquake Evacuation Plan
- Contributed to the MEMA Strategic Plan development process
- Conducted Integrated Preparedness Planning Workshops for local, state, and tribal managers
- Assisted the Mississippi Office of Homeland Security with the Threat and Hazard Identification and Risk Assessment/Stakeholder Preparedness Review process
- Continued development of the Personnel Qualification System for emergency personnel deployment
- Coordinated statewide participation in the 2024 Great ShakeOut Earthquake Drill
- Attended national and regional conferences, including the Southern States Energy Board Conference and the National Earthquake Managers Conference
- Updated the Mississippi Comprehensive Emergency Management Plan and assisted counties with local CEMPs
- Participated in FEMA Region IV Preparedness Workshops and Response Readiness Week
- Supported the development of various local and county emergency management plans

## Training

The Office delivers training to emergency managers, first responders, state agencies, volunteer organizations, tribal communities, and universities. Training emphasizes interagency collaboration and is aligned with governing doctrines such as the National Response Framework (NRF), National Disaster Recovery Framework (NDRF), National Incident Management System (NIMS), National Preparedness Goal (NPG), and Homeland Security Exercise Evaluation Program (HSEEP).

### Course Categories

- Emergency Planning
- Basic Emergency Management
- Mitigation
- Preparedness
- Incident Command
- Response and Recovery
- Communication
- All-Hazard Position-Specific Training
- Radiological Emergency Preparedness
- Damage Assessment / Crisis Track Training

The State Training Officer oversees Mississippi student enrollment at the Emergency Management Institute (Emmitsburg, MD), which offers more than 400 courses in emergency management.



## State-Level Training Delivered, FY 2025

DATE	TOTAL PERSONNEL TRAINED	TOTAL NUMBER OF COURSES
July 1 - September 2024	242	17
October 1 - December 2024	308	13
January 1 - March 2025	416	23
April 1 - June 2025	342	17

## Exercises

The Office coordinates with federal, state, tribal, and local partners to design and facilitate exercises that validate plans, strengthen training, and identify areas for improvement. All exercises align with the National Preparedness Goal mission areas and core capabilities and follow HSEEP guidance.

- Nine District Integrated Preparedness Planning Workshops
- FEMA Region IV Integrated Preparedness Planning Workshop
- Statewide Tornado Drill
- Great ShakeOut Earthquake Drill
- FEMA Region IV Response Readiness Week Exercise
- Vigilant Guard – New Madrid Seismic Zone Earthquake Exercise
- Radiological Transportation Tabletop Exercise
- Mississippi National Guard Hurricane Exercise
- Mississippi Logistics Partners Hurricane Exercise
- Mississippi Hurricane Recovery Exercise
- Grand Gulf Nuclear Station Tabletop Exercise
- Grand Gulf Nuclear Station Full-Scale Exercise Dress Rehearsal

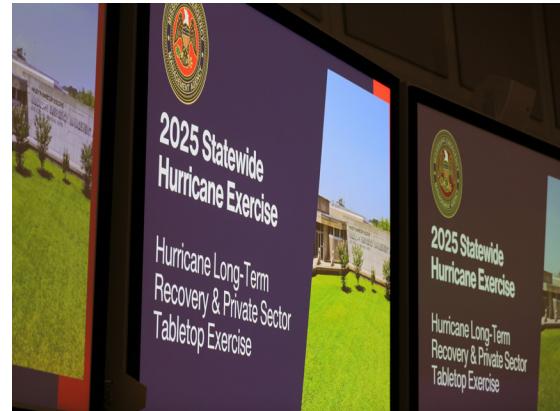
## Radiological Preparedness and Waste Isolation Pilot Plant Program (WIPP)

The Radiological Emergency Preparedness Program (REP), which encompasses the Mississippi REP Program (MREPP) and WIPP, delivers training and exercises to state and local first responders, Level VI radiological transportation inspectors, and volunteers. WIPP manages transportation permits for radiological materials transported within the State of Mississippi. The program provides trainings and exercises to prepare, prevent, protect, mitigate, respond, and recover from the effects of radiation and the risks associated with transporting radiological materials.



## Radiological Training Topics

- Radiological Response Refresher
- Equipment Training
- Pre-Hospital Transport of Contaminated Patients
- Reception and Congregate Care of Evacuees
- Bus Driver Dosimetry
- Safety Officer Training
- Transportation Training
- Modular Emergency Response Radiological Training



## FY 2025 REP Training Delivered

DATE	TOTAL PARTICIPANTS	TOTAL NUMBER OF REP TRAINING EVENTS
July 1 - September 2024	70	2
October 1 - December 2024	90	2
January 1 - March 2025	25	1
April 1 - June 2025	0	0



# Office of Response

The Office of Response serves as the central hub for coordinating the State's operational response capabilities. Its mission is to save and sustain lives, reduce human suffering, and safeguard property by delivering timely and effective support to communities impacted by natural disasters, acts of terrorism, or other emergencies.

The Office is organized into four primary divisions: Operations, Field Services, the Mutual Aid Program, and the Unmanned Aerial Systems (UAS) Program. Together, these units are responsible for issuing state-level information, warnings, and alerts; coordinating response operations; and staffing the State Emergency Operations Center to ensure a unified and effective response.

**The following chart shows events and activations that MEMA worked for FY 2025:**

Event	Date	Activation Level
Severe Weather	August 17-18, 2024	SEOC Level 2 (Partial Activation)
Tropical Weather	September 10-13, 2024	SEOC Level 4 (Normal Operations)
Severe Weather	December 28-29, 2024	SEOC Level 4 (Normal Operations)
Severe Weather	January 5-6, 2025	SEOC Level 4 (Normal Operations)
Winter Weather	January 9-10, 2025	SEOC Level 3 (Virtual Activation)
Winter Weather	January 19-23, 2025	SEOC Level 3 (Virtual Activation)
Severe Weather	January 30-31, 2025	SEOC Level 4 (Normal Operations)
Severe Weather	February 12, 2025	SEOC Level 4 (Normal Operations)
Severe Weather	February 15-16, 2025	SEOC Level 4 (Normal Operations)
Severe Weather	March 4-5, 2025	SEOC Level 4 (Normal Operations)
Severe Weather	March 14-15, 2025	SEOC Level 3 (Virtual Activation) FEMA DR-4874
Severe Weather	March 30-31, 2025	SEOC Level 3 (Virtual Activation)
Severe Weather	April 2-6, 2025	SEOC Level 3 (Virtual Activation)
Flash Flooding	May 6-7, 2025	SEOC Level 4 (Normal Operations)
Severe Weather	May 16-18, 2025	SEOC Level 4 (Normal Operations)
Severe Weather	May 24-30, 2025	SEOC Level 4 (Normal Operations)
Severe Weather	June 6-9, 2025	SEOC Level 4 (Normal Operations)

**Number of EOC Activations Total: 6**

Incidents Reported to the State Warning Point (**Total: 3,308**)

- Hazardous Material Incidents: **333**
- Train Incidents: **25**
- Aircraft Incidents: **6**
- Maritime Incidents: **2**

Number of phone calls received at the State Warning Point: (**Total: 6,435**)

## UAS Missions Total: 29

- Damage Assessment Missions: 2
- Search and Rescue Missions: 21
  - Persons Found: 17
  - Law Enforcement: 1
- Hazardous Material Missions: 2
- Wildfire Support Missions: 3
- Total Flight Breakdown:
  - 317 Flights
  - 367.5 Hours Flown



## EMAC Mission - 17

- MS Task Force Type 1 Swiftwater Rescue Team 23 Hurricane Debby Florida
- MS Task Force Type 1 Swiftwater Rescue Team 20 Hurricane Debby North Carolina
- National Guard 2 x UH-60 w/hoist, 9 Hurricane Helene Florida
- National Guard 1 x CH-47, 9 Hurricane Helene Florida
- MEMA EMAC/Mutual Aid Coordinator, 1 Hurricane Helene Florida
- MS Task Force Type 1 Swiftwater Rescue Team 26 Hurricane Helene Florida
- 3 x 150kw Generators Hurricane Helene Georgia
- MEMA BEOC/Private Sector Coordinators, 2 Hurricane Helene North Carolina
- Law Enforcement (MHP), 22 Hurricane Helene North Carolina
- Law Enforcement (MDWF&P), 25 Hurricane Helene North Carolina
- MSDH Emergency Medical Services LNOs, 2 Hurricane Helene North Carolina
- MEMA Voluntary Agency Liaisons (VAL), 2 Hurricane Helene Tennessee
- National Guard ANG Engineer Team/Equipment, 14 Hurricane Helene South Carolina
- National Guard 1 x CH-47, 10 Hurricane Milton Florida
- National Guard 2 x UH-60 w/hoist, 10 Hurricane Milton Florida
- MEMA Floodplain Managers, 2 Hurricane Milton Florida
- Harrison County, Jackson County and Gulfport Fire Department Type 1 (Fire) Engine Strike Team, 22 Hurricane Milton Florida

## Mission Assignments - 12

- MSU Extension services AG Damage Assessment, 7 SW March 14-15, 2025
- MSU Extension services AG Damage Assessment, 6 SW March 14-15, 2025
- MHP Law Enforcement (MHP), 4 SW March 14-15, 2025
- MHP Law Enforcement (MHP), 15 SW March 14-15, 2025
- MSU Extension services AG Damage Assessment, 5 SW March 14-15, 2025
- MSU Extension services AG Damage Assessment, 2 SW March 14-15, 2025
- MSDH Mobile Health Unit SW March 14-15, 2025
- MSU Extension services AG Damage Assessment, 7 SW March 14-15, 2025
- MSU Extension services AG Damage Assessment, 3 SW April 2-4, 2025
- MSU Extension services AG Damage Assessment, 6 SW April 2-4, 2025
- MSU Extension services AG Damage Assessment, 4 SW April 2-4, 2025
- MSU Extension services AG Damage Assessment, 4 SW April 2-4, 2025



# Office of Logistics

The Office of Logistics operates through four key branches—Property, Fleet, Facilities, and the State Emergency Logistical Operations Center (SELOC)—with a dedicated staff of **14** personnel. The Property branch manages over **2,553** property items assigned to MEMA staff, with a total value of more than **\$28,265,34.21**.

The Fleet branch is responsible for a fleet of **57** state-owned vehicles. The fleet's average age is **seven** years, and it has accumulated a lifetime total of **4,714,418** miles, averaging **82,709** miles per vehicle. For FY25 alone, the fleet logged **589,168** miles, which averages out to **10,336** miles per vehicle. The Facilities Branch maintains the State Emergency Operation Center (SEOC), a **75,000** square-foot facility, and the SELOC, which offers **112,000** square feet of office and warehouse space.

## Emergency Response and Support

This fiscal year, Logistics provided critical support to local governments with resources for **one** major federal declaration. Specific response actions included:

- Supporting water donation events for residents served by the Reedtown Water Association with MEMA personnel and equipment.
- Deploying three **140KW** generators via the Emergency Management Assistance Compact (EMAC) to the Georgia Emergency Management Agency in response to Hurricane Helene.

The office also provided essential commodities, such as tarps, bottled water, shelf-stable meals, and sandbags, to cities, counties, and responding agencies during severe weather events throughout the year.

## State Emergency Logistical Operations Center (SELOC)

The 103,000-square-foot, climate-controlled SELOC warehouse is home to the State Pandemic Residual Stockpile. This facility supported COVID-19 and other emergency response efforts by storing and distributing Personal Protective Equipment (PPE) as directed by the Mississippi State Department of Health (MSDH). The SELOC houses approximately 3,000 pallets of resources and commodities, such as PPE, disinfectant wipes, cleaners, testing supplies, fans, heaters, and coolers, all ready for immediate deployment.

Logistical operations supported responders and MSDH initiatives over the past year, including the H5N1 (Avian Influenza) response coordinated with the Mississippi Board of Animal Health. The MEMA-led COVID Joint Logistics section shipped 210,640 items in support of this effort.

In addition to the H5N1 response, SELOC provided resources for **8** severe weather outbreaks, **2** tropical storm events, and **1** winter weather event, among others. These efforts ensured responders had access to water, shelf-stable meals, sandbags, tarps, and PPE.



**Key FY 2025 Distributions - Below is a summary of major logistical distributions for FY 2025:**

Event	Sand-bags	Bottled Water	Tarps	Meals	Other Items
July 2024	60,000	4,032	190		
August 2024		65,348			
Tropical Storm Francine 2024	114,000			26	
October 2024				492	
H5N1 Response					Bouffant Caps (4,000) Gloves (76,000) Isolation Gowns (49,400) N95 Masks (49,00) Shoe Covers (6,000) Face Shields (26,240)
Winter Storm January 19-23		2,160			
Severe Weather (Various)	8,000	30,240	1,416	576	
Misc. Items					Band-aids (2,400) Cotton Balls (4,000) Alcohol Prep Pads (4,800)
<b>Total Items Distributed</b>	<b>182,000</b>	<b>101,780</b>	<b>1,606</b>	<b>1,094</b>	<b>221,840</b>



# Office of Mitigation

Hazard Mitigation Grant Assistance Program grants are essential tools for helping communities prepare for and reduce the impact of future disasters. They protect lives, save money, and promote sustainable, resilient development. Mitigation grants are funds provided by the Federal Emergency Management Agency through MEMA's Office of Mitigation to support projects that reduce or eliminate long-term risks to people and property from natural hazards such as floods, tornadoes, hurricanes, earthquakes, and more.

1. Open Disasters: **16**
2. Closed Disasters: **2**
3. Federal Funds Obligated: **\$5,804,653.46**
4. Managing Open Projects: **134**
5. Payments Made Totaling: **\$5,714,553.00**

## Floodplain Management



Floodplain management involves making wise choices in flood-prone areas. It safeguards people, reduces costs, and maintains healthy natural systems. It plays a vital role in disaster mitigation and building resilient communities. The Bureau of Floodplain Management implemented procedures to conduct and store all documentation for community assistance contacts and visits using the Forerunner Software System and assisted in the development of the new AI Letter Generating feature for the software system.

NFIP communities participating: **335**

CRS communities participating: **28**

Average Savings Per Policy in CRS Community: **\$73.00**

Total CRS Community Savings: **\$2,383,969.00**

Policies in Force: **37,964**

Total Insurance Coverage: **10,568,356,000.00**

Flood Insurance Claims to Date in MS: **65,478**

Flood Insurance Payout to Date: **3,127,995,729.00**



## Floodplain Staff Performance

Community Assistance Visits Closed: **74**

Number of Regulatory Ordinances Reviewed: **24**

Community Adopting Ordinances: **20**

Floodplain Determination Letters: **147**

Technical Assistance Visits /Contacts: **252**

Community Assistance Contacts: **43**

Floodplain Workshops Conducted: **15**

[MEMA](#) > Residential Safe Room Grant Program

### RESIDENTIAL SAFE ROOM GRANT PROGRAM

**DUE TO THE OVERWHELMING RESPONSE OF RESIDENTIAL SAFE ROOM APPLICATIONS AND BECAUSE THE NUMBER OF APPLICANTS FAR EXCEEDS THE AVAILABLE FUNDING, THE RESIDENTIAL SAFE ROOM GRANT APPLICATION PORTAL HAS BEEN CLOSED AT THIS TIME.**

**MEMA IS PLANNING TO REOPEN THE APPLICATION PORTAL IN THE FUTURE. AN ANNOUNCEMENT WILL BE MADE WHEN THE TIME COMES.**

**The Hazard Mitigation Planning Bureau** is responsible for assisting local jurisdictions with the development and update of hazard mitigation plans. The Bureau is also responsible for developing, maintaining, and updating the State of Mississippi Hazard Mitigation Plan. It encourages the development of long-term mitigation strategies that improve resiliency.

## Mitigation by the Numbers

- 82 Counties have approved plans
- 365 Jurisdictions have approved plans
- 23 Jurisdictions are in approved pending adoption status

## Residential Safe Room Grant Program

The Residential Safe Room Grant Program, administered by the Mississippi Emergency Management Agency (MEMA) and funded through FEMA's Hazard Mitigation Grant Program (HMG), remains a vital initiative to protect Mississippi residents from the devastating impacts of severe weather events, particularly tornadoes. By helping homeowners install properly designed safe rooms, MEMA continues to enhance personal safety and community resilience, especially in rural areas where access to community shelters is limited.

### Program History

- Pilot 1 launched in 2022 in eight counties. Demand was so high that the application period closed early, with 853 applications received.
- Pilot 2 launched in February 2025 with eligibility expanded to 29 counties. Demand again far exceeded capacity, with 705 applications received in just 24 hours, forcing the program to close early.

### Pilot Program 1 (2022 Launch - Ongoing)

Applications Submitted: 526 total submitted to FEMA

- Clay County: 48
- Humphreys County: 5
- Issaquena County: 1
- Lowndes County: 109
- Monroe County: 327
- Sharkey County: 1
- Warren County: 12
- Yazoo County: 23

**Site Visits Conducted: 649 total**

**Applications Approved: 253 total (+98 since last year).**

County Breakdown of Approved Applications (253):

- Monroe County: 196
- Lowndes County: 17
- Clay County: 19
- Yazoo County: 14
- Warren County: 5
- Humphreys County: 1
- Sharkey County: 1

**Installed & Inspected Safe Rooms: 169 total (+77 since last year). Of these, 161 have been reimbursed (+82 since last year).**



## Pilot Program 2 (Opened February 2025)

- **Applications Submitted:** 307 submitted to FEMA requesting approval.
- **Site Visits Conducted:** 13 performed. The addition of new tutorial videos significantly reduced the number of required visits compared to Pilot 1.
- **Applications Approved:** FEMA approvals are pending; none have been approved yet.
- **Safe Rooms Installed:** None installed yet.



## Community Impact

Mississippi continues to face one of the highest tornado risks in the nation. From 2015 to 2024, the state ranked second in the U.S. for tornado frequency, averaging 74 tornadoes each year. In 2024 alone, Mississippi experienced **54 confirmed tornadoes**. As of June 30, 2025, there were 73 confirmed tornadoes, including multiple strong EF-3 and EF-4 events, which resulted in **8 fatalities**. Since 1950, tornadoes in Mississippi have taken **569 lives** and caused more than **5,000 injuries**, underscoring the persistent threat to life and property.

This danger is magnified by Mississippi's rural population. More than **1.5 million residents live in rural areas**, and **61 of the state's 82 counties** are majority rural. Roughly 1 in 6 Mississippians live in a manufactured home—structures that are especially vulnerable to tornado damage. Mississippi ranks 4th nationally in the percentage of residents living in rural areas, many of which lack access to community storm shelters.

The Residential Safe Room Grant Program directly addresses these vulnerabilities by:

- Providing homeowners with access to safe rooms designed to withstand EF-5 tornadoes.
- Raising public awareness of FEMA P-320 and ICC-500 safety standards.
- Educating even non-participants about what to look for in a safe room.
- Promoting the growth of a statewide market for properly designed residential safe rooms.

This program is not only about funding, but also about education, safety, and resilience. The overwhelming demand in both pilot programs demonstrates the urgent need and strong desire among Mississippians for safe, life-saving shelter options.

## Looking Ahead

Building on the success of the pilot programs, MEMA has launched a statewide safe room program. This expansion will give residents in all 82 counties access to the grant program, further extending the protective reach of this life-saving initiative.



# Office of Housing and Individual Assistance

During the fiscal year, Mississippi experienced a high number of severe weather events. MEMA's Office of Housing and Individual Assistance (OHIA) responded to these primarily non-federally declared events by conducting damage assessment validations, facilitating task force meetings, and addressing the unmet needs of impacted residents.

In addition to these severe weather events, OHIA continued assisting in the recovery efforts of several FEMA and SBA-declared disasters. The chart below provides a snapshot of the work done by this office throughout the state this fiscal year to aid in disaster recovery and provide support to residents affected by disasters or emergencies.

## Key Offices of Housing and Individual Assistance activities and figures

Category	Number
DRC Site Inspections (in 79 counties and the Mississippi Band of Choctaw Indians)	150
Disaster Housing Task Force Meetings	33
FEMA/MEMA Permanent Housing Plan Meetings (DR-4697)	30
Disaster Case Management Meetings (DR-4697)	52
National State Level Access and Functional Needs Meetings	9
Disability/Access and Functional Needs Task Force Meetings	5
Joint Preliminary Damage Assessments	1,178
Damage Assessment Validations	1,259
Unmet Needs Calls from Impacted Residents	230
Personnel Deployed (EMAC)	2
Monitoring Visits to EMA Directors	144
State-Operated Disaster Recovery Centers	10
Disaster Recovery Center Visitors	6,852

The following information shows how the Office of Housing and Individual Assistance handles various aspects of disaster recovery, such as housing assistance, coordinating resources, and managing disaster case management. Below is a more detailed breakdown of the numbers listed in the above chart.



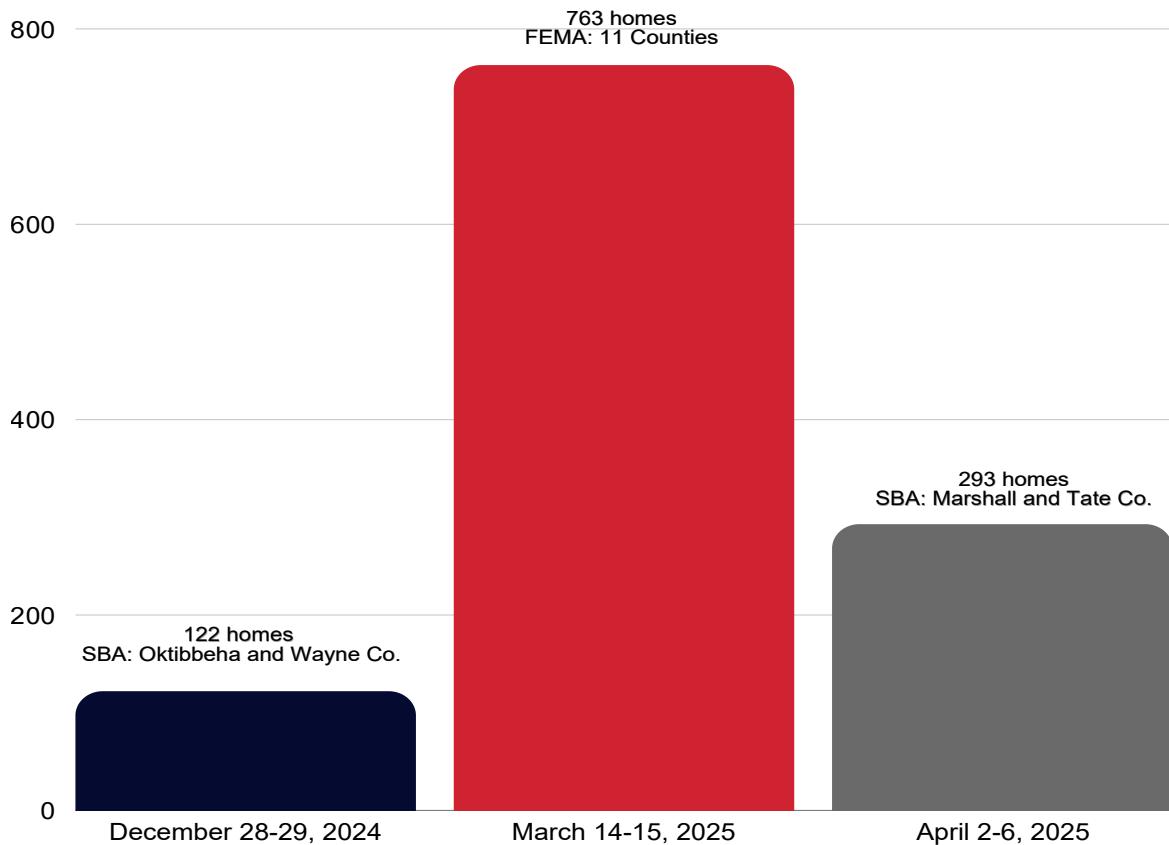
## Disability Integration

During this fiscal year, counties receiving the Emergency Management Preparedness Grant (EMPG) funding had to identify ADA-compliant Disaster Recovery Center (DRC) sites to address the needs of underserved, at-risk communities. This EMPG requirement is crucial for ensuring equitable access to assistance and resources for everyone, including people with disabilities. The Disability Integration Bureau led the effort by assessing 150 locations in 79 counties and the Mississippi Band of Choctaw Indians (MBCI). This bureau also held five Disability/Access and Functional Needs Task Force meetings with federal, state, and local partners and attended access and functional meetings hosted by the state of Colorado.

## Joint Preliminary Damage Assessments (JPDA) and state-led validations

OHIA remained actively engaged in recovery efforts for 23 IA-declared counties across the state for Disaster Declaration numbers 4697, 4727, 4790, and 4874. Notably, Humphreys and Montgomery counties were impacted twice by two separate storm systems.

# Mississippi Severe Weather JPDA Summary



Between July 2024 and June 2025, OHIA conducted 1,178 Joint Preliminary Damage Assessments to evaluate the extent of damage caused by a disaster and determine the unmet needs of an impacted community. These JPDA resulted in one FEMA declaration and two SBA declarations, which assisted residents in more than 50 counties in the state, including SBA contiguous counties for Economic Injury Disaster Loans. The OHIA staff also completed damage assessment validations on 1,259 homes in 28 counties, some of which resulted in the federal declarations listed in the above chart.

## Emergency Management Assistance Compact (EMAC)

In response to Hurricane Helene, EMAC facilitated the deployment of two Individual Assistance Specialists to Tennessee to assist with Voluntary Agency Liaison activities, including coordinating resources such as volunteers, donations, and disaster services between government and non-government agencies.

### Monitoring Visits

Individual Assistance Specialists conduct quarterly Monitoring Visits with county Emergency Management Directors to provide a face-to-face opportunity to ask questions, receive updates on recovery, and address unmet needs. This year, more than 144 monitoring visits were conducted in 9 districts, representing an increase of 73.5 percent from last year.



### Addressing Unmet Needs

Throughout this fiscal year, OHIA received 230 documented calls from disaster survivors who lacked personal funds and were not covered by insurance or existing assistance programs. OHIA provides referrals to partner organizations that can assist in meeting the survivors' unmet needs. The number of calls increased by 117 percent, primarily due to the number of residents impacted by the March tornadoes.

### State-Led Disaster Housing Task Force Meetings

From July 2024 to June 2025, this office held 33 Disaster Housing Task Force (DHTF) meetings to address the housing needs of displaced survivors and other unmet needs.

- 9 Core Advisory Group meetings
  - 3 meetings regarding the March 14 - 15 tornadoes (Disaster Declaration Number 4874) and March 30 - April 6 severe weather systems.
  - 6 meetings regarding Disaster Declaration numbers 4697, 4727, and 4790.
- 3 Regional Disaster Housing Task Force meetings
  - 2 meetings were held with County EMA Directors in the Central and Southern regions of the state to provide an overview of the services offered by the Office of Housing and Individual Assistance.
  - 1 meeting was held with County EMA Directors in anticipation of the potential impacts from Tropical Storm Francine.
- 21 State-Led Disaster Housing Task Force Meetings
  - These meetings provided counties that received a federal declaration (Disaster Declaration Numbers 4697, 4727, 4790, and 4874) with updates from FEMA and other federal partners regarding housing assistance and other needs assistance.

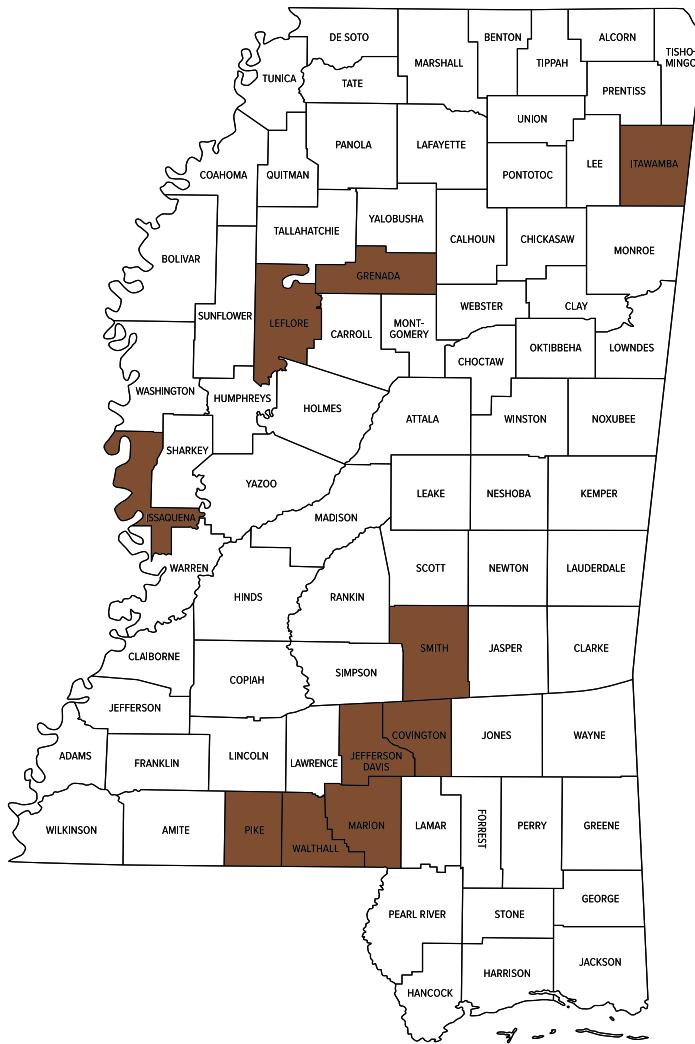
### DR- 4697 Direct Housing Mission

From June 2024 to March 2025, 291 individuals housed in FEMA units in seven counties moved into permanent housing options, with several purchasing their units. Of the 291 individuals, some lacked viable housing plans to establish permanent residency. MEMA assisted FEMA in visiting survivors without viable permanent housing plans to identify unmet needs and monitor their progress in finding permanent housing solutions. Due to these efforts, the Direct Housing mission ended successfully on March 21, 2025, almost two years to the date when it initially started.

## DR- 4697 Direct Housing Mission

### Key Performance Highlights

- 56 units were purchased by applicants, the private sector, individuals, and non-profit organizations.
- MEMA, FEMA, and other partners held 82 meetings to coordinate and address barriers such as a lack of affordable housing and permitting costs.



In a May 2025 memo, FEMA stated one of its key reforms for the CY 2025 hurricane and wildfire season is to “focus efforts on providing support at state or locally operated recovery centers, reducing the need to establish FEMA Disaster Recovery Centers, and optimizing state support and locally led recovery efforts. As a result of this reform and as part of the recovery efforts of DR 4874, the state managed 10 Disaster Recovery Centers (DRCs) with FEMA support from June to July 2025 (see map on the left). This was the first state-led DRC operation. The centers were staffed by 17 MEMA employees from various offices within the agency. Over 6,800 residents visited, with more than 3,900 registering for assistance.

### **Long-Term Recovery Committees**

Individual Assistance Specialists assist counties with establishing a Long-Term Recovery Committee that reflects the community's local needs, available resources, cultural diversity, and leadership style.

Currently, there are 41 active LTRCs in the state. This is a decrease of 11 percent from the fiscal year due to the dismantling of combined LTRCs to counties wanting to form stand-alone LTRCs that best suit the needs of their residents.



## Looking Ahead

This section of our annual report outlines the strategic goals and objectives that will guide our efforts and drive our success in the upcoming year. These objectives are built upon the foundation of our past performance and are designed to address key areas of growth, improvement, and innovation. The objectives below are highlighted in three phases and align with our long-term vision and contribute to our overall mission.



# Office of Public Assistance

The Public Assistance (PA) Grants Bureau administers the Public Assistance Grant Program, one of the largest federal disaster recovery initiatives, designed to restore vital services and infrastructure following major presidential declarations. The program provides financial assistance to state, tribal, and local governments, as well as certain nonprofit organizations, to repair, replace, or restore facilities damaged by disasters.

Beyond infrastructure repair, the PA program funds debris removal to help communities quickly restore safe living conditions and emergency protective measures that safeguard lives and property in the immediate aftermath of an event. These grants ensure essential community services—such as water systems, schools, hospitals, fire departments, and public utilities—are restored as efficiently as possible.

The program also emphasizes partnership and accountability. MEMA PA works hand in hand with FEMA, the state, and local jurisdictions to ensure that every eligible dollar is captured and applied where it can have the greatest impact. Through this process, PA helps maximize federal cost-share opportunities, reduces the financial burden on local governments, and accelerates community recovery.

In addition, while the primary focus of the PA program is on response and recovery, its design incorporates forward-looking practices by aligning with other FEMA initiatives. These connections allow applicants to strengthen their facilities during rebuilding, creating opportunities to reduce future risk and ensure more sustainable, resilient public infrastructure.

The MEMA PA Office remains committed to advancing disaster recovery by combining technical expertise, financial oversight, and strong collaboration with federal, state, and local partners to ensure that communities recover stronger, safer, and more resilient than before.



## Office of Public Assistance Breakdown

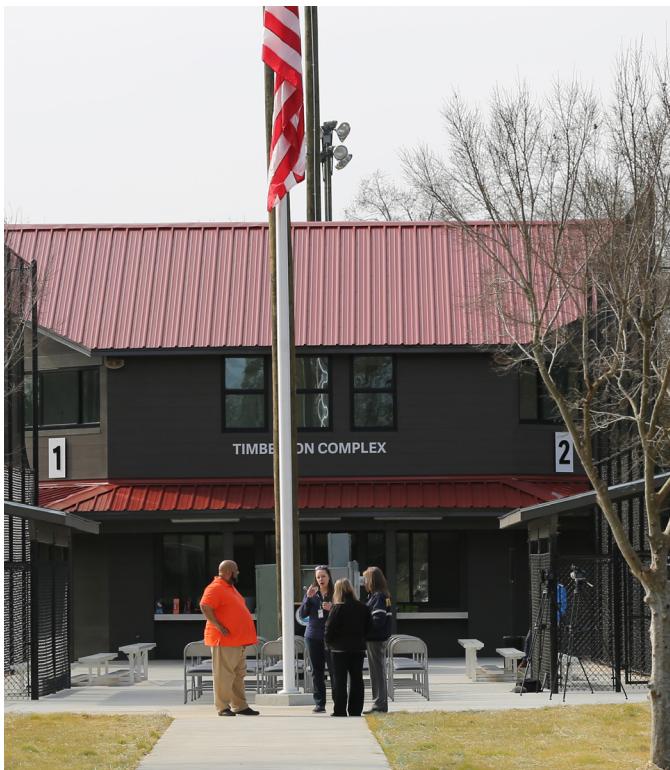
- With 22 active disaster declarations, PA is actively involved with assisting all 82 counties, including the municipalities and other eligible applicants within, and the Band of Choctaw Indians recover.
- Oversight of recovery operations in collaboration with FEMA and local partners.
- Focused on expediting funding and ensuring compliance with federal recovery guidelines.
- Actively seeks Hazard Mitigation opportunities during recovery efforts to strengthen communities and reduce the impact of future disasters.
- Promotes integration of recovery and Hazard Mitigation planning to ensure long-term resilience.

## FY 2024-2025 Key Statistics

Category	FY Value
Disasters Opened	2
Disasters Closed	3
Projects Opened	250
Projects Closed	721
Disasters Currently Active	22
Funds Obligated	\$54,742,594.18
Payments made (all projects/disasters)	\$94,203,644.00

## Conclusion

FY 2024-2025 marked significant progress in disaster recovery efforts. The Public Assistance Grants Bureau not only secured and distributed critical funding but also helped restore essential services and infrastructure across multiple communities. With over \$90 million in payments and strong collaboration with federal, state, and local agencies, the Bureau continues to fulfill its mission of helping communities recover stronger and more capable of withstanding future disasters. The Office of Public Assistance will continue to strive to get all the federal funding post disaster our applicants are legally eligible to receive.



# Office of Human Resources

The Office of Human Resources consists of three key components: Human Resources, Payroll/Travel, and the Disaster Reservist Program. The office is responsible for managing the full lifecycle of employee processes—planning, directing, and coordinating efforts to meet both employee and agency needs. Our mission is to deliver high-quality programs and services that support, enable, and empower a skilled and resilient MEMA workforce at our three locations, Pearl, Byram and Biloxi.

The responsibilities include the development and oversight of:

- Employee benefit programs
- Recruitment and selection processes
- Classification and compensation
- Timekeeping and payroll reconciliation
- Payroll and travel
- Administrative support
- Training and professional development
- Performance management
- Effective interpretation and enforcement of agency policies and procedures
- Legal compliance
- Management of the Disaster Reservist Program
- Wellness program oversight



In FY25, **32** new hires completed MEMA's New Hire Orientation/Onboarding program. The Office of Human Resources facilitates New Hire Orientation on the 1st and 16th of each month, as needed, to help fill vacancies across various offices/departments within the agency.

In June, the agency launched an unpaid Student Internship Program designed to provide college interns with a meaningful and productive work experience. The program aims to equip participants with the knowledge, skill-set, and tools necessary for success in their chosen career fields, while offering valuable exposure to the agency's operations and mission.

Human Resources also oversees MEMA's Annual Open Enrollment, held each October at all three agency locations. This period provides employees with the opportunity to review their current benefit selections and make any necessary changes for the upcoming calendar year. During Open Enrollment, employees can meet in person with Human Resources and various benefits representatives to address questions or concerns regarding their benefits.

As part of this initiative, MEMA hosts an annual Wellness Fair, offering flu vaccines, health screenings, and educational resources aimed at promoting a healthy and supportive workplace culture. In addition to the Wellness Fair, our designated Wellness Champions encourage employee participation in ongoing wellness campaigns and monthly webinars, further supporting a healthier and more engaged workforce.



### **Payroll and Travel Division**

The Payroll and Travel Division oversees functions associated with the agency's payroll and travel payments. This division is responsible for processing Monthly, Supplemental, Travel, and Contract Payrolls, verification of the payroll, reconciliation of agency credit card billing, account distributions, reconciliation of health and life insurance, dental and vision billing, and separations/leave transfers/payouts.

### **Disaster Reservist Program**

The Disaster Reservist Program was established to maintain a corps of trained, experienced Mississippians who can be activated as needed during emergencies to help meet staffing needs. The program maintains a database of individuals with skills and experience in logistics, public works, emergency response and individual assistance.

Reservists often include retirees from government or private sectors who are available for contract work during disasters or emergencies. Once activated, reservists become MEMA contract employees for the duration of their assignment. Compensation is based on training, experience, and skills.

**In FY25, there were six Disaster Reservists requested, collectively working 1,373.25 hours:**

- One reservist supported the Office of Mitigation with the assistance in management of the Safe Room Program for DR-4429-MS (2019 Flood).
- Five reservists were deployed to Jefferson Davis County following a tornado event in March 2025 (DR-4874). Their responsibilities included:
  - Administrative work at the county's emergency management office
  - Conducting damage assessments
  - Assisting communities with water and clean-up supply distribution
  - Supporting operations at the Donations and Volunteer Center, managing volunteers, and the incoming and outgoing of donations
  - Two of the five reservists assisted at a Disaster Recovery Center (DRC) after the federal disaster declaration, helping citizens access assistance from FEMA, SBA and other non-profit organizations

# Office of Finance and Accounting

The Office of Finance and Accounting oversees all financial activities of the Agency under the direction of the Chief Financial Officer. Divisions within the office include grants accounting, grants programmatic non-disaster, purchasing, accounts payable, budget, special projects, and contracts. Finance staff support other offices with financial matters, including procurement card purchases, questions related to vendors and processing grant payments to subrecipients.

Daily responsibilities of the accounts payable and purchasing staff include making payments to vendors, processing purchase requisitions and creating purchase orders, and paying all utility bills for the Agency. Grants accounting staff reconcile grants to complete and submit quarterly federal financial reports to various federal agencies, making payments to grant subrecipients as projects are approved by FEMA, as well as ensuring grant funding is appropriately utilized for the benefit of the Agency. The cash management staff in the grants accounting area act as liaison to the Office of Public Assistance specifically seeking reimbursement for MEMA's disaster-related expenses. Special project staff work with the other divisions of the office to compile information for the annual budget entry, tracking to ensure recurring monthly utilities are paid ahead of schedule, and various other tasks to assist the office. Reviewing and revamping of agency policies and procedures is the function of the internal controls section of the office, which ensures agency compliance with federal and state requirements.

Grants programmatic staff are responsible for providing technical assistance to program staff and subrecipients to ensure compliance with federal grant requirements. Grants specialists ensure subrecipient applications are submitted in a timely manner and reconcile quarterly requests for reimbursement from subrecipients to ensure allowable and allocable costs are being charged to the grant. The contracts officer is responsible for drafting and submitting solicitations for Invitation for Bids and/or Request for Proposals/Qualifications to the public for commodities or professional services to be provided to the agency.

## Emergency Management Performance Grant (EMPG)

The Mississippi Emergency Management Agency was awarded \$4,037,973 through the EMPG Grant for FY 2025. The objective of the EMPG FY2025 funding is to assist state, local, tribal, and territorial emergency management agencies in implementing the National Preparedness System (NPS) and supporting the National Preparedness Goal (NPG) of a secure and resilient nation. In support of local preparedness initiatives, MEMA sub awarded \$2,672,868.78 in EMPG funds to local emergency management agencies. Programs receiving EMPG funding are required to invest funding in:

- 1. Closing capability gaps identified in the state's most recent Stakeholder Preparedness Review (SPR).*
- 2. Building or sustaining those capabilities that are identified as high priority through the Threat and Hazard Identification and Risk Assessment (THIRA)/SPR process.*

In accordance with federal grant requirements FY2025 EMPG funds will be used to build capabilities in Readiness, and Extreme Weather Resilience through targeted whole community initiatives and tasks. Additionally, funds will sustain personnel, upgrade equipment, purchase commodities/supplies, and sustain contractual and Management and Administrative costs necessary to provide response and recovery capabilities across the state before, during, and after a disaster.



### **LEPC Coordinator**

In accordance with U.S. Code Title 42 Chapter 116- Emergency Planning and Community Right-to-Know, the Mississippi Emergency Management Agency (MEMA) is designated as the State Emergency Response Commission (SERC) for providing policy and program direction to Local Emergency Planning Committees (LEPCs) responsible for carrying out planning activities under Title III of the Superfund Amendments and Reauthorization Act (SARA Title III) of 1986 known as the Emergency Planning and Community Right to Know Act of 1986 (EPCRA). The EPCRA is intended to encourage and support chemical emergency planning efforts at the state and local levels and to provide state and local governments and the public with information about potential chemical hazards present in their communities. With over 2500 reporting facilities in the state, MEMA, and the Mississippi Department of Environmental Quality (MDEQ) coordinate and share certain aspects of EPCRA reporting compliance and response activities.

Active LEPCs are eligible to apply for and receive funding through the Pipeline & Hazardous Materials Safety Administration (PHMSA) Hazardous Materials Emergency Preparedness (HMEP) Grant Program designed to increase state, territorial, tribal, and local effectiveness in safely and efficiently handling hazardous materials incidents. The Mississippi State Fire Academy (MSFA) is awarded a portion of the HMEP Grant for conducting Hazardous Materials training in accordance with NFPA 472 standards and OSHA 29 CFR standards. To ensure training is delivered in an equitable manner through the HMEP subaward, the MSFA is required to deliver Hazardous Materials training to volunteer firefighters across all jurisdictions using the HMEP funding. The MEMA LEPC coordinator is responsible for assisting LEPCs with gathering data under the EPCRA, monitoring LEPC planning and exercise activity, assisting with requests for training, and reviewing LEPC plans.

### **For Fiscal Year 2024-2025**

- In accordance with 49CFR §171.8, Railroads reported a total of 15 High Hazard Flammable Trains (HHFT's) to the SERC.
- In accordance with the Emergency Planning and Community Right-to-know Act of 1986 (EPCRA), a total of 2,584 regulated facilities submitted annual Tier II inventory forms to the SERC and LEPCs through the electronic inventory reporting system E-Plan.
- Over 350 local responders received training in Hazmat Tech, Hazmat Awareness and Operations, Hazmat Incident Command and Chemistry of Hazardous Materials through the HMEP Grant.
- 7 LEPCs and the Mississippi State Fire Academy (MSFA) secured leading edge equipment for response training and exercise activities through the HMEP Grant.

## Threat and Hazard Identification and Risk Assessment (THIRA) and Stakeholder Preparedness Review (SPR)

In accordance with Presidential Policy Directive-8 (PPD-8) on National Preparedness, the Mississippi Emergency Management Agency (MEMA) employs a full-time program manager to assist the Mississippi Office of Homeland Security (MOHS) with completing an annual capabilities assessment designed to measure state and local emergency management capabilities as outlined in the National Preparedness Goal (NPG). The Threat and Hazard Identification and Risk Assessment (THIRA) and the Stakeholder Preparedness Review (SPR) quantitatively measure local and state capabilities across 32 core capabilities identified in the National Preparedness Goal and inform the investment justification for EMPG funding. The CY 2024 THIRA was submitted to FEMA on December 20, 2024.

- For CY 24, over 25 Emergency Coordinating Officers, Emergency Management personnel and non-government personnel contributed information for completing the annual assessments.
- Over 1,072 hours were dedicated to completing this annual assessment.

## MEMA's Expenses Fiscal Year 2024-2025

Salary	\$12,181,658.00
Travel	\$323,525.00
Services	\$5,815,130.00
Commodities	\$592,701.00
Equipment	\$186,038.00
Vehicles	\$155,603.00
Grant Payments	\$108,836,511.00
<b>TOTAL EXPENSES</b>	<b>\$128,091,166.00</b>



**FY 2024-2025 Emergency Management Performance Grant**  
**State of Mississippi County Funding**

County	Base Allocation	Population	Population Allocation	Total 2025 Allocation
Adams	\$10,000.00	29,538	\$18,313.56	\$28,313.56
Alcorn	\$10,000.00	34,740	\$21,538.80	\$31,538.80
Amite	\$10,000.00	12,720	\$7,886.40	\$17,886.40
Attala	\$10,000.00	17,889	\$11,091.18	\$21,091.18
Benton	\$10,000.00	7,646	\$4,740.52	\$14,740.52
Bolivar	\$10,000.00	30,985	\$19,210.70	\$29,210.70
Calhoun	\$10,000.00	13,266	\$8,224.92	\$18,224.92
Carroll	\$10,000.00	9,998	\$6,198.76	\$16,198.76
Chickasaw	\$10,000.00	17,106	\$10,605.72	\$20,605.72
Choctaw	\$10,000.00	8,246	\$5,112.52	\$15,112.52
Claiborne	\$10,000.00	9,135	\$5,663.70	\$15,663.70
Clarke	\$10,000.00	15,615	\$9,681.30	\$19,681.30
Clay	\$10,000.00	18,636	\$11,554.32	\$21,554.32
Coahoma	\$10,000.00	21,390	\$13,261.80	\$23,261.80
Copiah	\$10,000.00	28,368	\$17,588.16	\$27,588.16
Covington	\$10,000.00	18,340	\$11,370.80	\$21,370.80
Desoto	\$10,000.00	185,314	\$114,894.68	\$124,894.68
Forrest	\$10,000.00	78,158	\$48,457.96	\$58,457.96
Franklin	\$10,000.00	7,675	\$4,758.50	\$14,758.50
George	\$10,000.00	24,350	\$15,097.00	\$25,097.00
Greene	\$10,000.00	13,530	\$8,388.60	\$18,388.60
Grenada	\$10,000.00	21,629	\$13,409.98	\$23,409.98
Hancock	\$10,000.00	46,053	\$28,552.86	\$38,552.86
Harrison	\$10,000.00	208,621	\$129,345.02	\$139,345.02
Hinds	\$10,000.00	227,742	\$141,200.04	\$151,200.04
Holmes	\$10,000.00	17,000	\$10,540.00	\$20,540.00
Humphreys	\$10,000.00	7,785	\$4,826.70	\$14,826.70
Issaquena	\$10,000.00	1,338	\$829.56	\$10,829.56
Itawamba	\$10,000.00	23,863	\$14,795.06	\$24,795.06
Jackson	\$10,000.00	143,252	\$88,816.24	\$98,816.24
Jasper	\$10,000.00	16,367	\$10,147.54	\$20,147.54
Jefferson	\$10,000.00	7,260	\$4,501.20	\$14,501.20
Jefferson Davis	\$10,000.00	11,321	\$7,019.02	\$17,019.02
Jones	\$10,000.00	67,246	\$41,692.52	\$51,692.52
Kemper	\$10,000.00	8,988	\$5,572.56	\$15,572.56
Lafayette	\$10,000.00	55,813	\$34,604.06	\$44,604.06
Lamar	\$10,000.00	64,222	\$39,817.64	\$49,817.64
Lauderdale	\$10,000.00	72,984	\$45,250.08	\$55,250.08
Lawrence	\$10,000.00	12,016	\$7,449.92	\$17,449.92

**FY 2024-2025 Emergency Management Performance Grant  
State of Mississippi County Funding**

County	Base Allocation	Population	Population Allocation	Total 2025 Allocation
Leake	\$10,000.00	21,275	\$13,190.50	\$23,190.50
Lee	\$10,000.00	83,343	\$51,672.66	\$61,672.66
Leflore	\$10,000.00	28,339	\$17,570.18	\$27,570.18
Lincoln	\$10,000.00	34,907	\$21,642.34	\$31,642.34
Lowndes	\$10,000.00	58,879	\$36,504.98	\$46,504.98
Madison	\$10,000.00	109,145	\$67,669.90	\$77,669.90
Marion	\$10,000.00	24,441	\$15,153.42	\$25,153.42
Marshall	\$10,000.00	33,752	\$20,926.24	\$30,926.24
MBCI	\$10,000.00	11,090	\$6,875.80	\$16,875.80
Monroe	\$10,000.00	34,180	\$21,191.60	\$31,191.60
Montgomery	\$10,000.00	9,822	\$6,089.64	\$16,089.64
Neshoba	\$10,000.00	29,087	\$18,033.94	\$28,033.94
Newton	\$10,000.00	21,291	\$13,200.42	\$23,200.42
Noxubee	\$10,000.00	10,285	\$6,376.70	\$16,376.70
Oktibbeha	\$10,000.00	51,788	\$32,108.56	\$42,108.56
Panola	\$10,000.00	33,208	\$20,588.96	\$30,588.96
Pearl River	\$10,000.00	56,145	\$34,809.90	\$44,809.90
Perry	\$10,000.00	11,511	\$7,136.82	\$17,136.82
Pike	\$10,000.00	40,324	\$25,000.88	\$35,000.88
Pontotoc	\$10,000.00	31,184	\$19,334.08	\$29,334.08
Prentiss	\$10,000.00	25,008	\$15,504.96	\$25,504.96
Quitman	\$10,000.00	6,176	\$3,829.12	\$13,829.12
Rankin	\$10,000.00	157,031	\$97,359.22	\$107,359.22
Scott	\$10,000.00	27,990	\$17,353.80	\$27,353.80
Sharkey	\$10,000.00	3,800	\$2,356.00	\$12,356.00
Simpson	\$10,000.00	25,949	\$16,088.38	\$26,088.38
Smith	\$10,000.00	14,209	\$8,809.58	\$18,809.58
Stone	\$10,000.00	18,333	\$11,366.46	\$21,366.46
Sunflower	\$10,000.00	25,971	\$16,102.02	\$26,102.02
Tallahatchie	\$10,000.00	12,715	\$7,883.30	\$17,883.30
Tate	\$10,000.00	28,064	\$17,399.68	\$27,399.68
Tippah	\$10,000.00	21,815	\$13,525.30	\$23,525.30
Tishomingo	\$10,000.00	18,850	\$11,687.00	\$21,687.00
Tunica	\$10,000.00	9,782	\$6,064.84	\$16,064.84
Union	\$10,000.00	27,777	\$17,221.74	\$27,221.74
Walthall	\$10,000.00	13,884	\$8,608.08	\$18,608.08
Warren	\$10,000.00	44,722	\$27,727.64	\$37,727.64
Washington	\$10,000.00	44,922	\$27,851.64	\$37,851.64
Wayne	\$10,000.00	19,779	\$12,262.98	\$22,262.98

FY 2024-2025 Emergency Management Performance Grant  
State of Mississippi County Funding

County	Base Allocation	Population	Population Allocation	Total 2025 Allocation
Webster	\$10,000.00	9,926	\$6,154.12	\$16,154.12
Wilkinson	\$10,000.00	8,587	\$5,323.94	\$15,323.94
Winston	\$10,000.00	17,714	\$10,982.68	\$20,982.68
Yalobusha	\$10,000.00	12,481	\$7,738.22	\$17,738.22
Yazoo	\$10,000.00	26,743	\$16,580.66	\$26,580.66
County Total Without Match				\$2,672,868.78
County Total Plus Match				\$5,345,737.56
MEMA Total Plus Match				\$2,529,137.44
M&A Plus Match				\$201,071.00
<b>GRAND TOTAL</b>				<b>\$8,075,946.00</b>



# Mississippi Business Emergency Operations Center (MSBEOC)

The Mississippi Business Emergency Operations Center (MSBEOC) continues to strengthen its role as a critical connector between businesses and emergency management. By bringing public and private partners together, the MSBEOC helps prepare for, respond to, and recover from disasters more effectively. Over the past year, the program reached several major milestones, including its first formal activation, supporting a regional EMAC deployment, opening a dedicated physical BEOC space, and leading a recovery-focused statewide hurricane exercise. These efforts have positioned Mississippi as a national leader in private sector integration during emergencies.

## First Formal Activation of the BEOC - Hurricane Francine

In 2024, the MSBEOC had its first formal activation during Hurricane Francine, marking an important step forward in integrating private sector coordination into Mississippi's emergency operations. While the MSBEOC has supported business engagement for several years, this activation represented the first time the BEOC operated fully alongside the State Emergency Operations Center (SEOC) during a large-scale event.

Now, during activations, private sector partners have 24/7 access to updates, are able to ask questions in real time, and can report urgent needs. The MSBEOC hosts coordination calls during operational periods, creating a structured platform for businesses and state agencies to share information and identify challenges. The team also processes and fulfills resource requests through WebEOC, helping partners connect with the supplies and information they need to keep operations running and support impacted communities.



## EMAC Deployment to North Carolina – Hurricane Helene

In September 2024, the MSBEOC deployed through the Emergency Management Assistance Compact (EMAC) to support the North Carolina Business Emergency Operations Center (BEOC) during Hurricane Helene, one of the most devastating hurricanes in recent history. Our team stepped into the roles of North Carolina's BEOC Director and Private Sector Manager, operating a fully functional BEOC on their behalf. We facilitated coordination calls, managed resource requests, and supported programs that provided relief for their staff after weeks of intense response operations.

This deployment provided invaluable experience and insight that have strengthened Mississippi's BEOC capabilities. One of the most important lessons learned was the value of pre-established relationships. Because of the strong connections we had already built with North Carolina's team, integration into their operations was seamless and coordination with partners moved faster.

Working within North Carolina's WebEOC also gave us new strategies for managing large-scale private sector resource requests, which have since influenced improvements to Mississippi's processes. Hosting coordination calls in another state's environment provided practical lessons that the MSBEOC has already put into action during our own activations.

Overall, this deployment enhanced Mississippi's ability to share information, coordinate resources, and engage private sector partners more effectively during both response and recovery.

## Establishing a Physical BEOC

In April 2025, the MSBEOC reached a major milestone with the creation of a dedicated physical BEOC space inside the State Emergency Operations Center. Mississippi is now one of the few states in the nation to offer private sector partners a place to work directly alongside emergency management personnel during activations.

The new space was designed to improve real-time collaboration and situational awareness. It includes large operational monitors displaying live dashboards, a video conference system for seamless engagement with remote partners, and dedicated workstations with secondary monitors for 12+ private sector representatives. Fully integrated with SEOC systems and technology, the space gives businesses a direct connection to state operations while providing emergency managers immediate access to private sector expertise and resources.

By investing in this space, Mississippi has positioned itself as a leader in private sector engagement and established a model that other states are now following. The space will see its first use during the next activation, marking an exciting step forward in strengthening coordination with partners during response and recovery efforts.

## 2025 Statewide Hurricane Exercise

Each year, MEMA hosts a statewide hurricane exercise to test Mississippi's readiness for a major storm. In 2025, for the first time, the exercise expanded beyond immediate response operations to focus heavily on recovery planning and private sector coordination.

The MSBEOC invited business partners into the State EOC to participate in recovery-focused discussions following a simulated major hurricane impacting the Gulf Coast. The exercise allowed businesses to better understand the state's recovery priorities and gave state agencies the opportunity to learn more about private sector needs and capabilities.

This collaborative approach has strengthened Mississippi's ability to coordinate both response and recovery efforts. By getting businesses and emergency managers around the same table, the state is better positioned to restore essential services quickly and support faster recovery for communities and businesses alike.



## Looking Ahead

This year marked a turning point for the MSBEOC as it expanded its role, strengthened relationships, and enhanced Mississippi's overall resilience. From our first formal activation to deploying out-of-state, opening a dedicated BEOC space, and leading a recovery-focused exercise, the MSBEOC continues to serve as a vital bridge between businesses and emergency management.

Looking ahead, we remain committed to improving collaboration and enhancing situational awareness during emergencies. By strengthening partnerships and streamlining coordination, the MSBEOC helps Mississippi's businesses and communities recover more efficiently and resume operations sooner when disasters occur.



# Office of Information Technology (MITS)

MEMA's Office of Information Technology (MITS) had a remarkably productive year, delivering critical support to the Agency's diverse missions both within MEMA and in collaboration with partners across the state. Responsible for a wide spectrum of services—from Help Desk support to Network Operations—MITS ensures the Agency operates smoothly every day. Our specialized teams cover Geospatial Information Systems (GIS), Management Information Systems (MIS), web development, communications, and cybersecurity. This year's accomplishments reflect not only individual contributions but also the collective strength of a unified, cross-functional team.

## Agency-Wide IT Support and Ticket Management

In September 2024, the MSBEOC deployed through the Emergency Management Assistance Compact (EMAC) to support the North Carolina Business Emergency Operations Center (BEOC) during Hurricane Helene, one of the most devastating hurricanes in recent history. Our team stepped into the roles of North Carolina's BEOC Director and Private Sector Manager, operating a fully functional BEOC on their behalf. We facilitated coordination calls, managed resource requests, and supported programs that provided relief for their staff after weeks of intense response operations.



## Developing Real-Time, Data-Driven Dashboards

One of the year's most impactful achievements was the development of several data dashboards designed to provide near real-time information to MEMA and the State of Mississippi. These projects required close collaboration across GIS, Systems, Networking, Communications, and Help Desk teams. Notable tools include:

- Active Hurricane Dashboard
- Mississippi Hazard Dashboard
- Visitor Access Log and Notification System
- Cybersecurity & Network Monitoring Tools
- Hurricane Evacuation Route Viewer
- Mississippi Dams Tool
- Historical Severe Weather and Hurricane Tools

These resources provide clear, actionable insights that strengthen preparedness, enhance situational awareness, and support faster, data-driven decision-making.

### **Strengthening System Integrations and Cybersecurity**

MITS continued advancing system integration, archiving, survey platforms, and new software deployments, all while maintaining a strong focus on cybersecurity. Working alongside Network Operations, the MITS team actively monitored systems, safeguarded network integrity, and implemented protective measures across multiple sites.

Our public-facing website, msema.org, attracts more than 135,000 unique visitors annually. With the launch of its new version this year, both performance and security remain top priorities.

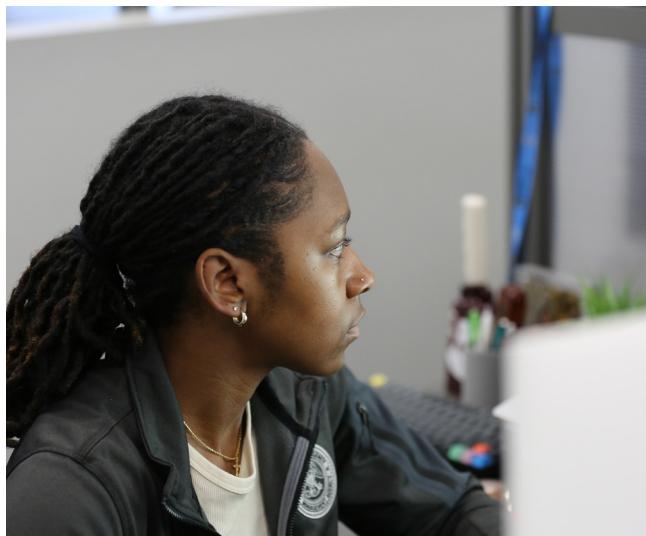
### **Enhancing Connectivity and Supporting SEOC Renovation**

The Communications team modernized MEMA's portable DRC equipment by upgrading to the latest FortiGate cellular platform, significantly improving service reliability and performance. This system was successfully deployed to the Joint Field Office (JFO) in Clinton.

Additionally, the team replaced and upgraded SEOC projector systems, supporting a major floor renovation that refreshed workspaces and improved functionality for Emergency Support Functions (ESFs). These efforts—combined with collaboration across departments—helped deliver a modernized, fully operational environment for SEOC staff.

### **A Unified Team, Ready for Tomorrow's Challenges**

Every member of MITS plays a vital role in advancing MEMA's mission. Despite several personnel changes this year, teamwork and training have strengthened our resilience and adaptability. Through collaboration with sister agencies and external partners, we remain committed to ensuring Mississippi is prepared for tomorrow's disasters today.



# Office of External Affairs

Public information is public safety. It is a simple statement, but one that is fundamental in how MEMA's External Affairs Office approaches its role. This office ensures that the public has access to life-saving information, not only during a disaster or emergency, but also before it occurs, to ensure Mississippians have the knowledge they need to prepare their homes and families.



MEMA's External Affairs office utilizes multiple mediums and platforms to distribute information. The MEMA website, an award-winning MEMA App, Facebook, Instagram, X, and other sites serve as channels that the public can access to obtain information before, during, and after a disaster. The breadth of those platforms has grown exponentially this year with MEMA's Facebook page reaching more than 2.9 million people and X impressions leaping to more than 1.1 million visits. Publications are a familiar avenue for informing the public. This office has expanded its library to include the "Preparedness Guide for Older Adults" to assist the aging population with special needs in preparing for a disaster, the MEMA Guidebook: The Fundamentals of a Disaster, to explain the disaster assistance process for citizens and local governments, and a growing list of children's and youth outreach coloring and activity guides.



The team conducts tours to educate the public and encourages action regarding preparedness. The goal of EA is to make sure every Mississippian has access to information. A total of 21 tours, presentations, and expos helped the staff spread the word on the importance of emergency preparedness and response.



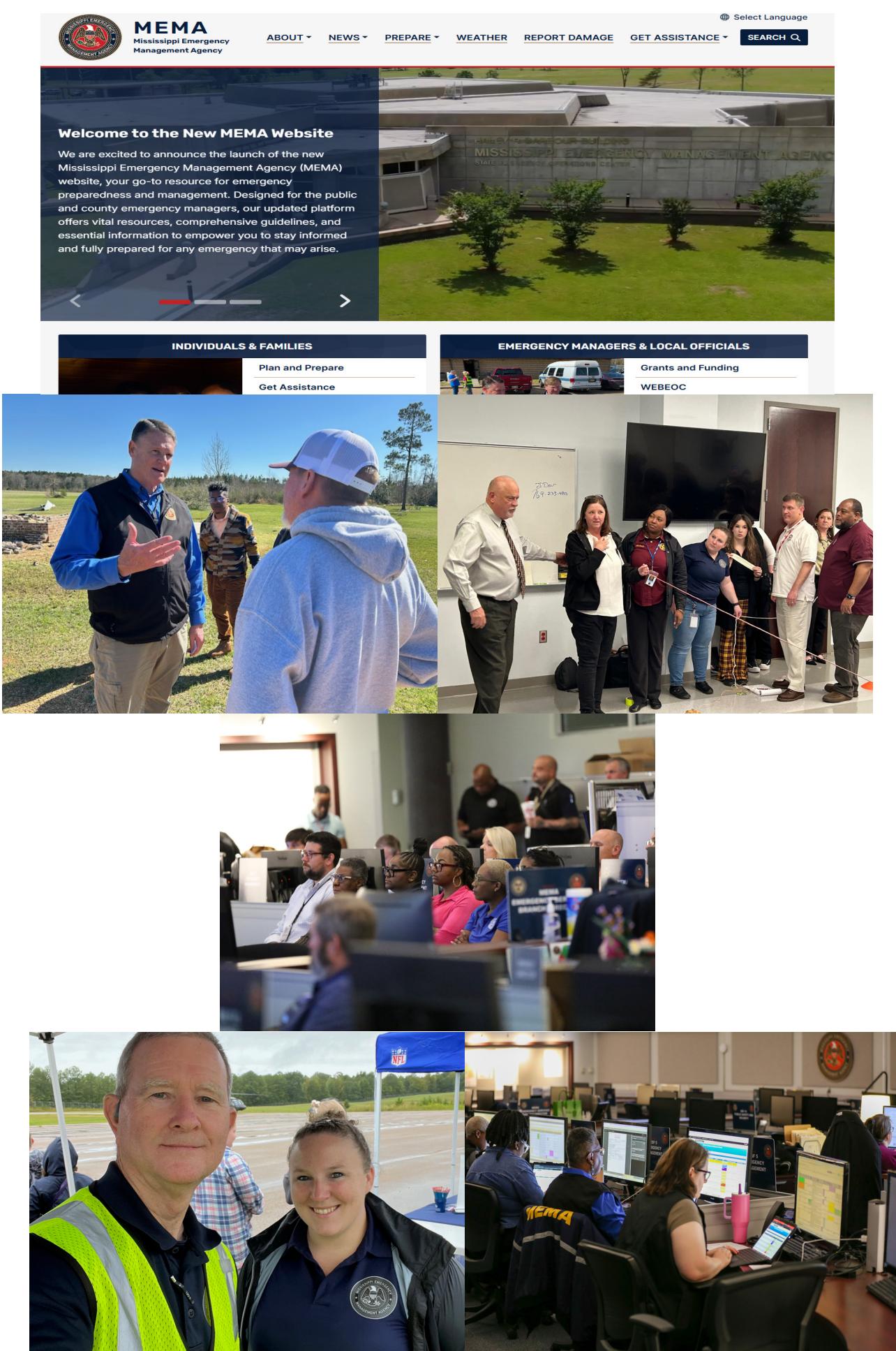
Thanks to MEMA's reputation for leading emergency responses and several major storms in 2025, the agency fielded media interviews from outlets across the country, including The New York Times, NBC, CNN, Fox, and Bloomberg. It has been a very busy year as we remember Hurricane Katrina that struck 20 years ago, August 29th, and continue to ensure that Mississippians are better prepared for any event or disaster that may come this way.

## Social Media Analytics

New Followers	27,431
Views	28,046,376
Reach	2,978,461
Impressions	3,120,545

*Chart represents totals from across all social media platforms (Facebook, Instagram, Twitter/X, Youtube, LinkedIn and Nextdoor)*





# NOTES

# NOTES



GET IT ON  
**Google Play**

Download on the  
**App Store**



# Download the MEMA App

