

CAREER OPPORTUNITY



APPLY BY
OCT. 23!

DIRECTOR OF DISASTER PREPAREDNESS & EMERGENCY COMMUNICATIONS

THE CITY OF LONG BEACH, CA

Salary: \$224,424 - \$270,326* DOE/DOQ

**The Long Beach Management Association is in active contract negotiations with the City of Long Beach, which may result in an increase to the bottom and top of this salary range.*

The [City of Long Beach, CA \(City\)](#) is seeking an experienced and passionate emergency management professional to serve as its next **Director of Disaster Preparedness & Emergency Communications (Director)**. This is a unique opportunity to lead at the intersection of disaster preparedness, Homeland Security (including grants administration), emergency communications, and community resilience in one of California's largest and most dynamic cities. The next Director will help shape Long Beach's readiness for major emergencies, represent the City within the broader regional Homeland Security network, strengthen critical partnerships with Police and Fire, and lead significant initiatives including the replacement of the City's Computer-Aided Dispatch (CAD) system, continued 9-1-1 consolidation, modernization of emergency planning, and preparations for the 2028 Olympic and Paralympic Games. For a collaborative and forward-thinking leader energized by emergency preparedness and public service, Long Beach offers an opportunity to make a meaningful impact on the safety and resilience of an entire community.

**LEAD PREPAREDNESS. STRENGTHEN RESILIENCE. PROTECT A COMMUNITY.
MAKE YOUR NEXT IMPACT IN LONG BEACH AND APPLY TODAY!**

THE COMMUNITY

Idyllically located on the Pacific Coast just south of Los Angeles and adjacent to Orange County, Long Beach is a vibrant city of approximately 450K residents. Known for its diverse and inclusive community, Long Beach features a unique blend of urban sophistication, cultural richness, and coastal charm. The City encompasses about 51 square miles, offering an array of parks, beaches, and recreational opportunities. Residents enjoy mild climate year-round perfect for outdoor activities such as biking, running, water sports, and much more. Long Beach is home to world-class attractions including the Aquarium of the Pacific, the historic Queen Mary, the annual IndyCar Acura Grand Prix of Long Beach, and the 11k seat F&M Bank Amphitheater – the largest waterfront amphitheater on the West Coast. The City of Long Beach will serve as a major Venue City for the 2028 Olympic and Paralympic Games.

Long Beach also boasts a thriving economy supported by industries such as aerospace, education, health services, manufacturing, tourism and professional services. With two advanced educational institutions, California State University Long Beach and Long Beach City College, and robust K-12 schools, the City is a hub for learning and innovation. Transportation options abound. The Long Beach and Metro transit systems along with the City's own airport provide convenient access throughout the broader Southern California region. Long Beach is recognized as one of the nation's most walkable and bike-friendly cities.



THE CITY GOVERNMENT

Long Beach operates as a charter city governed by an elected Mayor and nine City Council members elected by district. The City Manager, appointed by the Mayor and City Council, oversees the daily operations of 15 departments and a Fiscal Year 2027 (FY27) annual budget of \$4B. The City employs over 6K full-time and part-time staff; dedicated to providing exceptional public services with the vast majority being represented by eleven employee associations. As the City navigates a challenging fiscal environment and addresses projected budget shortfalls, City Leadership remains focused on strategic prioritization, operational efficiency, and long-term organizational sustainability while continuing to deliver high-quality services to the community.

 [City Departments](#)

 [2030 Strategic Vision](#)

 [Citywide FY27 Budget](#)

 [Elevate '28](#)

The City of Long Beach fosters an environment where every employee is celebrated for their individuality and unique talents they bring to their role. Reflecting the diversity of the community within the workforce is a key priority embraced at every level of the organization and integrated into hiring, professional development, leadership, and organizational decision-making. City Leadership actively promotes equity and inclusion by partnering with staff and community stakeholders to foster a more inclusive, accessible, and transparent organization. Transparency remains a cornerstone of these efforts with demographic data, including workforce diversity and pay equity by race and gender, shared publicly to ensure accountability and progress.



THE DEPARTMENT: *PREPARED. RESPONSIVE. RESILIENT.*

The **Department of Disaster Preparedness & Emergency Communications (DPEC)** plays a critical role in protecting the Long Beach community and its first responders through emergency communications and comprehensive disaster preparedness, response, mitigation, and recovery. With an **FY27 budget of approximately \$16.8M** and **88 budgeted positions**, the Department is organized into **three divisions: (1) Disaster Preparedness, (2) Emergency Communications, and (3) Administration & Grants**. DPEC operates with a lean organizational structure, particularly outside of its 24/7 emergency communications operation, requiring team members to take on broad responsibilities and work across functional areas.

- **Disaster Preparedness Division (2 FTE):** Leads citywide planning for emergencies, maintains the City's emergency plans and Emergency Operations Center, coordinates training and exercises, and advances community preparedness through education and partnerships. The Division also coordinates Los Angeles County Disaster Management Area F, which includes Long Beach, Avalon, and Signal Hill.
- **Emergency Communications Division (80 FTE):** Provides 24/7 9-1-1 call-taking and Police, Fire, and Emergency Medical Services dispatch. Long Beach currently operates a hybrid model between co-located and fully consolidated emergency communications, with Police and Fire dispatch housed within one department and a growing number of employees cross-trained across both disciplines. The City continues working toward a fully consolidated model.
- **The Administration & Grants Division (6 FTE):** Supports the Department's financial, personnel, procurement, contracting, and administrative functions while overseeing the Citywide Homeland Security Grants Program. This work supports DPEC's operations while helping secure and administer critical federal and state resources that strengthen emergency preparedness and response capabilities citywide.

STRATEGIC PRIORITIES & MAJOR INITIATIVES

1

STRENGTHEN CITYWIDE DISASTER PREPAREDNESS: Evaluate the resources and next steps necessary to update the [City's 2015 Emergency Operations Plan](#) and supporting annexes, while strengthening the frequency and effectiveness of tabletop exercises and other training opportunities that prepare City staff for emergency activation. This work will also be critical as Long Beach prepares for the 2028 Olympic and Paralympic Games, severe weather events, and other large-scale emergencies.

2

MODERNIZE CRITICAL PUBLIC SAFETY SYSTEMS: Lead major technology initiatives with the Department of Innovation & Technology, including replacement of the City's integrated [Computer-Aided Dispatch \(CAD\) system](#) shared between Police and Fire Departments and continued modernization of the [Emergency Operations Center](#).

3

ADVANCE EMERGENCY COMMUNICATIONS & CONSOLIDATION: Continue the transition toward a fully consolidated [9-1-1 communications](#) model by expanding cross-training across Police and Fire dispatch functions, strengthening operational integration, and building greater flexibility across the workforce.

4

COMMUNITY RESILIENCE & ENGAGEMENT: Expand the Department's visibility and engagement throughout the community through disaster-preparedness education, outreach events, and stronger partnerships with community organizations and regional stakeholders. A particular focus will be increasing awareness and participation in [Alert Long Beach](#) and ensuring residents understand how to prepare for and receive critical information during emergencies.

5

EXPAND CITYWIDE HOMELAND SECURITY GRANT FUNDING: Strengthen the City's ability to identify, pursue, and secure [Homeland Security grant funding](#) to support investments in equipment, planning, training, and other preparedness initiatives that enhance the City's ability to prepare for, mitigate, and respond to natural and human-caused disasters.

TO LEARN MORE ABOUT THE DEPARTMENT VISIT:

[Department Organizational Chart](#)

[Department Website](#)

[Department FY27 Budget](#)

THE POSITION & DYNAMIC LEADER

Reporting directly to the City Manager and serving as a key member of the City's 26-member executive leadership team, the **Director of Disaster Preparedness & Emergency Communications (Director)** provides executive leadership for a unique department responsible for citywide disaster preparedness, emergency response and recovery, Homeland Security programs, and 24/7 emergency communications. Leading a lean organization with **three (3) Administrative Officers reporting directly to the Director** and oversight of nearly **90 staff total**, this executive will remain closely engaged in the work while providing the strategic direction, judgment, and leadership necessary to strengthen Long Beach's readiness for emergencies and major disasters.

The City is particularly interested in a leader with **significant disaster preparedness and emergency activation experience and a strong understanding of the Homeland Security framework** in which local and regional emergency-management agencies operate. The Director serves as Long Beach's representative within the **Urban Area Security Initiative (UASI)**, participating alongside regional public safety and emergency-management leaders in decisions surrounding preparedness priorities and the allocation of federal Homeland Security resources. The successful candidate will be comfortable operating in this sophisticated regional environment and understand how to effectively advocate for Long Beach's needs while advancing broader regional preparedness.

This role also calls for a **visible, energetic, and highly engaged leader who is genuinely passionate about preparedness and public service**. The Director must be an effective relationship-builder with Police, Fire, City leadership, regional partners, community organizations, and residents. Strong customer-service instincts are essential, including the ability to personally engage with residents during difficult or frustrating situations, listen with empathy, communicate clearly, and demonstrate that their concerns are being taken seriously. The City is also looking for a forward-thinking leader who is open to exploring new tools, including the thoughtful use of artificial intelligence to strengthen and create efficiencies in tabletop exercise planning and implementation.

The City will be particularly interested in candidates who bring:

- *Humble, grounded leadership*
- *Sound judgment and discernment*
- *A collaborative, relationship-driven approach*
- *An engaged and visible leadership style*
- *The ability to empower subject-matter experts*
- *A confident presence under pressure*
- *A strong customer-service mindset*
- *Intellectual curiosity and openness to innovation*

MINIMUM QUALIFICATIONS

EDUCATION:

Bachelor's degree in emergency management, homeland security, public administration, public safety, or closely related field.

EXPERIENCE:

Eight (8) years of professional-level experience in emergency management, disaster preparedness, homeland security, and/or public safety, with at least (5) years of significant management experience.

DESIRED:

Local, state or federal government experience; Master's degree.

SUBSTITUTIONS:

Education may be substituted for lengthy experience and will be reviewed on a case-by-case basis.



SALARY & BENEFITS

Salary: \$224,424 - \$270,326* DOE/DOQ

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PLUS A GENEROUS BENEFITS PACKAGE THAT INCLUDES:

- **Retirement:** California Public Employees' Retirement System (PERS) defined benefit retirement plan, which is coordinated with Social Security. 2.5% @55 for "Classic" members and 2% @62 for new members as defined by PEPR. Subject to employee contribution. Both the City and the employee contribute toward CalPERS retirement contributions. The City also participates in Social Security.
- **Health and Dental Insurance:** The City offers an HMO and PPO option for health and dental insurance coverage. City pays a major portion of the premiums.
- **Life Insurance:** City-paid term life insurance policy equal to three (3) times annual salary to a maximum of \$500,000.
- **Disability:** City-paid short-term and long-term disability insurance.
- **Management Physical:** Annual City-paid physical examination.
- **Vacation:** 12 days per year, increasing with years of service. Prior years of public sector service counted towards vacation accrual tier
- **Executive Leave:** 40 hours per year. City Manager has discretion to grant an additional 40 hours annually.
- **Sick Leave:** One day earned per month (8 hours); unlimited accumulation; conversion upon retirement to cash credit toward health and/or dental insurance premiums.
- **Holidays:** Eleven (11) designated holidays per year, plus four (4) personal holidays to be used at the employee's discretion.
- **Transportation Allowance:** \$650 per month.
- **Deferred Compensation:** 457 Deferred Compensation Plan; 401(a) plan with City contribution of 2% (Classic) or 5% (PEPR)
- Optional Flexible Spending Account (FSA)
- **Flexible/Hybrid Work Schedule:** Available (subject to City Manager approval).
- **Paid Parental Leave:** The City provides one hundred and sixty (160) hours of Paid Parental Leave at 100% of salary, for the birth, adoption or foster placement of a child, regardless of the gender, marital status or sexual orientation of the parent.
- **Negotiable relocation assistance**

CITY OF LONG BEACH

HOW TO APPLY:

For first consideration, apply by
submitting a resume and cover letter by
October 23, 2026, at:

 www.tristargovsolutions.com/careers

SAVE THE DATES: Interviews have been firmly scheduled to take place **virtually on November 13th and in-person on November 19th**. All candidates invited to interview will interview virtually on November 13th and a finalist group will then be moved forward to the final in-person interviews on November 19th.

Candidates must be available all-day for both interview dates.

QUESTIONS? Please contact your Recruiter, Sam Sackman, with any questions:

- Email: sam@tristargovsolutions.com
- Website: www.tristargovsolutions.com
- Phone: 408-605-0790

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