Office of Emergency Management

Curry Mayer, Director

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

Department Overview

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

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

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

Budget Snapshot

	2025 Actuals	2026 Adopted	2027 Proposed	2028 Proposed
Department Support				
General Fund Support	4,041,642	4,436,121	4,275,269	4,327,135
Total Operations	**4,041,642**	**4,436,121**	**4,275,269**	**4,327,135**
Total Appropriations	**4,041,642**	**4,436,121**	**4,275,269**	**4,327,135**
Full-Time Equivalents Total*	14.00	16.00	16.00	16.00

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

Budget Overview

The City’s 2027-2028 Proposed Budget preserves critical services for the Office of Emergency Management and prioritizes direct service delivery. The department’s budget decreases by $161,000 or 3.6% while sustaining the capacity of the office to lead citywide emergency response. The budget remains 40% higher than the 2025 Adopted Budget. As part of preparing the City for all types of emergencies, this budget maintains the $1 million investment made in the 2026 Adopted Budget to address capacity concerns identified in an independent organizational assessment of OEM. This assessment evaluated OEM's funding, multijurisdictional framework, and organizational structure in comparison to peer cities, specifically those on the West Coast, as well as to nationwide best practices.

The office will continue to prepare the City for the potential of complex, severe, or frequent emergencies, and new challenges such as public health coordination, supply chain disruptions, and cybersecurity threats alongside traditional natural disaster planning.

Incremental Budget Changes

Office of Emergency Management

	Dollars	FTE
2026 Adopted Budget	**4,436,121**	**16.00**
Baseline		
Citywide Adjustments for Standard Cost Changes	21,446	-
Reduce SCERS Retirement Contribution Rate	(32,298)	-
Proposed Operating		
Reduce Staff Professional Development	(150,000)	-
Total Incremental Changes	**$(160,852)**	**-**
Total 2027 Proposed Budget	**$4,275,269**	**16.00**

Description of Incremental Budget Changes

Baseline

Citywide Adjustments for Standard Cost Changes

Expenditures $21,446

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

Reduce SCERS Retirement Contribution Rate

Expenditures $(32,298)

The City's employee retirement system, the Seattle City Employees Retirement System (SCERS), is a defined benefit pension program funded by a combination of salary-based employer (i.e., the City) and employee contributions, and investment earnings. Based on the updated actuarial valuation for 2026, this item reduces the employer contribution rate from the endorsed rate of 15.06% to the SCERS minimum actuarial required rate of 13.48% for 2027 and 13.52% for 2028.

Proposed Operating

Reduce Staff Professional Development

Expenditures $(150,000)

This item decreases appropriation authority by $150,000 in OEM for staff professional development to support a more sustainable budget. The City Council increased appropriation authority by $200,000 in the 2026 Adopted Budget for staff professional development. OEM will maintain $62,000 in ongoing appropriations, more than four times the 2025 Adopted Budget amount, for staff to attend a variety of learning opportunities, including but not limited to conferences, trainings, and proactive assistance to mutual aid jurisdictions.

Office of Emergency Management

Expenditure Overview

Appropriations	2025 Actuals	2026 Adopted	2027 Proposed	2028 Proposed
OEM - BO-EP-10000 - Office of Emergency Management				
00100 - General Fund	4,041,642	4,436,121	4,275,269	4,327,135
Total for BSL: BO-EP-10000	**4,041,642**	**4,436,121**	**4,275,269**	**4,327,135**
Department Total	**4,041,642**	**4,436,121**	**4,275,269**	**4,327,135**
Department Full-Time Equivalents Total*	**14.00**	**16.00**	**16.00**	**16.00**

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Budget Summary by Fund Office of Emergency Management

	2025 Actuals	2026 Adopted	2027 Proposed	2028 Proposed
00100 - General Fund	4,041,642	4,436,121	4,275,269	4,327,135
Budget Totals for OEM	**4,041,642**	**4,436,121**	**4,275,269**	**4,327,135**

Revenue Overview

2027 Estimated Revenues

Account Code	Account Name	2025 Actuals	2026 Adopted	2027 Proposed	2028 Proposed
331110	Direct Fed Grants	733,571	-	-	-
333110	Ind Fed Grants	392,924	-	-	-
334010	State Grants	1,400	-	-	-
341900	General Government-Other Rev	2,324,258	2,199,409	2,645,614	2,671,065
360900	Miscellaneous Revs-Other Rev	30,125	-	-	-
Total Revenues for: 00100 - General Fund		**3,482,278**	**2,199,409**	**2,645,614**	**2,671,065**
Total OEM Resources		**3,482,278**	**2,199,409**	**2,645,614**	**2,671,065**

Office of Emergency Management

Appropriations by Budget Summary Level and Program

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

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

Program Expenditures	2025 Actuals	2026 Adopted	2027 Proposed	2028 Proposed
Office of Emergency Management	4,041,642	4,436,121	4,275,269	4,327,135
Total	**4,041,642**	**4,436,121**	**4,275,269**	**4,327,135**
Full-time Equivalents Total*	14.00	16.00	16.00	16.00

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