

2025 Performance Measures and Standards Annual Report

South Trail Fire Protection & Rescue Service District - FS 189.0694

Goals & Objectives for Program Activities	Measures & Standards	Current Performance	Adopted/Proposed/Active Performance Measures
Ensure quick, effective, and efficient operations with established benchmarks for turnout and response times, while also ensuring station facilities and personnel are placed in correct geographical locations.	NFPA 1710, Industry best practices, District-adopted standards, Standard of Cover Report	MEETS CRITERIA	Standards of Cover, Reporting Software Analysis, evaluating and updating data entry review timelines
Manage fleet maintenance on all vehicles and apparatus (scheduled preventative maintenance) to ensure reliability, longevity, and optimal performance. This shall include an adopted replacement schedule for all vehicles and apparatus.	NFPA 1901 and 1911; District-adopted standards; FL DOT	MEETS CRITERIA	Apparatus and fleet vehicles are serviced per the manufacturer's intervals. Data is entered into Fleetmate and EPR software for service reminders and record keeping. This data and record keeping allows for decisions to be made for replacing apparatus and fleet management.
Maintain facilities to ensure reliability, longevity, and optimal performance.	District-adopted standards	MEETS CRITERIA	Although the facilities are being maintained, there is room for growth with hiring additional personnel to accept the facilities
Maintain a district-specific apparatus committee.	District-adopted standards, industry best practice	MEETS CRITERIA	Committees created to assist with design, engineering, equipment needs.
Ensure that all personnel complete EVOC and Pump Ops class requirements prior to being permitted to operate any apparatus in emergency mode.	NFPA 1002 and 1451; District-adopted standards	MEETS CRITERIA	The District maintains the AHJ requirement to provide EVOC on an annual basis. CBA requirements mandate that Pump Ops will be obtained prior to Assuming the Position of Engineer.
Ensure that training standards meet and/or exceed ISO requirements through consistent training schedules on topics including company training (192 hours), driver training (12 hours), officer training (12 hours), hazmat training (6 hours), and facility training (18 hours). Additional training will include the topics of tactics and strategies, survival skills, nighttime emergencies, high-rise emergencies, communications, and equipment familiarization. Training documentation and online programs will be accomplished utilizing the Vector Solutions software program, with records populated monthly and presented to elected officials.	ISO; NFPA 1001, 1021, 1402 1410, and 1802; District-adopted standards	Low risk high frequency and high risk low frequency training is conducted regularly as determined by the season, by request, and by trend. These training subjects are all covered but not recognized by ISO. Training hours currently do not capture ISO hours due to improper wording specifications to describe the training in a format that ISO will accept.	Administration attended an ISO class in December of 2025 to gain a better understanding of ISO's current training requirements. Training description templates will be created in 2026 that will assist the record recorder to describe the training conducted in a format that ISO recognizes to meet their training requirements.
Ensure that detailed weekly/daily readiness inspections are completed on vehicles, fire pumps, physical inventory, small-engine equipment, and SCBAs, including air cylinders.	NFPA 1852, District-adopted standards	MEETS CRITERIA	
Ensure that structural PPE is visually inspected daily, and maintained, cleaned, and advanced inspected at a minimum annually, for optimal performance.	NFPA 1581, District-adopted standards	MEETS CRITERIA	

Test and maintain all fire pumps, hoses, and ladders annually, with outdated and damaged equipment being replaced as needed.	NFPA 1932 and 1962; District-adopted standards	MEETS CRITERIA	Fire pumps are annually in-service tested by South Florida Emergency Vehicles. Ground ladders and hoses are tested annually by the IIA Fire Department Testing. Aerial apparatuses are tested annually by Mistras Company. Records are kept in EPR and Fleetmate.
Ensure the completion of an annual physical inventory of capital items.	District-adopted standards	UNDER REVIEW	Adopt policy for annual review of capital items.
Ensure data completeness and accuracy of NFIRS/NERIS reports through a quality review process and training program.	District-adopted standards and policies, industry best practices, NFIRS, FEMA	MEETS CRITERIA	Shift Supervisor reviews, Reporting Software Analysis, evaluating and updating data entry review timelines
Ensure that all personnel are knowledgeable and trained on the Incident Command System (ICS) and utilize such with common fireground Standard Operating Guidelines.	NFPA 1710, FEMA, NIMS, ICS	MEETS CRITERIA	
Ensure that the District's radio communication system is updated as required to maintain currency with technologies, and replaced as necessary.	NFPA 1802, District-adopted standards, Lee County PSAP requirements	MEETS CRITERIA	EMCI, Lee County Public Safety
Maintain relevant and current SOG's and policies through continual review (annually) and open communication. The CBA contract will be negotiated annually with the bargaining unit.	District-adopted standards, industry best practices, District Strategic Plan	MEETS CRITERIA	Currently Updating Handbook, reviewing/updating operating guidelines, ISO requirement
Ensure the safety and health of all personnel through programs such as a quarterly safety committee meeting to discuss related items. These items shall include random drug testing, the EAP, mid-year workers' compensation / health insurance reviews, case-study review of worldwide injuries/fatalities, and annual mental health training.	NFPA 1521 and 1582; Florida Administrative Code 69A-62.042 and 69A-62.043; Florida Chapter 633; District-adopted standards	MEETS CRITERIA	Safety Committee Meetings are conducted quarterly and review injury trends. Random drug testing is ongoing. Safety Committee Meetings are conducted quarterly and review injury trends. Random drug testing is ongoing. We transitioned to a new EAP in 2024 that provides a monthly schedule of webinars designed for the mental well-being of our members and their families. We conduct reviews with our workers compensation claims adjuster for our claims and industry cases periodically. Health insurance is a mid-year review. Training Division is pursuing addition Mental Health services with annual trainging being addressed in 2026.
Maintain a healthy working relationship between labor and management that provides many avenues to provide real solutions to local challenges and ensure that working conditions faced by responders and staff follow industry best practices.	District-adopted standards	MEETS CRITERIA	
Ensure that personnel data and District facilities are secured using locks and passwords that are updated annually.	Florida Statute (Title X, Chapter 119)	MEETS CRITERIA	Addressed by multiple service providers.
Provide a comprehensive monthly report to the Board of Fire Commissioners to report the outputs and, when possible, outcomes from all District programs.	District-adopted standards, industry best practices	MEETS CRITERIA	
Ensure that all IT resources and infrastructure are secure from harm and unauthorized penetration.	District-adopted standards & State laws	MEETS CRITERIA	Addressed by a service provider.

Ensure the optimal performance and state compliance of the advanced life support (ALS) first response non-transport program, independent ALS license, and Certificate of Public Convenience and Necessity.	Florida Statutes 395.4001, 401.23, and 401.107; Florida Administrative Code 64J-1	MEETS CRITERIA	
Ensure the completion of EMT/paramedic training in compliance with regulatory agencies' renewal requirements, utilizing web-based training. Ensure the completion of EMS skills maintenance and improvement training with the utilization of hands-on / in-person formats.	FDOH (Florida Chapter 401.23, 401.23(7), and 401.27(6a); American Heart Association (BLS, PALS, ACLS); national standards, District-adopted standards (training calendar)	MEETS CRITERIA	
Conduct Quality improvement (QI) / Quality Assurance (QA) process and EMS protocol reviews monthly and during EMS quarterly meetings.	District-adopted standards (CBA), industry best practices, District medical direction, EMSTARS	MEETS CRITERIA	AHJ maintains 100% QA of all reports submitted. Medical Director QA's all VAL attempts and ultrasounds at each Medical In-service
Maintain, test, clean, and replace all EMS-related equipment (including medications) and PPE as necessary and/or required. This includes daily visual inspections and monthly inventories. Preventative maintenance shall be completed annually and/or as needed.	NFPA 1581, 1910, and 1999; FDOH, District-adopted standards (daily duty assignments and monthly medical supply checks)	MEETS CRITERIA	
Ensure the continued readiness of personnel in relation to Technical Rescue Team (Florida USAR Task Force 6) through quarterly training and annual requirements.	District-adopted standards (membership with FL-TF 6)	MEETS CRITERIA	
Empower personnel and community members in life-saving capabilities such as CPR.	AHA, industry best practices	MEETS CRITERIA	STFD currently has 27 AHA BLS Instructors and three Training Center Faculty (TCF) members. This staffing allows all personnel to remain current with BLS and ACLS requirements. In addition, the Fire District offers community CPR courses to the public. These courses may be held at locations within the Fire District or at any of our five facilities.
Empower community members to utilize fire extinguishers appropriately (provide training to organizations as requested).	District-adopted standards, industry best practices	MEETS CRITERIA	STFD currently offers hands-on fire extinguisher training using a live-fire trainer, along with classroom instruction. These trainings may be conducted onsite or at any of our five Fire District facilities. Information about these programs can be found on the Education section of our website and is also shared by our Fire Inspectors.
Provide assistance with smoke detector installations within the District as needed.	District-adopted standards, industry best practices	MEETS CRITERIA	STFD provides smoke alarm education and installation for Fire District residents. Details are available on our website and can be delivered in group or individual sessions. Our Public Relations Division visits homes to educate residents, install or replace alarms, and change batteries when needed—ensuring alarms remain operational and preventing falls.

Annually bring awareness to drivers with a presence in school zones during back-to-school events.	District-adopted standards, industry best practices	MEETS CRITERIA	STFD partners with LCSD and other local fire districts to deliver unified safety messaging. At the start of each school year and after winter break, banners are displayed and multiple social media messages are shared across platforms, reminding drivers to watch for bus riders, students at bus stops, walkers, cyclists, and car drop-off/pick-up lines.
Ensure that all fire inspectors are state-certified Fire Inspectors, Investigators, and/or EMS first responders equipped to mitigate initial BLS and/or ALS incidents.	District-adopted standards, State-adopted standards, industry best practices	MEETS CRITERIA	MEETS CRITERIA
Create additional public education dialogue within the community (solicit and employ feedback from public education events).	District-adopted standards, industry best practices, CERT	MEETS CRITERIA	We measured this goal by actively soliciting feedback from attendees at public education events and using their input to improve future programs. Surveys, informal conversations, and follow-up communications allowed us to assess community engagement, identify areas for improvement, and adjust our messaging to better meet the needs of residents.
Conduct educational and community risk reduction programs in as many schools, daycares, and child/adult educational and care facilities as possible.	District-adopted standards	MEETS CRITERIA	
Reduce the risk of commercial structure fires through annual fire and life safety inspections. Continue with the use of the MobileEyes software program for efficient recordkeeping and monthly report tracking, which illustrates the overall impact and outreach of the Fire and Life Safety Division.	Florida Fire Prevention Code (FAC69A), District-adopted standards, NFPA 1730, MobileEyes	UTILIZING EPR FIREWORKS RMS	Due to changes from MobileEyes to EPR, data is still being adjusted for accuracy. The FLS Division will continue to work on the data to ensure inspections are completed in accordance with NFPA 1730 standards.
Ensure the investigation of any known fire or explosion which has occurred and has resulted in an injury or property damage.	Florida Administrative Code 69D-4.001	MEETS CRITERIA	Develop guidelines and/or policies to ensure investigations are conducted—whether by on-duty crews or the Fire and Life Safety Division—for any known fire or explosion that results in injury or property damage, in accordance with FAC 69D.
Ensure the review of all building plans submitted for the purposes of fire and life safety as part of the permit process.	NFPA 1 and 101; Lee County Building Codes and Land Use	MEETS CRITERIA	Construction plans are reviewed by an internal plans examiner. Records of plan reviews are maintained via the Lee County permit site (Accela) and plan review software.
Through cooperative coordination with Lee County Division of Code Enforcement, continue to provide uniform and consistent interpretation and effective enforcement of fire and life safety items such as applicable standards and fire-flow requirements.	District-adopted standards, Lee County Division of Code Enforcement	MEETS CRITERIA	The Fire and Life Safety Division will continue to coordinate with Lee County Code Enforcement and enforce its adopted fire standards and prevention requirements. This will assist in ensuring consistent interpretation and effective enforcement.

<p>Engage the public through a positive presence on social media networks, positive relationships with local media, and ongoing community involvement in local organizations.</p>	<p>NFPA 1305, District-adopted standards</p>	<p>MEETS CRITERIA</p>	<p>We measured this goal by tracking our social media engagement, including likes, shares, and comments, as well as monitoring media coverage with TVEyes and conducted multiple collaborations with local outlets. Additionally, participation in community events and involvement with local organizations provided direct feedback on our visibility and the strength of relationships within the community.</p>
<p>To ensure a high percentage of the district's population is reached, continue to utilize techniques such as a robust social media presence with diversified public fire and life safety education messaging and programs.</p>	<p>NFPA fire safety education/messaging, district-adopted standards</p>	<p>MEETS CRITERIA</p>	<p>We measured this goal by monitoring the reach and engagement of our social media posts, tracking attendance at public education programs, and collecting feedback from participants. These metrics helped assess how effectively our messaging and programs reached the district's population and informed adjustments to improve outreach efforts.</p>