

**City of Seattle**



**Director  
Office of Emergency  
Management**

**Confirmation Packet  
December 22, 2020**

**Curry Mayer**



**City of Seattle**  
Mayor Jenny A. Durkan

December 22, 2020

The Honorable M. Lorena González  
President, Seattle City Council  
Seattle City Hall, 2<sup>nd</sup> Floor  
Seattle, WA 98104

Dear Council President González:

I am pleased to transmit to the City Council the following confirmation packet for my appointment of Curry Mayer as Director of the Office of Emergency Management.

The materials in this packet are divided into two sections:

**A. Curry Mayer**

This section contains Ms. Mayer's appointment and oath of office forms, her resume, and the press release announcing her appointment.

**B. Background Check**

This section contains the report on Ms. Mayer's background check.

Curry Mayer will join the City with over 20 years of emergency management experience at the local, state, national levels. Most recently, Curry served as Emergency Manager for the City of Bellevue, overseeing the design and implementation of comprehensive emergency management programs. She has considerable local government experience and knowledge of regional relationships. At the City of Bellevue, Curry led a diverse team and has extensive experience encouraging communities to take a proactive stance towards emergency preparedness.

I am particularly excited about Curry's knowledge of the area – the threats we face and the partnerships we have with federal, state, and other local governments, and I know that she will lead with a lens towards racial equity, as she has in Bellevue.

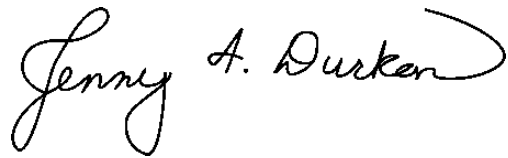
Through the search process, my priority was finding a leader who carried those qualities. We worked with the Seattle Department of Human Resources to conduct a public recruitment process and reached out to emergency management networks, regionally and nationally. We

engaged local stakeholders as part of the selection committee, including OEM staff, volunteers, and partners such as Harborview Medical Center.

My nomination of Curry as Director represents my vision for the new, independent Office of Emergency Management and I urge you to confirm her.

If you have any questions about the attached materials or need additional information, please contact Senior Deputy Mayor Mike Fong at 206-256-6191.

Sincerely,

A handwritten signature in black ink that reads "Jenny A. Durkan". The signature is written in a cursive style with a large, sweeping initial "J" and a long, horizontal flourish at the end.

Jenny A. Durkan  
Mayor of Seattle

**SECTION**

**A**



**City of Seattle**  
Mayor Jenny A. Durkan

December 16, 2020

Curry Mayer  
Bellevue, WA  
Transmitted via e-mail

Dear Curry,

It gives me great pleasure to appoint you to the position of Director of the Office of Emergency Management at an annual salary of \$157,000.

Your appointment as Director is subject to City Council confirmation; therefore, you will need to attend the Council's confirmation hearings. Once confirmed by the City Council, you serve at the pleasure of the Mayor

Your contingent offer letter provided employment information related to the terms of your employment, benefits, vacation, holiday and sick leave.

I look forward to working with you in your role as Director and wish you success. We have much work ahead of us, and I am confident that the Office of Emergency Management will thrive under your leadership.

Sincerely,

A handwritten signature in black ink that reads "Jenny A. Durkan". The signature is fluid and cursive, with a large, sweeping flourish at the end.

Jenny A. Durkan  
Mayor of Seattle

cc: Seattle Department of Human Resources file



# City of Seattle Department Head Notice of Appointment

<b>Appointee Name:</b> <i>Curry Mayer</i>		
<b>City Department Name:</b> <i>Office of Emergency Management</i>		<b>Position Title:</b> <i>Director</i>
<input checked="" type="checkbox"/> <b>Appointment</b> <i>OR</i> <input type="checkbox"/> <b>Reappointment</b>		<b>Council Confirmation required?</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Appointing Authority:</b> <input type="checkbox"/> Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Specify appointing authority</i>		<b>Term of Office:</b> <i>City Council Confirmation to Direction of the Mayor</i>
<b>Legislated Authority:</b> <i>Seattle Municipal Code Section 3.15.042</i>		
<b>Background:</b> Curry Mayer will join the City with over 20 years of emergency management experience at the local, state, national levels. Most recently, Curry served as Emergency Manager for the City of Bellevue, overseeing the design and implementation of comprehensive emergency management programs. She has considerable local government experience and knowledge of regional relationships. At the City of Bellevue, Curry led a diverse team and has extensive experience encouraging communities to take a proactive stance towards emergency preparedness.		
<b>Date of Appointment:</b> <i>12/22/2020</i>	<b>Authorizing Signature (original signature):</b> <i>Jenny A. Durkan</i>	<b>Appointing Signatory:</b> <i>Jenny A. Durkan</i> <i>Mayor</i>



CITY OF SEATTLE ▪ STATE OF WASHINGTON  
OATH OF OFFICE

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State of Washington

County of King

I, Curry Mayer, swear or affirm that I possess all the qualifications prescribed in the Seattle City Charter and the Seattle Municipal Code for the position of Director of the Office of Emergency Management; that I will support the Constitution of the United States, the Constitution of the State of Washington, and the Charter and Ordinances of The City of Seattle; and that I will faithfully conduct myself as *Director of the Office Emergency Management*.

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Curry Mayer

Subscribed and sworn to before me

this \_\_\_\_ day of \_\_\_\_\_, 2021.

[Seal]

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Monica Martinez Simmons, City Clerk

# CURRY MAYER

████████████████████  
████████████████████ Bellevue, WA 98008  
████████████████████

## EXPERIENCE

### CITY OF BELLEVUE, WA

#### ***Emergency Manager*** November 2016 – present

Lead City's response to COVID-19; full EOC activation, both in-person and remotely. Manage and lead a diverse team of emergency management professionals in the development and implementation of policies, plans, and practices to ensure effective and efficient emergency preparedness, mitigation, response and recovery activities. Advise the City Manager and City Council on emergency management issues. Direct and oversee the Emergency Management Division's strategic goals which set the foundation for building a resilient city. Actively participate in engagement activities to reach all communities, especially underserved communities of color and of limited English proficiency. Manage city's Emergency Operations Board consisting of all Department Directors for emergency management policy issues. Manage the Emergency Operations Center in exercises and real incident activations. Established Private Sector Advisory Network. Foundational member of Functional Assessment Service Team (FAST) for King County. Serve as regional leader on unified command and exercise development task forces as part of the Complex Coordinated Terrorist Attack project. Board Vice President for the Washington 211 Information Network, Chair of the Homeland Security & Emergency Management Center of Excellence Board, King County Emergency Management Advisory Committee (EMAC) Chair, Critical Infrastructure Workgroup.

### California Department of Food & Agriculture

#### ***Emergency Management Advisor to the Undersecretary*** June 2014 – October 2016

Advisor to the Undersecretary, ensuring the implementation of the incident command system to respond to and recover from agricultural disasters throughout California. Served as subject matter expert on all aspects of emergency issues pertaining to agriculture security. Directed the Agency emergency mitigation, response and recovery activities including implementation of policies and procedures that were consistent with state and federal legislation. Coordinated the CA Animal Response Emergency System, a network of private and not-for-profit resources in support of animal rescue and sheltering. Lead activities in support of State Emergency Function (EF) 11, Food & Agriculture. State agency liaison for four state EOC activations in response to wildfires. Member of Governor's Drought Task Force. Managed the development of the CDFA continuity of operations plan.

### California Governor's Office of Emergency Services 1997-2016

#### ***Performed in a number of leadership positions throughout the State to include:***

#### ***Director, CA Specialized Training Institute*** September 2007- June 2010 – Training & Exercise Branch, San Luis Obispo & Sacramento, CA

As a member of Executive Management Team of the Governor's Office of Emergency Services (OES) provided leadership, planning, coordination and management of the Training Institute. Managed 35 instructional and administrative staff in San Luis Obispo and in Sacramento for the design, development, and implementation of training and exercises for emergency management and homeland security professionals and the private sector



throughout California. Administered the Branch's budget of between \$2.8 and \$3.2 million per year. Managed all programs at CSTI to deliver training to over 7,000 emergency responders throughout the state. Advisor to the OES Director, ensuring the implementation of the Standardized Emergency Management System protocols and procedures, used by all levels of government throughout California. Served in the State Operations Center during numerous disaster activation; assigned as the State Operations Center Director and Planning Section Chief, and hold CA certifications in those positions.

**Chief, Training Branch June 2010 – 2014 – Sacramento, CA** Managed and directed staff to design, develop and implement emergency management training programs, including exercises for state agencies, local government and the private sector in support of their responsibilities in preparedness, response, mitigation, prevention and recovery. Provided technical expertise to state agencies, special districts, and local government on development of their emergency operations plans and programs. Policy development and revision related to Agency wide emergency management training and exercises. Coordination and collaboration with Executive Staff on ensuring a continuous delivery of comprehensive emergency management activities. State Operations Center Director and Plans Chief credentials and experience. Key partner with federal, state, county, and city governments, the private sector, and NGO's throughout the State.

**Chief, & Executive Liaison August 2006-September 2007 – Training & Exercises** - As State Exercise Officer, was responsible for the Standardized Emergency Management System (SEMS) and National Incident Management System (NIMS) integration, and was State point of contact with the NIMS Integration Center. Additionally, responsible for the Statewide Exercise Strategy plan. Chair of the SEMS Training & Exercise Specialist Committee, California's representative on the National Incident Management System's Training Working Training. Responsible for State Agency Training to include; curriculum development, course management, coordination of logistics and instructor support. **Executive Liaison to the Director** - Responsible for Cabinet level tabletop exercises in emergency management, member of the Governor's Emergency Operations Executive Committee (GEOEC), served as subject matter expert in SEMS, Coordinated presentations, speeches, and high level meetings for the Director, special projects as needed.

**Instructor I & II, May 1998 – August 2006** Taught emergency management courses throughout CA to all levels of government, the private sector, and NGO's. Standardized Emergency Management System (SEMS) Training and Exercise Specialist Committee Chair, Course manager and instructor a variety of emergency management courses. Budget development for emergency management and customized courses. Member of OES Director's Strategic Management Committee; Participant in Program Development activities, such as strategic planning, graphics, need assessments, and special projects.

**Emergency Services Coordinator March 1997 – May 1998** Performed multiple complex, planning, operational (response), technical and analytical duties in Federal and State programs in all phases of emergency services activity. Provided planning assistance to political subdivisions by helping to develop and monitor single-year and multi-year comprehensive work plans, & mutual aid agreements; wrote multi-hazard emergency plans, service annexes, contingency plans, SOP's and comprehensive resource lists. Conducted hazard identification and hazard analysis studies; designed, analyzed, and evaluated exercises; reviewed proposals; conducted briefings and presentations on emergency management issues. Served as state agency representative for Diablo Canyon Nuclear Power Plant to include exercise design and participation.

## **Booz-Allen & Hamilton Inc. | Washington, D.C. & McClean, VA** *October 1991- March 1997*

Senior member of project/training staff for the White House Military Office's Executive Support Contingency Operations and Readiness Training (ESCORT) course; a weapons of mass destruction (WMD) protection of the

Chief Executive program. Supported the Department of the Army's Continuity of Operations programs including; analysis of crisis management systems, conference management, scenario and exercise development, creation of training materials, and supervision of administrative support staff, evaluator of Department of the Army classified exercises. Developed and presented ICS workshop for U.S. Congress. Designed and conducted professional development courses to national and international employees in the following areas: supervisory skills, conflict management, interviewing skills, presentation skills, customer service skills, and business writing. Developed and implemented training programs for four small firms to include; supervisory skills, conflict management, program management, and performance appraisal systems. Authored employee handbook and personnel appraisal guidelines; conducted United Nations marketing effort to establish crisis coordination centers; wrote required operational capabilities document in support of National Guard Bureau's Emergency Management System; and authored training section of successful Air Force arms control training initiative. **Top Secret Security Clearance.**

## **SKILLS**

- Contributing Author on InfraGard book on Building Community Resilience following a widespread power outage
- Master Exercise Practitioner Program (MEPP) Certification (Practitioner and Instructor)
- Homeland Security Exercise Evaluation Program (HSEEP) Certified
- Credentialed State Operations Center Director, & Plans Chief (California)
- FEMA professional development series
- Emergency Operations Center (EOC) Instructor & Practitioner
- Practitioner & Instructor, Incident Command System (ICS) & the National Incident Management System (NIMS)
- Proficient in curriculum instruction, design and development

## **UNIVERSITY OF PHOENIX**

**October 2010**, Med

## **CA State University, Long Beach**

**May 1985** B.A., Speech Communications

## **FACULTY POSITIONS**

### Adjunct Faculty

Pierce Community College – Homeland Security Emergency Management

National University – School of Professional Studies  
Crisis Response Planning and Management - online

CA State University Long Beach  
Master's degree program of Emergency Services Administration  
Online



**City of Seattle**  
Mayor Jenny A. Durkan

**NEWS RELEASE FROM THE OFFICE OF THE MAYOR**

**Contact:** Kamaria Hightower, [Kamaria.Hightower@seattle.gov](mailto:Kamaria.Hightower@seattle.gov)

**Mayor Durkan Announces Leadership Updates at Emergency Management, Human Services, and Arts and Culture**

**SEATTLE** (December 4, 2020) – Seattle Mayor Jenny A. Durkan today announced several leadership changes, including the appointment of Curry Mayer as Director of the Office of Emergency Management (OEM), Helen Howell as Interim Director of the Human Services Department (HSD), and Calandra Childers as Interim Director of the Office of Arts & Culture (ARTS). HSD Director Jason Johnson and ARTS Director Randy Engstrom will depart in January 2021.

Curry Mayer will join the City with over 20 years of emergency management experience at the local, state, national levels. Most recently, Mayer served as Emergency Manager for the City of Bellevue, overseeing the design and implementation of comprehensive emergency management programs. She has considerable local government experience and knowledge of regional relationships. At the City of Bellevue, Mayer led a diverse team and has extensive experience encouraging communities to take a proactive stance towards emergency preparedness. As OEM Director, Mayer will ensure the City's emergency response advances through a lens of inclusivity, centering underserved populations, and will join the City in December 2020.

“2020 has been a year of immense challenges including the COVID-19 pandemic, but the City has undergone other emergencies including the closure of the viaduct and the largest snowstorm in 50 years. Our Office of Emergency Management plays a key role in coordinating and preparing for disasters and emergencies facing our city. OEM – working with all our departments – will help our City recovery more equitably,” said Mayor Durkan. “As Curry begins this new role, I am grateful to Acting Director Laurel Nelson and the entire OEM staff who have helped navigate an unprecedented year.”

“Seattle has a proud history of excellence in emergency management, exhibited most profoundly by leading the nation with its COVID-19 emergency response. Thank you, Mayor Durkan. I am honored to step into the leadership role of this great agency with such talented

staff and I look forward to working across departments to help spearhead a resilient and equitable post-COVID recovery,” said Mayer.

HSD Director Jason Johnson had previously announced his departure from the City. However, with the onset of COVID-19, Johnson graciously extended his time, implementing groundbreaking policies to stabilize the city’s most vulnerable residents including expanding shelter resources and services for people experiencing homelessness, streamlining emergency food access, and helping maintain critical services for aging and disabled residents throughout the pandemic. Over a seven-year period, Johnson led the City through the largest shelter expansion in history, a 77 percent increase in enhanced 24/7 shelter, and the development and implementation of the King County Regional Homelessness Authority. Through his leadership, the City increased funding for community-based organizations working to improve community safety, supportive services for youth and families, and launched the Age-Friendly Seattle Initiative and the award-winning Health One program in partnership with the Seattle Fire Department.

“Jason and his team have done incredible work to ensure our neighbors furthest from equity have access to critical resources. With his help and guidance, the King County Regional Governance Authority is moving forward and will be the conduit for transformational change in the lives of people experiencing homelessness throughout our region, and we have transformed our shelter system to serve more people with 24/7 services, which will be expanded even further in the coming months,” said Mayor Durkan. “I’m grateful that he chose to stay and support our city during the most challenging time in our history. His quick and decisive actions kept our most marginalized communities safe throughout the pandemic. Because of his vision and leadership, the Human Services Department is primed to build on these efforts for years to come.”

“Over the last seven years, I have had the privilege of working alongside the most dedicated people in public service. Thank you to Mayor Jenny Durkan for her leadership, my cabinet colleagues for their continued support and partnership, and HSD staff for the mission-driven work they do every day that literally saves lives,” said Johnson.

Mayor Durkan has appointed Helen Howell as Interim Director of HSD. Howell most recently held the position of Senior Director of Policy, Research & Social Impact Initiatives at the King County Housing Authority, while also overseeing Homeless Housing Initiatives and the Housing Choice Voucher Program. Prior to that, Howell served as the Executive Director of Building Changes, a Seattle nonprofit focused on reducing youth and family homelessness across the state. Howell enters the City with more than three decades of experience in public policy, advocacy, and leadership. Howell’s tenure will be on an interim basis while the City embarks on an inclusive, nationwide search for the permanent director. Incoming Deputy Mayor Tiffany Washington, current Deputy Director of the Department of Education and Early Learning and formerly the head of the Homelessness Services Investments division, will lead the

recruitment process and will announce the next steps for the search process in 2021 after working with employees. Howell will assume the Interim Director role in January 2021.

Director Randy Engstrom is stepping down after eight years leading the Office of Arts & Culture. He will turn his attention to teaching, advocating for national cultural policies, and spending time with his family. In his eight years at ARTS, Director Engstrom has overseen several initiatives, including working to establish the [Cultural Space Agency](#), the first cultural space affordability and anti-displacement program in the country; opening [ARTS at King Street Station](#), a community-led exhibition space in King Street Station, opening with yəhaw' an exhibition that featured more than 100 Indigenous creatives; launching and implementing [The Creative Advantage](#), ARTS' comprehensive partnership with Seattle Public Schools to restore arts education to every student in the District; and establishing ARTS as a national model on the strength of its staff, from a relentlessly innovative [cultural investment team](#) to an award-winning [public art program](#).

“Randy has always been such a dedicated and passionate advocate for arts in our city, and under his leadership, the City supported countless nonprofits, artists, and cultural organizations, created a new home at King Street Station and new cultural districts across the city, and supported relief for artists and nonprofits in this immensely challenging year,” said Mayor Durkan. “The Office of Arts & Culture is at the forefront of the creative economy, pushes to invest in our Black, Indigenous, and People of color communities, and continues to lead one the nation’s most innovative public art programs. In the coming year, their work will be central as we commit ourselves to an equitable recovery that centers our most vulnerable communities, including our workers and artists who have lost so much during COVID-19.”

“It has been the honor of my career to lead the Office of Arts & Culture for the past eight years. To every artist and cultural worker in Seattle and the vast, brilliant, and resilient cultural sector in our region; you are the center of all of the work we do,” said Engstrom. “As our city entered the myriad of crises that defined 2020 - COVID, economic collapse, and racial justice reckoning, I am proud to be part of the Durkan administration which seeks to re-imagine the way we do our work as a government. I am humbled and hopeful that the City may co-create a more equitable, creative, and sustainable city for future generations.”

Mayor Durkan announced that Calandra Childers will serve as Interim ARTS Director, effective February 1, 2021. Childers, who joined ARTS in 2012, currently serves as the Deputy Director. Mayor Durkan will announce the next steps for a permanent leader of Seattle’s Office of Arts & Culture in 2021.

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## **SECTION**

**B**



**Seattle Department of  
Human Resources**

Jenny A. Durkan, Mayor  
Bobby Humes, Director

**CONFIDENTIAL MEMORANDUM**

**Date:** December 16, 2020

**To:** Pam Inch  
SDHR – Executive Recruiter

**From:** Ebony Thomas  
SDHR – Recruiting & Compliance Analyst

**Subject:** **Confidential Background Report Results  
Curry Mayer  
Director- OEM**

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Global Screening Solutions background check reported no areas of concern. The candidate is eligible to start work.