

City of Kitchener

Emergency Response Plan

February 2024

Schedule 'A' to Bylaw No. 2024-039

CITY OF KITCHENER EMERGENCY RESPONSE PLAN TABLE OF CONTENTS

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Cover Page picture provided by Mike Bolger, City of Kitchener

1. Introduction

The City of Kitchener Emergency Response Plan establishes a framework for responding to a number of risks the City faces. Developed with key officials, agencies and City of Kitchener departments, it is a guideline that outlines collective and individual roles and responsibilities in responding to and recovering from an emergency.

The Emergency Response Plan document describes the framework of how the City of Kitchener will respond to, recover from and mitigate the impact of an emergency. It describes the legal authorities, concept of operations and functional roles and responsibilities.

1.1. Purpose

The purpose of the City of Kitchener Emergency Response Plan during an emergency is to facilitate the effective co-ordination of human and physical resources, services and activities necessary to:

- a) Protect and preserve life and property;
- b) Minimize and/or mitigate the effects of the emergency on the residents and physical infrastructure of the City of Kitchener; and
- c) Quickly and efficiently enable the recovery and restoration of normal services.

It also makes provision for the efficient administration, coordination, and implementation of extraordinary arrangements and response measures taken by the City of Kitchener to protect the health, safety, and welfare of the residents of Kitchener during any emergency by:

- a) Identifying the governance structure for emergency response within the City of Kitchener;
- b) Identifying roles and responsibilities required in mitigating, preparing for, responding to and recovering from emergencies and disasters;
- c) Identifying standard response goals for emergency response operations and decision making; and
- d) Providing for a coordinated response by the municipality and partner agencies in managing emergencies.

1.2. Aim

As per the Emergency Management and Civil Protection Act (EMPCA), the City of Kitchener has formulated an Emergency Response Plan (ERP) which is adopted by Council by By-law 2024-XX

1.3. Public Access to the ERP

The City of Kitchener Emergency Response Plan is available on the City of Kitchener (www.kitchener.ca) and the Waterloo Region Emergency Management (www.wrem.ca) websites. The public may also request to access the plan through the Coordinator of Community Emergency Management (CEMC)..

Supporting Documents including, but not limited to, Plans, protocols, guidelines, standard operating procedures, processes, and ERP Supporting Documents identified in Section 8 of the ERP do not form part of the ERP. These Supporting Documents may contain confidential information; require frequent updating, be of a technical nature, or contain sensitive or personal information which could pose a security threat or violate privacy legislation if released. Any reference to such Supporting Documents is solely for the assistance of the users of the ERP.

1.4. Definition of an Emergency

Emergencies are distinct from the normal daily operations carried out by municipal first response agencies and City departments.

The Emergency Management and Civil Protection Act defines an emergency as:

‘A situation or impending situation that constitutes a danger of major proportions that could result in serious harm to persons or substantial damage to property and that is caused by the forces of nature, a disease or other health risk, an accident or an act whether intentional or otherwise.

1.5. Legal Authorities

The legislation under which the municipality and its employees are authorized to respond to an emergency are:

- The Emergency Management and Civil Protection Act, R. S. O. 1990, c.E.9, as amended (the “Act”)
- Ontario Regulation 380/04
- The City of Kitchener Emergency Management Program By-law 2024-XX

The Act requires municipalities to develop, implement, and maintain an emergency management program, and adopt it with a By-law. An emergency management program must consist of:

- An emergency plan;
- Training programs and exercises for employees of municipalities and other persons with respect to the provision of required services and procedures to be followed in emergency response and recovery activities;
- Public education on risks to public safety and on public preparedness for emergencies; and
- Any other element required for municipalities in standards of emergency management programs that may be developed by the Treasury Board Secretariat..

Ontario Regulation 380/04 describes emergency management standards for municipal emergency management programs. There are a number of required elements including:

- Development of an emergency response plan which includes a municipal control group to direct the municipal response to an emergency;
- Implementation of an Emergency Operations Center (EOC) with appropriate communications systems;
- Designation of an Emergency Information Officer; and
- Designation of a Community Emergency Management Coordinator (CEMC).

The City of Kitchener Emergency Management Program By-law 2024-XX approves the enactment of the City of Kitchener Emergency Response Plan and other requirements for the City's Emergency Management Program.

1.6. Council Approval

Any amendments to the City of Kitchener Emergency Response Plan shall be made by By-law and passed by Council. As noted in section 1.3 above, Supporting Documents including, but not limited to, Plans, protocols, guidelines, standard operating procedures, processes, and ERP Supporting Documents identified in Section 8 of the ERP do not form part of the ERP. Any reference to such Supporting Documents is solely for the assistance of the users of the ERP. Any revisions to the Supporting Documents may be made by the generator of the document and the CEMC and do not require an amending By-law.

1.7. Emergency Management Program Committee

The Community Emergency Management Program Committee (CEMPC) as required by the Emergency Management and Civil Protection Act consists of representatives from City departments and agencies, or designated alternates. The CEMC (or Primary Alternate CEMC) chairs the CEMPC.

This committee reviews the Emergency Response Program and Plan annually, ensures training is provided to employees on their functions and recommends changes to the program as considered appropriate and refers recommendations to Council for further review and approval.

1.8. Municipal Emergency Control Group [Otherwise known as the Emergency Operations Centre Management Team (EOCMT)]

In the event of an emergency, the EOC Commanders listed in By-law 2024-XX act as the Emergency Operations Centre Management Team (EOCMT) or as otherwise known as the Municipal Emergency Control Group as defined by Ontario Regulation 380/04 to oversee the City's emergency response.

1.9. Community Emergency Management Coordinator

The Coordinator, Community Emergency Management is appointed as the Community Emergency Management Coordinator (CEMC).

1.10. Emergency Information Officer

The Director of Corporate Communications (or designate) is appointed as per By-law 2024-XX as the Emergency Information Officer (EIO).

1.11. Department and Support Agency Emergency Procedures

Each Department and Support Agency involved with this Plan shall prepare emergency response procedures or guidelines (i.e. Departmental Emergency Plan) outlining how it will fulfill its own internal responsibilities under this Plan during an emergency.

Each Department and Support Agency shall designate a member of its staff to review, revise and maintain its own emergency response procedures or guidelines on a periodic basis.

2. Hazard Identification and Risk Assessment (HIRA)

The Emergency Management Program has identified realistic hazards that may occur in Kitchener and assessed them in terms of probability, frequency of occurrence, and magnitude of consequence or impact. Results of the HIRA assist

with the development of training and exercise scenarios, and may initiate the development of hazard-specific plans or procedures in the event of an emergency.

As a result of the HIRA process, risks in the City of Kitchener listed below represent major incidents involving multiple locations or having a significant impact on City facilities, infrastructure, operations, or the public.

- Tornado
- Snowstorm/blizzard
- Freezing Rain/Ice Storm
- Epidemic
- Road transportation emergency
- Rail transportation emergency
- Critical infrastructure failure (e.g. hydro, water)
- Flood
- Explosion/Major structural fire
- Hazardous materials incidents (fixed site/transportation)

3. Concept of Operations

First responders and City departments manage many emergencies that occur on a day-to-day basis. As the magnitude of an emergency increases, so will the requirement for additional support from within the City. The City may elect to call upon neighbouring municipalities and/or the Region of Waterloo to provide assistance. The City may also call upon the Provincial government to provide supplemental financial and / or physical resources necessary to deal with the overall impacts of the public emergency.

The City's Emergency Response Plan adopts the principles of the Incident Management System (IMS). The Incident Management System can be used in any size or type of emergency to manage response personnel, facilities and equipment. Incident Management System principles include the use of common terminology, modular organization, integrated communications, unified command structure, action planning, manageable span-of-control, pre-designated facilities and comprehensive resource management. The basic functional modules of the Incident Management System (Command, Operations, Planning, Logistics and Finance & Administration) can be expanded or contracted to meet requirements as an event progresses.

There are multiple response areas to any emergency situation within the City of Kitchener.

3.1 Site Response

The emergency responders at the site or sites of the emergency provide tactical response to the emergency as they attempt to mitigate its effects and bring the emergency under control.

3.2 Corporate Response

The Emergency Operations Center (EOC) is a physical location where the leadership of the City of Kitchener can gather to collectively and collaboratively support emergency response, and manage the consequences of an emergency. The EOC is utilized, where necessary, to centralize and coordinate efforts occurring at the site(s).

3.1 Policy Group

The Policy Group is comprised of the Head of Council (HOC) in their assigned role and authority during an emergency, or the Mayor and members of Council sitting as City Council at any regular or special meeting called during an emergency situation.

Head of Council (HOC):

The Mayor or Acting Mayor is the HOC during an emergency. The HOC would have all the powers set out in the Act and Emergency Response Plan for purposes of an emergency situation and/or declared emergency.

The Policy Group may be established to receive information or reports during an emergency situation, and to provide any necessary policy direction to the Emergency Operations Centre Management Team (EOCMT). The Act and Emergency Response Plan have assigned responsibility for management of emergency situations, so the Policy Group does not have responsibility for emergency management during an emergency situation, but the Policy Group does have power under the Act to declare or terminate a declaration of emergency.

3.2 Councillors Role

It is important for Councillors to understand and support the coordinated and timely management of information. The Head of Council and Councillors act as the Policy Group during the City of Kitchener EOC activation. The Policy Group may be established to receive information or reports during an emergency situation, and to provide any necessary policy direction to the EOCMT.

The main responsibilities of Councillors are to:

- Assist relaying approved information to area residents;

- Attend community or evacuee meetings;
- Reassure constituents;
- Support actions taking place in the community;
- Liaise back through Mayor concerns from within Wards; and
- Follow leadership and requests of the Mayor.

3.3 Emergency Operations Centre Management Team (EOCMT)

The Emergency Operations Centre Management Team (EOCMT) provides for the overall management and coordination of site support activities and consequence management. The EOCMT acts as the Municipal's Emergency Control Group under the Act and is responsible for:

- Notifying response agencies and coordinating the activities of the various departments and organizations which are needed to effectively respond to and recover from the emergency;
- Providing support to the Incident Commander and site personnel;
- Collecting situational awareness information and prioritizing, evaluating, summarizing it, as well as disseminating and displaying it;
- Establishing priorities based on all the information gathered and developing EOC Incident Action Plans;
- Obtaining, coordinating and managing payment of any additional resources (both personnel and equipment) needed to support the emergency;
- Coordinating all internal and external information including communicating emergency information to the general public; and
- Maintaining the day-to-day activities of the community outside of the emergency area.

The EOCMT is comprised of:

- EOC Commander
- Liaison Officer
- Emergency Information Officer
- Risk Management/Safety Officer
- Operations Section Chief
- Planning Section Chief
- Logistics Section Chief
- Finance and Admin Section Chief

3.4 Regional EOC

Once the Regional Emergency Response Plan is implemented, the Mayor (or designate) and Chief Administrative Officer (CAO) (or designate) will become a member(s) of the Regional Emergency Control Group (RECG).

The Local MECG remains in the Municipality to manage the local emergency, while the RECG ensures a controlled and coordinated response for Regional services and community agencies of which the Region has Memorandum of Understandings (MOU).

4. Implementation

This Plan can be implemented as soon as an emergency occurs, or is expected to occur, which is considered to be of such magnitude as to warrant its implementation. An official declaration of an “Emergency” does not have to be made for this Plan to be implemented to protect the lives and property of the inhabitants of the City of Kitchener.

When an emergency exists or appears imminent, but has not yet been declared, City of Kitchener employees may take such action(s) under this emergency response plan as may be necessary to protect the lives and property of the inhabitants of the City of Kitchener. It authorizes employees of the City of Kitchener to respond to an emergency in accordance with the emergency plan where an emergency exists but has not yet been declared to exist.

Any members outlined in section 4.1 have the authority to activate the EOC when they feel the activation of the EOC if necessary. They may receive an initial warning of a potential emergency and/or arrive first at the scene of an emergency and identify the circumstances requires the support of the EOC.

4.1 City of Kitchener EOC Notification System - (Fan Out)

Any of the following listed below have the authority to implement the Plan:

- City of Kitchener Fire Chief (or alternate)
- City of Kitchener Chief Administrative Officer (or alternate)
- City of Kitchener Mayor or Alternate (Head of Council)
- City of Kitchener General Manager, Community Services/Deputy Chief Administrative Officer (DCAO) (or alternate)
- City of Kitchener General Manager, Finance (or alternate)
- City of Kitchener General Manager, Infrastructure Services (or alternate)
- City of Kitchener General Manager, Development Services (or alternate)
- City of Kitchener General Manager, Corporate Services (or alternate)
- City of Kitchener Director of Corporate Communication – Emergency Information Officer (EIO) (or alternate)
- City of Kitchener Community Emergency Management Coordinator (CEMC) (or alternate)

Any of these members will contact City of Kitchener Corporate Contact Centre (CCC)

to activate the EOC and have personnel assemble at the appropriate EOC location.

4.2 City of Kitchener Emergency Operations Centre (EOC)

There is a primary and alternate location designated as the EOC. In the event of implementation of the Plan for a declared or undeclared emergency, EOC personnel will be notified to assemble at one of the designated locations.

The Region of Waterloo CEMC may be notified by the Kitchener CEMC when the Kitchener EOC is activated. The Kitchener EOCMT may request the Region of Waterloo CEMC or designate to attend EOC.

4.3 Escalation of Emergencies in Waterloo Region

Each Municipality within the Region of Waterloo has agreed to use the following four emergency management response levels as a guide to be used before, during and following emergencies. Each level signifies the variation of the impact to the community caused by an emergency.

Response Level	Actions	Criteria	Examples
Normal Operations	Normal response by operating departments and responders.	Routine operations	Small car accident, isolated flooding, small power outage, house fire
Level 1: Local ECG monitoring level	Key members of Local Emergency Control Group (ECG) notified Local ECG monitors Notification of all Community Emergency Management Coordinator (CEMC) in Waterloo Region	Incident contained within one Local Municipality First Response Protocol (FRP) may be activated Minor impact to citizens and environment Contained within inner perimeter Minor impact on resources	Apartment fire with displacements, contained hazmat, boil water advisory, active threat from person(s), helicopter crash
Level 2: Partial notification/ activation local ECG	Local ECG notified and on standby , key members of Local ECG may convene Notification of all CEMCs in	Incident contained within one Local Municipality First Response Protocol (FRP) may be activated Significant impact to citizens,	Chemical spill, multiple fire locations, multiple suspects/active threat on the move, city/township wide

	Waterloo Region Regional ECG may be notified and on standby Provincial Emergency Operations Centre (PEOC) may be notified	property and environment beyond the outer perimeter Significant media attention Significant demand on resources May affect multiple buildings	boil water advisory, isolated communicable disease outbreak
Level 3: Full activation local ECG	Local ECG convened. Notification of all CEMCs in Waterloo Region Regional ECG notified and on standby. May require Local emergency declaration. PEOC notified	Incident contained within one Local Municipality Possible activation reception/evacuation centre(s) Major impact to citizens, property and/or environment beyond the outer perimeter Major media and/or public interest Major demand on resources Multiple buildings/incidents	Ice storm, tornado, chemical spill, commercial airliner crash, train derailment, large propane explosion, pipeline leakage, potable water emergency, epidemic, terrorism, large scale flood
Level 4: Regional emergency	Regional ECG convened. Notification of all CEMCs in Waterloo Region Local ECGs may continue to be in operation. May require Regional and/or Local emergency declaration. PEOC notified	Exceeds Local Municipal resources and capabilities May affect two or more Local Municipalities Possible activation reception/evacuation centre(s) Major impact to citizens, property and/or environment Major media and/or public interest Multiple	Level 3 examples that <ul style="list-style-type: none"> • Impact more than one Local Municipality; or • Is contained within one Municipality but has major Region wide impact; or • Impacts Regional

		sites/incidents The emergency affects or threatens Regional facilities or services	services
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5. Declaration and Termination of an Emergency

5.1 Prior to Declaration

When an emergency exists, but has not yet been declared, the City of Kitchener employees and first responders may take such action(s) under the authority of this ERP necessary to protect lives and property.

5.2 Declaration of an Emergency

The Mayor or Acting Mayor, as Head of the Council, is responsible for declaring that an emergency exists within the boundaries of the City of Kitchener. In declaring an emergency, the Head of Council will identify the geographical boundaries of the emergency area. The decision whether to declare an emergency and the designation of geographical boundaries of the emergency area will be made in consultation with the EOCMT.

The EOCMT will ensure that all personnel and Supporting Agencies concerned are advised of the declaration of the emergency.

Upon declaration of an emergency in Kitchener the Mayor shall notify:

- a. The Solicitor General and Office of Fire Marshal and Emergency Management (OFMEM) by email and fax, through the Provincial Emergency Operations Centre (PEOC);
- b. Members of Kitchener City Council; and
- c. The Regional Chair of the Regional Municipality of Waterloo.

The following may also be notified of a declaration of emergency:

- a. Local Member(s) of Provincial Parliament (MPPs);
- b. Local Member(s) of Federal Parliament (MPs);
- c. Local media; and
- d. The public.

5.3 Termination of an Emergency

When it has been determined by the EOCMT that the emergency should be terminated, the Mayor and/or Council will make an official termination of declared emergency in writing. The Premier of Ontario may also terminate an emergency at any time.

The EOC Commander will ensure that all personnel and Supporting Agencies concerned are advised of the termination of the emergency.

Upon termination of an emergency in Kitchener the Mayor shall notify:

- a. The Solicitor General and Office of Fire Marshal and Emergency Management (OFMEM) by fax, through the Provincial Emergency Operations Centre (PEOC);
- b. Members of Kitchener City Council; and
- c. The Regional Chairman of the Regional Municipality of Waterloo.

The following may also be notified of a termination of emergency:

- a. Local Member(s) of Provincial Parliament (MPPs);
- b. Local Member(s) of Federal Parliament (MPs);
- c. Local media; and
- d. The public.

6. Requests for Assistance

It is possible that assistance from other levels of government, or external partner agencies with specialized knowledge or expertise, may be required by the City of Kitchener to help successfully respond to an emergency situation.

Depending on the nature of the emergency (declared/undeclared) and the assistance required, these agencies may be requested to attend the emergency site(s) and/or EOC to provide assistance, or provide information and advice to the EOCMT through the Liaison Officer.

6.1 Requesting Region of Waterloo Support

When the resources of the City of Kitchener are at capacity or there is a need for support from regional departments the designated member of the Local Municipal MCEG may request further assistance from the Region of Waterloo by contacting the (acting) Regional Chair or (acting) Regional CAO (Chair RECG). Where required due to time restrictions, such requests can be made through the Regional CEMC who will submit the request to the appropriate Regional designate.

On request through the Region of Waterloo, several volunteer based organizations such as the Canadian Red Cross and St. John Ambulance may provide resources on a cost recovery basis as per Memorandum of Understanding (MOU). The Regional Community Services Department has signed these MOUs on behalf of the Region.

6.2 Requesting Provincial Assistance

Where provincial assistance is required, which is outside of the normal departmental or service working agreements, the request will be made to Office

of the Fire Marshal and Emergency Management through the Provincial Emergency Operations Centre.

6.3 Requesting Federal Assistance

Requests for personnel or resources from the Federal Government are requested through the Provincial Emergency Operations Centre (PEOC) who in turn liaises with the Federal Government Operations Centre.

6.4 Support Agency Composition

When requested by the EOCMT, support agencies work in support of the EOC and site and include but are not limited to the following representatives of external groups and organizations:

- Grand River Transit Services
- Enbridge Gas
- Enova Power
- Grand River Hospital (GRH)
- St. Mary's Hospital (SMH)
- The Canadian Red Cross
- Grand River Conservation Authority (GRCA)
- GEXR (GWR) and CP Railway Police
- Radio Emergency Associated Communications Team (REACT)
- Kitchener Humane Society
- Waterloo Region District School Board
- Waterloo Region Catholic District School Board
- Waterloo Regional Police
- Ontario Provincial Police
- Kitchener-Waterloo Amateur Radio Emergency Services (KWARC)
- Provincial and Federal Ministries as required, i.e. MOECC, MTO, MNRF
- Representatives from any City of Kitchener department or any other service organization or agency deemed necessary by the EOCMT.

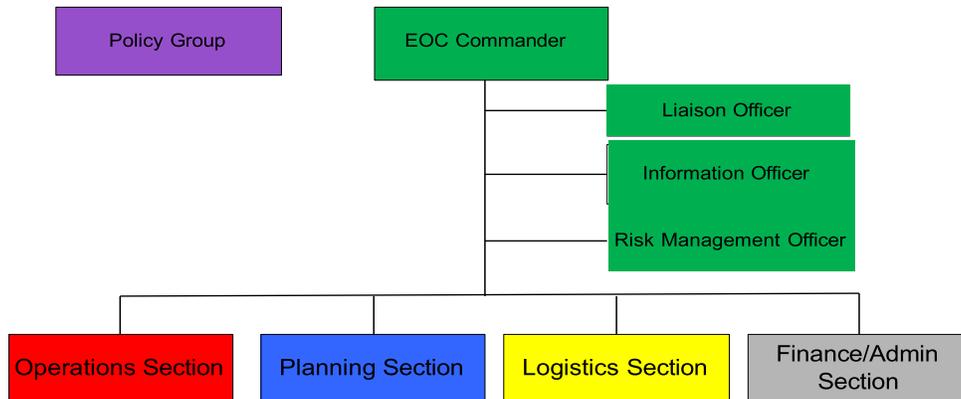
Support Agency representatives may be invited to attend EOCMT or site meetings as required.

7. Incident Management System

The City's Emergency Response Plan adopts the principles of the Incident Management System (IMS). Based on five key functions that must occur during any emergency situation, IMS can be used for any size or type of emergency to manage response personnel, facilities, and equipment.

Principles of the Incident Management System include:

- Use of common terminology,
- Modular organization,
- Integrated communications,
- Unified command structure,
- Action planning,
- Manageable span of control, and
- Comprehensive resource management.



7.1 Incident Commander (Site)

The Incident Commander at site is responsible for and/or has the authority to:

- Establish a Unified Command structure for the purpose of information sharing, establishing objectives regarding emergency site management and prioritizing resources where applicable between the responding agency Incident Commanders;
- Designate an emergency site media coordinator;
- Implement the strategy established by the EOCMT at the emergency site(s), if required;
- Ensure that responding agencies make available the human and material resources that are required at the emergency site;
- Maintain a communication link with the EOCMT for the flow of information regarding the management of the emergency site;
- Maintain a record of events, decisions made and actions taken as Incident Commander;
- Participate in a debriefing with EOCMT regarding the emergency, if required; and
- Assist the CEMC in creating an after action report on the emergency.

7.2 Response Goals

The following response goals are applied to all emergency situations. In order of priority they are:

1. Provide for the health and safety of all responders.
2. Save lives.
3. Reduce suffering.
4. Protect public health.
5. Protect critical infrastructure.
6. Protect property.
7. Protect the environment.
8. Reduce economic and social losses.

7.3 Incident Management System Functions

Policy Group

Responsibilities of the Policy Group include:

- Providing overall policy direction.
- Changing/amending bylaws or policies.
- Requesting Regional and/or Municipal level assistance.
- Declaration of an emergency.
- Termination of a declared emergency.
- Acting as an official spokesperson.
- Ensuring members of Council are notified of the emergency.
- Notifying the Mayors of adjoining municipalities of the emergency if required and providing any status reports.

EOC Management Team (EOCMT)

The primary responsibility of the EOCMT is to provide for the overall management and coordination of site support activities and consequence management issues. It is the responsibility of the EOCMT to ensure that response priorities are established, and that planning and response activities are coordinated, both within the EOC (i.e. between sections) and between sites and other EOCs.

The EOC Management Team consists of the following positions:

- EOC Commander
- Emergency Information Officer
- Safety Officer/Risk Management Officer
- Liaison Officer
- Operations Section Chief
- Planning Section Chief
- Logistics Section Chief
- Finance and Administration Section Chief

EOC Commander

- Overall authority and responsibility for the activities of the EOC.
- Sets out priorities and objectives in conjunction with the EOCMT members for each operational period and ensures they are carried out.
- Liaises with the Policy Group (Head of Council) and advise whether or not a declaration and termination of an emergency is recommended.
- Designates the geographical boundaries of the emergency area.
- Authorizes the extraordinary expenditure of municipal funds during the emergency.
- Confirm the adequacy of the expenditure limits as identified in the purchasing By-law.
- Approves emergency information releases.
- Determine what sections are needed, assign section chiefs as appropriate and ensure they are staffing their sections as required.
 - a) Operations Section Chief
 - b) Planning Section Chief
 - c) Logistics Section Chief
 - d) Finance Section Chief
- Determine which management staff positions are required and ensure they are filled as soon as possible.
 - a) Emergency Information Officer
 - b) Liaison Officer
 - c) Safety Officer/Risk Management Officer
 - d) Legal Advisor

Emergency Information Officer

- Establishes and maintains media contacts.
- Opens and coordinates a Media Information Centre as needed.
- Prepares news releases; coordinating interviews, news conferences, and/or media briefings.
- Develops public information materials; providing messaging for use by Corporate Contact Centre (CCC) and EOC staff.
- Establishes communications strategies for internal and external purposes.
- Monitors media and information sources.
- Liaises and coordinates messages with other Emergency Information Officers.
- Ensures public safety information is provided in accessible formats as required by provincial legislation.
- The EIO may delegate the Public Inquiry role to a Coordinator position. The role and responsibilities may include the following:

- Ensures tracking of inquiries/questions from the public are recorded at the Public Inquiry Centre.
- Disseminates approved emergency information and messages to the Public Inquiry Center personnel for public inquiries.

Risk Management/Safety Officer

- Identifies liability and loss exposures to personnel and property, and for the municipality.
- Provides advice and assistance on matters related to law and how they may be applicable to the actions of the City of Kitchener during the emergency.
- Provides advice and assistance on matters related to occupational health and safety regulations for EOC personnel.
- Monitors, assesses, and recommends modifications to safety conditions in the EOC and halting unsafe operations, as necessary.
- Liaises and provides advice to site Safety Officer regarding health and safety issues for site personnel, as required.

Liaison Officer

- Invites required or requested agencies and stakeholders to the EOC, as identified by the EOC Commander and EOCMT and maintains contact when required.
- Provides input on the strategic direction and advice to the EOCMT regarding emergency management issues.
- Liaises with the neighbouring Municipal and Regional CEMCs, Office of Fire Marshal and Emergency Management and other provincial and federal representatives as required.
- In conjunction with the EOC Commander, facilitates a debriefing with the EOC personnel and other appropriate agencies or organizations and prepares an After Action Report on the emergency.

Operations Section

The Operations Section maintains direct contact with the site(s) and coordinates the overall site support response, in conjunction with other agencies and/or departments. The Operations Section is also responsible for gathering current situation information from the site and sharing it with the Planning Section and other EOCMT personnel, as appropriate; coordinating resources requested from the site level; and directing deployment of all EOC issued resources to the Incident Commander.

Operations Chief

- Ensures coordination of the Operations function including supervision of the various Branches required to support the emergency event.
- Ensures that operational objectives and assignments identified in EOC Action Plans are carried out effectively.
- Establishes the appropriate level of Branch and Unit organizations within the Operations Section, continuously monitoring the effectiveness and modifying accordingly.
- Coordinates information received from any activated Department Operations Centres (DOC) in the operational area.
- Consults with Planning Chief to clearly define areas of responsibility between the Operations and Planning Sections.
- Maintains a communications link between Incident Commanders (sites), and the EOC for the purpose of coordinating the overall response, resource requests and event status information.
- Ensures that the Planning Section is provided with Branch Status Reports and Incident Reports.
- Conducts periodic Operations briefings for the EOC Commander and EOC Management Team, as required or requested.
- Approves special resource requests and/or obtains the EOC Commander's approval of critical and extra-ordinary resources.
- Supervises the Operations Section.

Branch Coordinators

Branch Coordinators oversee the operations of a particular city department, division, section or outside agency. A Branch Coordinator will be responsible for coordinating the activities of their department/agency site personnel and dispatch centre (if one exists). Additional Branch staff may be needed, dependent on the size of the emergency event and the support required. Branch Coordinators may include, but are not limited to:

a) Kitchener Fire Branch Coordinator

- Establishes ongoing communications with Fire Site Commander.
- Provides a site Incident Commander as designated by the EOCMT.
- Arranges and coordinates fire suppression, as well as hazardous materials support operations.
- Coordinates fire branch activities with fire site personnel and fire dispatch centre.
- Liaises with the Waterloo Region Fire Coordinator about the emergency.

- Liaises with the Office of the Fire Marshal and Emergency Management (OFMEM) for any additional fire service assistance or resources required.
- Acquires and coordinates all fire mutual aid resources, as necessary.
- Ensures an appropriate level of continuous service to the unaffected part of the city in accordance with legal obligations and available resources.
- Advises and provides consultation on the issue of evacuation relative to the number of citizens involved, and/or the size of the geographical area involved, which falls under the jurisdiction of the Fire Service.
- Assists in the alerting of persons endangered by the emergency.
- Implements the objectives of the EOC Action Plan assigned to the Fire Branch.
- Completes and maintains Branch Status Reports throughout the emergency.
- Maintains status of unassigned fire and HAZMAT resources.
- Provides routine status reports to the Operations Section Chief.

b) Kitchener Community Programs & Services Branch Coordinator

- Coordinates Community Recreation Services Branch activities with Kitchener Community Services site personnel and Regional Community Services Branch.
- Coordinates parks, forestry, cemeteries and maintenance operations during the emergency.
- Liaises with Kitchener Horticulture/Forestry Services.
- Provides routine status reports to the Operations Section Chief.
- In conjunction with the Regional Community Services Branch, set-up suitable Reception/Evacuation Centres, as required.
- Ensures personnel are notified to open and assist with the operations in Reception/Evacuation Centres.
- In conjunction with the Regional Community Services Branch and the Kitchener Humane Society, coordinates animal control operations at Reception/Evacuation Centres, as required.
- Provides routine status reports to the Operations Section Chief.

c) Kitchener Infrastructure Services:

i. Environmental Services Branch Coordinator

- Establishes ongoing communications with Infrastructure Services Site Commander.

- Provides a site Incident Commander as designated by the EOCMT.
- Coordinates Environmental Services Branch activities with environmental services site personnel.
- Places all required Environmental Services employees on appropriate shifts upon being notified of activation of the Plan.
- Advises the EOCMT with information and advice on engineering, critical infrastructure and infrastructure service matters including recovery and rehabilitation of city services, water, wastewater, environmental operations and levels-of-service.
- Provides assistance to other municipal departments and external organizations and agencies as required.
- Surveys all other infrastructure systems, such as sewer and water systems within the area.
- Ensures an appropriate level of continuous service to the unaffected part of the city in accordance with legal obligations and available resources.
- Provides equipment in support of emergency site.
- Liaises with utilities and agencies to discontinue, maintain, or restore any engineering service or utility to consumers as required or determined by the EOCMT.
- Liaises with local community partners to provide special equipment, vehicles and personnel as required.
- Liaises with local Conservation Authorities with respect to water levels during times of flooding or anticipated flooding. Provides routine status reports to the Operations Section Chief.
- Liaises with Ministry of the Environment and Climate Change and other relevant agencies and departments with respect to environment contamination.
- Coordinates asset management for water, wastewater and storm water and facilities programs.
- Implements the City of Kitchener Water Distribution Emergency Response Protocol, as required.
- Through coordination with the Region of Waterloo Water Supply operations, ensures adequate emergency water supply/pressure for effective fire suppression operations.
- Arranges for the provision of emergency potable water supplies and sanitation facilities in co-ordination with the Region of Waterloo Medical Officer of Health.

ii. Roads and Traffic Branch Coordinator

- Establishes ongoing communications with Infrastructure Services Site Commander.
- Provides a site Incident Commander as designated by the EOCMT.

- Coordinates Roads and Traffic Branch activities with roads and traffic site personnel.
- Places all required Roads and Traffic employees on appropriate shifts upon being notified of activation of the Plan.
- Advises the EOCMT with information and advice on transportation, engineering, critical infrastructure and infrastructure service matters including recovery and rehabilitation of city services, fleet, and roads and traffic levels-of-service.
- Liaises with the Waterloo Region Commissioner of Transportation and Environmental Services and senior public works officials from neighbouring communities to ensure a coordinated response to transportation, engineering, critical infrastructure and all other infrastructure service matters as required.
- Provides assistance to other municipal departments and external organizations and agencies as required.
- Provides equipment in support of emergency site.
- Liaises with utilities and agencies to discontinue, maintain, or restore any engineering service or utility to consumers as required or determined by the EOCMT.
- Liaises with local community partners to provide special equipment, vehicles and personnel as required.
- Supports traffic control operations as required.
- Surveys all infrastructure systems, such as roads, bridges, and all other transportation systems within the area.
- Ensures an appropriate level of continuous service to the unaffected part of the city in accordance with legal obligations and available resources.
- Coordinates waste management issues including collection, processing and disposal.
- Coordinates debris removal services as required.
- Provides routine status reports to the Operations Section Chief.
- Coordinates asset management for roads, bridges, and other transportation and roads programs.
- Ensures the clearing of blocked passageways in coordination with the site Incident Commander, either inside or outside the emergency perimeter.
- Coordinates the removal of debris for emergency response.

d) Kitchener Utilities Branch

- Implements the City of Kitchener Water Distribution Emergency Response Protocol, as required.
- Through coordination with the Region of Waterloo Water Supply operations, ensures adequate emergency water supply/pressure for effective fire suppression operations.

- Establishes ongoing communications with Kitchener Utilities (Gas/Water) Site Commander.
- Provides a site Incident Commander as designated by the EOCMT.
- Coordinates Utilities Branch activities with site personnel.
- Places all required Utilities employees on appropriate shifts upon being notified of activation of the Plan.
- Advises the EOCMT with information and advice on critical infrastructure and gas/water distribution matters including recovery and rehabilitation of city services and levels-of-service.
- Liaises with the senior gas and water utility officials from neighbouring communities to ensure a coordinated response to engineering, critical infrastructure and utilities matters as required.
- Provides assistance to other municipal departments and external organizations and agencies as required.
- Provides equipment in support of emergency site.
- Coordinates to discontinue, maintain, or restore any engineering service or utility to consumers as required or determined by the EOCMT.
- Liaises with local community partners to provide special equipment, vehicles and personnel as required.
- Liaises with Ministry of the Environment and other relevant agencies and departments with respect to environment contamination.
- Surveys all other infrastructure systems within the area.
- Ensures an appropriate level of continuous service to the unaffected part of the city in accordance with legal obligations and available resources.
- Provides routine status reports to the Operations Section Chief.
- Coordinates asset management for water and gas programs.
- Arranges for the provision of emergency potable water supplies in co-ordination with the Medical Officer of Health.

e) Kitchener Building Branch

- Provides and/or arranges for advice on the structural safety of buildings.
- Identifies and prioritizes damaged structures to be inspected.
- Coordinates building inspection personnel.
- Inspects and takes appropriate action for the demolition of unsafe buildings or required remedial actions for unsafe buildings.
- Takes action to ensure the protection of the public including, but not limited to:

- Upon a complete application, issue required building/demolition permits to property owners;
- Prohibiting the use or occupancy of a building;
- Order a building to be renovated, repaired or demolished to remove an unsafe condition; and
- Take measures necessary to terminate the danger where a building is involved.
- Provides technical expertise regarding the construction of buildings, as required.
- Provides advice and assistance relating to the enforcement of municipal By-laws and property standards which may include:
 - Enforces By-laws by investigating to determine if there is a violation(s) and will take the necessary measures to ensure the violation(s) is corrected (compliance obtained).
 - Responds to citizen complaints and conducts proactive investigations.
- Contacts local utility companies for building demolition needs.
- Provides routine status reports to the Operations Section Chief.

f) Regional Police Branch Coordinator

- Ensures all necessary emergency services are notified as required.
- When legally required to do so, ensures an investigation is conducted and further ensures all other investigative agencies are notified and provides assistance as needed.
- Ensures a communication link is established between the RECG and the Police On-Scene Command Post.
- Provides the RECG with advice on public safety matters.
- Ensures persons endangered by the emergency are alerted and provides coordination of evacuation procedures, including traffic control on evacuation routes.
- Liaise with the Region of Waterloo Commissioner of Community Services (CSD) regarding the site(s) selected for reception centre(s) and the approximate time of arrival of the first evacuees.
- Where time and circumstances permit, liaise and consult with the Region of Waterloo Commissioner of CSD to ensure the initial designation of reception centres has occurred and meet the needs of the evacuees.
- Ensures a police presence is provided at the EOC, reception centres, holding areas and other facilities, as required.
- When required, assists the Incident Commander (IC) in fulfilling his/her responsibilities.
- Provides routine status reports to the Operations Section Chief.

g) Regional Paramedic Branch Coordinator

- When required, assists the Incident Commander (IC) in fulfilling his/her responsibilities.
- In conjunction with the IC, assesses the need and the initial request for (special) emergency resources at the emergency site, e.g., multi-patient units, support units, air ambulances, etc., and any other medical resources required.
- Liaise with hospitals for the efficient distribution of casualties through the Cambridge Central Ambulance Communication Centre (CACC) Dispatch.
- Notifies and requests assistance of the Ontario Ministry of Health and Long-Term Care, Emergency Health Services Branch through the Local Health Integration Network (LHIN)/Community Care Access Centre (CCAC).
- Liaise with neighbouring Paramedic Services regarding areas of mutual concern which may include coverage issues, distribution of patients to area hospitals and any other issues needed in pre-hospital care.
- In conjunction with the IC, assess the need and initial request for on-site medical teams from hospitals and whether assistance is required from Police or other emergency services in providing transportation to the scene for these medical teams.
Note: Hospitals will not routinely provide on-site triage or medical teams. Medical assistance may be requested to deal with extraordinary instances such as prolonged and extensive entrapment, etc.
- Liaise with the Director of Transit Services in providing busses for low acuity patients.
- Liaise with the Commissioner of Public Health and Emergency Services (PHE)/Medical Officer of Health (MOH) regarding the evacuation of persons requiring ambulance or other stretcher transportation and assist with the organization
- Provides routine status reports to the Operations Section Chief.

h) Regional Public Health Branch Coordinator

- As a member of the RECG, acts as a coordinating link with the LHIN for all health services at the EOC, as appropriate.
- Liaise with the Provincial Ministry of Health and Long-Term Care (MOHLTC), Public Health Ontario (PHO), and the Local Health Integration Network (LHIN) as needed.
- Liaise and coordinate with community health care partners as needed, as part of the Public Health emergency response (e.g., physicians, hospitals, etc.).

- Provides advice and recommendations to the public on matters which affect the health of the community (e.g., boil water advisory, preventive measures for infectious disease outbreaks).
- Coordinates the health response to public health emergencies or emergencies with public health impacts (e.g., infectious disease outbreaks, contamination of the drinking water, etc.), according to Ministry of Health and Long-Term Care direction, the Ontario Public Health Standards, the Health Protection and Promotion Act, and/or other relevant legislation (e.g., Safe Drinking Water Act). The Public Health response would be aligned with the Regional emergency response.
- Liaise with the Region of Waterloo Commissioner of Transportation and Environmental Services (TES) to ensure the safety of drinking water and appropriate sanitation services.
- Liaise with the Region of Waterloo Commissioner of Community Services (CSD) and provide support specific to reception/evacuation centres, or other temporary lodging sites, in the areas of:
 - environmental health consultation (food, water safety, sanitation and infection control practices)
 - participation in intake of clients at a reception/evacuation centre;
 - infectious disease case management and surveillance; and
 - infectious disease outbreak control
- Provides routine status reports to the Operations Section Chief.

i) Regional Community Services Branch Coordinator

- Implements the Emergency Social Services (ESS) Plan that is aimed at providing services to those people displaced as a result of an emergency or disaster.
- Ensures reception centres are established, operated, staffed and closed, with the assistance of Public Health and Emergency Services (PHE) and designated volunteer agencies for the registration, feeding, care, clothing, welfare and shelter of persons using the centres.
- Liaise with Kitchener Community Services Branch with respect to determining the location of the reception centre when using a City of Kitchener facility.
- Ensures that property representative(s) is/are notified when a public or private facility(s) is/are required as reception centre(s)
- Determines whether additional reception centres need to be opened.
- Liaise with the Chief of Police with respect to the establishment of reception centres and other areas of mutual concern.

- Liaise with the Commissioner of PHE/Medical Officer of Health on areas of mutual concern regarding operations in reception centres when requested by reception centre personnel including:
 - Food safety and water quality
 - General sanitation and health hazards
 - Infection prevention and control
 - Accommodation standards for emergency lodging
 - Assessment of the health risks of the affected community
- Liaise with Grand River Transit (GRT) for the provision of transportation of evacuees to and from reception centre.
- Provides routine status reports to the Operations Section Chief.

Planning Section

- Collects, processes, evaluates and displays situation information.
- Develops EOC Incident Actions Plans in coordination with other functions.
- Tracks the status of EOC issued resources.
- Maintains all EOC documentation.
- Conducts advance planning activities and makes recommendation for action.
- Obtains technical experts for the EOC, as required.
- Plans for EOC demobilization of personnel and resources.
- Facilitates the transition to the recovery phase.

Logistics Section

- Provides/acquires requested resources including personnel, facilities, equipment and supplies.
- Arranges access to technological and telecommunications resources and support.
- Acquires and arranges resources for the transportation of personnel, evacuees and goods.
- Provides other support services such as arranging for food and lodging for workers within the EOC and other sites.

Finance and Administration Section

- Monitors the expenditure process, and response and recovery costs.
- Coordinates claims and compensation.
- Tracks and reports on personnel time.
- Develops service agreements and/or contracts.
- Oversees the purchasing processes.

8. Emergency Response Plan Supporting Documents

This section outlines supporting documents and/or plans to help support the emergency response and recovery issues. The reference to these documents is solely for the convenience of the users and these documents do not form part of the By-law. The following list does not cover all available documents; some may be added as needed i.e. hazard specific plans.

8.1 Emergency Notification Procedure

The Emergency Notification Procedure outlines the process for City of Kitchener Corporate Contact Centre (CCC) personnel to place the EOCMT on alert or request that they respond to the EOC. The procedure also includes the confidential contact information for EOC personnel.

8.2 Emergency Information Plan

This document coordinates communications from city departments, agencies, and boards to media outlets, city employees, businesses and residents to deliver information before an impending emergency (if possible), during or after a disaster or emergency. This includes the release of appropriate and factual information to the media and to the public, issuing directives to the public, responding to requests for information, and monitoring media outlets and other sources of information. Methods of internal communications with City staff are also outlined.

If required, in the event of a major emergency requiring a response from other levels of government, Region, or other municipalities, communications from the City of Kitchener will be coordinated with these entities.

8.3 Emergency Operations Center (EOC) and IMS Standard Operating Guidelines

This document outlines the procedures involved in activation and operation of both the primary and alternate EOC facilities. This includes details on the facility setup, guiding principles, managing information and resources, and roles and responsibilities for functions within the Incident Management System. As a supplement to the City of Kitchener Emergency Plan, it provides information to enable EOC responders to fulfil their key responsibilities in managing an emergency situation.

8.4 Recovery Plan

One of the last responsibilities that the EOCMT has during an emergency is to establish a Recovery Committee. Its role is to return the community and its

citizens to its pre-emergency state, in order to ensure continuity between the emergency and recovery operations.

Depending on the type of the emergency, the recovery phase could be minimal with respect to resources required, monies spent and/or time needed to return the community to its pre-emergency state.

The nature of the emergency and the final authority responsible for it will take the lead role in the recovery. If the City was responsible for controlling the emergency, the City would lead the recovery. Similarly, if the emergency was declared at a higher level of government, then that level leads the recovery efforts.

8.5 Regional Level 2 ESS Emergency Social Services Plan

The aim of the Regional Level 2 Emergency Social Services Plan is to make provision for the efficient administration, coordination and implementation of the extraordinary arrangements and measures taken to protect the health, safety and welfare of the residents of Kitchener during any emergency once they are outside of immediate danger as a result of an emergency or disaster. This response includes both city staff and external partner agencies that work to provide services including, but not limited to, shelter, food, clothing, emergency first aid, registration and inquiry, personal services, and financial assistance.

8.6 Community Pandemic Influenza Preparedness Plan (CPIPP)

This document describes how the Region of Waterloo Public Health, in collaboration with community stakeholders, will respond to an influenza pandemic.

9. Compensation for Losses

The Municipal Disaster Recovery Assistance (MDRA) program will help municipalities address extraordinary emergency response costs and damage to essential property or infrastructure like bridges, roads and public buildings, as a result of a natural disaster.

The Disaster Recovery Assistance for Ontarians (DRAO) program provides assistance to individuals, small businesses, farmers and not-for-profit organizations that have experienced damage to, or loss of, essential property as a result of a natural disaster.

For further information, visit the website of the Ministry of Municipal Affairs and Housing.

10. Emergency Response Plan Review and Maintenance

The City of Kitchener Emergency Response Plan (Plan) will be maintained and distributed by the Community Emergency Management Coordinator (CEMC) to the public via the City of Kitchener public website.

The Plan will be reviewed annually and, where necessary, revisions recommended to Council by the Community Emergency Management Program Committee (CEMPC). The review and recommended revisions will be coordinated by the CEMC. Any amendments to the City of Kitchener Emergency Response Plan shall be made by By-law and passed by Council.

As noted in section 1.3 of the ERP, Supporting Documents including, but not limited to, Plans, protocols, guidelines, standard operating procedures, processes, and ERP Supporting Documents identified in Section 8 of the ERP do not form part of the ERP. Any reference to such Supporting Documents is solely for the assistance of the users of the ERP. Any revisions to the Supporting Documents may be made by the generator of the document and the CEMC and do not require an amending By-law.

It is the responsibility of each person, agency, service or department identified within the Plan to notify the CEMC forthwith, of the need for any administrative changes or revisions to the Plan or Supporting Documents.

The CEMC is responsible for maintaining a current confidential contact list for EOC personnel and Support Agencies.

Each Department and Support Agency involved with this Plan should prepare emergency response procedures or guidelines (i.e. Departmental Emergency Plan) outlining how it will fulfil its own internal responsibilities under this Plan during an emergency.

Each Department and Support Agency should designate a member of its staff to review, revise and maintain its own functional emergency response procedures or guidelines on a periodic basis.

10.1 Exercising of the Emergency Response Plan

At least one exercise will be organized and conducted annually by the CEMC in order to test the overall effectiveness of the Plan. Recommendations arising from the annual exercise shall be considered by the CEMC and the Community Emergency Management Program Committee for revisions to the Plan.

10.2 Plan Distribution

Copies of the Emergency Response Plan will be provided to EOC personnel, partner organizations and agencies, the Province, and bordering municipalities and regions that may have a role to play in responding to or providing assistance for emergencies in Kitchener.

10.3 Revision History

Rev. No.	Revised by	Details	Revision Date
2024-001	CEMPC	Housekeeping amendments	September 11, 2023

10.4 Abbreviations

- AAR** After Action Report
- CACC** Central Ambulance Communication Centre
- CAO** Chief Administrative Officer
- CCAC** Community Care Access Centre
- CCC** City of Kitchener Corporate Contact Centre
- CEMC** Community Emergency Management Coordinator

- CMT** Crisis Management Team
- CP** Canadian Pacific Railway
- CPIPP** Community Pandemic Influenza Preparedness Plan

- CSD** Community Services Department
- DRAO** Disaster Recovery Assistance for Ontarians
- ECG** Emergency Control Group
- EIO** Emergency Information Officer
- EMCPA** Emergency Management and Civil Protection Act

- EMPC** Emergency Management Program Committee

- EMO** Emergency Management Office (Region of Waterloo)

- EOC** Emergency Operations Centre
- EOCMT** Emergency Operations Centre Management Team

- ERP** Emergency Response Plan
- ESS** Emergency Social Services
- FERP** Federal Emergency Response Plan

FRP	First Response Protocol
GIS	Geographic Information System
GRCA	Grand River Conservation Authority
GRH	Grand River Hospital
GRT	Grand River Transit
HAZMAT	Hazardous Materials
HIRA	Hazard Identification and Risk Assessment
HOC	Head of Council
IAP	Incident Action Plans (IAP)
IC	Incident Commander
IMS	Incident Management System
KU	Kitchener Utilities
KWARC	Kitchener-Waterloo Amateur Radio Club
KW	Kitchener-Waterloo
MDRA	Municipal Disaster Recovery Assistance
MECG	Municipal Emergency Control Group
MOECC	Ministry of Environment and Climate Change
MOH	Medical Officer of Health
MOHLTC	Ministry of Health and Long-Term Care
MOU	Memorandum of Understanding
MNRF	Ministry of Natural Resources and Forestry
MP	Local Members of Federal Parliament
MPP	Local Members of Provincial Parliament
MTO	Ministry of Transportation
OFMEM	Office of the Fire Marshal and Emergency Management
OPP	Ontario Provincial Police
PEOC	Provincial Emergency Operations Centre
PHE	Public Health and Emergency Services
PHO	Public Health Ontario
PSV	Paramedic Services
RCSD	Region Community Services Department
REACT	Radio Emergency Associated Communications Team
REAL	Regional Emergency Alerting List
RECG	Regional Emergency Control Group
ROW	Region of Waterloo
SFCC	Region's Service First Call Centre
SPCA	Society for the Prevention of Cruelty of Animals
SMH	St Mary's Hospital
WRPS	Waterloo Regional Police Services

Terms of Reference



Community Emergency Management Program Committee (CEMPC)

VERSION	APPROVAL DATE
1.0	AUGUST 2016

1. Purpose

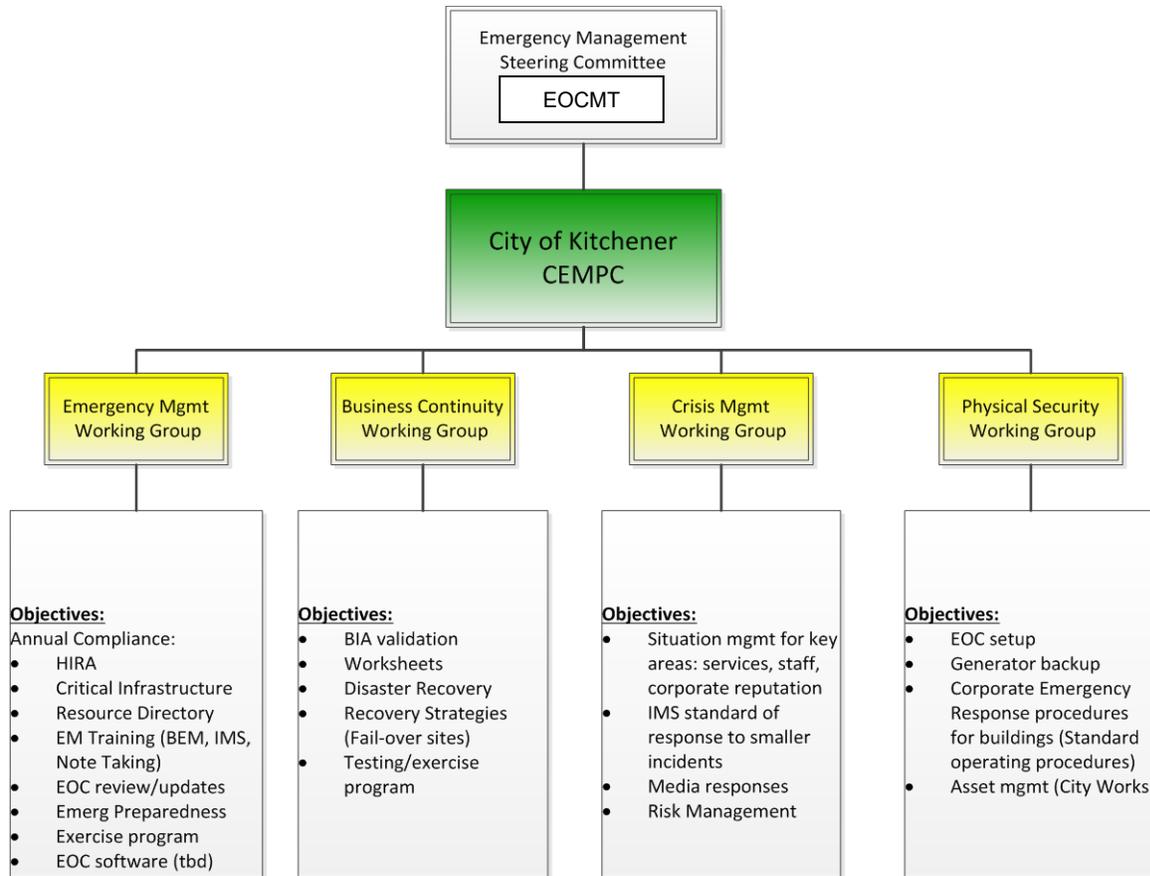
The purposes of the Community Emergency Management Program Committee (CEMPC) are:

- To fulfill the legislated requirements under the Emergency Management and Civil Protection Act, specifically Ontario Regulation 380/04 Subsection 11(1)
- To ensure the appropriate programs are in place based on the Emergency Management and Civil Protection Act and other established guidelines and standards of excellence where applicable.
- To lead the development of the ***Emergency Management and Business Continuity Program*** for the City of Kitchener.
- To participate and approve the City of Kitchener's Emergency Response Plan updates ensuring that all core components and resources are clearly identified.
- To advocate for the use of the Four Pillars (areas) of Organizational Resiliency: Emergency Management, Business Continuity, Crisis Management, and Physical Security to guide its work.
- To facilitate enhancing community safety through prevention, preparedness, response & recovery planning efforts; and to provide leadership and collaboration with all orders of government, communities, stakeholders and individuals within the municipality of the City of Kitchener.
- To implement and use the Incident Management System (IMS) framework as the City of Kitchener's standardized approach for all of its response, planning, and training.

2. Objectives

The CEMPC committee members are responsible for ensuring that the appropriate programs are in place based on the Emergency Management and Civil Protection Act. Members will also ensure that best practices are utilized for the other areas (i.e. Four Pillars of Resiliency) of Business Continuity, Crisis Management, and Physical Security. Specifically, the following objectives are a guide for the CEMPC:

- Build and strengthen interdepartmental and external emergency networks and relationships for the four pillars.
- Share information, and provide education and awareness among the departments, organizations and response personnel for the City of Kitchener.
- Develop, discuss and refine interdepartmental issues having multi-jurisdictional and/or corporate implications.
- Analyze and report on best practices and departmental experiences to uncover gaps and areas for improvement for the four pillars across the corporation and within departments.
- Act as a vehicle for the dissemination of information and awareness within the corporation and the community at large.



3. Community Emergency Management Program Committee Membership

- CEMC (Acts as Chair)
- Alternate CEMC's (alternate Chair as necessary)
- Committee Administrator
- Corporate Communications (CAO's Office)
- Legislative Services (FCS)
- Accounting (FCS)
- Information Technology (FCS)
- Human Resources (FCS)
- Facilities Management (INS)
- Operations – Environmental Services (INS)
- Operations – Roads and Traffic (INS)
- Asset Management (INS)
- Utilities (INS)
- Community Programs & Services (CSD)
- Equity, Diversity and Inclusion (COR)

Representatives from the following agencies will be included bi-annually and will be invited to participate in specific Working Groups where required. Other representatives will be invited as needed:

- Waterloo Regional Police (or alternate)
- Waterloo Regional Director of Emergency Medical Services (or alternate)
- Emergency Management Ontario
- Waterloo Regional Emergency Measures (or alternate)
- Waterloo Regional Emergency Social Services
- St. Mary's Hospital Emergency Planner
- Grand River Hospital Emergency Planner
- Enova Power representative
- Grand River Conservation Authority (GRCA)

This committee reports to the Emergency Management Steering Committee which includes EOCMT members and the Fire Chief.

4. **Selection of Membership for the Working Groups**

The members from each Working Group (as identified within the organizational chart in Section 2: Objectives above) will be recruited by the CEMPC membership and will be based on their subject matter expertise (SME) in the four areas of Emergency Management, Business Continuity, Crisis Management, and Physical Security.

The Working Groups will each have a designated Chair (and alternate) that will sit on the CEMPC.

5. **Frequency of Meetings**

The CEMPC will be held quarterly (or as needed) and will bring the external partners in bi-annually.

The Working Group members will meet bi-monthly or more often dependent on the need identified by the working group.

6. **Attendance**

If a member cannot attend, they may send a suitable alternate.

7. **Quorum**

At minimum 50% plus 1 must be represented.

8. **Resources**

- Support Staff
Staff designated as the Committee's recorder will be responsible to ensure that minutes of the CEMPC meetings are taken and distributed to the membership.
- Meeting locations for the CEMPC meetings will be located within one of the City of Kitchener's meeting rooms that can accommodate the membership or virtually .

9. **Maintenance and Refinement of the Terms of Reference**

These terms of reference shall be maintained by the CEMPC membership and shall be

reviewed on an annual basis.