

# **East Lake Tarpon Special Fire Control District**

## **Fiscal Year 2024-2025 Annual Report**





## Contents

<b>Directory of Officials .....</b>	<b>3</b>
<b>Our Service Area Stations 56, 57, and 58 .....</b>	<b>4</b>
<b>Message From Fire Chief Jason Gennaro .....</b>	<b>5</b>
<b>Special District Goals and Objectives Reporting for Fiscal Year 2024-2025 .....</b>	<b>6</b>
<b>East Lake Tarpon Special Fire Control District .....</b>	<b>11</b>
<b>Fire Stations.....</b>	<b>13</b>
<b>Station 58 .....</b>	<b>15</b>
<b>Service Delivery.....</b>	<b>16</b>
<b>Fire and Life Safety Division.....</b>	<b>17</b>
<b>Community Risk Reduction and Education .....</b>	<b>19</b>
<b>Community Engagement &amp; Special Events.....</b>	<b>21</b>
<b>Emergency Medical Services.....</b>	<b>22</b>
<b>Fire Training .....</b>	<b>26</b>
<b>East Lake Firefighters Benevolent Association.....</b>	<b>29</b>
<b>East Lake CERT .....</b>	<b>30</b>
<b>Fiscal Year 2024-2025 Financial Position Highlights .....</b>	<b>31</b>
<b>A Legacy of Service: East Lake Fire Rescue History Timeline .....</b>	<b>32</b>
<b>Our Fire Department Family.....</b>	<b>37</b>
<b>Summary.....</b>	<b>39</b>

# EAST LAKE TARPON SPECIAL FIRE CONTROL DISTRICT

## Fiscal Year 2024-2025 Annual Report

### Directory of Officials Board of Fire Commissioners



**Kevin Kenney**  
**Position:** Chairman  
**Term:** 11/2024 - 11/2028  
**Seat 1**



**Maryellen Crowder**  
**Position:** Vice Chair  
**Term:** 11/2024 - 11/2028  
**Seat 3**



**Jim Downes**  
**Position:** Treasurer  
**Term:** 11/2022 - 11/2026  
**Seat 2**

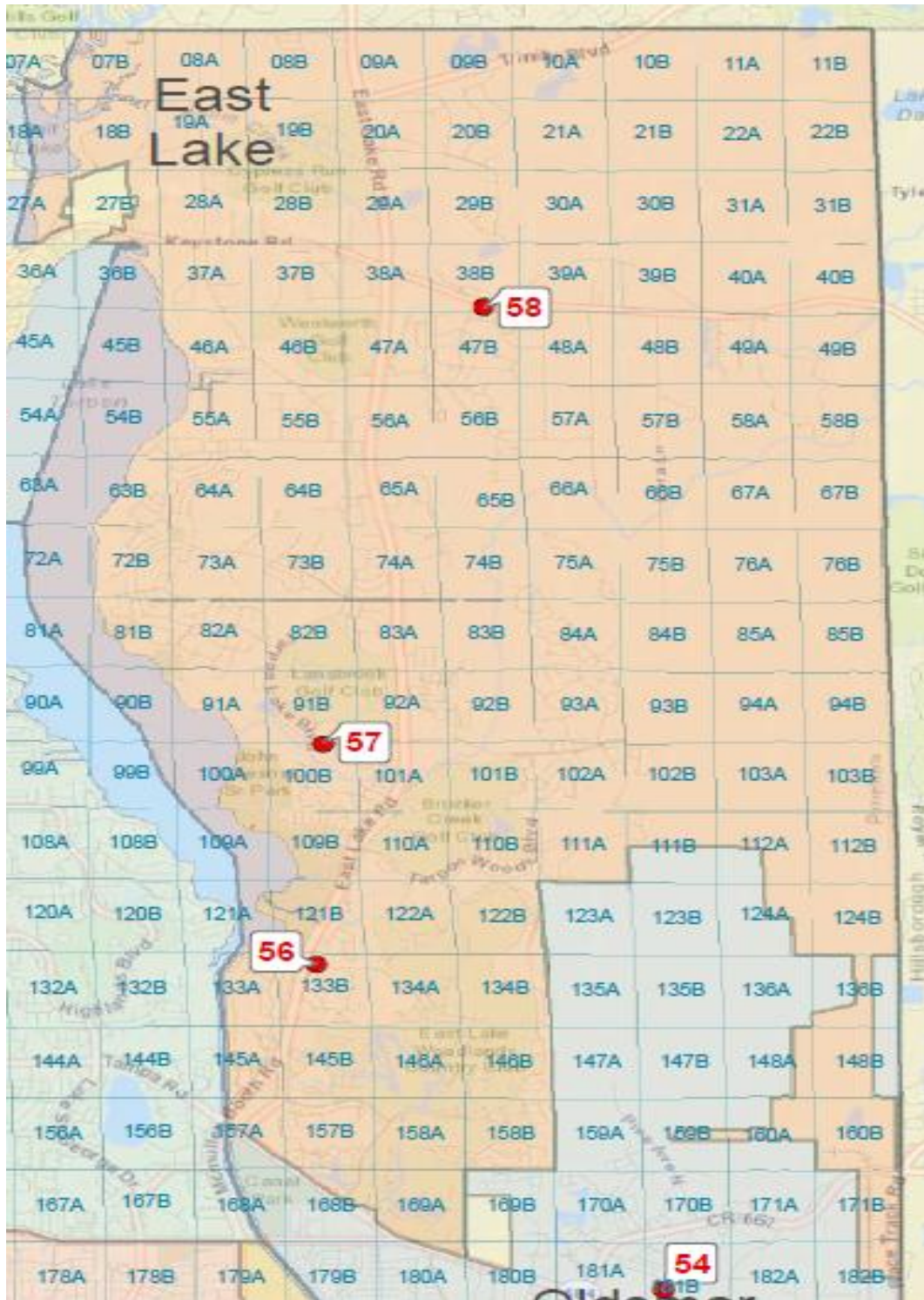


**Mike Peasley**  
**Position:** Secretary  
**Term:** 11/2022 - 11/2026  
**Seat 4**



**Randy Burr**  
**Position:** Commissioner at Large  
**Term:** 11/2024 - 11/2028  
**Seat 5**

## Our Service Area Stations 56, 57, and 58



# Message From Fire Chief

## Jason Gennaro



It is my continued privilege to serve as Fire Chief for the East Lake Tarpon Special Fire Control District (East Lake Fire Rescue) and to work alongside the dedicated men and women who make up this organization. Our team consists of 48 well-trained and highly skilled professionals, including firefighters, driver engineers, fire officers, chief officers, and administrative staff. Together, we provide high-quality emergency services to more than 32,000 residents across our 32-square-mile response area. On behalf of East Lake Fire Rescue, I respectfully submit the 2024–2025 Annual Report to the Board of Fire Commissioners and the residents of the East Lake community.

This annual report highlights the accomplishments, incidents, and programs our district and its members were involved in throughout 2024–2025. It reflects not only the many successes achieved by our organization but also the challenges we have faced and continue to address as we work to enhance the services we provide to our community.

Operationally, the district experienced an increase in service demand, with total responses rising by 4.8% to 4,877 calls. As call volume continues to grow, maintaining appropriate staffing levels remains a key priority. Across Florida, many fire departments are experiencing challenges in recruiting entry-level Firefighter/EMT and Firefighter/Paramedic candidates. While the overall applicant pool has declined, East Lake Fire Rescue continues to attract strong candidates due to our commitment to a positive organizational culture and competitive employment opportunities.

Professional development remains a cornerstone of our organization. In January 2025, several well-earned promotions were implemented, followed by additional promotions in April. These advancements reflect both the depth of talent within our department and our ongoing commitment to developing the next generation of leaders. Additionally, we were proud to see our newest firefighters successfully complete their probationary periods in November 2025, further strengthening our ability to serve the community.

As Fire Chief, I am continually proud of the dedication, professionalism, and adaptability demonstrated by the members of East Lake Fire Rescue. Their commitment to service, combined with strong community partnerships and collaboration with our county-wide public safety partners, ensures we remain prepared to protect and serve the residents of East Lake now and in the future.

# **Special District Goals and Objectives Reporting for Fiscal Year** **2024-2025**

Pursuant to Florida Statutes 189.0694 the East Lake Tarpon Special Fire Control District has identified the following programs, activities, goals, objectives, and performance measures, which are all derived from the District’s enabled powers as provided in our enabling act (Chapter 2000-477, Laws of Florida as amended). Our mission statement, which is intended to summarize the legislative intent behind the creation of our agency, states “To serve our community with the highest level of care, protection, and education.”

District staff are continuously focused on how our day-to-day efforts are directly related to the mission of the district. The programs, activities, goals, and objectives listed below were selected to reflect the complex and critical role of effective District services including fire suppression; rescue and emergency medical; all hazards prevention, protection, response, recovery, and mitigation; fire prevention; and public fire and life safety education in the East Lake community.

These Florida Statute 189.0694 requirements aim to increase accountability and transparency for special districts by ensuring they have clear objectives and are regularly assessing their performance. The annual reporting requirement will provide stakeholders with insights into the effectiveness of special district programs and activities.

The performance measures used to evaluate the goals and objectives of the District are based on national standards, including those of the NFPA and the ISO, and industry best practices.

To fulfill our mission, and under the authority of Chapter 191, Florida Statutes, the District provides the following programs and activities to the residents and visitors of the district:

*Fire Suppression (Firefighting)*

*Rescue and Emergency Medical Services – Advanced Life Support Level First Response*

*All-Hazards Prevention, Protection, Response, Recovery, and Mitigation*

*Fire Prevention, Public Fire and Life Safety Education (Community Risk Reduction)*

Each program is supported with relevant goals and objectives and is described in detail in the following chart.

Goal or Objective	Performance Measure/Reference	Accomplished
<p>Ensure effective and efficient operations with established benchmarks for turnout, travel, and total response times with the aid of several processes/procedures, including the strategic deployment of resources and closest appropriate unit response.</p>	<p>NFPA 1710, District-adopted standards, Pinellas County standards (600 Series SOPs and ALS First Response Agreement), ISO, Center for Public Safety Excellence</p>	<p>✓</p>
<p>Ensure that training standards meet and/or exceed ISO requirements, Florida State Fire Marshal compliance, Florida Department of Health rules, and District-adopted minimums.</p>	<p>ISO; NFPA 1001, 1021, 1410, and 1802; District-adopted standards; Florida State Fire Marshal-Bureau of Fire Standards and Training Pinellas County EMS standards; Florida Department of Health</p>	<p>✓</p>
<p>Vehicles and apparatus will be replaced based on an adopted replacement schedule that is in-line with NFPA standards. Scheduled annual preventative maintenance will be completed to ensure reliability and longevity.</p>	<p>Vehicle/apparatus maintenance schedule, NFPA 1911, District-adopted standards</p>	<p>✓</p>
<p>All personnel will be knowledgeable and trained on the National Incident Management System, Incident Command System, and mutual/automatic aid agreements.</p>	<p>FEMA, NIMS, ICS, NFPA 1710, District-adopted standards, Pinellas County standards (600 Series SOPs)</p>	<p>✓</p>
<p>All fire-related equipment and PPE will be maintained, tested, cleaned, and replaced as necessary or required,</p>	<p>ISO; NFPA 1851, 1852, 1932, and 1962</p>	<p></p>

Goal or Objective	Performance Measure/Reference	Accomplished
including, but not limited to, pumps, hoses, ladders, SCBAs, and turnout gear.		✓
Comprehensive guidelines/procedures will be developed, implemented, and trained on to ensure the safety of personnel and the public.	District SOGs, Pinellas County standards (600 Series SOPs and Medical Operations Manual (MOMs)	✓
The District shall make or shall cause to be made an initial investigation for the cause and origin of any fire or explosion which has occurred in the District and has resulted in property damage.	Florida Administrative Code 69D-4.001	✓
Ensure the development and availability of a District-specific comprehensive emergency management plan (CEMP) and a continuity of operations plan (COOP).	Florida Statute 252, District-adopted standards, Pinellas County Emergency Management	✓
Maintain 100% of all special needs evacuations within the District.	Pinellas County Emergency Management CEMP	✓
Annually review the Pinellas County Comprehensive Emergency Management Plan, with specific attention to the responsibilities of the fire district. Members will train on the use of the WebEOC software.	Pinellas County Comprehensive Emergency Management Plan	✓

Goal or Objective	Performance Measure/Reference	Accomplished
Ensure District-adopted standards for “first compression” and “first shock” times on cardiac arrest patients, when applicable.	Pinellas County Medical Operations Manual (MOMs), American Heart Association, District-adopted standards	✓
Maintain a 90% patient satisfaction standard.	Baldrige Group data, District-adopted standards	✓
All EMS related equipment and PPE will be maintained, tested, cleaned, and replaced as necessary or required.	NFPA 1581 and 1999; 29 CFR 1910.1030	✓
Maintain fire inspection compliance of 75% on first inspection, 20% on second inspection, and 5% on third inspection.	District-adopted standards	✓
Maintain a 95% or higher inspection rate for high-risk and critical infrastructure occupancies.	District-adopted standards	✓
Fire hydrants will be maintained based on industry and District standards, with the goal to maximum ISO credits.	ISO, NFPA 291, District-adopted standards	✓
Maintain 100% compliance for NFIRS reporting.	NFIRS, FFIR, District-adopted standards	✓
Maintain inspector training hour compliance based on state of Florida renewal requirements and to maximize ISO training credit.	Florida Statutes, ISO, District-adopted standards	✓

Goal or Objective	Performance Measure/Reference	Accomplished
<p>Provide a robust fire and life safety education program with a diverse offering of topics including drowning prevention, CPR, car seat checks/safety, safe sleep, fire prevention, bike and pedestrian safety, and fall prevention. Maintain a District-adopted minimum of offerings and percentage of population reached to maximize ISO credits.</p>	<p>ISO; NFPA 10 and 1035; American Heart Association; Safe Kids Worldwide; District-adopted standards</p>	<p>✓</p>
<p>Engage the public through a positive presence on social media networks, positive relationships with local media, and greater involvement in local organizations.</p>	<p>ISO, NFPA 1035</p>	<p>✓</p>
<p>Maximize ISO credit for all evaluated categories, including Emergency Communications, Fire Department, Water Supply, and Community Risk Reduction, where possible.</p>	<p>ISO</p>	<p>✓</p>

# East Lake Tarpon Special Fire Control District



**Greg Godwin, Deputy Chief**

The District's staff is committed to providing high-quality emergency and life safety services to the community to protect life, property, and the environment.

The District's citizens elect a five-member Board of Fire Commissioners, each serving a four-year term. The Board of Fire Commissioners hold regular meetings once a month at Station 57 and determine the overall policy of the District.

The Commissioners appoint a Fire Chief to oversee the leadership and direction of the District in accordance with the bylaws and standard operating procedures approved by the Board of Fire Commissioners.

Jason Gennaro has served as Fire Chief since 2021. The Fire Chief is supported by his Administrative Staff: One Deputy Chief, five Division Chiefs, nine Lieutenants, an Office Administrator, a Financial Administrator, and a Fire Marshal.

Deputy Chief Greg Godwin is responsible for Operations, Professional Standards, Security, and Technology. This encompasses the delivery of emergency services to the citizens and public, quality assurance, station and personnel safety, risk management, and workers' compensation.

In addition, Deputy Chief Godwin supervises two Administrative Division Chiefs and three shift Division Chiefs.

There are three shift Division Chiefs:

**A-Shift Division Chief** Bobby Sullivan is the Department's Fleet Manager and is responsible for apparatus maintenance and new vehicle acquisitions.

**B-Shift Division Chief** Jared Carlson manages Communications and is responsible for all District communications systems, including portable radios, mobile radios, pagers, mobile and station telephony, and 911 system communications equipment. Chief Carlson also manages facilities maintenance.

**C-Shift Division Chief** Jason Letzring is the Department's Health and Safety Officer and manages additional duties for the Department.

Each Division Chief is also responsible for the daily management of the shift personnel at the three stations, from staffing to quality assurance oversight. The District's service area covers 33 square miles of unincorporated Pinellas County, with many communities including East Lake Woodlands, Crescent Oaks, Cypress Run, Lansbrook, Oak Hill Acres, Ridgemoor, Tarpon Woods, Wentworth, and Woodfield.

The District is primarily composed of neighborhood communities with a mix of single and multiple-family dwellings. There are over 10 square miles of wildland areas, 4 public schools, a major county water pumping facility, numerous assisted living facilities, several retail centers, and public utility sites.

The total population served by the District exceeds 32,000. During work travel hours, that number grows by another 30,000- 60,000 to include commuters traveling through the District.



The District's structure is one of rapid and effective deployment of the appropriate resources to mitigate any emergency. There are three advanced life support (ALS) fire rescue companies that can be deployed for an emergency within the District. The District employs 48 members, 45 of whom are professional firefighters and EMT / Paramedics.

Fire rescue service is delivered from three stations strategically placed throughout the District. Each station houses a Class A pumper with full ALS medical capabilities. In addition, the District operates a Wildland firefighting apparatus, Water tender, Rescue unit, and a Reserve apparatus (Class A pumper) for emergency incident mitigation.

Each station is staffed around the clock with a minimum of three firefighters, who work 48 hours on and 96 hours off for an average 56-hour work week. The crew is composed of a Lieutenant, a Driver/Engineer, and a Firefighter/Paramedic. All combat personnel are Florida State certified Firefighters and Paramedics or EMT's.

The District has standing Automatic Aid agreements with the surrounding cities and fire districts.

## Fire Stations Station 56

**Station 56** was constructed in 1999 on East Lake Road at the entrance of East Lake Woodlands to serve the south end of the fire district. The building has 2,200 square feet of living space and the kitchen was recently renovated. Currently the station is staffed with three shifts consisting of three lieutenants and nine to 15 firefighters.

### Officers

A Shift – Lieutenant Hyde

B Shift- Lieutenant Boham

C Shift – Lieutenant Hittel



## **Station 57**

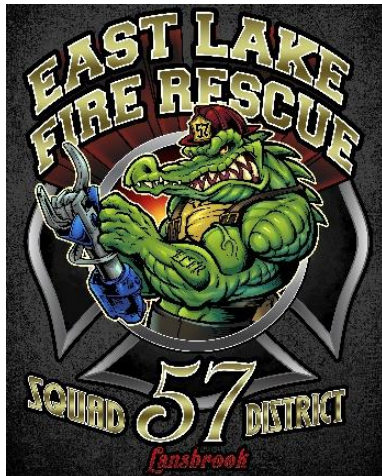
Station 57 was constructed in 2008 at 3375 Tarpon Lake Boulevard. The current station was built behind the original station built in 1975. The building has 2,200 square feet of living space and serves as the district administrative office. Currently the station is staffed with three shifts consisting of three division chiefs, three lieutenants and nine firefighters.

### **Officers**

**A Shift – Chief Sullivan and Lieutenant Mormando**

**B Shift- Chief Carlson and Lieutenant Acosta**

**C Shift – Chief Letzring and Lieutenant Weber**



## Station 58

Station 58 was constructed in 1993 on East Lake Road at the entrance of Woodfield to serve the north end of the fire district. The building has 2,200 square feet of living space and the district is in the process of rebuilding/relocating the station as it is at the end of its community service life. Currently the station is staffed with three shifts consisting of three lieutenants and nine firefighters.

### Officers

A Shift – Lieutenant Jackson

B Shift- Lieutenant Wright

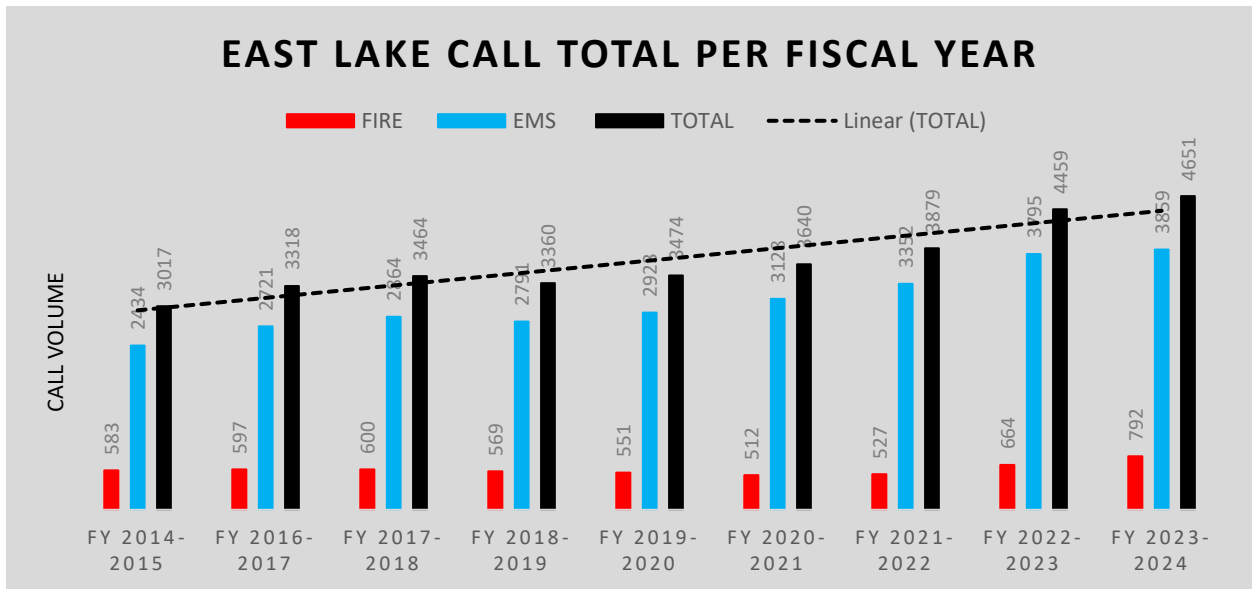
C Shift – Lieutenant Torok



## Service Delivery

In Fiscal Year 2024-2025, East Lake Fire Rescue responded to a total of 4,878 emergency incidents in the fire district. The average turnout time (dispatched to responding) was one minute and nine seconds. The average on-scene time was five minutes and thirty-four seconds. The calls fell into one of the following categories:

Incident Type	Number of Incidents
Medical	3451
Motor Vehicle Collision	399
Fire Alarms	293
Structure Fires	150
Gas Leaks	44
Wildland/Outside Fire	29
Air Transport Upgrade	9
Electric Utility Hazard	33
Other Fire Rescue Incidents	243





**Pamela DeMeo, Fire Marshal**

## **Fire and Life Safety Division**

The Fire and Life Safety Division is dedicated to reducing fire-related risks and enhancing public safety within the East Lake Tarpon Special Fire Control District. Through a combination of public education, regular inspections, and enforcement of the Florida Fire Prevention Code, this division plays a critical role in safeguarding our community's lives and property.

Under the direction of **Fire Marshal Pamela DeMeo**, personnel are committed to providing the most current and effective fire prevention strategies to protect homes, businesses, and other properties. The proactive approach of the Fire and Life Safety Division has proven to be the most effective means of minimizing fire-related injuries, fatalities, and property loss.

*Safety Surveys (fire inspections):* East Lake Fire Rescue conducts annual fire safety surveys for all commercial and multifamily properties in the district. These inspections assess potential fire and life safety hazards, ensuring that buildings meet safety standards and create a safer environment for our community. Performed by state-certified fire inspectors under the Fire Marshal's oversight, these surveys help identify and mitigate risks while providing critical information to first responders for emergency preparedness. One hundred and seventy-two initial inspections were completed by East Lake Fire Rescue Personnel this year. East Lake Fire Rescue began a major overhaul of its fire inspection software to simplify and streamline inspection processes. New technology was also implemented to track testing and inspections of fire protection systems, improving accountability and efficiency. Additionally, a pre-incident planning program was launched, providing detailed, accessible plans to other responding jurisdictions and enhancing situational awareness for all first responders.

*Construction Plan Review:* The Fire Marshal's office reviews all construction plans submitted electronically for new commercial buildings and renovations. These reviews focus on ensuring compliance with fire safety regulations, including access roads, fire hydrant placement, fire suppression systems, smoke alarms, emergency exits, and more. The reviews help ensure that fire protection features, designed to meet the National Fire Protection Association and Florida Fire Prevention Code standards, are integrated into the building's design and construction. The Fire Marshal has reviewed sixty-nine building plans this year.

*Fire Investigations:* Fire investigations are conducted to determine the origin and cause of all fires. The division's trained investigators use this data to enhance safety protocols, identify

patterns, and prevent future incidents. The Fire Marshal completed five fire investigations this year.

*Community Risk Reduction:* East Lake Fire Rescue is committed to educating the public on various safety topics throughout the year. The department offers seasonal community risk reduction programs that focus on fire and wildfire prevention, disaster preparedness, water safety, CPR, holiday safety, poison prevention, and more. These programs are promoted via the Fire District's electronic sign at Fire Station 56, community newsletters, and across our social media channels, ensuring widespread access to life-saving information. During the 2024-2025 fiscal year, East Lake Fire Rescue conducted six CPR classes, reaching a total of sixty-nine citizens.

More information on Fire Prevention can be found on our website, [WWW.ELFR.ORG](http://WWW.ELFR.ORG), such as public education, fire prevention tips, and the Florida Fire Prevention Code.



## **Community Risk Reduction and Education**

East Lake Fire Rescue's mission is to serve our community with the highest level of care, protection, and education. Through the Fire and Life Safety Division, the department remains committed to providing programs that equip residents with the knowledge and tools needed to reduce risk, prevent emergencies, and strengthen community safety.

### **Hurricane Preparedness & Recovery**

Hurricane response and recovery following Hurricanes Helene and Milton were a primary focus at the start of this fiscal year. The department provided community education on hurricane preparedness, evacuation zones and routes, and shelter locations. Additional safety messaging included "Turn Around, Don't Drown," generator safety, electrical safety, and food safety during power outages. Personnel also supported efforts to ensure the safe and timely restoration of power to affected structures.

### **Fire Prevention & Community Outreach**

Education remains a cornerstone of fire prevention. During October's Fire Prevention Month, East Lake Fire Rescue conducted a month-long campaign that included classroom visits, social media outreach, and the department's Open House Celebration at Station 57.

Through partnerships with Leap Forward Academy, Excel Learning Center, Plato Academy, and Oak Crest Preschool, firefighters engaged with students and staff, teaching essential fire safety skills in an interactive and memorable way.

Staff reached approximately 150 adults and children through additional outreach and educational events covering hurricane preparedness, wildland fire safety, water safety, Hands-Only CPR, and fire prevention. Life vests were also distributed to promote safe recreational activities on the water.

Community engagement also included participation in the Cypress Woods Elementary Walk to School Event.

The department was also honored to receive the NFPA Fire Prevention Month Kit, generously donated by Lizette Cochran from State Farm Insurance, which enhanced educational programs and outreach efforts throughout the year.

### **Community Partnerships**

East Lake Fire Rescue continues to work closely with community partners to expand public safety education. In partnership with the GFWC North Pinellas Woman's Club, the department helped raise awareness for National Child Abuse Prevention Month by planting a pinwheel garden symbolizing the commitment to protecting children in our community.

The department also partnered with EMS leadership and on-duty crews to provide NARCAN training, CPR/AED education, and guidance on proper use of the 9-1-1 system to 22 employees and 70 clients.

### **Water Safety Initiatives**

Water safety remains a key focus for the department. Under the leadership of EMS Chief Lane and Firefighter Hudak, East Lake Fire Rescue conducted a full-scale water rescue training exercise at the YMCA, where approximately 115 children participated in water safety education. Topics included adult supervision, proper life jacket use, safe diving practices, and how to call 9-1-1 in an emergency.

The department also hosted a Splash of Summer event, distributing approximately 90 life vests and 75 water safety bags to families. Additional water safety education and materials were provided to 180 daycare children throughout the community.

### **Seasonal & Community Safety Campaigns**

Firefighters conducted door-to-door canvassing to share information on water safety and wildfire preparedness with residents.

Fall prevention coloring books were distributed to local facilities including East Lake Community Library, East Lake Manor, Addington Place, and Christopher’s Place, helping educate seniors and families about injury prevention.

As summer approached, the department joined the Lansbrook End-of-School Party, providing families with safety tips for summer activities. In August, the department also promoted the “Slow Down – Back to School Means Sharing the Road” campaign, reminding drivers, parents, and students about roadway safety during the start of the school year.

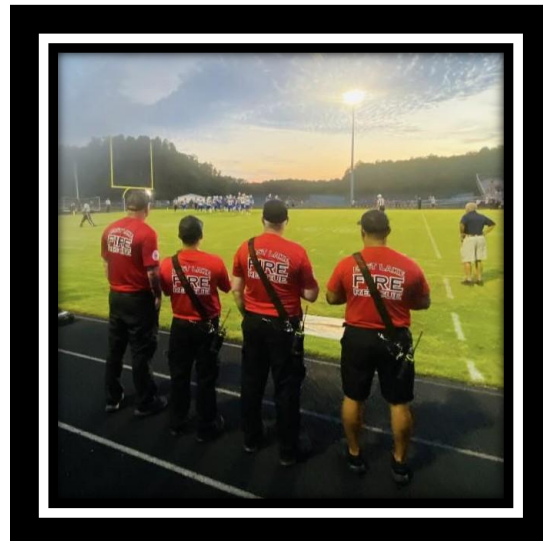


## Community Engagement & Special Events

East Lake Fire Rescue thrives because of the deep connections we have with the people we serve. Whether it was going into our numerous in-district schools to teach students about careers in the fire service for the annual Great American Teach-In or attending Trunk-or-Treats at community events, we took every opportunity to engage with and support our citizens.

One highlight of the year was the providing Standby EMS support to East Lake High School Varsity Football home games, engaging with the students and East Lake Community. Another focus was to teach Hands-Only CPR to community members by having demonstration tables at the YMCA, Publix supermarkets and the annual East Lake Rotary Car Show. These are great skills for everyone to learn and feel comfortable with and a great initiative for engagement in various venues which reach different places in East Lake where our community members frequent most.

East Lake Fire Rescue also proudly supported and distributed safety information for National Teen Driver Safety Month, Poison Prevention Week, Gun Safety Month, as well as the topics of cooking/kitchen safety, lithium-ion battery safety, pet safety, fireworks safety to name a few. We hold bi-monthly Blood Drives at Station 57 and celebrate EMS Week, as well as celebrate the annual Appreciation Days for Firefighters, First Responders, Law Enforcement Officers, U.S. Military, Veteran's and International Women's Day.



## Emergency Medical Services



**Kenny Lane, Division Chief of  
Emergency Medical Services**

### EMS Training and Quality Assurance Overview

East Lake Fire Rescue remains committed to recruiting, developing, and retaining highly skilled Paramedics and Emergency Medical Technicians (EMTs) who are proficient in delivering lifesaving medical care to the citizens and visitors within our district. Responding effectively to emergency medical incidents requires personnel who are well trained, clinically competent, and capable of making critical decisions in time-sensitive situations.

To ensure readiness, East Lake Fire Rescue personnel participate in ongoing training that focuses on both medical and traumatic patient care scenarios. These training initiatives are

designed to reinforce core competencies, strengthen clinical decision-making, and enhance team coordination during high-acuity incidents. Continuous education and hands-on skills training remain essential components of maintaining operational readiness, as timely and effective interventions can significantly impact patient outcomes.

### Continuing Medical Education (CME)

*(Provided through Pinellas County Emergency Medical Services – PCEMS)*

During Fiscal Year 2024–2025, East Lake Fire Rescue personnel participated in a variety of continuing education programs and hands-on training evolutions, including:

#### Clinical Skills and Patient Care Training

- Emergency Pediatric Care
- Airway Management and CPR Skills Review
- Major Trauma Skills Review (Tourniquet Application, Wound Packing, Needle Thoracostomy)
- Adult and Pediatric Spinal Motion Restriction (SMR) Review
- Medication Administration Cross-Check (MACC)
- CPR Certification
- Advanced Cardiac Life Support (ACLS)

### Assessment and Clinical Decision-Making

- Trauma Assessment Review (Assessment Pathway and Major Trauma Identification)
- Medical Assessment Review (Cardiac, Respiratory, and Advanced Medical Strategies)
- Pediatric Assessment Review using the Pediatric Assessment Triangle (PAT)
- Differential Diagnosis and Identification of Reversible Causes
- Critical Thinking Scenario Stations: Cardiac, Respiratory, Altered Mental Status, Fractures, and Head Injuries

### Team-Based and Operational Training

- Team Dynamics in Cardiac Arrest Management (Medical Cardiac Arrest vs. Traumatic Cardiac Arrest Pit-Crew Models)
- Pediatric Pit-Crew Resuscitation Review
- Trauma Team Dynamics
- Rapid Assessment of Mass Casualties (RAMP) Triage
- First Pass Success Strategies

### Protocol, Equipment, and System Updates

- Review of the 2025 Medical Operations Manual (MOM) Version I
- PCEMS Equipment Updates and Familiarization
- Trauma Transport Protocols
- Electronic Patient Care Reporting (ePCR) Updates
- Medication and SMR Protocol Review
- Handtevy Pediatric System Review
- Patient Satisfaction and Customer Service Discussion
- Orientation Program Updates
- Post-Cessation Clinical Question and Answer Review

### Pinellas County EMS System

East Lake Tarpon Special Fire Control District operates as an integral component of the Pinellas County Emergency Medical Services (PCEMS) system. The PCEMS system consists of 19 municipal fire departments operating as Advanced Life Support (ALS) first responders, along with Sunstar Paramedics, the county's contracted private ambulance provider.

This integrated EMS delivery model is designed to promote clinical excellence, operational efficiency, and cost-effective emergency medical services throughout Pinellas County. The system operates under a performance-based framework, requiring all ALS first responder agencies to meet strict response-time standards and clinical performance benchmarks.

Under this system, East Lake Fire Rescue units may respond to emergency incidents outside of the district boundaries when they are the closest appropriate resource, while neighboring fire departments reciprocate by responding into our district when needed. This cooperative approach ensures the fastest possible response and highest level of care for patients throughout the county.

### EMS Quality Assurance and Performance Improvement

East Lake Fire Rescue maintains a comprehensive EMS Quality Management Program to ensure the continuous evaluation and improvement of patient care delivery. This program focuses on identifying opportunities for improvement while reinforcing best practices in prehospital medicine.

Key components of the program include:

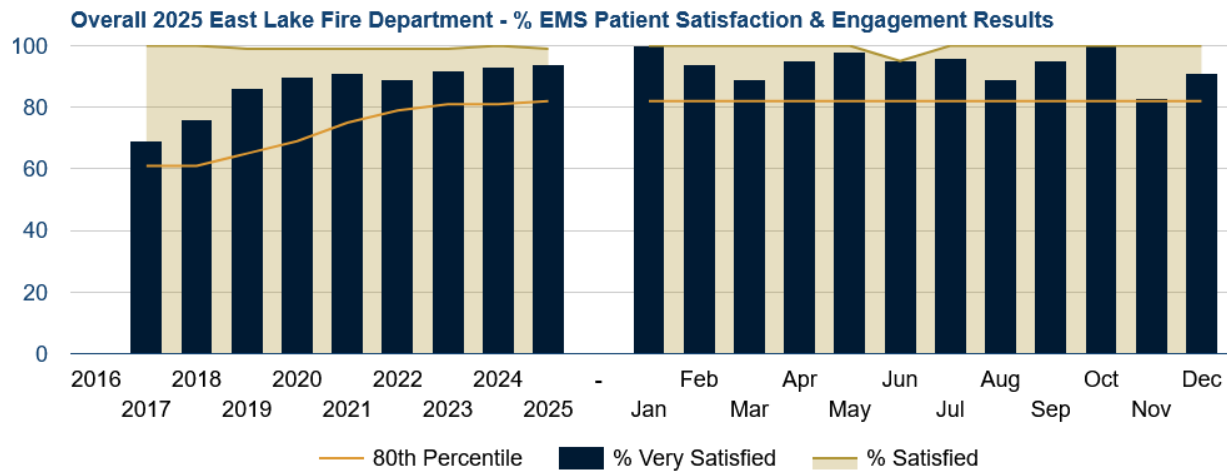
- Patient Care Report (PCR) reviews
- Clinical skills and competency evaluations
- Patient outcome monitoring
- Customer satisfaction and community feedback analysis

To further support this process, the district contracts with The Baldrige Group, an independent organization specializing in healthcare quality assurance and patient satisfaction analysis. Since 2016,

Baldrige Group, a national EMS consulting firm, independently calls every patient transported within 7 days on behalf of East Lake Fire Rescue. The purpose of the call is to first express our sincere concern about their health, and second request their permission to give us feedback on the care that our members provided.

In 2025, a total of 181 patients were contacted. According to Baldrige Group, East Lake Fire Rescues EMS patient satisfaction results were not only the highest within Pinellas County, but also in the top 10<sup>th</sup> percentile ranking when compared to fire departments across Florida and the United States for the past 9 years.

Below is a summary of our performance since 2017, and monthly results for 2025. The shaded area is the percent patient satisfaction, and the bars represent the percentage that our patients reported were very satisfied. The line represents Baldrige Group’s 80<sup>th</sup> percentile performance of very satisfied in their national database, and as you can see, East Lake Fire Rescues performance has consistently been one of the highest performing EMS services since 2017.



In addition to reporting our overall patient satisfaction and engagement (% very satisfied), the monthly and year-end report provides critical insight into what our patients report as most important to them, instead of us guessing.

For 2025, below are what East Lake Fire Rescues patients reported as most important to them during their emergency:

1. 77% - Reported care provided by paramedics.
2. 45% - Reported on the professionalism of paramedics.
3. 31% - Reported caring attitude of the paramedics.
4. 29% - Reported response to their emergency.
5. 26% - Reported concern about their condition.

We are very proud to report that, for the FY 2024-2025, our patients reported over 99.5% satisfaction with all five key patient requirements. Only one patient was dissatisfied for the entire year, and their concern was regarding the hospital that they were transported to, which was out of our control!

### Voice of Our EMS Patients

While we are very proud of our results, we are even more proud of what our patients said about the compassionate care provided by East Lake Fire Rescues professionals during their emergency. Below is just a small sample of what our patients said:

#### Care Provided

- "Thank you for the call. Everything was perfect. Just wonderful. I give them a 10/10"
- "They were kind and gentle with me. They were fantastic and explained everything that they were doing."
- "I have already told everyone I know about how wonderful they are! So much so that I take treats to them as often as I can!"

#### Professionalism

- "The paramedics did an excellent job! They were all very professional, and I want to thank them for everything."
- "I was so pleased with the service and how professional and calming the paramedics were."
- "Everyone was very professional and did a wonderful job."

#### Caring Attitude

- "They were kind and gentle with me. They were fantastic and explained everything that they were doing."
- "The paramedics talked to me the whole time and we had a nice conversation! They were all very caring as well."
- "I was so pleased with the service and expressed how professional and calming the paramedics were."

#### Response Times

- "The paramedics were here immediately and were all very nice. I appreciate these guys so much!"
- "I am more than satisfied with them. Perfectly kept me comfortable before I even left the house. They were just wonderful with everything."
- "We are always satisfied. They are the quickest that we have ever seen. Great people. They are there within two minutes."

#### Concerned for Condition

- "The guys were great we had a lot of fun with them. It was nothing serious, so we talked the whole time. They were really careful with me and made sure I was good."
- "There has never been an issue with them. Very good people and team. All the times that I have used them and never had a reason to complain."
- "They got there fast. I believe everything was far above perfect. I am very pleased. I went to FD and told them that they did a good job."

#### Explained Actions

- "They were kind and gentle with me. They were fantastic and explained everything that they were doing."
- "They were a first-class service! Everything was wonderful."
- "The guys were great we had a lot of fun with them. It was nothing serious, so we talked the whole time. They were really careful with me and made sure I was good. The driver was good and made sure not to hit any bumps."

## Fire Training



**Gary Wilson, Division Chief  
Fire Training**

Training is fundamental to achieving excellence in emergency services. The East Lake Fire Department's Training Division is committed to providing comprehensive fire service instruction, professional education, and continuous personnel development to ensure adherence to industry standards and the delivery of high-quality emergency care to the community.

The Division's programs are carefully aligned with the organization's operational and regulatory requirements, emphasizing compliance, readiness, and continuous performance improvement. It oversees the training and development of both new recruits and current personnel, ensuring all members retain the knowledge, skills, and certifications necessary to operate safely and effectively.

To enhance its capabilities and broaden available resources, the Training Division collaborates actively with neighboring fire departments, building partnerships that expand training opportunities and support the sharing of best practices. The Division also administers several key programs, including candidate hiring, recruit academy operations, company officer development, driver/operator training, and promotional assessment processes.

In 2025, the department collectively completed more than 12,400 hours of training. These hours spanned firefighter training, officer development, driver/operator instruction, company level evolutions, and hazardous materials training, underscoring the department's ongoing commitment to operational excellence and professional growth.

Driver Training, Company Training, and Hazardous Material Training.

### Officer Specific:

- Information Management
- Labor Relations
- Leadership as a Group Influence
- Legal Responsibilities and Liabilities
- Pre-Incident Planning
- Professional Ethics
- Role of Company Officer
- Scene Management
- Incident Command System

### Driver Specific:

- Emergency Vehicle Operations
- Impaired Driving for Emergency Vehicle Operators
- Intersection Safety for Emergency Vehicle Operators

- Legal Considerations for Emergency Vehicle Operators
- Safe Backing for Emergency Vehicle Operators
- Seat Belt and Air Bag Safety
- Capacity Hookup
- Pumping Master Streams
- Pumping Supply Lines
- Cone Course
- Hydrant Transfer
- Driver General Knowledge
- Traffic Incident Management

#### Company Performance Standards:

- Vent Enter Search
- Ground Ladder Operations
- Forward Lay
- Reverse Lay/Capacity
- Relay Pumping
- 1410 Drills
- Drafting

#### Company Specific:

- Water Supply
- Fire Hose
- Fire Streams
- Fire Control
- Fire Detection Alarm & Suppression Systems
- Loss Control
- Protecting Fire Scene Evidence
- Fire Department Communications
- Fire Prevention and Public Education
- Ventilation
- Forcible Entry
- Vehicle Extrication

#### Individual Performance Standards:

- Portable Extinguishers
- Protection of Evidence of Fire Origin and Cause
- Rescue and Extrication
- Self-Contained Breathing Apparatus (SCBA)
- Vehicle Extrication

- Combustible and Flammable Liquids
- Ventilation
- Compressed Gas Safety
- Personal Protective Equipment
- Passport Accountability
- Mayday/Emergency Retreat

#### Truck Company Operations:

- Vertical Ventilation Aerial Ladder/Platform
- Elevated Master Stream Aerial Ladder/Platform
- Elevated Standpipe Aerial Ladder/Platform
- Short Jacking

#### East Lake Specific:

- Fire Prevention Month Programs
- Physical Fitness Training
- Fire Inspector In-Service
- Review of National Fallen Firefighter Foundation Life Safety Initiatives
- Apparatus Design and Safety
- Physical Fitness Circuit Workout Training
- SCBA Air Consumption Drill
- Hose and Nozzle Training
- Annual Health and Wellness Physicals
- Safety Stand Down: Focusing on Occupational Cancer Prevention
- Active Assailant Training
- 12 Lead Interpretation
- Fire Station Safety Inspection Orientation
- Safe Place Training
- Workplace Human Resource Issues: Harassment, Discrimination and Hostile Work Environment
- Workplace Violence Prevention
- District Drug and Alcohol Policy
- Water Extrication Team Training
- Health and Safety Conference

#### North County Training Group:

- Multi-Unit Pump Operations
- Practical Firefighter Safety and Survival Skills
- Haul/ Lower System and Rope Bailout

- Practical Firefighter Safety and Survival Skills
- SCBA Emergency Procedures (in Maze)
- Practical Live Fire Training Practical Skills: Fire Attack, Flashover Recognition, Thermal Imaging Camera (TIC)
- SCBA Emergency Procedures
- Firefighter Safety and Survival Skills: Wall Breaching, Mayday and Rapid Intervention Rescue Skills
- Firefighter Safety and Survival Skills: Open Area Rope Searches, and Emergency Ladder Rescue Skills
- Light Marine Rescue
- Flood Water Rescue
- Vent, Enter, Search (VES)
- Rapid Intervention Team (RIT)
- EVOC
- 1<sup>st</sup> Due Company Operations
- Decontamination Procedures
- Air Consumption Drill

## **East Lake Firefighters Benevolent Association**

Since its inception in 2022, the East Lake Firefighters Benevolent Association has worked tirelessly to serve both our members and our community. Through the dedication of our firefighters, the Benevolent has organized and hosted numerous charitable events, including a pickleball tournament and a Cops vs. Firefighters basketball game, raising, and donating thousands of dollars to individuals and families in need within our community. We have also proudly provided financial support to fellow first responders during times of hardship.

Beyond fundraising efforts, the Benevolent has taken direct action by organizing a yard clean-up for a local resident in need and, through our annual Santa Program, bringing Santa Claus to more than 4,000 children in our community, creating lasting memories for families across East Lake.

Internally, we remain committed to strengthening the brotherhood within our department. The Benevolent has organized multiple team-building events such as participation in the Gasparilla Parade, an A vs. C Shift Kickball Game, four Benevolent banquets, and various shift outings, fostering camaraderie and reinforcing the strong bonds that make our organization special.

Together, these efforts reflect our unwavering commitment to service, compassion, and the brotherhood that defines the East Lake Firefighters Benevolent Association.



***East Lake Firefighters Benevolent Association -  
Proudly serving those that serve!***

## East Lake CERT

East Lake Fire Rescue is fortunate enough to have an amazing Community Emergency Response Team (CERT). CERT program educates volunteers about disaster preparedness for the hazards that may impact their area and trains them in basic disaster response skills, such as fire safety, light search and rescue, team organization, and disaster medical operations. CERT offers a consistent, nationwide approach to volunteer training and organization that professional responders can rely on during disaster situations, which allows them to focus on more complex tasks. Through CERT, the capabilities to prepare for, respond to, and recover from disasters are built and enhanced.

CERT is a dependable part of the East Lake District. Whenever they are needed, whether for emergencies, community events, or disaster response, they are ready to step in with skill, dedication, and teamwork. Their commitment strengthens our response capabilities and helps keep the East Lake community safe and resilient.

East Lake CERT was established in 2005 and currently has 26 active members, comprised of citizens of the East Lake District. Our goal is to supply continued support to our East Lake Community, as well as support to East Lake Fire Rescue, and to strengthen our training and preparedness for any future challenges, including hurricanes, tornadoes, and wildfires. Chairperson Ronnie Lang would like to thank the team, the community, and East Lake Fire Rescue for their support.



## **Fiscal Year 2024-2025 Financial Position Highlights**

We remain committed to the efficient and effective use of the tax dollars we receive. The District receives the majority of its revenue through property taxes. The property tax is based on a property's value. In 2025, the tax rate that citizens paid to the District for fire and emergency medical services was \$1.999 per thousand of their property's assessed value.

The financial position of the East Lake Tarpon Special Fire Control District is sound. Each year, the financial position is audited (currently by Saltmarsh, Cleveland, and Gund.) A current copy of the audited 2022-2023 financial statements is on file in the District office and on our website. The District is pleased to report highlights of its financial position in this Annual Report. The stated financial position in this report is unaudited. The audited financial report will be available in early 2025.

Government entities are typically measured by their net assets or net position. The net position is impacted by many things, including the change in cash, which reflects revenue received and expenditures made, depreciation of assets, changes in debt balances, pension liabilities, and capital acquisitions or divestments.

The net position for the Fiscal Year ending September 30, 2024, was \$8,047,595, an increase of \$927,127\*. The District's net position for Fiscal Year 2024-2025 will not be available until the annual audit is completed.

On October 1, 2024, the beginning balance of the District's general fund was \$7,972,339. The budget from Fiscal Year 2024-2025 was approved with the objective of covering operational costs and purchasing approved capital expenditures. The District realized a \$1,173,295 increase in its general fund balance. The unaudited year-end general fund balance was \$9,017,781.46.

\*East Lake Tarpon Special Fire Control District Comprehensive Annual Financial Report for Fiscal Year 2023-2024, Saltmarsh, Cleaveland, and Gund, Certified Public Accountants.

The graph below shows the District's unaudited governmental fund activity for Fiscal Year 2024-2025:

Fund Balance September 30, 2025	\$9,017,781
Total Revenues:	10,974,735
Total Expenditures:	(9,927,891)
Total Debt Service	0
Excess of Revenues Over Expenses (Increase in Fund Balance)	\$ 1,046,844

*Excess Reserves are kept in the District's General Fund and used for future capital expenditures.*

## A Legacy of Service: East Lake Fire Rescue History Timeline

The East Lake Tarpon Special Fire Control District has a proud legacy of service, dedication, and innovation. Since its beginnings as a volunteer fire department in the 1970s, the department has evolved into a modern, full-service emergency response organization. This historical timeline highlights key moments, milestones, and the courageous people who helped shape the district. From its first fire engine to the latest specialized equipment, the department's growth reflects the district's progress and commitment to the community.



1973

- Tarpon Lake Volunteer Fire Department established
- First engine-1945 Dodge



1974

- ELVFD chartered by the State of Florida
- Operated out of lean to structure at Tarpon Lake Blvd/Anchorage Lane



1974

- First structure fire incident



1974

- Second engine donated by the Florida Division of Forestry



1974

- First water tender donated by McDill Air Force Base



1975

- TLVFD had 15 volunteers on the roster and started participating in live fire training



1976

- Created legacy Santa program for community outreach



1978

- Station 57 groundbreaking ceremony
- Property donated by Lansbrook Corporation



1980

- First professional firefighter appointed-Fire Chief Tom Jarrel



1980

- Station 1 (Now 57) constructed on Tarpon Lake Blvd



1980

- Purchased new E-One engine
- First full-time professional firefighter hired-Bill O. Edling



1980

- Purchased first BLS ambulance through community donations



1981

- Hired three professional firefighters to operate three shifts



1982

- Purchased Chevy ambulance from Pinellas County to provide community ALS service



1982

- Fire Chief Robert Lani appointed



1983

- Organization name change to East Lake Fire & Rescue, Inc



1986

- Fire Chief Ronald W. Taylor appointed



1992

- Purchased first ladder truck for community service



1993

- Station 58 constructed to serve the community in the North end of the district



1998

- First Fire Department in Florida to initiate a Child Safety Seat program



1999

- Station 56 constructed to serve the community in the South end of the district



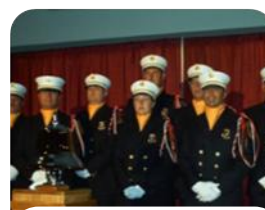
2000

- East Lake Tarpon Special Fire Control District created by community referendum vote



2002

- Fire Chief Jeff Parks appointed



2002

- East Lake Honor Guard created to perform ceremonial duties post 9/11



2003

Saulsbury Squad purchased to serve the community



2005

• Fire Chief Jeff Malzone appointed



2005

• Technological innovations implemented for service improvement including thermal imaging cameras, SCBA, and apparatus computers



2007

• Station 57 constructed on Tarpon Lake Blvd. in facility that meets latest NFPA and OSHA standards



2015

• Fire Chief Tom Jamison appointed



2015

• Water Extrication Team (WET) created for community service



2015

• East Lake becomes an ISO Class 2 Fire department, leading to lower insurance premiums for citizens



2021

• Fire Chief Jason Gennaro appointed



2023

• Purchased Rescue 57 to expand ALS community services



2023

- Effective response force enhancement adding three firefighters for improved community service



2025

- Implemented firefighter Kelly Day schedule for physical recovery, improved performance, and work-life balance



2026

- Initiated the purchase of a Quint for essential community service providing elevated fire suppression, elevated rescue, and ventillation services.



## **Our Fire** **Department Family**

### **Fire Commissioners**

Kevin Kenney,  
*Commissioner Since 2016*  
Maryellen Crowder,  
*Commissioner Since 2020*  
Jim Downes,  
*Commissioner Since 2022*  
Mike Peasley,  
*Commissioner Since 2022*  
Randy Burr,  
*Commissioner Since 2014*

### **Fire Chief**

Jason Gennaro, *29 Years of Service*

### **Deputy Fire Chief**

Greg Godwin, *26 Years of Service*

### **Division Chiefs**

Jared Carlson, *18 Years of Service*  
Kenny Lane, *15 Years of Service*  
Jason Letzring, *19 Years of Service*  
Bobby Sullivan, *18 Years of Service*  
Gary Wilson, *21 Years of Service*

### **Lieutenants**

Gabe Acosta, *8 Years of Service*  
Chad Boham, *7 Years of Service*  
Rich Hittel, *9 Years of Service*  
Jeff Jackson, *8 Years of Service*

Devin Mormando, *9 Years of Service*

Amanda Torok, *10 Years of Service*

Danny Weber, *11 Years of Service*

Conner Wright, *6 Years of Service*

### **Driver-Engineers**

Ron Baclawski, *26 Years of Service*

Steven Berger, *11 Years of Service*

Josh Daley, *18 Years of Service*

Jacob Dixon, *8 Years of Service*

Robert Hernandez, *8 Years of Service*

Nick Katsimbrakis, *10 Years of Service*

Mitch Mansour, *9 Years of Service*

Barry Owens, *6 Years of Service*

Howard Walker, *18 Years of Service*

### **Firefighter/Paramedics**

Tyler Banks, *8 Years of Service*

Tyler Barr, *4 Years of Service*

Sean Buell, *2 Years of Service*

TJ Hodges, *3 Years of Service*

Caleb Hudak, *7 Years of Service*

Tyler Hyde, *8 Years of Service*

Tahner Killoran,  
*Completed Probationary Period*

Ricky Meyer, *Completed Probationary Period*

Matt Monteleone, *1 Year of Service*

Chris Rollins, *5 Years of Service*

Jared Shenofsky,  
*Completed Probationary Period*

Kelly Souheaver,  
*Completed Probationary Period*

Cody Shum, *1 Year of Service*

Ryan Thun, *4 Years of Service*

### **Firefighter/EMT's**

Cody Donnelly,  
*Completed Probationary Period*

Harley Mednick,  
*Completed Probationary Period*

Austin Nolasco, *2 Years of Service*

Keaton Thiemann,  
*Completed Probationary Period*

Joe Verderico, *Completed Probationary Period*

### **Fire Marshal**

Pamela DeMeo, *1 Year of Service*

**Financial Administrator**  
Jennifer Spicher, *12 Years of Service*

### **Office Administrator**

Katy Cunningham, *9 Years of Service*

### **Chaplain**

Kennon Wiley, *9 Years of Service*

**Citizens Emergency Response Team**

*Team Leadership:*

Ronnie Lang, *4 Years of Service*

Tom Havlik, *14 Years of Service*

*Team Members:*

Jennie Amico, *13 Years of Service*

Roger Bartnick, *11 Years of Service*

Robert Bonnem, *11 Years of Service*

Jenn Bove, *11 Years of Service*

Steve Bove, *11 Years of Service*

Jim Cerda, *4 Years of Service*

Douglas Craft, *11 Years of Service*

Chuck FaFara, *2 Years of Service*

Shawn Grant, *1 Year of Service*

Mike Hills, *11 Years of Service*

Chris Kelly, *6 Years of Service*

Ralph Lopez, *10 Years of Service*

Barbara Ann Mendelsohn, *4 Years of Service*

Kenny Ng, *4 Years of Service*

Brian O'Reilly, *2 Years of Service*

Janet Paulin, *4 Years of Service*

Jeff Paulin, *4 Years of Service*

Kevin Quinn, *11 Years of Service*

Brian Rathbun, *11 Years of Service*

Jacqueline Resto, *6 Years of Service*

Eileen Shires, *11 Years of Service*

Chiara Simeoni, *9 Years of Service*

**Retirees**

Bill O. Edling, *Retired 1992*

Ronald Taylor, *Retired 2000*

Jeff Parks, *Retired 2005*

Loretta Rosende, *Retired 2005*

James Gilmore, *Retired 2005*

Howard Boehm, *Retired 2006*

Bill Walker, *Retired 2006*

Dennis Hejl, *Retired 2009*

Jeff Malzone, *Retired 2011*

Steve Rogers, *Retired 2011*

Tom May, *Retired 2012*

Steve Hastings, *Retired 2014*

Steve Wagner, *Retired 2015*

Bill C. Edling, *Retired 2015*

Mark Teolis, *Retired 2015*

Jim Dalrymple, *Retired 2016*

Maryanne Wayne, *Retired 2016*

Jim Campbell, *Retired 2016*

Bill West, *Retired 2017*

William Figueredo, *Retired 2017*

David Toney, *Retired 2017*

Scott Hanney, *Retired 2018*

Joe Fuller, *Retired 2019*

James Finley, *Retired 2019*

Gary Hurlbut, *Retired 2021*

Tom Jamison, *Retired 2021*

George Bessler, *Retired 2021*

William Podolak, *Retired 2023*

Scott McLain, *Retired 2024*

Michael Porch, *Retired 2024*

Doug Stryjewski, *Retired 2025*

## Summary

As we reflect on the past year, we are filled with gratitude for the unwavering support from our community, the dedication of our firefighters, and the partnerships that have allowed us to continue our mission of keeping East Lake safe.

The East Lake Tarpon Special Fire Control District's leadership and its staff bring an effective combination of skills, experience, and dedication to carry out the District's Mission:

***“To serve our community with the highest level of care, protection, and education.”***

We will continue to pursue our Vision:

***“To be the standard in emergency services through forward-thinking innovation, dedication, and exceptional leadership.”***

Our Core Values:

***E- Excellence***

***L- Leadership***

***F- Family***

***R- Respect***

The East Lake Tarpon Special Fire Control District provided its citizens and visitors with exceptional fire protection, EMS, fire prevention, and community risk reduction services in Fiscal Year 2024-2025. The service was provided at an excellent value to the citizens, with one of the lowest ad valorem tax rates for fire service in Pinellas County.



Jason Gennaro, Fire Chief