



Office of the Mayor

City of Seattle

Katie B. Wilson, Mayor

Executive Order 2026-07: An Executive Order on Emergency Management

An Executive Order directing all City of Seattle departments to partner with the Office of Emergency Management in mitigating hazard risks and strengthening the City's readiness to respond to disasters.

Recitals:

The frequency, severity, and cost of disasters continue to escalate across the United States, with an average of 18 or more billion-dollar disasters each year in recent years, placing increasing strain on communities, governments, and response systems;

The effects of climate change, including extreme heat, flooding, wildfires, sea-level rise, and severe storms, are compounding risks to public safety, critical infrastructure, and the economy, and natural hazards are projected to intensify in the coming decades;

The City's role as a Host City for the 2026 FIFA World Cup brought significant opportunities as well as complex challenges, requiring comprehensive emergency management planning to ensure the safety and security of residents, visitors, and critical infrastructure during this global event;

The unpredictability of future federal disaster funding and operational infrastructure underscores the need for strong and consistent coordination of well-resourced emergency management programs at the state and local levels of government;

It is well documented that investments in disaster preparedness yields significant returns, estimated at \$1 in preparedness saves between \$5 and \$15 in recovery;

In 2025 the City obtained an independent consultant assessment and peer-city benchmarking of Seattle's Office of Emergency Management (OEM) and overall response framework which made recommendations for a combination of executive, departmental, and community actions to improve preparedness and planning; and

The City's 2026 budget allocation of additional resources to OEM strengthened its ability to collaborate with other city departments and regional partners through training and exercises, thereby building capacity across all phases of emergency management: preparedness, mitigation, response, and recovery.

NOW THEREFORE, I, Katie B. Wilson, Mayor of Seattle, order the following actions to enhance emergency management systems, reduce vulnerabilities, and foster resilient communities capable of withstanding and recovering from future disasters:

Section 1: Creating a Shared Vision

The Seattle Mayor's Office shall take an active role in the coordination of emergency planning, management, and response to ensure department participation and community awareness.

1. Mayor's Office Vision: The Office of Emergency Management (OEM) is dedicated to strengthening the City's emergency preparedness, response, and recovery capabilities, fostering resilient communities, and effectively managing emergencies and disasters.
2. OEM shall continue to facilitate the inter-department development of Seattle's multiyear citywide emergency management strategic plans. Additionally, OEM shall create an annual department strategic plan that addresses future office growth, emerging threats, and the successful and sustainable implementation of Citywide response and preparedness plans detailed below.
3. All City departments shall participate in updating and maintaining emergency response plans. By the end of the 2027 calendar year:
 - a) All City department directors shall prioritize department-wide understanding of the roles and responsibilities assigned to them under the City's Comprehensive Emergency Management Plan, especially those departments designated as Emergency Support Function lead agencies.
 - b) All City departments shall ensure the development, maintenance, and regular exercising of Continuity of Operations Plans to ensure essential functions and governmental services can continue following an emergency or disaster. Operational departments shall participate with OEM in the development of a comprehensive recovery plan.
 - c) All City departments undertaking hazard mitigation projects shall actively participate in the development, implementation, and maintenance of the City's Hazard Mitigation Plan, as required under state and federal regulations, including Federal Emergency Management Agency (FEMA) guidelines, to ensure eligibility for federal assistance following a disaster.
 - d) All City departments involved in an incident or event with corresponding Emergency Operations Center activation or OEM-led coordination calls shall actively participate in the After-Action Review process following incidents, exercises, and planned events, to identify lessons learned and contribute to the development and implementation of an improvement plan to enhance citywide response capabilities.
4. Preparedness and response strategies shall be continuously updated and resourced to reflect threats that are specific to Seattle, including unreinforced masonry and privately

owned critical infrastructure, and to coordinate preparation for potential large-scale and disruptive deployments of federal law enforcement or military personnel.

5. Departments may use the Seattle Hazard Identification and Vulnerability Analysis document for Seattle-specific hazards and their impacts to Seattle communities.

Section 2: City Actions

The City will regularly update its citywide training and exercise plan based on strategic guidance, threat assessments, regulations, state, federal and programmatic requirements, and corrective actions from previous exercises and real-world incidents.

1. The Office of Emergency Management (OEM) Training & Exercise Coordinator shall create a Coordinated Emergency Training interdepartmental team (IDT) to update citywide training requirements and plans to ensure personnel are qualified, certified, and credentialed to perform their roles during incidents of all types.
 1. The IDT shall be led by OEM and include a designated training lead from Seattle Department of Transportation, Seattle Fire Department, Seattle Police Department, Seattle Public Utilities, Seattle City Light, and Seattle Department of Human Resources (HR).
 2. The IDT shall review the City's current online emergency preparedness training courses and establish mandatory, Citywide requirements for New Employee Onboarding and annual refresher trainings. The trainings shall cover how employees can prepare their homes and worksites, and what their roles would be during and after a major incident to help maintain critical City services.
 3. Within six months of its creation, the IDT shall establish advanced requirements and training for designated emergency management personnel including Incident Command System and National Incident Management System courses and specialized trainings based on their Emergency Support Function. Emergency management personnel will be certified according to FEMA National Incident Management System training standards.
2. The IDT shall similarly develop a Citywide exercise plan to both coordinate large-scale exercises involving multiple departments or jurisdictions and to establish a common framework for department specific exercises to ensure that best practices are shared and not siloed.
 1. OEM shall lead at least two annual Citywide tabletop exercises and one annual functional exercise in the Emergency Operations Center to test plans, train personnel, and evaluate interdepartmental coordination and readiness.
 2. The IDT shall explore conducting a full-scale exercise which involves the actual mobilization and deployment of resources.

3. The IDT shall coordinate Citywide exercises for a broad range of emergencies including earthquakes and other regional hazards to promote preparedness, response procedures, and resiliency.
3. The AlertSeattle Operating Board (ASOB), an internal coordination group, shall continue its work as the decision-making body for the use of the AlertSeattle emergency alert system.
 1. The ASOB shall be jointly led by a designee from OEM and the Mayor's Office communications team and include either a communications or emergency management representative from the Seattle Department of Transportation, Seattle Fire Department, Seattle Police Department, Seattle Public Utilities, and Seattle City Light, as well as designated advisors from IT and HR.
 2. The ASOB shall develop clear, shared standard operating procedures to define which departments have responsibility for sending public and internal alerts, to whom those alerts are sent, and when they are sent.
 3. Relevant departments will identify key personnel to undergo training on the AlertSeattle tool for the purposes of disseminating accurate and timely information and to be able to support communication during emergencies.
 4. OEM shall lead a public promotion campaign for the AlertSeattle mass notification and alerting system to increase opt-in participation through marketing campaigns, community partnerships, existing City communications channels, and public education to ensure timely and effective receipt of communication during emergencies.
 5. The ASOB shall schedule an annual test of the public alerting system.
4. The Mayor's Office shall work with Labor, HR, and the City Attorney's Office to finalize the Emergency Auxiliary Staffing Plan. This plan establishes the procedures by which the City redirects personnel to emergency response operations such as staffing shelters, family assistance centers, or reunification sites. The plan also sets forth the processes necessary to compensate City employees for emergency response work that falls outside the normal scope of their job responsibilities.

Section 3: Community Preparedness

The City of Seattle reaffirms its commitment to providing disaster preparedness training to the public, ensuring materials and instruction are offered in languages other than English and tailored to meet the needs of populations at heightened risk of impact, so that all communities are equipped to respond and recover from disasters. The City of Seattle commits to enhancing and sustaining partnerships with businesses, the education sector, and county, state, and federal agencies, recognizing that coordinated planning, training and response efforts are essential to building a disaster resilient community.

1. The Office of Emergency Management (OEM) shall continue partnering with the Seattle Auxiliary Communications Service and exploring opportunities to support their operations.
2. OEM shall expand partnerships with community-based organizations to better support resilience building and preparedness efforts. This work will include engagement with volunteer organizations such as Seattle Emergency Hubs and the American Red Cross.
3. OEM shall consult with the Department of Education and Early Learning and explore partnerships with Seattle Public Schools on ways to integrate emergency preparedness education into existing curriculum.
4. OEM shall work with multiple departments across the City, to include but not be limited to the Department of Neighborhoods and Office of Immigrant and Refugee Affairs, to develop neighborhood-specific training and preparedness plans. These will include teaching disaster skills and providing Community Emergency Response Team training with in-language options as needed.
5. OEM shall conduct a targeted tsunami outreach campaign that educates the residents and businesses along the waterfront of the potential risks and consequences that a tsunami poses. This outreach campaign will include the placement of tsunami evacuation signs along the waterfront in collaboration with the Seattle Department of Transportation.
6. OEM shall work with the Office of Intergovernmental Relations to support development of state and federal legislation that strengthens emergency management, and to stay current on state and federal rulemaking that impacts emergency management.
7. OEM shall continue its work with King County Office of Emergency Management, Washington State Emergency Management, the University of Washington, and other state and local government organizations to coordinate efforts to sustain and expand available resources to support emergency preparedness, mitigation, response, and recovery across the Puget Sound region.

Please direct any questions about this Executive Order to Ben Dalgetty, Internal Communications Manager.

Dated this 17th Day of September

Katie B. Wilson

Mayor of Seattle