

Odee Ann Leal

Emergency Management Director, City of Brownsville



Odee Ann Leal is the Director of the City of Brownsville Office of Emergency Management and Homeland Security and serves as the City's Emergency Management Coordinator. She leads citywide preparedness, mitigation, response, and recovery efforts in one of the most operationally complex regions along the U.S.–Mexico border.

With over 30 years of municipal service and over 15 years dedicated specifically to emergency management, Ms. Leal has built a career rooted in operational leadership, interagency coordination, and community resilience. She began her emergency management career in 2006 as a Fiscal Technician, later advancing to Emergency Management Planner, serving as Acting Emergency Management Administrator, and ultimately being appointed Director in 2014. Her earlier roles in Public Works, transit operations, and law enforcement support provided a broad operational foundation that continues to inform her approach to incident management, strategic planning, and multi-agency coordination.

Ms. Leal has led and supported numerous large-scale operations, including complex migrant influx responses. She played a key role in developing and implementing the Brownsville Model, a nationally recognized framework that emphasizes coordinated, efficient, and humanitarian focused operations.

She actively contributes to statewide emergency management and homeland security initiatives through her involvement in TEMAC, EMAT, HSAC, and LEPC, and previously served as Chair of HSAC from 2016 to 2018. Her leadership has been acknowledged at both state and national levels, including receiving the 2022 U.S. Immigration and Customs Enforcement Director's Service to the Homeland Award.