

Department of Emergency Management

2025 Annual Report

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The following is a PDF of the DEM Annual Report.



Snohomish County Emergency Management Annual Report - 2025

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Leadership

A message from Executive Dave Somers

The Central Puget Sound region is home to more than 4 million people, growing fast toward 5.8 million by 2050. In Snohomish

County, we are climbing toward 1 million residents, nearly double the population from when I first was elected to public office in 1997. That kind of growth brings amazing opportunities. It also brings increased needs and constrained resources.



Executive Dave Somers speaks with U.S. Representative Rick Larsen at the Snohomish County Emergency Operations Center

As our county grows, the Department of Emergency Management continues to be tasked with planning for and responding to natural or human-caused hazards. The risk and impact of those hazards is growing, too.

The team's members are some of the first to get involved and the last to disengage after an emergency. In just one example, their work coordinating response and recovery efforts for record December 2025 flooding has stretched all the way through the first half of 2026.

The department constantly is planning and preparing for future threats. Work in 2025 included many hours contributing to the region's readiness for the 2026 World Cup, as well completing the County's first Community Wildfire Protection Plan.

They did all this and more during a time when there is federal uncertainty around emergency management policy, practices and

funding.

The department remains the backbone of emergency coordination here. Proactive planning and training benefits partners throughout the county, as do the support and structure it provides during an emergency.

No agency can navigate a major emergency alone, and Snohomish County is fortunate to have strong partnerships with fellow counties, cities and tribes, public safety agencies, transit, businesses, schools, healthcare, nonprofits, and others. These partners rely on the County for foundational services like DEM.

I thank the Department of Emergency Management for the tremendous work accomplished not only in 2025, but throughout the department's 20-year history. It is vital that we continue to invest in the safety and preparedness of our community over the next 20 years and beyond.

Director's message

Emergency managers know about working in chaotic conditions. We try to identify in advance what challenges might arise during a disaster. We create plans and processes to mitigate risk and surprises. Nevertheless, we know that every emergency will bring new problems to be solved, requiring us to stay nimble and to adjust our processes accordingly. 2025 provided plenty of opportunities for my team to demonstrate our

agility, and I couldn't be prouder of how they have risen to the challenge.

The 20th anniversary of the Department of Emergency Management joining Snohomish County government came during a time of tremendous change. Federal systems woven into local capabilities are now in question, including the very existence of the Federal Emergency Management Agency. Because disasters begin and end locally, any gaps in service at other levels become our responsibility by default. Sudden changes in our partners' capabilities become major concerns.



Director Lucia Schmit speaks with U.S. Senator Patty Murray

At the end of 2024, County Executive Dave Somers asked me to participate on his behalf in the National Association of County Official's Disaster Reform Task Force. This presented the opportunity to share Snohomish County's perspective in the hope of influencing the direction and scope of Federal changes for emergency management. I have shared the County's experience with the 2014 Oso mudslide, when a mountainside buried the Steelhead Haven neighborhood and claimed 43 souls. On that day, and for the months of recovery that followed, we needed help. It arrived.

FEMA's then-director came here. So did the President. They were preceded by federal disaster response experts, plus over 120 state and local response organizations, including nonprofits and local businesses. Kindness and compassion fueled this influx of support from our neighbors. The response was effective because people pulled together using proven Federal structures that provided common organization, vocabulary and emergency management systems. This way of working, forged and tested amid hurricanes, floods, wildfires and other disasters, not only helped us fight the mudslide, it captured hard lessons from our disaster and made sure they would be passed along for use in emergencies elsewhere.



Director Lucia Schmit speaks with Washington Governor Bob Ferguson during historic flooding in December

Change is inevitable, and indeed, some of the proposed changes to FEMA have been decades in the making. That said, the record flooding of December 2025 again demonstrated the value of a larger, federal system that supports local response. Our first responders pulled 68 people out of the flood waters. Through partnership with the American Red Cross close to 70 people were given temporary shelter. The staff at our Fair Park took in over 500 head of livestock. My team led over 2,500 hours of problem solving and collaboration in real time in the Emergency Operations Center. They continue to put in long hours

to connect residents with services to aid their recovery. This annual report is coming out a few months later than planned because our top priority remains supporting our residents' recovery.

We enter our third decade as a Snohomish County government department at a time of disruption and challenge for the field of emergency management. We know that the years ahead will bring more change. One thing that will endure is our commitment to supporting our community – before, during, and after disasters.

2025 accomplishments in brief:

- A series of storms drove rivers in Snohomish County to record high levels for much of December, prompting County Executive Dave Somers to issue an emergency proclamation. Flood waters inundated more than 36,000 acres, roughly 56 square miles. The Emergency Operations Center was activated Dec. 9, and EOC staff and partners logged more than 2,500 hours through Dec. 26, closely coordinating the response. The department helped document more than \$18 million in damage to publicly owned infrastructure. Staff also worked with County residents and businesses to detail an estimated \$5.5 million damage to farms, homes and other private property. Work continues to access state and federal resources that may speed recovery.

- Snohomish County now has its first-ever plan to help people and businesses better adapt to wildfire risk. The Snohomish County Community Wildfire Protection Plan was adopted Nov. 12 by a unanimous vote of the County Council. The action capped two years' work by a team that included area firefighters, state and federal agencies, local tribes, nonprofits, residents, landowners and Emergency Management staff. The plan identifies 33 objectives and 70 strategies for managing fire risk, including guidelines for reducing brush and other woody fuels that can prime forestlands for destructive fires.
- October saw completion of a draft 2025 update to the county's Hazard Mitigation Plan. The plan uses data to identify the community's natural and human-caused risks and identifies ways to prevent and minimize damage. Maintaining the plan is key to qualifying for federal disaster assistance. It's also a wise investment. Federal studies have shown that communities on average save \$6 in response cost for every \$1 directed toward mitigating hazards.
- A team at DEM worked with partners at 19 cities, towns and tribes to develop jurisdictional annexes to the Snohomish County Comprehensive Emergency Management Plan. The plan provides a framework to coordinate response during emergencies and prioritizes saving lives while protecting public health, safety, property, the economy, and the environment.

- Staff worked with first responders to develop and adopt the community's first countywide plan for initiating evacuations and shelter-in-place orders. Elements of the plan were used during December's flooding, when four areas of the county were evacuated, affecting nearly 800 people.

Our role in emergencies

Snohomish County Emergency Management focuses on collaboratively limiting harm to people and property from a host of potential challenges, including earthquakes, floods, wildfires, severe weather, and human-caused hazards. We provide coordination and leadership in emergency prevention, mitigation, preparedness, response and recovery throughout the County's unincorporated areas and in all cities and towns, except for Everett, Bothell and Marysville, which partner with us using their own programs. Our work occurs before, during and after a crisis.

Before



Help people across the whole community understand and prepare for risks. Train with partners for the worst.



Identify the community's greatest hazards. Coordinate response planning. Maintain the Emergency Operations Center for activation at any time.



Ensure a duty officer is available around the clock, supporting incident responders and monitoring for signs of trouble.



Prioritize protecting lives, including getting the right information to the right people at the right time.



Manage efforts to secure personnel, equipment, materials, shelter and other critical resources.

During



Coordinate response with partners. Help identify key objectives to speed recovery.



Track progress on objectives, assess impact, and identify next steps.



Use data to identify repairs to infrastructure, or other projects, to limit future harm. Explore funding options.

After



Connect public agencies, businesses and residents with recovery resources.



Conduct after-action reviews to identify what worked and what didn't. Modify plans and procedures. Train on the lessons learned.

Decades

Nov. 9, 2025, marked two decades since Snohomish County Emergency Management became a department within county government.

An agency sharing the name had existed previously, but its mission did not include the whole community. That changed in 2005 when this department was created by county ordinance 05-123, providing emergency management services, planning and coordination throughout the unincorporated areas. The department also contracts to do the same for every city and town here except for Everett, Marysville and Bothell, which operate their own programs in close partnership with us.



Cows crossing Highway 2 near Monroe during the French Slough Evacuation in 1990

Emergency Management got to work in 2006 with 10 employees. The department grew with the County and by 2025 it had 23 authorized full-time positions, although ongoing uncertainty about the future of federal funding prompted leaders to keep some of those positions unfilled.

The department's mission continues to focus on collaboratively limiting harm to people and property from a host of potential

challenges, including earthquakes, floods, wildfires, severe weather, and human-caused hazards. Its roots tap into a long history of people who live here coming together when needed. Some of earliest organized emergency management efforts revolved around civil defense preparedness. Flood fights also regularly brought together partners, particularly people responsible for public safety, public works and utilities. The focus broadened over the years to include more disaster mitigation, especially after the creation of the Federal Emergency Management Agency in 1979 and the adoption of the Robert T. Stafford Emergency Assistance Act in 1988. The terrorist attacks of Sept. 11, 2001, led to creation of the federal Department of Homeland Security, and initiated federal programs designed to make the nation more resilient.



By the time the County created this department, its predecessor agency was already assisting community partners navigating the labyrinth of paperwork and regulations that govern access to federal homeland security funding. It also had convened the working group that developed the community's first hazard mitigation plan in 2005, work that has been kept updated every five years to maintain community eligibility for disaster recovery funds.

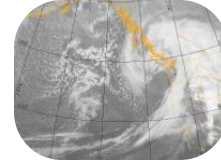
For much of its first decade as a County department, Emergency Management coordinated closely with an organization providing similar services to people living in 10 communities in south Snohomish County and north King County. The cross-county Emergency Services Coordinating Agency disbanded in 2015 amid funding challenges. All south Snohomish County cities other than Bothell now contract with the County for emergency management services.

Snohomish County Emergency Management has engaged dozens of times over the years to address challenges sufficiently complex to warrant some level of activation of the Emergency Operations Center. Here are selected highlights since 2006:

Activation Date

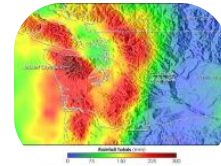
January 2006

Event type



**Severe
weather and flooding**
- Hanukkah Eve
Windstorm

November 2006



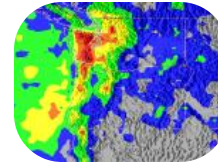
Major flooding

December 2006



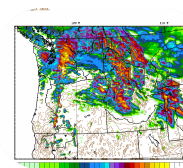
Flooding

December 2007



Severe weather
(wind) - The Great
Coastal Gale of 2007

December 2008



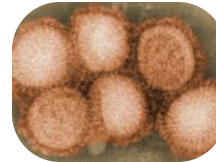
Severe weather
(major snow)

January 2009



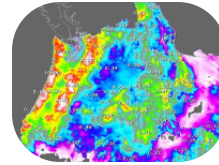
Major flooding

May 2009



Supporting public
health response to **H1
N1 swine flu
pandemic**

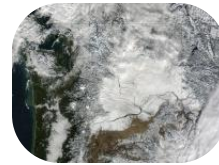
January 2011



Major flooding



January 2012



**Winter
storm and flooding -
January 2012 Pacific
Northwest snowstorm**

February 2012



Flooding and landslides

March 2014



The **deadliest mudslide in U.S. history** kills 43 when it buries a neighborhood and Highway 530 between Oso and Darrington on March 22, 2014. Nine days earlier, an emergency was declared after a smaller slide damaged a road near Mount Index

November 2015



**Severe
weather and flooding**



October 2016



**Severe weather -
Typhoon Songda
remnants**



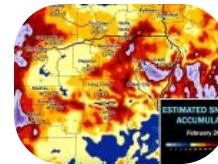
April 2017



Renewed **landslide**
activity near Oso



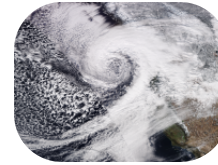
February 2019



Winter storm



January 2020



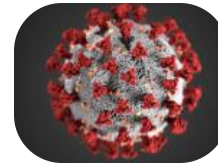
Winter storm

February 2020



**Flooding and
landslide**

March 2020



Activated for the
COVID-19 pandemic
and continued working
that emergency
fulltime through the fall
of 2021



September 2022



Bolt Creek

Wildfire. (22-3587,
09/10/22)



December 2023



Record flooding



November 2024



**Severe
weather, bomb
cyclone**



December 2025



Record flooding

Response



Emergency Operations Center personnel working during the December flood event

The Snohomish County Emergency Operations Center (EOC) plays a critical role in the community's response to hazards.

The EOC serves as the central hub for coordination during disasters. It's outfitted with close to 50 workstations, with room for more. All are kept in a constant state of readiness, anticipating the arrival of personnel from throughout the community who are trained to address the wide range of challenges. During emergencies, they come to the EOC to better coordinate countywide efforts to maintain public safety, meet basic community needs, protect and

restore infrastructure, provide planning and resource support, and keep residents informed.

The EOC is equipped with video and audio systems that share information in multiple ways, including streaming video from the field and hybrid collaboration with partners off site. The remote-work tools better prepare the EOC for continued operations when health risks are high and when other conditions make travel difficult. The technology also makes it possible to immediately activate the EOC without waiting for partners to physically arrive before coordination and response efforts can begin. The center also is designed to be rapidly reconfigured should the need arise. Adjacent space in the building, typically used as a classroom or to host large meetings, can be used to grow the EOC footprint and accommodate more disaster workers.

The department stages regular trainings for staff within the EOC. The team also worked with approximately 500 people at 45 partner agencies and departments to maintain readiness with instruction on the center's capabilities, systems and procedures. In 2025, staff combined logged 19,080 hours in EOC trainings.

Duty officers help maintain community vigilance



A Mobile Information Technology Response Unit (MITRU)
provides internet to support incidents and events

The department manages its staff and their schedules to ensure a duty officer is available around the clock, every day of the year, to support incident responders and to monitor for signs of trouble. The department had 11 staff trained to serve as duty officers and who rotated that duty through shifts. Another three staff served as on-call duty managers, bringing multiple years of experience in that role.

Duty officers often meet responder needs without needing to resort to a full activation of the EOC.

Duty officers and other staff also respond in the field to support partners, ensure coordination and provide access to assets.

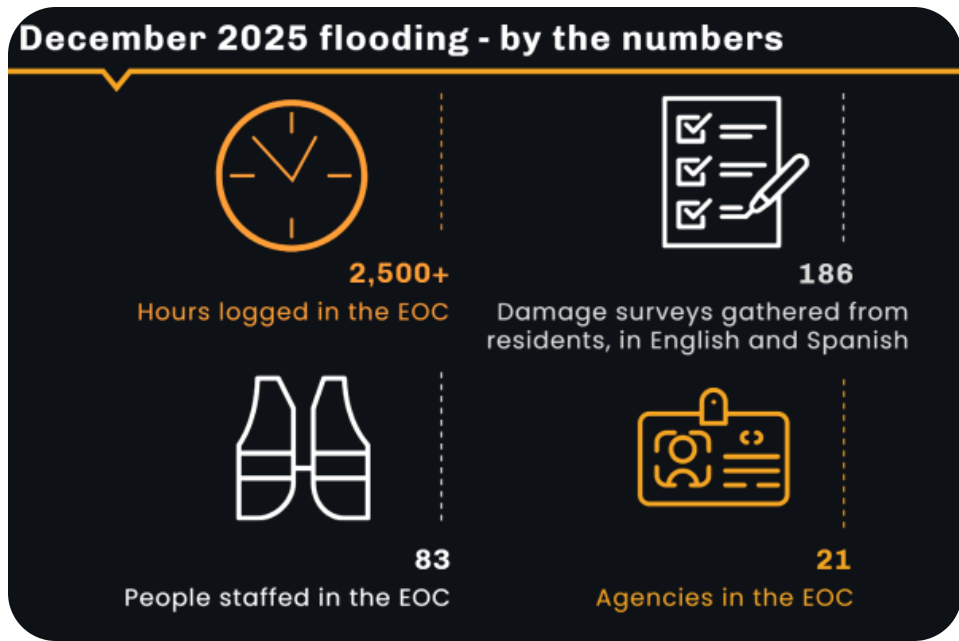
During 2025, Duty Officers took action in 35 incidents to support partners. These included seven hazardous materials incidents and two fires. Other notable events included a leak along a pipeline that carries fuel across the Snohomish Valley;

a bomb call at Providence Swedish Mill Creek and a white powder incident at Naval Station Everett.

Duty officers and managers also issued 14 alerts to the public using a variety of systems, including wireless emergency alerts and automated calls to landline telephones.

December 2025 flooding by numbers:

The Emergency Operations Center was activated in 2025 for a single event: record-level flooding along Snohomish County rivers. The activation was extended as the rivers rose in response to a series of atmospheric river storms. They remained at or above action stage for more than 11 days. Flood water inundated 36,000 acres, or roughly 56 square miles. During the emergency, four areas of the county were subject to evacuation orders, impacting nearly 800 people. The EOC was activated from Dec. 9 to Dec. 26, 2025, only down on Christmas Day. Following the activation, DEM personnel coordinated and staffed initial in-person events to help residents and business owners complete damage surveys and access recovery assistance.



Training and exercise



Readiness Program Manager Jarrod Dibble conducts a training in the Emergency Operations Center

Emergency Management in 2025 continued to offer robust training and exercise opportunities for partners and staff.

The department hosted nearly 30 emergency management classes focused on a wide range of skillsets and best practices. In all, more than 1,100 participants received upwards of 9,300 hours of instruction.

Training opportunities were adjusted to reflect an end to the surge in demand that came after the COVID-19 pandemic. Compared to 2024, there were about half as many class offerings and roughly 500 fewer participants. Still, Snohomish County course

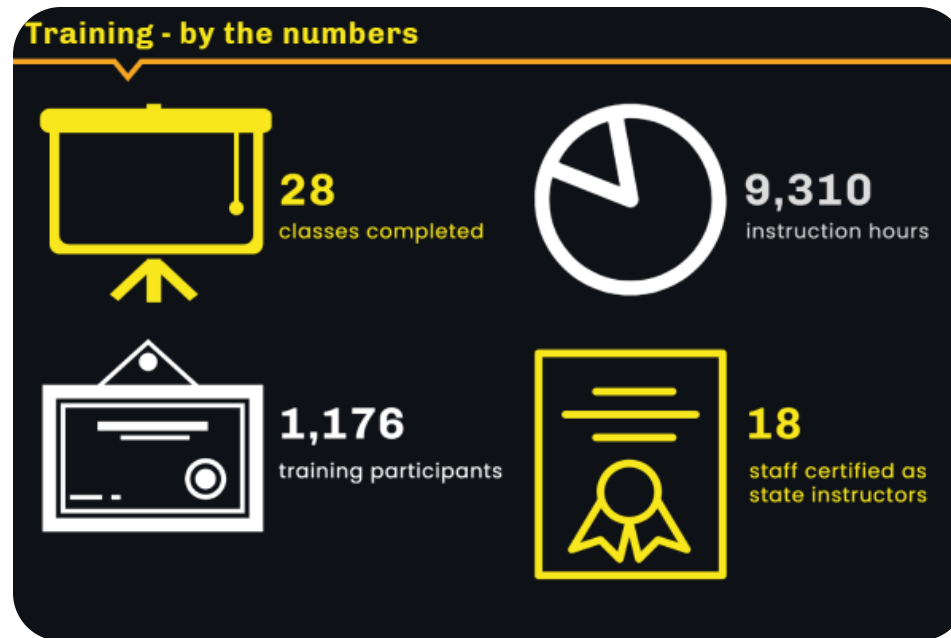
offerings represented 35% of all the emergency management training opportunities that occurred statewide in 2025. It was the third consecutive year that efforts here had at least that level of impact on emergency management training across the region.

Courses were offered for emergency responders and residents during every month. Instruction covered the incident command system, all-hazards response, preparing people to survive an active-shooter attack, readying neighbors to help each other after an earthquake, and much more. Among the more popular offerings was a course focused on impacts from space weather. The department also teamed up with the National Weather Service to offer weather spotters' training. The online offering drew more than 100 people from throughout the region.

Course participants came from more than 150 federal, state and local agencies and nonprofits based throughout the Pacific Northwest, including Snohomish County and other Puget Sound communities, Eastern Washington and Oregon.

The department also continued to focus on internal training needs as well. Monthly sessions were convened for staff on best practices for working in the Emergency Operations Center. Eighteen staff and partners were certified as lead instructors for courses endorsed by the Federal Emergency Management Agency. The training cadre from Snohomish County has also worked to support regional partners, providing instructors

for courses in Whatcom, Skagit and Island counties, the City of Tacoma, and FEMA Region X.



ACS

Volunteers in the Snohomish County Auxiliary Communications Service provide support for Emergency Management in myriad ways. Many are licensed ham radio operators and train to make sure responders can continue to share information during disasters. They also collaborate as a workshop for technical innovation, often designing, fabricating and building necessary equipment.

The team in 2025 continued to pioneer development of the department's Mobile Information Technology Response Units, small trailers which house all the hardware needed to generate electricity, connect to global communication networks and to stand up wireless service during emergencies. ACS team members custom built each of the units and have been instrumental in deploying and making them operational in the field.

ACS has more than 150 volunteers, and a core of about 20 regularly staffs the radio room off the Emergency Operations Center, take on projects and respond in support of staff. Using Federal Emergency Management Agency figures their volunteer work in 2025 had a monetary value of more than \$183,521 for Snohomish County residents. The numbers below only begin to provide a glimpse of their impact.





Planning and resilience

The Planning and Resilience program helps the community better identify, get ready for and respond to threats that put lives and property at risk.

Much of the team's attention in 2025 was focused on coordinating with partners and the public to create the first-ever plan to help people and businesses better adapt to wildfire risk across Snohomish County. Roughly 130,000 people countywide are known to live in places where trees, shrubs, homes and businesses mix together in what's called the wildland urban interface.

Snohomish County

Community Wildfire Protection Plan

2025



The Snohomish County Community Wildfire Protection Plan was adopted Nov. 12 by a unanimous vote of the County Council. The action capped two years' work by a group that included area firefighters, state and federal agencies, local tribes, nonprofits, residents, landowners and Emergency Management staff. The plan identifies 33 objectives and 70 strategies for managing fire risk, including guidelines for reducing brush and other woody fuels that can prime forestlands for destructive fires.

Work will continue in the months ahead as annexes are developed to identify specific options for managing wildfire risks across five zones of the county.

October saw completion of a 2025 update to the county's Hazard Mitigation Plan. The plan uses data to identify the community's natural and human-caused risks and identifies ways to prevent and minimize damage. Maintaining the plan is



key to qualifying for federal disaster assistance. It's also a wise investment. Federal studies have shown that communities on average save \$6 in response cost for every \$1 directed toward mitigating hazards.

Cross sector

The Cross Sector Planning Program focuses on developing operational plans and fostering relationships that can make all the difference when emergencies or disasters occur.

The team's operational planning efforts have focused primarily on cities, towns, and tribal governments and with public utilities to address a broad range of concerns, including identifying options for maintaining access to fuel, food, water and other essentials when disaster strikes.

A key body of work in 2025 saw the team assisting Interlocal Agreement partners at 19 cities, towns and tribes to update and develop local annexes to the Snohomish County Comprehensive Emergency Management Plan. That plan provides a framework for response coordination during emergencies and prioritizes saving lives while protecting public health, safety, property, the economy, and the environment.



A Mobile Information Technology Response Unit (MITRU) kept people in Index connected during December's flooding.

governments.

Staff also worked with first responders to develop and adopt the community's first countywide plan for initiating evacuations and shelter-in-place orders. Elements of the plan were used during December's flooding response.

The team also began to identify a path for the County's response to a catastrophic earthquake, building on earlier work that suggests widespread damage to the region's transportation grid will isolate many people and resources on what planners call population islands. Work on the earthquake response is expected to be a major focus for the team in 2026, and will address seismic risks, and enhance preparedness among County departments, response agencies and local

Supporting 911

The staff of the Enhanced Emergency Services Communications System (EESCS) division at Emergency Management uses cutting-

edge technology to ensure the community is prepared for any crisis. Much of their work focuses on helping maintain the technical side of the community's 911 program, including the accuracy of address data first responders rely upon when navigating to emergency calls. All members of the team are certified to fly uncrewed aerial systems – more commonly called drones – which are used in myriad ways before, during and after emergencies. Likewise, each team member is skilled at working with geographic information system (GIS) software and other tools. They create applications to capture, analyze and share information used for hazard response, as well as planning and public information. Snohomish County is unique in having such robust and on-demand GIS capability embedded within its emergency management program.

Key 2025 accomplishments:

- Played a critical role during the December flooding event, capturing images and video of damage; managed evacuation data; shared maps, data, and intel with members of FEMA Incident Management Teams; and assembled an online survey using GIS technology to document and map locations of reported flood damage. The survey was key in helping connect residents with relief funds.
- Began onboarding fire agencies to the Search and Rescue Common Operating Platform (SARCOP). This tool will allow first responders to quickly and efficiently share life

safety information across agencies in the event of a catastrophic incident, capabilities which were tested for the first time locally during the December flood event.

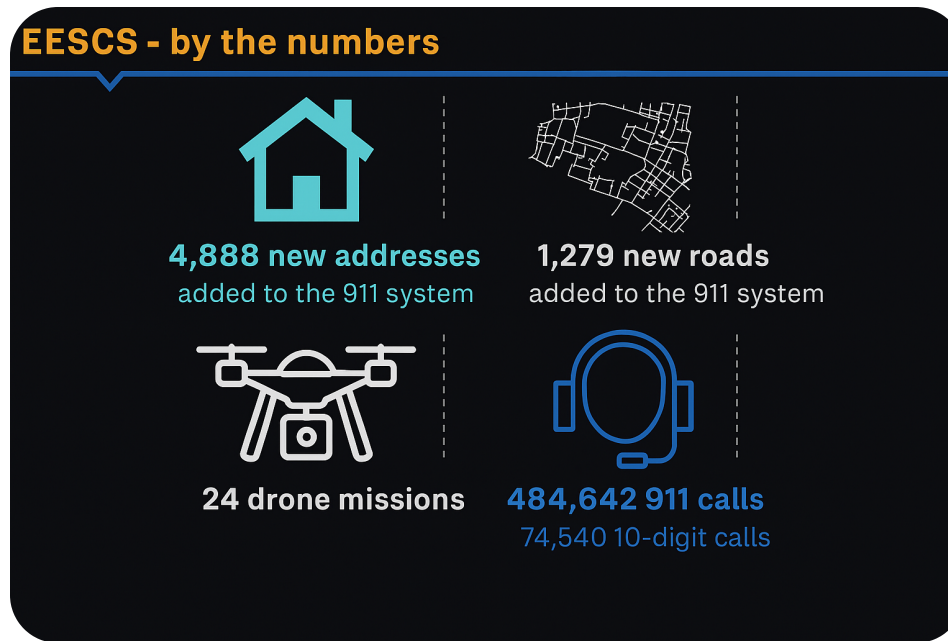
- Supported first responders and telecommunicators by continuing to maintain and proactively steward address and street data used for 911 call routing. This year also saw the addition and maintenance of 60,000 block points and 8,000 street alias records to their database, and the creation of the first semi-annual imagery tile package to support software used by first responders such as Fire Mobile and FirstDue.



Drone pilot Drew Schwitters conducting a reconnaissance flight during December flooding

- Principal GIS Analyst Drew Schwitters again served as chair of the state GIS subcommittee for Next Generation 911 operations. Key accomplishments this year included submitting Washington State address data to the National Address Database for the first time, welcoming and training a new Address Location Coordinator for the State Emergency Communications Office, and presenting at the Location, Enterprise Addressing, and Public Safety Conference on ways to

achieve compliance with NG911 Data Model Schema with automation and editing tools.



Drug crisis

Snohomish County in 2025 continued to grapple with a drug crisis that is derailing lives, largely due to street access to the synthetic opioid fentanyl and increased polysubstance use.

For the eighth consecutive year, Emergency Management was tasked with applying disaster response tools to help coordinate the community's efforts. Since May 2023, that work has been guided by County Executive Dave Somers' Executive

Directive emphasizing the department's role in coordinating a robust collaborative response.

A Multiagency Coordination Group (MAC Group) comprised of representatives from area cities, County departments and nonprofits has collaborated on the emergency. At the same time, work occurred throughout the year to shift coordination efforts from Emergency Management to the Snohomish County Health Department, starting in 2026.



Some highlights from 2025 included:

- Partners launched a Mobile Medications for Opioid Use Disorder (MOUD) Clinic to bring vital opioid treatment and recovery support to rural and underserved communities, providing access to methadone, Suboxone, and Vivitrol, along with on-site counseling and care coordination. The mobile clinic transforms opioid settlement funds into treatment and support and makes those services available directly to the people in the places where they are needed most.
- Protocols were adopted for a new team to conduct overdose fatality reviews to better identify gaps and opportunities for potential life-saving intervention.

- Used microservice agreements to continue making funding available to organizations that assist residents experiencing opioid use disorder. The funding supported naloxone distribution, outreach, training, housing and transportation needs. The money came from landmark settlements of litigation that arose over the pharmaceutical industry's role in the drug use crisis.
- Several successful public awareness efforts were implemented, including the "Small Steps" for recovery campaign with the intention of decreasing stigma around substance use disorder and increasing public knowledge of how to take the next step toward recovery. During one 90-day period, messages were shown nearly 4 million times to individuals here.
- Continued publishing the Recovery and Hope newsletter, providing regular distribution of information about the drug crisis and efforts made by the MAC Group and others.
- Worked with partners on Aug. 28 to help stage the 9th annual "A Night to Remember, A Time to Act" vigil on International Overdose Awareness Day.



Public Information and Outreach

Emergency Management's public information and outreach programs focus on helping the community stay safe by getting the right information to the right people at the right time. This mission is accomplished by using digital tools that can reach thousands of residents, and by one-on-one, in-person interactions.



The Snohomish County Public Information Officer Network receives Narcan training

Throughout 2025, staff and volunteers engaged in public outreach at 54 community celebrations, fairs, educational presentations and similar events. On several occasions during those 45 days of in-person outreach, multiple events occurred at the same time.

The department continued to make use of social media with a particular emphasis on driving traffic to the [Snohomish County Public Safety Hub](#), our primary site for sharing emergency information, including real-time hazard mapping.

The public safety hub and social media were key tools used by the Joint Information Center that activated for December's flooding. The flood page on the hub saw more than 176,000 page views during the days when people were seeking information about evacuations, road closures, sheltering and the first wave of recovery resources. Meanwhile, the department's Facebook page saw more than 2.4 million impressions and over 20,000

clicks on links to flood-related content. The JIC's work was accomplished in partnership by 18 communicators from a dozen local agencies, including two fire departments, law enforcement, public health, public works, human services, the airport, the City of Edmonds and the County Executive office. A media analysis conducted by the Snohomish County Health Department determined that information about Snohomish County's flood fight was featured in more than 800 local, national and international news stories, reaching an estimated 1.6 billion readers, viewers and listeners.

Other 2025 highlights:



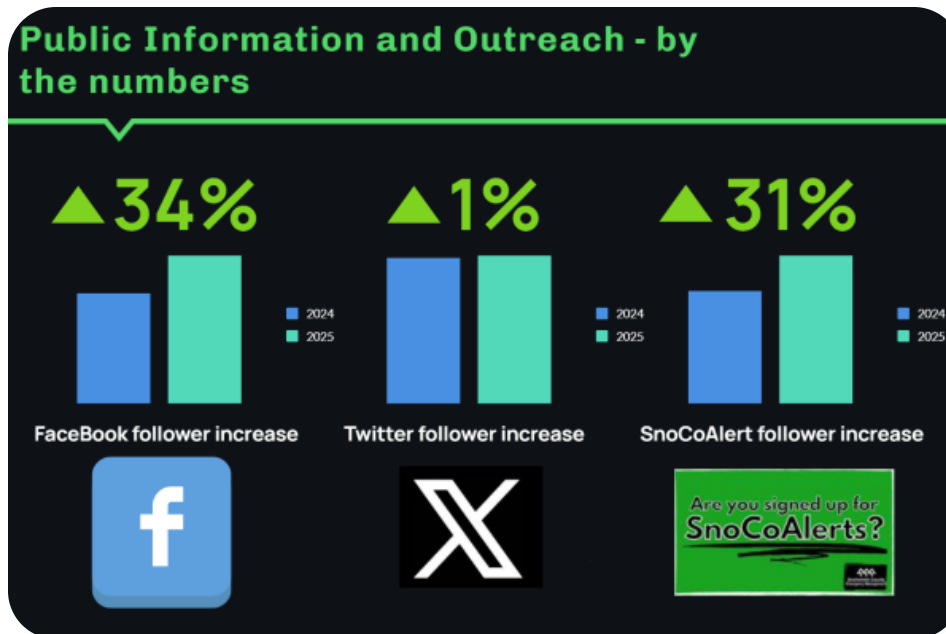
Click the image to sign
up for SnoCoAlerts

- Steadily encouraged registrations for SnoCoAlerts, approaching 30,000 people by the end of 2025. That's a roughly 30% jump in residents signed up to receive critical emergency messages directly to their mobile phones.
- Moved the Community Safety Ambassador project with Connect Casino Road into a new phase of the partnership, developing brief hazard videos in Spanish for use on social media. Meanwhile, listening sessions were coordinated by Refugee & Immigrant Service Northwest to

discuss emergency management needs and concerns with representatives of multiple local communities where English is not always the primary language. This collaboration proved critical during the flood response.



- Continued a public-private partnership with Sound Publishing to create and distribute a Preparedness Guide that went to all subscribers of The Daily Herald in Everett, in print and online, during National Preparedness Month in September.
- Continued a partnership with North Sound Media to regularly share hazard preparedness messaging, and to partner on upgrading the ability to swiftly broadcast life-safety disaster guidance on radio stations KRKO and KXA
- Coordinated the Snohomish County Public Information Officer Network. The group's quarterly meetings in 2025 included presentations ahead of flood season plus information about preparations for the FIFA World Cup. For the fourth year in a row, the group also staged a tabletop exercise, this time focused on communications challenges during severe weather. The PIO Network serves as the community's Joint Information System during emergencies.



Emergency Management has nearly 10,000 followers on Facebook, up more than 34% compared to 2024, plus more than 9,000 on X (formerly Twitter). Nearly 30,000 people have now signed up for SnoCoAlerts, up roughly a third from the year before.

Partnerships

Emergency Management Advisory Board

The Snohomish County Emergency Management Advisory Board is required by County code. Voting members include the chief executive or administrator (or their designee) from each city, town, or Tribe that contracts with the County through interlocal agreements for emergency management services. Among other

duties, the board provides advice on emergency management plans, the department's budget, grant applications and charges paid by contracting agencies. The board met quarterly throughout 2025, and was chaired by Linda Redmon, former Snohomish mayor. The chair in 2026 is Darrington Mayor Dan Rankin.

Emergency Management Coordinating Committee

Pursuant to Snohomish County Code 2.36.085, the Emergency Management Coordinating Committee exists to foster alignment on emergency management issues across Snohomish County government and to provide advice to enhance preparedness for all County employees, departments and elected County officials. The committee met quarterly during 2025.

The committee's work is guided by these goals:

- Equity and inclusion in all phases of emergency management.
- Improving coordination across Snohomish County government in all phases of emergency management.
- Addressing gaps identified in by the ongoing assessment of the Comprehensive Emergency Management Plan (CEMP).
- Identifying private sector and community partner assets and incorporate them into disaster management plans. Establish necessary resources for implementation.
- Increasing use of evidence-based decision making during all phases of emergency management to make better use of

resources.



Director Lucia Schmit talks with a partner from Washington State helping with flood response

The department also coordinates an Emergency Management Working Group, with County staff and partners meeting monthly throughout the year. The focus of the working group is collaboration across County departments and offices to develop and update emergency management plans and procedures, and to ensure an accurate understanding of countywide capabilities. The working group serves as a forum for each department and separately elected offices to become more familiar with their responsibilities during emergencies or disasters, and to discuss

training and exercise opportunities that could benefit all of County government.

Finance

Administration and Finance continue to play a vital role in supporting Emergency Management's mission by ensuring responsible budgeting, accurate financial tracking, and efficient allocation of resources. In 2025 the department navigated significant challenges related to federal funding delays while continuing to strengthen its internal systems and regional partnerships.

Federal processing slowdowns, including FEMA delays and the government shutdown, paused two major grants that traditionally support continued project management and staffing. These disruptions required the department to explore new ways to maintain project continuity. Administration and Finance is actively evaluating budget adjustments, alternative funding strategies, and long-term approaches to reduce reliance on unpredictable federal timelines.

Administrative and Finance Highlights 2025:

- Strengthened regional coordination and collaboration by drafting an interlocal agreement on Emergency Management Mutual Aid

and Personnel Support for partner agencies along much of north Puget Sound. Once signed, the agreement will enhance preparedness, improve response coordination, and build practical experience and readiness in a real-life disaster response event.

- Engaged in implementing the County's new Enterprise Resource Planning system which will consolidate budgeting, fiscal management, and procurement.
- Continued enhancing internal procedures to support accurate financial tracking, compliance, and operation efficiency during emergencies and routine operations.
- Actively pursued diverse training, workshops, and professional development opportunities to maintain expertise and strengthen capacity within the department.
- Updated and optimized internal Finance procedures, streamlined workflows, and reduced errors. Measurable outcomes included improved internal collaboration among team members and smoother operations.
- Improved grant operations through comprehensive grant management and strengthened grant compliance processes.

- Improved audit preparedness by delivering reoccurring financial reports and implementing new financial tracking dashboards and documentation.
- Improved internal procurement requests by developing an interactive system for funding requests within the department.

Of note

Enhanced Emergency Services Communications System (EESCS) are 911 tax funds and other grant funds that are used to maintain the technical side of 911 operations. A majority of this funding passes through Emergency Management to directly support of 911 operations.

Opioid Funds are settlement funds from pharmaceutical companies and manufacturers to help repair the damage caused by the drug crisis. The funds are used to aid addiction treatment and recovery services, as well as mental healthcare and overdose prevention.

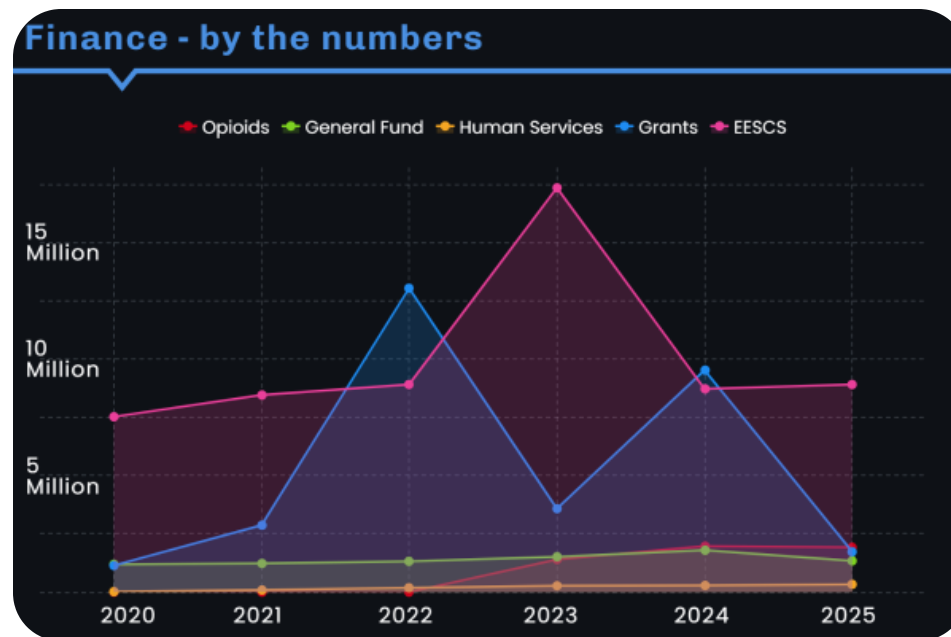
Chemical Dependency and Mental Health

Program funds (CDMH) are tax funds imposed under [Snohomish County Code 4.25](#). The fund is intended for the operation or delivery of new or expanded chemical dependency or mental health treatment programs and services, which support efforts using opioid settlement funds.

This year, Emergency Management is reporting financial results differently. Previous annual reports tracked the

department's approved budget. This report includes actual expenditures, the real dollars that were spent, to improve transparency.

Because budgets reflect planned spending and potential grant awards, they can appear higher than what is ultimately spent. Reporting actual expenses provides a clearer picture of how public funds are used.



	2020	2021
Opioids	0	0
General Fund	\$1,189,974	\$1,231,155
Human Services	\$20,052	\$87,473
Grants	\$1,141,051	\$2,870,604
EESCS	\$7,527,691	\$8,460,625
Total	\$9,878,678	\$12,649,857

2022	2023	2024
0	\$1,400,000	\$1,972,808
\$1,322,695	\$1,518,370	\$1,798,265
\$187,319	\$271,780	\$284,962
\$13,046,114	\$3,580,270	\$9,527,781
\$8,915,249	\$17,358,034	\$8,725,301
\$23,471,377	\$24,130,477	\$22,311,141

2025
\$1,920,267
\$1,342,223
\$332,954
\$1,729,916
\$8,912,220
\$14,237,580

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