

City of Redmond



Agenda

Tuesday, May 20, 2025

4:30 PM

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

Committee of the Whole - Public Safety and Human Services

Committee Members

Osman Salahuddin, Presiding Officer

Jeralene Anderson

Steve Fields

Jessica Forsythe

Vanessa Kritzer

Angie Nuevacamina

Melissa Stuart

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

AGENDA

ROLL CALL

A. Action Items

1. Approve Agreement to Administer Homeless Outreach Software in Partnership with City of Kirkland and City of Bellevue.

[Attachment A: Agreement for Apricot](#)

Department: Planning and Community Development, 5 minutes

Requested Action: Consent, June 3rd

2. Police Department Wellness Coordinator and Peer Support Program Administrator Contract with Public Safety Psychological Services

[Attachment A: Public Safety Psychological Services Agreement](#)

[Attachment B: RPD Wellness Program Policy](#)

Department: Police, 5 minutes

Requested Action: Consent, June 3rd

3. School Zone Speed Safety Camera Program, Ordinance Amendment, and Vendor Contract

[Attachment A: Amended Redmond Ordinance 10.25 \(Automated Safety Cameras\)](#)

[Attachment B: Speed Camera Program Analysis](#)

[Attachment C: Service Agreement Between City of Redmond and NovoaGlobal](#)

[Attachment D: NovoaGlobal Sole Source](#)

[Attachment E: Safer Streets Survey Data](#)

Department: Police, 15 minutes

Requested Action: Consent, June 3rd

B. Feedback for Study Session - N/A

C. Informational

1. Redmond Police Department Gift Cards for Guns

[Attachment A: Guns for Gift Cards flyer](#)

Department: Police, 5 minutes

Requested Action: Informational

D. Read Only

1. RPD Police Activity Report Q1 2025

[Attachment A: Police Q1 Activity Report Presentation](#)

[Attachment B: Redmond Police 2024 Annual Report](#)

Department: Police

Requested Action: Read Only

E. Items from Other Committees

1. Southeast Redmond Market Study Consultant Contract Approval

[Attachment A: Consulting Services Agreement - SE Redmond Market Study](#)

Department: Planning and Community Development, 5 minutes

Requested Action: Consent, June 3rd

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: 5/20/2025

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

File No. CM 25-312

Type: Committee Memo

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

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Planning and Community Development	Carol Helland	425-556-2107
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DEPARTMENT STAFF:

Planning and Community Development	Brooke Buckingham	Human Services Manager
Planning and Community Development	Seraphie Allen	Deputy Director

TITLE:

Approve Agreement to Administer Homeless Outreach Software in Partnership with City of Kirkland and City of Bellevue.

OVERVIEW STATEMENT:

The City's homeless outreach team tracks client data and activities related to their work. Staff inputs and tracks this data in a case management software platform called Apricot. The City would like to enter into a formal partnership to allow outreach staff from the City of Kirkland and City of Bellevue to use the same platform.

☐ **Additional Background Information/Description of Proposal Attached**

REQUESTED ACTION:

☐ **Receive Information**

☒ **Provide Direction**

☐ **Approve**

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
Human Services Strategic Plan, Comprehensive Plan
- **Required:**
Interjurisdictional agreements require Council approval.
- **Council Request:**
N/A
- **Other Key Facts:**
Staff is requesting that this item be placed on consent agenda for June 3, 2025. Signing this MOU allows the City to formalize the partnership and invoice Bellevue and Kirkland for use of Apricot.

OUTCOMES:

Cross-jurisdictional partnerships and collaboration benefit the clients we serve. This opportunity allows us to case-conference and coordinate efforts with potential shared clients. Secondary benefits include cost savings to the City, as Bellevue and Kirkland would provide proportionate contribution toward annual fees.

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 average annual cost is currently \$17,091.

Approved in current biennial budget: ☒ **Yes** ☐ **No** ☐ **N/A**

Budget Offer Number:

0000307 - Housing & Human Services
0000294 - Technology Solutions

Budget Priority:

Vibrant and Connected

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

If yes, explain:

Staff cost to administer and monitor software for data consistency.

Funding source(s):

General Fund

Budget/Funding Constraints:

N/A

☐ **Additional budget details attached**

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
	Item has not been presented to Council	

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
6/3/2025	Business Meeting	Approve

Time Constraints:

Bellevue anticipates seeking Council approval June 2025.

ANTICIPATED RESULT IF NOT APPROVED:

Redmond would continue to pay full costs of Apricot if not approved.

ATTACHMENTS:

Attachment A: Draft Agreement for Services between the Cities of Bellevue, Kirkland, and Redmond for Implementation and Maintenance of a Joint Homeless Outreach Data System

**AGREEMENT FOR SERVICES BETWEEN THE CITIES OF BELLEVUE,
KIRKLAND, AND REDMOND FOR IMPLEMENTATION AND MAINTENANCE
OF A JOINT HOMELESS OUTREACH DATA SYSTEM**

THIS AGREEMENT FOR SERVICES ("Agreement") is entered into by the Cities of Bellevue, Kirkland, and Redmond, hereinafter referred to as "Cities", to provide for implementation and maintenance of a joint homeless outreach data system.

WHEREAS, the Cities work to ensure that those living unsheltered will have access to services that will support their path to stability; and

WHEREAS, the Cities acknowledge that unsheltered individuals often move from one jurisdiction to another; and

WHEREAS, the Cities wish to make the most efficient use of their resources by cooperating to share data and data tracking systems; and

WHEREAS, the Cities have the authority to engage in cooperative efforts that result in more efficient use of Government resources; and

WHEREAS, the Cities agree that such multi-jurisdictional cooperation is a benefit to the Cities, local homeless outreach staff, and to community members;

NOW THEREFORE, and in consideration of the terms, conditions and performances made herein, it is agreed as follows:

1. Purpose of Agreement. The purpose of this Agreement is to facilitate the administration and funding of joint homeless outreach data system for sharing, tracking, and storage of information in the provision of services to unhoused individuals in the community.
2. Joint Participation.
 - a. Lead City. The City of Redmond shall be the designated lead city ("Lead City"). The Lead City shall contract directly for and manage the Apricot 360 case management software with Bonterra ("Vendor"). The other responsibilities of the Lead City are described in section 4.
 - b. Participating City. A Participating City is a city participating in the joint sharing, tracking, and storage of information through the case management software, who is a party to this Agreement, and who is not the Lead City.
3. Funding Arrangement. The Lead City shall bear the cost of the initial implementation. The Lead City and all Participating Cities will share the annual costs of the software subscription and support, with the costs allocated equally. The initial fee schedule shall be as described in

Exhibit A. Any future adjustments in fees shall be equally born by the parties and documented in additional attachments to this agreement.

The Participating City shall provide its annual financial contribution to the Lead City no later than thirty (30) days after receiving an invoice from the Lead City, pursuant to Section 4(a) below.

4. Responsibilities of Lead City. The Lead City has been designated to act as the fiscal and administrative agent for this agreement, and the Lead City shall perform its responsibilities without the payment of any additional administrative fee or cost to the Participating City beyond the funding allocation set forth in section 3 above. The responsibilities of the Lead City shall include the following:
 - a. Send an invoice to the Participating City by May 15th of each year for their annual funding participation, with supporting documentation of the costs.
 - b. Contract with the Vendor and manage the performance of the case management software.
 - c. For each year after the first year of this agreement, provide a projected estimate of the annual financial contribution to be made by each city no later than December 31st of the preceding calendar year in which the contribution is to be made.
 - d. Maintain accounts and records that properly reflect transactions related to this Agreement.
 - e. Develop policies that support data integrity and alignment.
5. Confidentiality. City staff shall take reasonable security precautions to ensure that persons not authorized to view the data do not gain access to the data. City staff shall not share any information which the City is not authorized to share, under any relevant federal or state confidentiality laws, regulations, or other restrictions applicable to client information.
6. Duration. This Agreement shall become effective on the date it is signed by two cities, and it shall become effective for a subsequently signing participating city on the date it is signed by that participating city. Regardless of the date of execution, this Agreement shall remain in effect through April 1, 2027, with automatic extensions annually, unless terminated as described in section 7.
7. Termination. Either city may terminate its participation in this Agreement without cause by giving the other city a thirty (30) day written notice. The terminating party shall remain fully responsible for meeting its funding responsibilities and other obligations under the terms of the signed vendor agreement.
8. Notices. Notices to the cities shall be sent to the persons identified on the signature page for each city; provided that any city may substitute an alternate contact person by providing written notice thereof and provided, further, that any such substitution shall not constitute an amendment, alteration, or change to this Agreement.

Brooke Buckingham
Human Services Manager
City of Redmond
PO Box 97010
Redmond, WA 98073-9710

Jen Boone
Human Services Manager
City of Kirkland
123 5th Ave
Kirkland, WA 98033-6121

Bianca Siegl
Assistant Director
City of Bellevue
450 110th Avenue NE
Bellevue, WA 98004

9. Indemnification.

- a. Each city agrees to indemnify the other city from any claims arising out of the willful misconduct or negligent performance of services or duties under this Agreement, committed by such city, or the city's employees or agents.
- b. Each city hereby waives its immunity under Title 51 of the Revised Code of Washington for claims of any type brought by any city agent or employee against the other city related to the parties' use of the software shared under this agreement. This waiver is specifically negotiated by the parties and a portion of the city's payment hereunder is expressly made the consideration for this waiver.
- c. The provisions of this section shall survive the expiration or termination of this Agreement.

10. Applicable Law; Venue; Attorney's Fees. This Agreement shall be governed by and construed in accordance with the laws of the State of Washington. In the event any suit, arbitration, or other proceeding is instituted to enforce any term of this Agreement, the parties specifically understand and agree that venue shall be exclusively in King County, Washington. Each party shall be responsible for its own attorney's fees and costs of suit.

11. Amendments. This Agreement may be amended, altered, changed, or extended in any manner by the mutual written consent of all cities.

12. Counterparts. This document may be executed by electronic mail or online contracting application in any number of current parts and signature pages hereof with the same effect as if all parties had all signed the same document. All counterparts, each one which shall be considered an original, together constitute one and the same instrument.

CITY OF BELLEVUE

By: _____

Approved As To Form:

Title: _____

City Attorney

Date: _____

CITY OF KIRKLAND

By: _____

Approved As To Form:

Title: _____

City Attorney

Date: _____

CITY OF REDMOND

By: _____

Approved As To Form:

Title: _____

City Attorney

Date: _____

Exhibit A

The total pricing is as follows:

2024	\$16,267.90
2025	\$17,081.30
2026	\$17,935.36

DRAFT



Memorandum

Date: 5/20/2025

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

File No. CM 25-310

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:

Police Department Wellness Coordinator and Peer Support Program Administrator Contract with Public Safety Psychological Services

OVERVIEW STATEMENT:

The Police Department is seeking Council approval to enter into a contract with Public Safety Psychological Services (PSPS) in an amount not to exceed \$75,000 annually. PSPS was selected through a competitive Request for Proposal (RFP) process seeking mental health professionals with proven experience in law enforcement or similarly high-stress environments.

If approved, PSPS will serve as the police department's internal Wellness Coordinator and Peer Support Program Administrator, responsible for developing and managing proactive mental health and wellness programs tailored to the unique stressors of police work.

☐ **Additional Background Information/Description of Proposal Attached**

REQUESTED ACTION:

☐ **Receive Information**

☐ **Provide Direction**

☒ **Approve**

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
Redmond Police Policy 1033: Wellness Program
- **Required:**
N/A
- **Council Request:**
N/A
- **Other Key Facts:**
N/A

OUTCOMES:

The implementation of a dedicated Wellness Coordinator and Peer Support Program Administrator will enhance the Redmond Police Department's capacity to support the mental health and overall well-being of its personnel. Expected outcomes include increased access to trusted, confidential mental health services; strengthened peer support networks; and the establishment of a sustainable, culturally competent wellness infrastructure.

By integrating trauma-informed care and culturally sensitive practices into daily operations, the program will foster a healthier, more resilient workforce equipped to manage the unique stressors of law enforcement. Additional anticipated outcomes include improved employee morale, reduced stigma surrounding mental health, earlier intervention in times of personal or professional crisis, and increased retention of staff.

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:

\$75,000 annual maximum cost

Approved in current biennial budget: ☒ Yes ☐ No ☐ N/A

Budget Offer Number:

228 Criminal Justice

Budget Priority:

Safe and Resilient

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

If yes, explain:

Examples: software with a yearly cost, revenue generating, match requirements, etc. - if none, enter 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
5/20/2025	Committee of the Whole - Public Safety and Human Services	Approve

Time Constraints:

N/A

ANTICIPATED RESULT IF NOT APPROVED:

The police department will explore alternative contracts.

ATTACHMENTS:

Attachment A: Public Safety Psychological Services Agreement

Attachment B: RPD Wellness Program Policy



BID RESPONSE

Responding To:

Bid/Project Number: RFP 10854-24

Bid/Project Title: Wellness Coordinator Peer Support Program Administrator

Closing Date: 1/9/2025 at 2:00PM PST

Submitted By:

Name of Company Submitting Response:

LEPS-PSS, PLLC DBA Public Safety Psychological Services

Printed Name of Person Submitting Response:

Cerise M Vablais

Email:

help@psspc.net

Signature of Person Submitting Response:

Signed by:
Cerise M Vablais
41E521EC0FAF4CE...

Date:

1/9/2025

Attach Your Bid/Proposal:

Remember to sign your bid/proposal



Attach all pages of your response here



Public Safety Psychological Services

20818 44th Ave W. Suite 150, Lynnwood, WA 98036
Fax (425) 527-0466 help@psspc.net

PROPOSAL TO PROVIDE

WELLNESS COORDINATOR &

PEER SUPPORT ADMINISTRATOR

RFP No: 10854-24

Submitted by LEPS-PSS, PLLC
DBA Public Safety Psychological Services

Proposal Submission Date:
January 8, 2025

This proposal is valid for 280 days from the original submission date.



Public Safety Psychological Services

20818 44th Ave W. Suite 150, Lynnwood, WA 98036
Fax (425) 527-0466 help@psspc.net

January 8th, 2025

To whom it may concern:

This proposal is being submitted by LEPS-PSS, PLLC (DBA Public Safety Psychological Services [PSPS], a Washington Professional Limited Liability Corporation) in response to RFP 10854-24 provide Wellness Coordination and Peer Support Coordination to the city of Redmond.

Our office is located at:

20818 44th Ave W Suite 150
Lynnwood, WA 98036

Cerise M. Vablais, MBA, Ph.D., ABPP is our managing partner. She may be reached via email at cvablais@psspc.net.

LEPS-PSS, PLLC (DBA Public Safety Psychological Services) understands and agrees to the terms and conditions as stated in the solicitation.

Cerise M. Vablais, MBA, Ph.D.,
ABPP
Board Certified in Police and
Public Safety Psychology
PSPS, Owner

Ryan Roberts, J.D., Ph.D.
PSPS, Owner

Michael D. Roberts, Ph.D., ABPP
Board Certified in Clinical Psychology
Board Certified in Police and
Public Safety Psychology
PSPS, Owner



Public Safety Psychological Services

20818 44th Ave W. Suite 150, Lynnwood, WA 98036

Fax (425) 527-0466 help@psspc.net

Introduction

Dr. Ryan Roberts and Dr. Michael Roberts, owners of Law Enforcement Psychological Services (incorporated in California, 1978), formed LEPS-PSS, PLLC dba Public Safety Psychological Services (PSPS) with Dr. Cerise Vablais (incorporated in Washington state, 2018) in recognition of her experience and expertise and to expand our services to public safety agencies across the country, including an Officer Wellness program, Critical Incident Debriefing, and Fitness for Duty Evaluations. A detailed description of our business structure is found below.

Understanding of the Requirements

PSPS understands the City of Redmond's requirements and scope of work as described in the RFP and is prepared to provide wellness and peer support coordination as requested. We are eager and capable of managing a project as described in the RFP, and we have adopted strategies and tools to ensure the required services are provided by our firm in a timely and professional manner.

Treatment of the Issues:

We are able to perform all tasks as described in the RFP. We develop training materials in conjunction with departments after assessing their needs. General information is provided to all officers during wellness visits that provide psycho-educational support in the areas of physical, emotional, and existential/spiritual wellness.

Statement of Qualifications:

PSPS is well qualified to provide the requested services. Our principal, Dr. Vablais, has worked with first responders in varying capacities since 2007. Drs. Michael Slack and Dr. Diana Johnson both have over 10 years of experiencing directly supporting the wellness needs of first responders. All three are fully licensed as psychologists. In addition to our direct services, Drs. Slack, Roberts and Vablais have provided trainings to law enforcement agencies on the topic of standing up wellness programs, most recently at the International Association of Chiefs of Police Midsize Agencies Conference in March 2024.

Offeror Experience, Qualifications, and Financial Stability

LEPS-PSS, PLLC (DBA Public Safety Psychological Services ["PSPS"]): In 2018, Dr. Ryan Roberts and Dr. Michael Roberts formed LEPS-PSS, PLLC dba Public Safety Psychological Services (PSPS) with Dr. Cerise Vablais in recognition of her experience and expertise and to expand our services to public safety agencies across the country, including an Officer Wellness program, Critical Incident Debriefs, and Fitness for Duty Evaluations. Although PSPS represents the same core psychological team as LEPS and PSS, we have agreed to jointly partner in our efforts to expand our practice.



Public Safety Psychological Services

20818 44th Ave W. Suite 150, Lynnwood, WA 98036
Fax (425) 527-0466 help@psspc.net

Qualifications and Organizational Structure

LEPS is a psychological corporation owned by Drs. Mike and Ryan Roberts. It was incorporated in California in 1978 but had been functioning as a sole proprietorship since 1971. Our organization includes Board Certified Police and Public Safety Psychologists as well as doctorate-level licensed psychologists who have specialized education and training in providing a variety of services to the law enforcement and the public safety community. Our primary practice area is in the entry-level psychological assessment of applicants to public safety positions such as police officer, deputy sheriff, trooper, probation officer, corrections officer, communications dispatcher, and firefighter. In addition, several members of our staff have developed expertise in the areas of forensic fitness-for-duty evaluations (FFDEs); special unit selection (SWAT, narcotics, etc.); weapon carrying positions (probation, arson investigator), and promotional suitability. Finally, we have considerable experience in providing psychotherapy, debriefing services to officers involved in traumatic incidents, training for officers in areas such as field training programs, and executive development.

LEPS currently provides psychological screening services to more than 70 agencies nationwide. A number of the agencies to whom LEPS currently provide services (including the New York State Department of Correctional Services, Washington D.C. Department of Corrections, San Francisco Police Department, San Jose Police Department, Chicago Police Department, New York State Police, Alaska State Troopers and the Washington DC Metro Police Department) have applicant flow and administrative requirements that are similar to those of the proposed contract.

PSS is a professional corporation established in 2002 by James Tracy, Ph.D. Prior to that time, Dr. Tracy had been providing pre-employment psychological screening services to police and other public safety agencies in the State of Washington for over 30 years. PSS is now owned by Drs. Mike and Ryan Roberts, with Dr. Cerise Vablais, ABPP serving as a Managing Partner.

PSPS represents the expansion of a team of nearly two dozen licensed clinical psychologists across the country, supported by a dozen full and part-time administrative staff. Our team has addressed the requested scope of services for over four decades.

PSPS has extensive experience providing officer wellness, pre-employment and fitness-for-duty evaluations to public safety agencies in Washington, Oregon, Alaska, Idaho, Virginia, and the District of Columbia. Some of our agencies, such as Seattle Fire Department, Capital City Fire (Juneau, Alaska), Arlington County Sheriff's Office, Arlington County Fire Department and Eugene Department of Public Safety (Eugene, Oregon) have received contracted services from our management team for five or more years. Washington D.C. Police & Fire Clinic has been a client for over 25 years.

Outline your proposed approach and cost to developing a wellness and peer support program for RPD, including specific methodologies for ensuring cultural competence and trauma-informed practices.

This proposal is valid for 280 days from the submission date.

Upon award of the contract, we propose a series of meetings with all stakeholders to define the high level goals and parameters for program development. We envision meetings with command staff, line level staff, and any internal EAP and HR resources to better understand resources already available to Redmond Police Department employees. We also suggest that we administer an anonymous survey to stakeholders to better understand their desired components of



Public Safety Psychological Services

20818 44th Ave W. Suite 150, Lynnwood, WA 98036

Fax (425) 527-0466 help@psspc.net

wellness offerings. We will present national best practices to the groups and offer several options of programming to the decision makers for their review. Once programs have been vetted, we will work with the team to implement the programs in a timely manner. We will provide timelines including milestones on a monthly basis.

Throughout the review and implementation phase, we will include research and information related to culturally competent and trauma-informed practices. We will also ensure that all recommendations are aligned with International Association of Chiefs of Police guidelines.

We propose to bill this project on an hourly basis with a detailed invoice submitted monthly.

Service	Cost
Senior psychologist, Dr. Cerise Vablais or Dr. Ryan Roberts	\$375/hour
Staff/Contract psychologists – doctoral level	\$300/hour
Master's level therapists and clinicians	\$250/hour
Administrative team support	\$40/hour

Additional Details:

1. Needs Assessment

- **Objective:** Understand the unique needs of RPD personnel regarding wellness and peer support.
-
- **Activities:**
 - Conduct surveys and focus groups with officers and staff to identify stressors and challenges.
 - Review existing wellness initiatives (if any) to determine gaps.
 - Engage with stakeholders, including leadership, union representatives, and mental health professionals.

2. Program Design

- **Components:**
 - **Peer Support Team:**
 - Train a diverse group of officers as peer supporters.
 - Emphasize confidentiality and boundary-setting.
 - **Mental Health Resources:**
 - Partner with culturally competent counselors and therapists.
 - Include 24/7 helplines and access to therapy sessions.
 - **Wellness Activities:**
 - Offer fitness programs, mindfulness training, and nutrition education.
 - Create periodic wellness workshops.
 - **Trauma-Informed Training:**
 - Provide training for all staff to recognize signs of trauma in themselves and others.
 - Equip supervisors to handle wellness concerns empathetically.



Public Safety Psychological Services

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Fax (425) 527-0466 help@psspc.net

3. Ensuring Cultural Competence

- Recruit trainers and therapists who reflect the community and department's diversity.
- Offer cultural humility training to all involved professionals.
- Regularly review the program for inclusivity through feedback loops with officers from different backgrounds.

4. Implementation

- **Phased Rollout:**
 - Pilot the program with small groups (perhaps one shift) before expanding.
 - Use the pilot to refine methods and address unforeseen challenges.
- **Regular Communication:**
 - Share program updates via newsletters, intranet, and leadership briefings.
 - Reinforce the importance of wellness in organizational culture.

5. Evaluation and Sustainability

- Track participation rates, satisfaction surveys, and changes in key metrics (e.g., absenteeism, use of sick leave, reports of burnout).
- Adjust the program based on feedback and data.

Cost Breakdown Estimates¹

- **Initial Needs Assessment:** \$10,000–\$15,000
- **Training and Development:**
 - Peer Support Training: \$5,000–\$7,000
 - Trauma-Informed Training: \$7,000–\$10,000
- **Mental Health Resources:**
 - Contracts with therapists: \$15,000–\$25,000 annually
 - Wellness workshops: \$3,000–\$5,000 per session
- **Ongoing Program Administration:**
 - 3-5 hours per month - \$10,800 - \$18,000 annually

Staffing Plan:

Drs. Slack, Johnson and Vablais will offer appointments on a weekly basis to support the wellness needs of the Department. These appointments will be primarily between the hours of 0900 and 1700 Monday to Friday Eastern time; however, we understand the nature of first responder scheduling and can offer evening, early morning and weekend appointments when needed. While the RFP mentions annual, proactive wellness visits, our staff is also available for acute, critical incident debriefs on an as needed basis. We can begin seeing officers for their wellness appointments within seven (7) business days after the contract is finalized.

¹ Cost Breakdown Estimates are based on projected hourly costs. We are willing to negotiate flat rate versus hourly rate. Once the scope of work has been further defined, we can modify these estimates.



Public Safety Psychological Services

20818 44th Ave W. Suite 150, Lynnwood, WA 98036
Fax (425) 527-0466 help@psspc.net

References

Tukwila Police Department
Commander Phil Glover
Patrol Division/Valley SWAT Team
Desk 206.431.3893
p.glover@tukwila.gov

San Juan County Sheriff's Office
Undersheriff Mike Hairston
Office 360.378.4151
mikeh@sanjuancountywa.gov

Juneau Police Department
Commander Jeremy Weske
Wellness Program Coordinator and Peer Support Team member
Desk 907.500.0618
JTWeske@juneaupolice.com

Business license

PSPS has applied for a city of Redmond business license and expects it to be active prior to the award of this RFP. Attached is a proof of application.

**page 2 – Consulting Services Agreement, Non-Public Work
City of Redmond, standard form**

THIS AGREEMENT is entered into on _____, 20__ between the City of Redmond, Washington, hereinafter called "the CITY", and the above person, firm or organization, hereinafter called "the CONSULTANT".

WHEREAS, the CITY desires to accomplish the above-referenced project; and

WHEREAS, the CITY does not have sufficient staff or expertise to meet the required commitment and therefore deems it advisable and desirable to engage the assistance of a CONSULTANT to provide the necessary services for the project; and

WHEREAS, the CONSULTANT has represented to the CITY that the CONSULTANT is in compliance with the professional registration statutes of the State of Washington, if applicable, and has signified a willingness to furnish consulting services to the CITY, now, therefore,

IN CONSIDERATION OF the terms and conditions set forth below, or attached and incorporated and made a part hereof, the parties agree as follows:

1. Retention of Consultant - Scope of Work. The CITY hereby retains the CONSULTANT to provide professional services as defined in this agreement and as necessary to accomplish the scope of work attached hereto as Exhibit A and incorporated herein by this reference as if set forth in full. The CONSULTANT shall furnish all services, labor and related equipment necessary to conduct and complete the work, except as specifically noted otherwise in this agreement.

2. Completion of Work. The CONSULTANT shall not begin any work under the terms of this agreement until authorized in writing by the CITY. The CONSULTANT shall complete all work required by this agreement according to the schedule attached as Exhibit B and incorporated herein by this reference as if set forth in full. A failure to complete the work according to the attached schedule, except where such failure is due to circumstances beyond the control of the CONSULTANT, shall be deemed a breach of this agreement. The established completion time shall not be extended because of any delays attributable to the CONSULTANT, but may be extended by the CITY, in the event of a delay attributable to the CITY, or because of unavoidable delays caused by circumstances beyond the control of the CONSULTANT. All such extensions shall be in writing and shall be executed by both parties.

3. Payment. The CONSULTANT shall be paid by the CITY for satisfactorily completed work and services satisfactorily rendered under this agreement as provided in Exhibit C, attached hereto and incorporated herein by this reference as if set forth in full. Such payment shall be full compensation for work performed or services rendered and for all labor, materials, supplies, equipment, and incidentals necessary to complete the work specified in the Scope of Work attached. The CONSULTANT shall be entitled to invoice

**page 3 – Consulting Services Agreement, Non-Public Work
City of Redmond, standard form**

the CITY no more frequently than once per month during the course of the completion of work and services by the CONSULTANT. Invoices shall detail the work performed or services rendered, the time involved (if compensation is based on an hourly rate) and the amount to be paid. The CITY shall pay all such invoices within 30 days of submittal, unless the CITY gives notice that the invoice is in dispute. In no event shall the total of all invoices paid exceed the maximum amount payable set forth above, if any, and the CONSULTANT agrees to perform all services contemplated by this agreement for no more than said maximum amount.

4. Changes in Work. The CONSULTANT shall make such changes and revisions in the complete work provided by this agreement as may be necessary to correct errors made by the CONSULTANT and appearing therein when required to do so by the CITY. The CONSULTANT shall make such corrective changes and revisions without additional compensation from the CITY. Should the CITY find it desirable for its own purposes to have previously satisfactorily completed work or parts thereof changed or revised, the CONSULTANT shall make such revisions as directed by the CITY. This work shall be considered as Extra Work and will be paid for as provided in Section 5.

5. Extra Work.

A. The CITY may, at any time, by written order, make changes within the general scope of the agreement in the services to be performed. If any such change causes an increase or decrease in the estimated cost of, or the time required for, performance of any part of the work or services under this agreement, whether or not changed by the order, or otherwise affects any other terms or conditions of the agreement, the CITY shall make an equitable adjustment in the (1) maximum amount payable; (2) delivery or completion schedule or both; and (3) other affected terms, and shall modify the agreement accordingly.

B. The CONSULTANT must submit any "proposal for adjustment" under this clause within 30 days from the date of receipt of the written order to make changes. However, if the CITY decides that the facts justify it, the CITY may receive and act upon a proposal submitted before final payment of the agreement.

C. Failure to agree to any adjustment shall be a dispute under the Disputes clause of this agreement, as provided in Section 13. Notwithstanding any such dispute, the CONSULTANT shall proceed with the agreement as changed.

D. Notwithstanding any other provision in this section, the maximum amount payable for this agreement shall not be increased or considered to be increased except by specific written amendment of this agreement.

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6. Ownership of Work Product. Any and all documents, drawings, reports, and other work product produced by the CONSULTANT under this agreement shall become the property of the CITY upon payment of the CONSULTANT'S fees and charges therefore. The CITY shall have the complete right to use and re-use such work product in any manner deemed appropriate by the CITY, provided, that use on any project other than that for which the work product is prepared shall be at the CITY'S risk unless such use is agreed to by the CONSULTANT.

7. Independent Contractor. The CONSULTANT is an independent contractor for the performance of services under this agreement. The CITY shall not be liable for, nor obligated to pay to the CONSULTANT, or any employee of the CONSULTANT, sick leave, vacation pay, overtime or any other benefit applicable to employees of the CITY, nor to pay or deduct any social security, income tax, or other tax from the payments made to the CONSULTANT which may arise as an incident of the CONSULTANT performing services for the CITY. The CITY shall not be obligated to pay industrial insurance for the services rendered by the CONSULTANT.

8. Indemnity. The CONSULTANT agrees to hold harmless, indemnify and defend the CITY, its officers, agents, and employees, from and against any and all claims, losses, or liability, for injuries, sickness or death of persons, including employees of the CONSULTANT, or damage to property, arising out of any willful misconduct or negligent act, error, or omission of the CONSULTANT, its officers, agents, subconsultants or employees, in connection with the services required by this agreement, provided, however, that:

A. The CONSULTANT's obligations to indemnify, defend and hold harmless shall not extend to injuries, sickness, death or damage caused by or resulting from the sole willful misconduct or sole negligence of the CITY, its officers, agents or employees; and

B. The CONSULTANT's obligations to indemnify, defend and hold harmless for injuries, sickness, death or damage caused by or resulting from the concurrent negligence or willful misconduct of the CONSULTANT and the CITY, or of the CONSULTANT and a third party other than an officer, agent, subconsultant or employee of the CONSULTANT, shall apply only to the extent of the negligence or willful misconduct of the CONSULTANT.

9. Insurance. The CONSULTANT shall provide the following minimum insurance coverages:

A. Worker's compensation and employer's liability insurance as required by the State of Washington;

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B. General public liability and property damage insurance in an amount not less than a combined single limit of two million dollars (\$2,000,000) for bodily injury, including death, and property damage per occurrence.

C. Professional liability insurance, if commercially available in CONSULTANT's field of expertise, in the amount of two million dollars (\$2,000,000) or more against claims arising out of work provided for in this agreement.

The amounts listed above are the minimum deemed necessary by the CITY to protect the CITY'S interests in this matter. The CITY has made no recommendation to the CONSULTANT as to the insurance necessary to protect the CONSULTANT'S interests and any decision by the CONSULTANT to carry or not carry insurance amounts in excess of the above is solely that of the CONSULTANT.

All insurance shall be obtained from an insurance company authorized to do business in the State of Washington. Excepting the professional liability insurance, the CITY will be named on all insurance as an additional insured. The CONSULTANT shall submit a certificate of insurance to the CITY evidencing the coverages specified above, together with an additional insured endorsement naming the CITY, within fifteen (15) days of the execution of this agreement. The additional insured endorsement shall provide that to the extent of the CONSULTANT's negligence, the CONSULTANT's insurance shall be primary and non-contributing as to the City, and any other insurance maintained by the CITY shall be excess and not contributing insurance with respect to the CONSULTANT's insurance. The certificates of insurance shall cover the work specified in or performed under this agreement. No cancellation, reduction or modification of the foregoing policies shall be effective without thirty (30) days prior written notice to the CITY.

10. Records. The CONSULTANT shall keep all records related to this agreement for a period of three years following completion of the work for which the CONSULTANT is retained. The CONSULTANT shall permit any authorized representative of the CITY, and any person authorized by the CITY for audit purposes, to inspect such records at all reasonable times during regular business hours of the CONSULTANT. Upon request, the CONSULTANT will provide the CITY with reproducible copies of any such records. The copies will be provided without cost if required to substantiate any billing of the CONSULTANT, but the CONSULTANT may charge the CITY for copies requested for any other purpose.

11. Notices. All notices required to be given by either party to the other under this Agreement shall be in writing and shall be given in person or by mail to the addresses set forth in the box for the same appearing at the outset of this Agreement. Notice by mail shall be deemed given as of the date the same is deposited in the United States mail, postage prepaid, addressed as provided in this paragraph.

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12. Project Administrator. The Project Administrator shall be responsible for coordinating the work of the CONSULTANT, for providing any necessary information for and direction of the CONSULTANT's work in order to ensure that it meets the requirements of this Agreement, and for reviewing, monitoring and approving the quality and quantity of such work. The CONSULTANT shall report to and take any necessary direction from the Project Administrator.

13. Disputes. Any dispute concerning questions of fact in connection with the work not disposed of by agreement between the CONSULTANT and the CITY shall be referred for resolution to a mutually acceptable mediator. The parties shall each be responsible for one-half of the mediator's fees and costs.

14. Termination. The CITY reserves the right to terminate this agreement at any time upon ten (10) days written notice to the CONSULTANT. Any such notice shall be given to the address specified above. In the event that this agreement is terminated by the City other than for fault on the part of the CONSULTANT, a final payment shall be made to the CONSULTANT for all services performed. No payment shall be made for any work completed after ten (10) days following receipt by the CONSULTANT of the notice to terminate. In the event that services of the CONSULTANT are terminated by the CITY for fault on part of the CONSULTANT, the amount to be paid shall be determined by the CITY with consideration given to the actual cost incurred by the CONSULTANT in performing the work to the date of termination, the amount of work originally required which would satisfactorily complete it to date of termination, whether that work is in a form or type which is usable to the CITY at the time of termination, the cost of the CITY of employing another firm to complete the work required, and the time which may be required to do so.

15. Non-Discrimination. The CONSULTANT agrees not to discriminate against any customer, employee or applicant for employment, subcontractor, supplier or materialman, because of race, creed, color, national origin, sex, religion, honorable discharged veteran or military status, familial status, sexual orientation, age, or the presence of any sensory, mental, or physical disability or the use of a trained dog or service animal by a person with a disability, except for a bona fide occupational qualification. The CONSULTANT understands that if it violates this provision, this Agreement may be terminated by the CITY and that the CONSULTANT may be barred from performing any services for the CITY now or in the future.

16. Compliance and Governing Law. The CONSULTANT shall at all times comply with all applicable federal, state, and local laws, rules, ordinances, and regulations. This Agreement shall be governed by and construed in accordance with the laws of the State of Washington.

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17. Subcontracting or Assignment. The CONSULTANT may not assign or subcontract any portion of the services to be provided under this agreement without the express written consent of the CITY. Any sub-consultants approved by the CITY at the outset of this agreement are named on separate Exhibit attached hereto and incorporated herein by this reference as if set forth in full.

18. Non-Waiver. Payment for any part of the work or services by the CITY shall not constitute a waiver by the CITY of any remedies of any type it may have against the CONSULTANT for any breach of the agreement by the CONSULTANT, or for failure of the CONSULTANT to perform work required of it under the agreement by the CITY. Waiver of any right or entitlement under this agreement by the CITY shall not constitute waiver of any other right or entitlement.

19. Litigation. 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 agree that such actions shall be initiated in the Superior Court of the State of Washington, in and for King County. The parties agree that all questions shall be resolved by application of Washington law and that parties to such actions shall have the right of appeal from such decisions of the Superior Court in accordance with the law of the State of Washington. The CONSULTANT hereby consents to the personal jurisdiction of the Superior Court of the State of Washington, in and for King County. The prevailing party in any such litigation shall be entitled to recover its costs, including reasonable attorney's fees, in addition to any other award.

20. Taxes. The CONSULTANT will be solely responsible for the payment of any and all applicable taxes related to the services provided under this agreement and if such taxes are required to be passed through to the CITY by law, the same shall be duly itemized on any billings submitted to the CITY by the CONSULTANT.

21. City Business License. The CONSULTANT has obtained, or agrees to obtain, a business license from the CITY prior to commencing to perform any services under this agreement. The CONSULTANT will maintain the business license in good standing throughout the term of this Agreement.

22. Entire Agreement. This agreement represents the entire integrated agreement between the CITY and the CONSULTANT, superseding all prior negotiations, representations or agreements, written or oral. This agreement may be modified, amended, or added to, only by written instrument properly signed by both parties hereto. These standard terms and conditions set forth above supersede any conflicting terms and conditions on any attached and incorporate exhibit. Where conflicting language exists, the CITY'S terms and conditions shall govern.

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**IN WITNESS WHEREOF, the parties hereto have executed this agreement as of the
day and year first above written.**

CONSULTANT:

CITY OF REDMOND:

By: _____
Title: _____

Angela Birney, Mayor
DATED: _____

ATTEST/AUTHENTICATED:

City Clerk, City of Redmond

APPROVED AS TO FORM:

Office of the City Attorney

RFP 10854-24
Wellness Coordinator & Peer Support Program Administrator
Attachment B - Option for Renewal

The City intends to enter into an initial one-year agreement. The City reserves the right to renew this contract for one (1) additional one-year term, for a potential maximum total term of two (2) years, upon serving notice to the Consultant within thirty (30) calendar days prior to expiration. If renewal provision is exercised, all terms and conditions of original contract shall remain in full force and effect. A renewal will be accomplished through a separate contract with reference to the original contract. Acceptance of a renewal offer will be by mutual agreement of both parties. The Mayor or designee is authorized to exercise this renewal option.

Should the City exercise a renewal option, the City and Consultant may discuss any necessary changes to services and will confirm prices/rates prior to each renewal. Consultant shall notify the City in writing at least thirty (30) days prior to a proposed price adjustment. Acceptance of such a request will be at the sole discretion of the City. Any approved price adjustment shall remain unchanged for the duration of the renewal period.



CERISE M. VABLAIS, MBA, PhD, ABPP

cvablais@psspc.net 425.775.4477

SUMMARY OF QUALIFICATIONS

- Board Certified Specialist in Police and Public Safety Psychology
- Primary agency contact for team of psychologists providing assessment and wellness services to over 200 agencies across the United States
- FBI/CISM Level 1, 2 and 3 Trained Crisis/Hostage Negotiator
- Licensed in Maryland, Virginia, Washington, D.C., Alaska, Washington, Oregon, California Idaho, North Dakota, PsyPact APIT Mobility Credential
- Extensive experience testifying as a forensic expert for competency and criminal responsibility evaluations
- Current General Chair and Executive Board Member – International Association of Chiefs of Police – Police Psychological Services Section
- 20+ years experience managing corporate teams (4 team members – 180 team members) and budgets (\$10,000 to > \$4,000,000)

EDUCATION

Fielding Graduate University, Santa Barbara, CA

Ph.D. in Clinical Psychology

Dissertation: *“Toward a new model of psychopathy in women: A qualitative analysis of the PCL-R and the construct of psychopathy in female offenders.”*

MBA, Executive Program, University of Washington, Seattle, WA

BA in English, University of Nebraska at Kearney

WORK EXPERIENCE (Complete resume available)

Public Safety Psychological Services, PLLC, Owner/Managing Partner (2015-present)

- Responsible for day to day operations of both companies, including managing staffing, developing and maintaining client relationships
- Supervise the work of employee and contract psychologists
- Complete pre-employment and fitness for duty psychological evaluations for public safety candidates
- Provide consultation and training on law enforcement, public safety and mental health topics to agencies and other mental health providers
- Provide critical incidents and wellness services to first responder agencies
- Develop and maintain training materials for contract psychologists to assess for inter-rater reliability
- Responsible for day to day operations of both companies, including managing staffing, developing and maintaining client relationships

Central Clinic Behavioral Health, Cincinnati, Ohio, Forensic Evaluator (2022-2023)

- Complete competency and criminal responsibility evaluations for defendants on a contract basis

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Critical Response Associations, Consultant (2021-present)

- Provide risk and threat assessment to corporations on an as needed basis
- Complete fitness for duty/IMEs as requested

North Sound Metro SWAT CNT Team, King/Snohomish County (2017-present)

- Respond to call-outs with team members for various crisis situations
- Provide quarterly training to team members on various mental health related subjects.
- Participate with team in annual competition at Western States Hostage Negotiator's Association Conference
- Completed Levels I, II and III Crisis Negotiations Training

Fairfax Hospital, Director of Clinical Training, Assessment, Referral & Social Services (2011-2015)

- Managed team of 180 staff for 200-bed free-standing psychiatric hospital
- Managed social services team who provided full range of therapy, case management and discharge planning services for patients in an acute crisis stabilization environment
- Managed Involuntary Treatment Commitment team and Partial Hospitalization program
- Member of executive leadership team providing input into hospital's strategic plan
- Primary executive team liaison with Kirkland Police Department to collaborate on joint patient issues

Anne Arundel County Detention Facilities/Corizon Medical (2007-2011)

- Managed the delivery of mental health services and programs for two-facility, 1200-bed detention center in accordance with Departmental policies and procedures
- Developed and offered training on suicide prevention and other mental health related topics to staff.
- Training director for internship and externship programs offered
- Offered risk assessment and risk management plans. Led interdisciplinary team coordinating and offering services to inmates housed in mental health unit.

RESEARCH AND PUBLICATIONS

- Vablais, C. M., Roberts, R. & Roberts, M. (2021). Practical guidance for remote psychological test administration and interviewing, *The Specialist, Volume 48*.
- Vablais, C. M. (2007). Toward a new model of psychopathy in women: A qualitative analysis of the PCL-R and the construct of psychopathy in female offenders. Dissertation research using grounded theory qualitative analysis. Fielding Graduate University.
- Vablais, C. (1998). The Web's Oldest Profession: Psychology of Sex on the Internet. In Cerise Vablais & Tony Leininger (Eds.) *How the Web Was Won: Conquering the Digital Frontier* (pp 39-47). Redmond, WA: Microsoft Press.
- Vablais, C. (1996). Treasure Quest. [Computer Software-CD-ROM Game]. Scottsdale, AZ: Sirius Publications.

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cvablais@psspc.net 425.775.4477

WORKSHOPS & PRESENTATIONS DELIVERED (Complete list available)

- Speaker, IACP Mid-Year Division Meeting; Safety and Wellness: Fitness for Duty Evaluations (March 2024)
- JRA Conference Speaker (October 2023)
- Panelist, Public Safety Testing Business Meeting/Washington Civil Service Conference, “Bias and Racism in the Hiring Process”: What we Know, What We Don’t and What We Need” (October 2020)
- Keynote Speaker, Selecting and Maintaining a Resilient Work Force: Alaska Fire Chiefs’ Association Conference (February 2020)
- The P.O.S.T. Dimensions and Cultural Competence in Policing: Diverse Chiefs’ Experience from the Field: International Association of Chiefs of Police Conference (October 2019)
- Reefer Madness: Legalization of Marijuana and Its Impact on Public Safety Hiring Practices: Idaho Chiefs of Police Association (October 2019); National Sheriff’s Association Conference (June 2018); International Association of Chiefs of Police Conference, Philadelphia, Pennsylvania (October 2017).
- You did WHAT: Generational Shifts in Attitudes Towards Sex and Drugs and Implications for Public Safety Hiring Processes /Johnson & Roberts Pre-Conference at IACP. San Diego, California (October 2016). Public Safety Testing Business Meeting/35th Annual State Civil Service Conference (September 2016).
- Admissions of viewing child pornography in law enforcement applicants. Johnson, Roberts & Associates pre-conference/IACP. Chicago, Illinois. (October 2015).

Vitae

Michael A. Slack, Psy.D

1912 5th Ave N #201
Seattle, WA
(847) 927-9226
mslack2016@gmail.com

License/Certification

Psychologist License(s) – Washington State PY60629403 (Expires 04/13/2022)
State of Alaska 134346 (Expires 06/30/2021)
State of Idaho PSY203271 (Expires 04/13/2022)
State of Virginia 0810007402 (Expires 06/30/2022)

Education

2005 – 2013 Washington School of Professional Psychology
Doctorate in Clinical Psychology (Psy.D) (G.P.A. 3.99/4.0)
Master's degree conferred en route - October, 2008.

2001 – 2005 Northern Michigan University
Bachelor's degree in Graduate Prep Psychology (G.P.A. 3.45/4.0)

Graduate Courses

Clinical

Clinical Skills I: Humanistic Therapy
Clinical Skills II: Cognitive Behavioral Therapy
Clinical Skills III: Family Therapy
Clinical Skills IV: Narrative Therapy
Clinical Interviewing
Cognitive and Affective Bases of Behavior
Consultation and Supervision
Dissertation seminar
Interventions I
Introduction to Psychophysiology
Introduction to Psychopharmacology
Introduction to Neuropsychology
Motivational Interviewing
Neuropsychological Assessment
Professionalization Seminar I
Professionalization Seminar II
Practicum Supervision I
Practicum Supervision II
Psychopathology II: Adult Psychopathology
Psychopathology I: Childhood & Adolescence

Theoretical

Adult Development and Aging
Child Development
Diverse Populations
Ethics
Social Psychology

Assessment

Cognitive Assessment
Integrative Assessment
Objective Assessment
Psychometrics & Test Theory

Research

Qualitative Research Methods
Quantitative Research Methods

Doctoral Dissertation

A Qualitative Study of Pro Bono Service Practices of Psychologists in Washington State
April - 2013

Ten independently practicing psychologists from across Washington State were recruited to discuss how they defined and delivered pro bono service, as well as the past experiences that shaped their current understanding of pro bono service. Semi-structured telephone interviews were conducted with each participant. A qualitative methodology utilizing thematic analysis was applied to each transcribed interview. Six separate themes were identified. Definitions of pro bono services generally fell within two categories: services delivered at a lesser rate than full fee, and non-recompensed services. Within these two categories, variability among delivery methods was notable. Participants endorsed a variety of activities as pro bono service, and the financial well-being of the participants' practices was notable as it pertained to the importance of fees in therapy.

Post-Doctoral Residency

January 2014 – July 2015 Integrative Psychological & Social Services - Marysville, WA

Completed a 2,000-hour postdoctoral experience through a non-profit mental health agency located in Marysville, Washington. The postdoc position served a low-income population and was structured using an outpatient private practice model. Postdoc responsibilities included maintaining a caseload of ongoing individual therapy clients, and supervising doctoral level interns and practicum students. Cognitive and neuropsychological evaluations were conducted as needed. Didactic training occurred on a monthly basis. Three hours of weekly clinical supervision was received from two licensed clinical psychologists in the State of Washington.

Doctoral Internship

August 2010 – July 2011 St. Anthony's Point Oil City, PA

This 2,000 hour, APPIC approved internship was located in rural Pennsylvania, in the town of Oil City. St. Anthony's Point served the immediate community and surrounding townships. A major emphasis of internship training was in the development of skills in providing treatment to children and families through a wrap-around community service delivery model. Treatment for the family and child was generally offered from one to five hours per week in the home, community, and/or classroom. This intern was responsible for all aspects of wrap-around cases, which included supervisory duties of therapeutic support staff. Significant training was also received in the treatment of a variety of mental health diagnoses for clients generally seen on an outpatient basis. Hospital privileges were granted to this intern to allow for consultation with physicians and psychiatrists, as well as the psychological assessment of clients admitted to the hospital's emergency room. This intern also received specialized training in providing psychological evaluations for gastric bypass surgery and spinal stimulation surgery.

Practicum I

September 2007 – July 2008 Western State Psychiatric Hospital Steilacoom, WA

Practicum (I) at Western State Psychiatric Hospital included experiences in several specialized domains. Training was focused on gaining experience in the treatment of sex offending populations, as well as in conducting forensic competency to stand trial evaluations. These evaluations often included the administration of a variety of cognitive measures. I also held regularly scheduled therapy appointments with clients in forensic and clinical settings.

Practicum II

September 2008 – July 2009 The OASIS Program at NAVOS Mental Health Seattle, WA

Practicum (II) at the OASIS program at NAVOS Mental Health offered me the opportunity to work with the geriatric population. I participated in individual and group therapy on a weekly basis with a steady caseload of approximately 15 clients between the ages of 60 to 95. Supervised neuropsychological evaluations were provided for the assessment of cognitive functioning and dementia screening. Additionally, I maintained case management clients in the community, which allowed firsthand exposure to many of the difficulties that geriatric populations experience on a daily basis.

Professional Experience

2017 – **Public Safety Psychologist Evaluator**
Current Public Safety Psychological Services Lynnwood, WA

Contracted evaluator responsible for conducting pre-employment suitability evaluations for law enforcement, firefighters, and other public safety employees throughout Washington State. These evaluations are consistent with Peace Officer Standards and Training (POST). The primary responsibilities associated with this position include interviewing, psychological testing, report writing, and the communication of evaluation results to department stakeholders.

2016 – **Contracted Psychologist Evaluator**
Current AMCE Physicians Group Washington State

Per diem contracted evaluator responsible for conducting social security disability evaluations at multiple locations throughout the State of Washington. This position serves primarily low-income or homeless populations experiencing various mental health concerns to include severe and persistent mental illness. Responsibilities include interviewing, evaluating, and report writing.

2015 - Current	Staff Psychologist – Northwest Region Washington State Department of Corrections	Monroe, WA
	<p>The position of staff psychologist is unique to the Washington State Department of Corrections. Responsibilities for this position include conducting pre-employment psychological evaluations for new corrections officers, responding to the mental health needs of over 1,500 correctional staff, and consultation with department executives regarding organizational change and agency wide policy. Additionally, this position is responsible for the clinical management and operational oversight of a regional Critical Incident Stress Management (CISM) team.</p>	
2012 – 2014	Aftercare Therapist & Historian Amen Clinic – Bellevue	Bellevue, WA
	<p>This position required me to provide outpatient therapy to teens and young adults, as well as conduct intake assessments. Assessment data was integrated into a report format, which was then presented to treating physicians. Additional responsibilities associated with this position included timely documentation of clinical notes and reports, coordination of care between physicians, and consultation regarding client mental health treatment.</p>	
2006 – 2012	Behavioral Intervention Specialist & Psychometrician Northwest Neuropsychology	Bellevue, WA
	<p>Northwest Neuropsychology allowed me to participate as a treatment team member providing neuropsychological assessments for adolescents and young adults experiencing a range of brain injuries and/or neuropsychological deficits. Duties associated with this position included the administration and scoring of neuropsychological evaluations, case management, treatment planning, academic coaching, and consulting on the development of Individualized Education Plans. Furthermore, I was instrumental in the development of a mentoring program for clients requiring intensive intervention and coaching.</p>	
2009- 2010	Clinical Externship Samaritan Center	Seattle, WA
	<p>This opportunity offered me the ability to provide supervised individual therapy with a variety of clients in an outpatient, low fee mental health clinic. This experience was constructed using a practicum model. Two hours of weekly supervision was received by one doctoral level psychologist and one master's level clinician. Group didactic trainings were participated in on a monthly basis.</p>	

- 2006 – **Founder & President** Seattle, WA
2010 Psychological Connections
- Developed a non-profit organization dedicated to assisting individuals in finding low cost, and pro bono mental health services throughout the United States. Duties included the oversight of organizational development and implementation of operational programs and goals. This organization has been featured in Washington Psychologist and Grad Psych magazines.
- 2006 – **Clinical Case Manager** Seattle, WA
2010 Downtown Emergency Service Center
- The function of this position was to serve the homeless population in a respite program through intensive case management and assistance in finding appropriate long-term housing. My duties included the assessment and intake of clients entering the program, as well as providing both emergency and non-emergency counseling.
- 2009 – **Psychometrician & Report Writer** Bellevue, WA
2009 Private Practice – Dr. Allison Schechter
- Contracted position with a local clinical and forensic psychologist to administer and score psychological assessments for social security and forensic evaluations. Additionally, I integrated data from assessments and questionnaires into report format for my supervisor. The client population served was diverse, and primarily presented with low socioeconomic status.
- 2006 – **Psychometrician** Seattle, WA
2007 Elliot Bay Behavioral Health
- Conducted cognitive and neuropsychological assessments. This work served clients from a variety of socioeconomic, racial and ethnic backgrounds. Assessments were supervised by Dr. Alan Breen.
- 2006 – **Crisis Respite Counselor** Seattle, WA
2007 Downtown Emergency Service Center
- Provided emergency and non-emergency interventions and counseling with the homeless population. Clientele are low income and racially and ethnically diverse, between the ages of 18 and 65.

2006 – **Community Resource Guide Developer**
 2006 Seattle Neighborhood Group White Center, WA

Contract position with duties including interviewing community members regarding concerns about drug and alcohol abuse in White Center, Washington. I developed a community resource guide comprised of prevention resources as well as local chemical dependency treatment facilities for those seeking treatment in White Center, Washington.

Volunteer Experience

2010 – **Rescue Technician – Team Leader**
 Current King County Search and Rescue King County, WA

Volunteer participation as a Team Leader for King County Search and Rescue. This all volunteer team is the oldest search and rescue organization in the United States. Extensive training was provided in team leadership and management, land navigation, first aid, and rescue techniques. Recognized for “Top Responder” during the years of 2010-11 and 2013-14. Member of technical rescue team and instructor for evacuation.

2009 – **Washington State Psychological Association**
 2010 Social Issues & Human Right’s Committee – Member WA

I was invited to participate in the development of a Probono Initiative through a subcommittee of the Washington State Psychological Association. The Washington State Psychological Association will be supporting a program for all of King County to assist individuals of low income to find psychologists offering pro bono services.

2002 – **First Responder/Rescue Technician**
 2005 Marquette County Sheriff’s Search & Rescue Marquette, MI

I assisted in the rescue and extraction of individuals who required assistance throughout the Upper Peninsula of Michigan. This was an all volunteer rescue team comprised of 35 well trained individuals through the Marquette County Sheriff’s Department.

2003 – **Research Assistant**
 2005 Northern Michigan University Marquette, MI

Our team conducted long term research under the supervision of doctoral level professors/psychologists about gender stereotypes. During this experience I was exposed to the direct RT computer software program, as well as issues pertinent to psychological research.

2004 – **Undergraduate Internship**
 2004 Northwest Community Healthcare Arlington Heights, IL

Internship opportunity within a 12 Step chemical dependency treatment facility for minors. Duties included assisting in recreational and group therapy, supervising clients throughout their daily activities, as well as participating in family interventions.

Testing Experience

Number Administered

BASC	49
Beck Depression Inventory	88
Boston Naming Test	3
Categories Test	43
California Psychological Inventory	1555
California Verbal Learning Test	5
Children's Memory Scale	68
Cognitive Assessment System	35
Dementia Rating Scale	2
Geriatric Depression Scale	3
Grey Oral Reading Test	36
Hare Psychopathy Checklist	1
Inwald Personality Inventory	270
Millon Clinical Multi-Axial Interview – III	3
Minnesota Multiphasic Personality Inventory	22
Nelson Denny Reading Test	38
Personality Assessment Inventory	1505
PSYQ	1549
Rey Complex Figure Test	5
SCID	13
SMALSI	38
Structured Interview of Reported Symptoms	2
Test of Everyday Attention – Children	62
Test of Everyday Attention – Adult	53
Test of Memory Malinger	9
Trails A & B	103
Trauma Symptom Inventory	7
Weschler Adult Intelligence Scale – III	50
Weschler Adult Intelligence Scale – IV	117
Weschler Individual Achievement Test	51
Weschler Intelligence Scale Children – IV	72
Weschler Memory Scale – III	39
Weschler Memory Scale – IV	67
Wisconsin Card Sort Test	38
Woodcock Johnson Test of Cognitive Abilities	42

Research Experience

Personality Variables and Academic Achievement in a Mixed Clinical Sample.

November 2008 – April 2009

This research was designed to identify whether any of the clinical scales of the PAI predicted achievement on the WRAT. The researchers utilized archival data from 227 participants referred for outpatient neuropsychological evaluation. Correlational and multiple regression analyses were performed to identify significant relationships.

Responsibilities: Research design, analyzing data through SPSS, identifying conclusions, poster design and construction

Supervised by: Douglas Whiteside, Ph.D, ABPP

Couples Experiences of Marital Infidelity and Reconciliation.

January 2008 – March 2008

This study was a qualitative research design for a doctoral dissertation. The researcher interviewed ten couples who experienced marital infidelity to examine their perceptions of the event, as well as how it affected their marriage, and how they believe their relationship(s) endured.

Responsibilities: Coding data for themes and similarities amongst the research participants.

Doctoral candidate: Dr. Jennifer Love Crowell.

Dissertation supervisor: Dr. Dana Waters, American School of Professional Psychology, Argosy University.

Memory Distortion of Gender-stereotype-inconsistent Pictures: The Role of Stereotype Typicality.

August 2003 - June 2005

Through the use of Direct RT computer software, this research group tested subjects' memory for pictures of people performing actions considered to be gender-stereotype-consistent, gender-stereotype-inconsistent, and gender-neutral. It was our hypothesis that very unusual stereotype-inconsistent pictures would be remembered correctly.

Responsibilities: Research lab design, testing subjects, data collection, lab construction

Supervised by: Dr. Maya Sen, Department of Psychology, Northern Michigan University, msen@nmu.edu

Presentations and Publications:

Slack, M. (2018). Generational Differences. Oral presentation to the Washington State Department of Corrections – Community Corrections leadership meeting, May 2018, Olympia, Washington

Slack, M. (2017). Stress Management. Oral presentation to the Washington State Department of Corrections - Human Resources Department, July 2017, Gig Harbor, Washington.

Slack, M. (2013). A Qualitative Study of Pro Bono Service Practices of Psychologists in Washington State. Dissertation defense at the Washington School of Professional Psychology, April 2013, Seattle, Washington.

Slack, M., Goodnature, D., Whiteside, D.M., Hellings, J., & Goldov, N. (2009). Personality variables and academic achievement in a mixed clinical sample. Presentation submitted to the *American Academy of Clinical Neuropsychology conference*, June 2009. San Diego, California.

Sen, M.G., Wieser, J., & Slack, M (2004). Memory Distortion of Gender-Stereotype-Inconsistent Pictures: The Role of Stereotype Typicality. Presented at the *American Psychological Society 16th Annual Convention*, May 2004, Chicago, Illinois.

Teaching Experience:

PP 8704: Neuropsychological Assessment. Teacher's Assistant. August 2009 – April 2010.

Responsibilities: Assisting with test administration instruction, scoring test protocols, scoring reports, presenting clinical cases, and facilitating study sessions.

Supervised by: Dr. Douglas Whiteside, Psychology Department, American School of Professional Psychology at Argosy University of Seattle, dwhiteside@argosy.edu

PY 235: The Psychology of Gender. Teacher's Assistant. August-December 2004.

Responsibilities: Assisted in mock debates, grading examinations and assignments, organizing student records, maintaining office hours, and individually tutoring students when deemed necessary.

Supervised by: Dr. Maya Sen, Department of Psychology, Northern Michigan University, msen@nmu.edu

Honors & Awards

Excellence in Service – Washington State Department of Corrections

Recognition for service delivered to the Department on behalf of staff; recognized by the Secretary of the Department and Governor of the State of Washington (2020).

Top Responder – King County Search and Rescue

Recognition as a Team Leader responding to the most missions during 2011-12 and 2013-14.

Merit Scholarship Award – Washington School of Professional Psychology

This scholarship is presented to those students who demonstrate exceptional academic performance and present a minimum GPA of 3.5 or higher.

Northern Michigan University Dean's List

Recognition is given on a per-semester basis for achieving a GPA of 3.2 and above. This was attained for a period of three years while attending Northern Michigan University.

Honorary Appreciation for Selfless Acts - Marquette County Sheriff's Office

December 2002; February 2003; December 2004. These awards are presented "to those whose unselfish acts are recognized by the county and citizens of Marquette County."

Clinical Interests

Adults; Forensic Psychology; Corrections; Public Safety Psychology; Public Safety Evaluation; Geriatrics; Probono Service; Organizational Psychology; Staffing; Rural Community Mental Health; Grief & Loss; Eating Problems; Depression; Grief & Loss; Anxiety Related Disorders; Death & Dying; Life Transitions; Homelessness; Social Justice.

Professional Affiliations

National Register of Health Service Psychologists
Psi Chi National Honor Society for Psychology
International Association of Chiefs of Police

Diana Johnson, Psy.D.

Licensed Clinical Psychologist

PY60388638

18865 NE Meadow Run Dr. Poulsbo, WA 98370

Phone 206-462-0998 C – E-mail Diana.Horowitz1@gmail.com

Website www.DianaHorowitzPsyD.Com

Curriculum Vitae

Education

- 08/2020 – 10/2022 **Fairleigh Dickinson University, New Jersey**
Post-Doctoral Master's in Clinical Psychopharmacology conferred 10/2022
- 9/2005 – 7/2011 **American School of Professional Psychology**
San Francisco Bay Area, CA
Argosy University
Psy.D. in Clinical Psychology conferred 7/2011
Master's in Clinical Psychology conferred 5/2007
- 9/1999 – 12/2003 **Sierra Nevada College, Incline Village, NV**
Bachelor of Arts Degree in Psychology conferred 12/2003
Magna cum Laude

Clinical Experience

- 07/2022 to Present **Public Safety Psychological Services**
Lynnwood, WA
Contract Psychologist
Complete Post-Conditional Offer Psychological Evaluations for Law Enforcement and Fire Service. Complete Suitability Assessment Reports. Complete individual Critical Incident Debrief appointments with first responders. Offer annual in-service training to staff members of Public Safety Departments regarding individual wellness. Offer annual and semi-annual Officer Wellness Appointments to staff members of Public Safety Departments.
- 07/2022 – Present **Washington State Department of Corrections**
Puget Sound Region
Psychologist 4 – Staff Psychology Program

Provide individual therapeutic services, crisis support, consultation, and coaching for staff members, supervisors, and leadership.

02/2015 – 07/2022

Washington State Department of Corrections

Mission Creek Corrections Center for Women

Belfair, WA

Psychologist 4 – Health Services Division

Supervise 4 master's level therapists across 4 separate facilities. Carry a patient caseload assessing and treating incarcerated women in a minimum-security camp setting. Conduct intake assessments, ongoing group and individual therapy, and case management with a focus on reentry into the community. Work together with mental health, medical and psychiatric staff on and off site to coordinate best treatment practices. Develop relationships throughout the facilities to include unit staff, classification, worksite supervisors and correctional program managers to help support patients' success as well as safety and security of prison and staff.

10/2013 – Present

Private Practice

Seattle, WA

www.DianaHorowitzPsyD.com

Provide individual and couples therapy in my small Seattle private practice. I work with people of diverse backgrounds and an array of presenting concerns including anxiety, depression, life transitions, and LGBT identity/relationships. My work is strength-based in nature and informed by relational, psychodynamic, attachment and sociocultural theories.

3/2013 – 10/2013

Sharper Future

Colton, CA

Staff Psychologist

Evaluate and assess newly paroled, convicted sex offenders for mandated treatment. Conduct intake interviews including various required risk assessment instruments before completing a detailed forensic report that is submitted to the California Department of Corrections. Develop, plan and facilitate multiple ongoing High-Risk Sex Offender treatment groups. Facilitate a Federal Substance Abuse and Relapse Prevention group for clients newly released from federal prison. Maintain 10-20 weekly individual clients. Consult with law enforcement and psychiatric and medical professionals to best meet the needs of the client. Supervise postdoctoral residents conducting individual and group treatment. Participate and co-facilitate weekly didactic and group supervision with practicum and postdoctoral level staff.

- 8/2011 – 5/2012 **Humboldt State University**
 Arcata, CA
Postdoctoral Resident
 Maintained a caseload of 15 to 20 clients and couples, using a brief therapy model. Co-facilitated two on-going therapy groups, one for socially anxious students, and a Social Skills group for students with an Autism spectrum diagnosis. Provided up to 10 hours per week of crisis and drop-in appointments during on-call hours. Provided outreach programs to the campus community. Consulted with faculty, staff, students and parents as needed.
- 8/2010 – 5/2011 **Mount Saint Mary's College**
 Los Angeles, CA
Psychological Intern, Half-time Capic Internship
 Conducted short-term brief therapy with a caseload of 10 to 12 clients, and maintained one long-term client. Held crisis appointments and consultations. Conducted intake interviews, assessing for severity of pathology and possible fit for the counseling centers brief therapy model. Created and presented outreach programs and workshops for the campus community. Clients were diverse in ethnicity, cultural background, sexual orientation, and economic status, as well as clinical presentation. Made report with client to DCFS for childhood sexual abuse. Utilized suicide contracts and consulted with law enforcement and outside assessment teams on a client's danger to self and others.
- 8/2008 – 5/2009 **Mills College**
 Oakland, CA
Psychological Intern, Half-time Capic Internship
 Completed over 900 total training hours, maintaining a caseload of 10 brief therapy clients and 1 long-term client. Held weekly crisis drop-in hours open to all students. Presented formal case presentations to clinical staff and outside experts in the field. Clients came from very culturally, as well as financially diverse backgrounds and represented a wide range of presenting problems including mild to severe eating disorders, PTSD and childhood sexual abuse, mood disorders, struggles with attachment and individuation, depression, coming out, and questioning gender identity.
- 8/2007 – 7/2008 **Pacific Center for Human Growth**
 Berkeley, CA
Psychological Trainee, LGBT Community Clinic
 Completed 20 hours per week of trainings, supervision, meeting with individual clients and co-facilitating a Grief Therapy Group. Conducted brief phone screens to assess for severity of pathology

and/or addiction and conduct diagnostic and assessment evaluations through intake interviews. Clients were of the lesbian, gay, bisexual and transgender community. Presenting issues included gender identity disorder, mood disorders, substance abuse, anger, coming out, and sexual problems.

8/2006 – 8/2007

Marin Treatment Center

San Rafael, CA

Psychological Trainee, Methadone Clinic

Maintained a case load of 10 clients whose afflictions surpass that of drug abuse and dependence. Clients included homeless, disabled, elderly and adolescents with diagnosis ranging from mild Depression to PTSD and Paranoid Schizophrenia with sensory hallucinations. Responsibilities consisted of weekly counseling sessions to stabilize and support clients psychologically and in their recovery, as well as managing case files and communicating with other medical and psychiatric personnel in order to maintain an effective treatment plan.

1/2004 – 6/2005

Colorado Timberline Academy

Durango, CO

Counselor, Mediator, Dorm Parent, Activities Coordinator

Worked and lived at private-secondary boarding school, providing counseling and supervision for youth aged 14-19. The youth ranged from fully functioning to severely learning disabled, and youth with mild to moderate psychological diagnosis including Autism, Asperger's syndrome, ADD/ADHD, Bipolar, Depression, Eating Disorders, Narcolepsy, OCD, Oppositional Defiant Disorder, and Schizophrenia among others. Assigned five female students for 24-hour care in on-campus housing. Counseled all youth on campus in personal and educational issues. As activities coordinator I planned and implemented age and ability appropriate recreational activities for 45 youth.

2/2004 – 7/2004

Alternative Horizons Center for Domestic Violence

Durango, CO

Domestic violence advocate and 24-hour hotline volunteer

Received 30 hours of training on a variety of different techniques, services and resources. Worked on hotline providing victims of DV with resources as well as a person to talk to in time of crisis. Worked as an advocate bringing victims of DV to court to request restraining orders, and meeting victims in the emergency room in order to help with and instruct them of their resources and transporting them to safe houses.

3/2004 – 7/2004

Rape and Crisis Intervention Hotline

Durango, CO

Hotline volunteer for rape and crisis calls including suicide

Received 35 hours of training on suicide assessment and crisis techniques as well as basic counseling methods for hotline use.

Provided victims with resources as well as a supportive person to talk to when in need.

Related Professional Experience

2/2006 – 9/2006

Personnel Decisions International

San Francisco, CA

Associate Consultant

Personnel assessment and evaluations, conducted structured behavioral interviews, integrating scores from the California Personality Inventory (CPI) in order to generate and report recommendations for an individual's promotion within a company or corporation.

Research Experience

1/2010 - 7/2011

Body Shame: A Comprehensive Survey of the Literature and Development of an Integrative Framework for Understanding and Treating Body Shame (Doctoral Dissertation)

9/2003 – 12/2003

Meta-Analysis of Treatment Programs for Post Traumatic Stress Disorder (Undergraduate Senior Project)

Completed a literature review which went in depth researching different treatment techniques and programs for PTSD from five different psychological schools/approaches.

9/2002 – 12/2002

Sexism Toward Women in the Car Buying Industry

Completed a phenomenological field study in the new car industry on whether or not female consumers are met with sexism from sales people in the industry.

4/2003

Presented at the Western Psychology Association for Undergraduate Research

Santa Clara, CA

“Sexism Toward Women in the Car Buying Industry

Certificate Of Completion

Envelope Id: 33975F18-1CC5-4564-AF60-C806A4DD33A8

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Wellness Program

1033.1 PURPOSE AND SCOPE

The purpose of this policy is to provide guidance on establishing and maintaining a proactive wellness program for department members.

The wellness program is intended to be a holistic approach to a member's well-being and encompasses aspects such as physical fitness, mental health, and overall wellness.

Additional information on member wellness is provided in the:

- Chaplains Policy.
- Line-of-Duty Deaths Policy.
- Drug- and Alcohol-Free Workplace Policy.

1033.1.1 DEFINITIONS

Definitions related to this policy include:

Critical incident – An event or situation that may cause a strong emotional, cognitive, or physical reaction that has the potential to interfere with daily life.

Critical Incident Stress Debriefing (CISD) – A standardized approach using a discussion format to provide education, support, and emotional release opportunities for members involved in work-related critical incidents.

Peer support – Mental and emotional wellness support provided by peers trained to help members cope with critical incidents and certain personal or professional problems.

Peer supporter – A member or retired member of the Redmond Police Department who has received training to provide emotional support, moral support, and counseling to a member who needs those services resulting from an incident in an official capacity or to deal with other stress that is impacting the member's performance of official duties. It also includes a nonemployee counselor who has been designated by the Redmond Police Department to provide those same services (RCW 5.60.060).

1033.2 POLICY

It is the policy of the Redmond Police Department to prioritize member wellness to foster fitness for duty and support a healthy quality of life for department members. The Department will maintain a wellness program that supports its members with proactive wellness resources, critical incident response, and follow-up support.

1033.3 WELLNESS COORDINATOR

The Chief of Police should appoint a trained wellness coordinator. The coordinator should report directly to the Chief of Police or the authorized designee and should collaborate with advisers

Wellness Program

(e.g., Human Resources, legal counsel, licensed psychotherapist, qualified health professionals), as appropriate, to fulfill the responsibilities of the position, including but not limited to:

- (a) Identifying wellness support providers (e.g., licensed psychotherapists, external peer support providers, physical therapists, dietitians, physical fitness trainers holding accredited certifications).
 - 1. As appropriate, selected providers should be trained and experienced in providing mental wellness support and counseling to public safety personnel.
 - 2. When practicable, the Department should not use the same licensed psychotherapist for both member wellness support and fitness for duty evaluations.
- (b) Developing management and operational procedures for department peer support members, such as:
 - 1. Peer support member selection and retention.
 - 2. Training and applicable certification requirements.
 - 3. Deployment.
 - 4. Managing potential conflicts between peer support members and those seeking service.
 - 5. Monitoring and mitigating peer support member emotional fatigue (i.e., compassion fatigue) associated with providing peer support.
 - 6. Using qualified peer support personnel from other public safety agencies or outside organizations for department peer support, as appropriate.
- (c) Verifying members have reasonable access to peer support or licensed psychotherapist support.
- (d) Establishing procedures for CISDs, including:
 - 1. Defining the types of incidents that may initiate debriefings.
 - 2. Steps for organizing debriefings.
- (e) Facilitating the delivery of wellness information, training, and support through various methods appropriate for the situation (e.g., phone hotlines, electronic applications).
- (f) Verifying a confidential, appropriate, and timely Employee Assistance Program (EAP) is available for members. This also includes:
 - 1. Obtaining a written description of the program services.
 - 2. Providing for the methods to obtain program services.
 - 3. Providing referrals to the EAP for appropriate diagnosis, treatment, and follow-up resources.
 - 4. Obtaining written procedures and guidelines for referrals to, or mandatory participation in, the program.

Wellness Program

5. Obtaining training for supervisors in their role and responsibilities, and identification of member behaviors that would indicate the existence of member concerns, problems, or issues that could impact member job performance.
- (g) Assisting members who have become disabled with application for federal government benefits such as those offered through the Public Safety Officers' Benefits Program (34 USC § 10281 et seq.).
 1. The coordinator should work with appropriate Department liaisons to assist qualified members and survivors with benefits, wellness support, and counseling services, as applicable, when there has been a member death (see the Line-of-Duty Deaths Policy for additional guidance).

1033.4 DEPARTMENT PEER SUPPORT

1033.4.1 PEER SUPPORT MEMBER SELECTION CRITERIA

The selection of a department peer support member will be at the discretion of the coordinator. Selection should be based on the member's:

- Desire to be a peer support member.
- Experience or tenure.
- Demonstrated ability as a positive role model.
- Ability to communicate and interact effectively.
- Evaluation by supervisors and any current peer support members.

1033.4.2 PEER SUPPORT MEMBER RESPONSIBILITIES

The responsibilities of department peer support members include:

- (a) Providing pre- and post-critical incident support.
- (b) Presenting department members with periodic training on wellness topics, including but not limited to:
 1. Stress management.
 2. Suicide prevention.
 3. How to access support resources.
- (c) Providing referrals to licensed psychotherapists and other resources, where appropriate.
- (d) Referrals should be made to department-designated resources in situations that are beyond the scope of the peer support member's training.

1033.4.3 PEER SUPPORT MEMBER TRAINING

A department peer support member should complete department-approved training prior to being assigned.

Wellness Program

1033.5 CRITICAL INCIDENT STRESS DEBRIEFINGS

A Critical Incident Stress Debriefing should occur as soon as practicable following a critical incident. The coordinator is responsible for organizing the debriefing. Notes and recorded statements shall not be taken because the sole purpose of the debriefing is to help mitigate the stress-related effects of a critical incident.

The debriefing is not part of any investigative process. Care should be taken not to release or repeat any communication made during a debriefing unless otherwise authorized by policy, law, or a valid court order.

Attendance at the debriefing should only include peer support members, mental health professionals, and/or peer support group counselors, and those directly involved in the incident.

1033.6 PEER SUPPORT COMMUNICATIONS

Communications between a qualified peer supporter and a member are considered to be privileged except where allowed by law (RCW 5.60.060).

Communications to crisis referral services by members and all records related to the communications shall be confidential except as allowed by RCW 43.101.425.

1033.7 PHYSICAL WELLNESS PROGRAM

Physical Wellness and Fitness Plans are established via the applicable Collective Bargaining Agreement(s) (CBA). The purpose of the physical fitness plan is to promote the physical capability of the members to meet the inherent physical demands of their job and to enhance the members' general physical fitness level.

1033.8 WELLNESS PROGRAM AUDIT

At least annually, the coordinator or the authorized designee should audit the effectiveness of the department's wellness program and prepare a report summarizing the findings. The report shall not contain the names of members participating in the wellness program, and should include the following information:

- Data on the types of support services provided
- Wait times for support services
- Participant feedback, if available
- Program improvement recommendations
- Policy revision recommendations

The coordinator should present the completed audit to the Chief of Police for review and consideration of updates to improve program effectiveness.

Wellness Program

1033.9 TRAINING

The coordinator or the authorized designee should collaborate with the Training Sergeant to provide all members with regular education and training on topics related to member physical and mental health and wellness, including but not limited to:

- The availability and range of department wellness support systems.
- Suicide prevention.
- Recognizing and managing mental distress, emotional fatigue, post-traumatic stress, and other possible reactions to trauma.
- Alcohol and substance disorder awareness.
- Countering sleep deprivation and physical fatigue.
- Anger management.
- Marriage and family wellness.
- Benefits of physical exercise and proper nutrition.
- Effective time and personal financial management skills.

Training materials, curriculum, and attendance records should be forwarded to the Training Sergeant as appropriate for inclusion in training records.

1033.10 INTERNET CRIMES AGAINST CHILDREN WELLNESS AND EMPLOYEE RESILIENCE PROGRAM

1033.10.1 PURPOSE AND SCOPE

The purpose of this policy is to establish guidelines to ensure employees are assisted in limiting the potential for secondary or vicarious trauma due to their exposure to images and videos depicting child sexual abuse material (CSAM) and require mandatory counseling for those investigators who primarily participate in ICAC investigations.

1033.10.2 POLICY

The Redmond Police Department recognizes that research has identified that those individuals who are required to view CSAM images at work may experience specific stressors associated with their exposure to images or videos depicting child sexual abuse. To support its members, the department has created an Employee Wellness Program and specific mandated counseling for ICAC investigators. This program is in addition to the existing City of Redmond Employee Assistance Program.

1033.10.3 EMPLOYEE RESILIENCE PROGRAM

The Redmond Police Department's ICAC Wellness and Employee Resilience Program will feature the following:

Wellness Program

- (a) The program should include elements (e.g., education, intervention, counseling services, and evaluation) that are administered by a professional with specialized training in trauma intervention, ideally secondary trauma, if the specialty is available.
- (b) The professional care provider should be an outside resource, not an employee of the City of Redmond. This ensures confidentiality and helps remove barriers to open communication. Confidentiality can be maintained by assigning random code numbers to task force members to be used when the task force member meets with the culturally competent counselor. These services will be provided at no cost to the employee.
- (c) Select elements of the program will be mandatory for detectives involved in ICAC investigations and other services will be offered on a needed basis.
 - 1. Meeting with the counselor bi-annually on an individual basis will be mandatory for any Redmond Police Department employee who is a member of the ICAC Task Force, as overseen by the Seattle Police Department locally. This removes stigma for employees who want to seek help and can increase employee awareness of the subtle, cumulative effects that regular exposure may produce.
 - 2. All members who are exposed to images or videos depicting child sexual abuse of are encouraged to meet with the counselor when they are experiencing any symptoms of secondary (vicarious) trauma.
- (d) Participating in the Employee Resilience Program is not a "Fit for Duty" assessment and will have no report or conclusion provided to the department, other than date of attendance if requested.
- (e) The ICAC Task Force is overseen by the Seattle Police Department and participation is voluntary.



Memorandum

Date: 5/20/2025

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

File No. CM 25-311

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:

School Zone Speed Safety Camera Program, Ordinance Amendment, and Vendor Contract

OVERVIEW STATEMENT:

The Police Department is seeking Council approval to proceed with the development of an automated speed safety camera program in school zones. We request approval of the amended Redmond Municipal Code 10.25, which governs the use of automated traffic safety cameras. The proposed amendment removes references to red-light cameras, retaining only the authorization to use speed safety cameras for school zone enforcement, and incorporates language required by RCW 46.63.220.

Additionally, we are seeking approval of the contract with NovoaGlobal, the selected vendor, to support effective implementation of the program.

☐ **Additional Background Information/Description of Proposal Attached**

REQUESTED ACTION:

☐ **Receive Information**

☐ **Provide Direction**

☒ **Approve**

REQUEST RATIONALE:

- **Relevant Plans/Policies:**

RCW 46.63.220

HSB 2384

Safer Streets Action Plan

- **Required:**

N/A

- **Council Request:**

Enter the meeting and date when Council requested this information.

- **Other Key Facts:**

N/A

OUTCOMES:

State law governing automated traffic safety cameras requires cities to conduct an analysis of proposed camera locations. This analysis must include equity considerations, such as the impact of camera placement on livability, accessibility, economics, education, and environmental health. Additionally, it must demonstrate a clear need for camera placement based on factors such as the presence of vulnerable road users, evidence of speeding, and collision history.

Placing automated safety cameras in school zones will enhance public safety by reducing excessive speeding in areas with high pedestrian and cyclist activity. By ensuring consistent enforcement, these cameras will help create safer environments for students walking or biking to school, families navigating drop-off and pick-up times, and all road users. The expected outcome is a measurable reduction in speeding, fewer near-misses and collisions, and overall improved safety for Redmond's most vulnerable road users.

A recent update to state law recommends that cities with existing speed safety camera ordinances amend them to align with new statutory requirements. Redmond Municipal Code 10.25 was originally adopted to authorize the use of automated traffic safety cameras for enforcing red-light and school speed zone violations. As part of the amended ordinance, references to red-light enforcement were removed, leaving only authorization to place cameras in school zones.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

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

N/A

- **Outreach Methods and Results:**

Fall 2024 Redmond Schools Parent/Guardian Questionnaire. 39.4% of respondents said slower vehicle speeds at surrounding schools would make them more comfortable with their child walking or biking to school.

Another community questionnaire specific to speed safety cameras was conducted in the spring of 2025. This questionnaire provided more detailed information about the community's awareness and general acceptance of speed safety cameras.

- **Feedback Summary:**

See attached Safer Streets Survey Data

BUDGET IMPACT:

Total Cost:

Money generated from the revenue of this project pays the vendor services.

Approved in current biennial budget: ☐ Yes ☐ No ☒ N/A

Budget Offer Number:

228 Criminal Justice

Budget Priority:

Safe and Resilient

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

If yes, explain:

Examples: software with a yearly cost, revenue generating, match requirements, etc. - if none, enter N/A.

Funding source(s):

Speed enforcement fines

Budget/Funding Constraints:

N/A

☐ Additional budget details attached

COUNCIL REVIEW:

Previous Contact(s)

Date	Meeting	Requested Action
9/19/2023	Committee of the Whole - Public Safety and Human Services	Receive Information
9/17/2024	Committee of the Whole - Public Safety and Human Services	Provide Direction
1/28/2025	Study Session	Provide Direction
3/18/2025	Committee of the Whole - Public Safety and Human Services	Provide Direction
4/8/2025	Study Session	Provide Direction
4/15/2025	Business Meeting	Approve

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
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Date: 5/20/2025

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

File No. CM 25-311

Type: Committee Memo

5/20/2025	Committee of the Whole - Public Safety and Human Services	Approve
6/3/2025	Business Meeting	Approve

Time Constraints:

None

ANTICIPATED RESULT IF NOT APPROVED:

Automated speed enforcement cameras will not be used as a resource in the City.

ATTACHMENTS:

Attachment A: Amended Redmond Ordinance 10.25 (Automated Speed Cameras)

Attachment B: Speed Camera Program Analysis and Recommendations

Attachment C: Service Agreement Between the City of Redmond and NovoaGlobal, Inc.

Attachment D: NovoaGlobal Sole Source Justification.

Attachment E: Safer Streets Survey Data

CODE

CITY OF REDMOND
ORDINANCE NO. _____

AN ORDINANCE OF THE CITY OF REDMOND,
WASHINGTON, RELATING TO THE USE OF AUTOMATED
TRAFFIC SAFETY CAMERAS; AUTHORIZING USE OF
THESE CAMERAS TO DETECT SPEED ZONE INFRACTIONS
IN SCHOOL ZONES; INCORPORATING RCW 46.63.220
INTO THIS ORDINANCE; PROVIDING FOR
SEVERABILITY AND ESTABLISHING AN EFFECTIVE
DATE

WHEREAS, the use of automated traffic safety cameras is
authorized to and detect school speed zone violations only; and

WHEREAS, before deploying automated traffic safety cameras at
a new location or relocating an existing camera, the City must
prepare an analysis of the locations within the jurisdiction where
automated traffic safety cameras are proposed to be located before
adding traffic safety cameras and such analysis shall include an
equity analysis as required by RCW 46.63.220, evaluating the impact
on livability, accessibility, economics, education, and
environmental health; and

WHEREAS, the State Legislature has passed a law authorizing
local jurisdictions to use automated traffic safety cameras
subject to restrictions specified in that legislation; and

WHEREAS, the City Council of Redmond recognizes the value of
implementing an automated enforcement program in furtherance of

its goals in maintaining a safe traffic/pedestrian environment for its citizenry.

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF REDMOND, WASHINGTON, DO ORDAIN AS FOLLOWS:

Section 1. Classification. The amendments to RMC 10.25.010-10.25.070 made in Section 2-7 of this ordinance are of a general and permanent nature and shall become a part of the Redmond Municipal Code.

Section 2. Amendment of Section. RMC 10.25.010 is hereby amended to read as follows:

10.25.010 Use of automated traffic safety cameras authorized.

The use of automated traffic safety cameras is authorized to detect ~~(1) stoplight violations at arterial intersections, and (2) school speed zone violations,~~ subject to the restrictions specified in state law ~~(CHAPTER 167, LAWS OF 2005, "TRAFFIC SAFETY CAMERAS," CODIFIED AT RCW 46.63.170, WITH AN EFFECTIVE DATE OF JULY 24, 2005).~~ **(RCW 46.63.220, effective July 12, 2024).**

Section 3. Amendment of Section. RMC 10.25.030 is hereby amended to read as follows:

10.25.030 Restrictions on use.

The use of automated traffic safety cameras is subject to the following restrictions:

A. Use of automated traffic safety cameras is restricted to ~~arterial intersections and,~~ school speed zones only.

B. Automated traffic safety cameras may only take pictures of the vehicle and vehicle license plate and only while an infraction is occurring. Pictures taken by automated traffic safety cameras must not reveal the face of the driver or any passenger in the vehicle.

~~C. THE CITY SHALL CLEARLY MARK EVERY LOCATION WHERE AN AUTOMATED TRAFFIC SAFETY CAMERA IS USED BY PLACING SIGNS IN LOCATIONS THAT CLEARLY INDICATE TO A DRIVER THAT SHE OR HE IS ENTERING A ZONE WHERE TRAFFIC LAWS ARE ENFORCED BY AN AUTOMATED TRAFFIC SAFETY CAMERA. MARKINGS OR SIGNALS SHALL CLEARLY INDICATE WHEN AUTOMATED SAFETY CAMERAS ARE ENFORCING SCHOOL SPEED ZONE LAW~~

D. All locations where an automated traffic safety camera is used must be clearly marked with signage installed at least 30 days before the camera becomes operational. The signage must clearly inform drivers that they are entering an area where traffic violations are enforced by an automated traffic safety camera. Additionally, in school speed zones, the signage must explicitly indicate that automated safety cameras are being used to enforce school speed zone laws.

Section 4. Amendment of Section. RMC 10.25.050 is
hereby amended to read as follows:

For the purposes of this chapter, "automated traffic safety camera" means a device that uses a vehicle sensor installed to work in conjunction with an intersection traffic control system and a camera synchronized to automatically record one (1) or more sequenced photographs, microphotographs, or electronic images of the rear of a motor vehicle at the time the vehicle ~~fails to stop when facing a steady red traffic control signal or~~ exceeds a speed limit in a school zone as detected by a speed measuring device.

Section 5. Amendment of Section. RMC 10.25.060(A) is
hereby amended to read as follows:

A. In a traffic infraction case involving an infraction detected through the use of an automated traffic safety camera, as described herein and in RCW 46.63.220~~[170]~~, proof that the particular vehicle described in the notice of traffic infraction was in violation of RCW 46.61.055 or 46.61.440, together with proof that the person named in the notice of traffic infraction was at the time of the violation the registered owner of the vehicle, constitutes in evidence a prima facie presumption that the registered owner of the vehicle was the person in control of the vehicle at the point where, and for the time during which, the violation occurred.

Section 6. Amendment of Section. RMC 10.25.070 is
hereby amended to read as follows:

Infractions detected through the use of automated traffic safety cameras, as described herein and in RCW 46.63.220~~[170]~~, are not part of the registered owner's driving record under RCW 46.52.101 and 46.52.120. Additionally, infractions generated by the use of automated traffic safety cameras under this chapter shall be processed in the same manner as parking infractions as set forth in RCW 3.46.120, 3.50.100, 3.62.040, 46.16.216 and 46.20.270(3).

Section 7. Amendment of Section. RMC 10.25.080(D) is
hereby amended to read as follows:

D. Any money received from penalties for ~~red light~~ and school speed zone infractions detected by an automated traffic safety camera shall be used to cover the cost of the automated traffic safety camera program and any money received that exceeds the cost of the program shall only be used for additional traffic safety programs and traffic safety capital improvements within the City.

Section 8. Severability. If any section, sentence, clause or phrase of this ordinance, of the Redmond Municipal Code, shall be held to be invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not

affect the validity or constitutionality of any other section, sentence, clause or phrase of this ordinance.

Section 9. Effective Date. This ordinance shall take effect and be in full force five (5) days after publication of a summary thereof consisting of the title.

ADOPTED by the Redmond City Council this _____ day of _____, 2024.

CITY OF REDMOND

ANGELA BIRNEY, MAYOR

ATTEST:

CHERYL XANTHOS, MMC, CITY CLERK

(SEAL)

APPROVED AS TO FORM:

DANIEL KENNY, CITY ATTORNEY

FILED WITH THE CITY CLERK:
PASSED BY THE CITY COUNCIL:
SIGNED BY THE MAYOR:
PUBLISHED:
EFFECTIVE DATE:
ORDINANCE NO.

Page 6 of 6

Ordinance No. _____
AM No. _____



City of Redmond

SPEED CAMERA PROGRAM ANALYSIS & RECOMMENDATIONS

February 5, 2025



Brian Coats, Deputy Police Chief, Redmond Police Department and
Michael Hintze, Transportation Planning Manager, City of Redmond

PURPOSE

This Speed Safety Camera Program Analysis and Recommendations report aims to evaluate proposed locations for automated traffic safety cameras within the City of Redmond, as required by RCW 46.63.220(3). This analysis ensures that camera placement decisions are informed by a thorough examination of considerations, including their impact on equity, livability, accessibility, economics, education, and environmental health.

Automated traffic safety cameras have been shown to significantly reduce speeding and collisions, creating safer environments for all road users, particularly in school and park zones where vulnerable populations are most at risk. Unlike traditional enforcement methods that require a uniformed police presence at every location, traffic safety cameras provide a cost-effective and scalable solution to changing driver behavior.

Automated cameras eliminate the potential for bias in enforcement by objectively targeting vehicle speed rather than the individual operating the vehicle. This ensures that all drivers are treated consistently and fairly.

In addition, this report demonstrates the need for traffic cameras in each proposed location through data-driven evidence, such as:

- Travel by vulnerable road users
- Documented speeding incidents
- Rates of collisions
- Near-collision reports
- The ineffectiveness or lack of feasibility of other mitigation measures

The City of Redmond aims to enhance public safety, address community concerns, and ensure a fair, equitable, and transparent approach to implementing automated traffic safety cameras. This report provides an analysis of considerations for the proposed traffic camera locations and examines whether there is a demonstrated need for such cameras. The current proposal is to place automated speed enforcement cameras in school zones at the following locations:

- Redmond High School – 17272 NE 104th Street
- Redmond Middle School – 10055 166th Avenue NE
- Rose Hill Middle School – 13505 NE 75th Street

After implementing automated speed safety cameras in school zones, the Police Department plans to propose expanding the program to include park zones. Speed surveys have been conducted at the following locations:

- Grass Lawn Park – 7031 148th Avenue NE
- Idylwood Park – 3650 West Lake Sammamish Parkway NE
- Anderson Park - 7802 168th Avenue NE
- Marymoor Park – 6046 West Lake Sammamish Parkway NE
- Sixty Acres Park – 15200 NE 116th Street

- Esterra Park –2718 156th Avenue NE

BACKGROUND

The City of Redmond adopted Chapter 10.25 of the Redmond Municipal Code in 2006, authorizing the use of automated traffic safety cameras to enforce traffic laws and enhance public safety. The ordinance specifically allowed the deployment of automated cameras in areas, such as school zones and intersections to address speeding and red-light violations.

In June 2024, Washington state enacted Senate Bill 2384, which revised the legal framework governing automated speed cameras for traffic enforcement. The updated legislation expanded the permissible locations for automated cameras to include school speed zones, school walk zones, public park speed zones, hospital speed zones, and roadway work zones. **Additionally, the law introduced a requirement for cities to conduct an equity analysis before installing cameras. This analysis must evaluate the potential impact of camera placement on the community’s livability, accessibility, economics, educational opportunities, and environmental health.**

EQUITY CONSIDERATIONS

Equity is a core guiding principle in the City of Redmond’s Comprehensive Plan update (Redmond 2050). In the context of Redmond 2050 advancing equity means investing in travel modes that improve mobility for those who do not drive. People who do not drive in Redmond may include youth, persons with disabilities, older adults, and low-income populations. Cost-burdened households are households that spend more than 30 percent of their income on housing. These may be households that rely more on walking, biking and taking transit to reduce transportation costs. Creating safer streets using strategies, such as speed safety cameras aligns with the City’s transportation equity goals. Table 1 shows that all locations where speed safety cameras are proposed have higher percentages of one or more populations that likely have more people that don’t drive when compared to the City overall (with the exception of the Idylwood Park area).

Table 1: Percent Equity-Seeking Population Within Areas Proposed for Speed Safety Cameras

Location	Household with Seniors (64+)	Youth Population (under 18)	Low-Income (200% of Federal Poverty Threshold)	Disabled Adult Population	Cost-Burden Household
Redmond High School	59%	16%	4%	8%	55%
Rosehill Middle School	31%	19%	8%	9%	19%
Redmond Middle School	36%	19%	11%	5%	20%

Redmond Elementary School	19%	32%	5%	5%	5%
Grass Lawn Park	28%	16%	6%	9%	39%
Idylwood Park	18%	20%	1%	7%	14%
Anderson Park	5%	5%	21%	5%	48%
Marymoor Park	31%	13%	18%	7%	41%
City-wide	22%	22%	11%	7%	25%

¹

²

Livability

A livable community is one that is safe and secure, has affordable and appropriate housing and transportation options, and has supportive community features and services. Redmond's Speed Safety Camera Program supports livability as it is intended to slow vehicle traffic in school and park zones, making it safer for all community members, and reducing noise generated by vehicles traveling at higher speeds. Residents and visitors in the specific neighborhoods where cameras are being deployed will benefit most. The City will monitor for any unintended consequences, such as traffic diverting to avoid cameras through its annual traffic volume count program and Q-Alert system, which allows community members to submit requests and concerns. In addition, traffic collisions and speed data will continue to be collected and analyzed to ensure livability benefits are fully realized.

Accessibility

Accessibility, or the ability for a person to access their destinations directly and without barriers, will be enhanced by the deployment of speed safety cameras. Crossing the street can be a significant barrier to pedestrians, particularly children, and is often a major concern for parents and guardians who are considering allowing their children to walk, bike, or roll to school. Speed safety cameras will encourage slower vehicle speeds, which will improve drivers yielding to pedestrians and bicyclists who are crossing the street.

Economics

While the road users most likely to incur fines are drivers of personal vehicles, there is potential for speed safety cameras to impose a financial burden on low-income individuals. To minimize these harms on low-income individuals and comply with the RCW, the City of Redmond will coordinate with Northeast District Court to allow for options to enter into a payment plan, or for first time

¹ Blue number represents that the average of the neighborhood is higher than the citywide average.

² The analysis unit is Census block group.

offenders, seek automatic relief in the form of a 50% reduction in the fine if they meet established criteria.³ A form for fine reduction would be included with the citation.

Education

Transparency is critical for a Speed Safety Camera Program. The City of Redmond will ensure that the community is aware of speed safety camera installations, why they are being installed, when cameras will be active, how they work, fine amounts, and provide clear answers to frequently asked questions. The City of Redmond will use a variety of channels to educate the community such as, social media, earned media, and the City's website. When the program is fully operational, a warning period of approximately 30 days will commence to assess and refine the system before fines are issued.

Environmental Health

Speed safety cameras are expected to contribute positively to environmental health by promoting safer and more efficient traffic flow. These cameras encourage compliance with speed limits and reduce instances of aggressive driving, which in turn minimizes sudden acceleration and braking, both of which contribute to increased fuel consumption and emissions. Additionally, speed safety cameras may positively impact environmental health by reducing vehicle speeds, leading to lower noise pollution and a decreased risk of traffic collisions, which can have environmental consequences.

DEMONSTRATED NEED FOR AUTOMATED SPEED CAMERAS

School Zone Speed Studies

Speed survey data collected at Redmond High School, Rose Hill Middle School, and Redmond Middle School in January 2025 highlights a consistent pattern of speeding in school zones during peak commute hours, posing significant safety risks to vulnerable road users on foot, bicycle, and other modes of transportation. As illustrated below, the data shows that every day about 20% of the total vehicles were traveling at least 6 mph over the posted limit at Redmond High School and Redmond Middle School, and over 50% of the total vehicles were traveling at least 6 mph over the limit at Rose Hill Middle School. See Table 2.

Table 2a: Redmond High School (NE 104th Street) – 20 MPH AM and PM School Zone

	Wednesday, Jan. 22, 2025	Thursday, Jan. 23, 2025	Friday, Jan. 24, 2025
Total Vehicle Count	2,098	2,138	2,061
6+ Over the Limit	414	424	404
Percent	19.7%	19.8%	19.6%

³ This mechanism is not available to individuals who have had a similar citation within the previous three weeks.

Highest recorded speed: **43 MPH**

Table 2b: Redmond Middle School (166th Avenue NE) – 20 MPH School Zone

	Wednesday, Jan. 22, 2025	Thursday, Jan. 23, 2025	Friday, Jan. 24, 2025
Total Vehicle Count	2,697	2,928	2,784
6+ Over the Limit	504	595	601
Percent	18.7%	20.3%	21.6%

Highest recorded speed: **62 MPH**

2c: Rose Hill Middle School (140th Avenue NE) – 20 MPH School Zone

	Wednesday, Jan. 22, 2025	Thursday, Jan. 23, 2025	Friday, Jan. 24, 2025
Total Vehicle Count	655	670	672
6+ Over the Limit	381	401	419
Percent	58%	59.9%	62.4%

Highest recorded speed: **54 MPH**

School Zone Safety Data

An analysis of five years of crash data (2019 - 2024) shows that there have been no fatal crashes and a total of four injury crashes among the three school zones with no crashes in the Rose Hill Middle School zone.

Table 3: Crash Data for School Zones (2019 - 2024)

Location	Boundary	Number of Crashes	Fatal	Injury	Property Damage
Redmond High School	NE 104th St from 170th Ave NE to 179th Ave NE	5	0	1	4
Rose Hill Middle School	NE 75th St from 134th Ave NE to 140th Ave NE	0	0	0	0
Redmond Middle School	166th Ave NE from NE 98th St to NE 107th St; NE 104th St from 163rd Ave NE to 168th Ave NE	11	0	3	8

PARK ZONES

Park Zone Speed Data

Speed surveys conducted at Grass Lawn, Idylwood, Marymoor, Anderson, Sixty Acres, and Esterra parks highlight a consistent and significant issue with speeding during park hours, posing a danger to pedestrians, cyclists, and other park visitors. See Table 4:

Table 4a: Grass Lawn Park (Old Redmond Road) 30 MPH Speed Limit

	Sunday, Dec. 31, 2023	Monday, Jan. 1, 2024	Tuesday, Jan. 2, 2024	Wednesday, Jan. 3, 2024	Thursday, Jan. 4, 2024
Total Vehicle Count	4,588	3,562	7,845	8,410	8,132
11+ Over	203	189	279	306	301
Percent	4.4%	5.2%	3.6%	3.6%	3.7%

Table 4b: Idylwood Park (West Lake Sammamish Parkway NE) 35 MPH Speed Limit

	Sunday, Dec. 31, 2023	Monday, Jan. 1, 2024	Tuesday, Jan. 2, 2024	Wednesday, Jan. 3, 2024	Thursday, Jan. 4, 2024
Total Vehicle Count	2,990	2,586	5,053	5,504	5,481
11+ Over	72	74	86	124	101
Percent	2.4%	2.9%	1.7%	2.3%	1.8%

Table 4c: Marymoor Park (West Lake Sammamish Parkway NE) 35 MPH Speed Limit

	Sunday, Dec. 31, 2023	Monday, Jan. 1, 2024	Tuesday, Jan. 2, 2024	Wednesday, Jan. 3, 2024	Thursday, Jan. 4, 2024
Total Vehicle Count	6,056	4,555	8,068	8,727	8,625
11+ Over	663	586	823	895	825
Percent	10.9%	12.9%	10.2%	10.3%	9.6%

Table 4d: Anderson Park (NE 79th Street) 25 MPH Speed Limit

	Wednesday, July 17, 2024	Thursday, July 18, 2024	Friday, July 19, 2024	Saturday, July 20, 2024	Sunday, July 21, 2024
Total Vehicle Count	7,366	7,236	6,514	5,424	4,951
11+ Over	83	92	88	70	57
Percent	1.1%	1.3%	1.4%	1.3%	1.2%

Table 4e: Sixty Acres Park (NE 116th Street) 35 MPH Speed Limit

	Thursday, July 25, 2024	Friday, July 26, 2024	Saturday, July 27, 2024	Sunday, July 28, 2024	Monday, July 29, 2024
Total Vehicle Count	1,403	4,415	5,035	4,928	1,045
11+ Over	81	7	12	9	79
Percent	5.8%	.16%	.24%	.18%	7.6%

Table 4f: Esterra Park (Turing Street) 25 MPH Speed Limit

	Thursday, July 25, 2024	Friday, July 26, 2024	Saturday, July 27, 2024	Sunday, July 28, 2024	Monday, July 29, 2024
Total Vehicle Count	4,918	4,346	3,319	2,939	4,208
11+ Over	142	110	82	82	126
Percent	2.9%	2.5%	2.5%	2.8%	3%

The speed survey data across all three schools and identified park zones demonstrates a consistent and significant need for enhanced speed enforcement. Excessive speeds in these areas create an unsafe environment for vulnerable road users, particularly during times when pedestrian, cyclist, and vehicle traffic are at their highest. School zones see high volumes of students walking, biking, or rolling to school, as well as families dropping off or picking up children, intensifying the risk of collisions and near-misses caused by speeding vehicles.

Similarly, parks are frequented by families, children, and recreational users who rely on safe crossings and streets with traffic calming measures to access these community spaces. High volumes of pedestrians and cyclists in park zones further underscore the need for speed control measures to protect vulnerable road users from the dangers of speeding vehicles. Parks serve as vital hubs for recreation and community engagement, and ensuring safe access to these spaces is critical to the livability of the City of Redmond.

The installation of automated speed enforcement cameras in both school and park zones would serve as a critical deterrent to speeding, significantly improve compliance with posted speed limits, and enhance safety for all road users. By reducing vehicle speeds, these cameras would not only mitigate the

heightened risk of collisions, but also create a safer and more accessible environment for students, families, and community members navigating these high-risk areas.

Park Zone Safety Data

Crash data from 2019 to 2024 underscores the ongoing traffic safety concerns in Redmond’s park zones, where a total of 155 crashes have occurred, resulting in **one death and 36 injury-related incidents**. Anderson Park alone accounted for **122 crashes**, highlighting the risks in high-traffic recreational areas. Even in smaller park zones like Grass Lawn, Idylwood, and Marymoor, crashes continue to impact pedestrian and vehicle safety, with the majority resulting in property damage.

These numbers emphasize the need for enhanced traffic enforcement measures, such as automated safety cameras, to reduce speeding and improve overall safety in park zones. By addressing these concerns proactively, the City can better protect its residents, visitors, and vulnerable road users enjoying our parks.

Table 5: Crash Data for Park Zones (2019 - 2024)

Location	Boundary	Number of Crashes	Fatal	Injury	Property Damage
Grass Lawn Park	148th Ave NE from NE 68th St to NE 74th St; Old Redmond Way from 141st Ave NE to 149th Ave NE	19	1	4	14
Idylwood Park	West Lake Sammamish Pkwy NE from 180th Ave NE to NE 39th Ct	5	0	1	4
Anderson Park	Redmond Way from 166th Ave NE to 170th Ave NE; NE 79th St from 166th Ave NE to Avondale Way	122	0	27	95
Marymoor Park	East Lake Sammamish PKWY NE from NE 53rd Ct to NE 65th St	9	0	4	5

SPEED CAMERA DEPLOYMENT PLAN

The following steps are required or encouraged either by Washington state law, city ordinance, or best practices.

- **Signage:** As required by RCW 46.63.220(7), signs notifying drivers they are within an area where automated traffic safety cameras are authorized or entering an area where violations are enforced by an automated traffic safety camera must be placed **30 days prior** to the activation of cameras.

- **School Zone Beacons:** School zone speeding violations will only be issued during designated school hours when amber beacons are flashing. These designated hours typically include 30 minutes before the start of school and after school until 5 p.m. to account for extracurricular activities when children are present. Enforcement of school zone speeding violations will be closely aligned with the school's schedule to ensure accuracy and fairness.
- **Speeding Enforcement Threshold:** The National Highway Traffic Safety Association (NHTSA) recommends a threshold of no less than 6 mph above the speed limit in school zones and a threshold of up to 11 mph on most roads.⁴
- **Fines:** Per RCW 46.63.220(16), the amount of fine issued using an automated traffic safety camera may not exceed \$145* on public roads and may be doubled to \$290* in school zones. The penalty schedule for the City of Redmond is as follows when the 20 MPH school zone beacon is flashing:
 - 6-9 mph over the limit (26-29 mph): \$110.00
 - 10-14 mph over the limit (30-34 mph): \$220.00
 - 15+ mph over the limit (35+ mph): \$290.00
- **Warnings:** When the program is fully operational, a warning period of 45 days will commence to assess the system and correct problems before fines are issued. During the warning period, motorists violating the speed limit will receive a courtesy warning notice in the mail, showing their location, date/time, vehicle speed, posted speed limit with beacon activation, and fine amount. There is no penalty to pay and no response is required during the warning period.
- **Objective Enforcement:** Per RCW 46.63.220(8), automated traffic safety cameras are limited to recording images of the vehicle and its license plate, and only during the occurrence of a violation. These cameras are specifically designed to ensure privacy by not capturing images that reveal the faces of the driver or passengers. Additionally, data is not shared between automated traffic safety cameras and fixed automated license plate reading cameras.
- **Due Process:** A notice of infraction must be mailed to the registered owner of the vehicle within 14 days of the violation. The registered owner of the vehicle is responsible for an infraction, unless they state under oath the vehicle was stolen or in control by a person other than the registered owner. A person receiving an infraction notice based on evidence detected by an automated traffic safety camera may respond to the notice by mail. All notices are reviewed and approved by police staff.
- **Vendor Services:** The automated traffic safety camera vendor is compensated solely for the value of the equipment and administrative services. The vendor's fees may not be based on a portion of the fine revenue generated by the equipment.

⁴ NHTSA Speed Enforcement Camera Systems Operational Guidelines [Microsoft Word - Job 4660 Speed Enforcement Camera Systems Operational Guidelines April 15 2008.doc](#)

*Fine amounts are adjusted by inflation every 5 years

Reduced Penalties for Eligible Recipients

Per RCW 46.63.210-260, registered vehicle owners who receive notices for infractions enforced by automated traffic safety cameras and are recipients of public assistance or participants in the Washington Women, Infants, and Children (WIC) Program are eligible for a 50% reduction in penalties upon request.

Mandatory Reporting

The statute governing automated speed safety cameras requires cities to post an annual report on the City's website detailing the number of collisions that occurred at each location where an automated safety camera is located, as well as the number of infractions issued for each camera. Additionally, the Police Department will provide City Council with an update on this data at least twice annually.

Community Engagement

The Fall 2024 Redmond Schools Parent/Guardian Transportation Questionnaire was open in October 2024 and was sent out to parents and guardians at the elementary and middle schools. Some of the questions asked pertained to safety around schools.

41/104 (39.4%) respondents said that slower vehicle speeds surrounding schools would make them feel more comfortable with their child walking or biking to school.

In a free response question asking if there are any specific improvements that would make them feel more comfortable with their children walking or biking to school, 10/42 (23.8%) respondents shared that drivers are ignoring speed limits, driving too fast, or otherwise speeding through school zones and it is making their children unsafe.

Another community questionnaire specific to speed safety cameras was conducted in March/April 2025. 144 respondents (36.7%) had strong concerns about traffic safety in areas near parks and schools in Redmond and 93 or 23.7% sometimes had concerns about traffic safety. Based on the questionnaire results, the top two traffic safety concerns were distracted driving and speeding. When asked how supportive they were of measures, such as speed safety cameras to reduce speeding and improve safety near schools, 201 respondents (52%) were not supportive. 147 or 37.5% were supportive along with 44 (11.2%) who were neutral. For the same question regarding parks, 215 (54.8%) were not supportive along with 126 (32.1%) supportive, and 51 (13.0%) neutral.

Police staff have engaged City Council in conversations about the automated traffic safety programs during committee meetings on September 19, 2023, September 17, 2024, and March 18, 2025, and discussed this topic during the Jan. 28, 2025 Council study session. The program, including the amended city ordinance and vendor contract, was voted down during the April 15, 2025 business meeting.

Automated traffic safety cameras were discussed with the Chief's Community Equity Action Team (CEAT) on Jan. 22, 2025. We received no comments, questions, or concerns from the team.

City and Court Staffing

If the proposed implementation of an automated traffic safety program is approved by the City Council, it will significantly increase the volume of infractions and the time required for court staff to process and adjudicate them. Northeast District Court staff, who already manage infractions from automated cameras in other jurisdictions within their purview, have expressed confidence that their current staffing levels are sufficient to handle the anticipated increase.

The City's Finance Department will need to establish a financial remittance process to ensure all revenue generated by automated safety cameras is allocated to cover the costs of additional traffic safety programs and traffic safety capital improvement projects.

SUMMARY

The City of Redmond is planning to implement new traffic safety cameras to enhance public safety by reducing speeding in key areas. The placement and deployment of these cameras are guided by best practices in equitable traffic management, using both national research and local data. By taking these steps, we are addressing safety concerns, promoting fairness, and improving the overall quality of life for everyone in Redmond.

This report evaluates the placement of automated traffic safety cameras in Redmond, ensuring equitable and data-driven decision-making. Automated cameras are a cost-effective way to reduce speeding and collisions, particularly in school and park zones, protecting vulnerable road users such as children, seniors, and pedestrians. The report examines the impact on equity, including livability, accessibility, economic considerations, education, and environmental health.

Speed studies show significant speeding in school and park zones, with up to 62% of vehicles exceeding speed limits in school zones and 10 - 12% in certain park areas. Crash data (2019 - 2024) highlights traffic safety concerns, with school zones recording 47 crashes and park zones reporting 155 crashes, including one death and 36 injury-related incidents. Automated speed enforcement cameras in school zones will deter speeding and enhance safety for the City's vulnerable road users.

**SERVICES AGREEMENT
BETWEEN THE CITY OF REDMOND, WASHINGTON
AND NOVOAGLOBAL, INC. FOR
TRAFFIC INFRACTION DETECTION & ENFORCEMENT PROGRAM**

This **AGREEMENT** (the “**Agreement**”) made this day of May, 2024 , by and between NovoaGlobal, Inc., a Delaware corporation having a place of business at 8018 Sunport Drive, Suite 203, Orlando, Florida 32809 (“**NG**”), and the City of Redmond, a municipal corporation of the State of Washington, having an address at 15670 NE 85th St, Redmond, WA 98052 (the “**Customer**” and together with NG, the “**Parties**” and each singularly a “**Party**”).

WITNESSETH:

WHEREAS, pursuant to the Chapter 10.25 of the Redmond Municipal Code as currently enacted or hereafter amended, the Customer may implement an automated photo enforcement program; and

WHEREAS, NG has the knowledge, possession, and ownership of certain equipment, licenses and processes, referred to collectively as the NG Safety System (the “**System(s)**”); and

WHEREAS, the Customer desires to use the Systems to monitor and enforce school speed zone violations. Future uses could include park zone speed enforcement and red-light violations in accordance with applicable laws and ordinances; and

WHEREAS, the Parties desire to enter into this Agreement, whereby NG will (i) install and assist the Customer in the administration and operation of the Systems, as described in more detail on ***Exhibit A*** to this Agreement at the locations within the Customer’s jurisdiction, and provide to the Customer the services (the “**Services**”), all as more fully described on ***Exhibit A***;

NOW, **THEREFORE**, in consideration of the mutual terms, covenants, and conditions contained herein, and other good and valuable considerations, the receipt and sufficiency of which are hereby acknowledged, the Parties, intending to be legally bound, agree as follows:

1. RECITALS AND EXHIBITS. The foregoing recitals are true and correct and are hereby incorporated in *haec verba*. All exhibits attached to this Agreement contain additional terms of this Agreement and are hereby incorporated in *haec verba*.

2. SERVICES

2.1. NG agrees to use commercially reasonable efforts to install and provide to the Customer for the Term the Systems and Services including the equipment (the “**Equipment**”) and software (the “**Software**”) to be supplied and installed by NG in accordance with ***Exhibit A*** (including the provision of all construction drawings, permit applications and other documents required by applicable law for the

installation and operation of the System(s)). In addition, if and to the extent set forth in *Exhibits A and B* NG shall also supply to the Customer:

2.1.1.infraction preparation processes that assist the Customer in complying with current applicable law;

2.1.2.training of personnel designated by the Customer involved with the operation of the Systems and/or the enforcement and disposition of infractions;

2.1.3.expert witness testimony regarding the operation and functionality of the System; and

2.1.4.other support services for the System as set forth in *Exhibit A*.

2.2. The Customer understands and agrees that (i) NG may, subject to the prior approval of the Customer, which approval shall not be unreasonably delayed, conditioned or withheld, subcontract with third parties for the provision or installation of part or parts of the Systems or Services and (ii) installation of the Systems requires the Customer's cooperation and compliance with NG's reasonable instructions (including but not limited to Customer's provision of the personnel, equipment, engineering plans, and other resources as described in *Exhibit A* or as otherwise reasonably requested by NG) and reasonable access by NG (or such third parties) to Customer premises and systems and the Customer agrees to provide all of the foregoing to NG.

2.3. The Customer understands and agrees that the Systems will be owned by NG (or its designees). The Customer shall use its best efforts to assist NG to identify any third-party who is responsible for damage to the Systems or any part thereof.

2.4. NG shall coordinate its work with the Customer's police, public works and engineering departments and, as necessary or required, with the Department of Transportation.

3. LICENSE/RESERVATION OF RIGHTS

3.1.LICENSE. Subject to the terms and conditions of this Agreement, NG hereby grants the Customer during the Term, and the Customer hereby accepts from NG upon the terms and conditions herein specified, a non-exclusive, non-transferable license during the Term of this Agreement to: (a) solely within the Customer, access and use the NG System (including any hardware and software provided or given access to the customer) for the sole purpose of reviewing Potential Violations and authorizing the issuance of NOIs pursuant to the terms of this Agreement, and to print copies of any content posted on the NG System in connection therewith, (b)

disclose to the public (including outside of the Customer) that NG is providing services to the Customer in connection with Photo Enforcement Program pursuant to the terms of this Agreement, and (c) use and display the NG Marks on or in marketing, public awareness or education, or other publications or materials relating to the Photo Enforcement Program, so long as any and all such publications or materials are approved in advance by NG. Except as provided in Section 22 the license rights granted to Customer in the Section shall terminate at the expiration or termination of the Agreement.

- 3.2. RESERVATIONS OF RIGHTS.** The Customer hereby acknowledges and agrees that: (a) NG is the sole and exclusive owner of the NG System, the NG Marks, all Intellectual Property arising from or relating to the NG System, and any and all related Equipment, (b) the Customer neither has nor makes any claim to any right, title or interest in any of the foregoing, except as specifically granted or authorized under this Agreement, and (c) by reason of the exercise of any such rights or interests of Customer pursuant to this Agreement, the Customer shall gain no additional right, title or interest therein.
- 3.3. RESTRICT USE.** The Customer hereby covenants and agrees that it shall not (a) make any modifications to the NG System, including but not limited to any Equipment, (b) alter, remove or tamper with any NG Marks, (c) use any of the NG Marks in any way which might prejudice their distinctiveness, validity or the goodwill of NG therein, (d) use any trademarks or other marks other than the NG Marks in connection with the Customer's use of the NG System pursuant to the terms of this Agreement without first obtaining the prior consent of NG, or (e) disassemble, de-compile or otherwise perform any type of reverse engineering to the NG System, the NG System, including but not limited to any Equipment, or to any, Intellectual Property or Proprietary Property of NG, or cause any other Person to do any of the foregoing.
- 3.4. PROTECTION OF RIGHTS.** NG shall have the right to take whatever action it deems necessary or desirable to remedy or prevent the infringement of any Intellectual Property of NG, including without limitation the filing of applications to register as trademarks in any jurisdiction any of the NG Marks, the filing of patent application for any of the Intellectual Property of NG, and making any other applications or filings with appropriate Governmental Authorities. The Customer shall not take any action to remedy or prevent such infringing activities, and shall not in its own name make any registrations or filings with respect to any of the NG Marks or the Intellectual Property of NG without the prior written consent of NG.
- 3.5. INFRINGEMENT.** The Customer shall use its reasonable best efforts to give NG prompt notice of any activities or threatened activities of any Person of which it

becomes aware that infringes or violates the NG Marks or any of NG's Intellectual Property or that constitute a misappropriation of trade secrets or act of unfair competition that might dilute, damage or destroy any of the NG Marks or any other Intellectual Property of NG. NG shall have the exclusive right, but not the obligation, to take action to enforce such rights and to make settlements with respect thereto. In the event that NG commences any enforcement action under this Section 3.5, then the Customer shall render to NG such reasonable cooperation and assistance as is reasonably requested by NG, and NG shall be entitled to any damages or other monetary amount that might be awarded after deduction of actual costs; provided, that NG shall reimburse the Customer for any reasonable costs incurred in providing such cooperation and assistance.

- 3.6. **INFRINGEMENT USE.** The Customer shall give NG prompt written notice of any action or claim action or claim, whether threatened or pending, against the Customer alleging that the NG Marks, or any other Intellectual Property of NG, infringes or violates any patent, trademark, copyright, trade secret or other Intellectual Property of any other Person, and the Customer shall render to NG such reasonable cooperation and assistance as is reasonably requested by NG in the defense thereof; provided, that NG shall reimburse the Customer for any reasonable costs incurred in providing such cooperation and assistance. If such a claim is made and NG determines, in the exercise of its sole discretion, that an infringement may exist, NG shall have the right, but not the obligation, to procure for the Customer the right to keep using the allegedly infringing items, modify them to avoid the alleged infringement or replace them with non-infringing items.

4. **TERM**

- 4.1. The effective date of this Agreement shall be the date first written above (the “**Effective Date**”). The initial term (the “**Initial Term**”) of this Agreement, shall begin upon the Effective Date, following full execution of the Agreement by the Parties, and shall continue until the fifth (5th) annual anniversary of the Installation Date (the “**Installation Date**”). The “Installation Date” shall be the latest date that a System becomes installed and operational (issue payable violations).
- 4.2. The terms of this Agreement shall be automatically extended for two (2) additional terms of five (5) years (each, a “**Renewal Term**”), on the same terms and conditions specified herein except that the amounts due pursuant to Section 6 hereof shall be adjusted in accordance with the lesser of the change in the Consumer Price Index – All Urban Consumers – U.S. City Average (“**CPI**”) or four (4) percent and by multiplying said amounts by the percentage change in the CPI (or four (4) percent, as applicable) from the beginning of the immediately preceding term to the

end of the immediately preceding Term. (Each Renewal Term, if any, together with the Initial Term, the “**Term**”).

5. TERMINATION AND EXPIRATION

- 5.1.** This Agreement may be terminated by mutual written consent of the Parties.
- 5.2.** This Agreement may be terminated for cause, by either Party if the other Party fails in any material way to perform its obligations under the Agreement or otherwise defaults in the performance of any obligation under this Agreement and such failure or default continues for more than forty-five (45) days after written notice thereof to the defaulting Party.
- 5.3.** NG may terminate this Agreement, without liability, on thirty (30) days advance written notice if NG concludes in its reasonable discretion that (i) potential or actual liability of NG to third parties (other than persons claiming to own Intellectual Property required for the operation of the System) arising out of or in connection with the System makes the program impractical, uneconomical or impossible to continue.
- 5.4.** The Customer may terminate this Agreement on thirty (30) days advance written notice if the Customer concludes in its reasonable discretion that (i) potential or actual liability of the Customer to third parties arising out of or in connection with the System makes the program impractical, uneconomical, legally contested or impossible to continue; and/or (ii) the Systems cannot be installed. Violation of the Customer’s ethics code would constitute cause to terminate this agreement.
- 5.5.** The Customer may terminate this Agreement on thirty (30) days advance written notice if state statutes are amended to prohibit or substantially change the operation of the Systems, or a court having jurisdiction over the City rules, or state or federal statute declares, that infractions generated from the Systems are inadmissible in evidence.
- 5.6.** Upon termination or expiration of this Agreement, the Parties recognize that the Customer will have to process violations in the “pipeline,” and that NG accordingly must assist the Customer in this accord. Accordingly, the Parties shall take the following actions during the wind-down period, and shall have the following obligations, outlined in Sections 5.7 and 5.8 below, which obligations shall survive termination or expiration of the Agreement:
- 5.7.** The Customer shall cease using the Software and Equipment in its possession, custody or control and shall (a) immediately allow NG a reasonable opportunity to remove such Equipment not to exceed sixty (60) days and (b) (i) immediately

deliver to NG or irretrievably destroy, or cause to be so delivered or destroyed, any and all copies of such Software in whatever form and any written or other materials relating to such Software in the Customer's possession, custody or control and within thirty (30) days deliver to NG a certification thereof or (ii) allow NG reasonable access to the System(s) on which such Software is loaded and permission to NG to remove such Software and documentation.

- 5.8. Unless directed by the Customer not to do so, NG shall continue to process all images taken by the Customer before termination and provide all Services associated with processing in accordance with this Agreement, and shall be entitled to the fees specified in the Agreement as if the Agreement were still in effect.

6. FEES AND PAYMENT

The Customer agrees to pay NG a monthly fee as follows (the “**Monthly Fees**”):

- 6.1. **Monthly Fees** (pro-rated for any partial month) as described in *Exhibit B* (Compensation & Pricing) in arrears with respect to each approach at which a System has been installed. The Monthly Fee shall commence on the first business day of the month following Commencement of Operations of each System and shall continue on the first business day of each month for the Term or until this Agreement is sooner terminated or such payment is modified in accordance with Section 4.2. For purposes of this Agreement, “**Commencement of Operations**” shall mean the first full day that the System captures events for processing and issuance of notices of violation.
- 6.2. **The Customer, being a Municipal Corporation, is not generally exempt from sales tax per WAC 458-20-189. Accordingly, NG shall add sales tax to the invoices provided to the Customer in compliance with Washington State Law; provided, if Customer obtains a ruling from the Washington State Department of Revenue that the fees paid by the Customer to NG under this Agreement are exempt from sales tax, then NG shall not add sales tax to invoices.**
- 6.3. In the event that the United States Postal Service increases applicable First-Class Mail and/or Certified Mail postage from the rates in effect at the time of Commencement of Operation, NG may invoice the Customer for the increased postage actually paid by NG in connection with this Agreement. For example, if First Class Mail postage were increased by \$0.02, and NG mailed 1,000 notices, NG would invoice the Customer \$20.00. All such charges to Customer shall be included in the cost-neutrality calculation.
- 6.4. Payment of all undisputed fees and undisputed other charges owed pursuant to this Agreement is due as set forth above, and, to the extent invoice is required, within

thirty (30) days after receipt of the invoice. Invoices will be sent to the Customer at:

AccountsPayable@redmond.gov

- 6.5. Notwithstanding anything in this Agreement to the contrary, if amounts due to NG pursuant to Section 6.1 in any month during the Term plus any amounts due to NG pursuant to this Section 6.4 (“**Monthly Photo Enforcement Fees**”) exceed the revenue generated by operation of the Systems and actually received by the Customer during that same month (“**Monthly Photo Enforcement Revenue**”) then the Customer shall have the option to either pay the Monthly Photo Enforcement Fees or pay to NG for such month only the amount of Monthly Photo Enforcement Revenue. In such case, the difference between Monthly Photo Enforcement Fees and Monthly Photo Enforcement Revenue (a “**Payment Shortfall**”) shall be accumulated and added to the Monthly Photo Enforcement Fees for the following month. Payment Shortfalls, if any, shall accumulate from month-to-month until paid in full, provided that under no circumstances shall the Customer ever be required to make a payment of Monthly Photo Enforcement Fees to NG except from Monthly Photo Enforcement Revenue. At the final expiration of this Agreement (last day of validity of the agreement including any extensions) any accumulated Payment Shortfalls shall be forfeited.

7. RESPONSIBILITIES OF THE CUSTOMER

- 7.1. The Customer shall provide NG with any “as built” drawings in electronic format (AutoCad) that are available at no cost to the Customer and shall consider for approval NG’s engineering drawings without unusual or unreasonable cost or delay.
- 7.2. The Customer shall not levy any fees on NG for the installation of Systems. However, if municipal ordinance requires the assessment of fees for the installation of Systems, said fees shall be limited to permit fees as required by the Customer’s Municipal code and the Customer’s Public Utilities electrical permits for service.
- 7.3. The Customer shall diligently prosecute infractions in court at its own expense. NG shall, at its own expense, participate in any proceeding challenging the use of the System or validity of its results and/or use of the U.S. Mails to deliver the infraction.
- 7.4. The Customer will cooperate with NG in obtaining electrical connections at the roadside and NG shall pay all costs associated with such connection and shall pay for all power required by the System.

- 7.5. To allow for proper operation of the System, when known to the Customer, the Customer shall provide NG with advance written notice of any modifications proposed to intersections or portions of the roadway, including traffic signal operations, that will likely affect operation of a System after its installation. In the event any such intersection or roadway modification requires a material change to the System, the Customer shall pay the costs reasonably incurred by NG to adapt the affected video monitoring system(s) or fixed speed enforcement unit(s) to make such video monitoring system(s) or fixed speed enforcement unit(s) compatible therewith. Notwithstanding the above, NG makes no guarantee that it will be able to make any such adaptation. In the event that NG is unable to adapt the affected System, then both parties shall be relieved of any further obligations under this Agreement with respect only to the affected System. In addition, NG does not, and will not, make recommendations or otherwise manage the configuration or operation of the intersection traffic light system.
- 7.6. During the Term, except as expressly permitted by this Agreement the Customer shall not use the System, or allow the System's use by a third party, without the prior written permission of NG.

8. LIMITED WARRANTY AND LIMITATION ON DAMAGES

- 8.1. NG warrants that the System's functionality will conform in all material respects to the description of the System set forth on *Exhibit A*.
- 8.2. EXCEPT AS SPECIFICALLY PROVIDED HEREIN, NG HEREBY DISCLAIMS ALL OTHER WARRANTIES, WHETHER EXPRESS OR IMPLIED, ORAL OR WRITTEN, WITH RESPECT TO THE SERVICES AND SYSTEM, INCLUDING, WITHOUT LIMITATION, ALL IMPLIED WARRANTIES OF TITLE, NON-INFRINGEMENT, NON-INTERFERENCE WITH ENJOYMENT, MERCHANTABILITY OR FITNESS FOR ANY PARTICULAR PURPOSE AND ALL WARRANTIES IMPLIED FROM ANY COURSE OF DEALING OR USAGE OF TRADE. THE CUSTOMER ACKNOWLEDGES THAT EXCEPT AS EXPRESSLY PROVIDED HEREIN NO OTHER WARRANTIES HAVE BEEN MADE TO MUNICIPALITY BY OR ON BEHALF OF NG OR OTHERWISE FORM THE BASIS FOR THE BARGAIN BETWEEN THE PARTIES.
- 8.3. The Customer acknowledges and agrees that:
- 8.3.1. The Systems may not detect every violation;
- 8.3.2. Since the System may flag as a violation conduct that is in fact not a violation, the output of the System will require review, analysis and

approval by personnel appropriately qualified and authorized by the Customer under applicable law prior to the issuance of any infraction;

8.3.3.The System has no control over, and relies on the proper functioning of equipment for signal light changes, which equipment is provided by entities other than NG;

8.3.4.The proper functioning of the System requires the Customer's full and complete compliance with the Systems' operating instructions, which it hereby agrees to do; and

8.3.5.NG shall not be responsible for the configuration and/or operation of any intersection traffic light systems and NG shall have no liability or obligations with respect thereto.

9. INDEMNIFICATION AND INSURANCE

9.1. NG shall at all times comply with all federal, state and local laws, ordinances and regulations and shall comply with the maintenance procedures and manufacturer's recommendations for operation of the Systems which affect this Agreement, and shall indemnify, defend and save harmless the Customer against any claims, arising from NG's violation of any such laws, ordinances and regulations or any claims arising from NG's performance of this Agreement, including as a result of the negligence or willful misconduct of NG, its officers and directors, agents, attorneys, and employees, but excluding any employees or agents of Customer.

9.2. NG agrees to indemnify, defend, and hold harmless the Customer from any claim of damages (including the payment of reasonable attorneys' fees) by a third party arising solely from either (a) a finding that the System infringes any validly issued United States patent or (b) NG's negligence, provided that such claim of damages is not attributable to (i) any act or omission set forth in Section 9.3 or (ii) any third-party software or other third-party products used with, required for use of, or supplied under their own names with or as part of the System. If, as a final result of any litigation of which NG is obligated to indemnify, the use of the System by the Customer is prevented, in whole or in part, by an injunction, NG's sole obligation to the Customer as a result of such injunction shall be, at NG's option, either to (i) replace such part as has been enjoined, or (ii) procure a license for NG or the Customer to use same, or (iii) remove same and terminate this Agreement at no additional cost to the Customer.

9.3. Notwithstanding anything in this Agreement to the contrary, NG assumes no obligation or liability for any claim of damages (including the payment of reasonable attorneys' fees) by a third party arising from or related to (i) any

modification of the System made by the Customer, (ii) the negligence or intentional act of the Customer, (iii) the failure to function properly of any hardware, software or equipment of any kind used by, in or on behalf of the Customer (other than that supplied by NG), (iv) the review and analysis of the System data output by the Customer personnel for infraction preparation, or (v) the Customer's use and/or administration of any traffic signal.

9.4. The rights of the Customer to seek indemnification under this Section 9 shall be conditioned upon (i) the Customer notifying NG promptly upon receipt of the claim or action for which indemnification is sought and (ii) the Customer's full cooperation with NG in the settlement or defense of such claim or action at no cost to the Customer. Such cooperation shall include, but not be limited to, the Customer providing access for, and permission to, NG for the purpose of the replacement of such part or parts of Systems as NG may deem necessary or desirable. The Customer may participate in the defense of any indemnified matter through counsel of its own choice and at its own expense provided that NG shall remain in, and responsible for, control of the matter. This Section 9 states the entire liability and obligation and the exclusive remedy of the Customer with respect to any actions or claims (i) of alleged infringement relating to or arising out of the subject matter of this Agreement or (ii) otherwise the subject of this paragraph.

9.5. NG shall maintain the following minimum scope and limits of insurance:

9.5.1. Comprehensive general liability insurance including but not limited to coverage for bodily injury, property damage, premises and operations, products/completed operations, personal and advertising injury, and contractual liability, with a combined single limit of \$2,000,000 per occurrence, with an aggregate liability per occurrence of \$2 million. Such insurance shall include the Customer, its officers, directors, employees, and elected officials as additional insured for liability arising from Contractor's operation.

9.5.2. Workers Compensation as required by applicable state law; and

9.5.3. Comprehensive Automobile Liability Insurance for all owned, non-owned and hired automobiles and other vehicles used by NG with a minimum \$1,000,000 per occurrence combined single limit bodily injury and property damage.

9.6. The Customer shall be named as additional insured on the comprehensive general liability policies provided by NG under this Agreement. NG shall require any subcontractors doing work under this Agreement to provide and maintain the same

insurance, which insurance shall also name the Customer and its officers, employees, and authorized volunteers as additional insured.

9.7. Certificates showing NG is carrying the above described insurance, and evidencing the additional insured status specified above, shall be furnished to the Customer within thirty (30) calendar days after the date on which this Agreement is made. Such certificates shall show that the Customer shall be notified of all cancellations of such insurance policies. NG shall forthwith obtain substitute insurance in the event of a cancellation.

9.8. All insurance required by express provision of this Agreement shall be carried only in responsible insurance companies licensed to do business in the State of Washington and shall name as additional insured the Customer. Insurance shall be placed with insurers with a current A.M. Best rating of not less than A:VII. NG will furnish the Customer with Certificates of Insurance and applicable endorsements for all such policies promptly upon receipt of them. NG may effect for its own account insurance not required under this Agreement.

9.9. NG's maintenance of insurance as required by the Agreement shall not be construed to limit the liability of NG to the coverage provided by such insurance, or otherwise limit the Customer's recourse to any remedy available at law or in equity. NG's Automobile Liability and Commercial General Liability insurance policies are to contain, or be endorsed to contain that they shall be primary insurance as respect the Customer. Any insurance, self-insurance, or self-insured pool coverage maintained by the Customer shall be excess of NG's insurance and shall not contribute with it. If the NG maintains higher insurance limits than the minimums shown above, the Customer shall be insured for the full available limits of Commercial General and Excess or Umbrella liability maintained by the NG, irrespective of whether such limits maintained by NG are greater than those required by this Agreement or whether any certificate of insurance furnished to the Customer evidences limits of liability lower than those maintained by NG.

10. CHANGE ORDERS OR ADDITIONAL SERVICES. Changes to Services and additional Systems may be added to this Agreement by mutual consent of the Parties in writing as an addendum to this Agreement. The Customer and NG agree that should legislation or local ordinance be enacted to enable new photo enforcement solutions within the Customer's jurisdiction, the Customer shall have the option to negotiate services and fees and issue a change order to cover such services.

10.1. Project manager. The Customer will appoint a project manager, which shall be a command staff City of Redmond Police Officer who will have oversight of the

installation and implementation of the NG systems. The project manager has the authority to make daily operational management decisions.

11. CONFIDENTIAL AND PROPRIETARY INFORMATION; PUBLIC RECORDS LAW COMPLIANCE.

11.1. The Parties agree that they shall comply with the public records disclosure provisions of the Revised Code of Washington, Chapter 42.56, Public Records Act and RCW 46.63.220; and further that Customer is obligated to disclose records upon request unless a specific exemption from disclosure exists. Nothing in the Agreement is intended to prevent the Customer's compliance with the Public Records Act, and Customer shall not be liable to NG due to Customer's compliance with any law or court order requiring the release of public records provided that the Customer provides prior written notice of such required disclosure to NG.

11.2. NG agrees that:

11.2.1. All information obtained by NG through operation of the Systems shall be made available to the Customer at any time during NG's normal business hours, excluding Proprietary Information not reasonably necessary for the prosecution of infractions or fulfillment of the Customer's obligations under this Agreement.

11.2.2. NG shall not use any information acquired from the performance of the Services contemplated in this Agreement, including without limitation, information with respect to any violations, violators, information obtained from recorded images or information concerning the Customer's law enforcement activities for any purpose other than for the benefit of the Customer.

11.2.3. No information given by NG to the Customer will be of a confidential nature, unless the information qualifies as Proprietary Information (defined in Section 11.2.4 below), specifically designated in writing as "**Proprietary Information**."

11.2.4. As used in this Agreement, the term "Proprietary Information" shall mean all trade secrets or confidential or proprietary information designated as such by NG, whether letter or by the use of an appropriate proprietary stamp or legend, prior to or at the time any such trade secret or confidential or proprietary information is disclosed by NG to the Customer. In addition, the term "**Proprietary Information**" shall be

deemed to include any notes, analyses, compilations, studies, interpretations, memoranda or other documents prepared by NG .

11.3. The Customer shall use the Proprietary Information only for the purpose of fulfilling its duties hereunder (the “**Purpose**”) and such Proprietary Information shall not be used for any other purpose without the prior written consent of NG. “Purpose” shall be deemed to not include any disclosure of the Proprietary Information to any person or entity. The Customer shall hold in confidence, and shall not disclose to any person or entity, any Proprietary Information nor exploit such Proprietary Information for its own benefit or the benefit of another without the prior written consent of NG.

12. INDEPENDENT CONTRACTOR; NO AGENCY.

12.1. It is understood that NG is an independent contractor and not an agent or employee of the Customer for any purpose including, but not limited to, federal tax and other state and federal law purposes. NG assumes responsibility for payment of all federal, state and local taxes imposed or required of NG under unemployment insurance, Social Security and income tax laws. NG shall be solely responsible for any worker’s compensation insurance required by law and shall provide the Customer with proof of insurance upon demand. The parties agree that the Customer shall not:

12.1.1. Pay dues, licenses or membership fees for NG;

12.1.2. Require attendance by NG, except as otherwise specified herein;

12.1.3. Control the method, manner or means of performing Services under this Agreement, except as otherwise specified herein; or

12.1.4. Restrict or prevent NG from working for any other party.

12.2. Neither party has the right or the power to enter into any contract or commitment on behalf of the other party, including entering into agreements with third parties, exercising incidents of ownership with respect to property owned by the Party or executing contracts binding upon the other Party.

12.3. NG is an independent contractor providing services to the Customer and the employees, agents and servants of NG shall in no event be considered to be the employees, agents, or servants of the Customer. Except as expressly provided herein, this Agreement is not intended to create an agency relationship between NG and the Customer.

13. NOTICES.

- 13.1.** Any notices or demands which under the terms of this Agreement or under any statute must or may be given or made by NG or the Customer shall be in writing and shall be given or made by personal service, first class mail, FedEx, or by certified or registered mail to the Parties at the address specified in the preamble to this Agreement.
- 13.2.** Except as otherwise specified, all notices, payments and reports hereunder shall be deemed given and in effect as of the date of mailing or transmission, as the case may be, when sent by next day delivery or courier service, postage pre-paid, or three (3) days after the date of mailing when sent by first class mail, postage pre-paid, addressed in all such cases to the Parties as set forth in the preamble to this Agreement directed in each case to the President of NG at the address in the preamble or the Mayor of the Customer at the address in the preamble, or to such other addresses as the Parties may from time to time give written notice of as herein provided.
- 14. ASSIGNMENT.** Except as specifically provided in this Agreement, neither Party may assign, or delegate performance of its obligations under, this Agreement, without prior express written consent of the other Party, except that NG may assign or otherwise encumber this Agreement for the purpose of obtaining financing; provided, however, that this Agreement may be assigned to any Person that acquires all or substantially all of NG' assets in one transaction.
- 15. AMENDMENT AND MODIFICATION.** This Agreement may be modified or amended from time to time by the Parties, provided, however, that no modification or amendment hereto shall be effective unless it is stated in writing, specifically refers to this Agreement and is executed on behalf of the Party against whom enforcement of such modification or amendment is sought.
- 16. NON WAIVER.** The failure of either Party to require performance of any provision of this Agreement shall not affect the right to subsequently require the performance of such provision or any other provision of this Agreement. The waiver of either Party of a breach of any provision shall not be taken or held to be a waiver of any subsequent breach of that provision or any subsequent breach of any other provision of this Agreement.
- 17. FORCE MAJEURE.** Neither Party shall be liable to the other for failure or delay in meeting any obligations hereunder which arises in whole or in part from causes which are unforeseen by, or beyond the control of, such Party, including without limitation, acts of God or of a public enemy, acts of terrorism, acts of the Government (other than the Customer in the case of the Customer) in either its sovereign or contractual capacity, fires, floods, epidemics, quarantine restrictions, strikes, freight embargoes, acts or omissions of (i) non-subcontractor third-parties and (ii) third party equipment, telecommunications and

software suppliers, and unusually severe weather. When any such circumstance(s) exist, NG shall have the right, in its sole discretion, to allocate its available production, deliveries, services, supplies and other resources among any and all buyers (whether or not including the Customer), as well as among departments and affiliates of NG, without any liability to the Customer.

18. DISPUTE RESOLUTION AND REMEDIES.

18.1. All disputes arising out of or in connection with the Agreement shall be attempted to be settled through good-faith negotiation between the Customer's appointed Manager and the President of NG, followed if necessary within thirty (30) calendar days by professionally-assisted mediation. Any mediator so designated must be acceptable to each party and must be a certified mediator in the State of Washington. The mediation will be conducted as specified by the mediator and agreed upon by the Parties. The Parties agree to discuss their differences in good faith and to attempt, with the assistance of the mediator, to reach an amicable resolution of the dispute. The mediation will be treated as a settlement discussion and therefore will be confidential. The mediator may not testify for either party in any later proceeding relating to the dispute. No recording or transcript shall be made of the mediation proceedings. Each party will bear its own costs in the mediation. The fees and expenses of the mediator will be shared equally by the Parties.

18.2. Failing resolution through negotiation or mediation, all actions, disputes, claims and controversies under common law, statutory law or in equity of any type or nature whatsoever, whether arising before or after the date of this Agreement, and whether directly or indirectly relating to: (a) this Agreement and/or any amendments and addenda hereto, or the breach, invalidity or termination hereof; (b) any previous or subsequent agreement between the parties; and/or (c) any other relationship, transaction or dealing between the parties (collectively the "**Disputes**"), will be subject to and resolved by binding arbitration pursuant to the Commercial Arbitration Rules of American Arbitration Association. Any award or order rendered by the arbitrator may be confirmed as a judgment or order in any state or federal court of competent jurisdiction within the federal judicial district which includes the residence of the Party against whom such award or order was entered. The prevailing Party in any arbitration shall be entitled to reasonable attorney fees and costs.

19. GOVERNING LAW; JURISDICTION; VENUE. The parties agree that this Agreement is consummated, entered into, and delivered in King County, Washington. Notwithstanding conflicts of laws provisions, this Agreement has been and is to be governed by, construed, interpreted and enforced in accordance with the laws of the State of Washington. In the

event that any litigation is commenced by either party to enforce this Agreement, the action will be filed and litigated, if necessary, solely and exclusively in a State court of competent jurisdiction located in King County, Washington. The parties waive any and all rights to have this action brought in any place other than King County, Washington, under applicable venue laws. The Parties hereby irrevocably waive any and all rights to have this action brought in any place other than those stated herein. The Parties hereby irrevocably waive any claim that any such action has been brought in an inconvenient forum.

20. ATTORNEY'S FEES AND COSTS. In the event litigation is commenced to enforce this Agreement, costs of said suit including reasonable attorney's fees in all proceedings, trials, investigations, appearances, appeals and in any bankruptcy proceeding or administrative proceeding shall be paid to the prevailing Party by the other Party.

21. GENERAL AND MISCELLANEOUS.

21.1. Time shall be of the essence of this Agreement.

21.2. In this Agreement, wherefore the singular and masculine are used, they shall be construed as if the plural or the feminine or the neuter had been used, where the context or the party or parties so requires, and the rest of the sentence shall be construed as if the grammatical and the terminological changes thereby rendered necessary had been made.

21.3. Paragraph headings are provided as an organizational convenience and are not meant to be construed as material provisions of this Agreement.

21.4. Preparation of this Agreement has been a joint effort of the Parties and the resulting document shall not, solely as a matter of judicial construction, be construed more severely against one of the parties than the other.

21.5. This Agreement may be executed in counterparts, each constituting a duplicate original, but such counterparts shall constitute one and the same Agreement.

21.6. The burdens of this Agreement shall be binding upon, and the benefits of this Agreement shall inure to, all successors in interest to the Parties to this Agreement from and after the Effective Date.

21.7. Each Party to this Agreement agrees to do, execute, acknowledge, and deliver or cause to be done, executed, acknowledged and delivered, all such further acts, and assurances in a manner and to the degree allowed by law, as shall be reasonably requested by the other party in order to carry out the intent of and give effect to this Agreement. Without in any manner limiting the specific rights and obligations set forth in this Agreement or illegally limiting or infringing upon the governmental authority of the Customer, the Parties declare their intention to cooperate with each

other in effecting the purposes of this Agreement, and to coordinate the performance of their respective obligations under the terms of this Agreement.

21.8. Except as set forth in this Agreement and the Exhibits hereto, no representation, statement, understanding or agreement, whether written or oral, has been made and there has been no reliance on anything done, said or any assumption in law or fact with respect to this Agreement for the duration, termination or renewal of this Agreement other than as expressly set forth in this Agreement and there has been no reliance upon anything so done or said that in any way tends to change or modify the terms or subject matter of this Agreement or to prevent this Agreement from becoming effective.

21.9. This Agreement supersedes any agreements and understandings, whether written or oral, entered into by the Parties hereto prior to the Effective Date of this Agreement.

22. SURVIVABILITY. Termination or expiration of this Agreement shall not relieve either Party of their respective obligations, which are expressly noted to survive termination or expiration or under the following sections which shall survive termination and expiration: Sections 3, 4, 5, 7, 8, 10, 17, 18, 19, 20, and this Section 22.

23. SEVERABILITY. If any covenant or provision of this Agreement is, or is determined to be, invalid, illegal or unenforceable by a court of competent jurisdiction, then such covenant or provision will be ineffective only to the extent of such prohibition or invalidity. All remaining covenants and provisions of this Agreement shall nevertheless remain in full force and effect, and no covenant or provision of this Agreement shall be deemed to be dependent upon any covenant or provision so determined to be invalid, illegal or unenforceable unless otherwise expressly provided for herein. The invalidity of any provision of this Agreement or any covenant herein contained on the part of any party shall not affect the validity of any other provision or covenant hereof or herein contained which shall remain in full force and effect.

24. Each party acknowledges that it has read this Agreement and understands the terms and conditions herein. Further, the parties have caused this Agreement to be executed on its behalf by the authorized officer whose signature appears below under its name, to be effective as of the date written above.

IN WITNESS WHEREOF, the Parties hereto have set their hands by their duly authorized representatives as of the day and year first above written.

City of Redmond, Washington

NovoaGlobal, Inc.

By: _____
Angela Birney
Mayor

By: _____
Carlos Lofstedt
President and CEO

Approved as to form:

XXXXXX
City Attorney

EXHIBIT A SERVICES

NG shall provide the Customer with the Systems. In connection with furnishing the Systems, NG shall provide the following, each of which is more fully described below:

1. SITE INSTALLATION PLANNING; DESIGN AND EQUIPMENT INSTALLATION
2. TRAINING AND SUPPORT
3. INFRACTION PREPARATION AND PROCESSING SERVICES
4. MAINTENANCE
5. PUBLIC EDUCATION CAMPAIGN
6. EXPERT WITNESS TESTIMONY AND COURT TRAINING
7. REPORTING

1. SITE INSTALLATION PLANNING, DESIGN AND EQUIPMENT INSTALLATION

1.1. Permits, Franchise, License.

1.1.1. NG shall obtain all necessary and applicable permits from the City, as well as any other regulatory agency, before commencing installation or work related to the Systems.

1.2. The Systems.

1.2.1. NG will initially install up to eighteen (18) Systems (which shall remain property of NG), monitoring such locations as the Customer and NG shall mutually agree. Up to twenty (20) additional Systems may be added at the option of the Customer with NG's consent. None of the quantities mentioned under this paragraph shall be interpreted as mandatory quantities. The actual quantities to be installed can only be approved by the City. The installation of any system will require the written approval of the City Mayor or designee. If a System location no longer qualifies for photo enforcement under RCW 46.63.220 (such as permanent school closure), then the System shall be removed and Monthly Photo Enforcement fees for such System shall cease. Each System shall comprise equipment capable of monitoring violations at a single approach to an intersection for up to five lanes of traffic. NG will install new Systems upon mutual agreement of the Parties. School zone fixed speed enforcement systems will conduct enforcement while beacon systems are in an activated state within the identified school zone. NG will ensure School zone fixed speed

enforcement systems are integrated with Customers Public Works school zone flashing beacons.

- 1.2.2. The Systems, including, but not limited to, technology and accuracy, equipment, cameras, technological support and warranty, shall be as described in Section F of NG's proposal answers to the Customer's RFP, which Section is incorporated herein by reference.
- 1.2.3. Automated traffic safety cameras may only take pictures of the vehicle and vehicle license plate. The image must not display the face of the driver or of passengers in accordance with RCW 46.63.220.
- 1.2.4. The Systems shall include all equipment located at each intersection, telecommunications equipment, and Software and shall have the capability of transferring images from the roadside in accordance with RCW 46.63.220 to be accessed at the Customer's Police Department processing facility.
- 1.2.5. Substitution, Relocation, Subtraction, or Addition of a Site. If NG or the Customer reasonably determines that one or more Sites selected for installation of a System is not for any reason appropriate for the System (and such determination is made at least fifteen (15) days prior to the commencement of installation of the System at any such intersection), then alternate intersection(s) may be substituted by written consent of the Parties. If the average monthly violation collected from any individual system does not meet the level required for the individual system to be cost neutral for a period of twelve (12) consecutive months, the Customer's Police Department shall have the right to request relocation of the system to a more effective location. This request must be in writing and before twenty four (24) months of the expiration of the contract or any of its extensions. NG shall have the option to comply or to reduce the fee temporarily or permanently to a level equal to the violation (revenue) collected from that individual system.
- 1.2.6. Timeframe for Installation of the System. NG shall install and activate the Systems in accordance with an Implementation Plan to be mutually agreed to by NG and the Customer, which installation shall, at minimum, conclude within sixty (60) days after all necessary permits and approvals are received by NG. NG shall work diligently to obtain all necessary permits and approvals and use reasonable commercial efforts to install the System in accordance with the schedule set forth in the Implementation Plan. The Customer agrees that the estimated dates of installation and activation of the

System set forth in the Implementation Plan are subject to delay based on conditions beyond the control of NG and are not guaranteed.

1.2.7. Installation/Ownership of the System. NG shall procure, install and provide support of Equipment at each of the agreed upon locations. As between NG and the Customer, all components for the System will remain the property of NG, and remain in NG's possession and control.

1.3. Installation

1.3.1. NG shall submit plans and specifications to the Customer for review and approval, which review and approval will not be unreasonably withheld, delayed or conditioned. NG shall provide at least three sets of drawings of the wiring for the System circuitry.

1.3.2. All cameras and other equipment shall be enclosed in lockable, weather and vandal-resistant housing. All wiring shall be internal to equipment (not exposed) and if commercially reasonable and if capacity exists, underground in existing traffic signal conduits, except where required to directly interface with the traffic signals and electrical service. Separate conduits or overhead wiring may be used by NG if existing conduit(s) are at capacity. If existing conduits are used, the Customer will not unreasonably withhold, delay or condition consent to such use.

1.3.3. NG will not enter Customers Traffic Signal Control Boxes without permission and/or authorization of the Customers Traffic Engineering/Public Works.

1.3.4. The provision, installation, and maintenance of all necessary electronic system communication equipment will be the sole responsibility of NG.

1.3.5. The System may be mounted on or utilize support of existing traffic signal poles, arms or other intersection structures where possible, subject to Customer review and approval, such review and approval not to be unreasonably withheld, delayed or conditioned.

1.3.6. The System poles, foundations, signs, and new infrastructure, as required, shall conform to applicable law.

1.4. Restoration of Intersections. Upon termination or expiration of the Agreement, NG shall remove the System and restore the affected public facilities including returning the intersections to their original condition; provided, however, that NG shall not be required to remove any conduit, in-ground fixture, underground wiring

or other infrastructure that will require excavation or demolition. All costs incurred by NG thereby will be the responsibility of NG.

1.5. Compliance with Law. NG shall design and install the System in compliance with all currently existing federal, state and local laws and regulations. NG covenants and agrees that its Systems shall, at all times, comply with all applicable laws, regulations, rules and orders (“Legal Requirements”). NG shall continuously monitor the status of such Legal Requirements to ensure continuous compliance. In the event of any change in the Legal Requirements, NG shall modify or replace (at its sole cost) all or any portion of its non-compliant Safety Systems. Any such modification shall be effected by NG in a reasonable period of time (not to exceed ninety (90) days for modification or one hundred eighty (180) days for complete system replacement) and NG’ failure to effect such modification or replacement in a timely manner shall be grounds for the Customer to terminate this Agreement for cause. Any such termination shall not relieve NG of its obligation to restore each site to its original condition.

2. **TRAINING OF CUSTOMER PERSONNEL.** After System installation, NG shall provide up to eight (8) hours of training for up to ten (10) persons at two (2) sessions (for a total of 16 hours of training in the aggregate) at the Customer’s facilities to acquaint Customer personnel with System operation. Training shall consist of instructional and operational training as well as hands-on equipment exercises with an instructor. All necessary training materials and documentation will be provided by NG at NG’s expense. NG shall make all such training services available to the Customer prior to the end of the thirty (30) day period following the Installation Date. If the Customer requests additional courses or training, NG shall provide these at no additional cost to the Customer. Additionally, NG’ will provide and maintain a web-based training service that includes basic operation instructions as well any system or procedure changes to ensure continuity for court personnel and law enforcement end users.

3. **INFRACTION PREPARATION AND PROCESSING SERVICES**

3.1. Infraction Preparation and Processing. NG shall perform the initial review of all data generated at the roadside, process and format violations utilizing a computerized traffic Infraction program that shall store all information required for Infraction processing by state, local law, and in accordance with court of jurisdiction specification, transfer the Infractions to the Police Department’s computer within seven (7) days of the violation, for review and decision on whether or not to issue an Infraction. If NG is permitted by applicable law or regulation to do so, NG shall also review all DMV information and print and mail Infraction forms. NG shall pay all mailing and postage costs, and such other miscellaneous costs and expenses as may be reasonably necessary to issue an Infraction and

deliver it by U.S. mail. The Notice of Infraction form used by NG shall be in compliance with Washington Infraction Rule of Courts of Limited Jurisdiction 2.1(a). To the extent required by applicable law, NG shall obtain a certification of mailing issued by the Post Office. Notwithstanding anything to the contrary in the foregoing provisions of this Section 3.1, NG will not process nor support any Infractions not captured by the System and/or approved by the Customer.

- 3.2. Officer Discretion. NG recognizes and agrees that the decision to issue or dismiss a Infraction shall be the sole and exclusive decision of the Customers Police Department. In no event shall any NG employee or representative have the ability to authorize or dismiss any Infractions.
- 3.3. Mailing of Infractions. Infractions shall be mailed to the violator as soon as is reasonably practicable, and in no event longer than ten (10) business days after being approved by the Customer and NG has been notified of such approval. The form of Infraction shall be subject to the approval of the Customer, which approval may not be unreasonably delayed, conditioned or withheld.
- 3.4. Cooperation With Police and the Courts. NG shall be responsible for, and pay for the cost of issuing and the mailing in accordance with applicable law. NG shall coordinate with the Customer and the Courts, and shall comply with the applicable law and court procedures regarding the mailing and other requirements necessary for the issuance and processing of Traffic Infractions. All Infractions shall be reviewed and approved by the Customer's Police Department prior to mailing. In addition, NG will cooperate with the Courts to set up the necessary communications, systems for processing and upon request establish procedures that will enable NG to send delinquent notices to those registered owners/drivers for whom such notices are appropriate. NG acknowledges that it is aware that the state law (RCW 46.63.220(9) requires that the infraction be mailed to the violator within fourteen (14) days of the date of violation, inclusive of the time it takes for the City personnel to review the violations data. With respect to each authorization to issue an infraction from the Customer, NG shall print and mail an infraction within five (5) days after NG's receipt of such authorization.
- 3.5. With respect to each authorized violation, within five (5) business days after NG's receipt of such authorization, NG shall file with the King County District Court, Northeast Division, a copy (electronic or otherwise) of the Infraction. NG acknowledges its understanding that Washington State law requires all infractions be filed within five business days of issuance (date signed by Police Officer) or the infraction is subject to dismissal under Court Rule. Filing of issued infractions within five days shall be considered a material provision of this Agreement. This

paragraph only applies in case that the Customer chooses to use JIS. If the Customer elects to use NG's Back Office then no filing would be required.

- 3.6. Rental car and business vehicles. NG will coordinate with the Customer and Courts to establish an acceptable procedure to streamline and coordinate the processing, notification, and accountability of rental car violation and corporate vehicle violations.
- 3.7. Preparation of Evidence Packages. NG shall provide electronic copies of evidence packages in such form as may be reasonably agreed upon with the courts to enable the Customer to enforce its Infractions in court.
- 3.8. Access to License Information. NG shall maintain the ability to access the license information, the registered owner residence and mailing address for all US registered vehicles, and the purchaser information when there is a vehicle report of sale, and all subscription or per-request fees for information, if any, shall be paid by NG. If possible, NG will identify rental vehicle and corporate vehicle violations to migrate and merge original violation with rental and business nomination for appropriate processing needs. If NG is unable to access such information, NG shall provide the make and license plate number of each violator to the Customer, which will obtain and input the information into the System, or provide such information to NG, within a reasonable period of time.
- 3.9. Numbering System. NG, in coordination with the Customer, shall develop and implement an independent numbering system for automated infractions and correlating the original violations with nominations.
- 3.10. Transmission of Information. NG shall make all Infraction information available via an electronic file using comma separated value files on a secure FTP site. NG shall maintain a documented chain of custody for all electronically transmitted information while the information is under NG's control.
- 3.11. Customer Service. NG shall provide an automated toll-free customer service telephone number to the public. Customer Service Representatives will be available Monday through Friday, from 10:00 a.m. to 5:00 p.m. (ET), excluding holidays, in order to schedule violation video viewing appointments for the courts and to answer basic questions regarding the Customer's program.

4. MAINTENANCE

- 4.1. Maintenance of System. Except as provided herein, NG shall Maintain the System (as such term is defined below); provided however, that NG shall not be responsible for any maintenance, repair or replacement required as a result of (i) the negligence

or intentional act of the Customer, its employees, agents or independent contractors (other than NG) and/or (ii) any equipment or software not provided by NG. NG shall maintain a maintenance log that documents all service issues. To “Maintain the System” shall mean to keep the System in a state of operation such that the System’s functionality and operation conforms in all material respects to the description of the System set forth in this Exhibit. NG will initially respond to any camera or system malfunction within twenty-four (24) hours of detection, and make all reasonable efforts to have the system fully operational within seventy-two (72) hours. In the event that a System is not fully operational within seventy-two (72) hours of reporting the incident, NG shall credit the monthly invoice in the amount of the prorated Monthly Photo Enforcement fees for the downed System for each day the System is down after the initial seventy-two (72) hours. The System shall automatically notify appropriate personnel of any system failure, malfunction, or other problem that would cause the System to be inoperable. The System shall be designed so that ninety percent (90%) of all system malfunctions can be repaired within four (4) hours. NG shall also install all software revisions for Systems as and when developed and made commercially available by NG. NG is responsible to ensure systems are operational. NG will repair and upgrade as needed, including damage caused by vandalism, traffic accidents, weather damage, or any unforeseen event that should cause a failure of operations, and shall maintain a reasonably clean appearance and in a graffiti-free condition.

- 4.2. Equipment Checks. NG shall use commercially reasonable efforts to perform remote camera and equipment checks to confirm proper operation of computers, cameras and communications network. Routine in-field camera equipment inspection will be done as needed. The System shall have the capability of on-line monitoring of all cameras at each intersection.
- 4.3. NG will conduct routine testing, evaluation, and monitor the system to ensure the system is operational. If a deficiency, malfunction, or failure of the system is detected NG will notify the Customers Police Department within 72 hours by written or electronic notification. If the system cannot be restored or repaired to full functional capability within 7 consecutive calendar days NG will reduce the fee to reflect the time the system is deficient, malfunctioning, or failing. The fee reduction shall be applied to the effected billing cycle and continue until the system is restored to full operation. This reduction shall be identified on the billing statement to the Customers Finance Department.

5. PUBLIC EDUCATION CAMPAIGN

- 5.1. Public Awareness Program. NG shall assist the Customer with a Public Awareness Program. Such assistance shall consist of:

- 5.1.1. Paying for and installing all signage required by State law and local ordinance or as otherwise required by resolution of the Customer's Council
- 5.1.2. Reasonable assistance for a media event to launch the community education program
- 5.1.3. Preparing, publishing and printing a brochure for distribution
- 5.1.4. A reasonable amount of training for a Customer staffed speaker's bureau
- 5.1.5. Providing a toll-free customer service hotline which shall be staffed sufficiently during all regular business hours.

6. EXPERT WITNESS TESTIMONY AND COURT TRAINING

- 6.1. Expert Witness Testimony. NG shall provide expert witness testimony at its sole expense, as reasonably necessary, to testify regarding the accuracy and technical operation of the System as necessary for court challenges to the operation of the System.
- 6.2. Court Training. NG shall conduct a one-day workshop-orientation session for Municipal Court judges (and/or their designees), hearing officers, other appropriate court officials and the Customer prosecutor. NG will provide and maintain a web based training service that includes basic operation as well as any system or procedure changes to ensure continuity for court staff end users.

7. REPORTING

- 7.1. Reporting in General. NG will provide the Customer with monthly reports on System performance, the content and precise timing of which will be mutually agreed upon by the Customer and NG. All mutually agreed upon reports shall be constantly and automatically updated and made available for the Customer to review at the Customer's discretion. NG will also prepare and submit financial, program progress, monitoring, evaluation, and other such reports as may be required by the Customer or state law. NG shall maintain and permit on-site inspections of property, personnel, financial, and other records and reports as may be required by the Customer to assure proper accounting for all compensation paid by the Customer to NG.
- 7.2. Bi-Monthly Report. NG shall submit to the Customer a Bi-Monthly Report on project results within fifteen (15) days after the end of two-week period and NG shall provide web access to such reports.
- 7.3. Monthly Report. NG shall submit to the Customer's Public Works/Traffic Engineering department a monthly Report on statistical information regarding

traffic volumes, average speed, traffic congestion within thirty (30) days after the end of calendar month and NG shall provide web access to such reports.

- 7.4. Annual Report. Per RCW 46.63.220, NG shall submit an annual report of the number of notices of infraction issues for each camera system and any other relevant information about the automated traffic safety cameras the Customers Police Department deems appropriate for the Customers Police Department web page.
- 7.5. Additional Reports or Information. Any other reports and information are not part of the Agreement and the preparation and delivery of any other such reports or information may result in additional fees.
- 7.6. NG shall permit authorized Customer personnel to generate reports using NG's system.
- 7.7. Database. NG shall maintain a database with the following information per violation:
 - 7.7.1. Location, date and time
 - 7.7.2. Vehicle description including license plate state and number
 - 7.7.3. Applicable vehicle code section violated (if available to NG)
 - 7.7.4. Infraction prepared or reason for not preparing Infraction (if available to NG)
 - 7.7.5. Registered vehicle owner's name and address, and related information required to prepare Infractions where violation is made by a driver other than registered owner (if available to NG) (Affidavit of Non-Liability)
 - 7.7.6. Status of Infraction (outstanding, cancelled, reissued, paid, bail forfeited, traffic school, warrants issued, etc.) (if available to NG)
- 7.8. NG shall maintain at its sole expense all records, including, but not limited to all video recordings, which it generates or receives as a result of the performance of services pursuant to the Agreement for the period of time required by, and otherwise in accordance with, the Revised Code of Washington, Chapter 42.56, Public Records Act and Revised Code of Washington 46.63.220, as same may be amended from time to time. Upon receipt of a request from the Customer for a copy of any record being maintained by NG, NG shall provide the requested record to the Customer within a reasonable time following such request, but in no event later than seven (7) days following the date the request is received by NG. NG shall provide a data and information storage solution that is in compliance with the

Washington State Law Enforcement Retention Schedule, in conjunction with the Local Government Common Records Retention Schedule (CORE).

7.9. Additional Services (if requested by the Customer in writing):

7.9.1.Payment Processing Services. NG shall use reasonable commercial efforts which are mutually agreeable to the Customers treasury department and the court system to receive Infraction fees from violators, deposit amounts collected into an appropriate bank account, provide accounting records to the Customer, and remit the amounts received as instructed by the Customer. In addition, if approved by the Customers treasury and the courts NG will provide an online payment portal for violators.

7.9.2.Intersection Assessment Program. NG will generate a video-based analysis of an intersection or school zones designed to evaluate the frequency of red-light violations or school zone speed violations for each approach at the targeted intersection. The video media will contain up to 16 hours of video monitoring assuming the equipment remains installed at the intersection or school zone during the course of monitoring, but not to exceed three consecutive calendar days. A report summarizing the results, along with the media generated will be provided to the Customer. There is no charge for the initial 18 approaches or any future system placement requests to be evaluated by NG pursuant to this Agreement.

EXHIBIT B

COMPENSATION AND PRICING

MONTHLY FEE

Pricing for NG Safety Systems relating to fixed red light photo enforcement shall be as follows:

- \$3,999.00 per system per month.

Pricing for NG Safety Systems relating to fixed speed photo enforcement shall be as follows:

- \$3,999.00 per system per month, with less than 400 Infractions issued per month.
- \$4,900.00 per system per month, with between 400 and 800 Infractions issued per month.
- \$5,700.00 per system per month, with more than 800 Infractions issued per month.

NG acknowledges school zone fixed speed photo enforcement systems will only function during specified times throughout the school day and in accordance with Customers flashing beacon system. Additionally, NG will deduct from the total monthly fee to compensate when schools are not in session for more than seven (7) consecutive calendar days. These school breaks do not constitute a temporary suspension as defined below. To simplify the administrative work for all parties, NG shall bill the monthly fees for all months of the year, but compensate the Customer with a twenty five percent (25 %) discount on the monthly fees for School Zone Systems.

Temporary Suspensions. In the event of construction by the Customer, that cause a disruption of service, this Agreement, upon NG's written request, can be extended. For every twelve (12) months, (per individual system) of interrupted service the entire NG agreement can be extended for a one-month period.

OPTIONAL PRICING

Pricing for NG Safety Systems relating to portable photo enforcement (for any application) shall be as follows:

- \$4,799.00 per system per month, with less than 400 Infractions issued per month.
- \$5,700.00 per system per month, with between 400 and 800 Infractions issued per month.
- \$6,600.00 per system per month, with more than 800 Infractions issued per month.

Pricing for NG Safety Systems relating to fixed photo enforcement (for any application) shall be as follows:

- \$3,999.00 per system per month, with less than 400 Infractions issued per month.
- \$4,900.00 per system per month, with between 400 and 800 Infractions issued per month.
- \$5,700.00 per system per month, with more than 800 Infractions issued per month.

Pricing for NG Safety Systems relating to LPR-Sec (License Plate Recognition) shall be as follows:

- \$399.00 per lane per month. LPR-Sec assumes having current infrastructure and power.

BUSINESS ASSUMPTIONS FOR ALL PRICING OPTIONS

1. Except where a balance remains unpaid due to a deficit in the gross cash received as described herein, Customer agrees to pay NG within thirty (30) days after the invoice or Monthly report is received. A monthly late fee of 1.0% is payable for amounts remaining unpaid sixty (60) days from date of invoice or monthly report if such delay is the responsibility of the Customer.
2. Required Payment Convenience Fees will not be considered to be revenue received and are the responsibility of the violator.
3. Required Refund Fees will not be considered to be revenue received and are the responsibility of the violator.
4. Violations sent to a Collection agency will have an additional charge as negotiated with the chosen collection agency in mutually agreement with the Customer and the court system.

City of Redmond
Attn: Brian Coats, Deputy Chief
8701 160th Ave NE
Redmond, WA 98052

Heidi Traverso

Business Development Manager
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Orlando - FL 32809
Mobile: 206-909-6964
Toll Free 888-666-4218
Fax 888-666-4024
E-mail: htraverso@novoaglobal.com

1/1/2025

RE: Sole Source

Sole Source Justification

NovoaGlobal has developed a proprietary technology, Intelligent Adaptive Enforcement (IAE), that has been used successfully within our customer base. Intelligent Adaptive Enforcement (IAE) technology, particularly in enhancing traffic safety and community acceptance. By reducing speeding incidents and fatalities while minimizing the burden on local legal systems, your approach seems quite innovative. IAE is an algorithm developed by NovoaGlobal designed to adjust high violation volumes to municipal and court capacities in real time, prioritizing the most severe violations first.

The implementation of photo enforcement technology used in conjunction with IAE, in Redmond, could greatly benefit school zones, especially during peak hours when children are present. The ability to adapt and adjust to the specific enforcement areas, to include non-beacon time speed enforcement while children are present in school and the capability to review and adjust to each specific camera system, this technology could potentially allow to adjust in specific school zones to reduce the number of violations and not overtax your city, or court systems.

In addition, NovoaGlobal provides the most integrated technology in the market having the following capabilities:

🕒 Fixed and Portable systems with optional capabilities.

- 🕒 3 weeks without recharging
- 🕒 low power 25 W
- 🕒 small footprint (2x3ft)

- 🌐 wireless light connection
- 🌐 vehicle tracking
- 🌐 pedestrian tracking
- 🌐 speed violations
- 🌐 crosswalk violations
- 🌐 stop sign violations
- 🌐 high-definition DVR 10 days
- 🌐 low-definition DVR 30 days, capability to increase
- 🌐 send warning

🌐 License plate recognition technology

- 🌐 Connect to criminal sources
- 🌐 Automatically detect a plate number
- 🌐 Automatically detect the state

🌐 Video monitoring technology

- 🌐 Operates via cellular network

🌐 Integrated back-end solution

Regards,

Heidi Traverso
Business Development Manager

Traffic Safety Near Schools and Parks

SURVEY RESPONSE REPORT

05 July 2019 - 07 April 2025

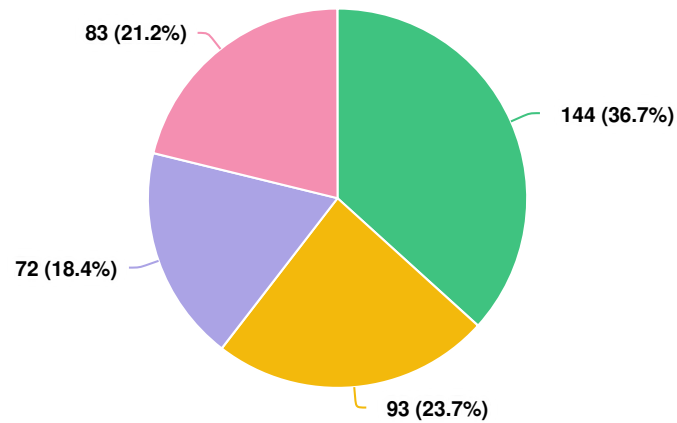
PROJECT NAME:

Safer Streets Action Plan



SURVEY QUESTIONS

Q1 | Do you have concerns about traffic safety in areas near parks and schools in Redmond?
(e.g., speeding, reckless driving, pe...



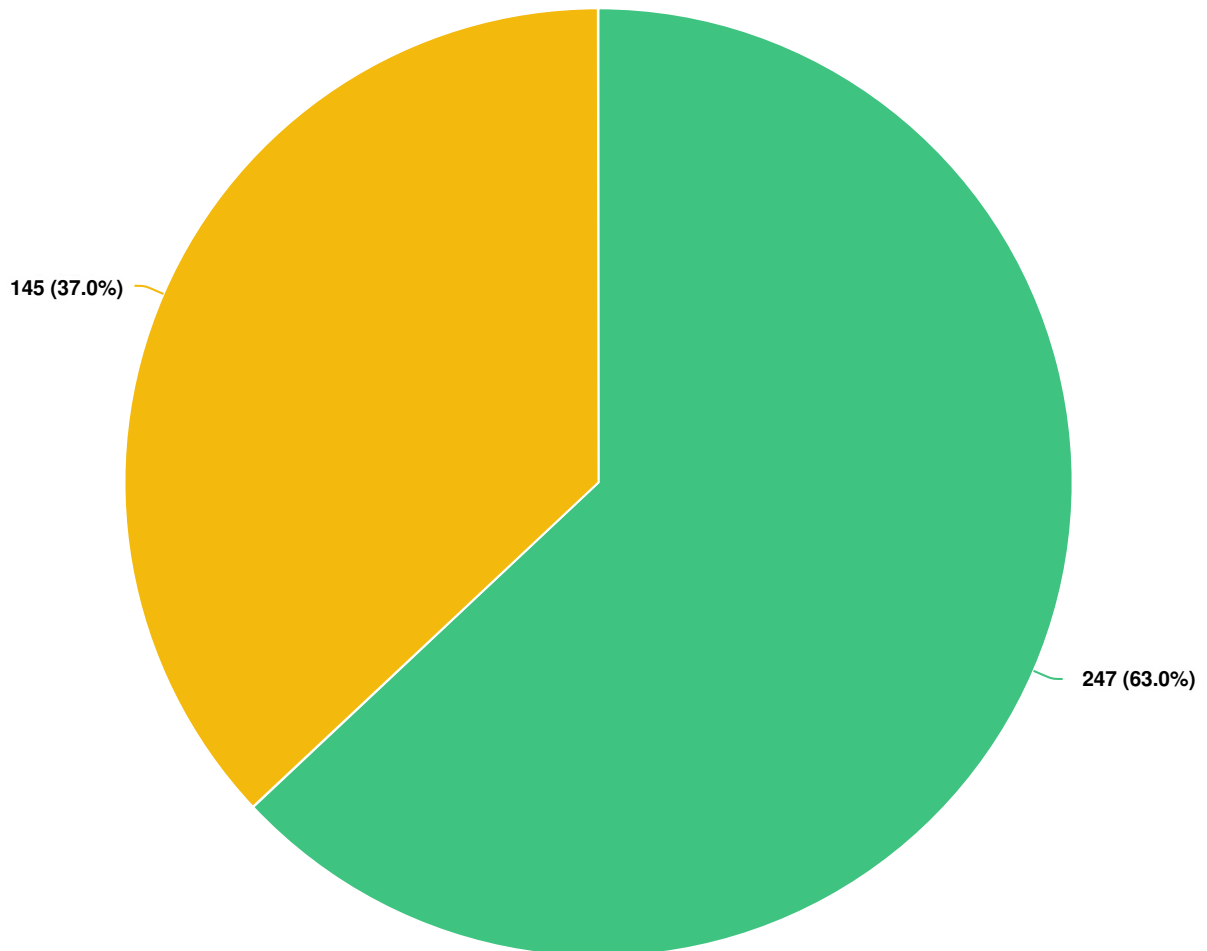
Question options

Yes, often Sometimes Rarely No concerns

Mandatory Question (392 response(s))

Question type: Radio Button Question

Q2 | Have you witnessed or experienced traffic-related incidents near parks or schools in Redmond?



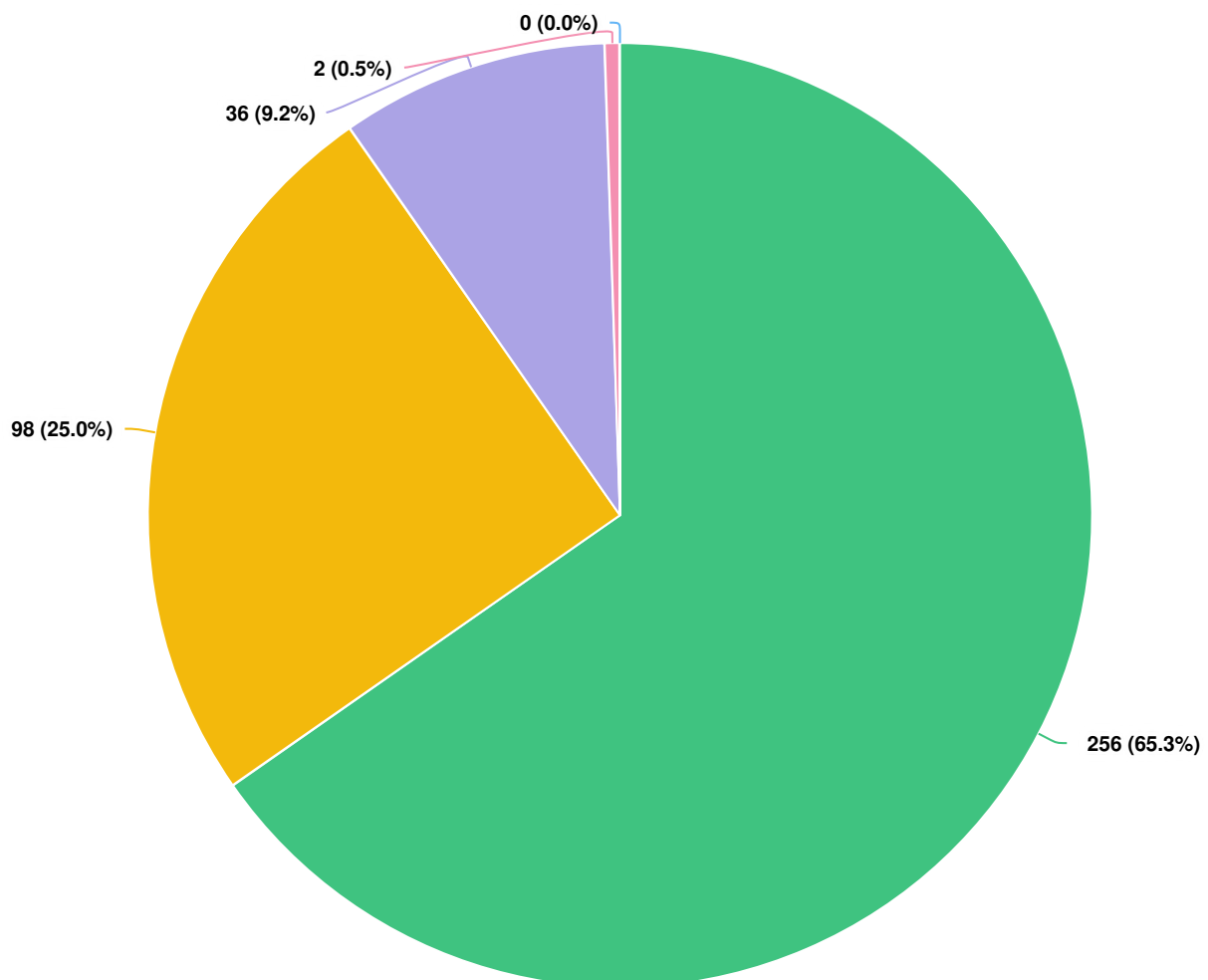
Question options

☒ No ☐ Yes (please describe briefly if comfortable)

Mandatory Question (392 response(s))

Question type: Radio Button Question

Q3 How often do you travel near parks in Redmond?

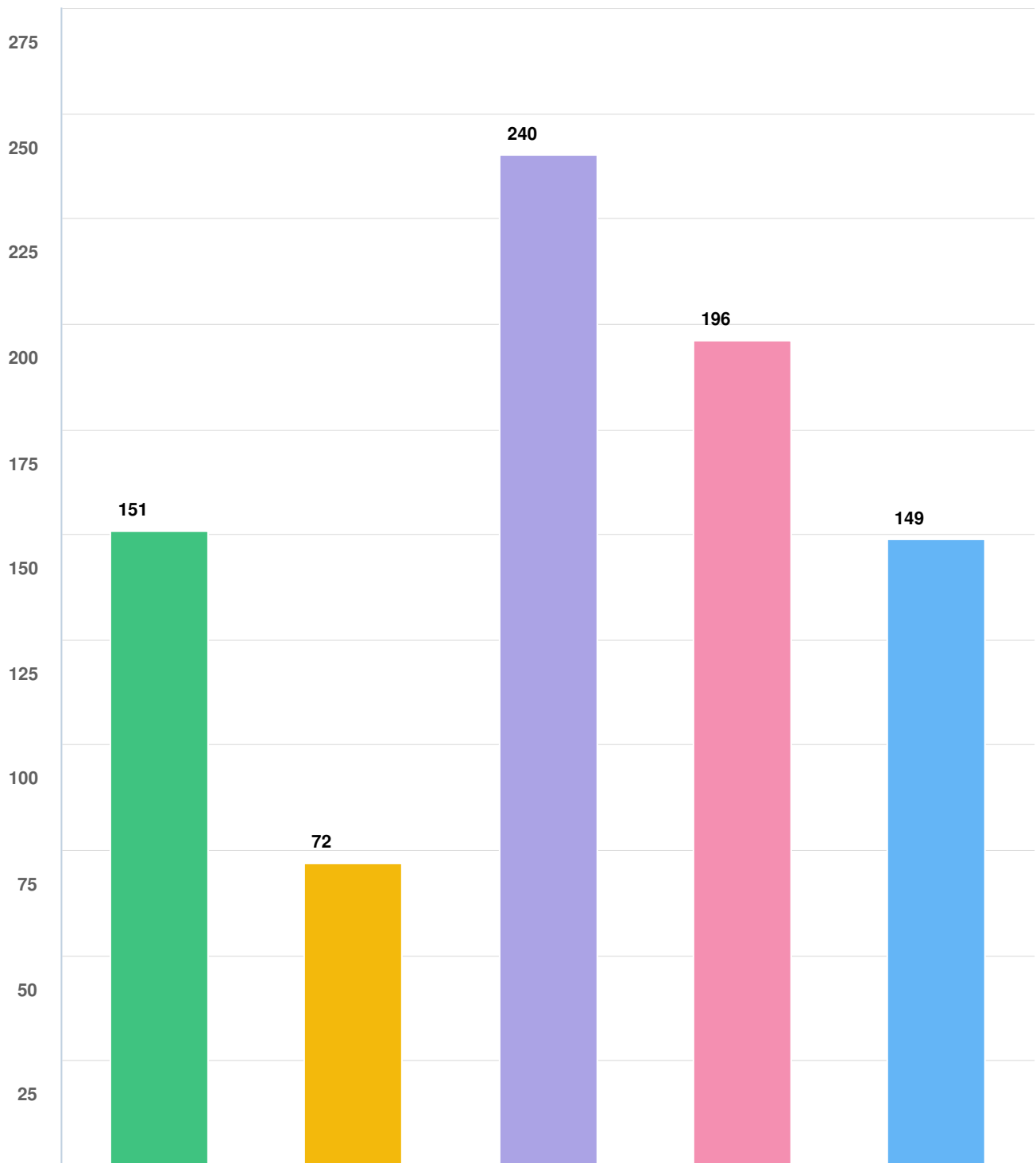


Question options

● Daily ● Weekly ● Occasionally ● Rarely ● Never

Mandatory Question (392 response(s))
Question type: Radio Button Question

Q4 Which parks in Redmond do you visit or travel by frequently? (Check all that apply)



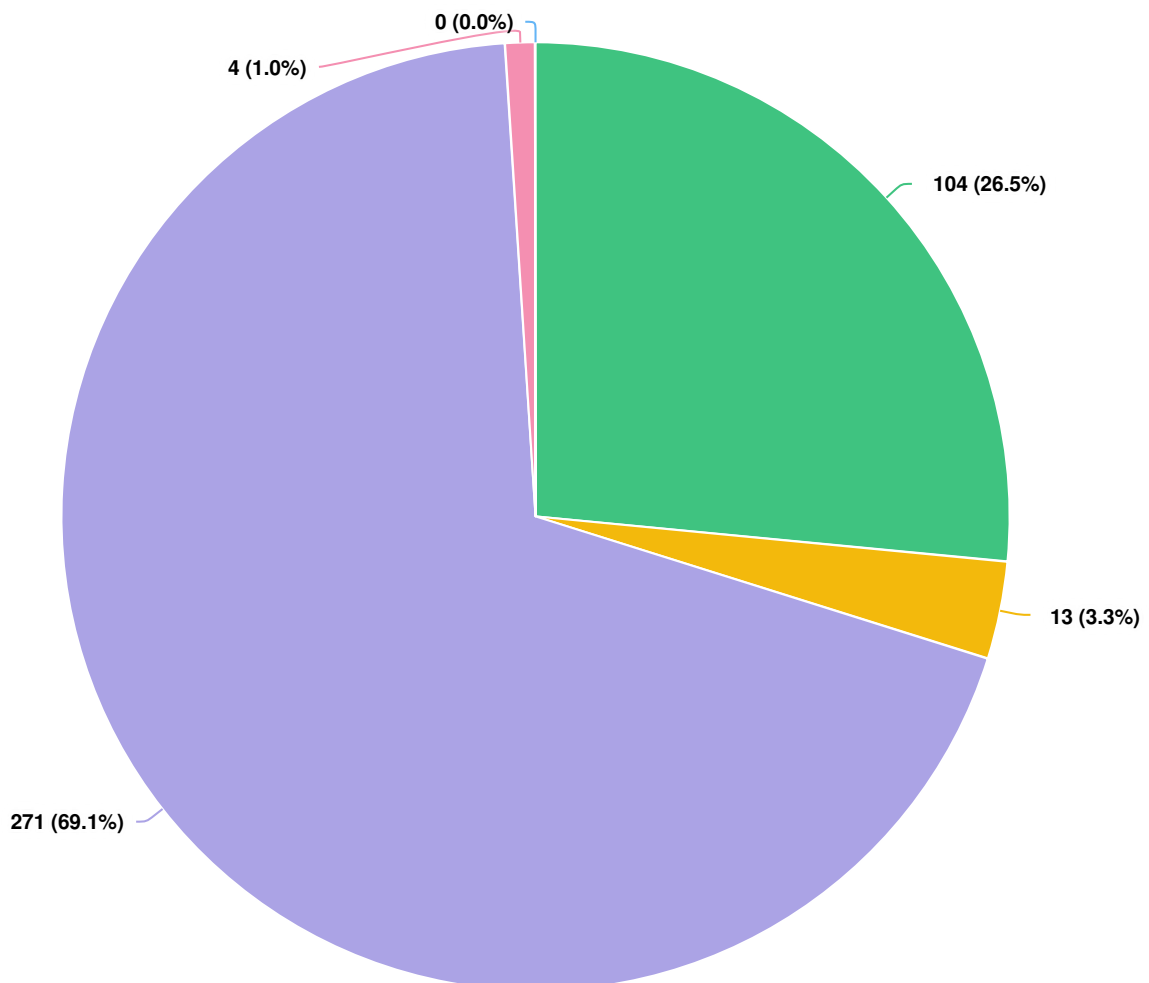
Question options

● Grass Lawn Park
 ● Idylwood Park
 ● Marymoor Park
 ● Anderson Park
 ● Other (please specify)

Mandatory Question (392 response(s))

Question type: Checkbox Question

Q5 How do you usually get to these parks? (Please select your most frequent method of transportation if you use more than one)



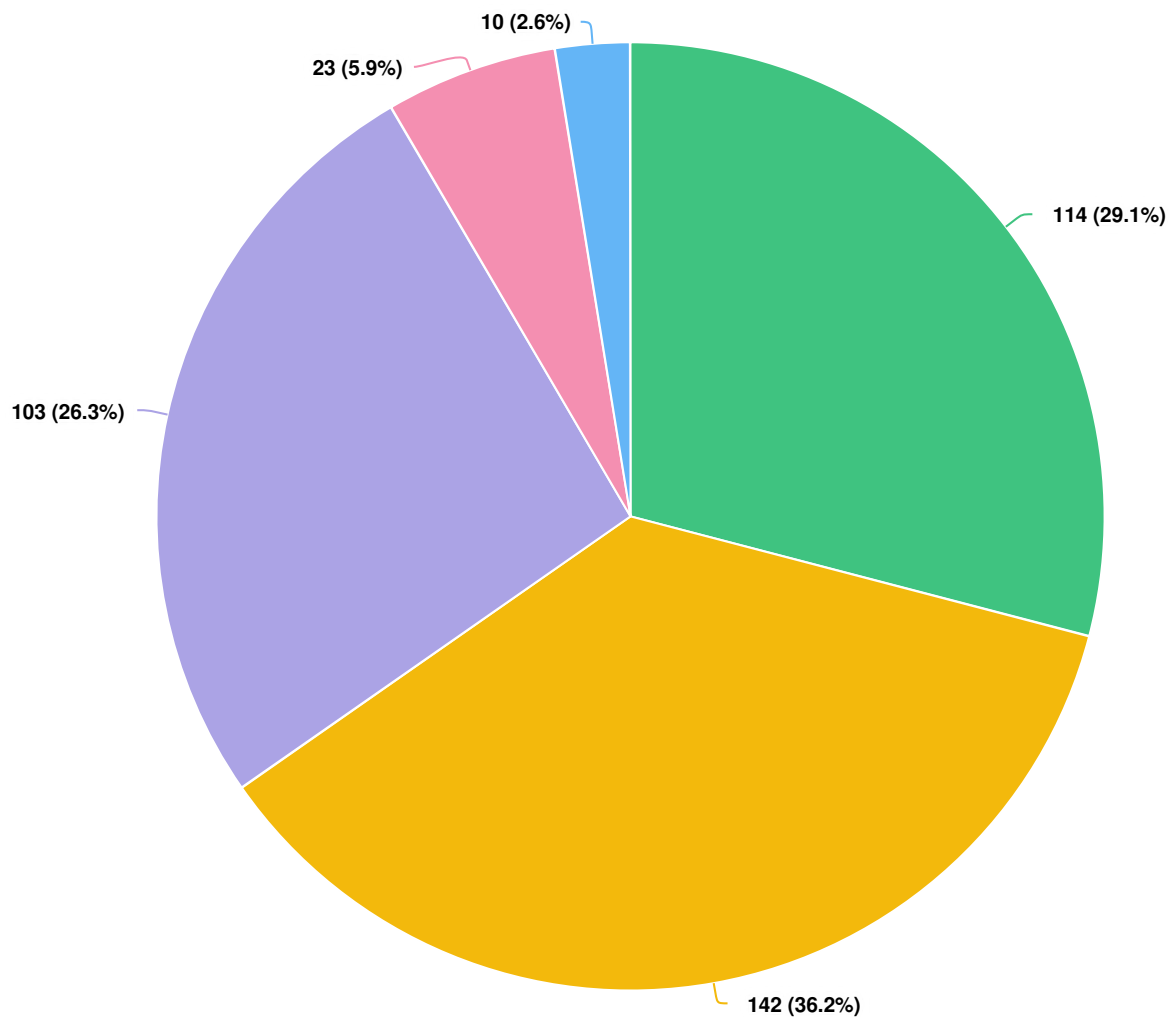
Question options

Walk Bike Drive Public transportation Scooter/E-bike share (i.e., Lime)

Mandatory Question (392 response(s))

Question type: Radio Button Question

Q6 Do you feel safe walking, biking, or rolling (i.e., mobility assistance device) to and from parks as it relates to current traffic conditions?



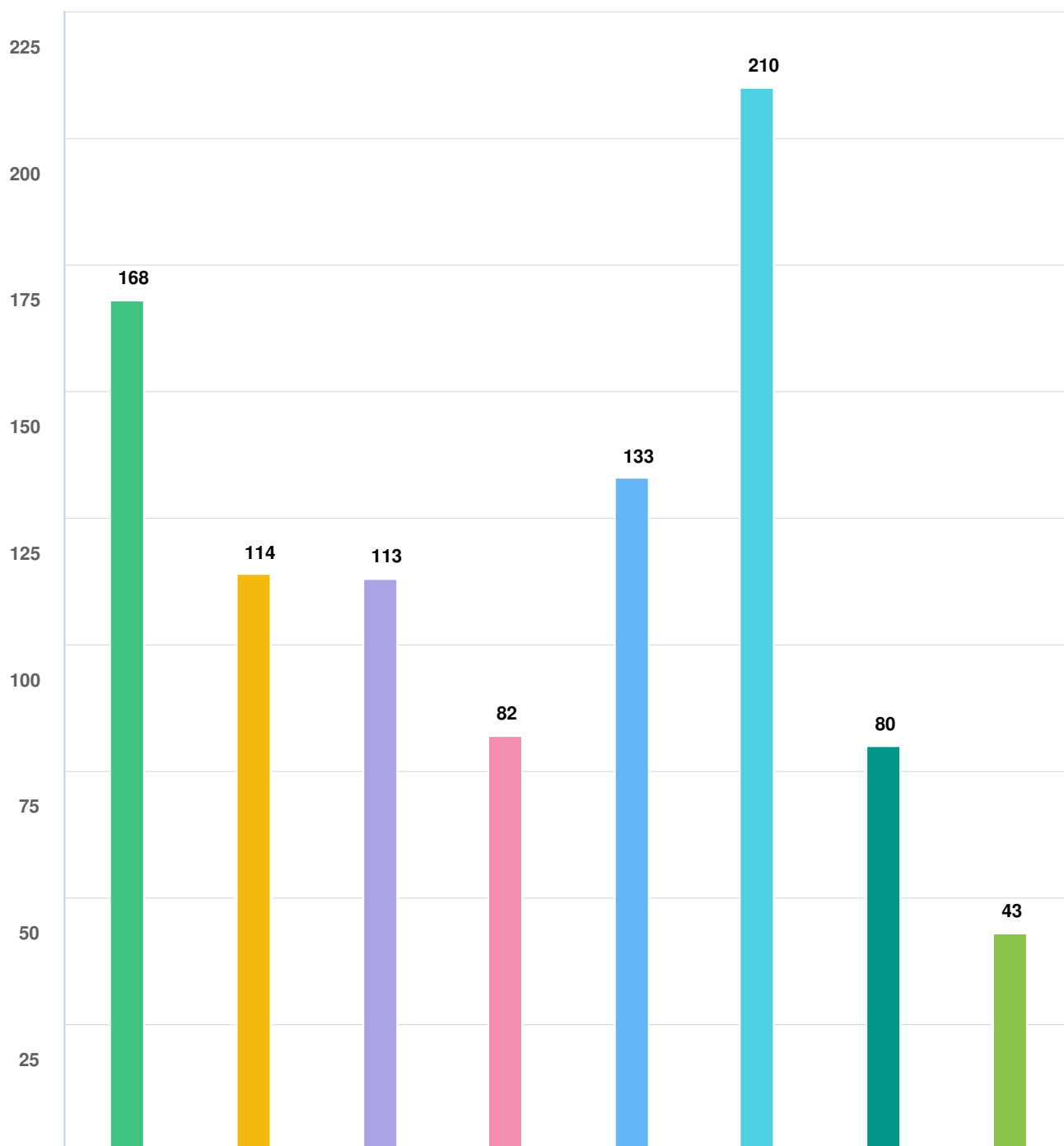
Question options

Very safe Fairly safe Somewhat unsafe Very unsafe I don't think about it

Mandatory Question (392 response(s))

Question type: Radio Button Question

Q7 What specific traffic concerns, if any, do you have around parks? (select all that apply)

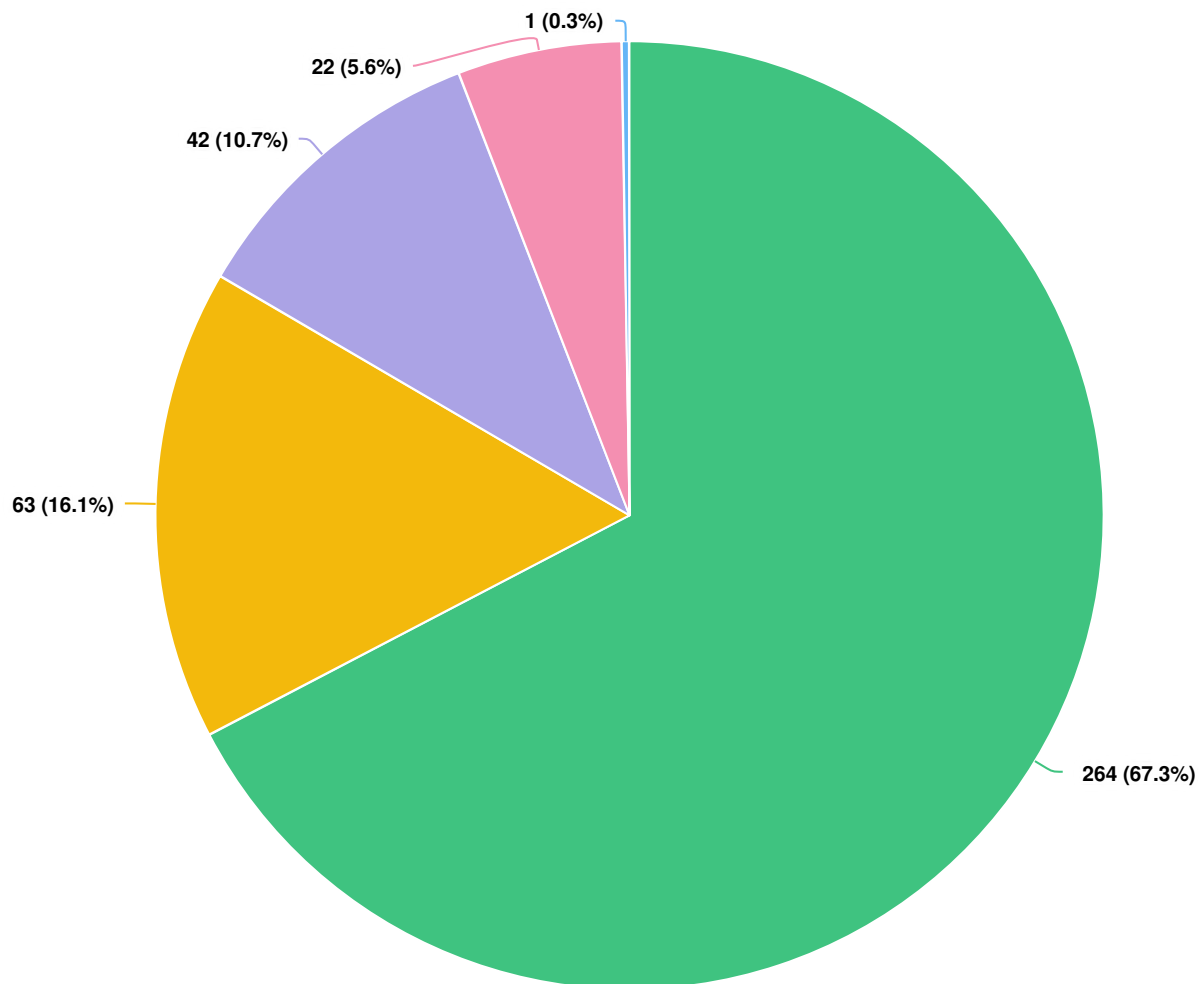


Question options

- Fast moving vehicle traffic
 ● Lack of crosswalks or pedestrian signals
 ● Poor visibility for drivers and pedestrians
- Lack of police presence and enforcement of traffic laws
 ● Reckless drivers
 ● Distracted drivers
 ● None
- Other (please specify)

Mandatory Question (392 response(s))
Question type: Checkbox Question

Q8 How often do you travel through school zones in Redmond?

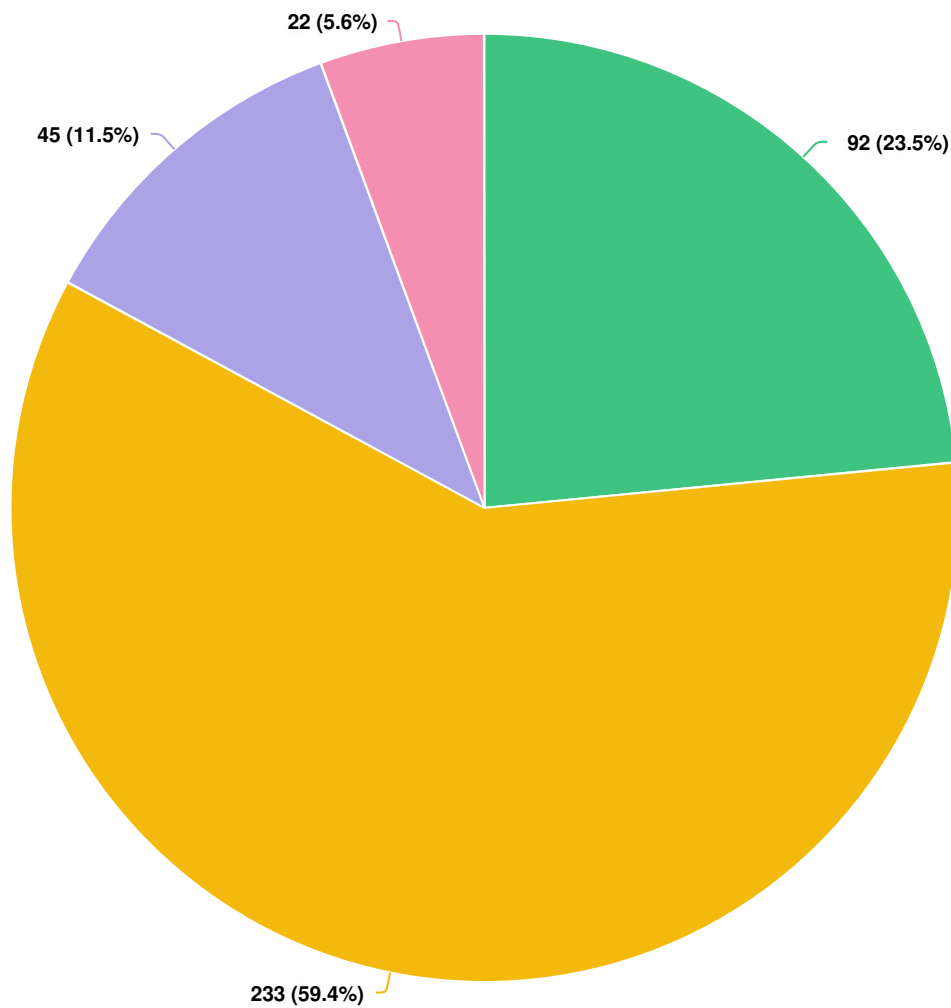


Question options

● Daily ● Weekly ● Occasionally ● Rarely ● Never

Mandatory Question (392 response(s))
Question type: Radio Button Question

Q9 What is your primary reason for traveling through school zones?

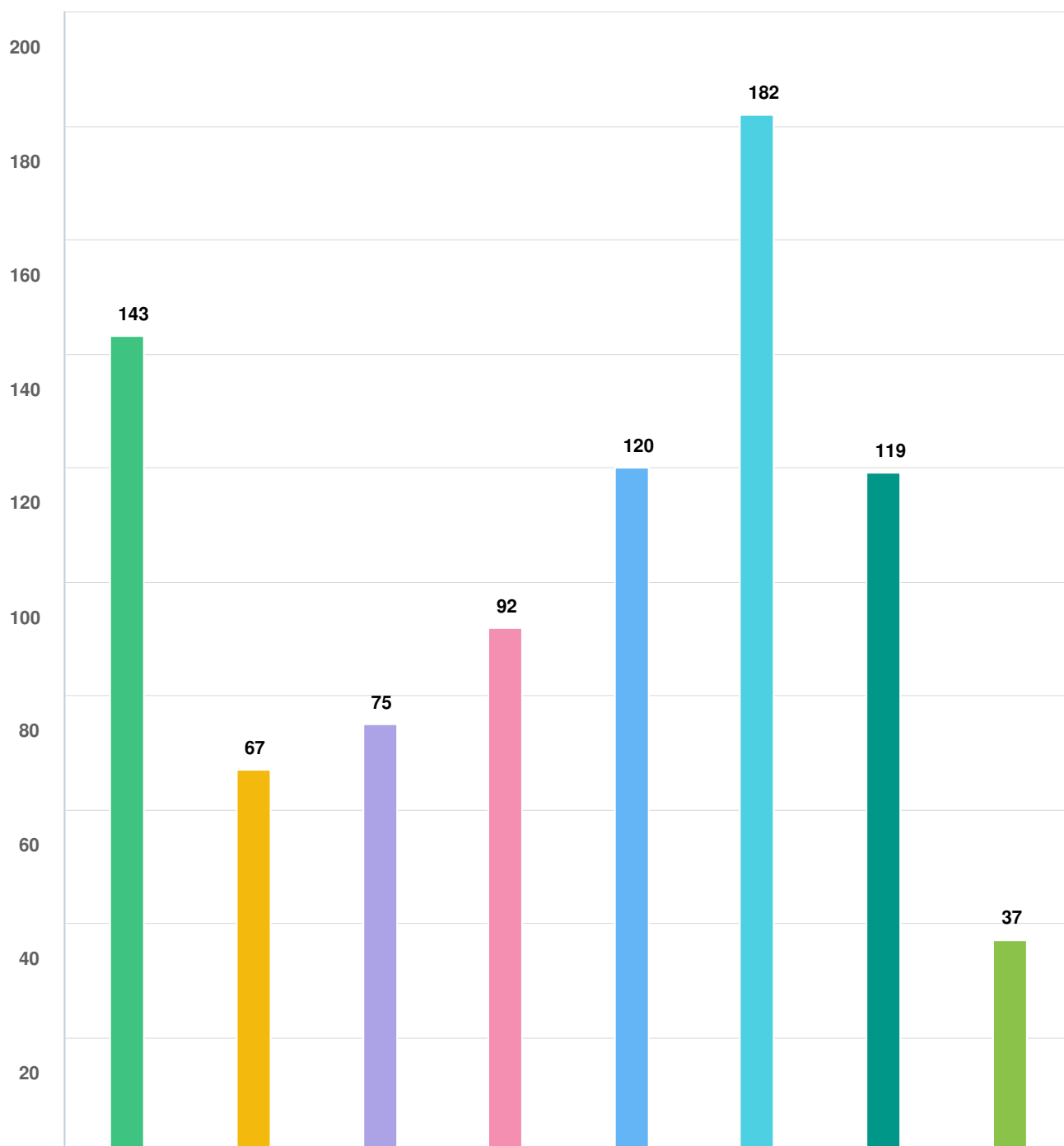


Question options

- Dropping off/picking up children ● Passing through (driving) ● Passing through (walking/biking)
● Other (please specify)

*Mandatory Question (392 response(s))
Question type: Radio Button Question*

Q10 What concerns, if any, do you have about traffic in school zones?



Question options

- Fast moving vehicle traffic
 ● Lack of crosswalks or pedestrian signals
 ● Poor visibility for drivers and pedestrians
- Lack of police presence and enforcement of traffic laws
 ● Reckless drivers
 ● Distracted drivers
 ● None
- Other (please specify)

Mandatory Question (392 response(s))
Question type: Checkbox Question

Q11 | What concerns, if any, do you have about traffic near schools? In your response, please share which school you have concerns about and what the concerns are, such as fast moving vehicle traffic, lack of crosswalks, etc. If you have concerns for multiple schools, please identify each school and the concerns individually.

Anonymous

2/28/2025 12:29 PM

Drivers are distracted and impatient

Anonymous

2/28/2025 02:47 PM

backed up cars picking up kids, aggressive parents trying to cut traffic/blocking etc

Anonymous

2/28/2025 06:00 PM

Lack of safe bike lanes for routes to RMS and RHS means kids on bikes are too close to fast cars. Frequent pedestrian/car conflicts at the driveways crossing sidewalks during dropoff and pickup at RMS. Right turn on red causes unsafe situations with pedestrians and other cars at the traffic light near RMS. Lack of signalized crosswalks on the northern end of 166th Ave NE leads to students crossing in unsafe places. Missing sidewalk segment near Clara Barton Elementary brings pedestrians into traffic lanes.

Anonymous

2/28/2025 10:25 PM

n/a

Anonymous

3/01/2025 07:14 AM

None

Anonymous

3/01/2025 08:18 AM

Lack of wide sidewalks/cycleways. The road near Redmond Elementary School is very wide. It has a loading zone on one side and a parking zone on the other side of the road. I don't feel comfortable biking in such an open road but the sidewalks are narrow, have lots of driveway entrance slopes, and are busy with people. I'd love if one side of the road's parking/loading zone was used to extend the sidewalk for a cycleway/mixed used path connecting to Anderson Park.

Anonymous

3/01/2025 11:14 AM

Most of my concerns are probably more applicable to Bellevue schools but some of these apply to Redmond as well (Redmond middle being the biggest concern). Main concerns are a lack of traffic calming/fast traffic around the school and a lack of quality bike infrastructure that can keep kids safe going to/from school.

Anonymous

3/01/2025 01:28 PM

Sometimes the sunshine can be an issue where drivers cannot simply see the pedestrian.

Anonymous

3/02/2025 09:15 AM

Timberline, Rosa Parks - police presence would be appreciated to have cars slow down and drivers obey traffic laws. Personally we have parents parking illegally in our neighborhood and blocking my personal garage:driveway in their attempts to get students to Rosa parks. I politely confront people. But having police presence to ticket drivers would be more effective

Anonymous

3/03/2025 09:11 AM

None

Anonymous

3/03/2025 09:15 AM

I think more signaled crosswalks at any school , especially secondary RHS near pool would be helpful.

Anonymous

3/03/2025 09:23 AM

Congestion, Traffic parked in ways that obscure flow and visibility.

Anonymous

3/03/2025 09:28 AM

Too many cars.. 104th at abbey rd could use a roundabout

Anonymous

3/03/2025 09:28 AM

I am concerned that there is too much signage and people are fatigued by all the warnings and information and so they just ignore most of it.

Anonymous

3/03/2025 09:36 AM

I don't have any specific concerns

Anonymous

3/03/2025 09:41 AM

Evergreen and Emily Dickenson. You probably know attempts have been made to slow folks down - the SLOW signs cemented in were run over in short time...I walk 2x a day and people regularly don't stop for me at the crosswalk even if I'm in the middle. A woman yelled at me "I didn't see you!" A speedbump like other schools have would be the solution.

Anonymous

3/03/2025 09:45 AM

The traffic on 180th in front of Audubon Elementary School is horrible during pick up in the afternoon. It is impossible to drive on 180th. Drivers block the road, turn in front of cars trying to go straight and make prohibited turns. As a local resident this is unacceptable

situation. Please find a solution! Also near Audubon, at the intersection of 180 and 24, cars blast through the stop sign all the time. Due to 24 being higher than 180, Drivers need to go up to 24 to see if cars are coming. Unfortunately they go way to fast, block the sidewalk and speed up to 24 so drivers going west are concerned that the car will drive directly into their car. There are often pedestrian on the sidewalk that have to take action to avoid the speeding car.

Anonymous

3/03/2025 09:52 AM

In addition to my previous comments, the traffic builds up fast during pickup and drop offs, especially at pick up and can congest the street. I'm often waiting in line on the road and turning into the parking lot can be a challenge. Police directing the traffic or signals for turning etc can help. The schools I go to are Redmond Middle School and Redmond High School.

Anonymous

3/03/2025 09:59 AM

N/a

Anonymous

3/03/2025 10:01 AM

No Concerns, No cameras needed

Anonymous

3/03/2025 10:10 AM

There are often long drop-off lines before school starts. Often, drivers will make poor decisions when dropping off a student, such as stopping in the road to let their child out, stopping in the bicycle lane to let their child out, make illegal u-turns, and parking illegally. I don't find speeding to be as much of an issue during drop-off times because it is so congested that no one can speed. I find the illegal stopping, parking, and turning to be dangerous and rarely penalized.

Anonymous

3/03/2025 10:11 AM

Redmond Middle School needs more crosswalks directly in front of the school also fast moving traffic.

Anonymous

3/03/2025 10:12 AM

Distracted Drivers.

Anonymous

3/03/2025 10:13 AM

See previous comment.

Anonymous

3/03/2025 10:15 AM

Specifically I have concerns about the area North of Horace Mann Elementary, particularly the 14000 block of 170th Ave NE. Because of the traffic congestion on 104th, this area is used as both auxillary parking by parents, a time save cut through by high schoolers, and

where other side streets tunnel into to become the primary walking route for the neighborhood North of Horace Mann. We live about 3 blocks North and when we need to go to the school early (before the crossing guard is out) for before school activities I opt to drive my child because we've had multiple near misses while in the crosswalk with cars driving to the high school (typically it's the parents of the high schoolers responsible for the near misses, not the teen drivers). In addition to that, parents picking up or dropping off children park as close as possible to 104th, including in front of the stop signs, block visibility, in front of driveways, causing neighbors who need to leave to back out through their lawns, which causes a hazard to walking children. In addition to cars u-turning and causing other traffic issues. I have photos and videos of all of this.

Anonymous

3/03/2025 10:18 AM

no concerns

Anonymous

3/03/2025 10:38 AM

Basically never see a Police presence in school zones during "School Zone flashing light times" Norman Rockwell elementary Redmond middle school Horace man elementary Redmond high school

Anonymous

3/03/2025 10:47 AM

Drivers drop off kids in the middle of main road (Redmond Ridge Drive) outside of Timberline Middle School instead of the school drop off zone. It slows down the traffic significantly and is dangerous for the kids. This happens daily and with multiple vehicles. Redmond Ridge Drive near the school is becoming a kids drop off road.

Anonymous

3/03/2025 11:17 AM

Sudden rushes of people around pickup and drop off times

Anonymous

3/03/2025 11:19 AM

Students speeding. Students doing drug deals in the neighborhood.

Anonymous

3/03/2025 11:48 AM

Clara Barton

Anonymous

3/03/2025 11:50 AM

No specific concerns, other than general increase in speeding, drivers and pedestrians both being distracted

Anonymous

3/03/2025 12:53 PM

None

Anonymous

3/03/2025 01:24 PM

See my above answer regarding Redmond Elementary. I have to say, lots of the people who were doing the poor driving were parents. At Harman Park, there are too many people driving faster than the speed limit up 104th Avenue around Mann and RHS.

Anonymous

3/03/2025 01:28 PM

Most drivers seem to follow speed rules. Occasionally observe speeding or distracted drivers. Schools near me are Einstein, Clara Barton, Redmond MS, Redmond HS (latter two have higher volume of traffic) but no concerns other than occasional dumb drivers.

Anonymous

3/03/2025 02:17 PM

High School & middle school students ignoring cross walks, signs & traffic

Anonymous

3/03/2025 02:22 PM

None other than what I've noted above.

Anonymous

3/03/2025 03:16 PM

There is not only a lack of crosswalks, but often a lack of sidewalks. Drivers are extremely aggressive, often speeding and pushing yellow lights to the point they are still fully in the intersection when the opposing green light turns on. I would love not only speed cameras but red light cameras as well.

Anonymous

3/03/2025 05:33 PM

Driver's are always distracted and driving too fast

Anonymous

3/03/2025 05:34 PM

Parents blocking traffic by stopping in travel lanes. Parents turning left and blocking the opposite lane of travel because they have nowhere to go. The large crowds around schools. The general flaunting of normal traffic laws when in school drop offs/pick ups.

Anonymous

3/03/2025 07:00 PM

Getting into and out of school near school start/stop times is very difficult

Anonymous

3/03/2025 09:14 PM

Clara Barton Elementary School. Plan is to open up the street to the subdivision with a street that will significantly increase in volume on the street that runs in front of the school. The city has gone to deaf ears.

Anonymous

3/04/2025 12:47 AM

No concerns

Anonymous

3/04/2025 12:47 AM

None

Anonymous

3/04/2025 04:36 AM

None

Anonymous

3/04/2025 04:52 AM

Afternoon pickup at Norman Rockwell has quite a few speeding vehicles approaching from the east along NE 110 St. vehicles driving over the bike lane with kids on b bikes present

Anonymous

3/04/2025 07:29 AM

NA

Anonymous

3/04/2025 09:00 AM

Lack of crosswalk

Anonymous

3/04/2025 09:52 AM

I drive or bike by some Redmond schools but more often one's in Issaquah and Bellevue. I have always marveled at the good behavior of most drivers. I'm sure there are a few bad ones but I'm not seeing it.

Anonymous

3/04/2025 10:31 AM

none

Anonymous

3/04/2025 10:56 AM

School crossing guards are great and supportive.

Anonymous

3/04/2025 01:09 PM

N/A

Anonymous

3/04/2025 03:50 PM

Speeding by too large a number of cars. Particularly 166th. I believe wider use of traffic cameras for ticketing will save lives.

Anonymous

3/04/2025 05:14 PM

See above. Schools most often driving by: Redmond middle, Horace Mann, Redmond High, Redmond Elementary

Anonymous

3/04/2025 05:53 PM

Managing traffic in/out of Redmond High School is a bit nightmarish. Lots of very new and very impatient drivers.

Anonymous

Ben Rush, high speed and distracted drivers

3/04/2025 07:13 PM

Anonymous

I don't have concerns for a specific school.

3/04/2025 07:14 PM

Anonymous

Rose Hill MH - Very chaotic at pickup and dropoff with vehicles turning, entering, exiting, and parking in all directions. Consider turning restrictions for school driveways and side streets to limit the ways vehicles can approach and leave the school. Could use one additional crosswalk (with curb extension) east of the school around 137th Ave NE, there is no good crossing from Strattonwood. There are speed humps but they are unusually flat, easily traversable above the 25mph speed limit. Consider expanding the no parking zone around school entrance driveways and potentially 'hardening' with flexposts or similar, large SUVs can obscure pedestrians crossing the entrances.

3/04/2025 08:14 PM

Anonymous

Cars not aware of pedestrians or cyclists. Driving too fast. Not watching for bikes/walkers at intersections. No sidewalks and cars too fast. Rose Hill Middle and Elementary

3/04/2025 08:18 PM

Anonymous

I am retired, so I drive by during the day and there's not much going on then. I live near timberline Middle School and a lot of parents drive their kids to and from school but the traffic is pretty slow.

3/04/2025 09:21 PM

Anonymous

RHS, city doesn't clean away fallen branches blocking street parking along NE 104th St.

3/05/2025 06:56 AM

Anonymous

Fast moving traffic and distracted drivers

3/06/2025 11:20 AM

Anonymous

104th gets backed up upon RHS arrival, it is hard to stop and go on that sea pill and would like to improve back road access to the school. Despite claims that lots of people will walk or bus the reality is the majority of people drive an individual cars and traffic is way worse than anticipated or predicted at peak hours

3/06/2025 11:32 AM

Anonymous

People should stop picking up their kids and use buses for them instead, would ease traffic a huge amount

3/06/2025 12:11 PM

Anonymous

People generally obey the school zone speed limit when the lights

3/06/2025 12:15 PM

are blinking. One issue is that the lights often blink when school is cancelled, though, which is pointless. If that were turned into a ticket due to a camera, that is unacceptable. I'm all for POLICE enforcement when school is in session, but automation is not ok.

Anonymous

3/06/2025 12:24 PM

I have nearly been hit by a distracted driver coming over the curb at RMS. It's unfortunate that the sidewalks are right along the street with so many student walkers, and that so many drivers seem to think that bicycle lanes are a buffer for their vehicle.

Anonymous

3/06/2025 01:17 PM

None

Anonymous

3/06/2025 01:47 PM

Redmond. Middle is a nightmare during pickup/drop off. Parents park on the side of the road blocking traffic, cars trying to get through the intersections and not paying attention to crosswalks. Horace Mann, parents not following the rules of the road, making U-Turns where ever they feel like. Crossing the street with their children NOT in a crosswalk!!!!

Anonymous

3/06/2025 01:49 PM

Fast moving vehicles near Redmond Elementary

Anonymous

3/06/2025 01:51 PM

none

Anonymous

3/06/2025 02:32 PM

Please see my previous comment about the crosswalks in front of Mann and Redmond high. They need blinking lights just like the one by 172nd ave ne. It would make people much easier to see, especially in the dark in front of Redmond and little kids in front of Mann.

Anonymous

3/06/2025 03:05 PM

Horace Mann - parents Jay crossing is a concern

Anonymous

3/06/2025 04:20 PM

None

Anonymous

3/06/2025 05:24 PM

Could you just refer to my answer 3 or 4 pages ago. Speeding, over take cars using center lane (saw this multiple times Redmond Middle School). Even cars enter school parking lot using the Exit (there is a Do Not Enter sign, Clara Barton Elementary)

Anonymous

3/06/2025 07:33 PM

Please keep neighborhood streets safe. The main roads are not the issue. I have never seen anyone speed through them and I drive through them daily.

Anonymous

3/06/2025 07:41 PM

In neighborhoods near schools, high schoolers occasionally peel out in the neighborhood roads

Anonymous

3/06/2025 07:53 PM

See my comment before related to speeding cars near Clara Barton Elementary. This could become even a bigger problem if the city opens up the gate to access 124th directly from 172nd NE

Anonymous

3/06/2025 09:53 PM

Sometimes (usually early afternoon), driving near Lake Washington High, there are quite a few cars, traveling rather quickly.

Anonymous

3/07/2025 01:18 PM

-

Anonymous

3/07/2025 04:01 PM

I think it's largely a matter of people not being aware they're in or near a school zone or park. People forget to take extra caution.

Anonymous

3/07/2025 04:18 PM

None

Anonymous

3/07/2025 06:23 PM

I understand the needs for city to put the speed camera but it does not make situation safer. In fact, it may cause more accidents than being safe. May want to add more light or sign when near parks or school area. If the city is really concerned about the speeding, have law enforcement to be present that is how you make the catch not thru camera.

Anonymous

3/07/2025 08:27 PM

The street behind Rockwell by Meadow park becomes almost impassable at drop off and pickup. Parents park in front of driveways, on corners out in the street. It would be helpful to have a police officer there once or twice a week to educate the parents on safety.

Anonymous

3/08/2025 03:55 AM

Street parking across the schools can make turning into some school zones a bit blind

Anonymous 3/08/2025 10:11 AM	it is enough to modify the road structure to enforce speed limits. raised pedestrian walks, roundabouts or led signs with speed measures will be enough
Anonymous 3/08/2025 10:54 AM	.
Anonymous 3/08/2025 10:55 AM	None
Anonymous 3/08/2025 11:01 AM	Speeding, not paying attention to kids when present
Anonymous 3/08/2025 11:02 AM	Na
Anonymous 3/08/2025 11:07 AM	Redmond High and speed.
Anonymous 3/08/2025 11:33 AM	People with loud, fast cars wanting to show them off and RPD letting them get away with it.
Anonymous 3/08/2025 11:39 AM	none
Anonymous 3/08/2025 12:11 PM	I would love to see raised crosswalk by RMS on 166th to slow drivers when people are out walking before or after the regular drop off and pickup times.
Anonymous 3/08/2025 12:12 PM	Fast driving, disregarding speed limits. Street parking making visibility poor
Anonymous 3/08/2025 01:02 PM	Na
Anonymous 3/08/2025 01:34 PM	Tesla FSD does not detect school zone and reduced speed limits
Anonymous	I do not support speed cameras but would love to see more officers

3/08/2025 02:06 PM

around our schools. I think people mostly obey the 20 mph zones around Horace Mann.

Anonymous

3/08/2025 02:16 PM

Traffic in and out of Evergreen Middle School during arrival and dismissal can sometimes back out onto 208th AVE NE. The traffic doesn't last long--maybe 5 to 10 minutes. However, there are some drivers who get so impatient waiting that they either speed around cars by driving on the shoulder or crossing the double yellow line and driving towards oncoming traffic. This is dangerous for both other drivers and the pedestrian traffic entering/leaving the school.

Anonymous

3/08/2025 02:29 PM

Clara Barton Elementary School in North Redmond 1. Rolling stop at the 4-way stop sign NE 122nd St & 172nd Ave NE (<https://maps.app.goo.gl/RB85qUuMidZWndrg6>) is an everyday occurrence. 2. Speeding parents who are late for school drop off 3. Many vehicles going at or above 30mph (as seen from how bad they are jumping over the speed bump) even during school time (yellow light flashing) 4. Cars parked in drop off only zones inside the school. Many kids cross this street to get to school, it is scary to see how fast people drive here.

Anonymous

3/08/2025 02:52 PM

I have traffic safety concerns near school bus stops. I believe, the large majority of Redmond residents are not clear on what the traffic rules are when the school bus is boarding or deboarding students. It would be great if city of Redmond or Redmond PD can post a video tutorial in their website/ social media handles talking about the traffic do's and don't's of school busstop. Please cover all possible scenarios (like if the bus stop is in a 4 way stop intersection, in a 4 way intersection but 2 way stop, etc)

Anonymous

3/08/2025 03:16 PM

Fast moving cars

Anonymous

3/08/2025 05:12 PM

Commuters speed thru neighborhoods where schools are located and don't respect the signs 20 mph when children present and also go over 25mph listed speed.

Anonymous

3/08/2025 05:42 PM

The issue is not speed, but congestion when school lets out in the afternoon. Lack of traffic control for cars exiting school parking lots (high school, middle school, Horace Mann).

Anonymous

The biggest problem is poorly designed parking lots at some schools.

3/08/2025 06:26 PM	It causes a back up onto the public street.
Anonymous 3/08/2025 07:47 PM	Cars blocking main road picking up/dropping off children
Anonymous 3/08/2025 08:14 PM	Redmond Middle School and Willows Prep have parents lined up in the street, blocking traffic, during pickup and drop off. Willows Prep has drivers cutting through stopped traffic on Red-Wood Rd to get to the turn lanes, dangerous with limited sightlines
Anonymous 3/08/2025 08:55 PM	Schools entrance need to have traffic lights to allow for flow of traffic in and out of schools. The increase in population in our city in the past thirty years now requires modernization of drop off/ pick up lanes to concentrate inside of the school area and not blocking roads.
Anonymous 3/08/2025 09:50 PM	None
Anonymous 3/08/2025 10:24 PM	I don't live near school zones. Not enough information for me.
Anonymous 3/09/2025 01:31 AM	People speeding near Redmond High school and Rockwell elementary
Anonymous 3/09/2025 01:32 AM	Nothing
Anonymous 3/09/2025 01:33 AM	Traffic police should protect crosswalks , because drivers are not slowing down for walkers.
Anonymous 3/09/2025 01:48 AM	None
Anonymous 3/09/2025 01:49 AM	N/A
Anonymous 3/09/2025 01:50 AM	None
Anonymous	X

3/09/2025 03:14 AM

Anonymous

None

3/09/2025 03:23 AM

Anonymous

There is no traffic enforcement post Covid. Pretty simple. Speeding, texting, watching YouTube while driving. I see it all every day and I see it around Redmond elementary school.

3/09/2025 03:24 AM

Anonymous

No concerns

3/09/2025 03:32 AM

Anonymous

None

3/09/2025 04:06 AM

Anonymous

.

3/09/2025 05:56 AM

Anonymous

None, everything seems quite safe already

3/09/2025 05:59 AM

Anonymous

Rosa parks, Redmond high

3/09/2025 05:59 AM

Anonymous

N/a

3/09/2025 06:27 AM

Anonymous

The same as the rest of Redmond.

3/09/2025 06:48 AM

Anonymous

I don't walk near schools often, but I'm more concerned about people running the red light and being distracted while driving

3/09/2025 06:57 AM

Anonymous

.

3/09/2025 07:07 AM

Anonymous

N/A

3/09/2025 07:14 AM

Anonymous

No one follows the rules or drives safely because there is zero enforcement of the rules. Bring back cops to assist the schools.

3/09/2025 07:20 AM

Anonymous 3/09/2025 07:37 AM	None
Anonymous 3/09/2025 07:48 AM	I really haven't seen terrible drivers in Redmond unless I'm on 405 or near 148th
Anonymous 3/09/2025 07:50 AM	No concerns
Anonymous 3/09/2025 07:51 AM	Lack of four way stop signs make it very difficult to safely make left turns. There are several intersections near Redmond Elementary and Anderson Park that have stop signs only on one street. Those should be four way stops instead.
Anonymous 3/09/2025 08:09 AM	Most of Redmond lacks adequate traffic calming measures (e.g. raised crosswalks, artificial narrowing to slow traffic), so that applies here too.
Anonymous 3/09/2025 08:35 AM	No issues, seems well managed as is
Anonymous 3/09/2025 08:40 AM	N/A
Anonymous 3/09/2025 08:40 AM	Not enough pull off zones for dropping parents creating traffic.
Anonymous 3/09/2025 08:42 AM	Na
Anonymous 3/09/2025 08:42 AM	I travel regularly through school zones by car and have not seen any issues over the past several years. I feel safe in these areas and I've observed lawful, attentive behavior from drivers.
Anonymous 3/09/2025 08:43 AM	No concerns
Anonymous	N/a

3/09/2025 08:44 AM

Anonymous

None

3/09/2025 08:50 AM

Anonymous

There's a general disregard to traffic laws every where, all the time.

3/09/2025 08:54 AM

Anonymous

None

3/09/2025 08:55 AM

Anonymous

None

3/09/2025 09:03 AM

Anonymous

No concerns

3/09/2025 09:12 AM

Anonymous

No specific concerns with traffic near schools

3/09/2025 09:15 AM

Anonymous

Drivers on phones

3/09/2025 09:25 AM

Anonymous

Drivers not respecting speed limit

3/09/2025 09:25 AM

Anonymous

Police presence to enforce if necessary

3/09/2025 09:33 AM

Anonymous

Timberline Middle School. Lack of traffic coordination. People drop off children on the street. Unqualified persons attempting to a direct traffic. Unsafe U-turn behavior.

3/09/2025 09:34 AM

Anonymous

Drivers don't yield to pedestrians in crosswalks.

3/09/2025 09:36 AM

Anonymous

None

3/09/2025 09:36 AM

Anonymous

The crosswalk in Einstein elementary is always full of distracted drivers.

3/09/2025 09:45 AM

Anonymous

3/09/2025 09:47 AM

Once the high school lets out, teenagers DAILY speed at very high speeds (50+) on NE 107th street at the top of the hill. I have reported this several times to the non-emergent line but have yet to see any police presence or changes.

Anonymous

3/09/2025 09:48 AM

No police enforcement

Anonymous

3/09/2025 09:51 AM

Some could use the button and blinking lights in crosswalks.

Anonymous

3/09/2025 09:54 AM

Distracted drivers. Redmond high school.

Anonymous

3/09/2025 10:09 AM

None

Anonymous

3/09/2025 10:10 AM

I have no concerns, people seem to follow the speed limits when I drive by Redmond high school

Anonymous

3/09/2025 10:10 AM

NA

Anonymous

3/09/2025 10:16 AM

Near the highschool people are always distracted and driving horribly

Anonymous

3/09/2025 10:19 AM

.

Anonymous

3/09/2025 10:25 AM

N/A

Anonymous

3/09/2025 10:32 AM

I live near Redmond ES. Traffic calming measures, not speed cameras, should be applied to 166th and other roads around schools and parks.

Anonymous

3/09/2025 10:44 AM

None

Anonymous 3/09/2025 11:12 AM	Drivers blowing through crosswalks
Anonymous 3/09/2025 11:18 AM	N/a
Anonymous 3/09/2025 11:18 AM	We need more traffic calming -- things that encourage safer driving like narrower streets, speed humps, etc. Making massive roads only encourages faster and more reckless driving. Also protected bike lanes would be wonderful.
Anonymous 3/09/2025 11:24 AM	I avoid the schools during pick up and drop off.
Anonymous 3/09/2025 11:45 AM	n/a
Anonymous 3/09/2025 11:57 AM	no concerns. stop trying to fix problems that don't exist and appease the nimbys. let redmond develop
Anonymous 3/09/2025 12:04 PM	Left my note about TMS in an earlier question. Also Ella Baker sidewalks need to be widened. There's not enough room for bikers and pedestrians— I've seen too many bikers fall into the road. Also wish there was an incentive for families to carpool or bike/walk to school too many drive and it's a neighborhood school. Have reached out to king county but never get a response — would appreciate sharing this feedback with them as these schools are in incorporated Redmond.
Anonymous 3/09/2025 12:09 PM	N/A
Anonymous 3/09/2025 12:16 PM	Near Redmond Elementary School that cars naturally go high speeds. Moreover, they turn at high speeds as well, without noticing pedestrians. The streets are so wide as well that it takes a pedestrian longer to cross the street, exposing them to more danger for longer.
Anonymous 3/09/2025 12:21 PM	No concerns
Anonymous	N/a

3/09/2025 12:28 PM

Anonymous

3/09/2025 12:29 PM

Fast moving vehicles on NE 116th St near Einstein Elementary. When police officers are present doing speed checks people drive significantly slower.

Anonymous

3/09/2025 12:33 PM

None

Anonymous

3/09/2025 12:40 PM

Reckless, speeding drivers.

Anonymous

3/09/2025 12:47 PM

Drop off and pickup lines are a nuisance

Anonymous

3/09/2025 01:14 PM

Redmond elementary regularly has drivers speeding and blowing through red lights near it. Also, drivers regularly do not yield to pedestrians at crosswalks and nearly hit them as they pass through.

Anonymous

3/09/2025 01:31 PM

Drivers recklessly speeding, not enough bollards and physical barriers protecting cyclists.

Anonymous

3/09/2025 01:40 PM

Parent traffic with "me first" mentality, Manny drivers "cheating" by driving 5-20 mph over posted limits, ignoring pedestrians crossing streets

Anonymous

3/09/2025 01:55 PM

n/a

Anonymous

3/09/2025 01:57 PM

Too much traffic, congestion .

Anonymous

3/09/2025 02:21 PM

na

Anonymous

3/09/2025 02:25 PM

Redmond high school

Anonymous

3/09/2025 02:49 PM

N/a

Anonymous 3/09/2025 03:12 PM	Fast moving vehicles that often don't come to a complete stop at or behind stop bars or before sidewalks at driveways in/around Redmond Elementary
Anonymous 3/09/2025 03:16 PM	Sometimes RHS students peel out from parking lot onto street quickly.
Anonymous 3/09/2025 03:21 PM	At Redmond High School the single street gets jammed frequently, congestion is a problem
Anonymous 3/09/2025 03:24 PM	Many drivers on NE 80th Street speed well beyond the speed limit. Elevated crosswalks that double as speed tables would greatly improve pedestrian safety.
Anonymous 3/09/2025 03:29 PM	Not enough lanes. Get rid of trees and make 4 lane roads
Anonymous 3/09/2025 03:31 PM	None.
Anonymous 3/09/2025 03:35 PM	My only concern is drivers staring at their phones
Anonymous 3/09/2025 03:43 PM	Drivers on their phones. Pedestrians on their phones, with even less situational awareness.
Anonymous 3/09/2025 03:45 PM	I don't have concerns
Anonymous 3/09/2025 03:47 PM	n/a
Anonymous 3/09/2025 04:22 PM	None
Anonymous 3/09/2025 04:27 PM	I have no concerns
Anonymous	No concerns

3/09/2025 04:33 PM

Anonymous

Lack of the flashing cross walks

3/09/2025 04:33 PM

Anonymous

The School zone start sign for Albert Einstein Elementary School (coming from Avondale) is far ahead of the lights flashing to indicate a reduced speed limit. In addition, this flashing light is also obscured by tree branches for quite some distance. So most people don't realize that reduced speeds are in effect long after passing the school zone start sign. While I am not aware of anyone being ticketed, this layout is non-ideal for everyone.

3/09/2025 04:47 PM

Anonymous

N/A

3/09/2025 05:17 PM

Anonymous

No speed cameras please. it causes drivers to panic and stop recklessly causing rear end collisions

3/09/2025 05:25 PM

Anonymous

No concerns.

3/09/2025 05:51 PM

Anonymous

N/A

3/09/2025 05:56 PM

Anonymous

None

3/09/2025 06:51 PM

Anonymous

N/A

3/09/2025 07:09 PM

Anonymous

Redmond School hill that goes to Nike Park that says 25 mph. Cars go up that hill so fast even when children are walking up to their homes. Maybe a speed bump somewhere on that hill but not sure if those are ok for hills.

3/09/2025 08:03 PM

Anonymous

Schools aren't designed for parking and pick-up and now the school schedules result in pick-ups happening all at the same time

3/09/2025 08:58 PM

Anonymous

Ben Rush, principally with regards to the school zone in Old Red: there are fairly few demarcated crosswalks along the main stretch of

3/09/2025 09:18 PM

the road despite there being several more legal crossing spots. That could potentially make crossing more dangerous for kids and adults, as they would either want/need to cross at an unmarked location where motorists might not be as attentive as they should, or would otherwise have to walk a much longer distance just to cross to the other side. Outside of crossings the speed indicator sign on that stretch of road seems effective from my experience, with not too much deviation from the limit amongst other motorists I've encountered.

Anonymous

3/09/2025 09:59 PM

None. Both schools have good crosswalks. Haven't seen issues around either school.

Anonymous

3/09/2025 10:07 PM

n/a

Anonymous

3/09/2025 10:38 PM

Riding my bike around Einstein and there is very fast moving traffic, and one area farther in the surrounding neighborhood has the bike lane temporarily merge with fast moving traffic

Anonymous

3/09/2025 10:53 PM

I have no concern in fact pedestrian sometimes taking too relaxing walk when crossing. Nothing is wrong but also respect to the driver waiting to turn and drop off kids to be in time to school

Anonymous

3/09/2025 11:34 PM

No concerns

Anonymous

3/09/2025 11:43 PM

In front of Horace Mann elementary school where cars enter into premise, there is a cross walk missing. Before and After school, most of the parents park cars on the 170th Ave NE and kids cross NE 104th St. This is very unsafe crossing since cars coming from Redmond Middle school area have lower visibility up the hill.

Anonymous

3/10/2025 12:04 AM

Einstein Elementary- turn signal for school entry

Anonymous

3/10/2025 12:15 AM

None

Anonymous

3/10/2025 07:09 AM

Increased traffic and reckless drivers.

Anonymous

3/10/2025 07:20 AM

Over near the elementary school, the street is very wide which encourages drivers to speed. There are no traffic calming measures like roundabouts or narrow lanes (which could be fixed by narrowing the lanes and adding a protected bike lane) to slow down traffic so it relies solely on the deiver doing the right thing which is never comfortable for pedestrians. There are also very few crosswalks making it unsafe to cross in many places since the street is so wide.

Anonymous

3/10/2025 09:11 AM

Parents using a non drop off area for kids. The parents go too fast for the area, are doing donuts, driving up on curves, not yielding to kids or other cars. Double parking, sometimes triple parking.

Anonymous

3/10/2025 09:23 AM

Redmond Elementary - mostly I've noticed the issues because there is a lot of traffic on 166th but no green arrows at the traffic signals so motorists waiting to turn will run a yellow or red light.

Anonymous

3/10/2025 09:45 AM

speeding vehicles

Anonymous

3/10/2025 10:08 AM

At Woodinville high school, the 4 way stops are really more of a decoration than a functional stop. Nobody goes, or two people go at once, and the traffic is just awful.

Anonymous

3/10/2025 10:13 AM

None

Anonymous

3/10/2025 10:18 AM

Audubon Elementary - bad behavior of pedestrians and drivers alike. There's consistently a mom sending her kid across the street between crosswalks at the main driveway. Drivers are frequently impatient, aggressive, and rude. Rose Hill Middle School - kids on bikes don't follow rules of the road - riding all over the place and unpredictable. Very unsafe, makes me uncomfortable to drive thru after school.

Anonymous

3/10/2025 10:34 AM

None

Anonymous

3/10/2025 01:21 PM

n/a

Anonymous 3/10/2025 02:33 PM	No issues at Ben Rush where my daughter goes
Anonymous 3/10/2025 03:41 PM	speedy drivers
Anonymous 3/10/2025 03:45 PM	Benjamin rush elementary. The traffic in Old Redmond Rd often speeds. The hill makes it dangerous for clear sight. I think the school zone area should be extended. And the normal speed in that area 25 not 30
Anonymous 3/10/2025 03:47 PM	Distracted driving - RMS and RHS, lack of crosswalks - RMS, RHS, Redmond El. Adding more lights or roundabouts at these schools would help with this and fast vehicles, particularly on 108th and 166th
Anonymous 3/10/2025 03:56 PM	Education Hill schools-RHS, Horace Mann and fast moving vehicle traffic.
Anonymous 3/10/2025 04:00 PM	A
Anonymous 3/10/2025 04:38 PM	Don't have much interaction with this dynamic
Anonymous 3/10/2025 04:57 PM	My concern is that adding cameras will force people to accelerate when they saw a yellow so that they can avoid the ticket.
Anonymous 3/10/2025 04:59 PM	Traffic backing up
Anonymous 3/10/2025 05:12 PM	Evergreen middle school - fast moving vehicles, traffic jams
Anonymous 3/10/2025 05:50 PM	Redmond Elementary School. Drivers have no clue pedestrians have right of way at unmarked crosswalks in the surrounding area, even if there's no pedestrian lights or crosswalk paint.
Anonymous 3/10/2025 06:05 PM	If traffic cannot be diverted further away from places where children are walking to and from school, then speeds need to be slowed down by permanent design such as cross tables

Anonymous 3/10/2025 06:40 PM	Cascade View Montessori has no traffic signage and parents park on the sidewalk.
Anonymous 3/10/2025 06:43 PM	...
Anonymous 3/10/2025 06:52 PM	N/a
Anonymous 3/10/2025 07:55 PM	Lighted crosswalk on Old Redmond Road crossing into the 60-01 apartments. It's very hard to see pedestrians.
Anonymous 3/10/2025 08:57 PM	No concerns
Anonymous 3/10/2025 08:59 PM	None
Anonymous 3/11/2025 07:31 AM	NA
Anonymous 3/11/2025 08:58 AM	Drivers not slowing down, poorly visible speed limit signs/school zone signs/lights hidden by tree overgrowth, kids not looking in both directions before crossing, parents dropping kids off on side of street and blocking traffic, kids driving e-bikes and scooters in wrong directions/speeding. Rose Hill Middle School area (140th Ave), Kamiakin Middle School (132nd Ave).
Anonymous 3/11/2025 09:21 AM	Ben Rush, missing neighborhood sidewalks
Anonymous 3/11/2025 09:38 AM	N/A
Anonymous 3/11/2025 10:31 AM	I have no specific concerns about traffic near schools but it's generally a widespread problem for all schools that drivers are distracted and do not obey the 20 MPH speed limit when required. Crossing guards have near-misses frequently and drivers seem confused about how to pass through a school zone, particularly if they do not have students at that school.

Anonymous 3/11/2025 04:46 PM	Re Ben Rush and Rose Hill Middle School: when lights are flashing, traffic does slow but rarely do drivers observe the regular speed limit.
Anonymous 3/11/2025 04:53 PM	None
Anonymous 3/11/2025 10:04 PM	Ella baker.speeding teenagers under influence of drugs during summers
Anonymous 3/11/2025 10:34 PM	Drivers not stopping and allowing kids to cross and speeding
Anonymous 3/12/2025 02:49 PM	N/A
Anonymous 3/12/2025 03:05 PM	redmond needs more raised crosswalks. they help ensure cars dont just blast past crosswalks and help ensure slower vehicle speeds.
Anonymous 3/12/2025 03:51 PM	Additional flashing light with speed meter will help because it's easy to err on the school zone speed limit when not entering at school zone sign.
Anonymous 3/12/2025 04:36 PM	As in my previous comment, multiple schools are concerning, but recently Redmond Middle
Anonymous 3/12/2025 05:06 PM	Rockwell Elementary - I walk my children three blocks to Rockwell everyday for school, and I walk back home. I consistently see and hear fast me moving loud vehicles rush past.
Anonymous 3/12/2025 06:07 PM	This isn't a real problem. I don't want my city government harassing its residents by issuing them automated tickets. I will encourage anyone to fight them in court to ensure they cost more to enforce than you bleed from us.
Anonymous 3/12/2025 06:18 PM	No concerns.I do not want traffic cameras. I just had a ticket from West Seattle. I was not driving my vehicle, yet I was ticketed.. I would rather see Redmond police patrolling areas. I see several drivers every week running red lights.That is the real issue.

Anonymous

3/12/2025 06:29 PM

None

Anonymous

3/12/2025 06:39 PM

None

Anonymous

3/12/2025 06:50 PM

N/A

Anonymous

3/12/2025 06:58 PM

Lack of public lights for pedestrians. Lack of curb cleaning, curbs can be extremely dirty and even unsafe during winter season due to snow and storm debris. This is especially true on 166th avenue going to Redmond Middle School

Anonymous

3/12/2025 07:08 PM

No concerns. This questionnaire is rigged

Anonymous

3/12/2025 07:12 PM

People drive very quickly and there are A LOT of kids walking near schools. Also sad because recently heard of an car accident in Kirkland near a school where someone fell asleep at the wheel and hit two kids who were walking. People are careless around schools since they tend to be in neighborhoods.

Anonymous

3/12/2025 07:13 PM

Rockwell- officer enforcement is needed. Many feel regular rules of the road don't apply to them. My car has been hit and run multiple times, I've seen kids and adults almost hit multiple times. I'm afraid it is only going to get worse with construction. RPD could bring in lots of revenue if they policed the neighbors nearby before and after school

Anonymous

3/12/2025 07:19 PM

Kids don't pay any attention, goof off end up in the street when they should be on the sidewalk.

Anonymous

3/12/2025 07:28 PM

Redmond Elementary- when driving or walking to the school there are multiple distractions such as children walking, lots of cars parked along the road, drivers not stopping at crosswalks when pedestrians are present, and preschool children playing on playground next to street. Lots of attention needed when driving near there. Redmond Middle School- we get off Metro and cross NE 104th on foot. Cars do not slow down in the school zone even though there is a speed alert.

Anonymous

3/12/2025 07:29 PM

None

Anonymous

3/12/2025 07:31 PM

Distracted drivers at Redmond Middle School picking up students.

Anonymous

3/12/2025 07:39 PM

I only interact with school zones as a driver passing through. I find that the edges of school zones aren't always clearly demarcated, and the lanes nearby them are as wide and easy to drive fast through as anywhere else. This means that my slowing down frequently causes cars to bunch up behind me.

Anonymous

3/12/2025 07:44 PM

I don't think we need to put cameras up. I'm against that.

Anonymous

3/12/2025 08:01 PM

My primary concern is the amount of distracted driving I'm witnessing. People are literally watching videos on their phones while driving. Secondary concerns have to do with speeding, not knowing basic driving rules, not yielding to pedestrians.

Anonymous

3/12/2025 08:12 PM

The school's I travel past are pretty safe compared to 20 years ago.

Anonymous

3/12/2025 08:36 PM

Distracted driving is common when I drive around our area and it's not specific to school zones.

Anonymous

3/12/2025 08:58 PM

I have no concerns about traffic near our school, Rockwell Elementary

Anonymous

3/12/2025 09:12 PM

Drivers not yielding to pedestrians in crosswalks

Anonymous

3/12/2025 09:21 PM

Parents parking badly and not watching for other kids when dropping off their own. Teen drivers are better, frankly.

Anonymous

3/12/2025 10:09 PM

Police need to patrol 104th and 166th for speeders. They used to do this frequently, but not any longer which I believe has led to people speeding more frequently.

Anonymous

3/12/2025 10:13 PM

I answered this in previous question. Norman Rockwell. Speeding traffic. Need police presence.

Anonymous

3/12/2025 10:39 PM

Cars going too fast and not paying attention.

Anonymous

3/12/2025 10:57 PM

The number of potholes around Redmond High School, Horace Mann, and on Avondale causes people to swerve to avoid damage to vehicles. Fixing these and other areas of disrepair would improve overall safety

Anonymous

3/12/2025 11:15 PM

None

Anonymous

3/12/2025 11:35 PM

Redmond High School - bikes lanes need more visibility

Anonymous

3/12/2025 11:58 PM

None.

Anonymous

3/13/2025 12:14 AM

Drivers break rule's everyday, take illegal u turns after dropping off on the main road near Timberline Middle School

Anonymous

3/13/2025 01:32 AM

Distracted drivers are the biggest threat

Anonymous

3/13/2025 04:49 AM

Lack of parental awareness to make pickup and drop off as time efficient as possible.

Anonymous

3/13/2025 09:32 AM

Redmond High School when school ends: lots of drivers on their phones

Anonymous

3/13/2025 09:48 AM

NA

Anonymous

3/13/2025 10:07 AM

None

Anonymous

3/13/2025 10:33 AM

Please install more crosswalks

Anonymous

3/13/2025 10:42 AM

None.

Anonymous

3/13/2025 11:20 AM

Redmond Elementary

Anonymous

3/13/2025 11:25 AM

I like flashing crosswalks.

Anonymous

3/13/2025 11:35 AM

Rose Hill Middle School - heavy car traffic during school drop-off/pick-up times. I'm usually on a bike and it is not at all obvious how I should navigate into the school -- should I enter in via the car loop? Should I get on the sidewalk? The road in front of the school is narrower at the crosswalks and then wider in between the crosswalks, which is challenging to navigate on a bike, as cars want me to pull into the wider parts and then I'm forced to merge back in with traffic at the crosswalks. It also encourages cars pulling over to drop off their kids (rather than entering the car loop) to cut me off. I'm a confident cyclist and I've gotten used to navigating it over the years, but it is not great. The roads leading to/from the school are challenging as well. We usually take Old Redmond to 140th Ave NE and then turn left into the Strattonwood neighborhood. The bike lanes are sometimes not well swept, even when the road is clear. The left turn into Strattonwood is challenging in traffic. Ben Rush - somewhat of a funky situation as we are not zoned to Ben Rush, we are in the neighborhoods west of 148th that are now (as of 2023) zoned to Ben Franklin, but existing families were offered the opportunity to variance in to Rush. Many of us use the back entrance to Rush off 149th Ct. This footpath is not marked. Crossing 148th at NE 61st Way is extremely hairy to say the least. 148th in general is hairy! While the school-specific problem will dissipate over time as current families graduate and new families west of 148th go to Franklin, we do also use that same route during non-school hours, e.g. to access the school playground on weekends, or when walking our dog. In addition, there are families living on the east side of 148th who use that route to get to Rush, and while the 148th crossing isn't an issue for them, the rest will.

Anonymous

3/13/2025 12:22 PM

Traffic is driven by the volume of cars used for pick up and drop off. I am more concerned with the Avondale congestion. I also strongly oppose the use of traffic speed cameras. This was used near Albert Einstein and Union Hill and was a failure in terms of cost and any meaningful impact. I do not support dollars being spent in this area versus other enforcement such as drugs and crime in the area.

Anonymous

3/13/2025 12:31 PM

I witness speeders near all schools.

Anonymous

3/13/2025 12:57 PM

There needs to be traffic controls around RHS. It is the only high school in LWSD that doesn't have a traffic light. This causes cars to be more aggressive to get out of the lot. Also, there should be a metered and enforced crosswalk to prevent students from the steady stream of walking across 104th with no breaks for drivers to get through

Anonymous

3/13/2025 01:13 PM

I have no concerns.

Anonymous

3/13/2025 01:31 PM

No

Anonymous

3/13/2025 01:45 PM

Fast cars by Dickinson and evergreen

Anonymous

3/13/2025 01:51 PM

NA

Anonymous

3/13/2025 01:55 PM

Not everyone obeys the posted speed limit

Anonymous

3/13/2025 01:58 PM

N/A

Anonymous

3/13/2025 02:35 PM

i have usually seen Redmond drivers follow speed limits in school zones.

Anonymous

3/13/2025 02:42 PM

None

Anonymous

3/13/2025 03:01 PM

None

Anonymous

3/13/2025 03:14 PM

No concerns

Anonymous 3/13/2025 04:16 PM	Traffic near schools is very safe. Bad driving is the same everywhere, of course, but people are safer drivers in school zones.
Anonymous 3/13/2025 04:19 PM	I keep wondering why there is not a flashing school zone sign near Redmond El like there are at the other schools on the hill. It would make sense ti have one there and make everything more consistent.
Anonymous 3/13/2025 05:07 PM	I have no concerns but I think that school busses and kids walking to and from school cause lots of traffic
Anonymous 3/13/2025 05:37 PM	No concerns
Anonymous 3/13/2025 06:45 PM	Please don't install traffic camera near school or parks. Sounds lien easy money for the dept to make. If you really worry about those, please have more police do the patrol rather than relying the camera traffic. In fact it will increase and cause accidents. Do you want that to happen or create safe environment?
Anonymous 3/13/2025 08:31 PM	As mentioned earlier that close call in the cross walk near horace mann. People race through and do not look. I dont feel safe crossing and never know the drivers will stop. It the only legal crossing spot to the school. other than a sign there is not much that seems to slow people down.
Anonymous 3/13/2025 09:38 PM	None
Anonymous 3/13/2025 09:55 PM	Na
Anonymous 3/13/2025 09:57 PM	Driver's that are focused on themselves and in a hurry. Need flashing crosswalks at all school and park crosswalks
Anonymous 3/13/2025 10:03 PM	People not following the speed limit (flashing lights)
Anonymous 3/13/2025 10:21 PM	Rockwell Elementary: when turning left onto 162nd Ave NE from 112th St, there is a very tall shrub/tree on the SW corner house, which makes it so I need to pull out into the crosswalk to see

oncoming traffic. Then often the school's crossing guard needs to move around my car. I'm also shocked at how fast ppl drive up/down 162nd St NE. Would it be possible to install speed bumps? (Or as my British husband refers to them as: "sleeping police officers" :)

Anonymous

3/13/2025 10:30 PM

N/A

Anonymous

3/13/2025 10:36 PM

None

Anonymous

3/13/2025 11:26 PM

N/A

Anonymous

3/14/2025 01:54 AM

Speeding just outside of the school 20mph zones. Also illegal parking across from Audubon. Parking near the entrance pinches off the exit from 30th onto 180th.

Anonymous

3/14/2025 05:55 AM

Tailgating drivers

Anonymous

3/14/2025 08:39 AM

I live in Kirkland and work in Redmond and the speed camera for Kamiakin is pure entrapment (just see the data on number of tickets). Please don't do that to Redmond. It's a sick money grab. I support crosswalks with orange walking flags like in downtown Kirkland and flashing lights at crosswalks. Crossing guards are already there to get children across safely. Please show me where anyone has been struck at a school or park crossing? I don't know if I've ever heard of an indecent. If not, then please consider that this is a pure money grab.

Anonymous

3/14/2025 09:30 AM

N/a

Anonymous

3/14/2025 10:24 AM

Mann elementary has limited visibility coming up the hill from 166th. A crosswalk with flashing lights would be useful here. The school used adult safety monitors during school hours, which is absolutely necessary given traffic.

Anonymous

3/14/2025 02:38 PM

na

Anonymous

3/14/2025 03:36 PM

Redmond High school is very bad after school is let out. Kids race down the street. We need better ways to slow traffic.

Anonymous

3/14/2025 05:00 PM

The drivers near Clara Barton Elementary School are sometimes distracted, sometimes drive too fast, and sometimes do not stop for students walking to and from school. Clearly marked/painted/lit crosswalks are needed on NE 122nd Street between NE 124th Street and Clara Barton Elementary for students to cross safely.

Anonymous

3/14/2025 05:25 PM

Clara Barton Elementary, fast moving vehicles, vehicles don't stop for pedestrians, lack of traffic lights

Anonymous

3/14/2025 05:33 PM

Clara Barton Elementary: unsafe/distracted/fast driving during school zone when kids are present. Kids on safety patrol have had their flags hit by cars when they are attempting to cross students. I've witnessed many times an adult safety patrol person having to confront distracted drivers if they even can. We need raised crosswalks and better signage/visability.

Anonymous

3/14/2025 05:34 PM

traffic gets very backed up coming and going from both Redmond Middle School and Redmond High School leading to parents or students getting anxious or frustrated and sometimes not making the best decisions.

Anonymous

3/14/2025 06:18 PM

I pass by the school on union hill road and 208th a lot during school hours and hardly anyone obeys the 20 mph speed limit when the lights are flashing. I constantly have people riding my bumper because I'm not going 40. I do think having a second set of flashing lights near the stop light in both directions would help a lot. I think some people forget the lights were flashing while they sit through a red light. And I frequently see people run the red lights not only at this intersection, but also many others downtown.

Anonymous

3/14/2025 09:26 PM

Redmond Middle School and Rockwell Elementary School, pickup after school, overcrowded parents in cars - long lines of illegal parking on side of road, daily.

Anonymous

3/15/2025 12:10 AM

Camera system have no context of short days, vacation days, breaks, early release, etc. They also ticket a vehicle, not a driver. All schools have issues at times, but also have excessive, encroaching, parking and drop off impacts. Very difficult to see signs, flaggers, etc with

rows of vehicles waiting in front of them.

Anonymous

3/15/2025 07:35 AM

Fast cars along NE 167th Street, no crosswalk for school children that attend Clara Barton, no slowing options. My child crosses 167th without a crosswalk

Anonymous

3/15/2025 02:18 PM

N/A

Anonymous

3/15/2025 03:00 PM

Redmond Elementary School- right in downtown and too close to all the congestion of a growing city with very limited ways in and out.

Anonymous

3/15/2025 03:17 PM

It looks to me like the city of Redmond is fishing for justification to install speed cameras, which are really municipal revenue raising devices under the guise of "children's safety" . . . a clever tactic done in order to paint opponents as villains who don't care about children's safety. Is there are accident statistics that show there is a problem, then share the data. If not, then don't try to create such statistics by way of anecdotes collected from surveys.

Anonymous

3/16/2025 01:43 AM

I live on 166th, people speed, but mostly they just don't respect signals. you can have all the stoplights and ped crossing signals in the world but if people speed up when they see you because they don't wanna stop then it's not gonna do any good. also, it feel like a third of cars in redmond have obscured or removed their license plates, so like, they must know they're breaking laws.

Anonymous

3/16/2025 09:33 AM

We need more designated crosswalks so that people do not cross randomly in front of cars.

Anonymous

3/16/2025 12:55 PM

I pass Mann, RHS and RMS daily. Distracted drivers and not enough crosswalks with lights leading up to the schools. Drivers do not stop or slow at crosswalks!

Anonymous

3/16/2025 03:07 PM

General fast moving traffic that rarely slows for pedestrians, drivers that ignore speed limits. The crossings around Redmond Elementary are very long and drivers think the street is wide open for them. The curbs being brought in, or slightly raised crosswalks would help a lot with visibility of people crossing. It would also make drivers more likely to drive more slowly in general on that street.

Anonymous

3/16/2025 04:41 PM

None

Anonymous

3/16/2025 07:33 PM

Lack of protected bike lanes, paint on the side of the road doesn't help me feel physically safe riding my bike. Raised concrete, pylons, even the "armadillos" would be an improvement which increasing the feeling of safety for adults and especially children who ride their bikes as a healthy means of transportation

Anonymous

3/16/2025 07:49 PM

As noted earlier, I have experienced close calls at the crosswalks near Redmond Elementary School. People driving on 166th are driving fast or on their phones. People turning onto 166th do not check for pedestrians.

Anonymous

3/17/2025 09:19 AM

Norman Rockwell Elementary (see previous note).

Anonymous

3/17/2025 10:56 AM

RmS, RHS, Rockwell

Anonymous

3/17/2025 11:18 AM

x

Anonymous

3/17/2025 12:46 PM

No concerns at this time.

Anonymous

3/17/2025 04:58 PM

I mainly witness traffic at Mann, RHS, RMS, Rockwell. Mann and RMS is the scariest. Crossing NE 104th at the Mann entrance MUST BE STOPPED. Speeding and tailgating from south of RMS to the pool (166th to NE 104th) is atrocious and I would really appreciate some negative reinforcement on those folks. Kirkland has speed cameras in some of their school zones and we should too!

Anonymous

3/18/2025 10:46 AM

Rockwell Elementary, Redmond High School

Anonymous

3/18/2025 01:10 PM

Redmond Elementary - the area outside the school is an accident waiting to happen. Drivers ignore pedestrian crossings, safety directions, safe parking guidelines, abuse school staff.

Anonymous

3/18/2025 01:13 PM

Nothing, really

Anonymous

3/18/2025 01:14 PM

The congestion/backup created by Redmond High School drivers is huge! They are backed up all the way down the hill, affecting drivers in and out of Horace Mann as well as drivers down on 166th. The traffic down at Redmond Elementary and Old Redmond School House has so many crosswalks and drivers don't always stop for pedestrians to cross where they need to.

Anonymous

3/18/2025 01:38 PM

As I mentioned, I work at Red. El. and often witness cars speeding by the school, not pausing for crosswalks/crossing guards, driving through before students/crossing guards are safely out of the crosswalk, driving in a distracted manner, etc.

Anonymous

3/18/2025 02:05 PM

Redmond elementary, reckless and distracted drivers and

Anonymous

3/18/2025 02:57 PM

Lack of pedestrian signals, crossing 166th to Norman Rockwell Elementary. Parent drop off/pick up backs up at Redmond Middle School causing chaos on the street (166th). Distracted drivers everywhere!

Anonymous

3/18/2025 03:18 PM

I'm worried about the safety of our staff and students/families at Redmond Elementary.

Anonymous

3/18/2025 03:26 PM

Lots of distracted drivers and drivers not following crosswalk and crossing guard directions

Anonymous

3/18/2025 03:38 PM

The streets around our school, Redmond Elementary is overrun with parked cars right now (especially NE 80th St and 169th Ave NE. It makes it very difficult to see cross traffic and I expect it's the same for pedestrians. If you are going to build high-rise housing, the buildings need to accommodate the cars, and not have them parking every which way. I believe that Bellingham has an ordinance that if you live in a building that offers housing, then you need to use it as you will get a ticket if you are parking on the streets at night (something like that; my student graduated a few years ago).

Anonymous

3/18/2025 04:49 PM

The school zone creates a lot of backed up traffic for people trying to leave the education hill neighborhood in the mornings. This can

increase distracted driving and speeding as people try to make up time

Anonymous

3/18/2025 04:52 PM

More police present to control

Anonymous

3/19/2025 08:27 AM

No major concerns for school zones.

Anonymous

3/19/2025 04:40 PM

Horace Mann Elementary has drivers moving too fast, and drivers who don't stop for the school crossing guard when they enter the crosswalk with their reflective vest and flag to let students cross.

Anonymous

3/19/2025 09:22 PM

Lack of sidewalk, lack of sufficient light during winter mornings and evenings, lots of vehicular backup during school times

Anonymous

3/19/2025 09:40 PM

Horace Mann primarily. Our arms race of bigger and bigger cars is particularly dangerous for elementary age kids due to their height. LWSD and the respective towns need to encourage less driving. I'm not sure why Redmond allowed 104th and surrounding streets to be free parking for the high school. The least they could do is install parking meters to recoup and reinvest some of that cost into improved infrastructure. And half the parents driving their kids to school live within half a mile - then drive way to fast though the parking lot, distracted by their phones and decide their smarter than everyone by driving through the teachers lot so their precious spawn only doesn't have to walk 50 extra feet. Then they exist, turning left despite the sign clearly telling them not to. Or turn right and play chicken with the crossing guards.

Anonymous

3/19/2025 10:16 PM

Careless drivers ignores walking signs signals and rushes .

Anonymous

3/20/2025 02:19 PM

Redmond High school need protected crossing for pedestrians to cross 104th to Hartman Park and other areas along 104th Street east of RHS.

Anonymous

3/21/2025 09:54 AM

Middle school has most of the observed issued: reckless and improper parking on bike lanes

Anonymous

Rockwell Elementary is my main concern. Cars travel way too fast in

3/21/2025 03:24 PM

the areas around the school, often ignoring crosswalks and speed limits.

Anonymous

3/21/2025 03:26 PM

Cars driving in the Norman Rockwell school zones. Cars are speeding and seem unaware of their surroundings. Cars frequently don't stop for pedestrians and drive in the bike lane, very close to children and families walking on the sidewalks.

Anonymous

3/24/2025 03:49 PM

None

Anonymous

3/25/2025 06:17 AM

Wilder Elementary- people undertaking traffic because they are impatient and don't keep to the speed limit. Redmond High - school start and end times people get very mad about the lack of a traffic light and they turn left using the right lane out of the school.

Anonymous

3/25/2025 07:41 AM

****Wilder Elementary School - Poor and confusing signage!! The fact that school zones are 20 mph 24/7 is not clear to most people due to random signs that say: "when flashing" or "when students are present". Signs are confusing and the speeds are unsafe often during before/after school/weekend events. RCW 46.61.440 Maximum speed limit when passing school or playground crosswalks—Penalty, disposition of proceeds. (1) Subject to RCW 46.61.400(1), and except in those instances where a lower maximum lawful speed is provided by this chapter or otherwise, it shall be unlawful for the operator of any vehicle to operate the same at a speed in excess of twenty miles per hour when operating any vehicle upon a highway either inside or outside an incorporated city or town when passing any marked school or playground crosswalk when such marked crosswalk is fully posted with standard school speed limit signs or standard playground speed limit signs. The speed zone at the crosswalk shall extend three hundred feet in either direction from the marked crosswalk.

****Redmond High School - No traffic light allowing drivers to enter or exit with any regularity. No metered crosswalk lights to allow pedestrians to walk across street in groups. RHS is the only comprehensive school without a traffic signal. It is dangerous and can cause 45 minute waits to enter or exit the school. Frustrated drivers get angry and cause multiple issues.

Anonymous

3/25/2025 09:11 AM

Biggest problem seems to be young drivers (coming and going from the high school) that don't care about speed limits, driver distraction, or watching for pedestrians.

Anonymous

3/25/2025 09:26 AM

Add more crosswalks

Anonymous

3/25/2025 01:18 PM

NA

Anonymous

3/25/2025 01:18 PM

Fast traffic and impatient drivers

Anonymous

3/25/2025 01:24 PM

N/A

Anonymous

3/25/2025 02:35 PM

none

Anonymous

3/26/2025 07:06 PM

Redmond Elementary. Drivers sometimes drive through while children are crossing with the stop flag held out. Fast driving while the flashing light is on for reduced speed.

Anonymous

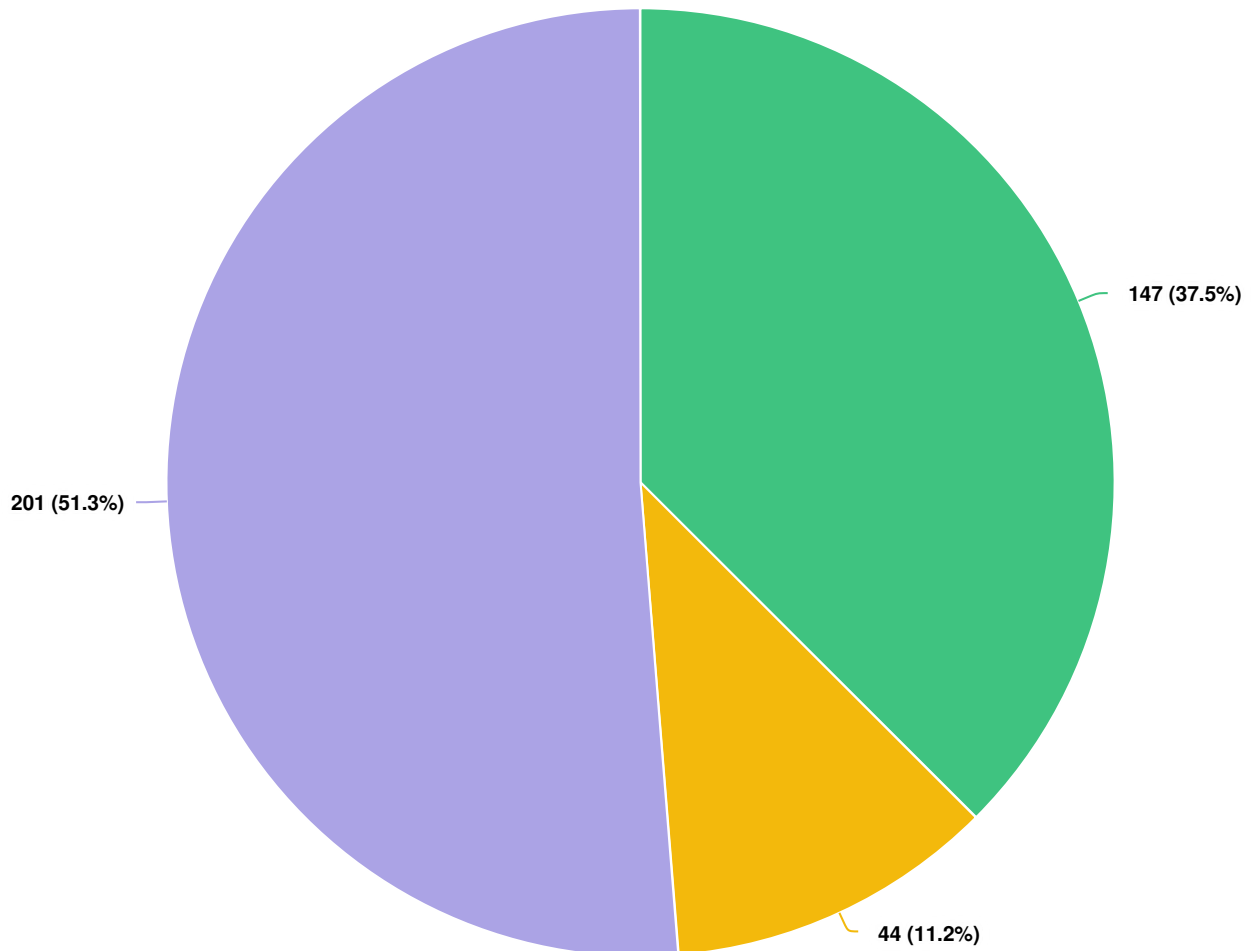
3/30/2025 08:23 PM

Evergreen Middle School- majority of cars passing the school are going above 20mph. Eastlake High School- back way into Eastlake cars are doing way over 20mph past students walking to school, Stem- in am so many students are late because of traffic on hwy 202. Cars race on 208th to get into school on time. Alcott Elementary- parents are a little better at going the speed limit

Mandatory Question (391 response(s))

Question type: Essay Question

Q12 | How supportive are you of measures, such as speed safety cameras to reduce speeding and improve safety near schools?

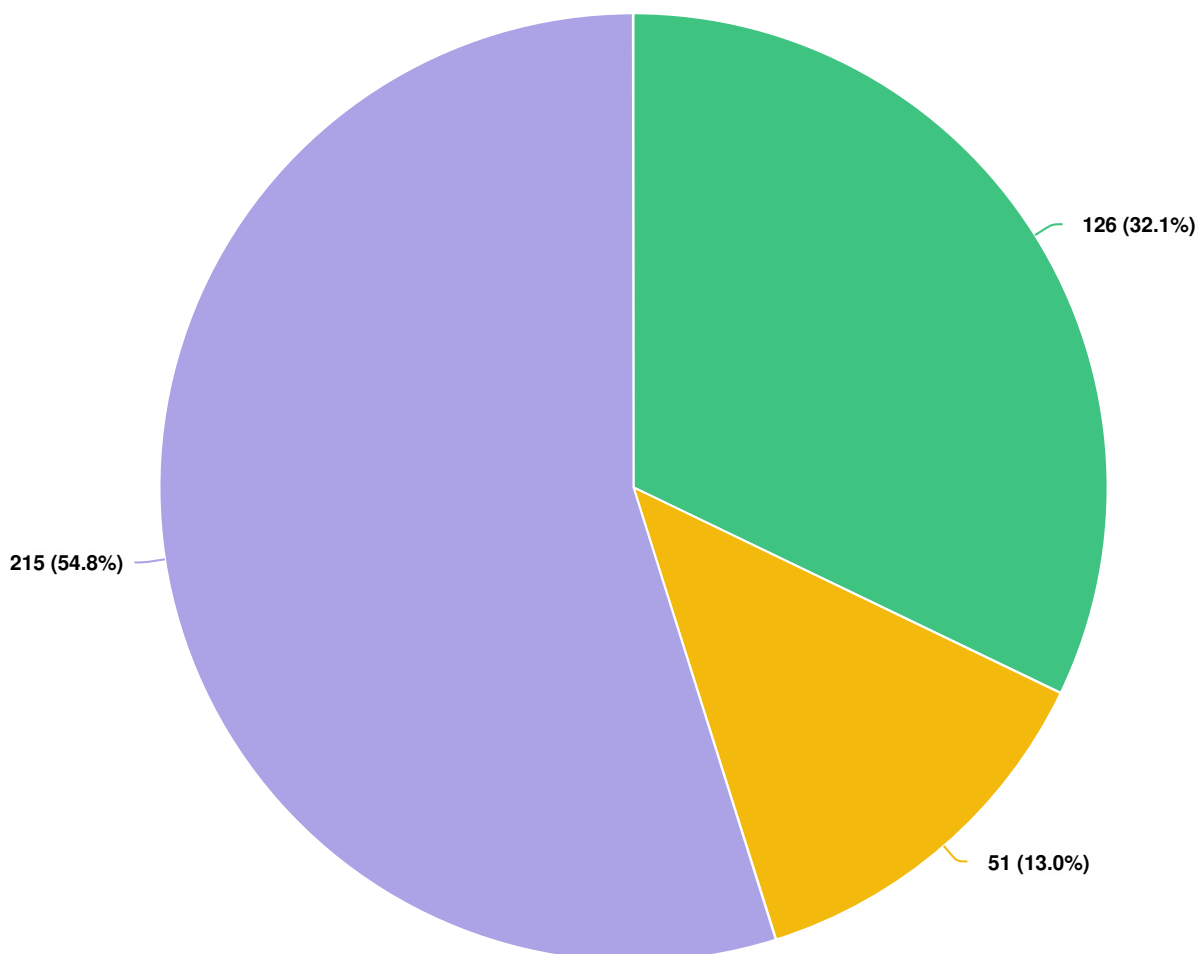


Question options

Supportive Neutral Not supportive

Mandatory Question (392 response(s))
Question type: Radio Button Question

Q13 | How supportive are you of measures, such as speed safety cameras to reduce speeding and improve safety near parks?



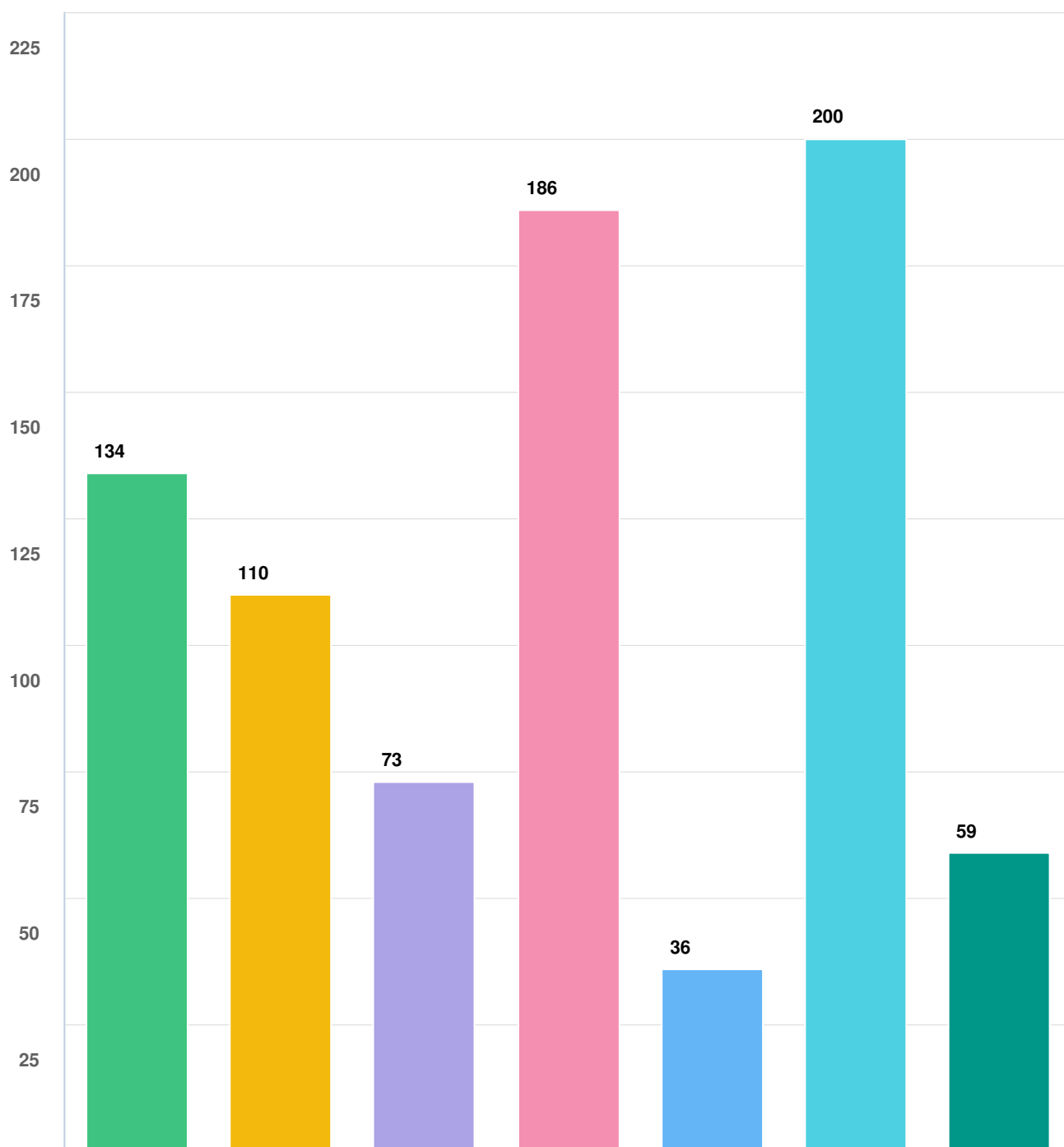
Question options

Supportive Neutral Not supportive

Mandatory Question (392 response(s))

Question type: Radio Button Question

Q14 If you indicated that you are not supportive of speed safety cameras in Redmond, why? (please select all that apply)



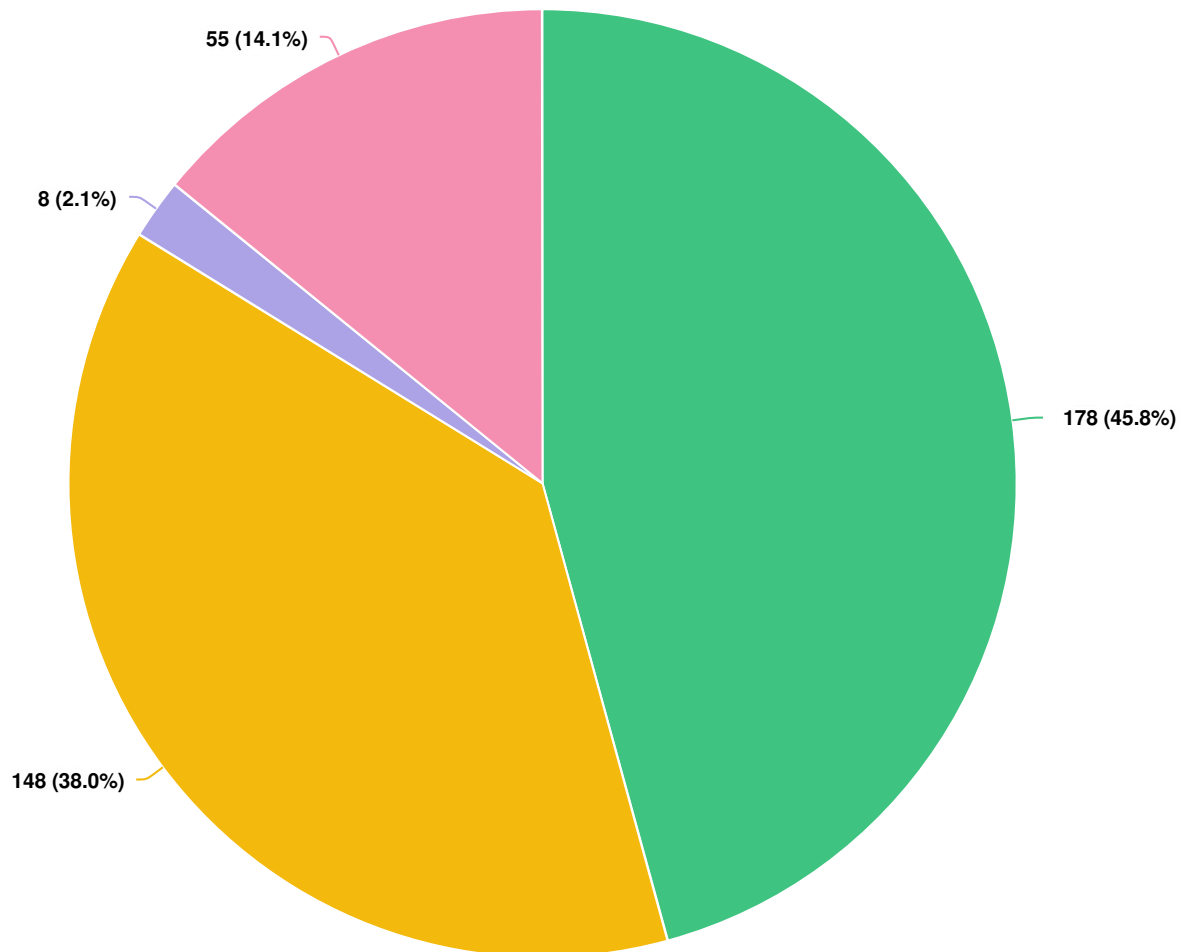
Question options

- N/A, I am supportive of speed safety cameras
 ● Privacy concerns
 ● Equity concerns
- Belief that there are better solutions to slow traffic
 ● Belief that it will increase travel times
- Concerns that it may be just a revenue source for the City and not improve safety
 ● Other (please specify)

Mandatory Question (392 response(s))

Question type: Checkbox Question

Q15 What gender do you identify with?

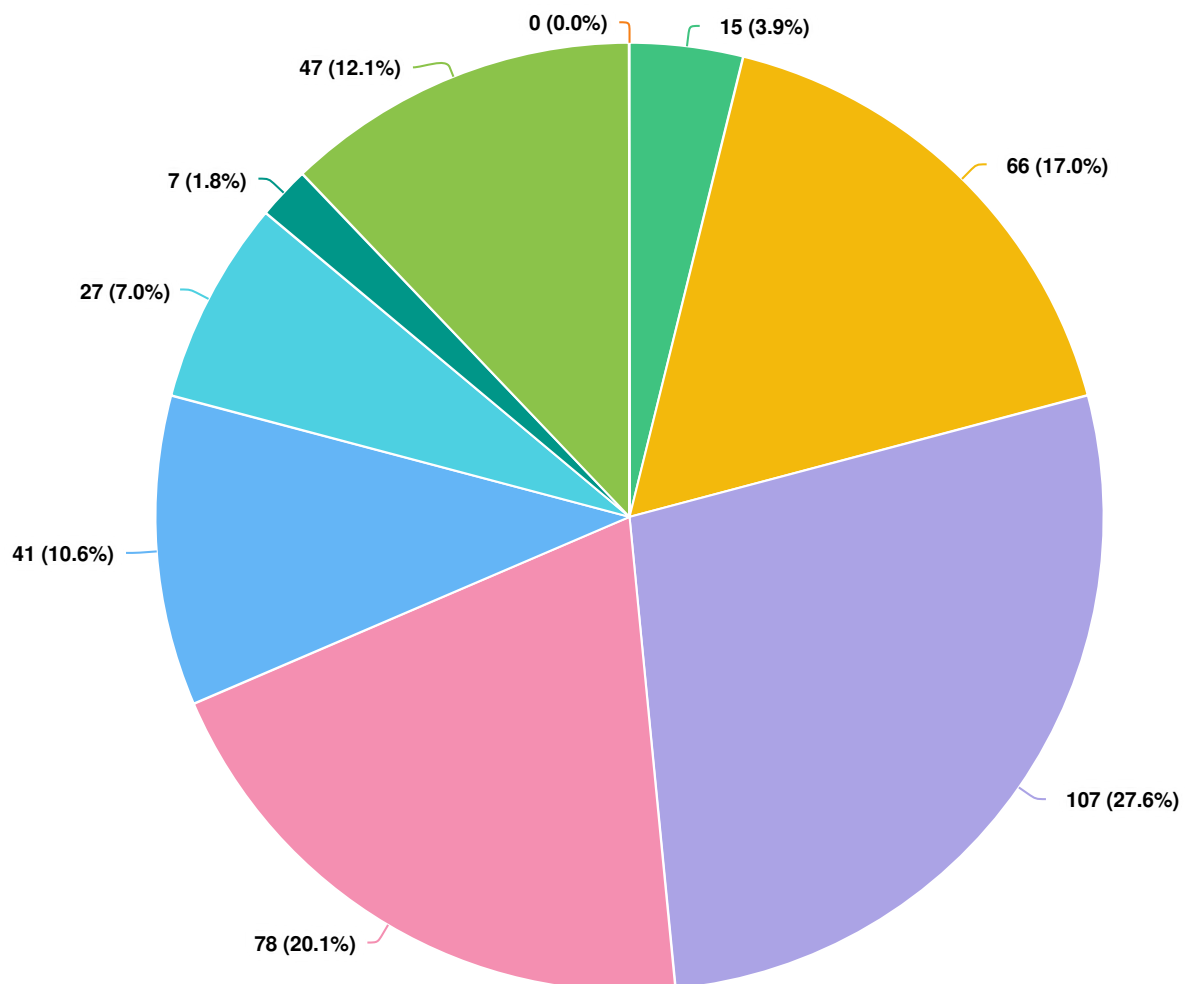


Question options

Female Male Transgender / Gender variant I prefer not to answer

Optional question (389 response(s), 3 skipped)
Question type: Radio Button Question

Q16 In what decade were you born?

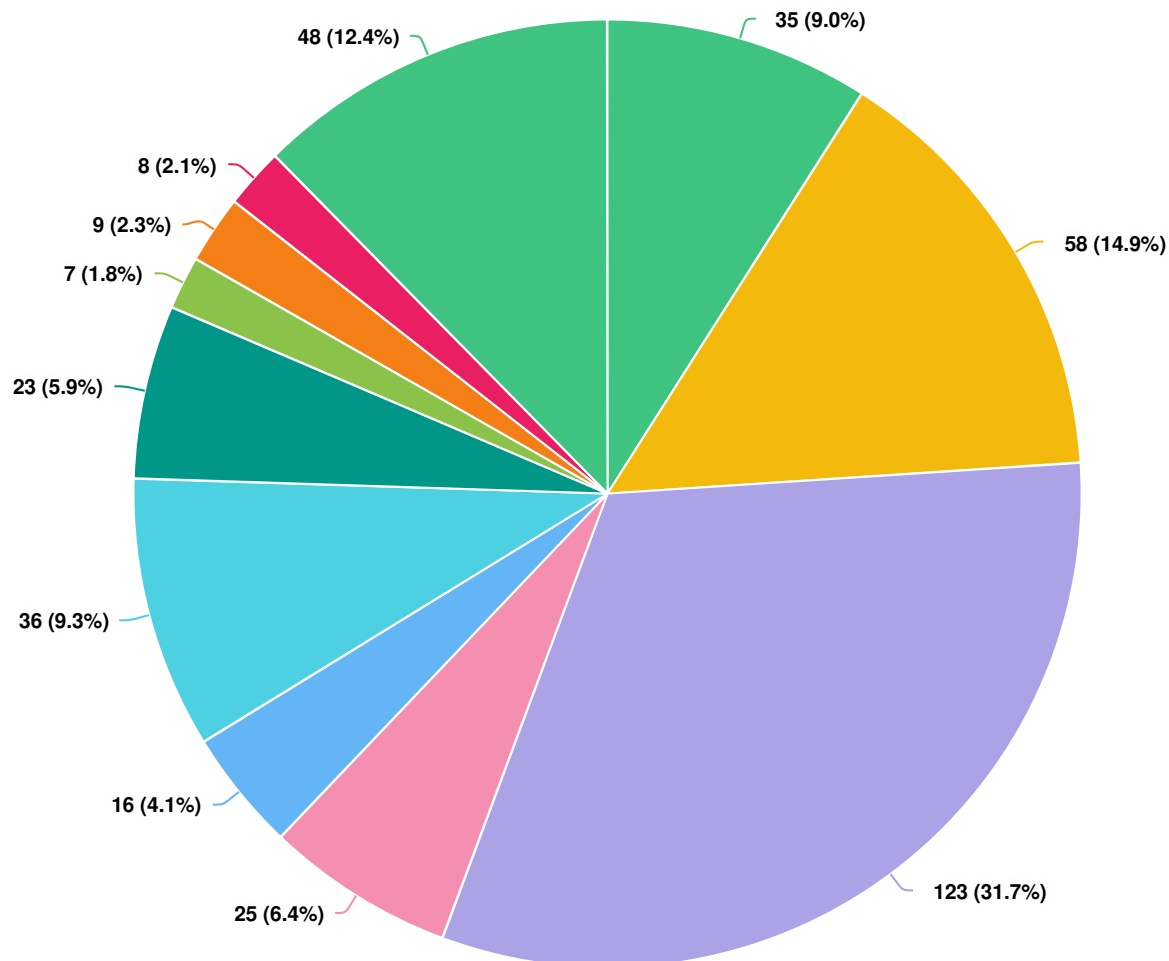


Question options

● 2000 or after
 ● 1990-1999
 ● 1980-1989
 ● 1970-1979
 ● 1960-1969
 ● 1950-1959
 ● 1940-1949
● I prefer not to answer
 ● Before 1940

Optional question (388 response(s), 4 skipped)
 Question type: Radio Button Question

Q17 | Which of the following best describes where you live? (please see the Redmond neighborhood map for reference if needed)

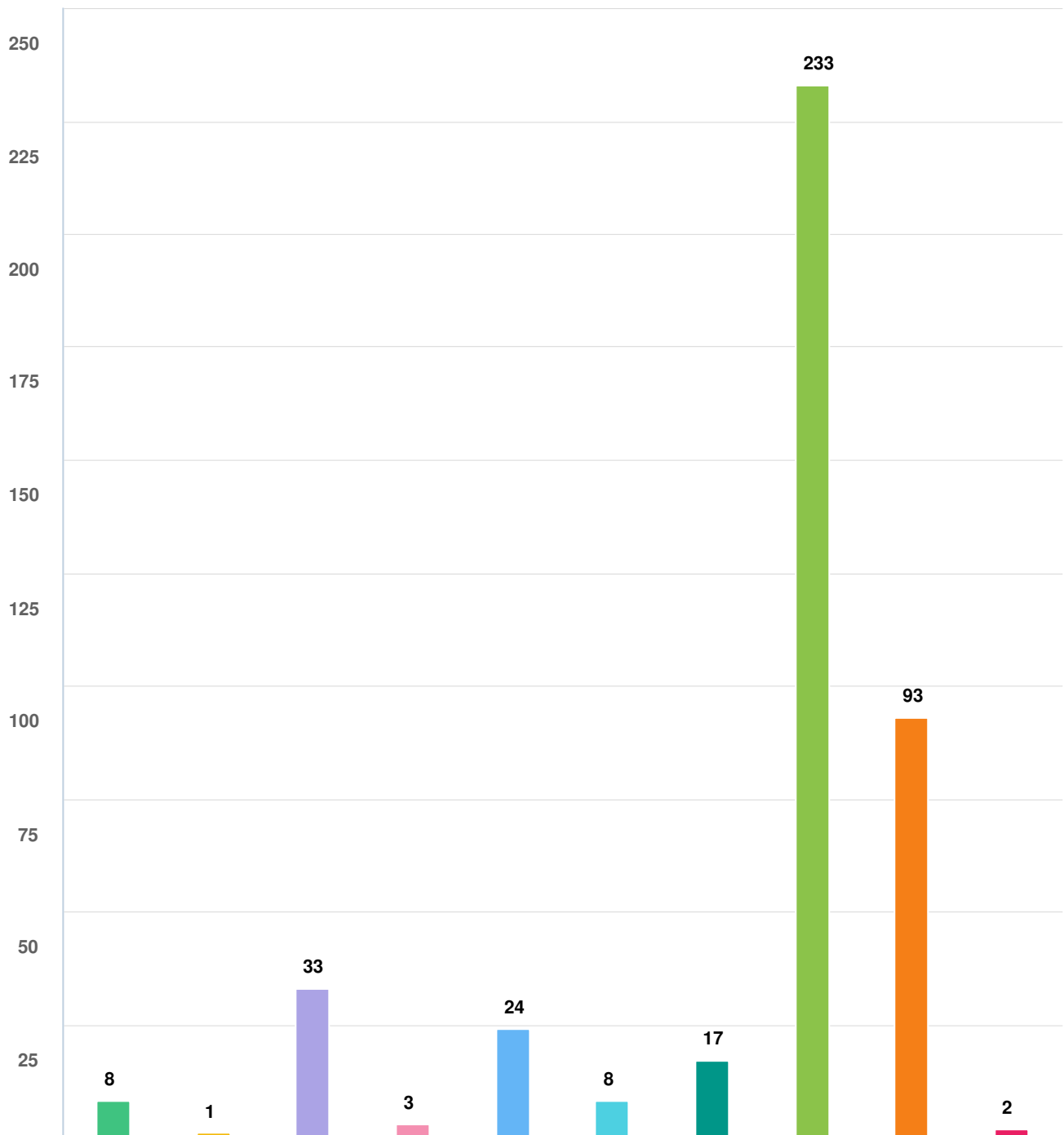


Question options

- Redmond's Bear Creek neighborhood
 ● Redmond's Downtown neighborhood
 ● Redmond's Education Hill neighborhood
- Redmond's Grass Lawn neighborhood
 ● Redmond's Idylwood neighborhood
 ● Redmond's North Redmond neighborhood
- Redmond's Overlake neighborhood
 ● Redmond's Sammamish Valley neighborhood
- Redmond's SE Redmond neighborhood
 ● Redmond's Willows / Rose Hill neighborhood
- Outside of Redmond (Please provide your zipcode)

Optional question (388 response(s), 4 skipped)
Question type: Radio Button Question

Q18 Which of the following best describe your racial and ethnic heritage? (please select all that apply)



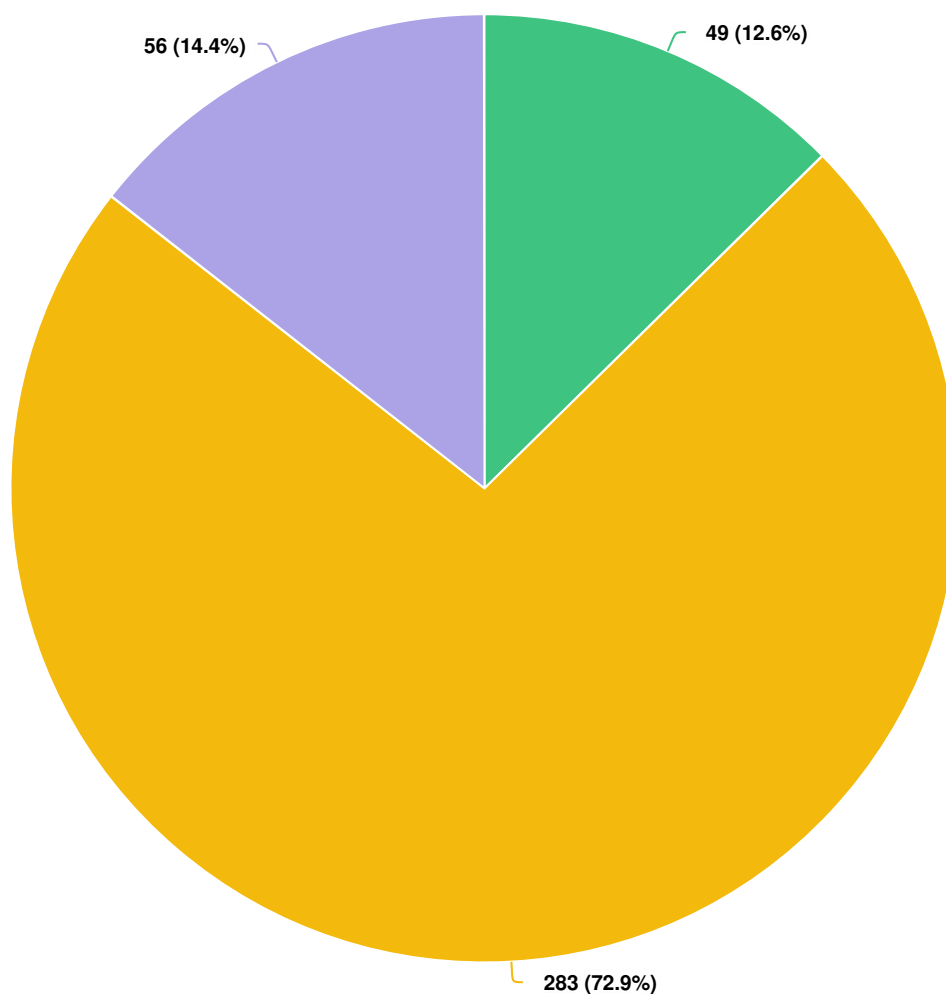
Question options

- Black / African American
 ● Arab American
 ● Asian American
 ● Native Hawaiian / Pacific Islander
- Latina / Latino / Latinx
 ● American Indian / Alaska Native
 ● South Asian
 ● White / Caucasian
- I prefer not to answer
 ● Other (please specify)

Optional question (387 response(s), 5 skipped)

Question type: Checkbox Question

Q19 | Do you identify as having or living with a disability?

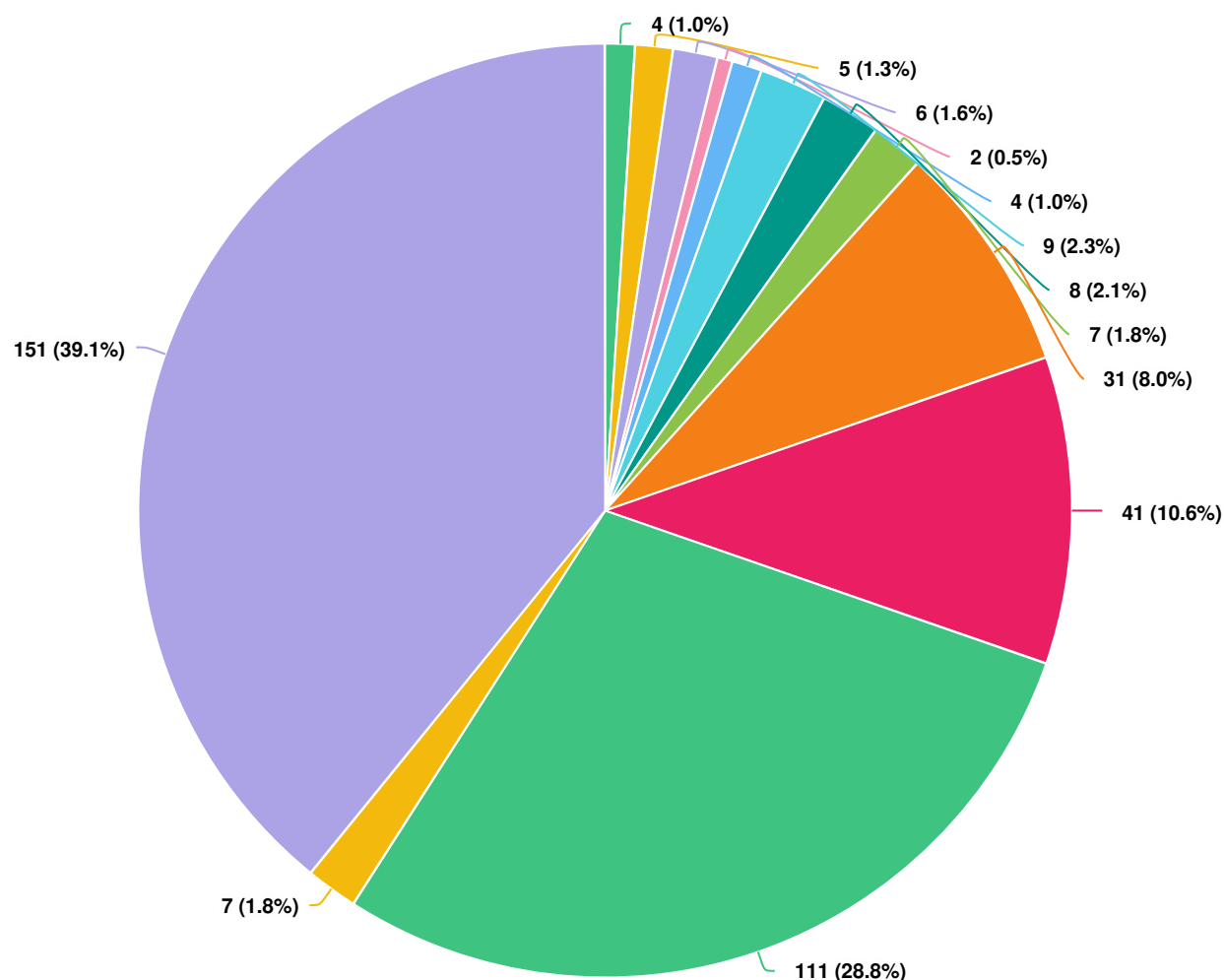


Question options

☒ Yes ☒ No ☒ I prefer not to answer

Optional question (388 response(s), 4 skipped)
Question type: Radio Button Question

Q20 What is your total household income per year (before taxes)?



Question options

- Less than \$30,000
 ● \$30,000 - \$39,999
 ● \$40,000 - \$49,999
 ● \$50,000 - \$59,999
 ● \$60,000 - \$69,999
- \$70,000 - \$79,999
 ● \$80,000 - \$89,999
 ● \$90,000 - \$99,999
 ● \$100,000 - \$149,999
 ● \$150,000 - \$199,999
- \$200,000 or higher
 ● I am unsure
 ● I prefer not to answer

Optional question (386 response(s), 6 skipped)
Question type: Radio Button Question



Memorandum

Date: 5/20/2025

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

File No. CM 25-309

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:

Redmond Police Department Gift Cards for Guns

OVERVIEW STATEMENT:

In the 2025/2026 biennium budget, City Council allocated \$50,000 to fund a gun buy-back, sponsored by the City of Redmond. The police department opted to hold one event in the Spring and another in the Fall of 2025.

On Saturday, April 19, 2025, the police department hosted a Gift Cards for Guns event in the north lot of the public safety building. The event was promoted as an opportunity for Redmond residents and employees to trade in their firearms in exchange for Visa debit cards.

☐ **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 a report-out following the event.
- **Other Key Facts:**
N/A

OUTCOMES:

The Gift Cards for Guns event offered Redmond residents and employees a safe and convenient way to remove unwanted firearms from their homes. While Redmond experiences relatively low rates of gun violence, unsecured firearms still pose a risk, especially when left accessible to children, visitors, or individuals in crisis. By turning in firearms they no longer needed or wanted, participants helped prevent the potential for accidental discharges, unintentional injuries, or theft during home burglaries.

In total, 98 firearms were submitted in exchange for \$15,000 in Visa debit cards. The exchanged firearms included:

- 18 Pistols
- 24 Revolvers
- 36 Rifles, including 2 AK-47's and 1 AR style assault rifle
- 16 shotguns

The Fall Gift Cards for Guns event has been scheduled for Saturday, September 20, 2025.

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

- **Timeline (previous or planned):**
N/A
- **Outreach Methods and Results:**
The Guns for Gift Cards event was promoted via normal social media and network news platforms.
- **Feedback Summary:**
N/A

BUDGET IMPACT:

Total Cost:

Budget allocation: \$15,000.00

Labor cost (11 overtime employees): Approximately \$4,000

Approved in current biennial budget: ☒ Yes ☐ No ☐ N/A

Budget Offer Number:

228 Criminal Justice

Budget Priority:

Safe and Resilient

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

If yes, explain:

Examples: software with a yearly cost, revenue generating, match requirements, etc. - if none, enter 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
5/20/2025	Committee of the Whole - Public Safety and Human Services	Receive Information

Time Constraints:
N/A

ANTICIPATED RESULT IF NOT APPROVED:

Funding this program was pre-approved by City Council.

ATTACHMENTS:

Attachment A: Guns for Gift Cards flyer

REDMOND
POLICE
DEPARTMENT

GIFT CARDS FOR GUNS

Trade in your firearms for
Amazon Digital Gift Cards.

Up to \$300 per firearm!

Accepting guns only - NO AMMO

\$0 – Replicas, toy guns, bb-guns, pellet guns, airsoft guns

\$100 – muzzle loaders, antiques, shotguns, rifles (non-assault style)

\$200 – handguns (pistols and revolvers)

\$300 – AR-style rifles, AK-style rifles, and Automatic rifles

Weapon(s) must be UNLOADED, with the safety on, and in the trunk or rear area of the vehicle. All weapons should be out of reach of vehicle passengers. If possible, have them in a gun case or box that an officer may access and examine.

**City of Redmond residents
and employees only. Proof
of residency required.**



**SATURDAY
APRIL 19, 2025
9 a.m. to 12 p.m.**

**Redmond Police Department
North Lot
8707 160th Ave. NE
Redmond, WA 98052**





Memorandum

Date: 5/20/2025

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

File No. CM 25-308

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
--------	--------------------	--------------

DEPARTMENT STAFF:

Police	Brian Coats	Deputy Chief
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TITLE:

RPD Police Activity Report Q1 2025

OVERVIEW STATEMENT:

This presentation provides a summary of police activity for the first quarter of 2025. It includes comparisons from the first half of 2025 to the same periods in the previous two years, covering 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 Redmond Police Department 2024 Annual Report is included in this activity material.

☐ **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:**
N/A
- **Other Key Facts:**
N/A

OUTCOMES:

The first quarter 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:**

228 Criminal Justice

Budget Priority:

Safe and Resilient

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

Examples: software with a yearly cost, revenue generating, match requirements, etc. - if none, enter N/A.

Funding source(s):

General Fund

Budget/Funding Constraints:

N/A

☐ **Additional budget details attached**

Date: 5/20/2025

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

File No. CM 25-308

Type: Committee Memo

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
5/20/2025	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: Police Q1 Activity Report Presentation

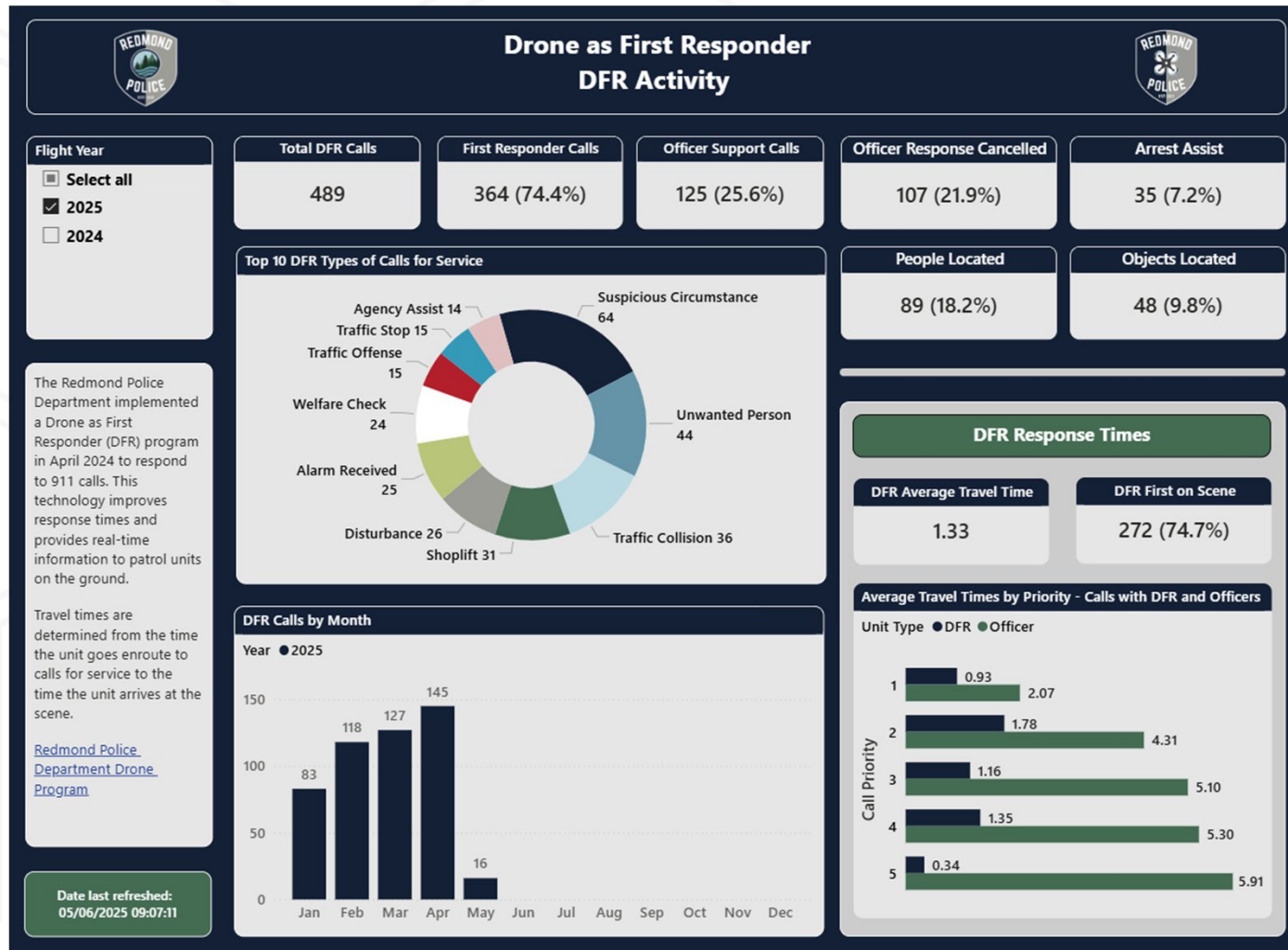
Attachment B: Redmond Police 2024 Annual Report

Quarterly Police Activity Update

Q1 2025 Review

Police Chief Darrell Lowe

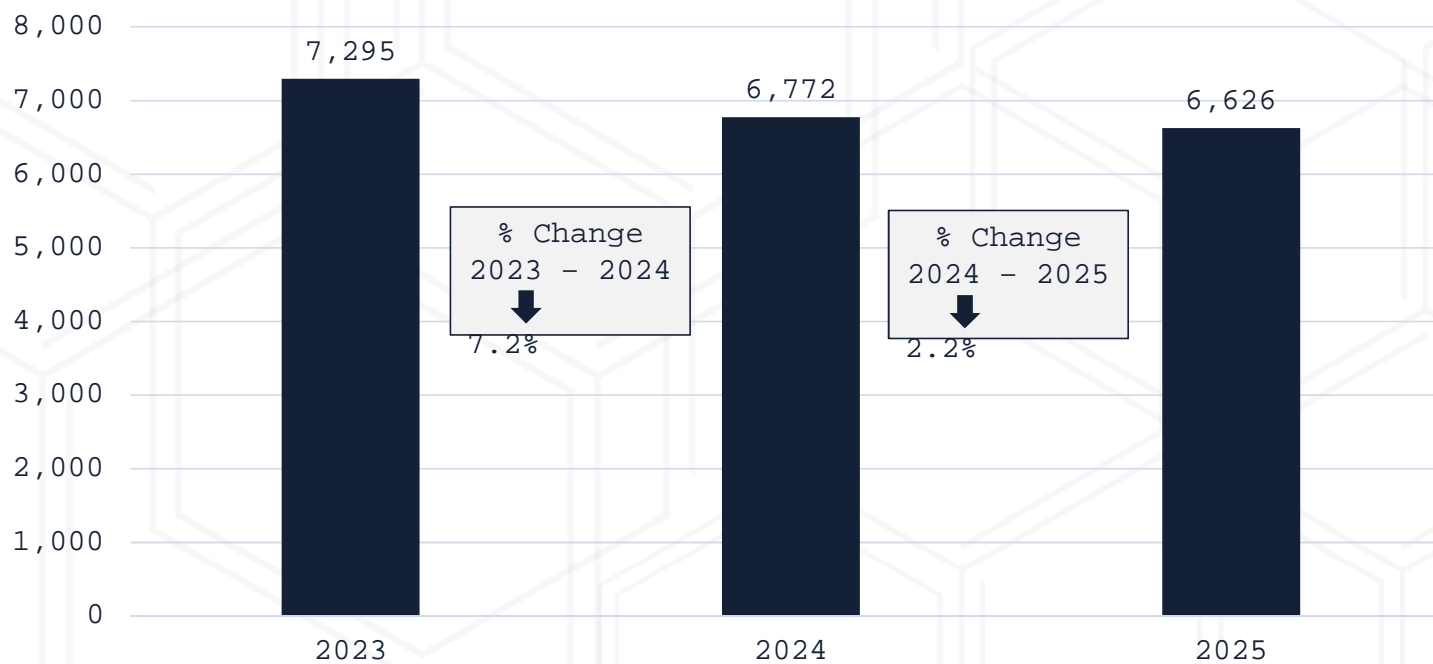




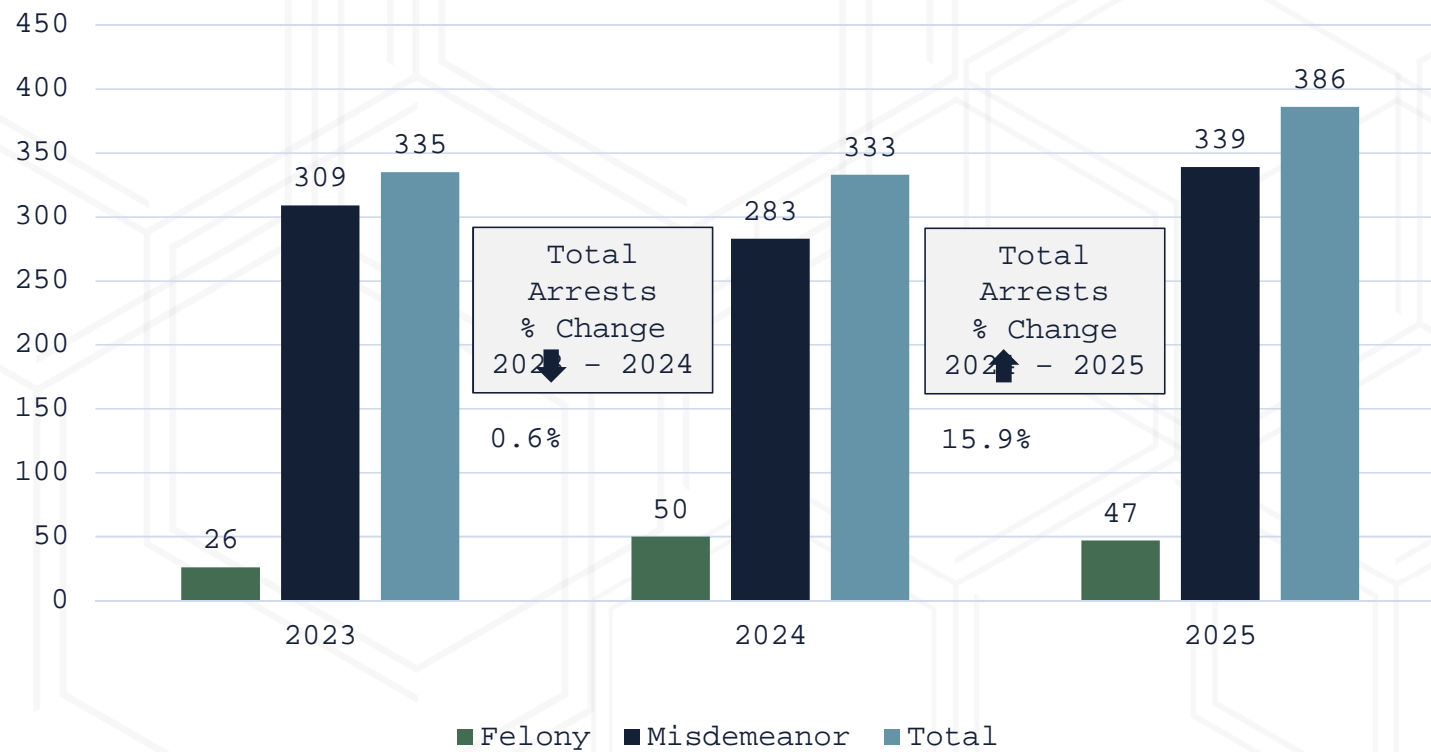
The Drone as First Responder Activity Dashboard can be found on the police web page:
<https://www.redmond.gov/2172/Drone-Program-Dashboard>



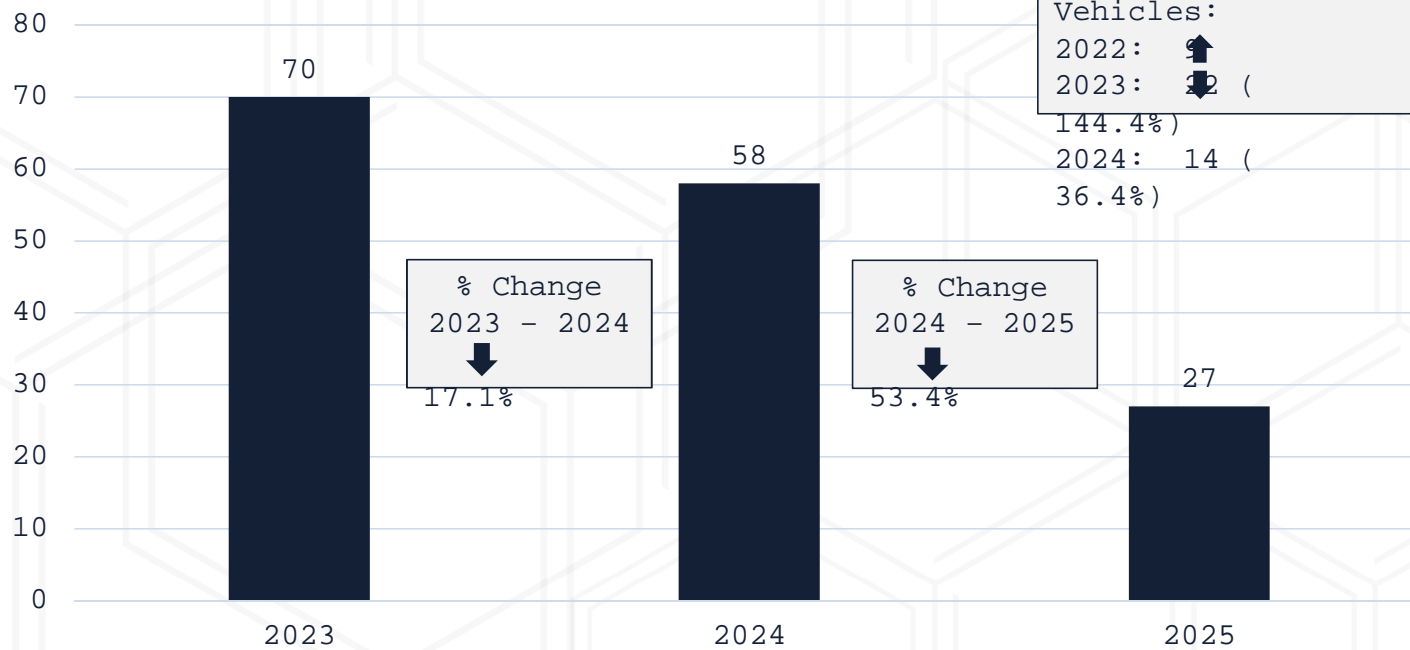
Calls for Service January - March



Arrests January - March



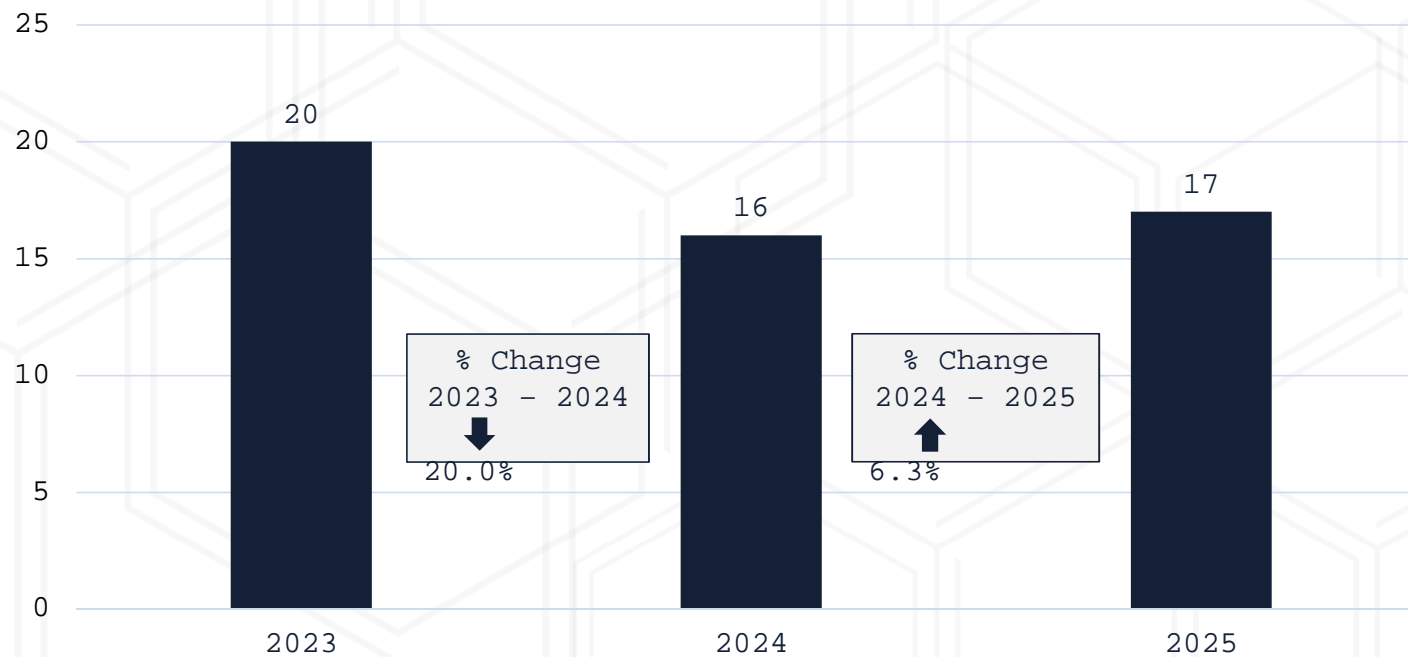
Auto Thefts January - March



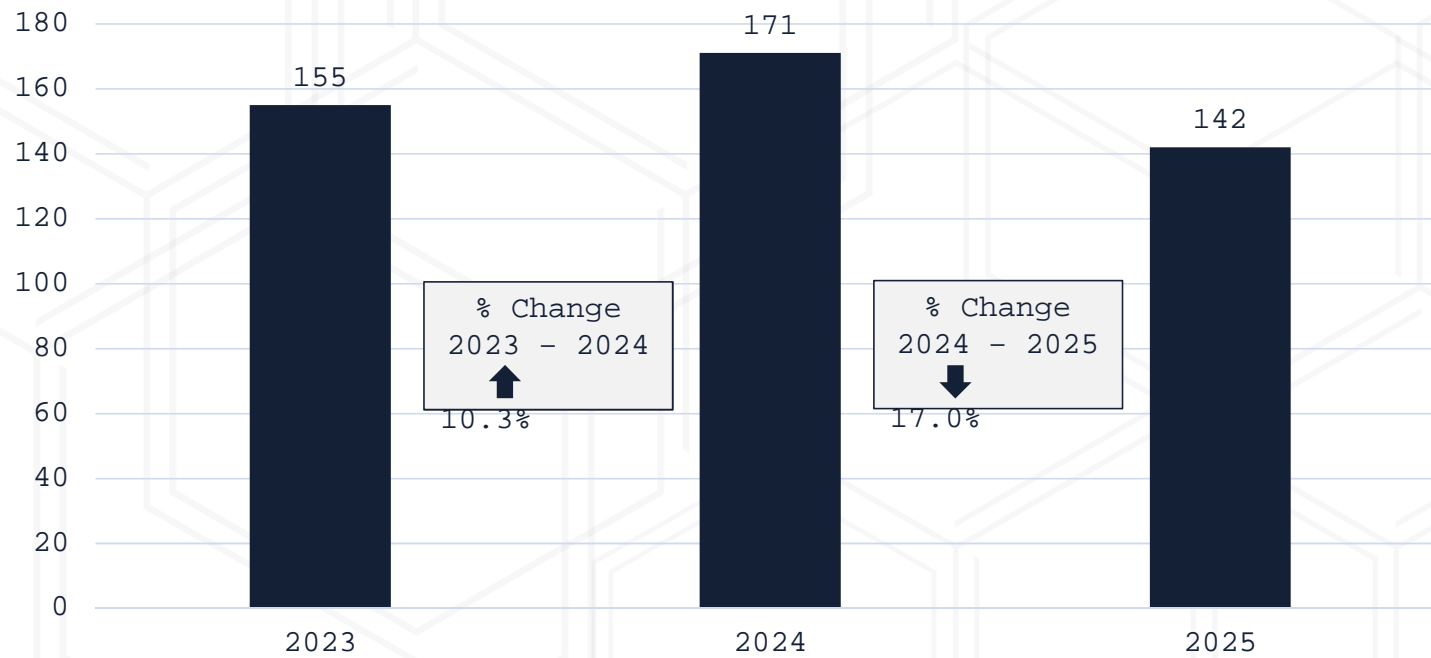
*Counts do not include
attempted auto thefts



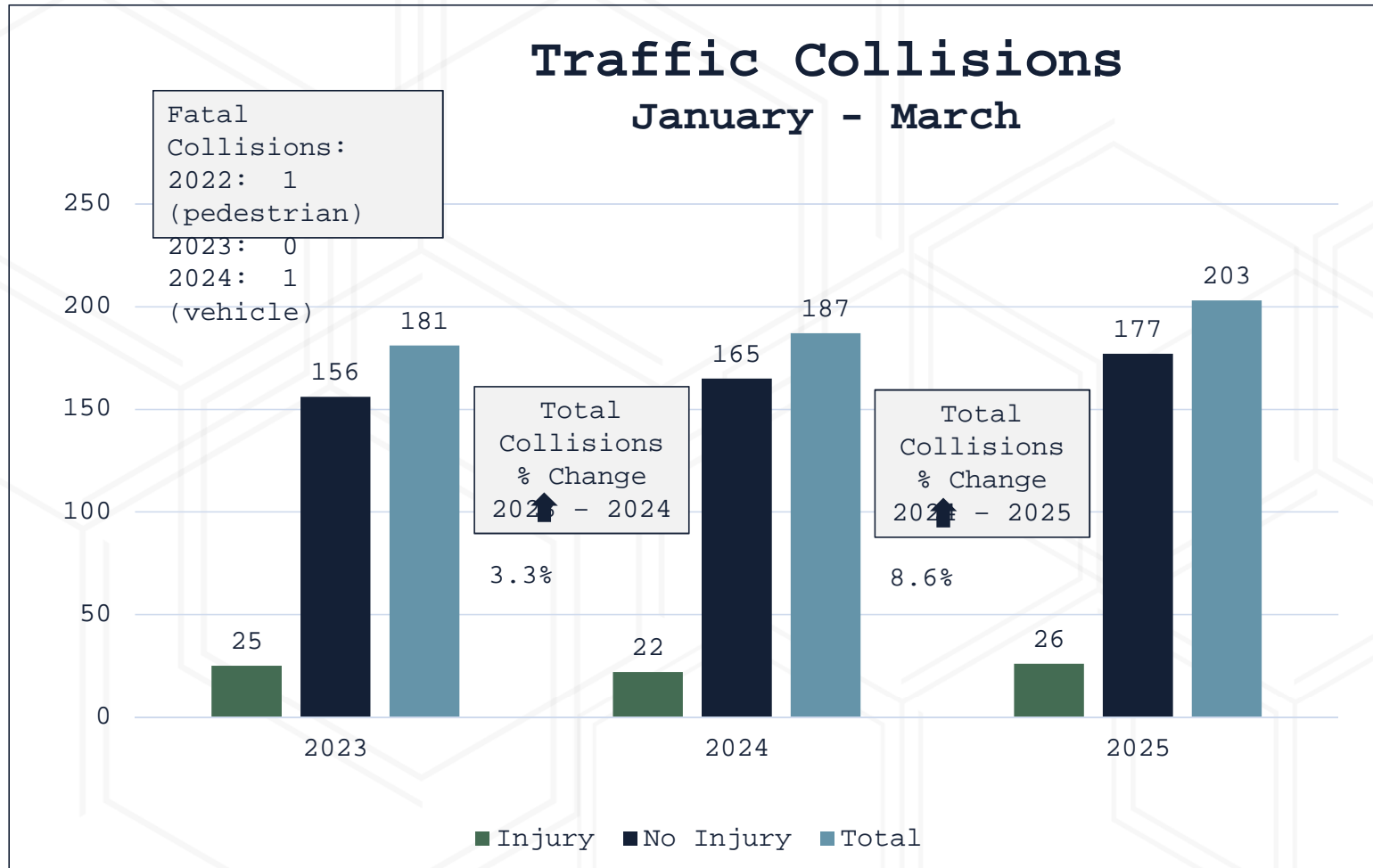
Residential Burglaries January - March

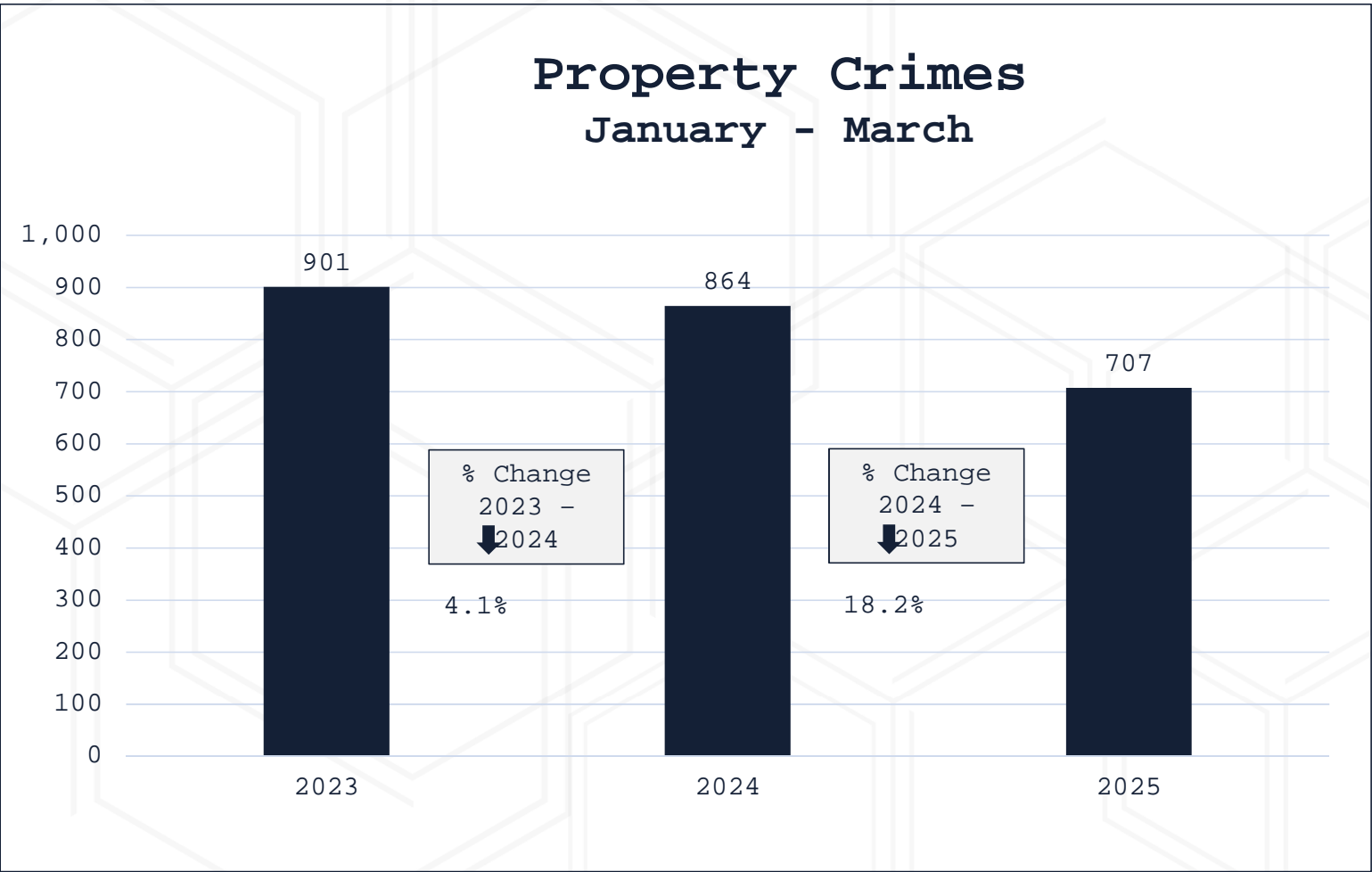


Shoplifts January - March

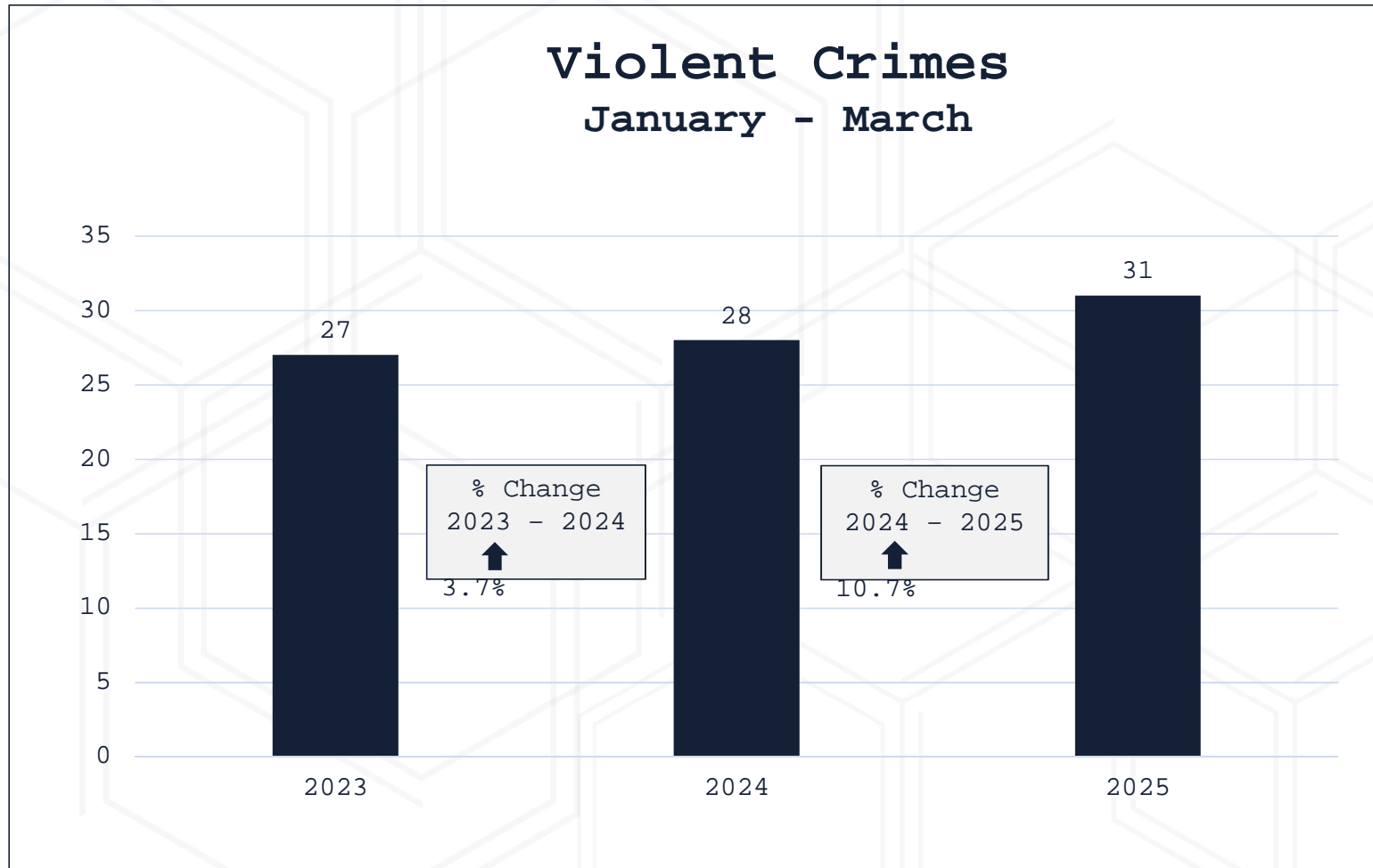


Traffic Collisions January - March





Violent Crimes January - March



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



Gold Jewelry Thefts/Robbery Series

After a slowdown over the winter, this series has picked up again with 6 incidents reported in May (as of May 8th). Characteristics of this series include:

- 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?





ANNUAL REPORT 2024

Redmond Police Department



Letter from Mayor Angela Birney and Chief Darrell Lowe



Mayor Angela Birney and Chief Darrell Lowe

Our Values

Respect: Willingness to show consideration regarding others with honor.

Professionalism: Work, deeds, actions, and presentation that demonstrate excellence.

Dedication: Practicing and promoting a high set of standards and values; walking the walk even when no one is looking; organization first.

The City of Redmond and the Redmond Police Department proudly present the 2024 Police Annual Report. Our officers and professional staff dutifully serve our more than 80,000 community members with collaboration, compassion, fairness, and integrity.

The Redmond Police Department is a premier agency committed to maintaining community safety with respect, professionalism, and a dedication to upholding the law by responding to emergencies, building community relationships, and implementing technological advancements.

The department has been at the forefront of adopting innovative technologies, including successfully launching the Drones as First Responders (DFR) program in April 2024.

The DFR program allows police to quickly respond to incidents and assess a situation before patrol units arrive, enabling more informed decision-making and ensuring safer outcomes for officers and community members. The DFR responded to 659 calls in 2024.

2024 also brought light rail to Redmond with the opening of the Overlake and Technology stations.

Our community-oriented outreach extends beyond Redmond. In 2024, Chief Lowe served as President of the Washington Association of Sheriffs and Police Chiefs (WASPC) and Immediate Past President of the King County Chiefs and Sheriffs Association. He serves on the Attorney General's Transition Committee, the Governor's Artificial Intelligence Task Force, and previously on the Governor's Task Force on Independent Investigations of Police Use of Force.

The Redmond policing culture is inclusive and transparent. We strive to ensure Redmond is a welcoming community for all, and we appreciate your continued support.

Sincerely,

Angela Birney, Mayor
City of Redmond

Darrell Lowe, Chief
Redmond Police Department

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A LOOK AT REDMOND POLICE

80,040

Population of Redmond (WA State Office of Financial,
Forecasting, & Research Division)

62,430

Total Calls to
Communications Center

37,940

Total Computer-Aided
Dispatch (CAD) Calls
Processed by
Communications Center



STATISTICS	2022	2023	2024
Total calls to RPD Communications Center	68,679	↑ 68,737	↓ 62,430
Total 911 calls	18,088	↓ 17,835	↓ 15,981
Average 911 call answer rate (in seconds)	4.83	4.83	↓ 4.24

DEPARTMENT AT A GLANCE

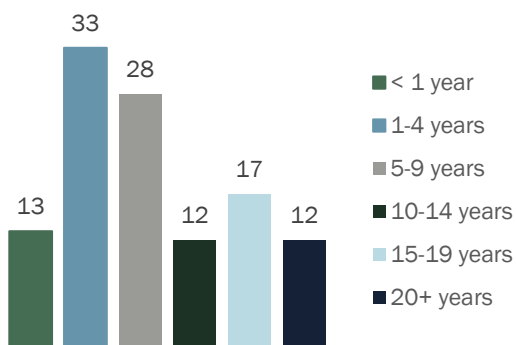


The Redmond Police Department is committed to providing quality service to community members by fostering relationships through collaboration, compassion, inclusivity, fairness, and communication. In 2024, the Redmond Police Department employed 115 personnel.

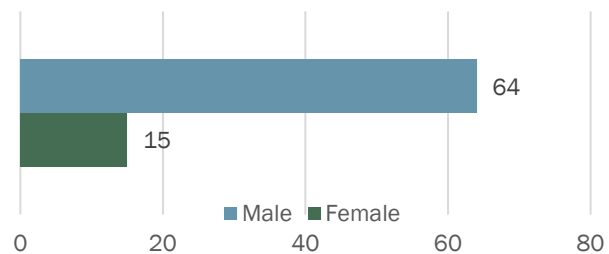
Employees

- 88 commissioned personnel when fully staffed
- 36 professional staff members

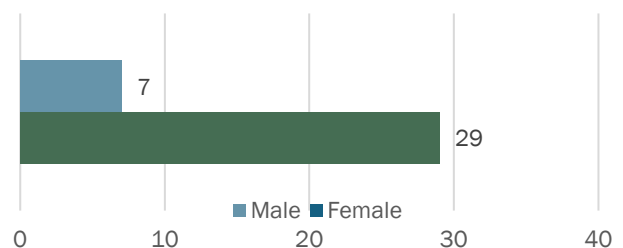
TENURE



RPD COMMISSIONED STAFF

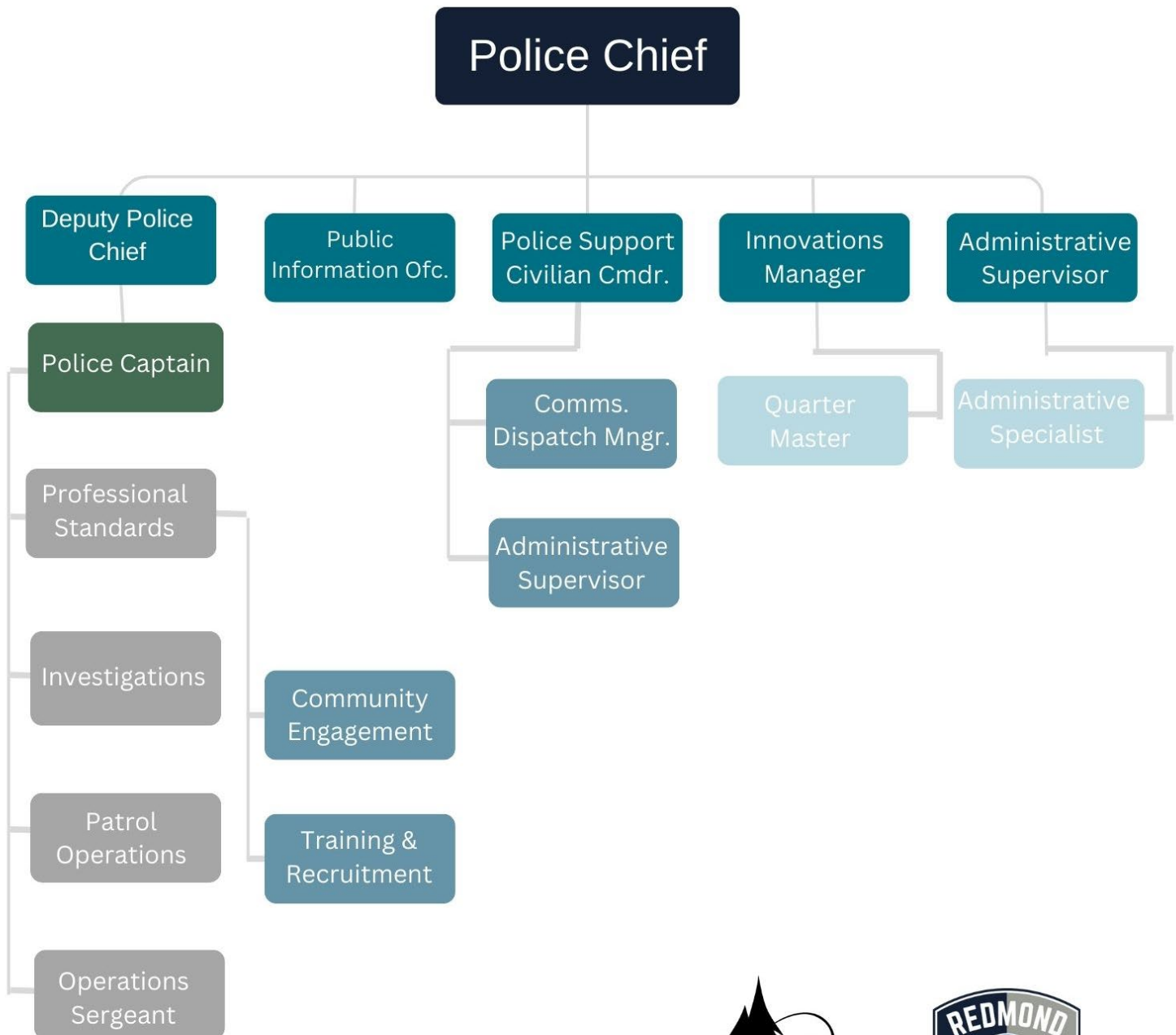


RPD PROFESSIONAL STAFF



ORGANIZATIONAL STRUCTURE

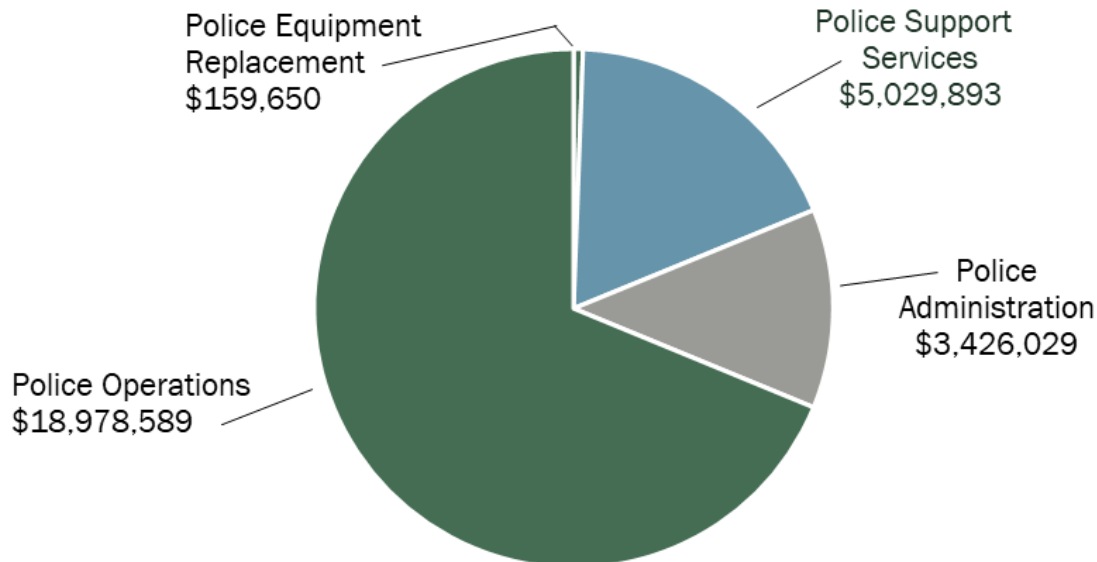
The Redmond Police Department includes 88 sworn police officers, 36 professional staff members, and a cadre of dedicated volunteers.



2024 ANNUAL BUDGET



ANNUAL BUDGET \$27,594,160



In addition to the budgets for each of the departments, expenditures were broken down as follows:

Salaries and Benefits: \$22,846,548

Office and Operating Supplies: \$558,635

Outside Services – Including Intergovernmental: \$2,872,571

Capital Outlay: \$198,000

Interfund Expenditures: \$1,118,407

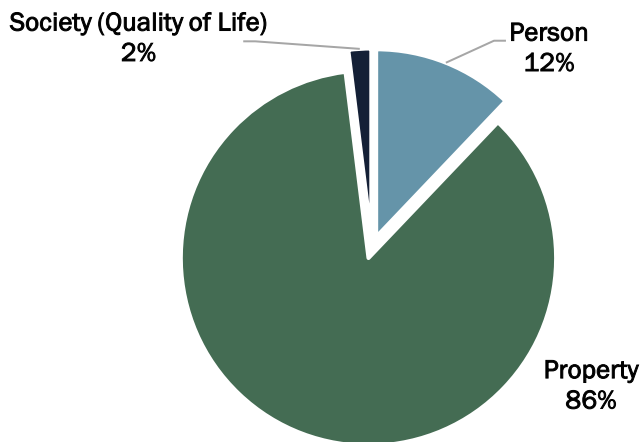
The department's main funding source is the General Operating Fund. The Police Department also generated approximately \$1.33 million in revenue, primarily from licenses and permits, fines, local and state grants, and general service charges.

CRIME AT A GLANCE

National Incident-Based Reporting System (NIBRS) Group A Offenses

We work around the clock to protect and serve our community. Overall, the city remains a safe place to live, work, and visit. In 2024, we saw a 5.3% decrease in crimes compared to 2023. This is consistent with the decrease seen in many cities in the region. The highest crime trends we continue to see are property crimes, which include burglaries, larceny thefts, motor vehicle thefts, and property destruction.

2024 GROUP A OFFENSES

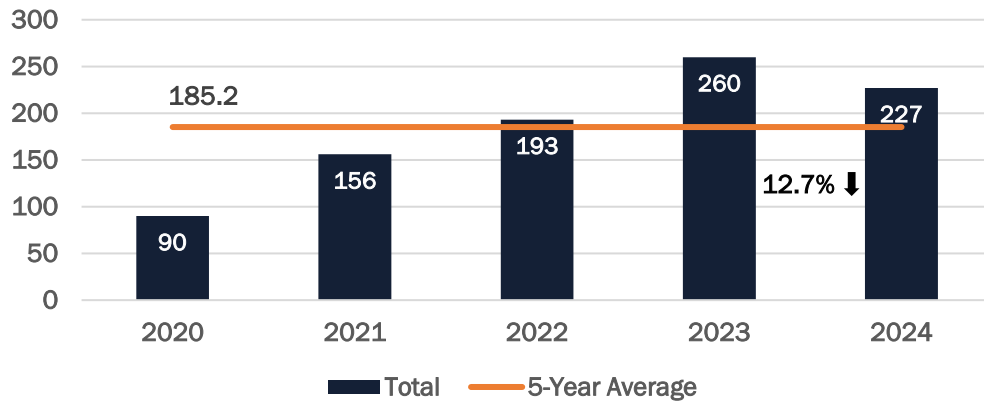


GROUP A OFFENSES				
Crimes Against	2023	% of Total	2024	% of Total
Person	528	11.9%	508↓	12.1%
Property	3,826	86.4%	3,603↓	85.9%
Society (Quality of Life)	75	1.7%	82↑	2.0%
Total Group A Offenses	4,429	100.0%	4,193	100.0%

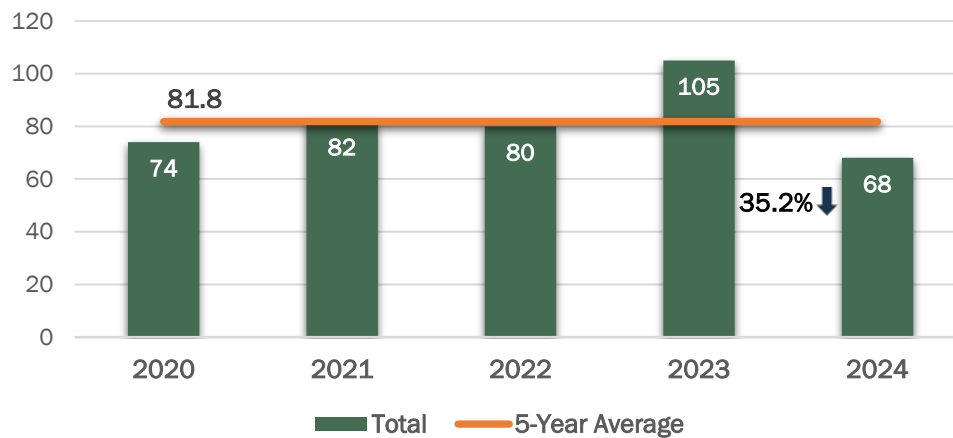
GROUP A OFFENSES	
Person	508
Murder	0
Manslaughter	0
Rape	23
Sodomy	1
Sexual Assault w/Object	1
Fondling	15
Aggravated Assault	54
Simple Assault	230
Intimidation	58
Kidnapping	4
Incest	0
Statutory Rape	0
Human Trafficking Offenses	2
Violation of No Contact/Protect.	120
Property	3,603
Robbery	31
Burglary	267
Larceny-Theft Offenses	1,793
Motor Vehicle Theft	227
Arson	12
Destruction of Property	839
Counterfeiting/Forgery	21
Fraud Offenses	360
Embezzlement	4
Extortion/Blackmail	20
Bribery	0
Stolen Property Offenses	29
Society (Quality of Life)	82
Animal Cruelty **	3
Drug/Narcotic Violations	36
Drug Equipment Violations	21
Gambling Offenses	0
Pornography	2
Prostitution Offenses	2
Weapon Law Violations	18
Total Group A Offenses	4,193

CRIME TRENDS

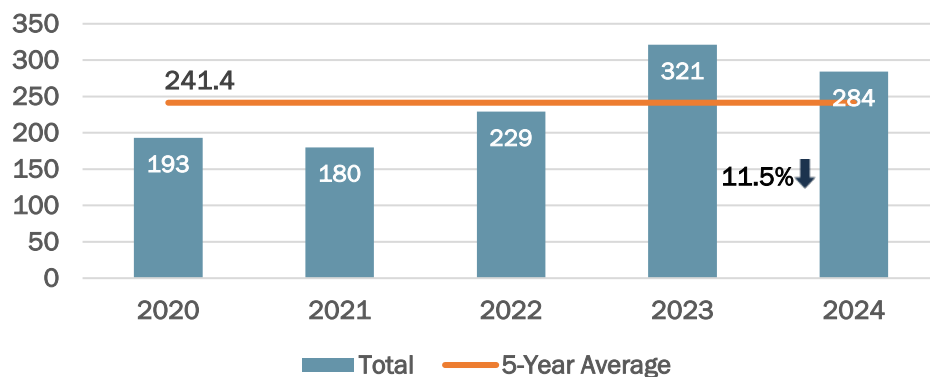
Motor Vehicle Thefts



Residential Burglaries

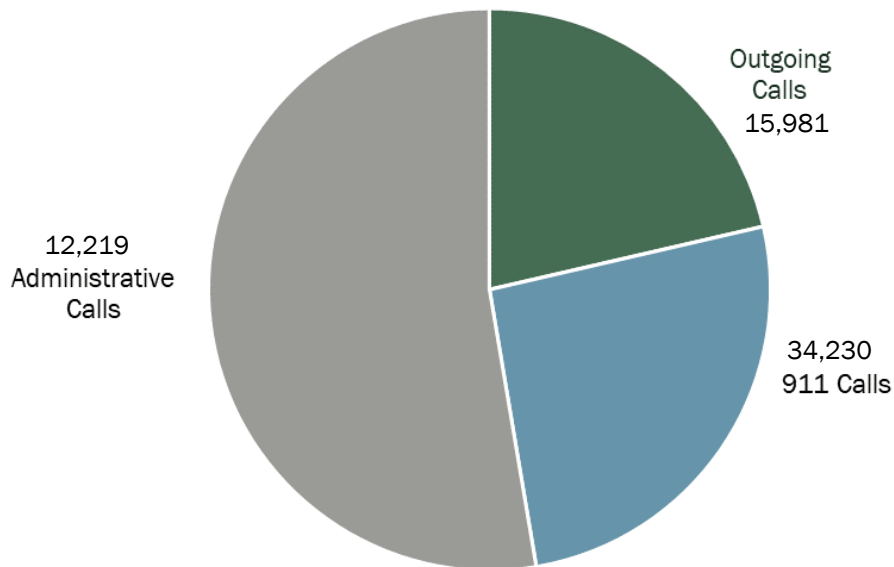


Assault



COMMUNICATIONS UNIT

CALLS PROCESSED BY COMMUNICATIONS CENTER



TOTAL NUMBER OF CALLS IN 2024: 62,430

The E-911 Police Department Communications Center is staffed 24 hours a day, seven days a week, and handles 911 and non-emergency calls for the City of Redmond and the City of Duvall.

The communications staff maintains radio communications with police officers. All activities are tracked in a Computer-Aided Dispatch (CAD) system. The Communications Unit fields and dispatches emergency and non-emergency calls and provides data for responding patrol officers. They handle anything from running license plates to checking a suspect's identity for warrants to calling tow trucks to clear collision scenes quickly. The Communications Unit provides guidance and instructions over the phone to people calling for help. They are truly the first responders to many critical incidents.

The Communications Center is the after-hours contact for public works, utility problems, and other City of Redmond emergencies. Other calls include internal department calls from officers or staff needing assistance and calls from other law enforcement agencies or government offices.

The Communications team members also enter stolen items, bench warrants, and court orders into local, state, and national databases.

In 2024, Redmond's average 911 call answer rate was 4.24 seconds, compared to the national average of 10 seconds.

PATROL UNIT

Patrol officers are the first responders to incidents as they directly respond to calls for service from the 911 Center. The 41 officers, 7 corporals, and 6 sergeants who serve in patrol are highly trained professionals who keep Redmond safe by employing the latest innovative strategies based on current industry standards.

The Patrol Unit responds on a rotating schedule to emergency and routine calls for service reported by Redmond community members, business owners and employees, and visitors.



Officers are assigned to specific areas based on the city's geographic areas, called Districts, to establish long-term relationships within the community.

When not dispatched to calls for service, patrol officers make vehicle stops, check suspicious persons, perform welfare checks with persons who may be endangered or need assistance, and patrol their assigned geographic areas. Many patrol officers have specialized training and serve in additional capacities, such as instructors for firearms, defensive tactics, and emergency vehicle operations.

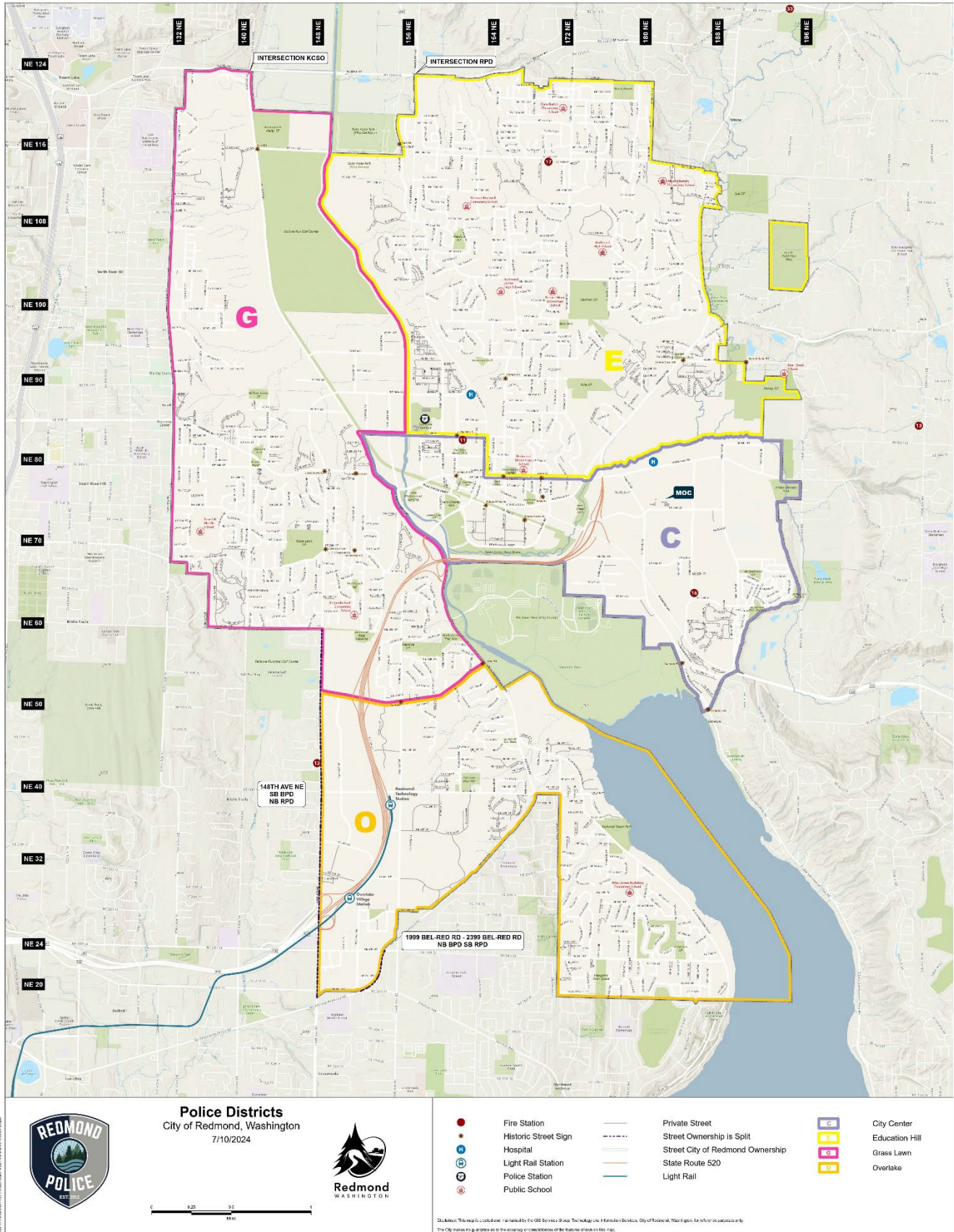
CALLS FOR SERVICE AND RESPONSE TIMES

District	Calls
City Center	10,732
Education Hill	7,752
Grass Lawn	3,958
Overlake	5,889
Other	1,739
Total	30,080

Officer Initiated Calls	
District	Calls
City Center	1,828
Education Hill	1,611
Grass Lawn	418
Overlake	1,006
Other	348
Total	4,761

Citywide	Response Times (Minutes)		
	Average Pending Time	Average Travel Time	Average Response Time
Emergency	2.41	4.11	6.52
Non-Emergency	11.29	5.23	16.52

DISTRICT MAP



TACTICAL UNIT

Redmond Police Department is a member of the North Sound Metro Special Weapons and Tactics (SWAT) and the Crisis Negotiation Team (CNT).

SWAT and CNT are regional response teams trained to address potentially serious incidents such as volatile situations, arrests of violent suspects, hostage situations, barricaded persons, and hazardous search warrants. The North Sound Metro SWAT Team is a multi-jurisdictional unit comprised of officers from Redmond, Lynnwood, Edmonds, Mountlake Terrace, Bothell, Lake Forest Park, Kirkland, Mill Creek, Mukilteo, and Monroe.



The SWAT and CNT teams work together to resolve highly volatile incidents peacefully.

UNMANNED AIRCRAFT SYSTEMS / DRONES AS FIRST RESPONDERS PROGRAM

In April 2024, the Redmond Police Department launched its Drones as First Responders (DFR) program, becoming the first full-time DFR program in Washington and the Pacific Northwest.

This cutting-edge technology enables officers to deploy a drone within seconds and arrive on scene to most calls in under 90 seconds. The drones provide real-time aerial surveillance to enhance decision-making and improve safety. In 25% of cases, drone responses have canceled patrol units, allowing officers to remain available for other emergencies. The DFR responded to 659 calls in 2024.



The drones have been instrumental in locating suspects and providing live visuals for incidents involving armed individuals, shoplifting, DUIs, and traffic collisions.

In November, Redmond Police Department received FAA approval to operate drones without a visual observer, making Redmond one of only two cities on the West Coast and one of three in the entire country to receive this waiver. This milestone reinforces Redmond's leadership in public safety innovation and solidifies its reputation as a pioneer in integrating drone technology into law enforcement. The program has drawn significant media attention, and Redmond's drone pilots are now recognized as experts in the field.

RECRUITING AND HIRING UNIT

The Redmond Recruiting and Hiring Unit comprises a lieutenant, a sergeant, two recruitment officers, and an administrative specialist. This unit conducts background checks and recruits and hires for all department positions.

The Redmond Police Department is a full-service agency with employees who enjoy working within a supportive community. RPD seeks well-qualified police officers and professional staff.

Anyone interested in becoming an officer or applying for an open professional staff position should contact Redmond’s recruiting team at policehiring@redmond.gov or call 425-556-2530 to learn more.



Officers hired in 2024: 11
Professional Staff hired in 2024: 2

Officers attrition in 2024: 11
Professional Staff attrition in 2024: 3

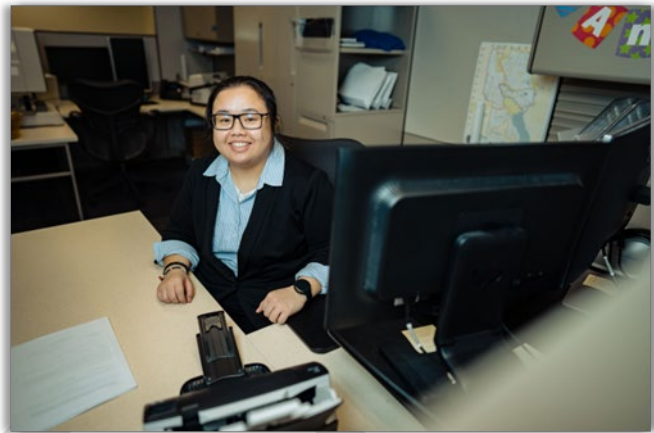
YEARS OF SERVICE MILESTONES

5 years	10 years	15 years	20 years	25 years
Viki Aleksandruk	Rena Thompson		Valerie Whiteaker	John Atkinson
Devin Almas	Joe Tingley			
Evan Barnard				
Brian Hood				
Natalie Jones				
Joe Rapcan				
Steve Tran				

Chief Darrell Lowe celebrated his 5-year milestone in 2024. Five officers and two professional staff members retired in 2024 after several years of service.

RECORDS UNIT

The Records Unit assists the public and is responsible for various tasks and internal processes within the police department. Records staff work on police case processing, the entry of court orders and preparation of service documents, warrants, the filing and maintenance of cases, archiving and security, assisting customers in the lobby and on the non-emergency telephone line, and statistical reporting of crime rates. Records staff reviews every written police case report for accuracy and submission to the National Incident-Based Reporting System (NIBRS), if applicable. The Records Unit is also responsible for the review and of all body-worn and fleet camera recordings before release to prosecutors, other law enforcement agencies, and the public.



The Records Unit handles all public records requests for the police department. Police records requests account for nearly 60% of all public records requests to the City of Redmond. The Records Unit works efficiently to ensure the public receives case reports, 911 audio, photographs, and all other requested documents and materials in a timely manner. The department also runs the Concealed Pistol License (CPL) and Firearms Transfer programs. Records employees evaluate every CPL applicant thoroughly due to the safety implications for the community.

Public Records Requests (PRR)	2022	2023	2024
PRR's Processed	1,603	1,914 ↑	2,107 ↑
Average Processing Time (days)	9.3	17.3 ↑	15.2 ↓

Firearms Data	2022	2023	2024
Firearm Transfer Applications Processed	1,187	874 ↓	13 ↓
Concealed Pistol Licenses Issued	433	412 ↓	352 ↓

Other Data	2022	2023	2024
Documents Scanned (pages)	39,717	44,908 ↑	36,499 ↓
Body-Worn / Fleet Camera Videos Reviewed	1,031	7,107 ↑	7,434 ↑

PROPERTY AND EVIDENCE

The Property and Evidence Unit primarily handles evidence relating to criminal investigations and is staffed by two full-time evidence technicians. The technicians are responsible for the intake, storage, security, and release of all property and evidence taken into custody. The technicians are also responsible for property found throughout the city and brought to the department, and the safekeeping of items held for arrestees.

Items found within the city limits are held for 60 days. If an owner cannot be located or the owner fails to pick them up, the items are donated, auctioned, or destroyed, depending on the item's condition, in accordance with state law.

A strict chain of custody must always be maintained to ensure the credibility of investigations and prosecution. Audits and inventories are performed throughout the year. When property or evidence is no longer needed for a case, and there is no known owner or attempts to contact an owner were unsuccessful, the property is destroyed, auctioned, or donated to non-profit organizations.

Evidence	2022	2023	2024
Items IN	2,446	2,995 ↓	2,601 ↓
Items OUT	2,806	3,186 ↓	2,397 ↓
ATF eTraces	33	20 ↓	39 ↑

ACCREDITATIONS

The Redmond Police Department achieved reaccreditation from the Washington Association of Sheriffs and Police Chiefs (WASPC) in 2024. Established in 1976 by the Washington State Legislature, WASPC's mission is to create and uphold standards and goals for law enforcement agencies across the state. The WASPC accreditation certification program certifies that the department is operating under best practices and standards for law enforcement.

This accreditation demonstrates the department's commitment to meeting the highest standards in law enforcement. WASPC accreditation professionalizes police agencies by ensuring they operate according to industry best practices.

By achieving accreditation, the Redmond Police Department shows its dedication to transparency, accountability, and continuous improvement in serving the community.

Agencies must be reaccredited every four years to maintain accreditation. The department successfully completed the initial accreditation process in 2001.

PROFESSIONAL STANDARDS

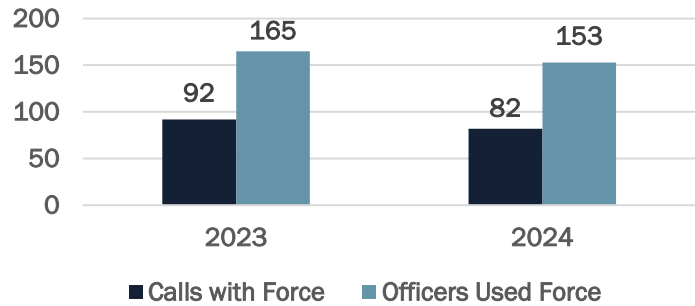
Use of Force Incidents

Police Contacts in 2024 = 30,079

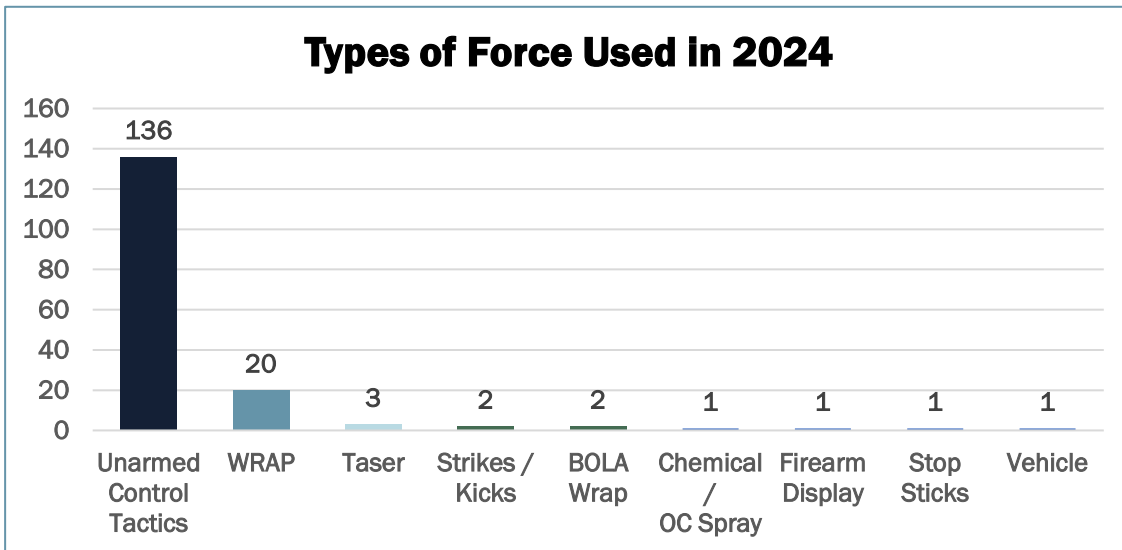
- 82 calls involved force in 2024 (.27% of calls had force involved)
- 153 uses of force*

*Some incidents required more than one type of force to be used.

Use of Force by Year

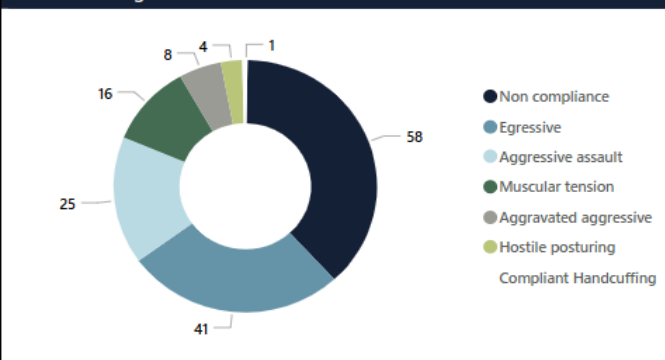


Types of Force Used in 2024

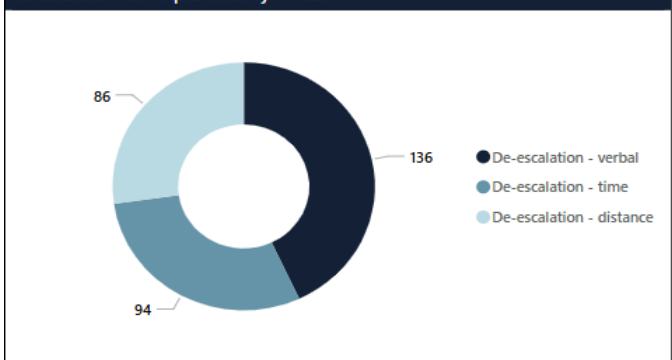


* The WRAP refers to a full-body restraint device designed to safely immobilize a subject who is resisting arrest or poses a continued threat. A BolaWrap is a handheld, non-lethal, remote restraint device used to safely and effectively restrain individuals from a distance, typically by deploying a Kevlar tether that wraps around their legs or arms.

Reasons for Using Force



De-escalation Techniques Used by Officers



TRAFFIC CONTROL & ENFORCEMENT

The Traffic Unit conducts various traffic-related calls for service within the city limits, such as collision investigations, traffic control, DUI enforcement, and school zone enforcement.

The Traffic Unit comprises a sergeant, two motorcycle officers, and one traffic collision investigator.

The team relies on gathered data and complaints to identify problem intersections and corridors to reduce collisions and violations.



Their efforts are not solely focused on issuing citations for violations. Traffic officers often use traffic stops as an educational opportunity rather than strict enforcement through citations. The goal is to maintain a safe driving community for vehicles, cyclists, and pedestrians throughout Redmond.

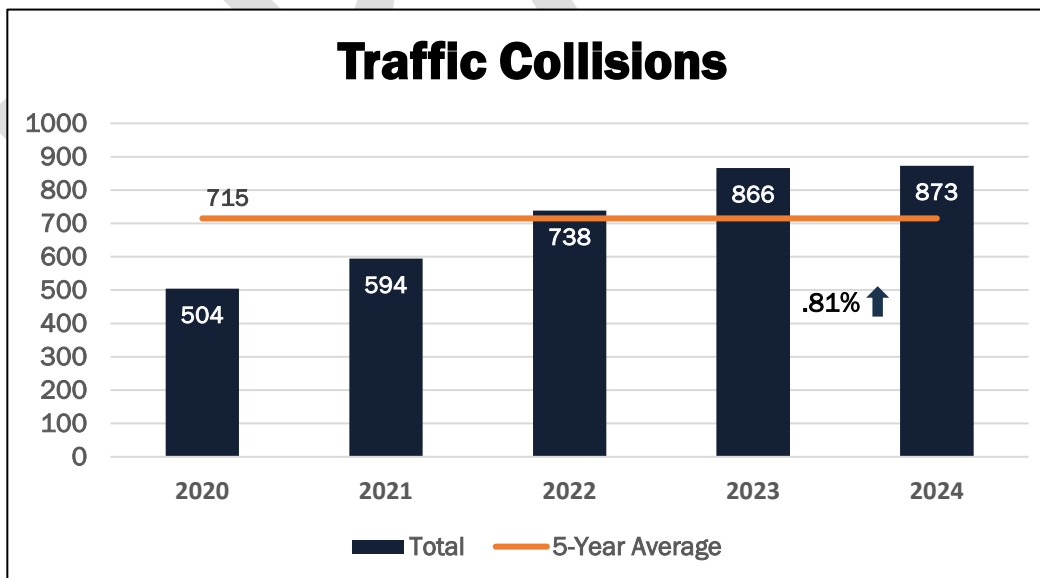
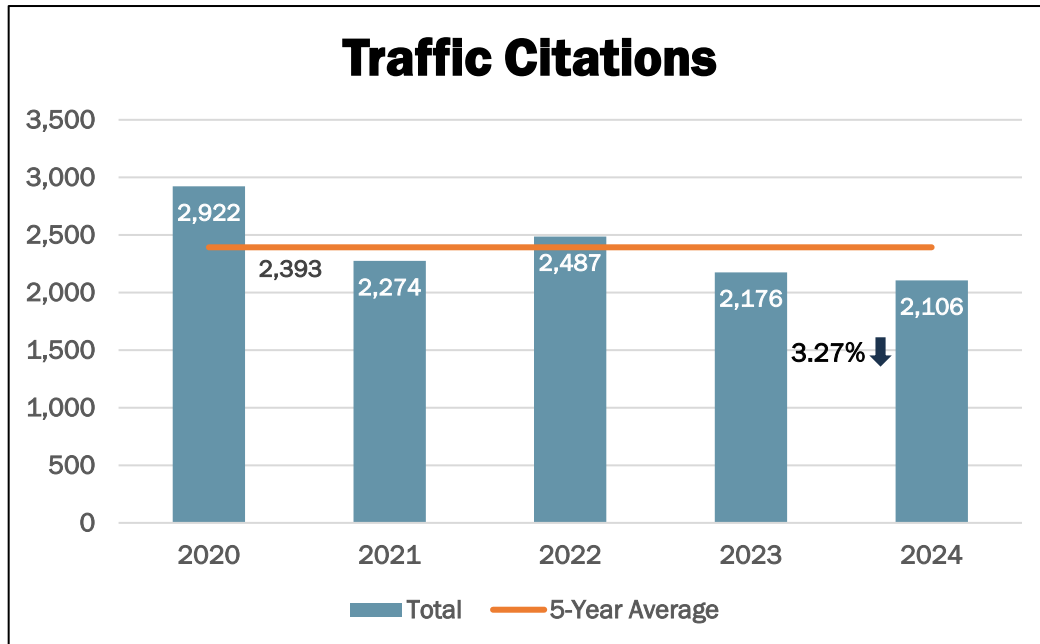
They work closely with the City of Redmond engineers to help design traffic infrastructure and signage. The unit also provides special event management to help keep community members and tourists safe.



In 2024, the Traffic Unit investigated one hit-and-run fatality case.

On Sept. 14, Redmond police responded to a fatal hit-and-run involving a pedestrian and a vehicle that fled the scene. With the help of community members, officers located the suspect's vehicle and took the driver into custody without incident. Community members also helped identify the victim through social media posts.

TRAFFIC UNIT



*Please note: Citations include moving, non-moving, pedestrian, bicycle, and parking violations.

K-9 UNIT

Redmond's K-9 Unit is comprised of a police officer and a highly trained canine. K-9 Officer Chewbacca, affectionately known as Chewie, is a German Shepherd whose first deployment was on May 4, 2023.

Chewie is the eighth K-9 officer with the Redmond Police Department.

He is a four-year-old pure German Shepherd born in Germany on November 16, 2019. He and his handler, Officer Zach Perkins, completed 400 hours of comprehensive training prior to his first deployment.

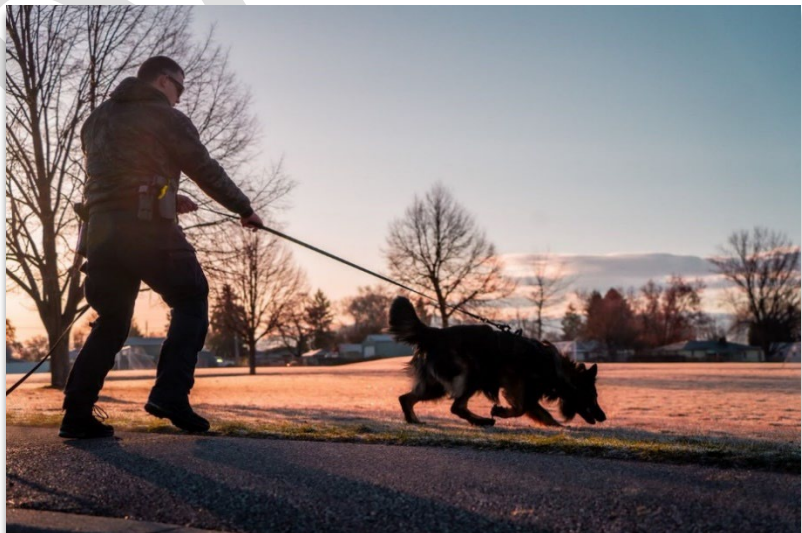
Chewie is certified by the Washington State Police Canine Association (WSPCA) in patrol work and trains regularly with other eastside K-9 Units.

All K-9 handlers undergo special training to handle their canine partners and are required to recertify every other year. The officers work and live with their dogs, so the training is continuous and ongoing.

The K-9 Unit may be deployed to conduct building and area searches, evidence searches, and tracking.

In 2024, Chewie was deployed to 50 incidents and successfully located six suspects.

Officer Perkins and Chewie also provide support for crime prevention programs and community events.



COMMUNITY ENGAGEMENT UNIT



The Community Engagement Unit facilitates the relationship between the Redmond Police Department and the community through various programs and safety events. The Community Engagement Unit is comprised of a sergeant, crime prevention coordinator, community resource officer, and volunteer coordinator.



Redmond Police Department coordinates events such as Coffee with a Cop and National Night Out. The Department also offers classes and programs to educate community members and businesses on crime prevention. Some offered classes include the Community Police Academy, Youth Academy, Property Crime Prevention, Burglary Prevention, Personal Safety, and Preparing for a Violent Intruder.

The unit recruits volunteers to assist with many activities. In 2024, the volunteers assisted with the Community Police Academy, Derby Days, National Night Out, and Trunk or Treat.



Throughout the year, the volunteers help deploy speed trailers and assist with disabled parking enforcement, fingerprinting, and helmet fitting.

The community engagement sergeant also oversees the Community Equity Advisory Team. This committee serves as an advisory council to the chief of police on equity, transparency, and community relations issues.



CRIMINAL INVESTIGATIONS DIVISION

The Criminal Investigations Division (CID) primarily investigates felony-level crimes and certain misdemeanor crimes, such as financial, property, and personal crimes.

The CID comprises one lieutenant, one sergeant, one corporal, seven detectives, one legal advocate, three crime analysts, and one police support administrative specialist.

The Criminal Investigations Division investigated 345 cases in 2024.



The team develops additional leads in investigations, prepares and serves search warrants, prepares suspect composites, gathers and processes evidence, recovers stolen property, provides surveillance, arrests suspects, and prepares cases for presentation in court.

The department employs a legal advocate who provides domestic violence victims with courtroom assistance, safety planning, and referrals for other services. The crime analysis team researches and analyzes crime statistics to plan law enforcement activities and track crime patterns and trends. Crime analysts also work with regional law enforcement agencies to exchange crime information to help solve cases more efficiently.

In Oct. 2024, Detective Tyler Verwaren received a Certified Computer Forensics Examiner (CFCE) certification through the International Association of Computer Investigative Specialists (IACIS), becoming the second officer to achieve this certification in Redmond's history.

The certification validates Detective Verwaren's expertise in computer forensics, including evidence recovery and analysis. This knowledge is vital in today's investigative landscape, where technology plays an increasingly crucial role in solving crimes.

The certification strengthens the department's ability to address the challenges posed by digital crime.

REDMOND POLICE CADETS

The Redmond Police Cadet Unit 2913 consists of youth volunteers ages 14 to 21 who are interested in law enforcement. No residency is required, and current members hail from all over King County. Some cadets may aspire to become police officers, while others are merely interested in learning about the profession while gathering community service hours.

Cadets commit to volunteering with the post for at least one year and attending at least two monthly meetings and one event.

Cadets work at city events like Derby Days and Redmond Lights, assist with police trainings, and go on ride-a-longs with patrol officers.



Outside of the City of Redmond, cadets participate in several festivals to help support other posts and agencies. Redmond cadets also participate in regional training alongside other posts.

Sergeant Patty Neorr, Detective Tyler Verwahren, and Officers Holly Broughton, David Nguyen, Elliot Head, Rebecca Atkinson, and Nikki Eaton are current cadet mentors.

REDMOND POLICE FOUNDATION

The Redmond Police Foundation is a non-profit charitable organization established in accordance with Internal Revenue Service code 501(c) 3 to assist the City of Redmond's police department with non-budgeted expenditures. A resident-based, volunteer board of directors governs the Foundation. All contributions, donations, and grants are used to meet the foundation's mission and vision.

The Foundation is the only community-based organization authorized to raise funds for the Redmond Police Department. It serves as a vehicle for tax-exempt gifts and grants from individuals, businesses, and philanthropists intent on providing better policing and a safer community. The grants they fund are intended to enhance overall public safety and build stronger relationships between the community and the police department.

The Foundation also focuses on supporting the welfare and health of officers and the community. Its funds are dedicated to ensuring crucial programs are sustained and can grow to meet changing needs, including emergency housing for victims of crime, officer mental health support after critical incidents, an explosive detection canine unit, positive recognition, and awards for officers and staff.

Learn more about the Redmond Police Foundation at redmondpolicefoundation.org.



STAY CONNECTED

We invite community members to participate in our various programs and safety events, including Neighborhood Watch and Community Preparedness, Community Police Academy, Coffee with a Cop, National Night Out, and more. Please engage with us on social media to help us build strong community and law enforcement partnerships.

Websites:

www.redmond.gov/police

www.redmondpolicejobs.com

Social Media Platforms:



Redmond WA Police



@RedmondWaPD



@redmondwapolice



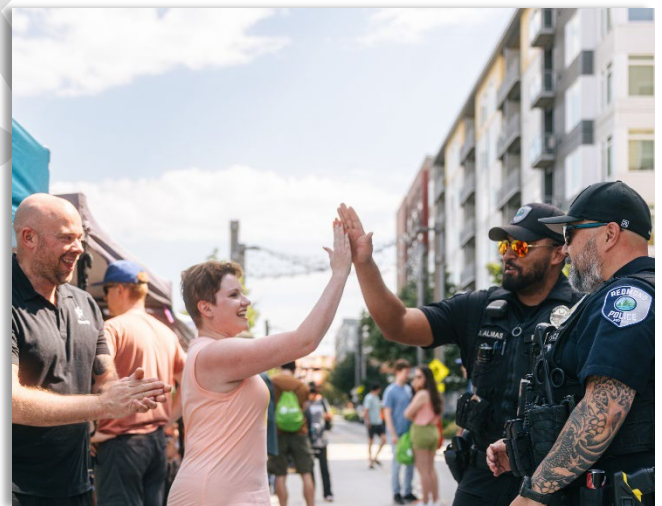
@Redmond Police Department



Redmond Police, WA



(425) 556-2500
8701 160th Ave. NE
Redmond, WA 98052



Redmond Police Department
redmondpolicejobs.com
police@redmond.gov



Memorandum

Date: 5/20/2025

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

File No. CM 25-314

Type: Committee Memo

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

FROM: Mayor Angela Birney

DEPARTMENT DIRECTOR CONTACT(S):

Planning and Community Development	Carol Helland	425-556-2107
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DEPARTMENT STAFF:

Planning and Community Development	Lauren Alpert	Senior Planner
Planning and Community Development	Jeff Churchill	Long Range Planning Manager
Planning and Community Development	Seraphie Allen	Deputy Director

TITLE:

Southeast Redmond Market Study Consultant Contract Approval

OVERVIEW STATEMENT:

Staff recommends approving a contract with Berk for the Southeast Redmond Market Study for \$74,968.

This work was approved in the budget using one-time funds and supports an application for a countywide manufacturing and industrial center in Southeast Redmond.

The BERK team will take a holistic approach that integrates land use considerations, access, transportation, infrastructure needs, economic development goals, and market demand drivers to develop an informed market study for the center.

☒ **Additional Background Information/Description of Proposal Attached**

REQUESTED ACTION:

☐ **Receive Information**

☒ **Provide Direction**

☐ **Approve**

REQUEST RATIONALE:

- **Relevant Plans/Policies:**
Redmond 2050 establishes the intent to create a countywide Southeast Redmond Manufacturing and Industrial Center (SE-MIC). As part of the application process with King County, Redmond is conducting a market study to strengthen the City's application.
- **Required:**
N/A
- **Council Request:**

N/A

- **Other Key Facts:**

N/A

OUTCOMES:

The outcome is a strong countywide center application and recommendations to the City for a strong SE Redmond economic center.

Deliverables of the study include:

- Engagement plan and support with materials as the plan is developed
- Existing conditions report that includes a description of key market drivers
- List of six industries for analysis
- Business opportunities analysis findings
- Data used in analysis in native form
- List of potential and shovel-ready sites for analysis (up to five) and analysis findings
- Strategy Guide

COMMUNITY/STAKEHOLDER OUTREACH AND INVOLVEMENT:

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

The study is scheduled to have a kick-off in June and be completed by December 2025. Major deliverables will be completed in August, September, and October.

- **Outreach Methods and Results:**

Berk and the City will develop and deliver a stakeholder engagement plan that aligns with the project needs and available resources. This will include outlining engagement objectives, project information needs, all virtual and in-person engagement activities, facilitation responsibilities, materials requirements, and the engagement timeline. External stakeholders will include existing businesses and property owners, businesses in Redmond and businesses seeking industrial property in the area, industrial property real estate professionals, and partners in economic development.

- **Feedback Summary:**

N/A - project has not started.

BUDGET IMPACT:

Total Cost:

\$74,968

Approved in current biennial budget:

☒ Yes

☐ No

☐ N/A

Budget Offer Number:

0000304 - Community/Economic Development

Budget Priority:

Vibrant and Connected

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
	Item has not been presented to Council	N/A

Proposed Upcoming Contact(s)

Date	Meeting	Requested Action
6/3/2025	Business Meeting	Approve

Time Constraints:

The center application to King County is due October 1. The market study supports the application.

ANTICIPATED RESULT IF NOT APPROVED:

Delay in creation of the SE Redmond MIC.

ATTACHMENTS:

Attachment A - Southeast Redmond Market Study Consultant Contract

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PROJECT TITLE 	EXHIBITS <i>(List all attached exhibits - Scope of Work, Work Schedule, Payment Schedule, Renewal Options, etc.)</i>
CONTRACTOR 	CITY OF REDMOND PROJECT ADMINISTRATOR <i>(Name, address, phone #)</i> City of Redmond
CONTRACTOR'S CONTACT INFORMATION <i>(Name, address, phone #)</i> 	BUDGET OR FUNDING SOURCE
CONTRACT COMPLETION DATE 	MAXIMUM AMOUNT PAYABLE

THIS AGREEMENT is entered into on _____, 20__ between the City of Redmond, Washington, hereinafter called "the CITY", and the above person, firm or organization, hereinafter called "the CONSULTANT".

WHEREAS, the CITY desires to accomplish the above-referenced project; and

WHEREAS, the CITY does not have sufficient staff or expertise to meet the required commitment and therefore deems it advisable and desirable to engage the assistance of a CONSULTANT to provide the necessary services for the project; and

WHEREAS, the CONSULTANT has represented to the CITY that the CONSULTANT is in compliance with the professional registration statutes of the State of Washington, if applicable, and has signified a willingness to furnish consulting services to the CITY, now, therefore,

IN CONSIDERATION OF the terms and conditions set forth below, or attached and incorporated and made a part hereof, the parties agree as follows:

1. Retention of Consultant - Scope of Work. The CITY hereby retains the CONSULTANT to provide professional services as defined in this agreement and as necessary to accomplish the scope of work attached hereto as Exhibit A and incorporated herein by this reference as if set forth in full. The CONSULTANT shall furnish all services, labor and related equipment necessary to conduct and complete the work, except as specifically noted otherwise in this agreement.

2. Completion of Work. The CONSULTANT shall not begin any work under the terms of this agreement until authorized in writing by the CITY. The CONSULTANT shall complete all work required by this agreement according to the schedule attached as Exhibit B and incorporated herein by this reference as if set forth in full. A failure to complete the work according to the attached schedule, except where such failure is due to circumstances beyond the control of the CONSULTANT, shall be deemed a breach of this agreement. The established completion time shall not be extended because of any delays attributable to the CONSULTANT, but may be extended by the CITY, in the event of a delay attributable to the CITY, or because of unavoidable delays caused by circumstances beyond the control of the CONSULTANT. All such extensions shall be in writing and shall be executed by both parties.

3. Payment. The CONSULTANT shall be paid by the CITY for satisfactorily completed work and services satisfactorily rendered under this agreement as provided in Exhibit C, attached hereto and incorporated herein by this reference as if set forth in full. Such payment shall be full compensation for work performed or services rendered and for all labor, materials, supplies, equipment, and incidentals necessary to complete the work specified in the Scope of Work attached. The CONSULTANT shall be entitled to invoice

the CITY no more frequently than once per month during the course of the completion of work and services by the CONSULTANT. Invoices shall detail the work performed or services rendered, the time involved (if compensation is based on an hourly rate) and the amount to be paid. The CITY shall pay all such invoices within 30 days of submittal, unless the CITY gives notice that the invoice is in dispute. In no event shall the total of all invoices paid exceed the maximum amount payable set forth above, if any, and the CONSULTANT agrees to perform all services contemplated by this agreement for no more than said maximum amount.

4. Changes in Work. The CONSULTANT shall make such changes and revisions in the complete work provided by this agreement as may be necessary to correct errors made by the CONSULTANT and appearing therein when required to do so by the CITY. The CONSULTANT shall make such corrective changes and revisions without additional compensation from the CITY. Should the CITY find it desirable for its own purposes to have previously satisfactorily completed work or parts thereof changed or revised, the CONSULTANT shall make such revisions as directed by the CITY. This work shall be considered as Extra Work and will be paid for as provided in Section 5.

5. Extra Work.

A. The CITY may, at any time, by written order, make changes within the general scope of the agreement in the services to be performed. If any such change causes an increase or decrease in the estimated cost of, or the time required for, performance of any part of the work or services under this agreement, whether or not changed by the order, or otherwise affects any other terms or conditions of the agreement, the CITY shall make an equitable adjustment in the (1) maximum amount payable; (2) delivery or completion schedule or both; and (3) other affected terms, and shall modify the agreement accordingly.

B. The CONSULTANT must submit any "proposal for adjustment" under this clause within 30 days from the date of receipt of the written order to make changes. However, if the CITY decides that the facts justify it, the CITY may receive and act upon a proposal submitted before final payment of the agreement.

C. Failure to agree to any adjustment shall be a dispute under the Disputes clause of this agreement, as provided in Section 13. Notwithstanding any such dispute, the CONSULTANT shall proceed with the agreement as changed.

D. Notwithstanding any other provision in this section, the maximum amount payable for this agreement shall not be increased or considered to be increased except by specific written amendment of this agreement.

6. **Ownership of Work Product.** Any and all documents, drawings, reports, and other work product produced by the CONSULTANT under this agreement shall become the property of the CITY upon payment of the CONSULTANT'S fees and charges therefore. The CITY shall have the complete right to use and re-use such work product in any manner deemed appropriate by the CITY, provided, that use on any project other than that for which the work product is prepared shall be at the CITY'S risk unless such use is agreed to by the CONSULTANT.

7. **Independent Contractor.** The CONSULTANT is an independent contractor for the performance of services under this agreement. The CITY shall not be liable for, nor obligated to pay to the CONSULTANT, or any employee of the CONSULTANT, sick leave, vacation pay, overtime or any other benefit applicable to employees of the CITY, nor to pay or deduct any social security, income tax, or other tax from the payments made to the CONSULTANT which may arise as an incident of the CONSULTANT performing services for the CITY. The CITY shall not be obligated to pay industrial insurance for the services rendered by the CONSULTANT.

8. **Indemnity.** The CONSULTANT agrees to hold harmless, indemnify and defend the CITY, its officers, agents, and employees, from and against any and all claims, losses, or liability, for injuries, sickness or death of persons, including employees of the CONSULTANT, or damage to property, arising out of any willful misconduct or negligent act, error, or omission of the CONSULTANT, its officers, agents, subconsultants or employees, in connection with the services required by this agreement, provided, however, that:

A. The CONSULTANT's obligations to indemnify, defend and hold harmless shall not extend to injuries, sickness, death or damage caused by or resulting from the sole willful misconduct or sole negligence of the CITY, its officers, agents or employees; and

B. The CONSULTANT's obligations to indemnify, defend and hold harmless for injuries, sickness, death or damage caused by or resulting from the concurrent negligence or willful misconduct of the CONSULTANT and the CITY, or of the CONSULTANT and a third party other than an officer, agent, subconsultant or employee of the CONSULTANT, shall apply only to the extent of the negligence or willful misconduct of the CONSULTANT.

9. **Insurance.** The CONSULTANT shall provide the following minimum insurance coverages:

A. Worker's compensation and employer's liability insurance as required by the State of Washington;

B. General public liability and property damage insurance in an amount not less than a combined single limit of two million dollars (\$2,000,000) for bodily injury, including death, and property damage per occurrence.

C. Professional liability insurance, if commercially available in CONSULTANT's field of expertise, in the amount of two million dollars (\$2,000,000) or more against claims arising out of work provided for in this agreement.

The amounts listed above are the minimum deemed necessary by the CITY to protect the CITY'S interests in this matter. The CITY has made no recommendation to the CONSULTANT as to the insurance necessary to protect the CONSULTANT'S interests and any decision by the CONSULTANT to carry or not carry insurance amounts in excess of the above is solely that of the CONSULTANT.

All insurance shall be obtained from an insurance company authorized to do business in the State of Washington. Excepting the professional liability insurance, the CITY will be named on all insurance as an additional insured. The CONSULTANT shall submit a certificate of insurance to the CITY evidencing the coverages specified above, together with an additional insured endorsement naming the CITY, within fifteen (15) days of the execution of this agreement. The additional insured endorsement shall provide that to the extent of the CONSULTANT's negligence, the CONSULTANT's insurance shall be primary and non-contributing as to the City, and any other insurance maintained by the CITY shall be excess and not contributing insurance with respect to the CONSULTANT's insurance. The certificates of insurance shall cover the work specified in or performed under this agreement. No cancellation, reduction or modification of the foregoing policies shall be effective without thirty (30) days prior written notice to the CITY.

10. Records. The CONSULTANT shall keep all records related to this agreement for a period of three years following completion of the work for which the CONSULTANT is retained. The CONSULTANT shall permit any authorized representative of the CITY, and any person authorized by the CITY for audit purposes, to inspect such records at all reasonable times during regular business hours of the CONSULTANT. Upon request, the CONSULTANT will provide the CITY with reproducible copies of any such records. The copies will be provided without cost if required to substantiate any billing of the CONSULTANT, but the CONSULTANT may charge the CITY for copies requested for any other purpose.

11. Notices. All notices required to be given by either party to the other under this Agreement shall be in writing and shall be given in person or by mail to the addresses set forth in the box for the same appearing at the outset of this Agreement. Notice by mail shall be deemed given as of the date the same is deposited in the United States mail, postage prepaid, addressed as provided in this paragraph.

12. **Project Administrator.** The Project Administrator shall be responsible for coordinating the work of the CONSULTANT, for providing any necessary information for and direction of the CONSULTANT's work in order to ensure that it meets the requirements of this Agreement, and for reviewing, monitoring and approving the quality and quantity of such work. The CONSULTANT shall report to and take any necessary direction from the Project Administrator.

13. **Disputes.** Any dispute concerning questions of fact in connection with the work not disposed of by agreement between the CONSULTANT and the CITY shall be referred for resolution to a mutually acceptable mediator. The parties shall each be responsible for one-half of the mediator's fees and costs.

14. **Termination.** The CITY reserves the right to terminate this agreement at any time upon ten (10) days written notice to the CONSULTANT. Any such notice shall be given to the address specified above. In the event that this agreement is terminated by the City other than for fault on the part of the CONSULTANT, a final payment shall be made to the CONSULTANT for all services performed. No payment shall be made for any work completed after ten (10) days following receipt by the CONSULTANT of the notice to terminate. In the event that services of the CONSULTANT are terminated by the CITY for fault on part of the CONSULTANT, the amount to be paid shall be determined by the CITY with consideration given to the actual cost incurred by the CONSULTANT in performing the work to the date of termination, the amount of work originally required which would satisfactorily complete it to date of termination, whether that work is in a form or type which is usable to the CITY at the time of termination, the cost of the CITY of employing another firm to complete the work required, and the time which may be required to do so.

15. **Non-Discrimination.** The CONSULTANT agrees not to discriminate against any customer, employee or applicant for employment, subcontractor, supplier or materialman, because of race, creed, color, national origin, sex, religion, honorable discharged veteran or military status, familial status, sexual orientation, age, or the presence of any sensory, mental, or physical disability or the use of a trained dog or service animal by a person with a disability, except for a bona fide occupational qualification. The CONSULTANT understands that if it violates this provision, this Agreement may be terminated by the CITY and that the CONSULTANT may be barred from performing any services for the CITY now or in the future.

16. **Compliance and Governing Law.** The CONSULTANT shall at all times comply with all applicable federal, state, and local laws, rules, ordinances, and regulations. This Agreement shall be governed by and construed in accordance with the laws of the State of Washington.

17. **Subcontracting or Assignment.** The CONSULTANT may not assign or subcontract any portion of the services to be provided under this agreement without the express written consent of the CITY. Any sub-consultants approved by the CITY at the outset of this agreement are named on separate Exhibit attached hereto and incorporated herein by this reference as if set forth in full.

18. **Non-Waiver.** Payment for any part of the work or services by the CITY shall not constitute a waiver by the CITY of any remedies of any type it may have against the CONSULTANT for any breach of the agreement by the CONSULTANT, or for failure of the CONSULTANT to perform work required of it under the agreement by the CITY. Waiver of any right or entitlement under this agreement by the CITY shall not constitute waiver of any other right or entitlement.

19. **Litigation.** 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 agree that such actions shall be initiated in the Superior Court of the State of Washington, in and for King County. The parties agree that all questions shall be resolved by application of Washington law and that parties to such actions shall have the right of appeal from such decisions of the Superior Court in accordance with the law of the State of Washington. The CONSULTANT hereby consents to the personal jurisdiction of the Superior Court of the State of Washington, in and for King County. The prevailing party in any such litigation shall be entitled to recover its costs, including reasonable attorney's fees, in addition to any other award.

20. **Taxes.** The CONSULTANT will be solely responsible for the payment of any and all applicable taxes related to the services provided under this agreement and if such taxes are required to be passed through to the CITY by law, the same shall be duly itemized on any billings submitted to the CITY by the CONSULTANT.

21. **City Business License.** The CONSULTANT has obtained, or agrees to obtain, a business license from the CITY prior to commencing to perform any services under this agreement. The CONSULTANT will maintain the business license in good standing throughout the term of this Agreement.

22. **Entire Agreement.** This agreement represents the entire integrated agreement between the CITY and the CONSULTANT, superseding all prior negotiations, representations or agreements, written or oral. This agreement may be modified, amended, or added to, only by written instrument properly signed by both parties hereto. These standard terms and conditions set forth above supersede any conflicting terms and conditions on any attached and incorporate exhibit. Where conflicting language exists, the CITY'S terms and conditions shall govern.

**page 8 – Consulting Services Agreement, Non-Public Work
City of Redmond, standard form**

**IN WITNESS WHEREOF, the parties hereto have executed this agreement as of the
day and year first above written.**

CONSULTANT:

CITY OF REDMOND:

By: _____
Title: _____

Angela Birney, Mayor
DATED: _____

ATTEST/AUTHENTICATED:

City Clerk, City of Redmond

APPROVED AS TO FORM:

Office of the City Attorney

City of Redmond Southeast Redmond Market Study

Scope of Work

The BERK team will take a holistic approach that integrates land use considerations, access, transportation, infrastructure needs, economic development goals, and market demand drivers to develop an informed market study for the Southeast Redmond Manufacturing and Industrial Center (SE-MIC). This approach will include the following key tasks:

Task 1. Project Kick-off and Management

Project Launch Meeting. We will schedule a project kick-off with City staff to identify desired project outcomes, talk through our proposed approach, identify key milestones and expectations for the final deliverables, discuss data needs and other relevant project considerations, and define the logistics of how we will work together to ensure success. As part of the kick-off meeting, we will also discuss the city's vision and objectives for the SE-MIC and project engagement needs.

Ongoing Project Management. We will hold bi-weekly check-in meetings with the City Project Manager over the remainder of the project to ensure progress towards milestones according to the scope of work. These meetings will include reviewing interim drafts and analyses and proactively addressing any challenges that may arise.

Deliverables:

- Kickoff meeting (in person/hybrid)
- Project schedule
- Bi-weekly check-in meetings (online)
- Monthly invoicing

Task 2. Stakeholder Engagement

Engagement under this task will gather input from project stakeholders to inform analysis and research in Tasks 3 to 6 and supplement existing data and information. As an early deliverable in the process, we will work with City staff to develop and deliver a stakeholder engagement plan that aligns with project needs and available resources. This will include outlining engagement objectives, project information needs, all virtual and in-person engagement activities, facilitation responsibilities, materials requirements, and the engagement timeline.

As a starting point, in the bullets below we have proposed some external potential partners that are likely important to include (in addition to city staff from various departments such as the Economic Development Division and Public Works). We will further develop this preliminary list and determine appropriate outreach methods in collaboration with City staff. The outreach activities will be scaled within the budget available for this task.

Potential External Stakeholders

- **Existing businesses and property owners in the SE-MIC** to understand if their current SE-MIC facility is adequate for their operations; if they have any other facilities outside of the center; if they have growth or expansion plans; lease terms; their perspective on development opportunities in the area; and the pros and cons of the SE-MIC and their location within it.
- **Businesses in Redmond (emphasizing those at risk of displacement) and businesses seeking industrial property in the area** to understand preferences for locating, expanding or moving; desired site attributes and facility needs (type, size, purpose); and perspectives on development constraints.
- **Industrial property real estate professionals** such as real estate brokers who are actively engaged in leasing industrial space in Redmond and the Eastside to understand their perception and opinion of the SE-MIC; their experiences in showing, leasing and/or selling in the area and the city; perspectives on industrial space needs; and the general trends of the industrial and commercial regional markets.
- **Partners in economic development**, including local community-based organizations, utility providers (e.g. PSE), OneRedmond, and others to provide their perspective on the SE-MIC's strengths, challenges, and development opportunities; as well as market demand drivers for development.

Deliverables:

- Draft and final engagement plan summarizing the approach (including number of outreach activities, for example interviews/focus groups/meetings), timeline, and participants of all outreach activities
- Engagement support and materials consistent with the plan developed with City staff

Task 3. Existing Conditions and Market Drivers

Analysis under this task will seek to uncover expected future trends and market demands for industrial development in the area and the region to inform the assessment of the area's potential for growth. This analysis will be completed in time to be incorporated in the application for King County Countywide Industrial Center and help the city meet application requirements. BERK will provide an outline of the existing conditions report detailing the analytics to City staff for review and approval before proceeding with the analysis.

Analysis under this task will include the following:

- **Employment and business activity.** We will summarize historic trends in total employment and employment by industry for the SE-MIC to understand how the area has grown and changed, what type of businesses are currently located in the area, and how this compares to the citywide and regional industry mix. We will also identify which industries are well-established in the city, how they performed in recent years, and how they are expected to perform in the future.

- **Industrial and flex real estate market conditions.** BERK will identify industrial and flex (flexible properties that combines office and industrial space) real estate market trends in Redmond and several regional submarkets (e.g. Eastside, Seattle, Kent Valley, Northend), including building activity, net absorption, vacancy rates, lease rates, sale prices, and market outlook. This analysis will also consider other comparable and/or competing industrial parks and centers in the region.
- **Property characteristics and development capacity.** Our team will use city data, County Assessor parcel information, capital facilities planning and infrastructure data, and other relevant information to describe current zoning and land use, parcel sizes, ownership, determine development capacity, infrastructure capacity (including utilities, transportation and circulation), and identify environmental or other development limitations in the SE-MIC.

Data sources that will be used for analysis under this task include U.S. Census Longitudinal Employer-Household Dynamics (LEHD), Puget Sound Regional Council, ESRI Business Analyst, CoStar, County Assessor parcel data, and any available City of Redmond data and information (e.g. GIS Shapefile with study area boundary, business permit data, land use and zoning, any previous land capacity analysis, existing utilities etc.).

Deliverables:

- Existing conditions report outline
- Draft and final existing conditions report that includes a description of key market drivers

Task 4. Business Opportunities Analysis

BERK will conduct an analysis of up to six industries and clustering opportunities to assess their potential for locating or expanding in the SE-MIC. Selection of these industries will be informed by work conducted in Task 2 and Task 3 and through discussions with City staff. Industries may include the following: clean technology; space/satellite; higher education and research university; sports complexes; and light industrial space/makers manufacturing (e.g. coffee roaster, brewery/distillery/winery, small scale artisan manufacturing).

The business opportunities analysis will draw from Task 2 findings on industry and real estate market trends in the SE-MIC, the city and the region, relevant industry studies (such as the PSRC Commercial Space Sector Study), and other available public data sources (e.g. U.S. Census) as needed. We will identify for each selected industry challenges and opportunities related to factors that impact business location decisions such as availability of labor, land, and infrastructure; potential for cross-sector synergies; access to markets including proximity to supply and distribution hubs and proximity to customer base; Redmond's strategic assets and competitive advantage; and existing regulations, economic development initiatives, and financial incentives to support growth and expansion. Where relevant (for example, for sports complexes or higher education institutions), we will also look at market area demographics and competing facilities in the area.

Deliverables:

- List of up to six industries for analysis
- Draft business opportunities analysis findings (to be included as a chapter of the strategy guide)
- Data used in the analysis in native form (e.g. GIS shapefiles, Excel, CSV)

Task 5. Specific Site Analysis

BERK will identify up to five potential and shovel-ready sites for business development related to the industry opportunities studied in Task 4 through a spatial analysis that will focus on site specific opportunities and constraints, discussions with City staff and stakeholder input. We will develop a set of criteria for consideration which may include compatibility with existing zoning and allowed uses; site conditions and built space fit; infrastructure availability (transportation and circulation, water, sewer, stormwater); conflicts with other uses; and impact on environmentally sensitive areas.

Deliverables:

- List of potential and shovel-ready sites for analysis (up to five)
- Draft site analysis findings (to be included as a chapter of the strategy guide)

Task 6. Strategies to Achieve Industrial Growth Center Policy Objectives

With the insights and ideas gained through previous analysis and engagement, and in close collaboration with City staff, BERK will identify policies, programs, and other methods to attract the level and type of growth anticipated in the Comprehensive Plan. Each policy, program, or other method will have a description, a rationale for recommending it, and a qualitative assessment of benefits and dependencies. We will also provide a qualitative assessment of implementation considerations, including needed partners, timeline, level of effort, relative cost, associated risks, expected outcomes, and potential barriers to implementation.

Deliverables:

- Draft and final strategy guide (including findings from Task 4 and Task 5)

Budget and Hours

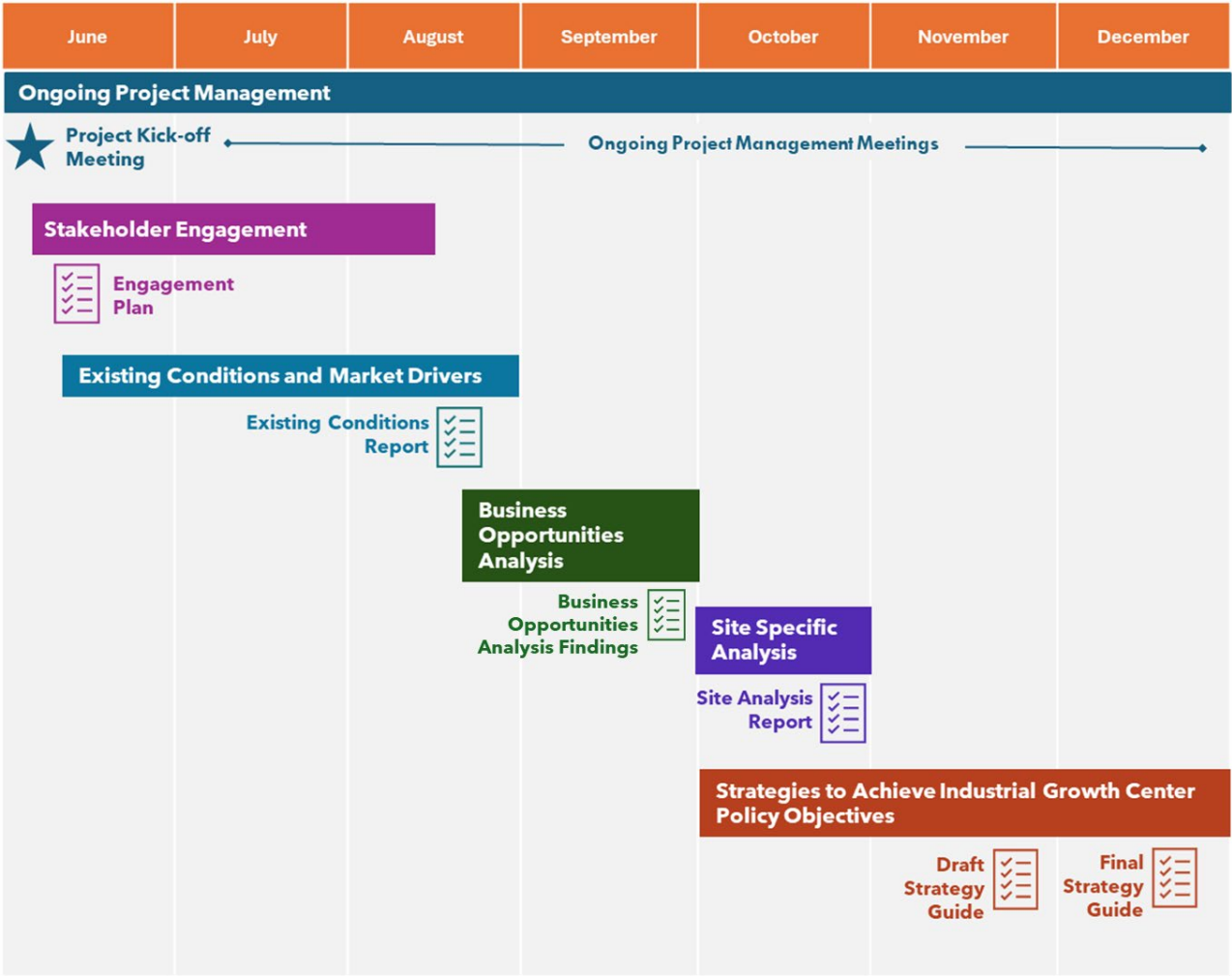
Based on the scope of work outlined, our proposed budget for this project is \$74,968, including a 10% contingency. The anticipated level of effort for this project by person and task is shown in the table below.

Time may be transferred from one task to another due to a greater or lesser level of effort, provided that each task shall be completed, and the total budget shall not be exceeded. Prior to the use of the contingency, there shall be an agreement in writing on the use of the contingency for scope or level of effort not included in Tasks 1 through 6.

	Madalina Calen Project Manager	Taskina Tareen Site Analyst + Engagement Lead	Casey Price Lead Analyst	Project Support	Total Hours and Estimated Cost by Task
2025 Hourly Rate	\$195	\$190	\$105	\$105	
Task 1: Project Kick-off and Management					
Subtotal	16	4	2	2	24
					\$4,300
Task 2: Stakeholder Engagement					
Subtotal	21	16	0	46	83
					\$11,913
Task 3: Existing Conditions and Market Drivers					
Subtotal	44	23	72	8	147
					\$21,350
Task 4: Business Opportunities Analysis					
Subtotal	24	16	8	8	56
					\$9,400
Task 5: Specific Site Analysis					
Subtotal	8	13	24	0	45
					\$6,550
Task 6: Strategies to Achieve Industrial Growth Center Policy Objectives					
Subtotal	40	36	0	0	76
					\$14,640
Subtotal Consultant Cost	\$68,153				
Contingency	\$6,815				
Estimated Project Total	\$74,968				

Preliminary Schedule

A preliminary schedule is provided below which assumes an early June project start date and includes proposed dates for providing draft and final deliverables.





BID RESPONSE

Responding To:

Bid/Project Number: RFP 10854-24

Bid/Project Title: Wellness Coordinator Peer Support Program Administrator

Closing Date: 1/9/2025 at 2:00PM PST

Submitted By:

Name of Company Submitting Response:

LEPS-PSS, PLLC DBA Public Safety Psychological Services

Printed Name of Person Submitting Response:

Cerise M Vablais

Email:

help@psspc.net

Signature of Person Submitting Response:

Signed by:
Cerise M Vablais
41E521EC0FAF4CE...

Date:

1/9/2025

Attach Your Bid/Proposal:

Remember to sign your bid/proposal



Attach all pages of your response here



Public Safety Psychological Services

20818 44th Ave W. Suite 150, Lynnwood, WA 98036
Fax (425) 527-0466 help@psspc.net

PROPOSAL TO PROVIDE

WELLNESS COORDINATOR &

PEER SUPPORT ADMINISTRATOR

RFP No: 10854-24

Submitted by LEPS-PSS, PLLC
DBA Public Safety Psychological Services

Proposal Submission Date:
January 8, 2025

This proposal is valid for 280 days from the original submission date.



Public Safety Psychological Services

20818 44th Ave W. Suite 150, Lynnwood, WA 98036
Fax (425) 527-0466 help@psspc.net

January 8th, 2025

To whom it may concern:

This proposal is being submitted by LEPS-PSS, PLLC (DBA Public Safety Psychological Services [PSPS], a Washington Professional Limited Liability Corporation) in response to RFP 10854-24 provide Wellness Coordination and Peer Support Coordination to the city of Redmond.

Our office is located at:

20818 44th Ave W Suite 150
Lynnwood, WA 98036

Cerise M. Vablais, MBA, Ph.D., ABPP is our managing partner. She may be reached via email at cvablais@psspc.net.

LEPS-PSS, PLLC (DBA Public Safety Psychological Services) understands and agrees to the terms and conditions as stated in the solicitation.

Cerise M. Vablais, MBA, Ph.D.,
ABPP
Board Certified in Police and
Public Safety Psychology
PSPS, Owner

Ryan Roberts, J.D., Ph.D.
PSPS, Owner

Michael D. Roberts, Ph.D., ABPP
Board Certified in Clinical Psychology
Board Certified in Police and
Public Safety Psychology
PSPS, Owner



Public Safety Psychological Services

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Introduction

Dr. Ryan Roberts and Dr. Michael Roberts, owners of Law Enforcement Psychological Services (incorporated in California, 1978), formed LEPS-PSS, PLLC dba Public Safety Psychological Services (PSPS) with Dr. Cerise Vablais (incorporated in Washington state, 2018) in recognition of her experience and expertise and to expand our services to public safety agencies across the country, including an Officer Wellness program, Critical Incident Debriefing, and Fitness for Duty Evaluations. A detailed description of our business structure is found below.

Understanding of the Requirements

PSPS understands the City of Redmond's requirements and scope of work as described in the RFP and is prepared to provide wellness and peer support coordination as requested. We are eager and capable of managing a project as described in the RFP, and we have adopted strategies and tools to ensure the required services are provided by our firm in a timely and professional manner.

Treatment of the Issues:

We are able to perform all tasks as described in the RFP. We develop training materials in conjunction with departments after assessing their needs. General information is provided to all officers during wellness visits that provide psycho-educational support in the areas of physical, emotional, and existential/spiritual wellness.

Statement of Qualifications:

PSPS is well qualified to provide the requested services. Our principal, Dr. Vablais, has worked with first responders in varying capacities since 2007. Drs. Michael Slack and Dr. Diana Johnson both have over 10 years of experiencing directly supporting the wellness needs of first responders. All three are fully licensed as psychologists. In addition to our direct services, Drs. Slack, Roberts and Vablais have provided trainings to law enforcement agencies on the topic of standing up wellness programs, most recently at the International Association of Chiefs of Police Midsize Agencies Conference in March 2024.

Offeror Experience, Qualifications, and Financial Stability

LEPS-PSS, PLLC (DBA Public Safety Psychological Services ["PSPS"]): In 2018, Dr. Ryan Roberts and Dr. Michael Roberts formed LEPS-PSS, PLLC dba Public Safety Psychological Services (PSPS) with Dr. Cerise Vablais in recognition of her experience and expertise and to expand our services to public safety agencies across the country, including an Officer Wellness program, Critical Incident Debriefs, and Fitness for Duty Evaluations. Although PSPS represents the same core psychological team as LEPS and PSS, we have agreed to jointly partner in our efforts to expand our practice.



Public Safety Psychological Services

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Qualifications and Organizational Structure

LEPS is a psychological corporation owned by Drs. Mike and Ryan Roberts. It was incorporated in California in 1978 but had been functioning as a sole proprietorship since 1971. Our organization includes Board Certified Police and Public Safety Psychologists as well as doctorate-level licensed psychologists who have specialized education and training in providing a variety of services to the law enforcement and the public safety community. Our primary practice area is in the entry-level psychological assessment of applicants to public safety positions such as police officer, deputy sheriff, trooper, probation officer, corrections officer, communications dispatcher, and firefighter. In addition, several members of our staff have developed expertise in the areas of forensic fitness-for-duty evaluations (FFDEs); special unit selection (SWAT, narcotics, etc.); weapon carrying positions (probation, arson investigator), and promotional suitability. Finally, we have considerable experience in providing psychotherapy, debriefing services to officers involved in traumatic incidents, training for officers in areas such as field training programs, and executive development.

LEPS currently provides psychological screening services to more than 70 agencies nationwide. A number of the agencies to whom LEPS currently provide services (including the New York State Department of Correctional Services, Washington D.C. Department of Corrections, San Francisco Police Department, San Jose Police Department, Chicago Police Department, New York State Police, Alaska State Troopers and the Washington DC Metro Police Department) have applicant flow and administrative requirements that are similar to those of the proposed contract.

PSS is a professional corporation established in 2002 by James Tracy, Ph.D. Prior to that time, Dr. Tracy had been providing pre-employment psychological screening services to police and other public safety agencies in the State of Washington for over 30 years. PSS is now owned by Drs. Mike and Ryan Roberts, with Dr. Cerise Vablais, ABPP serving as a Managing Partner.

PSPS represents the expansion of a team of nearly two dozen licensed clinical psychologists across the country, supported by a dozen full and part-time administrative staff. Our team has addressed the requested scope of services for over four decades.

PSPS has extensive experience providing officer wellness, pre-employment and fitness-for-duty evaluations to public safety agencies in Washington, Oregon, Alaska, Idaho, Virginia, and the District of Columbia. Some of our agencies, such as Seattle Fire Department, Capital City Fire (Juneau, Alaska), Arlington County Sheriff's Office, Arlington County Fire Department and Eugene Department of Public Safety (Eugene, Oregon) have received contracted services from our management team for five or more years. Washington D.C. Police & Fire Clinic has been a client for over 25 years.

Outline your proposed approach and cost to developing a wellness and peer support program for RPD, including specific methodologies for ensuring cultural competence and trauma-informed practices.

This proposal is valid for 280 days from the submission date.

Upon award of the contract, we propose a series of meetings with all stakeholders to define the high level goals and parameters for program development. We envision meetings with command staff, line level staff, and any internal EAP and HR resources to better understand resources already available to Redmond Police Department employees. We also suggest that we administer an anonymous survey to stakeholders to better understand their desired components of



Public Safety Psychological Services

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wellness offerings. We will present national best practices to the groups and offer several options of programming to the decision makers for their review. Once programs have been vetted, we will work with the team to implement the programs in a timely manner. We will provide timelines including milestones on a monthly basis.

Throughout the review and implementation phase, we will include research and information related to culturally competent and trauma-informed practices. We will also ensure that all recommendations are aligned with International Association of Chiefs of Police guidelines.

We propose to bill this project on an hourly basis with a detailed invoice submitted monthly.

Service	Cost
Senior psychologist, Dr. Cerise Vablais or Dr. Ryan Roberts	\$375/hour
Staff/Contract psychologists – doctoral level	\$300/hour
Master's level therapists and clinicians	\$250/hour
Administrative team support	\$40/hour

Additional Details:

1. Needs Assessment

- **Objective:** Understand the unique needs of RPD personnel regarding wellness and peer support.
-
- **Activities:**
 - Conduct surveys and focus groups with officers and staff to identify stressors and challenges.
 - Review existing wellness initiatives (if any) to determine gaps.
 - Engage with stakeholders, including leadership, union representatives, and mental health professionals.

2. Program Design

- **Components:**
 - **Peer Support Team:**
 - Train a diverse group of officers as peer supporters.
 - Emphasize confidentiality and boundary-setting.
 - **Mental Health Resources:**
 - Partner with culturally competent counselors and therapists.
 - Include 24/7 helplines and access to therapy sessions.
 - **Wellness Activities:**
 - Offer fitness programs, mindfulness training, and nutrition education.
 - Create periodic wellness workshops.
 - **Trauma-Informed Training:**
 - Provide training for all staff to recognize signs of trauma in themselves and others.
 - Equip supervisors to handle wellness concerns empathetically.



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3. Ensuring Cultural Competence

- Recruit trainers and therapists who reflect the community and department's diversity.
- Offer cultural humility training to all involved professionals.
- Regularly review the program for inclusivity through feedback loops with officers from different backgrounds.

4. Implementation

- **Phased Rollout:**
 - Pilot the program with small groups (perhaps one shift) before expanding.
 - Use the pilot to refine methods and address unforeseen challenges.
- **Regular Communication:**
 - Share program updates via newsletters, intranet, and leadership briefings.
 - Reinforce the importance of wellness in organizational culture.

5. Evaluation and Sustainability

- Track participation rates, satisfaction surveys, and changes in key metrics (e.g., absenteeism, use of sick leave, reports of burnout).
- Adjust the program based on feedback and data.

Cost Breakdown Estimates¹

- **Initial Needs Assessment:** \$10,000–\$15,000
- **Training and Development:**
 - Peer Support Training: \$5,000–\$7,000
 - Trauma-Informed Training: \$7,000–\$10,000
- **Mental Health Resources:**
 - Contracts with therapists: \$15,000–\$25,000 annually
 - Wellness workshops: \$3,000–\$5,000 per session
- **Ongoing Program Administration:**
 - 3-5 hours per month - \$10,800 - \$18,000 annually

Staffing Plan:

Drs. Slack, Johnson and Vablais will offer appointments on a weekly basis to support the wellness needs of the Department. These appointments will be primarily between the hours of 0900 and 1700 Monday to Friday Eastern time; however, we understand the nature of first responder scheduling and can offer evening, early morning and weekend appointments when needed. While the RFP mentions annual, proactive wellness visits, our staff is also available for acute, critical incident debriefs on an as needed basis. We can begin seeing officers for their wellness appointments within seven (7) business days after the contract is finalized.

¹ Cost Breakdown Estimates are based on projected hourly costs. We are willing to negotiate flat rate versus hourly rate. Once the scope of work has been further defined, we can modify these estimates.



Public Safety Psychological Services

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References

Tukwila Police Department
Commander Phil Glover
Patrol Division/Valley SWAT Team
Desk 206.431.3893
p.glover@tukwila.gov

San Juan County Sheriff's Office
Undersheriff Mike Hairston
Office 360.378.4151
mikeh@sanjuancountywa.gov

Juneau Police Department
Commander Jeremy Weske
Wellness Program Coordinator and Peer Support Team member
Desk 907.500.0618
JTWeske@juneaupolice.com

Business license

PSPS has applied for a city of Redmond business license and expects it to be active prior to the award of this RFP. Attached is a proof of application.

**page 2 – Consulting Services Agreement, Non-Public Work
City of Redmond, standard form**

THIS AGREEMENT is entered into on _____, 20__ between the City of Redmond, Washington, hereinafter called "the CITY", and the above person, firm or organization, hereinafter called "the CONSULTANT".

WHEREAS, the CITY desires to accomplish the above-referenced project; and

WHEREAS, the CITY does not have sufficient staff or expertise to meet the required commitment and therefore deems it advisable and desirable to engage the assistance of a CONSULTANT to provide the necessary services for the project; and

WHEREAS, the CONSULTANT has represented to the CITY that the CONSULTANT is in compliance with the professional registration statutes of the State of Washington, if applicable, and has signified a willingness to furnish consulting services to the CITY, now, therefore,

IN CONSIDERATION OF the terms and conditions set forth below, or attached and incorporated and made a part hereof, the parties agree as follows:

1. Retention of Consultant - Scope of Work. The CITY hereby retains the CONSULTANT to provide professional services as defined in this agreement and as necessary to accomplish the scope of work attached hereto as Exhibit A and incorporated herein by this reference as if set forth in full. The CONSULTANT shall furnish all services, labor and related equipment necessary to conduct and complete the work, except as specifically noted otherwise in this agreement.

2. Completion of Work. The CONSULTANT shall not begin any work under the terms of this agreement until authorized in writing by the CITY. The CONSULTANT shall complete all work required by this agreement according to the schedule attached as Exhibit B and incorporated herein by this reference as if set forth in full. A failure to complete the work according to the attached schedule, except where such failure is due to circumstances beyond the control of the CONSULTANT, shall be deemed a breach of this agreement. The established completion time shall not be extended because of any delays attributable to the CONSULTANT, but may be extended by the CITY, in the event of a delay attributable to the CITY, or because of unavoidable delays caused by circumstances beyond the control of the CONSULTANT. All such extensions shall be in writing and shall be executed by both parties.

3. Payment. The CONSULTANT shall be paid by the CITY for satisfactorily completed work and services satisfactorily rendered under this agreement as provided in Exhibit C, attached hereto and incorporated herein by this reference as if set forth in full. Such payment shall be full compensation for work performed or services rendered and for all labor, materials, supplies, equipment, and incidentals necessary to complete the work specified in the Scope of Work attached. The CONSULTANT shall be entitled to invoice

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City of Redmond, standard form**

the CITY no more frequently than once per month during the course of the completion of work and services by the CONSULTANT. Invoices shall detail the work performed or services rendered, the time involved (if compensation is based on an hourly rate) and the amount to be paid. The CITY shall pay all such invoices within 30 days of submittal, unless the CITY gives notice that the invoice is in dispute. In no event shall the total of all invoices paid exceed the maximum amount payable set forth above, if any, and the CONSULTANT agrees to perform all services contemplated by this agreement for no more than said maximum amount.

4. Changes in Work. The CONSULTANT shall make such changes and revisions in the complete work provided by this agreement as may be necessary to correct errors made by the CONSULTANT and appearing therein when required to do so by the CITY. The CONSULTANT shall make such corrective changes and revisions without additional compensation from the CITY. Should the CITY find it desirable for its own purposes to have previously satisfactorily completed work or parts thereof changed or revised, the CONSULTANT shall make such revisions as directed by the CITY. This work shall be considered as Extra Work and will be paid for as provided in Section 5.

5. Extra Work.

A. The CITY may, at any time, by written order, make changes within the general scope of the agreement in the services to be performed. If any such change causes an increase or decrease in the estimated cost of, or the time required for, performance of any part of the work or services under this agreement, whether or not changed by the order, or otherwise affects any other terms or conditions of the agreement, the CITY shall make an equitable adjustment in the (1) maximum amount payable; (2) delivery or completion schedule or both; and (3) other affected terms, and shall modify the agreement accordingly.

B. The CONSULTANT must submit any "proposal for adjustment" under this clause within 30 days from the date of receipt of the written order to make changes. However, if the CITY decides that the facts justify it, the CITY may receive and act upon a proposal submitted before final payment of the agreement.

C. Failure to agree to any adjustment shall be a dispute under the Disputes clause of this agreement, as provided in Section 13. Notwithstanding any such dispute, the CONSULTANT shall proceed with the agreement as changed.

D. Notwithstanding any other provision in this section, the maximum amount payable for this agreement shall not be increased or considered to be increased except by specific written amendment of this agreement.

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City of Redmond, standard form**

6. Ownership of Work Product. Any and all documents, drawings, reports, and other work product produced by the CONSULTANT under this agreement shall become the property of the CITY upon payment of the CONSULTANT'S fees and charges therefore. The CITY shall have the complete right to use and re-use such work product in any manner deemed appropriate by the CITY, provided, that use on any project other than that for which the work product is prepared shall be at the CITY'S risk unless such use is agreed to by the CONSULTANT.

7. Independent Contractor. The CONSULTANT is an independent contractor for the performance of services under this agreement. The CITY shall not be liable for, nor obligated to pay to the CONSULTANT, or any employee of the CONSULTANT, sick leave, vacation pay, overtime or any other benefit applicable to employees of the CITY, nor to pay or deduct any social security, income tax, or other tax from the payments made to the CONSULTANT which may arise as an incident of the CONSULTANT performing services for the CITY. The CITY shall not be obligated to pay industrial insurance for the services rendered by the CONSULTANT.

8. Indemnity. The CONSULTANT agrees to hold harmless, indemnify and defend the CITY, its officers, agents, and employees, from and against any and all claims, losses, or liability, for injuries, sickness or death of persons, including employees of the CONSULTANT, or damage to property, arising out of any willful misconduct or negligent act, error, or omission of the CONSULTANT, its officers, agents, subconsultants or employees, in connection with the services required by this agreement, provided, however, that:

A. The CONSULTANT's obligations to indemnify, defend and hold harmless shall not extend to injuries, sickness, death or damage caused by or resulting from the sole willful misconduct or sole negligence of the CITY, its officers, agents or employees; and

B. The CONSULTANT's obligations to indemnify, defend and hold harmless for injuries, sickness, death or damage caused by or resulting from the concurrent negligence or willful misconduct of the CONSULTANT and the CITY, or of the CONSULTANT and a third party other than an officer, agent, subconsultant or employee of the CONSULTANT, shall apply only to the extent of the negligence or willful misconduct of the CONSULTANT.

9. Insurance. The CONSULTANT shall provide the following minimum insurance coverages:

A. Worker's compensation and employer's liability insurance as required by the State of Washington;

**page 5 – Consulting Services Agreement, Non-Public Work
City of Redmond, standard form**

B. General public liability and property damage insurance in an amount not less than a combined single limit of two million dollars (\$2,000,000) for bodily injury, including death, and property damage per occurrence.

C. Professional liability insurance, if commercially available in CONSULTANT's field of expertise, in the amount of two million dollars (\$2,000,000) or more against claims arising out of work provided for in this agreement.

The amounts listed above are the minimum deemed necessary by the CITY to protect the CITY'S interests in this matter. The CITY has made no recommendation to the CONSULTANT as to the insurance necessary to protect the CONSULTANT'S interests and any decision by the CONSULTANT to carry or not carry insurance amounts in excess of the above is solely that of the CONSULTANT.

All insurance shall be obtained from an insurance company authorized to do business in the State of Washington. Excepting the professional liability insurance, the CITY will be named on all insurance as an additional insured. The CONSULTANT shall submit a certificate of insurance to the CITY evidencing the coverages specified above, together with an additional insured endorsement naming the CITY, within fifteen (15) days of the execution of this agreement. The additional insured endorsement shall provide that to the extent of the CONSULTANT's negligence, the CONSULTANT's insurance shall be primary and non-contributing as to the City, and any other insurance maintained by the CITY shall be excess and not contributing insurance with respect to the CONSULTANT's insurance. The certificates of insurance shall cover the work specified in or performed under this agreement. No cancellation, reduction or modification of the foregoing policies shall be effective without thirty (30) days prior written notice to the CITY.

10. Records. The CONSULTANT shall keep all records related to this agreement for a period of three years following completion of the work for which the CONSULTANT is retained. The CONSULTANT shall permit any authorized representative of the CITY, and any person authorized by the CITY for audit purposes, to inspect such records at all reasonable times during regular business hours of the CONSULTANT. Upon request, the CONSULTANT will provide the CITY with reproducible copies of any such records. The copies will be provided without cost if required to substantiate any billing of the CONSULTANT, but the CONSULTANT may charge the CITY for copies requested for any other purpose.

11. Notices. All notices required to be given by either party to the other under this Agreement shall be in writing and shall be given in person or by mail to the addresses set forth in the box for the same appearing at the outset of this Agreement. Notice by mail shall be deemed given as of the date the same is deposited in the United States mail, postage prepaid, addressed as provided in this paragraph.

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12. Project Administrator. The Project Administrator shall be responsible for coordinating the work of the CONSULTANT, for providing any necessary information for and direction of the CONSULTANT's work in order to ensure that it meets the requirements of this Agreement, and for reviewing, monitoring and approving the quality and quantity of such work. The CONSULTANT shall report to and take any necessary direction from the Project Administrator.

13. Disputes. Any dispute concerning questions of fact in connection with the work not disposed of by agreement between the CONSULTANT and the CITY shall be referred for resolution to a mutually acceptable mediator. The parties shall each be responsible for one-half of the mediator's fees and costs.

14. Termination. The CITY reserves the right to terminate this agreement at any time upon ten (10) days written notice to the CONSULTANT. Any such notice shall be given to the address specified above. In the event that this agreement is terminated by the City other than for fault on the part of the CONSULTANT, a final payment shall be made to the CONSULTANT for all services performed. No payment shall be made for any work completed after ten (10) days following receipt by the CONSULTANT of the notice to terminate. In the event that services of the CONSULTANT are terminated by the CITY for fault on part of the CONSULTANT, the amount to be paid shall be determined by the CITY with consideration given to the actual cost incurred by the CONSULTANT in performing the work to the date of termination, the amount of work originally required which would satisfactorily complete it to date of termination, whether that work is in a form or type which is usable to the CITY at the time of termination, the cost of the CITY of employing another firm to complete the work required, and the time which may be required to do so.

15. Non-Discrimination. The CONSULTANT agrees not to discriminate against any customer, employee or applicant for employment, subcontractor, supplier or materialman, because of race, creed, color, national origin, sex, religion, honorable discharged veteran or military status, familial status, sexual orientation, age, or the presence of any sensory, mental, or physical disability or the use of a trained dog or service animal by a person with a disability, except for a bona fide occupational qualification. The CONSULTANT understands that if it violates this provision, this Agreement may be terminated by the CITY and that the CONSULTANT may be barred from performing any services for the CITY now or in the future.

16. Compliance and Governing Law. The CONSULTANT shall at all times comply with all applicable federal, state, and local laws, rules, ordinances, and regulations. This Agreement shall be governed by and construed in accordance with the laws of the State of Washington.

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City of Redmond, standard form**

17. Subcontracting or Assignment. The CONSULTANT may not assign or subcontract any portion of the services to be provided under this agreement without the express written consent of the CITY. Any sub-consultants approved by the CITY at the outset of this agreement are named on separate Exhibit attached hereto and incorporated herein by this reference as if set forth in full.

18. Non-Waiver. Payment for any part of the work or services by the CITY shall not constitute a waiver by the CITY of any remedies of any type it may have against the CONSULTANT for any breach of the agreement by the CONSULTANT, or for failure of the CONSULTANT to perform work required of it under the agreement by the CITY. Waiver of any right or entitlement under this agreement by the CITY shall not constitute waiver of any other right or entitlement.

19. Litigation. 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 agree that such actions shall be initiated in the Superior Court of the State of Washington, in and for King County. The parties agree that all questions shall be resolved by application of Washington law and that parties to such actions shall have the right of appeal from such decisions of the Superior Court in accordance with the law of the State of Washington. The CONSULTANT hereby consents to the personal jurisdiction of the Superior Court of the State of Washington, in and for King County. The prevailing party in any such litigation shall be entitled to recover its costs, including reasonable attorney's fees, in addition to any other award.

20. Taxes. The CONSULTANT will be solely responsible for the payment of any and all applicable taxes related to the services provided under this agreement and if such taxes are required to be passed through to the CITY by law, the same shall be duly itemized on any billings submitted to the CITY by the CONSULTANT.

21. City Business License. The CONSULTANT has obtained, or agrees to obtain, a business license from the CITY prior to commencing to perform any services under this agreement. The CONSULTANT will maintain the business license in good standing throughout the term of this Agreement.

22. Entire Agreement. This agreement represents the entire integrated agreement between the CITY and the CONSULTANT, superseding all prior negotiations, representations or agreements, written or oral. This agreement may be modified, amended, or added to, only by written instrument properly signed by both parties hereto. These standard terms and conditions set forth above supersede any conflicting terms and conditions on any attached and incorporate exhibit. Where conflicting language exists, the CITY'S terms and conditions shall govern.

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City of Redmond, standard form**

**IN WITNESS WHEREOF, the parties hereto have executed this agreement as of the
day and year first above written.**

CONSULTANT:

CITY OF REDMOND:

By: _____
Title: _____

Angela Birney, Mayor
DATED: _____

ATTEST/AUTHENTICATED:

City Clerk, City of Redmond

APPROVED AS TO FORM:

Office of the City Attorney

RFP 10854-24
Wellness Coordinator & Peer Support Program Administrator
Attachment B - Option for Renewal

The City intends to enter into an initial one-year agreement. The City reserves the right to renew this contract for one (1) additional one-year term, for a potential maximum total term of two (2) years, upon serving notice to the Consultant within thirty (30) calendar days prior to expiration. If renewal provision is exercised, all terms and conditions of original contract shall remain in full force and effect. A renewal will be accomplished through a separate contract with reference to the original contract. Acceptance of a renewal offer will be by mutual agreement of both parties. The Mayor or designee is authorized to exercise this renewal option.

Should the City exercise a renewal option, the City and Consultant may discuss any necessary changes to services and will confirm prices/rates prior to each renewal. Consultant shall notify the City in writing at least thirty (30) days prior to a proposed price adjustment. Acceptance of such a request will be at the sole discretion of the City. Any approved price adjustment shall remain unchanged for the duration of the renewal period.



CERISE M. VABLAIS, MBA, PhD, ABPP

cvablais@psspc.net 425.775.4477

SUMMARY OF QUALIFICATIONS

- Board Certified Specialist in Police and Public Safety Psychology
- Primary agency contact for team of psychologists providing assessment and wellness services to over 200 agencies across the United States
- FBI/CISM Level 1, 2 and 3 Trained Crisis/Hostage Negotiator
- Licensed in Maryland, Virginia, Washington, D.C., Alaska, Washington, Oregon, California Idaho, North Dakota, PsyPact APIT Mobility Credential
- Extensive experience testifying as a forensic expert for competency and criminal responsibility evaluations
- Current General Chair and Executive Board Member – International Association of Chiefs of Police – Police Psychological Services Section
- 20+ years experience managing corporate teams (4 team members – 180 team members) and budgets (\$10,000 to > \$4,000,000)

EDUCATION

Fielding Graduate University, Santa Barbara, CA

Ph.D. in Clinical Psychology

Dissertation: *“Toward a new model of psychopathy in women: A qualitative analysis of the PCL-R and the construct of psychopathy in female offenders.”*

MBA, Executive Program, University of Washington, Seattle, WA

BA in English, University of Nebraska at Kearney

WORK EXPERIENCE (Complete resume available)

Public Safety Psychological Services, PLLC, Owner/Managing Partner (2015-present)

- Responsible for day to day operations of both companies, including managing staffing, developing and maintaining client relationships
- Supervise the work of employee and contract psychologists
- Complete pre-employment and fitness for duty psychological evaluations for public safety candidates
- Provide consultation and training on law enforcement, public safety and mental health topics to agencies and other mental health providers
- Provide critical incidents and wellness services to first responder agencies
- Develop and maintain training materials for contract psychologists to assess for inter-rater reliability
- Responsible for day to day operations of both companies, including managing staffing, developing and maintaining client relationships

Central Clinic Behavioral Health, Cincinnati, Ohio, Forensic Evaluator (2022-2023)

- Complete competency and criminal responsibility evaluations for defendants on a contract basis

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Critical Response Associations, Consultant (2021-present)

- Provide risk and threat assessment to corporations on an as needed basis
- Complete fitness for duty/IMEs as requested

North Sound Metro SWAT CNT Team, King/Snohomish County (2017-present)

- Respond to call-outs with team members for various crisis situations
- Provide quarterly training to team members on various mental health related subjects.
- Participate with team in annual competition at Western States Hostage Negotiator's Association Conference
- Completed Levels I, II and III Crisis Negotiations Training

Fairfax Hospital, Director of Clinical Training, Assessment, Referral & Social Services (2011-2015)

- Managed team of 180 staff for 200-bed free-standing psychiatric hospital
- Managed social services team who provided full range of therapy, case management and discharge planning services for patients in an acute crisis stabilization environment
- Managed Involuntary Treatment Commitment team and Partial Hospitalization program
- Member of executive leadership team providing input into hospital's strategic plan
- Primary executive team liaison with Kirkland Police Department to collaborate on joint patient issues

Anne Arundel County Detention Facilities/Corizon Medical (2007-2011)

- Managed the delivery of mental health services and programs for two-facility, 1200-bed detention center in accordance with Departmental policies and procedures
- Developed and offered training on suicide prevention and other mental health related topics to staff.
- Training director for internship and externship programs offered
- Offered risk assessment and risk management plans. Led interdisciplinary team coordinating and offering services to inmates housed in mental health unit.

RESEARCH AND PUBLICATIONS

- Vablais, C. M., Roberts, R. & Roberts, M. (2021). Practical guidance for remote psychological test administration and interviewing, *The Specialist, Volume 48*.
- Vablais, C. M. (2007). Toward a new model of psychopathy in women: A qualitative analysis of the PCL-R and the construct of psychopathy in female offenders. Dissertation research using grounded theory qualitative analysis. Fielding Graduate University.
- Vablais, C. (1998). The Web's Oldest Profession: Psychology of Sex on the Internet. In Cerise Vablais & Tony Leininger (Eds.) *How the Web Was Won: Conquering the Digital Frontier* (pp 39-47). Redmond, WA: Microsoft Press.
- Vablais, C. (1996). Treasure Quest. [Computer Software-CD-ROM Game]. Scottsdale, AZ: Sirius Publications.

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cvablais@psspc.net 425.775.4477

WORKSHOPS & PRESENTATIONS DELIVERED (Complete list available)

- Speaker, IACP Mid-Year Division Meeting; Safety and Wellness: Fitness for Duty Evaluations (March 2024)
- JRA Conference Speaker (October 2023)
- Panelist, Public Safety Testing Business Meeting/Washington Civil Service Conference, “Bias and Racism in the Hiring Process”: What we Know, What We Don’t and What We Need” (October 2020)
- Keynote Speaker, Selecting and Maintaining a Resilient Work Force: Alaska Fire Chiefs’ Association Conference (February 2020)
- The P.O.S.T. Dimensions and Cultural Competence in Policing: Diverse Chiefs’ Experience from the Field: International Association of Chiefs of Police Conference (October 2019)
- Reefer Madness: Legalization of Marijuana and Its Impact on Public Safety Hiring Practices: Idaho Chiefs of Police Association (October 2019); National Sheriff’s Association Conference (June 2018); International Association of Chiefs of Police Conference, Philadelphia, Pennsylvania (October 2017).
- You did WHAT: Generational Shifts in Attitudes Towards Sex and Drugs and Implications for Public Safety Hiring Processes /Johnson & Roberts Pre-Conference at IACP. San Diego, California (October 2016). Public Safety Testing Business Meeting/35th Annual State Civil Service Conference (September 2016).
- Admissions of viewing child pornography in law enforcement applicants. Johnson, Roberts & Associates pre-conference/IACP. Chicago, Illinois. (October 2015).

Vitae

Michael A. Slack, Psy.D

1912 5th Ave N #201
Seattle, WA
(847) 927-9226
mslack2016@gmail.com

License/Certification

Psychologist License(s) – Washington State PY60629403 (Expires 04/13/2022)
State of Alaska 134346 (Expires 06/30/2021)
State of Idaho PSY203271 (Expires 04/13/2022)
State of Virginia 0810007402 (Expires 06/30/2022)

Education

2005 – 2013 Washington School of Professional Psychology
Doctorate in Clinical Psychology (Psy.D) (G.P.A. 3.99/4.0)
Master's degree conferred en route - October, 2008.

2001 – 2005 Northern Michigan University
Bachelor's degree in Graduate Prep Psychology (G.P.A. 3.45/4.0)

Graduate Courses

Clinical

Clinical Skills I: Humanistic Therapy
Clinical Skills II: Cognitive Behavioral Therapy
Clinical Skills III: Family Therapy
Clinical Skills IV: Narrative Therapy
Clinical Interviewing
Cognitive and Affective Bases of Behavior
Consultation and Supervision
Dissertation seminar
Interventions I
Introduction to Psychophysiology
Introduction to Psychopharmacology
Introduction to Neuropsychology
Motivational Interviewing
Neuropsychological Assessment
Professionalization Seminar I
Professionalization Seminar II
Practicum Supervision I
Practicum Supervision II
Psychopathology II: Adult Psychopathology
Psychopathology I: Childhood & Adolescence

Theoretical

Adult Development and Aging
Child Development
Diverse Populations
Ethics
Social Psychology

Assessment

Cognitive Assessment
Integrative Assessment
Objective Assessment
Psychometrics & Test Theory

Research

Qualitative Research Methods
Quantitative Research Methods

Doctoral Dissertation

A Qualitative Study of Pro Bono Service Practices of Psychologists in Washington State
April - 2013

Ten independently practicing psychologists from across Washington State were recruited to discuss how they defined and delivered pro bono service, as well as the past experiences that shaped their current understanding of pro bono service. Semi-structured telephone interviews were conducted with each participant. A qualitative methodology utilizing thematic analysis was applied to each transcribed interview. Six separate themes were identified. Definitions of pro bono services generally fell within two categories: services delivered at a lesser rate than full fee, and non-recompensed services. Within these two categories, variability among delivery methods was notable. Participants endorsed a variety of activities as pro bono service, and the financial well-being of the participants' practices was notable as it pertained to the importance of fees in therapy.

Post-Doctoral Residency

January 2014 – July 2015 Integrative Psychological & Social Services - Marysville, WA

Completed a 2,000-hour postdoctoral experience through a non-profit mental health agency located in Marysville, Washington. The postdoc position served a low-income population and was structured using an outpatient private practice model. Postdoc responsibilities included maintaining a caseload of ongoing individual therapy clients, and supervising doctoral level interns and practicum students. Cognitive and neuropsychological evaluations were conducted as needed. Didactic training occurred on a monthly basis. Three hours of weekly clinical supervision was received from two licensed clinical psychologists in the State of Washington.

Doctoral Internship

August 2010 – July 2011 St. Anthony's Point Oil City, PA

This 2,000 hour, APPIC approved internship was located in rural Pennsylvania, in the town of Oil City. St. Anthony's Point served the immediate community and surrounding townships. A major emphasis of internship training was in the development of skills in providing treatment to children and families through a wrap-around community service delivery model. Treatment for the family and child was generally offered from one to five hours per week in the home, community, and/or classroom. This intern was responsible for all aspects of wrap-around cases, which included supervisory duties of therapeutic support staff. Significant training was also received in the treatment of a variety of mental health diagnoses for clients generally seen on an outpatient basis. Hospital privileges were granted to this intern to allow for consultation with physicians and psychiatrists, as well as the psychological assessment of clients admitted to the hospital's emergency room. This intern also received specialized training in providing psychological evaluations for gastric bypass surgery and spinal stimulation surgery.

Practicum I

September 2007 – July 2008 Western State Psychiatric Hospital Steilacoom, WA

Practicum (I) at Western State Psychiatric Hospital included experiences in several specialized domains. Training was focused on gaining experience in the treatment of sex offending populations, as well as in conducting forensic competency to stand trial evaluations. These evaluations often included the administration of a variety of cognitive measures. I also held regularly scheduled therapy appointments with clients in forensic and clinical settings.

Practicum II

September 2008 – July 2009 The OASIS Program at NAVOS Mental Health Seattle, WA

Practicum (II) at the OASIS program at NAVOS Mental Health offered me the opportunity to work with the geriatric population. I participated in individual and group therapy on a weekly basis with a steady caseload of approximately 15 clients between the ages of 60 to 95. Supervised neuropsychological evaluations were provided for the assessment of cognitive functioning and dementia screening. Additionally, I maintained case management clients in the community, which allowed firsthand exposure to many of the difficulties that geriatric populations experience on a daily basis.

Professional Experience

2017 – **Public Safety Psychologist Evaluator**
Current Public Safety Psychological Services Lynnwood, WA

Contracted evaluator responsible for conducting pre-employment suitability evaluations for law enforcement, firefighters, and other public safety employees throughout Washington State. These evaluations are consistent with Peace Officer Standards and Training (POST). The primary responsibilities associated with this position include interviewing, psychological testing, report writing, and the communication of evaluation results to department stakeholders.

2016 – **Contracted Psychologist Evaluator**
Current AMCE Physicians Group Washington State

Per diem contracted evaluator responsible for conducting social security disability evaluations at multiple locations throughout the State of Washington. This position serves primarily low-income or homeless populations experiencing various mental health concerns to include severe and persistent mental illness. Responsibilities include interviewing, evaluating, and report writing.

2015 - Current	Staff Psychologist – Northwest Region Washington State Department of Corrections Monroe, WA
	<p>The position of staff psychologist is unique to the Washington State Department of Corrections. Responsibilities for this position include conducting pre-employment psychological evaluations for new corrections officers, responding to the mental health needs of over 1,500 correctional staff, and consultation with department executives regarding organizational change and agency wide policy. Additionally, this position is responsible for the clinical management and operational oversight of a regional Critical Incident Stress Management (CISM) team.</p>
2012 – 2014	Aftercare Therapist & Historian Amen Clinic – Bellevue Bellevue, WA
	<p>This position required me to provide outpatient therapy to teens and young adults, as well as conduct intake assessments. Assessment data was integrated into a report format, which was then presented to treating physicians. Additional responsibilities associated with this position included timely documentation of clinical notes and reports, coordination of care between physicians, and consultation regarding client mental health treatment.</p>
2006 – 2012	Behavioral Intervention Specialist & Psychometrician Northwest Neuropsychology Bellevue, WA
	<p>Northwest Neuropsychology allowed me to participate as a treatment team member providing neuropsychological assessments for adolescents and young adults experiencing a range of brain injuries and/or neuropsychological deficits. Duties associated with this position included the administration and scoring of neuropsychological evaluations, case management, treatment planning, academic coaching, and consulting on the development of Individualized Education Plans. Furthermore, I was instrumental in the development of a mentoring program for clients requiring intensive intervention and coaching.</p>
2009- 2010	Clinical Externship Samaritan Center Seattle, WA
	<p>This opportunity offered me the ability to provide supervised individual therapy with a variety of clients in an outpatient, low fee mental health clinic. This experience was constructed using a practicum model. Two hours of weekly supervision was received by one doctoral level psychologist and one master's level clinician. Group didactic trainings were participated in on a monthly basis.</p>

- 2006 – **Founder & President** Seattle, WA
2010 Psychological Connections
- Developed a non-profit organization dedicated to assisting individuals in finding low cost, and pro bono mental health services throughout the United States. Duties included the oversight of organizational development and implementation of operational programs and goals. This organization has been featured in Washington Psychologist and Grad Psych magazines.
- 2006 – **Clinical Case Manager** Seattle, WA
2010 Downtown Emergency Service Center
- The function of this position was to serve the homeless population in a respite program through intensive case management and assistance in finding appropriate long-term housing. My duties included the assessment and intake of clients entering the program, as well as providing both emergency and non-emergency counseling.
- 2009 – **Psychometrician & Report Writer** Bellevue, WA
2009 Private Practice – Dr. Allison Schechter
- Contracted position with a local clinical and forensic psychologist to administer and score psychological assessments for social security and forensic evaluations. Additionally, I integrated data from assessments and questionnaires into report format for my supervisor. The client population served was diverse, and primarily presented with low socioeconomic status.
- 2006 – **Psychometrician** Seattle, WA
2007 Elliot Bay Behavioral Health
- Conducted cognitive and neuropsychological assessments. This work served clients from a variety of socioeconomic, racial and ethnic backgrounds. Assessments were supervised by Dr. Alan Breen.
- 2006 – **Crisis Respite Counselor** Seattle, WA
2007 Downtown Emergency Service Center
- Provided emergency and non-emergency interventions and counseling with the homeless population. Clientele are low income and racially and ethnically diverse, between the ages of 18 and 65.

2006 – **Community Resource Guide Developer**
 2006 Seattle Neighborhood Group White Center, WA

Contract position with duties including interviewing community members regarding concerns about drug and alcohol abuse in White Center, Washington. I developed a community resource guide comprised of prevention resources as well as local chemical dependency treatment facilities for those seeking treatment in White Center, Washington.

Volunteer Experience

2010 – **Rescue Technician – Team Leader**
 Current King County Search and Rescue King County, WA

Volunteer participation as a Team Leader for King County Search and Rescue. This all volunteer team is the oldest search and rescue organization in the United States. Extensive training was provided in team leadership and management, land navigation, first aid, and rescue techniques. Recognized for “Top Responder” during the years of 2010-11 and 2013-14. Member of technical rescue team and instructor for evacuation.

2009 – **Washington State Psychological Association**
 2010 Social Issues & Human Right’s Committee – Member WA

I was invited to participate in the development of a Probono Initiative through a subcommittee of the Washington State Psychological Association. The Washington State Psychological Association will be supporting a program for all of King County to assist individuals of low income to find psychologists offering pro bono services.

2002 – **First Responder/Rescue Technician**
 2005 Marquette County Sheriff’s Search & Rescue Marquette, MI

I assisted in the rescue and extraction of individuals who required assistance throughout the Upper Peninsula of Michigan. This was an all volunteer rescue team comprised of 35 well trained individuals through the Marquette County Sheriff’s Department.

2003 – **Research Assistant**
 2005 Northern Michigan University Marquette, MI

Our team conducted long term research under the supervision of doctoral level professors/psychologists about gender stereotypes. During this experience I was exposed to the direct RT computer software program, as well as issues pertinent to psychological research.

2004 – **Undergraduate Internship**
 2004 Northwest Community Healthcare Arlington Heights, IL

Internship opportunity within a 12 Step chemical dependency treatment facility for minors. Duties included assisting in recreational and group therapy, supervising clients throughout their daily activities, as well as participating in family interventions.

Testing Experience

Number Administered

BASC	49
Beck Depression Inventory	88
Boston Naming Test	3
Categories Test	43
California Psychological Inventory	1555
California Verbal Learning Test	5
Children's Memory Scale	68
Cognitive Assessment System	35
Dementia Rating Scale	2
Geriatric Depression Scale	3
Grey Oral Reading Test	36
Hare Psychopathy Checklist	1
Inwald Personality Inventory	270
Millon Clinical Multi-Axial Interview – III	3
Minnesota Multiphasic Personality Inventory	22
Nelson Denny Reading Test	38
Personality Assessment Inventory	1505
PSYQ	1549
Rey Complex Figure Test	5
SCID	13
SMALSI	38
Structured Interview of Reported Symptoms	2
Test of Everyday Attention – Children	62
Test of Everyday Attention – Adult	53
Test of Memory Malinger	9
Trails A & B	103
Trauma Symptom Inventory	7
Weschler Adult Intelligence Scale – III	50
Weschler Adult Intelligence Scale – IV	117
Weschler Individual Achievement Test	51
Weschler Intelligence Scale Children – IV	72
Weschler Memory Scale – III	39
Weschler Memory Scale – IV	67
Wisconsin Card Sort Test	38
Woodcock Johnson Test of Cognitive Abilities	42

Research Experience

Personality Variables and Academic Achievement in a Mixed Clinical Sample.

November 2008 – April 2009

This research was designed to identify whether any of the clinical scales of the PAI predicted achievement on the WRAT. The researchers utilized archival data from 227 participants referred for outpatient neuropsychological evaluation. Correlational and multiple regression analyses were performed to identify significant relationships.

Responsibilities: Research design, analyzing data through SPSS, identifying conclusions, poster design and construction

Supervised by: Douglas Whiteside, Ph.D, ABPP

Couples Experiences of Marital Infidelity and Reconciliation.

January 2008 – March 2008

This study was a qualitative research design for a doctoral dissertation. The researcher interviewed ten couples who experienced marital infidelity to examine their perceptions of the event, as well as how it affected their marriage, and how they believe their relationship(s) endured.

Responsibilities: Coding data for themes and similarities amongst the research participants.

Doctoral candidate: Dr. Jennifer Love Crowell.

Dissertation supervisor: Dr. Dana Waters, American School of Professional Psychology, Argosy University.

Memory Distortion of Gender-stereotype-inconsistent Pictures: The Role of Stereotype Typicality.

August 2003 - June 2005

Through the use of Direct RT computer software, this research group tested subjects' memory for pictures of people performing actions considered to be gender-stereotype-consistent, gender-stereotype-inconsistent, and gender-neutral. It was our hypothesis that very unusual stereotype-inconsistent pictures would be remembered correctly.

Responsibilities: Research lab design, testing subjects, data collection, lab construction

Supervised by: Dr. Maya Sen, Department of Psychology, Northern Michigan University, msen@nmu.edu

Presentations and Publications:

Slack, M. (2018). Generational Differences. Oral presentation to the Washington State Department of Corrections – Community Corrections leadership meeting, May 2018, Olympia, Washington

Slack, M. (2017). Stress Management. Oral presentation to the Washington State Department of Corrections - Human Resources Department, July 2017, Gig Harbor, Washington.

Slack, M. (2013). A Qualitative Study of Pro Bono Service Practices of Psychologists in Washington State. Dissertation defense at the Washington School of Professional Psychology, April 2013, Seattle, Washington.

Slack, M., Goodnature, D., Whiteside, D.M., Hellings, J., & Goldov, N. (2009). Personality variables and academic achievement in a mixed clinical sample. Presentation submitted to the *American Academy of Clinical Neuropsychology conference*, June 2009. San Diego, California.

Sen, M.G., Wieser, J., & Slack, M (2004). Memory Distortion of Gender-Stereotype-Inconsistent Pictures: The Role of Stereotype Typicality. Presented at the *American Psychological Society 16th Annual Convention*, May 2004, Chicago, Illinois.

Teaching Experience:

PP 8704: Neuropsychological Assessment. Teacher's Assistant. August 2009 – April 2010.

Responsibilities: Assisting with test administration instruction, scoring test protocols, scoring reports, presenting clinical cases, and facilitating study sessions.

Supervised by: Dr. Douglas Whiteside, Psychology Department, American School of Professional Psychology at Argosy University of Seattle, dwhiteside@argosy.edu

PY 235: The Psychology of Gender. Teacher's Assistant. August-December 2004.

Responsibilities: Assisted in mock debates, grading examinations and assignments, organizing student records, maintaining office hours, and individually tutoring students when deemed necessary.

Supervised by: Dr. Maya Sen, Department of Psychology, Northern Michigan University, msen@nmu.edu

Honors & Awards

Excellence in Service – Washington State Department of Corrections

Recognition for service delivered to the Department on behalf of staff; recognized by the Secretary of the Department and Governor of the State of Washington (2020).

Top Responder – King County Search and Rescue

Recognition as a Team Leader responding to the most missions during 2011-12 and 2013-14.

Merit Scholarship Award – Washington School of Professional Psychology

This scholarship is presented to those students who demonstrate exceptional academic performance and present a minimum GPA of 3.5 or higher.

Northern Michigan University Dean's List

Recognition is given on a per-semester basis for achieving a GPA of 3.2 and above. This was attained for a period of three years while attending Northern Michigan University.

Honorary Appreciation for Selfless Acts - Marquette County Sheriff's Office

December 2002; February 2003; December 2004. These awards are presented "to those whose unselfish acts are recognized by the county and citizens of Marquette County."

Clinical Interests

Adults; Forensic Psychology; Corrections; Public Safety Psychology; Public Safety Evaluation; Geriatrics; Probono Service; Organizational Psychology; Staffing; Rural Community Mental Health; Grief & Loss; Eating Problems; Depression; Grief & Loss; Anxiety Related Disorders; Death & Dying; Life Transitions; Homelessness; Social Justice.

Professional Affiliations

National Register of Health Service Psychologists
Psi Chi National Honor Society for Psychology
International Association of Chiefs of Police

Diana Johnson, Psy.D.

Licensed Clinical Psychologist

PY60388638

18865 NE Meadow Run Dr. Poulsbo, WA 98370

Phone 206-462-0998 C – E-mail Diana.Horowitz1@gmail.com

Website www.DianaHorowitzPsyD.Com

Curriculum Vitae

Education

- 08/2020 – 10/2022 **Fairleigh Dickinson University, New Jersey**
Post-Doctoral Master's in Clinical Psychopharmacology conferred 10/2022
- 9/2005 – 7/2011 **American School of Professional Psychology**
San Francisco Bay Area, CA
Argosy University
Psy.D. in Clinical Psychology conferred 7/2011
Master's in Clinical Psychology conferred 5/2007
- 9/1999 – 12/2003 **Sierra Nevada College, Incline Village, NV**
Bachelor of Arts Degree in Psychology conferred 12/2003
Magna cum Laude

Clinical Experience

- 07/2022 to Present **Public Safety Psychological Services**
Lynnwood, WA
Contract Psychologist
Complete Post-Conditional Offer Psychological Evaluations for Law Enforcement and Fire Service. Complete Suitability Assessment Reports. Complete individual Critical Incident Debrief appointments with first responders. Offer annual in-service training to staff members of Public Safety Departments regarding individual wellness. Offer annual and semi-annual Officer Wellness Appointments to staff members of Public Safety Departments.
- 07/2022 – Present **Washington State Department of Corrections**
Puget Sound Region
Psychologist 4 – Staff Psychology Program

Provide individual therapeutic services, crisis support, consultation, and coaching for staff members, supervisors, and leadership.

02/2015 – 07/2022

Washington State Department of Corrections

Mission Creek Corrections Center for Women

Belfair, WA

Psychologist 4 – Health Services Division

Supervise 4 master's level therapists across 4 separate facilities. Carry a patient caseload assessing and treating incarcerated women in a minimum-security camp setting. Conduct intake assessments, ongoing group and individual therapy, and case management with a focus on reentry into the community. Work together with mental health, medical and psychiatric staff on and off site to coordinate best treatment practices. Develop relationships throughout the facilities to include unit staff, classification, worksite supervisors and correctional program managers to help support patients' success as well as safety and security of prison and staff.

10/2013 – Present

Private Practice

Seattle, WA

www.DianaHorowitzPsyD.com

Provide individual and couples therapy in my small Seattle private practice. I work with people of diverse backgrounds and an array of presenting concerns including anxiety, depression, life transitions, and LGBT identity/relationships. My work is strength-based in nature and informed by relational, psychodynamic, attachment and sociocultural theories.

3/2013 – 10/2013

Sharper Future

Colton, CA

Staff Psychologist

Evaluate and assess newly paroled, convicted sex offenders for mandated treatment. Conduct intake interviews including various required risk assessment instruments before completing a detailed forensic report that is submitted to the California Department of Corrections. Develop, plan and facilitate multiple ongoing High-Risk Sex Offender treatment groups. Facilitate a Federal Substance Abuse and Relapse Prevention group for clients newly released from federal prison. Maintain 10-20 weekly individual clients. Consult with law enforcement and psychiatric and medical professionals to best meet the needs of the client. Supervise postdoctoral residents conducting individual and group treatment. Participate and co-facilitate weekly didactic and group supervision with practicum and postdoctoral level staff.

- 8/2011 – 5/2012 **Humboldt State University**
Arcata, CA
Postdoctoral Resident
Maintained a caseload of 15 to 20 clients and couples, using a brief therapy model. Co-facilitated two on-going therapy groups, one for socially anxious students, and a Social Skills group for students with an Autism spectrum diagnosis. Provided up to 10 hours per week of crisis and drop-in appointments during on-call hours. Provided outreach programs to the campus community. Consulted with faculty, staff, students and parents as needed.
- 8/2010 – 5/2011 **Mount Saint Mary's College**
Los Angeles, CA
Psychological Intern, Half-time Capic Internship
Conducted short-term brief therapy with a caseload of 10 to 12 clients, and maintained one long-term client. Held crisis appointments and consultations. Conducted intake interviews, assessing for severity of pathology and possible fit for the counseling centers brief therapy model. Created and presented outreach programs and workshops for the campus community. Clients were diverse in ethnicity, cultural background, sexual orientation, and economic status, as well as clinical presentation. Made report with client to DCFS for childhood sexual abuse. Utilized suicide contracts and consulted with law enforcement and outside assessment teams on a client's danger to self and others.
- 8/2008 – 5/2009 **Mills College**
Oakland, CA
Psychological Intern, Half-time Capic Internship
Completed over 900 total training hours, maintaining a caseload of 10 brief therapy clients and 1 long-term client. Held weekly crisis drop-in hours open to all students. Presented formal case presentations to clinical staff and outside experts in the field. Clients came from very culturally, as well as financially diverse backgrounds and represented a wide range of presenting problems including mild to severe eating disorders, PTSD and childhood sexual abuse, mood disorders, struggles with attachment and individuation, depression, coming out, and questioning gender identity.
- 8/2007 – 7/2008 **Pacific Center for Human Growth**
Berkeley, CA
Psychological Trainee, LGBT Community Clinic
Completed 20 hours per week of trainings, supervision, meeting with individual clients and co-facilitating a Grief Therapy Group. Conducted brief phone screens to assess for severity of pathology

and/or addiction and conduct diagnostic and assessment evaluations through intake interviews. Clients were of the lesbian, gay, bisexual and transgender community. Presenting issues included gender identity disorder, mood disorders, substance abuse, anger, coming out, and sexual problems.

8/2006 – 8/2007

Marin Treatment Center

San Rafael, CA

Psychological Trainee, Methadone Clinic

Maintained a case load of 10 clients whose afflictions surpass that of drug abuse and dependence. Clients included homeless, disabled, elderly and adolescents with diagnosis ranging from mild Depression to PTSD and Paranoid Schizophrenia with sensory hallucinations. Responsibilities consisted of weekly counseling sessions to stabilize and support clients psychologically and in their recovery, as well as managing case files and communicating with other medical and psychiatric personnel in order to maintain an effective treatment plan.

1/2004 – 6/2005

Colorado Timberline Academy

Durango, CO

Counselor, Mediator, Dorm Parent, Activities Coordinator

Worked and lived at private-secondary boarding school, providing counseling and supervision for youth aged 14-19. The youth ranged from fully functioning to severely learning disabled, and youth with mild to moderate psychological diagnosis including Autism, Asperger's syndrome, ADD/ADHD, Bipolar, Depression, Eating Disorders, Narcolepsy, OCD, Oppositional Defiant Disorder, and Schizophrenia among others. Assigned five female students for 24-hour care in on-campus housing. Counseled all youth on campus in personal and educational issues. As activities coordinator I planned and implemented age and ability appropriate recreational activities for 45 youth.

2/2004 – 7/2004

Alternative Horizons Center for Domestic Violence

Durango, CO

Domestic violence advocate and 24-hour hotline volunteer

Received 30 hours of training on a variety of different techniques, services and resources. Worked on hotline providing victims of DV with resources as well as a person to talk to in time of crisis. Worked as an advocate bringing victims of DV to court to request restraining orders, and meeting victims in the emergency room in order to help with and instruct them of their resources and transporting them to safe houses.

3/2004 – 7/2004

Rape and Crisis Intervention Hotline

Durango, CO

Hotline volunteer for rape and crisis calls including suicide

Received 35 hours of training on suicide assessment and crisis techniques as well as basic counseling methods for hotline use.

Provided victims with resources as well as a supportive person to talk to when in need.

Related Professional Experience

2/2006 – 9/2006

Personnel Decisions International

San Francisco, CA

Associate Consultant

Personnel assessment and evaluations, conducted structured behavioral interviews, integrating scores from the California Personality Inventory (CPI) in order to generate and report recommendations for an individual's promotion within a company or corporation.

Research Experience

1/2010 - 7/2011

Body Shame: A Comprehensive Survey of the Literature and Development of an Integrative Framework for Understanding and Treating Body Shame (Doctoral Dissertation)

9/2003 – 12/2003

Meta-Analysis of Treatment Programs for Post Traumatic Stress Disorder (Undergraduate Senior Project)

Completed a literature review which went in depth researching different treatment techniques and programs for PTSD from five different psychological schools/approaches.

9/2002 – 12/2002

Sexism Toward Women in the Car Buying Industry

Completed a phenomenological field study in the new car industry on whether or not female consumers are met with sexism from sales people in the industry.

4/2003

Presented at the Western Psychology Association for Undergraduate Research

Santa Clara, CA

“Sexism Toward Women in the Car Buying Industry

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