

Hazard Mitigation Expertise

When a disaster occurs, mitigating risk can help minimize future damage, expense, and loss of life. Proper mitigation also shortens recovery time, allowing communities to rebound faster. Tidal Basin provides comprehensive hazard mitigation program support with the ability to pivot quickly to address potential issues that could jeopardize project implementation and federal funding.

Because there are many federal programs available for states, territories, local and tribal governments, as well as eligible non-profits, to assist in implementing mitigation projects, understanding how these programs work is important to recovery.

Real-world experience providing strategic guidance and technical expertise

Tidal Basin staff have worked alongside federal, state, and local jurisdictions for decades, providing strategic, tactical, and hands-on experience implementing FEMA's Hazard Mitigation Assistance (HMA) programs. We can provide the guidance needed to develop a comprehensive application through project closeout.

Our team includes five (5) former State Hazard Mitigation Officers (SHMOs), former FEMA HMA Specialists, Certified Floodplain Managers (CFMs), benefit-cost analysis specialists, financial analysts, and trainers. Tidal Basin's leadership and mitigation experts are highlighted on the following pages.



\$2B

**in FEMA-approved
HMGP projects from
Superstorm Sandy**



Preparedness



Response



Recovery



Mitigation

Hazard Mitigation Experts



Carlos J. Castillo, CEM
Senior Vice President,
Chief Development Officer
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40 years of experience as emergency manager and disaster recovery expert. Held several senior roles and led an organization of 1,300.

Acting Deputy Administrator, Resilience for federal agency

- Federal Insurance and Mitigation Administration (FIMA)
- National Preparedness Directorate
- Grant Programs Directorate
- National Continuity Programs
- Office of Resilience Integration and Coordination

FEMA – Assistant Administrator for Disaster Assistance

- Oversaw Public Assistance and Individual Assistance
- Oversaw development of the FEMA Public Assistance Policy Digest

Director, Miami-Dade County Office of Emergency Management

- EOC Director for seven major hurricanes including several Presidentially-declared storms



Amy K. Baker, PE, PMP, CFM
Executive Vice President
Government Solution
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23 years of experience in engineering design and consultation. Has deep expertise in planning, environmental design, technical assistance, and grants management.

Program Management Experience

Previous work includes roles as Senior Division Manager, Calverton Maryland Office Lead, Program Director, Program Development Manager, Planning and Policy Integration Team Lead (Acting), Project Manager and Emergency Planning Analyst, and Engineer and Planner at other major engineering firms. One of the numerous

projects she supported during her time as a Senior Division Manager was a \$22.5 million housing recovery contract in Puerto Rico following Hurricane Maria.

- Licensed Professional Engineer (PE) in Louisiana, Texas, and South Carolina
- Certified Project Management Professional (PMP)
- Certified Floodplain Manager (CFM)



Michael Gallagher
Senior Director, Mitigation
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Over 26 years of experience managing emergency management recovery and mitigation operations. Held the State Hazard Mitigation Officer role for five years in the State of New Jersey, and also co-charged the State Hazard Mitigation Team with the Governor's Office representative.

New Jersey State Police

- **Recovery Bureau, Public Assistance Unit, Lieutenant – Unit Head:** worked directly in the oversight of three units that assist the State of New Jersey in recovery efforts after a major disaster declaration; supervised the Public Assistance Unit, Mitigation Unit and Finance Unit which are made up of enlisted members, civilian members and contractual staff (125 members)
- **Mitigation Unit, Lieutenant – Unit Head/Sergeant First Class:** Responsible for administering the following grants: Flood Mitigation Assistance, Pre-Disaster Mitigation, Repetitive Flood Claims, Severe Repetitive Loss and Hazard Mitigation Grant Program (HMGP) throughout the State

- **Field Training Unit, Sergeant:** Designed programs to assist the public and private sectors in their ability to mitigate, plan for, respond to, and recover from the effects of natural and technological events; lead instructor for many courses including Mass Fatalities, Multi-Hazard Planning for Schools, Leadership and Influence, and various other Emergency Management courses
- **Preparedness/Mitigation Unit, Sergeant:** worked directly with the HMGP, FMA, PDM, RFC and SRL federal grant programs; also worked with state, county and local officials on individual projects that resulted in resiliency and minimized flooding



Maria Judith Amador
Senior Director, Mitigation
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Over 30 years of progressive management experience, and over 10 years in FEMA's Hazard Mitigation and Individual Assistance programs. Extensive experience in Puerto Rico and is bilingual. Proficient in FEMA's Public Assistance Model, Grants Manager, Grants Portal, EMMIE, and BCA Tool.

Natural and Cultural Resources Sector (NCR) at FEMA for Puerto Rico's DR4336- 4339

- Led the Hazard Mitigation Assistance (HMA - 406), the Inspections and Damage Assessments team, and the Hazard Mitigation Grant Program (HMGP - 404).

Housing and Community Development Disaster Recovery Office and FEMA

- Post-Hurricane Hugo mitigation support

Hazard Mitigation Experts



Barry Macciocca
Hazard Mitigation
Subject Matter Expert
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Over 20 years of federal mitigation grants experience with a focus on Hazard Mitigation Assistance and CDBG-DR funding stream.

State Hazard Mitigation Officer for the State of West Virginia

- Provided oversight to regional multi-jurisdictional hazard mitigation planning and support for integration of hazard planning into other governmental plans
- Partnered with federal entities (FEMA, USACE, USDA, HUD) and state agencies (DECD, DNR, DEP, RPC) to receive, implement, manage, and close out grant and cooperative agreement awards
- Supervised a staff of seven hazard mitigation project officers, one hazard mitigation planner, one hazard mitigation GIS specialist, and one financial officer
- West Virginia – DR-1378 (2001): worked closely with West Virginia Office of Community Development to award and manage approx. \$43M in CDBG-DR funds for a variety of recovery programs
- West Virginia – DR-1410 (2002): worked on an additional \$19M in collaboration with the Office of Community Development; funds targeted many of the same communities impacted in Disaster 1378



Thad Leugemors, PMP
Senior Director, Mitigation
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Over 20 years experience as a mitigation expert. Served as a post-disaster recovery and mitigation program manager at a major emergency management firm and as Assistant Director for Mitigation and Recovery with the State of Massachusetts. Managed the Hazard Mitigation Grant Program (HMGP) buyout in Galveston County and ran various recovery programs in support of Boulder County, Colorado and the State of Vermont. Holds Project Management Professional (PMP), NYS Building Code Enforcement, and OSHA Safety Manager Certifications.

Massachusetts Emergency Management Agency (MEMA) – Assistant Director for Mitigation and Recovery

- Oversaw the State's mitigation planning and program activities, including the State Hazard Mitigation and Climate Adaption Plan (SHMCAP), Resilient Mass Action Team (RMAT), and local hazard mitigation planning
- Direct reports included the State Hazard Mitigation Officer (SHMO) and State Public Assistance Officer (PAO)
- Led the COVID recovery planning and implementation effort, resulting in nearly \$1B in FEMA obligations as of August 2021 and a \$110M COVID HMGP award for the Commonwealth, which was seventh in the nation despite being 16th in population



Elizabeth R. Peck, MA, CPM
Director, Mitigation
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Over 20 years of experience as a Homeland Security Professional, with years of progressive grant program management, Strategic planning, Change Management, and communications experience to include leadership as the State Hazard Mitigation Officer for the State of New Hampshire and Assistant Public Information Officer.

State of New Hampshire – State Hazard Mitigation Officer

- Led the State Hazard Mitigation Program and Public Assistance Program through the implementation of grant programs over the course of 17 declared disasters
- Performed Hazard Mitigation Planning, Threat Hazard Identification and Risk Assessments, and Vulnerability assessments statewide

State of New Hampshire – Assistant Public Information Officer

- Assisted and supported the Department of Safety, Public Information Officer to ensure proper communication was being received by the customers and residents of the State of New Hampshire



Deborah Diaz
Director, Mitigation
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Over 20 years of extensive management experience including developing tactical and ground-breaking management. Managed staff and collaborated with external agencies to conduct mission-oriented analyses of complex survivor-centric issues. Experienced in leading a team of varied professionals under challenging operational environments.

State of Texas and TDEM, Enhanced Hazard Mitigation Plan (EHMP)

- Coordinated HM Plan reviews and provided written recommendations to client's staff regarding plan updates and improvements
- Performed continuous quality control during the plan review process and facilitated a process to achieve consistency in conformance with State/Federal process
- Monitored overall plan review process to identify opportunities for enhancement or improvement

Hazard Mitigation Community Planning Program and Flood Plain Management and Insurance Branch, CORE Supervisory, IC-13; Homeland Security, FEMA, Mitigation Division, Joint Field Offices, Guaynabo, Puerto Rico (DR-4339-PR – Hurricane Maria)

- Group Supervisor/Branch Chief – only supervisor to lead two technical programs for the Hazard Mitigation Divisions
- Oversaw daily accountability and programmatic responsibilities
- Provided support such as all-division training, capacity building, and Human Resources

Tidal Basin's hazard mitigation experience spans federal, state, and local jurisdictions. Recent projects include the following:

Hawaii Emergency Management Agency

Tidal Basin provided HMGP technical support to the Hawaii Emergency Management Agency and local communities as HMGP applications were developed after the Kauai/Oahu Floods (DR-4365), Kilauea Lava Flows (DR-4366), and Hurricane Lane (DR-4395).

New York State Division of Homeland Security and Emergency Services

We provided HMGP technical support to state agencies and local jurisdictions on behalf of the New York State Division of Homeland Security and Emergency Services (NYS DHSES) as over 1,200 HMGP project applications were developed after Superstorm Sandy (DR-4085). Tidal Basin is currently supporting the implementation, monitoring and closeout of FEMA-approved HMGP projects valued at approximately \$2 billion post-Superstorm Sandy (a wholly global-match disaster).

State of Alaska Division of Homeland Security and Emergency Management

Tidal Basin is currently supporting HMGP application development valued at \$125 million for the Alaska Division of Homeland Security and Emergency Management (ADHSEM) after 2019 Alaska earthquakes (DR-4413).

Port Authority of New York and New Jersey

The Tidal Basin team developed HMGP applications for over \$77.5 million in approved Superstorm Sandy HMGP projects for the Port Authority of New York and New Jersey.

Jefferson County, Texas

Tidal Basin provided grant management advice and services for Jefferson County, TX for Flood Mitigation Assistance (FMA) and Building Resilient Infrastructure and Communities (BRIC) grants.

Florida Keys Electric Cooperative (FKEC)

Tidal Basin began coordination with local clients throughout Monroe County prior to the landfall of Hurricane Irma and continued to do so throughout the initial response. Following Irma, Tidal Basin was contracted to implement four HMGP applications for FKEC.

Please contact one of our experts directly for more information on hazard mitigation or other program support.

tidalbasingroup.com

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