



PA House of Representatives Republican Policy Committee

128, Main Capitol Building
Harrisburg, PA 17120
(717) 260-6144

Rep. Joshua D. Kail
Chairman

PA House Republican Policy Committee Hearing “Our Emergency First Responders in Crisis” February 15, 2023, at 10:00 a.m.

G-50, Irvis Office Building

10:00 a.m. Welcome and Pledge of Allegiance

Our Police Panel

10:10 a.m. David Kennedy
President, Pennsylvania State Troopers Association

10:15 a.m. Atah Akakpo-Martin
*PA Fraternal Order of Police Legislative Committee, Captain,
Uniform Patrol Division, Harrisburg Bureau of Police*

Larry Gerrity
*PA Fraternal Order of Police Legislative Chairman,
Detective (Ret.), Marple Township Police Department*

10:20 a.m. Questions for Our Police Panel

Our EMS Panel

10:45 a.m. Donald DeReamus
*Legislative Committee Chair, Ambulance Association of
Pennsylvania & QA Manager and Government Relations Liaison,
Suburban EMS*

Heather Sharar
Executive Director, Ambulance Association of Pennsylvania

10:50 a.m. Questions for Our EMS Panel

Our Firefighters Panel

11:15 a.m. Steve Rabine
Fire Chief, United Hook and Ladder #33, New Oxford PA

11:20 a.m. Questions for Our Firefighters Panel

11:45 a.m. Closing Comments and Conclusion



Testifier Biographies

PA House of Representatives Policy Committee Hearing
"Our Emergency First Responders in Crisis"



David Kennedy
President, Pennsylvania State Troopers Association

Enlisting with the State Police in 1995, Kennedy has served in several patrol units, including Troop L Jonestown, Troop J Embreeville and Troop K Philadelphia.

He also has served as a criminal investigator at Embreeville and Lancaster headquarters. He later was named supervisor of the Lancaster Criminal Investigation Unit. Promoted to sergeant, he then served as firearms unit supervisor at the Pennsylvania State Police Academy.

Kennedy has served on the PSTA board of directors since 2013. Locally, he served as a trustee, guard, secretary, and vice president of Fraternal Order of Police Robert D. Lapp Jr.

Memorial Lodge No. 66, before becoming its president in 2014. Lodge 66 covers Lancaster, Chester and York counties.

Atah Akakpo-Martin
PA Fraternal Order of Police Legislative Committee
Captain, Uniform Patrol Division, Harrisburg Bureau of Police

A graduate of Penn State Harrisburg with a Bachelor's degree in Criminal Justice/Police Science, Atah has served in the Harrisburg Bureau of police for 24 years.

Climbing the ranks from Officer, to Lieutenant, to now serving as Captain of the Uniform Patrol Division. Atah also sits on the Legislative Committee for the Pennsylvania State Lodge FOP.





Lawrence Gerrity
PA Fraternal Order of Police Legislative Chairman
Detective (Ret.), Marple Township Police
Department

A graduate of West Chester University, Lawrence has spent his career serving his community as a police officer.

As a retired Detective, Lawrence served 30 years on the Marple Township Police Department that included short stints with the Birmingham Township Police Department and as a Park Ranger in Ridley Creek.

Now, Lawrence serves as the Legislative Committee Chairman for the Pennsylvania State Lodge FOP.

Donald DeReamus
Legislative Committee Co-Chair, Ambulance
Association of Pennsylvania
QA Manager and Government Relations Liaison,
Suburban EMS, Inc.

Donald DeReamus has spent his career in the emergency services community.

Donald currently serves as QA Manager / Government Relations Liaison at Suburban EMS, Deputy Coroner in Northampton County, and an Emergency Management Coordinator for Tatamy Borough.



Heather Sharar
Executive Director, Ambulance Association of
Pennsylvania

The Ambulance Association of Pennsylvania (AAP) is the lead organization for the advancement of the needs of its members in the emergency and non-emergency ambulance and medical transportation industry.

The AAP advocates the highest quality patient care through ethical and sound business practices, advancing the interests of its members in important legislative, regulatory, educational and reimbursement issues.

Steve Rabine

Fire Chief, United Hook and Ladder #33, New Oxford, PA

Steve Rabine has a strong dedication to fire service since graduating New Oxford Highschool in 1995. Steven has volunteered for the United Hook & Ladder Company #33 for 32 years, currently serving as the Fire Chief.

He holds a Bachelor in Fire Science Administration from Waldorf College and is currently a sales representative for the Fire Store. Steven has served his community as a telecommunicator in the Adams County Department of Emergency Services and as part-time Firefighter for York Area United Fire and Rescue.



**Testimony for Majority Policy Committee
Pennsylvania House of Representatives
By David Kennedy, President
Pennsylvania State Troopers Association
February 15, 2023**

Good morning, Chairman Kail and members of the committee. My name is David Kennedy, and I'm proud to serve as president of the Pennsylvania State Troopers Association.

Before I begin my testimony today, I would ask that we have a moment of silence to remember two Pennsylvania police officers we've already lost this year:

- Brackenridge Police Chief Justin McIntire; and
- McKeesport Police Officer Sean Sluganski.

(PAUSE)

Thank you. Chief McIntire and Officer Sluganski made the ultimate sacrifice. They are heroes. I want to dedicate my testimony today to them and to all of the officers who died in the line of duty in our commonwealth. We hope this testimony will help convince members of this committee and your colleagues to take action to help law enforcement do the job safely – and return home to our families.

In 2019, *before* the pandemic, the state of police recruitment in the United States was already dire. So dire, in fact, that the International Association of Chiefs of Police termed it, “a crisis for law enforcement.”

In its examination of the matter, the IACP noted:

In the United States, there are approximately 18,000 law enforcement agencies spanning federal, state, local and tribal levels. These agencies have more than 1 million employees, of which approximately 70% are sworn officers and 30% are non-sworn, civilian employees.



According to the U.S. Bureau of Labor Statistics, despite an increase in the raw number of law enforcement jobs, a more considerable growth in U.S. population has actually led to a slow decline in the ratio of residents to police officers. As a result, officers are responsible for serving more people—often with fewer resources.

In order for police agencies to match an adequate number of officers to the growing population, many agencies are routinely looking to hire additional individuals.

Though it is challenging for many agencies to reach or maintain 100% of their staffing levels, it should be a goal of the field to come as close as possible to adequately staffing officer ranks. Research shows that operating below authorized staffing levels leads to low officer morale and job satisfaction.

The crisis became even more acute in 2020 with the pandemic and later fallout from the murder of George Floyd. COVID-19 claimed the lives of 900 officers nationwide, and the riots following the events in Minneapolis gave rise to the “Defund the Police” movement. This made our jobs more dangerous and led to an exodus, known as The Great Resignation. The resignation rate in 2020-21 increased by 18% and the retirement rate rose by 45%, according to a survey conducted by the Police Executive Research Forum.

Here in the commonwealth, Pennsylvania police departments and the Pennsylvania State Police have not been immune. Things have gotten so bad that the Pennsylvania Office of Attorney General has initiated a program that literally pays police officers to stay in law enforcement.

When you add in the effects of an economic recession with high inflation, salaries paid to police officers simply don't go as far as they did – making recruitment even more challenging.

Representatives, this isn't a crisis. This is a full-scale catastrophe. We simply don't have enough officers to protect the citizens of this commonwealth. That's the truth. They're the main victims of this catastrophe. If it's one thing a criminal knows – it's a numbers advantage, and they know our officers are spread far too thin. The result: Increased crime and violence is taking place all across Pennsylvania.

Here's an example of how bad recruitment is suffering in our department.

When I signed up in 1995, I competed for a position with 10,000 applicants. Let me say that again, I had to compete with 10,000 applicants to become a State Trooper.

Last year? The Pennsylvania State Police had only 1,000 applicants. Let me say that again, last year, the Pennsylvania State Police had only 1,000 applicants.

That should scare every member of this committee because our duties haven't decreased. In fact, it's just the opposite.

Local municipal police departments continue to cease operations, leaving our department with the sole responsibility of covering those jurisdictions. We're now responsible for over 85% of Pennsylvania's land mass. Troopers also provide patrol duties in the cities of Chester and Philadelphia. And every time a new program is initiated by state or federal authorities, the State Police is charged with implementing it without additional funding.

The PSTA believes there are legislative steps that can be taken to enhance public safety for all residents of the commonwealth. One item that can, and should be done quickly is a dedicated funding stream for our department.

Let's end the annual funding free-for-all when it comes to the Pennsylvania State Police. We must recognize the first duty of government is the safety of its citizens. With dedicated funding, our department can address many of the issues I've laid out here related to recruitment and retention. It would also ensure we have the training in place to protect Pennsylvanians.

I should note for this committee that we are in constant training as state troopers. For example, since only November, I've received training for: Contact Data Reporting; Emergency Awareness; the Commonwealth Law Enforcement Assistance Network (or CLEAN); and cyber security.

As we like to say, in a little over a century, the Pennsylvania State Police has made the transition from horseback to helicopter.

With that, again I thank you Chairman Kail and members of this committee. I'll be happy to answer your questions.

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Fraternal Order of Police Pennsylvania State Lodge

Joseph Regan

President

Lower Merion Lodge 28

Montgomery

Les Neri

Immediate Past President

Chester County Lodge 11

John McNesby

1st Vice President

Michael G. Lutz Lodge 5

Philadelphia

Charles Bailey

2nd Vice President

Pioneer Lodge 37

PSP – Delaware/

Montgomery/Philadelphia

Vincent J. DiCenzo, Jr.

Recording Secretary

Allegheny County Lodge 91

Jason Brinker

Financial Secretary

Capital City Lodge 12

Harrisburg

Joseph Brown

Treasurer

Berks County Lodge 71

Kenneth Kensill

Sgt. at Arms

Erie City Lodge 7

William Bittenbusch, Trustee

Montgomery County Lodge 14

Christopher Eiserman, Trustee

Delaware County Lodge 27

Gene Hatcher, Trustee

Le-Hampton Lodge 35

Lehigh and Northampton

Justin Butler, Trustee

E. B. Jermyn Lodge 2

Scranton/Dunmore

Robert Swartzwelder, Trustee

Fort Pitt Lodge 1 Pittsburgh

Jonathan Wyant, Trustee

Conservation Police Officers

Lodge 114

William Wiegman, Chaplain

Bucks County Lodge 53

Tony Alsleben, Parliamentarian

Queen City Lodge 10 Allentown

John Fiorilli, National Trustee

Red Rose Lodge 16

Lancaster County

Testimony of Larry Gerrity, Fraternal Order of Police, PA State Lodge Before Pennsylvania House Republican Policy Committee February 15, 2023 – Public Safety and First Responders

Good morning. My name is Larry Gerrity. I serve as the Legislative Committee Chairman of the Fraternal Order of Police, Pennsylvania State Lodge, which represents approximately 40,000 active and retired law enforcement officers and their families throughout the Commonwealth of Pennsylvania.

On behalf of the FOP's members and our families, I would like to extend our sincere appreciation to Chairman Kail and to other members of the Policy Committee for your continued efforts to support Pennsylvania's police officers.

Before my appointment as Legislative Committee Chair for the FOP, I served as a Police Officer and Detective for more than 30 years in Marple Township in Delaware County. Over 30 years ago, I swore an oath to become a police officer for the simple reason that I wanted to make a difference. I wanted to be one of the "good guys". I wanted to do my best to make people's lives better. In the years since I took that sacred oath, I have had the privilege to work with thousands of people who made similar choices. I have witnessed their sacrifices first-hand. I have grieved the losses of far too many officers who have lost their lives because they made that very same choice to become a police officer and try to make their communities safer for everyone, regardless of gender, race or creed.

My testimony today is intended to reflect not just my experience as an FOP representative in the General Assembly but also my experience as a police officer in the field. It is our hope that this perspective can help to guide the Committee in your ongoing efforts to support the police officers who risk our lives every day to protect Pennsylvania's citizens.

I can report that the Committee's efforts are needed now more than ever, because Pennsylvania is in the midst of a police officer recruiting and retention crisis unlike anything our Commonwealth has ever experienced. The problem is simple - we are struggling to convince young people to choose a career in law enforcement, and we are struggling to convince current officers to remain. That's a dangerous combination, and it threatens the safety of all Pennsylvanians.

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On the issue of recruiting, the International Association of Chiefs of Police reports that almost 80% of police agencies across the country are having difficulty recruiting qualified candidates, and the same percentage of agencies report that recruiting is more difficult today than it was a decade ago. There are many reasons behind this - changes in public perception, generational differences, increased scrutiny, negative media coverage, and increases in violent crime - but the fact is that fewer and fewer younger people are choosing a career in law enforcement.

On the issue of retention, police officers are resigning or retiring at an increasing rate, which creates a greater need for what is a shrinking pool of recruits. A 2022 Police Executive Research Forum study on police workforce trends revealed an 18% increase in police officer resignations since 2019, and a dramatic 45% increase in the police retirements during the same period. Many officers are simply leaving the field due to increased workload, danger and unfair media scrutiny.

In sum, we are struggling to find new officers, which creates more stress on the current workforce, which causes current officers to burn out and leave the industry. The Pew Research Center has reported that police officers experience anger and frustration with their jobs at a rate almost twice the general public, and those numbers have certainly increased since Pew's most recent review of this issue in 2017. It is a death spiral.

Why is this so important? Simple common sense tells us that recruiting, training, and retaining a capable police department is critical for the wellbeing of any community. But science tells us the same thing. A recent study by the National Bureau of Economic Research ("Police Force Size and Civilian Race") looked at relationship between the number of police officers in police departments and the rates of violent crime in the communities they protect, and the authors concluded that each additional officer in a police department prevents approximately 0.1 homicides per year in their community, and that number increases to 0.2 homicides per year involving black victims. *In other words, for every 100 police officers we add to our local police departments, we will save 10 homicide victims per year (and 20 in predominantly Black communities).* More police officers means more lives saved, and fewer police officers means more lives lost.

So, what can we do to stem the crisis? That is a complicated question, but the PA FOP offers a few simple suggestions for the Committee's consideration:

1. Words matter. Send the message that Harrisburg values our local police officers and other first responders. Every day. At every opportunity. Recognize that policing is a valued profession and make sure that officers in the field know that you have our backs.
2. Actions matter more. The General Assembly should ensure that police officers are afforded fair pay and benefits as compared to private sector professional employment and to law enforcement officers in other states or at the federal level.

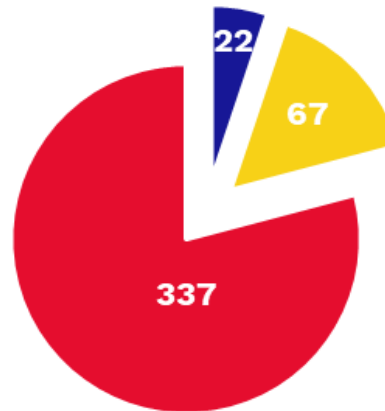
- * Protect robust collective bargaining rights for public safety personnel. This means opposing any proposed attacks on Act 111 by members who do not appreciate the service of Pennsylvania's police officers.
- * Enhance pay and benefits to assist with recruiting and retention. Consider subsidizing recruiting bonuses to entice people to choose a career in law enforcement, as well as retention bonuses to keep our officers working in our communities. Consider the development of educational incentives for current officers and student loan assistance for newer officers. Consider the requirement for paid family leave for police officers, or for mandatory stress leave for officers after so many years of service.
- * Provide recruiting tools for Pennsylvania departments. Police Departments in other states are actively attempting to lure away Pennsylvania officers by dangling cash bonuses and pension service buyout options. We should look at ways not only to protect against losing our officers but also to recruit officers from neighboring states. One way to do this is to provide pension portability through the police pension buyback legislation based on the former SB 669 from the 2012-2022 legislative session.
- * Protect our privacy and reputations. Police officers and our families are always at risk of being doxed for simply doing our jobs, sometimes by criminals, sometimes by the media, and sometimes by District Attorneys who seem to value criminals over law enforcement officers. When the General Assembly takes steps to advance legislation to protect our privacy and reputations, and our family safety, it sends a message to current and potential new police officers that we are valued and supported.

The police recruiting and retention crisis is just that, a crisis. And the threats that it poses to our local communities are very real and can be measured in lives lost. But by engaging in frank discussions about the issue in hearing like today's, we can begin to stem our losses and move forward. The PA FOP thanks the Committee for your efforts, and we welcome any opportunity to improve Pennsylvania's law enforcement system. We look forward to continuing to partner with other stakeholders in legislative efforts to provide the best police services possible to Pennsylvania's citizens and to recruit and retain the best talent. Police officers are not the problem, but we know we can be part of the solution.

Thank you for your continued support for the men and women in Pennsylvania's law enforcement community.



Hiring Phase January 1, 2017 - June 28, 2021

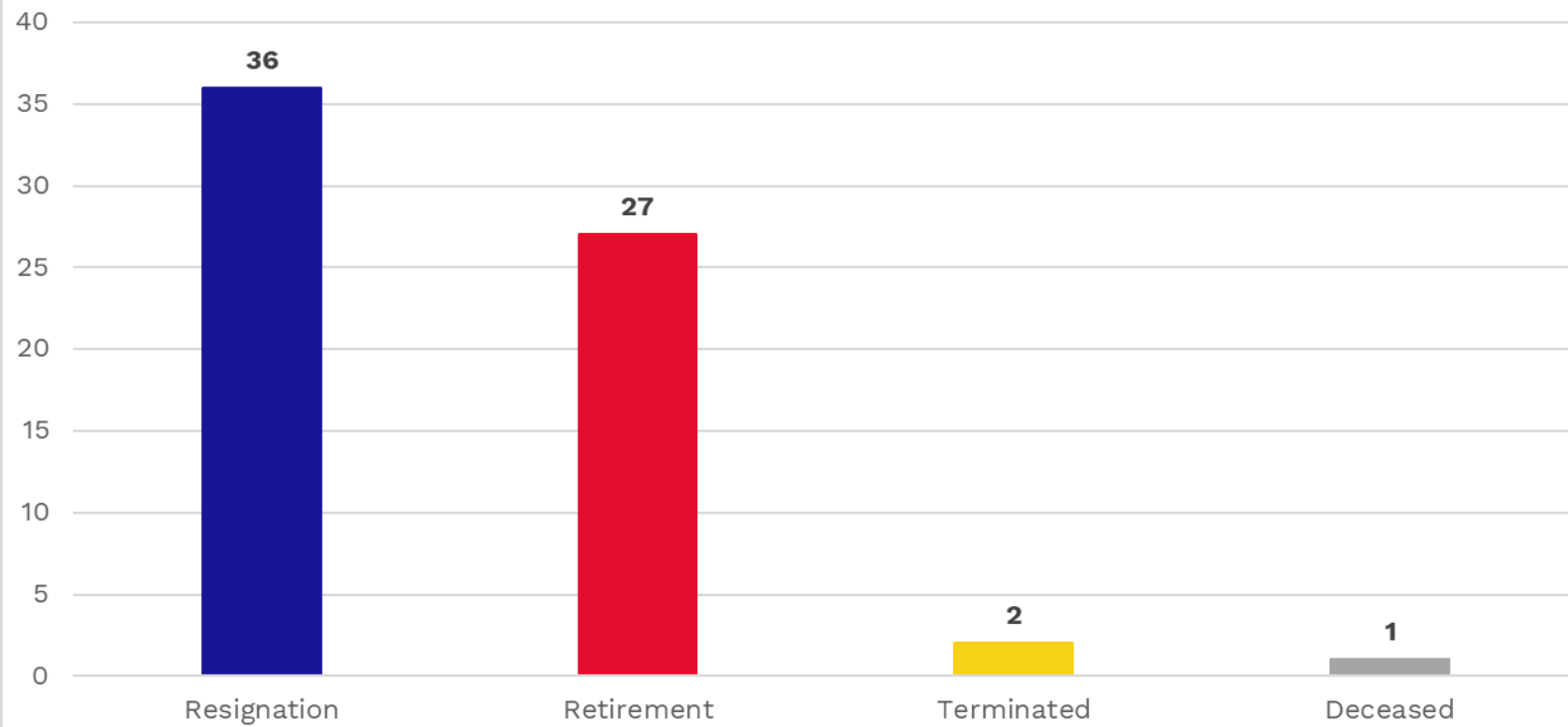


Total new hires = 45

- Officers leaving for employment at other agencies
- New officers hired
- Applicants Jan 2017 to June 2021



Officer Retention 2017 - 2021 Totals



Harrisburg Bureau of Police Recruitment Statistics

Testing Process

Testing Phase	Oct-21	Apr-22	Aug-22	Apr-23					
Applied to Test									
Registered to Test	144	127	79						
Withdrawn	3	6	0						
Removed (Paperwork Incomplete)	70	58	21						
Scheduled to Test	71	63	58						
Physical Agility									
No Show	19	14	11						
Failed	20	10	12						
Withdrawn	2	0	0						
Passed	30	39	36						
Written Test									
No Show	0	1	1						
Tested	30	38	35						
Failed	3	6	1						
Passed	27	32	34						
Long Application/ Background Check									
Completed Paperwork	22	28	25						
Hired	5	17							
Total									
No Show	19	15	12						
Withdrawn	5	6	0						
Failed	23	16	13						
Total Percentages									
Applied to Test-Withdrawn	2%	5%	0%						
Applied to Test- Removed	49%	46%	27%						
Applied to Test- Scheduled	49%	50%	73%						
Physical Agility- No Show	27%	22%	19%						
Physical Agility- Failed	28%	16%	21%						
Physical Agility-Withdrawn	3%	0%	0%						
Physical Agility- Passed	42%	62%	62%						
Written Test- No Show	0%	3%	3%						
Written Test- Tested	100%	97%	97%						
Written Test-Failed	10%	15%	3%						
Written Test- Passed	90%	82%	94%						
Long Application- Completed Paperwork	81%	88%	74%						
Long Application- Hired	19%	53%	0%						

Harrisburg Bureau of Police Recruitment Statistics

Applicant Specifics

Testing Phase	Aug-22								
Scheduled to Test									
Total	79								
Applicant Gender									
Male	65								
Female	12								
Applicant Race									
Asian/Pacific Islander	0								
American Indian/ Native Alaskan	0								
Black or African American	10								
Hispanic or Latino	6								
White (Non-Hispanic)	50								
Two or More	10								
Referral Source									
A Police Department	3								
Billboard	1								
College	2								
Communication from Us	3								
Friend or Relative	16								
Internet	12								
Other	10								
PoliceApp	32								
Location of Applicant									
Inside City Limits	11								
Outside City Limits (6 Surrounding Counties)	48								
Pennsylvania	15								
Outside Pennsylvania	5								
Total Percentages									
Male	82%								
Female	15%								
Asian/Pacific Islander	0%								
American Indian/Native Alaskan	0%								
Black or African American	13%								
Hispanic or Latino	8%								
White (Non-Hispanic)	63%								
Two or More	13%								
Inside City Limits	14%								
Outside City Limits (6 Surrounding Counties)	61%								
Pennsylvania	19%								
Outside Pennsylvania	6%								
A Police Department	4%								
Billboard	1%								
College	3%								
Communication from Us	4%								
Friend or Relative	20%								
Internet	15%								
Other	13%								
PoliceApp	41%								

Disclaimer: These questions are not required, and several applicants chose to not identify by either Gender listed and/or their Race.



House Republican Policy Committee

Public Safety and First Responders

February 15, 2023

Good morning Chairman Kail and members of the House Republican Policy Committee, my name is Donald DeReamus and I am a Board Member and Legislative Chair of the Ambulance Association of Pennsylvania (AAP). Accompanying me today is Heather Sharar, our Executive Director. Thank you for the opportunity to address the Committee. I realize the time constraints so I will be brief.

To put it bluntly, the Emergency Medical Services (EMS) System in this Commonwealth is broken. EMS Agencies are struggling financially from a myriad of crucial issues:

- **Funding** – there is no sustainable funding mechanism supporting the delivery of EMS or the cost of readiness
- **Workforce** – with an annual turnover rate of 30%, there is a severe shortage of EMS providers in the Commonwealth and nationally
- **Reimbursement** – costs to provide service are substantially more than the reimbursement paid resulting in a deficit on every response

These core issues have created a timely access to prehospital EMS care issue in the entirety of this Commonwealth, but especially in rural Pennsylvania.

- A decrease in the EMS workforce equates to less EMS resources and staffed ambulances
- A decrease in staffed ambulances increases response times
- A decrease in EMS resources increases mutual aid responses

A non-viable EMS System impacts 911 emergency response, the movement of critically ill patients between acute care and specialty care hospitals and the movement of patients between hospitals, skilled nursing facilities and other medical care. Any failure in the System directly impacts morbidity and mortality.

I hope you gain a true understanding of the gravity of the issues facing our state's EMS System as they are momentous. We have outlined areas for dialogue of potential solutions in the attached document.

Your commitment during this legislative session, along with the EMS Provider Community and other stakeholders, will determine our future and will have a direct effect on the wellbeing and lives of your constituents and visitors in the Commonwealth.

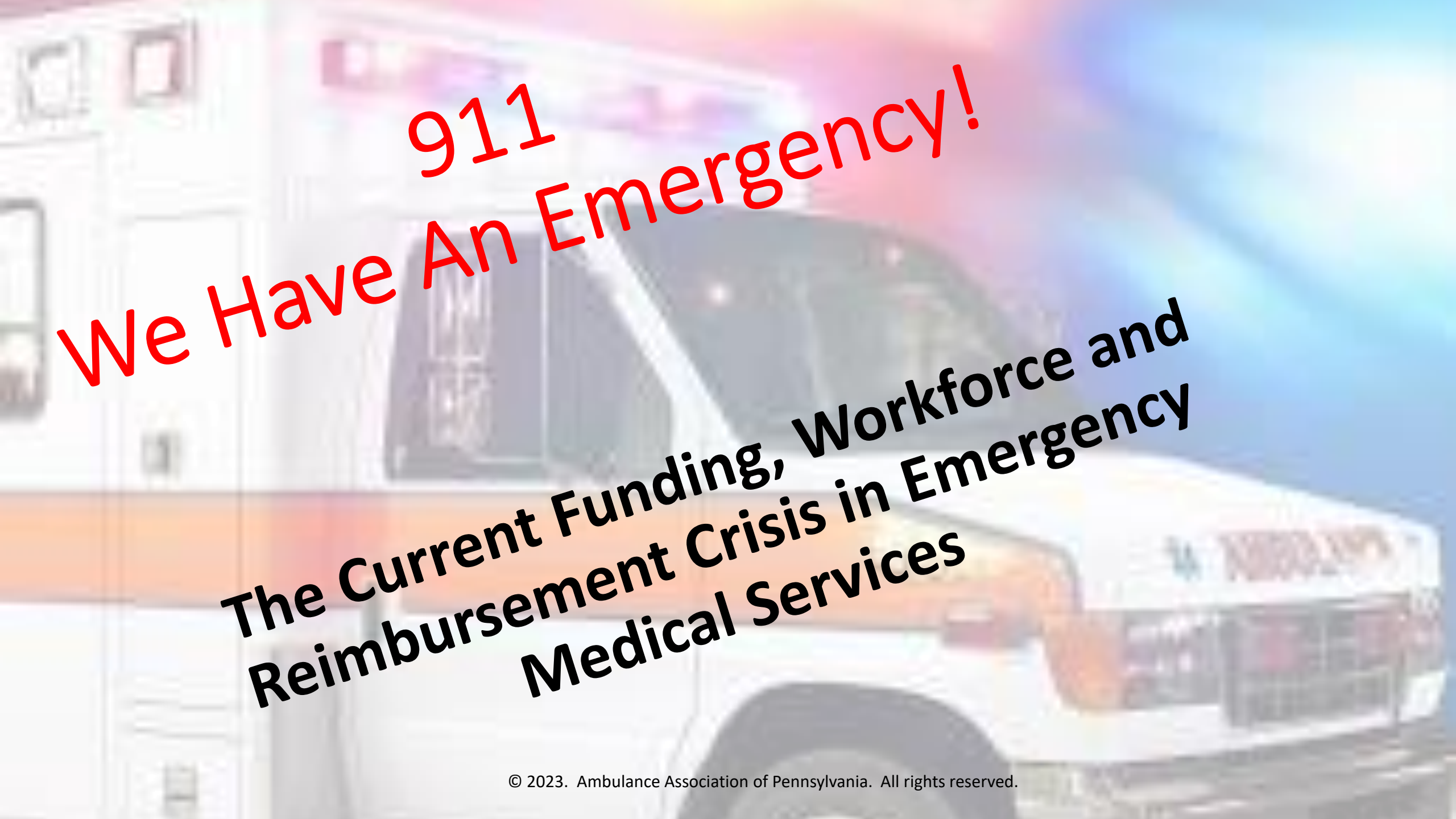
The Ambulance Association of Pennsylvania (AAP) is a member organization that advocates the highest quality patient care through ethical and sound business practices, advancing the interests of our members in important legislative, educational, regulatory and reimbursement issues. Through the development of positive relationships with interested stakeholders, the AAP works for the advancement of emergency and non-emergency medical services delivery and transportation and the development and realization of mobile integrated healthcare in this evolving healthcare delivery environment.

Our membership includes all delivery models of EMS including not-for-profit, for-profit, municipal based, fire based, hospital-based, volunteer and air medical. Our members perform a large majority of the 2 million annual EMS patient contacts reported to the Department of Health.

Republican Policy Committee

Public Safety and First Responders
February 15, 2023





911
We Have An Emergency!

**The Current Funding, Workforce and
Reimbursement Crisis in Emergency
Medical Services**

THE EMS SYSTEM IS BROKEN

- **Medical Assistance**
- **Sustainable Funding**
- **Recruitment, Retention and Workforce Development**
- **Statewide Fee Schedule**
- **Community Health Plan**
- **Insurance Reimbursement**

THE EMS SYSTEM IS BROKEN



Medical Assistance

- **Medical Assistance is 80% of Medicare rate**
- **Reimbursement for mileage “after 20 miles” is not consistent with Medicare or any other insurance reimbursement or transportation program**
- **No review procedure for annual adjustment relative to inflation**
- **Medicaid regulations for payment and medical necessity for ambulance transportation are four decades old**

BELOW COST REIMBURSEMENT

Sustainable Funding

- There is NO sustainable statewide or municipal funding mechanism to support EMS delivery
- All current funding mechanisms are “optional”
- Funding must be provided directly to EMS Agencies – not solely to the EMS “System” administration
- EMS is “an essential service” as designated by the General Assembly in the Emergency Medical Services System Act of 2009

EMS AGENCIES ARE FAILING FINANCIALLY

Recruitment, Retention and Workforce Development

- 30% national turnover rate of EMTs and paramedics annually
- Fixed poor reimbursement and financial distress hinder wages
- Sunset of minimum staffing waiver for basic life support in 2027
- Better oversight and assistance for state licensed EMS Education Institutes
- Department of Labor and Industry – critical workforce

WORKFORCE SHORTAGE – LACK OF STAFFED AMBULANCES

Statewide Fee Schedule

- **Explore the implementation of a “reasonable” statewide ambulance fee schedule with ALL insurers**
- **Mechanism for annual review based on consumer price index**
- **Prohibit co-pays for emergency ambulance service**
- **Average EMS cost \$550 – Average EMS reimbursement \$350**

PREDICTABLE REVENUE - ALL PROVIDERS “IN NETWORK”

Community Health Plans

- **Evaluation of payment for Community Health Choices**
- **Unique clientele**
- **Increase in bariatric patients**
- **Residential site evaluations**
- **Extra personnel for safe transportation and movement of patient and EMS workforce**

PAYMENT FOR SERVICES BEYOND TYPICAL WORK

Insurance Reimbursement

- **Require insurers to pay base level of service provided for claims related to treatment without transport**
- **Investigate insurance reimbursement for paramedic intercept to alleviate private pay burdens of your constituents**
- **Investigate the elimination of medical co-pays and/or deductibles for 911 emergency ambulance treatment and/or transportation**

ADEQUATE REIMBURSEMENT FOR CARE PROVIDED

Contacts

- **Heather Sharar, Executive Director** hsharar@aa-pa.org
- **Don DeReamus, Legislative Chair** ddereamus@suburbanems.org
- *The Ambulance Association of Pennsylvania (AAP) is a member organization that advocates the highest quality patient care through ethical and sound business practices, advancing the interests of our members in important legislative, educational, regulatory and reimbursement issues. Through the development of positive relationships with interested stakeholders, the AAP works for the advancement of emergency and non-emergency medical services delivery and transportation and the development and realization of mobile integrated healthcare in this evolving healthcare delivery environment.*
- *Our membership includes all delivery models of EMS including not-for-profit, for-profit, municipal based, fire based, hospital-based, volunteer and air medical. Our members perform a large majority of the 2 million annual EMS patient contacts reported to the Department of Health.*

Steven A. Rabine
Volunteer Fire Chief, United Hook & Ladder Company #33
Sales Representative, The Fire Store
House Republican Policy Committee
February 15, 2023

Issues that face the Volunteer Fire Service

1.) FUNDING

- a. Prices of apparatus and equipment has skyrocketed over the last 3-4 years.
- b. PA Foreign Fire Insurance Tax is 2% (Need increased)
- c. PA State Grant- Need revamped.

2.) RECRUITMENT & RETENTION

- a. Need additional incentives to what is currently been added.
- b. Retention- Incentive for people to stay longer.

3.) INSURANCE

- a. Workers Compensation Issues
 - i. Limited Carriers due to Cancer and COVID Coverages
 - ii. Sky-Rocketing Cost
 - iii. Accident and Sickness Coverages Statewide need to make up the WC Coverage of 66 2/3
 - iv. WC Denial of coverages for losses sustained in firehouse