



North Central Wisconsin Healthcare Emergency Readiness Coalition (NCW HERC) Hazard Vulnerability Assessment (HVA) Summary 2024-2025

Introduction

The Hospital Preparedness Program (HPP), developed by the Administration for Strategic Preparedness and Response (ASPR), governs Healthcare Coalitions (HCCs) like the North Central Wisconsin Healthcare Emergency Readiness Coalition (NCW HERC) and outlines core functions and deliverables that must be completed. The core function: Assessment and Risk Mitigation outlines the need to complete a regional Hazard Vulnerability Assessment (HVA). The assessment must:

- Identify threats and hazards
- Identify vulnerabilities
- Estimate probability of occurrence
- Determine severity of impact
- Establish priority actions

Method

NCW HERC utilized the Kaiser Permanente ([Kaiser Permanente Hazard Vulnerability Analysis](#)) format for its 2024-2025 survey.

NCW HERC acknowledges the quality of [Healthcare Public Health \(HPH\) Risk Identification and Site Criticality \(RISC\) Toolkit](#), related to objectiveness, for an individual facility survey. Logistically, the Kaiser model is more practical for NCW HERC to conduct a regional HVA survey.

In October, a virtual training was offered to partners to utilize data metrics in their survey responses to provide more objective data and inform responses. The FEMA Resilience Analysis Planning Tool (RAPT), the CDC Social Vulnerability Index, and emPOWER data were reviewed. During the months of October and November, the NCW HERC board surveyed members and partners via Survey Monkey, to complete the Kaiser Permanente Hazard Vulnerability Analysis.

Related to limitation to accurately capture throughout the entire region, Alerts and Activations were not assessed.

PO Box 871 Rhinelander, WI 54501
Herc.coordinator@ncw-herc.org
(715)572-0816
<http://www.ncw-herc.org/>



Comments were reviewed by the board and updated in the NCW HERC Kaiser Permanente HVA and cross-referenced against previous local, regional and state vulnerability assessments, including the 2021 [Threat and Hazard Identification Report \(THIRA\)](#), the most recent report. Results were also entered into the Kaiser Permanente Excel document.

Results

NCW HERC documented 33 organizations, and 37 respondents whom participated in the HVA assessment, as listed in Appendix A. The breakdown of the sectors who responded is found in the table below.

Sector	% of Responses
CMS Clinics	2.63% (1)
Emergency Management	10.53% (4)
EMS	7.89% (3)
Federally Qualified Health Center	5.26% (2)
Home Health/Hospice	5.26% (2)
Hospitals	13.16% (5)
Long-Term Care	7.89% (3)
Medical Examiner/Coroner	2.63% (1)
Public Health	36.84% (14)
Trauma	0
Other	7.89% (3)

The “Other” category included a police department and a county safety department.

All counties and tribes were represented in the responses, as shown in the table below.

County	% of Responses
Clark County	10.8% (4)
Forest County	13.51% (5)
Iron County	8.11% (3)
Langlade County	16.22% (6)
Lincoln County	21.62% (8)
Marathon County	18.92% (7)
Oneida County	13.51% (5)

PO Box 871 Rhinelander, WI 54501

Herc.coordinator@ncw-herc.org

(715)572-0816

<http://www.ncw-herc.org/>



Portage County	13.51% (5)
Price County	10.81% (4)
Taylor County	5.41% (2)
Vilas County	13.51% (5)
Wood County	24.32% (9)
La du Flambeau Tribe	5.41% (2)
Forest County Potawatomi Tribe	8.11% (3)
Sokaogon Chippewa Tribe	2.70% (1)

Notes from “Comments” in the survey, along with the changes to this year’s report were collected and documented in Appendix B.

Preliminary results from the survey were utilized to update the NCW HERC Kaiser Permanente tool.

Kaiser Permanente Results 2024-2025:

1.	<ul style="list-style-type: none"> ● Blizzard (40%) ● Extreme Cold (40%) ● Ice Storm (40%) ● Snowfall (Accumulation) (40%) ● Severe Thunderstorm (40%) ● Communication/Telephony Failure (40%)
2.	<ul style="list-style-type: none"> ● Seasonal Influenza (37%)
3.	<ul style="list-style-type: none"> ● Cyber Attack (29%) ● Tornado (29%)
4.	<ul style="list-style-type: none"> ● Active Shooter (27%) ● Civil Unrest/Protesting (27%) ● Emerging Infectious Disease (27%) ● Epidemic/Pandemic (27%) ● Infectious Disease Outbreak (27%) ● Fire, External (27%) ● Wildland Fire (27%) ● Flood, External (27%) ● Gas/Emissions Leak (27%)

PO Box 871 Rhinelander, WI 54501

Herc.coordinator@ncw-herc.org

(715)572-0816

<http://www.ncw-herc.org/>



	<ul style="list-style-type: none"> • HVAC Failure (27%) • Power Outage (27%)
--	--

Last year’s results were similar, with a few differences. Epidemic/pandemic dropped down slightly, with weather events floating up to this year’s highest probability threats. Because the categories were broken out into more specific threats, comparison between the two years is unreliable.

Kaiser Permanente Results 2023-2024:

1.	<ul style="list-style-type: none"> • Epidemic (50%)
2.	<ul style="list-style-type: none"> • Inclement weather (43%) • Infectious disease outbreak (43%) • Seasonal influenza (43%)
3.	<ul style="list-style-type: none"> • Fire, external (40%) • Flood, external (40%)
4.	<ul style="list-style-type: none"> • Active shooter (33%) • Pandemic (33%)
5.	<ul style="list-style-type: none"> • Act of terrorism (27%) • Gas/Emissions leak (27%) • Generator failure (27%) • HVAC failure (27%) • IT systems outage (27%) • Power outage (27%) • Supply chain shortage/failure (27%) • Temperature extremes (27%) • Weapon (27%) • Wildland Fire (27%)

Discussion

Based on discussion with partners, it was requested to break down the weather events to specific incident types, to have clearer differentiation, and easier tracking of real-life incidents for individual facilities.

PO Box 871 Rhinelander, WI 54501
Herc.coordinator@ncw-herc.org
 (715)572-0816
<http://www.ncw-herc.org/>



Additionally, as part of the Public Health Preparedness Deliverable for 2024-2025, top public threats were to be identified. After reviewing the top twenty threats from the Kaiser Permanente model, the NCW HERC Public Health Caucus determined the following as the top five public health threats for the region.

1. Extreme weather
2. Communication/network disruption
3. Infectious disease
4. Cyber attack
5. Active attacker/civil unrest

Extreme weather events top the regional threat list. Inclement weather can cause severe impacts on local communities to include road closures, increase in motor vehicle accidents, loss of power, increased weather-associated injuries arriving at emergency departments, property damage, etc. These incidents can create a heavier burden on communities that are less resilient in disasters. Communities in our region that may be less resilient in a disaster are found in the NCW Preparedness Plan and identified based off data from FEMA's Resilience Analysis and Planning Tool (RAPT).

Priority Actions:

Actions identified to complete in 2024-2025 to build and sustain preparedness, response, and recovery capabilities regarding the top regional threats include:

- Host a medical surge and response exercise with an extreme weather event scenario
- Conduct a cybersecurity assessment
- Conduct an extended downtime healthcare delivery impact assessment
- Update the preparedness and response plans to provide more detail in the medical surge annexes, resource management annex, COOP, and information sharing portion of the response plan
- Host an exercise specifically for CMS partners that address cybersecurity and evacuation
- Provide regional trainings in topics prioritized by partners as high need

PO Box 871 Rhinelander, WI 54501

Herc.coordinator@ncw-herc.org

(715)572-0816

<http://www.ncw-herc.org/>



Appendix A

LIST OF PARTICIPATING NCW HERC MEMBERS/PARTNERS:

HOSPITAL MEMBERS:

- Aspirus Health System
- Marshfield Clinic Health System

PUBLIC HEALTH MEMBERS:

- Clark County Health Department
- Forest County Health Department
- Forest County Potawatomi Community Health Department
- Iron County Health Department
- Langlade County Health Department
- Lincoln County Health Department
- Marathon County Health Department
- Menominee Indian Tribe of Wisconsin
- Oneida County Health Department
- Lac du Flambeau Peter Christensen Health Center
- Portage County Health & Human Services - Division of Public Health
- Price County Health and Human Services
- Vilas County Public Health Department
- Wood County Health Department

EMERGENCY MANAGEMENT MEMBERS:

- Clark County Emergency Management
- Lincoln County Emergency Management
- Portage County Emergency Management

EMERGENCY MEDICAL SERVICE MEMBERS:

- City of Antigo Fire Department
- Laona Rescue Unit
- Marshfield Fire and Rescue Department

PO Box 871 Rhinelander, WI 54501

Herc.coordinator@ncw-herc.org

(715)572-0816

<http://www.ncw-herc.org/>



SKILLED NURSING FACILITIES:

- Edgewater Nursing Home
- North Central Health Care
- Pine Crest Nursing Home

HOME HEALTH & HOSPICE:

- Compassus at Home Marshfield
- Compassus Home Health

MEDICAL EXAMINER AND CORONERS:

- Oneida/Vilas Medical Examiner

AMBULATORY SURGICAL CENTERS

- GI Associates

FEDERALLY QUALIFIED HEALTH CENTERS:

- Noble Community Health Clinics
- Bridge Community Healthcare

SCHOOLS AND UNIVERSITIES:

- None

REGIONAL AND STATE PARTNERS:

- None

OTHERS

- Wood County Safety/Risk Management
- Wisconsin Rapids Police Department

PO Box 871 Rhinelander, WI 54501

Herc.coordinator@ncw-herc.org

(715)572-0816

<http://www.ncw-herc.org/>



Appendix B

COMPILATION OF NOTES AND CHANGES TO THIS YEAR'S REPORT:

- Two additional threats were identified in the “Other” category, that were not listed in the survey and include patient elopement and plane crash.
- The questions of “county of residence” and “sector respondent represents” were asked this year and results were shown in a table, to better depict who and from where respondents were from
- After discussion, it was decided to not combine threats in the final summary of results, but to list the threats out in a way that better captured their ranked percentage of risk; this was done in a table format
- “Priority Actions” to address how the HERC would address the top threats was added to the report

PO Box 871 Rhinelander, WI 54501

Herc.coordinator@ncw-herc.org

(715)572-0816

<http://www.ncw-herc.org/>