

# GUAM FIRE DEPARTMENT

## CITIZEN CENTRIC REPORT

### FY '24



## STATUTORY BASIS

Upon the enactment of Public Law 1-88 in 1952, the Fire Division was created within the Department of Public Safety (DPS). On March 13, 1985, Public Law 17-78 separated the Fire Division from DPS and established the Guam Fire Department, a line agency of the Government of Guam. On March 6, 1996 Public Law 23-77 tasked the Guam Fire Department with the responsibility to administer and operate the Emergency 911 telephone communications system; regulated by the EMS Commission.

The Guam Fire Department is mandated to protect life and property from the perils of fire and other disasters. This could only be achieved through an accomplished fire prevention, suppression, and extinguishment plan. Furthermore, the formulation of a comprehensive Emergency Medical Services (EMS/Ambulance) Program, inclusive of an Advanced Life Support Intercept Program for the Territory of Guam, was required. An extensive Fire Prevention bureau overseeing fire inspections, new and existing building plan review and approval, investigations, code enforcement, and public education, was also established. Also entrusted to the Guam Fire Department were the responsibilities of land and sea search and rescue, operation and management of an enhanced Emergency 911 communications system, and more recently the addition of a dedicated hazardous materials response team. We are able to perform these missions by:

*“Promoting safety and maintaining a well equipped, highly trained, and motivated force of professional Firefighters/EMTs, EMDs, and Rescue Personnel”*



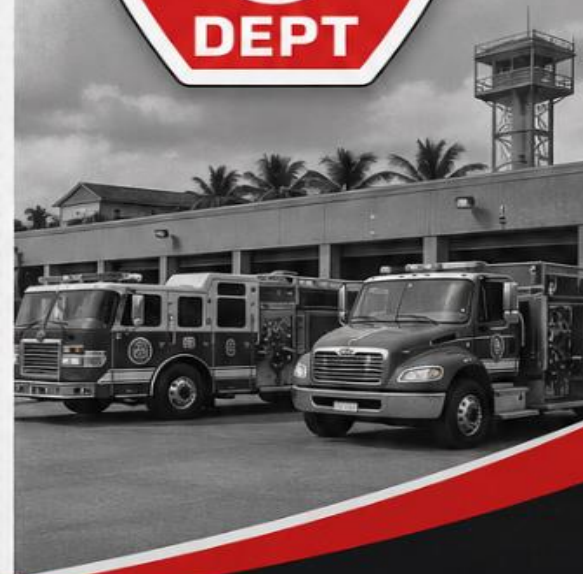
## GOAL

The Guam Fire Department will be a fire service nationally recognized and accredited in fire suppression, fire prevention, Emergency Medical Services, search and rescue, hazardous materials response and emergency medical dispatch.

At a minimum, every fire station will house a fire engine, ambulance, and some type of specialty response apparatus such as a water tanker, ladder truck, rescue unit, or Advanced Life Support unit. Firefighters will be fully equipped and trained, both technically and physically, to respond to all emergencies that pose a threat to the safety of life and property.

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SERVING  
OUR COMMUNITY



PROTECTING  
LIVES & PROPERTY



CARING  
WITH COMPASSION



# GUAM FIRE DEPARTMENT

## CITIZEN CENTRIC REPORT

# FY2024

## AT A GLANCE

### FY2024 SERVICE HIGHLIGHTS



#### EMS SERVICES TO OUR COMMUNITY

**10,968**

Sick Person Responses

**1,876**

Injured Person Responses

**142**

CPR Cases

**39**

ROSC Events

**308**

Pregnant Patients Assisted

**24**

Live Births

**230**

Psychiatric Emergencies



#### FIRE & HAZARD RESPONSE

**119**

Structure Fires

**862**

Grass Fires

**329**

Trash Fires

**308**

Vehicle Fires

**43**

Electrical Fires

**19**

Unattended Cooking Fires

**557**

Unauthorized Controlled Burns



#### FIRE PREVENTION

**1,613**

Fire Inspections

**417**

Plans Reviews

**972**

Permits Issued



#### RESCUE OPERATIONS

**87**

Water Rescues

**34**

Land Rescues



#### MOTOR VEHICLE CRASH RESPONSE

**40**

Serious Injury MVCs

**558**

Minor Injury MVCs

**175**

No Injury / No Treatment MVCs

### KEY SERVICES PROVIDED



#### FIRE SUPPRESSION & EMERGENCY RESPONSE

- Structural firefighting
- Vehicle fire response
- Wildland firefighting
- Hazard mitigation and emergency response



#### EMERGENCY MEDICAL SERVICES (EMS)

- Ambulance transport
- Advanced Life Support (ALS)
- Paramedic services
- Emergency medical response



#### TECHNICAL RESCUE OPERATIONS

- Land Search & Rescue (SAR)
- Open-water rescue
- Vehicle extrication
- Specialized rescue incidents



#### FIRE PREVENTION & LIFE SAFETY

- Fire inspections
- Fire code enforcement
- Permit processing
- Life-safety compliance reviews



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# GUAM FIRE DEPARTMENT

## FY2024 WORKFORCE & FINANCIAL SNAPSHOT



### FY2024 WORKFORCE AT A GLANCE

<b>AUTHORIZED POSITIONS</b> <b>354</b>	<b>FILLED POSITIONS</b> <b>229</b>	<b>VACANT POSITIONS</b> <b>125</b>
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**FILL RATE**  
**64.7%**

**VACANCY RATE**  
**35.3%**

**65% FILLED POSITIONS** | **35% VACANT POSITIONS**

**KEY FINDING**  
The department is operating with approximately one-third of its authorized positions vacant. This represents a significant staffing challenge, particularly within operational firefighting ranks and future workforce development positions.

#### OPERATIONS DIVISION

Frontline emergency response positions responsible for fire suppression, rescue operations, EMS response, hazardous materials incidents, and special operations.

POSITION	FILLED	VACANT	TOTAL
<b>FIREFIGHTER I</b> Vacancy Rate: 19.6%	74	18	92
<b>FIREFIGHTER II</b> Vacancy Rate: 39.6%	32	21	53
<b>FIRE CAPTAIN</b> Vacancy Rate: 17.4%	38	8	46
<b>FIRE SERVICE SPECIALIST</b> Vacancy Rate: 41.7%	42	30	72
<b>FIRE RECRUIT</b> Vacancy Rate: 100%	0	30	30

0% 50% 100%  
■ FILLED ■ VACANT

#### EXECUTIVE LEADERSHIP

Deputy Fire Chief	✓ FILLED
Assistant Fire Chiefs (5)	✓ FILLED
Battalion Chiefs (8)	✓ FILLED
Fire Battalion Chiefs (3)	✓ FILLED

- #### CRITICAL STAFFING CONCERNS
- Fire Recruit Positions Vacant (30)
  - Fire Service Specialist Vacancies (30)
  - Firefighter II Vacancies (21)
  - Department Vacancy Rate (35.3%)
  - Administrative Support Shortages
  - Maintenance & Fleet Management Gaps

#### KEY TAKEAWAY

The Guam Fire Department maintained strong operational leadership during FY2024; however, workforce shortages remain a significant challenge. The department operated with 125 vacancies, including all Fire Recruit positions, emphasizing the continued need for recruitment, retention, and workforce development initiatives.

#### EMERGENCY MEDICAL DISPATCH (911 COMMUNICATIONS)

POSITION	AUTH	FILLED	VACANT
Emergency Medical Dispatcher	21	18	3
EMD Supervisor	4	4	0
E911 Administrator	1	0	1

Dispatchers – 96% staffed.  
All supervisory positions filled.  
E911 Administrator position vacant.

#### ADMINISTRATIVE SUPPORT POSITIONS

POSITION	AUTH	FILLED	VACANT
Administrative Assistant	2	1	1
Administrative Aide	1	0	1
Secretary I	1	1	0
Secretary II	1	1	0
Private Secretary	1	0	1
Program Coordinator IV	1	0	1
Data Entry Clerk / Statistician	1	0	1

Administrative staffing is significantly understrength impacting key support functions.

#### FLEET & MAINTENANCE POSITIONS

POSITION	AUTH	FILLED	VACANT
Automotive Mechanic II	1	1	0
Heavy Equipment Mechanic II	3	2	1
Heavy Equipment Mechanic Supervisor	1	0	1
Maintenance Specialist	1	0	1

Critical vacancies in supervisory and maintenance roles may affect apparatus readiness.

#### HUMAN RESOURCES, PAYROLL, & PROPERTY MANAGEMENT

POSITION	AUTH	FILLED	VACANT
Personnel Officer	1	0	1
Payroll Clerk I	1	0	1
Payroll Clerk II	1	0	1
Payroll Clerk III	1	0	1
Property Control Officer	1	0	1

All identified payroll and personnel positions were vacant during the reporting period.

## FY2024 FINANCIAL OVERVIEW

#### GENERAL FUND EXPENDITURES COMPARISON

THREE-YEAR GENERAL FUND EXPENDITURE TREND

FISCAL YEAR	TOTAL
FY2024	\$36,911,000
FY2023	\$36,255,471
FY2022	\$36,623,137

**TOTAL GENERAL FUND EXPENDITURES FY2024: \$36.91M**

FY2024 expenditures increased by approximately \$655K from FY2023.

#### SPECIAL REVENUE FUNDS

##### E-911 FUND Enhanced 911 Emergency Reporting

Revenues: Sales, licenses, fees and permits	\$2,229,713
Expenditure by function: Protection of life and property	\$3,926,105
Fund balances (deficits) at beginning of year	(\$1,696,392)
Fund balances (deficits) at end of year	\$1,485,705

##### FLAME FUND GFD Capital Revolving

Revenues: Sales, licenses, fees and permits	\$745,999
Expenditure by function: Protection of life and property	\$447
Fund balances (deficits) at beginning of year	\$745,552
Fund balances (deficits) at end of year	\$745,999

- #### FINANCIAL HIGHLIGHTS
- Maintained public safety operations through General Fund appropriations
  - E-911 Fund supports emergency communications infrastructure
  - FLAME Fund continues to support capital and emergency response initiatives
  - Combined resources strengthen protection of life and property across Guam

# FY 24 PROJECTS AT A GLANCE

## GUAM FIRE DEPARTMENT CITIZEN CENTRIC REPORT FY '24



# MESSAGE FROM THE FIRE CHIEF



**Daren D. Burrier**

It is my honor and privilege to serve as the Fire Chief of the Guam Fire Department. As I begin this new chapter, I am grateful for the dedication and professionalism of the men and women who serve our island every day.

The accomplishments highlighted in this FY 2024 Citizen-Centric Report reflect the hard work, commitment, and sacrifice of our personnel in protecting lives, property, and the well-being of our community. While we celebrate these achievements, we remain focused on the future.

I am committed to working tirelessly alongside our firefighters, emergency medical and rescue personnel, civilian employees, and community partners to continue moving our Department forward. Together, we will strengthen emergency services, enhance public safety, invest in our people, and build upon the foundation of excellence established by those who came before us.

On behalf of the Guam Fire Department, thank you for your trust and support. We remain dedicated to serving, protecting, and caring for the people of Guam.

### HIGHLIGHTS

- Complete deployment of E-9-1-1 System
- Completion of training by (15) Firefighters on the 1st Paramedic Course and full implementation of GFD's Paramedic Program
- Promotions of (96) Fire Personnel
- HazMat Response Equipment (SCBA/Level A Suits)
- Hydraulic Extrication Tools (Jaws of Life)
- Self-contained Breathing Apparatus
- Procurement of Incident Command/Comms Vehicle
- Procurement and arrival of (2) Structural Fire Pumps
- Community Partnerships/Volunteerism

### FUTURE PROJECTS

- Full implementation of Paramedic Initiative
- Relocation and Build of Tamuning and Sinajana Fire Station
- Rebuild/Renovation of Rescue Base 2 – Agat Marina
- Fire Station Renovations/Repairs
- East Side Boat Ramp
- Building of a Rescue Station in Tumon
- Establish EMT & Fire Inspector positions



- Promotions 2024 – Firefighter II and Assistant Fire Chief
- E911 EMD/Supervisor Recruitment – EMD's 6 and 1 Supervisor
- Next Generation 911 Go Live
- Rescue Jetski – Donated by Cars Plus
- EMS Protocol update
- POST Requirements
- Awards Policy
- Organizational Chart Update
- Paramedic Program
- HAZMAT Equipment
- Fire Trucks, 2ea.
- Control Station
- Rescue Base 2
- Wildland PPE & Equipment
- Extrication Tools

**FY 24**

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