



# SEATTLE CITY COUNCIL

## Public Safety Committee

### Agenda

Tuesday, February 25, 2025

9:30 AM

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

Robert Kettle, Chair  
Rob Saka, Vice-Chair  
Joy Hollingsworth, Member  
Cathy Moore, Member  
Sara Nelson, Member

Chair Info: 206-684-8807; [Robert.Kettle@seattle.gov](mailto:Robert.Kettle@seattle.gov)

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Council Chamber Listen Line: 206-684-8566

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**SEATTLE CITY COUNCIL**  
**Public Safety Committee**  
**Agenda**  
**February 25, 2025 - 9:30 AM**

**Meeting Location:**

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

**Committee Website:**

<https://www.seattle.gov/council/committees/public-safety>

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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

<https://www.seattle.gov/council/committees/public-comment>

Online registration to speak will begin one hour 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.

Pursuant to Council Rule VI.C.10, members of the public providing public comment in Chambers will be broadcast via Seattle Channel.

Please submit written comments to all Councilmembers four hours prior to the meeting at [Council@seattle.gov](mailto:Council@seattle.gov) or at Seattle City Hall, Attn: Council Public Comment, 600 4th Ave., Floor 2, Seattle, WA 98104.

*Please Note: Times listed are estimated*

**A. Call To Order**

**B. Approval of the Agenda**

**C. Public Comment**

**D. Items of Business**

**1. Interim Chief of Police Introduction**

Attachments: [Presentation](#)

**Briefing and Discussion** (20 minutes)

**Presenter:** Shon Barnes, Interim Chief of Police, Seattle Police Department

**2. Overview of Interdepartmental Emergency Management Planning and Response**

Supporting Documents: [Presentation](#)

**Briefing and Discussion** (75 minutes)

**Presenters:** Brittany Barnwell, Emergency Manager, Seattle City Light; Chad Buechler, Emergency Management Program Manager, Seattle Public Utilities; Patti Quirk, Emergency Manager, Seattle Department of Transportation; Curry Mayer, Director, and Andrew Stevens, Deputy Director, Office of Emergency Management

**E. Adjournment**



Legislation Text

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**File #:** Inf 2631, **Version:** 1

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Interim Chief of Police Introduction



**Chief Shon F. Barnes, Ph.D**  
Seattle Police Department

February 25, 2025



# Chief's Vision

*“The Seattle Police Department will aim to create and maintain a **safe and supportive Seattle** through our commitment to Excellence, Selfless Public Service, Resilience, Community Partnerships, and Evidence-Based Policing Practices.”*



# Departmental Priorities

Crime Prevention

Community Partnerships

Retention and Recruitment

Employee Safety and Wellness

Continuous Improvement



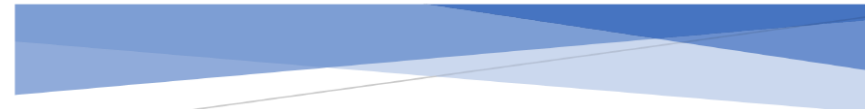
# Continuous Improvement



## EVIDENCE-BASED ASSESSMENT OF SEATTLE POLICE DEPARTMENT INVESTIGATIONS

*Prepared by*

Cynthia Lum, Christopher S. Koper, Lisa Barao, Jeffery Egge  
Mathew Lewis, Chris Mastroianni, and Michael Goodier



## ASSESSMENT OF THE SEATTLE POLICE DEPARTMENT'S SEXUAL ASSAULT UNIT (SAU)

Cassia Spohn, PhD  
Regents Professor  
School of Criminology & Criminal Justice  
Arizona State University

November 2023





# Continuous Improvement: ASU/GMU



Sexual Assault Unit



Investigations Bureau

## Early Progress





# Officer Retention



**Listen and Respond to  
Employee Feedback**

**Negotiate Timely  
Labor Contracts**

**Invest in Officer  
Safety and Wellness**

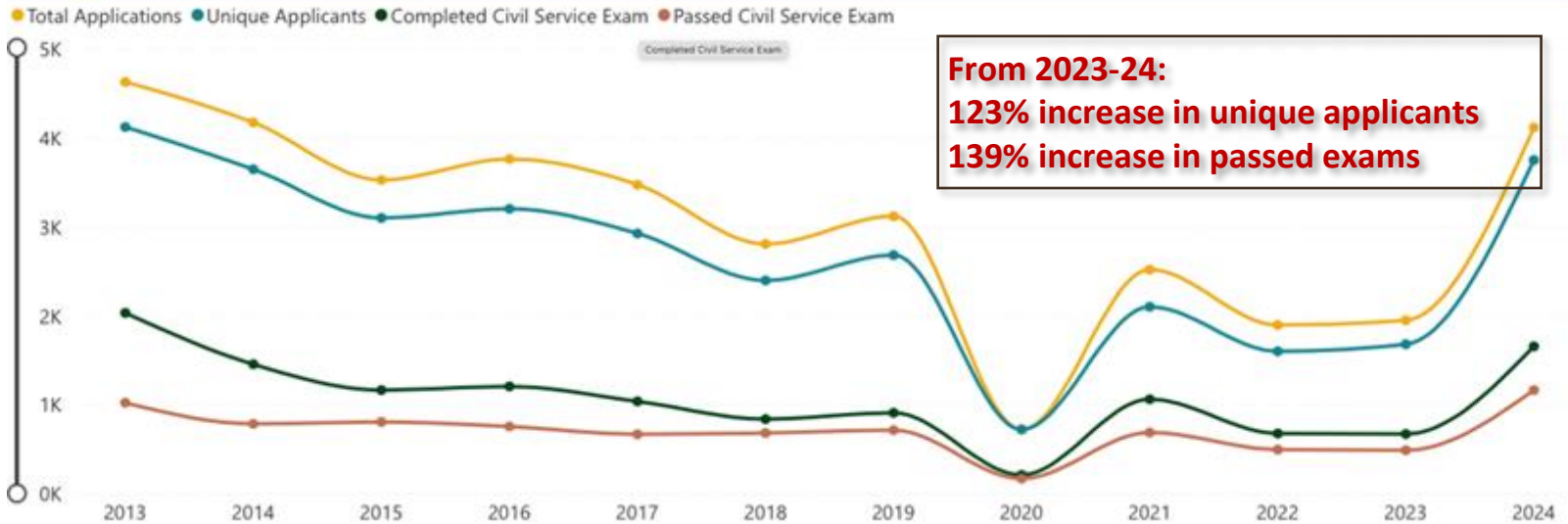
**Promote Internal  
Procedural Justice**

**Develop Our People**



# Recruitment: New Applicants

## Entry-Level Police Officer: Applicants, Test Takers, and Eligibles



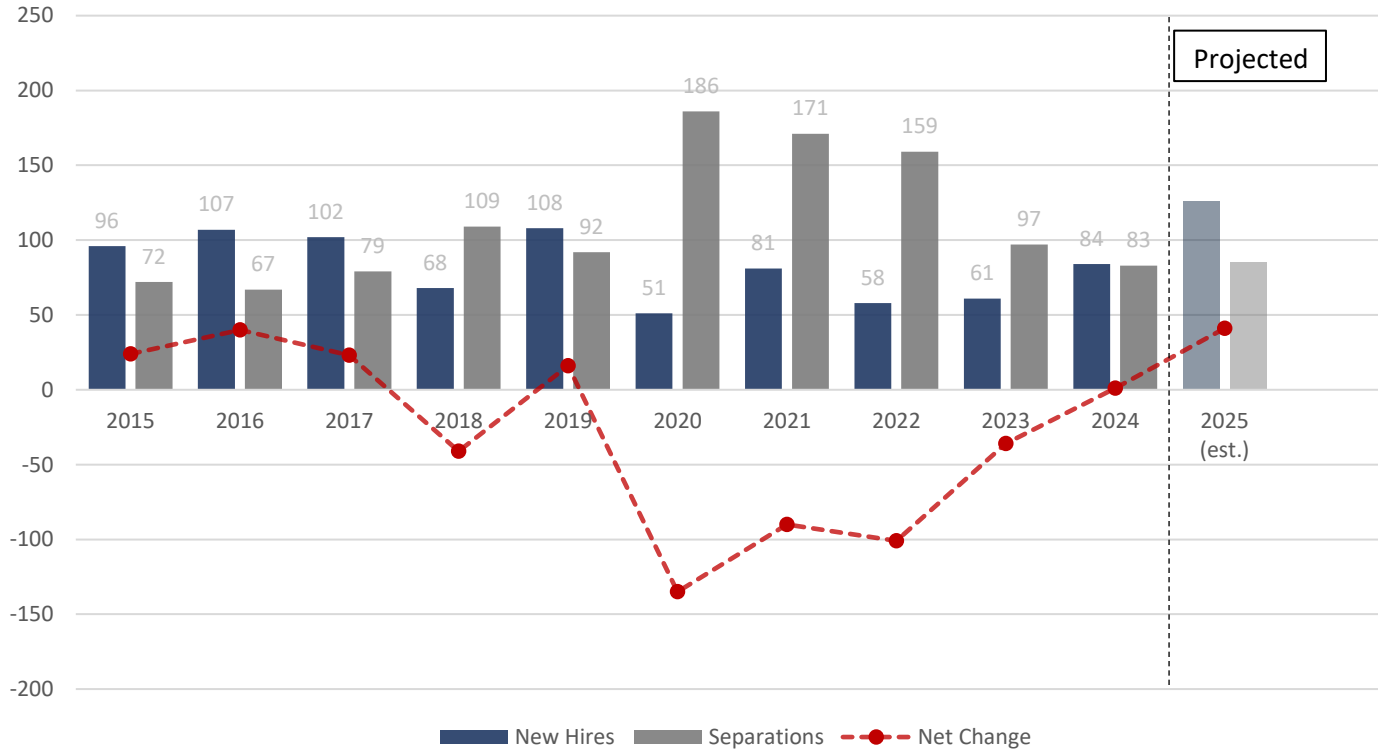
**Notes:**

- The purpose of this chart is to compare the number of applicants, hires, and eligible candidates by year. However, it is important to note that candidates are not always hired the same year in which they applied and/or tested.
- Candidates often re-apply multiple times a year. The line titled "Unique Applications" reflects the number of distinct individuals who applied per year, while the line titled "Total Applications" reflects the total number of applications received.
- To more closely see the linear trends for the bottom two lines ("Completed Civil Service Exam" and "Passed Civil Service Exam", drag down the sliding bar on the left side of the graph.



# Recruitment: Projections

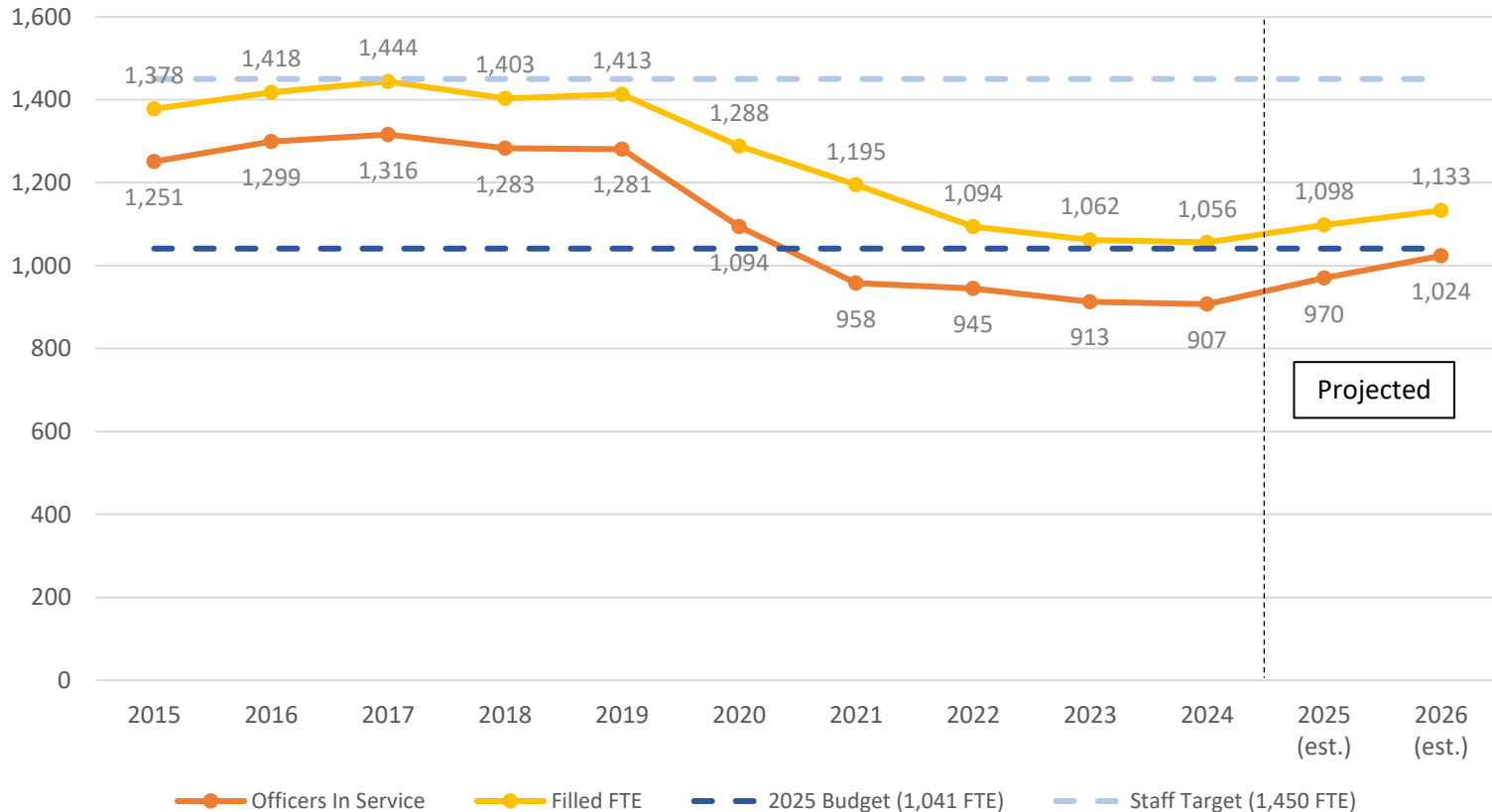
Police Hires and Separations with Net Change, 2015-2024





# Police Staffing: Looking Ahead

Police Staffing, 2015-2024



Projected



# 30x30 Update





# Consent Decree Update

[Law & Justice](#) | [Local News](#) | [Local Politics](#) | [Nation](#)

## Seattle police found in ‘full and effective compliance’ with court-ordered reforms

Originally published January 10, 2018 at 3:13 pm | Updated January 10, 2018 at 10:11 pm

<https://www.seattletimes.com/seattle-news/law-justice/seattle-police-found-in-full-and-effective-compliance-with-court-ordered-reforms/>

[Law & Justice](#) | [Local News](#) | [Local Politics](#) | [Northwest](#) | [Puget Sound](#)

## Judge ends most federal oversight of SPD, after 11 years and 3 chiefs

Sep. 6, 2023 at 6:25 pm



<https://www.seattletimes.com/seattle-news/law-justice/judge-ends-most-federal-oversight-of-spd-after-11-years-and-3-chiefs/>

[Law & Justice](#) | [Local News](#) | [Local Politics](#) | [Northwest](#)

## End of Seattle Police Department’s federal oversight is close, judge says

Oct. 16, 2024 at 7:12 pm



<https://www.seattletimes.com/seattle-news/law-justice/end-of-seattle-police-departments-federal-oversight-is-close-judge-says/>



# Consent Decree Update

2012 2013 2014 2015 2016 2017 2018 2019 2020 2021 2022 2023 2024 2025



● Assessments





# Future of Our Organization

Crime Prevention

Community Partnerships

Retention and Recruitment

Employee Safety and Wellness

Continuous Improvement



Legislation Text

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**File #:** Inf 2632, **Version:** 1

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Overview of Interdepartmental Emergency Management Planning and Response

# City of Seattle

## Emergency Management Overview

Seattle City Council  
Public Safety Committee

*February 25, 2025*



# Office of Emergency Management

SEATTLE  
CITY HALL



# What is Emergency Management?

Emergency management is the managerial function charged with creating the framework within which communities reduce vulnerability to hazards and cope with disasters.

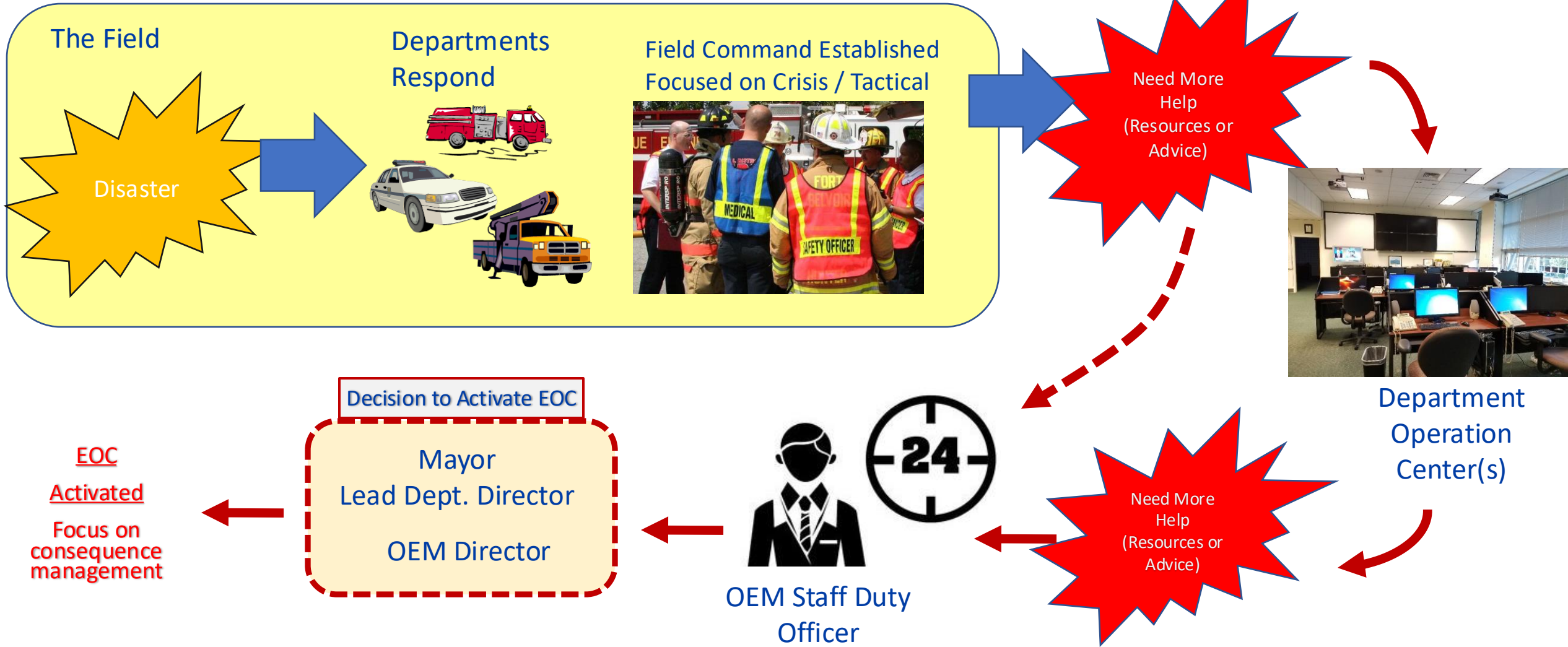
## How does this work?

- Emergency Management focuses on preparedness, mitigation, response, & recovery functions. **OEM facilitates this work.**
- Emergency Management is a component of public safety that supports first responders during a disaster.

# Who Comes to the EOC?

- City Department Representatives
- Regional partners: KC Metro, PHSKC, KCRHA, KC OEM, NWS
- Department & regional reps train and exercise with OEM on a continual basis.

# Example: Incident Response to EOC Activation



# Bomb Cyclone Response

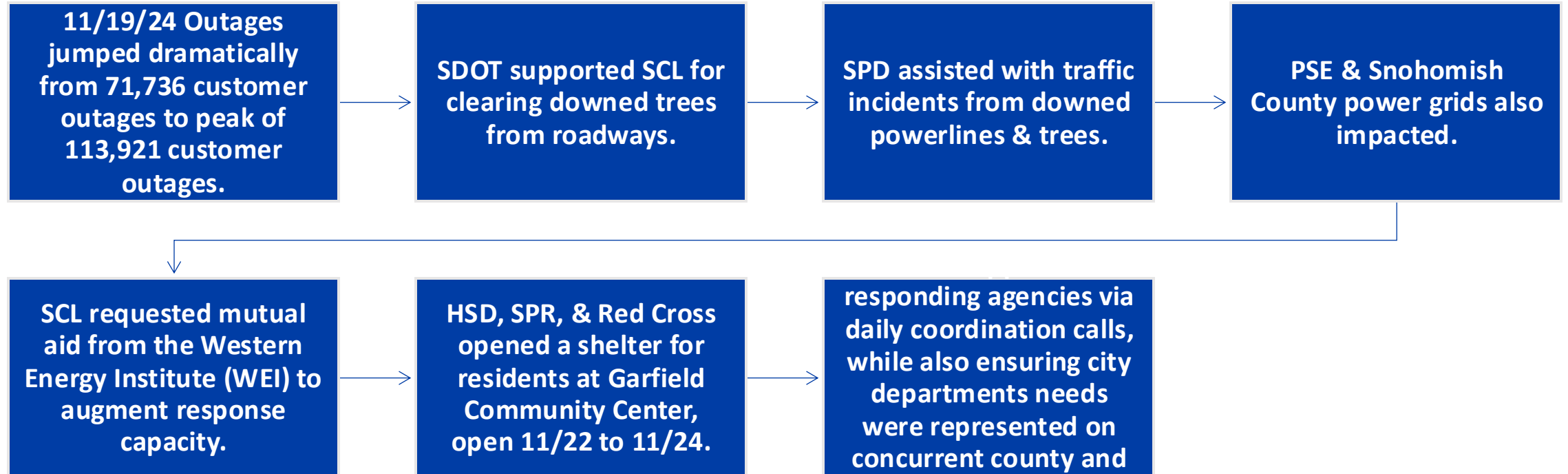
- November 18, 2024: NWS High Wind Warning
- **Seattle City Light was the lead department** – threat to Seattle power structure
- SCL & SPU began sharing emergency plans & preparations Nov. 18 (day before incident)
- Coordination via OEM Teams channel for all city depts & external partner coordination



Photo: AP News



# Bomb Cyclone Response (continued)



# City Departments & Regional Partners Engaged in Bomb Cyclone Response

- American Red Cross
- CARE/911
- Finance & Administrative Services
- King County Regional Homelessness Authority
- King County Office of Emergency Management
- Human Services Department
- Northwest Healthcare Response Network
- Public Health, Seattle & King County
- Seattle City Light
- Seattle Department of Transportation
- Seattle Fire Department
- Seattle Mayor's Office
- Seattle Office of Emergency Management
- Seattle Parks & Recreation
- Seattle Police Department
- Seattle Public Libraries
- Seattle Public Utilities
- Seattle Information Technology Department
- UW Medicine

# Community Engagement

## Community Safety Ambassador program - 27,000 community members to date.

- CSA's (vendors) currently teach disaster skills classes in 13 different languages
- CSA's currently funded by a UASI grant that ends in July 2025.
- County EMS grant – only for CPR, Stroke, 911 education

## Disaster Skills training for the public – scheduled & requests

- Stop the Bleed Program.
- Disaster Preparedness Classes- in person and virtual options.
- Seattle Public Schools Partnership.

## Current Education & Outreach Team – 2 positions

- Lost OEM Community Engagement Coordinator position 2025

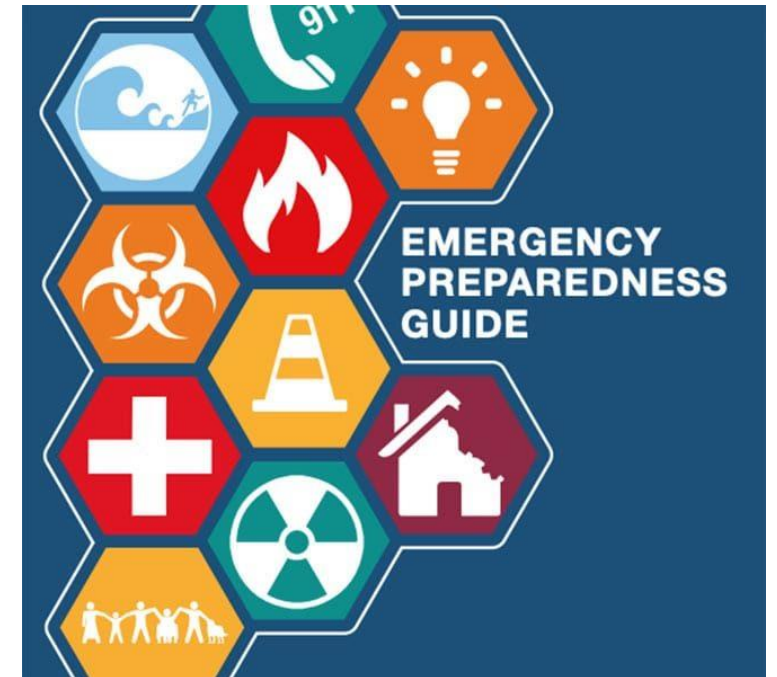
## Gaps

- Funding to increase number of CSA vendors (# of languages increased)
- Ability to reach more residents with additional OEM Educ/Outreach staff



# Public Education & Outreach

- Disaster skills training
  - Staff & CSAs
- Social media
- OEM Website
- Preparedness materials (events, requests)
- Volunteers assist with training
- AlertSeattle
- Gaps
  - Additional staff & CSAs to teach skills
  - Marketing resources



# Seattle City Light Emergency Management



# SCL Emergency Management Team



**Brittany M. Barnwell**  
Emergency Manager



**Brendan Armstrong**  
Workplace Logistics Director

# Incident Response Priorities

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1. Life Safety
2. Emergency Services
3. Customer & Residents



# Training & Exercise Plan - All Hazard

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- **Incident Command System Training**
  - Basic Level Training- All Employees
  - Incident Commander Training
  - Section Leader Training
  - Unit Leader Training
- **Functional Exercise**
- **Full-Scale Exercise**





# Public Information & Resources

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[Preparing for an Outage - City Light | seattle.gov](#)



## 1. Take an inventory



## 2. Stay Informed

- Sign up for [Alert Seattle](#),
- Monitor [weather reports](#) or sign up for [weather alerts](#),
- Bookmark [City Light Outage Map](#)



# Public Information & Resources

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**3. Stock up on or install helpful tools and devices**



**4. Check the outside of your home**



**5. Plan ahead**

- [Build a kit](#)

## **Other programs**

- [Life Support Equipment Program](#)
- [Generator Safety Information](#)



# Seattle Public Utilities Emergency Management

# SPU Emergency Management - The Team

- Chad Buechler, Program Manager
- Michael Godfried, Planning Coordinator
- Eric Autry, Training and Exercise Coordinator
- Ty Barrett, Telecommunications and Logistics Coordinator



# Incident Response Priorities

## SPU's Priorities (Incident Management):

1. Life Safety/Public Health
2. Incident Stabilization
3. Property/Environment
4. Public Trust

## SPU Priorities (Operational)

- Staff Accountability
- Fire Flow
- Water Storage
- Damage Assessment
- Critical Resource Allocation among the utilities



# Logistics and Telecommunications

- PSERN Radio Network
- Community Sandbag Program
- Emergency Supply Containers
- Emergency Water Distribution
- Support Materials like Emergency Contact Cards
- GETS/WPS Administration (95 Subscribers)
- Emergency Logistics Plan (Staff Support and Resource Management)



# Training, Exercise, Outreach, and Engagement

## Training

- Incident Command System, Radio Training, Preparedness Workshops for Staff

## Exercises

- Small-scale(Water Main Break)
- Large-scale Exercises (Dam Failure)
- After-Action/Continuous Improvement Program

## Outreach and Engagement

- Emergency Drinking Water Storage (1 gallon/person/day for 2 weeks), [UW Resilience Hackathon](#)
- Emergency Sanitation: [Video](#)
- Seattle Community Emergency HUBS, Infrastructure Webinars, Community Events
- Social Media Engagement: Recent Winter Weather campaign



SPU Emergency Management Leads Tolt Functional Exercise

A photograph of a white snowplow clearing a snowy street. The plow is moving from left to right, pushing a large pile of snow. In the background, there is a building with large windows, possibly a store, and a street sign that says "Greenway". The scene is set in winter with snow on the ground and falling. The entire image has a blue tint.

# SDOT Emergency Preparedness





# SDOT Emergency Management

**Patti Quirk, M.A. Security Studies**  
Emergency Management Program  
Director



# SDOT's Mission Essential Functions

- Maintain key arterial and waterway operations
- Mitigate hazards in the right of way (ROW)
- Issue permits authorizing use of the ROW
- Disseminate critical transportation information



# SDOT Incident Management Team priorities

1. Life safety and public health
2. Incident stabilization
3. Environmental and property preservation
4. Public trust (public information)

SDOT uses these priorities to prepare for *and* respond to incidents

# Materials & Training

## Incident Command System - All Hazards

- IMT training not dependent on technology
- Paper copies of ICS forms in various locations
- Train to specific plans winter weather, post-earthquake damage assessments, not dependent on technology



# Public Information

- Encourage **preparation** on website, blog, and social media streams.
- Work with community groups to distribute handout in many languages.
- Translate public service announcements and distribute to multicultural news outlets.
- Coordinate public messaging with regional partner agencies.

## 為冬季天氣做好準備



幫助您的鄰居。



注意保暖。為寒冷天氣做好準備。



準備好除雪工具用品。



準備好您的急救和應急用品。



熟悉街道清除積雪路線。



注意天氣預報。

TRADITIONAL CHINESE



訪問  
[seattle.gov/winterweather](http://seattle.gov/winterweather)  
了解更多信息



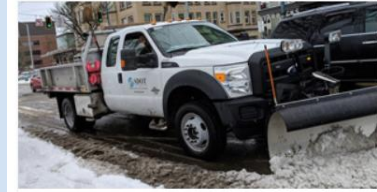
### Prepare for Winter Weather

How to prepare for storms, help neighbors, and keep sidewalks clear



### Getting Around

Travel tips for getting around in winter weather



### Snow Plow Routes

See our planned routes and real-time map



### SDOT is Prepared

Learn how we prepare and plan for winter weather

# 72-hour Alert Seattle messaging\*

- Winter Weather – check travel conditions before leaving home, Severe weather stay off the roads
- Earthquake – stay off the roads and avoid bridges until inspected
- Cyber Event/Power outage – reduce travel speeds and treat all intersections as a four-way stop

\*If the Joint Information Center is activated all city messaging managed by JIC

