



Memorandum

To: Mayor and City Commissioners

From: John K. McNamara, Fire Chief

Date: August 25, 2026

Re: Performance Review

CC: City Commission Office, City Manager's Office, City Clerk

I want to take this opportunity to say thank you for allowing me to serve as the Fire Chief for the City of Sunrise Fire Rescue Department. As I have mentioned in the past, it is genuinely humbling to serve not just the residents, business owners, and visitors of the great City of Sunrise, but also the women and men of the Sunrise Fire Rescue Department. As a Chartered Officer, I hope that over the past year, I have represented your interest in overseeing our community's fire rescue needs in a way that supports the vision, mission, and values our community has come to know.

The Sunrise Fire Rescue Department is made up of 178 dedicated women and men, of whom 168 are sworn fire-rescue professionals, who pride themselves in serving our community's needs. I mention this as, while I realize this will be a review of my overall work performance over the past twelve months, much of my success and that of the department's is the result of these fire-rescue professionals and the administrative support staff going above and beyond every day they come to work on behalf of our community.

The Sunrise Fire Rescue Department is once again on pace to respond to more than 16,000 calls for service in the 2026 Fiscal Year, ranging from fire suppression, emergency medical services, and special operational calls (which include regional response calls as part of our countywide regional team agreement). We continue to have strong cross-jurisdictional response relationships based on the countywide "fastest unit response" protocols, especially with our neighboring geographical communities.

While there are a lot of tasks and activities that have been completed over the last year, the following represents some of the highlights of our accomplishments and some background on these examples for your review:

- The Administration Division continues to work in assisting with oversight of the other Divisions within the department to assist and support a variety of functions for each division (i.e., hiring and recruiting, payroll-related matters, employee-related issues, employee accidents and injuries, workers' compensation, etc.). One area of interest this past year has been transitioning the fire inspection billing from the Community Development Business Tax Receipt Office to our department. Our Administration Division works with our Fire Prevention Division to oversee this new billing process. In short, this process is expected to improve our overall annual inspections program and provide more intentional, direct oversight of payment collection from businesses.
- The Operations and Training Division continues to be the primary aspect of our department with the overall responsibility of responding to all the 911 calls for service, along with preparing our team to be ready for those calls for service. This year, the Division developed a robust, hands-on training program focused on fire suppression tasks, which are generally our low-frequency/high-risk calls for service. In addition, they trained more fire-rescue personnel to become certified in dive-rescue-related emergencies to strengthen our technical team program. Our Emergency Medical Services side of the Division implemented several new initiatives, from administering antibiotics to performing life-saving finger thoracostomies, enabling our personnel to continue delivering high-quality emergency medical care. One area we continually review and will continue to focus on is recruiting and retaining qualified fire rescue personnel. We facilitated another recruitment process that included onboarding seven new personnel to replace resignations and retirements. That said, over the past few years, the profession has seen a decrease in interest compared with years past, and departments across the tri-county area have seen this lack of interest coupled with retirements and newly implemented work schedule changes, making competition for qualified candidates higher than ever. I will continue to monitor this issue, collaborate with outside agencies, and keep you all abreast of any changes or recommendations moving forward.
- Our Community Risk Reduction Division, which oversees Emergency Management, Public Education, and Community Paramedicine, continues to have a positive impact on our community engagement. On the Emergency Management side, we once again achieved Storm-Ready recertification from the National Weather Service, showing that our department meets the community's emergency preparedness standards. In addition, we added several more community members to our highly sought-after CERT Team (which, by the way, has volunteerism second to none in assisting our community outreach events). Through our Public Education component, we once again hosted two (2) successful open house events at Station 39 and Station 72, along with our annual Fire Prevention Month, where we work with all our local schools to teach fire safety skills. We also strengthened our community communication platform through our current internship program, which focused on creating and implementing social media-style outreach campaigns to engage our community better. Overall, it has been a tremendous success. Finally, our Community Paramedicine program continues to find new ways to improve the social services component of our pre-hospital emergency services program. We made mid-year changes to shift to a more social-service case-

management oversight model and recently hired a social worker to support the program. This program change was facilitated in part through our participation in a countywide post-overdose co-responder program through the Florida Department of Health in Broward County (funded through grant dollars) to improve care through harm reduction services, social support services, and behavioral health awareness programs.

- Our Fire Prevention Division continues to work on enhancing its capabilities to meet our target goal of inspecting all businesses within our city. We added a new inspector this fiscal year to help us work towards that target goal. Having said that, as I stated last year, the city continues to see an increase in building opportunities, and working with our plan examiners in collaboration with our Community Development Department is an area we continue to work on to see how we can improve our efforts in meeting the needs of plan review for these future projects. We are currently training another inspector to perform plan review due to the anticipated retirement of a long-time plan reviewer in the upcoming fiscal year. While this division sometimes does not get the attention that the operations division receives, this division is working extremely hard to see these current and future projects come through. I will continue to evaluate this part of our department's responsibilities to make future recommendations on what resources we may need due to these increasing demands.
- The Support Services Division continues to work on overseeing all aspects of our agency, in addition to working side-by-side with our city's Facilities Maintenance Section of our Public Works Division to ensure our apparatus is ready to respond every day. This division is truly the hub of all our divisions, as there is rarely anything done that does not, in some capacity, have to be supported by this division; whether it be firefighting equipment, vehicle replacement, apparatus information technology, radio communications, facility maintenance – they truly do it all. The collaboration between them and Fleet is remarkable, especially as we (along with the entire fire rescue profession) struggle to adjust to rising vehicle costs and the long lead time to receive these vehicles. I can honestly say the teamwork is incredible, not to mention the direct support and collaboration from our City Management Office and all of you.

While the above is not all-inclusive, I believe it speaks of the quality of service we provide to the community as an all-hazards service delivery system. As Fire Chief, I intend to maintain that level of service and provide you with the information you need to make informed decisions moving forward to improve and enhance the service we currently offer.

That said, past performance can't be relied on to predict future performance. As Fire Chief, I continue to search for and evaluate new ideas that will enhance the already high-quality service delivery system we provide today. In addition, I am always working to improve my knowledge, skills, and abilities so I am ready for those opportunities when they arise.

On a personal note, this past summer, I received my master's degree in Fire Executive Leadership, with a minor in Human Resource Management. The last year and a half was a great personal growth opportunity that I think will strengthen some current internal leadership initiatives that I am working on directly with the Operations and Training Division to continue enhancing our leadership development programs for future internal department leaders.

In closing, as I have said in the past and will continue to say moving forward, I know many other women and men would love the chance to serve in the capacity that I serve all of you today. Nonetheless, I would love the opportunity to continue serving our community under the direction of each of you if you believe I am still the right person for the role.

As always, I am available to each of you before the upcoming public performance review scheduled for Tuesday, September 8, 2026, and I am prepared to respond to any questions about my performance and that of our department during the meeting.