
Report of the Chief Administrative Officer

Emergency Management Program Annual Compliance Review and Bylaw Revision

1. Recommendations

1. Regional Council receive this report confirming that York Region has met all program requirements for compliance with the *Emergency Management and Civil Protection Act* and Ontario Regulation 380/04.
2. The Regional Solicitor update the Emergency Management Program Bylaw to adopt changes to the York Region Emergency Management Plan and Annexes.
3. The Regional Clerk forward the updated Emergency Management Program Bylaw and Emergency Management Plan to Emergency Management Ontario.

2. Purpose

This report updates Council on York Region's activities to meet the 2025 annual requirements under the *Emergency Management and Civil Protection Act* and Ontario Regulation 380/04. Appendix A includes an overview of additional emergency preparedness and response initiatives designed to further strengthen York Region's resilience.

Key Points:

- York Region successfully completed all annual regulatory requirements under the *Emergency Management and Civil Protection Act* and Ontario Regulation 380/04 for 2025
- Updates have been made to the York Region Emergency Management Plan, including revisions to the Public Health Annex (Annex 8) and updated Hazard Identification and Risk Assessment (HIRA)

- York Region has consistently achieved annual regulatory compliance for its Emergency Management Program since legislation came into effect in 2004

3. Background

Each year, Council receives an update on York Region’s Emergency Management Program, including any required updates to the Emergency Management Program Bylaw and/or Emergency Management Plan.

To meet provincially legislated requirements, municipalities must verify completion of all elements outlined in *Emergency Management and Civil Protection Act* and Ontario Regulation 380/04. These elements include:

- Hazard Identification and Risk Assessment (HIRA)
- Identification of Critical Infrastructure (CI)
- Emergency Management Plan Review
- Training and Education
- Emergency Exercises
- Public Education and Personal Preparedness

4. Analysis

Table 1 summarizes York Region’s compliance with the *Emergency Management and Civil Protection Act* and Ontario Regulation 380/04 for 2025. It outlines each legislated requirement and activities undertaken to ensure compliance with provincial standards.

Table 1
2025 Emergency Management Program Compliance Activities

| Compliance Element | Activities Undertaken in 2025 |
|--|---|
| Hazard Identification and Risk Assessment (HIRA) | <p>York Region completed annual HIRA in collaboration with Regional staff, subject matter experts, and local municipalities. Process began with a survey assessing the ranking and year-over-year stability of all hazards from the previous HIRA. Survey results identified two hazards – severe flooding and telecommunication failure – for in-depth reassessment, which was completed during a half-day workshop.</p> <p>Local municipalities also identified geographic-specific hazards requiring further analysis, which were addressed in a separate workshop. Top threats identified in the 2025 York Region HIRA include winter weather/ice storm, cyberattack, infectious diseases, and tornado.</p> |
| Identification of Critical Infrastructure (CI) | <p>Critical infrastructure is defined as infrastructure that may be deemed critical if its failure or disruption significantly jeopardizes the health, safety, and security of the Region (e.g., critical water/wastewater treatment facility, vaccine depot, paramedic facilities).</p> <p>In 2025, York Region partnered with all nine local municipalities and York Regional Police to review and update the critical infrastructure database.</p> |
| Emergency Management Plan Review | <p>Each municipality is required to review and update its emergency plan annually. York Region’s Emergency Management Plan outlines how the Region will respond to emergencies, identifies members of the Regional Emergency Control Group, and summarizes their roles and responsibilities. The revised Emergency Management Plan is included as Attachment 1.</p> |
| Training and Education | <p>More than 760 York Region staff and partners received training in 2025. Courses offered include Incident Management System (IMS) training (i.e., IMS 100, IMS 200 and IMS 300), Basic Emergency Management (BEM) and online training for emergency management and business continuity essentials.</p> |
| Emergency Exercises | <p>March 2025, York Region used its annual exercise opportunity to test the newly designated Alternate Regional Emergency Operations Centre (REOC). Through four facility-based test exercises, the team, including the Regional Emergency Control Group, gained in-depth operational experience and validated readiness. This exercise continued the scenario from the November 2024 Flooding Exercise, which required evacuation of the primary site.</p> |

| Compliance Element | Activities Undertaken in 2025 |
|--|---|
| Public Education and Personal Preparedness | <p>Key elements of the 2025 program included:</p> <ul style="list-style-type: none"> • Emergency Preparedness Week: Activities focused on promoting personal preparedness using social media messaging. The “WHAT IF” campaign, highlighting hazards in York Region, reached more than 296,000 individuals and generated over 19,000 visits to York.ca/BePrepared • Community Events: Public education at events such as Halloween at the Village, in partnership with York Regional Police and York Region Paramedic Services, led to engagements with more than 24,900 community members • Fire and Emergency Preparedness Education: Programs at the Community Safety Village, including summer camps and regular class sessions, delivered potentially life-saving training to approximately 6,385 children and youth |

York Region met all legislated emergency management requirements for 2025 and will continue enhancing preparedness and collaboration to address emerging risks in 2026.

Emergency Management and Civil Protection Act modernization

Bill 25, *Emergency Management Modernization Act, 2025*, received Royal Assent on December 3, 2025, marking a major milestone in strengthening Ontario’s emergency management framework. Its primary objective is to enhance preparedness and resilience by modernizing requirements for Ontario ministries and municipalities, ensuring a more robust and coordinated approach to emergency management across the province.

Examples of changes in the revised legislation include:

- Municipal Emergency Management programs must be submitted to the Minister, Ministry of Emergency Preparedness and Response (MEPR)
- Two or more municipalities may establish joint Emergency Management programs
- Emergency Management plans may require hazard-specific components
- Critical Infrastructure Assurance plans may be required
- Stricter guidelines for emergency declarations and annual compliance reporting

These legislative changes may result in adjustments to aspects of York Region’s emergency management program as implementation details and provincial guidance are clarified.

Emergency preparedness efforts will remain responsive to evolving requirements to support continued compliance and effective coordination.

5. Financial Considerations

This report does not present current or anticipated financial changes to the Region's budget or fiscal position. It is part of the approved budget funded from the tax levy.

6. Local Impact

Strong partnerships with local municipalities and key partners are essential to effective emergency management. In 2025, York Region's Emergency Management team continued collaborating with partners to ensure the Region remains prepared for business disruptions and emergencies of varying sizes and impacts. Collaborations included work on the Hazard Identification and Risk Assessment (HIRA), training, situational awareness mapping, and public education initiatives for residents.

Since 2018, York Region Emergency Management has directly supported the northern six municipalities through coordinated delivery of core Emergency Management program requirements. This collaborative approach enhances emergency preparedness and response capabilities across York Region by promoting consistent practices, coordinated planning, and shared situational awareness. As a result, municipalities are better positioned to respond to incidents in ways that support their local communities and strengthen York Region's collective resilience to emergencies and disasters.

York Region works closely with all local municipalities and partner organizations to maintain an appropriate and continuous level of operational readiness for responding to emergencies and business disruptions. This includes 24/7 monitoring and on-call functions. Upon notification of an incident, York Region provides immediate operational and coordination support to communities both within and, if requested and when possible, beyond the region. During events such as the April 2025 ice storm, multiple Regional departments delivered emergency response support to affected areas. This included support with operating warming centres, providing emergency social services, and assisting with debris removal.

7. Conclusion

York Region met all legislative requirements for its Emergency Management Program in 2025 and continues to maintain key partnerships with York Regional Police and local municipalities. It is recommended Council receive this report as confirmation thereof.

For more information on this report, please contact Tammy Popper, Acting Manager, Emergency Management at 1-877-464-9675 ext. 77723. Accessible formats or communication supports are available upon request.



Recommended by:

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Approved for Submission:

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Appendix A – Additional Emergency Management Program Activities
Attachment 1 – 2026 Emergency Plan

Additional Emergency Management Program Activities

York Region’s Emergency Management Conference brought all nine municipalities, stakeholders, and key partners together for a day of learning

The York Region Emergency Management Conference was held on September 15, 2025, under the theme “Confronting Extremes: Water-Woes and Frozen Fury.” This event brought together 160 emergency management partners, including representatives from all nine local municipalities, the Ministry of Emergency Preparedness and Response, first responders, non-governmental organizations, academia, utilities, hospitals, conservation authorities, and local school boards. Presentations highlighted the response to the 2024 Calgary watermain break and various aspects of the April 2025 ice storm response.

York Region’s Business Continuity Program supports organizational resilience and continuity of operations

York Region continues to plan for business disruptions resulting from a loss of staff, facilities, or technology. The Business Continuity Program ensures critical services, relied upon by York Region residents, remain operational during emergencies.

Several actions have been undertaken to advance program priority areas, including:

- Business Continuity Management policy is being updated to include a complementary Disaster Recovery component to mitigate IT related disruptions
- Overarching Business Continuity Management (BCM) Framework was significantly updated this year, evolving from a Plan into a more suitable Overarching BCM Framework that drives alignment of the business continuity program across the organization
- Emergency Management, in collaboration with IT Services, is pursuing a single-source procurement for an integrated disaster recovery and business continuity software solution. The recommended solution best aligns with the Region’s established program structure, technical needs, and long-term approach to resilience. The same platform is being implemented by York Regional Police, creating opportunities for alignment, shared learning, and improved coordination during disruptive events

York Region provided Emergency Management support to the northern six municipalities

Since 2018, York Region Emergency Management has been supporting the emergency management programs of the northern six municipalities (Aurora, East Gwillimbury, Georgina, King, Newmarket, and Stouffville) on a cost-recovery basis through a Memorandum of

Understanding. The agreement operates on a four-year cycle, with the current term valid until 2026 and scheduled for review/renewal this year.

In 2025, this program supported the municipalities through the following activities:

- Emergency Management Program Compliance: This included reviewing and/or updating existing emergency plans and bylaws, updating Hazard Identification and Risk Assessments and reviewing Critical Infrastructure data
- York Region experienced significant impacts from the April ice storm, with Georgina hardest-hit. The municipality declared an emergency that lasted eight days. Throughout this period, the Regional Emergency Management team provided support, as needed, to all six northern municipalities, while other regional departments assisted with various aspects of the response
- Following a comprehensive after-action review, Georgina was granted an exemption from conducting its annual exercise. Exercises were facilitated for the remaining five municipalities, covering diverse scenarios such as a cyber event, heatwave, power outage, and ice storm
- A thorough review of East Gwillimbury's emergency management program was completed, which included a dedicated workshop with their council

York Region continues to collaborate with York Regional Police

York Region Emergency Management and York Regional Police continue to maintain a strong and collaborative partnership across a range of emergency management and business continuity initiatives. As York Regional Police expand management-level training in the Incident Management System (IMS), York Region Emergency Management provides support through training delivery and subject-matter expertise. Joint work also includes coordinated efforts on Mass Casualty Incident preparedness, interagency exercises, Hazard Identification and Risk Assessment (HIRA) activities, and initiatives that enhance Critical Infrastructure resilience across the Region.