Annual Report

Performance Measures

FY 2025-2026

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Subject: FY2025-2026 Performance Measures

To the Board of Commissioners and Citizens of Pasco County:

As a public health agency, Pasco County Mosquito Control District's programs and activities are centered on mosquito surveillance, prevention, and control to protect the health, safety, and quality of life of residents and visitors throughout Pasco County. In accordance with Section 189.0694, Florida Statutes, the District has established goals, objectives, and performance measures to evaluate its progress, operational effectiveness, and delivery of services. These measures provide a framework for assessing accomplishments, promoting accountability, and ensuring the responsible stewardship of public resources in support of the District's mission.

The performance measures included in this report reflect the District's operational responsibilities and strategic priorities. During FY 2025–2026, the District completed 45 of its 65 established performance measures, with additional initiatives ongoing or in progress. Key accomplishments included enhancements to mosquito surveillance techniques and protocols, continued evaluation of control products and application equipment, completion of pesticide resistance assessments, advancement of the Unmanned Aircraft Systems (UAS) program, and expansion of aquatic weed management capabilities. The District also strengthened its operational oversight through continued equipment calibration, employee training, improved procedures and technology, and enhanced reporting and data management. In response to regional mosquito-borne disease activity, the District maintained coordinated surveillance, targeted control efforts, and public notification and education initiatives. The District further exceeded its annual public education goal, participating in 118 community events and programs against a target of 100. This report provides an overview of the measures completed, initiatives that remain underway, and objectives requiring continued attention.

The District remains committed to evaluating its performance, identifying opportunities for improvement, and aligning resources with evolving public health needs and operational priorities. Through ongoing assessment and transparent reporting, the District strives to continually strengthen its services and fulfill its responsibility to the community.

Respectfully submitted,

Adriane Rogers, M.S., CDM
Executive Director
Pasco County Mosquito Control District

Helping to preserve and protect our environment.

PERFORMANCE MEASURES

Goal 1: Optimize Mosquito Surveillance & Control Applications	
1. 1 Surveillance Coverage	**STATUS**
Objective 1.1.A. Evaluate and expand mosquito and aquatic weed surveillance to ensure comprehensive coverage in newly developed and emerging residential areas, with a focus on regions and demographics at higher risk for mosquito-borne disease.	
• Evaluate the effectiveness of existing mosquito surveillance sites, including areas with aquatic weeds of concern by analyzing historical data and adjusting trap locations, trap types, and monitoring schedules as needed to ensure optimized coverage and responsiveness.	*Ongoing. This is a year-round objective; surveillance sites, as well as trap type within a site are constantly being monitored and adjusted for optimization.*
• Identify gaps in surveillance related to new development or higher-risk areas and implement additional sites to maintain adequate county-wide surveillance.	*Ongoing. New surveillance locations are continually being added to account for new development and increased risk of mosquito-related disease throughout the county.*
Objective 1.1.B. Evaluate and implement new mosquito surveillance techniques.	
• Assess emerging surveillance technologies and methodologies for potential adoption to enhance data quality, coverage and responsiveness.	*Completed 9/30/26; GAT traps were deployed and tested in the field as dengue response surveillance tool.*
• Implement new surveillance techniques as appropriate, documenting improvements in area coverage and efficiency.	*Completed 9/30/26; GAT traps were implemented in conjunction with BG Sentinel traps to increase collection of gravid Ae. aegypti.*
• Regularly review and update surveillance protocols to ensure they remain aligned with best practices and operational needs.	*Completed 5/4/26; All surveillance protocols reviewed and updated.*
Objective 1.1.C. Maintain high accuracy rate in species identification of mosquitoes collected in the field through rigorous training and proficiency testing for entomology and field staff.	
• Perform assessment tests annually to ensure a high level of adult mosquito identification accuracy in entomology staff.	*Completed 9/30/26; All Entomology staff completed inhouse test.*
• Perform assessment tests annually to ensure a high level of larval mosquito identification accuracy to genus level in field staff and plant ID for Aquatic technicians.	*Completed 6/10/26; All inspectors completed in-house ID test.*
• Provide weekly “Mosquito of the Week” training sessions for all staff, focusing on species biology, behavior, and identification to strengthen field expertise and applied knowledge.	*Completed 7/31/26; shifted to 4-10 work schedule and weekly all-hands staff meetings ceased.*

PERFORMANCE MEASURES

1.2 Control Efficacy	STATUS
Objective 1.2.A. Evaluate and advance mosquito and aquatic weed control strategies, products, and equipment to strengthen PCMCD's Integrated Mosquito Management program.	
• Conduct science-based evaluations of new control products, equipment, and methodologies to assess effectiveness, safety, and suitability for operational integration.	*Ongoing. Evaluations were completed for control product formulations, including Summit GS, Vectobac FG+, and Aquabac 400G. Equipment assessments were also conducted on a new A1 Mister to determine effective swath and droplet size. Additionally, existing equipment was repurposed by rearranging suction trap surveillance locations to support pre- and post-treatment data collection.*
• Regularly evaluate cornerstone control strategies and District equipment, optimizing methods and tools while incorporating previously vetted advanced technologies to enhance precision, effectiveness, efficiency, and environmental stewardship.	*Ongoing. In process of converting spray equipment to more economical operating systems and Honda motors.*
• Document and implement operational improvements that achieve measurable gains in application efficacy, cost savings, or safety performance.	*Ongoing. In process of converting departmental-specific fleet trucks to hybrid vehicles for fuel efficiency.*
Objective 1.2.B. Ensure all control equipment is properly calibrated, meets pesticide and herbicide label requirements, and adheres to federal and state regulations, while operating efficiently and effectively.	
• Perform flowrate, deposition, droplet characterization, and any additional maintenance-related testing on all control equipment once annually, based on label requirements. Modifications to or repairs of equipment may require additional calibration and testing as needed.	*Completed annual and modification/repair analyses ongoing.*
Objective 1.2.C. Monitor and assess pesticide resistance in mosquito populations, considering species and geographic distribution, to guide effective control strategies.	
• Annually evaluate resistance profiles of mosquito populations for adulticide products in use.	*Completed 8/26/26; Bottle bioassays completed for local mosquito populations of various species. Adulticide field assessment completed for Cx. quinquefasciatus using ULV spray truck.*

PERFORMANCE MEASURES

1.2 Control Efficacy (*Continued*)	STATUS
Objective 1.2.D. Implement UAS/Drone Program.	
• Secure FAA Certificate of Authorization (COA) to conduct operational flights in compliance with federal aviation regulations and register equipment with Florida Department of Agriculture and Consumer Services.	*Completed second COA for the new drone on 9/22/26.*
• Develop and adopt UAS/drone operator and visual observer guidelines.	*Completed 12/31/25.*
• Train designated staff in safe UAS/drone operation with emphasis on safety, regulatory compliance, and operational efficiency.	*Completed 10/28/26.*
Objective 1.2.E. Expand aquatic weed management practices.	
• Incorporate in-water aquatic herbicide applications to target floating vegetation and invasive aquatic weeds of concern.	*Completed. Expanded to include all 3 target invasive weed species.*
• Train field staff in safe application methods for in-water applications and monitor treatment sites to evaluate efficacy.	*Completed. Trained through greenhouse & field applications; treatment efficacy monitored during field study.*
Goal 2: Enhance Integrity in Operations & Decision Making	
2.1 Transparent Reporting	**STATUS**
Objective 2.1.A. Optimize year end reporting system detailing mosquito surveillance data, control activities, and outcomes to performance measures described in the District's Strategic Plan.	
• Publish PCMCD FY 2024/2025 Year End Report to document outcomes to performance measures on District website and distribute through local community partners by December 1, 2025.	*Completed 11/30/25; Shared with local delegation.*
Objective 2.1.B. Refine and implement PCMCD's Strategic Plan for fiscal year 2025-2026 as needed.	
• Update and publish Strategic Plan on District website including refined priorities for the upcoming fiscal year.	*Completed; Board approved on 9/10/26, published on 9/22/26.*
• Meet with District leadership quarterly to review and track progress of performance measures.	*Completed 9/30/26.*

PERFORMANCE MEASURES

2.1 Transparent Reporting (*Continued*)	STATUS
Objective 2.1.C. Continue to enhance Board Meeting Packets by adding operational and administrative data and post packets to District website.	
• Use PCMCD data management systems to create reports and visual aids of pertinent data to share with the Board and public regarding District operations to enhance the comprehensiveness of Board Meeting Packets.	*Completed 9/8/26; Improved visual aids for meetings.*
• Ensure all regularly scheduled Board Meeting Packets are posted to District website at a minimum of 1 business day prior to each regularly scheduled Board Meeting.	*Completed 9/8/26.*
Objective 2.1.D. Enhance transparency by posting Board Meeting videos on District website and social media.	
• Post videos of each PCMCD Board Meeting to District website and social media within 5 business days.	*Completed 9/30/26; meeting videos posted to YouTube channel and website.*
Objective 2.1.E. Optimize use of data visualization tools to enhance operational briefings, improving efficiency and streamlining decision-making.	
• Leverage data management systems to create clear visual aids for morning field briefings.	*Completed 3/15/26.*
2.2 Strenthen Ethical, Financial and Operational Compliance	**STATUS**
Objective 2.2.A. Evaluate audit requirements and select qualified firm to perform annual audit.	
• Issue an RFQ and select a new auditing firm.	*Completed 1/7/26; RFQ issued on 11/24/25; Auditor selected on 1/7/26.*
Objective 2.2.B. Develop standard operating procedures (SOPs) and guidelines for financial, administrative, and operational processes aligned with best management practices to enhance consistency, efficiency, and accountability.	
• Establish and maintain a centralized system for version control of all public-facing and internal staff documents to ensure accuracy, consistency, and accessibility.	*Completed 1/31/26; Master document management system created in Smart Sheets.*
• Administration: Develop and approve SOPs and procedural guidelines for Finance, Administration, Human Resources, IT Management, and Outreach/Education functions.	*Ongoing.*
• Operations: Develop and approve standard guidelines for core operational departments, including Larvicide, Aquatic Herbicide, ULV, UAS/Drone, and Fleet Maintenance.	*Completed 9/30/26.*

PERFORMANCE MEASURES

2.3 Enhance Operational Training, Safety Protocols, and Professional Development for All Staff	STATUS
Objective 2.3.A. Prepare staff for required licensure and ongoing professional development.	
• Provide role-specific guidance and education to support employees in obtaining Applicator Licenses through FDACS and any additional position-required certifications.	*Ongoing. Study materials prepared and made available to employees for test preparation.*
Objective 2.3.B. Conduct comprehensive staff training.	
• Conduct annual, District-wide training covering operational, administrative, safety, scientific, and outreach/education topics.	*Completed 5/7/26; Internal open house use for additional cross training.*
• Provide department-specific recurring training for field staff every 4-6 months to reinforce skills and ensure compliance with established protocols.	*Completed throughout the winter months; Mosquito biology, mosquito-borne disease, safety, forklift operation, larvicide, aquatics, aerial, entomology, customer service, & label review.*
Objective 2.3.C. Promote cross-department knowledge and emergency preparedness.	
• Implement cross-training programs during the winter months to ensure employees understand roles across departments and can provide adequate back-up support.	*Completed throughout the winter months, working with other departments as needed.*
• Regularly review and update Emergency Response Plans, including Aviation, Administration with IT Management, Fleet, and Mosquito-Borne Disease Response, to maintain staff readiness and operational continuity.	*Ongoing. Plans reviewed with onset of regional Dengue outbreak.*
2.4 Performance Evaluation	**STATUS**
Objective 2.4.A. Update and implement employee performance evaluation system based on clear, measurable objectives.	
• Complete annual performance reviews, with at least 90% of staff meeting or exceeding expectations.	*Completed 4/1/26.*
• Implement a 90-day probationary review for all new hires and promotions to ensure effective onboarding and alignment with role responsibilities.	*Completed.*
2.5 Asset Management	**STATUS**
Objective 2.5.A. Maintain centralized repository for digital credentials.	
• Ensure all subscriptions, accounts, and system logins are established/updated through administrative emails and documented in a centralized, secure repository.	*In progress. Working on transferring credentials into new administrative accounts.*

PERFORMANCE MEASURES

2.5 Asset Management (*Continued*)	STATUS
Objective 2.5.A. Maintain centralized repository for digital credentials (*Continued*).	
• Store passwords and access information in a single, secure location accessible to authorized staff to prevent dependency on any individual.	*Completed 9/4/26; Established vault.*
• Review and update the repository regularly to ensure accuracy, security, and continuity of access.	*Ongoing. Reviewed every 6 - 8 weeks.*
Objective 2.5.B. Develop and maintain employee asset tracking system.	
• Develop and implement a comprehensive and centralized process for managing the lifecycle of all employee-assigned assets.	*Completed 12/25; Created process work flow in Smart Sheets.*
2.6 Enhance Service Improvement	**STATUS**
Objective 2.6.A. Evaluate operational and customer service processes to identify opportunities for improvement and increased efficiency.	
• Collect and review feedback from staff, residents, and key stakeholders to identify areas for service enhancement.	*Ongoing.*
Objective 2.6.B. Meet with Pasco County Legislative Delegation members to inform them of District activities, gather input, and identify opportunities to improve services.	
• Conduct meetings with at least four delegates to provide updates on public health initiatives, mosquito control efforts, and potential areas for service enhancement.	*Completed; Attended 2025 delegation meeting, FMCA & FASD Legislative Events with meetings with delegation as well as regular updates to the delegation.*
Goal 3: Proactively Address Mosquito-Borne Disease Risk	
3.1 Mosquito-Borne Disease Response	**STATUS**
Objective 3.1.A. Maintain and execute disease response protocols.	
• Initiate contact with the reporting agency immediately upon notification of the suspicion of mosquito-borne disease presence.	*Ongoing; Dengue response ongoing with new cases being reported with frequency. To date, contact with reporting agencies has been same-day notification received.*
• Collaborate with the Florida Department of Health, Pasco County Health Department, and/or FDACS Animal Industries to coordinate surveillance and control efforts as needed.	*Ongoing; Dengue response ongoing with new cases being reported with frequency. To date, surveillance and control efforts have been coordinated with appropriate agencies.*

PERFORMANCE MEASURES

3.2 Rapid Mobilization and Field Response	STATUS
Objective 3.2.A. Deploy staff and interventions promptly to limit disease transmission and protect public health.	
• Mobilize appropriate departmental staff within 1 business day of notification and complete initial intervention measures within 5 business days.	*Ongoing; Dengue and WNV response ongoing. To date, staff have been deployed within 1 business day and initial intervention activities have been completed within 5 business days.*
• Conduct site assessments, distribute educational materials, and implement targeted surveillance and treatment plans specific to the disease and mosquito vector, following District-established protocols for the prescribed duration.	*Ongoing; Dengue and WNV response ongoing. To date, site assessment, targetted surveillance and treatment have been conducted at each site of increased mosquito-borne disease risk according to protocol. To date, educational materials have been distributed to residents within high risk areas and through media releases, on social media and website.*
Goal 4: Increase Public Knowledge on Mosquito Control & Mosquito-Borne Disease	
4.1 Mosquito Control and Mosquito-Borne Disease Outreach & Education	**STATUS**
Objective 4.1.A. Enhance public outreach and education on mosquitoes, PCMCD's IMM efforts, and to raise awareness of mosquito-borne diseases, preventive practices, and PCMCD mitigation efforts.	
• Conduct/participate in a minimum of 100 educational presentations,workshops, school programs, or community events annually.	*Completed 9/30/26; 118 events/programs completed.*
• Conduct annual outreach campaigns and track engagement metrics, such as social media interactions and website traffic to evaluate reach and effectiveness.	*Ongoing.*
• Proactively communicate disease situations, potential risks, and District response actions using multiple channels, including social media, local media outlets, and resident notification system.	*Ongoing; Significant outreach across all platforms conducted in response to the regional dengue outbreak.*
Objective 4.1.B. Review and update educational and outreach materials to ensure accuracy, clarity, and alignment with current IMM and mosquito-borne disease prevention guidance.	
• Perform an annual review of all district-wide educational and outreach materials, including printed, digital, and display content.	*Completed; Reviewed prior to summer and fall education sessions.*
• Regularly review and update messaging for each mosquito-borne disease threat, maintaining materials on file for future reference and rapid deployment.	*Completed; Significant outreach effort in response to the regional dengue outbreak.*

PERFORMANCE MEASURES

4.1 Mosquito Control and Mosquito-Borne Disease Outreach & Education	STATUS
Objective 4.1.C. Create and sustain collaborative relationships with community, educational, and health partners to enhance public understanding of mosquito control and prevention practices.	
• Collaborate with Safety Town to build and maintain a mock backyard display demonstrating effective mosquito prevention strategies.	*Cancelled; Unable to complete due to Safety Town's inability to provide suitable structure.*
• Partner with Pasco County Schools and the Energy and Marine Center (EMC) to review and update static displays bi-annually, ensuring materials are relevant, accurate, and engaging.	*Completed; Reviewed and updated all materials.*
• Identify and establish new collaborative opportunities with local organizations to expand interactive educational outreach and community engagement.	*Ongoing; Increased with dengue outbreak response.*
• Host annual tire amnesty event with local partners to reduce mosquito breeding habitats while engaging the community in prevention efforts.	*Completed; Held annual tire amnesty event 3/16 - 3/20 with 6 drop-off locations.*
• Plan and execute a community celebration marking the 75th anniversary of PCMCD services, highlighting the District's history, achievements, and ongoing public health initiatives.	*Completed; held 75th anniversary celebration event on 5/6/26.*
Goal 5: Prioritize Essential Campus Improvements	
5. 1 Puruse Deferred Campus Improvements	**STATUS**
Objective 5.1.A. Pursue Deferred Campus Improvements.	
• Address and implement deferred campus improvements to ensure operational efficiency, safety, and regulatory compliance.	*In progress; Contract executed with architect. Kick off planning meeting held 8/25/26. In-house modifications completed.*
• Identify and implement deferred campus improvements that can be completed in-house without permitting, such as routine maintenance, landscaping, signage, and minor facility upgrades, to maximize use of existing cash reserves.	*Completed; Variety of items, including, but not limited to, refurbished chicken house and supply storage, conversion of shop areas to provide office and utility spaces needed, painted building exteriors.*
• Engage a qualified Architect/Engineer and General Contractor through formal procurement processes to plan, design, and oversee deferred campus improvements.	*Completed; Architect RFP submitted on 3/16/26; RFQ for Construction Manager at Risk (CMAR) issued on 7/29/26.*

PERFORMANCE MEASURES

5. 1 Puruse Deferred Campus Improvements (Continued)	STATUS
Objective 5.1.A. Pursue Deferred Campus Improvements (*Continued*).	
• Execute contracts, mobilize construction crews, and initiate work in accordance with deferred campus improvement plans and schedules.	*Completed; Executed Architect contract on 8/17/26 & CMAR on 11/2/26.*
• Develop a control movement area (CMA) around the helipad to enhance safety and operational efficiency.	*Completed 11/1/25; Installed gate and signage to block access to helipad.*
5. 2 Increase Sustainability Efforts and Reduce Environmental Impact	**STATUS**
Objective 5.2.A. Foster a culture of sustainability across campus operations and facility improvements.	
• Reduce paper waste by transitioning to digital processes and encouraging staff awareness of paper use.	*Completed; Converted from hard copy board books to electronic copies for meetings, created digital equipment sign-out process, and converted personnel files to digital storage format.*
• Improve water conservation by installing water-saving fixtures and promoting staff awareness of water use.	*Postponed; Water-saving fixtures will be installed during campus rennovation process once underway.*
• Upgrade lighting with energy-efficient LEDs, motion sensors, and increased use of natural light to reduce energy consumption.	*Completed. All building indoor & outdoor lighting converted to LED where compatible.*
Objective 5.3.A. Modernize operational tools to improve efficiency and oversight.	
• Implement a digital chemical dispensing and tracking system to monitor usage and ensure compliance with safety and environmental guidelines.	*Completed. System sucessfully installed, calibrated, and in use.*

Understanding Goal Status:

- Items marked "ongoing" represent mission-critical functions essential to the District's long-term vision and statutory responsibility to protect public health. These goals reflect core operational, surveillance, and community engagement activities that require continuous implementation, refinement, and evaluation rather than completion within a single fiscal year. As such, they remain active priorities that support the sustained effectiveness and resilience of PCMCD's programs and services.
- Items marked "postponed" or "in progress" represent goals that remain active priorities for the District. These initiatives have either been initiated and are still underway or have been intentionally deferred to allow additional time for data collection, resource alignment, or implementation at a more operationally appropriate point in the year. While they were not completed within the reporting period, they continue to move forward and are expected to be fully executed as conditions, timing, or supporting information align.