

Chapter 7. Implementation Plan

The Plan Maintenance process outlines three critical pieces of the mitigation plan.

1. A system for reviewing the implementation of the plan.
2. A schedule and method to keep the plan current.
3. A discussion for how the tribal government will continue to involve the public.

The Pala Environmental Department, specifically the Director, is responsible for the overall maintenance of the Hazard Mitigation Plan. This position is supported by Tribal leadership. The Pala Environmental Department Director is responsible for keeping the Tribal Executive Committee apprised of the status of plan implementation. The Tribal Executive Committee understands the value of this plan, the value of hazard mitigation, and the relationship of the Tribe with FEMA. They intend to continue updating this plan and implementing the plan's mitigation strategies. The Pala Environmental Department Director will work closely with the Pala Environmental Department Advisory Group (PEDAG) to maintain and update the Hazard Mitigation Plan.

Previously, the Pala Business Office and specifically the Business Manager with support from the GIS Specialist updated and maintained the Hazard Mitigation Plan. The Business Office disbanded, and the Environmental Department assumed responsibility for the Plan. The transition was seamless because the Environmental Department has always been involved with the development and implementation of the Hazard Mitigation Plan.

7.1 System for Reviewing Implementation Progress

C7. Does the plan describe a system for reviewing progress on achieving goals as well as activities and projects identified in the mitigation strategy, including monitoring implementation of mitigation measures and project closeouts? [44 CFR §§ 201.7(c)(4)(ii) and 201.7(c)(4)(v)]

A. Does the system for tracking the implementation of mitigation activities and projects identified in the mitigation strategy include a schedule.

B. Does the system noted above identify the tribal department or tribal office responsible for coordination (or non-tribal entity or agency, if the tribe allows)?

C. Does the system noted above describe the role of the agencies/offices identified in the mitigation strategy?

D. Does the system noted above include project closeout procedures?

Implementing the mitigation actions identified in this Plan and meeting the stated goals of the Plan are the most important result of this Tribal Hazard Mitigation Plan. The Tribal Executive Committee, the Pala

Hazard Mitigation Plan Update, Pala Band of Mission Indians

Environmental Department and the PEDAG recognize the value of implementing this Plan. They recognize that future development on tribal lands must coincide with the goals of this Plan.

The PEDAG is committed to working to implement this mitigation Plan and specifically the goals of the Plan. Each committee member recognizes that future development on the Reservation must coincide with the goals of this Plan. The PEDAG meets monthly and will discuss the Hazard Mitigation Plan at a minimum quarterly. The Pala Environmental Department Director will bring the Pala Executive Committee on the status of the Hazard Mitigation Plan goals and actions at a minimum quarterly. In turn, the Pala Executive Committee, or their designees, will brief the General Council quarterly on progress related to mitigating risk on the Reservation. In conjunction, the PEDAG will work to identify ways to integrate other projects on the Reservation with the mitigation Plan.

The Pala Environmental Department Director will initiate documentation of a quarterly report that will: 1) summarize all mitigation planning activities, and actions that have occurred during the quarter, and 2) document the mitigation action status of all actions or projects included in this Plan. This report will be shared with the PEDAG and the Pala Executive Committee. The minutes from each PEDAG meeting will also be included in the Annual Plan Update. The reports and minutes will serve as a permanent record of the mitigation progress for the Tribe. During the PEDAG meetings, the Pala Environmental Department Director may suggest updates to the Hazard Mitigation Plan, and the PEDAG will provide advice and recommendations.

It is essential to track the progress of implementing each proposed mitigation action. For this purpose, the Pala Environmental Department Director will maintain a progress report on each action as well as a comprehensive report with information on all actions. They will present this report to the PEDAG on a quarterly basis. Each goal and mitigation action will be discussed to ensure it is still relevant and cost effective.

The mitigation action-tracking sheet included in Appendix E will be distributed to all PEDAG members and others responsible for mitigation actions. This sheet may be used to track progress toward meeting the goals and objectives established in this Plan. The Pala Environmental Department Director will use the data collected to update the digital Mitigation Action Tracker. The Tribe does not have a formal plan for implementing the mitigation plan into other plans on the Reservation, but that is not viewed as an impediment. It has become the culture of the Tribe to consider hazard mitigation, by incorporating this Plan to develop and plan areas on the Reservation.

The Tribe will utilize FEMA's Closeout Toolkit: Checklist for Hazard Mitigation Grant Program Subawards (included in Appendix E) as a guideline for project closeout. The Pala Environmental Department Director will review FEMA's Checklist and schedule a meeting with FEMA Region IX at the time of Project Award to determine if the checklist will meet the needs of both the Tribe and FEMA.

Hazard Mitigation Plan Update, Pala Band of Mission Indians

7.2 Method and Schedule to Keep the Plan Current

A6. Does the plan include a description of the method and schedule for keeping the plan current (monitoring, evaluating and updating the mitigation plan within the plan update cycle)? [44 CFR § 201.7(c)(4)(i)]

A. Does the plan identify how, when, and by whom the plan will be monitored (how will implementation be tracked) over time?

B. Does the plan identify how, when, and by whom the plan will be evaluated (assessing the effectiveness of the plan at achieving stated purpose and goals) over time?

C. Does the plan identify how, when, and by whom the plan will be updated during the 5-year cycle?

According to FEMA regulations, the Pala Band of Mission Indians is required to formally update and adopt this Plan every five years. However, a five-year update is considered inadequate to maintain a current and realistic Plan. In reality, a continual process of monitoring, evaluating, and updating the Plan needs to be in place. During a five-year time period, policies and procedures at the Federal and Tribal level may prompt changes to the Plan in terms of priorities and/or funding. In addition, a major disaster would prompt review and possible modifications to this Plan.

Three key methods to keeping this Plan current are monitoring, evaluating, and updating the Plan. FEMA defines these in the following way:

- **Monitoring:** Tracking the implementation of the Plan over time.
- **Evaluating:** Assessing the effectiveness of the Plan at achieving its stated purpose and goals.
- **Updating:** Reviewing and revising the Plan at least once every five years.

7.2.1 Monitoring

The Pala Environmental Department Director will track the relevance and implementation of the mitigation Plan over the five-year period the plan is current. Monitoring includes holding meetings with the PEDAG and others on a biannual basis, as well as post-disaster, to determine the validity of the plan goals and mitigation actions and to monitor implementation progress. If the PEDAG determines changes are needed to the Plan, the Pala Environmental Department Director, with support of the Pala Executive Committee, will make the changes.

Hazard Mitigation Plan Update, Pala Band of Mission Indians

7.2.2 Evaluating

The Pala Environmental Department Director will convene a meeting with the PEDAG to evaluate the planning process and make recommendations for future Plan updates and enhancements. This meeting will take place within three months of FEMA’s Approval-Pending-Adoption designation of the Plan. The PEDAG will use the Mitigation Plan Evaluation Worksheet included in Appendix E: Implementation Plan Supporting Materials. This completed worksheet will be used by the PEDAG when the Tribe formally updates the Plan annually. The PEDAG will review the effectiveness of the public outreach strategy, particularly the number of meetings held (both team and public), the public preparedness survey, and the communication methods used for interacting with stakeholders. The PEDAG will review the system for gathering mitigation actions and ranking their priority level. The meeting will conclude with a review of the Plan to monitor and update the Plan in the coming years.

7.2.3 Updating

The Pala Environmental Department Director, with assistance from the PEDAG, will take the lead to revise the Plan every five years for FEMA approval. In addition, following any disaster, the PEDAG will review the Plan to make sure that the goals, objectives, and mitigation actions continue to meet the needs of the Tribe. The table below shows a five-year schedule for Plan maintenance. The revised edition of this Plan will include additional data to reflect new homes, businesses, or infrastructure chosen by the PEDAG for inclusion. In addition, the revised Plan will include a revised hazard risk assessment and vulnerability study, a revised capability assessment, and additional or revised mitigation strategies. As the Tribe works to update the Plan, they will consider opportunities to integrate the Plan with other tribal planning mechanisms. In this way, they ensure the Plan integrates with current and future planning efforts.

Table 49. Five-year Schedule to Update the Mitigation Plan.

Timeframe	Actions
Annually	<ul style="list-style-type: none">• The PEDAG meets following any large incidents on the reservation to review the mitigation plan and discuss new funding opportunities.• The PEDAG meets to discuss implementation of mitigation actions.• The PEDAG requests the incorporation of this plan into plans of relevant departments.• The PEDAG works with departments seeking mitigation funding to assist with identifying grant opportunities and completing grant applications.• The PEDAG proceeds with mitigation action implementation.• The PEDAG completes and files biannual reports.
Months 1-12	<ul style="list-style-type: none">• The PEDAG initiates discussion of lessons learned from the development of the 2020 plan.• All annual actions listed above.
Months 13-36	<ul style="list-style-type: none">• All annual actions listed above.
Months 37-48	<ul style="list-style-type: none">• The PEDAG seeks funding for updating this plan.

Hazard Mitigation Plan Update, Pala Band of Mission Indians

	<ul style="list-style-type: none">• All annual actions listed above.
Months 49-60	<ul style="list-style-type: none">• The Pala Environmental Department updates this plan according to current FEMA standards.• All annual actions listed above.

In addition, the PEDAG will review this Plan following any disaster. An update will include a narrative of all relevant impacts from the disaster, its effects, and damages to the reservation and its critical facilities. Finally, the PEDAG will also review the mitigation Plan goals, objectives, and actions for priority and relevance. Changes to the Plan will be made based on need. The Pala Environmental Department Director will develop the biannual progress reports combined with any disaster write-up, which will serve as the Plan’s annual update. These annual reports will be referenced toward the plan update in 2025.

7.3 Continued Public Involvement

A7. Does the plan include a discussion of how the tribal government will continue public participation in the plan maintenance process? [44 CFR § 201.7(c)(4)(iv)]

The Pala Band of Mission Indians involved tribal members, the public, and regional stakeholders in their planning process for development of this plan. The Tribe is committed to involving the public in Plan implementation as well. They have designed multiple mitigation actions that specifically involve the public, such as public outreach and education campaigns. The Pala Environmental Department will educate the community at community events on the status of the Plan and specific projects.

In addition, the Tribe is committed to maintain and improve this mitigation Plan. They are committed to including regional stakeholders in their process, as well as the PEDAG, which includes first responders. Coordinating with these stakeholders is a key part of implementing and maintaining this mitigation Plan. As mentioned above, the Pala Environmental Director will host biannual meetings with the PEDAG for the sole purpose of reviewing the Plan.

The Pala Band of Mission Indians is committed to improving their Hazard Mitigation Plan in years to come. The Tribe continues to collaborate with other tribes in San Diego County, with local governments in their area and with San Diego County and the State of California. The Tribe takes a leadership role in emergency management in the region by participating in many multi-jurisdictions land use and emergency management groups as well as by maintaining a regional Emergency Operation Center (EOC) on the reservation. The Fire Chief will represent the Tribe at countywide emergency management meetings. The Tribe will also engage regional leaders regarding issues related to Route 76 and bordering properties.

Coordination within the government offices of the Pala Band of Mission Indians is another integral part of continuing stakeholder involvement. Fortunately, the Tribal government works easily with the

Hazard Mitigation Plan Update, Pala Band of Mission Indians

businesses on the Reservation, including the Pala Casino Resort & Spa. Their collaboration will continue to bring success to mitigating risks on the Reservation.

Also included in continued stakeholder involvement is outreach to the General Council. The Tribal Chairman will work toward having risk management and disaster preparedness on the agenda at General Council meetings at least twice a year. Additional training and education sessions may be scheduled for the General Council, Reservation residents and Tribal employees.