

# Office of Emergency Management

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<https://www.seattle.gov/emergency-management>

## Department Overview

The Office of Emergency Management (OEM) is responsible for the citywide emergency management program. OEM was established as an independent department in 2021. The mission of OEM is, "We partner with the community to prepare for, respond to, mitigate the impacts of, and recover from disasters." This office has the city-wide responsibility to:

- Facilitate citywide response which includes orchestrating coordination conference calls, managing response actions/activities and physically maintaining and managing the Emergency Operations Center (EOC) to ensure overall unity of effort when responding to emergencies and disasters of all sizes and impacts;
- Manage the City's comprehensive activities related to emergency planning, preparedness, mitigation, response, and recovery operations;
- Administer trainings and exercises that prepare City responders, volunteers, and the public to respond and recover from disasters; and
- Seek and administer post disaster recovery costs and pre-disaster mitigation grants often totaling into the millions of dollars for the city and its departments.

OEM has adopted a whole community approach to educating the public. They do this by adapting preparedness curriculum to each audience, building relationships with community organizations, and focusing engagement on vulnerable populations such as those with limited English proficiency (LEP), low income, and immigrant and refugee communities.

## Budget Snapshot

	2024 Actuals	2025 Adopted	2026 Endorsed	2026 Adopted
<b>Department Support</b>				
General Fund Support	4,314,717	3,072,157	3,226,823	4,436,121
<b>Total Operations</b>	<b>4,314,717</b>	<b>3,072,157</b>	<b>3,226,823</b>	<b>4,436,121</b>
<b>Total Appropriations</b>	<b>4,314,717</b>	<b>3,072,157</b>	<b>3,226,823</b>	<b>4,436,121</b>
Full-Time Equivalent Total*	15.00	14.00	14.00	16.00

\* FTE totals are provided for informational purposes only. Changes in FTEs resulting from City Council or Human Resources Director actions outside of the budget process may not be detailed here

## Budget Overview

The City's 2026 Adopted Budget maintains core services for the Office of Emergency Management (OEM) and invests in programs supporting OEM's mission of providing emergency management services to the city. The department's budget is increased 44% over the 2025 Adopted Budget to sustain and increase capacity of the office to lead citywide emergency response. As part of preparing the City for all types of emergencies, the 2026 Adopted

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Budget includes an increase of \$665,740 and 2.0 FTE to address capacity concerns identified in an independent organizational assessment of OEM. This assessment evaluated OEM's funding, multijurisdictional framework, and organizational structure in comparison to peer cities, specifically those on the West Coast, as well as to nationwide best practices.

Based on the assessment and mayoral priorities around public safety and community engagement, the budget will fund a communications manager position to coordinate citywide information during emergencies and an additional community engagement and outreach role to help residents and businesses prepare and plan for major disasters. It will also make the largest investment in City history in promoting the AlertSeattle program to ensure community members can get lifesaving information during an emergency and expand community preparedness programming. As the City faces the potential of complex, severe, or frequent emergencies, and new challenges such as public health coordination, supply chain disruptions, and cybersecurity threats alongside traditional natural disaster planning, it is critical to ensure the department is funded and structured sufficiently to address the need.

**City Council Changes to the Proposed Budget.** In adopting the 2026 budget, the Council made the following changes to the OEM 2026 Proposed Budget:

- An ongoing \$200,000 increase for OEM staff development and training.

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### Incremental Budget Changes

#### Office of Emergency Management

	2026 Budget	FTE
<b>Total 2026 Endorsed Budget</b>	<b>3,226,823</b>	<b>14.00</b>
<b>Baseline</b>		
Net-Zero Budget Adjustment	-	-
Citywide Adjustments for Standard Cost Changes	(5,928)	-
<b>Adopted Operating</b>		
Fund Community Outreach and Emergency Preparedness Initiatives	665,740	2.00
Sustain Funding for Emergency Management Positions	380,000	-
<b>Adopted Technical</b>		
SCERS Retirement Contribution Rate Reduction	(1,680)	-
Bargained Annual Wage Adjustment to Base Budget	(28,834)	-
<b>Council</b>		
Increase OEM for Staff Development	200,000	-
<b>Total Incremental Changes</b>	<b>\$1,209,298</b>	<b>2.00</b>
<b>Total 2026 Adopted Budget</b>	<b>\$4,436,121</b>	<b>16.00</b>

### Description of Incremental Budget Changes

#### Baseline

##### Net-Zero Budget Adjustment

Expenditures -

This net-zero change makes adjustments to correct budget program, project, and account details for items in the 2026 Adopted Budget.

##### Citywide Adjustments for Standard Cost Changes

Expenditures \$(5,928)

Citywide technical adjustments made in the baseline phase reflect changes to internal services costs, including rates from the Department of Finance & Administrative Services, Seattle Information Technology Department, Seattle Department of Human Resources, and for healthcare and other central cost factors. These adjustments reflect initial assumptions about these costs and inflators early in the budget process.

#### Adopted Operating

##### Fund Community Outreach and Emergency Preparedness Initiatives

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Expenditures	\$665,740
Position Allocation	2.00

This item increases appropriation authority by \$665,740 and adds ongoing position authority for 2.0 FTE to address capacity concerns identified in an independent organizational assessment of OEM, which was funded in the 2025 Adopted Budget. This item adds 1.0 FTE Communications Manager and 1.0 FTE Community Outreach and Training specialist to manage a communication and community outreach strategy to ensure community members can receive lifesaving information during an emergency and expand community preparedness programming. In addition, this item invests \$200,000 in community engagement programming and outreach, as well as a further \$100,000 for an Alert Seattle promotion.

### **Sustain Funding for Emergency Management Positions**

Expenditures	\$380,000
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This item increases appropriation authority by \$380,000 to fund two existing Strategic Advisor 2 positions performing emergency management activities. Funding has previously been provided to the City of Seattle via the FEMA Emergency Management Performance Grant for these positions and appropriated in supplemental legislation. However, the grant funding is not expected to be available in 2026 and therefore this item is included in the 2026 Adopted Budget. These positions are core critical positions necessary for the sustainment of the City of Seattle Emergency Management Programs and Citywide emergency preparedness, planning and conducting regular trainings for staff, participating in regional partner emergency trainings and exercises, coordinating required emergency management plans, conducting extensive hazards analysis, and assisting other City departments in developing and maintaining Continuity of Operations Plans (COOP). They also serve as members of the small team of OEM Staff Duty Officers, serving on a rotating basis throughout the year, on-call 24/7 to be the first point of contact for emergency incident support and disaster response coordination.

## **Adopted Technical**

### **SCERS Retirement Contribution Rate Reduction**

Expenditures	\$(1,680)
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The City's employee retirement system, the Seattle City Employees Retirement System (SCERS) is a defined benefit pension program funded by a combination of salary-based employer (i.e., the City) and employee contributions, and investment earnings. Based on the updated actuarial valuation for 2025, this item reduces the employer contribution rate from the endorsed rate of 15.17% to the SCERS minimum actuarial required rate of 15.06%.

### **Bargained Annual Wage Adjustment to Base Budget**

Expenditures	\$(28,834)
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This centrally administered change adjusts base budget appropriations to reflect the proper Annual Wage Increase (AWI) increment for 2026, as outlined in the agreements between the City and the Coalition of City Unions for personnel costs. AWI increments are determined based on the average change in the local Consumer Price Index (CPI). This change represents a true-up between the forecasted CPI assumption included in the Endorsed Budget and the actual CPI data.

## **Council**

### **Increase OEM for Staff Development**

Expenditures	\$200,000
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This item adds \$200,000 in ongoing funding for OEM staff development, including but not limited to conferences, trainings, and proactive assistance to mutual aid jurisdictions that may not be able to afford reimbursement. This

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item funds a variety of learning opportunities to foster a culture where OEM staff understand and embrace their activation responsibilities, and provides OEM additional capacity to identify and scope opportunities to build and strengthen the office's functions.

# Office of Emergency Management

## Expenditure Overview

	2024 Actuals	2025 Adopted	2026 Endorsed	2026 Adopted
<b>Appropriations</b>				
<b>OEM - BO-EP-10000 - Office of Emergency Management</b>				
00100 - General Fund	4,314,717	3,072,157	3,226,823	4,436,121
<b>Total for BSL: BO-EP-10000</b>	<b>4,314,717</b>	<b>3,072,157</b>	<b>3,226,823</b>	<b>4,436,121</b>
 <b>Department Total</b>	 <b>4,314,717</b>	 <b>3,072,157</b>	 <b>3,226,823</b>	 <b>4,436,121</b>
 <b>Department Full-Time Equivalents Total*</b>	 <b>15.00</b>	 <b>14.00</b>	 <b>14.00</b>	 <b>16.00</b>

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## Budget Summary by Fund Office of Emergency Management

	2024 Actuals	2025 Adopted	2026 Endorsed	2026 Adopted
00100 - General Fund	4,314,717	3,072,157	3,226,823	4,436,121
<b>Budget Totals for OEM</b>	<b>4,314,717</b>	<b>3,072,157</b>	<b>3,226,823</b>	<b>4,436,121</b>

## Revenue Overview

### 2026 Estimated Revenues

Account Code	Account Name	2024 Actuals	2025 Adopted	2026 Endorsed	2026 Adopted
331110	Direct Fed Grants	432,311	-	-	-
333110	Ind Fed Grants	829,760	-	-	-
334010	State Grants	60,538	-	-	-
341900	General Government-Other Rev	1,531,103	2,097,243	2,199,409	2,199,409
360900	Miscellaneous Revs-Other Rev	79,919	-	-	-
<b>Total Revenues for: 00100 - General Fund</b>		<b>2,933,631</b>	<b>2,097,243</b>	<b>2,199,409</b>	<b>2,199,409</b>
 <b>Total OEM Resources</b>		 <b>2,933,631</b>	 <b>2,097,243</b>	 <b>2,199,409</b>	 <b>2,199,409</b>

# Office of Emergency Management

## Appropriations by Budget Summary Level and Program

### **OEM - BO-EP-10000 - Office of Emergency Management**

The purpose of the Office of Emergency Management Budget Summary Level is to manage citywide emergency planning, hazard mitigation, disaster response and recovery coordination, community preparedness, and internal and external partnership building.

<b>Program Expenditures</b>	<b>2024 Actuals</b>	<b>2025 Adopted</b>	<b>2026 Endorsed</b>	<b>2026 Adopted</b>
Office of Emergency Management	4,314,717	3,072,157	3,226,823	4,436,121
<b>Total</b>	<b>4,314,717</b>	<b>3,072,157</b>	<b>3,226,823</b>	<b>4,436,121</b>
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