

Approval and Implementation

As Executive Head of the City of Bothell, the City Manager hereby adopts the 2025 City of Bothell Annex to the 2025 King County Regional Hazard Mitigation Plan (RHMP). The City's RHMP Annex assesses natural and human-caused hazards that can impact Bothell and develops strategies to reduce risk and build resilience.

Mitigation planning is a vital strategic tool for reducing risk and enhancing community resilience to hazard events. The RHMP explores the intersection of mitigation with prevention, protection, response, and recovery.

Hazard mitigation, a core mission within emergency management, goes beyond life safety by emphasizing that disaster impacts are not inevitable. While incidents will occur, their consequences are not predetermined. Through targeted investments in critical areas, we can strengthen the most vulnerable aspects of our community, enhancing resilience, and reducing the severity of future disasters.

The 2025 City of Bothell RHMP Annex meets all requirements of the 2025 King County Regional Hazard Mitigation Plan and complies with FEMA's local mitigation planning requirements outlined in Title 44, Part 201 of the Code of Federal Regulations (44 CFR 201) incorporating the latest policy updates that took effect in April 2025. The plan reassesses the risks and vulnerabilities associated with eight natural hazards and seven human-caused hazards, developing actionable strategies to mitigate these risks.

This RHMP Annex will be reviewed and updated, as necessary, by the Bothell Office of Emergency Management (BOEM). Minimally, this RHMP Annex will be updated and maintained in accordance with statutory requirements and internal maintenance processes every 5 years.

In accordance with the Bothell Municipal Code (BMC) 2.27, and in coordination with the Emergency Operations Board (EOB), the Emergency Manager is hereby authorized and directed to implement appropriate procedures and actions necessary to help ensure the successful implementation of the City's RHMP Annex.



Kyle Stannert

City Manager

City of Bothell

04/07/2026

Date

City of Bothell RHMP Annex

Introduction

The City of Bothell is in the north-central region of King County and the south-central region of Snohomish County and is located on I-405, 12 miles north of Seattle, Washington. The City shares its boundaries with the cities of Kirkland, Woodinville, Kenmore and unincorporated areas of Snohomish County (see Bothell Neighborhood Map).

Since the first settlers arrived in the late 1800's, Bothell has evolved from a logging camp to an agricultural community to a bedroom suburb to a balanced city with well-established residential areas and thriving retail and employment centers. The historic downtown is home of the Bothell City Hall, Bothell Police Department, Bothell Downtown Fire Station and other City administrative offices.

The City is unique in that it encompasses two counties. Approximately 7.24 square miles are located in King County and 6.42 square miles are located in Snohomish County with a total area consisting of 13.66 square miles. Because Bothell is located in two counties, it is subject to the planning and policies that have been adopted in both counties. Adopted policies are designed to ensure that city and county comprehensive plans are consistent.

Bothell has a Council-manager government governed by a City Council consisting of seven Council Members, each of whom is elected to a four-year term. Council elections are held every two years, with either three or four positions standing, depending upon the year. All positions are nonpartisan and at-large, elected by the entire city voting population. The Council passes ordinances and resolutions, approves the budget, sets policies and adjudicates issues, and elects from its own membership a Mayor and Deputy Mayor for two-year terms. Day-to-day affairs in the city are administered by a City Manager appointed by the council.

City of Bothell Profile

Incorporated: 1909

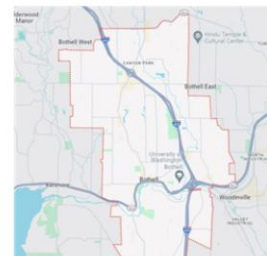
Population: 50,670 (2025)

Location: 47°46'18"N and 122°12'16"W, encompassing both King and Snohomish Counties

Area: 13.66 sq miles

City Manager: Kyle Stannert

Website: www.bothellwa.gov



Jurisdiction Point of Contact:

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Plan Prepared By:

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Bothell is home to Cascadia College and the University of Washington, Bothell. The two institutions share the same campus, which opened in the year 2000. They not only provide for significant employment but also help train a highly capable workforce for community businesses. Staff and students provide customers for local businesses and services. Partnerships with local businesses and industries provide mutual benefits and strengthen the overall vitality of the community.

Development Trends

Bothell's population as of 2023 was estimated at 49,550 people by the Washington State Office of Financial Management (OFM), with about 60% of the population living in King County and 40% in Snohomish County. Another 35,501 people are estimated to live in the MUGA as of 2023.9 The Bothell Planning Area includes approximately 12,371 acres of land, of which 8,748 (71%) are within the incorporated city limits and the rest is within the MUGA.

The original incorporation of the City in 1909 covered 450.45 acres or approximately 0.7 square miles. Numerous annexations have occurred since then, including large amounts of undeveloped land starting in the 1950s. By the 1990s, most unincorporated land around Bothell was developed and annexations since then have brought substantial numbers of “instant” City residents. In particular, the Canyon Park Annexation in 1992 increased the area of the City by around six square miles and the population by around 10,000 persons. And in 2014 the City simultaneously annexed its remaining nine designated potential annexation areas in King County, adding a total of about 1.5 square miles and over 6,000 residents.

Since 2012, employment has grown at an average of 2.0% per year. Key sectors in the local economy include the service sector, manufacturing, finance, insurance, real estate, construction/resource and education. Major business parks are located east of I-405 in the North Creek Valley, with one large business park in the King County portion of the valley and one in the Snohomish County portion.

City of Bothell Risk Summary

Hazard Risk and Vulnerability Summary

HAZARD	HAZARD SUMMARY	VULNERABILITY SUMMARY	IMPACT SUMMARY	PROBABILITY OF FUTURE OCCURRENCE (INCLUDE EFFECTS OF CLIMATE CHANGE)
Avalanche	Bothell is not at risk for avalanches.			
Earthquake	Earthquakes can be the most destructive hazard Bothell can face if we have a moderate event on the Seattle Fault Zone. An earthquake is a shaking or sometimes violent trembling of the earth which results from sudden shifting of rock beneath the earth's crust. This sudden shifting releases energy in the form of seismic waves or wave-like movement of the earth's surface.	Bothell is geographically located in an area known as the Pacific Ring of Fire. A significant number of active fault lines or cracks in that crust have been identified in the central Puget Sound area including Seattle and King County. The nearest major active fault is the South Whidbey Fault and the City of Bothell maps liquefaction areas in Bothell: see Seismic Liquefaction Map. At this time it is not possible to predict the exact date, duration or magnitude of an earthquake.	The most recent earthquake that affected the City was the Nisqually Quake in 2001. The 6.8 magnitude earthquake was centered under Anderson Island in south Puget Sound. While extensive damage due to this earthquake was sustained throughout areas of King County, Bothell experienced only minor damages and did not qualify for any reimbursable expenses.	The future occurrence of an earthquake impacting Bothell is likely, however timeline and scope of impacts are impossible to predict. Climate change does not impact probability of earthquakes.

Flood	6.10 % of the total land area of the city is within Special Flood Hazard Areas; however, of that land area 3.39% is located in Zone X which is an area protected by a levee. The city has floodplain management regulations and has limited development; however, there are some structures already present in the floodplain.	The 2024 FEMA Repetitive Loss Report lists no structures in the City of Bothell. The floodplain boundaries within the City are shown in the Floodplain Map.	The most recent event of significant flooding in Bothell occurred in 2007. Between December 1st and 17th, 2007 the City received heavy rainfall resulting in extensive flooding across the City causing the evacuation of some residences and a business park. Additionally, minor flooding events are experienced semi-regularly in low-lying spots along North Creek.	The future occurrence of a flood event impacting Bothell is highly likely, however timeline and scope of impacts are difficult to predict and heavily reliant on variable hydrological conditions disrupted by climate change.
Landslide	7.88% of the total land area of the city is located in potential landslide areas per 2002 data. 3.92% of total land is in landslide deposit, scarp, or flank per 2015 DNR data. While not a common problem, landslides in Bothell are typically associated with either unusually heavy seasonal rains or local earthquake activity.	Over the past 10 years, the following neighborhood areas have experienced landslides: • Valhalla Subdivision • Regents Wood Condominium • 108th/112th Place NE, south of East Riverside Drive • Amber Ridge Subdivision • Norway Hill area • Brentwood Subdivision • Queensborough Subdivision • Boy Scout Property	The southwest portion of Bothell (primarily south of SR 522 and west of I-405) is known to experience localized landslides semi-regularly during the rainy season as evidenced in the Landslide Map.	The future occurrence of a landslide event impacting Bothell is likely, however timeline and scope of impacts are difficult to predict and heavily reliant on variable geological and hydrological conditions.

		• West Riverside Drive • East Riverside Drive • Woodcrest		
Extreme Weather	Bothell weather is influenced by the Pacific Ocean and Olympic mountains to the west, the Cascade Range to the east, as well as its location in the Puget Sound lowlands. The Cascades typically shield Bothell from most continental air masses, creating a mild climate with few seasonal temperature extremes. However, the movement of large continental air masses from Canada during the winter, or from the south during the summer months, can create short periods of temperature extremes in the area. Generally, average winter daytime temperatures measured in Fahrenheit are in the 40s with overnight lows in the 30s, and summer daytime temperatures are in the 70s with overnight lows in the 50s. The wet season occurs from October through	The National Weather Service forecasts and tracks severe weather events that may be likely to produce severe high winds, hail, and lightening. However, there are still limitations in accurately predicting severity and precise location of impacts. High winds during extreme weather incidents are known to cause downed trees, powerlines, and other damage to public and private property. They also increase risk of and injury to public safety and utility workers as well as private citizens. Atmospheric River events that can result in urban and small stream flooding as well as increase the risk of rainfall-driven landslides. The average annual rainfall for Bothell is slightly more than 38 inches. Bothell's location along the King-Snohomish County line is also a preferred location for a local phenomenon called the Puget Sound Convergence Zone (PSCZ) which	The most recent incident occurred November 19-21, 2024, windstorm which caused widespread power outages from downed trees and rendered many roads impassable. Power was out for most of the downtown Bothell area for three days. The incident caused significant regional disruptions, and a Federal Disaster Declaration was requested and denied. An additional incident occurred in February 2025, though impacts were less significant and the incident was resolved within hours.	The future occurrence of an extreme weather event impacting Bothell is highly likely, however timeline and scope of impacts are difficult to predict and heavily reliant on variable weather conditions. Climate change continues to increase the risk of extreme weather as climate and weather patterns are disrupted.

	April, with November and December typically seeing the most precipitation. Typically 75-80% of the yearly precipitation falls during the wet season, with much of this falling during Atmospheric River events.	results in locally enhanced rainfall rates and totals compared to many other locations in the Puget Sound. Snowfall in Bothell is extremely variable due to complex local topography and weather patterns (including the PSCZ). Some winters see very little snowfall, others have significant snow and ice incidents. High winds in the Bothell area are associated with intense surface low pressure systems, typically moving northeast across the region during the winter. However, high winds from the north or east can also occur. While uncommon, severe thunderstorms producing damaging winds and hail, as well as tornadoes are possible in the region.		
Tsunami	Bothell is not at direct risk for tsunamis.			
Volcano	Bothell is not at direct risk for volcano activity. However, minor impacts may be experienced as a result of secondary hazards such as ash fall and seismic activity related to volcanic eruptions.			

Wildfire	A fire needs three elements in the right combination to ignite and grow – a heat source, fuel, and oxygen. How a fire behaves primarily depends on the characteristics of available fuel, weather conditions, and terrain. Weather plays a role in the forms of wind, low precipitation, and lightening. Terrain is an additional factor, as the topography of a region or local area influences the amount and moisture of available fuel. Other elements like barriers and land elevation also need to be considered as highways and lakes can affect spread of fire, as can an uphill/downhill orientation, as fire spreads more easily as it moves uphill. In addition to natural conditions for fire viability, humans also play a role. For these reasons, fire hazards are a very real risk for Bothell residents and businesses and must be vigilantly prepared for and mitigated against in efforts to keep our region safe.	Wildfires are rare occurrences in Bothell. There are no known records of wildfire occurring in Bothell. The Bothell Fire Department maintains 15 firefighters trained in wildland firefighting. All wildland firefighters are certified red card. In addition we have 3 members certified as engine bosses along with 2 certified strike team leaders. The Bothell Fire Department also has a fully functioning Type 6 wildland engine company that is operational year-round out of Fire Station 44. While no known wildfires have occurred in Bothell, wildfire risk is increasing regionally due to increased fuel loads and expansion of the Wildland Urban Interface. Human influence, annual drought, and extreme heat are also increasing risk of wildfires in the region.	The WA-DNR does not list any wildfires or forest fires for Bothell, however the City maintains awareness of potential WUI areas of concern. WA DNR is currently updating their wildfire hazard map. An update to this HMP will be added once the updated WUI map is published.	The future occurrence of a wildfire event impacting Bothell is possible, however timeline and scope of impacts are difficult to predict and heavily reliant on variable hydrological and weather factors. Increasing temperatures and dryer seasons as a result of climate change continue to increase regional risk of impacts from this hazard.
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Civil Disturbance	Civil disturbances have become a part of the urban environment in Washington State. Civil disturbance typically begins as nonviolent gatherings/protests and may devolve as a result of increased tensions, counter gatherings/protests, or bad actors co-opting events. Injuries are usually limited to law enforcement participants in the immediate area.	Recent politically-motivated violence and increased public tensions have increased overall vulnerability for civil disturbances nationwide. While Bothell has no history of civil disturbance incidents occurring, potential impacts may include physical damage to buildings and infrastructure, changes in community gathering and spending, and general social distrust. The Bothell Police Department maintains situational awareness of potential civil disturbance incidents and regularly trains police staff in de-escalation tactics.	Bothell has no history of civil disturbance incidents occurring.	N/A
Cyber Attack	Like other governments and businesses across the nation, Bothell relies heavily on interconnected technologies and networks to conduct its normal business and is therefore susceptible to cyberattacks.	Cyberattacks against City infrastructure could result in partial or complete inaccessibility of critical systems and networks including public safety dispatch, general City business, emergency response and alerting systems, and other operations. Telecommunications, as well as controlling systems and general business operating systems are all susceptible. The City also utilizes several regional systems to maintain City	Bothell experiences attempted cyber incidents almost daily. However, no significant incidents disrupting city services or operations have occurred. The City has implemented multiple efforts to mitigate the risk of cyber attacks. New redundancies and security protections are being incorporated regularly to maintain a safe	N/A

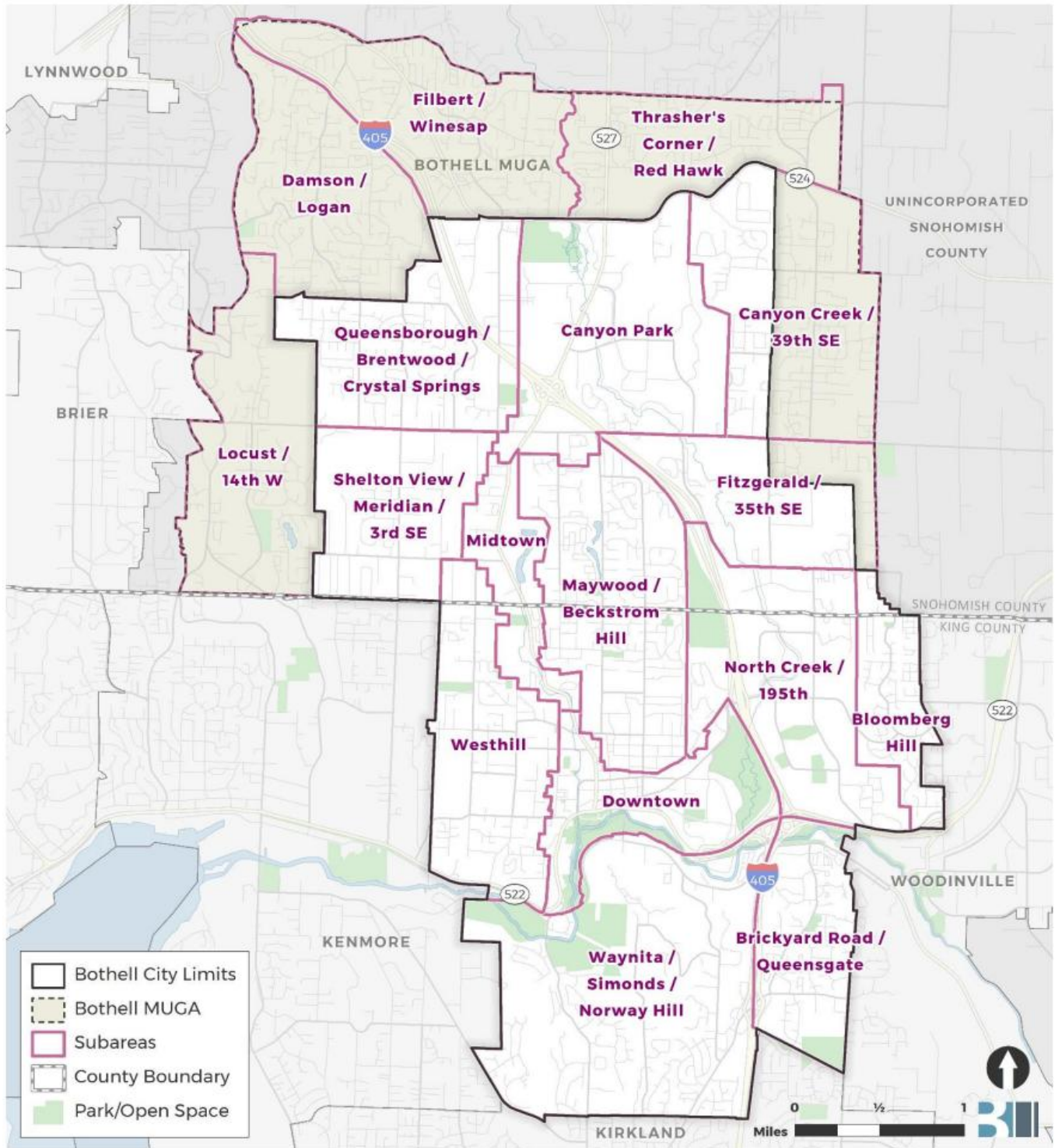
		operations. Following the COVID-19 Pandemic, the City significantly increased its integration of technology into City operations and services. This integration, in addition to the partnership with several regional systems for interoperability, has increased the risk of cyber attacks in the city. The Bothell Employee and Technology Services Department is responsible for coordinating cyber security and safety measures throughout the City organization. Every employee and department maintains responsibility for ensuring the City is reducing cyber vulnerability and risk.	and secure cyber infrastructure.	
Dam Failure	Bothell is not at direct risk of dam failures as we do not have dams and are not in an expected area of inundation. However, Seattle Public Utilities' (SPU) Tolt Dam and reservoir are the primary source of drinking water supply for the city's water system.	There are no direct dam failure impacts to physical property within the city. Loss of water supply associated with the Tolt Dam failure located approximately 25 miles east of Bothell would result in severe water supply and fire response impacts.	Bothell has no history of direct, or indirect impacts from dam failure events.	N/A

Hazardous Materials Incident	A majority of the fixed planning facilities in Bothell are located in the commercial and industrial areas of the City. The presence of reportable quantities of hazardous materials stored onsite at these facilities increases risk of hazardous materials spills and incidents. Additional risk increase is due to the transportation of hazardous materials along I-405 and through a regional fuel pipeline along the eastern portion of the city. Type, quantities, and safety precautions on transporting hazardous materials vary greatly, with limited city awareness and oversight.	The industrial and geographic characteristics of our City continue to place Bothell at risk for hazardous materials releases. Many factors determine the impact of a potential incident including quick and solid decision-making by emergency officials, location and type of release, evacuation and shelter-in-place needs, public health concerns, and relevant economic considerations. Additionally, while most incidents are generally brief, the resulting recovery and cleanup may take time to exact. Bothell Fire partners and trains with regional mutual aid jurisdictions to adequately prepare for and respond to hazardous materials incidents.	There have been multiple minor hazardous materials incidents and one significant 2008.	N/A
Public Health Emergency	Public health consequences may be direct or indirect and can affect both a local population's health and its health infrastructure.	All disasters have public health consequences. Natural disasters will affect local populations by causing physical injury, property loss and economic hardship. Bothell is also vulnerable to pandemics and outbreaks of other novel communicable diseases, as well as to	The most recent Public Health Emergency recorded in Bothell is the COVID-19 Pandemic in 2020-2022. The global pandemic significantly impacted Bothell, as well as the rest of the world. Millions of people died and many more were	N/A

		the chronic diseases that increasingly affect the health of the population.	infected. Various strains continue to impact the global public health on smaller scales. Response was closely aligned with local and state public health directives as well as mitigative measures such as masking, temperature checks, and vaccination efforts.	
Terrorism	Terrorist targets tend to be in densely-populated urban areas, seats of government, stadiums and public meeting places. These are high-value targets that produce substantial news coverage. Terrorism includes both domestic and international acts of terrorism.	Similar to other communities in the greater-Seattle metropolitan area, Bothell has several locations that may be considered targets for potential terrorists. These locations vary in size, scope, and focus. The Bothell Police Department researches and identifies these potential locations to ensure appropriate partnerships, emergency contacts, and prevention plans are in place. BPD also coordinates and trains with state and federal law enforcement agencies for responding to potential threats.	Bothell has no history of terrorism events occurring.	N/A

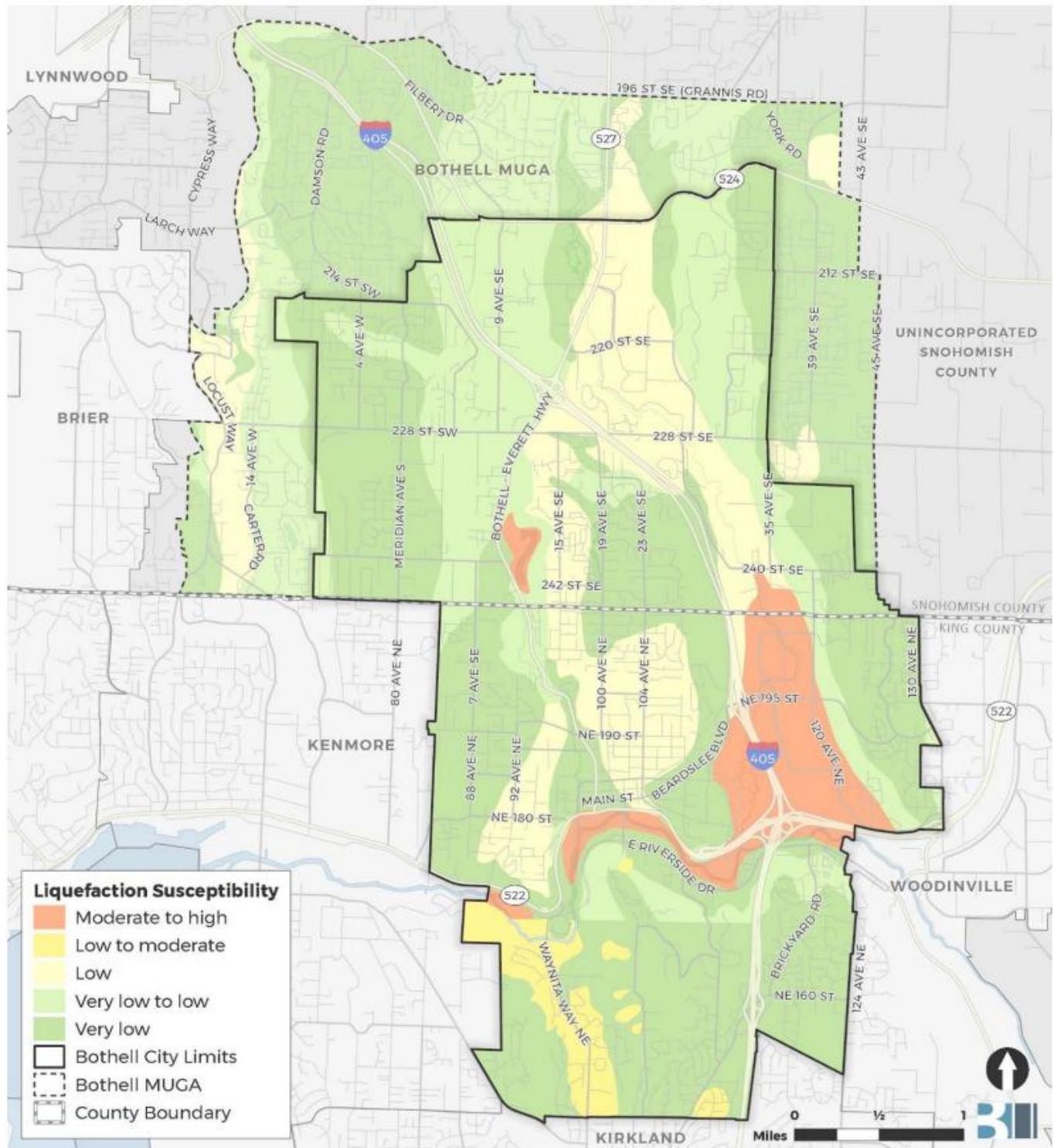
Hazard and Asset Overview Map(s)

Bothell Neighborhood Map



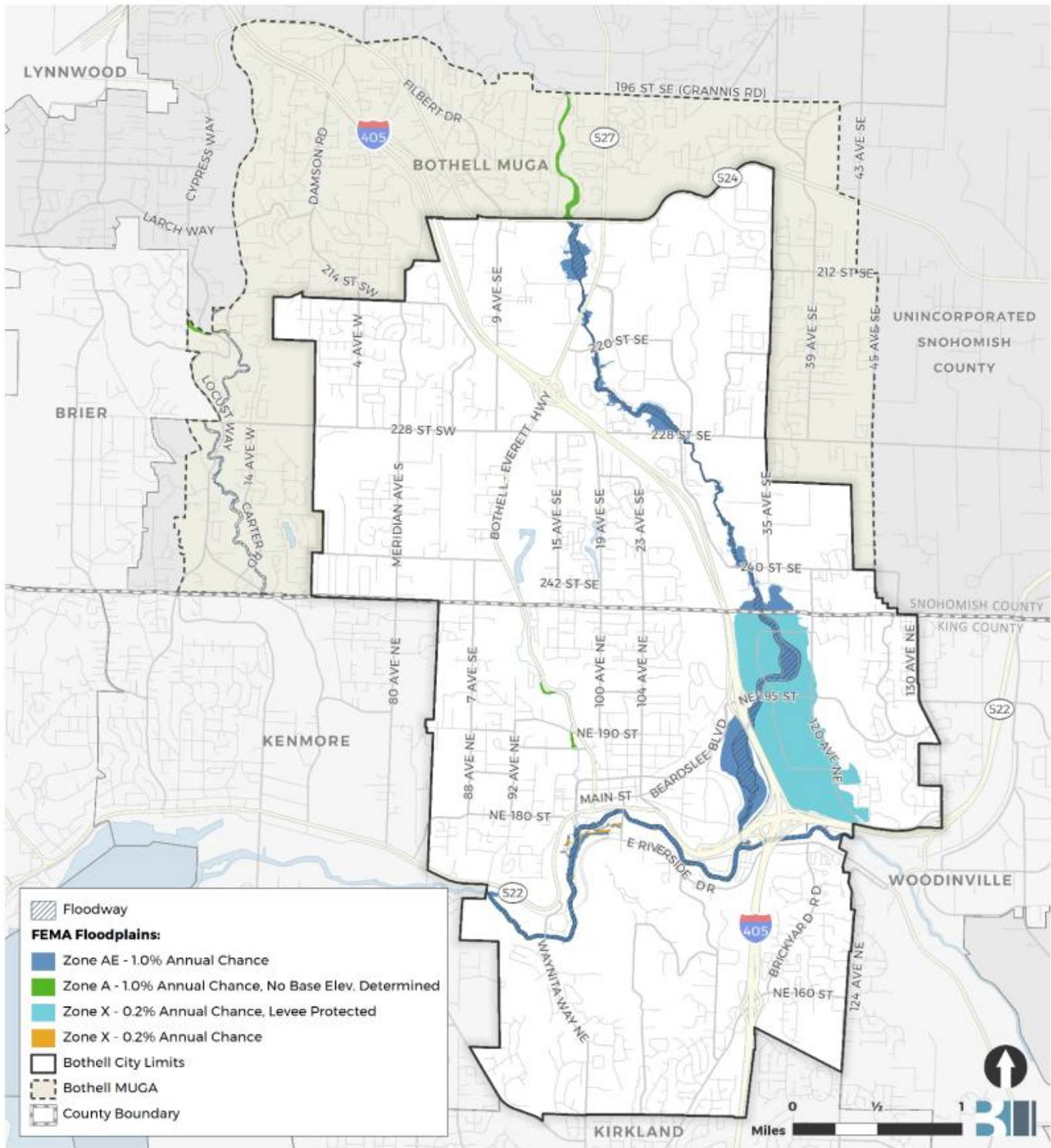
Sources: City of Bothell, 2024; BERK, 2024.

Bothell Liquefaction Map



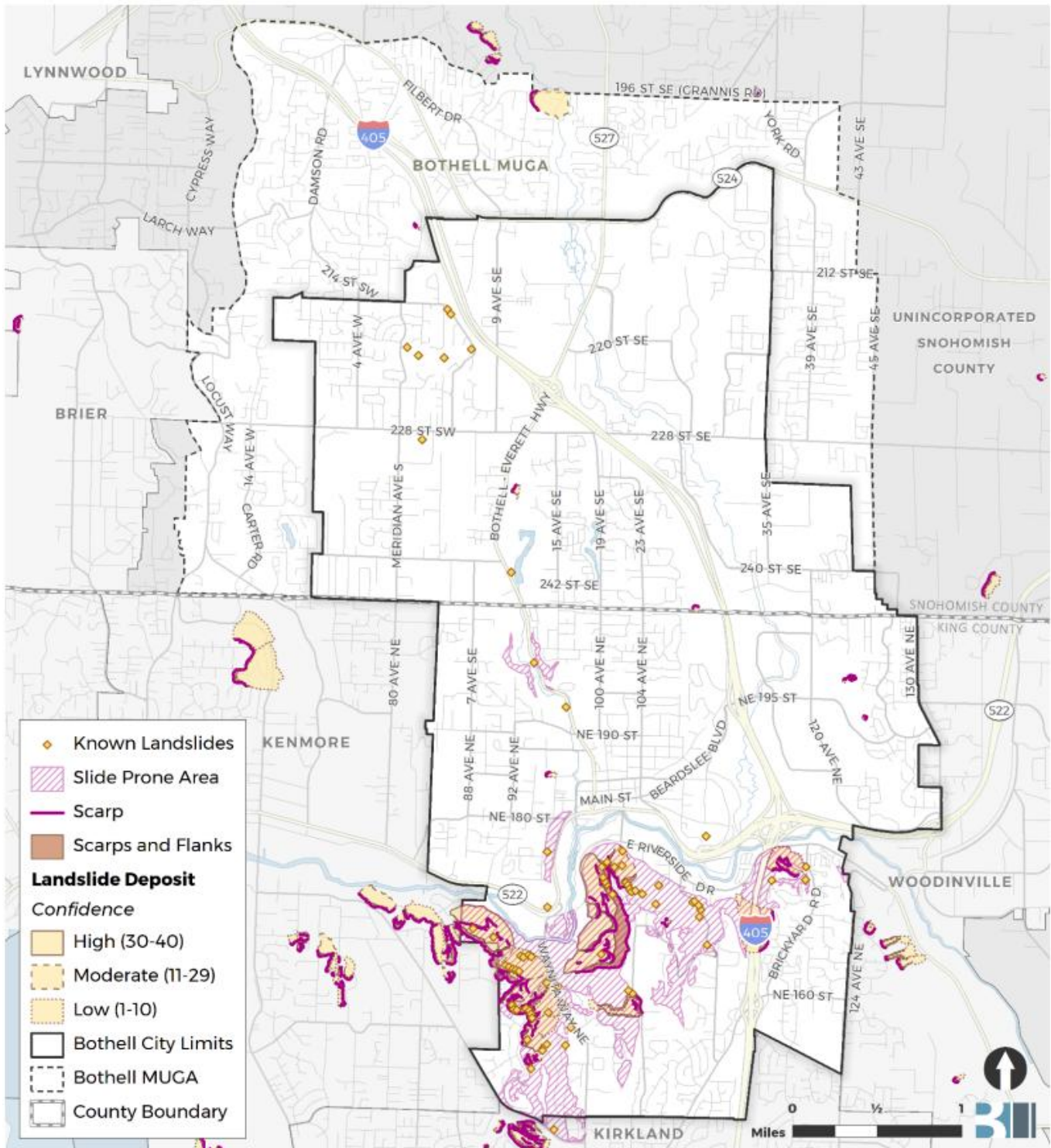
Sources: City of Bothell, 2024; DNR, 2024; BERK, 2024.

Bothell Flood Hazard Map



Sources: City of Bothell, 2024; FEMA, 2024; BERK, 2024.

Bothell Landslide Map



Sources: City of Bothell, 2024; DNR, 2024; BERK, 2024.

Assets at Risk

ASSET	VALUE (\$)	HAZARD SUMMARY	VULNERABILITY SUMMARY	IMPACT SUMMARY
810 Property	~\$3.6M	Earthquake Area Severe Weather Cyber Incident	This area is at moderate risk of impacts due to an earthquake and severe weather. This area is at low risk of a cyber incident.	This area includes administrative office space as well as parking space for mobile assets utilized during emergency response.
Bloomberg Booster Station	~\$600K	Earthquake Area Hazardous Materials	This area is at moderate risk of impacts due to an earthquake or hazardous materials incident.	This infrastructure is a critical component of the City's water distribution system. Significant earthquake shaking may damage underground infrastructure. Additional hazardous materials risk is associated with the proximity of this infrastructure to the Olympic Pipeline to the west.
Bloomberg Reservoir	~\$7M	Earthquake Area Hazardous Materials	This area is at moderate risk of impacts due to an earthquake or hazardous materials incident.	This infrastructure is a critical component of the City's water distribution system. Significant earthquake shaking may damage underground infrastructure. Additional hazardous materials risk is associated with the proximity of this infrastructure to the Olympic Pipeline to the west.
Blyth Park	~ \$980K	Urban Wildfire Area Earthquake Area Severe Weather	This area is at a low risk for urban wildfire. This area is at moderate risk of impacts due to an earthquake and severe weather.	This 40.8 acre park has rentable large and small shelters, picnic areas with tables, horseshoe pit, volleyball, playground, an 18- hole disc golf course, parking, restrooms, trails and trail connections to W Riverside Trail, Sammamish River Trail and Bothell's newest open space formerly known as the Wayne Golf Course. The revenue streams from the rentable shelters if

				they were rendered unusable would have a medium impact on the Department.
Bothell City Hall	~\$80M	Earthquake Area Civil Disturbance Cyber Incident Terrorism Severe Weather	This area is at moderate risk of impacts due to earthquakes, civil disturbance, cyber incidents, and severe weather. This area is at a low risk for terrorism.	This facility hosts the seat of government for the City of Bothell in addition to most administrative functions and services of city departments. The space includes a public lobby, office space, conference rooms, City Council chambers, a 3-level parking garage and a general use outdoor plaza. The impact is high.
Bothell Fire Station #42	~\$27M	Earthquake Area Civil Disturbance Cyber Incident	This area is at moderate risk of impacts due to earthquakes, civil disturbance, and cyber incidents.	This facility is one of three* fire stations that serve Bothell. This location hosts emergency response personnel as well as equipment, mobile assets, training infrastructure, and mutual aid resources for fire and emergency medical services. Additionally, the City's Emergency Operations Center is hosted at this location. Fire Station 42 is the city's largest fire station and serves the downtown and southern portions of the city. The impact is high. *The City of Bothell owns two fire stations and contracts with Snohomish County Fire District 10 to staff Fire Station 44.
Bothell Fire Station #45	~\$17M	Earthquake Area Civil Disturbance Cyber Incident	This area is at moderate risk of impacts due to earthquakes, civil disturbance, and cyber incidents.	This facility is one of three* fire stations that serve Bothell. This location hosts emergency response personnel as well as equipment, mobile assets, training infrastructure, and mutual aid resources for fire and emergency medical

				services. Fire Station 45 is the city's second largest fire station and serves the northern and Canyon Park portions of the city. The impact is high. *The City of Bothell owns two fire stations and contracts with Snohomish County Fire District 10 to staff Fire Station 44.
Bothell Municipal Court	\$3M	Earthquake Area Severe Weather Civil Disturbance Cyber Incident	This area is at moderate risk of impacts due to an earthquake, civil disturbance, cyber incident, and severe weather.	This is the primary judicial facility for the City of Bothell, handling municipal cases. This location hosts administrative offices and a court room. The impact is high.
Bothell Operations Center	~\$15	Earthquake Area Severe Weather Cyber Incident	This area is at moderate risk of impacts due to earthquakes, cyber incidents, and severe weather.	This facility is a hub for city operations field staff and hosts operations for the Public Works and Parks and Recreation departments. Additionally, emergency response personnel as well as equipment, mobile assets, and mutual aid resources are also hosted here. The location consists of an administrative building, large shop, and fleet maintenance space leased at the Northshore School District facility next door. Additionally, the City's backup Emergency Operations Center is hosted at this location. The impact is high for this location.
Bothell Station Sewer Lift Station	~\$670K	Earthquake Area	This area is at moderate risk of impacts due to an earthquake.	This infrastructure is a critical component of the City's wastewater management system. Significant earthquake shaking may damage

				underground infrastructure.
Camden Highlands Sewer Lift Station	~\$372K	Earthquake Area	This area is at moderate risk of impacts due to an earthquake.	This infrastructure is a critical component of the City's wastewater management system. Significant earthquake shaking may damage underground infrastructure.
Centennial Park	~\$900K	Urban Wildfire Area Earthquake Area Severe Weather	This area is at a low risk for urban wildfire. This area is at moderate risk of impacts due to an earthquake and severe weather.	This 54-acre park is primarily made up of passive use open space and trails. The park also has one of Bothell's first schoolhouses which is available for rent. The park has a small play area, walkable trails, a picnic shelter, restrooms and parking. The impact is relatively low.
East Norway Hill	N/A	Urban Wildfire Area Earthquake Area Severe Weather	This area is at a low risk for urban wildfire. This area is at moderate risk of impacts due to an earthquake and severe weather.	The 25-acre park has a large open play field with a picnic table and bench. The rest of the park is mostly wooded trails and wetlands. The impact is low.
East Riverside Drive Sewer Lift Station	~\$1.2M	Landslide Area Earthquake Area Cyber Incident	This area is at a low risk for landslides and cyber incidents. This area is at moderate risk of impacts due to an earthquake.	Backed up sewers which could be a potential health hazard and river contamination.
Feed Mill Sewer Lift Station	~\$593K	Earthquake Area	This area is at moderate risk of impacts due to an earthquake.	This infrastructure is a critical component of the City's wastewater management system. Significant earthquake shaking may damage underground infrastructure.
Fire Aid Vehicles	~\$600K	Wildfire Hazardous Materials Earthquake Area	While the mobile nature of these assets inherently reduces their vulnerability, their role in emergency response puts them at a low risk of being impacted by earthquakes, wildfires, and hazardous material	These mobile assets are hosted at Bothell Fire Stations. Loss of these assets could impact emergency response.

			incidents while deployed in the field.	
Fire Engine	~\$4M	Wildfire Hazardous Materials Earthquake Area	While the mobile nature of these assets inherently reduces their vulnerability, their role in emergency response puts them at a low risk of being impacted by earthquakes, wildfires, and hazardous material incidents while deployed in the field.	These mobile assets are hosted at Bothell Fire Stations. Loss of these assets could impact emergency response.
Fire Ladder Truck	~\$2M	Wildfire Hazardous Materials Earthquake Area	While the mobile nature of this asset inherently reduces its vulnerability, its role in emergency response puts it at a low risk of being impacted by earthquakes, wildfires, and hazardous material incidents while deployed in the field.	This mobile asset is hosted at one of the Bothell Fire Stations. Loss of this asset could impact emergency response.
Former Wayne Golf Course	N/A	Urban Wildfire Area Earthquake Area Severe Weather	This area is at a low risk for urban wildfire. This area is at moderate risk of impacts due to an earthquake and severe weather.	The open space contains 85 acres of passive use open space and 4 acres of active space. The City is currently performing a Feasibility study on the 4 acres of active space to determine what kind of economic engine could be placed there to help offset the costs of restoring and maintaining the newly acquired open space. The impact is low
Maywood Hills Booster Station	~\$394K	Earthquake Area	This area is at moderate risk of impacts due to an earthquake.	This infrastructure is a critical component of the City's water distribution system. Significant earthquake shaking may damage underground infrastructure.
Maywood Hills Reservoir Booster Pump	~\$270K	Earthquake Area	This area is at moderate risk of impacts due to an earthquake.	This infrastructure is a critical component of the City's water distribution system. Significant earthquake shaking may damage underground infrastructure.

Maywood Reservoir	~\$2.9M	Earthquake Area	This area is at moderate risk of impacts due to an earthquake.	This infrastructure is a critical component of the City's water distribution system. Significant earthquake shaking may damage underground infrastructure.
Morningside Booster Station	~\$792K	Earthquake Area	This area is at moderate risk of impacts due to an earthquake.	This infrastructure is a critical component of the City's water distribution system. Significant earthquake shaking may damage underground infrastructure.
North Creek Forest	N/A	Urban Wildfire Area Earthquake Area Severe Weather	This area is at a low risk for urban wildfire. This area is at moderate risk of impacts due to an earthquake and severe weather.	This 64-acre park is primarily made up of open space and trails. The impact is low.
North Creek Heights Booster Station	~\$890K	Earthquake Area	This area is at moderate risk of impacts due to an earthquake.	This infrastructure is a critical component of the City's water distribution system. Significant earthquake shaking may damage underground infrastructure.
North Creek Sportsfields 1, 2, 3, and 4	~\$7.4M	Zone X Floodplain Liquefaction Area Earthquake Area Severe Weather	Fields 1, 2 and 4 are synthetic turf fields. Damage to the synthetic turf fields and the dirt infield of North Creek Field 3 has the potential to be significant and costly in the event of levy failure. Additional equipment and operations assets such as lighting and restroom facilities also carry significant potential for costly repair.	This area is primarily open space, however fields 2 and 4 have restroom/maintenance storage facilities on site. The fields generate approximately \$250,000 in revenue per year and cost about one million dollars to replace per field. The impact to the Department and City could be significant.
Norway Hill Reservoir	~\$654K	Earthquake Area	This area is at moderate risk of impacts due to an earthquake.	This infrastructure is a critical component of the City's water distribution system. Significant earthquake shaking may damage underground infrastructure.
Norway Hill Tower	\$320K	Earthquake Area Severe Weather Cyber Incident	This area is at moderate risk of impacts due to earthquakes, civil	This infrastructure is a critical component of

			disturbance, and cyber incidents.	regional communications. Impact is moderate.
Park at Bothell Landing	\$7.5M	Liquefaction Area Urban Wildfire Area Floodplain Area Earthquake Area Severe Weather Civil Disturbance	This area is at a low risk for hazards due to liquefaction or urban wildfire. The amphitheater has flooded numerous times, however, there has been no damage associated with the flooding. This area is at moderate risk of impacts due to earthquakes, severe weather, and civil disturbance.	This 5.87 acre park has buildings of historical significance to Bothell. A couple of the buildings are on the National Historical Registry. (Hannan House/ Historical Museum, Berkstrom Cabin, Bothell's 1st Schoolhouse, and the Lytle House). The property also has restrooms, parking, trails, kayak rentals with water access, picnic tables and playground areas throughout the park. The park is one of Bothell's most heavily used parks given its location next to the regional King County trail system and being downtown in Bothell. The impact to the City would be medium. While the amphitheater has flooded numerous times since it was built, it was planned for in the design and construction to withstand that.
Penn Park Reservoir	~\$2.2M	Earthquake Area	This area is at moderate risk of impacts due to an earthquake.	This infrastructure is a critical component of the City's water distribution system. Significant earthquake shaking may damage underground infrastructure.
Police Public Safety Buildings	\$33M	Earthquake Area Civil Disturbance Cyber Incident	This area is at moderate risk of impacts due to earthquakes, civil disturbance, and cyber incidents.	These facilities host emergency response personnel as well as equipment, mobile assets, training infrastructure, and mutual aid resources for law enforcement services. Additionally, they also host temporary holding cells, police records, and investigation evidence. Impact is high.

Public Safety Command Van	N/A	Earthquake Area Hazardous Materials Civil Disturbance	While the mobile nature of this asset inherently reduces its vulnerability, its role in emergency response puts it at a low risk of being impacted by an earthquake, hazardous material incident, and civil disturbance while deployed in the field.	This mobile asset is hosted at one of the police public safety buildings. The asset is critical for mobile and field command response. Impact is moderate.
Public Works Boom Truck	~\$200K	Earthquake Area	While the mobile nature of this asset inherently reduces vulnerability, its role in emergency response puts it at a low risk of being impacted by an earthquake while deployed in the field.	This mobile asset is critical for emergency response efforts. It is hosted at the Bothell Operations Center. Impact is moderate.
Public Works Shop 1 - Decant	~\$200K	Earthquake Area Cyber Incident	This area is at moderate risk of impacts due to an earthquake and cyber incident.	This infrastructure is a critical component of the City's storm and wastewater management system. Significant earthquake shaking may damage infrastructure.
Public Works Vector Truck	~\$1.3M	Earthquake Area Severe Weather Hazardous Materials	While the mobile nature of this asset inherently reduces vulnerability, its role in emergency response puts it at a low risk of being impacted by an earthquake while deployed in the field.	These mobile assets are critical for emergency response efforts. They hosted at the Bothell Operations Center. Impact is moderate.
Storm Water Camera Van	~\$150K	Earthquake Area Severe Weather Hazardous Materials	While the mobile nature of this asset inherently reduces its vulnerability, its role in emergency response puts it at a low risk of being impacted by an earthquake, severe weather, and hazardous material incident while deployed in the field.	This mobile asset is critical for emergency response efforts. It is hosted at the Bothell Operations Center. Impact is moderate.
Street Sweepers	~\$710	Earthquake Area Severe Weather Hazardous Materials	While the mobile nature of these assets inherently reduces their vulnerability, their role in emergency response puts them at a low risk of being impacted by earthquakes, severe weather, and hazardous	These mobile assets are critical for emergency response efforts. They hosted at the Bothell Operations Center. Impact is moderate.

			material incidents while deployed in the field.	
Valhall Sewer Lift Station #1	~\$519K	Earthquake Area	This area is at low risk for landslides. This area is at moderate risk of impacts due to an earthquake.	This infrastructure is a critical component of the City's wastewater management system. Significant earthquake shaking may damage underground infrastructure.

Plan Update Process

Since 2005, the City of Bothell has developed a local HMP to annex onto the King County Regional Hazard Mitigation Plan (KCRHMP). The City of Bothell participates in the multi-jurisdictional planning process led by King County Office of Emergency Management to update the KCRHMP. Additionally, City of Bothell Emergency Manager, Colby Cavanaugh, led the most recent revision of the City of Bothell's Annex and maintains the document in cooperation with the King County Office of Emergency Management.

To facilitate the local annex update, EM Cavanaugh convened the Bothell Planning Team composed of planning participants and technical advisors from the following departments: Community Development, Employee and Technology Services, Executive, Fire, Parks and Recreation, Police, and Public Works. The Bothell Planning Team met monthly and provided technical review and input for the annex development as well as strategic oversight of the planning process. The update incorporated existing plans and ordinances and staff worked closely with King and Snohomish counties, City departments, community members, and a variety of regional partners to ensure that proper information was obtained and risks and subsequent mitigation efforts were addressed.

The Bothell community was also able to engage and participate in the planning process. Community members participated in the planning process in-person at Sustainamania on September 20, 2025. A digital copy of the draft was also made available on the City of Bothell's website at [Mitigation | Bothell WA](#) and by request to the Bothell Office of Emergency Management (BOEM). Specific comments and questions about the annex were directed to the City Emergency Manager. Additionally, King County hosted multiple outreach events (listed in the base plan) for community engagement on the base plan. All outreach opportunities were open to the public.

The city utilized the King County HIVA Hazard Analysis which identifies the likely natural and technological hazards that may impact the area. The city reviewed all hazards and addressed those that affect Bothell in the Hazard Risk and Vulnerability Summary. This annex evaluates the risks posed to the residents and property of the City of Bothell by presenting a profile and analysis of hazardous events, an assessment of vulnerable community assets, potential hazard mitigation strategies, and methods for building community support and ensuring adoption.

The Bothell Planning Team hosted local meetings for different phases of the planning process and information was presented at Emergency Operations Board (EOB) meetings to gather input and provide updates to the City's leadership. Additional opportunities for participation included:

- **Kickoff Meeting:** First meeting to discuss the update of the HMP and learn about FEMA's updated planning policy guide.
- **Planning Team Meetings:** 6 total meetings providing committee members with an opportunity to contribute to the shaping of the planning process.
- **Bothell Department Meetings:** Coordination meetings were held with city departments according to the specific needs of individual departments.

- **County Annex Workshops:** EM Cavanaugh participated in the County Annex Workshop to gather additional insight on the updated FEMA requirements for Bothell's annex.
- **Risk Assessment Workshops:** Review data on each of the identified hazards and offer input on impacts and vulnerabilities. These workshops were incorporated into an EOB meeting as well as a Steering Committee Meeting to gather multi-layered input and prioritization.

Bothell Planning Team

NAME	TITLE	ORGANIZATION	CONTRIBUTION
Colby Cavanaugh	Emergency Manager	City of Bothell – Executive Department	Composer
Toni Call	Deputy City Manager	City of Bothell – Executive Department	Contributor
Bryan Hampson	Building Official	City of Bothell – Community Development	Contributor
Jason Torrie	Capital Division Manager – Public Works	City of Bothell – Public Works Department	Contributor
Christian Geitz	Deputy Director	City of Bothell – Community Development	Contributor
Jaclynn Brandenburg	Deputy Director – Operations	City of Bothell – Public Works Department	Contributor
Jeff Sperry	Fleet and Facilities Manager	City of Bothell – Public Works Department	Contributor
Boyd Benson	Utilities and Development Division Manager	City of Bothell – Public Works Department	Contributor
Kelly Cross	Division Chief of Operations	City of Bothell – Fire Department	Contributor
Scott Purdy	Parks Operations Manager	City of Bothell – Parks and Recreation Department	Contributor
Julie Beard	Deputy Police Chief	City of Bothell – Police Department	Contributor
Walt Whitman	IT Network Operations Supervisor	City of Bothell – Employee and Technology Services Department	Contributor
Tricia Parker	Emergency Preparedness Coordinator	City of Bothell – Executive Department	Contributor

Plan Update Timeline

PLANNING ACTIVITY	DATE	SUMMARY	ATTENDEES
GIS Map Discussion	February 3, 2025	Discuss projected mapping needs and process for upcoming HMP update.	Colby Cavanaugh, Daryn Brown, Barry Tookey, Eric Haskins, Sarah Burns

Emergency Operations Board – Hazard Ranking Workshop	February 24, 2025	Review the hazards listed in the RCHMP and rank for likelihood and potential severity. Discuss upcoming HMP Kickoff meeting and identify key guidance and members for the Bothell Planning Team.	Emergency Operations Board
Planning Kickoff Meeting	February 26, 2025	Conduct a kickoff meeting for the planning process, including discussions of expectations and the project timeline.	Colby Cavanaugh, Walt Whitman, Tricia Parker, Christian Geitz, Kelly Cross, Jaclynn Brandenburg, Scott Purdy, Jason Torrie, Julie Beard
Planning Guidance Delivery	March-July 2025	Receive update HMP planning guidance from federal, state, and county partners.	FEMA, WA EMD, KCOEM, SCDPM
Planning Team Meeting	August 05, 2025	Conduct Hazard Ranking and Vulnerability analysis. Review plan template and requirements.	Colby Cavanaugh, Walt Whitman, Tricia Parker, Bryan Hampson, Jeff Sperry, Kelly Cross, Jaclynn Brandenburg, Scott Purdy
Outreach Strategy Meeting	August 19, 2025	Meet with City Communications Team to identify outreach strategy and requirements	EM, Communications Team
Planning Team Meeting	August 27, 2025	General review of previous strategies and brainstorm/research of new strategies. Identify strategy for integrating equity into the mitigation plan. Finalize Outreach strategy.	Colby Cavanaugh, Tricia Parker, Bryan Hampson, Christian Geitz, Kelly Cross, Jaclynn Brandenburg, Scott Purdy, Jason Torrie, Julie Beard
Mitigation Strategy Meetings	September-October 2025	Meet with internal planning partners (City departments) to develop mitigation strategies.	Planning Team, Department Contributors
Planning Team Meeting	September 18, 2025	Finalized mapping components and review city assets in hazard areas.	Colby Cavanaugh, Tricia Parker, Bryan Hampson, Christian Geitz, Kelly Cross, Jaclynn Brandenburg, Scott Purdy, Jason Torrie, Julie Beard

Preparedness and Mitigation Outreach Event	September 20, 2025	Provide an opportunity for community feedback and engagement with planning efforts.	EM, Bothell Community
Planning Team Meeting	October 14, 2025	Review mitigation strategies and prioritize.	Colby Cavanaugh, Tricia Parker, Bryan Hampson, Christian Geitz, Kelly Cross, Jaclynn Brandenburg, Scott Purdy, Jason Torrie, Julie Beard
Planning Team Meeting	November 13, 2025	Review final outreach plan for mitigation strategies and draft plan.	Colby Cavanaugh, Walt Whitman, Tricia Parker, Bryan Hampson, Christian Geitz, Kelly Cross, Jaclynn Brandenburg, Scott Purdy, Jason Torrie
Submit to KCOEM	November 26, 2025	Submit full mitigation plan to KCOEM for review	Colby Cavanaugh
Digital Review	January 2026	Provide a digital opportunity for community members to review mitigation plan draft.	Bothell Community
Plan Adoption	Spring 2026	Final edits made and City Manager approves plan.	City Manager

Public Outreach

Input from the Bothell community was essential throughout the planning process. Members of the community engaged in the process during multiple public outreach opportunities and events including interactive tabling events and online review and feedback detailed below.

Public Outreach Events

EVENT	DATE	SUMMARY	ATTENDEES
Sustainamania	September 20, 2025	The City of Bothell hosted its annual sustainability-focused event that included informational and interactive tables. At the Emergency Management table, community members were asked to prioritize hazard mitigation focuses and provide verbal feedback for hazard concerns in the City. Earthquake was overwhelmingly mentioned as the	200+ Community Members

		number one most concerning hazard with severe weather and public health incidents following shortly after.	
Digital Review	January 2026	The City of Bothell shared the Draft Plan digitally with the community to encourage public review of the hazard mitigation strategies. The campaign included social media posts, a website update, and opportunities to review the plan online. Questions were directed to emergencymanagement@bothellwa.gov .	Publicly accessible at Bothellwa.gov/hazards

Jurisdiction Hazard Mitigation Program

Hazard mitigation strategies were developed through a multi-step process. Each jurisdiction met with an internal planning team to identify a comprehensive range of mitigation strategies.

These strategies were then prioritized using a process established at the county level and documented in the base plan.

Bothell's future mitigation efforts were established based on plans and studies (listed below) as well as information provided by the City's own subject matter experts. Each of the initiatives in this plan was identified as necessary to meet the goals and objectives of the City as they relate to level of service, preservation, health and safety, and design standards. Each department that submitted projects for mitigation reviewed the benefits of the proposed project, cost, and the complexity of project before the projects were included.

Within the City's Annex, all the projects were prioritized based on the information provided by each department and according to which the projects collaborate with the City's strategies and goals as well as the regional strategies and goals established by King County Office of Emergency Management. In addition, each project was determined to align with the City of Bothell's future strategic and financial goals.

Plan Monitoring, Implementation, and Future Updates

King County leads the mitigation plan monitoring and update process and schedules annual plan checkins and bi-annual mitigation strategy updates. Updates on mitigation projects are solicited by the county for inclusion in the countywide annual report. As part of participating in the 2025 update to the Regional Hazard Mitigation Plan, every jurisdiction agrees to convene their internal planning team at least annually. Partners will convene at least biannually to update hazard mitigation strategies. For the 2030 plan, progress updates will be due in 2027 and 2029, in advance of plan expiration in 2030.

In addition to the biannual strategy updates and annual planning check-ins, mitigation strategies that address flooding will be reviewed, revised, and updated annually. Special focus is warranted for flood hazards since flooding has historically been the most damaging hazard and most of the Federal Disaster Declarations including the county are due to flooding.

As part of leading a countywide planning effort, King County Emergency Management will send to planning partners any federal notices of funding opportunity for the Hazard Mitigation Assistance Grant Program. Proposals from partners will be assessed according to the prioritization process identified in this plan and the county will, where possible, support those partners submitting grant proposals. This will be a key strategy to implement the plan.

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

To update and maintain the mitigation strategies, KCOEM will work with the King County Risk Management Services department to develop a reporting tool that will allow for easier updates on 2 and 5-year objective progress. These updates will be collected electronically and feed into a program that can track progress over time for each mitigation strategy. The strategy progress can then be reported out. Alternatively, progress made on strategies can be organized according to mitigation plan goals. This will be done to show how projects undertaken

Plan Goals

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

by agencies and jurisdictions are supporting the 15 Determinants of Equity. Data parsed both in terms of the mitigation plan goals and by strategy will be reported to the County Executive and Council biannually in the annual report of the department. In addition to the updates for mitigation strategies, the expected publication of data from several programs may trigger an update.

- Publication of the Department of Homeland Security Regional Resiliency Assessment Program report
- Publication of the countywide landslide susceptibility map from Washington Department of Natural Resources
- Publication of the Wildland Urban Interface wildfire risk map from Washington Department of Natural Resources
- Publication of tsunami inundation data from Washington Department of Natural Resources

Continued Public Participation

To foster transparency, continuous improvement, and community collaboration, King County is committed to maintaining an effective communication strategy throughout the ongoing maintenance of the RHMP. Following biannual meetings dedicated to RHMP updates, KCOEM will leverage its official Emergency Blog and social media platforms as primary communication channels to keep the public informed. These platforms will provide timely updates on the status of mitigation actions, key developments, and upcoming initiatives. The City of Bothell will amplify communication from King County and engage directly with the Bothell community through additional content on the City's website and social media channels.

Regular updates will not only highlight the progress of specific mitigation actions but also offer concise summaries of completed and ongoing efforts. In addition, whenever updates or addendums are introduced to the RHMP, King County will actively open channels for public input. This ensures that the community remains a vital and engaged participant in the planning process. Residents, local stakeholders, and other interested parties will be encouraged to provide comments, voice concerns, and offer valuable feedback on proposed changes to the plan.

Hazard Mitigation Authorities, Responsibilities, and Capabilities

The City of Bothell's Annex to the Regional Hazard Mitigation Plan was created utilizing project information outlined in multiple strategic, comprehensive and financial plans developed by the City. These plans include:

Plans

PLAN TITLE	RESPONSIBLE AGENCY	POINT OF CONTACT	RELATIONSHIP TO HAZARD MITIGATION PLAN
Comprehensive Plan	Community Development	Jason Greenspan/Christian Geitz	Helped inform mitigation strategies.
Comprehensive Emergency Management Plan	Emergency Management	Colby Cavanaugh	Helped inform mitigation strategies.
Capital Facilities Plan	Finance	Kwan Wong	Helped inform mitigation strategies.
Transportation Improvement Program	Public Works	Raid Tirhi	Helped inform mitigation strategies.
Biennial Budget	Finance	Andrew Wachong	Helped inform mitigation strategies.
Wastewater System Comprehensive Plan	Public Works	Boyd Benson/Dan Peddy	Helped inform mitigation strategies.

Water System Comprehensive Plan	Public Works	Boyd Benson/Dan Peddy	Helped inform mitigation strategies.
Stormwater Comprehensive Plan	Public Works	Boyd Benson/Janet Geer	Helped inform mitigation strategies.
Continuity of Operations/Government Plan	Emergency Management	Colby Cavanaugh	Helped inform mitigation strategies.
Parks, Recreation and Open Space Plan	Parks	Aaron Milner	Helped inform mitigation strategies.

The City of Bothell's Annex to the Regional Hazard Mitigation Plan was created utilizing project information outlined in multiple strategic, comprehensive and financial plans developed by the City. These plans include:

Programs, Policies, and Processes

PROGRAM/POLICY	RESPONSIBLE AGENCY	POINT OF CONTACT	RELATIONSHIP TO HAZARD MITIGATION PLAN
Building Codes	Building Division – Community Development	Bryan Hampson	Building Regulations
Emergency Management Program	Emergency Management	Colby Cavanaugh	Coordinates Planning Efforts
Critical Areas Ordinance	Planning Division – Community Development	Jason Greenspan/Christian Geitz	Planning Regulations
Bothell Municipal Code	City Council	Kyle Stannert	City Regulations
Fire Codes	Fire Department – Community Risk Reduction	Butch Noble	Fire Regulations
Bothell Design and Construction Standards	Public Works	Boyd Benson/Steve Morikawa	Design and construction standards and specifications
Comprehensive Emergency Management Plan	Emergency Management	Colby Cavanaugh	All Aspects
Zoning	Planning Division	Jason Greenspan/Christian Geitz	Planning Regulations
State Environmental Policy Act	Community Development	Christian Geitz	Zoning Regulations
Procurement Policy	Finance	Buzhamal Smith	Purchasing Regulations
2025-2026 Budget	Finance	Kwan Wong	Contracts, Professional Services, Goods
Bothell Police Department	Police	Julie Beard	Civil Disturbance and Terrorism
CJIS (Criminal Justice Information Systems) Security Requirement	Information Technology	Jamie Bradshaw/Jesse Luhrs	Cybersecurity
PCI (Payment Card Industry) Security Requirements	Information Technology	Jamie Bradshaw/Jesse Luhrs	Cybersecurity

Washington Cities Insurance Authority (WCIA) cybersecurity requirements	Information Technology	Jamie Bradshaw/Jesse Luhrs	Cybersecurity
City of Bothell Information Security Administrative Order 2.4.1	Information Technology	Jamie Bradshaw/Jesse Luhrs	Cybersecurity

National Flood Insurance Program

The National Flood Insurance Program is the primary way building owners financially protect their property in flood prone areas. Many larger commercial or industrial facilities are insured through private contracts, the value of which is not available to government agencies.

Bothell does not have any Repetitive Loss (RL) properties. These properties are defined as insurable buildings for which the National Flood Insurance Program (NFIP) has paid two or more claims exceeding \$1,000 each within any 10-year rolling period.

National Flood Insurance Program Compliance

What department is responsible for floodplain management in your community?	Public Works
Who is your community's floodplain administrator? (title/position)	Public Works Director
What is the date of adoption of your flood damage prevention ordinance?	Ordinance 2315, June 2020
When was the most recent Community Assistance Visit or Community Assistance Contact?	2/19/2020
Does your community have any outstanding NFIP compliance violations that need to be addressed? If so, please state what they are?	No
Do your flood hazard maps adequately address the flood risk within your community? If so, please state why.	Yes
Does your floodplain management staff need any assistance or training to support its floodplain management program? If so, what type of training/assistance is needed?	No
Does your community participate in the Community Rating System (CRS)? If so, what is your CRS Classification and are you seeing to improve your rating? If not, is your community interested in joining CRS?	No
How many Severe Repetitive Loss (SRL) and Repetitive Loss (RL) properties are located in your jurisdiction?	SRL: 0 RL: 0
Has your community ever conducted an elevation or buy out of a flood-prone property? If so, what fund source did you use? If not, are you	No

interested in pursuing buyouts of flood prone properties?

Hazard Mitigation Strategies

Bothell's future mitigation efforts were established based on plans and studies (listed above) as well as information provided by the City's own subject matter experts. Each of the initiatives in this plan was identified as necessary to meet the goals and objectives of the City as they relate to level of service, preservation, health and safety, and design standards. Each department that submitted projects for the various plans within the City reviewed the benefit of the proposed project, cost of project and the complexity of project before the projects were included in keystone plans throughout the city.

All of the projects were prioritized based on information provided by each department and documentation from contractors, engineers and researchers and the degree to which the projects collaborate with the County's strategies and goals. In addition, each project was determined to align with the City of Bothell's future strategic and financial goals. While the levels of risk may vary, mitigation strategies that addressed multiple hazards were deemed more beneficial and higher priority

2020 Hazard Mitigation Strategy Status

STRATEGY	DESCRIPTION	PRIORITY	STATUS
Backup Power for Critical City Facilities	Ensure back up power for critical city facilities.	High	Ongoing. The City secured a federal grant to purchase and install a backup power generator at the Bothell Operations Center. The generator was installed in November 2025. Work continues on securing backup power for other critical city facilities. Strategy reworked and carried into 2025 update.
Ensure Community Resilience	Provide emergency management training and preparation assistance to the Bothell community both directly and through local private and public partnerships.	High	Ongoing. Funded through city's General Fund.
Enhanced Cyber Security	Implement monitoring and filtering program comprised of robust application, network and access monitoring systems and provide Information Technology staff with sufficient training to fully utilize the technologies.	High	Completed.
Seismically Resilient Water System	Ensure that the City maintains a potable water supply and adequate fire flow in the event of an earthquake	Moderate	Ongoing. Carried over to 2025 Update.

Reduce Roadway Hazards	Floodwater/drainage areas in the city is a chronic issue during the wet winter months on several roadways resulting in lane closures in heavily trafficked areas. During heavy rain and flooding events road may become inaccessible due to water inundation. Erosion and land movement associated with rains and slopes also impact priority roadways. The lack of accessibility impacts traffic control and the safety and quality of life of the people that live, work or need access to these areas.	Moderate	Ongoing. Reworked into 2025 Update.
Road Improvements to Reduce Emergency Response Times	Complete roadway improvement to alleviate congestion thereby allowing for reduced emergency response times.	Low	Ongoing. Reworked into 2025 update.

2025 Hazard Mitigation Strategies

STRATEGY	LEAD AGENCY/POC	TIMELINE	PRIORITY
Backup Power Supply	City of Bothell Public Works Department – Fleet and Facilities Manager, Transportation Supervisor	Work began during the 2020 HMP Update process. Seeking additional funding.	18.75
Climate Action Plan	City of Bothell Community Development Department – Long Range Planner	Long-term. Initial work has begun including climate change awareness and mitigation into various plans throughout the city.	15.25
Enhance City Resilience	City of Bothell Office of Emergency Management – Emergency Manager	Expected to begin in 2026.	16.38
Enhance Cyber Security	City of Bothell Employee and Technology Services – IT Managers, Security Analyst	Work expected to progress in 2026.	17.25
Enhanced Evacuation Capabilities	City of Bothell Fire Department – Division Chief of Operations	Seeking funding options.	18.38

Increase Transportation System Resiliency	City of Bothell Public Works Department – Deputy Directors (City Engineer, Operations)	Many projects listed in CFP. 10 Year goal for completion.	18.38
Remote Response Capabilities	City of Bothell Police Department – Operations Captain (Day), Traffic Sergeant	Work expected to begin in 2026.	18.88
Seismic Resilient Facilities	City of Bothell Public Works Department – Deputy Directors (City Engineer, Operations); City of Bothell Executive Department – Emergency Manager	Many projects listed in CFP. 10 Year goal for completion.	17.88
Terrorism Preparedness	City of Bothell Police Department – Deputy Chief	Work expected to continue in 2026.	19.63

Backup Power Supply

Lead Points of Contact Public Works Fleet & Facilities Manager; Water/Sewer Manager; Transportation Supervisor	Partner Points of Contact Overall regional resilience will benefit from Bothell’s ability to maintain government continuity and operations during emergencies.	Hazards Mitigated / Goals Addressed • Civil Disturbance • Cyber Incident • Earthquake • Flood • Landslide • Severe Weather • Terrorism • Wildfire	Funding Sources and Estimated Costs • \$400k+ • General Fund • Utility Funds • REET2 • ☐ Grants
Strategy Vision/Objective A community that can continue government continuity and operations in the event of electrical power interruption.			
Mitigation Strategy Ensure back up power for critical city facilities			
2-Year Objectives Identify the needs of each facility and order necessary electrical studies to ensure for proper sizing of equipment and associated needs. Explore funding options to include grants	5-Year Objectives Continue to explore alternate ways to power critical facilities in the event of an electrical power loss. Implement as funding become available.		Long-Term Objectives City facilities have and maintain backup and uninterrupted power supply.
Implementation Plan/Actions • Provide for generator power to be able to continue critical government functions at City critical facilities. • Evaluate backup needs for Court house functions • Maywood Pump Station backup power to ensure continuity of water flow for fire flow. • Holly Hills Pump Station backup power to ensure water fire flow. • Uninterrupted Power Supply (UPS) for traffic signals to ensure smooth traffic flow, and expedient emergency response through all signalized intersections.			
Performance Measures • City critical facilities will have backup power needed to continue critical continuity of government operations. • Uninterrupted fire flow. • Reduce traffic congestion during power outages to allow emergency response and egress			

Climate Action Plan

Lead Points of Contact	Partner Points of Contact	Hazards Mitigated / Goals Addressed	Funding Sources and Estimated Costs
Cameron Colvin, Planner, Community Development	- Community Transit - Sound Transit - King County Metro - Puget Sound Energy - Snohomish PUD - Recology - Bothell Community Members - Local/State/Federal funding agencies	- Earthquake - Flood - Landslide - Public Health Incidents - Severe Weather - Wildfire - Goals: - Access to Parks and Natural Resources - Access to Safe and Efficient Transportation - Affordable, Safe, Quality Housing - Community and Public Safety - Equity in Government Practices - Healthy Built & Natural Environments - Strong, Vibrant Neighborhoods	Implementation of the Climate Action Plan will be supported by a combination of funding sources, which may include the City's general fund, state and federal grants, utility revenues, impact fees, or newly identified sources. Some actions will support and enhance existing programs with secure funding, while other strategies may require new or dedicated resources. Estimated costs will be determined on a project-by-project basis.
Strategy Vision/Objective Reduce citywide greenhouse gas emissions by 50% below 2019 levels by 2030, 75% by 2040, and 95% (net zero) by 2050.			
Mitigation Strategy Bothell's Climate Action Plan includes 83 practical strategies that the City and community members can take to reduce greenhouse gas emissions. Strategies and actions were designed to address Bothell's local needs, while supporting regional and state greenhouse gas reduction goals, and are organized into five focus areas: - Municipal Operations - Buildings & Energy - Transportation & Land Use - Zero Waste - Community Action			
2-Year Objectives - Identify and secure funding to support implementation - Establish local programs to support building	5-Year Objectives Reduce citywide greenhouse gas emissions by 50% by 2030 compared to 2019.	Long-Term Objectives - Carbon neutral municipal operations by 2050 - Reduce energy use in all existing buildings by 45% by 2050 compared to 2019.	

electrification, renewable energy, and electric vehicles • See ongoing or short-term actions in Climate Action Plan.	• Reduce energy use in all existing buildings by 25% by 2030 compared to 2019. • Reduce natural gas and other fossil fuel use in existing buildings by at least 20% by 2030 compared to 2019. • Reduce driving per capita by 20% by 2030 compared to 2019. • Achieve a 70% recycling rate. By 2030 achieve Zero Waste of resources that have economic value for reuse, resale, and recycling. • See mid-term actions in Climate Action Plan	• Reduce natural gas and other fossil fuel use in existing buildings by 80% by 2050 compared to 2019. • Reduce driving per capita by 50% by 2050, compared to 2019. • Increase the use of electric vehicles such that 100% of light duty vehicles, and at least 60% of medium duty, and 40% of heavy-duty vehicles are electric by 2050. • Grow active participation in climate programs and increase the number of community-led emission reduction projects.
Implementation Plan/Actions See Implementation Plan section of Climate Action Plan. Bothell's Climate Action Plan is a living document that will evolve as new data, technology, and best practices emerge, with periodic updates occurring every two years as new emissions data becomes available. To ensure continuous improvement, the City will track implementation efforts and publish annual progress reports. If data indicates that the City is not on track to meet its emissions targets, the City may choose to strengthen or add actions as necessary. These changes will be informed by the best available science, best practices, funding availability, and staff capacity.		
Performance Measures Bothell will rely on readily available and trackable data. The City will establish key performance indicators (KPIs) to evaluate the effectiveness of CAP actions, such as: Buildings & Energy • Communitywide electricity and natural gas use (<i>Source: PSE/SnoPUD</i>) • Incentive/rebate program participation rates (<i>Source: PSE/SnoPUD</i>) Transportation & Land Use • Vehicle miles traveled per capita (<i>Source: PSRC</i>) • Mode split (% of trips by car, transit, walking, biking, etc.) (<i>Source: ACS 5-Year Estimates</i>) • Electric vehicle registrations (<i>Washington State Open Data Portal</i>) Zero Waste • Communitywide waste generation per capita (<i>Source: Recology</i>) • Communitywide diversion rate (% recycled or composted) (<i>Source: Recology</i>) Community Action • # of public workshops, events, and presentations by City staff • Unique page views on City webpages		

As implementation progresses, the City may refine and expand these metrics based on new data and opportunities.

Enhance City Resilience

Lead Points of Contact Emergency Manager – City of Bothell	Partner Points of Contact Regional response partners	Hazards Mitigated / Goals Addressed • Civil Disturbance • Cyber Incident • Earthquake • Flood • Hazardous Materials • Landslide • Public Health Incidents • Severe Weather • Terrorism • Wildfire	Funding Sources and Estimated Costs • General Fund • Emergency Management Performance Grant
Strategy Vision/Objective • Enhance city emergency resilience through response operations and hazard-specific planning.			
Mitigation Strategy Through interagency collaboration, develop and exercise plans for city response operations, including hazard-specific plans.			
2-Year Objectives • Complete Continuity of Operations and Continuity of Government Plans. • Conduct a comprehensive gap analysis of plans. • Prioritize remaining planning efforts.	5-Year Objectives • Develop plans according to gap analysis and prioritization. • Train response personnel. • Exercise plans.		Long-Term Objectives • A prepared and resilient city emergency response system.
Implementation Plan/Actions • Identify vendor to conduct gap analysis and assist with future planning efforts. • Convene Emergency Operations Board to review gap analysis and prioritize future planning efforts. • Work with departments, response partners, and vendors as appropriate to develop plans. • Conduct training on new plans. • Conduct exercises and begin continuous improvement cycle for plans.			
Performance Measures • Completion of COOP/COG plans. • Completion of gap analysis and corresponding prioritization exercise. • Plans developed according to prioritization of gap analysis to include, but not limited to: ○ Community Points of Distribution Plan ○ Damage Assessment Plan ○ Debris Management Plan			

- Evacuation Plan
- Fuel Management Plan
- Hazard Annexes
- Hazard Response Operations Guide
- Sheltering Plan
- Volunteer and Donations Management Plan
- Response partners train and exercise on plans, increasing the number of completed plans yearly.

Enhance Cyber Security

Lead Points of Contact IT Managers IT Security Analyst	Partner Points of Contact CISA N-Able (Formerly Adlumin)	Hazards Mitigated / Goals Addressed • Cybersecurity • Terrorism	Funding Sources and Estimated Costs • General Fund • Grants • \$240,000
Strategy Vision/Objective Improve protection of the City’s network and infrastructure against virus or brute force attacks through improved security technologies.			
Mitigation Strategy Implement monitoring and filtering program comprised of robust application, network and access monitoring systems and provide Information Services staff with sufficient training to fully utilize the technologies.			
2-Year Objectives • Deploy password replacement option • Reduce user visible password surface area (Password Management) • Finalize security key deployment	5-Year Objectives • Transition into password-less deployment		Long-Term Objectives • Protection of the City’s network and infrastructure against cyber incidents
Implementation Plan/Actions • Work with vendor partners to ensure ongoing product viability. • Continue and adapt cybersecurity training for all staff • Purchase and implement password management citywide • Continued monitoring and refinement of email filtering system • Finalize multi factor authentication (MFA) and security key deployment			
Performance Measures • Protection systems analytics for the City’s network and infrastructure against cyber incidents.			

Enhanced Evacuation Capabilities

Lead Points of Contact Bothell Fire Department – Division Chief of Operations, Battalion Chief of Support Services	Partner Points of Contact - Bothell Police Department - Bothell Public Works Department - NORCOM - Private Businesses - Williams & BP Olympic Pipelines	Hazards Mitigated / Goals Addressed - Hazardous Materials - Earthquake - Wildfire - Civil Disturbance	Funding Sources and Estimated Costs - General Fund - Grants
Strategy Vision/Objective An emergency response system that understands and prepares for the complexities of mass evacuation operations, as well as the limitations of government response capabilities and how community members can support and help one another.			
Mitigation Strategy Develop comprehensive evacuation capabilities and provide training and preparation assistance to emergency responders in Bothell and partnering jurisdictions.			
2-Year Objectives - Identify current evacuation capacity - Evaluate evacuation priorities, obstacles, rally points, and potential hazards - Confirm priority routes.	5-Year Objectives - Identify systems/resources available for coordinating evacuations - Develop evacuation procedures - Train emergency responders on evacuation procedures		Long-Term Objectives Efficient and effective emergency evacuation procedures.
Implementation Plan/Actions - Work with city departments and emergency response partners to identify current evacuation procedures and capacity. - Work with city staff, regional partners, and vendors to identify evacuation priorities, obstacles, and potential hazards such as known hazardous materials storage. - Work with vendors and resellers to identify evacuation systems best suited to Bothell’s size and resources. - Develop evacuation procedures and plans for departments with emergency evacuation responsibilities - Work with vendors to ensure appropriate and in-depth training resources are available for staff. - Work with vendors to ensure sufficient ongoing support.			
Performance Measures - The City of Bothell will have an evacuation annex on its Comprehensive Emergency Management Plan - Individual city departments will have operational response plans for mass evacuation operations. - Bothell emergency responders will be familiar with known hazardous materials storage areas that may impact potential evacuation operations.			

Increase Transportation System Resiliency

Lead POC Deputy Public Works Directors (City Engineer and Operations)	Partner Points of Contact - Local/State/Federal funding agencies - Local/State/Federal permitting agencies	Hazards Mitigated / Goals Addressed - Civil Disturbance - Earthquake - Flood - Hazardous Materials - Landslide - Severe Weather - Terrorism - Wildfire	Funding Sources and Estimated Costs: - General Fund - Capital Fund - Stormwater Fund - Grants - Transportation Impact Fees
Strategy Vision/Objective Eliminate, reduce or mitigate roadway hazards due to natural hazards including earthquake, snow and ice, severe rain- flood& landslide, severe windstorms, and human-caused hazards such as traffic incidents & collisions. Reduce emergency vehicle response times on major life/safety priority transportation corridors			
Mitigation Strategies - Identify roadway flooding areas, analyze the issues and solutions, and develop projects to mitigate flood hazards. This could also include mitigation measures using technology such as traffic cameras, adaptive traffic signal system, and flood detection warning systems. - Conduct a study to identify Landslide and Erosion hazard areas that could impact roadways. Analyze the issues, understand and map the extent of hazards, provide solutions, and develop projects to proactively mitigate hazards where possible. - Investigate ways to improve snow/ice hazard weather response operations such as roadway temperature monitors to improve effectiveness of application of ice prevention product and plowing operation. Utilize smart technologies to help alert users to freezing roads. Identify and evaluate other mitigation measures. - Investigate ways to reduce roadway treefall and debris from weather, landslide, and earthquake events. This could include a multi-year on-call tree removal/maintenance contract and/or additional resources to monitor tree health and decrease response time to remove hazards. - Complete Capital Roadway Improvement Capacity Projects to alleviate congestion and reduce emergency response times. This includes intelligent transportation system technologies and traffic camera systems to improve efficiency and operations.			
2-Year Objectives - Analyze roadway risk/hazards that were identified as part of the 2024 Comprehensive Plan Update. - Plan and prioritize traffic camera system improvements - Continue planning, design, ROW acquisition, and construction phases for Capital Transportation Improvement projects. - Plan and prioritize traffic camera system improvements - Seek funding for projects.	5-Year Objectives - Begin implementation of traffic camera system improvements - Create new roadway risk/hazard mitigations projects based on analyses. - Continue planning, design, ROW acquisition, and construction phases for Capital Transportation Improvement projects. - Plan and prioritize adaptive signal system improvements - Seek funding for project	Long-Term Objectives Complete transportation projects to reduce road hazards and reduce emergency response time.	

Implementation Plan/Actions

Complete Capital Transportation Improvement Projects to Improve Response Time	Cost Estimate
Expand traffic camera system	\$150,000
Expand adaptive signal system, including fiber	\$3,000,000
Beardslee Blvd Widening Project from UWB/CC north entrance to I405	\$13,979,000
228 th St SE Widening Project from 35 th Ave SE to 39 th Ave SE	\$15,068,000
Bothell Way NE Multimodal Project	\$130,000,000
20 th Ave SE Extension Project	\$54,000,000
214 th St SE Extension Project	\$49,000,000
SR 527 Multimodal Improvements Project	\$62,000,000
Beardslee Blvd Multimodal Project	\$16,000,000
9 th Ave SE Multimodal Project	\$46,000,000
240 th St SE & 39 th Ave SE Intersection Improvements Project	\$7,000,000
SR 527/220 th St SE Intersection Improvements Project	\$1,300,000
240 th St SE / 35 th Ave SE Intersection Improvements Project	\$6,951,000
112 th Ave NE & Juanita-Woodinville Way NE Project	\$1,300,000
NE 185 th St Improvements Project	\$9,000,000
17 th Ave SE / 220 th St SE Intersection Project	\$9,000,000
102nd Ave NE Bridge Replacement	\$40,680,000
Traffic Control Improvements Projects – Canyon Park	\$9,000,000
228 th St SE / Bothell-Everett Hwy Intersection analysis	\$200,000
	\$473,478,000

Reduce Roadway Hazards	Cost Estimate
Identify/analyze slope stability locations, develop plan/prioritization/timeline/costs	\$50,000
Design and install flood, snow/ice detection systems where appropriate	\$100,000
Address flood hazard along 9 th Ave S between 228 th St SE and 208 th St SE (H5)	\$9,200,000
Address flood hazard at 15 Ave SE and 228 th St SE intersection (H6)	
Address flood hazard at 228 th St SE in the vicinity of I-405 bridge (H7)	
Address flood hazard at 228 th St SE and 31 st Ave SE intersection (H8)	\$4,000,000
Address flood hazard along 35 th Ave S North Of 240 th St SE (H9)	\$4,170,000
Address flood hazard along 7 th Ave S South Of 240 th St SE (H10)	
Address flood hazard along 240 th St SE between Fitzgerald Road and 35 th Ave SE (H11)	\$3,200,000
Address flood hazard - Remove NC Parkway Northern Bridge (H12- private levy system)	
Address flood hazard in northbound 120th Avenue NE North of 195 th St SE. (H13)	
	\$20,570,000

Performance Measures

- Reduction in number of roadway hazards.
- Completion of capacity projects to reduce emergency response times.

Remote Response Capabilities

Lead Points of Contact Captain J. Rogers Sgt. J. Hartwick	Partner Points of Contact COB IT NORCOM Bothell Fire Surrounding police agencies	Hazards Mitigated / Goals Addressed - Cybersecurity - Terrorism	Funding Sources and Estimated Costs \$76,000/year Staffing Savings - Grant Funding
Strategy Vision/Objective Enhance the current public safety drone program to allow for greater adaptability to changing technologies and response strategies.			
Mitigation Strategy Reduce emergency response time and increase drone program efficacy by developing a Drone as a First Responder (DFR) function that allows remote operation of our current drone program. Maintain current drone authorities and use parameters, while allowing BPD Staff to have quicker visual oversight of in-progress incidents, ongoing emergent responses, and 911 call response by sending a remotely operated drone.			
2-Year Objectives Identify DFR vendor and launch initial concept program in 2026. Identify and train staff for part-time DFR deployment until full-time deployment possible with staffing.	5-Year Objectives Continuation of an established DFR program that is a resource citywide in case of large incidents, natural disasters, or routine assists for Fire, Public Works, Parks, Etc. DFR will be a cornerstone of our Real Time Information Center program.		Long-Term Objectives Expansion of DFR fleet and docking stations for 100% coverage of City of Bothell and usage for neighboring agencies.
Implementation Plan/Actions Internal partners: IT, Facilities, Fire. External partners: Local agencies with successful DFR: Everett PD, Redmond PD. 2025-6: Continue incremental remodel of old Bothell dispatch center into Real Time Information Center [RTIC]. Create workspace for DFR oversight, currently residing in Traffic Office, which will move into operations in the RTIC once complete. ID Vendor and seek contracted partnership to support DFR software, hardware, program launch. Expand program based on needs, geography, staffing, and usage.			
Performance Measures Successful part-time operation of DFR program by 2027.			

Seismically Resilient Facilities

Lead Points of Contact Deputy Public Works Directors (City Engineer and Operations) Emergency Operations Manager	Partner Points of Contact Alderwood Water & Wastewater District, Northshore Utility District, Woodinville Water District, and SPU.	Hazards Mitigated / Goals Addressed Earthquake	Funding Sources and Estimated Costs \$25.5 Million - Utility Funds - General Funds - Grants
Strategy Vision/Objective Develop seismically resilient facilities including transportation, utility, and communication systems. Identify potential measures to create more resilient city buildings, infrastructure, and other city assets.			
Mitigation Strategy - Develop a program to update seismic analysis and assessment of critical facility structures including buildings and infrastructure. Develop a plan from data gathered to implement seismic improvements. - Implement utility infrastructure seismic improvements identified within the adopted Wastewater Comprehensive Plan, the Water System Plan, and the Storm and Surface Water Plan. - Work with the local and state emergency management partners to establish Community Points of Distribution (CPODs) in Bothell. - Identify backup potable water supply.			
2-Year Objectives - Identify critical facilities for seismic analysis. - Update Capital Facilities Plan to include utility projects that improve seismic resilience.	5-Year Objectives - Explore funding options including grants. - Perform seismic analysis of critical facilities and budget/construct/implement improvements.	Long-Term Objectives Improve critical facilities seismic resiliency for continued operations during and following an earthquake.	
Implementation Plan/Actions - Update seismically sensitive building and infrastructure inventory. Develop planning-level cost estimates to retrofit to improve resiliency (\$100,000). - Install pumps at Penn Park Wells (#1 and #2) and construct a filling station for non-potable firefighting and other needs (CFP W2, \$300,000). - Replace Maywood Reservoir (CFP#W12, \$15,000,000) and install seismic valves/completed seal-welding/coating and install backup power for pumps at the Bloomberg reservoir, finalize construction of a new AWWD intertie (CFP#W10, \$7,000,000). Improve 4,000 feet of cast-iron water main from Norway Hill to Downtown (102nd/104th Ave Alignment, CFP#W2, \$2,000,000). - Construct additional water main looping at Norway Hill to provide a new connection to the SPU Tolt transmission main to provide additional water supply during emergencies (CFP#W3, \$1,000,000). - Work with local and state emergency management partners to establish CPODs in Bothell (\$100,000)			
Performance Measures - Critical facilities are more earthquake resilient and include adequate backup power and supplies. - Water supply is more resilient throughout the city. - City is identified as a CPOD distribution point.			

Terrorism Preparedness

Lead Points of Contact DC Julie Beard	Partner Points of Contact Snohomish County Sheriff and Chiefs Association King County Chiefs Association WASPC NORCOM	Hazards Mitigated / Goals Addressed Terrorism	Funding Sources and Estimated Costs - General Fund - Grants
Strategy Vision/Objective Utilize training, target identification, and partnerships to ensure Bothell is prepared for a potential terroristic attack.			
Mitigation Strategy Continue participation in ongoing regional training efforts for complex coordinated attacks on our region, including participating in planning with regional police leadership groups. Ensure BPD equipment needs are met and to standard. Ensure BPD personnel are trained in mass casualty response, terrorist attack response, and other significant events that will require extended response and regional partnerships. Ensure high-risk targets in City are identified and included in potential response planning and flagged during routine responses (i.e., so responding staff know to be aware of suspicious behavior).			
2-Year Objectives Send officers through NTOA Active Shooter and Rescue Task Force Instructor Cert. Classes. Participate in Snohomish County Scenes of Violence and Urban Areas Security Initiative [UASI] training exercises. Conduct review of existing list of potential terrorist targets in City.	5-Year Objectives Maintain annual in-service training on mass-casualty incident response. Ensure all staff understand roles and responsibilities in case of significant terrorism attack. Ensure regular review/updates of internal plans for terrorism response; high-risk targets in city limits; identified public/private partners at risk.		Long-Term Objectives Ensure BPD is prepared to be a regional asset in case of terrorist attack or incident.
Implementation Plan/Actions 2026-2027: - NTOA Instructor Schools and Snohomish County UASI trainings and tabletop participation. - Continuation of existing Active Shooter/Mass Casualty in-service training for staff - Operations Captains continue review and sharing of potential target list for use in flagging locations, identifying partnerships, and pre-planning site specific responses. 2028 forward: - Maintain prior objectives and continue to monitor current events and other incidents to better tailor our trainings and plans to an evolving landscape of terror attacks.			
Performance Measures - NTOA certifications achieved and in-service curriculums set and scheduled. - Annual review and share of target list accomplished.			