



Salem County New Jersey  
Multi-Jurisdictional Multi-Hazard Mitigation Plan Update  
**Participating Jurisdiction Appendices**

**Appendix 13**  
**Salem City**

January 2025

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### Part 1.1: Salem County Multi-Jurisdictional Multi-Hazard Mitigation Plan Update

The *Salem County Multi-Jurisdictional Multi-Hazard Mitigation Plan Update* (SC HMPU) incorporates input from participating jurisdictions in Salem County, including Salem County and 14 separate municipalities.

The SC HMPU is an update of the *Mitigation Plan for Four New Jersey Counties* (NJ4 HMP) that was completed by all 16 jurisdictions in Salem County along with over 70 additional jurisdictions from Camden, Cumberland, and Gloucester, Counties. The Salem County portions of the NJ4 HMP were adopted by the participating jurisdictions and approved by the Federal Emergency Management Agency in January 2017.

The SC HMPU has two main parts:

- Salem County Multi-Hazard Mitigation Plan Update, or the “Base Plan”.
- County and Municipal Appendices.

The Base Plan includes descriptions and information common to all participating jurisdictions organized according to the following three focus areas:

- Planning Process
- Hazard Identification and Risk Assessment
- Mitigation Measures

The County and Municipal Appendices include specific information for these same three focus areas for each of the participating jurisdictions. Detailed tabulations are included in these Municipal Appendices for critical facilities, the status of past mitigation activities, and proposed mitigation measures for each municipality.

### Part 1.2: Salem City Municipal Appendix

This Municipal Appendix is focused on Salem City in Salem County, New Jersey.

The Salem City Municipal Working Group developed the Salem City Municipal Appendix for adoption by the Salem City Council and subsequent approval by Region II of the Federal Emergency Management Agency.

## Part 2: Participation

### Part 2.1: Municipal Working Group Participation

Part 2.1 includes:

- *Municipal Working Group members including positions in the community, meetings and work sessions attended, and specific contributions to the Municipal Appendix*
- *Municipal positions and organizations that were invited but were not able to participate in the plan update process*
- *Municipal positions and organizations that have been recommended by the Federal Emergency Management Agency (FEMA) as candidates for participation on Municipal Working Groups but do not exist in the municipality*

Table 13-1 identifies the Municipal Working Group members. As detailed in *Section 2: Planning Process* of the Base Plan, the Municipal Working Groups are comprised of community representatives who worked to make sure mitigation measures included in the Municipal Appendix addressed the risks faced by residents, businesses, and property owners and reflected the priorities of the community.

Working Group meetings were conducted as both in-person and virtual meetings. Municipal Working Group members reviewed briefing materials and contributed during meetings and reviewed the Preliminary Draft and Public Review Draft versions of the SC HMPU Base Plan and Appendices. The Working Group will also continue to stay involved during the implementation and maintenance of the SC HMPU.

*Note: Four members of the Working Group also participated in the development of the 2017 NJ4 HMP. These members are indicated with an (\*) following their last names.*

**Table 13-1: Salem City Working Group**

First Name	Last Name	Department	Position	Project Kick-off Meeting <sup>1</sup>	Round 1 Work Session <sup>2</sup>	Round 2 Work Session <sup>3</sup>	Contribution <sup>4</sup>
John	Pelura, III*	Salem City Police Department / Salem City Office of Emergency Management (OEM)	Chief of Police / OEM Coordinator	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Organized Working Group and Work Sessions.
Jody	Veler	Salem City Council	Mayor		<input checked="" type="checkbox"/>		
Earl	Gage	Salem City Council	Council Member			<input checked="" type="checkbox"/>	
Vaughn	Groce	Salem City Council	Council Member			<input checked="" type="checkbox"/>	
Sharen	Klein	Salem City Council	Council Member			<input checked="" type="checkbox"/>	

<sup>1</sup> Project Kickoff Meeting was held on February 27, 2023.

<sup>2</sup> Round 1 Work Session was held on March 29, 2023.

<sup>3</sup> Round 2 Work Session was held on June 14, 2023.

<sup>4</sup> Additional or unusual contributions are noted in the far-right hand column.

## Part 2: Participation

First Name	Last Name	Department	Position	Project Kick-off Meeting <sup>1</sup>	Round 1 Work Session <sup>2</sup>	Round 2 Work Session <sup>3</sup>	Contribution <sup>4</sup>
Ben	Angeli	Salem City Administration	Business Administrator / Floodplain Administrator		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Kenia	Nunez	Salem City Administration	Chief Financial Officer			<input checked="" type="checkbox"/>	
John	Manganaro	Salem Water and Sewer Department / Public Works Department	Department Superintendent / Department Manager				
Charles (Matt)	Bailey	Salem City Commerce & Economic Development Department	Executive Director		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Aileen	Westcott	Salem City Inspections / Permits Department	Housing Inspector / Zoning Officer				
Analisa	Moritz	Salem City Public Housing Authority	Chair of Board of Directors				
Karen	Upshaw	Salem City Public Housing Authority	Executive Director				
Carol	Adams*	Salem City School District	Vice President				
Jennifer	Jones*	Salem County Chamber of Commerce	Executive Director				
April	Dorsey	Salem Historic Homes (Pennrose Management)	Assistant Site Manager				
Sheila	Palmer	Salem Area Ministerium	President				
Mary	Matthew*	Catholic Charities	Volunteer				

The following lists candidate positions and organizations within the community that were extended invitations to participate during the development of the Municipal Appendix. These positions and organizations will continue to be extended invitations to participate during subsequent plan implementation and maintenance activities.

- City Engineer / GIS/IT Specialist - Remington & Vernick
- Emergency Medical Services – American Legion Ambulance Association (volunteer organization)
- Healthcare Institutions, including Southern Jersey Family Medical Center

The following lists positions and organizations that are generally recommended for consideration as members of the Municipal Working Groups by FEMA but do not currently exist within the community. An invitation to participate will be extended if positions are created or filled and as organizations are formed.

- Environmental Organizations

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## Part 2: Participation

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### Part 2.2: Public Participation

*Part 2.2 includes all opportunities provided to the public and interested parties in the municipality to participate during the plan update process.*

Table 13-2 identifies the date, type of involvement, and location (where applicable) for all opportunities provided to the public and interested parties to participate in the development of the plan update.

**Table 13-2: Public Participation**

Date	Type of Involvement	Location
March 27, 2023	Link to Project Website <sup>5</sup> established and maintained.	City website <sup>6</sup>
March 27, 2023	Notice posted on Facebook	City Police and Fire Departments' Facebook
May 8, 2023	Public meeting conducted with "SC HMPU" as agenda item with Salem City Council.	Old Courthouse, 104 Market Street, Salem
May 2023	Notice posted re: Preliminary Draft Appendix and Round 2 Working Group Meeting with link to Project Website.	Township website <sup>6</sup>
June 2, 2023	Information available during Salem City Block Party	Emergency Management information station
June 2023	Preliminary Draft Appendix available for public comment.	Project website <sup>5</sup>
August 14, 2023	Notice posted re: Public Review Draft Appendix review period with link to Project Website.	City website <sup>6</sup>
August 21, 2023	Availability of Public Review Draft announced at City Council Meeting	Old Courthouse, 104 Market Street, Salem
August 18 through September 15, 2023	Public Review Draft Appendix available for public comment.	Project website <sup>5</sup>
July 8, 2024	Revised Draft Municipal Appendix posted to Project Website	Project website <sup>5</sup>
October 9, 2024 and November 14, 2024	Revised Draft Appendix Review Public Meetings (open to all County residents and interested parties)	PSEG Energy & Environmental Resource Center, Salem and Penn Towers South, Penns Grove
December 11, 2024	Final Municipal Appendix posted to Project Website	Project website <sup>5</sup>

Public comments and input received for all versions of the Municipal Appendix were considered by the Municipal Working Group and incorporated into the Municipal Appendix where appropriate. In addition, the Municipal Appendix was adopted as part of a regularly scheduled public meeting.

Public education and outreach is an on-going mitigation measure included in the Municipal Appendix.<sup>7</sup> In addition, public participation will continue to be encouraged during subsequent plan implementation and maintenance activities.<sup>8</sup>

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<sup>5</sup> <https://schmpu23.com/documents>

<sup>6</sup> <https://cityofsalemnj.gov/salem-county-2023-multi-hazard-mitigation-plan-update/>

<sup>7</sup> See Mitigation Measure M-1 in Part 4 of the Municipal Appendix.

<sup>8</sup> Public education and outreach is described in *Section 4: Mitigation Measures* of the SC HMPU Base Plan.

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## Part 3: Hazard Identification and Risk Assessment

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### Part 3: Hazard Identification and Risk Assessment

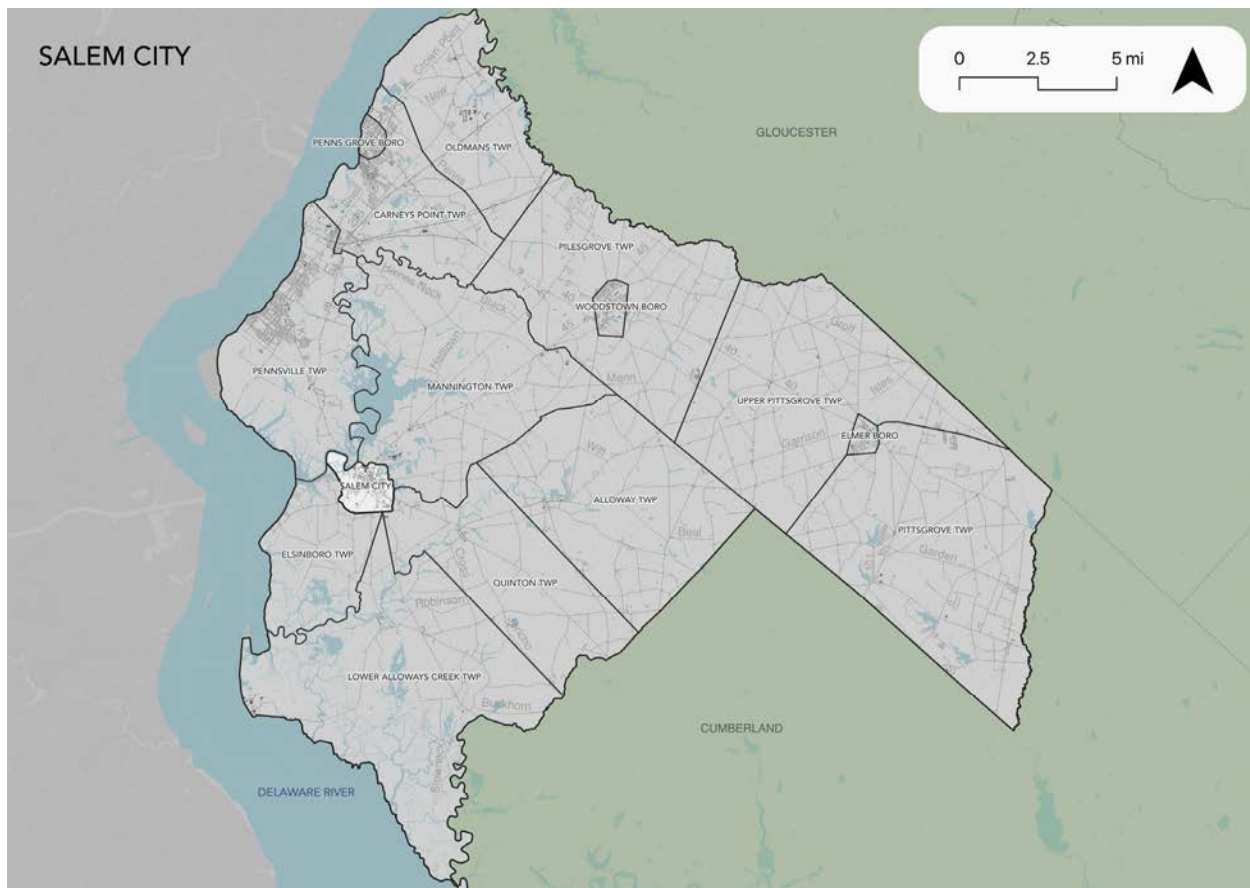
Part 3 includes seven subparts:

- *Part 3.1: Profile*
- *Part 3.2: General Building Stock*
- *Part 3.3: Critical Facilities*
- *Part 3.4: Hazard Exposure Assessment*
- *Part 3.5: Demographic Considerations*
- *Part 3.6: Observations*
- *Part 3.7: Hazard Priorities*

#### Part 3.1: Profile

Salem City is located in the west-central part of Salem County (See Figure 13-1).

**Figure 13-1: Salem City Location Map**



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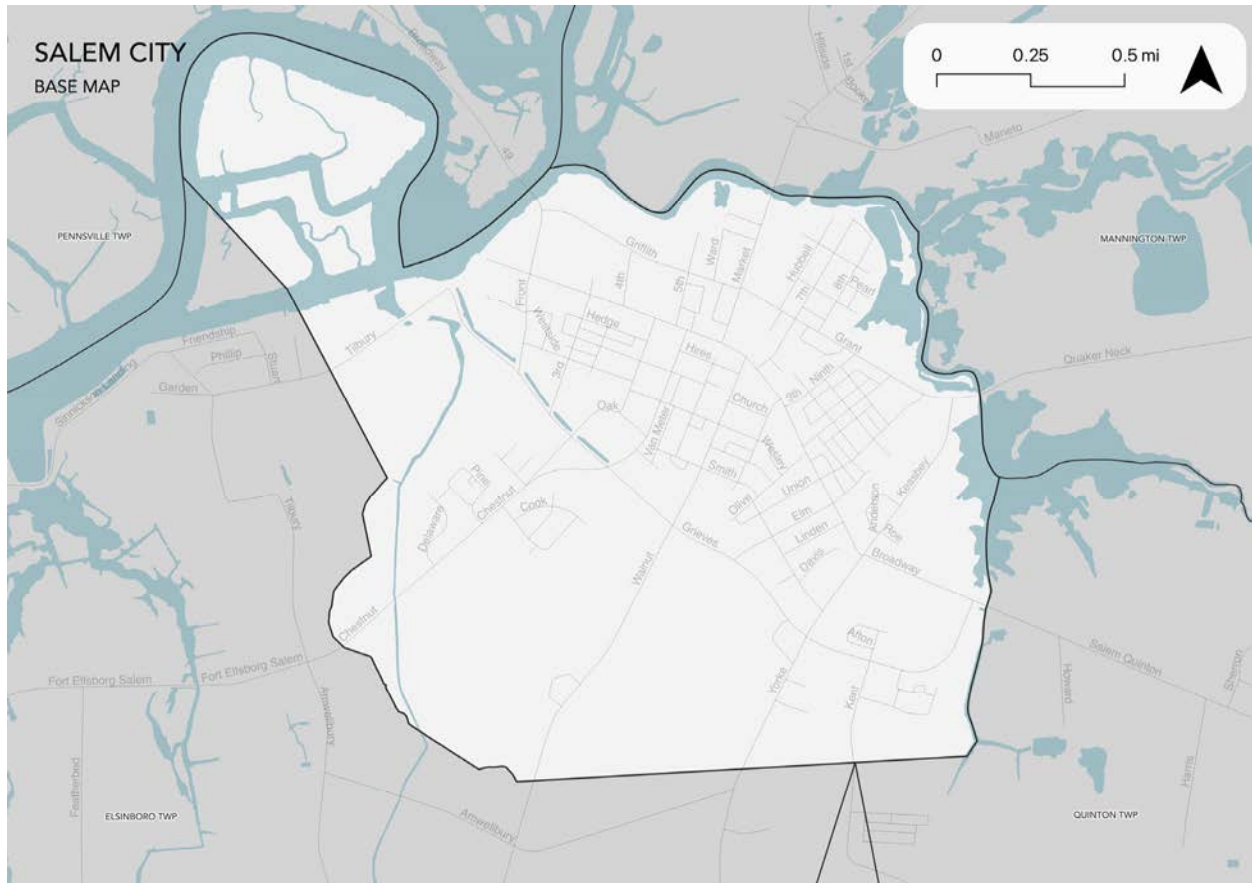
### Part 3: Hazard Identification and Risk Assessment

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Salem City is a small city located near the Delaware River shoreline. Over 90% of the housing stock was built before 1980, and more than 50% are more than 70 years old.

Per Figure 13-2, the major water courses include Fenwick Creek and Keasbeys Creek. Major transportation routes include State Highway 45 and 49. The land is predominantly flat.

**Figure 13-2: Salem City Base Map**



### Part 3.2: General Building Stock

As of 2021, there are 1,431 buildings in Salem City with a total assessed value of improvements of \$113,354,670. Figure 13-3 shows the footprints of these buildings.

**Figure 13-3: Salem City Building Footprints<sup>9</sup>**



Table 13-3 shows the distribution of these structures according to land use distinctions.

**Table 13-3: Salem City Buildings per Land Use Type<sup>10</sup>**

Land Use Type	Residential (<4 units)	Multi-Family	Farm	Commercial	Industrial	Other <sup>11</sup>
Number of Buildings	1,096	29	3	93	17	193
% of Total	76.6%	2.0%	0.2%	6.5%	1.2%	13.5%

<sup>9</sup> Building footprint data was isolated from FEMA's "USA Structures" data (2022) per [https://disasters.geoplatform.gov/publicdata/Partners/ORN/USA\\_Structures/New%20Jersey/](https://disasters.geoplatform.gov/publicdata/Partners/ORN/USA_Structures/New%20Jersey/). Land use types were isolated from MOD-IV Parcels and Tax Assessor data composite (2021) per <https://www.state.nj.us/treasury/taxation/pdf/lpt/modIVmanual.pdf>.

<sup>11</sup> Other includes: Schools, Public Use, and other Exempt uses

## Part 3: Hazard Identification and Risk Assessment

### Part 3.3: Critical Facilities

As of September 2023, there are twenty-seven (27) critical facilities in Salem City.

Critical facilities are prime candidates for mitigation measures due to important functions staged from these facilities prior to, during, and after natural hazards including emergency services and housing vulnerable populations.

Table 13-4 includes current inventory information for municipal critical facilities and includes cross-references to related mitigation measures identified in Part 4 of the Municipal Appendix. Figure 13.4 shows the location of these critical facilities.

**Table 13-4: Salem City Critical Facilities Inventory**

CF #	Name	Type <sup>12</sup>	Sub-Type	Address	Co-located CF #	Shelter (Y/N)	Generator (Y/N)	Comments	Mitigation Measure #
CF-1	City Hall	Municipal	Administrative Offices	125 West Broadway, Salem		N	Y	Recently acquired as of March 2023	
CF-2	New City Hall	Municipal	Administrative Offices	17 New Market Street, Salem		N	N	Council Meeting Location	
CF-3	Police Station	Law Enforcement Facilities	Stations	129 West Broadway, Salem	CF-4	N	Y		
CF-4	Emergency Operations Center	EOC	Co-located Officials	129 West Broadway, Salem	CF-3	N	Y		
CF-5	Liberty Fire Company	FireStations	Stations	75 5 <sup>th</sup> Street, Salem		N	N		M-2
CF-6	Union Fire Company	FireStations	Stations	21 Walnut Street, Salem		N	N		M-3
CF-7	Washington Fire Company	FireStations	Stations	374 East Broadway, Salem		N	N		M-4
CF-8	Fenwick City Ambulance	EMS	Municipal Stations	94 Market Street, Salem	CF-2	N	N	Located at rear of Courthouse Parking Lot	

<sup>12</sup> Critical facility type and subtype definitions and considerations are described in *Section 3: Hazard Identification and Risk Assessment* of the SC HMPU Base Plan.

### Part 3: Hazard Identification and Risk Assessment

CF #	Name	Type <sup>12</sup>	Sub-Type	Address	Co-located CF #	Shelter (Y/N)	Generator (Y/N)	Comments	Mitigation Measure #
CF-9	South Jersey Medical Transportation	EMS	Private Stations	26 Front Street, Salem		N	N	Subject to periodic flooding. May no longer be in business as of March 2023. Still in business 4/25/23	
CF-10	Water Treatment Plant	Utilities – Water	Treatment Plants	515 Grievess Parkway, Salem		N/A	Y		
CF-11	Wastewater Treatment Plan	Utilities – Wastewater	Treatment Plants	19 South Front Street, Salem		N/A	Y	Subject to periodic flooding.	M-7
CF-12	Wastewater Pump Station #1	Utilities – Wastewater	Pump Stations / Lift Stations	415A Magnolia Street, Salem		N/A	Y		
CF-13	Wastewater Pump Station #2	Utilities – Wastewater	Pump Stations / Lift Stations	173 Oak Street, Salem		N/A	Y		
CF-14	Wastewater Pump Station #3	Utilities – Wastewater	Pump Stations / Lift Stations	219 Walnut Street, Salem		N/A	Y		
CF-15	Town Bank Stormwater Pump Station	Utilities – Stormwater Management Pump Station(s)	Treatment Plants	Grievess and Tilburg Road, Salem	CF-11	N/A	Y	Subject to periodic flooding.	M-7
CF-16	Board of Education Offices	Schools	Public Schools Administrative Offices	219 Walnut Street, Salem		N/A	N		
CF-17	John Fenwick Elementary	Schools	Public Schools	183 Smith Street, Salem		N	Y		
CF-18	Salem Middle School	Schools	Public Schools	51 New Market Street, Salem		Y	Y		
CF-19	Salem High School	Schools	Public Schools	219 Walnut Street, Salem	CF-16	Y	Y		
CF-20	St. John's Pentecostal Church Day Care	Vulnerable Populations Facilities	Private Child Day Care	22 New Market Street, Salem		Y	N	Capacity = 50	M-5
CF-21	St. John's Episcopal Church Day Care	Vulnerable Populations Facilities	Private Child Day Care	76 Market Street, Salem		Y	N		M-5

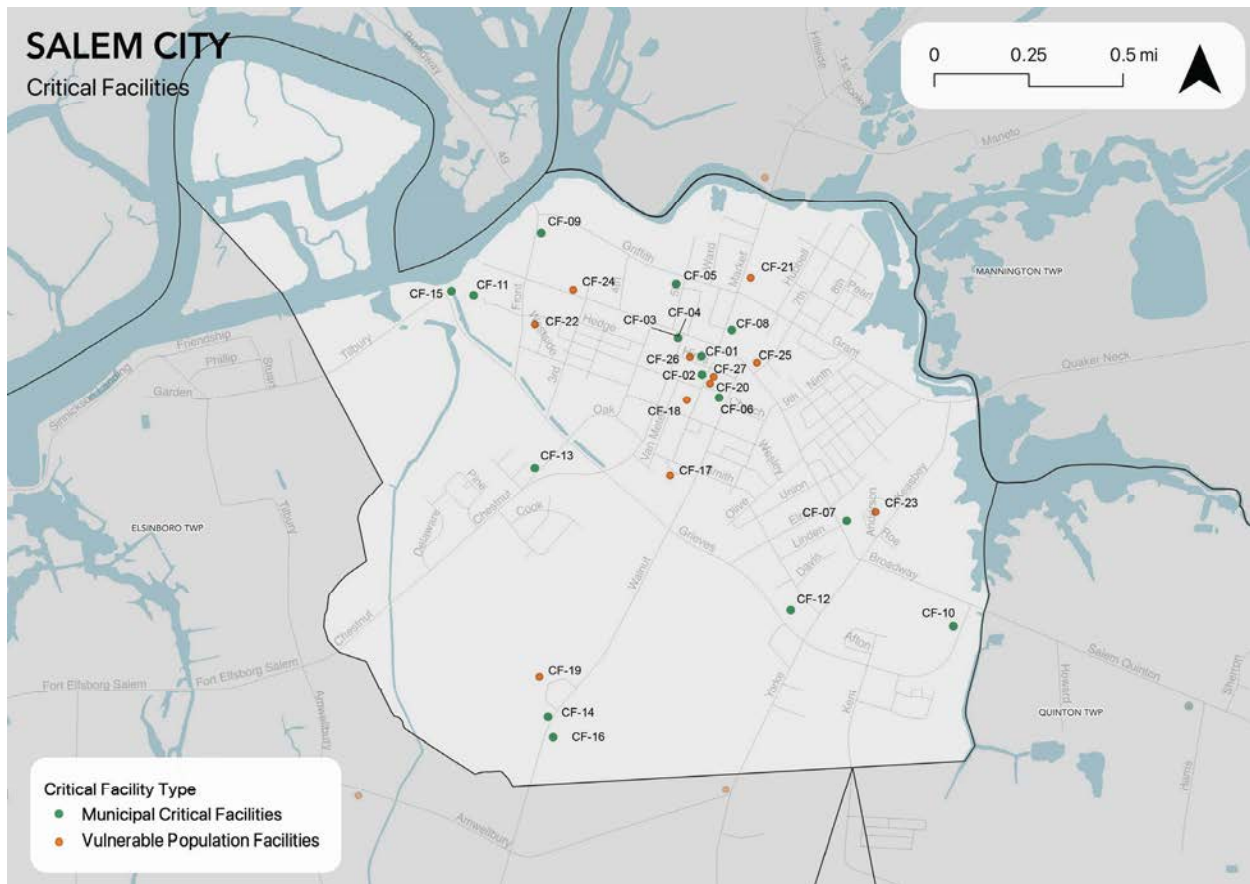
### Part 3: Hazard Identification and Risk Assessment

CF #	Name	Type <sup>12</sup>	Sub-Type	Address	Co-located CF #	Shelter (Y/N)	Generator (Y/N)	Comments	Mitigation Measure #
CF-22	Community Center	Vulnerable Populations Facilities	Private Child Day Care	West Side Court, Salem		Y	N	Capacity = 20	M-5
CF-23	Community Center	Vulnerable Populations Facilities	Private Child Day Care	Anderson Drive, Salem		Y	N	Capacity = 20	M-5
CF-24	Salem Group Home	Vulnerable Populations Facilities	Private Nursing Home	74. West Broadway, Salem		Y	N		M-5
CF-25	Broadway Towers	Vulnerable Populations Facilities	Public Age Restricted Housing	205 7 <sup>th</sup> Street, Salem		Y <sup>13</sup>	Y <sup>14</sup>		M-6
CF-26	Salem Senior Village	Vulnerable Population Facilities	Private Age Restricted Housing	2 Hires Avenue, Salem		Y <sup>13</sup>	Y		M-5
CF-27	Family Success Center	Vulnerable Population Facilities		14 New Market Street, Salem		Y <sup>13</sup>	N		M-5

<sup>13</sup> Shelter-in-place.

<sup>14</sup> Back-up emergency generator limited to operating fire pump.

Figure 13-4: Salem City Critical Facilities



### Part 3.4: Hazard Exposure Assessment

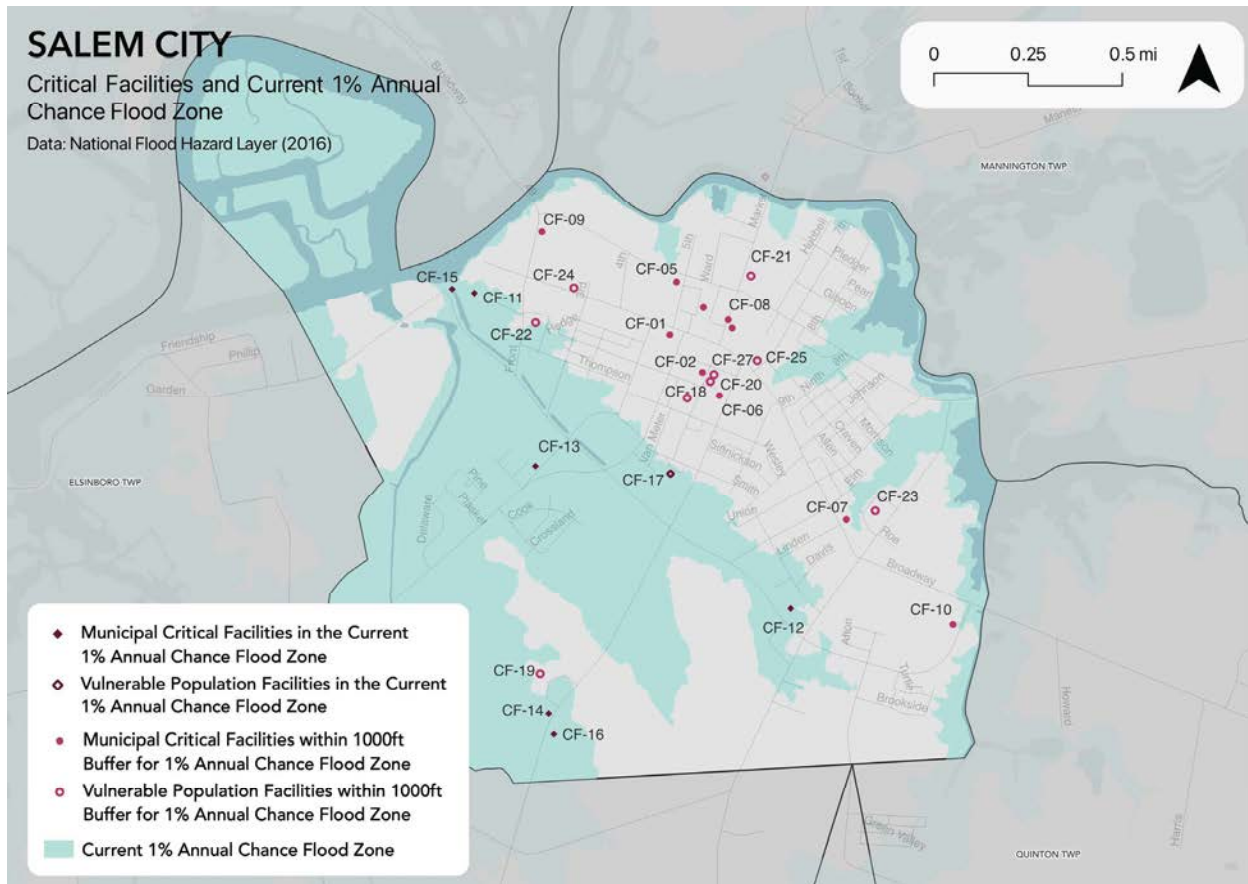
Hazard exposure assessments were completed for the eleven (11) natural hazards identified in the SC HMPU Base Plan<sup>15</sup>.

Key results for Salem City are depicted in the following.

Mapping: Figure 13-5 is illustrative of the type of mapping available as a result of the hazard exposure assessment. This figure shows critical facilities that are located in or near (i.e., within 1,000 feet) the 1% annual chance flood zone on FEMA's Flood Insurance Rate Maps (FIRMs).

<sup>15</sup> Hazard profiles are included for all eleven natural hazards in *Section 3: Hazard Identification and Risk Assessment* of the SC HMPU Base Plan.

**Figure 13-5: Salem City Critical Facilities and 1% Annual Chance Flood Zone**



Mapping results are available for general building stock and critical facilities for the following hazards:<sup>16</sup>

- Sea Level Rise
- Earthquake
- Extreme High Temperature
- Flood - per FEMA flood hazard mapping
- High Wind and Severe Weather (heavy summer rains and winter snow loads)

Tabulations: Selected data culled from the hazard exposure assessment process is displayed in the following tables:

- Table 13-5 indicates hazard exposure for general building stock
- Table 13-6 indicates hazard exposure for critical facilities, differentiated between municipal and vulnerable population critical facilities

In addition, available information regarding Wildfire is included.

<sup>16</sup> All mapping corresponding to results described in Parts 3.3 through 3.5 are viewable in .pdf format at: <https://www.dropbox.com/sh/1om9p8vogs03jxz/AABuCWd9odbr2KsbcD9YrFyCa?dl=0>.

### Part 3: Hazard Identification and Risk Assessment

**Table 13-5: Salem City General Building Stock Hazard Exposure**

Hazard	Number of Exposed Buildings	Percent of Total Buildings in the Jurisdiction	Value of Exposed Buildings	Percent of Total Value in the Jurisdiction
Sea Level Rise - 3 feet increase <sup>17</sup>	331	23.13%	\$23,704,673	20.91%
Flood - Within 1 % Annual Chance Zone	311	21.7%	\$22,778,388	20.1%
Flood - Near (within 1,000 feet) of 1% Annual Chance Zone	1,111	77.6%	\$83,641,182	73.8%
Earthquake – Structure built before 1927 <sup>18</sup>	581	43.29%	\$29,887,900	26.37%
High Winds / Severe Weather – Structure built before 1976	1,252	93.29%	\$89,547,700	82.25%

**Table 13-6: Salem City Critical Facilities Hazard Exposure<sup>19</sup>**

Hazard	Number of Critical Facilities	Municipal CF #s	Vulnerable Populations CF #s
Sea Level Rise	7	CF-11, CF-13, CF-14, CF-15, CF-16	CF-17, CF-22
Flood - Within 1 % Annual Chance Zone	7	CF-11, CF-12, CF-13, CF-14, CF-15, CF-16	CF-17
Flood – Future potential (within 1,000 feet) 1% Annual Chance Zone	17	CF-01, CF-02, CF-05, CF-06, CF-07, CF-08, CF-09, CF-10	CF-18, CF-19, CF-20, CF-21, CF-22, CF-23, CF-24, CF-25, CF-27

Regarding Wildfire, according to the 2017 NJ4 HMP, Salem City is one of 8 municipalities in Salem County with less than one acre of land that intersects with an extreme level of potential fuel and potentially high levels of wildland urban interface. Therefore, Wildfire is not considered a significant hazard for Salem City.

In addition, all critical facilities in Salem County are exposed to the following hazards and potentially subject to power outages, and structural and/or contents damage:

- Earthquake
- Extreme Temperatures
- High Winds
- Severe Weather – Summer (including heavy rains)
- Severe Weather – Winter (including heavy snow loads)

<sup>17</sup> All supporting data for Sea Level Rise (3-foot rise), and Flood (all) are viewable at [SALEM Buildings Values SLR Flood](#)

<sup>18</sup> All supporting data for Earthquake, High Winds, and Severe Weather are viewable at [SALEM Buildings Values EQ Wind SWW](#)

<sup>19</sup> All supporting data for critical facility hazard exposure are viewable at [SALEM CFs HazardExposure](#)

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### Part 3: Hazard Identification and Risk Assessment

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Information from the 2017 NJ4 HMP HIRA was also reviewed with the Working Group to determine the need for updates to hazard exposure results for Dam and Levee Failure.

#### Dam Failure

Per the New Jersey Department of Environmental Protection (NJDEP) data<sup>20</sup>:

- There are no (0) “High Hazard” or “Significant Hazard” dams located in the City.

#### Levee Failure

Per the South Jersey Levee Inventory<sup>21</sup>:

- There are two (2) levees in the City with a total of two hundred and eleven (211) parcels within a 1,000-foot buffer of the levees:
  - Town Bank (NCRS #11), length = 1,251 feet (Tilbury Road from Water and Sewer Dept. to Elsinboro)
  - Fenwick Creek (NCRS #12), length = 672 feet (Rail Road Bridge between Salem and Mannington)
- There is one (1) reported incident of levee failure on the Town Bank Levee in 1933

Working Group members were asked the following questions for Dam and Levee Failure:

- ✓ *Are these facilities still in operation?*
- ✓ *Are there updated Emergency Action Plans or inundation maps for these facilities?*
- ✓ *Have there been any other incidents of failure since the reported records?*

Per the Salem City Working Group:

- There were no changes to the NJ4 HMP HIRA Dam Failure hazard exposure results.
- Three additional levee failures have occurred when the Salem River breached the levee at Town Bank in October of 2012, August of 2020 and October 29, 2021.

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<sup>20</sup> (1) NJDEP Dam Safety and Flood Control (Dam Locations); (2) NJDEP Land Use / Land Cover; (3) US Census Bureau 2010 Census

<sup>21</sup> US Department of Agriculture, National Resources Conservation Services (NRCS) South Jersey Levee Inventory, 2010.

#### National Flood Insurance Program Information

One additional metric discussed with the Working Group was statistical information from the National Flood Insurance Program (NFIP)<sup>22</sup>. The following depicts relevant numbers for Salem City as of September 2023 as provided by the Region II office of the Federal Emergency Management Agency (FEMA):

#### **Active Policies**

- Active Policies – 166 active NFIP flood insurance policies, which represents 10.85% of all active policies in Salem County
- Total Premiums – \$185,503 paid in total annual premiums
- Average Premium – \$1,117 average annual premium per policy, as compared to the overall average for all Salem County of \$985

#### **Repetitive Loss Properties**

- Repetitive Loss Properties (RL) – two (2) properties are designated as RL. These properties have a total of four (4) claims totaling \$25,366, which represents 0.47% of RL claims for the total Salem County claims of \$5,378,664
- Severe Repetitive Loss Properties (SRL) – no (0) properties are designated as SRL

For comparison relative to the number of active NFIP flood insurance policies, the following are the number of potentially exposed buildings (per Table 13-5), which are significantly higher than the number of active policies:

- Flood - Within 1 % Annual Chance Zone: 311 buildings ~ 21.7% of total buildings, with a value of \$22,778,388 ~ 20.1%% of the total building value in the City.
- Flood - Near (within 1,000 feet) of 1% Annual Chance Zone: 1,111 buildings ~ 77.6% of total buildings, with a value of \$83,641,182 ~ 73.8% of the total building value in the City.

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<sup>22</sup> Information on the NFIP is described in *Section 3: Hazard Identification and Risk Assessment* of the SC HMPU Base Plan.

## Part 3: Hazard Identification and Risk Assessment

### Part 3.5: Demographic Considerations

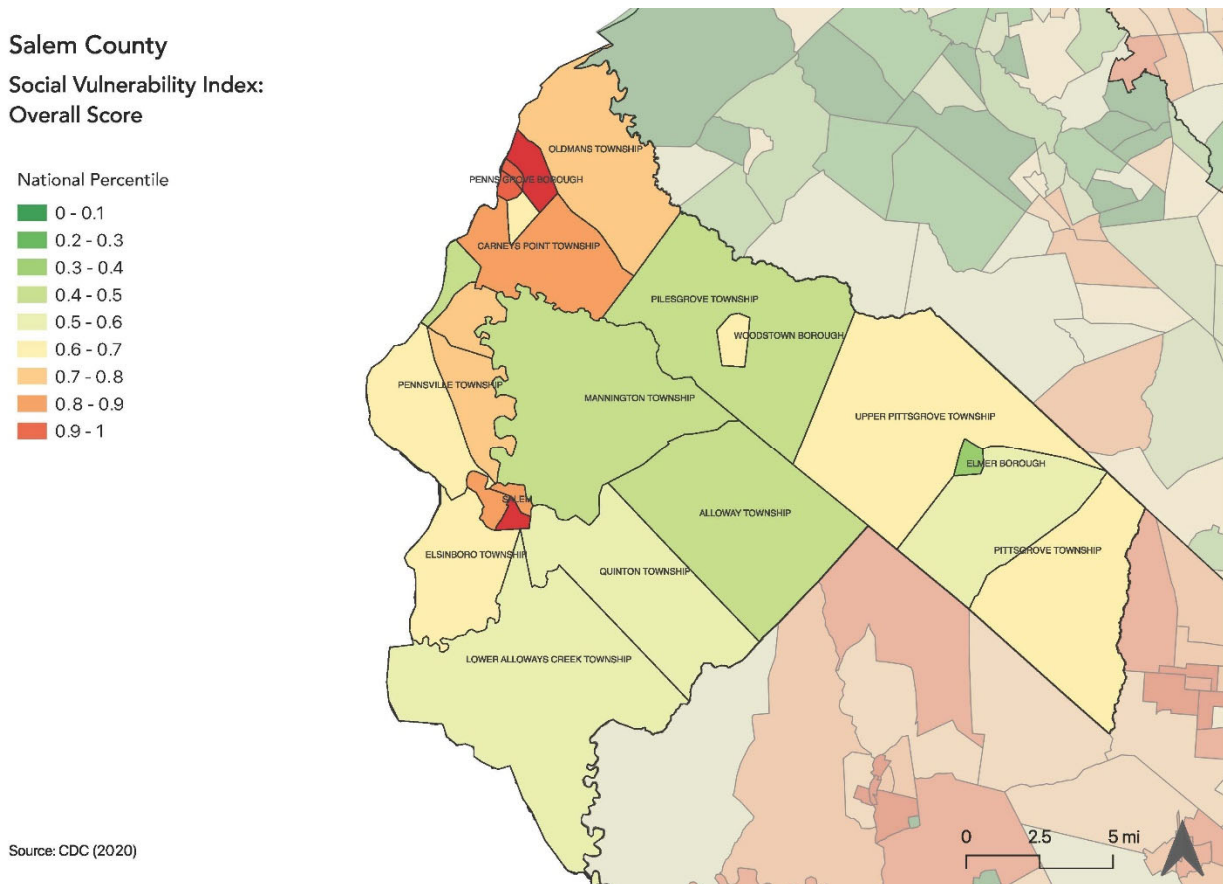
Demographic considerations include general population and land use factors. Table 13-7 includes current population estimates and changes since the previous US Census<sup>23</sup>:

**Table 13-7: Salem City General Population Demographics**

Metric	Current Estimates
2020 Population	5,296
Percent Population Change (2010-2020)	+ 2.91%
Land Area	2.34 sq. miles
Population Density	2,263.2 / sq. mile

Demographic considerations also include differences in social vulnerability<sup>24</sup>. Figure 13-6 shows the overall Social Vulnerability (SVI) Index overall scores for Salem County.

**Figure 13-6: Salem County Social Vulnerability Index: Overall Scores**



<sup>23</sup> 2020 US Census

<sup>24</sup> Social vulnerability considerations are described in *Section 3: Hazard Identification and Risk Assessment* of the SC HMPU Base Plan.

### Part 3: Hazard Identification and Risk Assessment

For Salem City, Table 13-8 includes selected metrics where social vulnerability considerations are noteworthy when compared with all national census tracts:

**Table 13-8: Salem City Social Vulnerability Considerations<sup>25</sup>**

Metric	Comparison with all National Census Tracts
Socioeconomic Status	85 <sup>th</sup> percentile
Household Characteristics	98 <sup>th</sup> percentile
Racial and Ethnic Minority Status	79 <sup>th</sup> percentile
Housing Type and Transportation	52 <sup>nd</sup> percentile

Salem City includes three census tracts so values above are averages across all themes and tracts. However, the following are notable issues where one or more census tracts is above the 90<sup>th</sup> percentile:

- Socioeconomic Status
  - Percentage of persons living below 150% of the poverty level (3 census tracts)
  - Percentage of civilian (age 16+) unemployed (1 census tract)
  - Percentage of persons with no high school diploma (age 25+) estimate
- Household Characteristics (all with 3 census tracts)
  - Percentage of persons aged 17 and younger
  - Percentage of civilian noninstitutionalized population with a disability
  - Percentage of single-parent households with children under 18
- Housing Type and Transportation
  - Percentage mobile homes (1 census tract)
  - Percentile percentage households with no vehicle available (1 census tract)

In addition, the percentage of residents earning below poverty level = 37.8% (compared with the average in Salem County of 12.6 % and New Jersey of 10.4%).

Finally, as detailed in Section 1.2.2 of the Base Plan, Salem City is one of four municipalities in Salem County designated by the NJDEP as an “overburdened” community based on environmental justice criteria. As noted in Section 3.6 of the Base Plan, the Working Group shall make a concerted effort during plan implementation and future updates of the plan to determine the extent to which natural hazard events and future climate change impacts may disproportionately affect disadvantaged members of the community.

#### Part 3.6: Observations

- Outreach and guidance should be provided for residents, business owners, and property owners for:
  - Properties in or near sea level rise and/or levee failure hazard areas.
  - Older buildings to help evaluate potential risk of damage due to hazards such as Earthquake, High Winds, and Severe Winter Weather (i.e., heavy snow loads).
- All critical facilities are potentially vulnerable to Earthquake, High Winds, and Severe Weather (heavy rains in summer and snow loads in winter).
- Several critical facilities are potentially vulnerable to flood, sea level rise and/or levee failure hazards and will be identified as priorities for follow-up critical facility field evaluations.

<sup>25</sup> All supporting data for SVI is viewable at [SVI Data](#) .

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## Part 3: Hazard Identification and Risk Assessment

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- Priority for follow-up should also be focused on critical facilities housing vulnerable populations related to Extreme Temperature and Severe Weather hazards. For example, determining and documenting (cross referencing EOP) how residents will be moved to facilities providing shelter including cooling and warming centers (all of which would need adequate back-up power and hardening).

### Part 3.7: Hazard Priorities

As a key step in the Hazard Identification and Risk Assessment (HIRA) process, the eleven (11) natural hazards identified in the SC HMPU Base Plan were discussed during the Municipal Working Group Work Sessions and the relative priority of these hazards was identified.

Based on their personal experience as well as the results of the HIRA, the Municipal Working Group rated the hazards as follows:

#### High Priority

- Flood
- High Wind
- Levee Failure

#### Moderate Priority

- Earthquake
- Extreme Temperature: Cold & Hot
- Sea Level Rise
- Severe Weather – Winter

#### Low Priority

- Drought
- Severe Weather – Summer
- Wildfire

One additional hazard was considered but were not considered applicable to the municipality:

- Dam Failure

**Part 3.8: Climate Change Considerations**

The following is based on results and assumptions from Sections 3.2 and 3.6 of the Base Plan regarding potential consequences of climate change. Table 13-9 is an excerpt from Table BP.3-44 that shows the potential impacts of climate change on a hazard-by-hazard basis for Salem City.

**Table 13-9: Potential Climate Change Impacts**

Municipality	Dam Failure	Drought	Earthquake	Extreme Temperature	Flood	High Wind	Levee Failure	Sea Level Rise	Wildfire	Composite Score
Salem City	N/A	L	M	H	H	M	H	H	N/A	H

Based on these results and assumptions, when compared to the other 13 participating municipalities, the overall potential for climate change impacts on Salem City is high.

The hazards where climate change may create the most impact for Salem City are:

- Earthquake
- Extreme Temperature
- Flood
- High Wind
- Levee Failure
- Sea Level Rise

See the discussion in Section 3.2 and summary points in Section 3.6 of the Base Plan regarding how these potential impacts can be reflected in the implementation of the SC HMPU and mitigation measures in the community's Appendix.

### Part 4: Mitigation Measures

*Part 4 includes six subparts:*

- *Part 4.1: Mitigation Goals and Strategy*
- *Part 4.2: NJ4 HMP Mitigation Measures*
- *Part 4.3: Municipal Mitigation Measures – Identification*
- *Part 4.4: Municipal Mitigation Measures – Implementation*
- *Part 4.5: Multi-Jurisdictional Mitigation Measures*
- *Part 4.6: Authorities, Policies, Programs, Resources, and Plan Integration*

#### Part 4.1: Mitigation Goals and Strategy

Goals were originally established by the SDVR Hazard Mitigation Steering Committee and validated by the four County Hazard Mitigation Working Groups in response to risk and capability assessment results.

As part of the NJ4 HMP plan update process, these goals were reviewed and edited by the Municipal Working Groups for use in the Municipal Appendices. In addition, the Municipal Working Groups for the SC HMPU reviewed and reaffirmed these goals for continued use in the Appendices.

All mitigation measures in the Municipal Appendix are related to at least one of these four goal statements.

- **Goal 1: Improve education and outreach efforts** regarding potential risk of natural hazards and appropriate mitigation measures that can be used to reduce risk (including programs, activities, and projects)
- **Goal 2: Improve data collection, use, and sharing** to reduce the risk of natural hazards
- **Goal 3: Improve capabilities and coordination** at municipal, county, and state levels to plan and implement hazard mitigation measures
- **Goal 4: Plan and implement projects** to mitigate identified natural hazards, known problems, and areas of concern

Based on these goals, the results of the HIRA, and experience of participants in the plan update process, the Municipal Working Group identified an overarching strategy for mitigation:

- Identify and address known problems or areas of concern for critical facilities and vulnerable populations
- Provide opportunities for residents and property owners to access available information about risk reduction and mitigation measures, e.g., useful links added to municipal websites
- Institutionalize hazard mitigation into municipal activities and programs through regular interactions of the Municipal Working Group and integration of related regulatory programs and planning initiatives
- Stay informed regarding changing conditions and related improvements in hazard and risk data due to future natural hazard events and increasing understanding of the effects of climate change and use the information as part of periodic evaluations of and refinements or additions to the municipality's mitigation program

The mitigation measures described in Parts 4.3 through 4.5 of the Municipal Appendix reflect this strategy.

## Part 4: Mitigation Measures

### Part 4.2: NJ4 HMP Mitigation Measures

Known problems and areas of concern were the basis for mitigation measures identified in the NJ4 HMP. In cases where these problems and concerns still exist at the time of the SC HMPU, the related NJ4 HMP mitigation measures were candidates for inclusion in the Municipal Appendix.

Table 13-10 identifies the status of mitigation measures included in the NJ4 HMP. These entries were based on information provided by the Municipal Working Group. In some cases, the NJ4 HMP mitigation measures were carried over as part of the Municipal Appendix as indicated in the “Comments” column and the far right-hand column of Table 13-10.

**Table 13-10: Status of Salem City NJ4 HMP Mitigation Measures**

Mitigation Action, Program, or Project	Status	Comments	Mitigation Measure # 2627
<b>M-1:</b> Identify and pursue outreach and education opportunities to inform municipal residents, businesses, and property owners.	Work-in-progress	Work-in-progress included: <ul style="list-style-type: none"> <li>▪ Use of municipal website for emergency or hazard information dissemination</li> <li>▪ Follow-up with critical facilities regarding projects</li> <li>▪ Formal Working Group Meetings, including July 10, 2023</li> <li>▪ Informal discussions among municipal officials, etc.</li> </ul>	Carried over as part of M-1
<b>M-2:</b> Prioritize critical facilities and complete site and facility surveys to identify vulnerabilities and potential mitigation measures.			
<b>M-3:</b> Prioritize recurrent drainage problem areas and initiate data collection to track unreimbursed damages and related response and recovery expenses.			
<b>M-4:</b> Conduct regular Municipal Working Group meetings.			
<b>M-5:</b> Install backup emergency power generator at Liberty Fire Station (CF-5).	No progress, lack of funding		Carried over as M-2
<b>M-6:</b> Install backup emergency power generator at Union Fire Station (CF-6).	No progress, lack of funding		Carried over as M-3
<b>M-7:</b> Install backup emergency power generator at Washington Fire Station (CF-7).	No progress, lack of funding		Carried over as M-4
<b>M-8:</b> Install backup emergency power generator at Fenwick City Ambulance (CF-8).	No longer considered relevant	Facility is no longer in operation.	
<b>M-9:</b> Install backup emergency power generator at John Fenwick Elementary Scholl (CF-17).	Completed	Completed by Salem City Board of Education in 2019.	N/A
<b>M-10:</b> Install backup emergency power generator at Salem Middle School (CF-18).	Completed	Same as M-9.	N/A

<sup>26</sup> Detailed information for identification and implementation of municipal (designated with “M”) mitigation measures are included in Tables 13-11 and 13-12.

<sup>27</sup> Detailed information for identification and implementation of multi-jurisdictional (designated with “MJ”) mitigation measures are included in Table 13-13.

## Part 4: Mitigation Measures

Mitigation Action, Program, or Project	Status	Comments	Mitigation Measure # 2627
<b>M-11:</b> Install backup emergency power generator at Salem High School and Board of Education Offices (CF-19 and CF-16).	Completed	Same as M-9.	N/A
<b>M-12:</b> Install backup emergency power generator at Alternative Middle & High School, John B. Campbell Family and Fitness Center, and Children's Space Day Care (CF-20, CF-21 and CF-22).	No longer considered relevant	Facility is no longer in operation.	N/A
<b>M-13:</b> Support acquisition and installation of back-up emergency power generators for private day care and nursing homes (CF-20 through CF-24, CF-26 and CF-27).	No progress	Lack of funding	Carried over as M-5
<b>M-14:</b> Upgrade backup emergency power generator at Broadway Towers (CF-25).	No progress	Lack of funding	Carried over as M-6
<b>M-15:</b> Address flooding impacts to Wastewater Treatment Plant (CF-11) by upgrading Town Bank Stormwater Pumping Station (CF-15).	Work-in-Progress	Researching design and cost of new pump systems.	Carried over as M-7
<b>M-16:</b> Storm-water management system upgrade and improvement along Grieves Parkway, York Street, Salem Manor Complex, and Keasbey Creek.	No progress	Lack of funding	Carried over as M-8
<b>M-17:</b> Address flooding impacts to private EMS Station located at 26 Front Street (CF-9).	No longer considered relevant		N/A
<b>MJ-1:</b> Alleviate flooding on NJ Route 45 at Keasbey Creek at border between Salem City and Mannington Township <sup>28</sup> .	No progress	Flooding is in Mannington Township but affects Salem City traffic.	Carried over as MJ-1
<b>MJ-2:</b> Alleviate flooding on NJ Route 49 (evacuation route) at Keasbey Creek at border between Salem City and Quinton Township. <sup>29</sup>	No progress	Flooding is in Quinton Township but affects Salem City traffic.	Carried over as MJ-2

In addition, since the 2017 NJ4 HMP, the City completed the following project related to hazard mitigation:

- In 2017, a collaborative effort of the City's Public Works Department and the Salem County Road Department dredged Mud Digger's Ditch. This mitigated repetitive flooding of streets adjoining Grieves Parkway as well as along Yorke Street and Salem Manor. However, the work did not have an effect on Keasbey Creek (see items M-16, M-17, MJ-1, and MJ-2 above).

<sup>28</sup> Related to multi-jurisdictional mitigation measure included in Mannington Township Municipal Appendix.

<sup>29</sup> Related to multi-jurisdictional mitigation measure included in Quinton Township Municipal Appendix.

## Part 4: Mitigation Measures

### Part 4.3: Municipal Mitigation Measures – Identification

Table 13-11 includes the list of mitigation measures that are considered the responsibility of the municipality. These mitigation measures:

- Reflect the goals and strategy identified in Part 4.1
- Include projects carried over from NJ4 HMP as detailed in Part 4.2
- Include new projects, programs or activities identified by the Municipal Working Groups including measures to address known problems or areas of concern for critical facilities and vulnerable populations
- Address Repetitive Flood Loss (RL) and Severe Repetitive Flood Loss Properties (SRL)<sup>30</sup> if applicable

Table 13-11 includes:

- Brief description of the mitigation action, program, or project
- Hazard(s) addressed by the measure
- Relevant goal(s) addressed by the measure
- Whether the measure pertains to existing or new structures or both

**Table 13-11: Salem City Municipal Mitigation Measures Identification**

#	Mitigation Action, Program, or Project	Hazard(s)	Goal (s)	Existing or New Structures
M-1	<u>Municipal Mitigation Program</u> – including sustained efforts in cooperation with Salem County Office of Emergency Management (SC OEM) to: <ul style="list-style-type: none"><li>▪ Conduct outreach and education for residents, businesses, and property owners</li><li>▪ Complete critical facility field evaluations to identify potential vulnerabilities and mitigation measures</li><li>▪ Compile relevant data regarding hazard impacts</li><li>▪ Support regular interactions of the Municipal Working Group</li><li>▪ Seek integration of hazard mitigation with other parallel planning initiatives</li></ul>	All	All	All
M-2	Install backup emergency power generator at Liberty Fire Station (CF-5).	All	Goal #4	Both
M-3	Install backup emergency power generator at Union Fire Station (CF-6).	All	Goal #4	Both
M-4	Install backup emergency power generator at Washington Fire Station (CF-7).	All	Goal #4	Both

<sup>30</sup> Section 3: Hazard Identification and Risk Assessment of the SC HMPU Base Plan includes a description of RL and SRL properties.

## Part 4: Mitigation Measures

#	Mitigation Action, Program, or Project	Hazard(s)	Goal (s)	Existing or New Structures
M-5	Support acquisition and installation of back-up emergency power generators for private day care and nursing homes (CF-20 through CF-24, CF-26 and CF-27).	All	Goal #4	Existing
M-6	Upgrade backup emergency power generator at Broadway Towers (CF-25).	All	Goal #4	Existing
M-7	Address flooding impacts to Wastewater Treatment Plant (CF-11) by upgrading Town Bank Stormwater Pumping Station (CF-15).	Flood / Sea Level Rise	Goal #4	Both
M-8	Storm-water management system upgrade and improvement along Grieves Parkway, York Street, Salem Manor Complex, and Keasbey Creek.	Flood / Sea Level Rise	Goal #4	Existing
M-9	Address identified Repetitive Flood Loss Properties.	Flood	Goal #4	Existing

### Part 4.4: Municipal Mitigation Measures – Implementation

Table 13-12 includes information identified by the Municipal Working Group:

- Part(ies) responsible for following up with implementation of the measure
- Priority for implementation considering a range of criteria<sup>31</sup>
- Project Type to help determine funding options and implementation mechanisms at the municipal level<sup>32</sup>
- Estimated Cost, including estimates provided by the Municipal Working Group or approximate ranges for projects that are in early stages of development
- Target Date, indicating desired completion dates assuming availability of funding
- Next step(s) anticipated to implement the identified mitigation measures at the municipal level

<sup>31</sup> Section 4: Mitigation Measures of the SC HMPU Base Plan includes a description of evaluation criteria considered by the Municipal Working Group.

<sup>32</sup> Section 4: Mitigation Measures of the SC HMPU Base Plan includes a description of project types and related information regarding funding options and implementation mechanisms.

## Part 4: Mitigation Measures

**Table 13-12: Salem City Municipal Mitigation Measures Implementation**

#	Mitigation Action, Program, or Project	Responsible Part(ies)	Priority	Project Type	Estimated Cost (\$)	Target Date	Next Step(s)
M-1	Municipal Mitigation Program	Office of Emergency Management	High	Program	Staff Time	On-going, sustained effort	<ul style="list-style-type: none"> <li>Identify outreach and education objectives and methods (working with SC OEM)</li> <li>Set priorities (if necessary) and initiate critical facility field assessments</li> <li>Identify schedule for plan updates (including sustained public participation and plan integration efforts)</li> </ul>
M-2	Install backup emergency power generator at Liberty Fire Station (CF-5).	Salem City Fire Department	Moderate	Back-up Emergency Power Generator	<sup>33</sup>	One to three years	Once grant funding is secured, develop scope of work description and solicit contractor / supplier via procurement system.
M-3	Install backup emergency power generator at Union Fire Station (CF-6).	Salem City Fire Department	Low	Back-up Emergency Power Generator	<sup>35</sup>	Three to five years	Same as M-2
M-4	Install backup emergency power generator at Washington Fire Station (CF-7).	Salem City Fire Department	Moderate	Back-up Emergency Power Generator	<sup>35</sup>	One to three years	Same as M-2
M-5	Support acquisition and installation of back-up emergency power generators for private day care and nursing homes (CF-20 through CF-24, CF-26 and CF-27).	Salem City OEM, Facility Owners / Operators	Low	Back-up Emergency Power Generator	To be determined	Three to five years	Conduct project scoping. <sup>34</sup>
M-6	Upgrade backup emergency power generator at Broadway Towers (CF-25).	Salem City Housing Authority	Moderate	Back-up Emergency Power Generator	< \$100K	One to three years	Conduct project scoping.
M-7	Address flooding impacts to Wastewater Treatment Plant (CF-11) by upgrading Town Bank Stormwater Pumping Station (CF-15).	Salem City Water and Sewer Department	High	Infrastructure Improvement	\$6,329,000	One to three years	Secure funding.

<sup>33</sup> M-2 through M-4 included as part of Superstorm Sandy Energy Resilience Grant application.

<sup>34</sup> Project scoping for M-5 and M-6 to include determining feasibility to install hookup and transfer switch for using portable generator(s) to accommodate need, at least as a temporary measure

## Part 4: Mitigation Measures

#	Mitigation Action, Program, or Project	Responsible Part(ies)	Priority	Project Type	Estimated Cost (\$)	Target Date	Next Step(s)
M-8	Storm-water management system upgrade and improvement along Grieves Parkway, York Street, Salem Manor Complex, and Keasbey Creek.	Salem City Department of Public Works	High	Infrastructure Improvement	To be determined	One to three years	Conduct project scoping.
M-9	Address identified Repetitive Flood Loss Properties.	Floodplain Administrator	Moderate	Private Property Flood Mitigation	Staff time commitment	Six months	Prior to initiating landowner contacts, identify flood insurance implications and mitigation options including eligible activities per FEMA HMA programs.

The following are additional notes regarding the implementation of Mitigation Measure M-1 (consistent with *Part 3.6: Observations*):

- Outreach and guidance should be provided for owners of :
  - Buildings potentially exposed to Sea Level Rise and/or Levee Failure.
  - Buildings in or near the 1% annual flood zone regarding potential risk and availability of NFIP flood insurance.
  - Older buildings to help evaluate potential risk of damage due to hazards such as Earthquake, High Winds, and Severe Weather (heavy rains in summer and heavy snow loads in winter).
- Considerations for prioritizing and conducting critical facility field evaluations were reviewed as part of the Round 2 Working Group Meeting and include:
  - All CFs are potentially vulnerable to Earthquake, High Winds, and Severe Weather (heavy rains in summer and heavy snow loads in winter).
  - In addition, some CFs are potentially vulnerable to Flood, Sea Level Rise and/or Levee Failure and should also be considered as candidates for follow-up facility-level evaluations.
  - Priority for follow-up should also be focused on critical facilities housing vulnerable populations, e.g., group homes, related to Extreme Temperature and Severe Weather hazards. For example, determining and documenting (cross referencing the jurisdiction's Emergency Operations Plan) how residents will be moved to facilities providing shelter including cooling and warming centers (all of which would need adequate back-up power and hardening).
- Provisions for Plan Maintenance include :
  - Sustain public outreach and participation (including but not limited to targeted outreach and guidance efforts)
  - Conduct regular interactions of the Working Group to keep the plan current (e.g., an annual plan review and amendment process at a minimum)
  - Track and take advantage of plan integration opportunities including noting all upcoming plan updates as part of regular Working Group interactions

## Part 4: Mitigation Measures

### Part 4.5: Multi-Jurisdictional Mitigation Measures

During the Municipal Working Group Work Sessions, the Working Group identified some NJ4 HMP mitigation measures to be carried over, as well as adding new areas of concern, all of which were designated as multi-jurisdictional mitigation measures. Implementation of these measures, in the opinion of the Municipal Working Groups, requires participation or leadership from other levels of government, including county, state, and federal agencies. These multi-jurisdictional mitigation measures were compiled in Table 13-13.

These measures have been referred to the County Working Group for consideration. As part of the implementation of the SC HMPU, the County Working Group will be working with the municipalities to:

- Confirm identified issues are valid multi-jurisdictional measures
- Identify specific responsibilities amongst different level(s) of government to address these problem areas
- Identify mitigation measures or related projects which may address the described problem areas that are already acknowledged as County responsibilities including identifying the appropriate County agency or department taking the lead role and status of implementing these mitigation measures
- Identify which, if any, additional mitigation measures the member agencies of the County Working Group will assume responsibility to implement

**Table 13-13: Salem City Multi-Jurisdictional Mitigation Measures**

14	Problem Description	Hazard(s) Addressed	Goal Addressed	Applies to Existing or New Structures	Potential Partners	Priority
MJ-1	Alleviate flooding on NJ Route 45 at Keasbey Creek at border between Salem City and Mannington Township.	Flood	Goal #4	Existing	Municipal OEM, Mannington Township OEM, NJ DOT	High
MJ-2	Alleviate flooding on NJ Route 49 (evacuation route) at Keasbey Creek at border between Salem City and Quinton Township.	Flood	Goal #4	Existing	Municipal OEM, Quinton Township OEM, NJ DOT.	Moderate

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## Part 4: Mitigation Measures

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### Part 4.6: Authorities, Policies, Programs, Resources, and Plan Integration

Part 4.6 includes three (3) subparts:

- Authorities, Policies, and Programs - Cross referencing relevant information and recommendations in the SC HMPU Base Plan regarding existing authorities, policies, and programs in the County and specific information about the Salem City's participation and continued compliance in the National Flood Insurance Program (NFIP)
- Resources - Cross referencing relevant information and recommendations in the SC HMPU Base Plan regarding improving capabilities and coordination at the County and municipal level and specific information about Salem City's available resources
- Plan Review and Integration – Identifying plans and programs included in the development of Plan Integration recommendations in the SC HMPU Base Plan

#### 4.6.1: Authorities, Policies, and Programs

*Section 4.6: Authorities, Policies, Programs, Resources, and Plan Integration* of the SC HMPU Base Plan summarizes relevant authorities, policies, and programs related to hazard mitigation in Salem County including the NFIP.

Continuing participation in the NFIP as part of the implementation of the SC HMPU includes:

- Involvement of Floodplain Administrator during the SC HMPU implementation process
- Commitment to adopt updated FIRMs (if appropriate) and evaluate / update the municipality's Flood Damage Prevention Ordinance as appropriate per recommendations included in Section 4.6 of the SC HMPU Base Plan and under Part 4.6.3: Plan Review and Integration of this Appendix.

#### 4.6.2: Resources

The update of the NJ4 HMP included reexamining participating jurisdictions' hazard mitigation and floodplain management capabilities; potential for improving capabilities and coordination within and between jurisdictions; and plan integration considerations, including:

- *Section 4: Mitigation Measures* of the SC HMPU Base Plan includes summary observations and recommendations concerning:
  - Capabilities for hazard mitigation planning and mitigation measure implementation and floodplain management for the participating jurisdictions
  - Coordination within municipal governments, between municipal governments and their communities, and between municipal, county, and state agencies responsible for hazard mitigation
- *Section 4.6: Authorities, Policies, Programs, Resources, and Plan Integration* of the SC HMPU Base Plan also includes summary statements regarding county and municipal resources and the impact of resource limitations on the overall approach to the SC HMPU mitigation strategies.

Table 13-14 compares the results of the Capability Assessment Survey for the County as a whole and Salem City.

## Part 4: Mitigation Measures

**Table 13-14: Salem City Capability Assessment Survey Results**

Metric	Salem City Results (n=5)	Salem County "as a whole" Results (n=52)
Position Type: <b>Full-time</b>	40%	29%
Position Type: <b>Part-time</b>	60%	71%
Position Type: <b>Volunteer</b>	0%	0%
Time in Position: <b>Less than 1 year</b>	40%	23%
Time in Position: <b>1 to 2 years</b>	20%	12%
Time in Position: <b>2 to 5 years</b>	20%	19%
Time in Position: <b>More than 5 years</b>	20%	46%
Prior Experience: <b>None</b>	60%	50%
Prior Experience: <b>with hazard mitigation planning</b>	40%	37%
Prior Experience: <b>with HMA grant administration</b>	0%	12%
Prior Experience: <b>with floodplain management</b>	0%	12%
Training / Certifications: <b>None</b>	80%	71%
Training / Certifications: <b>for hazard mitigation planning and implementation</b>	20%	19%
Training / Certifications: <b>for floodplain management</b>	0%	10%

In general terms, when compared to the sampled individuals from across all the Working Groups, Salem City has:

- Higher percentage of full-time staff
- Lower average time in current positions
- Similar percentage of staff with experience in hazard mitigation planning and HMA grant administration
- Lower percentage of staff with experience in floodplain management
- Similar percentage of staff with training for hazard mitigation planning and implementation
- Lower percentage of staff with training for floodplain management

### 4.6.3: Plan Review and Integration

Section 4.6: *Authorities, Policies, Programs, Resources, and Plan Integration* of the SC HMPU Base Plan includes:

- Table BP.4-2 that identifies primary plans and documents collected from each of the participating municipalities.
- Results of reviewing primary plans and documents to determine the extent to which these documents reflect up-to-date hazard risk and mitigation.
- Recommendations for integrating the results of the SC HMPU, including hazard mitigation data, goals, measures, and/or recommendations with existing plans and programs at the municipal level that are relevant to all participating municipalities and incorporated by reference in each of the jurisdiction-specific Appendices

The plan maintenance process articulates and specifies a commitment to review and follow these recommendations during future scheduled updates of these various documents as considered appropriate by the Working Group and the governing body of the municipality.

Specific documents obtained during the plan update process from the Salem City Working Group include:

- Salem City Resiliency Plan
- Salem City Emergency Operations Plan
- Salem City Master Plan

Note: All three of the preceding plans are either currently being updated or will begin an update process in the near future with completion dates in late 2023 / early 2024. The Working Group has committed to incorporating the relevant content of the SC HMPU HIRA in these updates.

- Salem City Zoning Ordinance and Land Development Code Sections<sup>35</sup>
- Salem City Zoning Map (2004)<sup>36</sup>
- Salem City Mitigation 20/20 Input Data (2005)

In addition, the following is the status of the Flood Damage Prevention Ordinance (FDPO):

- Current version was adopted in May 2016 and is consistent with the most recent FDPO per NJDEP.
- The City Clerk is indicated in the FDPO as the responsible party for enforcement. The individual who currently holds that position is included on the Working Group and has completed the capability assessment survey.
- The document is accessible to the public via internet.<sup>37</sup>

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<sup>35</sup> <http://www.ecode360.com/SA1410>

<sup>36</sup> <http://www.cityofsalemnj.gov/download/zoning-map-of-salem-city/>

<sup>37</sup> <https://ecode360.com/12295111>