



Vermont State Hazard Mitigation Plan Annual Report

2025





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Introduction

The 2023 Vermont State Hazard Mitigation Plan (SHMP) Annual Report serves as a progress marker in the five-year cycle of implementing the SHMP. The SHMP Annual Report provides a review of the work each SHMP mitigation action lead has invested in the priorities set forth in the 2023 SHMP. The Annual Report will also document the priorities set by the Vermont State agencies and non-governmental entities that have been involved in the implementation of the SHMP for the next year. These updated priorities were determined during the December 2025 State Hazard Mitigation Plan Implementation Strategy Meeting. VEM Hazard Mitigation Section staff worked closely with action leads to provide input in the SHMP Implementation Tracker – capturing details on successes and planned improvements. On January 12th, 2026, the SHMP Planning and Policy Committee met to review the 2025 SHMP Annual Report, including plan implementation progress and priorities set for 2026.

As the second Annual Report for the 2023 Vermont State Hazard Mitigation Plan (SHMP), this report will include progress from the 2025 calendar year. Please visit the Vermont SHMP website to view the Annual Report for November 2023 to December 2024 implementation¹.



Signed and adopted on November 8, 2023, by Secretary of Administration Clouser, the 2023 SHMP was approved by FEMA during the months following Vermont's most severe natural hazard events since Hurricane Irene. In July 2023 (DR-4720²) Vermont was impacted by what was officially described as severe storm, flooding, landslides, and mudslides. Before the State Emergency Operations Center (SEOC) had time to demobilize, the State was affected again in August 2023 (DR-4744) by severe storms and flooding. In December 2023 (DR-4762), severe storms and flooding again arrived in the state. July 2024 would again bring severe storms, flooding, landslides, and mudslides to Vermont (DR-4810; DR-4826) that were preceded by severe winter storms (DR-4770). Since the 2023 SHMP was already drafted for FEMA review when the July 2023 flooding occurred, please note that the 2023 SHMP does not currently include lessons learned from this flooding event and subsequent events in 2023 and 2024— recent events will be addressed in the 2028 SHMP.

We continue to learn about the changing hazard landscape in Vermont, from increasing landslide and wildfire risks to severe drought impacts on our most valued assets. In 2025, Vermont experienced widespread and persistent drought conditions, with the U.S. Drought Monitor showing all of the state in at least moderate drought and much of it in severe to extreme drought for much of the late summer and early fall, leading to low streamflows, dry wells, stressed agriculture, farm losses, and water supply concerns. Local rainfall provided only limited relief, and while recent precipitation has eased some extreme conditions in parts of the state, drought impacts on water resources, crops, and ecosystems continued into late 2025, and will be felt in the next year. As the severity of the drought became apparent, impacts of the federal government shutdown in late 2025



¹ https://vem.vermont.gov/sites/demhs/files/documents/2023%20SHMP_Annual%20Report%20for%202024.pdf or <https://vem.vermont.gov/plans/SHMP>

² Each presidentially declared disaster is given a "DR-#####" name for reference. For example, funding for recovery and hazard mitigation that was requested for the event that is commonly called "July 2023 flooding" or similar is called DR-4720 by staff, volunteers, and local officials working with FEMA programs.



were felt locally when a request for federal assistance was unanswered - leaving Vermont farmers without the information needed to make decisions that impacted the whole region.

Challenges to stability in resilience work were further complicated in 2025 when changes to FEMA's Building Resilient Infrastructure and Communities (BRIC) program created significant operational barriers for hazard mitigation and resilience work in Vermont and nationwide. Projects submitted under BRIC 2023 that were selected for funding but had not yet received an award did not advance, and FEMA revoked the BRIC 2024 Notice of Funding Opportunity. As a result, applications that were pending award and in process—including Vermont's statewide Local Hazard Mitigation Plan (LHMP) application for municipalities needing new or updated LHMPs—were not funded. Without funding for LHMPs, Vermont's municipalities are not eligible for FEMA hazard mitigation grants and Emergency Relief Assistance Fund (ERAF) rates are impacted. Most communities across Vermont cannot move needed resilience planning forward without federal funding.

These funding disruptions occurred alongside staffing challenges at FEMA and extended federal review timelines, which further slowed progress and increased uncertainty for states and communities relying on federal mitigation programs. The future of BRIC, Hazard Mitigation Grant Program (HMGP)³, and all FEMA programs more broadly remains uncertain, with aspects of these programs subject to ongoing administrative and legal processes.

Together, these conditions limited the State's ability to plan around predictable federal funding in 2025 and reinforced the need to prioritize coordination, sequencing, and near-term actions that can move forward using existing state, regional, and local capacity.



Despite the challenges, each partner involved in the implementation of this plan has made immense progress to increase resilience for Vermont's communities. The following pages aim to capture some of that progress. Of course, not everything can be captured in a graphic or statistic. Ongoing programs, such as the VEM-managed buyout program, VTrans road improvements, or other site-specific hazard mitigation projects will not be captured by this Annual Report.

There are many organizations and individuals in Vermont working to improve resilience in the face of climate change. We would like to recognize everyone's efforts in this mission, and hope to build networks of resilience over the coming years. The list of contributors continues to grow and we appreciate the diversity of work that must come together for holistic resilience in Vermont. Many of these subject matter experts have been busy with

their individual initiatives to help Vermont communities adapt to the realities of our dynamic climate or part of work to create the new Resilience Implementation Strategy (RIS). Thank you for all you have contributed and the work you continue to move forward for the State of Vermont and our communities.

³ FEMA's HMGP funding is allocated to states after presidentially declared disasters. The amount allocated is a percentage of the cost to rebuild after the declared disaster, typically 15%. Until 2025, it was standard to receive funding through HMGP to prevent future damages that would require FEMA recovery dollars in the state impacted.



VEM will continue to coordinate with partners in hazard mitigation during the implementation of the 2023 SHMP. VEM provides assistance as needed, including support in tracking and entering information for the SHMP Implementation Tracker survey tool. The SHMP Implementation Tracker can be updated at anytime in the year as work is completed or changes to improve effectiveness in meeting hazard mitigation goals are identified.

VEM will ensure that all action leads have provided updates for the previous year prior to the compilation of the SHMP Annual Report each year. Charts, graphs, and summary counts presented in this Annual Report and on SHMP Implementation Tracker dashboard are pulled from the data entered by action leads. Links to the interactive SHMP Implementation Tracker dashboard are provided throughout this report.

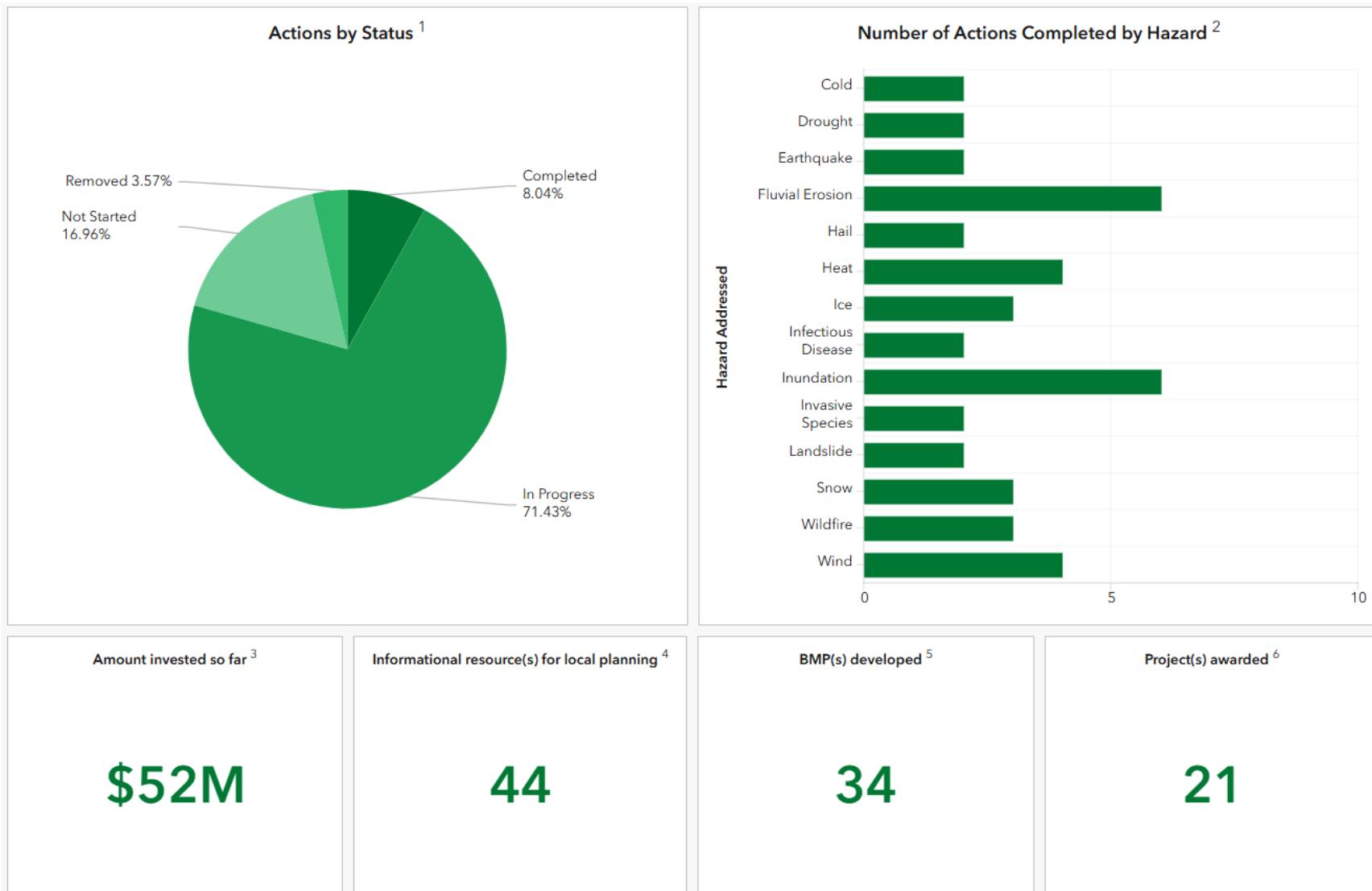
The following agencies and organizations lead and implemented the work summarized in the 2025 SHMP Annual Report. The first column indicates how they are commonly referenced in the Annual Report and SHMP, and the second column details agency, department or division:

ACCD	Agency of Commerce and Community Development – Department of Housing and Community Development
AHS	Agency of Human Services
ANR	Agency of Natural Resources
Dam Safety Program	Agency of Natural Resources, Department of Environment Conservation – Dam Safety Program
Rivers Program	Agency of Natural Resources – Department of Environment Conservation – Rivers Program
State Geologist	Agency of Natural Resources – Department of Environment Conservation – Division of Geology and Mineral Resources
CAO	Agency of Natural Resources -- Climate Action Office
FPR	Agency of Natural Resources – Department of Forests, Parks, and Recreation
Norwich University	Norwich University
PSD	Department of Public Service
SHPO	Agency of Commerce and Community Development – State Historic Preservation Officer
UVM - CDAE	University of Vermont – Community Development and Applied Economics and Center for Rural Studies
UVM - VSCO	University of Vermont – Vermont State Climatologist Office
VAAFM	Agency of Agriculture, Food & Markets
VACD	Vermont Association of Conservation Districts
VDH	Agency of Human Services - Vermont Department of Health
VEM	Department of Public Safety - Vermont Emergency Management
VCGI	Agency of Digital Services - Vermont Center for Geographic Information
VNRC	Vermont Natural Resource Council
VTrans	Agency of Transportation



Year 2025 Progress: Summary Graphics and Key Metrics

Overall Progress towards Goals



Interactive dashboard: <https://vermont-emergency-management-shmp-site-vtem.hub.arcgis.com/>



State of Vermont, Vermont Emergency Management Vermont State Hazard Mitigation Plan Annual Report 2025

From November 2023 to December 2025, 89 (79.47%) of the 112 hazard mitigation actions in the 2023 SHMP were initiated, with nine actions completed (8%). In 2025, 12 new actions were initiated, and four actions were completed. An additional \$3 million was invested into moving these resilience actions forward, increasing total investments to \$52 million. These actions address the risks posed by natural hazards that can occur in Vermont. Vermont state government and partner organizations increased the hazards addressed through their completed resilience work from fluvial erosion, ice storms, inundation flooding, snow storms, and wind to also address cold, drought, earthquake, hail, heat, infectious disease, invasive species landslides, and wildfire.

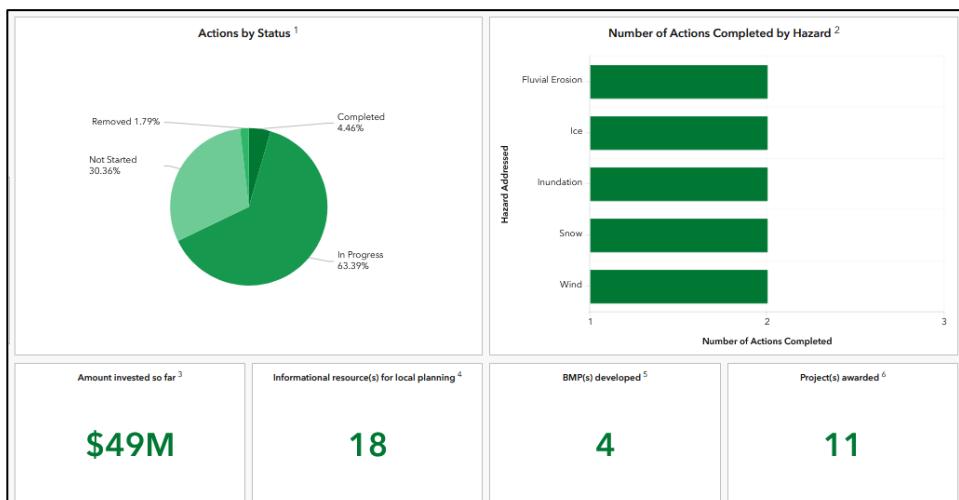
To learn more about these hazards refer to the 2023 SHMP:
<https://vem.vermont.gov/plans/SHMP>.

As part of the initiated work prioritized in the 2023 SHMP, this calendar year, an additional 26 informational resources were developed to strengthen local hazard mitigation planning, 30 new Best Management Practices (BMPs) were developed, and 10 additional projects were awarded. Details on new informational resources, projects awarded, and action highlights will be shared under each goal area of the 2023 SHMP mitigation strategy:

- ❖ Natural Resources: Protect, restore, and enhance Vermont's natural resources to promote healthy, resilient ecosystems.
- ❖ Built Environment: Enhance the resilience of our built environment - our communities, infrastructure, buildings, and cultural assets.
- ❖ Plans & Policies: Develop and implement plans and policies that create resilient natural systems, built environments and communities.
- ❖ Education & Outreach: Create a common understanding of - and coordinated approach to - mitigation planning and action.

Informational resources for local planning are any public documents, tools, or technical assistance initiatives developed that will help municipalities with their Local Hazard Mitigation Plans. Best Management Practices are the culmination of experience and assessment that resulted in the identification of recommended methods for hazard mitigation and resilience at the State or Local level outside of the planning process. Projects awarded are only applicable for those actions that involve grant or technical assistance awards. Action highlights showcase a selection of accomplishments in the implementation of the 2023 SHMP and the informational resources that need further propagation to reach intended audiences.

Archive Snapshot 2024 SHMP Implementation Tracker





Goal Area Progress

Natural Resources: Protect, restore, and enhance Vermont's natural resources to promote healthy, resilient ecosystems.



Interactive dashboard: <https://vermont-emergency-management-shmp-site-vtem.hub.arcgis.com/pages/natural-resources>

Summary of Deliverables and Completed Actions: Natural Resources

In response to the 2025 drought, the Department of Environmental Conservation (DEC) obtained Lake Champlain Basin Program (LCBP)/EPA funding for a project to investigate the meteorological, geological, and hydrologic factors that drive drought and low streamflow conditions in Vermont. The U.S. Geological Survey's New England Water Science Center will primarily conduct the investigation and develop equations based on relevant geologic and hydrologic characteristics for estimating low-flow statistics for ungaged stream locations in and around the Lake Champlain Basin.



Seventeen other mitigation actions are in progress and being led by the DEC Rivers team, State Geologist, ANR FPR, VAAFM, and UVM - Office of the Vermont State Climatologist.

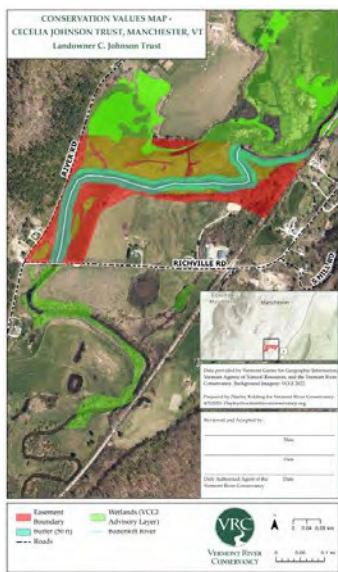
Last year, Forest, Parks, and Recreation assessed mapping tools hosted by the State Foresters Alliance and the National Association of State Foresters in order to more accurately reflect Vermont's wildfire risk. In October of 2025, Vermont FPR presented these mapping tools at Municipal Day to demonstrate potential applications for local communities and published them on the Community Wildfire Protection Plans (CWPP) website⁴.

In a move to enhance wildfire mitigation and suppression efforts, Forest, Parks, and Recreation received an appropriation from the legislature to purchase an additional fire engine. They are working alongside BGS to acquire the fire engine.

The Drinking Water and Groundwater Protection Department contracted with USGS for a study that will deliver a groundwater monitoring network design. The study is nearing completion and will provide Vermont with the opportunity to develop an expanded well network, including bedrock wells.

The Office of the Vermont State Climatologist, housed at UVM, has started work on the first dedicated State Drought Plan for Vermont. The State Drought Plan will address the cascading impacts of drought, and next steps for adaptation and public communication.

Natural Resources 2025 Highlights



Strategy: Promote land management strategies and headwater storage on State and private lands.

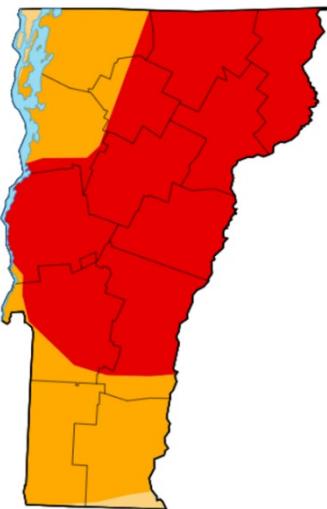
Action: Incentivize water storage in natural areas, including wetlands, to promote flood resilience and biodiversity through expansion of wetland easements to better compensate landowners/managers.

Highlight: The River Corridor Easement program was expanded to include conservation of wetland protection zones. In recent years, the wetlands protections have become more robust and formalized. Since 2023, seven River Corridor and Wetland Easements (RCWE) have closed, protecting a total of 307 acres of floodplain and wetlands. Additionally, the Cecelia Johnson Trust project, located in Manchester, is a 42-acre RCWE where the DEC Rivers team protected the river corridor and restored over 20 acres of wetlands. The wetlands were previously being used as pasture. The DEC worked alongside the VT Agency of Agriculture to relocate the herd and restore and revegetate the wetland and river buffer. In addition to the RCWEs, the DEC has contributed approximately \$250,000 in incentive payments on federal wetland restoration and riparian conservation easement projects totaling hundreds of acres.

More information:

<https://dec.vermont.gov/watershed/rivers/river-corridor-and-floodplain-protection/river-corridor-planning-and-protection-0>

⁴ <https://fpr.vermont.gov/wildland-fire/community>



Strategy: Promote drought resilience

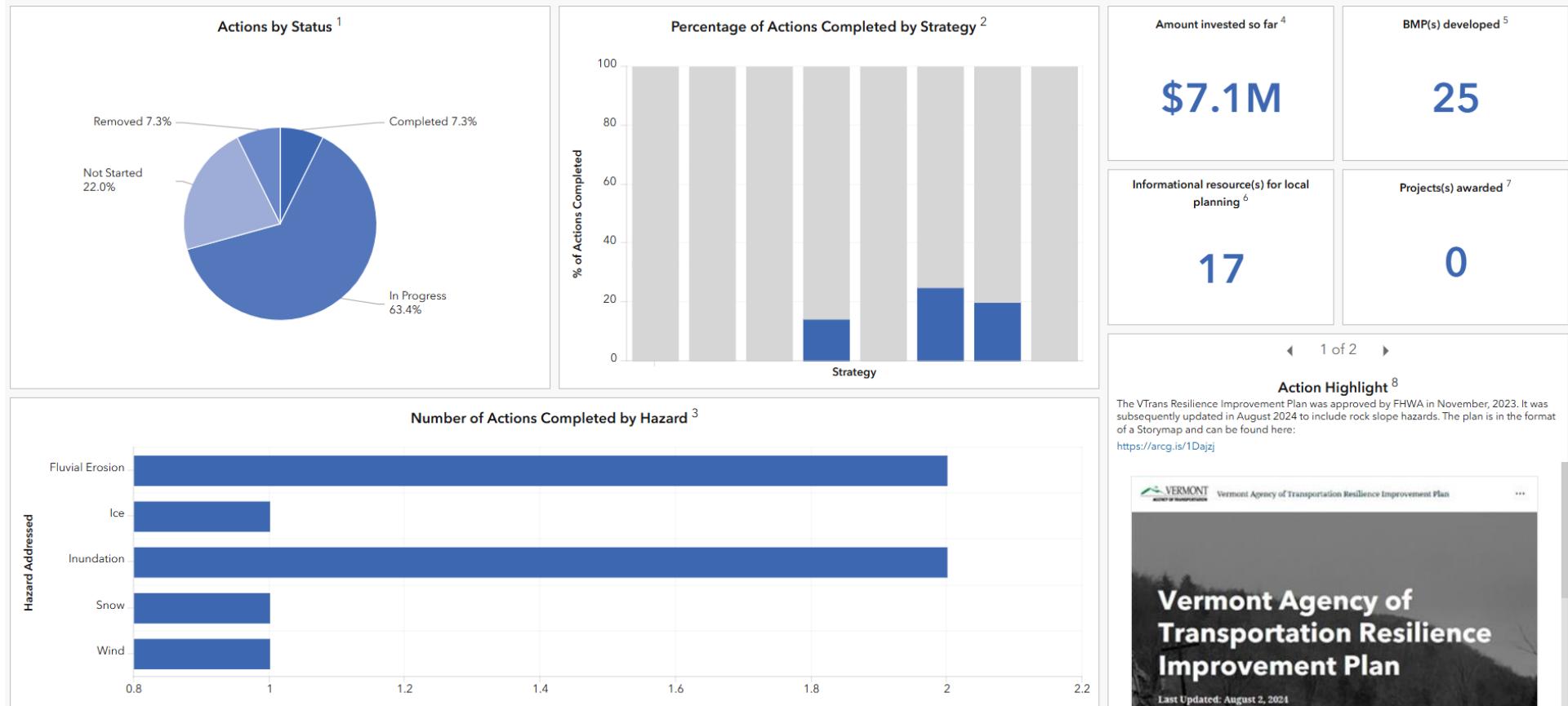
Action: Expand capacity for monitoring and reporting surface water supply and quality conditions across the State to quantify impacts on sectors, including agriculture, recreation and tourism.

Highlight: During the 2025 drought, the Drought Task Force was activated and met weekly with State and Federal partners to gather information to assess the impact of dry conditions on various sectors such as agriculture, environment, water supply and human health. The Task Force was split into two sub-groups, one primarily responsible for monitoring and reporting conditions, and the other for recommending actions to the Governor's Office based on this information. Additionally, the Watershed Management Division is leading the development of rules for the Act 135 surface water withdrawal reporting and permitting program, determining how water withdrawals will be managed during drought periods. This work is complimented by the Water Use Interactive Dashboard created by VGS last year that tracks the largest surface water usage across the state.

More information: <https://dec.vermont.gov/geological-survey/groundwater/wudr>



Built Environment: Enhance the resilience of our built environment - our communities, infrastructure, buildings, and cultural assets.



Interactive dashboard: <https://vermont-emergency-management-shmp-site-vtem.hub.arcgis.com/pages/built-environment>

Summary of Deliverables and Completed Actions: Built Environment

The VTrans Resilience Improvement Plan (RIP) was developed to incorporate flood resilience in transportation planning, engineering and programming. In 2025 VTrans worked to increase available data needed for municipal infrastructure improvement prioritization and financing. Additionally, VTrans is coordinating a research project to quantify the cost effectiveness of Municipal Roads General Permit best management practices to help inform the prioritization of municipal infrastructure improvements.



PSD published an updated State Energy Security Plan in September and continues to coordinate with the SHMP - identifying the interdependency of other systems on the grid and additional risk analysis requirements. PSD also increased capacity and filled a position to maximize utilization of available federal dollars (including IIJA, IRA, ARPA, and EDA) towards utility resilience implementation work.

Supported by ACCD, strides were made in future resilient housing plans - particularly in implementing Act 181 as Regional Planning Commissions work with municipalities on updated land use maps and housing targets set by Act 47. To protect cultural and historic resources, the State Historic Preservation Office (SHPO) held two flood adaptation training courses in 2025. Topics include relocation of utilities, building elevations, dry flooding, wet flooding, flood gates, and other floodproofing methods for historic structures. Additionally, SHPO has acquired and made the National Park Service Guidelines for Flood Adaptation for Historic Buildings free for the public.

Built Environment 2025 Highlights

Grid Resilience and Infrastructure Deployment Program overview

- Funded by the US Department of Energy's (DOE) Grid Resilience State Formula Grant Program
- Vermont has received ~\$8 million, comprised of 3-years of formula funding
- Additional expected allocations \$2-3 million for '25 and '26
- Primary program objective is to reduce the frequency and duration of outages
- PSD developed a [formula](#) to allocate funding for each DU's service territory based on three criteria: five-year SAIDI averages, customers per line mile, and share of residential customers
- Eligible entities: (1) Electric distribution providers (2) Electricity storage operator (3) Electricity generator (4) A transmission owner or operator (5) A fuel supplier



Strategy: Identify and protect vulnerable structures and critical infrastructure

Action: Develop framework for Vermont utilities to conduct robust resilience planning including identification of hazard and threats, cost-benefit analysis, and new metrics for measuring reliability and resilience, as well as targets to measure effectiveness of investments; then require utilities to incorporate resilience planning into their Integrated Resource Plans.

Highlight: In February of 2025, the Department of Public Service petitioned the Public Utility Commission to investigate and develop a framework that would enable a more resilient electric grid in Vermont. Due to an increase in frequency and severity of extreme weather, current reliability metrics may not be sufficient. The petition called for all statewide utility providers and stakeholders to convene and develop new definitions and plans for grid resilience. A key outcome of this

investigation is identifying opportunities for cost-effective investments for enhanced resilience, which would decrease utility outages in the event of an extreme weather event. The Department of Public Service is presenting a draft of this report to stakeholders by the end of the year.

More information: <https://epuc.vermont.gov/?q=node/64/203332/FV-ALLOTDOX-PTL>

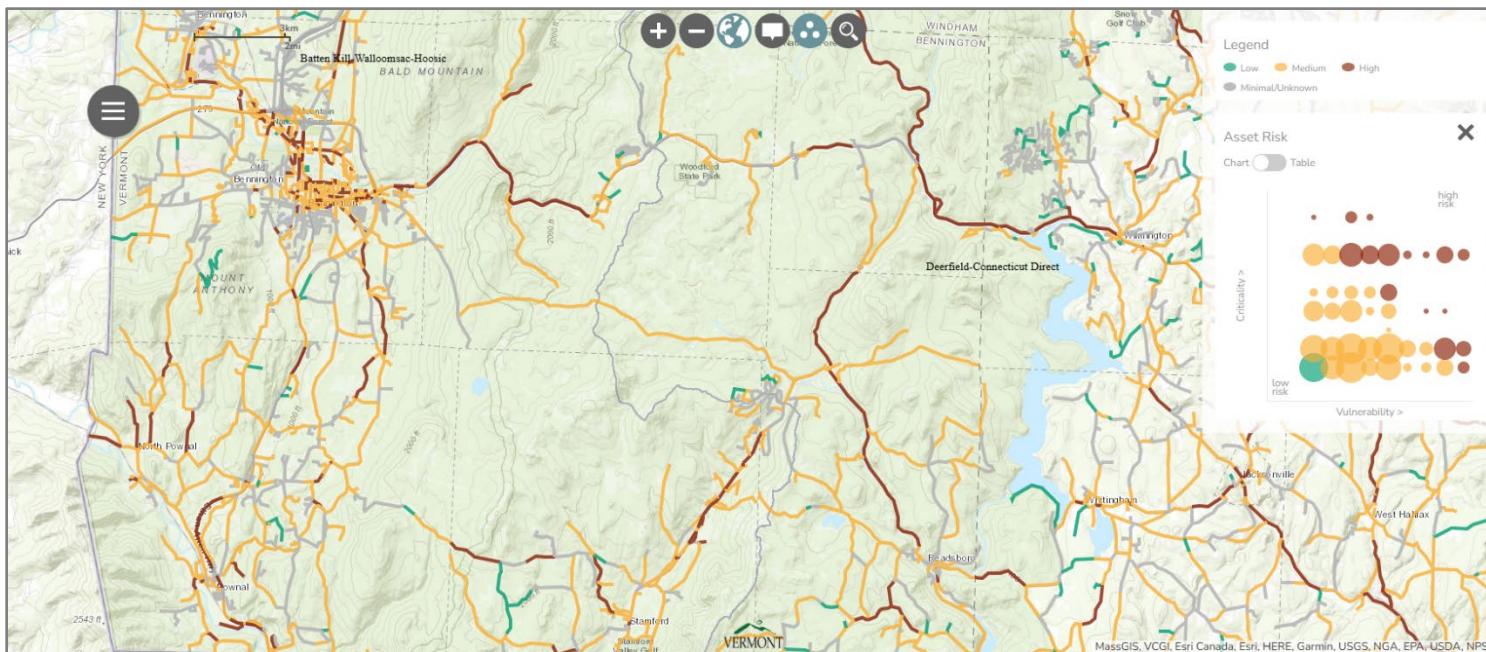


Strategy: Incorporate flood resilience in transportation planning, engineering, and programming

Action: Define process for updating and maintaining the data within the Transportation Resilience Planning Tool (TRPT) as well as explore tool additions i.e., rail infrastructure and enhancements e.g., coordination with Reducing Repeat Damage update efforts (MAP-21 Part 667).

Highlight: The Transportation Resilience Planning Tool identifies flood-vulnerable transportation infrastructure, estimates risk, and offers mitigation strategies. This year, VTrans completed a project to expand TRPT vulnerability analysis to the state-owned rail network. At present, updates are underway for vulnerability, criticality, and risk scores based on 2023 and 2024 damages and recently completed structures projects on the Federal Aid System. Future plans from VTrans may include the development of tools for municipalities and RPCs to submit updates.

More information: <https://vtrans.vermont.gov/climate/trpt>





Plans & Policies: Develop and implement plans and policies that create resilient natural systems, built environments and communities.



Interactive dashboard: <https://vermont-emergency-management-shmp-site-vtem.hub.arcgis.com/pages/plans-and-policies>

Summary of Deliverables and Completed Actions: Plans & Policies

Since last year's report, five best management practices have been developed, two informational resources have been created, and two additional projects were awarded.

Several planning efforts were underway in 2025. The Climate Action Office (CAO) used in-house staff resources to develop a Municipal Climate Toolkit that provides a hub of existing resources related to climate planning and action for municipalities. It serves as a connection between state agencies and technical assistance, and benefits local planners, officials, and community organizations. The Toolkit was finalized and published on Page 14



the <https://climatechange.vermont.gov/climate-toolkit> website in October. The municipal climate toolkit was a statutory requirement of the Global Warming Solutions Act to share resources from across State government to help municipalities take action to combat climate change.

The Climate Action Office also continued work on the Resilience Implementation Strategy (RIS) as part of an initiative proposed by the Office of the Governor and Treasurer in response to the July 2023 flood event. The RIS complements the Climate Action Plan and includes six core components that relate to the goals of the State Hazard Mitigation Plan. The RIS has been developed in three stages, the first focused on building an inventory of existing resources and identifying assets and needs. The second phase centered around categorizing opportunities and working with stakeholders to identify actionable steps to achieve those opportunities.

The final stage includes the final recommendations and actions and identifies funding mechanisms. This fall, the CAO finalized work on a Climate Resilience Database with over 300 records and initiatives across 30 state organizations to help align actions and goals related to climate resilience with existing resources.

In the 2025 legislative session, 2024's flood disclosure law (Act 181) was updated as it relates to real property. The language referencing rental units and Manufactured Home Communities remains unchanged. Act 52 revised the disclosure requirements regarding the mandatory purchase and maintenance of flood insurance in the presence of federal flood relief funding. Additionally, sellers must now provide the effective Flood Insurance Rate Map (FIRM) instead of disclosing whether the structure is located within or outside of a Special Flood Hazard Area (SFHA). The DEC Rivers Program has supported the public in locating flood maps for disclosure and published the maps on the Flood Ready website. The Vermont Agency of Commerce and Community Development (ACCD) created the disclosure forms, and the Vermont Agency of Natural Resources (VTANR) proposed coordination between state agencies to make information concerning Act 181 more accessible and available.

This year, VEM continued supporting local municipalities in updating and creating Local Hazard Mitigation Plans. Every year since the program's formation, the Building Resilient Infrastructure and Communities program (BRIC) has been a dependable funding source for hazard mitigation and implementation actions; however, due to program changes, VEM's two applications in early 2024 for BRIC 2023 were not selected. Instead, the communities that were planned for BRIC 2023 and BRIC 2024 rounds were combined under HMGP funding from DR-4720, amounting to a total of 108 municipalities needing updated LHMPs with a budget of approximately \$1.273 million. HMGP-4720 also funded 6 municipalities to create new LHMPs with a budget of \$110,000. The remainder of the municipalities affected by the absence of BRIC 2024 funding were moved to HMGP under DR-4810. VEM applied for 47 municipalities to update their LHMPs with a budget of approximately \$600,000, and for 13 municipalities to create new LHMPs with a budget of \$236,000.

Moving LHMP funding for Vermont municipalities was not only a loss in staff time and a delay in funding for our communities, the impact disproportionately affected our smallest and lowest income communities. Under the BRIC program VEM was able to apply for a 90% cost share for Economically Disadvantaged Rural Communities' (EDRCs) up from 75% local cost share. 90% cost share was not an option when funding LHMPs under HMGP and as a result 24 Vermont communities will receive less funding, and need to pay more if the HMGP funding is awarded. Funding remains uncertain along with all FEMA programs.

Plans & Policies 2025 Highlights



Strategy: Support floodplain management and river corridor protection.

Action: Complete a stakeholder process to identify feasible opportunities to protect River Corridors and flood hazard areas.

Highlight: Act 121, the Flood Safety Act, established important changes to protect River Corridor functions, establish no adverse impact standards in flood hazard areas, strengthen wetlands protections, and consolidate dam safety regulation under VT DEC. The act directs the DEC to amend the State River Corridor Base Map to identify areas suitable for development located in existing settlements in river corridors that will not contribute to fluvial

erosion hazards. DEC will adopt rules for development in river corridors and permits from DEC will be required to develop in a river corridor. VT DEC will adopt rules to establish flood hazard area standards for enrollment in the National Flood Insurance Program (NFIP) and State Flood Hazard Area Standards will be the State's minimum flood hazard area standards. Municipalities with a flood hazard area bylaw will be required to update the bylaw to conform to the State standards. The act also requires ANR to establish the Study Committee on State Administration of NFIP to recommend how to reduce vulnerability to inundation flooding, including whether and how to shift administration and NFIP enforcement from towns to DEC. Further, it will be the policy of the State to protect, regulate, and restore wetlands to achieve a net gain of wetlands, requiring the update wetland and tactical basin maps. Vermont Wetlands Rules will be amended to support the net gain of wetlands protection and restoration.

The act also transfers jurisdiction over the safety of 21 electric generating dams to DEC and amends the existing revolving loan funds that will provide financial assistance for dam projects. A Study Committee on Dam Emergency Operations Planning will recommend how to improve regional emergency operations planning for hazards from dam failure. The DEC Rivers Program and Dam Safety Program are actively working to implement Act 121. Although repeated flooding in 2024 and 2025 has created some delays, the DEC Rivers Program and Dam Safety Program are actively working to implement Act 121

More information: <https://legislature.vermont.gov/bill/status/2024/S.213>



More information: <https://vem.vermont.gov/flood-resilient-communities-fund>

Strategy: Develop solutions to fund hazard mitigation.

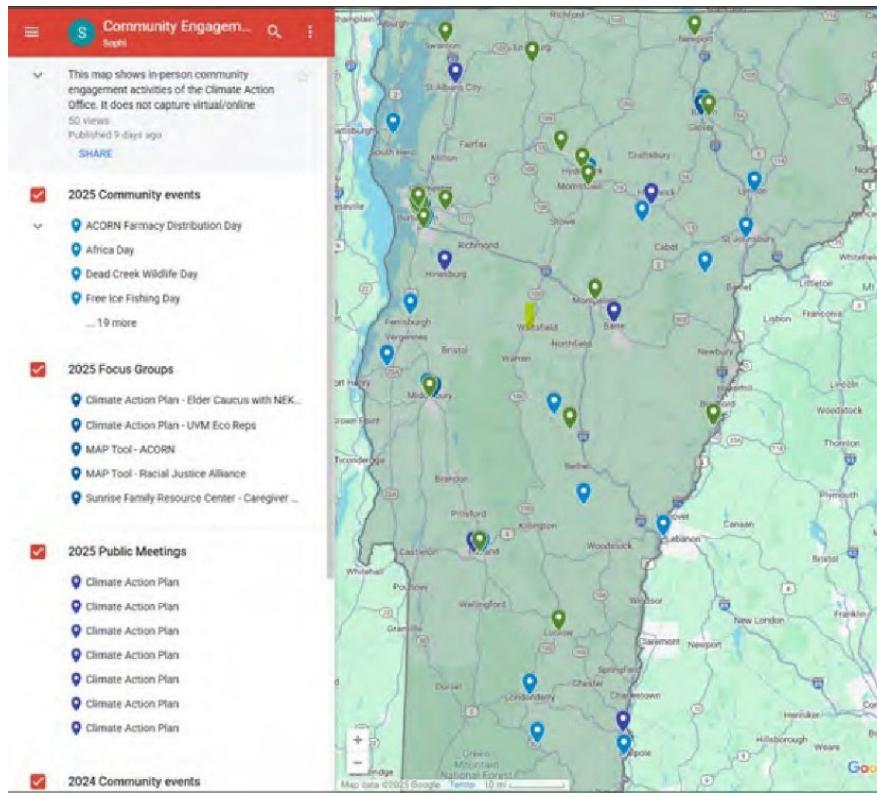
Action: Identify sustainable, long-term funding to support hazard mitigation and local match, to include: purchase of hazard-prone properties and easements to conserve river corridors, floodplains, and wetlands identified as key flood attenuation areas.

Highlight: A top priority for VEM from the 2023 SHMP was to continue and expand the Flood Resilience Communities Fund (FRCF). In the 2023/24 Legislative session the Community Resilience and Disaster Mitigation Fund was created. \$45 million was allocated for hazard mitigation, however no sustainable funding mechanism is identified, only one time funding allocations. Successful projects funded by FRCF include property buyouts, dam removals, and floodplain restoration projects, shown in the images to the left. These successes include:

- Several properties in Wolcott were purchased prior to July 2024 flooding and were demolished in 2025
- The Breadloaf Dam in Ripton was removed in August, reducing flood vulnerability to nearby communities
- FPR conducted a restoration project on the Hanley property, including the removal of structures, planting of 250 shrubs, and trail improvements for recreational use

Vermont is recovering from and responding to multiple flood events in successive years, demonstrating the importance and success of state-funded buyouts. By quickly awarding, executing, and implementing buyouts after July 2023 flooding, communities benefitted from mitigation efforts before the next flood in July of 2024.

The FRCF continued to fund buyouts and scoping projects in 2025, including seventeen projects that closed this year. Additionally, there is a proposal for the 2026 legislative session that would secure ongoing funding for FRCF and CMDR by implementing a tax on flood insurance policies sold in Vermont.



Strategy: Align state programs to support hazard mitigation goals.

Action: Expand coordination across existing State initiatives around outreach efforts and targeted programs for front line communities through the Inter-agency Advisory Board to the Climate Action Office (CAO) and the Environmental Justice Inter-agency Committee.

Highlight: The CAO moved this action forward with a series of activities, beginning with holding Climate Conversations with Linguistically Diverse Community Leaders. These events connected communities with State resources related to climate change. The CAO also facilitated conversations between Community Action Agency Staff and decision-makers of climate policies and programs. Additionally, they pursued engagement contract work with the Consensus Building Institute to support direct engagement with frontline communities and the organizations that represent and serve them. These programs increase the interconnectedness, engagement, and coordination between State agencies and frontline communities. The CAO publishes quarterly reports summarizing these climate-related public engagement activities conducted in partnership with the Consensus Building Institute. These reports are shared with the Inter-agency Advisory Board and the Environmental Justice Inter-agency Committee, and are available on the CAO website. The CAO also developed a map of in-person engagement activities that took place in 2024 and 2025, including the locations of focus groups, community meetings, and public meetings. Together, the quarterly

reports and map paint a picture of outreach results, insights, and feedback from Vermonters that are communicated back to State agencies.

More information: www.climatechange.vermont.gov

Education & Outreach: Create a common understanding of - and coordinated approach to - mitigation planning and action.



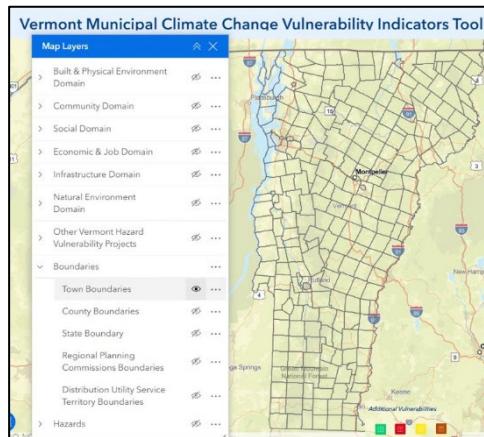
Interactive dashboard: <https://vermont-emergency-management-shmp-site-vtem.hub.arcgis.com/pages/education-and-outreach>

Summary of Deliverables and Completed Actions: Education & Outreach

This calendar year, state agencies and community partners invested an additional 1.3 million dollars into education and outreach actions. Since last year, one project was awarded, one best management practice was developed, and eight additional informational resources for local planning were created. UVM partnered with the DEC Rivers Program to develop updated flood risk maps for all manufactured housing communities (MHCs) based on 2023 flood data. These maps are available on the Flood Ready Vermont website. This work expands on UVM's assessment and report of flood risk for MHCs, which was shared last year. Looking forward, UVM and the DEC Rivers Program are beginning a project to pilot processes for conducting park-level flood risk studies and planning strategies with a few selected MHCs.

To better understand the impacts from hazard events on the unhoused, the Vermont Agency of Human Services (AHS) coordinated with Department of Health (VDH) to conduct a survey and are awaiting results. VDH also provided grants to 31 communities to develop hot weather emergency response plans. Additionally, AHS developed heat guidance for care givers in partnership with VDH, the Department for Disabilities, Aging, and Independent Living (DAIL), and community partners. They also coordinated with AOE and the Department for Child and Families (DCF) to develop heat safety guidance and air quality guidance for schools and childcares. These resources are available on the Health Vermont website. To support the coordination and capacity of community resilience, long-term recovery groups continue to support households affected by disaster. VT VOAD procured funds from the Center for Disaster Philanthropy to assist with private bridge rebuilds. Additionally, long-term recovery groups have joined the Vermont VOAD and all partners are contributing to the development of the statewide individual assistance plan.

Education & Outreach 2024 Highlights



Strategy: Coordinate hazard mitigation mapping, data and research.

Action: Develop a municipal vulnerability index, a statutory requirement of the Global Warming Solutions Act, in order to better understand localized vulnerability and prioritize state investment.

Highlight: The Municipal Vulnerability Indicators Tool (MVI), managed by the CAO, is a mapping tool to help municipalities understand their vulnerabilities to climate change across several social, economic, and environmental factors. The MVI can help Vermont communities identify where climate change is placing pressure on transportation, electrical grid, housing, emergency services, communications infrastructure, and more. It can inform towns' hazard mitigation plans, local energy plans, or other climate-related efforts. It includes both climate hazard data (for hazards where mapping is feasible), and community characteristics that could indicate vulnerability to climate hazards. CAO is currently in discussion about how the finalized Municipal Vulnerability Indicator Tool could be used as a starting point to develop an index that reflects overall vulnerability to climate hazards, based on the factors currently included in the tool.

More information: <https://climatechange.vermont.gov/mvi>

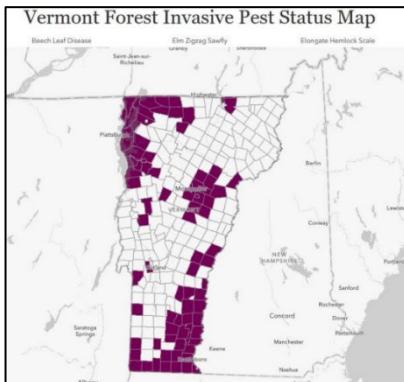
- 1. Policy-Decision Support Tool:** Support the State and its partners in making climate policy decisions with best available information.
- 2. Sustainable Data Management:** Create a data governance plan, flexibly accommodate future data needs, and coordinate relevant data and reporting across multiple private and public entities.
- 3. Open and Accessible Data:** Provide access to key data sources to organizations and members of the public engaged in climate action that wish to utilize Vermont's data to support their work.
- 4. Public Education:** Inform the public about progress on achieving GWSA commitments, including GHG emissions, emissions reductions, sequestration, adaptation, resilience, and equity.

Strategy: Coordinate hazard mitigation mapping, data and research.

Action: Develop a methodology and protocol for quantifying climate mitigation, resilience, and adaptation impacts (Climate Action Office measuring and assessing progress tool).

Highlight: The CAO is developing a Measuring and Assessing Progress tool which will include the identification of indicators, metrics, and datasets to track and quantify changes in Vermont's resilience to climate change impacts. The tool will specifically track progress on strategies and activities intended to reduce emissions and promote climate adaptation in line with the Global Warming Solutions Act. The tool will focus on around four main goals, including supporting policy-making, sustainable data management, open and accessible data, and public education. The contract was executed at the end of last year, and the CAO has held numerous focus groups and public outreach meetings for the first phase of the tool's development.

More information: <https://climatechange.vermont.gov/measuring-assessing-progress>



Strategy: Increase public knowledge and literacy of hazards and mitigation

Action: Coordinate existing data and effective methods of invasive species control and support education of the general public around invasive species and their role in altering the beneficial functions of natural ecosystems.

Highlight: The Invasive Species website, managed by FPR, is a hub of information related to non-native harmful species in Vermont. The site is a resource to learn more about terrestrial plants, aquatic species, and insect pests and diseases. The site will show identification, biology, and management strategies. Continuing this outreach effort into 2025, FPR led 15 presentations related to invasive species management.

More information: <https://climatechange.vermont.gov/mvi> <https://vtinvasives.org/>

Priorities for the Coming Year – 2026

Two cross-cutting priorities for interagency and organization work were identified by the SHMP Implementation Steering Committee members and partners that joined us for an all-day SHMP implementation and priority-setting meeting on December 18th, 2025. These priorities reflect the work that participants decided they could accomplish in the first half of 2026. SHMP Implementation Steering Committee members and partners will reconvene in 6 months to report on progress and next steps. Each “quick win” identified on the following pages relates to one or more SHMP and RIS action. In identifying both SHMP and RIS actions VEM and the ANR CAO will move towards integration of the closely related resilience plans.



Improve data sharing and mapping tool accessibility.



Strengthen state support for local implementation.

Participants were instructed to start with 2023 SHMP and 2025 Resilience Implementation Strategy (RIS) actions to map out existing work and potential synergies to move work forward with existing resources. The session started with an overview of the 2025 drought presented by State Climatologist and UVM professor Dr. Lesley-Ann Dupigney-Giroux, a presentation on the RIS from Marian Wolz of the Climate Action Office, and an update on the SHMP implementation and emerging needs identified through review of Local Hazard Mitigation Plans from Caroline Paske with Vermont Emergency Management. While four main themes of how we need to better support local government resilience action were presented, the participants focused on how to assist in identifying location-specific vulnerability to enable hazard mitigation prioritization and investment decisions as means to advance in 2026.



The group decided that in the first six months of 2026, SHMP actions will move forward through the following steps or “quick wins”:

Improve data sharing and mapping tool accessibility.

1. **The State Geologist Office will complete statewide mapping on landslide risks.** This data will be launched for state and local planning purposes to identify at risk assets such as historic structures and community lifelines that require hazard mitigation investment. With landslide risk maps, assessing risk based on landslide will be possible similar to the inundation flooding and fluvial erosion hazards.

SHMP Actions

- ❖ SHMP Action 43 - Expand landslide hazard mapping to statewide coverage.
- ❖ SHMP Action 44 - Provide technical assistance to local planners with using the Protocol for Identification of Areas Sensitive to Landslide Hazards to prioritize landslide projects based on risk and develop mitigation options.
- ❖ SHMP Action 46 - Develop a funding source for towns to use to address landslides before they destroy / effect roadways - especially at town boundaries (watershed level approach rather than town).
- ❖ SHMP Action 47 - Update and improve past landslide inventories with new statewide LiDAR data (developed in spring of 2023).
- ❖ SHMP Action 49- Update and centralize publicly available inventories and mapping of cultural and historic resources located in hazard-prone areas and coordinate with partners (re-engage with FEMA and explore funding opportunities).

RIS Actions

- ❖ RIS 8A – Building on existing risk assessments and inventories, create a comprehensive inventory of vulnerable State facilities by identifying and mapping locations at risk from climate-related impacts, such as flooding, landslides, and wildfires.
- ❖ RIS Action 8B - Develop landslide forecasting by integrating the landslide risk model with precipitation forecasting to predict landslide risk and issue alerts.
- ❖ RIS Action 8F - Update statewide landslide inventory and develop a landslide risk model using the updated inventory.
- ❖ RIS Action 8I - Integrate asset inventories and landslide risk modeling in the Municipal Vulnerability Indicators tool, enabling agencies and municipalities to monitor risk, prioritize maintenance, and plan for resilience investments in real time.
- ❖ RIS Action 8N - Use high spatial and temporal resolution Synthetic Aperture Radar (SAR) as a cost-effective remote sensing tool to monitor geophysical changes, such as land movement, soil saturation, and deformation, in areas at high risk of landslides, flooding, and other climate-related hazards.

Partner List

DEC programs, ACCD – SHPO, VTrans, Department of Buildings and General Services (BGS), Vermont Center for Geographic Information (VCGI), VEM, Regional Planning Commissions (RPCs), Municipalities

Tools and data

- State Asset Inventory and 2018 BGS state-asset flood and fluvial erosion hazard vulnerability study funded by a 2018 SHMP subgrant.
- State Geologist landslide risk data on ArcGIS and map sharing platform(s)
- VTrans landslide research

2. VEM will coordinate with VCGI to contact the Vermont Department of Taxes to determine if tax foreclosure data is available statewide. If data is available, VCGI will be able to map data with flood river corridor hazard layers to identify potential priority buyout sites.

SHMP Actions

- ❖ SHMP Action 23 – Create a mechanism for monitoring tax-sale/foreclosed properties and other for sale properties located within SFHA and State River Corridor maps to identify flood-vulnerable structures for removal (BRIC scoping application).

RIS Actions

- ❖ N/A

Partner List

VCGI, VEM, DFR, Vermont Department of Taxes, DEC, RPCs, Municipalities

Tools and data

- ArcGIS desktop and online platforms and flood hazard and river corridor map layers
- Tax sale and foreclosure datasets
- E911 and Parcel data

3. VEM will share buyout site data with the Vermont Wetlands Program to update the State's list of deed-restricted and conserved properties. This is an initial step that should lead to long-term information sharing and increased coordination between hazard mitigation investments and wetland conservation.

SHMP Actions

- ❖ SHMP Action 2 - Incorporate best management practices for restoration and expansion of intact headwater storage lands, wetlands, and stream corridors into existing outreach efforts on private lands to promote ecosystem services and habitat connectivity.
- ❖ SHMP Action 5 - Incentivize water storage in natural areas, including wetlands, to promote flood resilience and biodiversity through expansion of wetland easements to better compensate landowners/managers.

RIS Actions

- ❖ RIS Action 15B - Leverage existing funding to prioritize water quality projects that deliver climate resilience co-benefits. Acknowledging current measurement challenges, this effort will focus on creating practical, effective metrics that integrate co-benefits, such as flood resilience and biodiversity impacts, into project selection and scoring
- ❖ RIS 15D – Revise the project selection and scoring criteria for Vermont's clean water funding programs to explicitly prioritize prevention-focused projects, such as conserving intact wetlands, floodplains, and river corridors, that build climate resilience.
- ❖ RIS Action 4D - Coordinate with state agencies that fund planning and project implementation to amend their funding decision criteria to give preference to projects that incorporate climate resilience best practices.

Partner List

VCGI, ANR, VEM, Vermont Department of Taxes, DEC, RPCs, Municipalities

Tools and data

- ArcGIS desktop and online sharing platforms
- Buyout location data

4. VCGI will work with the Vermont Dam Safety Program and USACE to centralize and digitize modeled dam inundation areas. Increase accessibility of mapped information will allow for better response and mitigation planning decisions.

SHMP Actions

- ❖ SHMP Action 57 - Complete development and digitize all dam inundation maps for all high hazard dams as dams are re-evaluated.

RIS Actions

- ❖ RIS Action 6E - Expand capacity to convene regional tabletop exercises on dam safety and emergency action plans in partnership with electricity utilities and municipal emergency management directors.

Partner List

DEC – Dam Safety Program, VCGI, VEM, RPCs, Municipalities

Tools and data

- ArcGIS desktop and online platforms and flood hazard map layers
- Emergency Action Plan dam breach/failure inundation area data on the Vermont Dam Inventory
- FEMA funded mapping for 66 dams, underway and expected to be done March 2026

5. VEM will work with VCGI to update the inventory of hazard planning map products. This will be an initial step to standardize recommended map references and improve visibility of other agency and partner data and mapping efforts.

SHMP Actions

- ❖ SHMP Action 80 - Create intuitive Local Hazard Mitigation Plan template language and development resources, including local engagement tools and map layers, explore a sample plan for adoption by small Vermont communities.
- ❖ 2025 New SHMP Priority Action - Map areas that are suitable for new, climate safe housing, set regional targets for new housing units created, and increase funding mechanisms where communities are investing in development-ready infrastructure.

RIS Actions

- ❖ RIS Action 8H - Establish structure for shared data and project coordination on hydrological mapping and risk modeling between the Agency of Transportation (AOT), VT Center for Geographic Information (VCGI), and the Department of Environmental Conservation (DEC) Functioning Floodplains Initiative.

- ❖ RIS Action 12A - Identify and work with municipalities to pre-approve safe relocation sites for housing post-disaster aligned with state planning goals.
- ❖ RIS Action 13A - Modernize and streamline state permitting processes to remove barriers and create predictable pathways for climate resilience projects. Priority should be given to initiatives that either relocate essential infrastructure out of vulnerable areas or support compact housing development in designated growth centers (e.g., Act 250 Tier 1A and 1B areas).

Partner List

VCGI, VEM, SHMP Implementation Steering Committee agencies/organizations, Municipalities, LURB, RPCs

Tools and data

- Hazard data layers and datasets
- Data library

6. VEM will begin data sharing and coordination work with the DEC Drinking Water and Groundwater Protection Program on the groundwater monitoring and network expansion plan developed with USGS. VEM will work with DEC programs and FEMA to determine if buyout property wells can be utilized in the network expansion to save on costs.

SHMP Actions

- ❖ SHMP Action 10 - Expand the number of monitoring wells (in both bedrock and surficial materials) to include drilled wells which will provide data for tracking water level and responses to precipitation.
- ❖ SHMP Action 11 - Expand capacity for monitoring and reporting ground water supply and quality conditions across the State.
- ❖ SHMP Action 15 - Closer coordination between State and federal resources and funding around monitoring and mitigation against drought.
- ❖ SHMP Action 16 - Support communities looking to put in water systems/lines to stop using wells and determine alternative water sources.
- ❖ SHMP Action 66 - Assess all state/federal funding/technical assistance programs, as well as State permitting programs, to determine areas for better alignment around state hazard mitigation priorities.

RIS Actions

- ❖ RIS Action 8I - Use the Municipal Vulnerability Indicators Tool and other relevant tools and datasets to identify the drinking water and wastewater assets most vulnerable to climate-related hazards. Develop a multi-year plan to fund upgrades needed to mitigate vulnerabilities.

Partner List

DEC – State Geologist, UVM – State Climatologist, VEM, RPCs, Municipalities

Tools and data

- Map of monitoring sites

7. **VEM will convene a working group to assess the need for additional funding to monitor long-term value of flood resilience projects including dam removals.** The working group will include representation from VT Dam Task Force, VEM, CAO, DEC, and Clean Water Service Providers. Monitoring and quantified data collection on loss avoidance is essential to determine the efficacy of resilience investments and is needed for decision making at all levels of government.

SHMP Actions

- ❖ SHMP Action 97 - Develop a methodology and protocol for quantifying climate mitigation, resilience, and adaptation impacts (Climate Action Office measuring and assessing progress tool).
- ❖ SHMP Action 30 - Evaluate transportation programs, standards, policies, etc. for the integration of resilience planning, design, and construction methods; including nature-based solutions and geomorphic compatibility assessments.
- ❖ 2025 New SHMP Priority Action - Develop framework for Vermont utilities to conduct robust resilience planning including identification of hazard and threats, cost-benefit analysis, and new metrics for measuring reliability and resilience, as well as targets to measure effectiveness of investments; then require utilities to incorporate resilience planning into their Integrated Resource Plans.

RIS Actions

- ❖ RIS Action 13E - Establish a framework to evaluate and quantify qualitative and quantitative resilience co-benefits, such as avoided outages, cost savings, and emissions reductions, within the electricity and telecommunications sectors.
- ❖ RIS Action 15B - Leverage existing funding to prioritize water quality projects that deliver climate resilience co-benefits. Acknowledging current measurement challenges, this effort will focus on creating practical, effective metrics that integrate co-benefits, such as flood resilience and biodiversity impacts, into project selection and scoring.
- ❖ RIS Action 14U - Building on existing resources, launch a unified and joint communications strategy across state agencies and conservation organizations to present consistent, coordinated messaging that resonates with diverse audiences about climate resilience, biodiversity conservation, and clean water. This messaging promotes the idea that protecting intact systems is cheaper and more resilient than restoration after a disaster.
- ❖ RIS Action 15E - Expand the use of Clean Water Project Surveys and Flood Damage Verification efforts to evaluate resilience outcomes of water quality investments.

Partner List

DEC – Dam Safety; VNRC; VEM

Tools and data

- Standardized method for monitoring and quantification of benefits

8. **VAAFM will share results of the drought impact survey.** A better understanding of statewide vulnerability to the impacts of drought can inform both local and state action to improve resilience to drought.

SHMP Actions

- ❖ SHMP Action 7 - Create opportunities within the Best Management Practice Program (6 V.S.A. section 4821) to offer drought protection practices such as irrigation and on farm water storage.

- ❖ 2025 New SHMP Action - Complete an assessment and identify gaps regarding available insurance options and programs that can assist farmers who experience crop or agricultural product loss as a result natural hazards.

RIS Actions

- ❖ RIS Action 9D - Identify long-term sustainable funding for the Farm and Forestry Operations Security Special Fund to provide grants to farms and forestry operations to cover losses resulting from climate disasters.
- ❖ RIS Action 10A - Develop and launch a statewide self-evaluation tool for farm-level climate resilience and recovery, with aggregate results used to inform state planning, funding, and technical assistance efforts.
- ❖ RIS Action 10B - Work with federal partners to update and revise crop insurance programs to better support Vermont farmers and explicitly cover diversified farms.
- ❖ RIS Action 11C - Building on the Agriculture Recovery Task Force and the Agriculture Task Force Final Report, grow and enhance investments in agricultural resilience and adaptation to address loss of agricultural topsoil, crop loss, and other climate-driven ecosystem threats to farms and food systems.

Partner List

Drought Task Force members

Tools and data

- Drought impact survey data

Strengthen state support for local implementation.

9. **VAPDA and VEM will convene a working group to inventory and assess how Emergency Management Preparedness Grant (EMPG) are utilized by RPCs for resilience work.** EMPG has been stalled due to changes at the Federal government level, and opportunity costs need to be captured in addition to quantifying the work directly halted due to loss of EMPG funding for the State and RPCs.

SHMP Actions

- ❖ SHMP Action 78 – Support for communities in monitoring and implementing Local Hazard Mitigation Plans (LHMPs), including support for Regional Planning Commissions (RPCs).
- ❖ SHMP Action 83 – Increase funding to Regional Planning Commissions and local municipalities to support climate and adaptation planning and target funds to support towns with limited staff and marginalized populations that score high on the municipal vulnerability index.

RIS Actions

- ❖ RIS Action 1D - Secure sustainable funding for Regional Planning Commissions to implement municipal and regional climate resilience projects and planning initiatives that deliver multiple co-benefits and are prioritized based on local community needs, not dictated by the terms of a specific grant.

- ❖ RIS Action 3A - Expand technical assistance to support municipalities in creating annexes for hazard-specific events that include volunteer and donation management.
- ❖ RIS Action 3C - Develop a user-friendly guide for municipalities detailing which disaster recovery and resilience programs are eligible for pre-approved match sources, how the match can be used (planning, design, construction), and pre-approved cost categories.
- ❖ RIS Action 6G - Explore the feasibility of establishing a Vermont Corps modeled after AmeriCorps that supports year-round resilience work and can be rapidly activated as a disaster response and recovery resource during climate-related emergencies.
- ❖ RIS Action 6H - Provide funding to support long-term recovery and mutual aid groups in operating during and outside times of disaster, as well as to develop and maintain systems for disaster response and recovery, so that community volunteers do not have to establish new disaster recovery processes for every new disaster.
- ❖ RIS Action 6K - Educate municipalities on the process for communicating and using 511 to display transportation infrastructure closures and reopenings, and develop a simple, visual guide to incorporate into municipal Local Emergency Management Plans that explains the process.
- ❖ RIS Action 6N - Building on existing FEMA training, develop an anytime learning opportunity available in the Learning Management System on volunteer and donations management best practices, in partnership with SerVermont, Voluntary Organizations Active in Disasters (VOAD), and the Department of Buildings and General Services (BGS).

Partner List

VAPDA, RPCs, VEM

Tools and data

- EMPG work plans
- Assessment of LHMPs and other planning work funded wholly or supplementally with EMPG

10. VDH and VEM will work together to move statewide coordinated resilience hub work forward. In early 2024, VEM and VDH applied to BRIC 2023 to complete a statewide resilience hub assessment and action plan. In early 2025, VEM was notified that the work was not going to be funded after an initial indication that the project was selected for federal funding. VDH and VEM will work with local academic institutions to establish an internship or fellowship for the initial statewide assessment of existing efforts and gap identification.

SHMP Actions

- ❖ SHMP Action 99 – Develop an analysis of existing Resilience Hub locations, including identification of new locations, and identification of key components that should be co-located within a Resilience Hub.
- ❖ SHMP Action 39 (removed by current lead) - Identify and evaluate microgrid feasibility for rural energy systems/hubs - including assessing locations for resilience hubs in coordination with utilities and RPC work under Act 174.

RIS Actions

- ❖ RIS Action 6H - Provide funding to support long-term recovery and mutual aid groups in operating during and outside times of disaster, as well as to develop and maintain systems for disaster response and recovery, so that community volunteers do not have to establish new disaster recovery processes for every new disaster.
- ❖ RIS Action 9H - Based on the findings of the business climate change needs assessment, develop technical resources and tools to help businesses diversify and prepare for, as well as recover from, climate-related hazards, with a focus on small businesses owned by women, BIPOC, and minority communities.
- ❖ RIS Action 11A - Allocate sustainable, long-term funding to develop regional food system infrastructure, such as hubs for aggregation, processing, and cold storage, to strengthen the resilience of Vermont's food supply and ensure equitable food access.
- ❖ RIS Action 11D - Establish formal agreements linking regional food hubs directly with emergency food distribution systems.

Partner List

VDH, VEM, PSD, local academic institutions, RPCs, CROS, regional food hubs, VECAN, VT Council for Rural Development, municipalities

Tools and data

- Inventory of existing resilience hubs initiatives
- Analysis of what resilience hubs require for sustainability
- Potential new site identification

11. VEM will create an inventory of existing fact sheets, brochures, and other guidance materials that are needed quickly after disasters by program and local staff or residents to understand programs across agencies. The inventory will also highlight what guidance remains missing and needs to be developed. Materials can be shared with relevant staff and partners through a document library and managed by a working group of partners including VEM, DEC, and RPCs. Next steps will include a long-term maintenance plan and assigned responsibilities.

SHMP Actions

- ❖ SHMP Action 84 – Develop funding and technical assistance to support action by municipal officials (AOA ARPA funding for technical support).
- ❖ SHMP Action 85 – Provide training and educational opportunities to volunteers and local champions to build local capacity and address local resilience needs.

RIS Actions

- ❖ RIS Action 2B - Develop costed-out "resilient rebuild" templates for common structures (homes, small businesses, mobile homes, etc.) so that people can quickly understand the cost of resilience upgrades, what portion is typically covered by aid or insurance, and what funding gap needs to be addressed.

- ❖ RIS Action 2E - To address the significant flood insurance gap in Vermont, launch a joint public education campaign, co-led by the Department of Financial Regulation (DFR) and the Department of Environmental Conservation (DEC), on the importance of flood insurance. Building on the resources available on the Flood Ready Vermont website (<https://floodready.vermont.gov/>), this campaign will consolidate and enhance existing state resources into a single source for homeowners to evaluate their flood risk and insurance needs.
- ❖ RIS Action 3C - Develop a user-friendly guide for municipalities detailing which disaster recovery and resilience programs are eligible for pre-approved match sources, how the match can be used (planning, design, construction), and pre-approved cost categories.
- ❖ RIS Action 3G - Coordinate across state agencies to develop unified messaging at the municipal level on climate resilience planning, engagement, and implementation.
- ❖ RIS Action 5B - Provide guidance, funding, and technical assistance to Regional Planning Commissions, municipalities, health and residential care facilities, and other organizational partners to prepare for and respond to climate hazards affecting human health.
- ❖ RIS Action 5C - Provide training, guidance, and resources to community health workers, case managers, and other organizational partners that can support individuals and households in building pre-disaster resilience and addressing post-disaster needs.
- ❖ RIS Action 6I - Through implementation of the Voluntary Organizations Active in Disaster (VOAD) strategic plan, develop a Volunteer Deployment Playbook that includes step-by-step guidance on activation protocols, safety procedures, site management and demobilization, and communication and reporting structures to be used by municipalities and community-based organizations supporting volunteer coordination after disasters.
- ❖ RIS Action 7A - Develop and implement a standardized climate equity and justice training for Vermont's resilience and emergency management personnel. This training program will be co-developed with community leaders and organizations representing frontline communities, including BIPOC, low-income, disabled, older adult, and rural Vermonters, so that these communities benefit from improved, equitable service. The training will provide personnel with the information needed to ensure equitable outcomes, including understanding structural inequities, practicing culturally competent crisis communication, facilitating inclusive planning processes, and applying trauma-informed response techniques.
- ❖ RIS Action 14B - Develop rapid ecological assessment and recovery protocols for state lands in response to post-disaster events (e.g., floods, wildland fires) to support habitat restoration and minimize biodiversity loss, serving as a model for private lands.

Partner List

VEM, ANR and DEC programs, VAAFM, RPCs, municipalities

Tools and data

- Digital Document library

12. FPR and Vermont Association of Conservation Districts (VACD) will launch a pilot program with three Natural Resource Conservation Districts (NRCDs) and the Rural Fire Protection Program. The pilot program will evaluate and build capacity to work with private landowners and municipalities on fire mitigation. This work will be part of the ongoing effort to assist local

governments in wildfire mitigation planning and implementation. VEM and FPR coordinated with FEMA and USFS data contractors for improved risk data to assist in pilot community determination.

SHMP Actions

- ❖ SHMP Action 17 – Develop a wildfire mitigation plan to determine existing infrastructure for wildfire suppression, and develop wildfire mitigation options.
- ❖ SHMP Action 18 – Support the development of Community Wildfire Protection Plans (CWPPs) at the local level with funding through the Community Wildfire Defense Program to better assess community risk and support integration into Local Hazard Mitigation Plans (LHMPs).
- ❖ SHMP Action 19 - Assess risk maps hosted by the State Foresters Alliance and the National Association of State Foresters to more accurately reflect Vermont's risk (precedent - already completed by MA).

RIS Actions

- ❖ RIS Action 6D - Provide wildland fire training for local fire departments with the goal of having at least one person trained in wildland fire response at each department.
- ❖ RIS Action 14B - Develop rapid ecological assessment and recovery protocols for state lands in response to post-disaster events (e.g., floods, wildland fires) to support habitat restoration and minimize biodiversity loss, serving as a model for private lands.

Partner List

FPR, VACD, VEM, municipalities

Tools and data

- Wildfire risk data
- Wildfire hazard mitigation best practices for VT

13. VEM will complete buyout reuse guidance to share for comment by partners and stakeholders. VEM is developing buyout site reuse guidance that will meet FEMA requirements. This work needs to be coordinated with other agency and organization work to ensure consistent guidance to local entities.

SHMP Actions

- ❖ SHMP Action 108 - Develop communication and outreach materials for use within manufactured housing communities regarding buyouts as well as other flood reduction opportunities (being piloted by UVM re: what works for projects types and how that is communicated).
- ❖ 2025 New SHMP Action - Develop and implement the State-managed property buyout program as an expansion and process improvement on the existing FEMA-funded property buyout and demolition program.
- ❖ SHMP Action 28 - Pilot engagement strategies for buyouts and re-location of manufactured housing communities to develop outreach materials and develop case studies on program coordination and successful resilience improvements.

- ❖ SHMP Action 91 - Support implementation of urban heat island mitigation strategies (urban forestry, green roofs, green infrastructure, or other vegetative strategies; increased use of high reflectance / high emittance materials for pavement, roofs, and building; adopt land development or building codes that support heat resilience, etc.).
- ❖ SHMP Action 96 - Partner with colleges and universities to identify and discuss priority research and project needs for SHMP implementation.

RIS Actions

- ❖ RIS Action 15A - Expand the Community Canopy tree giveaway program by partnering with Vermont nurseries to increase the supply of locally grown seedlings and saplings, prioritizing native and climate-resilient species.

Partner List

VEM, FPR – UCF, DEC programs, UVM, VAPDA, RPCs

Tools and data

- FEMA policy guidance

14. The DEC River Corridor & Floodplain Protection Program will share final report and study on flooding impacts and barriers to environmental and social equity. VEM will review the report to digest outcomes and incorporate into ongoing hazard mitigation work.

SHMP Actions

- ❖ SHMP Action 67 - Expand coordination across existing State initiatives around outreach efforts and targeted programs for frontline communities through the Inter-agency Advisory Board to the Climate Action Office and the Environmental Justice Interagency Committee.
- ❖ SHMP Action 68 - Proactively engage frontline and indigenous communities to capture Traditional Ecological Knowledge (TEK) and incorporation into state programming (BRIC Scoping Study).
- ❖ SHMP Action 20 - Complete a review of nationwide building codes (to include residential and energy codes) to determine what codes could be best suited to Vermont, including standards for new construction and best practices for existing buildings (e.g., weatherization, retrofit - tied into manufactured housing) - integration into existing Vermont codes, including impacts to frontline communities (BRIC scoping application).
- ❖ SHMP Action 26 - Develop a modified BCA process more adequately incorporate social equity considerations specific to Vermont within the BCA tool (BRIC Scoping).
- ❖ SHMP Action 28 - Pilot engagement strategies for buyouts and re-location of manufactured housing communities to develop outreach materials and develop case studies on program coordination and successful resilience improvements.
- ❖ SHMP Action 104 - Develop case studies to showcase replicable pilot projects that reduce community vulnerability and have direct benefits to frontline/impacted communities (BRIC scoping or FRCF project).

RIS Actions

- ❖ RIS Action 7A - Develop and implement a standardized climate equity and justice training for Vermont's resilience and emergency management personnel. This training program will be co-developed with community leaders and organizations representing frontline communities, including BIPOC, low-income, disabled, older adult, and rural Vermonters, so that these communities benefit from improved, equitable service. The training will provide personnel with the information needed to ensure equitable outcomes, including understanding structural inequities, practicing culturally competent crisis communication, facilitating inclusive planning processes, and applying trauma-informed response techniques.
- ❖ RIS Action 7G - Designate mobile outreach teams to attend events and increase understanding of floodproofing strategies, especially in underserved communities.
- ❖ RIS Action 1C - Establish a structure to incorporate climate resilience into plans at the watershed or other regional scale that aligns with Tactical Basin Plans (TBP) using the recommendations from the Municipal Climate Planning Framework and Guide.

Partner List

VEM, DEC Programs, Two Rivers RPC, Environmental Justice Inter-agency Committee

Tools and data

- Final report and study on flooding impacts and social equity (Two Rivers/Siler/WSP)
- Municipal Vulnerability Indicators Tool (MVI)

15. ACCD and VEM will coordinate to support and provide technical assistance on innovative combined LHMP – Town Plan.

ACCD - Department of Housing and Community Development will coordinate with VEM and Northeastern Vermont Development Association (NVDA) to arrange a regular meeting schedule to assist with the development of the Municipal Planning Grant (MPG) funded combined Town Plan and LHMP for the Town of Jay. The goal will be to work collaboratively through challenges and develop a model for combined plans that can reduce planning burden on small communities while ensuring the integration of hazard resilience with municipal planning.

SHMP Actions

- ❖ SHMP Action 79 - Develop a model for better coordinating municipal plan and local hazard mitigation plan that meets the requirements of both planning processes.
- ❖ SHMP Action 83 - Increase funding to Regional Planning Commissions and local municipalities to support climate and adaptation planning and target funds to support towns with limited staff and marginalized populations that score high on the municipal vulnerability index.

RIS Actions

- ❖ RIS Action 4C - Secure funding to support municipalities in utilizing the Municipal Climate Planning Framework and Guide to incorporate climate resilience into their municipal plans.

- ❖ RIS Action 1D - Secure sustainable funding for Regional Planning Commissions to implement municipal and regional climate resilience projects and planning initiatives that deliver multiple co-benefits and are prioritized based on local community needs, not dictated by the terms of a specific grant.

Partner List

NVDA, Town of Jay, CAO

Tools and data

- Multiple tools and datasets are required for creating or updating LHMPs and Town Plans



The priorities outlined in this Annual Report capture the steps identified to move SHMP actions past identified obstacles and to completion. Small steps can create momentum for 2026 to be another year of enterprise and progress. The priorities shared here do not capture all the work that will be completed in the first half of 2026. VEM will work with each partner to track progress and work through challenges as needed. Monitoring and evaluation documentation will be integrated back into our 2023 SHMP Implementation Tracker as well as our 2028 SHMP update to inform future planning and implementation.

Ongoing hazard resilience work will continue, including implementation of Act 121 and statewide river corridor regulations, moving buyouts of flood and landslide damaged homes forward, planning for smart housing growth through Act 181, coordinating new funding mechanisms for identified hazard mitigation projects at the state and local level, and building local planning tools that can move us closer to our collective goals.

Find our contact information and more about the SHMP at <https://vem.vermont.gov/plans/SHMP> or Local Hazard Mitigation Plans at <https://vem.vermont.gov/plans/LHMP>.



Appendix: Table of 2023 SHMP Action Status - Snapshot December 2025

Action Number	Goal	Action	Action Status
1	Natural Resources	Develop mechanisms for protecting small flood prone and headwater storage parcels that are too small for traditional conservation easements. Identify entities that can hold easements and/or own conserved parcels and long-term stewardship funding.	In Progress
2	Natural Resources	Incorporate best management practices for restoration and expansion of intact headwater storage lands, wetlands, and stream corridors into existing outreach efforts on private lands to promote ecosystem services and habitat connectivity.	In Progress
3	Natural Resources	Utilizing existing FEMA mapping updates and the Functioning Floodplain Initiative, develop an inventory of critical headwater and floodplain storage areas that would result in a measurable abatement of flooding.	In Progress
4	Natural Resources	Utilize the functioning floodplain initiative tool to enable funding diversification across programs for flood resilience, water quality, and habitat projects as co-benefits.	In Progress
5	Natural Resources	Incentivize water storage in natural areas, including wetlands, to promote flood resilience and biodiversity through expansion of wetland easements to better compensate landowners/managers.	In Progress
6	Natural Resources	Assess whether additional revisions to the Conservation Reserve Enhancement Program (6 V.S.A. section 4829) and the Vermont Seeding and Filter Strip Program (6 V.S.A. section 4831) are needed such as incentives or technical changes which could increase participation to enhance flood resilience in coordination with easement programs managed by DEC and NRCS.	Not Started
7	Natural Resources	Create opportunities within the Best Management Practice Program (6 V.S.A. section 4821) to offer drought protection practices such as irrigation and on farm water storage.	In Progress
8	Natural Resources	Improved review on projects to ensure DEC and VAAFM permitting, variance and cost-sharing programs assess flood plain and river corridor locations prior to construction.	Completed
9	Natural Resources	Continue to provide fencing alternatives in flood prone areas to reduce debris jams. Specifically, the E-Fencing pilot program and the existing Best Management Practice Program.	In Progress

10	Natural Resources	Expand the number of monitoring wells (in both bedrock and surficial materials) to include drilled wells which will provide data for tracking water level and responses to precipitation.	In Progress
11	Natural Resources	Expand capacity for monitoring and reporting ground water supply and quality conditions across the State.	In Progress
12	Natural Resources	Expand capacity for monitoring and reporting surface water supply and quality conditions across the State to quantify impacts on sectors, including agriculture, recreation and tourism.	In Progress
13	Natural Resources	Develop a drought plan for Vermont to include analyzing water level/monitoring data to use as predictor of drought and rates of recovery.	In Progress
14	Natural Resources	Develop statewide groundwater resource maps, water use and water level data in order to determine water budgets for local areas in preparation for drought conditions.	Not Started
15	Natural Resources	Closer coordination between State and federal resources and funding around monitoring and mitigation against drought.	In Progress
16	Natural Resources	Support communities looking to put in water systems/lines to stop using wells and determine alternative water sources.	In Progress
17	Natural Resources	Develop a wildfire mitigation plan, to include research on the long-term future risk of wildfire due to climate change, determine existing infrastructure for wildfire suppression, and develop wildfire mitigation options.	In Progress
18	Natural Resources	Support the development of Community Wildfire Protection Plans (CWPPs) at the local level with funding through the Community Wildfire Defense Program to better assess community risk and support integration into Local Hazard Mitigation Plans (LHMPs).	In Progress
19	Natural Resources	Assess risk maps hosted by the State Foresters Alliance and the National Association of State Foresters to more accurately reflect Vermont's risk (precedent - already completed by MA).	In Progress
20	Built Environment	Complete a review of nationwide building codes (to include residential and energy codes) to determine what codes could be best suited to Vermont, including standards for new construction and best practices for existing buildings (e.g., weatherization, retrofit - tied into manufactured housing) - integration into existing Vermont codes, including impacts to frontline communities (BRIC scoping application).	In Progress

21	Built Environment	Evaluate methods for resilient construction standards of manufactured housing that maintain affordability for low- and moderate-income residents.	Not Started
22	Built Environment	Develop an application under FEMA's annual Building Resilient Infrastructure and Communities (BRIC) program to complete a scoping study to assess the value of developing a residential building code in Vermont.	Removed
23	Built Environment	Create a mechanism for monitoring tax-sale/foreclosed properties and other for sale properties located within SFHA and State River Corridor maps to identify flood-vulnerable structures for removal (BRIC scoping application).	Not Started
24	Built Environment	Develop a priority list and map of community-identified properties that have been damaged repetitively but are not on the FEMA Repetitive Loss (RL) or Severe Repetitive Loss (SRL) list to be used for buyout/conservation prioritization (BRIC scoping application).	Not Started
25	Built Environment	Develop a Benefit-Cost Analysis methodology to facilitate buyouts in areas at risk from flood-related erosion and role of the River Corridor and outside of FEMA-mapped Special Flood Hazard Areas (BRIC scoping application).	In Progress
26	Built Environment	Develop a modified BCA process more adequately incorporate social equity considerations specific to Vermont within the BCA tool (BRIC Scoping).	Not Started
27	Built Environment	Create a mechanism for monitoring the relocating or retrofitting at-risk mobile home parks at the time of sale or substantial rehabilitation.	Not Started
28	Built Environment	Pilot engagement strategies for buyouts and re-location of manufactured housing communities to develop outreach materials and develop case studies on program coordination and successful resilience improvements.	In Progress
29	Built Environment	Define process for updating and maintaining the data within the Transportation Resilience Planning Tool (TRPT) as well as explore tool additions i.e., rail infrastructure and enhancements e.g., coordination with Reducing Repeat Damage update efforts (MAP-21 Part 667). (Resource: PROTECT Planning funds, 2% required)	In Progress
30	Built Environment	Evaluate transportation programs, standards, policies, etc. for the integration of resilience planning, design, and construction methods; including nature-based solutions and geomorphic compatibility assessments.	In Progress

31	Built Environment	Develop a Resilience Improvement Plan (RIP) and identify funding options for implementation under the PROTECT program and in coordination with other funding.	Completed
32	Built Environment	Support municipalities in developing a prioritized list of transportation infrastructure improvements that increase resilience using PROTECT and/or other funding sources.	In Progress
33	Built Environment	Conduct thorough seismic analyses of select bridge sites, based on UVM's seismic vulnerability ranking system, and prioritize projects.	Not Started
34	Built Environment	Conduct detailed seismic analyses for critical facilities identified in the 2016 NESEC study as well as cultural facilities using HAZUS and ROVER.	In Progress
35	Built Environment	Partner with educational institutions to install monitoring stations across Vermont to better understand current seismic activity.	Not Started
36	Built Environment	Coordinate State Energy Security Plan (due September 2023) with the SHMP - identifying the interdependency of other systems on the grid and additional risk analysis requirements.	In Progress
37	Built Environment	Maximize utilization of Public Assistance (PA) hazard mitigation opportunities when available and pursue BRIC project scoping funding for infrastructure planning and design for increased resilience.	In Progress
38	Built Environment	Increase Public Service Department capacity to maximize utilization of available federal dollars (including IIJA, IRA, ARPA, and EDA) towards utility resilience implementation work.	Completed
39	Built Environment	Identify and evaluate microgrid feasibility for rural energy systems/hubs - including assessing locations for resilience hubs in coordination with utilities and RPC work under Act 174.	Removed
40	Built Environment	Identify scales of resilience and opportunities across distribution utilities and appropriate opportunities to support equitable access to resilience - assessing disparity between utility providers re: grid resilience.	In Progress
41	Built Environment	Secure funding to implement the priority mitigation actions list developed by Buildings and General Services (BGS) (2018 SHMP subgrant).	In Progress

42	Built Environment	Provide technical assistance to municipalities to assess the flood and erosion risks facing their drinking water and waste water systems and identify potential mitigation improvements.	In Progress
43	Built Environment	Expand landslide hazard mapping to statewide coverage.	In Progress
44	Built Environment	Provide technical assistance to local planners with using the Protocol for Identification of Areas Sensitive to Landslide Hazards to prioritize landslide projects based on risk and develop mitigation options.	In Progress
45	Built Environment	Educate towns and citizens on reporting observed landslides (rockfalls, debris flows, other mass failures) via the landslide hazard online reporting form.	In Progress
46	Built Environment	Develop a funding source for towns to use to address landslides before they destroy / effect roadways - especially at town boundaries (watershed level approach rather than town).	Not Started
47	Built Environment	Update and improve past landslide inventories with new statewide LiDAR data (developed in spring of 2023).	In Progress
48	Built Environment	Develop an optional annex template for addressing landslide risk within Local Emergency Management Plans (LEMPs).	In Progress
49	Built Environment	Update and centralize publicly available inventories and mapping of cultural and historic resources located in hazard-prone areas and coordinate with partners (re-engage with FEMA and explore funding opportunities).	In Progress
50	Built Environment	Develop outreach materials and engage marginalized communities around cultural heritage preservation (coordinating with existing environmental justice work within the State and incorporation of indigenous knowledge).	In Progress
51	Built Environment	Use the updated cultural and historic resources inventory to identify and secure funding for priority cultural and historic structures that can be relocated out of hazardous locations or flood-proofed.	Removed
52	Built Environment	Develop and share best practice guides and tool kits for proactive efforts to protect historic buildings, villages and downtowns in floodplains.	Completed
53	Built Environment	Support the Vermont Arts and Culture Disaster and Resilience Network (VACDaRN) and Vermont's Creative Sector in their hazard mitigation and emergency preparedness efforts and assist them in identify funding resources for emergencies.	In Progress

54	Built Environment	Conduct and/or update dam breach analyses on significant and high-hazard dams and assess low-hazard dams for hazard creep.	In Progress
55	Built Environment	Develop rules around requiring Emergency Action Plans (EAPs) to be developed and updated annually or every other year (dam safety bill passed in 2018, Act 162), rules scheduled to be adopted in July 2024.	In Progress
56	Built Environment	Following rule making out of Act 162, develop a State funding source to implement rules for improvements and rehabilitation.	In Progress
57	Built Environment	Complete development and digitize all dam inundation maps for all high hazard dams as dams are re-evaluated.	In Progress
58	Built Environment	Facilitate regional seminars for Emergency Action Plans (EAPs).	Not Started
59	Built Environment	Support the development of applications under the High Hazard Potential Dam (HHPD) program as well as FEMA's Hazard Mitigation Assistance (HMA) program for dam repairs and removals as needed.	In Progress
60	Built Environment	Promote strategic dam removals through increased project funding and bolstering programmatic capacity to manage removal projects statewide for improved ecosystem health and community resilience and create multi-stakeholder Dam Removal Program.	In Progress
61	Plans and Policies	Complete a stakeholder process to identify feasible opportunities to protect River Corridors and flood hazard areas.	In Progress
62	Plans and Policies	Assess possible alternatives for a statewide requirement above and beyond the National Flood Insurance Program (NFIP) floodplain standards for municipal adoption.	In Progress
63	Plans and Policies	Complete a stakeholder process to develop recommendations on the implementation of a riparian protection program for the State (as required under Act 79).	In Progress
64	Plans and Policies	Develop a requirement to disclose buildings in a floodplain or if a structure has previously flooded before a sale.	In Progress
65	Plans and Policies	Assess the potential impacts of private flood insurance in Vermont to determine benefits of requiring private flood insurance companies to disclose data on numbers and locations of policies and coverage levels.	Not Started

66	Plans and Policies	Assess all state/federal funding/technical assistance programs, as well as State permitting programs, to determine areas for better alignment around state hazard mitigation priorities.	In Progress
67	Plans and Policies	Expand coordination across existing State initiatives around outreach efforts and targeted programs for frontline communities through the Inter-agency Advisory Board to the Climate Action Office and the Environmental Justice Interagency Committee.	In Progress
68	Plans and Policies	Proactively engage frontline and indigenous communities to capture Traditional Ecological Knowledge (TEK) and incorporation into state programming (BRIC Scoping Study).	Not Started
69	Plans and Policies	Identify sustainable, long-term funding to support hazard mitigation and local match, to include: purchase of hazard-prone properties and easements to conserve river corridors, floodplains, and wetlands identified as key flood attenuation areas.	In Progress
70	Plans and Policies	Assess the efficacy of and consider revisions to ERAF to contribute towards the 25% non-federal match for FEMA hazard mitigation funding applications and match for other flood disaster risk reduction opportunities.	In Progress
71	Plans and Policies	Explore the development of a hazard mitigation revolving loan fund under the Safeguarding Tomorrow Revolving Loan Fund Program under future notices of funding and the legislative requirements necessary to access funding.	Completed
72	Plans and Policies	Establish a state level individual assistance program to provide financial assistance to uninsured or underinsured households impacted by disasters not federally declared. Program should incorporate Community Action Agencies and supporting networks to ensure assistance is received expeditiously by those that need it most.	In Progress
73	Plans and Policies	Following the development of a Municipal Vulnerability Index (required under the Global Warming Solutions Act) and incorporating input from the Environmental Justice working groups (created under Act 154), develop state-specific additional factors in determining a qualifying Economically Disadvantaged Rural Community.	Removed
74	Plans and Policies	Convene State, federal and private funders annually to identify ways to better leverage existing funding, fill funding gaps, increase funder alignment, and strengthen funding criteria that relate to hazard mitigation and climate adaptation.	In Progress

75	Plans and Policies	Implement the Hazard Mitigation Assistance (HMA) requirements of an Enhanced Plan for the 2028 State Hazard Mitigation Plan update in order to increase HMGP share following a disaster.	In Progress
76	Plans and Policies	Provide better technical assistance as a State, including support for Regional Planning Commissions (RPCs), to ensure communities that want to meet the Emergency Relief and Assistance Fund (ERAFF) requirements have the support that they need to do so.	In Progress
77	Plans and Policies	Consider revisions to the Emergency Relief and Assistance Fund (ERAFF) criteria to more effectively incentivize communities to improve their flood resilience and incentivize local coordination across town boundaries.	In Progress
78	Plans and Policies	Support for communities in monitoring and implementing Local Hazard Mitigation Plans (LHMPs), including support for Regional Planning Commissions (RPCs).	Not Started
79	Plans and Policies	Develop a model for better coordinating municipal plan and local hazard mitigation plan that meets the requirements of both planning processes.	In Progress
80	Plans and Policies	Create intuitive Local Hazard Mitigation Plan template language and development resources, including local engagement tools and map layers, explore a sample plan for adoption by small Vermont communities.	In Progress
81	Plans and Policies	Develop a Vermont-based potential mitigation actions list for Local Hazard Mitigation Plans.	In Progress
82	Plans and Policies	Develop a municipal climate toolkit, a statutory requirement of the Global Warming Solutions Act, to share resources from across State government to help municipalities take action to combat climate change.	Completed
83	Plans and Policies	Increase funding to Regional Planning Commissions and local municipalities to support climate and adaptation planning and target funds to support towns with limited staff and marginalized populations that score high on the municipal vulnerability index.	In Progress
84	Plans and Policies	Develop funding and technical assistance to support action by municipal officials (AOA ARPA funding for technical support).	In Progress
85	Plans and Policies	Provide training and educational opportunities to volunteers and local champions to build local capacity and address local resilience needs.	In Progress
86	Plans and Policies	Develop a State Heat Preparedness Plan and support local adoption of heat plans into Local Emergency Management Plans (LEMPs) and mitigation strategies into Local Hazard Mitigation Plans (LHMPs).	Completed

87	Plans and Policies	Assess cooling capabilities at critical residential care facilities (e.g., long-term care, mental/behavioral health, homeless shelters), municipal and state government buildings, and complete a survey to assess home cooling capabilities.	In Progress
88	Plans and Policies	Support cooling system investments at critical residential care facilities and public buildings - provide access to cooling centers in every municipality and cooling shelters in every county.	In Progress
89	Plans and Policies	Update Vermont Heat Vulnerability Index to update/enhance risk factor data and better integrate adaptive capacity.	In Progress
90	Plans and Policies	Complete an assessment of heat risks in urban areas of Vermont and expected impacts on historically disadvantaged populations, identify strategies for mitigating impacts (e.g., urban forestry, green roofs, green infrastructure, and/or other vegetative strategies; increased use of highly reflective and/or high emittance materials for pavement, roofs, and building).	Not Started
91	Plans and Policies	Support implementation of urban heat island mitigation strategies (urban forestry, green roofs, green infrastructure, or other vegetative strategies; increased use of high reflectance / high emittance materials for pavement, roofs, and building; adopt land development or building codes that support heat resilience, etc.).	In Progress
92	Plans and Policies	Support expansion of Citizens Assistance Registry for Emergencies (CARE) to better identify households needing extra assistance during hazardous events (including extreme heat) and ensure mechanisms are in place to provide assistance as needed.	Completed
93	Plans and Policies	Develop Best Management Practices (BMPs) for tree planting in urban areas and naturalizing vegetation and trees in the right of way considering heat impacts and invasive species mitigation.	In Progress
94	Education and Outreach	Develop a municipal vulnerability index, a statutory requirement of the Global Warming Solutions Act, in order to better understand localized vulnerability and prioritize state investment.	In Progress
95	Education and Outreach	Develop common and consistent mechanisms for collecting local and regional response and recovery data.	In Progress
96	Education and Outreach	Partner with colleges and universities to identify and discuss priority research and project needs for SHMP implementation.	In Progress
97	Education and Outreach	Develop a methodology and protocol for quantifying climate mitigation, resilience, and adaptation impacts (Climate Action Office measuring and assessing progress tool).	In Progress

98	Education and Outreach	Complete a Statewide climate change impact assessment for Vermont's commercial sector and natural resource based industries including but not limited to the ski, sugaring, and logging industries.	Not Started
99	Education and Outreach	Develop an analysis of existing Resilience Hub locations, including identification of new locations, and identification of key components that should be co-located within a Resilience Hub.	In Progress
100	Education and Outreach	Developing updated maps to show flood resilience within mobile home communities in order to better understand risk and develop possible flood reduction projects.	In Progress
101	Education and Outreach	Develop statewide database of rental properties using the mobile home database as a model.	Not Started
102	Education and Outreach	Complete an assessment to better understand the impacts from hazard events on the unhoused.	In Progress
103	Education and Outreach	Complete loss-avoidance studies to better understand the positive impact of completed mitigation work, including the value of open space, forested and conserved land (BRIC scoping utilizing Functioning Floodplain Initiative).	Not Started
104	Education and Outreach	Develop case studies to showcase replicable pilot projects that reduce community vulnerability and have direct benefits to frontline/impacted communities (BRIC scoping or FRCF project).	In Progress
105	Education and Outreach	Develop resource for incorporation of hazard mitigation and water quality projects into local capital planning and budgeting process.	Not Started
106	Education and Outreach	Integrate hazard awareness and disaster resilience education with existing training opportunities throughout the State. E.g., set of hazard mitigation outreach materials to bring to other existing efforts and outreach (coordination with other agencies, CAO).	In Progress
107	Education and Outreach	Coordinate existing data and effective methods of invasive species control and support education of the general public around invasive species and their role in altering the beneficial functions of natural ecosystems.	In Progress
108	Education and Outreach	Develop communication and outreach materials for use within manufactured housing communities regarding buyouts as well as other flood reduction opportunities (being piloted by UVM re: what works for projects types and how that is communicated).	In Progress
109	Education and Outreach	Support development of consistent messaging on steps individuals can take to prepare for and reduce vulnerability to natural hazards.	In Progress

110	Education and Outreach	Support the coordination and capacity of community resilience initiatives at the local level, focusing on what already exists and is working by region (e.g., Community Resilience Organizations, Community Organizations Active in Disaster) to reduce community and individual vulnerability to natural hazards.	In Progress
111	Education and Outreach	Develop an optional volunteer annex for Local Emergency Management Plans (LEMPs).	Completed
112	Education and Outreach	Support and strengthen the Disaster Case Management (DCM) Network to train case managers working with disaster-affected individuals to aid in their recovery and identify mitigation opportunities.	In Progress