SEATTLE CITY COUNCIL

Public Safety and Human Services Committee

Agenda

Tuesday, March 28, 2023

9:30 AM

Council Chamber, City Hall
600 4th Avenue
Seattle, WA 98104

Lisa Herbold, Chair
Andrew J. Lewis, Vice-Chair
Teresa Mosqueda, Member
Sara Nelson, Member
Alex Pedersen, Member

Chair Info: 206-684-8801; Lisa.Herbold@seattle.gov

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SEATTLE CITY COUNCIL

Public Safety and Human Services Committee
Agenda
March 28, 2023 - 9:30 AM

Meeting Location:
Council Chamber, City Hall, 600 4th Avenue, Seattle, WA 98104

Committee Website:
http://www.seattle.gov/council/committees/public-safety-and-human-services

This meeting also constitutes a meeting of the City Council, provided that the meeting shall be conducted as a committee meeting under the Council Rules and Procedures, and Council action shall be limited to committee business.

Members of the public may register for remote or in-person Public Comment to address the Council. Details on how to provide Public Comment are listed below:

Remote Public Comment - Register online to speak during the Public Comment period at the meeting at http://www.seattle.gov/council/committees/public-comment. Online registration to speak will begin two hours before the meeting start time, and registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

In-Person Public Comment - Register to speak on the Public Comment sign-up sheet located inside Council Chambers at least 15 minutes prior to the meeting start time. Registration will end at the conclusion of the Public Comment period during the meeting. Speakers must be registered in order to be recognized by the Chair.

Submit written comments to Councilmember Herbold at lisa.herbold@seattle.gov

Please Note: Times listed are estimated

A. Call To Order

B. Approval of the Agenda

C. Public Comment

(20 minutes)

D. Items of Business

1. [Appt 02502] **Reappointment of Tascha R. Johnson as member, Community Police Commission, for a term to December 31, 2025.**

Attachments: [Appointment Packet]

Briefing, Discussion, and Possible Vote (5 minutes)

Presenters: Joel Merkel, Co-Chair, Community Police Commission; Newell Aldrich, Aide to Councilmember Herbold

2. [Appt 02501] **Appointment of Richard Greene as member, Public Safety Civil Service Commission, for a term to December 31, 2025.**

Attachments: [Appointment Packet]

Briefing, Discussion, and Possible Vote (10 minutes)

Presenters: Andrea Scheele, Director, Public Safety Civil Service Commission; Newell Aldrich, Aide to Councilmember Herbold

3. **Seattle Police Department Recruitment Plan and Shift Changes**

Supporting Documents: [Presentation]

Briefing and Discussion (30 minutes)

Presenters: Monisha Harrell, Senior Deputy Mayor; Sarah Smith, Mayor's Office; Mike Fields, Seattle Police Department; Andrea Scheele, Public Safety Civil Service Commission

4.   **Office of Emergency Management Community Engagement Plan**

Supporting Documents: [Community Engagement Plan 2023-25](#)

[Presentation](#)

Briefing and Discussion (20 minutes)

Presenters: Curry Mayer, Director, and Sophia Lopez, Office of Emergency Management

E. Adjournment

SEATTLE CITY COUNCIL

Legislation Text

File #: Appt 02502, **Version:** 1

Reappointment of Tascha R. Johnson as member, Community Police Commission, for a term to December 31, 2025.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name:
Tascha R. Johnson

Board/Commission Name:	Position Title:
Community Police Commission	*Member*

☐ **Appointment** *OR* ☒ **Reappointment**	City Council Confirmation required? ☒ Yes ☐ No

Appointing Authority: ☒ City Council ☐ Mayor ☐ Other: *Fill in appointing authority*	Term of Position: * 1/1/2023 **to** 12/31/2025 ☐ *Serving remaining term of a vacant position*

Residential Neighborhood:	Zip Code: *98056*	Contact Phone No.*: ████████

Background:
Tascha Johnson serves at the Associate Executive Director for Choose 180, building the infrastructure of programs, as well as implementation of programs with community partners, and co-creating the LGBTQ+ staff training workshop and manual. She has a Master of Social Work form the University of Washington, and a Bachelor of Science Magna Cum Laude in Health Sciences at Portland State University. She completed the Puget Sound Sage Community Leadership Institute.

Authorizing Signature (original signature):	Appointing Signatory:
[signature]	*Lisa Herbold*
Date Signed (appointed): **1/27/2023**	*Seattle City Councilmember*

*Term begin and end date is fixed and tied to the position and not the appointment date.

TASCHA R. JOHNSON

EDUCATION

University of Washington – Master of Social Work   2019
      Administration and Public Policy – Program Evaluation
      GPA 3.9
Portland State University – Urban Honors College, Magna Cum Laude   2016
B.S., Health Studies: Health Science, Pre-Chiropractic
      Minor: Psychology
      GPA 3.86 (major)

PROFESSIONAL HISTORY

Interim Executive Director, CHOOSE 180
Associate Executive Director, CHOOSE 180   2022 – Present

- Work closely with Executive Director and staff to identify, create and implement strategic plan to actualize organizational objectives.
- Identify partnership and programmatic opportunities for the organization, promoting community engagement.
- Worked to develop grant management processes that helped increase funding from $500,000 to $2.9M within three years.
- Monitor compliance of programs reports, deliverables and evaluation.
- Develop an organizational culture promoting collaboration and transparency amongst teams.
- Collaborate with Executive Director to identify potential risks and opportunities in the community to promote organizational growth and sustainability as well as protect the interests of CHOOSE 180.
- Increased the number of program locations from 5 to 18 facilities in three years including schools in Highline and Seattle Public Schools as well as juvenile detention facilities.
- Systematizing internal structure and processes leading CHOOSE 180 on the journey to scaling as we grow.
- Planned and executed the first ever CHOOSE 180 Wellness Day to promote staff self-care, creating a culture of self-care.

Director of Operations, CHOOSE 180   2020 – 2022

- Directed the development of the COMPASS Journal and 14-module CHOOSE Freedom curriculum.
- Led the development of CHOOSE Freedom Program.
- Collaborated with teams on the transition of programs to virtual sessions when the COVID-19 pandemic necessitated a need to pivot from our in-person engagements.
- Co-created evaluation and assessment tools to maintain the fidelity of service levels across programs.
- Building towards Evidence-Based Practice certification and licensure of CHOOSE 180 curricula.

Operations Manager, CHOOSE 180   2019 – 2020

- Led teams in program and policy development, creating organizational infrastructure for programs.

- Collaborated with community partners to implement programs in Highline School District.
- Formed and project managed internal team for curriculum development.
- Wrote and managed grants.
- Led the process of development and design of CHOOSE 180 database using Apricot Solutions software. Collaborated with community partners, working towards long and short-term goals of transforming systems.
- Co-creator of LGBTQ+ staff training workshop and manual.
- Developed story-telling workshops for volunteers and staff to capture the stories of our communities. Developed facilitator trainings for youth and young adult diversion workshops.
- Co-developed the Behavior Health Specialist Program.

Portland Community College, Instructional Admin Assistant II   2017
- Instructor support to ensure students and teachers had the tools and resources necessary for meaningful learning.

INTERNSHIPS/PRACTICUMS

Puget Sound Sage Community Leadership Institute (CLI)   2019-2020
- Cohort graduate, 2020. Six-month program dedicated to preparing people of color for service on boards or commissions. Gained a greater understanding of policy and long-term planning initiatives and how processes work in local government.

Alene Moris NEW Leadership Institute   2019
- 2019 cohort graduate. Participated in an extensive, week-long leadership training process, addressing issues of Diversity, Equity and Inclusion (DEI) and how to overcome difficulties with leadership in a diverse society. Addressing the roles of women in policy-making and politics.

Partners for Our Children, STRIVE Program, Graduate Intern   2018 – 2019
- Refined training committed to working with parents with children in out-of-home situations to regain custody of their children.
- Collaborated with Cowlitz Tribal Mental Health on an adaptation of STRIVE curriculum and curriculum development for Native families. Co-creator of medicine wheel theory of change. https://partnersforourchildren.org/blog/medicine-wheel-evolution-partnership

CHOOSE 180, Graduate Intern   2018-2019
- Grant writing, development of grant application database
- Developed the evaluation for in-school diversion program
- Redesigned Apricot software to streamline data entry processes
- Developed an online data import system, working with the Prosecuting Attorneys Offices in Seattle and King County to implement these data import processes
- Worked to reduce recidivism by increasing the efficacy of data processes

Amara Fostering & Adoption, Graduate Intern   2018
- Co-creator of participant manual, facilitators guide and workshop (currently in use) to support foster parents of LGBTQ+ identified youth. https://amaraputskidsfirst.org/lgbtq-youth-families/

Social Justice Fund Northwest, Graduate Intern   2017 – 2018
- Co-facilitate POC Fundraising Workshop

- Develop curricula for the Black Lead Giving Project
- Economic Justice Giving Project, fundraising, grant reading and site visits
- Update files for Giving Project resource lists
- Developed internal newsletter of upcoming events and current events

Providence Health & Services, School Outreach Program Manager   2016 – 2017
- Assist in developing, planning and implementing internship program throughout PH&S.
- Create PowerPoint presentation for year-end program results for Outreach Program Director
- Presented evaluation results to leadership team
- Created documents and processes to increase program efficiency and efficacy
- Worked to develop a more efficient way to record tracking data for programs
- Developed and implemented intern appreciation ideas

IE3 Global – Amy Biehl Foundation, Cape Town, South Africa   2015
- Grant writing; Implementing an after school English literacy program; Used positive reinforcement to help shape learning behaviors of students

Peer Mentor   2015-2016
Build EXITO Scholar Research Program
- Mentor students in the field of research to help increase diversity.

IE3 Global International Internships
- Increase the visibility of study abroad programs.

ACCESS College Success Program
- Mentor to students in the diversity program to ensure their success as PSU students and beyond

Stash Tea Company, Floor Associate   2012 – 2015

Metropolitan Market, Shift Manager   2004 – 2014

PUBLICATIONS

Justin S. Tauscher, Eliza B. Cohn, **Tascha R. Johnson,** Karylie D. Diteman, Richard K. Ries, David C. Atkins and Kevin A. Hallgren. "What do clinicians want? Understanding frontline addiction treatment clinicians' preferences and priorities to improve the design of measurement-based care and technology?" 2021

Niels V. Johnsen, MD, MPH, Eliza Cohn, MSW, **Tascha R. Johnson, MSW,** Monica S. Vavilala, MD, Frederick P. Rivara, MD, MPH, and Megan Moore, MSW, PhD. "Sexual Dysfunction Following Traumatic Pelvic Fracture." 2021

Johnson, T. "Portland State University Honors Commencement Speech." The Huffington Post. July 2016. http://www.huffingtonpost.com/entry/portland-state-university-honors-college-commencement_us_57897495e4b0cbf01e9fc99d?5i4s#comments. 2016

                                                                                      2016
Johnson, T., Messer, L. C., Quinlivan, E. B. "Use of the Behavioral Activation Theory to Identify Depression Among HIV+ Women of Color in the Rural South." http://pdxscholar.library.pdx.edu/honorstheses/286. 2016

                                                                                      2016
Johnson, T., Messer, L. C., Quinlivan, E. B. "Depression among HIV+ Women of Color – a Mixed Methods Analysis." 2016

RESEARCH PROJECTS

Men's Experiences with Sexual Dysfunction Following Traumatic Pelvic Fracture: 2019
- A Qualitative Study, Johnsen, N.V., Cohen, E., Johnson, T.R., et. al
- Assisted in development of qualitative codes for codebook
- Qualitative coding of transcripts in Dedoose
- Tested codes for feasibility
- Extracted quotes for use in manuscript

Social Development Research Group, Research Assistant – Seattle, WA   2018
- Foster parent training grant – kinship care
- Qualitative coding of transcripts in Dedoose
- Coding for emergent themes
- Developed subcategories for broader themes

Undergraduate Thesis Research, Research Assistant, Portland State University   2016
- Test codes of 45 transcripts for feasibility
- Develop qualitative analysis of codes into manuscript
- Extract quotes for use in manuscript
- Develop poster for presentation

Portland Bridges to Baccalaureate, Portland State University   2014
Research Assistant
- "Guide to Healing: Enhancing Access for HIV+ Women in the Rural South"
- Qualitative Coding of 45 transcripts
- Quantitative analysis of collected data
- Poster development and presentation; Best poster and presentation

SCHOLARSHIPS AND AWARDS

President's List	
Dean's List	
Social Impact (UW MSW)	2017- 2018
Audie Lemke Endowed Fellowship	2018
Wayland Scholarship (GO-MAP)	2017
Commencement Speaker for the Honors College Graduation	2016
Undergraduate Student of the Year, School of Public Health	2016
Pride Foundation – Robert Browning	2016
Pride Foundation – Oregon Regional	2016
Pride Foundation – Under Our Roof	2016
PSU Foundation – Shigenori & Mutsumi Schinoda	2015
Pride Foundation – Equal Access & Opportunity	2015
Pride Foundation – Wozumi Family	2015
PSU Foundation – Jack Schendel	2015
IE3 Global Scholarship – Study Abroad	2014
Benjamin A. Gilman – National/ International Scholarship	2014
EQUITY Foundation – McBroom – Weston Scholarship	2014

EQUITY Foundation – Pride of the Rose Scholarship	2014
OCF Schwenn – Transfer Student Scholarship	2014
Pride Foundation – NAEOP–TRiO	2014
Audria M. Edwards	2013
Pride Foundation – Deloris Carter Hampton	2012
Pride Foundation – Thelma Fisher Dewitty	2012

PRESENTATIONS

Pacific Sociological Association's Annual Meeting   2017
"Oregon Black Women's Club Movement," Undergraduate roundtable discussion
Discussion of the African American Women's Club movement and its importance in the Pacific
Northwest, specifically in Oregon.

OHSU – PSU School of Public Health Student Poster Showcase   2016
"Behavioral Activation Theory to Identify Depression Among HIV+ Women of Color in the U.S. South"
        Presented poster at showcase, winning "Outstanding Undergraduate Poster" for presentation
        and poster.

"Writing a Curriculum Vitae (CV)" – ACCESS College Success Program, PSU   2016
        Developed a presentation for students with helpful hints on developing and writing a successful
        CV. Created a handout still being used with the program curriculum.

"Scholarship Writing: Tips to Success" program – TRiO Program, PSU   2015
        Co-developed the presentation and handouts for students on the scholarship writing process.
        Also
        worked with students on developing and finalizing their personal statements in later workshops.

Poster Presentation – Portland Bridges to Baccalaureate, PCC – PSU   2014
Won "BEST Poster" for "Expressions and Correlates of Depression among HIV+ Women of Color in the
U.S. South." Mixed methods study exploring the correlates of depression among HIV+ WOC in the rural
South, to understand how depression affects care behavior among those women.

Memberships
Community Police Council	Present
UW MSW Student Advisory Council (SAC)	2017 – 2018
MSW Committee	2017 – 2018
Town Hall Committee	2017 – 2018
Chiron Studies Committee – Program promotion and Marketing	2015 – 2016
ACCESS College Success Program – Develop program workshops	2014 – 2016
Phi Theta Kappa Honor Society	2010 – 2016
TRiO (Educational Equal Opportunity Program)	2010 – 2012
MESA – Mathematics, Engineering and Science Achievement	2011 – 2012
RST – Ready Set Transfer	2011 – 2012
Student leadership at Seattle Central College	2010 – 2011

Volunteer Activities
Cord Blood Donation Program (OHSU) – Sr. team member	2014 – 2017

Planned Parenthood – Special events   2014 – 2017
Queer Resource Center (QRC) – Front desk specialist   2014 – 2015
Q Center – LGBTQ Community Center – Event Promotion   2014 – 2015
Camp Blaze – Fire Camp mentor for young women (summers)   2009 – 2014
Seattle Senior Fire Cadet Program – Firefighter trainee   2007 – 2009

Community Police Commission

21 Members: Pursuant to 125315, all members subject to City Council confirmation, 3

- 7 City Council-appointed
- 7 Mayor-appointed
- 7 Other Appointing Authority-appointed (specify):

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
	F		1.	Member	Asha Mohamed	1/1/20	12/31/22	2	Mayor
			2.	Member	Patricia L. Hunter	1/1/21	12/31/23	1	City Council
			3.	Public Defense	Vacant	1/1/21	12/31/23	2	CPC
2	F		4.	Member	Suzette Dickerson	1/1/21	12/31/23	2	Mayor
			5.	Member	Vacant	1/1/21	12/31/23	2	City Council
			6.	Civil Liberties	Vacant	1/1/21	12/31/23	1	CPC
			7.	Member	Vacant	1/1/22	12/31/24	1	Mayor
			8.	Member	Mary Ruffin	1/1/22	12/31/24	1	City Council
4	M		9.	Member	Vacant	1/1/20	12/31/22	1	CPC
2	F		10.	Member	Harriett Walden	1/1/19	12/31/21	3	Mayor
			11.	Member	Joel Merkel	1/1/22	12/31/24	1	City Council
7	M		12.	Member	Joseph Seia	1/1/19	12/31/21	2	CPC
9	F		13.	Member	Vacant	1/1/22	12/31/24		Mayor
			14.	Member	Le'Jayah Washington	1/1/22	12/31/24	1	City Council
2	M		15.	SPOG	Mark Mullens	1/1/23	12/31/25	2	CPC
			16.	Member	Vacant	1/1/20	12/31/22		Mayor
3	NB	3	17.	Member	Alina Santillan	1/1/23	12/31/25	3	City Council

		18.	SPMA	Vacant	1/1/20	12/31/22		CPC
		19.	Member	Jeremy Wood	1/1/22	12/31/23	1	Mayor
		20.	Member	Tascha R. Johnson	1/1/23	12/31/25	2	City Council
2	F	21.	Member	Erica Newman	1/1/23	12/31/25	2	CPC

SELF-IDENTIFIED DIVERSITY CHART (1) (2) (3) (4) (5) (6) (7) (8) (9)

	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial
Mayor		5				2		2					2
Council	1	1	1			2	1						1
Other	4	2			1	2			1	1	1		
Total	5	9	1		1	6	1	2	1	1	1		3

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)
G List *gender*, **M= Male, **F**= Female, **T**= Transgender, **NB=** Non-Binary **O=** Other **U**= Unknown
RD Residential Council District number 1 through 7 or N/A
Diversity information is self-identified and is voluntary.

Legislation Text

File #: Appt 02501, **Version:** 1

Appointment of Richard Greene as member, Public Safety Civil Service Commission, for a term to December 31, 2025.

The Appointment Packet is provided as an attachment.

City of Seattle Boards & Commissions Notice of Appointment

Appointee Name:		
Richard Greene		

Board/Commission Name:	Position Title:
Public Safety Civil Service Commission	*Commissioner*

☒ **Appointment** *OR* ☐ **Reappointment**	**City Council Confirmation required?**
	☒ Yes ☐ No

Appointing Authority:	**Term of Position:** *
☒ City Council ☐ Mayor ☐ Other: *Fill in appointing authority*	1/1/2023 **to** 12/31/2025 ☐ *Serving remaining term of a vacant position*

Residential Neighborhood:	Zip Code:	Contact Phone No.:
Eastlake	*98102*	*206-406-9121*

Background:

Prior to his retirement, Richard Greene served as a prosecutor with the Seattle City Attorney's Office for 33 years, presenting briefs and oral arguments in Municipal Court and appellate courts, writing ordinances, and performing legal research. He previously served as staff attorney for the Associated Counsel of the Accused, representing indigent persons in Juvenile, District and Municipal Courts. He also served as Law Clerk to a State Court of Appeals judge, performing legal research and assisting in writing opinions. He brings extensive background and knowledge about public safety practices and standards.

Authorizing Signature (original signature):	**Appointing Signatory:**
[signature]	*Lisa Herbold*
Date Signed (appointed): **3/8/2023**	*Seattle City Councilmember*

*Term begin and end date is fixed and tied to the position and not the appointment date.

RICHARD GREENE

████████████████████

EDUCATION

Legal
J.D., University of Washington, Seattle, WA; June, 1983; GPA 3.39/4.0 (top 30%)

Undergraduate
B.A., Washburn University, Topeka, KS; May, 1979; GPA 3.97/4.0; Majors: Mathematics, Political Science

EMPLOYMENT HISTORY

1990 - 2022
Assistant City Attorney, Seattle Law Department. Write briefs and present oral argument in appellate courts and Municipal Court, write ordinances, write jury instructions and perform legal research.

1988 - 1990
Staff Attorney, Associated Counsel for the Accused. Represented indigent persons in Juvenile, District and Municipal Courts.

1984 - 1988
Law Clerk to the Honorable Ward Williams, Washington State Court of Appeals, Division 1. Performed legal research and assisted Judge in writing opinions.

1983 - 1984
Special Deputy, King County Prosecuting Attorney. Tried misdemeanor and gross misdemeanor cases in District Courts.

COMMUNITY ACTIVITIES

Trinity Episcopal Parish Choir
Seattle Dance Collective Treasurer

Public Safety Civil Service Commission

3 Members: Pursuant to SMC 4.08.250, 1 member subject to City Council confirmation, 3-year terms:

- 1   City Council- appointed
- 1   Mayor- appointed
- 1   Other Appointing Authority: Employee Elected

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
6	M		1.	Commissioner	Greene, Richard	1/1/2023	12/31/25	1	City Council
6	M	1	2.	Commissioner	Joel Nark	1/1/18	12/31/23	8	Employee Elected
6	F	1	3.	Commissioner	Stacy Connole	1/1/19	12/31/24	2	Mayor

SELF-IDENTIFIED DIVERSITY CHART

	Male	Female	Transgender	NB/ O/ U	(1) Asian	(2) Black/ African American	(3) Hispanic/ Latino	(4) American Indian/ Alaska Native	(5) Other	(6) Caucasian/ Non-Hispanic	(7) Pacific Islander	(8) Middle Eastern	(9) Multiracial
Mayor		1								1			
Council	1									1			
Other	1									1			
Total	2	1								3			

Key:

    *D   List the corresponding *Diversity Chart* number (1 through 9)

    G   List *gender*, **M= Male, **F**= Female, **T**= Transgender, **NB=** Non-Binary, **O=** Other, **U**= Unknown

    RD   Residential Council District number 1 through 7 or N/A

    Diversity information is self-identified and is voluntary.

File #: Inf 2255, **Version:** 1

Seattle Police Department Recruitment Plan and Shift Changes

SPD Recruitment & Retention Project Update

March 28, 2023

City of Seattle

Agenda

- Background

- Candidate Experience
  - Application & Examination
  - Backgrounding
  - Engagement

- Marketing

- Retention

- Hiring Totals

- What's next?

SEATTLE POLICE

**Develop new skills.
Explore opportunities.**
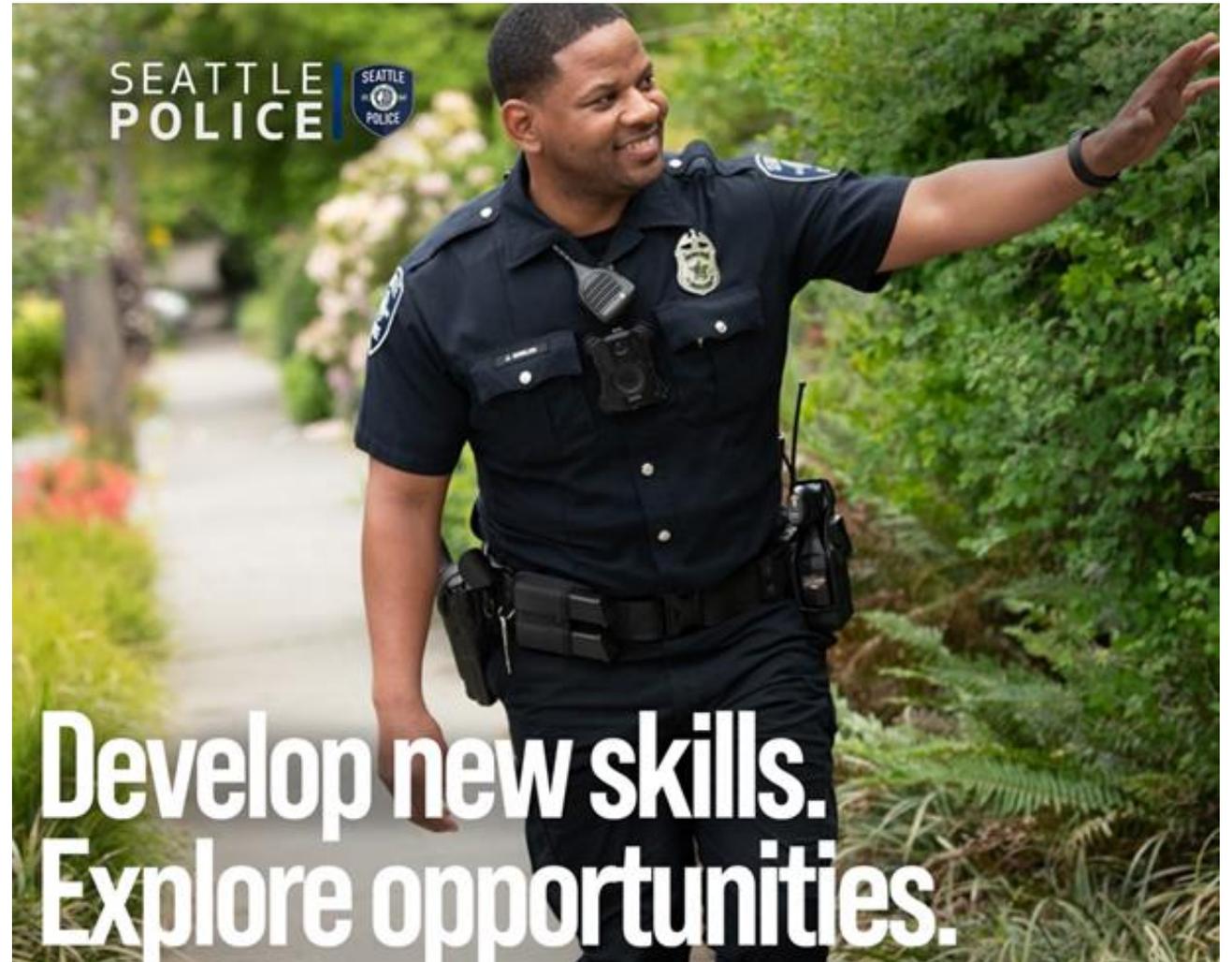
Background

- Staffing levels are at their lowest with over 400 officers departing SPD since 2019.

- Mayor announced new comprehensive recruitment plan that will:
    1. Make Hiring Easier, Faster, and More Efficient
    2. Attract Top Recruits with Competitive Compensation
    3. Recruit Candidates Committed to Our Community

- Project Workgroup: SPD, PSCSC, SHR & MO

- Work split into three subcategories: Candidate Experience, Marketing & Recruiting, Retention

Candidate Experience: Application & Examination

ENTRY LEVEL POLICE OFFICER
PUBLIC SAFETY CIVIL SERVICE EXAM PROCESS
CANDIDATE PIPELINE - ALL 2022 EXAMS

1895

94% of applicants meet minimum qualifications and are invited to test

1773

66% of invited candidates schedule an exam

1171

60% of scheduled candidates complete the video exam

707

95% of candidates who complete the video exam complete the Public Safety Self Assessment (PSSA)

675

73% of candidates who complete all components pass the exam (national pass rate = ~ 65%)

494

Submitted Application

Invited to NTN Exams

Scheduled Frontline National

Completed Frontline National

Completed Frontline National and PSSA

Passed Frontline National and PSSA

Candidate Experience: Application & Examination

- Simplified job posting

- More frequent exam cycles

- Industry standard applications

- Community Service Preference Points after June 1, 2023

- Additional staffing

Police Officer ENTRY-LEVEL (Application Period Closes April 17, 2023)

Salary	$40.06 - $52.45 Hourly	Location	Various - Seattle area, WA
Job Type	Uniform Civil Service, Regular, Full-Time	Department	Seattle Police Department - Civil Service
Job Number	P2023-042123		
Closing	4/17/2023 5:00 PM Pacific		

DESCRIPTION   BENEFITS   QUESTIONS

Position Description

The Seattle Police Department is an equal opportunity employer that values diversity in its workforce.

Hiring Bonus: The City of Seattle is offering a **$7,500** hiring bonus for entry-level police officers. Please see the Seattle Police Department website to learn more.

*****Please read the entire job bulletin information carefully, as our testing process has changed.*****

APPLICATION PROCESS

Applicants must complete all parts of the Public Safety Civil Service Testing Process (steps 1 & 2) that are listed below by April 19, 2023. If that is not possible, candidates should wait to apply in the next exam cycle that will open a week after this one closes.

1. **Register and Complete 2 Exam Components:** The law enforcement exam components must be self-scheduled through the National Testing Network (NTN). Examinations are offered virtually or at physical locations across the United States. Applications must be received by April 17, 2023 and all exam components must be completed by April 19, 2023. These components include:

- Frontline National (Law Enforcement) Exam
- Public Safety Self-Assessment (Parts 1 & 2)

(Financial hardship vouchers are available for the NTN Testing fee. See additional information below.)

2. **Submit Application:** Upon scheduling your NTN exam, all candidates must submit a formal application to the City of Seattle as soon as possible. To submit an application, click "Apply" at the top of this job bulletin.

Candidates who meet eligibility criteria and pass all portions of the exam will be placed on an eligible list according to their exam scores. Candidates will be informed of their application status on or before April 21, 2023. If they pass, candidates must then complete and pass all the below pre-employment steps to become a Seattle police officer.

3. **Physical Agility Test:** Candidates must successfully complete the Washington Physical Agility Test (WAPAT) before they can be hired. This test can be scheduled at any time during the examination or pre-employment process:

- **If you are a Washington-state resident:** You must complete your Physical Agility Test (WAPAT) through National Testing Network. Contact NTN candidate support at (206) 428-3265 to schedule a WAPAT as soon as you have successfully passed your NTN Frontline and PSSA tests.

- **If you live in any state other than Washington AND you passed your initial exams:** Your WAPAT will be administered in Seattle at the conclusion of the pre-employment screening process.

Candidate Experience: Backgrounding

- Transitioned to a digital backgrounding system (eSOPH)

- Updated physical agility test options

- Added Kaiser option for medical screening

- Out-of-state candidates have more virtual options

- Hired SHR Police Recruitment Innovation manager and additional experience specialist

Overall Process Summary

Prior-2022

Ongoing	1-2 Days	0-3 Months	1-2 Days	4-5 Months	5 Weeks	5.5 Months
1. Recruitment and Outreach (SPD)	2. Application & Qual Audit (SHR)	3. Exam Administration (SHR)	4. Register Creation (SHR)	5. Pre-Employment Steps (SPD)	6. Before the Badge (SPD)	7. WSCJT Police Academy (SPD)

Public Safety Civil Service System Oversight

2023- Onward

Ongoing	1-2 Days	0-2 Months	1-2 Days	8-12 Weeks	5 Weeks	5.5 Months
1. Recruitment and Outreach (SPD & SHR)	2. Application & Qual Audit (SHR)	3. Exam Administration (SHR)	4. Register Creation (SHR)	5. Pre-Employment Steps (SPD)	6. Before the Badge (SPD)	7. WSCJT Police Academy (SPD)

Public Safety Civil Service System Oversight

Recruitment & Marketing

Phase 1:

Surge Marketing

January-March

Round 1: New Ads 1/31

Round 2: Update Ads 2/15

Round 3: Videos Launch 3/15

Phase 2:

Targeted Marketing

April-July

Round 4: Radio & Community Publication Launch 4/15

Phase 3:

Launch New Brand Campaign

August

Surge Marketing

Ad Design

- Simplified and cleaned up visual style.
- Images focused on people and community.
- Message testing to see what works.
- Specific A/B testing

Target Audience

- Traditional
- Non-traditional
  - Healthcare
  - Social services
  - Education
- Lateral

Surge Marketing

Marketing Stats 2/1-3/15			
Total Clicks	Total Reach	Total Impressions	Click-through rate
6,530	291,694	602,002	1.5%

Retention

Wellness Unit

- Wellness dogs
- Increased health & wellness trainings
- Increased peer support + MHP

4/10 Schedule

Chief's Weekly Department Video

Hiring Report

Application Data

2023 Police Officer Application		
Last Update: 3/16/23		
Classification	Current Exam Cycle	Year to Date
Entry Level	165	417
Lateral	14	37

SPD Hiring Data

Sworn Hires and Separations Year to Date and Prior Year		
Sworn Hires	2023	Prior Year to Date 2022
Chief of Police or Assistant Chief	0	0
Returning Officers (Under 2 years)	1	0
Returning Officer Categorized as Student upon return(Officer Gone over 2 Years)	1	0
Entry Recruits	17	8
Laterals	0	2
Sworn Separations-Officers and Above	-22	-35
Student Officer Separations	-3	-1
Recruit Separations	0	-2
Net Change	-6	-28

What's next?

- New recruiting pipelines
  - Universities
  - Community Based Orgs
  - Workshops
- Interactive community engagement schedule
- Internal dashboard
- Marketing Campaigns

Legislation Text

File #: Inf 2256, **Version:** 1

Office of Emergency Management Community Engagement Plan

EMERGENCY MANAGEMENT COMMUNITY ENGAGEMENT PLAN 2023-25

Revision Date: March 2023

Seattle
Office of Emergency
Management

Introduction

The City of Seattle Office of Emergency Management (OEM) is responsible for coordinating the combined efforts and resources from all levels of government. Volunteers and various partner organizations assist community in lessening the impacts of disasters, both natural and manmade. Our community's ability to survive and recover from a disaster is a shared mission between the government and the community. The Seattle OEM Community Engagement Program aims to increase the overall resilience of the city through education and outreach by building meaningful relationships in the community. This is accomplished by utilizing various strategies and maintaining a variety of programs to reach the whole community with relevant, tailored, and accessible information.

This document outlines the various strategies and programs that OEM maintains; the methods utilized to develop and validate those strategies and programs; and the current strategic priorities for preparedness education and community engagement.

Over the next three years, 2023 through 2025, there will be an increased focus on building relationships with new community-based organizations that provide services for the underserved; increasing citywide employee preparedness; and raising awareness for the threat of tsunamis in affected areas of the city.

Section 1 provides a summary of the community engagement program, including the overarching goals and a description of the program's current resources.

Section 2 outlines the current outreach and education strategies.

Section 3 provides a summary of the methods and processes used to assess gaps in community knowledge, identify additional programming needs, and evaluate current programming.

Section 4 provides a summary of past strategic priorities and accomplishments and outlines current strategic priorities for community engagement.

Section 5 outlines the process for the continual maintenance, evaluation, and revision of the plan.

1. Public Education and Outreach Program Overview

1.1 Program Overview, Goals, and Objectives

OEM provides emergency preparedness education and outreach to the whole community through a variety of formats. Pre-COVID, OEM participated, on average, in over 200 in-person education and outreach events each year and reached over 10,000 individuals. This included providing in-depth trainings on specific topics related to preparedness, response, and mitigation; attending community events; and building relationships with community organizations to increase awareness of hazards and the importance of being prepared to deal with their impacts.

In this new post-COVID state, where there is a need for a hybrid approach to community engagement, Seattle OEM's Community Engagement Program will continue to focus outreach efforts on all hazards and work to return to a pre-COVID level of activity. OEM refers to the Seattle Hazard Identification and Vulnerability Analysis as the authoritative list of hazards that are most likely to impact Seattle which include earthquakes, tsunamis, landslides, and human caused hazards such as threats to public safety.

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The overarching goals of the community engagement program are to:

- Increase self-sufficiency and recovery capabilities of individuals, families, neighborhoods, and businesses post-disaster.
- Provide targeted and tailored preparedness education to vulnerable and typically under-served populations (low income, Black, Indigenous, People of Color (BIPOC), Limited English Proficiency (LEP), older adults, youth).
- Build new relationships with CBOs not currently connected to and strengthen existing relationship to increase our reach to vulnerable and underserved communities.

Associated Tools and Resources:

- Race and Social Justice Initiative
- Race and Equity Toolkit
- City Racial Equity Actions
- Office of Immigrant and Refugee Affairs Language Access Program
- Citywide Emergency Management Strategic Plan

1.2 Program Resources

1.2.1 Human Resources

Public Outreach and Education Staff

OEM has three full time staff that have a role in public education and outreach, including a Community Engagement Manager and two Community Engagement Coordinators. An Administrative Specialist also provides support to outreach and education activities. It is a challenge to effectively reach the whole community of approximately 750,000 people with preparedness messaging, given limited staff resources and a constantly changing population. Because of this, OEM looks for ways to empower community members and partner agencies to help deliver preparedness messaging and discover ways to leverage all City departments in this mission.

Public Education Volunteers

OEM recruits, strengthens, and maintains a group of community volunteers who assist with preparedness outreach and education. OEM volunteers are vital to delivering community education. They provide additional capacity and can uniquely connect with individuals and neighborhoods within the communities in which they live and work. A group of 9 volunteers deliver community training on emergency preparedness and disaster skills and perform outreach at events throughout the city.

Stop the Bleed Volunteers

STOP THE BLEED® is a registered trademark of the U.S. Department of Defense, Defense Health Agency. The Stop the Bleed program equips participants with the knowledge to save lives by gaining the ability to recognize life-threatening bleeding and intervene effectively. These classes are facilitated by volunteer EMTs, nurses and physicians and include hands-on practice sessions.

During COVID, OEM established an application system by which nonprofits who host largely attended events of 75 or more, multiple times per year could apply to receive STB bleeding control kits and training free of charge. OEM also partnered with City departments, the Seattle Center, Seattle Public Schools, and Climate Pledge Arena to train the employer's staff.

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Community Safety Ambassadors

OEMs Community Safety Ambassador (CSA) program recruits and trains individual community members, and forms partnerships with community organizations to reach Limited English Proficiency (LEP) populations with preparedness messaging and training. The CSA program is critical to effectively reaching vulnerable populations with preparedness information and training. Individuals and organizations that serve as Community Safety Ambassadors are trained by OEM on key hazard information and preparedness messaging and are provided with translated educational materials. Community Safety Ambassadors are selected based on their ability to deliver messaging in languages that are spoken by significant portions of the population or emerging populations within the city. CSAs provide training on 911, CPR, fall prevention, stroke, emergency preparedness, and disaster skills such as how to turn off utilities and use a fire extinguisher.

There are currently 15 CSAs, and the program reaches people in the following 16 languages:

• Amharic • Burmese • Cantonese • Chin • Hindi • Khmer • Lao • Mandarin • Nepali	• Oromo • Somali • Spanish • Swahili • Thai • Tigrinya • Vietnamese

Since 2019, OEM has expanded the CSA program to include partnerships with community-based organizations that provided services for LEP populations and other priority audiences such as English-speaking communities of color. OEM trains these partner organizations on preparedness messaging and provides them with outreach materials. The partner organizations help share preparedness messaging and lead preparedness training for their constituents through established programs and communication channels. Community Organizations that have partnered with OEM include Villa Communitaria, International Rescue Committee, and Pacific Islander Community Association.

The CSA Program has previously funded the work of 14-15 CSAs. Through funding provided by the Seattle Urban Area Security Initiative (UASI) grant, the CSA program will become a regionalized program starting in 2023. The Seattle UASI region consists of the City of Bellevue, Snohomish County, King County and Pierce County.

City Departments and External Partners

Preparing the community is not only the job of one City department. OEM benefits from having many partners that serve as force multipliers in delivering preparedness messaging in the community. This includes other City departments, various community-based organizations, and community emergency hubs. Section 2.2 will provide more detail on the role that strategic partnerships play in outreach strategies, and Appendix I lists various partner print and digital resources that are regularly used for preparedness outreach and education.

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1.2.2 Print Materials and Education Tools

OEM develops and maintains various tools that assist in educating the community. This includes print and digital resources, and instructional tools. Appendix I provides a listing of the primary print resources and educational tools that OEM currently utilizes.

2. Community Engagement Program Strategies: Education and Outreach

2.1 Education

OEM's most impactful way to reach people with preparedness education is through in-person training. In-person training allows in-depth instruction on hazards, preparedness guidance, emergency planning, and disaster response skills. OEM offers a variety of training, some which are intended for the public, and others that are tailored to specific audiences, such as businesses, schools, and city employees. *COVID forced many to adjust to maintain a presence within the community. Seattle OEM added a virtual capability to outreach and education with some of the offered classes available via Microsoft Teams and/or Zoom. Classes such as Stop the Bleed and other hands-on skills training will remain in-person only.

Some training is offered on demand and can be requested by the public via an [online training request form](#), or by contacting OEM by phone or email. Other training, which require more time and resources, are scheduled by OEM at set times and held at public community centers, schools, and libraries. These pre-scheduled trainings are listed on the [OEM Events Calendar](#).

Appendix I outlines the current training offerings, their intended audiences, and the associated resources.

*In July 2020, *OEM suspended in-person training due to COVID-19. OEM shifted to delivering online training via Microsoft Teams. In the summer of 2022, OEM returned to partial in-person outreach and continues to assess the safety of others while performing outreach activities.*

2.2 Community Outreach

OEM's community outreach efforts seek to build broad awareness of hazards and preparedness; and build partnerships to ensure communities affected by a disaster are represented fairly in public engagement activities. OEM uses a variety of strategies to raise public awareness.

Community Partnerships and Events

OEM works to reach all segments of the community with preparedness outreach and education and is especially determined to reach vulnerable populations who are likely to experience greater impacts from disasters. This includes, but is not limited to, those with access and functional needs, limited English proficiency, seniors, and low-income households. Reaching vulnerable and traditionally underserved populations requires building relationships with those communities and the organizations that serve them. OEM regularly partners with community organizations to provide tailored messaging, resources, and training to the populations they serve.

This list is not all inclusive, but provides some examples of organizations that OEM regularly partners with on preparedness messaging and programming:

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- Seattle Housing Authority (Low income and senior housing)
- Chinese Information Service Center (Chinese seniors)
- Seattle Parks Department (Community Learning Center youth program)
- Asian Counselling and Referral Service (Asian and Pacific Islander community)
- Ethiopian Community of Seattle (Ethiopian community)
- El Centro de la Raza
- International Rescue Committee (new immigrants and refugees)
- Eritrean Association of Greater Seattle
- Villa Communitaria
- Refugee Women's Alliance
- Neighborhood House (vulnerable communities)
- Regional Alliance for Resilient and Equitable Transportation (RARET)
- Coalition for Inclusive Emergency Planning (CIEP)
- Area Agency on Aging – Aging and Disability Services (AAA-ADS)
- CIRC Living – Affordable Housing for older adults and families in need

OEM regularly attends community events to reach groups that have not typically participated in OEM's training or actively sought out information on hazards and preparedness. Leveraging events where people are already gathering allows OEM to reach a broader audience and provide targeted outreach to groups who have typically been underserved.

Supporting Tools and Resources:

City of Seattle Public Outreach and Engagement Calendar

Neighborhood Snapshots (Department of Neighborhoods)

Web and Social Media Outreach

OEM recognizes that not everyone in Seattle will have the opportunity to attend an in-person training or engage with OEM at a community event. Therefore, it is critical to develop and maintain web presence and digital engagement strategies to make emergency preparedness information accessible to a wider audience. Outlined below are the primary methods used for web and social media outreach. **Appendix I** lists more specific digital resources that are most shared via these platforms.

OEM Website- The OEM website is one of the primary resources for sharing preparedness information. The site contains extensive preparedness guidance for a variety of audiences, detailed information on hazards, and access to citywide plans.

Social Media- OEM maintains several social media accounts that provide access to thousands of individuals daily.

Facebook - 5,533 followers

Twitter – 5,250 followers

Nextdoor – 279,984 city resident users

OEM Newsletter Email List – 8,316 people are subscribed to the OEM email newsletter.

Alert Seattle - Over 48,547 people are signed up to receive emergency preparedness updates via Alert Seattle, with over 64,000 registered in total.

Marketing (Print, Radio, TV, Web)

OEM regularly engages in local and regional marketing campaigns to increase awareness of hazards, encourage preparedness, and increase public sign-ups for the City's official alert and notification system, Alert Seattle. Advertising is done through a variety of mediums including print, radio, television, social media, and web platforms. Ethnic media outlets are regularly utilized to ensure messaging reaches a broad spectrum of the Seattle community.

2.3 Ensuring Inclusive and Accessible Engagement

OEM incorporates specific strategies for reaching vulnerable and typically underserved populations. This is to ensure all outreach and education approaches are inclusive and accessible.

The following strategies are currently utilized to ensure education is inclusive and accessible:

- Partner with existing efforts through Seattle OEM, King County OEM, and the City of Seattle to engage vulnerable populations in emergency preparedness.
- Provide in-language education and outreach by trusted sources through the Community Safety Ambassador program.
- Provide education tailored to audiences with access and functional needs, older adults, youth and LEP.
- Translate educational and outreach materials into multiple languages.
- Provide content that is accessible to people with disabilities (Readers, modified safe actions, tactical teaching displays/tools, captioned videos).
- Hold training in public spaces that are accessible.

3. Community Engagement Strategic Priorities

Each year, the Office of Emergency Management Community Engagement Team identifies strategic priorities for improving efficiency, effectiveness, inclusiveness, accessibility, relevance, and reach of emergency preparedness outreach and education. These priorities are determined based on an analysis of existing programs and potential gaps as outlined in Section 3. The identified priorities often feed into other existing plans and priorities, including Seattle's Comprehensive Emergency Management Plan, and deliverables and milestones for the Urban Area Security Initiative and Emergency Management Performance grants.

3.1 Summary of Priorities and Accomplishments 2020-2022

Priority Areas for 2020 - 2022
Assess, revise, expand, and/or develop new messaging and programs based on identified community needs
2020 • Recruited, onboarded, and trained 15 new public education volunteers. • OEM purchased 12 public access bleeding control kits and placed them throughout the Seattle Center campus in coordination with Seattle Center staff.

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2021
- Facilitated multiple pilot focus groups on evacuation and alert messaging with community members and staff from Villa Communitaria.
- Conducted a pilot focus group with youth from the International Rescue Committee to assess the need for a youth emergency preparedness program.
- OEM began accepting Stop the Bleed applications, which allowed 501(c)3's to apply for free Stop the Bleed kits. Of those that applied, 14 organizations were approved and agreed to have their staff trained by early 2022.

2022
- Launched OEM's first youth program, Youth in Emergency Preparedness, at Aki Kurose Middle School with 24 sixth grade participants.
- Trained 70 Seattle Center staff in Stop the Bleed.

Improve outreach to vulnerable populations

2020
- Signed MOU with Villa Comunitaria to reach the Latinx community with preparedness education and resources in Spanish
- Renewed MOU with International Rescue Committee
- Hired 3 new CSAs to assist with in-language preparedness outreach in Vietnamese, Khmer, and Burmese

2021
- Expanded Stop the Bleed outreach to nonprofit organizations serving vulnerable communities such as the Salvation Army, Faith Church, Langston Hughes, and Central Area Senior Community Center.
- Went on a road show to non-profits to share about OEM services, non-profits that we visited were the following: Seattle Indian Health board, Catholic Community Services, Jewish Family Services, Coalition for Refugees From Burma, and Food Lifeline
- Renewed MOU with Villa Communitaria and International Rescue Committee

2022
- Facilitated three focus groups on extreme heat response with older adults, care providers of children, and people experiencing homelessness.
- Lead a preparedness education and planning workshop for care providers of older adults through a collaboration with Seattle's HSD, ADS Division, King County Senior Hubs, and King County OEM.
- Hired two Additional Community Safety Ambassadors
- Broadened Stop the Bleed outreach to nonprofits serving BIPOC communities yet to be reached, such as the Ethiopian Community Center, Cham Refugees Community, and the Filipino Community Center.
- Renewed MOU with International Rescue Committee, Villa Comunitaria, and Pacific Islander Community Association of Washington
- Organized a televised media spot on the local Seattle Univision Network to inform the Spanish speaking community on AlertSeattle and OEM services.

Expand online tools and resources

2020
- Dubbed existing disaster skills videos (fire extinguisher, controlling water, and controlling natural gas) into Cantonese, Vietnamese, and Spanish.

2021
- Developed ARCGIS Map to show where programs and outreach in the city has been done.

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2022
• The Hazard Explorer was translated into Spanish. • Developed infographic on how the city responds
Continually assess and evaluate the reach and efficacy of outreach and education efforts
2020 • Completed a community survey to better understand impacts from COVID-19, how preparedness guidance and actions influenced peoples experience during COVID-19, and how preparedness guidance could be improved.

3.2 Current Goals and Objectives - 2023-2025

Raise awareness for the threat of tsunamis in affected areas of the city	2023	2024	2025
Hold bi-annual preparedness training for communities and businesses impacted by the threat of tsunamis	X	X	X
Hold a tsunami evacuation walk as part of Great ShakeOut	X	X	
Organize and hold a tsunami awareness marathon			X
Update basic preparedness material to reflect increased tsunami risk and highlight tsunami evacuation routes	X		
Increase citywide employee preparedness	**2023**	**2024**	**2025**
Incorporate employee tip of the month into DMC/SWG meeting agendas as standing items.	X		
Develop city specific STB brochure for distribution by 2024	X		
Work with HR to reinstitute OEM Preparedness presentation at New Employee Orientation	X	X	X
Build/Establish relationships with community organizations that provide services to vulnerable and underserved communities (low income, BIPOC, LEP, older adults, youth)	**2023**	**2024**	**2025**
Develop community engagement contract with the Cham Refugees Community Organization	X		
Coordinate preparedness skills trainings with the Washington Talking Book and Braille Library		X	
Coordinate preparedness skills trainings for residents of CIRC Living locations	X		X
Expand CSA Program to support Snohomish, Pierce, and King Counties; and City of Bellevue	X	X	

4. Methods for Identifying Community Needs, Developing New Strategies, and Evaluating Current Programs and Strategies

The OEM Community Engagement team uses various sources of information to identify gaps in community knowledge and current programming, and identify emerging hazards, and existing and emerging vulnerable populations. Regular review and analysis of this information helps to improve programming and direct outreach to where it is needed most.

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Demographics OEM regularly reviews the most up to date demographic information to identify changes in the make-up of the city's population that may impact the content and focus of programming. This includes data from the U.S. Census, American Community Survey, and local information available through the Office of Community Planning and Development and the Office of Immigrant and Refugee Affairs on social vulnerability and emerging immigrant populations.

Hazard Data Available hazard data is regularly analyzed to determine if new hazards need to be incorporated into existing messaging, and to direct education efforts to geographic areas that have an increased risk from hazards. This includes ensuring that messaging aligns with the Seattle Hazard Identification and Vulnerability Analysis.

After Action Reports (AAR) AARs from local, national, and international incidents inform OEMs public education efforts. OEM regularly reviews available reports to identify lessons learned from real world events that could influence the content of public education messaging or highlight specific gaps in community knowledge.

Academic Research There is an abundance of academic research from national and international institutions focused on disaster preparedness, response, and recovery. OEM stays up to date with new research and considers how new findings can influence existing messaging and strategies.

Local and National Preparedness Surveys and Focus Groups Local and national preparedness surveys provide information about community preparedness actions, community perceptions of risk, and provide insight into factors that influence preparedness behavior. Surveys and focus groups directed at specific sectors (i.e., business, childcare facilities etc.) provide vital information on the preparedness and planning needs and motivating factors for those groups.

Post-Program Surveys OEM promotes a post-program survey following every training program. OEM will implement an automatic email delivery process that would allow program participants to receive a reminder via email to collect information on knowledge gained by participants and solicit feedback on the quality, scope, and format of the information delivered. Post-program surveys are vital to ensuring that information is relevant, easily understood and results in an increase in the knowledge and confidence of participants.

Marketing Analysis OEM conducts an analysis of marketing efforts to gauge efficacy and guide future marketing decisions. This is especially relevant when doing web marketing and marketing campaigns that have a measurable outcome, such as increasing the number of people signed up for Alert Seattle.

Web Analytics and Social Media Data OEM analyses available web and social media data to guide web outreach. Data available via Google Analytics, ArcGIS Online, Facebook, and Twitter informs OEM decisions about how to organize web content to best meet community preferences.

5. Maintenance
This document is an external plan as defined by the City of Seattle Emergency Management Program Planning Policy and follows the maintenance process, which includes a method and schedule for evaluation and revision, as described therein.

Appendix I: Outreach and Education Tools and Resources

Primary Print Resources	
Be Prepared Infographic	Provides general guidance on emergency preparedness and is available in English and 15 additional languages
Emergency Planning Template	A template for recording important information such as contact numbers and medical information, available in English and 14 additional languages.
Settle Neighborhoods Actively Prepare Guide	Guide for neighborhoods utilizing the SNAP program to organize and prepare.
Unreinforced Masonry Infographics for Building Owners, Business Owners, and Residential Tenants	Infographics for three different audiences explaining the risk that URMs pose and steps to mitigate potential impacts
Emergency Sanitation Brochure (SPU)	Provides guidance on best practices for emergency sanitation when the water and sewer systems are disrupted.
Alert Seattle Flyers	Various flyers describing the City's alert and warning system and how to sign up.
Primary Digital Resources	
OEM Website	Provides extensive preparedness guidance for various audiences as well as detailed information on all hazards, and access to citywide emergency management plans. The "Hazards" section provides detailed information on all the hazards listed in the Seattle Hazard Identification and Vulnerability Analysis, and the "Prepare" section provides detailed guidance on how to prepare for and mitigate the impacts of those hazards.
Seattle Hazard Explorer	The Seattle Hazard Explorer provides a series of interactive maps displaying some key hazard data and preparedness information. Hazards covered are limited to those with relevant geographic data for the City of Seattle. As of 2022, the Seattle Hazard Explorer is available in Spanish.
Seattle King County Ready	The Seattle King County Ready tool allows users to get a customized hazard and preparedness report based on their specific address within King County. The tool uses available GIS hazard data to generate the report.
Workplace Preparedness Guide	The Workplace Preparedness Guide provides guidance for businesses and community-based organizations on developing emergency plans, including life safety procedures and business continuity strategies.
OEM You Tube Videos	OEM's You Tube channel includes videos on preparedness and mitigation. Topics include how to use a fire extinguisher, how to turn off utilities, how to build an emergency toilet, and how to identify an unreinforced masonry building.
Earthquake Home Safety Guide	Provides guidance on non-structural mitigation actions that can reduce earthquake impacts and improve safety in the home.
OEM Events Calendar	The OEM Events Calendar lists all prescheduled community training that are open to the public.

Make It Through	A partnership of emergency management agencies throughout the King County region, under the leadership of King County Emergency Management, dedicated to building resilient communities by providing disaster preparedness tips and resources to residents, businesses, and community organizations, both online and in-person. Information is available in multiple languages.
Primary Partner Resources OEM regularly uses or refers community members to these resources from partner agencies	
Seattle Fire Department	Home Fire Safety Workplace Fire Safety
Public Health Seattle-King County	Hot Weather Wildfire smoke Pandemic
Seattle Department of Construction and Inspections	Landslide Preparedness Seismic Home Retrofit
Seattle Department of Construction and Inspections	Winter Weather
Community Emergency Hubs	Neighborlink Map

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Appendix II: Preparedness Training Offerings

Available on Request
Scheduled by OEM at designated community locations
CSA Scheduled Events

Training Name	Audience	Summary of Content
Disaster Preparedness the Basics	All (individuals, families, neighborhood groups, business, community-based organizations, faith-based organizations etc.)	This presentation provides an overview of the hazards that can impact Seattle and steps that individuals and families can take to become more prepared to deal with them. This includes guidance on how to develop a disaster plan, build a disaster supply kit, and organize with your neighbors to become better prepared.
Seattle Neighborhoods Actively Prepare (SNAP)	Neighborhood Groups (block of single-family homes, an apartment building or condo, or larger neighborhood group)	The SNAP program introduces participants to basic information on personal and family preparedness, including how to develop a disaster plan and an emergency supply kit. In addition, this presentation provides guidance and tools for organizing with neighbors. Participants will become familiar with neighborhood response priorities and strategies for working together with neighbors to ensure an effective neighborhood response.
Workplace Preparedness	Businesses, community-based organizations, or faith-based organizations	The workplace preparedness training provides an overview of key workplace preparedness steps, including guidance on planning for sheltering in place, plans for communicating with employees, clients and partners, the basics of continuity planning, and the importance of individual and family preparedness for employees.
Emergency Planning for Childcare Providers	Childcare providers including daycare centers and in-home childcare providers	The Emergency Planning for Child Care Provider workshop provides a curriculum for providers wishing to prepare their centers and/or at-home programs for disasters. The workshop provides training on hazard mitigation, utility control, hosting effective drills, education, child release & family reunification, and guidance for working with the community before and after disasters.
911 Education	New immigrants	Community Safety Ambassadors deliver training for newly arrived immigrants on how and when to call 911, and what to expect when first responders arrive.
Compression Only CPR	Limited English proficiency	Community Safety Ambassadors deliver training to Limited English Proficiency populations on how to perform compression only CPR.
Disaster Skills Workshop	All	This Disaster Skills Workshop provides training in key skills needed after a disaster and more in-depth instruction on key preparedness actions. The workshop covers the

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		following topics: (1) Fire Extinguisher Use, (2) Utility Control, (3) Water Storage and Purification and (4) Emergency Sanitation.
STOP the Bleed	All	Stop the Bleed provides participants with the skills and knowledge needed to respond to injuries caused by mass casualty and other incidents. Upon completion, participant can •Describe the progressive strategy for controlling hemorrhage. •Demonstrate wound packing and learn about topical hemostatic dressings. •Explain the rationale for early use of a tourniquet for life-threatening extremity bleeding. •Demonstrate the appropriate application of a tourniquet to the arm and leg.
Earthquake Home Retrofit Class	Homeowners	Introductory class provides information for do-it-yourselfers or those who want to become educated consumers on how to seismically secure your home (especially if built before 1980) to its foundation. Experienced home retrofit instructors share their insight on tools needed, building techniques, the city's free plan set and the permit process.

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2023-25 OEM Community Engagement Plan Briefing

Sophia Lopez, CEM, MPS

OEM Community Engagement Manager

Seattle Office of Emergency Management

City of Seattle

Community Engagement Program Overview

The overarching goals:

- Increase self-sufficiency and recovery capabilities post-disaster
- Provide targeted and tailored preparedness education
- Build new relationships with CBOs and strengthen existing relationships

Community Engagement Program Overview

Program Resources:

- Public Outreach and Education Staff

- Public Education Volunteers

- Stop the Bleed Volunteers

- Community Safety Ambassadors

- City Departments and External Partners

Community Engagement Program Strategies

- Education

- Community Outreach
  - ✓ Community Partnerships and Event
  - ✓ Web and Social Media Outreach
  - ✓ Media Marketing

- Inclusive and Accessible Engagement

Community Engagement Strategic Priorities

Raise	Raise awareness for the threat of tsunamis in affected areas of the city
Increase	Increase citywide employee preparedness
Build/Establish	Build/Establish relationships with community organizations that provide services to vulnerable and underserved communities (low income, BIPOC, LEP, older adults, youth)

Methods for Identifying, Developing, Evaluating

- Demographics

- Hazard Data

- After Action Reports (AAR)

- Academic Research

- Local and National Preparedness Surveys and Focus Groups

- Post-Program Surveys

- Marketing Analysis

- Web Analytics and Social Media Data

Community Engagement in Action
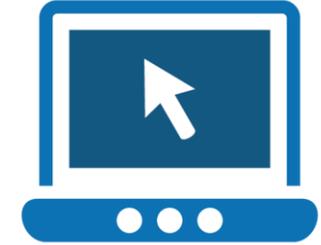
- Appendix I: Outreach and Education Tools and Resources

  - Print

  - Digital

  - External Partners

- Appendix II: Preparedness Training Offerings

  - Available by request

  - Proactively scheduled

  - CSA Scheduled Events

Know your neighborhood's plan

Help each other

Community Emergency Hubs
seattleemergencyhubs.org

http://seattleemergencyhubs.org/

Seattle Neighborhoods Actively Prepare
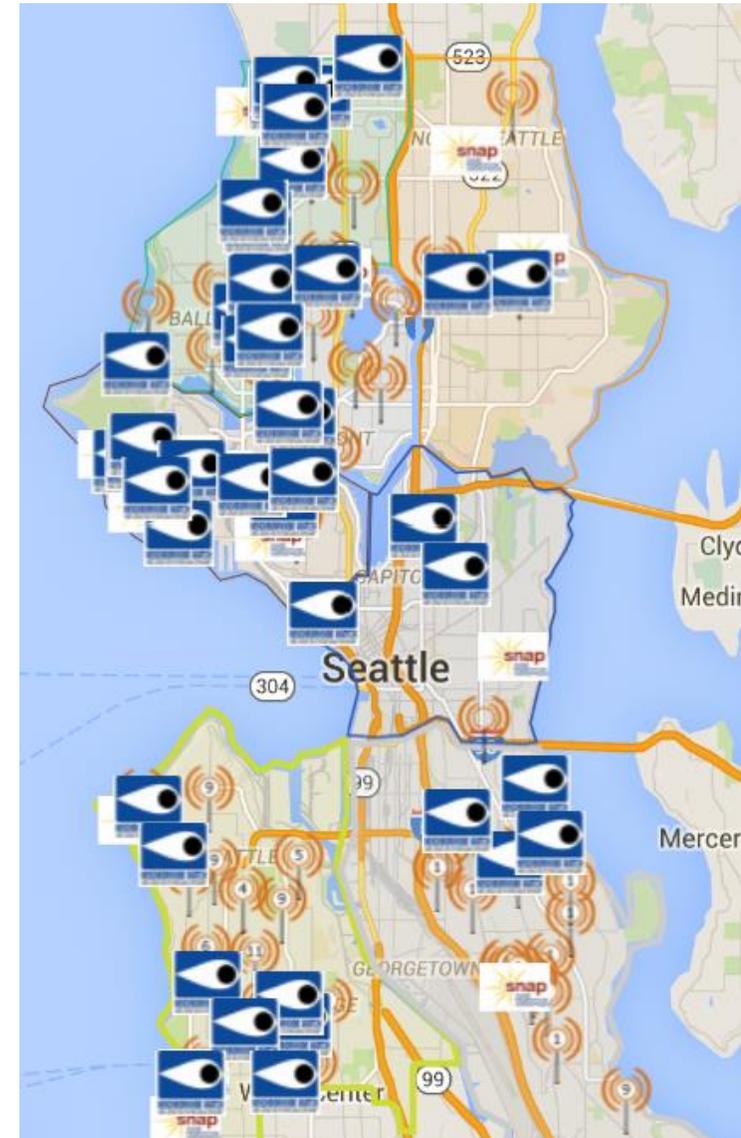
Sign up for emergency alerts

When emergencies happen, be the first to know. Stay informed with **AlertSeattle** to receive real-time, official notifications from the City of Seattle. This is a free service.

alert.seattle.gov

You can choose to receive **Emergency Alerts** *or* **Community Notifications,** *such as:*

- Severe weather
- Safety
- Health
- Special events
- Utility disruptions
- Major traffic disruptions
- Emergency preparedness
- Test messages

Disaster skills training

- Learn how to use a fire extinguisher

- Check on and control utilities
  - Shut off water at the main house valve
  - Shut off natural gas ONLY if necessary

- Construct an emergency toilet

- Stop the Bleed

- Sign up for classes at **www.seattle.gov/emergency**
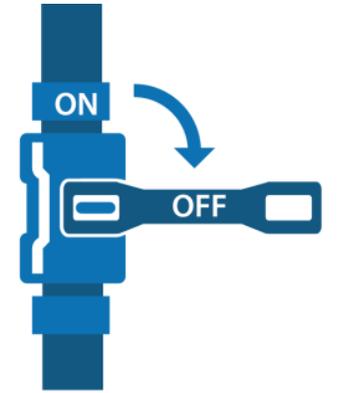
Find out more information

- **Get AlertSeattle and Alert King County messages**
  Sign up online at alert.seattle.gov

- **Tune into local emergency radio stations**
  AM 710, AM 1000, FM 97.3, FM 97.7, and FM 94.4

- **Tune into local television**

- **Follow city departments on social media**
  @CityofSeattle, @oemseattle, @SeattlePD, @SeattleFire, @AlertSeattle, @SeattleDOT, @SeattleSPU, @SEAcitylight

- **Go to your nearest Community Emergency Hub**
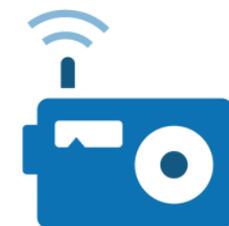
Thank you so much! Questions?

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