

Jurisdiction

After-Action Report

Incident Name –

March 2025 DRAFT

Points of Contact:

For questions regarding this report:

Insert Name

Organization

Phone Number

Email:

For jurisdictions utilizing EMPG funds, refer to the most current EMPG Program Guide for criteria needed in order to use real world event AAR/IP in lieu of an exercise.

EXECUTIVE SUMMARY

This After-Action Report (AAR) provides a summary of findings gathered from **Your Organization** staff following the **2025 Wind Event in Central City**. This report is an effort to document strengths, observations, areas for improvement and potential courses of action.

Event Summary and Context **Tell the Story Below**

Highlight Key events, dates, times, critical actions taken, hotwash notes in chronological order

List supporting agencies, how many operational periods, external resources required, attach IAP as Appendix

Data Collection

This AAR pulls out information collected from discussions with staff and stakeholders. The information is gathered from notes documenting response/recovery efforts, and hotwashes conducted. It is not all-inclusive and focuses on actions within the control of **Your Organization**. Other agencies and jurisdictions may conduct separate AARs and Improvement Plans.

Example: 5 field site visits from 3 inspectors were conducted between 03/01/2025 – 03/7/25 to Central City Park, noting the minimal damage from collapsed trees started with \$5,000 and ending in \$22,000 in damage during the time-period on structures and equipment.

Interview Participants	Hot Washes	Field Site Visits	Survey Responses	Focus Groups	Feedback Forms
[Number of participants]	1	5	[Number of survey responses]	[Number of focus groups]	[Number of feedback form responses]

Additional input for this report came from the numerous meetings, workshops, seminars and dialogue that has occurred between **Your Organization** and key stakeholders.

KEY FINDINGS

While this report compiles data and summaries from several sources, it is not all-inclusive. It highlights key findings that are most feasible and critical to correct. This report also focuses on areas of improvement for **Your Organization** and its working relationships with key partners.

Table 1: Summary of Key Findings

Key Findings
1. Staffing and capacity challenges
2. Recovery coordination among agencies
3. Damage assessments and site inspections

Key Finding 1: Staffing and Capacity Challenges

Summary & Observations

The response to and recovery from the 2025 wind event highlighted critical gaps in staffing and personnel capacity for Central City.

STRENGTHS:

Central City utilized volunteers to support response operations with very limited personnel who were working beyond their primary duties and regular hours.

AREAS FOR IMPROVEMENT:

- A. For the large-scale incident, Central City did not have sufficient staff to coordinate the response or transition to recovery.
- B. Central City lacks a comprehensive recovery plan with roles and responsibilities.
- C. Jurisdiction lacks mutual aid agreements for emergency management support.

POTENTIAL CORRECTIVE ACTION:

- 1.A.1. Expand local training opportunities to bring in more support staff for the EOC.
- 1.B.1. Coordinate with the state ahead of disasters on key steps in the recovery process and prioritize planning efforts.
- 1.C.1. Collaborate with other municipalities and neighboring jurisdictions to explore mutual aid programs.

Key Finding 2: Recovery Coordination Among Agencies

Summary & Observations

The number of agencies involved in the 2025 wind event brought resources and expertise but also revealed added complexity and inefficiencies in program delivery. Recovery coordination between agencies at all levels was challenging and Central City lacked a comprehensive Recovery Framework that outlined key roles and responsibilities.

STRENGTHS:

- Response and Recovery partners developed strong working relationships over the years to better understand misaligned processes and agency specific terms.

AREAS FOR IMPROVEMENT:

- A. Define roles, responsibilities, definitions and timelines for determining needs for permitting and implementation of Recovery programs.
- B. The permitting process was complex and led to duplication of effort.

POTENTIAL COURSES OF ACTION:

2.A.1. Complete a Central City Recovery Plan that includes all relevant partners and their respective roles.

2.B.1. Include permitting entities on training opportunities and provide guidance to individuals on permitting processes and challenges.

Key Finding 3: Damage Assessments and Site Inspections

Summary & Observations

The processes for damage assessments and site inspections were time consuming and caused significant frustration among partners. Increased coordination among Central City, County, and State is needed.

STRENGTHS:

- Local partners quickly recognized that damages were significant and worked collectively to gather initial damage assessments.

AREAS FOR IMPROVEMENT:

- A. Develop efficiencies in the damage assessment and site inspection processes and ensure emergency managers are trained in implementing them.
- B. Increase coordination with the County and State to enhance communication on timelines, eligibility and programmatic requirements.

POTENTIAL COURSES OF ACTION:

3.A.1. Create templates and guides that Central City personnel could use to collect damage information in an efficient manner.

3.B.1. Coordinate with the State Emergency Management recovery section to efficiently move through recovery processes, while meeting realistic timelines.

APPENDIX A: IMPROVEMENT PLAN

Table 2: Areas for Improvement and Courses of Action

Key Findings	Issue/Area for Improvement	Potential Corrective Action	Responsible Org/POC	Start Date	Completion Date
1. Staffing and capacity challenges	A. For the large-scale incident, Central City did not have sufficient staff to coordinate the response or transition to recovery.	1.A.1. Expand local training opportunities to bring in more support staff for the EOC.			
	B. Central City lacks a comprehensive recovery plan with roles and responsibilities.	1.B.1. Coordinate with the state ahead of disasters on key steps in the recovery process and prioritize planning efforts.			
	C. Jurisdiction lacks mutual aid agreements for emergency management support.	1.C.1. Collaborate with other municipalities and neighboring jurisdictions to explore mutual aid programs.			

Key Findings	Issue/Area for Improvement	Potential Corrective Action	Responsible Org/POC	Start Date	Completion Date
2. Recovery coordination among agencies	A. Define roles, responsibilities, definitions and timelines for determining needs for permitting and implementation of Recovery programs.	2.A.1. Complete a Statewide Recovery Framework that includes all relevant partners and their respective roles.			
	B. The permitting process was complex and led to duplication of effort.	2.B.1. Include permitting entities on training opportunities and provide guidance to individuals on permitting processes and challenges.			

Key Findings	Issue/Area for Improvement	Potential Corrective Action	Responsible Org/POC	Start Date	Completion Date
3. Damage assessments and site inspections	<p>A. Develop efficiencies in the damage assessment and site inspection process and ensure emergency managers are trained in implementing them.</p>	<p>3.A.1. Create templates and guides that Central City personnel could use to collect damage information in an efficient manner.</p>			
	<p>B. Increase coordination with the County and State to enhance communication on timelines, eligibility, and programmatic requirements.</p>	<p>3.B.1 Coordinate with the State Emergency Management recovery section to efficiently move through recovery processes, while meeting realistic timelines.</p>			