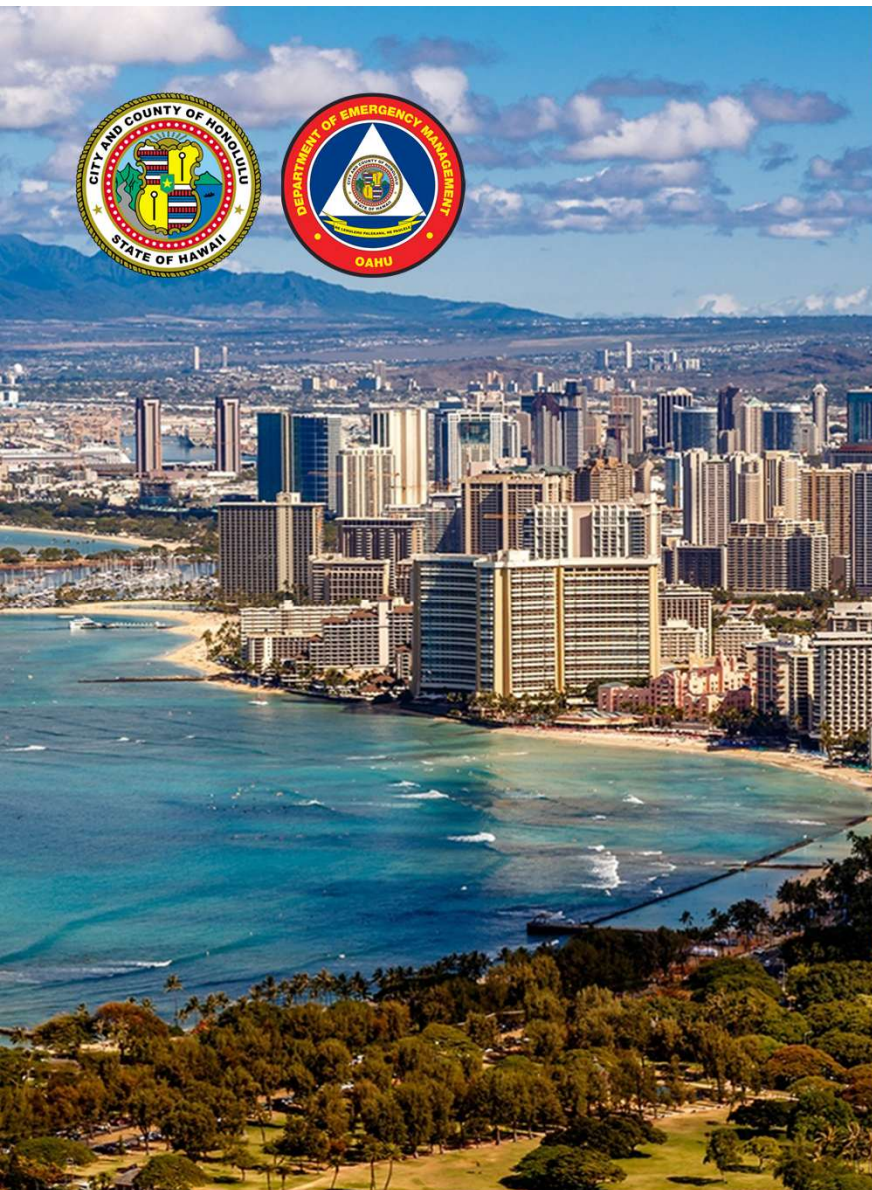




DEPARTMENT OF EMERGENCY MANAGEMENT CITY & COUNTY OF HONOLULU

CITY COUNCIL BRIEFING

DEM Reorganization & Staffing Update

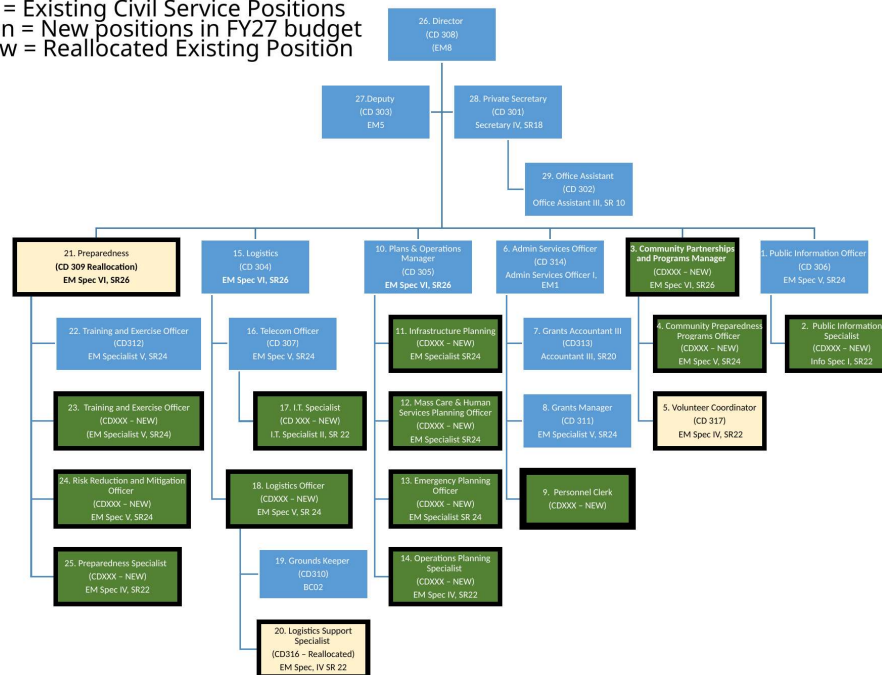
FY27 | 13 New Positions

Dr. Randal A. Collins, CEM
Director, Department of Emergency Management

October 2026

FY27: Proposed Organization for 13 New Positions

Blue = Existing Civil Service Positions
Green = New positions in FY27 budget
Yellow = Reallocated Existing Position



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13 New Positions by Functional Area

3 PREPAREDNESS

Training & Exercise Officer
Risk Reduction & Mitigation Officer
Preparedness Specialist

4 PLANS & OPERATIONS

Infrastructure Planning Officer
Mass Care & Human Services Planning
Officer
Emergency Planning Officer
Operations Planning Specialist

2 LOGISTICS & TELECOM

Logistics Officer
IT Specialist II*

2 COMMUNITY PARTNERSHIPS

Section Manager
Community Preparedness Programs
Officer

1 PUBLIC INFORMATION

Public Information Specialist

1 ADMINISTRATION

Personnel Clerk



*IT Specialist II: DEM advised DHR this position would be assigned to DIT. Final allocation pending.

DRAFT SCHEDULE AND REVIEW GATES

Reorganization to Recruitment: Implementation Chart

ACTIVITY	Prior	Oct 26	Nov 26	Dec 26	Jan 27	Feb 27	Mar+
1 Define FY27 structure and positions	Green						
2 Draft org chart and position descriptions	Green						
3 DHR reviews org chart and positions	Green						
4 BFS reviews proposed reorganization		CURRENT STAGE					
5 Resolve BFS requests and confirm positions			Light blue	Light blue			
6 Complete final DHR/HGEA Review and Consult				Light blue	Light blue		
7 Establish positions and reporting lines				Light blue	Light blue		
8 Finalize supervisor PDs and position controls					Light blue	Light blue	
9 Publish vacancy announcements					Light blue	Light blue	
10 Screen, interview and select candidates						Light blue	Light blue
11 Clearances, offers and onboarding						Light blue	Light blue
12 Phase in duties, training and EOC readiness							Light blue



Green: completed | Orange: BFS review underway | Light blue: proposed next steps

Dates are illustrative planning targets, subject to BFS review, classification actions and recruitment timelines.

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