

# Emergency Management

## 2026 BUDGET PRESENTATION

Jan Glarum, Director

September 17, 2025, 1 p.m. Commissioner Chambers



## KitsapCounty

9/8/2025




1

## Emergency Management

### ABOUT US

**MISSION**

KCDEM exists to meet RCW 38.52: Preparing for and carrying out all the emergency functions to mitigate, prepare for, respond to, and recover from emergencies and disasters, and to aid victims suffering from injury or damage, resulting from disasters caused by all hazards, whether natural, technological, or human caused, and to provide support for search and rescue operations for persons in distress.



9/8/2025
2

2

## Emergency Management

### EMPLOYEES

Emergency Management uses every blue-sky day to become better prepared to coordinate and facilitate the County's response and recovery support to 283,073 county residents in times of low frequency but high consequence disasters with five FTEs.

#### LEADERSHIP TEAM

- Jan Glarum, Director
- Michele Moen, Administrative Assistant & Volunteer Coordinator
- Dave Rasmussen, Public Educator/PIO
- Michael Robinson, Operations/Logistics Officer
- Brian Nielson, Plans, Training and Exercise Officer



9/8/2025

3

3

## Emergency Management

### Threats & Hazards



**HIGH RISK-WIDE IMPACT**  
Earthquake



**MODERATE RISK – WIDE IMPACT**  
Tsunami  
Weather  
Epidemics  
Energy emergencies



**MODERATE RISK – LOCALIZED IMPACTS**  
Cyber attack  
Fires  
Flooding/landslides  
HazMat  
Mass casualty

9/8/2025

4

4

# Emergency Management

## Case Study

Washington Military Department  
Emergency Management Division

**The Cascadia Subduction Zone (CSZ) "The Big One"**

- 700 miles long
- Breaks every 300 – 600 years; last great rupture in 1700 (~325 years ago)
- **15-25% chance within next 50 years**
- Causes **M8.0-9.0+ earthquakes**
- Shaking felt for **3–6 minutes** throughout state and west coast
- Earthquake displaces the water creating a **major tsunami hitting WA's outer coast in 10-15 mins and inner coast in 90-120 minutes**

9/8/2025

5

5

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## Case Study

Washington Military Department  
Emergency Management Division

**M9.0 CSZ Tsunami Casualty Estimates: Inner Coast Counties**  
(permanent and non-permanent population, 2 AM scenario)

County	Population	Total Casualties			Tsunami Casualty Ratio		
		10-Minute Departure	15-Minute Departure	20-Minute Departure	10-Minute Departure	15-Minute Departure	20-Minute Departure
Island		0	3	231	0%	<1%	2%
King		0	0	25	0%	0%	1%
Kitsap		0	0	47	0%	0%	1%
Mason		0	0	13	0%	0%	<1%
Pierce		0	0	33	0%	0%	<1%
San Juan		0	2	120	0%	<1%	3%
Skagit		16	17	106	<1%	<1%	1%
Snohomish		0	0	19	0%	0%	1%
Thurston		0	0	0	0%	0%	0%
Whatcom		0	0	196	0%	0%	2%
<b>Total</b>		<b>16</b>	<b>22</b>	<b>790</b>	<b>&lt;1%</b>	<b>&lt;1%</b>	<b>1%</b>

9/8/2025

6

6

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### Case Study

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		10-Minute Departure	15-Minute Departure	20-Minute Departure	10-Minute Departure	15-Minute Departure	20-Minute Departure
Outer Coast	Clallam	1,799	2,591	3,395	24%	35%	46%
	Jefferson	383	557	722	9%	13%	17%
	Grays Harbor	29,505	31,588	34,727	46%	49%	54%
	Pacific	18,471	22,288	25,436	51%	62%	70%
	Wahkiakum	254	258	316	19%	19%	23%
Inner Coast	Island	0	3	231	0%	<1%	2%
	King	0	0	25	0%	0%	1%
	Kitsap	0	0	47	0%	0%	1%
	Mason	0	0	13	0%	0%	<1%
	Pierce	0	0	33	0%	0%	<1%
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	Skagit	16	17	106	<1%	<1%	1%
	Snohomish	0	0	19	0%	0%	1%
	Thurston	0	0	0	0%	0%	0%
	Whatcom	0	0	196	0%	0%	2%
<b>Total</b>		<b>50,428</b>	<b>57,304</b>	<b>65,386</b>	<b>29%</b>	<b>33%</b>	<b>37%</b>

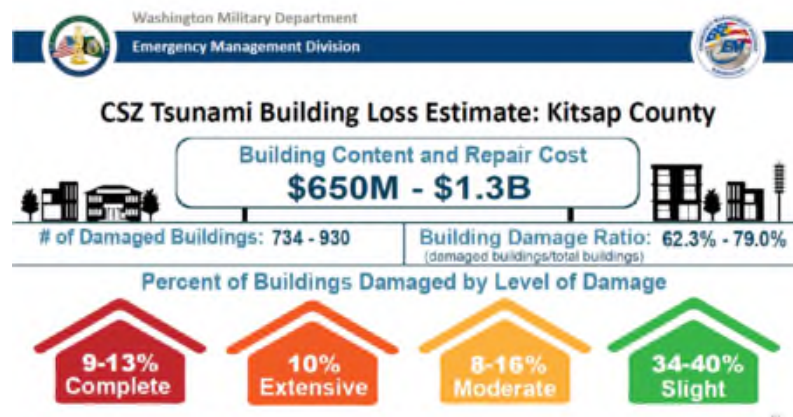
9/8/2025

7

7

## Emergency Management

### Case Study



9/8/2025

8

8

## Emergency Management

Achieving our Mission –Emergency Management is a System

- Our Comprehensive Emergency Management Plan (CEMP) is the capstone document that looks at roles and responsibilities across departments and agencies to address impacts to our Community Lifelines in major events.



9/8/2025

9

9

## Emergency Management

Achieving our Mission

Our comprehensive emergency management program consists of four foundational areas in what we call the Axis of Effort:

Support Systems

Stakeholder Readiness

Community Resilience

Operations and Operational Readiness



9/8/2025

10

10

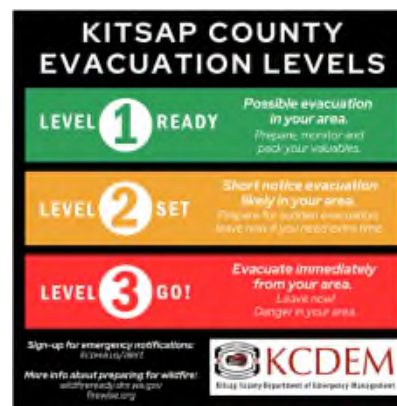
# Emergency Management

## Axis of Effort

### 1. SUPPORT SYSTEMS

Support Systems include administration and technological processes and components that enable the remaining three areas - Stakeholder Readiness, Community Resilience, and Operations. In addition to human capital and program strategy, this includes:

- Budget, grants, and finance
- Facilities and equipment
- Technology (CWS)
- Policies, procedures, and processes
- Staff training and professional development



9/8/2025

11

11

# Emergency Management

## Axis of Effort

### 2. STAKEHOLDER READINESS

Stakeholder readiness includes anything that ensures the preparedness of the county's emergency and disaster response organizations. This includes the development and maintenance of a CEMP, other plans and annexes that contribute towards a coordinated response and recovery effort for any disaster that may occur or threaten Kitsap County.

Stakeholder Readiness also consists of:

- Training and exercise activities
- Program support
- Continuity of Operations planning and other planning support for all phases of emergency management (preparedness, mitigation, response and recovery).



9/8/2025

12

12

# Emergency Management

## Axis of Effort

### 3. COMMUNITY RESILIENCE

Community Resilience includes both the preparedness of our county's individuals, families, businesses, and institutions, as well as the overall county capacity to respond to and recover from a disaster. Hazard mitigation, which is any effort to reduce the threat or impact of a disaster, is part of community resilience.

Other areas of focus include:

- Public outreach and education activities
- Capacity building
- Sustainable development
- Advocacy and public policy



9/8/2025

13

13

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## Axis of Effort

### 3. COMMUNITY RESILIENCE - Why should we increase effort towards Community Resilience?

Natural hazard mitigation saves \$6 - \$12 on average for every \$1 spent on federal mitigation grants, according to an analysis by the National Institute of Building Sciences.

Some mitigation benefits such as the reduction in domestic violence, the conservation of heirlooms and photos, and the preservation of community and culture can be extremely difficult to quantify, and as such, were omitted from the analyses. Therefore, the results of this study are quite conservative.



9/8/2025

14

14

## Emergency Management

### 3. COMMUNITY RESILIENCE – What might a community resilience project to address flooding look like?

There are four dimensions of contributing to flood resiliency:

**Avoidance** - getting out of the way. It means building higher in some cases; it means pulling away from vulnerable areas or let wetlands do their job.

**Accommodation** - there are some places where we want to let it flood.

**Resistance** - this is typically where Emergency Management gets involved - fighting the flood.

**Communication** - providing information in a way that's interpretable and actionable to decision-makers and individual residents to have them better understand what their risk will be so that they can act.



9/8/2025

15

15

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### Axis of Effort

#### 4. OPERATIONS/OPERATIONAL READINESS

Operations includes two areas:

**Response:** Response is event-driven and includes field operations and incident support, 24/7 Duty Officer watch, resource acquisition (Logistics), and information coordination through the Emergency Operations Center Joint Information Center.

**Recovery:** Actions taken to return the community to normal or near-normal conditions, including the restoration of basic services, and the repair of physical, social, and economic damages. This includes the coordination of state and federal resources and emergency worker volunteer efforts, as well as documentation and the development of a recovery plan for the county.



9/8/2025

16

16

# Emergency Management

## Axis of Effort

### 4. OPERATIONS/OPERATIONAL READINESS

The operations bill - This includes the total cost to county departments in responding to and supporting the recover of people, property, the environment, and the economy by threats and hazards in Kitsap County.

While the costs in any one year are variable, there will be events and there will be costs. The department has no line item for these expenses, and it come out of supplies and services or personnel line items.

Historically, the expectation that FEMA funds would be offsetting the operations bill and recouping expenses was realistic. It is no longer.

Options for consideration – disaster fund and/or parametric insurance.



9/8/2025

17

17

# Emergency Management

## Axis of Effort

### Imperatives Perspective

#### Operations

Alternative – mission failure

#### Stakeholder Readiness

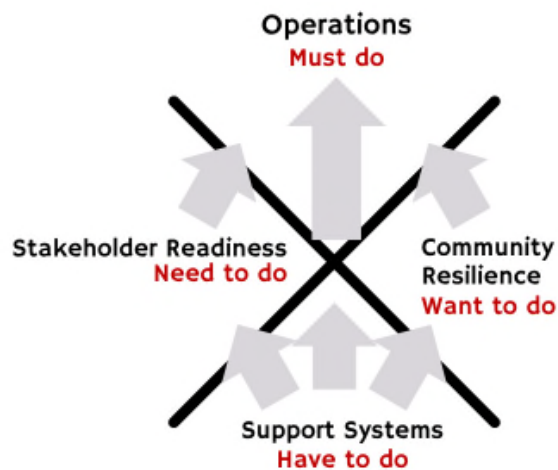
Alternative – Degraded capabilities

#### Community Resilience

Alternative – Lost opportunity

#### Support Systems

Alternative – Organization failure

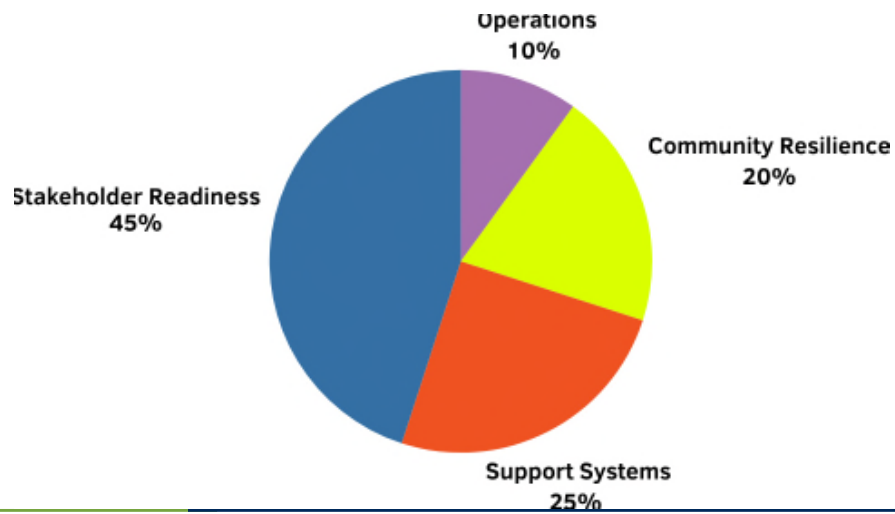


9/8/2025

18

18

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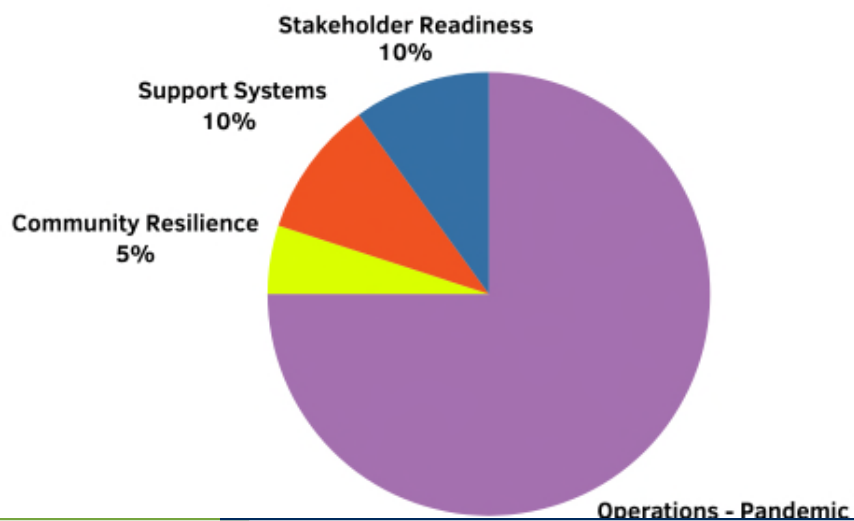


9/8/2025

19

19

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9/8/2025

20

20

# Emergency Management

## GOALS



### 1. Exercise Continuity of Government and Continuity of Operations planning efforts

Description of goal – Recent planning efforts has resulted in drafting COOP and COG documents that need to be exercised within each department to validate the plan.

### 2. Initiate Community Organizations Active in Disaster networking event

Description of goal – Building off the momentum created with the Bremerton Community Resilience Hub project, provide a forum for local entities to be more engaged in enhancing resiliency at a grass roots level.

### 3. Update Kitsap County Code Chapter 2.104 Emergency Management

Description of goal – The existing code is out of date and requires revision.

### 4. Conduct an exercise involving multiple county departments, volunteers and stakeholders in supporting the Emergency Operations Center (EOC).

Description of goal – Staffing the County EOC requires trained personnel for rapid build-up and continuous bench strength.

### 5. Special Event Permitting

Description of goal – Explore the feasibility of special event permitting process to ensure large venue have appropriate contingency planning in place.

9/8/2025Ex

21

21

# Emergency Management

## ACCOMPLISHMENTS

### TENANT IMPROVEMENT PROJECT

- Completed \$5M project to build out KCDEM offices, Kitsap County Emergency Operations Center, multi-department/agency training facilities and alternate ballot processing location.

### BREMERTON COMMUNITY RESILIENCE HUB

- Grant supported pilot project to develop a ground-up approach of neighbors helping neighbors in times of disaster.

### LIFE SAFETY PROTECTION

- Trained and supporting CenCom supervisors in use of CWS on time sensitive events.

### STAKEHOLDER READINESS ENGAGEMENTS

- Local Emergency Preparedness Committee
- Public Information Officer & Trusted Messenger Networks
- Dozens of training & exercise events supporting stakeholders throughout the county



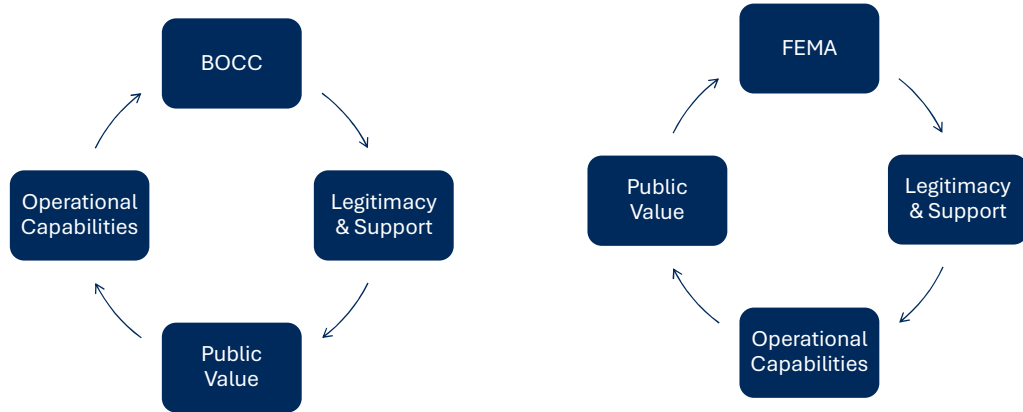
9/8/2025

22

22

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### Funding – General Fund or FEMA?



9/8/2025

23

23

## EMERGENCY MANAGEMENT

### BUDGET SUMMARY

Net elimination from supplies/ services budget line items	(\$) 29,276
Position elimination from a reclass/reorganization, FTE reduction	(\$) 21,000 – Move Budget Analyst
New revenue or increased revenues as a result of a specific management action	\$ TBD – pursuing 12% increase to participating local jurisdictions
Total fiscal impact	(\$) 50,276

\*Fiscal impact target – (\$) 38,966

9/8/2025

24

24

# QUESTIONS?



9/8/2025

25

25



## THANK YOU!



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9/8/2025

26

26