

City of Redmond



Agenda

Tuesday, February 17, 2026

4:30 PM

City Hall: 15670 NE 85th St; Remote: Comcast Ch. 21/321, Ziplly Ch. 34,
Facebook (@CityofRedmond), Redmond.gov/rctlive, or 510-335-7371

Committee of the Whole - Public Safety and Human Services

Committee Members

Vivek Prakriya, Presiding Officer

Jessica Forsythe

Vanessa Kritzer

Angie Nuevacamina

Sayna Parsi

Menka Soni

Melissa Stuart

Meetings can be attended in person, viewed live on RCTV (redmond.gov/rctlive), Comcast Channel 21/321, Ziplly Channel 34, Facebook/YouTube (@CityofRedmond), or listen live at 510-335-7371

AGENDA

ROLL CALL

A. Action Items - 30 minutes

1. A Resolution of the City Council of the City of Redmond, [CM 26-102](#) Washington, Amending the City's User Fee Schedule to Add a Bodyworn Camera Video Redaction Fee for Public Records Requests

[Attachment A: BWC Redaction Fee Resolution](#)

[Attachment B: BWC Fee Cost Study](#)

Department: Police, 5 minutes

Requested Action: Consent, March 3rd

2. Washington Traffic Safety Commission Interagency [CM 26-104](#) Agreement - Target Zero

[Attachment A: Interagency Agreement Between Washington Traffic Safety Commission and Redmond Police Department](#)

Department: Police, 5 minutes

Requested Action: Consent, March 3rd

3. 2025 King County Regional Hazard Mitigation Plan and [CM 26-119](#) Redmond Annex Update

[Attachment A: 2025 Update Presentation](#)

[Attachment B: 2025-2030 KC Regional Hazard Mitigation Plan \(Link\)](#)

[Attachment C: 2025-2030 City of Redmond Plan Annex](#)

Department: Fire, 15 minutes

Requested Action: Consent, March 3rd

B. Feedback for Study Session - N/A

C. Informational - 30 minutes

1. Emergency Management Q1 - 2026 Update [CM 26-118](#)

[Attachment A: Emergency Management Q1 - 2026 Presentation](#)

Department: Fire, 15 minutes

Requested Action: Informational

2. 2025 Fire Prevention Performance Data [CM 26-120](#)

[Attachment A: 2025 Fire Prevention Performance Data](#)

[Attachment B: 2025 Prevention Performance Executive Summary](#)

Department: Fire, 15 minutes

Requested Action: Informational

D. Read Only

1. 2025 Redmond Police Activity Report [CM 26-113](#)

[Attachment A: 2025 Police Activity Presentation](#)

Department: Police, N/A

Requested Action: Informational

ADJOURNMENT

Meeting videos are usually posted by 12 p.m. the day following the meeting at redmond.legistar.com, and can be viewed anytime on Facebook/YouTube (@CityofRedmond) and OnDemand at redmond.gov/OnDemand



Memorandum

Date: 2/17/2026

Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 26-102

Type: Committee Memo

TO: Committee of the Whole - Public Safety and Human Services

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Police	Chief Darrell Lowe	425-556-2521
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DEPARTMENT STAFF:

Police	Mavic Hizon	Civilian Commander
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TITLE:

A Resolution of the City Council of the City of Redmond, Washington, Amending the City’s User Fee Schedule to Add a Bodyworn Camera Video Redaction Fee for Public Records Requests

OVERVIEW STATEMENT:

All commissioned officers are authorized to use and/or are equipped with Body-Worn Cameras (BWCs). Recordings captured by BWCs constitute public records and are subject to disclosure under the Washington Public Records Act (Chapter 42.56 RCW). The Department requests approval to establish a redaction fee for BWC video recordings in the amount of \$0.88 per minute.

Additional Background Information/Description of Proposal Attached

REQUESTED ACTION:

Receive Information Provide Direction Approve

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
Washington Public Records Act (Chapter 42.56 RCW)
- **Required:**
RCW 42.56.070
RCW 42.56.120
RMC Chapter 1.03, Section 1.03.080 - Public access to records.
- **Council Request:**
N/A
- **Other Key Facts:**
This item is being presented to the City Council for approval of a cost recovery fee to cover the production costs associated with releasing public records that contain Body-Worn Camera (BWC) footage. The Police Department has experienced a significant increase in public records requests for BWC video, which has placed a growing

burden on the Records Division. This division is currently staffed by only two employees dedicated to processing these requests, resulting in a substantial backlog in production.

Under the Washington Public Records Act (PRA), Chapter 42.56 RCW, all BWC recordings are considered public records, subject to disclosure upon request, and may require redaction to protect privacy or other sensitive information. The PRA allows an agency to charge reasonable costs associated with redacting, altering, or obscuring portions of a BWC recording prior to disclosure, except for certain requesters such as individuals directly involved in the incident recorded, their attorneys, or other designated parties.

The Police Department has identified the need to set the cost of BWC video redaction at \$0.88 per minute, based on reasonable estimates of staff time. The Police Department proposes charging requesters for redaction costs based on the parameters outlined in the PRA and to charge only for the actual staff time and costs incurred in the redaction process, using the salary and benefits of the lowest-paid employee assigned to the task.

Other agencies that have already implemented the BWC Redaction Fee include the cities of Kirkland, Bellevue, Bellingham, Black Diamond, Blaine, Chehalis, Clallam CO, Clallam Co, Cowlitz Co, Everett, Fircrest, Issaquah, Kent, King CO, Lake Stevens, Lakewood, Marysville, Medina, Monroe, Mount Vernon, Mukilteo, Olympia, Pacific, Pierce CO, Port Townsend, San Juan Co, Seattle, Selah, Sequim, Snohomish CO, Spokane, Steilacoom, Sumner, Tacoma, Thurston CO, Tukwila, Vancouver, Whatcom CO, WDFW, WSP, Yakima, and Yakima CO.

OUTCOMES:

1. Cost Recovery for Processing Public Records Requests:

The implementation of the redaction fee will address the growing burden placed on the Police Department's Records Division, which has been experiencing a significant increase in public records requests for BWC footage. With only two dedicated employees currently handling these requests, the new fee will help offset the costs associated with managing the increasing volume and ensure that resources are allocated appropriately to process these requests in a timely manner.

2. Public and Requester Communication:

By establishing this fee, the City is aiming to improve the efficiency of processing public records requests. The fee structure helps to recover the costs of providing redacted BWC footage, while also ensuring that the Records Division is adequately funded to handle the increased workload. This will allow the department to continue fulfilling requests in a timely manner while managing the operational challenges posed by the growing number of requests.

3. Improved Access to Public Records:

The adoption of the redaction fee will also ensure that the Police Department remains able to fulfill public records requests for BWC footage without compromising the City's ability to adhere to budgetary constraints or operational needs.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

• **Timeline (previous or planned):**

N/A

• **Outreach Methods and Results:**

N/A

- **Feedback Summary:**
N/A

BUDGET IMPACT:

Total Cost:

The revenues generated from the BWC redaction fee will be incorporated into the current fiscal year's adopted budget as appropriated revenues.

Approved in current biennial budget: Yes No N/A

Budget Offer Number:

228

Budget Priority:

Safe and Resilient

Other budget impacts or additional costs: Yes No N/A

If yes, explain:

N/A

Funding source(s):

General Fund

Budget/Funding Constraints:

N/A

Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
N/A	Item has not been presented to Council	N/A

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
3/3/2026	Business Meeting	Approve

Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

If the Body-Worn Camera (BWC) redaction fee is not adopted, the Police Department will face ongoing challenges in managing the increasing volume of public records requests for BWC footage. Without a dedicated fee to recover the costs associated with redacting these videos, the financial burden of processing these requests will continue to fall on the General Fund. The Records Division will likely experience further delays and backlogs, resulting in longer response times to records requests and diminished service quality.

ATTACHMENTS:

Attachment A: BWC Redaction Fee Resolution

Attachment B: BWC Redaction Fee Cost Study

CITY OF REDMOND
RESOLUTION NO. _____

A Resolution of the City Council of the City of Redmond, Washington, Amending the City's Public Records Fee Schedule to Add a Body Worn Camera Video Redaction Fee for Public Records Requests

WHEREAS, the City of Redmond is committed to transparency and public accountability in law enforcement; and

WHEREAS, the Redmond Police Department has equipped its commissioned officers with Body Worn Cameras (BWCs) to record interactions with the public in the course of their duties; and

WHEREAS, under the Washington Public Records Act (PRA), Chapter 42.56 RCW, all BWC recordings are considered public records, subject to disclosure upon request, and may require redaction to protect privacy or other sensitive information; and

WHEREAS, the PRA allows an agency to charge reasonable costs associated with redacting, altering, distorting, pixelating, suppressing, or obscuring portions of a BWC recording prior to disclosure, except for certain requesters such as individuals directly involved in the incident recorded, their attorneys, or other designated parties; and

WHEREAS, the Redmond Police Department has identified the need to establish a BWC video redaction fee of \$0.88 per minute, based solely on the direct staff labor time required to redact BWC recordings; and

WHEREAS, the Department will charge requesters separately for the actual cost of copies of BWC recordings, as authorized by the PRA and established in the City's adopted Public Records Fee Schedule; and

WHEREAS, the PRA mandates that an agency use redaction technology that is the least costly commercially available method for redacting BWC recordings, to the extent possible and reasonable; and

WHEREAS, the Redmond Police Department proposes to charge requesters for redaction costs based on the parameters outlined in the PRA and to charge only for the actual staff time cost incurred in the redaction process; and

WHEREAS, the Washington Public Records Act authorizes agencies to require a deposit of up to ten percent of the estimated cost of fulfilling a public records request when the estimated costs exceed a de minimis amount, in order to ensure recovery of costs associated with records production;

WHEREAS, the Department will not charge requesters for the costs of redaction technology software, and will additionally charge requesters only for the actual costs of copies of BWC recordings, as permitted by the PRA;

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, as follows:

1. **Approval of Bodyworn Camera Redaction Fee:** The City Council hereby approves the establishment of the redaction fee for BWC recordings at \$0.88 per minute, based on direct staff time required to redact video recordings in accordance with the PRA.
2. **Application of Redaction Fees:** The Redmond Police Department is authorized to charge BWC redaction fees based on the parameters provided by the Washington Public Records Act, including direct staff time for redaction.
3. **Prohibition of Redaction Technology Fees:** The City Council directs that no fees shall be charged to requesters for the use, acquisition, or maintenance of redaction technology software.
4. **Cost of Copies of BWC Recordings:** In addition to redaction fees, the City Council authorizes the Redmond Police Department

to charge requesters for the actual cost of copies of BWC recordings, as provided in the Washington Public Records Act.

5. **Implementation:** The Mayor or designee is authorized to implement the policies set forth in this resolution and ensure compliance with all applicable provisions of the Washington Public Records Act.

ADOPTED by the Redmond City Council this _____ day of _____, 2026.

APPROVED:

ANGELA BIRNEY, MAYOR

ATTEST:

CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

FILED WITH THE CITY CLERK:
PASSED BY THE CITY COUNCIL:
RESOLUTION NO:

City of Redmond Body Worn Video Redactions 2026 Cost Study

Background

In July 2022, the Redmond Police Department (RPD) implemented a Body Worn Camera (BWC) program, equipping officers with body cameras that record video footage. These recordings are considered public records under the Washington Public Records Act (RCW 42.56). The PRA allows law enforcement agencies to charge certain requestors for the reasonable costs associated with redacting BWC videos before they are disclosed. These redaction costs are separate from the copying fees that agencies are also permitted to charge. The purpose of this cost study is to establish the reasonable fee that RPD may charge requestors for redacting BWC footage.

Introduction

Under the Washington Public Records Act (RCW 42.56.240), an agency is generally allowed to charge requestors for the reasonable costs of redacting, altering, pixelating, or obscuring portions of body-worn camera recordings before they are disclosed. However, certain requestors are exempt from these charges, including:

- Any individual who was directly involved in the incident captured by the requested body-worn camera recording;
- An attorney representing an individual directly involved in the incident captured by the requested recording;
- An individual, or their attorney, requesting a recording that is relevant to a criminal case involving that person;
- The executive director from either the Washington state commission on African American affairs, Asian Pacific American affairs, or Hispanic affairs; or
- If relevant to a cause of action, an attorney representing a person in a civil case or potential civil case involving the denial of civil rights under federal or state law, or a violation of a United States Department of Justice settlement.

Principles

- Redactions are based on the parameters provided in the PRA.
- Requestors will not be charged for the following costs associated with redacting BWC recordings: software/hardware, miscellaneous supplies, training fees, and office space for staff performing the work. Under RCW 42.56.240, any agency that charges for

redaction services must use the least costly commercially available method for redacting body-worn camera footage.

Although the least expensive redaction option is technically free, it is often inefficient and of limited quality. This option typically uses basic, commercially available tools, such as open-source or very low-cost software, which can perform redactions but may have significant limitations in efficiency, accuracy, and usability. As a result, the costs of more advanced or effective software and hardware cannot be charged to requestors, because the law requires the use of the least costly method, even if it does not produce the highest-quality results.

- Requestors will only be charged the actual staff time (salary and benefits) for the length of each of the redaction(s) applied to the BWC recordings.
- The City will charge staff time (salary and benefits) for no more than the lowest paid employee assigned responsibility for redacting videos.
- The City incurs substantial costs for video management, processing, storage, and redaction technology.
- In addition to allowable redaction costs, requestors are charged the actual cost of copying body-worn camera (BWC) recordings, as outlined in the Public Records Act (PRA). The cost of copies for BWC footage is specified in the City of Redmond's existing fee schedule, which is publicly available on the City's website. This schedule details the fees for various public records requests, including the cost of copying BWC recordings."

Types of Redactions

- Targeted Video Redaction of Person or Object with or without Targeted Audio Redaction: This blurs or blacks out the face or identifying features of an individual or object.
- Targeted Audio Redaction Alone: This removes exempt portions of the audio without redaction of related video.
- Screen Blur or Blackout: This blurs or blacks out the entire screen for a segment of video containing an exempt image, such as a Mobile Data Terminal (MDT) with exempt screen content, the interior of a place of residence where a person has a reasonable expectation of privacy, the interior of a medical or mental health facility, etc.

City Staff Time Actual Cost Estimating Figures (2026)

In calculating the actual cost of staff time per minute, the City used the following 2026 numbers to estimate figures:

Annual Staff Cost (Salary+ Benefits) of the lowest paid employee assigned responsibility for redacting videos. The fee is based on the pay rate of the lowest-paid employee who may be assigned to the body-worn camera redaction task. This approach ensures consistency and

fairness, as it avoids the potential fluctuations that could occur if we relied on an average or median pay rate, which could change throughout the year due to step increases or turnover.

Police Support Administrative Specialist:

Annual Salary (2026)	\$81,466
Annual Benefits (2026)	\$28,439
Total Annual Salary & Benefits (2026) =	\$109,905

Minutes Worked by Staff Per Year:

- 2,080 hours per year x 60 minutes per hour = 124,800 minutes per year.

The 2,080 hours serves as the baseline to calculate the per-minute employee rate. This figure represents the total annual hours worked by staff but is not the actual number of hours billed. Only the time spent specifically on body-worn camera (BWC) redactions will be charged, with the 2,080 hours used solely to determine the rate per minute for that work.

Actual Cost Per minute of Staff Time:

Annual Salary & Benefits / 124,800 minutes per year = Staff cost per minute
\$109,905/124,800 minutes= \$0.88 Per Minute

Example of Total Fee Charged:

If a 17-minute, 36-second body-worn camera (BWC) video requires 6 minutes and 15 seconds of redaction, the fee would be calculated as follows:

6.25 minutes (the decimal equivalent of 6 minutes and 15 seconds) multiplied by the rate of \$0.88, resulting in a charge of \$5.50.

The time spent on redactions is converted into decimal form to provide an accurate reflection of the time worked. In this example, 6 minutes and 15 seconds is converted to 6.25 minutes, where 15 seconds is a quarter of a minute (0.25). This conversion is a straightforward mathematical process and does not involve rounding.

Conclusion

The Redmond Police Department (RPD) has developed a clear and consistent methodology for charging requestors the reasonable costs of redacting body-worn camera (BWC) footage, in compliance with the Washington Public Records Act (RCW 42.56). Fees are based on actual staff time spent on redactions, calculated at a rate of \$0.88 per minute, ensuring fairness and transparency. This approach reflects the direct time spent on redactions, avoids charging for overhead costs such as software, hardware, and office space, and ensures that costs remain reasonable while maintaining public access to records.



Memorandum

Date: 2/17/2026

Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 26-104

Type: Committee Memo

TO: Committee of the Whole - Public Safety and Human Services

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Police	Chief Darrell Lowe	425-556-2521
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DEPARTMENT STAFF:

Police	Brian Coats	Deputy Chief
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TITLE:

Washington Traffic Safety Commission Interagency Agreement - Target Zero

OVERVIEW STATEMENT:

This interagency agreement between the Washington Traffic Safety Commission (WTSC) and the Redmond Police Department authorizes participation in a federally funded High Visibility Enforcement (HVE) traffic safety grant for the period of October 1, 2025, through September 30, 2026. The agreement allows RPD to seek reimbursement for approved straight-time or overtime enforcement activities focused on impaired driving, speeding, distracted driving, seat belt use, and motorcycle safety, in alignment with Washington’s Target Zero priorities and coordinated regional enforcement efforts.

Police staff are requesting Council’s authorization to enter into this interlocal agreement and accept funding provided through the grant.

Additional Background Information/Description of Proposal Attached

REQUESTED ACTION:

- Receive Information
- Provide Direction
- Approve

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
Master Transportation Plan
Safer Streets Action Plan
- **Required:**
N/A
- **Council Request:**
N/A

- **Other Key Facts:**

N/A

OUTCOMES:

Participation in this agreement will strengthen Redmond’s ability to conduct data-driven, high-visibility traffic enforcement without relying solely on local funds. It will increase patrol presence during high-risk periods and national safety campaigns. Expected outcomes include improved traffic safety, a reduction in serious-injury and fatal crashes, enhanced coordination with regional partners and the Washington State Patrol, and greater public awareness through enforcement and outreach activities.

For 2026 traffic safety initiatives, the Redmond Police Department is able to receive \$2,500 for speed enforcement, \$3,000 for distracted driving campaigns, and \$4,000 for impaired driving initiatives, for a total allocation of \$9,500. Signing the interlocal agreement will enable the department to participate in the 2026 Target Zero emphasis campaigns.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**

N/A

- **Outreach Methods and Results:**

N/A

- **Feedback Summary:**

N/A

BUDGET IMPACT:

Total Cost:

N/A

Approved in current biennial budget:

Yes

No

N/A

Budget Offer Number:

228

Budget Priority:

Safe and Resilient

Other budget impacts or additional costs:

Yes

No

N/A

If yes, explain:

N/A

Funding source(s):

General Fund

Budget/Funding Constraints:

N/A

Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
N/A	Item has not been presented to Council	N/A

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
3/3/2026	Business Meeting	Approve

Time Constraints:

The agreement term runs from October 1, 2025, through September 30, 2026. Due to limited staffing in the police department's traffic unit, no emphasis patrols were conducted in 2025 that qualified for reimbursement.

ANTICIPATED RESULT IF NOT APPROVED:

The Redmond Police Department will continue performing emphasis patrols but without the benefit of reimbursement from the State.

ATTACHMENTS:

Attachment A: Interagency Agreement Between the Washington Traffic Safety Commission and Redmond Police Department.



**INTERAGENCY AGREEMENT BETWEEN THE
Washington Traffic Safety Commission**

AND

Redmond Police Department

THIS AGREEMENT is made and entered into by and between the Washington Traffic Safety Commission, hereinafter referred to as "WTSC," and SUB RECIPIENT NAME Redmond Police Department, hereinafter referred to as "SUB-RECIPIENT."

NOW THEREFORE, in consideration of the authority provided to WTSC in RCW 43.59 and RCW 39.34, terms, conditions, covenants, and performance contained herein, or attached and incorporated and made a part hereof, the parties mutually agree as follows:

1. PURPOSE OF THE AGREEMENT:

The purpose of this Agreement is to provide funding, provided by the United States Department of Transportation (USDOT) National Highway Traffic Safety Administration (NHTSA) and allowed under the Assistance Listings Catalog of Federal Domestic Assistance (CFDA) numbers 20.600 and 20.616 for traffic safety grant project 2026-HVE-5730-Region 7/8 HVE, specifically to provide funding for the law enforcement agencies in WTSC Region 7/8 to conduct straight time or overtime enforcement activities (traffic safety emphasis patrols) as outlined in the Statement of Work (SOW), in support of Target Zero priorities. The Target Zero Manager (TZM) and/or the Law Enforcement Liaison (LEL) shall coordinate the SOW with the SUB-RECIPIENT with the goal of reducing traffic crashes.

WTSC grant 2026-HVE-5730-Region 7/8 HVE was awarded to the WTSC Region 7/8 to support collaborative efforts to conduct HVE activities. By signing this agreement, the SUB-RECIPIENT can seek reimbursement for straight time or overtime for approved law enforcement activity expenses incurred as a participant in the region's HVE grant.

2. PERIOD OF PERFORMANCE

The period of performance of this Agreement shall commence upon the date of execution by both parties, but not earlier than October 1, 2025, and remain in effect until September 30, 2026 unless terminated sooner, as provided herein.

3. SCOPE OF WORK

3.1.1 Problem ID and/or Opportunity

In 2023, Washington State experienced the deadliest year on its roads since 1990. The trajectory of this rise in fatalities reflects a broader trend of increasing impairment-related crashes, speeding, and compounding issues in law enforcement, medical, and judicial systems. This uptick in fatal crashes is deeply intertwined with impaired driving, law enforcement challenges, and societal impacts.

A Decade of Increasing Traffic Fatalities

The rise in fatalities has been both sharp and persistent:

- 2015 saw a drastic 19.3% increase in traffic fatalities, the largest single-year jump since data collection began in 1968.
- Following this spike, fatalities stabilized between 2015 and 2019.
- In 2020, despite pandemic-related reductions in traffic volume, fatalities climbed 6.7%, from 538 to 574.
- The situation worsened in 2021-2023, when fatalities surged by 20.2%, from 674 in 2021 to 810 in 2023, the highest number since 1990. This five-year increase represents the most rapid rise in traffic fatalities recorded in Washington State's history.
- Pedestrian fatalities were a record-high of 157 in 2023 and pedestrian serious injuries reached 472, also a record high for the state.

This project will fund locally coordinated enforcement mobilizations to address impaired driving, distracted driving, seat belt safety, speeding, and motorcycle safety. Funding and events will be organized by local Target Zero Managers (TZMs) & the statewide Law Enforcement Liaison networks and their local Target Zero Task Force. These patrols will also be coordinated with the Washington State Patrol (WSP). Target Zero Managers will establish or strengthen relationships with key WSP district personnel to improve interagency coordination.

3.1.2 Project Purpose and Strategies

This project will fund High Visibility Enforcement (HVE) and Traffic Safety Enforcement Program (TSEP) patrols to prevent impaired driving, distracted driving, seat belt use, speeding, and motorcycle safety. High Visibility Enforcement (HVE) and Traffic Safety Enforcement Program (TSEP) patrols are designed to create deterrence by increasing the expectation of a citation/fine/arrest. Officers may also remove high risk (impaired) drivers when encountered. So together, this countermeasure works by preventing dangerous driving behaviors and stopping those who still decide to engage in those behaviors. Funding and events will be organized by local TZMs, LELs, and their local Target Zero Task Force. Task forces will use local data and professional judgement to determine enforcement priorities for their jurisdictions and will schedule and plan enforcement and outreach activities. Regional participation in the following National Campaigns is mandatory:

- Impaired driving enforcement during the Holiday DUI campaign (December 2025).
- Distracted driving enforcement during the Distracted Driving campaign (April 2026)
- Seat belt enforcement during the Click It or Ticket campaign (May 2026).
- Impaired driving enforcement during the Summer DUI campaign (August 2026).

These patrols will also be coordinated with the Washington State Patrol (WSP). Target Zero Managers will establish or strengthen relationships with key WSP district personnel to improve interagency coordination with the WSP.

3.1.3 Requirements for National Mobilizations and Traffic Safety Enforcement Program (TSEP)

3.1.3.1. HVE events will be data informed; based on crash data, anecdotal evidence, and the professional judgement of task force members. WTSC strongly believes in the expertise of local officers to understand



the highest priority areas in their communities to focus their efforts.

3.1.3.2. The SUB-RECIPIENT will ensure that all officers participating in these patrols are BAC certified and have received and passed the SFST refresher training.

3.1.3.3. SUB-RECIPIENT will ensure all officers participating in Impaired Driving patrols have also received Advanced Roadside Impaired Driving Enforcement (ARIDE) training.

3.1.3.4. SUB-RECIPIENT shall ensure all participating personnel will use the WEMS system provided by the WTSC to record all activities in digital activity logs conducted by their commissioned officers pursuant to the HVE events. Participating officers will fill out all applicable fields of the digital activity log and use the comments field to provide details on irregularities, challenges or other details that would help explain what was encountered during their shift. SUB- RECIPIENT will also ensure all supervisors and fiscal staff have the ability to review and edit those activity logs.

3.1.4 Project Intent and Best Practice

3.1.4.1. SUB-RECIPIENT is encouraged to help their Region Task Force fulfill the requirement to participate in the four mandatory National Campaigns. (Holiday DUI campaign in December 2025, Distracted Driving campaign in April 2026, Click It or Ticket campaign in May 2026, and Summer DUI campaign in August 2026).

NOTE: Agencies must participate in speed or impaired driving enforcement under this agreement to be eligible to receive funding under the WASPC equipment grant.

3.1.4.2. SUB-RECIPIENT is strongly encouraged to participate in their task force to plan and execute enforcement events.

3.1.4.3. Regional task force will be submitting quarterly progress reports and SUB-RECIPIENT is encouraged to participate to the fullest extent possible. Quarterly progress reports are due January 15, April 15, July 15, and October 15.

3.1.4.4. WTSC encourages participating officers to prioritize violations that directly contribute to the injury and death of road users, such as impaired driving, speeding, distracted driving, non-restraint, etc.

3.1.4.5. SUB-RECIPIENT should promote patrol events through all earned, owned and, if funded, paid media that is available so that the public is made aware of the event before, during, and after the enforcement takes place. It is best practice to translate messages as needed and invite local media involvement in the effort to reach communities in which HVE will occur.

3.1.4.6. SUB-RECIPIENT should strive to actively enforce traffic safety laws focused on collision causing behaviors in priority areas throughout the year outside of HVE events.

3.1.4.7. When participating in motorcycle patrols SUB-RECIPIENT should focus on the illegal and unsafe



driving actions of all motor vehicles interacting with motorcycles. This includes speeding, failure to yield to a motorcycle, following too closely to a motorcycle, distracted driving, etc.

3.1.4.8. When participating in motorcycle patrols SUB-RECIPIENT should ensure that enforcement will focus on the illegal and unsafe driving actions of motorcycles that are known to cause serious and fatal crashes. This includes impaired driving, speeding, and following too closely.

3.1.4.9. Performance will be monitored by the regional TZM, LEL, and Task Force, as well as WTSC. WTSC reserves the right to designate specific officers as ineligible for cost reimbursement. This will occur if an officer is determined to not have not met the purpose/intent of this grant in multiple emphasis patrols.

3.1.4.10. Funds can be used to support the mentoring of officers in traffic enforcement. This can be focused on impaired driving, or general traffic enforcement.

For DUI mentorship, WTSC has found it to be best practice to include a mix of instruction and practical experience. The mentor should be a DRE when possible, or a highly effective DUI emphasis patrol officer with a minimum of ARIDE training. Mentor/mentee activities will be pre-approved by the TZM or LEL after the mentee submits their interest.

3.1.4.11. Community outreach/collaboration: Funds can be used to pay for traffic safety focused community outreach and collaboration activities. The operational approach for regional community outreach and collaboration activities should be developed at the Task Force level and be approved by the WTSC. WTSC recommends that these activities include an opportunity for the audience to provide feedback on local traffic safety priorities and activities, which ideally will influence the region's plan for traffic safety programming.

3.1.4.12. In order to receive funding from this grant, agencies must participate with the regional traffic safety task force/coalition in the planning efforts for these activities.

3.1.4.13. WTSC also encourages all law enforcement agencies in Washington to utilize WTSC's data analysis resources, such as interactive dashboards and data from a statewide attitudinal survey, as well their regional Target Zero Manager to identify priorities for engaging with the community.

3.1.4.14. WTSC will provide tools for documenting community collaboration activities, such as the WEMS activity log.

3.1.5 NATIONAL AND STATE-WIDE MOBILIZATIONS

Not all agencies are required to participate in all of the mobilizations listed below. However, the region must have some law enforcement participation in all of the mobilizations listed. Dates are tentative and may change when NHTSA publishes their FFY2026 mobilization calendar.

Mobilization Dates

Holiday DUI December 16, 2025 – January 1, 2026



U Drive. U Text. U Pay. April 6 – 13, 2026
Click It or Ticket May 11 – May 31, 2026
It's a Fine Line (optional if funded) July 2026 (Dates TBD)
DUI Drive Sober or Get Pulled Over August 19 – September 7, 2026

3.2 PROJECT GOALS

Prevent traffic crashes to reduce traffic related deaths and serious injuries through active, visible, consistent, and targeted traffic law enforcement, law enforcement training, and community outreach. Law enforcement can have a profound effect on traffic safety and this project aims to increase participation to accomplish that.

3.3 COMPENSATION

3.3.1 The Compensation for the straight time or overtime work provided in accordance with this Agreement has been established under the terms of RCW 39.34. The cost of accomplishing the work described in the SOW will not exceed dollar total from amounts listed below. Payment for satisfactory performance shall not exceed this amount unless the WTSC and SUB-RECIPIENT mutually agree to a higher amount in a written Amendment to this Agreement executed by both the WTSC and SUB-RECIPIENT. Comp-time is not considered overtime and will not be approved for payment. All law enforcement agencies who are active members of the Region's traffic safety task force with a fully executed grant agreement are eligible to participate in this grant.

3.3.2 WTSC will reimburse for personnel straight time or overtime expenses at 150 percent of the officer's normal salary rate plus SUB-RECIPIENT's contributions to employee benefits, limited to the following:

- FICA
- Medicare
- Any portion of L&I that is paid by the employer (SUB-RECIPIENT)
- Retirement contributions paid by the employer (SUB-RECIPIENT) can be included if the contribution is based on a percentage of their hours worked.

Health insurance, or any other benefits not listed above, are not eligible for reimbursement.

The SUB-RECIPIENT will provide law enforcement officers with appropriate equipment (e.g., vehicles, radars, portable breath testers, etc.) to participate in the emphasis patrols.

3.3.3 Funding alterations are permitted as follows: Upon agreement by the regional TSM and all other parties impacted by a proposed budget alteration, the budget category amounts may be increased or decreased without amending this agreement, so long as the total grant award amount does not increase. HVE grant funds should be managed collaboratively by the SUB-RECIPIENT and the TSM.

These alterations must be requested through email communication between the regional TSM and assigned WTSC Program Manager. This communication shall include details of the requested budget modifications and a description of why these changes are needed. The TSM will also send an updated



quarterly Operations Plan to the WASPC representative monitoring the project if the budget modification will result in changes to the previously submitted plan.

3.3.4 These funds, designated for salaries and benefits, are intended to pay for the hourly straight time or overtime costs and proportional amounts of fringe benefits of commissioned staff pursuing the activities described in the statement of work. These funds may not be used for any other purpose for example any work required to maintain a law enforcement commission including recertification trainings like firearm qualification. This agreement is expressly designated to fund salaries and benefits. By signing this agreement, SUB-RECIPIENT agrees to supply all necessary equipment and vehicles needed to accomplish the work in the scope of work. WTSC is not responsible for any equipment that is lost, stolen, or destroyed in the execution of the scope of work.

3.3.5 Dispatch: WTSC will reimburse communications officers/dispatch personnel for work on this project providing SUB- RECIPIENT has received prior approval from their region's TZM. This activity must be overtime and only the expenses listed in section 3.2 and its subsections will be reimbursed.

3.3.6 Transport Officers: WTSC will reimburse transport officers for their work on this project providing SUB-RECIPIENT has received approval from their regions TZM. The TZM will work with the regional LEL to determine if need is warranted for the type of HVE activity. This activity must be overtime and only the expenses listed in section 3.2 and its subsections will be reimbursed.

3.3.7 The law enforcement agency involved will not schedule individual officer overtime shifts for longer than eight hours. WTSC understands there may be instances when more than eight hours are billed due to DUI processing or other reasons and an explanation should be provided on the WEMS Officer Activity Log.

3.3.8 The law enforcement agency involved will ensure that any reserve officer for whom reimbursement is claimed has exceeded his/her normal weekly working hours when participating in an emphasis patrol and is authorized to be paid at the amount requested. Reserve officers may only be paid at the normal hourly rate and not at the 150 percent overtime rate.

3.4 PROJECT COSTS

The WTSC has awarded **\$272,000.00** to the WTSC Region 7/8 Traffic Safety Task Force for the purpose of conducting coordinated HVE enforcement and community outreach/collaboration activities. The funding must be used for traffic safety purposes in the areas of impaired driving, distracted driving, occupant restraint use, speeding, and motorcycle safety. See the project in WEMS for an updated distribution of funding by specific emphasis area.

By signing this agreement, the SUB-RECIPIENT can seek reimbursement for approved straight time or overtime expenses incurred as a participant in this grant. Funds are expressly designated for staffing activities and may not be used for other expenses that may be incurred, such as vehicle damage, supply replacement, etc. All activity must be coordinated by the region's traffic safety task force and TZM to be eligible for reimbursement.



APPLICABLE STATE AND FEDERAL TERMS AND CONDITIONS:

4. ACTIVITY REPORTS

The SUB-RECIPIENT agrees to have all personnel who work HVE patrols submit a WEMS Officer Activity Log within 24 hours of the end of all shifts worked. These same logs will be associated with invoices as detailed in the "BILLING PROCEDURE" section. Use of the Officer Activity Log in the WTSC's online grant management system, WEMS, is required. Supervisor review and accuracy certification will also be done in WEMS.

5. ADVANCE PAYMENTS PROHIBITED

No payments in advance of or in anticipation of goods or services to be provided under this Agreement shall be made by the WTSC.

6. AGREEMENT ALTERATIONS AND AMENDMENTS

This Agreement may be amended by mutual agreement of the Parties in the form of a written request to amend this Agreement. Such amendments shall only be binding if they are in writing and signed by personnel authorized to bind each of the Parties. Changes to the budget, SUB-RECIPIENT'S Primary Contact, and WTSC Program Manager can be made through email communication and signatures are not required.

7. ALL WRITINGS CONTAINED HEREIN

This Agreement contains all the terms and conditions agreed upon by the parties. No other understandings, oral or otherwise, regarding the subject matter of this Agreement shall be deemed to exist or to bind any of the parties hereto.

8. ASSIGNMENT

The SUB-RECIPIENT may not assign the work to be provided under this Agreement, in whole or in part, without the express prior written consent of the WTSC, which consent shall not be unreasonably withheld. The SUB-RECIPIENT shall provide the WTSC a copy of all third-party contracts and agreements entered into for purposes of fulfilling the SOW. Such third-party contracts and agreements must follow applicable federal, state, and local law, including but not limited to procurement law, rules, and procedures. If any of the funds provided under this Agreement include funds from NHTSA, such third-party contracts and agreements must include the federal provisions set forth in this Agreement in sections 32 through 40.

9. ATTORNEYS' FEES

In the event of litigation or other action brought to enforce the Agreement terms, each party agrees to bear its own attorney fees and costs.

10. BILLING PROCEDURE

All invoices for reimbursement of HVE activities will be done using the WTSC's grant management system, WEMS. WEMS Officer Activity logs will be attached to invoices, directly linking the cost of the



activity to the invoice. Because the activity, approval, and invoicing are all done within WEMS, no back up documentation is required in most cases.

Once submitted by the SUB-RECIPIENT, invoices are routed to the regional TZM for review and approval. The TZM will submit all approved invoices to the WTSC via WEMS within 10 days of receipt.

Payment to the SUB-RECIPIENT for approved and completed work will be made by warrant or account transfer by WTSC within 30 days of receipt of such properly documented invoices acceptable to WTSC. Upon expiration of the Agreement, any claim for payment not already made shall be submitted within 45 days after the expiration date of this Agreement. All invoices for goods received or services performed on or prior to June 30, 2026, must be received by WTSC no later than August 10, 2026. All invoices for goods received or services performed between July 1, 2026 and September 30, 2026, must be received by WTSC no later than November 15, 2026.

11. CONFIDENTIALITY / SAFEGUARDING OF INFORMATION

The SUB-RECIPIENT shall not use or disclose any information concerning the WTSC, or information which may be classified as confidential, for any purpose not directly connected with the administration of this Agreement, except with prior written consent of the WTSC, or as may be required by law.

12. COST PRINCIPLES

Costs incurred under this Agreement shall adhere to provisions of 2 CFR Part 200 Subpart E.

13. COVENANT AGAINST CONTINGENT FEES

The SUB-RECIPIENT warrants that it has not paid, and agrees not to pay, any bonus, commission, brokerage, or contingent fee to solicit or secure this Agreement or to obtain approval of any application for federal financial assistance for this Agreement. The WTSC shall have the right, in the event of breach of this section by the SUB-RECIPIENT, to annul this Agreement without liability.

14. DISPUTES

14.1. Disputes arising in the performance of this Agreement, which are not resolved by agreement of the parties, shall be decided in writing by the WTSC Deputy Director or designee. This decision shall be final and conclusive, unless within 10 days from the date of the SUB-RECIPIENT's receipt of WTSC's written decision, the SUB-RECIPIENT furnishes a written appeal to the WTSC Director. The SUB-RECIPIENT's appeal shall be decided in writing by the Director or designee within 30 days of receipt of the appeal by the Director. The decision shall be binding upon the SUB-RECIPIENT and the SUB-RECIPIENT shall abide by the decision.

14.2. Performance During Dispute. Unless otherwise directed by WTSC, the SUB-RECIPIENT shall continue performance under this Agreement while matters in dispute are being resolved.

14.3 In the event that either Party deems it necessary to institute legal action or proceedings to enforce any right or obligation under this Agreement, the Parties hereto agree that any such action or proceedings



shall be brought in the superior court situated in Thurston County, Washington.

15. GOVERNANCE

15.1. This Agreement is entered into pursuant to and under the authority granted by the laws of the state of Washington and any applicable federal laws. The provisions of this Agreement shall be construed to conform to those laws.

15.2. In the event of an inconsistency in the terms of this Agreement, or between its terms and any applicable statute or rule, the inconsistency shall be resolved by giving precedence in the following order:

15.2.1. Applicable federal and state statutes and rules

15.2.2. Terms and Conditions of this Agreement

15.2.3. Any Amendment executed under this Agreement

15.2.4. Any SOW executed under this Agreement

15.2.5. Any other provisions of the Agreement, including materials incorporated by reference

16. INCOME

Any income earned by the SUB-RECIPIENT from the conduct of the SOW (e.g., sale of publications, registration fees, or service charges) must be accounted for, reported to WTSC, and that income must be applied to project purposes or used to reduce project costs.

17. INDEMNIFICATION

17.1. To the fullest extent permitted by law, the SUB-RECIPIENT shall indemnify and hold harmless the WTSC, its officers, employees, and agents, and process and defend at its own expense any and all claims, demands, suits at law or equity, actions, penalties, losses, damages, or costs of whatsoever kind ("claims") brought against WTSC arising out of or in connection with this Agreement and/or the SUB-RECIPIENT's performance or failure to perform any aspect of the Agreement. This indemnity provision applies to all claims against WTSC, its officers, employees, and agents arising out of, in connection with, or incident to the acts or omissions of the SUB-RECIPIENT, its officers, employees, agents, contractors, and subcontractors. Provided, however, that nothing herein shall require the SUB-RECIPIENT to indemnify and hold harmless or defend the WTSC, its agents, employees, or officers to the extent that claims are caused by the negligent acts or omissions of the WTSC, its officers, employees or agents; and provided further that if such claims result from the concurrent negligence of (a) the SUB-RECIPIENT, its officers, employees, agents, contractors, or subcontractors, and (b) the WTSC, its officers, employees, or agents, or involves those actions covered by RCW 4.24.115, the indemnity provisions provided herein shall be valid and enforceable only to the extent of the negligence of the SUB-RECIPIENT, its officers, employees, agents, contractors, or subcontractors.



17.2. The SUB-RECIPIENT agrees that its obligations under this Section extend to any claim, demand and/or cause of action brought by, or on behalf of, any of its employees or agents in the performance of this agreement. For this purpose, the SUB- RECIPIENT, by mutual negotiation, hereby waives with respect to WTSC only, any immunity that would otherwise be available to it against such claims under the Industrial Insurance provisions chapter 51.12 RCW.

17.3. The indemnification and hold harmless provision shall survive termination of this Agreement.

18. INDEPENDENT CAPACITY

The employees or agents of each party who are engaged in the performance of this Agreement shall continue to be employees or agents of that party and shall not be considered for any purpose to be employees or agents of the other party.

19. INSURANCE COVERAGE

19.1. The SUB-RECIPIENT shall comply with the provisions of Title 51 RCW, Industrial Insurance, if required by law.

19.2. If the SUB-RECIPIENT is not required to maintain insurance in accordance with Title 51 RCW, prior to the start of any performance of work under this Agreement, the SUB-RECIPIENT shall provide WTSC with proof of insurance coverage (e.g., vehicle liability insurance, private property liability insurance, or commercial property liability insurance), as determined appropriate by WTSC, which protects the SUB-RECIPIENT and WTSC from risks associated with executing the SOW associated with this Agreement.

20. LICENSING, ACCREDITATION, AND REGISTRATION

The SUB-RECIPIENT shall comply with all applicable local, state, and federal licensing, accreditation, and registration requirements and standards necessary for the performance of this Agreement. The SUB-RECIPIENT shall complete registration with the Washington State Department of Revenue, if required, and be responsible for payment of all taxes due on payments made under this Agreement.

21. RECORDS MAINTENANCE

21.1. During the term of this Agreement and for six years thereafter, the SUB-RECIPIENT shall maintain books, records, documents, and other evidence that sufficiently and properly reflect all direct and indirect costs expended in the performance of the services described herein. These records shall be subject to inspection, review, or audit by authorized personnel of the WTSC, the Office of the State Auditor, and federal officials so authorized by law. All books, records, documents, and other material relevant to this Agreement will be retained for six years after expiration. The Office of the State Auditor, federal auditors, the WTSC, and any duly authorized representatives shall have full access and the right to examine any of these materials during this period.

21.2. Records and other documents, in any medium, furnished by one party to this Agreement to the other party, will remain the property of the furnishing party, unless otherwise agreed. The receiving party will not disclose or make available this material to any third parties without first giving notice to the furnishing party and giving them a reasonable opportunity to respond. Each party will utilize reasonable security



procedures and protections to assure that records and documents provided by the other party are not erroneously disclosed to third parties.

22. RIGHT OF INSPECTION

The SUB-RECIPIENT shall provide right of access to its facilities to the WTSC or any of its officers, or to any other authorized agent or official of the state of Washington or the federal government, at all reasonable times, in order to monitor and evaluate performance, compliance, and/or quality assurance under this Agreement. The SUB-RECIPIENT shall make available information necessary for WTSC to comply with the right to access, amend, and receive an accounting of disclosures of their Personal Information according to the Health Insurance Portability and Accountability Act of 1996 (HIPAA) or any regulations enacted or revised pursuant to the HIPAA provisions and applicable provisions of Washington State law. The SUB-RECIPIENT shall upon request make available to the WTSC and the United States Secretary of the Department of Health and Human Services all internal policies and procedures, books, and records relating to the safeguarding, use, and disclosure of Personal Information obtained or used as a result of this Agreement.

23. RIGHTS IN DATA

23.1. WTSC and SUB-RECIPIENT agree that all data and work products (collectively called "Work Product") pursuant to this Agreement shall be considered works made for hire under the U.S. Copyright Act, 17 USC §101 et seq., and shall be owned by the state of Washington. Work Product includes, but is not limited to, reports, documents, pamphlets, advertisement, books, magazines, surveys, studies, computer programs, films, tapes, sound reproductions, designs, plans, diagrams, drawings, software, and/or databases to the extent provided by law. Ownership includes the right to copyright, register the copyright, distribute, prepare derivative works, publicly perform, publicly display, and the ability to otherwise use and transfer these rights.

23.2. If for any reason the Work Product would not be considered a work made for hire under applicable law, the SUB-RECIPIENT assigns and transfers to WTSC the entire right, title, and interest in and to all rights in the Work Product and any registrations and copyright applications relating thereto and any renewals and extensions thereof.

23.3. The SUB-RECIPIENT may publish, at its own expense, the results of project activities without prior review by the WTSC, provided that any publications (written, visual, or sound) contain acknowledgment of the support provided by NHTSA and the WTSC. Any discovery or invention derived from work performed under this project shall be referred to the WTSC, who will determine through NHTSA whether patent protections will be sought, how any rights will be administered, and other actions required to protect the public interest.

24. SAVINGS

In the event funding from state, federal, or other sources is withdrawn, reduced, or limited in any way after the effective date of this Agreement and prior to completion of the SOW under this Agreement, the WTSC may terminate the Agreement under the "TERMINATION FOR CONVENIENCE" clause, without the 30-day notice requirement. The Agreement is subject to renegotiation at the WTSC's discretion under any new



funding limitations or conditions.

25. SEVERABILITY

If any provision of this Agreement or any provision of any document incorporated by reference shall be held invalid, such invalidity shall not affect the other provisions of this Agreement which can be given effect without the invalid provision, if such remainder conforms to the requirements of applicable law and the fundamental purpose of this Agreement, and to this end the provisions of this Agreement are declared to be severable.

26. SITE SECURITY

While on WTSC premises, the SUB-RECIPIENT, its agents, employees, or sub-contractors shall conform in all respects with all WTSC physical, fire, or other security policies and applicable regulations.

27. TAXES

All payments of payroll taxes, unemployment contributions, any other taxes, insurance, or other such expenses for the SUB- RECIPIENT or its staff shall be the sole responsibility of the SUB-RECIPIENT.

28. TERMINATION FOR CAUSE

If the SUB-RECIPIENT does not fulfill in a timely and proper manner its obligations under this Agreement or violates any of these terms and conditions, the WTSC will give the SUB-RECIPIENT written notice of such failure or violation, and may terminate this Agreement immediately. At the WTSC's discretion, the SUB-RECIPIENT may be given 15 days to correct the violation or failure. In the event that the SUB-RECIPIENT is given the opportunity to correct the violation and the violation is not corrected within the 15-day period, this Agreement may be terminated at the end of that period by written notice of the WTSC.

29. TERMINATION FOR CONVENIENCE

Except as otherwise provided in this Agreement, either party may terminate this Agreement, without cause or reason, with 30 days written notice to the other party. If this Agreement is so terminated, the WTSC shall be liable only for payment required under the terms of this Agreement for services rendered or goods delivered prior to the effective date of termination.

30. TREATMENT OF ASSETS

30.1. Title to all property furnished by the WTSC shall remain property of the WTSC. Title to all property furnished by the SUB- RECIPIENT for the cost of which the SUB-RECIPIENT is entitled to be reimbursed as a direct item of cost under this Agreement shall pass to and vest in the WTSC upon delivery of such property by the SUB-RECIPIENT. Title to other property, the cost of which is reimbursable to the SUB-RECIPIENT under this Agreement, shall pass to and vest in the WTSC upon (i) issuance for use of such property in the performance of this Agreement, or (ii) commencement of use of such property in the performance of this Agreement, or (iii) reimbursement of the cost thereof by the WTSC in whole or in part, whichever first occurs.

30.2. Any property of the WTSC furnished to the SUB-RECIPIENT shall, unless otherwise provided herein



or approved by the WTSC, be used only for the performance of this Agreement.

30.3. The SUB-RECIPIENT shall be responsible for any loss or damage to property of the WTSC which results from the negligence of the SUB-RECIPIENT or which results from the failure on the part of the SUB-RECIPIENT to maintain and administer that property in accordance with sound management practices.

30.4. If any WTSC property is lost, destroyed, or damaged, the SUB-RECIPIENT shall immediately notify the WTSC and shall take all reasonable steps to protect the property from further damage.

30.5. The SUB-RECIPIENT shall surrender to the WTSC all property of the WTSC upon completion, termination, or cancellation of this Agreement.

30.6. All reference to the SUB-RECIPIENT under this clause shall also include SUB-RECIPIENT's employees, agents, or sub- contractors.

31. WAIVER

A failure by either party to exercise its rights under this Agreement shall not preclude that party from subsequent exercise of such rights and shall not constitute a waiver of any other rights under this Agreement.

APPLICABLE CERTIFICATIONS AND ASSURANCES FOR HIGHWAY SAFETY GRANTS (23 CFR PART 1300 APPENDIX A):

32. BUY AMERICA ACT

The SUB-RECIPIENT will comply with the Buy America requirement (23 U.S.C. 313) when purchasing items using federal funds. Buy America requires the SUB-RECIPIENT to purchase only steel, iron, and manufactured products produced in the United States, unless the Secretary of Transportation determines that such domestically produced items would be inconsistent with the public interest, that such materials are not reasonably available and of a satisfactory quality, or that inclusion of domestic materials will increase the cost of the overall project contract by more than 25 percent. In order to use federal funds to purchase foreign produced items, the WTSC must submit a waiver request that provides an adequate basis and justification, and which is approved by the Secretary of Transportation.

33. DEBARMENT AND SUSPENSION

Instructions for Lower Tier Certification

33.1. By signing this Agreement, the SUB-RECIPIENT (hereinafter in this section referred to as the "lower tier participant") is providing the certification set out below and agrees to comply with the requirements of 2 CFR part 180 and 23 CFR part 1200.

33.2. The certification in this section is a material representation of fact upon which reliance was placed when this transaction was entered into. If it is later determined that the lower tier participant knowingly



rendered an erroneous certification, in addition to other remedies available to the federal government, the department or agency with which this transaction originated may pursue available remedies, including suspension and/or debarment.

33.3. The lower tier participant shall provide immediate written notice to the WTSC if at any time the lower tier participant learns that its certification was erroneous when submitted or has become erroneous by reason of changed circumstances.

33.4. The terms covered transaction, civil judgement, debarment, suspension, ineligible, participant, person, principal, and voluntarily excluded, as used in this clause, are defined in 2 CFR parts 180 and 1200.

33.5. The lower tier participant agrees by signing this Agreement that it shall not knowingly enter into any lower tier covered transaction with a person who is proposed for debarment under 48 CFR part 9, subpart 9.4, debarred, suspended, declared ineligible, or voluntarily excluded from participation in this covered transaction, unless authorized by WTSC.

33.6. The lower tier participant further agrees by signing this Agreement that it will include the clause titled "Instructions for Lower Tier Certification" including the "Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion - Lower Tier Covered Transaction," without modification, in all lower tier covered transactions and in all solicitations for lower tier covered transactions, and will require lower tier participants to comply with 2 CFR part 180 and 23 CFR part 1200.

33.7. A participant in a covered transaction may rely upon a certification of a prospective participant in a lower tier covered transaction that it is not proposed for debarment under 48 CFR part 9, subpart 9.4, debarred, suspended, ineligible, or voluntarily excluded from the covered transaction, unless it knows that the certification is erroneous. A participant is responsible for ensuring that its principals are not suspended, debarred, or otherwise ineligible to participate in covered transactions. To verify the eligibility of its principals, as well as the eligibility of any prospective lower tier participants, each participant may, but is not required to, check the System for Award Management Exclusions website (<https://www.sam.gov/>).

33.8. Nothing contained in the foregoing shall be construed to require establishment of a system of records in order to render in good faith the certification required by this clause. The knowledge and information of a participant is not required to exceed that which is normally possessed by a prudent person in the ordinary course of business dealings.

33.9. Except for transactions authorized under paragraph 33.5. of these instructions, if a participant in a covered transaction knowingly enters into a lower tier covered transaction with a person who is proposed for debarment under 48 CFR part 9, subpart 9.4, suspended, debarred, ineligible, or voluntarily excluded from participation in this transaction, in addition to other remedies available to the Federal government, the department or agency with which this transaction originated may pursue available remedies, including suspension or debarment.



Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion - Lower Tier Covered Transactions

33.10. The lower tier participant certifies, by signing this Agreement, that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any federal department or agency.

33.11. Where the lower tier participant is unable to certify to any of the statements in this certification, such participant shall attach an explanation to this Agreement.

34. THE DRUG-FREE WORKPLACE ACT OF 1988 (41 U.S.C. 8103)

34.1. The SUB-RECIPIENT shall:

34.1.1. Publish a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled substance is prohibited in the SUB-RECIPIENT's workplace, and shall specify the actions that will be taken against employees for violation of such prohibition.

34.1.2. Establish a drug-free awareness program to inform employees about the dangers of drug abuse in the workplace; the SUB- RECIPIENT's policy of maintaining a drug-free workplace; any available drug counseling, rehabilitation, and employee assistance programs; and the penalties that may be imposed upon employees for drug violations occurring in the workplace.

34.1.3. Make it a requirement that each employee engaged in the performance of the grant be given a copy of the statement required by paragraph 34.1.1. of this section.

34.1.4. Notify the employee in the statement required by paragraph 34.1.1. of this section that, as a condition of employment under the grant, the employee will abide by the terms of the statement, notify the employer of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction, and notify the WTSC within 10 days after receiving notice from an employee or otherwise receiving actual notice of such conviction.

34.1.5. Take one of the following actions within 30 days of receiving notice under paragraph 34.1.3. of this section, with respect to any employee who is so convicted: take appropriate personnel action against such an employee, up to and including termination, and/or require such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency.

34.1.6. Make a good faith effort to continue to maintain a drug-free workplace through implementation of all of the paragraphs above.

35. FEDERAL FUNDING ACCOUNTABILITY AND TRANSPARENCY ACT (FFATA)

In accordance with FFATA, the SUB-RECIPIENT shall, upon request, provide WTSC the names and total



compensation of the five most highly compensated officers of the entity, if the entity in the preceding fiscal year received 80 percent or more of its annual gross revenues in federal awards, received \$25,000,000 or more in annual gross revenues from federal awards, and if the public does not have access to information about the compensation of the senior executives of the entity through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 or section 6104 of the Internal Revenue Code of 1986.

36. FEDERAL LOBBYING

36.1. The undersigned certifies, to the best of his or her knowledge and belief, that:

36.1.1. No federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any federal contract, the making of any federal grant, the making of any federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement.

36.1.2. If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, Disclosure Form to Report Lobbying, in accordance with its instructions.

36.1.3. The undersigned shall require that the language of this certification be included in the award documents for all sub- awards at all tiers (including sub-contracts, sub-grants, and contracts under grant, loans, and cooperative agreements), and that all sub- recipients shall certify and disclose accordingly.

36.2. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

37. FEDERAL NONDISCRIMINATION (Title VI, 42 U.S.C. § 2000d et seq.)

37.1. During the performance of this Agreement, the SUB-RECIPIENT agrees:

37.1.1. To comply with all federal statutes and implementing regulations relating to nondiscrimination ("Federal

Nondiscrimination Authorities"). These include but are not limited to:

37.1.1.1. Title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d et seq., 78 stat. 252

37.1.1.2. 49 CFR part 21

37.1.1.3. 28 CFR section 50.3



- 37.1.1.4. The Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970
- 37.1.1.5. Federal-Aid Highway Act of 1973, (23 U.S.C. 324 et seq.)
- 37.1.1.6. Section 504 of the Rehabilitation Act of 1973, (29 U.S.C. 794 et seq.)
- 37.1.1.7. The Age Discrimination Act of 1975, as amended, (42 U.S.C. 6101 et seq.)
- 37.1.1.8. The Civil Rights Restoration Act of 1987
- 37.1.1.9. Titles II and III of the Americans with Disabilities Act (42 U.S.C. 12131-12189)

37.1.2. Not to participate directly or indirectly in the discrimination prohibited by any federal non-discrimination law or regulation, as set forth in Appendix B of 49 CFR Part 21 and herein.

37.1.3. To keep and permit access to its books, records, accounts, other sources of information, and its facilities as required by the WTSC, USDOT, or NHTSA in a timely, complete, and accurate way. Additionally, the SUB-RECIPIENT must comply with all other reporting, data collection, and evaluation requirements, as prescribed by law or detailed in program guidance

37.1.4. That, in the event a contractor/funding recipient fails to comply with any nondiscrimination provisions in this contract/funding Agreement, the WTSC will have the right to impose such contract/agreement sanctions as it or NHTSA determine are appropriate, including but not limited to withholding payments to the contractor/funding recipient under the contract/agreement until the contractor/funding recipient complies, and/or cancelling, terminating, or suspending a contract or funding agreement, in whole or in part.

37.1.5. In accordance with the Acts, the Regulations, and other pertinent directives, circulars, policy, memoranda, and/or guidance, the SUB-RECIPIENT hereby gives assurance that it will promptly take any measures necessary to ensure that: "No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any program or activity, for which the Recipient receives Federal financial assistance from DOT, including NHTSA".

37.1.6. To insert this clause, including all paragraphs, in every sub-contract and sub-agreement and in every solicitation for a sub- contract or sub-agreement that receives federal funds under this program.

38. POLITICAL ACTIVITY (HATCH ACT)

The SUB-RECIPIENT will comply with provisions of the Hatch Act (5 U.S.C. 1501-1508), which limit the political activities of employees whose principal employment activities are funded in whole or in part with federal funds.

39. PROHIBITION ON USING GRANT FUNDS TO CHECK FOR HELMET USAGE

The SUB-RECIPIENT will not use 23 U.S.C. Chapter 4 grant funds for programs to check helmet usage or to create checkpoints that specifically target motorcyclists. This Agreement does not include any aspects or elements of helmet usage or checkpoints, and so fully complies with this requirement.

40. STATE LOBBYING

None of the funds under this Agreement will be used for any activity specifically designed to urge or influence a state or local legislator to favor or oppose the adoption of any specific legislative proposal pending before any state or local legislative body. Such activities include both direct and indirect (e.g., “grassroots”) lobbying activities, with one exception. This does not preclude a state official whose salary is supported with NHTSA funds from engaging in direct communications with state or local legislative officials, in accordance with customary state practice, even if such communications urge legislative officials to favor or oppose the adoption of a specific pending legislative proposal.

41. CERTIFICATION ON CONFLICT OF INTEREST

GENERAL REQUIREMENTS

41.1. No employee, officer or agent of the SUB-RECIPIENT who is authorized in an official capacity to negotiate, make, accept or approve, or to take part in negotiating, making, accepting or approving any subaward, including contracts or subcontracts, in connection with this grant shall have, directly or indirectly, any financial or personal interest in any such subaward. Such a financial or personal interest would arise when the employee, officer, or agent, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of the parties indicated herein, has a financial or personal interest in or a tangible personal benefit from an entity considered for a subaward.

41.2. Based on this policy:

41.2.1. The SUB-RECIPIENT shall maintain a written code or standards of conduct that provide for disciplinary actions to be applied for violations of such standards by officers, employees, or agents. The code or standards shall provide that the SUB- RECIPIENT’s officers, employees, or agents may neither solicit nor accept gratuities, favors, or anything of monetary value from present or potential sub-awardees, including contractors or parties to subcontracts and establish penalties, sanctions or other disciplinary actions for violations, as permitted by State or local law or regulation.

41.2.2. The SUB-RECIPIENT shall maintain responsibility to enforce the requirements of the written code or standards of conduct.

DISCLOSURE REQUIREMENTS

41.3. No SUB-RECIPIENT, including its officers, employees or agents, shall perform or continue to perform under a grant or cooperative agreement, whose objectivity may be impaired because of any related past, present, or currently planned interest, financial or otherwise, in organizations regulated by NHTSA or in organizations whose interests may be substantially affected by NHTSA activities.

41.3.1. The SUB-RECIPIENT shall disclose any conflict of interest identified as soon as reasonably possible, making an immediate and full disclosure in writing to WTSC. The disclosure shall include a description of the action which the recipient has taken or proposes to take to avoid or mitigate such conflict.

41.3.2. NHTSA will review the disclosure and may require additional relevant information from the recipient. If a conflict of interest is found to exist, NHTSA may (a) terminate the award, or (b) determine



that it is otherwise in the best interest of NHTSA to continue the award and include appropriate provisions to mitigate or avoid such conflict.

41.3.3. Conflicts of interest that require disclosure include all past, present or currently planned organizational, financial, contractual or other interest(s) with an organization regulated by NHTSA or with an organization whose interests may be substantially affected by NHTSA activities, and which are related to this award. The interest(s) that require disclosure include those of any SUB-RECIPIENT, affiliate, proposed consultant, proposed subcontractor and key personnel of any of the above. Past interest shall be limited to within one year of the date of award. Key personnel shall include any person owning more than a 20 percent interest in a SUB-RECIPIENT, and the officers, employees or agents of a recipient who are responsible for making a decision or taking an action under an award where the decision or action can have an economic or other impact on the interests of a regulated or affected organization.

42. DESIGNATED CONTACTS

The following named individuals will serve as designated contacts for each of the parties for all communications, notices, and reimbursements regarding this Agreement:

The Contact for the SUB- RECIPIENT is:

Greg Twentey
Traffic Corporal
gtwentey@redmond.gov
425-556-2689

The Contact for WTSC is:

Jerry Noviello
WTSC Program Manager
jnoviello@wtsc.wa.gov
360-725-9897

AUTHORITY TO SIGN

The undersigned acknowledge that they are authorized to execute this Agreement and bind their respective agencies or entities to the obligations set forth herein.

IN WITNESS WHEREOF, the parties have executed this Agreement.

SUB-RECIPIENT:

Signature



Printed Name

Title

Date

WASHINGTON TRAFFIC SAFETY COMMISSION

Name:
Title: Division Director

Date



Memorandum

Date: 2/17/2026
Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 26-119
Type: Committee Memo

TO: Committee of the Whole - Public Safety and Human Services
FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Fire	Adrian Sheppard, Fire Chief	425-556-2200
Fire	Ameé Virelle, Deputy Fire Chief	425-556-2200

DEPARTMENT STAFF:

Fire	Nathan Hupp	Emergency Manager
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TITLE:
2025 King County Regional Hazard Mitigation Plan and Redmond Annex Update

OVERVIEW STATEMENT:

Staff from Emergency Management will provide a brief overview of the 2025-2030 King County Regional Hazard Mitigation Plan and the Redmond Annex update. Adoption of this plan update by the City Council is required to ensure access to future federal mitigation project grant and federal Public Assistance Program post-disaster relief funding.

Additional Background Information/Description of Proposal Attached

REQUESTED ACTION:

Receive Information Provide Direction Approve

REQUEST RATIONALE:

- Relevant Plans/Policies:**
2020 King County Regional Hazard Mitigation Plan and Redmond Annex
2023 Redmond Comprehensive Emergency Management Plan
2020 City of Redmond Environmental Sustainability Action Plan
- Required:**
Title 44, Part 201 of the Code of Federal Regulations (44 CFR 201), FP 306-112-1
- Council Request:**
N/A
- Other Key Facts:**
Individual jurisdictions participating in a multi-jurisdictional plan must meet the mitigation planning requirements, adopt the plan and provide documentation to FEMA (via the state). Once the agency receives the jurisdiction’s adoption, FEMA will issue an approval letter for the jurisdiction. Hazard mitigation plans are updated every five years. The last version of the plans was adopted by the Redmond City Council in 2020. The

King County Council adopted the plan on January 27th, 2026.

OUTCOMES:

The significance of the 2025-2030 King County RHMP and Redmond Annex cannot be overstated. By identifying and addressing the region's most pressing hazards, the plan aims to protect lives and property, reduce the risk of injury, loss of life, and property damage, and enhance community resilience. This includes strengthening infrastructure, strengthening emergency response capabilities, and fostering social cohesion, ensuring that communities can better withstand, prepare, and recover from disasters.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
KC began the planning process in December 2023
- **Outreach Methods and Results:**
- King County Office of Emergency Management (KCOEM) led an extensive public outreach campaign to gain public input for the RHMP. The campaign included an online public survey and in-person tabling events.
 - 135 participants (countywide survey)
 - 1,194 responses on a top hazard concern survey
 - Over 700 community members in total provided input at the tabling events.
- **Feedback Summary:**
N/A

BUDGET IMPACT:

Total Cost:
N/A

Approved in current biennial budget: Yes No N/A

Budget Offer Number:
N/A

Budget Priority:
Safe and Resilient

Other budget impacts or additional costs: Yes No N/A

If yes, explain:
N/A

Funding source(s):
N/A

Budget/Funding Constraints:
N/A

Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
N/A	Item has not been presented to Council	N/A

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
3/3/2026	Business Meeting	Approve

Time Constraints:

If a Presidential Disaster Declaration is approved for recent flooding, the declaration would make Hazard Mitigation Grant Program (HMGP) funding available to jurisdictions and districts that have adopted hazard mitigation plans or annexes. Additionally, adoption is required to be eligible for FEMA’s Building Resilient Infrastructure and Communities (BRIC) program.

ANTICIPATED RESULT IF NOT APPROVED:

The City of Redmond would not be eligible for the Hazard Mitigation Grant Program after a major disaster declaration, as well as the FEMA’s BRIC Grant Program.

ATTACHMENTS:

- Attachment A: 2025 King County Regional Hazard Mitigation Plan and Redmond Annex Update Presentation
- Attachment B: 2025-2030 King County Regional Hazard Mitigation Plan
- Attachment C: 2025-2030 City of Redmond Plan Annex

2025 Regional Hazard Mitigation Plan Update

February 17, 2026

Nathan Hupp, Amee Virelle



RHMP Goal

- To create a framework that reduces the impact and susceptibility of the identified hazards on people, property, and the environment, prioritizing historically underserved communities.





Redmond Annex Goal

- To create a framework that reduces the impact and susceptibility of the identified hazards on people, property, and the environment, prioritizing historically underserved communities.

Changes from 2020 Version

- Compliance with FEMA's 2022 updated local mitigation planning requirements
- Improvements in data collection and tools
- Stronger emphasis on equity and social justice
- Addition of community profile





Adoption

- The adoption of the updated RHMP and Redmond Annex is an enabling tool to access competitive federal and state grant funds for community or infrastructure projects such as Hazard Mitigation Grant Program (HMGP) and Building Resilient Infrastructure Communities (BRIC).
- Once the agency receives the city's adoption, FEMA will issue an approval letter for Redmond.



Thank You



Questions?



City of Redmond Plan Annex

Introduction

The City of Redmond is the seventh most populous city in King County and the seventeenth most populous city in the State of Washington, with an estimated residential population of 82,380 as of 2025. It encompasses an area of over 17.14 square miles and is located less than 20 miles east of downtown Seattle at the north end of Lake Sammamish.

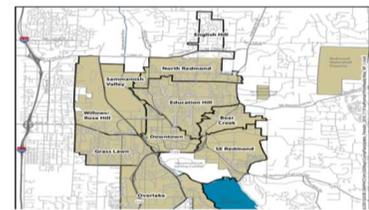
The city prides itself on its high quality of life, which includes good schools, a healthy economic base, a parks system that provides a variety of active and passive recreational opportunities, diverse offerings for shopping and dining, safe neighborhoods, and an emphasis on quality development and protection of the natural environment.

The City of Redmond is committed to promoting a culturally inclusive community. As a global city that attracts residents from around the world, the city values diversity and prides itself on being a welcoming community. Redmond recognizes that fostering a welcoming environment for all individuals enhances Redmond's cultural fabric, economic growth, global competitiveness, and overall prosperity for current and future generations.

The city is a technology hub and is home to some of the largest technology firms in the country, including Microsoft, Nintendo, and Stryker, among others. The Sammamish River and Bear Creek pass through the city. The Cascade Range, a 1,000-mile-long chain of volcanic mountains, which extends from Northern California to southern British Columbia, Canada, is about 40 miles north of Redmond. Washington State Highway 520 also runs through the City. Cities bordering Redmond include Bellevue to the southwest, Kirkland to the west, and Sammamish with a small border to the southeast.

Redmond Profile

The city of Redmond is governed by a Mayor and seven-member City Council. The city consists of nine departments: Executive, Finance, Fire, Human Resources, Parks and Recreation, Planning and Community Development, Police, Public Works, and Technology and Information Services (TIS). The current population is 82,380 as of 2025, but according to the Puget Sound Regional Council, Redmond's population grows by 105% during the workday.



Development Trends

According to Washington State Office of Financial Management data, from 2024 to 2025 the population of Redmond grew 2.92%. According to Census data, from 2023 to 2024, Redmond’s median household income grew from \$162,099 to \$172, 979, a 6.71% increase. Regional growth around the Eastside will continue to impact Redmond as more people and businesses are attracted to the area.

The City of Redmond adopted the Redmond 2050 Comprehensive Plan in November 2024. This plan provides a 25-year vision for how the city will grow and develop through the year 2050. It was developed in partnership with a wide variety of community stakeholders, including City Council, planning commissioners, the community advisory committee, community-based organizations, a community engagement host, the technical advisory committee, and many others. The plan indicates the City will pursue through the following six goals:

- To foster a sense of welcoming and inclusion as Redmond transitions from a suburb to an intercultural city.
- To sustain and enhance resilient natural systems and the built environment.
- To increase the diversity, supply, and affordability of housing.
- To maintain and enhance vibrant and well-connected centers.
- To create neighborhoods where people can meet their basic needs close to home.
- To support a diverse, sustainable, and resilient economy.

The largest industry in Redmond, WA, is Professional, Scientific, & Technical Services (77,451 people) due to Microsoft being in Redmond. Retail Trade (3,988 people) and Manufacturing (6,243 people) are the other major industries in the city.

With Redmond’s continued growth and attraction of a diverse population, the Office of Emergency Management is planning for increased population density, with a population that has diverse backgrounds and consists of multiple languages and cultures. Redmond 2050 outlines a plan to prioritize accessible and sustainable housing, provide essential services near or within every neighborhood, ensure environmental sustainability and climate protection, among other valuable goals.

Redmond Risk Summary

Understanding and Preparing for Hazards in Redmond

Every five years, the City of Redmond updates its Hazard Mitigation Plan an Annex to the King County plan to better understand and reduce the impact of local hazards. Since 2020, the City has faced several major events, including:

- 2020: The COVID-19 pandemic revealed gaps in preparedness, such as PPE shortages and the need for flexible work policies. The city responded by updating procedures and improving community outreach.
- February 2020: Week-long flooding along the Sammamish River and Marymoor Park.
- November 2024: Severe impacts from a Northeast Pacific bomb cyclone affecting much of Western Washington.

The following summary outlines Redmond’s current hazard risks and vulnerabilities.

Hazard Risk and Vulnerability Summary

HAZARD	HAZARD SUMMARY	VULNERABILITY SUMMARY	IMPACT SUMMARY	PROBABILITY OF FUTURE OCCURRENCE
Avalanche	<p>Low risk.</p> <p>Redmond is not at risk for avalanches.</p>	<p>Redmond is not at risk for avalanches.</p>	<p>Redmond is not at risk for avalanches.</p>	<p>Low</p>
Earthquake	<p>Moderate risk.</p> <p>The City of Redmond is located near the Seattle Fault, a significant seismic feature capable of producing high-magnitude earthquakes. Such events pose a serious threat to the city’s built environment and critical infrastructure. Redmond is also situated within a mapped liquefaction zone, increasing the potential for ground failure and amplifying the destructive effects of seismic shaking. These geological conditions make earthquakes a high-impact hazard for the community.</p>	<p>Redmond is in a liquefaction zone, meaning that during a strong earthquake, the ground could temporarily behave like quicksand. This happens in areas with loose, water-saturated soils—such as river valleys and artificial fill—and can lead to serious damage. In the event of a major earthquake, parts of the city could see buildings collapse, underground utilities shift or rise, and critical infrastructure like bridges fail, severely disrupting transportation and emergency response. While these risks remain, the city has made progress in reducing vulnerability by redeveloping areas with unreinforced masonry (URM) buildings, which are especially prone to collapse during earthquakes.</p>	<p>A significant earthquake would result in substantial damage to buildings and infrastructure in Redmond, including the potential for significant injuries and fatalities.</p>	<p>High</p> <p>While the frequency of earthquakes is low in Redmond, there is certainty of significant earthquakes in the future. It is impossible to predict when or how large in magnitude, but it is the most catastrophic potential of Redmond’s natural hazards.</p>
Flood	<p>Moderate risk.</p> <p>Three large bodies of water coupled with a high-water table pose a risk of flooding in Redmond. The presence of valuable buildings, infrastructure, natural environment, and people make the city vulnerable to riverine and seepage flooding. Flooding occurs along the Bear Creek, Evans Creek and</p>	<p>Areas with a higher risk of severe flooding include parts of the Sammamish River and Bear Creek trail systems, condominium developments along Lake Sammamish and an area near Bear Creek’s Friendly Village Mobile Home Park. While City Hall, the Senior Center, Public Safety Building, and Municipal Campus Garage are not in the 100-year flood plain, significant flooding would</p>	<p>Impacts of most flooding instances in Redmond are minor. However, a 100-year flood would impede driving in portions of Downtown Redmond and cause water</p>	<p>High</p>

	<p>Sammamish River Trails and Lake Sammamish. Downtown lies within the 100-year floodplain. The Sammamish River Basin contributes to urban flooding.</p>	<p>make it difficult or impossible to drive to and from the municipal campus.</p> <p>There are approximately 166 buildings located within the 100-year floodplain. Of these 116 are single-family and 50 are multi-family units.</p>	<p>damage in some buildings.</p>	
Landslide	<p>Low risk.</p> <p>Landslide hazard areas in Redmond are identified as slopes greater than thirty degrees and the areas within a fifty-foot buffer above and below such slopes. Steep slopes in Redmond are located primarily on the western and southeastern portion of Education Hill and along Redmond’s northwestern border in the Willows/Rose Hill neighborhood. Landslides occur during unusual heavy seasonal rains or during an earthquake.</p>	<p>Redmond’s steep slopes and hillside development make parts of the city vulnerable to landslides. About 10% of residential and 9.5% of commercial and public buildings are located within landslide hazard zones or their buffers. Heavy rainfall, especially during winter storms, can saturate soils and trigger landslides. Earthquakes can also increase landslide risk by destabilizing already saturated or weakened slopes. Additionally, erosion remains a concern when prolonged rain overwhelms the city’s stormwater systems.</p>	<p>Landslides have the potential impact of damaging and disrupting roads within Redmond. Additionally, buildings constructed on landslide prone ground could be damaged.</p>	Moderate
Severe Weather	<p>Moderate risk.</p> <p>Redmond regularly experiences severe weather, with extreme heat and windstorms being the most common threats.</p> <p>Extreme heat can pose serious health risks, especially for vulnerable populations, and is often accompanied by wildfire</p>	<p>Redmond is vulnerable to severe windstorms, which can cause trees to fall onto roads, buildings, and power lines—leading to transportation disruptions and extended power outages.</p> <p>High temperatures also pose a growing risk, particularly because many homes in Redmond were built without air conditioning, leaving</p>	<p>Severe windstorms can cause widespread damage by knocking down trees and power lines, leading to prolonged power outages and blocked roads. These disruptions can delay emergency response, limit mobility, and</p>	High

	<p>smoke, which reduces air quality and visibility.</p> <p>Windstorms can lead to downed trees, power outages, and property damage, disrupting daily life and emergency services.</p> <p>These weather events are becoming more frequent and intense, highlighting the importance of preparedness and community resilience.</p>	<p>residents—especially older adults and those with health conditions—more exposed to heat-related illnesses.</p>	<p>increase the risk of secondary hazards.</p> <p>Extreme heat can pose serious health risks, especially for residents without access to air conditioning or backup power during outages. Vulnerable populations—such as older adults, young children, and those with medical conditions—are particularly at risk.</p>	
Severe Winter Weather	<p>Moderate risk.</p> <p>Redmond occasionally experiences freezing temperatures and snowfall, but severe winter weather is not typical for the region. Historically, the city’s proximity to Puget Sound has helped maintain a moderate climate, limiting snow and ice accumulation. However, freezing conditions and snow events have become more frequent in recent years, possibly due to climate change. While still infrequent, these events can disrupt transportation, utilities, and daily life when they occur.</p>	<p>Redmond’s infrastructure and population are moderately vulnerable to winter weather events. Many roads, sidewalks, and utility systems are not designed for prolonged snow or ice, and the City has limited snow removal resources due to infrequent need of them. Additionally, some residents—particularly older adults and those with limited mobility—may face challenges accessing heat, transportation, or emergency services during freezing conditions.</p>	<p>Infrequent but intense winter storms can lead to hazardous road conditions, power outages, and disruptions to daily life. Ice accumulation and snow can damage trees and power lines, delay emergency response, and increase the risk of accidents. Even short-term events can have outsized impacts due to the region’s limited preparedness for severe winter weather.</p>	High
Tsunami/Seiche	<p>Low risk.</p>	<p>Redmond’s vulnerability to a seiche event is</p>	<p>Lake Sammamish could experience</p>	Low

	<p>The city of Redmond sits along the northern part of a seven-mile-long, one-half mile wide Lake Sammamish. A Seattle fault surface rupture in the lakebed, and/or a significant landslide could create a lake tsunami known as a seiche.</p>	<p>concentrated in communities which are in the Lake Sammamish shoreline. This communities include Viewpoint, Southeast Redmond, and Marymoor Park.</p>	<p>seiches due to an earthquake or landslide, which could significantly damage properties on the lake.</p>	
Volcano	<p>Low risk.</p> <p>Washington state has five active stratovolcanoes, capable of significantly altering daily life for months to years after eruption. The main hazards associated with volcanoes are lahars (volcanic mudflows) and volcanic ashfall. Lahars can travel a significant distance from the volcano and fill valleys with mud tens of feet thick. Ashfall eruptions pose a significant hazard to aircraft and human repository health.</p>	<p>Due to the distance the City of Redmond is from these active volcanoes the major concern is the Ashfall. Depending on the severity of the eruption there can be a few inches of Ashfall in the city of Redmond disrupting traffic, causing low visibility, and affecting people's respiratory health.</p>	<p>Another eruption from Mt. Saint Helens could cause health hazards within Redmond due to air quality deterioration from ash.</p>	<p>Low</p>
Wildfire	<p>Moderate risk.</p> <p>The way a wildfire behaves depends on three main factors: fuel, weather, and terrain.</p> <ul style="list-style-type: none"> • Fuel: This includes anything that can burn, like dry grass, trees, and brush. • Weather: Strong winds and low rainfall can make fires spread faster and become more intense. 	<p>Redmond is an intermix city, where homes and infrastructure are closely integrated with natural vegetation, including ground cover and mature trees. This green environment is a core community value but also increases vulnerability to wildland-urban interface (WUI) fires. The risk is highest during dry, windy seasons when low humidity and weather conditions can accelerate fire spread. Proximity to vegetative fuels, combined with terrain and access limitations, makes certain</p>	<p>Although Redmond has not experienced a major wildland-urban interface (WUI) fire in over a decade, the risk remains. Increasing urban density and vertical construction also raise the potential for structure fires to spread into nearby green spaces.</p>	<p>High</p> <p>A review of fire behavior in the region over the past decade shows a significant increase in frequency and severity of wildland fires.</p>

	<ul style="list-style-type: none"> • Terrain: The shape of the land affects how a fire moves. Fires tend to spread more quickly uphill than downhill. <p>Other features like highways, lakes, and natural barriers can slow down or redirect a fire. The elevation and slope of the land also play a big role in how fast and in which direction a fire travels.</p>	<p>areas more susceptible to wildfire impacts.</p>		
<p>Civil Disturbance</p>	<p>Moderate risk.</p> <p>Since 2020, Redmond has experienced ongoing demonstrations, primarily at the downtown park. These demonstrations have primarily been focused on political agendas and international friction. At least two of the demonstrations resulted in marching on public streets to city hall. More recent protests involving international conflict have occurred on the Microsoft main campus.</p>	<p>The Downton Park is the primary location in Redmond for public demonstrations and protests. The park itself is considered a soft target, susceptible to a vehicle ramming. It's location between two main thoroughfares makes it a target for drive-by shooting or lesser interactions from motorists as well as a conflict between motorists and pedestrians.</p>	<p>Demonstrations involving 100 or more attendees or entail the possibility of vandalism or violence based on intelligence reports necessitate all available police officers, off-duty officers, and mutual aid from Bellevue, Kirkland, and WSP.</p> <p>Recent 2025 protests on the Microsoft campus resulted in property destruction and assaults on officers and civilians.</p>	<p>High</p> <p>The probability of future protest activity and related incidents in Redmond is assessed as High.</p> <p>With the current political climate, ongoing international unrest, and frequent calls to demonstrate, it is reasonable to expect that protest activity will continue to occur.</p> <p>Demonstrations may be planned and permitted through the city, allowing for</p>

coordinated safety measures, or they may arise spontaneously in response to emerging events, as seen during the recent protests at the Microsoft campus.

While many demonstrations remain peaceful and are an expression of First Amendment rights, some have the potential to escalate into unlawful activity, including property damage, assaults, or disruptions to community life. Both planned and unplanned events require significant law enforcement resources, and in some cases mutual aid, to ensure the safety of demonstrators, bystanders, and the broader community.

<p>Cyber Attack</p>	<p>Moderate risk.</p> <p>The City of Redmond depends on critical technologies to conduct everyday business, making cyber hazards a major concern. While any organization that relies on technology is at risk of cyberattack, local governments face heightened exposure because of the essential services they provide and the sensitive data they manage.</p>	<p>The City takes a layered approach to cybersecurity, combining preventative tools with efforts to build a culture of awareness and risk management. Despite these measures, bad actors continually develop new methods to infiltrate networks and exploit software vulnerabilities, leading to unauthorized access, data exposure, and loss of information. One of the biggest threats the City faces is phishing attacks delivered through email, which exploit human emotions to trick individuals into taking harmful actions. Because City systems are interconnected, an incident in one area, such as email, can quickly cascade into disruptions that affect essential services including emergency dispatch, utilities, and citizen-facing platforms. Additional risks arise when employees fail to follow established cybersecurity guidance and safe practices.</p>	<p>The impacts of a cyberattack can range from minor disruptions, such as the temporary unavailability of a single system, to a complete halt of City operations if multiple critical systems fail. Such incidents can disable or slow essential services including emergency dispatch, utilities, transportation networks, and citizen service platforms. They may also result in unauthorized access, exposure, or loss of sensitive data, leading to legal and regulatory consequences along with costly recovery efforts. Beyond financial impacts, a successful attack can delay emergency response, compromise public safety, and erode community trust in the City's ability to protect information and maintain reliable operations.</p>	<p>High.</p>
<p>Dam Failure</p>	<p>Low risk.</p> <p>Although there are no dams closer than 4 miles from Redmond, Welcome Lake Dam is</p>	<p>In case of an earthquake big enough to damage Welcome Lake Dam, the City of Redmond would have 45 minutes before a 9-foot wall of water ran</p>	<p>There are no recent dam failures that have affected the city of Redmond.</p>	<p>Low</p>

	<p>cause for concern. Welcome Lake Dam is privately owned. The HOA that owns it is responsible for its upkeep. If the dam were to fail Redmond would be in the path of the water.</p>	<p>through the east side of the city. This would damage hundreds of homes and businesses.</p>		
<p>Hazardous Materials Incident</p>	<p>Moderate risk.</p> <p>The BP Olympic Pipeline runs through Redmond between 135th Ave NE and 140th Ave NE.</p> <p>In 2024, 338 operational permits were issued by the Redmond Fire Department for various types of hazardous materials.</p>	<p>Through the International Fire Code and other laws and ordinances, there are stringent regulations for handling, storage, transporting, and recording of hazardous materials and related facilities.</p> <p>According to Fire Department records there are currently over 70 locations in the city of Redmond that have hazardous materials stored on site. Redmond utilizes a regional hazardous materials response system due to the operational needs to respond to and mitigate hazardous materials incidents due to their potential size and severity.</p>	<p>The release of hazardous materials presents a significant risk to the population and the environment.</p> <p>Historically, the Redmond Fire Department responds to approximately 50 releases per year.</p>	<p>High</p>
<p>Public Health Emergency</p>	<p>Moderate risk.</p> <p>Public health emergencies are most likely in areas of high person-to-person and person-to-animal densities. Redmond is included in this circumstance, with a high density, especially in Downtown with multi-family buildings.</p>	<p>Redmond remains vulnerable to pandemics, outbreaks of communicable diseases, and chronic health conditions that already affect the community. The COVID-19 pandemic highlighted how a public health emergency (PHE) can quickly overwhelm healthcare systems. Increased mortality may exceed morgue capacity, and illness among healthcare workers can lead to staffing shortages, further straining the response.</p>	<p>Redmond made progressive strides in policy and procedures in the instances of public health emergencies in response to COVID-19. However, an epidemic or pandemic could still result in a high number of sick people or fatalities, including to</p>	<p>High</p>

			Redmond's workforce.	
Structure Fire	<p>Moderate risk.</p> <p>Like any other City in the country Redmond has a vulnerability of a structural fire, whether it is human error or an electrical problem there is a possibility of a structure catching flames. However, a dedicated Fire Prevention department in the City focuses efforts to reduce fire hazards. The Urban Growth Management Act dictates the City of Redmond is growing vertically faster than horizontally. With the increased building heights and population above grade, the Redmond Fire Department has had to adapt its equipment and response plans.</p>	<p>Redmond has a mix of building types with varying levels of fire protection. Newer buildings are required to have sprinkler systems and are built to updated fire codes. In contrast, the oldest structures often lack both fire alarms and sprinklers, placing them in the high-risk category. The city has also seen an increase in Type V over Type I construction—wood-framed residential units (up to six stories) built above concrete commercial bases. Redmond was an early adopter of fire sprinklers in both commercial and residential buildings, which has helped reduce fire risk in protected structures. However, older, unprotected buildings remain vulnerable due to the absence of modern fire suppression systems.</p>	<p>Sprinkled building fires are most often controlled with 1 or 2 sprinklers activated, holding the fire in place until the fire department arrives to extinguish. These buildings are usually reoccupied within a couple of weeks. In contrast, the non-sprinkled buildings often take more than a year after a significant fire to rebuild and reoccupy.</p>	High
Terrorism	<p>Moderate risk.</p> <p>With such a diverse populace with all types of ethnicities and religions, the City of Redmond is vulnerable to domestic <u>and international</u> terrorism, in which an individual targets a specific race or religious group. Active shooters targeting a group of individuals or at times shooting at random can be a threat to the city of Redmond. As the FBI recently</p>	<p>During large community events sponsored by the city such as Derby Days there is a large concentration of people in a small area that could be an easy target for a terrorist attack. There are no fences/barriers preventing people from entering the events held by the city which increase the hazard of a terrorist attack since anyone can enter with a weapon to an event or drive a car through a crowd of people. Events like these are called “soft</p>	<p>Redmond, like many communities, is not immune to bias-motivated crimes and incidents rooted in racism, nationalism, or other forms of hate. Such incidents, whether verbal threats, physical assaults, or acts of intimidation—create fear and anxiety for</p>	<p>High</p> <p>Bias-motivated crimes and hate incidents are an ongoing concern both nationally and regionally, and Redmond is not immune.</p> <p>Given broader social and political trends, as well as the city's own recent</p>

	<p>stated: “Violent extremists could become inspired by these and previous high-profile attacks to engage in similar acts of violence,” as more incidents happen in the country other individuals could try and engage in similar attacks.</p>	<p>targets, due to limited security and many entry points.</p>	<p>targeted individuals and communities.</p> <p>Beyond those directly affected, these acts erode residents’ sense of safety, belonging, and trust in public spaces. They can also strain community relationships, increase calls for police and victim support services, and generate broader concern among residents about public safety.</p>	<p>history, there is a high likelihood that incidents rooted in racism, nationalism, or other forms of hate will continue to occur.</p>
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Hazard and Asset Overview Map(s)

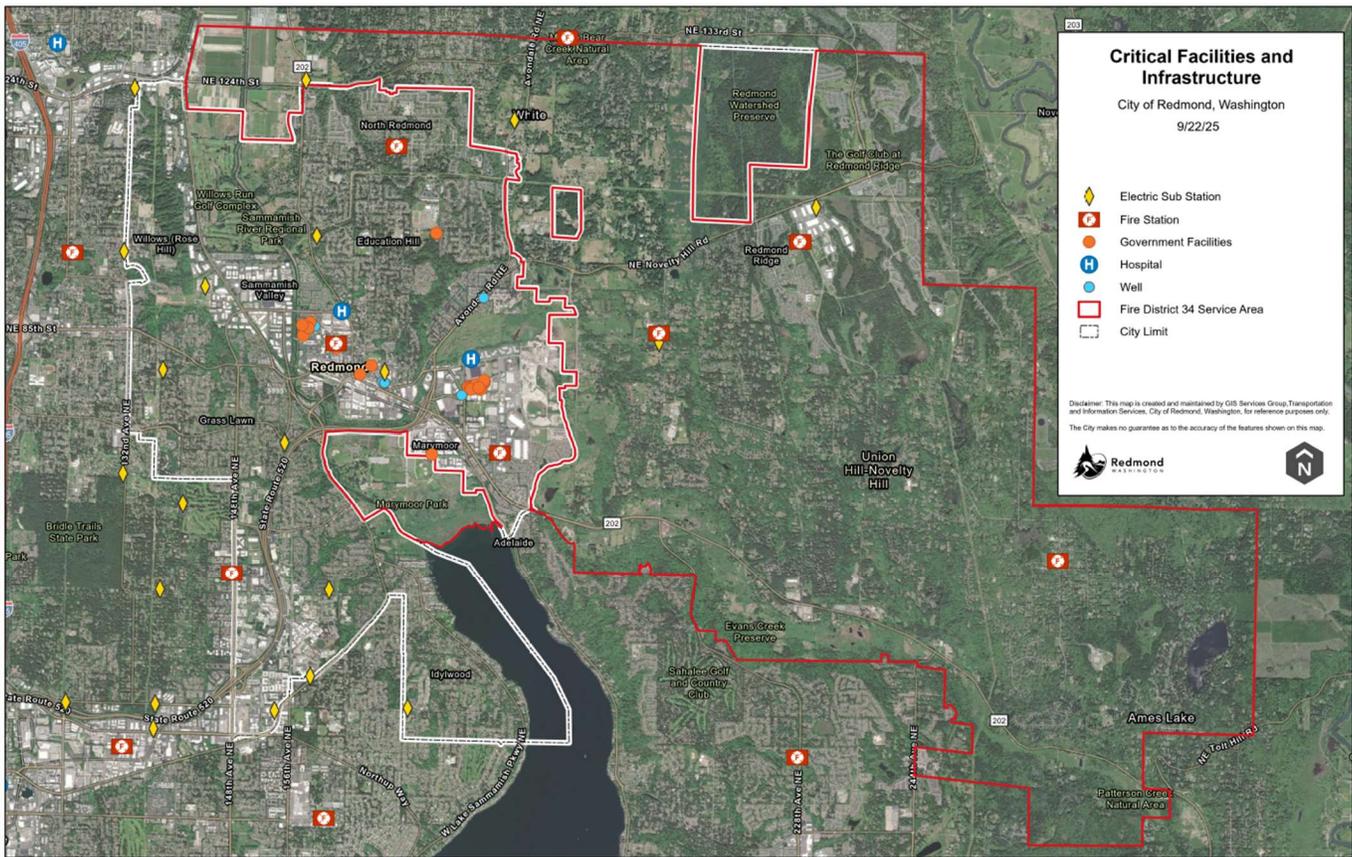


Figure 1: Critical Facilities and Infrastructure.

Redmond Liquefaction

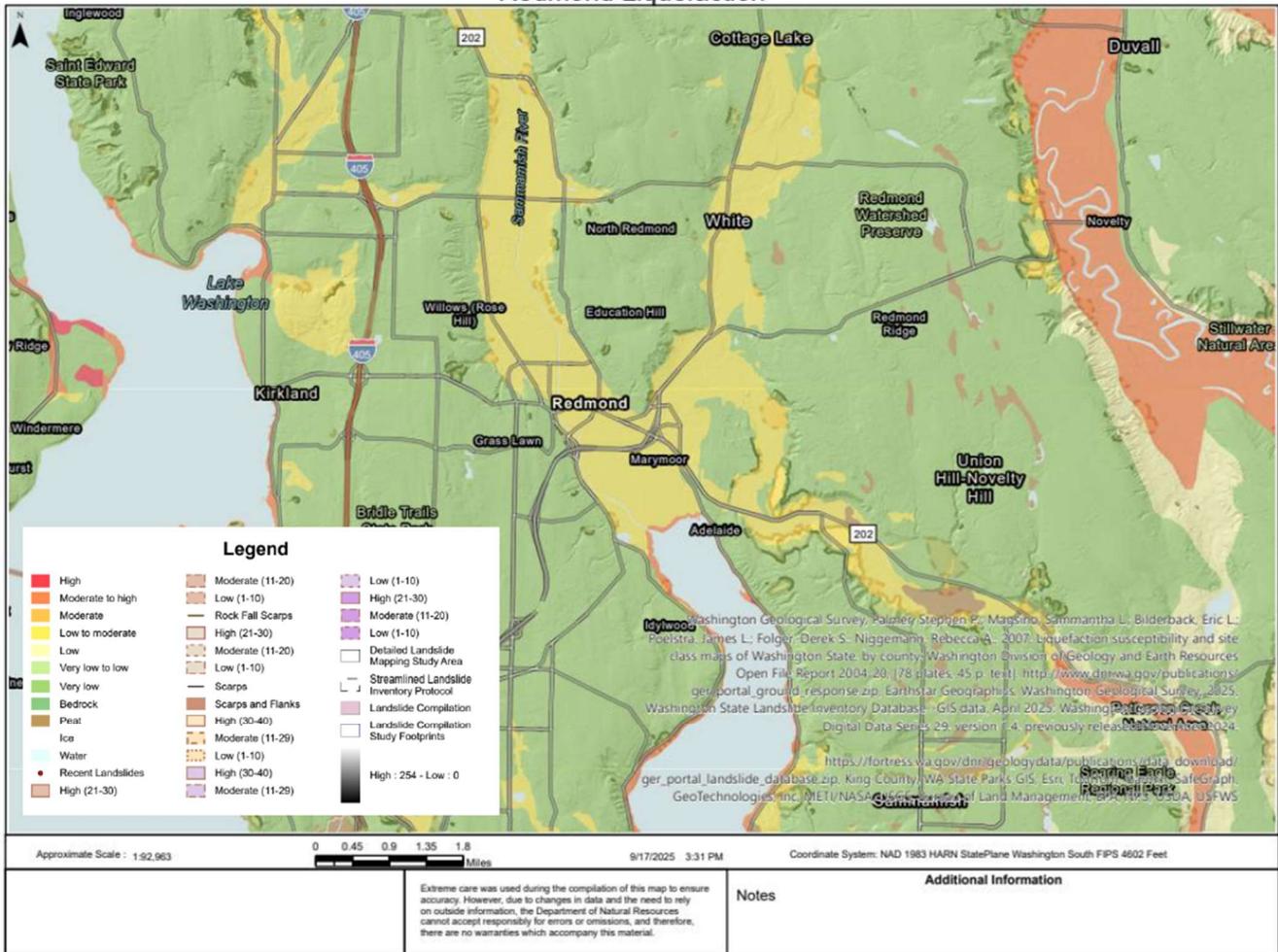
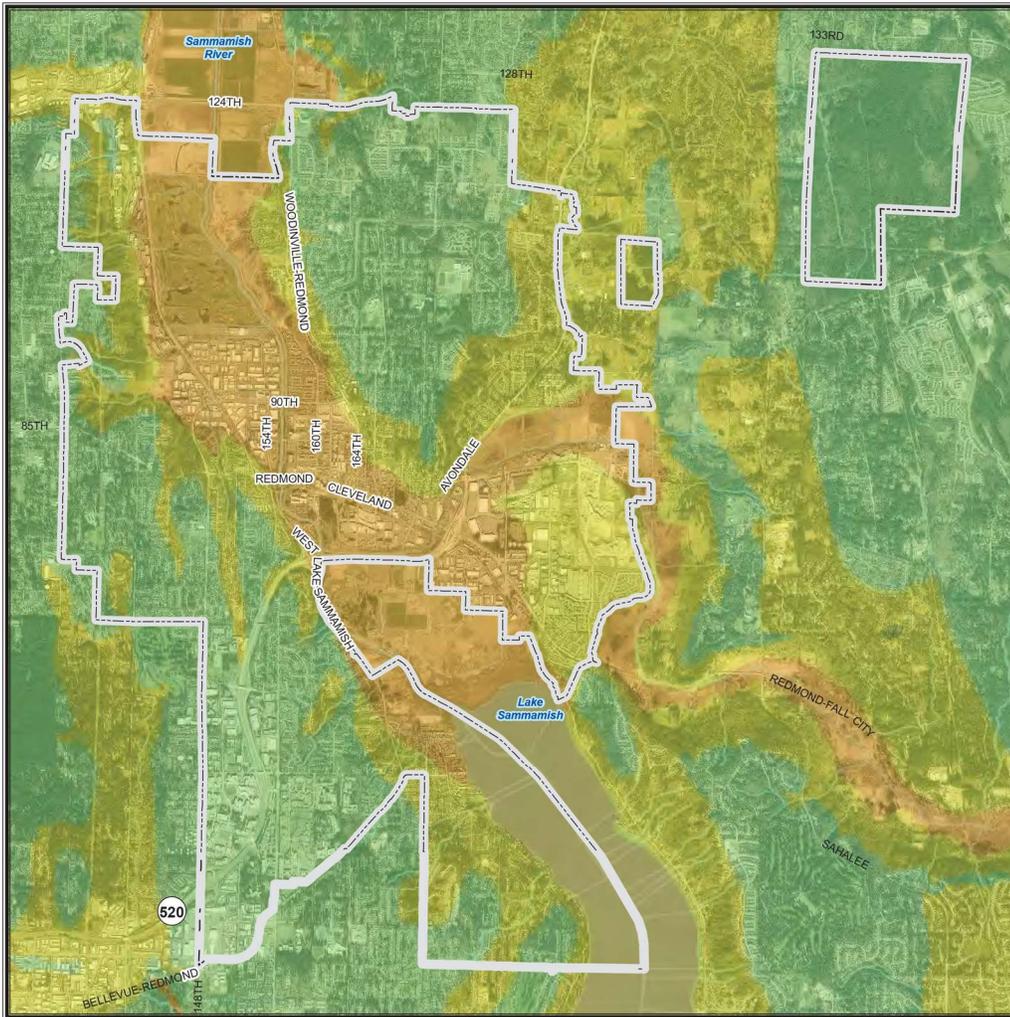


Figure 2: Liquefaction Susceptibility.



CITY OF REDMOND

National Earthquake Hazard Reduction Program (NEHRP) Soil Classification

- Site Class B - Rock
- Site Class C - Very Dense Soil, Soft Rock
- Site Class D - Stiff Soil
- Site Class E - Soft Soil

Soil classification data provided by Washington State Department of Natural Resources, Geology and Earth Resources Division.

The dataset identifies site classes for approximately 33,000 polygons derived from the geologic map of Washington. The methodology chosen for developing the site class map required the construction of a database of shear wave velocity measurements. This database was created by compiling shear wave velocity data from published and unpublished sources, and through the collection of a large number of shear wave velocity measurements from seismic refraction surveys conducted for this project. All of these sources of data were then analyzed using the chosen methodologies to produce the statewide site class maps.

Base Map Data Sources:
King County, U.S. Geological Survey



Figure 3: Soil Classification

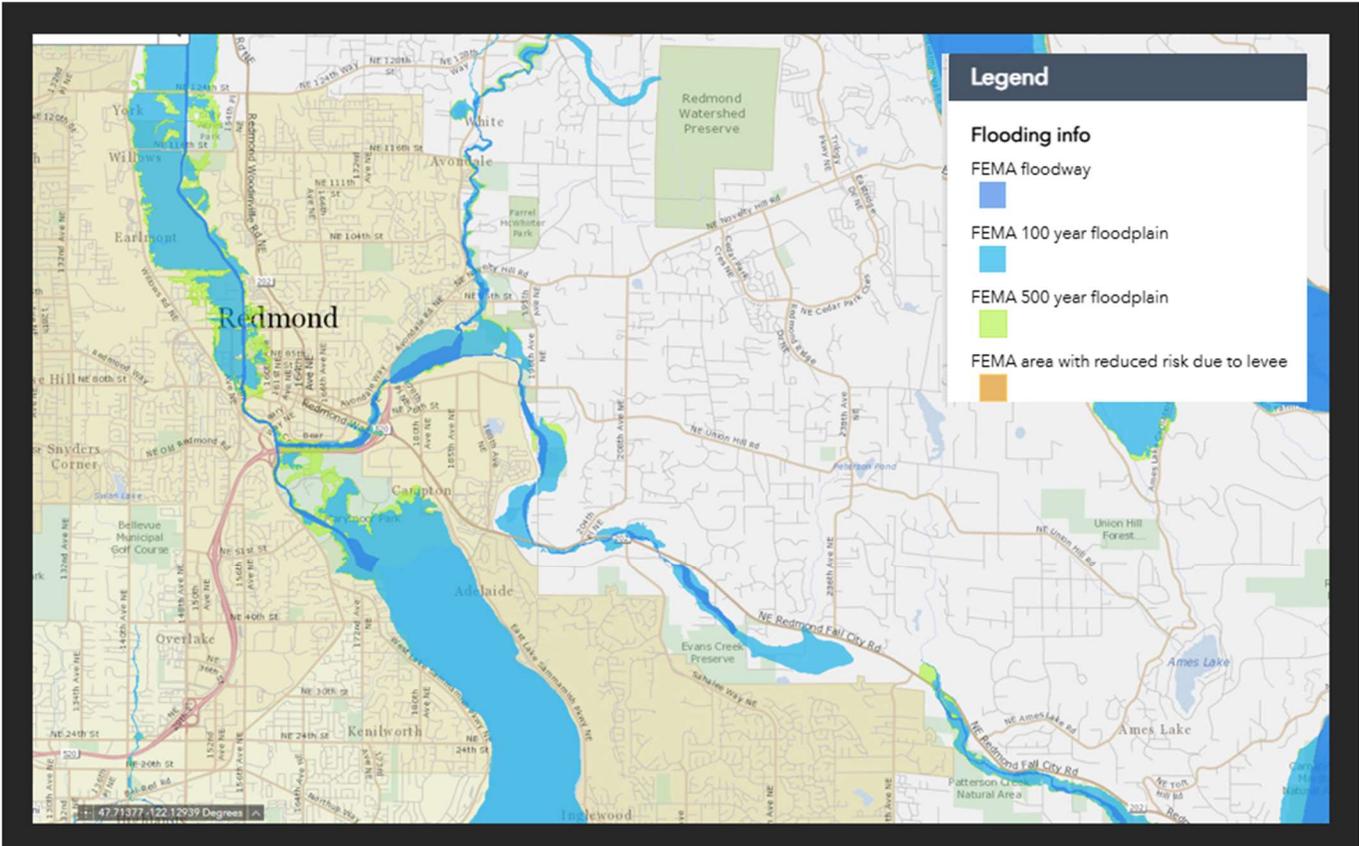


Figure 4: Flood Hazard Areas

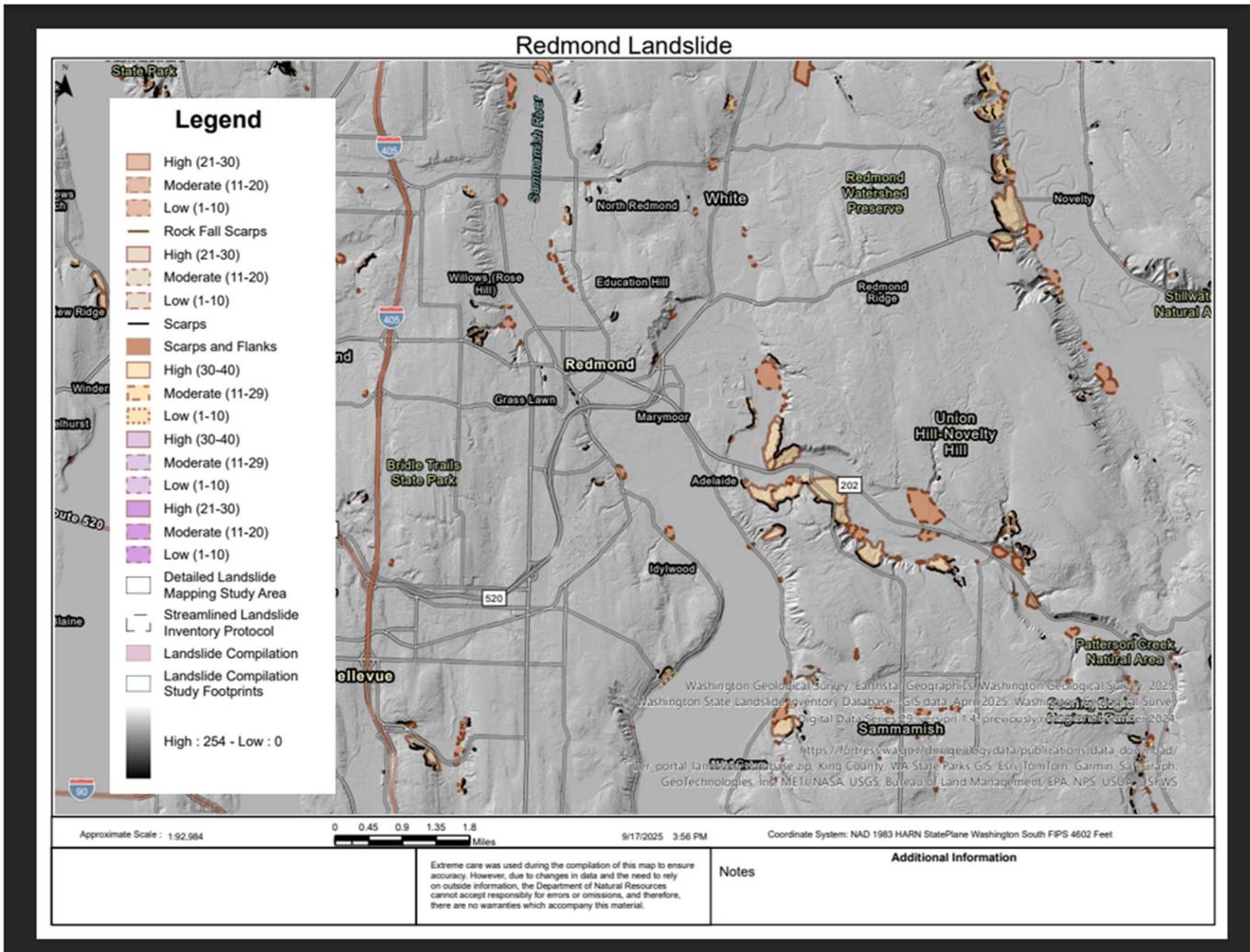


Figure 5: Landslide Hazard Areas

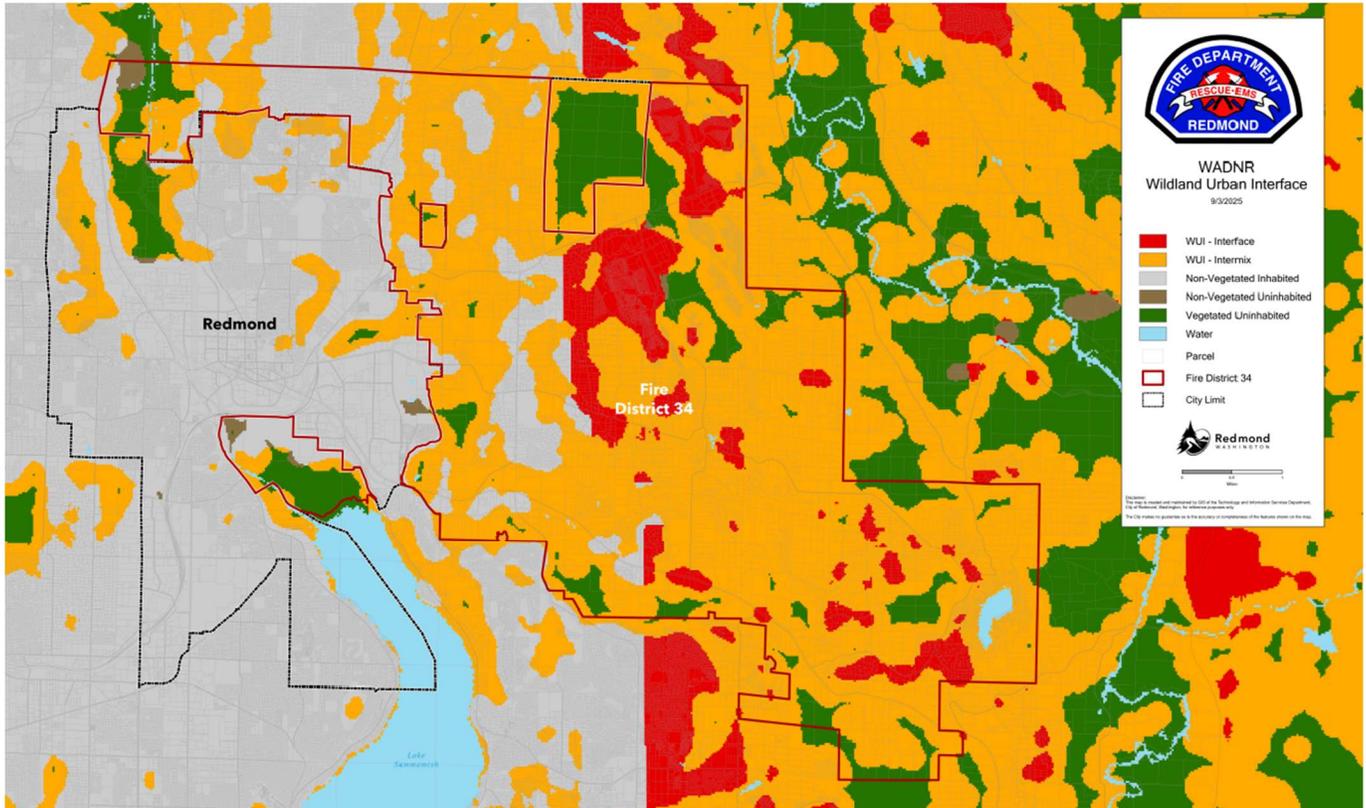


Figure 6: Wildland Urban Interface (Wildfire) Map

Vulnerable Populations

According to the 2023 U.S. Census data, over 35,000 people in Redmond were born outside of the USA, indicating that a large portion of the population speaks English as a second language. From an emergency management standpoint, this requires being able to disseminate critical information in a multitude of languages. Whether that information is emergency notifications or producing preparedness materials in different languages, Redmond must be prepared to reach as many residents as possible in their preferred language. Currently, Redmond recognizes that there are five primary languages (besides English) spoken in the city by at least 1 percent of the population. Those five languages are Spanish, Chinese, Hindi, Russian, and Mandarin.

According to 2023 U.S. Census data, 21.2% of Redmond's population is under the age of 18, and 5.3% is under the age of five. Those under the age of five represent a vulnerable population, which, by themselves, cannot understand warnings or emergency alerts without adult supervision. In the case of children separated from their families during an incident, the Office of Emergency Management and other city communications staff need to plan for and be able to assist this population. According to the 2023 U.S. Census data, as of 2023, 5.8% of Redmond's population lives below the poverty line. According to the U.S. Department of Health and Human Services, the U.S. poverty guideline is a median household income of \$31,200 for a family of 4. Redmond's population experiencing poverty may not have an alternate place to go in case of an evacuation order, or they may not have the means to evacuate if they do not have a mode of transportation other than public transit.

In 2023 Redmond completed a Climate Vulnerability Assessment, which provides a high-level summary of climate change, and its potential effect on Redmond's population, neighborhoods and business centers, infrastructure, and services. It identifies vulnerabilities as well as planning, programing, and partnership strategies to enhance Redmond's resilience. The assessment found that some portions of the Redmond community are more vulnerable to the effects of climate stress than others. Certain subsets of the population — including older adults, individuals living alone, and people with low incomes, disabilities, and/or limited English proficiency — require special consideration when planning for resiliency. There are also particular areas in the city — such as heat islands with more pavement and fewer trees, floodplain and landslide hazard areas, and areas with limited access to transit — that may experience larger effects from climate change.

Plan Update Process

The Emergency Readiness Coordinator Kyle Nelson led the most recent revision of the City of Redmond's Annex to the King County Regional Hazard Mitigation Plan and will maintain the document in cooperation with the King County Office of Emergency Management.

The process began with the Redmond Office of Emergency Management attending the 2025 Hazard Mitigation Plan Steering Committee in March 2024. Redmond OEM also attended the annex workshop in June 2024.

A planning team composed of planning participants and technical advisors was paramount for the development of the plan. The planning team helped address the hazard vulnerabilities found in the City. The planning team members individually met with Kyle Nelson to update hazards. Refer to the "Redmond Planning Team" table for names and contributions.

Redmond Planning Team

NAME	TITLE	ORGANIZATION	CONTRIBUTION
Kyle Nelson	Emergency Management Program Coordinator	Redmond Office of Emergency Management	Lead Planner
Amee Quiriconi	Deputy Fire Chief	Redmond Fire	Planning Process Facilitator
Ryan Hoover	Communications & Marketing Project Administrator	Executive Department	City of Redmond information contributor and copy edit process.
Michael Despain	Deputy Fire Chief	Redmond Fire	Fire representative assisted with structural fire, wildfire, hazardous materials, and landslide hazards.
Simrat Sekhon	Security and Compliance Manager	Redmond Technology & Information Systems (TIS)	TIS representative for cyber-attack hazard.
Zach Houvener	Deputy Director	Parks and Recreation	Parks representative for winter weather hazard.
Brian Coats	Deputy Police Chief	Redmond Police	Police representative for terrorism and civil disturbance hazards.
Stacy Myers	Senior GIS Analyst	Redmond Technology & Information Systems (TIS)	Geographic Information System (GIS) support
Eric Chen	Administrative Assistant	Redmond Fire Prevention Division	Overview of fire department operational permits for hazardous materials.
Tony Regis	Senior Engineer	Redmond Planning Department	Assisted with NFIP compliance reporting & flooding hazard.
Peter Holte	Senior Planner	Redmond Planning Department	Assisted with NFIP compliance reporting & flooding hazard.
Adnan Shabir	Senior Engineer	Redmond Public Works Department	Critical Infrastructure (Bridges) SME
Jenny Lybeck	Executive Department Manager	Redmond Executive Department	Redmond Environmental Resilience Initiatives SME
Tom Hardy	Senior Environmental Scientist	Redmond Public Works	Assisted with Floodplain 2025-2030 mitigation plan development.

Plan Update Timeline

PLANNING ACTIVITY	DATE	SUMMARY	ATTENDEES
King County Hazard Mitigation Plan Steering Committee	March 2024	King County hosts the Steering Committee meeting for the 2025 Hazard Mitigation Plan	Lisa Figueroa

Hazard Mitigation Plan Annex Workshop	June 2024	King County hosts an annex workshop for the 2025 Hazard Mitigation Plan	Lisa Figueroa
Annex Plan Discussion	09/05/25	Discussed timeline for submission regarding Redmond's Annex.	Kyle Nelson & Mercedes Stroeve
Earthquake Retrofitting for Fire Stations Overview	09/08/25	Reviewing progress of fire station earthquake retrofitting mentioned in 2020 Redmond Annex.	Kyle Nelson & Quinn Kuhnhausen
Hazardous Materials Operational Permit Overview	09/09/25	Reviewing fire code operational permits for hazardous materials.	Kyle Nelson & Eric Chen
General and demographic information for Annex. Overview of internal review process for edit copy.	09/15/25	Overview of Redmond general information needed for the plan from Ryan. Overview of internal review process.	Kyle Nelson & Ryan Hoover
Hazard discussion: (structural fires, wildland fires, hazardous materials, landslides)	09/18/25	Discussed structure fires, wildland and intermix fires, hazardous materials responses, and landslide hazards.	Kyle Nelson & Michael Despain
Hazard discussion: Flooding and National Flood Insurance Program (NFIP) compliance	09/19/25	Discussed flooding in Redmond & NFIP compliance.	Kyle Nelson, Tony Regis, & Peter Holte
Hazard discussion: (cyber-attack)	09/19/25	Discussed cyber-attack hazard for Redmond.	Kyle Nelson & Simrat Sekhon
Hazard discussion: terrorism & civil unrest	09/22/25	Reviewed terrorism and civil unrest in Redmond.	Kyle Nelson & Brian Coats
GIS Mapping	09/22/25	Discussed GIS maps for the plan.	Kyle Nelson & Stacy Myers
Hazard Mitigation Strategy Planning (Climate Impacted Hazards)	09/29/25	Reviewing Redmond's environmental resiliency initiatives and incorporating them into the hazard mitigation plans.	Kyle Nelson & Jenny Lybeck
Hazard Mitigation Strategy Planning: Floodplain Map Updating	09/30/25	Reviewing Redmond's floodplain map plan to inform development.	Kyle Nelson & Tom Hardy

Public Outreach

Public Outreach Events

EVENT	DATE	SUMMARY	ATTENDEES
2021 Social Media Outreach Campaign	Multiple	Public education on the following topics: <ul style="list-style-type: none"> • Earthquake warning system testing • Winter weather preparedness Emergency supply kit preparedness	Community members who follow the Redmond Fire Department’s Facebook page.
2022 Social Media Outreach Campaign	Multiple	Public education on the following topics: <ul style="list-style-type: none"> • Winter road safety. • Cold weather safety • Winter weather preparedness 	Community members who follow the Redmond Fire Department’s Facebook page.
Redmond High School CERT - Final Drill	1/21/22	Assisted with Redmond High School’s CERT final drill	Redmond High School CERT class students
Emergency Preparedness Booth	10/15/22	Staffed an emergency preparedness public information booth at a fire station open house.	Community members.
2023 Social Media Outreach Campaign	Multiple	Public education on the following topics: <ul style="list-style-type: none"> • Heat safety • Water safety • Wildfire safety • Thunderstorm safety • “Great Shakeout” earthquake awareness 	Community members who follow the Redmond Fire Department’s Facebook Page.
Emergency Preparedness Expo	5/11/23	Presenting emergency preparedness to Redmond community members.	Community members.
Spring Safety Fair	5/20/23	Staffed an emergency preparedness public education booth.	Community members.

Derby Days	July 2023	Staffed an emergency preparedness public education booth.	Community members.
Friendly Village Preparedness Event	8/22/23	Presenting emergency preparedness to the Friendly Village.	Friendly Village community members.
Redmond Library Event	10/19/23	Staffed an emergency preparedness public education booth at Redmond library.	Community members.
Community Emergency Response Team (CERT) Course	November 2023	CERT training for community members to increase their resiliency.	Approximately 25 community members.
Rosa Parks PTSA Emergency Preparedness Presentation	11/9/23	Presenting emergency preparedness to the Rosa Parks PTSA.	Rosa Parks PTSA
2024 Social Media Outreach Campaign	Multiple	Public education on the following topics: <ul style="list-style-type: none"> • Cooking safety • National preparedness month • CPR/AED Awareness • Winter driving safety • Flood and winter weather driving safety • Candle safety • Fireplace safety • Lightning safety 	Community members who follow the Redmond Fire Department's Facebook Page.
Redmond High School CERT - Final Drill with L-116	1/6/24	Assisted with Redmond High School's CERT final drill, including Ladder 116.	Redmond High School CERT class students, Ladder Company 116 from Redmond Fire.
Community Emergency Response Team (CERT) Course	May 2024	CERT training for community members to increase their resiliency.	Approximately 25 community members.
Providence John Gabriel House Emergency Preparedness Training	May 2024	Educated members of Providence John Gabriel House on assembling emergency go-bags, emergency food and water	Members of Providence John Gabriel House

		supplies, emergency alerting, and volunteer opportunities.	
HAM Radio Training	June 2024	HAM radio training for community members	Community Members
Trilogy Block Leader Meeting	9/30/2024	Emergency preparedness training with Trilogy neighborhood's block leaders.	Block leaders within the Trilogy neighborhood.
Community Emergency Response Team (CERT) Course	November 2024	CERT training for community members to increase their resiliency.	Approximately 25 community members.
Muslim Association of Puget Sound (MAPS) Emergency Preparedness Outreach	11/16/24	Presenting emergency preparedness education to MAPS.	Community members of MAPS.

Redmond Hazard Mitigation Program

Hazard mitigation strategies in the City of Redmond are managed through a collaborative process involving the Office of Emergency Management and many city departments, including Public Works, Redmond Fire, Redmond Police, the Planning Department, the Parks and Recreation Department, and TIS.

Strategies involving community resiliency and community education on emergency preparedness are managed by the City's Office of Emergency Management with input from established volunteers like the ARES and CERT groups.

Redmond's future mitigation efforts were established based on previous city plans, the 2023 Climate Vulnerability Assessment, as well as information provided by the City's own subject matter experts from different city departments. Each of the initiatives in this plan was identified as necessary to meet the goals and objectives of the City as they relate to level of service, resilience, preservation, health, and safety.

Plan Monitoring, Implementation, and Future Updates

King County leads the mitigation plan monitoring and update process and schedules the annual plan check-ins and bi-annual mitigation strategy updates. Updates on mitigation projects are solicited by the county for inclusion in the countywide annual report. As part of participating in the 2025 update to the Regional Hazard Mitigation Plan, every jurisdiction agrees to convene their internal planning team at least annually to review their progress on hazard mitigation strategies and to update the plan based on new data or recent disasters.

As part of leading a countywide planning effort, King County Emergency Management will send to the City of Redmond any federal notices of funding opportunity for the Hazard Mitigation Assistance Grant Program. Proposals from partners will be assessed according to the prioritization process identified in this plan and the

Plan Goals

The goal of the 2025 City of Redmond's Annex to the King County Regional Hazard Mitigation Plan is to create a framework that reduces the impact and susceptibility of the identified hazards on people, property, and the environment, prioritizing historically underserved communities.

county will, where possible, support those partners submitting grant proposals. This will be a key strategy to implement the plan.

The next plan update is expected to be due in April 2030. All jurisdictions will submit letters of intent by 2028, at least two years prior to plan expiration. The county will lead the next regional planning effort, beginning at least 18 months before the expiration of the 2025 plan.

Continued Public Participation

The City of Redmond maintains strong public outreach efforts focused on personal preparedness and education. Updates on the implementation of the hazard mitigation plan will be shared through these efforts, and community feedback will be actively encouraged.

The Office of Emergency Management will continue to seek opportunities to engage the public on local hazard preparedness. These efforts help residents understand how their individual actions contribute to, and are supported by, broader risk-reduction strategies.

Hazard Mitigation Authorities, Responsibilities, and Capabilities

Plans

PLAN TITLE	RESPONSIBLE AGENCY	POINT OF CONTACT	RELATIONSHIP TO HAZARD MITIGATION PLAN
Comprehensive Emergency Management Plan	Office of Emergency Management	Amee Quiriconi	The Hazard Mitigation Plan provides the risk profiles that support the development of the CEMP.
Redmond 2050 Comprehensive Plan	Redmond Planning Branch	Jeff Churchill	Helped build mitigation strategies.
Information Security Incident Response Plan	Redmond TIS Department	Simrat Sekhom	Helped identify hazards. Currently under development.

Programs, Policies, and Processes

PROGRAM/POLICY	RESPONSIBLE AGENCY	POINT OF CONTACT	RELATIONSHIP TO HAZARD MITIGATION PLAN
2021 International Building & Residential Codes	Planning Department	Jason Lynch	Building codes ensure new construction and substantial improvements meet international safety standards in building. This helps mitigate damage to property and injuries during several hazards mentioned herein.
2021 International Fire Code	Fire Prevention Division	Rich Gieseke	Fire code requirements mitigate the risk of structure fires within Redmond.
Emergency Management Program	Office of Emergency Management	Amee Quiriconi	Deputy Director Over the Office of Emergency Management
National Flood Insurance Program	Planning Department	Tony Regis	The NFIP insures properties in and around the floodplain in Redmond.
Critical Area Ordinance	Redmond Planning Department	David Lee	<p>The City of Redmond's Hazard Mitigation Plan is closely aligned with the City's Critical Areas Ordinance (CAO), which provides regulatory protections for environmentally sensitive and hazard-prone areas. The CAO identifies and regulates five types of critical areas: wetlands, frequently flooded areas, geologically hazardous areas, fish and wildlife habitat conservation areas, and critical aquifer recharge areas</p> <p>1</p> <p>These regulations are designed to prevent loss of ecological function, reduce exposure to natural hazards, and protect public health and safety. The CAO</p>

			<p>supports hazard mitigation by limiting development in high-risk areas, requiring site-specific assessments, and enforcing performance standards that reduce the likelihood of flooding, landslides, and groundwater contamination.</p> <p>The HMP recognizes the CAO as a foundational regulatory tool that contributes to the City’s overall risk reduction strategy. By directing incompatible land uses away from critical areas and requiring mitigation for unavoidable impacts, the CAO helps prevent cumulative environmental degradation and minimizes the potential for disaster-related losses. The City’s approach to critical areas management—emphasizing “no net loss” of ecological function and proactive hazard avoidance—reinforces the goals of the HMP and ensures consistency with state and regional planning frameworks.</p>
<p>Shoreline Master Program</p>	<p>Planning Department</p>	<p>David Lee</p>	<p>The City of Redmond’s Hazard Mitigation Plan aligns with the goals and regulatory framework of the Shoreline Master Program (SMP), which governs land use and environmental protection within shoreline jurisdictions. The SMP supports hazard mitigation by regulating</p>

			development in flood-prone and ecologically sensitive areas, ensuring no net loss of shoreline ecological
Redmond Zoning Code	Redmond Planning Department	Jeff Churchill	Regulates land use in the City of Redmond.

Entities Responsible for Hazard Mitigation

AGENCY/ORGANIZATION	POINT OF CONTACT	RESPONSIBILITY(S)
Office of Emergency Management	Kyle Nelson	Lead Planner
Redmond Fire	Michael Despain	Contributor
Redmond Police	Brian Coats	Contributor
Fire Prevention Division	Rich Gieseke	Contributor
TIS	Simrat Sekhon	Contributor
Planning Department & Public Works	Tony Regis, Tom Harty, & Peter Holte	Contributor

National Flood Insurance Program

National Flood Insurance Program Compliance

What department is responsible for floodplain management in your community?	This is a shared responsibility between the Planning Department and Public Works Department.
Who is your community's floodplain administrator? (title/position)	Jason Lynch, Building Official
What is the date of adoption of your flood damage prevention ordinance?	RMC 15.04 was first adopted 1979. Last updated in 2020.
When was the most recent Community Assistance Visit or Community Assistance Contact?	Redmond met with the Department of Ecology in March 2021 most recently for Community Assistance Visit.
Does your community have any outstanding NFIP compliance violations that need to be addressed? If so, please state what they are?	No.
Do your flood hazard maps adequately address the flood risk within your community? If so, please state why.	Yes. We are required as per our Critical Areas Ordinance 20D.140.10-040 (7) Critical Areas Maps to map Frequently Flooded Areas.
Does your floodplain management staff need any assistance or training to support its floodplain management program? If so, what type of training/assistance is needed?	Yes. We are continually looking for training opportunities.
Does your community participate in the Community Rating System (CRS)? If so, what is your CRS Classification and are you seeing to improve your rating? If not, is your community interested in joining CRS?	Redmond has a Class 5 CRS status.

How many Severe Repetitive Loss (SRL) and Repetitive Loss (RL) properties are in your jurisdiction?	SRL: None RL: None
Has your community ever conducted an elevation or buy out of a flood-prone property? If so, what fund source did you use? If not, are you interested in pursuing buyouts of flood prone properties?	Redmond bought Keller Farm and other properties with City Stormwater Funds. Redmond also uses Transfer Development Rights to secure conservation easements on some properties in the floodplain.

Hazard Mitigation Strategies

2020 Hazard Mitigation Strategy Status

STRATEGY	DESCRIPTION	PRIORITY	STATUS
Community Outreach Programs	To mitigate impacts involved with isolation following a severe hazard event, Redmond will develop outreach activities to enable Redmond residents, businesses and visitors to survive in-place for more than three days.	High	Long term – Ongoing The community outreach programs continue with several CERT courses being offered between 2022 and 2024. Additionally, multiple outreach, education, and resource events were hosted between 2020 and 2025.
Seismic Retrofit of Fire Station 16	Seismically retrofit fire station 16.	High	Complete. Fire stations 14, 16, & 18 were seismically retrofitted between 2020 and 2024.
Resilient Transportation Networks	To mitigate against the loss of major transportation facilities in and around the City, Redmond will invest resources in building more resilient transportation networks.	Moderate	Complete. In partnership with Sound Transit, the Light Rail 2 Line successfully opened multiple stations in Redmond. The 2 Line connects from the South Bellevue Park & Ride to the Downtown Redmond station. Once the line crosses the I-90 floating bridge, Downtown Redmond and the other Redmond stations will connect all the way to Angle Lake to the South and Lynwood to the North.
Seismic Retrofit of Critical Bridges	To structurally reinforce critical bridges in	High	Ongoing. The City of Redmond is planning on conducting a reevaluation

	preparation of earthquakes.		of bridges to better prioritize seismic retrofitting.
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2025 Hazard Mitigation Strategies

STRATEGY	LEAD AGENCY/POC	TIMELINE	PRIORITY
Enhance Community Communications	City of Redmond Office of Emergency Management/Kyle Nelson	2025-2030	High
Updating Floodplain Maps	City of Redmond Planning Department/Tom Hardy	2025-2030	Moderate
Launch Community Resilience Hubs	City of Redmond Fire Department/Amee Quiriconi	2025-2030	Moderate
Community Resilience Through Outreach	City of Redmond Office of Emergency Management/Kyle Nelson	Ongoing	High
Essential Facilities Resilience and Modernization	City of Redmond Planning Department/Vangie Garcia	2025-2030	High

ENHANCE COMMUNITY COMMUNICATIONS

Lead Points of Contact Emergency Readiness Coordinator	Partner Points of Contact City of Redmond TIS	Hazards Mitigated / Goals Addressed Hazards Mitigated: <ul style="list-style-type: none"> • Earthquake • Flood • Landslide • Severe Weather • Severe Winter Weather • Tsunami/Seiche • Volcano • Wildfire • Civil Disturbance • Cyber Attack • Dam Failure 	Funding Sources and Estimated Costs General Funds & EMPG \$9,992.19 (AM 1650) \$37,000 (third-party alerting system)
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		<ul style="list-style-type: none"> • Hazardous Materials Release • Public Health Emergency • Structure Fire • Terrorism <p>Communications and Warning Emergency Public Information and Education</p>	
<p>Strategy Vision/Objective</p> <p>To build a resilient, informed, and connected community through modernized emergency communication systems that leverage both traditional and emerging technologies to ensure timely, accessible, and reliable public warnings and information.</p>			
<p>Mitigation Strategy</p> <ol style="list-style-type: none"> 1. Modernizing AM Radio Infrastructure <ul style="list-style-type: none"> • Upgrade and maintain AM radio systems to ensure robust, redundant communication capabilities during emergencies. • Integrate internet streaming of AM broadcasts to expand accessibility across digital platforms and devices. 2. Expanding Digital Communication Channels <ul style="list-style-type: none"> • Acquire and implement third-party communication platforms that enable direct, real-time engagement with community members via text, email, mobile apps, and social media. • Ensure platforms are inclusive, multilingual, and ADA-compliant to reach diverse populations. 3. Increasing Public Awareness and Trust <ul style="list-style-type: none"> • Launch public education campaigns to raise awareness of available emergency communication tools and how to access them. • Partner with community organizations to promote preparedness and ensure equitable access to information. 			
<p>2-Year Objectives</p> <ul style="list-style-type: none"> • Contract services for AM 1650 equipment maintenance and improvements for existing levels of AM radio capability. • Contract services for and integrate internet streaming of AM 1650. • Contract for services with a to-be-determined third-party vendor for an alerting system that would allow Redmond Fire to directly push communications to community members. 	<p>5-Year Objectives</p> <ul style="list-style-type: none"> • Implement the to-be-determined third-party platform to establish alerting directly to community members. • Partner with OEM Volunteers to educate the public on AM 1650 and Redmond’s to-be-determined alerting platform. 	<p>Long-Term Objectives</p> <p>Community members are aware of the multitude of public information, communications and warning mediums and are highly engaged with these systems.</p>	

Implementation Plan/Actions

- Procure services to restore, maintain, and improve AM 1650’s physical infrastructure.
- Procure the capability to stream AM 1650 over the internet.
- Select a third-party alerting system vendor.
- Implement the selected third-party platform for alerting.
- Create public education campaign to inform community members of the various emergency public information, communication and warning tools available to them from the City of Redmond.
- Implement the public education campaign with support from the Redmond OEM Volunteers.

Performance Measures

- AM 1650’s radio radius is maximally maintained
- AM 1650 is streamed over the internet
- Redmond has procured and implemented a third-party alerting system
- A public education campaign is designed and implemented regarding AM 1650 and the third-party alerting system.

Updating Floodplain Maps for Informed Development

<p>Lead Points of Contact City of Redmond Public Works Department</p>	<p>Partner Points of Contact Planning Department</p>	<p>Hazards Mitigated / Goals Addressed This will mitigate flood hazards.</p>	<p>Funding Sources and Estimated Costs General Funds Cost to be determined.</p>
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Strategy Vision/Objective

To improve Redmond’s flood preparedness, emergency planning, and climate resilience by updating local floodplain maps in coordination with FEMA, reflecting the increasing frequency and severity of flood events, particularly along Bear Creek, so that future development and policy decisions are based on the most accurate and current data.

Mitigation Strategy

Redmond will lead a data-driven initiative to update local floodplain maps in partnership with FEMA and regional stakeholders. This strategy will enhance the accuracy of flood risk assessments, inform land use and development decisions, and strengthen emergency preparedness. By integrating updated hydrologic modeling, community engagement, and interagency coordination, the City will ensure that floodplain management reflects current and future climate realities, particularly the shift of Bear Creek’s 100-year flows toward 500-year event levels.

2-Year Objectives	5-Year Objectives	Long-Term Objectives
<ul style="list-style-type: none"> • Hydrologic Analysis: Conduct updated modeling of Bear Creek and other key waterways using recent precipitation and flow data. • FEMA Coordination: Initiate formal collaboration with FEMA to align local mapping updates with federal standards and timelines. • Stakeholder Engagement: Engage developers, residents, and environmental groups to raise awareness and gather input on flood risk and mapping needs. • Preliminary Map Updates: Develop draft floodplain maps for internal review and scenario planning. 	<ul style="list-style-type: none"> • Adopt Updated Maps: Finalize and adopt new floodplain maps in coordination with FEMA and regional partners. • Policy Alignment: Update zoning, building codes, and development review processes to reflect new flood risk zones. • Emergency Planning Integration: Incorporate updated flood data into emergency response plans, evacuation routes, and public alert systems. • Public Education Campaign: Launch a citywide campaign to educate residents and businesses about updated flood risks and preparedness actions. 	<ul style="list-style-type: none"> • Climate-Responsive Planning: Use updated maps to guide long-term land use, infrastructure investments, and green infrastructure projects. • Ongoing Monitoring: Establish a recurring review cycle (e.g., every 5–10 years) to reassess floodplain data as climate conditions evolve. • Regional Leadership: Position Redmond as a regional leader in climate-adaptive floodplain management and data transparency.

Implementation Plan/Actions

- **Initiate Hydrologic and Hydraulic Study**
Partner with consultants and regional agencies to model updated flood flows—especially for Bear Creek—using recent climate data, LiDAR, and stream gauge records.
- **Establish FEMA Coordination Framework**
Formally engage with FEMA to align local mapping efforts with federal standards and initiate the map revision process under FEMA’s Risk MAP program.
- **Engage Stakeholders and the Public**
Conduct outreach to developers, residents, environmental groups, and emergency responders to gather input and build awareness of the mapping update process.
- **Develop Draft Floodplain Maps**
Create preliminary maps that reflect updated 100-year and 500-year flood scenarios and assess potential impacts on land use and infrastructure.
- **Review and Validate Maps**
Facilitate technical and public review of draft maps, incorporating feedback and ensuring scientific accuracy and community relevance.
- **Adopt and Integrate Final Maps**
Finalize and adopt the updated maps through City Council and FEMA approval processes. Update zoning, permitting, and emergency plans accordingly.
- **Launch Public Education and Preparedness Campaign**
Roll out a communications campaign to inform residents and businesses about new flood risks, insurance implications, and preparedness actions.

Performance Measures

- **Completion of Updated Floodplain Maps**
Target: Final FEMA-approved floodplain maps adopted by Year 5.
Purpose: Tracks the core deliverable of the initiative.
- **Accuracy of Flood Risk Modeling**
Target: Incorporate at least 3 new data sources (e.g., rainfall intensity, stream gauge data, LiDAR) into hydrologic models.
Purpose: Ensures scientific rigor and climate relevance.
- **Policy and Code Updates**
Target: Update at least 3 key policies or codes (e.g., zoning, stormwater, building) to reflect new floodplain data.
Purpose: Measures integration into regulatory frameworks.
- **Community Engagement Reach**
Target: Engage at least 500 residents and stakeholders through digital notifications, workshops,

surveys, and public meetings.

Purpose: Ensures transparency and public buy-in.

- Emergency Plan Integration

Target: 100% of City emergency response plans updated with new floodplain data by Year 5.

Purpose: Enhances readiness and risk communication.

Launch Neighborhood Resilience Hubs

<p>Lead Points of Contact City of Redmond Executive Department & Fire Department</p>	<p>Partner Points of Contact N/A</p>	<p>Hazards Mitigated / Goals Addressed This will mitigate all hazards that displace community members from their homes, disrupt transportation outside neighborhoods, and disrupt supply chains.</p> <p>Hazards Mitigated:</p> <ul style="list-style-type: none"> • Earthquake • Flood • Landslide • Severe Weather • Severe Winter Weather • Tsunami/Seiche • Volcano • Wildfire • Civil Disturbance • Cyber Attack • Dam Failure • Hazardous Materials Release • Public Health Emergency • Structure Fire • Terrorism 	<p>Funding Sources and Estimated Costs</p> <p>Capital Improvement (New City Facilities) Grants Private Partnerships</p> <p>Costs will vary by individual site.</p>
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Strategy Vision/Objective

To foster a more resilient, connected, and equitable Redmond by expanding and supporting a network of resilience hubs that empower communities before, during, and after emergencies—leveraging City facilities, neighborhood centers, multifamily housing, schools, and nonprofit partnerships.

Mitigation Strategy

Redmond will advance a community-centered network of resilience hubs by leveraging City facilities, neighborhood spaces, multifamily properties, schools, and nonprofit sites. This strategy focuses on equitable access, strong partnerships, and climate preparedness, ensuring hubs are tailored to local needs and capable of supporting residents during disruptions. Through inclusive engagement, sustainable funding, and community empowerment, the City will build a resilient infrastructure that strengthens social cohesion and enhances emergency response capacity across all neighborhoods.

2-Year Objectives

- **Site Identification & Assessment:** Conduct a citywide assessment to identify and prioritize potential resilience hub locations across City facilities, neighborhoods, multifamily properties, schools, and nonprofits.
- **Partnership Development:** Establish foundational partnerships with key stakeholders including school districts, housing providers, developers, and community-based organizations.
- **Community Engagement:** Launch inclusive engagement efforts to gather input from diverse communities, especially those most vulnerable to climate and emergency risks.
- **Pilot Hubs:** Develop and activate 1–2 pilot resilience hubs to test models, services, and community response.
- **Funding Strategy:** Secure initial funding through grants, City budget allocations, and philanthropic partnerships.

5-Year Objectives

- **Network Expansion:** Scale up to a broader network of resilience hubs across Redmond, ensuring geographic and demographic equity.
- **Integrated Services:** Equip hubs with essential infrastructure for emergency response (e.g., backup power, clean water, communications) and climate resilience (e.g., cooling/warming centers).
- **Capacity Building:** Train volunteers, private partners, and community leaders to operate and manage hubs effectively.
- **Policy Integration:** Embed resilience hub planning into City emergency management, climate action, and land use policies.
- **Sustainable Operations:** Develop and implement a sustainable operations and maintenance model for long-term viability.

Long-Term Objectives

- **Community-Led Governance:** Transition hub leadership and programming to community-based governance models where appropriate.
- **Resilience Culture:** Foster a citywide culture of preparedness, mutual aid, and climate resilience through ongoing education and engagement.
- **Regional Collaboration:** Position Redmond’s resilience hub network as a model for regional collaboration and replication across the Puget Sound area.
- **Continuous Improvement:** Establish feedback loops

and performance metrics to adapt and evolve hub services based on community needs and emerging risks.

Implementation Plan/Actions

1. **Expand Access Through Diverse Site Development**

Identify and evaluate City-owned facilities, neighborhood gathering spaces, multifamily properties, schools, and nonprofit locations as potential resilience hub sites. Prioritize locations that serve vulnerable populations and fill geographic or service gaps.

2. **Strengthen Community Partnerships**

Collaborate with local nonprofits, school districts, housing providers, and neighborhood associations to co-design hub functions that reflect community needs and cultural contexts.

3. **Integrate Climate and Emergency Preparedness**

Ensure each hub is equipped to support residents during climate-related events, power outages, and other emergencies by providing essential services such as cooling/warming centers, charging stations, clean water, and communication tools.

4. **Promote Equity and Inclusion**

Center equity in hub planning by engaging historically underserved communities in decision-making, ensuring language access, and tailoring services to meet diverse needs.

5. **Build Capacity and Sustainability**

Develop a long-term funding and staffing model to support hub operations, maintenance, and community programming. Explore public-private partnerships and grant opportunities to sustain growth.

6. **Foster Community Ownership and Engagement**

Empower residents through training, volunteer opportunities, and participatory governance models that build local leadership and ownership of resilience hubs.

Performance Measures

- Establish at least 5 fully operational resilience hubs by Year 5.
- Engage at least 200 residents annually through hub-hosted events, preparedness trainings, and outreach activities.
- Ensure that 100% of resilience hubs are located within a 10-minute walk or transit ride for residents in high-vulnerability areas.
- Achieve a 90% readiness rating (based on a standardized checklist) for all hubs by Year 5, including backup power, supplies, and communication tools.
- Formalize partnerships with at least 15 community-based organizations and private sector partners by Year 5.

Community Resilience Through Outreach

<p>Lead Points of Contact Kyle Nelson Program Coordinator</p>	<p>Partner Points of Contact Amee Quiriconi</p>	<p>Hazards Mitigated / Goals Addressed All Hazards Community Public Safety Strong and Vibrant Neighborhoods</p> <p>Hazards Mitigated:</p> <ul style="list-style-type: none"> • Earthquake • Flood • Landslide • Severe Weather • Severe Winter Weather • Tsunami/Seiche • Volcano • Wildfire • Civil Disturbance • Cyber Attack • Dam Failure • Hazardous Materials Release • Public Health Emergency • Structure Fire • Terrorism 	<p>Funding Sources and Estimated Costs General Fund Grants Citizen Corp Council</p>
<p>Strategy Vision/Objective A community that understands and prepares for the hazards faced while living and working in the city of Redmond. A community that also understands the limitations faced by responders and other government response agencies and understands how individuals can support one another. A robust volunteer program is desirable to assist in community preparedness, particularly in education and outreach.</p>			
<p>Mitigation Strategy Continue providing emergency management preparedness training to the Redmond community. Redmond OEM will evaluate how best to build out and utilize a robust volunteer program to achieve higher saturation of community outreach to community members. This may include CERT classes and other public outreach campaigns.</p>			

<p>2-Year Objectives Continue to enhance relationships with preexisting volunteers (e.g. CERT groups and ARES radio group).</p> <p>Host community listening sessions to solicit input in what volunteering and education opportunities they desire from Redmond OEM and the City at large in emergency preparedness.</p>	<p>5-Year Objectives Provide multiple community outreach events per calendar year on topics determined in the community listening sessions.</p> <p>Conduct full-scale exercises, including local community groups.</p> <p>Utilization of resilience hubs for neighborhood emergency supply & distribution post-disaster.</p>	<p>Long-Term Objectives A prepared and resilient community partnering with community members as volunteers to supplement city resources.</p>
<p>Implementation Plan/Actions</p> <p>Redmond OEM will strengthen existing partnerships with volunteers to help prepare the community for emergencies and will support them in leading education and training events.</p>		
<p>Performance Measures Enhancement of the existing volunteer program.</p> <p>Redmond Fire, through the Office of Emergency Management and the volunteer program, will host multiple public outreach and education events each year.</p>		

Essential Facilities Resilience and Modernization

<p>Lead Points of Contact</p> <p>City of Redmond Public Works Department, Capital Division</p>	<p>Partner Points of Contact</p> <p>City of Redmond Parks Department, Facilities Division City of Redmond Planning Department City of Redmond Fire Department</p>	<p>Hazards Mitigated / Goals Addressed</p> <p>Hazards Mitigated:</p> <ul style="list-style-type: none"> • Earthquake 	<p>Funding Sources and Estimated Costs</p> <p><u>Maintenance & Operations Center (MOC):</u> \$225,000,000</p> <p>Capital Improvement Funds Real Estate Excise Tax Bond Issuance</p>
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		<p><u>Fire Station 11:</u> \$21,585,722</p> <p>Capital Improvement Funds Impact Fee</p> <p><u>Estimated Combined Cost:</u> \$246,585,722</p>
<p>Strategy Vision/Objective</p> <p>To ensure uninterrupted emergency response and recovery operations by modernizing and replacing essential public safety and infrastructure facilities to meet or exceed current seismic, structural, and operational standards, thereby enhancing community resilience and public safety. The two essential government facilities identified are Fire Station 11 and the Maintenance and Operations Center (MOC). Both facilities house essential city personnel and equipment that must always be capable of responding quickly to structure and wildland fires, hazardous materials releases, medical emergencies, and critical infrastructure repairs to systems providing transportation, drinking water, and wastewater.</p> <p>This program supports the City's broader hazard mitigation goals by strengthening the resilience of facilities that are foundational to emergency response and recovery operations.</p>		
<p>Mitigation Strategy</p> <p>Maintenance and Operations Center (MOC) Replacement The Maintenance and Operations Center (MOC) is a critical facility supporting citywide emergency services. It houses fire and emergency medical response apparatus, heavy vehicles, and the personnel responsible for their maintenance and deployment. The MOC also supports continuous operations for essential infrastructure systems, including transportation, drinking water, and wastewater by housing equipment and personnel that must be capable of always responding quickly. Due to the facility's age and condition, a full replacement is necessary. As a hub for emergency response, the MOC qualifies as a Risk Category IV essential facility under IBC Section 1604.5. The new facility will be designed and built to meet these stringent standards, ensuring it remains operational during and after major events like earthquakes to support emergency response and recovery efforts, increasing the city's resilience.</p> <p>Fire Station 11 Modernization Fire Station 11 is a critical public safety facility that houses emergency response personnel and equipment for operations in the community, including fire suppression, hazardous materials releases, rescue operations, and emergency medical services. Although it is located within a low to moderate liquefaction zone, level of service requirements and site constraints prevent relocation. Therefore, the existing station must be modernized in place, and eventually rebuilt in later decades, to meet current seismic and structural standards. In accordance with the International Building Code (IBC) Section 1604.5, Fire Station 11 is classified as a Risk Category IV structure due to its essential role in emergency response. The eventual replacement facility will be designed to ensure operational continuity during and after seismic or other catastrophic events, incorporating enhanced structural resilience, life safety systems, and modern operational capabilities. The upcoming modernization will mitigate damage from an earthquake until then, ensuring higher capabilities of responding during and after disasters such as earthquakes.</p>		

<p>2-Year Objectives</p> <p>Designing new structures to remain operational during and after major disaster events, including earthquakes.</p> <p><u>MOC</u> Validation, design, and permitting.</p> <p><u>Fire Station 11</u> Feasibility study to determine scope & schedule.</p>	<p>5-Year Objectives</p> <p><u>MOC</u> Construction, closeout, and move in of MOC.</p> <p><u>Fire Station 11</u> Validation, design, permitting, and beginning construction.</p>	<p>Long-Term Objectives</p> <p>Ensuring uninterrupted emergency services from Fire Station 11 & the MOC through modernized infrastructure and supporting systems.</p> <p>Maintain and periodically reassess category IV facilities to ensure continued resilience under construction codes adopted when designed.</p> <p>Expand the program to assess and modernize additional essential facilities.</p>
<p>Implementation Plan/Actions</p> <p>Maintenance and Operations Center (MOC):</p> <ul style="list-style-type: none"> • Validation Phase • Phase 1 (Design & Permitting) • Phase 2 (Constriction) • Closeout • Move in/Occupancy <p>Fire Station 11:</p> <ul style="list-style-type: none"> • Validation Phase • Phase 1 (Design & Permitting) • Phase 2 (Constriction) • Closeout • Move in/Occupancy 		
<p>Performance Measures</p> <ul style="list-style-type: none"> • Facilities meet or exceed IBC requirements adopted during design • Milestones are met on time and within budget • Stakeholder satisfaction with design and functionality is achieved 		



Memorandum

Date: 2/17/2026

Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 26-118

Type: Committee Memo

TO: Committee of the Whole - Public Safety and Human Services

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Fire	Adrian Sheppard, Fire Chief	425-556-2200
Fire	Ameé Virelle, Deputy Fire Chief	425-556-2200

DEPARTMENT STAFF:

Fire	Nathan Hupp	Emergency Manager
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TITLE:

Emergency Management Q1 - 2026 Update

OVERVIEW STATEMENT:

Staff from Emergency Management will provide an overview of activities and accomplishments from the fourth quarter of 2025, as well progress in January 2026. Staff will also share the outlook for activities planned in 2026. This will also serve as an introduction to the new Emergency Preparedness Manager.

Additional Background Information/Description of Proposal Attached

REQUESTED ACTION:

Receive Information **Provide Direction** **Approve**

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
N/A
- **Required:**
N/A
- **Council Request:**
Council requested updates regarding the City’s emergency management.
- **Other Key Facts:**
Emergency Management will provide quarterly updates on activities, accomplishments, and performance measures.

OUTCOMES:

N/A

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
N/A
- **Outreach Methods and Results:**
N/A
- **Feedback Summary:**
N/A

BUDGET IMPACT:

Total Cost:
N/A

Approved in current biennial budget: Yes No N/A

Budget Offer Number:
N/A

Budget Priority:
Safe and Resilient

Other budget impacts or additional costs: Yes No N/A
If yes, explain:
N/A

Funding source(s):
N/A

Budget/Funding Constraints:
N/A

Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
N/A	Item has not been presented to Council	N/A

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
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Date: 2/17/2026

Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 26-118

Type: Committee Memo

5/19/2026	Committee of the Whole - Public Safety and Human Services	Receive Information
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Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

N/A

ATTACHMENTS:

Attachment A: Emergency Management Q1 - 2026 Update Presentation

Emergency Management Q1 Update - CoW

February 17, 2026

Nathan Hupp, Ameer Virelle



Overview

- Introduction
- Mission
- Background
- Functions





Q4 2025 Activities

- Updated the Hazard Mitigation Plan Update - Redmond Annex
- Emergency Support Function Analysis
- Initial program review and analysis
- Redmond Lights tabletop exercise
- Updating departmental continuity of operations plans
- Twelve (12) public outreach events

Q1 2026 Activities

- Everbridge implementation
- AM1650 upgrade completed
- World Cup Planning
- Three (3) public outreach events





2026 Outlook

- Everbridge launch
- Plan and conduct training and exercises
- World Cup coordination and operations
- Formal Comprehensive Emergency Management Plan (CEMP) update
 - Target for approval is October 2027
- Increase public outreach



Thank You



Questions?





Memorandum

Date: 2/17/2026

Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 26-120

Type: Committee Memo

TO: Committee of the Whole - Public Safety and Human Services

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Fire	Adrian Sheppard, Fire Chief	425-556-2200
Fire	Ameé Virelle, Deputy Fire Chief	425-556-2200

DEPARTMENT STAFF:

Fire	Rich Gieseke	Fire Marshal
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TITLE:

2025 Fire Prevention Performance Data

OVERVIEW STATEMENT:

This presentation provides a review of the Fire Prevention Division’s 2025 performance metrics including fire prevention development activities, fire and life safety inspections, system reliability tracking, and fire investigations. It highlights performance measures, fire incidents, and strategic outcomes, including fire containment rates and displacement prevention.

Additional Background Information/Description of Proposal Attached

REQUESTED ACTION:

Receive Information Provide Direction Approve

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
Community Risk Assessment & Standards of Cover (2022 - 2027), 2025-2026 Adopted Budget
- **Required:**
N/A
- **Council Request:**
N/A
- **Other Key Facts:**
Fire Prevention has previously provided quarterly and annual Save v. Loss reports and Performance Data.

OUTCOMES:

N/A

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
N/A
- **Outreach Methods and Results:**
N/A
- **Feedback Summary:**
N/A

BUDGET IMPACT:

Total Cost:
N/A

Approved in current biennial budget: Yes No N/A

Budget Offer Number:
N/A

Budget Priority:
N/A

Other budget impacts or additional costs: Yes No N/A
If yes, explain:
N/A

Funding source(s):
N/A

Budget/Funding Constraints:
N/A

Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
N/A	Item has not been presented to Council	N/A

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
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Date: 2/17/2026

Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 26-120

Type: Committee Memo

5/19/2026	Committee of the Whole - Public Safety and Human Services	Receive Information
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Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

N/A

ATTACHMENTS:

Attachment A: 2025 Fire Prevention Performance Data

Attachment B: 2025 Prevention Performance Executive Summary

Fire Prevention Performance Data

2025 Year End Summary



2025 Development Reviews

Plans and Permits

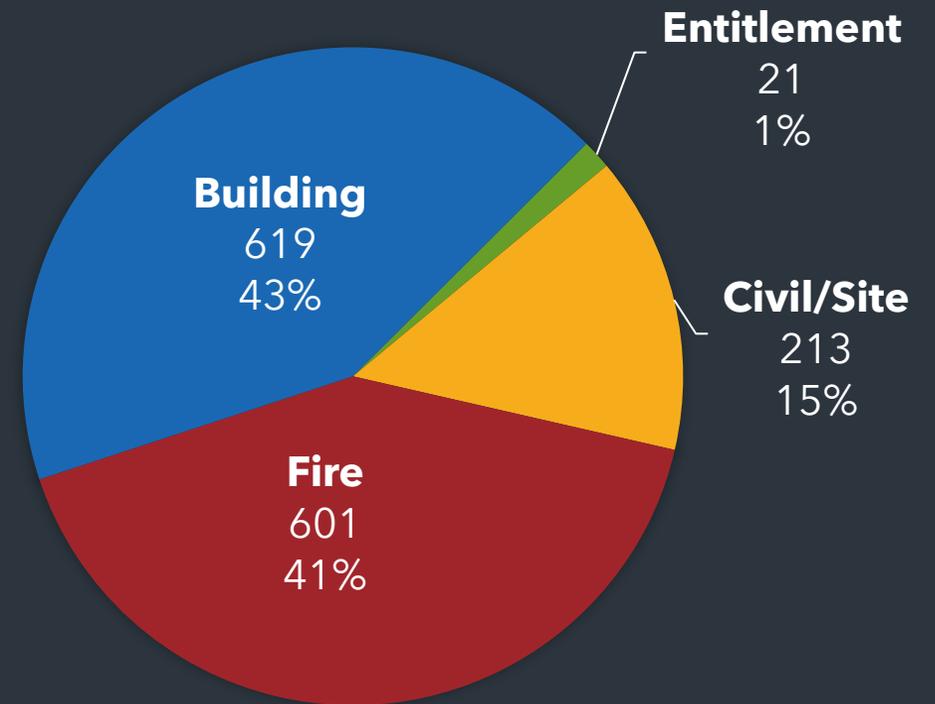


Performance measurement: 84%

Percentage of Building and Fire plan reviews completed within established timeframes

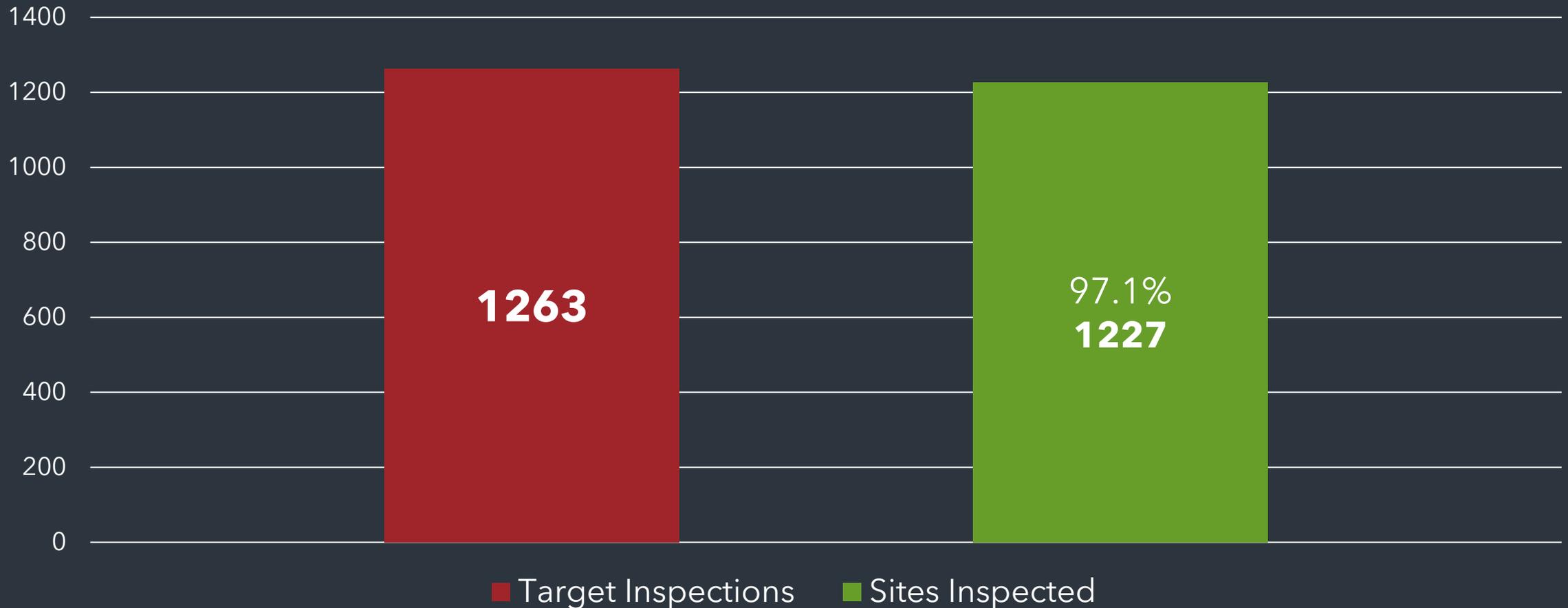
Review Types	2025 On-Time Percentages
Total for all review rounds	84.11%
Entitlement	70.58%
Civil/Site	75.51%
Fire Permits	80.52%
Building Permits	91.59%

Permits Reviewed



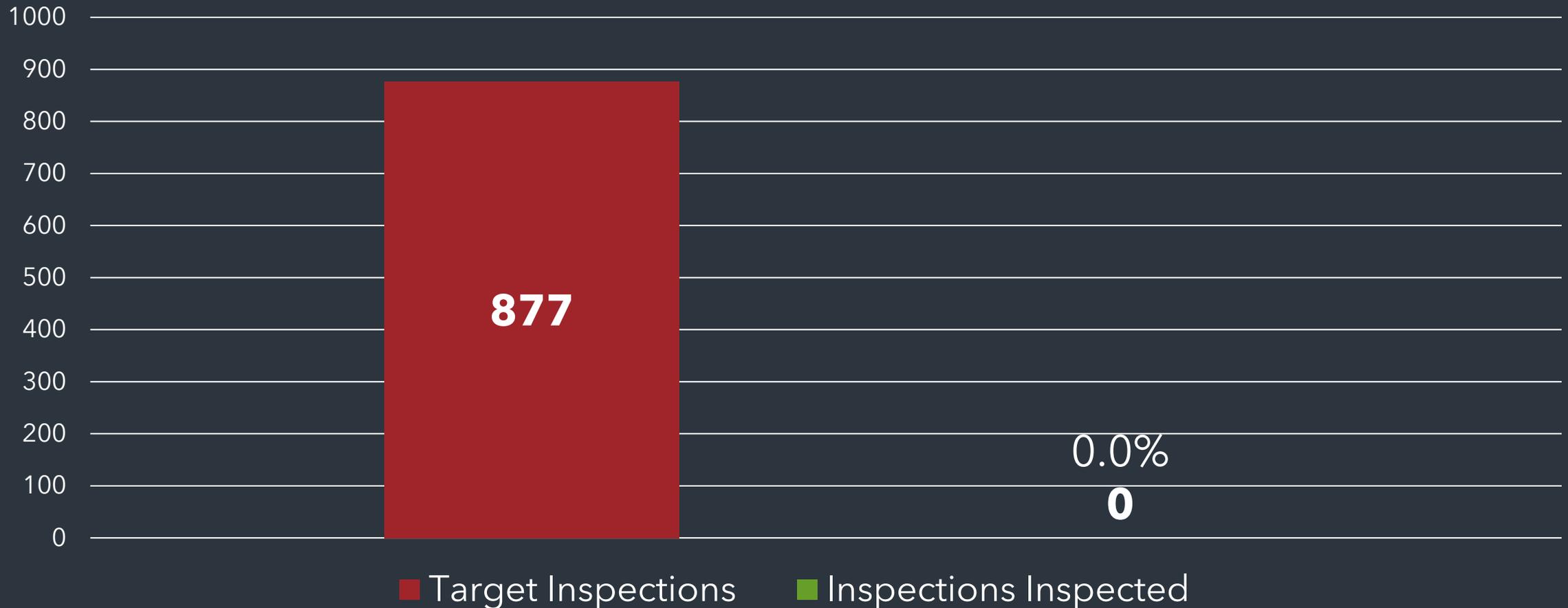
2025 Fire Life Safety Inspections

Commercial & Mixed-Use (Prevention)



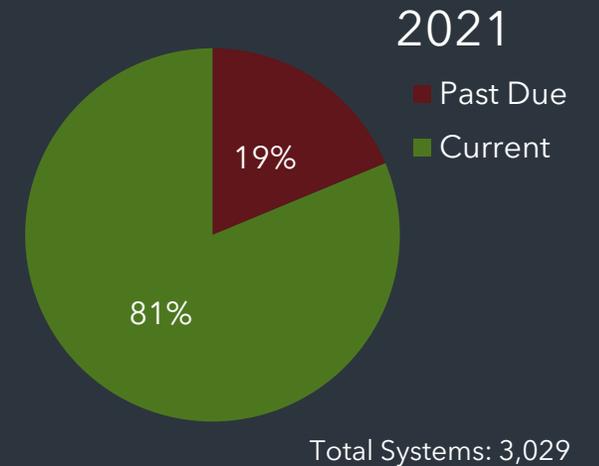
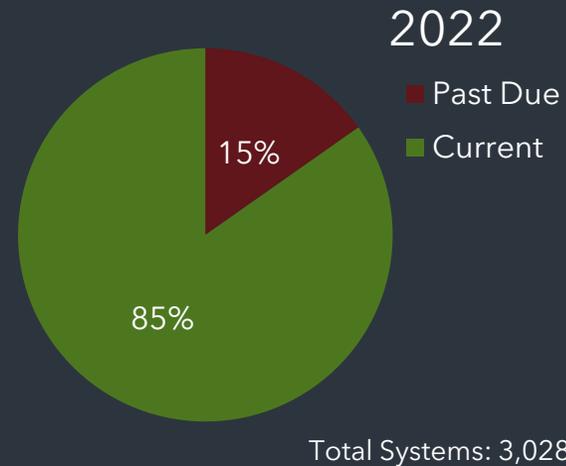
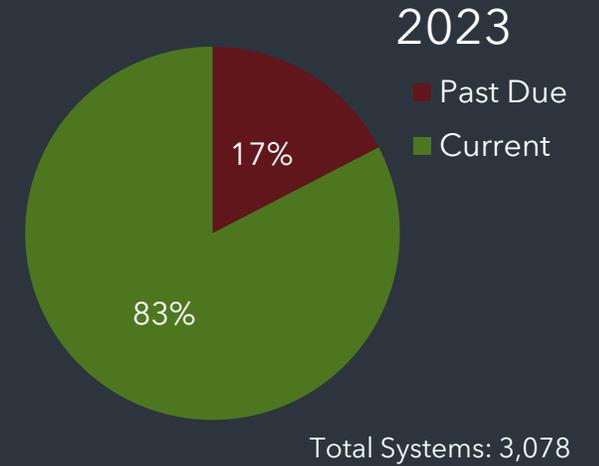
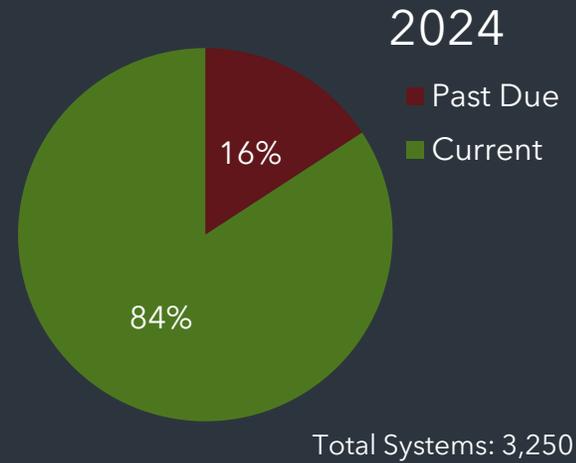
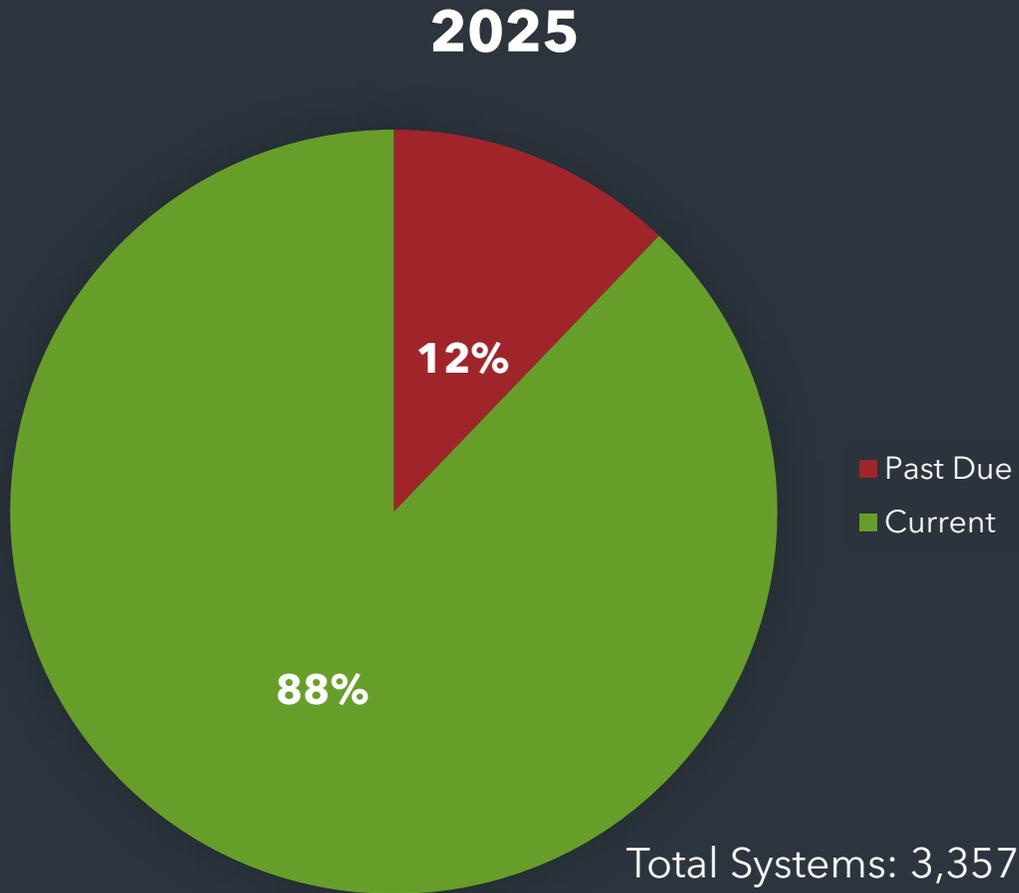
2025 Fire Life Safety Inspections

Multifamily Residential Buildings (Suppression)

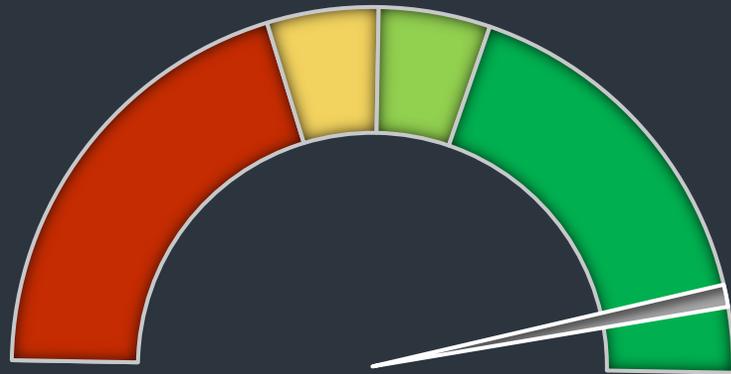


System Reliability 2025

Program Goal: 100% of systems are inspected annually

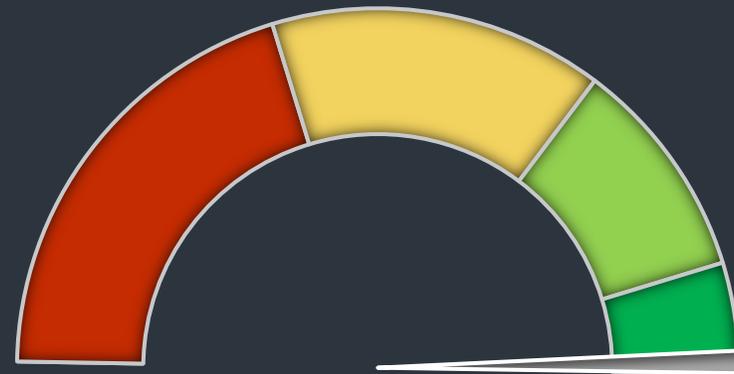


Outcomes (Jan 2020 - Dec 2025)



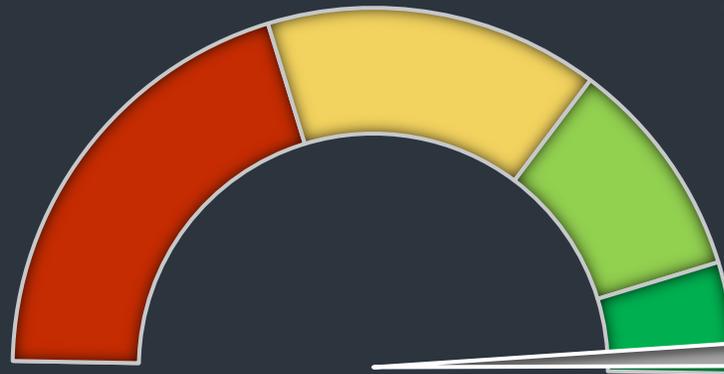
Fire Containment
Goal >80%

93.8%



Continued Occupancy
Goal >95%

99.6%



Value Saved*
>95%

*of investigated fires

98.9%

- Meeting or exceeding the goal
- Reasonably close to goal
- Not meeting goal, needs improvement
- Not meeting goal, expedient effort to improve performance

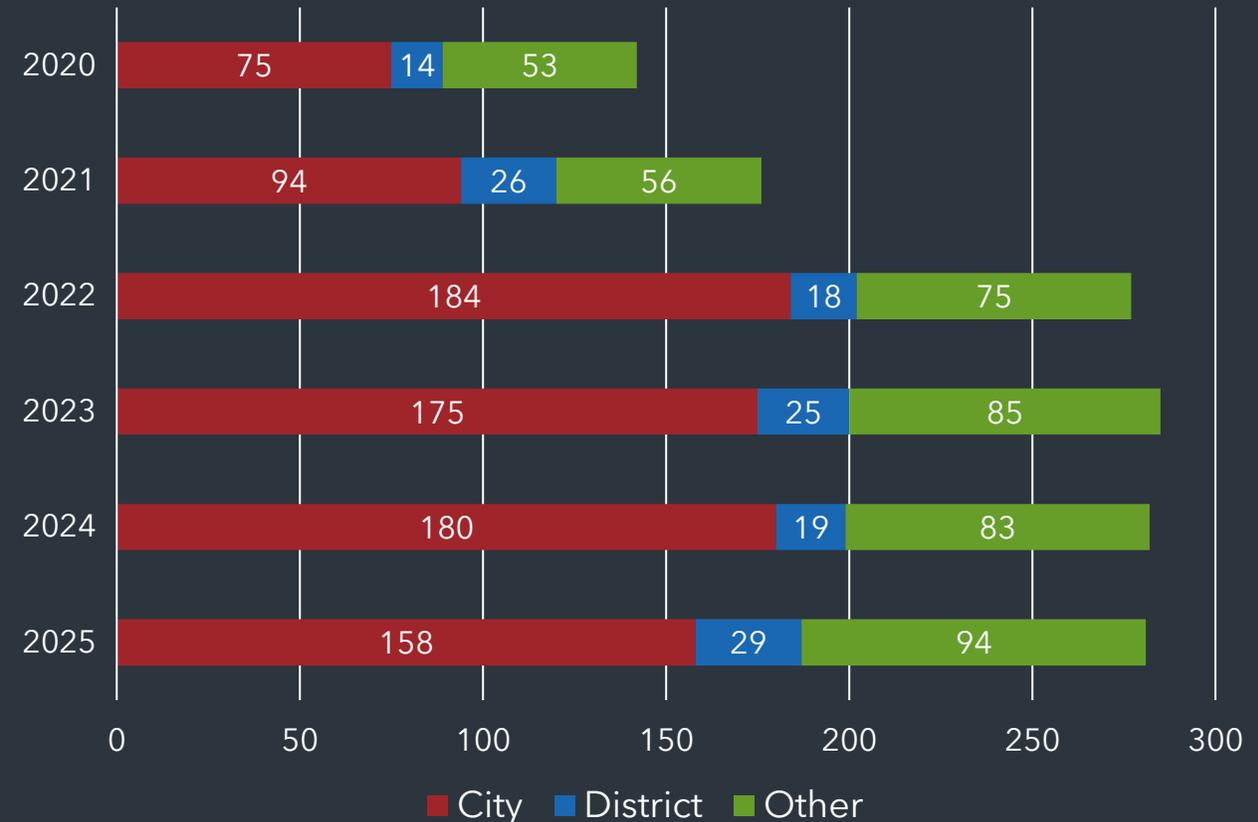
Zero civilian fire deaths

Fire Incidents by NFIRS* Code



Code	2020	2021	2022	2023	2024	2025
100 - Fire, other	18	16	31	28	21	16
111 - Building fire	38	38	67	50	53	46
112 - Fires in structure other than in a building	1	2	0	1	7	3
113 - Cooking fire, contained to container	14	18	40	51	50	68
114 - Chimney or flue fire, confined for chimney or flue	2	3	5	3	2	2
117 - Commercial compactor fire, confined to rubbish	0	0	0	1	0	2
118 - Trash or rubbish fire contained	3	3	7	5	9	9
122 - Fire in Motorome	1	1	0	0	0	0
123 - Fire in portable building, fixed location	0	1	1	1	0	1
130- Mobile property (vehicle) fire, other	0	2	0	1	1	1
131 - Passenger vehicle fire	7	14	15	23	11	19
132 - Road freight or transport vehicle fire	1	0	5	1	4	1
136 - Self-propelled motor home or recreational vehicle	1	0	0	0	0	0
137 - Camper or recreational vehicle (RV) fire	0	0	0	0	0	0
140 - Natural vegetation fire, other	19	29	38	46	15	33
141 - Forest, woods or wildland fire	3	3	1	4	3	2
142 - Brush or brush and grass mixture fire	6	11	12	21	20	28
143 - Grass fire	0	2	0	5	2	4
150 - Outside rubbish fire, other	5	8	11	7	7	8
151 - Outside rubbish, trash or waste fire	7	3	14	10	11	4
152- Garbage Dump	0	1	0	0	0	0
153 - Construction or demolition landfill fire	0	1	1	0	0	0
154 - Dumpster or other outside trash receptacle fire	6	9	6	9	9	13
155 - Outside stationary compactor/compacted trash fire	0	0	0	1	0	2
160 - Special outside fire, other	9	7	21	13	45	16
161 - Outside Storage	0	0	1	0	1	1
162 - Outside equipment fire	1	4	2	0	6	2
164 - Outside Mailbox	0	0	1	0	0	0
Blank, Unspecified	0	0	1	1	1	1
Total	142	176	280	282	278	282

Fire Incident Totals by Year and Jurisdiction Annual Totals

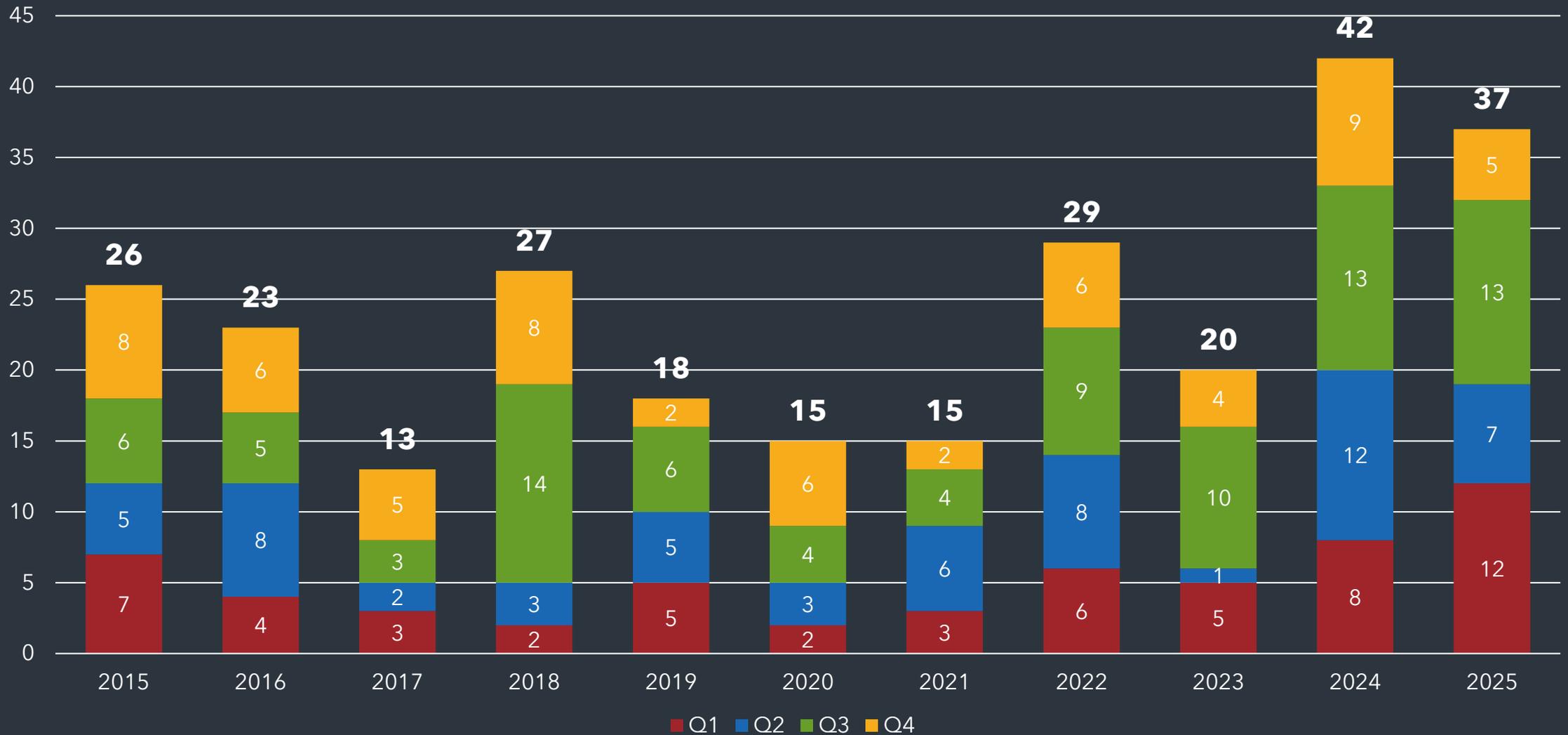


Annual Totals: City, District, Other

*National Fire Incident Reporting System

Investigated Fires

Years-at-a-Glance, 2015-2025



Highlighted Investigations



- Outdoor Fire - Rubbish
- Date: 9/3/2025
- Est. Loss: \$1,000
- Confined to area of origin
- Fire extinguished by RFD

Highlighted Investigations



- Structure Fire - Multi-Family
- Date: 10/4/2025
- Property value saved: 99%
 - Est. Structure Loss: \$30,000
 - Value: \$69,586,200
- Confined to area of origin
- Sprinkler controlled fire
 - Fire extinguished by RFD
- Occupancy rate post-fire: 98%

Highlighted Investigations



- Structure Fire – Multi-Family
- Date: 12/26/2025
- Property value saved: 97%
 - Est. Structure Loss \$100,000
 - Value: \$3,443,250
- Confined to area of origin
- Sprinkler controlled fire
 - Fire extinguished by RFD
- Occupancy rate post-fire: 72%

2025 Highlighted Investigations



7/2/2025

- 75xx NE 74th St
- Vehicle Fire
- Cause determined to be accidental
- Extinguished by RFD
- Contained to area of origin



7/5/2025

- 123xx NE 134th Ct
- Exterior Fire - Rubbish
- Fire in dumpster
- Cause undetermined
- Extinguished by RFD
- Contained to area of origin



7/6/2025

- 156xx NE 56th Way
- Brush Fire
 - Fireworks
- Cause determined to be incendiary
- Contained to area of origin
- Fire controlled by neighbor, extinguished by RFD

2025 Highlighted Investigations



7/11/2025

- 174xx NE 45th St
- Structure Fire – Multi-Family Residential
- Fire on stovetop
- Cause determined to be accidental
- Extinguished by RFD
- Contained to area of origin

7/26/2025

- 179xx Redmond Way
- Vehicle Fire
- Cause undetermined
- Extinguished by RFD
- Contained to area of origin



7/29/2025

- 15101 NE 116th ST
- Outdoor Fire
 - Fireworks
- Cause determined to be incendiary
- Contained to area of origin
- Extinguished by RFD

2025 Highlighted Investigations



9/8/2025

- 173xx NE Union Hill Rd
- Outdoor Fire
- Fire suspicious in nature
 - Cause determined to be incendiary
- Extinguished by RFD
- Contained to area of origin

9/11/2025

- Red-Fall & 188th
- Vehicle Fire
- Extinguished by RFD
- Contained to area of origin

9/13/2025

- 2103 152nd Ave NE
- Brush Fire
- Fire in flower bed adjacent to window
- Cause undetermined
- Contained to area of origin
- Extinguished by RFD

2025 Highlighted Investigations



9/17/2025

- 177xx NE 76th St
- Outdoor Fire
- Fire suspicious in nature
 - Cause determined to be incendiary
- Extinguished by RFD
- Contained to area of origin

11/14/2025

- 158xx Bear Creek Pkwy
- Structure Fire - Multi-Family Residential
- Electric scooter fire
- Cause determined to be accidental
- Extinguished by RFD
- Contained to area of origin

12/4/2025

- 83xx 160th Ave NE
- Structure Fire - Multi-Family Residential
- Baseboard heater fire
- Cause determined to be accidental
- Contained to area of origin
- Extinguished by RFD

RFD Investigator Assistance in Neighboring Jurisdictions



7/20/2025

- Kirkland
- Structure Fire – Single Family Residential
- Unattended outdoor cooking fire
- Cause determined to be accidental
- Contained to area of origin
- 1 residential unit, 1 unit displaced



10/14/2025

- Bellevue
- Structure Fire – Multi-Family Residential
- Electrical fire in living room
- Cause determined to be accidental
- 52 residential units; 1 unit displaced due to fire, 7 units displaced due to suppression efforts



11/15/2025

- Kirkland
- Structure Fire – One or Two Family Residential
- Fire in garage
- Cause determined to be accidental
- Contained to area of origin
- 1 residential unit, 0 displaced

Thank You!



Questions?



Fire Marshal Rich Gieseke
rgieseke@redmond.gov

Executive Summary – 2025 Fire Prevention Performance Report

Introduction

This report serves as an informational update to highlight achievements, challenges, and ongoing efforts to enhance fire prevention services within the city.

The Redmond Fire Prevention Division is committed to ensuring the safety and resilience of the community by enforcing fire codes, conducting inspections, and implementing fire prevention strategies. This report provides an overview of the division's performance for 2025, measured against established performance goals.

Key Achievements in 2025

- **Development and Construction Services:** In 2025 we welcomed two new deputy fire marshals to the development review team and saw DFM Trung Duong off to retirement after 27 years with the department, including 13 years of providing support to the development community, and wished Assistant Fire Marshal Austin Marshall well as he moved his family to Georgia for family reasons.
- **Fire Life Safety Inspections:** Continued to conduct fire and life safety inspections and issue operational fire permits in commercial, and mixed-use buildings, improving code compliance and reducing fire hazards. Selected new inspection software to increase the efficiency of the program.
- **Fire System Reliability:** Working alongside building owners to improve compliance with required maintenance, testing, and repairs to help ensure system functionality in emergencies.
- **Fire Investigations:** Out of the 282 fires Redmond crews responded to, 37 incidents met the criteria for an official fire investigation. Our investigations team supported law enforcement in arson cases and identified trends for prevention efforts, which included several educational events aimed at Redmond's leading cause of fires: cooking fires.

Performance Measurement Results

- **Building and Fire Plan Review Timeliness:** Overall permit reviews met established timeframes 84.1% of the time, compared to the Development Services Center's goal of 84%.
- **Fire Life Safety Inspections:** Completed 1227 of the 1263 (97.1%) assigned inspections in mixed use and commercial buildings.
- **Fire System Testing Compliance:** We continue to identify additional fire systems with the total number of systems increasing to 3,310. 85% of known systems are compliant with code required inspections and testing schedules. We are continuing to work with homeowners' associations and building management companies to identify and get life safety systems into compliance.
- **Fire Containment Success:** 93.8% of fires investigated in 2025 were confined to the object or room of origin, exceeding the 80% goal.
- **Occupant Displacement Prevention:** 99.6% of fire-impacted occupants were able to return to their residence or business within 24 hours, aligning with strategic plan objectives. Additionally, we provided targeted support to two families recovering from previous residential fires as they moved through the permitting process to rebuild their homes in the city. Both projects will likely

be finished in early 2026. **Value Saved:** Continuing to exceed the 95% goal of structure value saved with a 98.9% save rate in 2025.

- **Zero Civilian Fire Deaths:** No fire-related fatalities in Redmond from in 2025, demonstrating the effectiveness of fire prevention efforts. The most recent fire fatality in the city was in January 2011.

Challenges and Areas for Improvement

- **Development Review Efficiency:** Working to improve the timeliness of land use and fire permit reviews by training additional staff. The current overall level of development experience is limited, so a focus on collaborative training has been implemented.
- **Inspection Coverage:** Continuing to transition the life safety inspection program to align with NFPA 1730 recommendations for high, moderate, and low-risk occupancies. Looking to gain efficiencies and regional consistency with updated inspection software (currently being implemented).
- **Fire System Compliance:** Continued efforts are needed to identify and ensure timely testing and maintenance of all required life safety systems.

Fire Investigation: We're seeing a continued increase in the annual rate of cooking fire. The increase in investigated fires reflects improved tracking of incidents exceeding the \$10,000 threshold.

Conclusion

The Fire Prevention Division continues to provide critical proactive services to increase the level of safety to Redmond's residents and businesses. While significant progress was made in 2025, challenges remain in meeting inspection goals and fire system compliance. The division will focus on, training new staff members, updating processes for land use entitlement and fire system permit reviews, and public outreach on cooking fires. Redmond's Fire Prevention Division is a recognized leader across the region and will continue to provide regional leadership and support, including during the 2026 FIFA World Cup events.



Memorandum

Date: 2/17/2026
Meeting of: Committee of the Whole - Public Safety and Human Services

File No. CM 26-113
Type: Committee Memo

TO: Committee of the Whole - Public Safety and Human Services
FROM: Mayor Angela Birney
DEPARTMENT DIRECTOR CONTACT(S):

Police	Darrell Lowe	425-556-2521
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DEPARTMENT STAFF:

Police	Brian Coats	Deputy Chief
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TITLE:
2025 Redmond Police Activity Report

OVERVIEW STATEMENT:

This presentation summarizes police activity for 2025. It includes metrics such as Calls for Service, Arrests, Auto Thefts, Residential Burglaries, Shoplifts, Traffic Collisions, Property Crimes, Violent Crimes, and Drone as a First Responder deployments. The report also provides success stories from the Automated License Plate Reader (ALPR) program, which began in June 2025.

Additional Background Information/Description of Proposal Attached

REQUESTED ACTION:

Receive Information Provide Direction Approve

REQUEST RATIONALE:

- Relevant Plans/Policies:
N/A
- Required:
N/A
- Council Request:
Council has requested regular Police activity updates.
- Other Key Facts:
N/A

OUTCOMES:

The 2025 police activity report provides data-driven insights that support the Redmond Police Department’s strategic approach to crime prevention and public safety. By evaluating current and historical trends in key metrics, including Calls

for Service, Arrests, Auto Thefts, Residential Burglaries, Shoplifts, Traffic Collisions, Property Crimes, Violent Crimes, and Drone as a First Responder deployments, staff can identify emerging patterns and adjust operational strategies accordingly. This ongoing analysis informs proactive policing efforts, enhances resource allocation, and supports the department’s commitment to maintaining a safe community.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
N/A
- **Outreach Methods and Results:**
N/A
- **Feedback Summary:**
N/A

BUDGET IMPACT:

Total Cost:
N/A

Approved in current biennial budget: Yes No N/A

Budget Offer Number:
N/A

Budget Priority:
N/A

Other budget impacts or additional costs: Yes No N/A

If yes, explain:
N/A

Funding source(s):
N/A

Budget/Funding Constraints:
N/A

Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
N/A	Item has not been presented to Council	N/A

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
2/17/2026	Committee of the Whole - Public Safety and Human Services	Receive Information

Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

N/A

ATTACHMENTS:

Attachment A: 2025 Police Activity Report Presentation

Quarterly Police Activity Update

2025 Full Year Review

Police Chief Darrell Lowe





Drone as First Responder DFR Activity



Flight Year

- Select all
- 2026
- 2025
- 2024

The Redmond Police Department implemented a Drone as First Responder (DFR) program in April 2024 to respond to 911 calls. This technology improves response times and provides real-time information to patrol units on the ground.

Travel times are determined from the time the unit goes enroute to calls for service to the time the unit arrives at the scene.

[Redmond Police Department Drone Program](#)

Date last refreshed:
02/02/2026 12:04:10

Total DFR Calls

2,314

First Responder Calls

1,817 (78.5%)

Officer Support Calls

497 (21.5%)

Officer Response Cancelled

434 (18.8%)

Arrest Assist

146 (6.3%)

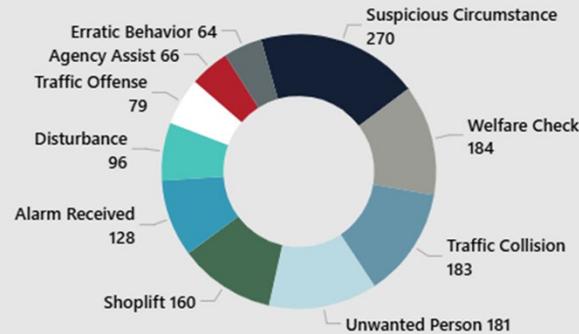
People Located

547 (23.6%)

Objects Located

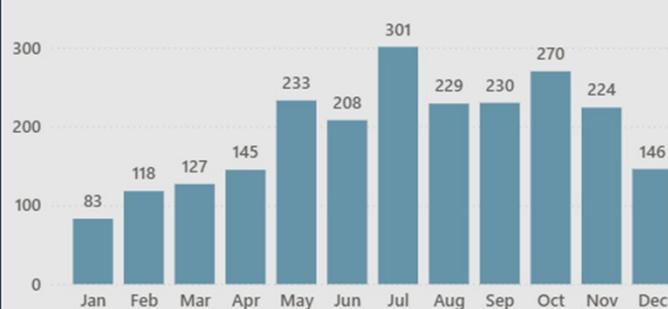
370 (16.0%)

Top 10 DFR Types of Calls for Service



DFR Calls by Month

Year ● 2025



DFR Response Times

DFR Average Travel Time

1.31

DFR First on Scene

1,433 (78.9%)

Average Travel Times by Priority - Calls with DFR and Officers

Unit Type ● DFR ● Officer



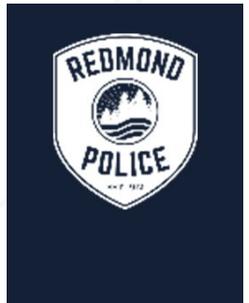
Flock Successes

- Information was disseminated regionally by another agency regarding a suspect vehicle in the regional jewelry theft/robbery series. With the associated cases in Redmond, Flock was used to locate the suspect vehicle in Redmond. Officers contacted the vehicle occupant who was an associate of the main suspect. The agency was able to identify the suspect based on this association.
- Flock alert was received on a stolen vehicle. Officers located the vehicle and attempted to pull it over. The vehicle fled and then crashed. The driver ran from the vehicle but was located by a K9 and officer and was subsequently arrested in a parking garage. The suspect was charged with Possession of Stolen Vehicle, Burglary 2, and Attempt to Elude.
- The suspect vehicle in a hit and run traffic collision was identified by the RTIC using Flock. Flock was used to identify the suspects patterns and determined he likely worked in the area. Officers were able to locate the suspect vehicle. The suspect was arrested for the charge of Hit and Run Attended.
- Kirkland PD disseminated a bulletin on a suspect vehicle in a police impersonation case. The vehicle was attempting to pull over vehicles as well as driving erratically using red and blue lights to get through traffic. While the plate listed was initially incorrect, a search of Redmond's Flock cameras revealed the correct plate and the actual vehicle involved. Based on this information, Kirkland PD identified the suspect who was arrested for Criminal Impersonation 1 and Forgery.

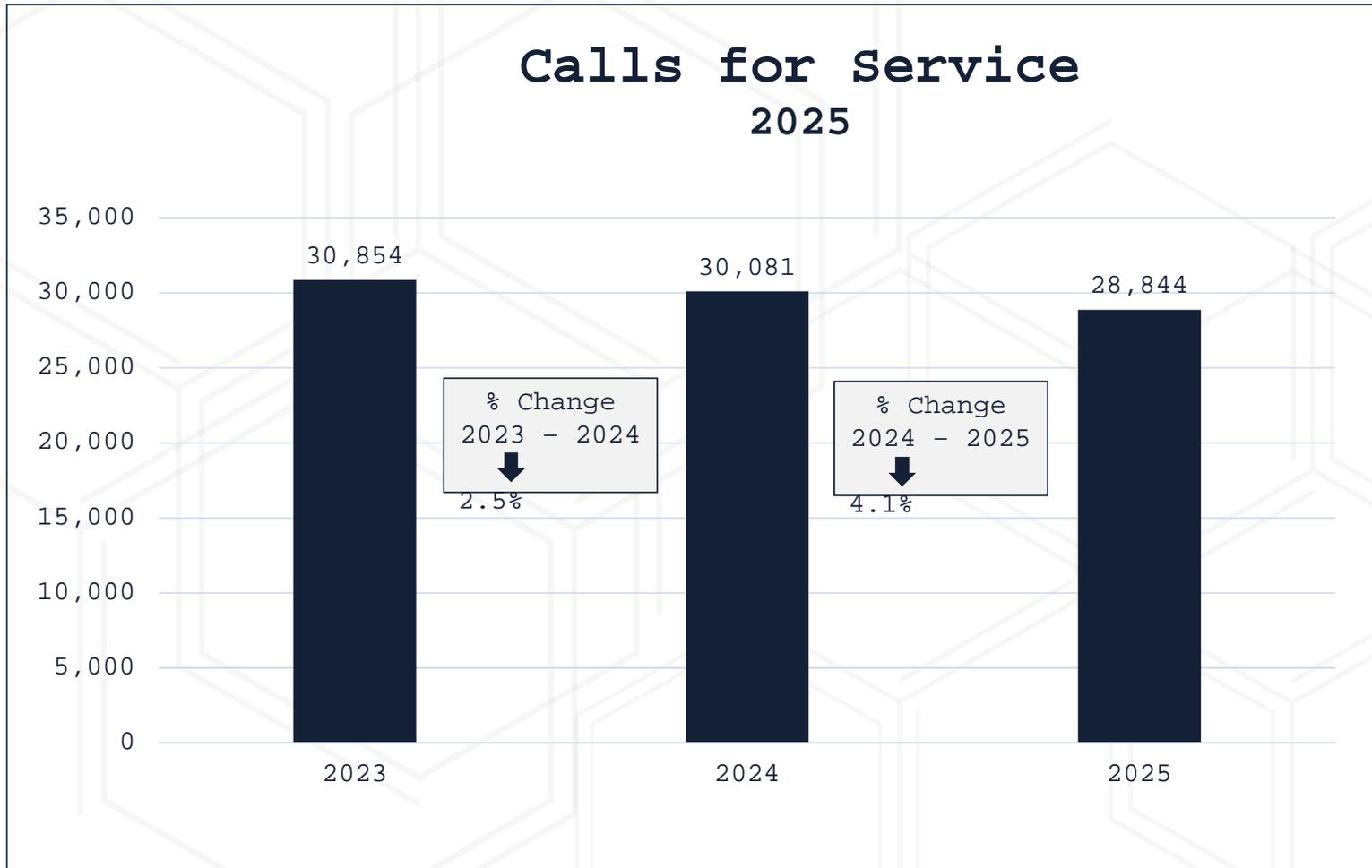


Flock Successes Continued

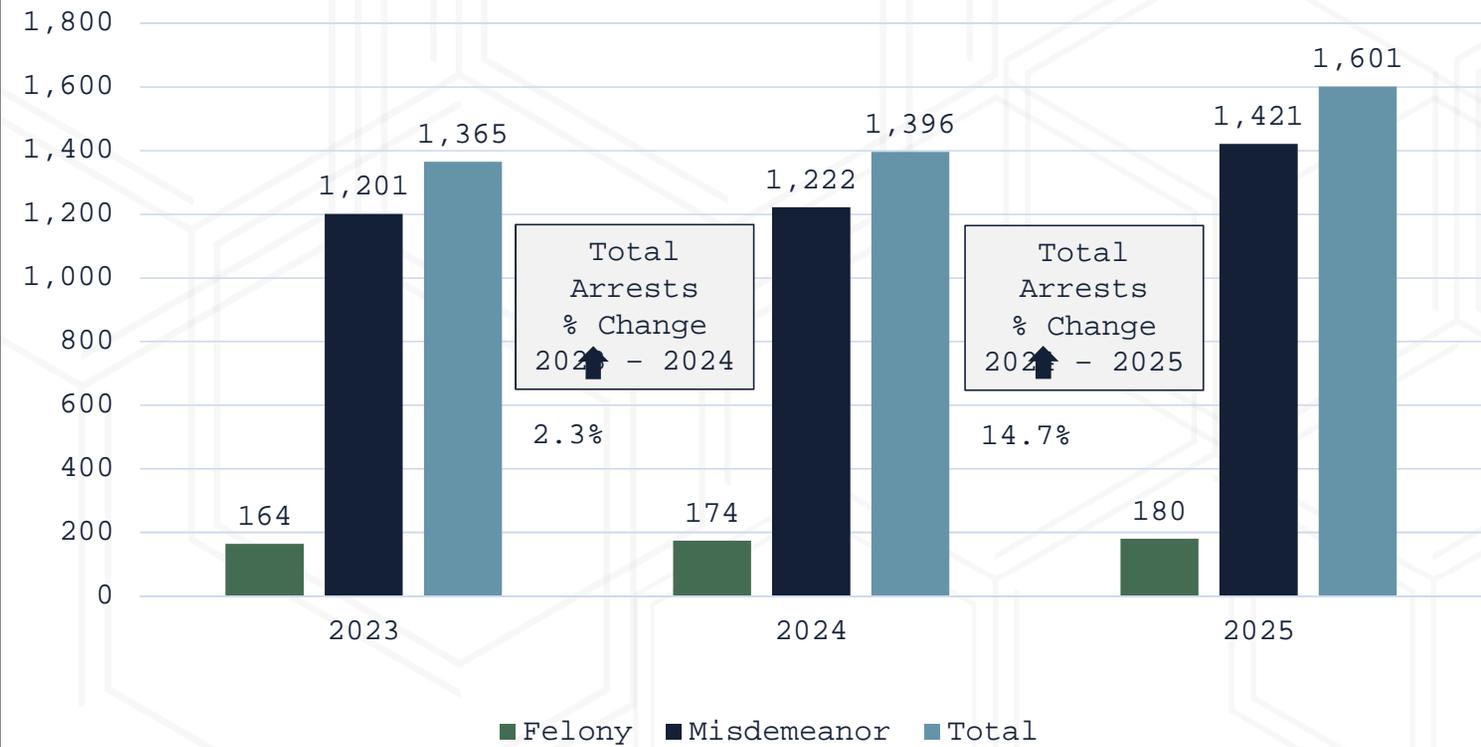
- The suspect vehicle in a hit and run case was identified and the plate was added to the Flock custom hot list. Three days later a Flock hit was received for this vehicle. DFR was able to locate the suspect vehicle in a parking lot and direct officers to the location. The suspect was charged with Hit and Run.
- The victims noticed a bullet lodged in the wall and a window shattered in one of their children's bedrooms (later determined to be occupied at the time of the shooting). Video showed two vehicles drive by and a gunshot could be heard. Both vehicles then speed out of the neighborhood. Two vehicles matching the descriptions of the suspect vehicles were located in Flock with hits shortly before and after the timeframe of the shooting. The registered owners of the vehicles were identified. One of the vehicle owners was arrested for DUI shortly after in a neighboring city. He was in possession of a gun at the time of the arrest. The other suspect was contacted and admitted that his friend had fired a round. The suspect was charged with Drive-By Shooting.



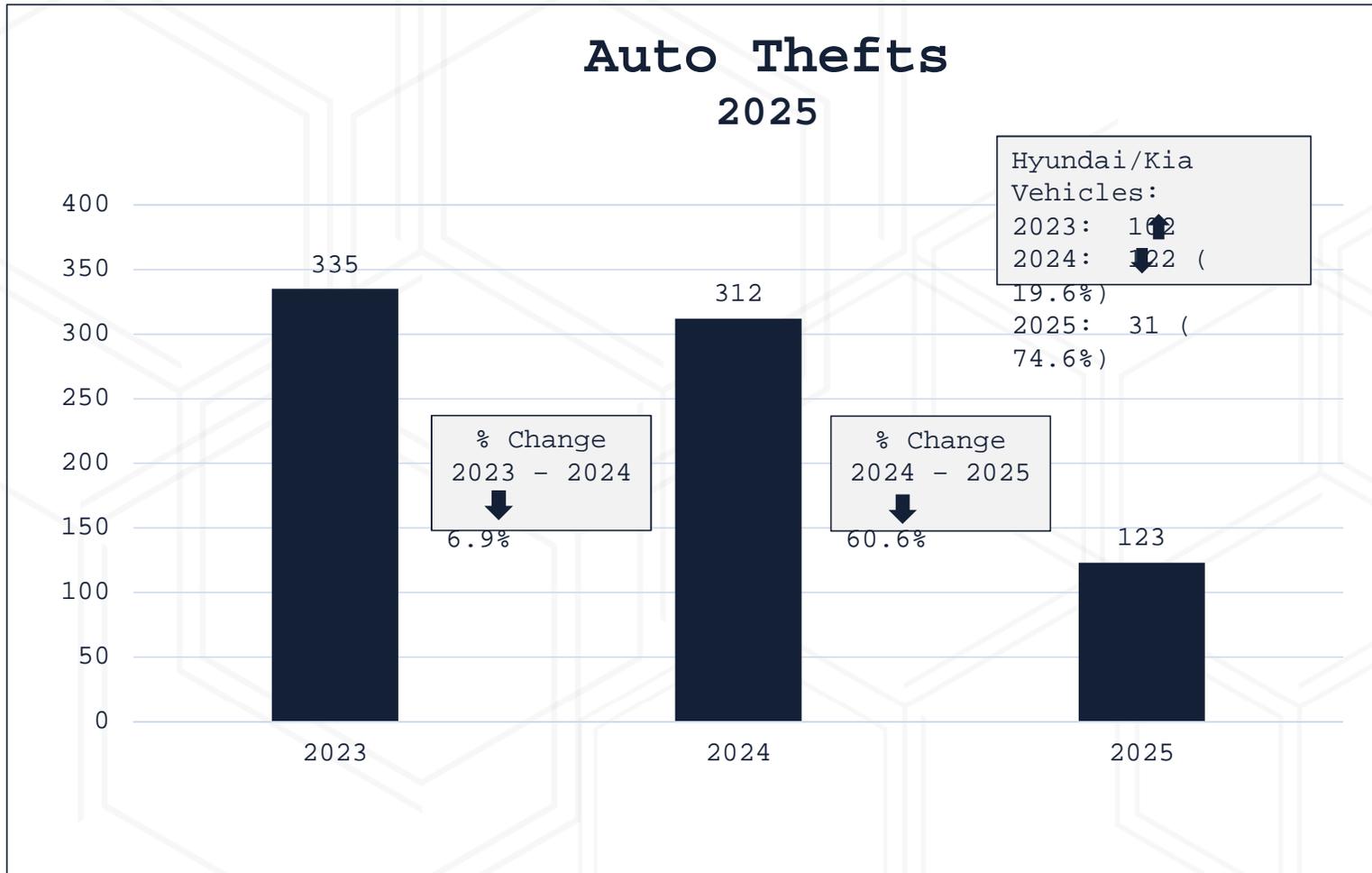
Calls for Service 2025



Arrests 2025



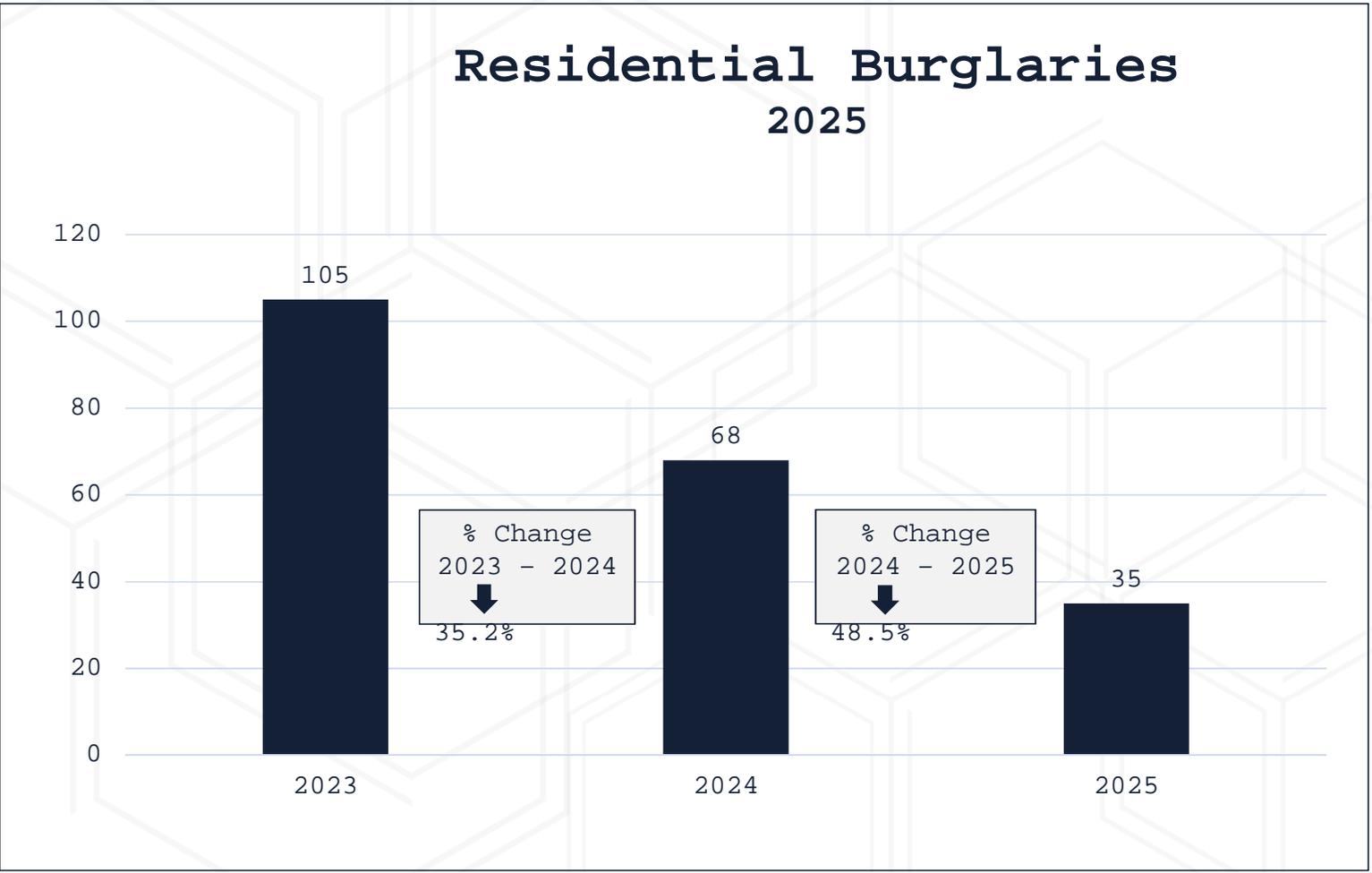
Auto Thefts 2025



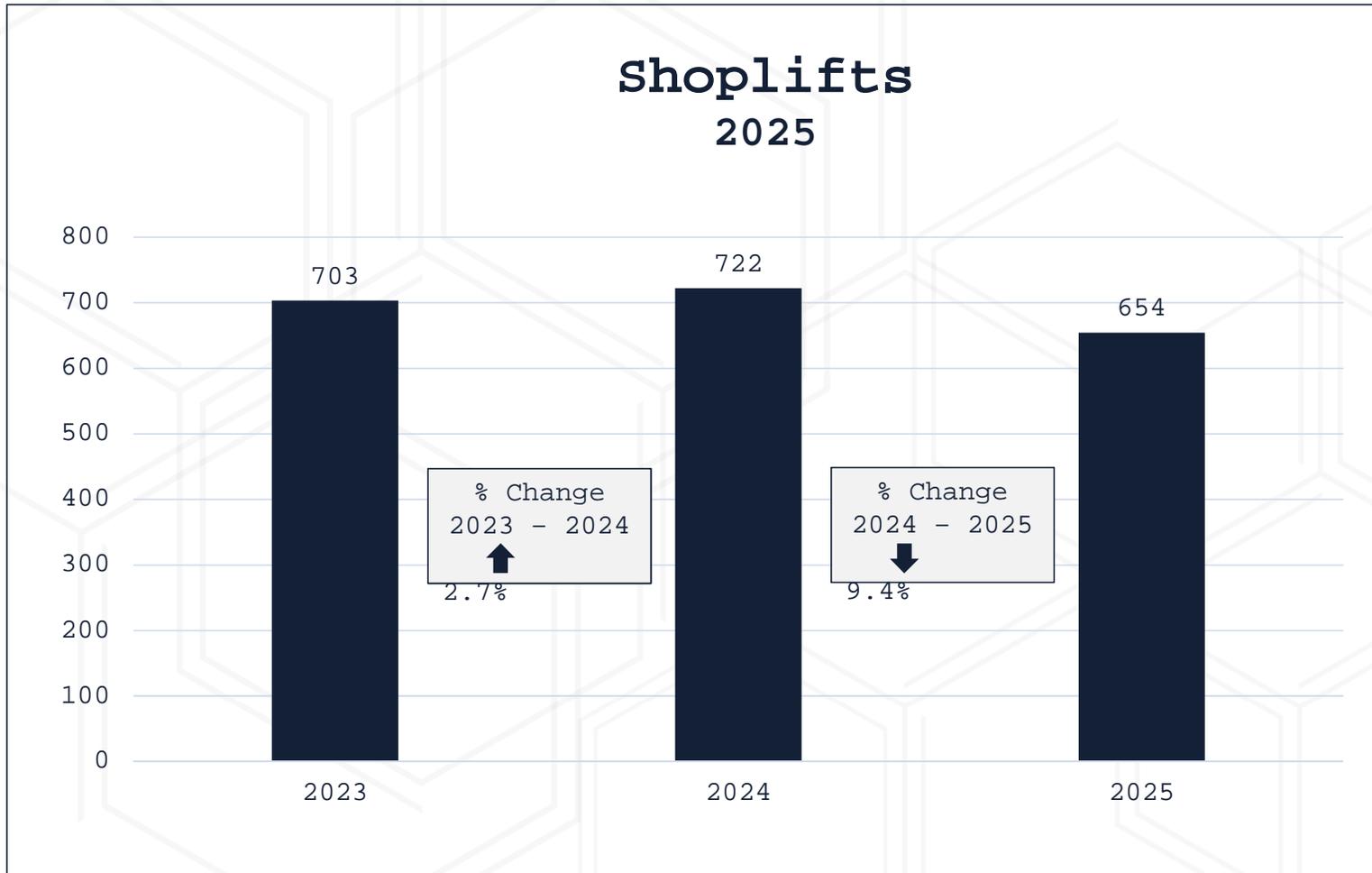
*As of 3rd quarter 2025, counts now include attempted auto thefts

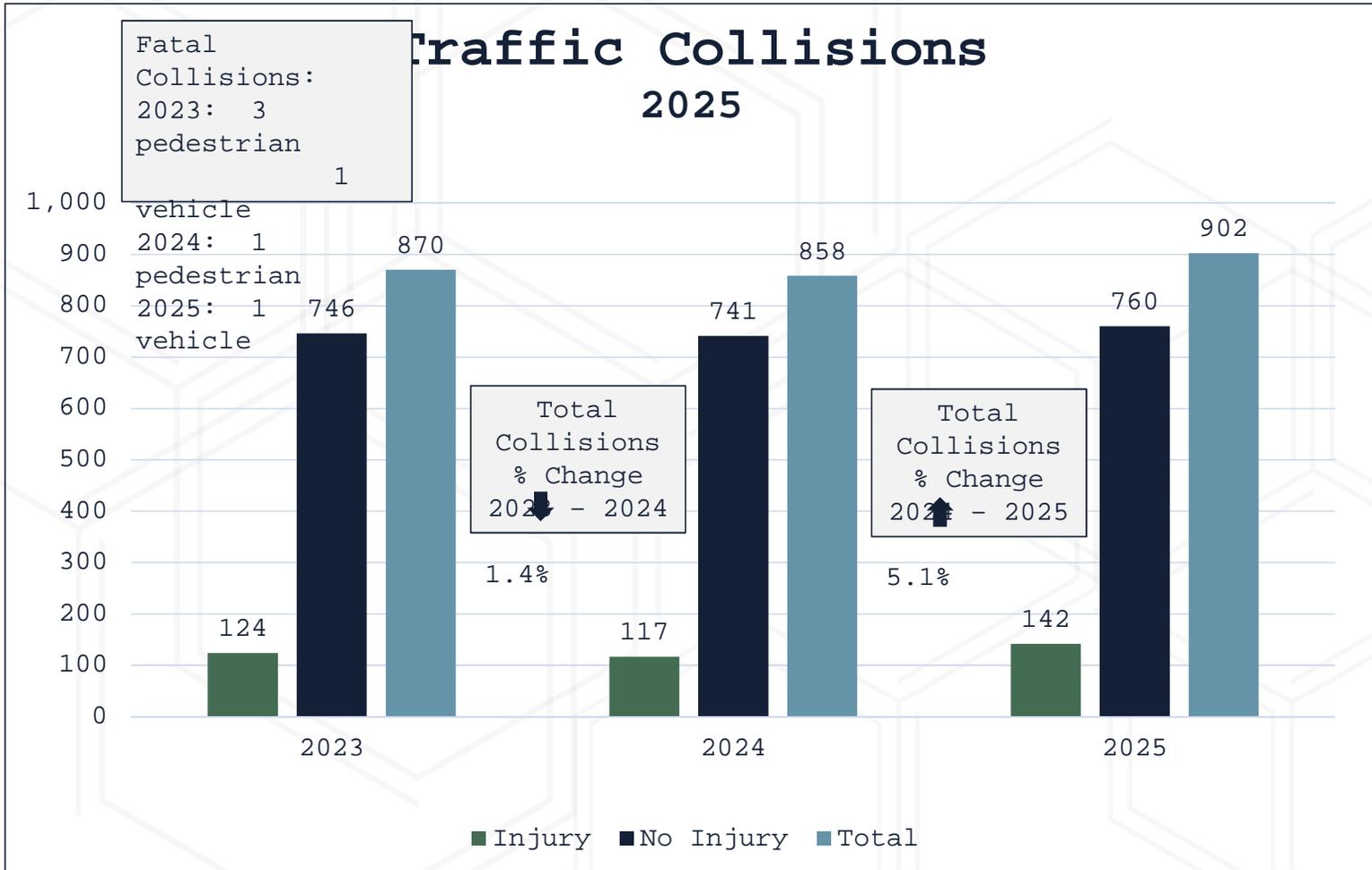


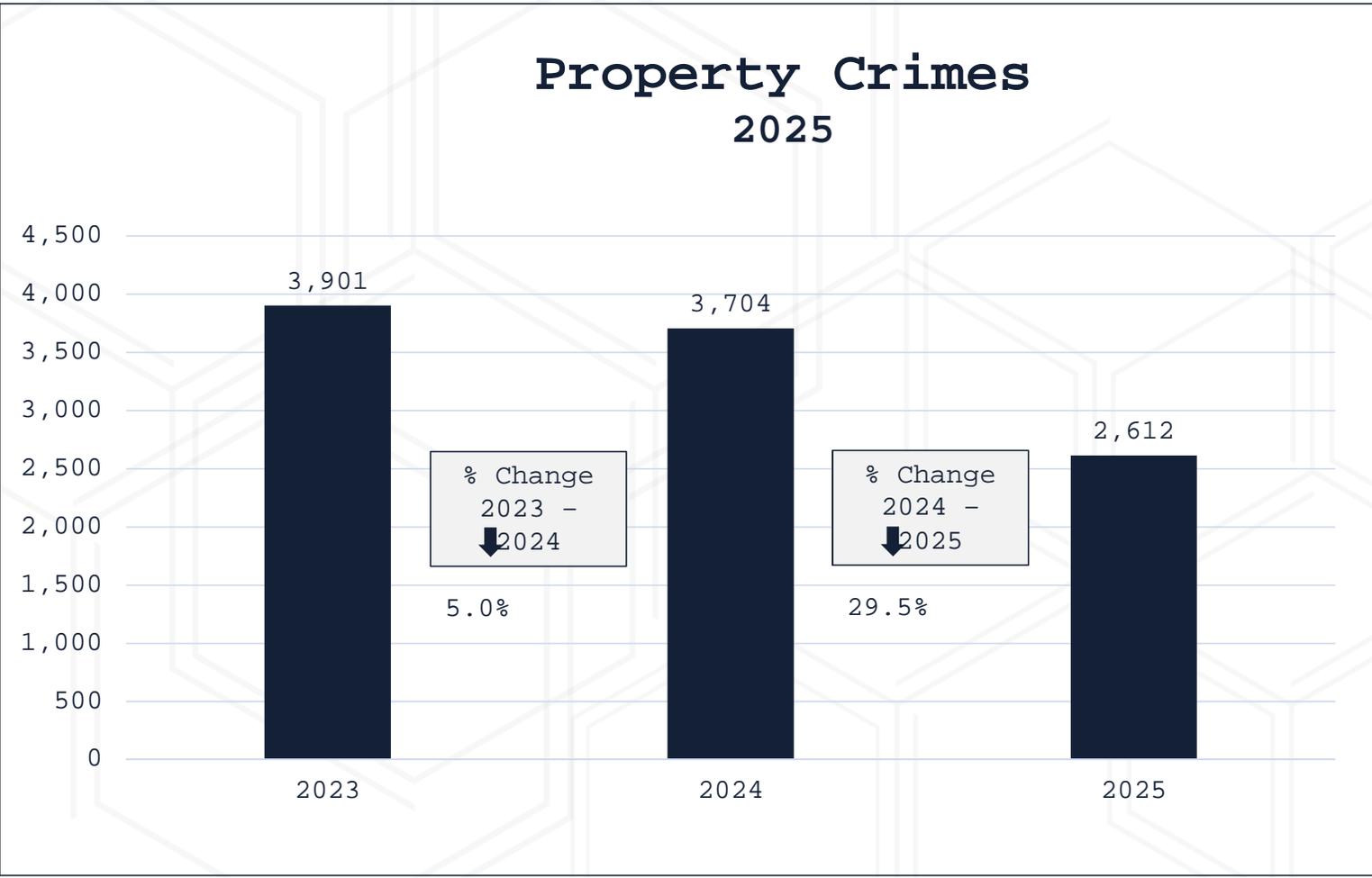
Residential Burglaries 2025



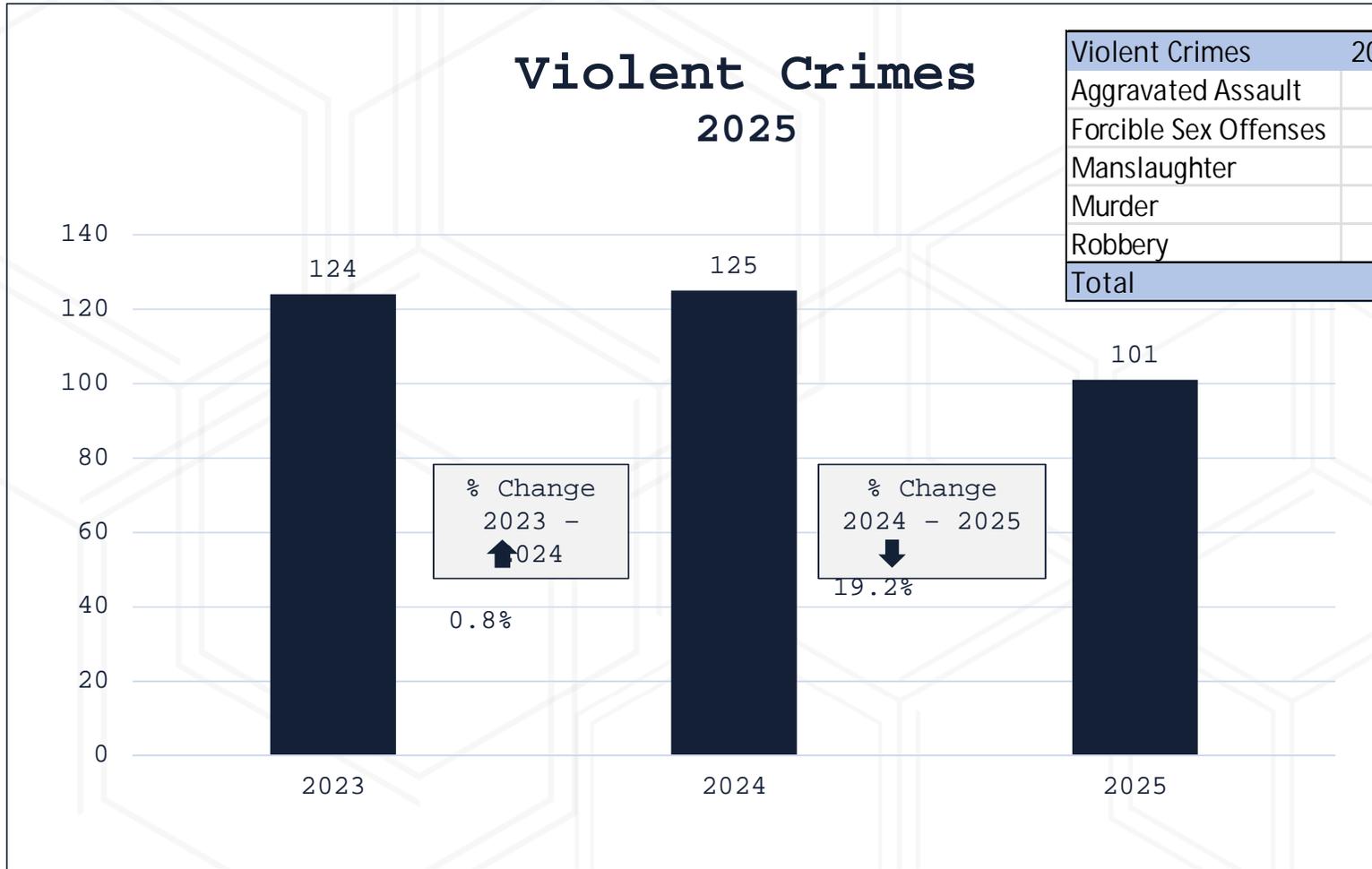
Shoplifts 2025



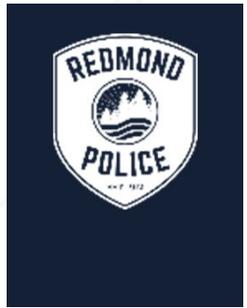




Violent Crimes 2025



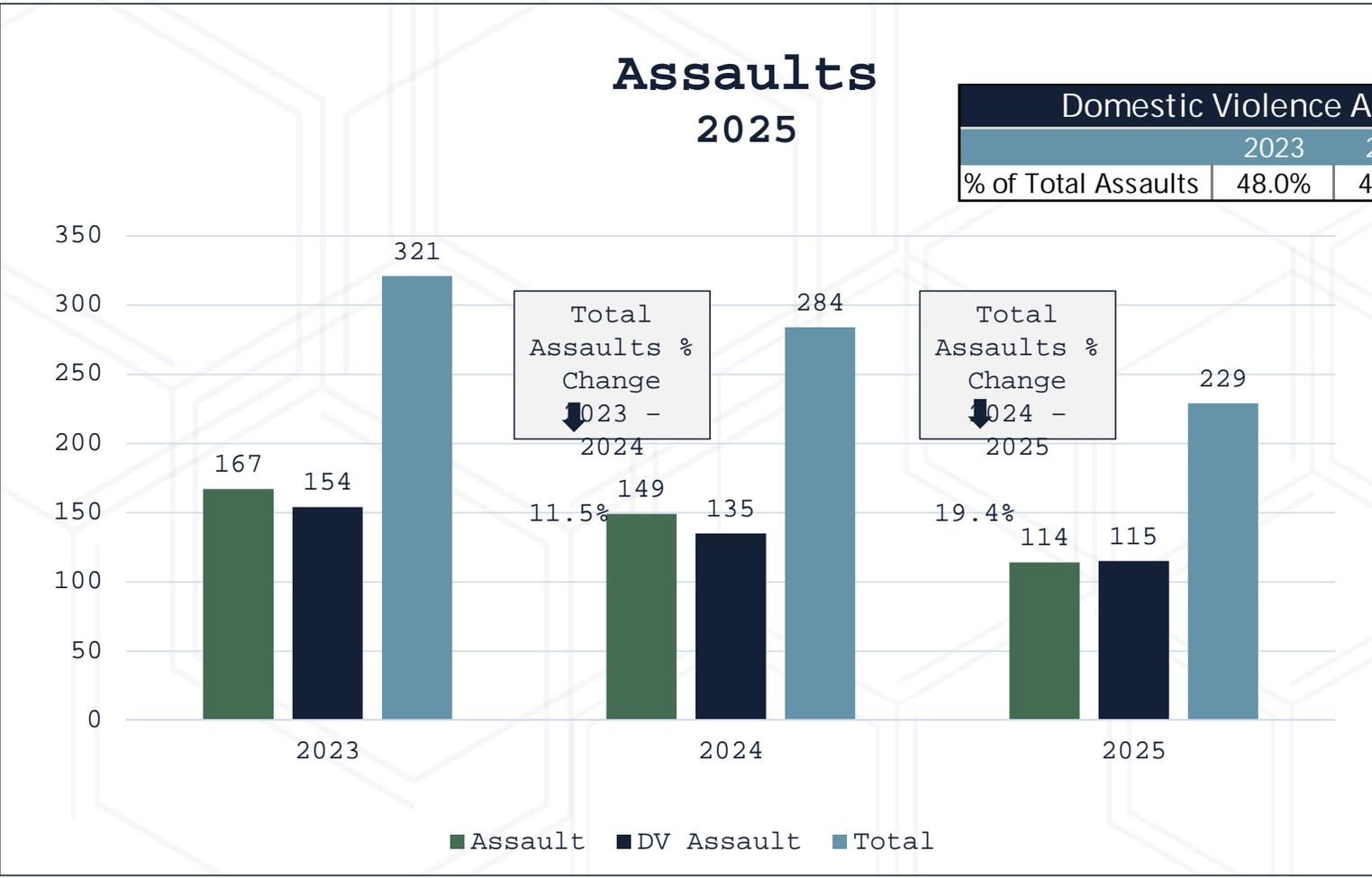
Violent Crimes	2023	2024	2025
Aggravated Assault	53	54	48
Forcible Sex Offenses	35	40	21
Manslaughter	2	0	0
Murder	2	0	0
Robbery	32	31	32
Total	124	125	101



*Violent Crimes include Murder, Nonnegligent Manslaughter, Forcible Sex Offenses, Aggravated Assault and Robbery

Assaults 2025

Domestic Violence Assaults			
	2023	2024	2025
% of Total Assaults	48.0%	47.5%	50.2%



Gold Jewelry Thefts/Robbery Series

There have been 20 incidents reported in 2025 (4 in the 4th quarter) compared to 22 for the same time frame last year (5 in the 4th quarter).

Series characteristics:

- Elderly victims (often female) wearing gold jewelry and watches – usually out for a walk
- Suspects engage victims in conversation/call the victim over to their vehicle
- Remove real jewelry while placing fake jewelry on victim
- May use distraction techniques if victim is not alone
- Mostly occurring late afternoon to early evening (a few mid-morning)

Similar incidents occurring region-wide

Agencies are working together/sharing information to disrupt this series



THANK YOU

Any Questions?

