



2025

OFFICE OF
EMERGENCY
MANAGEMENT

END OF YEAR REPORT



Gwinnett

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LETTER FROM THE DIRECTOR



As we transition into 2026, I am honored to share a retrospective of the milestones achieved by the Gwinnett County Office of Emergency Management (OEM) throughout 2025. In a year marked by rapid changes and unique climate challenges, our team has remained unwavering in its commitment to the Gwinnett Standard—consistently delivering excellence in service, stewardship, and integrity to our nearly one million residents.

Our core mission is more vital than ever: to build and sustain a Disaster-Resistant Community. Throughout 2025, we realized this vision by maturing our comprehensive emergency management program alongside our internal departments, regional partners, and neighboring jurisdictions. In an increasingly complex landscape, our ability to collaborate has been our greatest asset.

Following the finalization of our Multi-Jurisdictional Hazard Mitigation Plan, 2025 focused on high-impact implementation. By leveraging data-driven insights and community feedback, we as a community can work to reduce localized vulnerabilities and reinforce our infrastructure against evolving threats.

Readiness is a perishable skill. This past year, we exceeded state requirements by executing a series of sophisticated functional exercises under the Homeland Security Exercise and Evaluation Program. A highlight was our Volunteer and Donations Annex workshop, where we were able to work together with county stakeholders and volunteer groups to discuss the capabilities and needs during incidents that may warrant their collaboration.

Our OEM Duty Officers continued to serve as the 24/7 backbone of our response framework. Throughout 2025, they provided a critical resource to partners, ensuring that real-time situational awareness translated into swift, equitable resource deployment.

I would like to extend my deepest appreciation to the Board of Commissioners. Their dedication to our core values of Integrity, Accountability, Equity, Inclusivity, and Innovation provides the necessary foundation for our office to thrive. Their leadership ensures that Gwinnett does not just react to change—we lead through it.

Looking ahead into 2026, the Office of Emergency Management remains resolute. We will continue to innovate, strengthen our community partnerships, and refine our strategies to ensure that Gwinnett County remains a safe, prepared, and resilient place to call home.



MISSION AND VISION

The Gwinnett Standard

The Gwinnett Standard is an expectation of excellence in service, stewardship, and integrity in everything we do. It is a connecting thread that runs throughout County government and is reflected in the excellence of our schools, libraries, businesses, community organizations, and residents.

Vision Statement

The Vision of the Gwinnett County Office of Emergency Management is to encourage and foster a Disaster Resistant Community.

Mission Statement

To administer a community wide comprehensive emergency management program in partnership with all departments, agencies, operating units, administration, and neighboring jurisdictions to save lives, protect property and safeguard the environment.

Board of Commissioners Values Statement

Integrity: We believe in being honest, building trust, and having strong moral principles.

Accountability: We believe in stewardship, transparency, and sustainability.

Equity: We believe in fairness and respect for all.

Inclusivity: We believe in engaging, embracing, and unifying our communities.

Innovation: We believe in continual adaptation of technology, process, and experience.

MITIGATION

Hazard mitigation is any sustainable action that reduces or eliminates long-term risk to people and property from future disasters. Mitigation planning breaks the cycle of disaster damage, reconstruction, and repeated damage. Federal and State funding is occasionally available for specific mitigation efforts for those communities that have a federally approved Hazard Mitigation Plan. Gwinnett County was awarded a mitigation planning grant to support the update of the Multi-Jurisdictional Hazard Mitigation Plan. Public input regarding the Hazard Mitigation Plan was received through a published survey and several in-person public outreach meetings. The survey was broadcast on several Gwinnett County maintained platforms but also received support from several municipalities who circulated the survey as well. The survey, in combination with the outreach meetings and their results, not only satisfies a federal requirement for the plan but also allows a way to record citizen opinions on localized hazard risks.

The Office of Emergency Management continues to support various departments and municipalities by providing technical assistance as they seek funding for mitigation projects identified through the ongoing plan maintenance process.

PLANNING

Plans must be in place that describe Gwinnett County's emergency response, continuity of operations, continuity of government, hazard mitigation, and recovery from emergencies or disasters. Specific areas of responsibility need to be assigned for performing functions in response to a disaster and hazards that impact Gwinnett County must be addressed. Plan documents are developed, evaluated, and revised on a schedule that is based on the specific requirements of that plan. Some plans require additional approvals such as local adoption or state and federal approval. In 2025, the following Plans were evaluated and revised.

Plans Evaluated & Revised

- Strategic Plan
- Emergency Management Manual
- Continuity of Operations Plan
- Integrated Preparedness Plan
- Emergency Operations Plan
- Emergency Support Functions Annex
- Continuity of Government Annex
- Winter Weather Incident Annex
- Volunteer and Donations Support Annex
- Standard Operating Guidelines



TRAINING AND EXERCISES

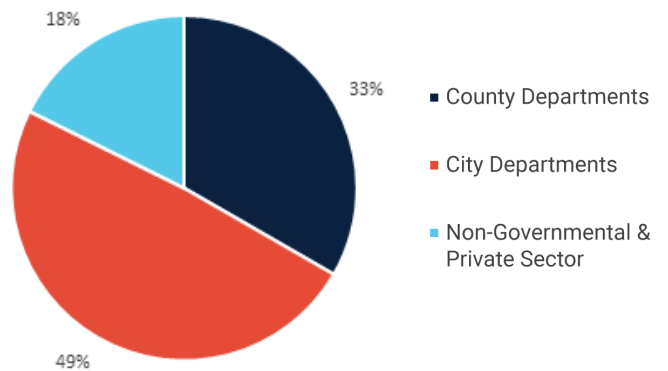
Training

The Office of Emergency Management administers a formal training program that begins with a needs assessment to address internal and external requirements. Participants in the assessment process include county departments, city departments, and non-governmental and private sector partners.

Training is regularly scheduled and specialized to the threats and hazards of the county.

Courses were conducted in the subject areas listed below. Target audiences may include key public officials, first responders, non-governmental and private sector partners, and the general public.

Training Needs Assessment Participants



Course Title	Number of Offerings
Incident Command System / Emergency Operations Center Interface	1
Intermediate Incident Command for Expanding Incidents	1
Advanced Incident Command	1
Continuity of Operations	2
WebEOC Incident Management Software	13
Basic Emergency Operations Center Processes	5
Search for Missing Persons	6
Behavior Threat Assessment and Management	1
Incident Response to Terrorist Bombings	7
Wireless Emergency Alerts	1
American Red Cross Shelter Management	1
Preliminary Damage Assessment	1
Total Training Courses	40



Exercises

Exercises play a vital role in preparedness. A formal exercise program provides a low-risk and controlled environment to familiarize personnel with roles and responsibilities, foster meaningful interaction, and enhance communication. Exercises also assess and validate plans, policies, procedures, capabilities, and identify strengths and areas for improvement. Exercises are conducted and documented consistent with the Homeland Security Exercise and Evaluation Program. The State of Georgia requires two exercises per year are completed by local emergency management programs.

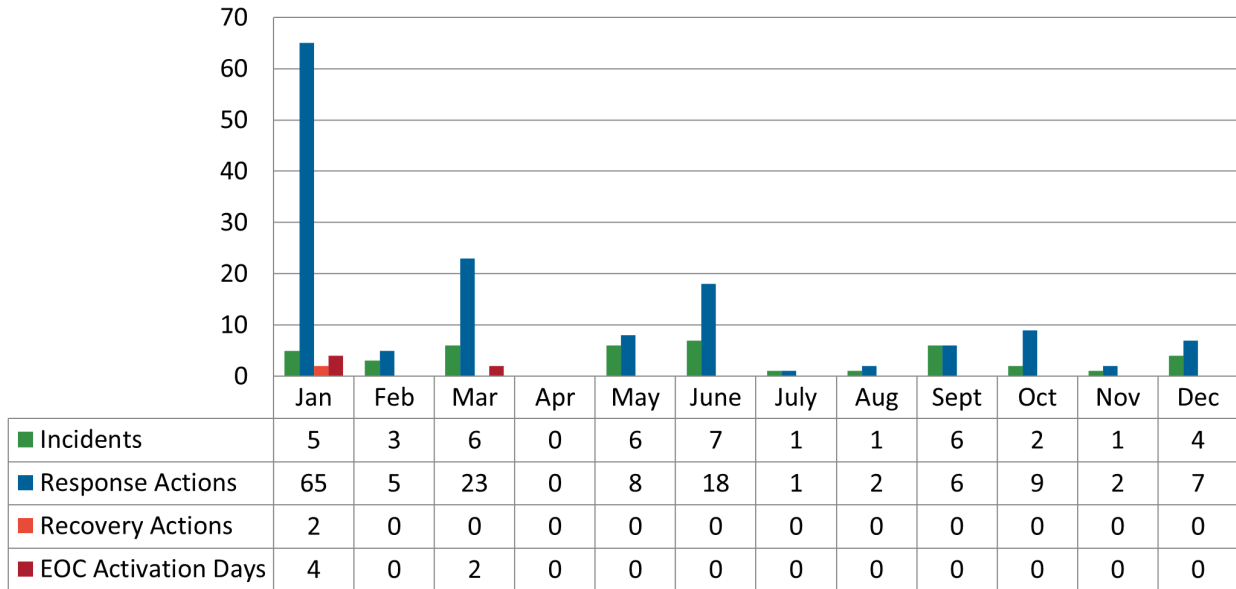
Gwinnett County conducted a Tabletop Exercise focused on Critical Facility Access during Winter Weather Events. Numerous departments throughout the county participated, representing an assortment of capabilities and needs. Valuable information was learned that validated current processes while contributing to the improvement of plans and procedures. In total, the exercise included participation of 25 active participants representing 9 different organizations.

Additionally, OEM helped to facilitate a workshop to review the Volunteer and Donations Annex of the Emergency Operations Plan. The goal of the event was to revalidate the capabilities of named organizations within the plan as well as identify areas of improvement to better identify processes that may become essential during an event that may require the utilization of these resources. During the workshop, 21 individuals participated representing 8 county, state, and non-governmental organizations.

DISASTER RESPONSE

The Georgia Emergency Management Act of 1981 (O.C.G.A. 38-3-27) requires the local director, or their designee be available or on-call at all times beyond normal working hours.

2025 Incidents



The OEM Duty Officer serves as the primary emergency point-of-contact for the alert, notification, and initiation of a preliminary response to major emergencies and disaster events occurring in Gwinnett County. Incidents that require a Duty Officer response continue to rise in both quantity and complexity. Whether responding to a request for resources, coordinating disaster response actions, or leading the search for a missing person, the OEM Duty Officers are responsible for putting the county's emergency plans into action. Consideration will be given to activating the Emergency Operations Center (EOC) when the Duty Officer becomes aware of an incident and anticipates a need for coordination and/or resource support from the EOC. Management of these major emergencies and disasters requires the support of the entire OEM staff. Scheduled planning, training, and exercise activities are put on hold during the response and recovery to these non-scheduled events.

As part of normal operations, OEM duty officers responded to a large number of and variety of incidents, resulting in 967 staff hours directly related to response and recovery actions.



Gwinnett

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