



Homeland
Security

Federal Emergency Management Agency Overview for Presidential Transition 2024-2025

Suitable for Public Release

In accordance with the Presidential Transition Act of 1963, as amended¹, FEMA affirms that a validated succession plan is in place and a senior career official has been identified and is available for each senior non-career position in the Agency

In accordance with FEMA's Orders of Succession, the Senior Career Officials for Senior Non-Career Positions are outlined in Attachments I-II, to include Senior NonCareer Headquarters Positions, and Non-Career Regional Administrators.

In passing the Presidential Transition Act of 1963, Congress explained: "Any disruption occasioned by the transfer of the executive power could produce results detrimental to the safety and well-being of the United States and its people." To promote the orderly transfer of power, Congress established a framework for the federal government to prepare for a transition from one president to another.

Workforce Locations - Domestic



See [Regions, States and Territories | FEMA.gov](https://www.fema.gov)

Day 1 Challenges

The role of emergency managers is changing quickly as our responsibilities stretch far beyond responding to natural disasters, resulting in novel coordination and planning demands, increased staff support needs, and the opportunities and challenges of technological advancement.

- Challenges such as a rising frequency of disasters, increased need for inter-jurisdiction and interagency coordination and staffing shortages have significantly influenced the expectations and expansion of emergency managers at all levels – federal, state, local, tribal and territorial.
- Balancing opportunities and challenges with the mainstreaming of artificial intelligence, machine learning and access to big data.

A Transforming
Field



- The overlap of increasingly risk-prone geographies, growing population density, and socioeconomic vulnerability requires the emergency management enterprise to develop substantive approaches to mitigating worst-case scenarios.
- As the population becomes more diverse, older, more educated and more concentrated, the emergency management enterprise is navigating new opportunities and challenges.

An Evolving
Public



- Implications of our rapidly changing climate are profound in their impact and scope, from the environment to our communications, infrastructure and economy.
- Increasing frequency and intensity of heat waves, droughts, and wildfires anticipated to become an increasing public health crisis.
- Increasingly fragile disaster insurance market.

Far Reaching
Climate Impacts



Challenges, Opportunities, and Threats (on-going)

Novel Coordination and Planning Demands

- Federal and State, Local, Tribal, and Territorial (FSLTT) emergency management (EM) leaders are facing increasing coordination pressure as disasters grow more complex and interconnected. Available federal funding for cross-cutting mitigation and recovery initiatives increased dramatically with the passage of the DRRA, the Infrastructure Investment and Jobs Act, and the Inflation Reduction Act.
- The 2024 Annual Threat Assessment of the U.S. Intelligence Community highlights intense and unpredictable transnational tensions, accelerating strategic competition among global powers, fragilities in the public health sector and increasingly severe and cascading impacts of climate change.

Increased Staff Support Needs

- As emergency managers take on multifaceted roles, the strain on financial, personnel and equipment resources intensify. While the expertise required by the field broadens, many experienced emergency management professionals are departing the workforce, in part, to growing demands on staff associated with the high intensity, year-round pace of the growing emergency management portfolio.

Unprecedented Technological Opportunities and Challenges

- AI and machine learning are force multipliers for analyzing vast datasets and predicting emergency scenarios. UAVs and drones have also rapidly emerged as tools that have the potential to greatly enhance aerial assessments, search and rescue missions, and supply deliveries to remote or inaccessible areas.
- EM professionals must stay vigilant about potential challenges and vulnerabilities in today's cybersecurity environment. Security breaches could lead to the broadcasting of misinformation, putting communities at risk and eroding public trust in emergency management institutions.
- The evolving nation-state threat and challenge of sustaining distributed operations in a contested environment is increased by threats of aggressive cyber operations against the U.S. homeland including communications, critical infrastructure, and key government assets.

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Congressional Interests and Media Issues

- **Disaster Relief Fund (DRF)** – Funding challenges remain with the DRF base and major accounts and COVID era-reimbursements. The unprecedented number of disasters continue to drive the DRF into an Immediate Needs Funding posture.
- **Extreme Heat** – Legislation was introduced in the 118th Congress relating to extreme heat, aimed at compelling FEMA to devote Stafford Act resources to responding to instances of extreme heat.
- **Next Generation Warning System (NGWS)** – NGWS to expand the delivery and distribution of Emergency Alert System (EAS) alert and warnings from Integrated Public Alert & Warning System (IPAWS) to enhance the utility of alerts and to fill gaps in alert and warning coverage, especially for rural, tribal, and underserved communities.
- **Risk Rating 2.0 (Flood Insurance)** – There is ongoing litigation challenging FEMA’s new pricing system for flood insurance and continuing opposition to that system from members in flood-prone states.
- **Shelter and Services Program (SSP)** – SSP resources are limited so border states and interior states that are seeing large influxes of migrants are facing intense competition for the limited resources.

Unique Considerations

The emergency management field is facing an era of unprecedented change and uncertainty as the role of emergency managers adapt to fulfill responsibilities stretching far beyond natural disaster response.

- **Strategic Foresight:** FEMA launched the Strategic Foresight 2050 initiative to better understand and anticipate future possibilities. The initiative is intended to help the agency and its partners navigate complexity, mitigate risks, and seize opportunities.
 - FEMA engaged in environmental scanning to identify, analyze, and catalog the drivers and signals of change shaping the future of emergency management. FEMA used the Drivers & Signals Library to develop Current Trend Papers that explore the intersection of key issues.
 - FEMA developed a Futures Workshop Series where stakeholders explored and discussed four different Future Scenarios set in the year 2050 using a range of interactive activities and Inject Cards.

- **Data Strategy:** As tremendous change continues across our nation's threat landscape and in the emergency manager role, data is critical to the FEMA mission and will continue to transform the way the agency and its emergency management partners operate.
 - FEMA faces growing expectations to harness the vast data assets of the agency and its partners to improve performance. FEMA personnel use data at the tactical level to inform immediate decisions and situational reporting. However, strategic decisions at FEMA could benefit from advanced analytics, artificial intelligence and meaningful evidence-building and evaluation work.
 - The 2023-2027 FEMA Data Strategy guides the agency toward an ideal state of data maturity, where data is a strategic asset of the agency, the FSLTT governments, and the American people.

What Happens if there is a Govt Shutdown due to budget

PFT Permanent Full Time Employee (no work no pay unless you are mission essential)

- CORE paid for by disaster funding working capital account continue work as usual

(Cadre of On-Call Response/Recovery Employees)

FEMA Workforce

Position Types	#
GS (Title IV)	5,446
Senior Executive Service	111
Stafford Act *	18,475
Total	24,032

Employees On Board as of 8/5/24

* A Stafford Act employee is an employee hired by FEMA under the authority granted to the FEMA Administrator in Section 306 of the Robert T. Stafford Disaster Relief and Emergency Assistance Act.

These employees support FEMA's disaster management mission and include Cadre of Response and Recovery Employees (COREs), Incident Management COREs (IM COREs), Incident Management Assistance Team (IMAT) members, Reservists, and Local Hires.