

# Report to the Joint Legislative Council

## Study Committee on Volunteer Firefighter and Emergency Medical Technician Shortages



January 20, 2017

LCR 2017-05

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# STUDY COMMITTEE ON VOLUNTEER FIREFIGHTER AND EMERGENCY MEDICAL TECHNICIAN SHORTAGES

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January 20, 2017

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# PART I

## KEY PROVISIONS OF COMMITTEE RECOMMENDATIONS

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The Study Committee on Volunteer Firefighter and Emergency Medical Technician (EMT) Shortages recommends the following bill drafts to the Joint Legislative Council for introduction in the 2017-18 Session of the Legislature, and also recommends the following letters be sent by the Joint Legislative Council to the specified agencies on behalf of the committee.

### **LRB-0246/1, RELATING TO INTRAVENOUS TECHNICIAN ENDORSEMENT FOR EMERGENCY MEDICAL TECHNICIANS**

This bill draft directs the Department of Health Services (DHS) to develop an intravenous (IV) technician endorsement for licensed EMTs who complete a DHS-approved training program. Under the bill draft, an EMT holding the IV technician endorsement may, in addition to the actions typically authorized for his or her license level, administer IV and intraosseous (IO) infusions that are approved by the ambulance service provider or medical director, and for which the EMT is trained.

### **LRB-0247/1, RELATING TO LICENSURE OR CERTIFICATE RENEWAL FOR CERTAIN EMERGENCY MEDICAL SERVICES PERSONNEL**

Currently, first responder certificates and EMT licenses must be renewed every two years. This bill draft lengthens the renewal period to instead require certificate or license renewal every four years. The bill draft does not modify DHS's authority to promulgate rules governing the renewal process, including continuing education requirements.

### **LRB-0567/1, RELATING TO AUTHORIZING THE CREATION OF A FIRE SERVICE DISTRICT, AUTHORIZING A FIRE SERVICE DISTRICT TO LEVY A PROPERTY TAX, AND AUTHORIZING A FIRE SERVICE DISTRICT TO IMPOSE SPECIAL CHARGES AND ISSUE DEBT**

This bill draft authorizes two or more cities, villages, or towns to jointly create a fire service district as a special purpose district that operates as a separate unit of government. The fire service district must provide fire services, emergency medical service (EMS), or both. The special purpose districts authorized by the bill draft would provide another option for collaboration between local departments.

Under the bill draft, a district is formed when the sponsoring municipalities each adopt enabling resolutions and agree on certain district matters. Each municipality must transfer certain property to the district upon its creation. The district is governed by elected commissioners, and

has other powers and responsibilities, such as employing personnel, fixing and regulating compensation, and entering into contracts. Also under the bill draft, a district may levy a property tax or, in lieu of a tax, impose a fee as a special charge for its services. The amount of the tax or fee is limited in the same manner as local levy limits apply to a town.

**LRB-0589/1, RELATING TO FUNDING FOR FIRST RESPONDER AND EMERGENCY MEDICAL TECHNICIAN TRAINING AND CERTIFICATION AND MAKING AN APPROPRIATION**

This bill draft makes certain modifications to the EMS funding assistance program administered by DHS, which provides financial assistance to certain ambulance service providers for qualifying expenses. The bill draft expands the permitted use of the portion of the funds that may be used to obtain EMT-basic training, to also allow payment of costs associated with first responder level training or continuing education. Also under the bill draft, an ambulance service provider may escrow unused funds in the year they are distributed, which may be used in any subsequent year to purchase the training required for EMS licensure at any level.

**LRB-0595/1, RELATING TO REVISING THE LENGTH-OF-SERVICE AWARDS PROGRAM IN THE DEPARTMENT OF ADMINISTRATION FOR VOLUNTEER EMERGENCY RESPONSE PERSONNEL**

This bill draft modifies funding and vesting requirements for the service award program for volunteer firefighters, first responders, and EMTs. With regard to funding, the state currently matches a municipality's annual contributions, up to a base amount of \$250 that has been adjusted annually based on the Consumer Price Index (CPI). Under the bill draft, the state doubles those contributions, up to a base amount of \$500, which is also subject to an annual CPI adjustment. With regard to vesting, the bill draft reduces the requirements for full vesting for the program from 20 years of service to 15 years of service, and reduces the full vesting age from 60 to 53.

**LRB-0683/1, RELATING TO CREATING A REFUNDABLE INDIVIDUAL INCOME TAX CREDIT FOR EMERGENCY RESPONDERS AND MAKING AN APPROPRIATION**

This bill draft creates a refundable individual income tax credit for volunteer firefighters, EMTs, and first responders. Under the bill draft, a volunteer may claim a credit of \$20 for each hour spent on active duty as a volunteer, in live training exercises, or in class completing coursework necessary to maintain licensure or certification, up to a yearly maximum of \$1,000. The credit may not be claimed by nonresidents or part-year residents of Wisconsin.

**LRB-0685/1, RELATING TO CREATING AN INDIVIDUAL INCOME TAX CREDIT FOR CERTAIN EXPENSES INCURRED BY AN EMERGENCY RESPONDER AND MAKING AN APPROPRIATION**

This bill draft creates a refundable individual income tax credit for volunteer firefighters, EMTs, and first responders for certain unreimbursed gear and equipment purchases and unreimbursed mileage to attend training related to the person's volunteer service, up to a yearly maximum of \$400. The credit may not be claimed by nonresidents or part-year residents of Wisconsin.

**DRAFT/2, LETTER TO THE WISCONSIN TECHNICAL COLLEGE SYSTEM (WTCS) AND THE WISCONSIN TECHNICAL COLLEGE DISTRICT BOARDS ASSOCIATION, INC.**

This draft letter recommends that the technical colleges: (a) maximize training offered online based on local demand and broadband availability; (b) maximize on-site training in rural areas; (c) improve coordination and communication with local departments about course offerings; and (d) address disparities between the number of students who successfully complete the required coursework and those who pass the National Registry of Emergency Medical Technicians (NREMT) exams, as well as disparities between NREMT exam passage rates at the different district colleges.

**DRAFT/2, LETTER TO LINDA SEEMEYER, SECRETARY, DEPARTMENT OF HEALTH SERVICES**

This draft letter recommends DHS modify its regulations to allow an ambulance service provider to respond to calls at a higher or lower level of care than the ambulance service's license level, subject to the following conditions: (a) sufficient staff must be present to satisfy staffing requirements for the higher or lower service level; and (b) DHS must have approved a request for flexibility to deviate from staffing requirements as a part of the ambulance service's operational plan.



# PART II

## COMMITTEE ACTIVITY

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### ASSIGNMENT

The Joint Legislative Council established the Study Committee on Volunteer Firefighter and Emergency Medical Technician Shortages and appointed the chairperson by an April 18, 2016 mail ballot. The committee was directed to examine issues related to the shortage of volunteer firefighters and emergency medical technicians (EMTs) in the state, particularly in rural areas, and propose measures to address the shortage. Specifically, the Study Committee studied all of the following: (a) the magnitude of volunteer shortages, the areas of the state most affected, and the potential impact of shortages on public health and safety and economic development; (b) whether current training and continuing education requirements contribute to the shortage; (c) relationships between full-time and volunteer emergency response departments and the impact that the shortage of volunteers has on nonvolunteer departments in neighboring communities; and (d) whether the creation of organizations, particularly in rural areas, may help address the shortage. The committee developed legislative options to meet the needs of full time and volunteer fire departments, including proposals designed to increase the recruitment and retention of volunteer firefighters throughout the state.

Membership of the Study Committee was appointed by a June 10, 2016 mail ballot. The final committee membership consisted of two Senators, two Representatives, and 11 public members. A list of committee members is included as **Appendix 5** to this report.

### SUMMARY OF MEETINGS

The committee held five meetings on the following dates:

July 26, 2016

August 30, 2016

September 20, 2016

October 18, 2016

November 15, 2016

At the July 26, 2016 meeting, the Study Committee heard presentations from three groups of speakers and discussed its assignment from the Joint Legislative Council.

First, **Legislative Council staff for the committee** presented an overview of the Staff Brief. They reviewed relevant current law as well as legislation enacted in the 2015 session, and discussed the role of local governments and federal and state agencies in overseeing the provision of EMS and fire response. Legislative Council staff also presented information about aspects of

rural areas in Wisconsin, and discussed a federal study on the EMS workforce, which found no quantitative data indicating a national shortage of EMTs, though interviews consistently reported shortages in rural areas. In addition, they also noted that while volunteers generally are not paid wages for their services, under the federal Fair Labor Standards Act, volunteers in public service positions may receive a nominal fee, including reasonable benefits, and expense reimbursement.

Second, the committee heard a presentation by representatives from the DHS: **Tom Engels, Interim Secretary; Bill Oemichen, Director, Office of Preparedness and Emergency Health Care; and James Newlun, EMS Section Chief of DHS's Emergency Medical Services Section.** They described the EMS Section within DHS's Office of Preparedness and Emergency Health Care and its relationship with the state EMS Board. Mr. Oemichen presented data on the increasing statewide call volume in recent years.

Mr. Newlun gave an overview of the curriculum hours that are generally used for each EMT license level, and described the use of the NREMT and the transition to nationally recognized levels and scopes of practice. Mr. Newlun also described the Wisconsin Ambulance Run Data System (WARDS), the Wisconsin Interoperable System for Communications (WISCOM) for radio communications by public safety personnel, and the state's Funding Assistance Program (FAP), which has a current budget of about \$1.9 million, and may be used to obtain EMT-basic training and to make various improvements. He also discussed other aspects of DHS's EMS program.

Third, **Jeff Weigand, Assistant Deputy Secretary of the Department of Safety and Professional Services (DSPS), and Carl Frisque, Fire Prevention Coordinator,** presented to the committee about DSPS's role in overseeing Wisconsin's fire service. Mr. Weigand noted that DSPS regulates fire departments with public employees, and that training must be equal to the requirements under the federal Occupational Safety and Health Act of 1970 (OSHA). He stated that DSPS may not require more than 60 training hours for structural firefighters, though individual fire departments could require more. Mr. Weigand also described the 2% fire dues program, through which approximately \$18.5 million was distributed to municipalities in 2016, and described the role of DSPS's four regional fire prevention coordinators. Mr. Frisque commented that volunteering follows a person's life cycle, and is more common when a person is young and single or has no young children, but becomes difficult when family and work obligations expand.

After the presentations, Chair Nass asked committee members to discuss specific issues the committee should consider, based on its assignment. These included, among other issues: obstacles to becoming a volunteer and continuing as a volunteer, costs associated with continuing education requirements for firefighters and EMTs, length of EMT licensure terms compared to adjoining states, options to provide more support and encouragement for individuals to consider becoming an EMT, and adequacy of types of organizational structures.

At the August 30, 2016 meeting, the Study Committee heard presentations from five groups of speakers and discussed potential options for legislation, to be considered further at the committee's September meeting.

First, the committee heard a presentation by **Dr. Morna Foy, President of WTCS, and Ryan Skabroud, Public Safety Dean of the Lakeshore Technical College.** Dr. Foy and Mr. Skabroud first described WTCS's role in providing EMS training. Dr. Foy explained that the EMS curriculum is

developed by DHS with input from WTCS. She discussed NREMT's role in creating and administering its own written exam, which is required in Wisconsin, and identified national and state exam passage rates. Dr. Foy and Mr. Skabroud described the various places and times at which courses are offered. Lack of broadband access in rural areas was identified as a barrier to online learning. Dr. Foy and Mr. Skabroud then discussed firefighter training, for which most students do not pay tuition. Mr. Skabroud discussed the training standards and how they are developed. He also briefly described the multiple levels of fire certification that exist. Committee members inquired about the accessibility to training in rural areas, the availability of leadership training, and commented on the time required to obtain the required training as well as other issues.

Second, **Edward Conlin, Division Manager of the National Fire Protection Association (NFPA) Public Fire Protection Division**, presented to the committee about NFPA training standards for firefighters. He explained that each NFPA standard covers certain fire protection activities and is developed to meet those practice standards. He also discussed NFPA's consensus-based standards development and revision process. The standards are revised on a five-year cycle and are the same for career and volunteer firefighters. He also stated NFPA is currently undertaking some efforts to consider volunteer shortages through its technical committees.

Third, the committee heard from **Former EMS Advisory Board Members Dan Williams and Dr. Marvin Birnbaum**, who presented on the background of EMS training requirements in Wisconsin and nationally, including prior efforts to improve EMS training. Dr. Birnbaum stated that EMS began in Wisconsin in 1966, with licensure beginning in 1973. Mr. Williams and Dr. Birnbaum stated that EMS training hours have increased through time, but there is no clear data to show how the increased training has affected patient outcomes. Mr. Williams discussed the need for improved medical director training and increased medical director involvement with their EMS services. He also discussed funding issues, including lack of grant availability, lack of federal funding, and the potential that Medicare and Medicaid may adopt a pay-for-performance model at the EMS level. He also stated that volunteer ranks are declining for various reasons, and that the main motivation to volunteer is likely linked to community pride. In addition, he discussed EMS regionalization models using his experience as Door County's EMS Director as an example. Committee members asked about regionalization models for EMS and fire response.

Fourth, the committee heard from a panel of Wisconsin Firefighters: **Philip Bochler, Assistant Fire Chief for the City of Park Falls Fire Department; Ron Hampton, Chief of the Village of Cassville Fire Department; Mahlon Mitchell, Lieutenant for the City of Madison Fire Department; and Adam Olson, a Firefighter-First Responder for the Town of Brule Fire Department**. Each of these firefighters spoke separately about their backgrounds, observations of volunteer shortages, and experiences with firefighter training. The panel members commented on the large time commitment that training requires and also discussed geographic accessibility of training as well as the national standards and testing component. Panel members also shared recommendations, including allowing differences in training content based on local needs, offering length of service awards, reaching out to the community about the importance of volunteering, promoting regionalization, modifying levy limits, and providing more hands-on training.

Fifth, the committee heard from a panel of Wisconsin EMS personnel: **Jim Aanstad, Chief of the Iola Fire Department and Ambulance Service; Dan Clark, Director of the Washburn Area Ambulance Service; Stacy Craig, an EMT-Basic with the Mason Ambulance Service; Allen Kochenderfer, Director of the Scenic Valley Ambulance; and Ronald Patten, Fire Chief and EMS Director of the Boyd Edson-Delmar Fire Department.** Each of the panel members spoke separately about their experiences with EMS training and staff shortages. Topics raised by panel members included the time commitment required and geographic distance to obtain training. The panel also discussed the quality of the training and NREMT exam passage rates. Multiple speakers described the extent to which they are experiencing staff shortages, particularly with the younger generation, and expressed some difficulty finding medical directors. The panel also raised additional issues, including: that the EMS credentialing requirement can limit inter-department cooperation, that some employers do not allow employees to leave work to respond to an emergency, and that volunteer availability can fluctuate daily.

At the September 20, 2016 meeting, the Study Committee discussed options for legislation regarding training requirements and heard presentations by three groups.

First, the committee discussed the options in Memo No. 1, *Options for Legislation Regarding Training Requirements* (September 9, 2016), that had been presented through prior testimony, committee discussion, and correspondence with committee staff. Legislative Council staff briefly described each option and the related processes under current law for development of training curricula and the standards for obtaining licensure and renewals.

Based on committee discussion and general consensus, Chair Nass directed that the following topics would remain open for further consideration and discussion by the committee:

- Eliminating the NREMT certification requirement for EMS personnel.
- Submitting recommendations to NREMT.
- Creating an IV-Tech level of EMT or creating an IV specialist endorsement within the EMT-basic licensure level.
- Creating a community paramedicine specialist endorsement within the various EMT licensure levels.
- Promoting or requiring the offering of leadership training for volunteer fire and EMS departments.
- Extending the licensure period for EMS personnel from two years to three or four years.
- Authorizing a prior EMS license holder to obtain a new license through completion of a bridge or refresher course.
- Directing WTCS to maximize the amount of firefighter and EMS training offered online.
- Recommending to WTCS that in rural areas the highest number of course hours that is practical be offered on site at local fire departments and EMS providers.

- Recommending WTCS district colleges improve coordination and communications with local fire departments and EMS providers about course offerings.
- Prohibiting WTCS district colleges from requiring more than a specified number (possibly six) of class participant registrations for firefighter and EMS training.
- Specifying that within a certain period (possibly 14 days) before a firefighter or EMS class is scheduled to begin, a person who resides within a district cannot displace a person who is registered for a course but resides in a different district from the one in which the course is given.

Based on committee discussion and general consensus, Chair Nass determined that the following topics would not remain open for consideration:

- Limiting the number of training hours that may be required for EMS training.
- Directing DHS and WTCS to assess and reconsider the number of required hours for EMS personnel training to teach strictly to required competencies and scopes of practice.
- Recommending to WTCS that firefighting courses be structured to allow local technical colleges to choose from a selection of courses within specific categories of requirements to tailor for local needs.
- Recommending that WTCS tailor the EMS personnel training to teach students how to take the NREMT written exam.
- Eliminating the requirement that first-aid personnel and first responders obtain automated defibrillation (AED) training.
- Creating a leadership specialist endorsement for firefighters and EMS personnel.
- Requiring WTCS to standardize the availability of firefighter and EMS course offerings in order to be offered at a known, regular schedule at each technical college.
- Requiring WTCS district colleges to notify fire departments and EMS providers, or DSPS and DHS, when training will be offered.

Second, the committee heard from a panel of local government officials: **Gerald Derr, Chair of the Town of Bristol, Dane County, and President of the Northeast Dane Fire Unit; Kenneth Monroe, President of the Village of Bloomfield, Walworth County; and Kathy Overman, Treasurer of the Town of Spider Lake, Sawyer County.** Each of these individuals spoke separately about the provision of fire protection and EMS in the community, affiliations the community had made to improve the delivery of those services, and the efforts undertaken to recruit and retain firefighters and EMS personnel. Ms. Overman described her community's relationship with the local technical college, and stated her community has a strong volunteer fire and EMS association that includes members of other local organizations, who meet monthly to cooperatively plan for department needs. Ms. Overman also stated that in her very rural area, the community relies heavily on first

responders to provide the initial response quickly. Mr. Monroe described the merger of his village with the local town and city fire and rescue departments. Mr. Derr stated that his town has a long-standing fire district, which provides an overall administrative cost-saving for the communities.

Third, the committee heard from a panel of Wisconsin fire chiefs: **Timothy Bantes, Fire Chief of the Town of Grand Chute Fire Department, Outagamie County; Barry Kuenkel, Fire Chief of the Cumberland Fire District, Barron County; and Nathaniel Melby, Fire Chief of the Town of Campbell Fire Department, La Crosse County.** They presented on how each of their fire departments or districts are structured, how the structure was developed, how community ties have been developed and harnessed to provide services, and what steps have been taken to improve recruitment and retention of personnel. The panel presented a number of suggestions for the committee, including using alternate response vehicle staffing, mobile integrated health care, high school courses, and tax incentives for service. The speakers also made other suggestions such as utilizing service districts that have independent taxing authority, creating legal protections from employment discrimination for training time, and promoting the use of service awards.

Fourth, the committee heard from Wisconsin EMS providers **Michael Fraley, EMS Coordinator for Portage County EMS, and Larry Ullmer, Director for County Rescue Services, Inc., City of Green Bay, Brown County.** Mr. Fraley described the countywide EMS that operates in Portage County, including the relationships with the municipalities in the county and the independent EMS association, the funding structure between the municipalities and the county, and the “skills labs” that are offered throughout the year. Mr. Fraley commented that lack of leadership skills in a department can detrimentally affect a volunteer’s decision to continue service. He suggested that the committee consider expanding the scope of the EMS training financial assistance program to include first responders and promoting the use of retirement programs for volunteers. Mr. Ullmer made a number of suggestions for the committee to consider, such as merging the database of credentialed EMS personnel with the local tax base to find potential volunteers, using temporary credentialing, permitting flexible staffing, sharing staff between organizations, using a “paramedic on demand” staffing option, hosting an email listserv for management issues, using deferred tuition payments for volunteer training, and using geographic-based credentialing.

At the October 18, 2016 meeting, the Study Committee heard four presentations and discussed options for legislation regarding volunteer recruitment and retention, and collaborative organizations.

First, **Dave Finger, Chief of Legislative and Regulatory Affairs for the National Volunteer Fire Council (NVFC)** presented to the committee. He provided national data and trends for volunteer firefighters and reported that, nationally, the number of volunteer firefighters is slowly declining, while the average age of volunteers is increasing. Mr. Finger stated that recruitment difficulties result from a lack of people, time, and resources. He further identified the need for good leadership and strong community support. He then described NVFC’s “Make Me a Firefighter” recruitment campaign, which focuses on outreach, commitment, training, and retention. Mr. Finger emphasized the value in showing appreciation, making people feel they are part of a team, and providing good leadership.

Second, the committee heard a presentation by **Severo A. Rodriguez, Executive Director and CEO of NREMT**, about the role and function of NREMT. He reported 46 states require NREMT registration, and all states use the registry. Dr. Rodriguez also presented data on exam passage rates and stated Wisconsin has performed well compared to the national average. He then discussed NREMT's psychomotor exam and computerized adaptive test. In particular, he explained how the questions are developed and calibrated, how the computerized adaptive test works, and how the exams are administered. He commented on steps NREMT takes to tie the exams to professional competence, and described NREMT's role as attesting to baseline competency.

Third, **Dr. Morna Foy, President of WTCS and John Will, President of the Wisconsin Indianhead Technical College**, provided a response to the options for legislation regarding training that had been moved forward for further committee discussion. Dr. Foy described steps the technical colleges had already taken to implement the recommendations outlined in Draft/1, *Letter to the Wisconsin Technical College System and Wisconsin Technical College District Boards Association*. Dr. Foy encouraged the committee to move forward with the letter. Dr. Foy also discussed two bill drafts, which had been presented to the committee for consideration. With regard to LRB-0236/P1, relating to registration priority for certain courses offered at technical colleges, she stated that the priority of the technical colleges is to serve district workforce needs, and that the needs of each district's taxpayers is reflected in the district college's programs and policies. Regarding LRB-0235/P1, relating to minimum enrollment requirements for certain courses offered at technical colleges, Dr. Foy stated that limiting enrollment requirements would decrease flexibility in making fiscally sound class offerings, and could potentially in the long-run decrease the total number of people the technical colleges can train.

Fourth, the committee heard from DHS representatives **Jon Hoelter, Legislative Advisor; Bill Oemichen, Director, Office of Preparedness and Emergency Health Care; and James Newlun, EMS Section Chief, Emergency Medical Services Section**, who answered questions regarding the options for legislation that had been moved forward for further committee discussion. They also provided a 50-state comparison of various aspects of EMS licensure and certification, and Mr. Newlun described efforts DHS has taken to reach out to services, providers, and training centers across Wisconsin through, for example, listening sessions and director courses.

Fifth, **Legislative Council staff** described the options for legislation, which were summarized in Memo No. 2, *Options for Legislation Regarding Volunteer Recruitment and Retention, and Collaborative Organizations*, dated October 6, 2016, and briefly described related current law and existing programs.

Based on committee discussion and general consensus, Chair Nass directed that the following topics would remain open for consideration and discussion by the committee:

- Increase the annual matching amount paid by the state for each length of service award.
- Reduce the age or years of service required for vesting in the length of service award program.

- Create a tax credit for employers who permit volunteer firefighters and EMS personnel to leave work to respond to an emergency call.
- Expand the types of training for which the emergency medical technician (EMT)-basic portion of funds from the DHS-administered funding assistance program may be used to include first responder level training and continuing education.
- Permit EMS services to use funding assistance program funds to pay for NREMT initial and recertification fees.
- Create a charitable tax credit for hours served by volunteer firefighters or EMS personnel and for course hours in training or continuing education.
- Create a charitable tax credit for costs associated with volunteer duties. Costs could include out-of-pocket unreimbursed gear and equipment purchases, out-of-pocket unreimbursed mileage to obtain training and continuing education, or unreimbursed books and supplies purchased for training or continuing education.
- Allow active volunteer firefighters or EMS personnel to obtain a specialty license plate at no charge.
- Specify that a fire department or EMS provider may not prohibit its employees from volunteering as a firefighter or EMT with a volunteer fire department or EMS provider.
- Authorize the creation of fire and EMS districts as special purpose districts under state law, which serve as distinct local units of government, as bodies corporate and politic, if adopted by resolution of any two or more municipalities.
- Modify the EMS service credentialing requirement to allow greater fluidity of EMS personnel between EMS providers. For example, allow single credentialing within Healthcare Coalition (HCC) regions or health service areas identified by the Area Health Education Centers (AHEC) program.
- Direct DHS to create a staffing management program to utilize an existing database of all credentialed EMS personnel in the state, which can be sorted in multiple ways, including by training level or geographic area.
- Authorize a higher level of staffing for a call response than an ambulance service's licensing level.
- Authorize a dynamic licensing level for an ambulance service provider to provide one level of service during weekday business hours and a different level of service on nights and weekends.

Based on committee discussion and general consensus, Chair Nass directed that the following topics would not remain open for consideration:

- Regarding employment flexibility, expand protected absences from work to include responding to a declared state of emergency.
- Require employers to allow an employee to have a planned unpaid absence to obtain training or continuing education as a volunteer firefighter or EMS personnel.
- Revise the formula used for the funding assistance program to be weighted in favor of distributing funds to volunteer EMS providers.
- Defer EMS training tuition payments for students who are sponsored by a volunteer EMS provider. Allow the sponsoring provider or municipality to make quarterly payments on behalf of the sponsored student in lieu of the student's direct tuition payments to a technical college.
- Expand the Health Professions Loan Assistance Program to provide EMS training loan assistance for EMS personnel who agree to practice in rural areas or with volunteer EMS providers.
- Authorize participating local employers to make contributions to the Wisconsin Retirement System on behalf of volunteer firefighters and EMTs.
- Present a "years of service" citation award from the state to volunteer, or all, firefighters and EMTs who have served a certain number of years.
- Create an annual EMS commemoration day or other recognition event for volunteer firefighters and EMS personnel.
- Direct DSPS and DHS to create initiatives to promote volunteering with fire departments and EMS providers.
- Direct DHS to create a listserv that would provide a resource group for fire chiefs and EMS directors regarding leadership, regional cooperation, and other management issues for EMS providers.
- Specify that volunteer firefighters and EMS personnel are eligible for BadgerCare Plus without having to meet the Medical Assistance program's financial eligibility requirements.
- Authorize EMT recruitment programs through local AHECs.
- Modify the requirement that an ambulance service provider operate within a primary service area to authorize cooperative responses by multiple providers.
- Allow EMS personnel to continue to accompany a patient when care has already begun, even if the individual is not credentialed with the service that sends the ambulance.
- Require mutual aid agreements to include cross-credentialing of all EMS personnel covered by an agreement.

- Authorize advanced EMTs or EMT-paramedics to be dispatched in non-transport vehicles (commonly referred to as “chase cars”) to work along with a first responder or ambulance at the location of the call.
- Authorize advanced EMTs or EMT-paramedics to be dispatched in non-transport vehicles to “intercept” and join a transporting vehicle.

At the November 15, 2016 meeting, the Study Committee discussed bill drafts and letter drafts and heard a presentation about LRB-0567/P1, relating to authorizing the creation of a fire service district.

**Legislative Council staff** briefly described LRB-0567/P1 and noted aspects of the draft that could be reviewed or revised. Chair Nass noted that any particular aspects could be amended during the legislative session, if the bill draft is introduced, and asked members to consider the concept presented in the bill draft.

**Kevin Bierce, Fire Chief of Pewaukee Fire Department**, spoke to the committee about LRB-0567/P1. He commented that if communities chose to enter into a district as authorized under the bill draft, the district could share the assets, spread the costs, and share the administrative work of providing fire protection and EMS in an independent jurisdiction of its own. In addition, he commented that residents would have a voice in district operations through the elected commissioners. Chief Bierce stated that the bill draft would be beneficial for the communities that join a district, but suggested that the draft could use some revisions, such as providing a monetary incentive to join, ensuring that districts maintain eligibility for the 2% fire dues program, and other aspects.

The committee then discussed the following bill drafts and letter drafts.

- LRB-0246/P1, relating to IV technician endorsement for emergency medical technicians. Legislative Council staff noted that under the draft the scope of practice for an IV technician would be determined by DHS and its EMS Board. Mr. Hillebrand commented that the bill draft would allow a lower level EMT to administer glucose or saline by IV or intraosseous infusion with fewer training hours needed than the training to become an advanced EMT, and stated that making it more attainable would be an advantage in recruiting volunteers.
- LRB-0247/P1, relating to licensure or certificate renewal for certain emergency medical services personnel. Legislative Council staff noted that under the draft, the continuing education requirements and the details for the delineation and administration of the four-year renewal period would be determined by DHS and its EMS Board. Chief Wright stated that a longer renewal period would help alleviate some of the renewal pressure, which causes some volunteers to leave. Committee members discussed whether to recommend that the current continuing education hours be stretched out over the four-year period or whether a minimum number of training hours should be completed annually. Based on comments about the need to review patient safety protocols, Chair Nass directed that the draft maintain that DHS and its EMS Board determine the continuing education requirements.

- LRB-0567/P1, relating to authorizing the creation of a fire service district, authorizing a fire service district to levy a property tax, and authorizing a fire service district to impose special charges and issue debt. Chair Nass noted that one point of the committee's charge is to consider whether organizations could help address the shortage of volunteers, and that the bill draft could offer another option to communities in addressing all of their local needs. Representative Kremer commented that it can be difficult for providers to give up their identity, but that the identities can be maintained while strategically providing services in a shared district. A number of members commented that districts could be effective in many areas of the state to eliminate the duplication of equipment, but others noted that if there are not enough volunteers or if populated areas are too distant, then staffing would continue to be a challenge. Mr. Seager noted that the draft allows a district to fund itself through fees rather than a property tax levy, and could therefore be more equitable to property owners in a district.
- LRB-0589/P1, relating to funding for first responder training and certification and making an appropriation. Legislative Council staff noted that this bill draft expands the permitted use of the training portion of the funding assistance program to include first responder training. Mr. Sechler suggested that providers would be better able to retain all staff if the training portion of the funding assistance program could be used for all levels of training. A compromise was suggested and generally agreed upon to maintain the bill draft's permitted use of the funding for first responder training, in order to assist in recruitment efforts, and to revise the draft to permit funding that is unused and escrowed in the year it is distributed to be used in subsequent years for all levels of training, in order to assist in retention efforts.
- LRB-0590/P1, relating to reinstatement of a lapsed emergency medical technician license or first responder certification. Representative Kolste noted that if both this bill draft and LRB-0247/P1 were to be enacted, an individual would have a four-year renewal cycle and an additional four years to reinstate a lapsed license if not renewed at the end of the four-year cycle. Some committee members commented that it would be preferable to have a longer renewal cycle while a person is more likely to receive some continuing education than a longer reinstatement period during which the person is neither practicing nor receiving training. Based on the committee's discussion, Chair Nass suggested that this draft not be moved forward for a final vote.
- LRB-0595/P1, relating to revising the length-of-service awards program in the Department of Administration for volunteer emergency response personnel. Committee members generally approved the bill draft and did not suggest any changes.
- LRB-0596/P1, relating to prohibiting local units of government from prohibiting their employees who are emergency responders from volunteering to serve in that same capacity in a different jurisdiction. Representative Kremer and some others noted that they had heard interest on this concept from providers, because it could allow individuals who are already trained to volunteer in their local communities. Other

members expressed concern that a career firefighter or EMT could become injured while volunteering and then would be unable to respond to calls with the employer. Mr. Seager also noted that there could be difficulty in determining which provider would be responsible if an individual contracts a disease that has a statutory presumption of being employment-connected. A few members commented that they see the benefits in their communities when a person who works as a firefighter or EMT in a neighboring community also volunteers their time with them.

- LRB-0683/P1, relating to creating a refundable individual income tax credit for emergency responders. Mr. Eich commented that some volunteers might prefer the more immediate benefit of an annual income tax credit than a later tax-deferred benefit from the length-of-service award program. Committee members generally approved the bill draft and did not suggest any changes.
- LRB-0685/P1, relating to creating an individual income tax credit for certain expenses incurred by an emergency responder. Committee members generally approved the bill draft and did not suggest any changes.
- Draft/1, letter to WTCS and the Wisconsin Technical College District Boards Association. Committee members generally approved the letter draft; however, Mr. Hillebrand noted that the committee had not addressed the difficulty many people have in passing the certification exam from the NREMT. Committee members acknowledged that the exam can be perceived as a burden by potential volunteers, but some members stated that the national certification is important in testing, and recognizing, the professionalism of EMS personnel in the medical field. The members unanimously recommended that the technical colleges review their course curriculums to ensure that they are teaching to the NREMT standards and that the colleges address any disparities between students' passing rates for their courses and the passing rates for the first attempt on the NREMT exam.
- Draft/1, letter to DHS. After a discussion on whether it would be preferable to recommend that a service be allowed to provide a higher or lower level of service than its licensed call response level, Chair Nass directed that the letter be revised to recommend that DHS allow a service to have flexibility in providing both a higher or lower level of call response than the service's license level if that flexibility is approved in its operational plan.

The Study Committee unanimously voted to move the following bill drafts and letter drafts forward for final consideration by the committee: bill drafts LRB-0246/P1; LRB-0247/P1; LRB-0567/P1; LRB-0589/P1 as modified in the comments above; LRB-0595/P1; LRB-0683/P1; and LRB-0685/P1; letter Draft/1 to WTCS and the Wisconsin Technical College District Boards Association as modified in the comments above; and letter Draft/1 to DHS as modified by the comments above.

The Study Committee also voted that bill draft LRB-0596/P1 be moved forward for final consideration by the committee. The motion carried by a vote of Ayes, 12 (Sens. Nass and Bewley;

Reps. Kremer and Kolste; and Public Members Eich, Hillebrand, Olson, Rickaby, Sechler, Small, Stoker, and Tousey); Noes, 3 (Public Members Michalek, Seager, and Wright).

The drafts were revised to reflect the modifications approved by the committee, and the final versions incorporating those revisions were considered by all committee members in a December 14, 2016 mail ballot.



# PART III

## RECOMMENDATIONS FOR INTRODUCTION BY THE JOINT LEGISLATIVE COUNCIL

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### **LRB-0246/1, RELATING TO INTRAVENOUS TECHNICIAN ENDORSEMENT FOR EMERGENCY MEDICAL TECHNICIANS**

#### **Background**

Current law creates several types of EMS credentials. DHS issues certificates at the first responder level, and EMT licenses at the following levels of progression: EMT-basic, EMT-intermediate technician (commonly referred to as “advanced EMT” or “AEMT”), EMT-intermediate, and EMT-paramedic. As the license level progresses, a licensee is generally authorized to use a broader set of skills and equipment, and to administer additional medications. [s. 256.15 (5), (6n) and (8), Stats.; and ss. DHS 110.06 and 110.12, Wis. Adm. Code.]<sup>1</sup>

DHS also issues critical care and tactical EMS endorsements for EMT-paramedics. As defined by administrative rule, an “endorsement” is a validation by DHS that a licensed EMT has received the training and education required to be a specialist within a license level. DHS determines the training required for the endorsement as well as the additional actions that an endorsement holder may perform. [ss. DHS 110.04 (31) and 110.06 (1) (f) and (g), Wis. Adm. Code.]

The Study Committee heard testimony that the time and cost associated with obtaining training for EMT licensure is a barrier to volunteer recruitment and retention. Committee members commented that the availability of endorsements can benefit EMS providers because they allow EMTs to perform a targeted set of additional skills without requiring those individuals to complete all of the training necessary to obtain a higher license level.

#### **Description**

This bill draft directs DHS to develop an IV technician endorsement for licensed EMTs, and to approve a training program for the endorsement. The training program may vary by EMT licensure level but must include training in the administration of IV and intraosseous (IO) infusions of medicated and nonmedicated fluids.

Under the bill draft, a licensed EMT who completes the training program is eligible for the endorsement if the individual's license has not been suspended or revoked, and no disciplinary proceedings are pending. An EMT who holds the endorsement may administer IV and IO infusions

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<sup>1</sup> DHS has identified the skills, equipment, and medications that are authorized for each EMS license level in its Wisconsin EMS Scope of Practice, available at: <https://www.dhs.wisconsin.gov/ems/licensing/scope.htm>.

of medicated and nonmedicated fluids that are approved by the ambulance service provider or medical director, and for which the individual is trained.

In addition, an endorsement holder may only perform skills, use equipment, and administer medications that DHS has specified in the scope of practice for the endorsement. [s. 256.15 (6n), Stats.; s. DHS 110.12, Wis. Adm. Code.] Because the IV technician endorsement is not authorized under current law, its scope of practice is not specified. The specific types of IV and IO infusions an individual holding the endorsement may perform will be in DHS's discretion.

Committee members commented that in practice, the endorsement would likely be most commonly utilized by a person at the EMT-basic level, as the more advanced levels of licensure may already include IV and IO administration in their scopes of practice.

## **LRB-0247/1, RELATING TO LICENSURE OR CERTIFICATE RENEWAL FOR CERTAIN EMERGENCY MEDICAL SERVICES PERSONNEL**

### **Background**

Under current law, a certified first responder or licensed EMT must renew the credential every two years. DHS has authority to promulgate rules specifying the continuing education, examination, and other administrative requirements for the renewal. Currently, under those rules, the continuing education requirements vary based upon the certification and licensure level, and, for some license levels, may be satisfied through examination by the NREMT. [s. 256.15 (6) (b) 2., Stats.; s. DHS 110.07, Wis. Adm. Code.]

The committee heard testimony that renewal requirements contribute to difficulties in retaining EMS volunteers. Some committee members commented that a longer renewal period could support volunteer retention, as the current renewal period requires a volunteer to choose every two years whether to maintain the license and continue volunteering in EMS.

### **Description**

This bill draft extends the credentialing renewal period for a certified first responder or licensed EMT or paramedic from two years to four years. The bill draft does not modify DHS's authority to promulgate rules governing the renewal process.

## **LRB-0567/1, RELATING TO AUTHORIZING THE CREATION OF A FIRE SERVICE DISTRICT, AUTHORIZING A FIRE SERVICE DISTRICT TO LEVY A PROPERTY TAX, AND AUTHORIZING A FIRE SERVICE DISTRICT TO IMPOSE SPECIAL CHARGES AND ISSUE DEBT**

### **Background**

Current law authorizes fire departments and EMS providers to cooperate in multiple ways. Local governments generally may establish joint fire departments, enter into cooperative service agreements, contract for the provision of EMS, or provide mutual aid within each other's

jurisdiction upon request.<sup>2</sup> Fire and EMS districts may currently be created through voluntary written agreements between providers and local governments, but current law does not authorize the creation of a fire or EMS district as a special purpose district that operates as a separate unit of government.<sup>3</sup>

The committee heard testimony that issues arising from volunteer shortages could be addressed through increased collaboration among providers to allow sharing of resources, such as equipment, vehicles, and staff. Committee members commented that the special purpose districts authorized by the bill draft would provide another option to departments that wish to collaborate. The committee heard testimony that a district could share assets, spread costs, and share the administrative work of providing fire protection and EMS in an independent jurisdiction of its own. In addition, residents would have a voice in district operations through the elected commissioners.

Committee members also discussed that these special purpose districts may not be as useful in areas where communities are geographically dispersed, but that they may provide a valuable option for collaboration in some areas of the state.

## **Description**

This bill draft authorizes two or more cities, villages, or towns to jointly create a fire service district as a special purpose district that operates as a separate unit of government. The district must provide fire protection, EMS, or both.

### *District Formation, Commissioners, and Employees*

Under the bill draft, a district is created through adoption of enabling resolutions and other agreements between its members. The district is governed by majority vote of a group of elected commissioners, and the district commission is required to establish a board of fire commissioners. The district has other powers and responsibilities, such as employing personnel, fixing and regulating compensation, issuing debt, entering into contracts, as well as other activities.

If employees of a joining municipality had been covered by a collective bargaining agreement, the district must employ the municipal employees who provided fire services, and must offer wages and benefits at least equal to those provided under the collective bargaining agreement, until the expiration of the agreement.

### *Revenue*

Also under the bill draft, a district may levy a tax on property in its district. The amount of the levy is based initially upon the amount of money appropriated in the prior year by each joining municipality for fire or EMS, and may only be increased each year by the district's valuation factor in the same manner as local levy limits apply to a town. In lieu of levying a local property tax, a

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<sup>2</sup> ss. 59.03 (2) (a) and (b), 59.53 (19), 66.0301 (2), 60.55 (1) (a) 2., 61.65 (2) (a) 2., 62.13 (2m), 66.03125, and 256.15 (1) (iw), Stats.; and s. DHS 110.34 (10), Wis. Adm. Code.

<sup>3</sup> For further information about fire service districts, see DSPS, [Wisconsin Fire Service Guidebook](#), 6th Ed., at pp. 8 and 9 (July 2014), available at: <http://dsps.wi.gov/sb/docs/sb-FirePrevChiefGuidebook04.pdf>.

district may impose a special charge for the services it provides, the total amount of which cannot exceed the amount of revenue collected from the property tax for the last year in which the tax was imposed.

A district also has the general authority to charge fees for its services to municipalities that are part of the district or that contract with the district. For capital improvements to property or facilities, a district may issue debt in the form of borrowing or municipal bonds.

#### *Veto Panel*

In addition, the bill draft requires a veto panel to be in place for the first 10 years after a district is created. The chief executive officer of each municipality that is part of the district is a member of the veto panel. Issues and actions that are subject to review by the veto panel must be agreed upon at the time of creating the district and must be listed in the agreement that is adopted by resolution or ordinance of each municipality joining the district.

#### *District Modifications and Dissolution*

The bill draft contains provisions that address district expansion and member withdrawal, which generally are accomplished if the joining or withdrawing municipality adopts a resolution and district members approve. Under the bill draft, a district dissolution may be dissolved by action of the commission. If the district is dissolved, provisions for payment of debt must be made, and property must be transferred to the sponsoring municipalities.

## **LRB-0589/1, RELATING TO FUNDING FOR FIRST RESPONDER AND EMERGENCY MEDICAL TECHNICIAN TRAINING AND CERTIFICATION AND MAKING AN APPROPRIATION**

### **Background**

Under current law, volunteer EMS personnel must pay tuition to receive EMS training. Some financial assistance for EMS training is available through the EMS funding assistance program, which is administered by DHS. These funds are available to ambulance service providers that are public agencies, volunteer fire departments, and nonprofit corporations, for qualifying expenses. Currently, a portion of the funds may only be used to pay for costs associated with EMT-basic level training or continuing education. DHS currently distributes this portion of the funds using a multi-level formula that considers call volume and whether the service has an EMT-basic on its service roster. [s. 256.12 (4) and (5), Stats.; DHS Numbered Memo 16-03, *SFY 2017 Emergency Medical Services (EMS) Funding Assistance Program* (Mar. 22, 2016).]

The committee heard testimony that the cost of obtaining EMS training can be a barrier to recruitment and retention of volunteer EMTs. Committee members also noted that, in comparison, volunteer firefighters are generally not required to pay tuition costs for training obtained through the technical colleges. Firefighter training is funded by the 2% fire dues program and other revenue sources. [s. 38.12 (9), Stats.]

## **Description**

This bill draft expands the permitted use of the portion of EMS funding assistance program funds that currently may only be used to pay for EMT-basic level training or continuing education. Under the bill draft, an ambulance service provider may use the portion of the funds, which is currently dedicated to EMT-basic training, to also pay costs associated with first responder level training or continuing education, including examination costs. The bill draft also specifies that an ambulance service provider may escrow unused funds in the year they are distributed.

In any subsequent year, the escrowed funds may be used to purchase the training required for licensure or renewal of a first responder certificate or any level of EMT license, and for those examination costs. The use of these escrowed funds is not limited to only first responder or EMT-basic training and continuing education costs.

## **LRB-0595/1, RELATING TO REVISING THE LENGTH-OF-SERVICE AWARDS PROGRAM IN THE DEPARTMENT OF ADMINISTRATION FOR VOLUNTEER EMERGENCY RESPONSE PERSONNEL**

### **Background**

The length of service awards program, administered by DOA, provides a financial benefit to recognize length of service by volunteer firefighters, first responders, and EMTs in participating municipalities. [s. 16.25 (2) and (3) (a) and (b), Stats.; s. Adm 95.04, Wis. Adm. Code.]

Under current law, participation in the service award program is voluntary. A municipality can choose to participate by resolution or ordinance. Each volunteer in a participating municipality receives an individual account that is funded annually. The service award is a tax-deferred benefit to the extent permitted by federal law, and the volunteer may only collect funds from the account after vesting requirements are met. Various rules apply to the program. Of particular relevance to this bill draft are the program's funding and vesting rules.

With regard to funding, each volunteer in a participating municipality receives an individual account, which is funded by contributions from the municipality and DOA. Federal law limits these contributions to a total of \$3,000 per year of service. The municipality chooses how much it contributes. Under current law, DOA is required to match the municipality's contribution up to a yearly maximum, which has a baseline of \$250 per volunteer, and has been adjusted annually based on the Consumer Price Index (CPI); in 2015, the match amount was \$343.77. The total amount appropriated for the program cannot exceed \$2.5 million per fiscal year. If the funds are not sufficient, the awards must be prorated. [ss. 16.25 (3) (b) and (d), and 20.505 (4) (er), Stats.; s. Adm 95.05, Wis. Adm. Code.]

With regard to vesting, current law requires a vesting period of 10 years before an individual may receive any benefits under the service award program. A volunteer who has served for 20 years and reaches age 60 is considered fully vested and receives the full amount contributed on his or her behalf. A volunteer who reaches age 60 and has served for more than 10 but less than 20 years is considered partially vested and, by administrative rule, is entitled to half

of his or her account plus 5% of the value for each additional year above 10 that was served. [s. 16.25 (3) (f) to (h), Stats.; s. Adm 95.07, Wis. Adm. Code.]

The committee heard testimony that the service award program is a useful tool in encouraging volunteer retention through recognition of volunteer services with a long-term financial benefit that is tax-deferred in the same manner as retirement benefits.

### **Description**

The bill draft modifies the funding and vesting rules applicable to the program, as follows. First, the bill draft modifies DOA's annual payment responsibility. It requires DOA to double rather than match all annual contributions paid by the municipality on behalf of a volunteer, up to \$500 rather than \$250 per fiscal year. The maximum DOA contribution amount is still adjusted annually for CPI. The bill draft does not modify the total amount that may be appropriated for the program.

Second, the bill draft modifies the requirements for full vesting in the program. Under the bill draft, a volunteer who has served for 15 years and reaches age 53 is considered fully vested and will receive the full amount contributed to the individual's account. The bill draft does not modify the partial vesting requirements.

## **LRB-0683/1, RELATING TO CREATING A REFUNDABLE INDIVIDUAL INCOME TAX CREDIT FOR EMERGENCY RESPONDERS AND MAKING AN APPROPRIATION**

### **Background**

The committee heard testimony that the state should create a tax incentive for volunteer firefighters and EMS personnel that recognizes the hours of dedication given by them, in order to increase volunteer recruitment and retention.

### **Description**

The bill draft creates a refundable individual income tax credit for volunteer firefighters, EMTs, and first responders. Under the bill draft, such volunteers may claim a credit of \$20 for each hour spent on active duty as a volunteer, in live training exercises, or in class completing coursework necessary to maintain licensure or certification. The maximum credit that a volunteer may claim each year is \$1,000. The credit may not be claimed by nonresidents or part-year residents of Wisconsin. Because the credit is refundable, if the amount of the credit for which the individual is eligible exceeds his or her tax liability, the difference will be refunded to the claimant.

If the bill draft takes effect on or before July 31, the credit first applies to taxable years beginning on January 1 of that same year in which the bill draft takes effect. If the bill draft takes effect after July 31, the credit first applies in the following year.

## **LRB-0685/1, RELATING TO CREATING AN INDIVIDUAL INCOME TAX CREDIT FOR CERTAIN EXPENSES INCURRED BY AN EMERGENCY RESPONDER AND MAKING AN APPROPRIATION**

### **Background**

The committee heard testimony that the state should create an additional tax incentive for volunteer firefighters and EMS personnel that recognizes the financial costs borne by volunteers, in order to support volunteer recruitment and retention.

### **Description**

This bill draft creates a refundable individual income tax credit for volunteer firefighters, EMTs, and first responders. This credit may be claimed for both of the following: (a) the amount of unreimbursed expenses incurred to purchase gear and equipment primarily for use while serving as a volunteer, and (b) the number of miles traveled in a personal vehicle to attend training related to the person's volunteer service, multiplied by a standard mileage reimbursement rate. The maximum credit that a volunteer may claim each year is \$400. The credit may not be claimed by nonresidents or part-year residents of Wisconsin. Because the credit is refundable, if the amount of the credit for which the individual is eligible exceeds his or her tax liability, the difference will be refunded to the claimant. The effective date is as described above for LRB-0683/1.

## **DRAFT/2, LETTER TO THE WISCONSIN TECHNICAL COLLEGE SYSTEM AND THE WISCONSIN TECHNICAL COLLEGE DISTRICT BOARDS ASSOCIATION, INC. [APPENDIX 2]**

### **Background**

EMS personnel must complete training in the approved curriculum for the licensure or certificate level. [s. 256.15 (6) and (8), Stats.; and s. DHS 110.06, Wis. Adm. Code.] Most EMS personnel obtain the required training through the technical colleges. The committee heard testimony about barriers to accessing firefighter and EMT training at the technical colleges, particularly in rural areas of Wisconsin, due to various factors such as distance to training centers and the limited number of course offerings in rural areas. The committee also heard testimony expressing dissatisfaction with passage rates on the NREMT exams, which are required for licensure. [s. DHS 110.06 (1) (d), Wis. Adm. Code.]

### **Description**

The draft letter recommends that the technical colleges: (a) maximize training offered online based on local demand and broadband availability; (b) maximize on-site training in rural areas; (c) improve coordination and communication with local departments about course offerings; and (d) address disparities between the number of students who successfully complete the required coursework and those who pass the NREMT exams, as well as disparities between NREMT exam passage rates at the different district colleges.

## **DRAFT/2, LETTER TO LINDA SEEMEYER, SECRETARY, DEPARTMENT OF HEALTH SERVICES [APPENDIX 3]**

### **Background**

Currently, DHS regulations specify EMS staffing requirements based on the level of service for which an ambulance service is licensed. Current Wisconsin statutes generally require that at least two EMTs, or one EMT and one training permit holder, be present whenever an ambulance transports a sick, disabled, or injured individual. Notwithstanding this requirement, DHS may promulgate rules establishing standards for staffing of ambulances providing services at the EMT-intermediate or EMT-paramedic levels. DHS regulations generally specify staffing requirements based upon the level of service for which an ambulance service is licensed under its operational plan. [ss. 256.08 (2) and 256.15 (2), (4) (a) and (c), (5) (a), and (6) (c), Stats.; s. DHS 110.50, Wis. Adm. Code.]

Under current DHS regulations, an ambulance service provider may only deviate from the staffing requirements specified for its license level if all 911 response ambulances are busy, it has an approved reserve ambulance vehicle, and one of the following applies: (a) the service provider obtains DHS approval and the reserve backup ambulance is stocked and equipped appropriately, or (b) in a two-paramedic system, if only one paramedic is available, the ambulance is operated at the next lower EMT level. [s. DHS 110.50 (1) and (3), Wis. Adm. Code.]

This means that generally an ambulance service provider cannot be flexible in providing a higher or lower level of call response even if such personnel are available. The committee heard that this inflexibility causes a drain on neighboring service providers, who provide the higher or lower level of call response when needed, and that the requirements pose difficulties in providing service, particularly for volunteer services in rural areas.

### **Description**

This draft letter recommends DHS modify its regulations to allow an ambulance service to respond to calls at a higher or lower level of care than the ambulance service's license level when sufficient staff is present to satisfy staffing requirements for the service level.

More specifically, the letter recommends DHS modify its regulations to allow an ambulance service to submit, as part of its operational plan, a request for authorization to respond to calls at a higher or lower level of care than its license level. DHS would review the operational plan to determine whether the plan is satisfactory, as it does under current law. If the plan is satisfactory, the ambulance service may deviate from staffing requirements as specified in its operational plan. The ambulance service must ensure that sufficient staff is present to satisfy staffing requirements for the higher or lower service level, when that level of service is provided.

## COMMITTEE AND JOINT LEGISLATIVE COUNCIL VOTES

The following drafts and draft letters were submitted by a December 14, 2016 mail ballot to the Study Committee on Volunteer Firefighter and Emergency Medical Technician Shortages.

### STUDY COMMITTEE VOTE

The Study Committee voted to recommend the following drafts to the Joint Legislative Council for introduction in the 2017-18 Session of the Legislature, and also voted to recommend the Joint Legislative Council send the following letters to the specified agencies on behalf of the committee. The vote on the drafts and draft letters was as follows:

- LRB-0246/1, relating to intravenous technician endorsement for emergency medical technicians, passed on a vote of Ayes, 10 (Sens. Nass and Bewley; Rep. Kremer; and Public Members Hillebrand, Michalek, Olson, Rickaby, Seager, Jr., Stoker, and Tousey); and Noes, 5 (Rep. Kolste; and Public Members Eich, Sechler, Small, and Wright).
- LRB-0247/1, relating to licensure or certificate renewal for certain emergency medical services personnel, passed on a vote of Ayes, 11 (Sens. Nass and Bewley; Rep. Kremer; and Public Members Hillebrand, Michalek, Olson, Rickaby, Seager, Jr., Stoker, Tousey, and Wright); and Noes, 4 (Rep. Kolste; and Public Members Eich, Sechler, and Small).
- LRB-0567/1, relating to authorizing the creation of a fire service district, authorizing a fire service district to levy a property tax, and authorizing a fire service district to impose special charges and issue debt, passed on a vote of Ayes, 10 (Sen. Nass; Reps. Kremer and Kolste; and Public Members Eich, Michalek, Seager, Jr., Sechler, Small, Stoker, and Wright); and Noes, 5 (Sen. Bewley; and Public Members Hillebrand, Olson, Rickaby, and Tousey).
- LRB-0589/1, relating to funding for first responder and emergency medical technician training and certification and making an appropriation, passed on a vote of Ayes, 15 (Sens. Nass and Bewley; Reps. Kremer and Kolste; and Public Members Eich, Hillebrand, Michalek, Olson, Rickaby, Seager, Jr., Sechler, Small, Stoker, Tousey, and Wright); and Noes, 0.
- LRB-0595/1, relating to revising the length-of-service awards program in the Department of Administration for volunteer emergency response personnel, passed on a vote of Ayes, 14 (Sens. Nass and Bewley; Reps. Kremer and Kolste; and Public Members Eich, Hillebrand, Michalek, Rickaby, Seager, Jr., Sechler, Small, Stoker, Tousey, and Wright); and Noes, 1 (Public Member Olson).
- LRB-0683/1, relating to creating a refundable individual income tax credit for emergency responders and making an appropriation, passed on a vote of Ayes, 15

(Sens. Nass and Bewley; Reps. Kremer and Kolste; and Public Members Eich, Hillebrand, Michalek, Olson, Rickaby, Seager, Jr., Sechler, Small, Stoker, Tousey, and Wright); and Noes, 0.

- LRB-0685/1, relating to creating an individual income tax credit for certain expenses incurred by an emergency responder and making an appropriation, passed on a vote of Ayes, 14 (Sens. Nass and Bewley; Reps. Kremer and Kolste; and Public Members Eich, Michalek, Olson, Rickaby, Seager, Jr., Sechler, Small, Stoker, Tousey, and Wright); and Noes, 1 (Public Member Hillebrand).
- Draft/2, Letter to the Wisconsin Technical College System and the Wisconsin Technical College District Boards Association, Inc., passed on a vote of Ayes, 15 (Sens. Nass and Bewley; Reps. Kremer and Kolste; and Public Members Eich, Hillebrand, Michalek, Olson, Rickaby, Seager, Jr., Sechler, Small, Stoker, Tousey, and Wright); and Noes, 0.
- Draft/2, Letter to Linda Seemeyer, Secretary, Department of Health Services, passed on a vote of Ayes, 15 (Sens. Nass and Bewley; Reps. Kremer and Kolste; and Public Members Eich, Hillebrand, Michalek, Olson, Rickaby, Seager, Jr., Sechler, Small, Stoker, Tousey, and Wright); and Noes, 0.

The Study Committee vote failed to recommend the following draft to the Joint Legislative Council for introduction in the 2017-18 Session of the Legislature. The vote on the draft was as follows:

- LRB-0596/1, relating to prohibiting local units of government from prohibiting their employees who are emergency responders from volunteering to serve in that same capacity in a different jurisdiction, failed on a vote of Ayes, 7 (Sen. Nass; Rep. Kremer; and Public Members Olson, Rickaby, Seager, Jr., Small, and Stoker); and Noes, 8 (Sen. Bewley; Rep. Kolste; and Public Members Eich, Hillebrand, Michalek, Sechler, Tousey, and Wright).

## DRAFT/2, LETTER TO THE WISCONSIN TECHNICAL COLLEGE SYSTEM AND THE WISCONSIN TECHNICAL COLLEGE DISTRICT BOARDS ASSOCIATION, INC.

State of Wisconsin  
JOINT LEGISLATIVE COUNCIL

Co-Chairs  
MARY LAZICH  
Senate President

JOAN BALLWEG  
Representative



LEGISLATIVE COUNCIL STAFF  
Terry C. Anderson  
Director

[Date][Draft/2]

Dr. Morna Foy, President  
Wisconsin Technical College System  
4622 University Avenue  
P.O. Box 7874  
Madison, WI 53707-7874

Wisconsin Technical College District Boards Association, Inc.  
22 N. Carroll Street, Suite 103  
Madison, WI 53703

Dear Dr. Foy and the Wisconsin Technical College District Boards Association:

The Joint Legislative Council's Study Committee on Volunteer Firefighter and Emergency Medical Technician (EMT) Shortages was created by the Joint Legislative Council and met five times between July and November of 2016.

The study committee reported that it heard testimony about barriers in accessing firefighter and EMT training, particularly in rural areas of Wisconsin. Based on that testimony, the study committee made the following recommendations:

- That the technical colleges maximize the amount of firefighter and emergency medical services (EMS) training offered online. In particular, the committee recommends that the district colleges continue to seek opportunities to expand online fire service and EMS training offerings based on local demand and broadband availability.
- That, in rural areas, the highest number of course hours that is practical be offered on site at local fire departments and EMS providers. In particular, the committee recommends that, working with local fire service and EMS providers, the district colleges identify fire departments and EMS providers willing to host fire and emergency services training for multiple departments and providers.
- That district colleges improve coordination and communications with local fire departments and EMS providers about course offerings. In particular, the committee recommends that, working with local fire departments and EMS providers, the district

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colleges identify the most effective methods of providing notice to departments, providers, and their members of scheduled training courses and online training opportunities.

- That the technical colleges address disparities between the number of students who successfully complete the required coursework and the number of students who pass the National Registry of Emergency Medical Technicians (NREMT) exams, as well as disparities between NREMT examination passage rates at the different district colleges. In particular, the committee recommends that the technical colleges review course curriculums to identify ways to improve NREMT passage rates and ensure that the coursework adequately prepares students in the standards that will be examined.

The study committee noted that it appreciates the Wisconsin Technical Colleges' commitment to providing training programs for firefighters and EMS personnel. The readiness of well-trained firefighters and EMS personnel is essential for the health and welfare of all Wisconsin residents.

For your information, a list of committee members is enclosed with this letter. The study committee's charge is as follows:

The Study Committee is directed to examine issues related to the shortage of volunteer firefighters and emergency medical technicians (EMTs) in the state, particularly in rural areas, and propose measures to address the shortage. Specifically, the Study Committee shall study all of the following: (a) the magnitude of volunteer shortages, the areas of the state most affected, and the potential impact of shortages on public health and safety and economic development; (b) whether current training and continuing education requirements contribute to the shortage; (c) relationships between full-time and volunteer emergency response departments and the impact that the shortage of volunteers has on nonvolunteer departments in neighboring communities; and (d) whether the creation of organizations, particularly in rural areas, may help address the shortage. The committee shall develop legislative options to meet the needs of full time and volunteer fire departments, including proposals designed to increase the recruitment and retention of volunteer firefighters throughout the state.

Thank you for your full consideration of these recommendations from the Study Committee on Volunteer Firefighter and Emergency Medical Technician Shortages.

Sincerely,

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Senator Mary Lazich, Co-Chair  
Joint Legislative Council

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Representative Joan Ballweg, Co-Chair  
Joint Legislative Council

ML:JB:jal  
Enclosure

DRAFT/2, LETTER TO LINDA SEEMEYER, SECRETARY,  
DEPARTMENT OF HEALTH SERVICES

State of Wisconsin  
JOINT LEGISLATIVE COUNCIL

Co-Chairs  
MARY LAZICH  
Senate President  
  
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Representative



LEGISLATIVE COUNCIL STAFF  
Terry C. Anderson  
Director  
Jessica Karls-Ruplinger  
Deputy Director

[Date] [Draft/2]

Ms. Linda Seemeyer  
Secretary, Department of Health Services  
1 West Wilson Street, Room 650  
P.O. Box 7850  
Madison, WI 53703

Dear Ms. Seemeyer:

As you may know, the Joint Legislative Council's Study Committee on Volunteer Firefighter and Emergency Medical Technician (EMT) Shortages met five times between July and November of 2016.

The study committee heard testimony describing the difficulties ambulance staffing requirements pose for some emergency medical service (EMS) providers, especially for volunteer services. The committee heard that issues arising from volunteer shortages could be alleviated by modifications to the Department of Health Services' (DHS) regulations identifying staffing requirements.

An ambulance service provider must satisfy staffing requirements based upon the level of service for which it is licensed under its operational plan. Wisconsin statutes generally require that at least two EMTs, or one EMT and one training permit holder, be present whenever an ambulance transports a sick, disabled, or injured individual. Notwithstanding this requirement, DHS may promulgate rules establishing standards for staffing of ambulances providing services at the EMT-intermediate or EMT-paramedic levels. [ss. 256.08 (2) and 256.15 (2), (4) (a) and (c), (5) (a), and (6) (c), Stats.; s. DHS 110.50, Wis. Adm. Code.]

An ambulance service provider may only deviate from the staffing requirements specified for its license level if all 911 response ambulances are busy, it has an approved reserve ambulance vehicle, and one of the following applies: (1) the service provider

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obtains DHS approval and the reserve backup ambulance is stocked and equipped appropriately, or (2) in a two-paramedic system, if only one paramedic is available, the ambulance is operated at the next lower EMT level. [s. DHS 110.50 (1) and (3), Wis. Adm. Code.]

This means that generally an ambulance service provider cannot be flexible in providing a higher or lower level of call response even if such personnel are available. For example, if an ambulance service provider has EMT-intermediate personnel available during weekday business hours, but has EMT-paramedic personnel available on nights and weekends, the provider must be licensed at the minimum level of service that it can consistently provide (EMT-intermediate), and is generally not authorized to provide EMT-paramedic level call responses at any time. Likewise, an ambulance service provider that is licensed at an EMT-paramedic level but is short-staffed on a weekday generally may not temporarily reduce its call response, even if EMT-intermediate staffing requirements are met. The committee heard that this inflexibility causes a drain on neighboring service providers, who provide the higher or lower level of call response when needed.

The committee recommends DHS modify its regulations to allow an ambulance service to respond to calls at a higher or lower level of care than the ambulance service's license level when sufficient staff is present to satisfy staffing requirements for the service level. Such a rule would be consistent with the statutes as currently written.

More specifically, the committee recommends DHS modify s. DHS 110.50, Wis. Adm. Code, to allow an ambulance service to deviate from staffing requirements under s. DHS 110.50 (1), Wis. Adm. Code, as follows. The ambulance service may submit, as part of its operational plan, a request for authorization to respond to calls at a higher or lower level of care than its license level. DHS would review the operational plan to determine whether the plan is satisfactory, as it does under current law. If the plan is satisfactory, the ambulance service may deviate from staffing requirements as specified in its operational plan. The ambulance service must ensure that sufficient staff is present to satisfy staffing requirements for the higher or lower service level, when that level of service is provided.

For the purpose of administering this licensure, DHS could also consider specifying any additional information that must be submitted with the license application under s. DHS 110.35 (2) and (3), Wis. Adm. Code.

The study committee considers this recommendation to be necessary for the public health, safety, and welfare of all Wisconsin residents and visitors, and to be necessary for the orderly delivery of EMS by volunteers in the system who are already often overburdened.

For your information, a list of committee members is enclosed with this letter. The study committee's charge is as follows:

The Study Committee is directed to examine issues related to the shortage of volunteer firefighters and emergency medical technicians (EMTs) in the state, particularly in rural areas, and propose measures to address the shortage. Specifically, the Study Committee shall study all of the following: (a) the magnitude of volunteer shortages, the areas of the state most affected, and the potential impact of shortages on public health and safety and economic development; (b) whether current training and continuing education requirements contribute to the shortage; (c) relationships between full-time and volunteer emergency response departments and the impact that the shortage of volunteers has on nonvolunteer departments in neighboring communities; and (d) whether the creation of organizations, particularly in rural areas, may help address the shortage. The committee shall develop legislative options to meet the needs of full time and volunteer fire departments, including proposals designed to increase the recruitment and retention of volunteer firefighters throughout the state.

The study committee notes that it appreciates DHS's commitment to providing quality assurance in the emergency medical services system, and DHS's assistance to the committee in examining issues related to the shortage of volunteer EMTs. Thank you for your full consideration of these recommendations from the Study Committee on Volunteer Firefighter and Emergency Medical Technician Shortages.

Sincerely,

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Senator Mary Lazich, Co-Chair  
Joint Legislative Council

ML:JB;jal

Enclosure

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Representative Joan Ballweg, Co-Chair  
Joint Legislative Council



JOINT LEGISLATIVE COUNCIL

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<b>Lena Taylor</b> JFC Ranking Minority Milwaukee	<b>Jim Steineke</b> Majority Leader Kaukauna
<b>Van Wanggaard</b> Racine	<b>Robin Vos</b> Speaker Rochester

This 22-member committee consists of the majority and minority party leadership of both houses of the Legislature, the co-chairs and ranking minority members of the Joint Committee on Finance, and 5 Senators and 5 Representatives appointed as are members of standing committees.

Terry C. Anderson, Director, Legislative Council Staff, 1 East Main Street, Suite 401, Madison, WI 53703-3382



## COMMITTEE LIST

### Legislative Council Study Committee on Volunteer Firefighter and Emergency Medical Technician Shortages

<p><b>Chair Stephen Nass</b>, Senator N8330 Jackson Road Whitewater, WI 53190</p>	<p><b>Vice Chair Jesse Kremer</b>, Representative 119 Hillcrest Road Kewaskum, WI 53040</p>
<p><b>Janet Bewley</b>, Senator 60995 Pike River Road Mason, WI 54856</p>	<p><b>John Eich</b>, Director Wisconsin Office of Rural Health, UW School of Medicine and Public Health 310 N. Midvale Blvd., Suite 301 Madison, WI 53705</p>
<p><b>J. Timothy Hillebrand</b>, Coordinator, EMS Dane County Emergency Management 2144 Hillebrand Dr. Cross Plains, WI 53528</p>	<p><b>Debra Kolste</b>, Representative 4105 Parkview Dr. Janesville, WI 53546</p>
<p><b>Gregory Michalek</b>, Fire Chief Watertown Fire Department 612 Hunter Oaks Blvd. Watertown, WI 53094</p>	<p><b>Jodie Olson</b>, City Administrator City of Berlin 108 N. Capron St., P.O. Box 272 Berlin, WI 54923</p>
<p><b>Jeff Rickaby</b>, Sheriff-CPA Florence County Sheriff's Office 501 Lake Ave., P.O. Box 678 Florence, WI 54121</p>	<p><b>David Seager, Jr.</b>, President Milwaukee Professional Fire Fighters Assn. 10929 West Meadowcreek Ct. Milwaukee, WI 53224</p>
<p><b>Dana Sechler</b>, Chief/EMS Director Baraboo District Ambulance Service 120 5th Street, P.O. Box 195 Baraboo, WI 53913</p>	<p><b>James Small</b>, Chief Palmyra Fire Department 126 N. 1st St. Palmyra, WI 53156</p>
<p><b>Jody Stoker</b>, EMS Division Chief Black River Falls Fire Department P.O. Box 455 Black River Falls, WI 54615</p>	<p><b>Jay Tousey</b>, President Village of Suring 604 East Main Street, P.O. Box 31 Suring, WI 54174</p>
<p><b>Gene Wright</b>, Fire Chief Town of Beloit Fire Department 2445 S. Afton Rd. Beloit, WI 53511</p>	

**STUDY ASSIGNMENT:** The Study Committee is directed to examine issues related to the shortage of volunteer firefighters and emergency medical technicians (EMTs) in the state, particularly in rural areas, and propose measures to address the shortage. Specifically, the Study Committee shall study all of the following: (a) the magnitude of volunteer shortages, the areas of the state most affected, and the potential impact of shortages on public health and safety and economic development; (b) whether current training and continuing education requirements contribute to the shortage; (c) relationships between full-time and volunteer emergency response departments and the impact that the shortage of volunteers has on nonvolunteer departments in neighboring communities; and (d) whether the creation of organizations, particularly in rural areas, may help address the shortage. The committee shall develop legislative options to meet the needs of full time and volunteer fire departments, including proposals designed to increase the recruitment and retention of volunteer firefighters throughout the state.

**15 MEMBERS:** 2 Representatives; 2 Senators; and 11 Public Members.

**LEGISLATIVE COUNCIL STAFF:** Margit Kelley, Senior Staff Attorney; Andrea Brauer, Staff Attorney; and Julie Learned, Support Staff



## COMMITTEE MATERIALS LIST

*[Copies of documents are available at [www.legis.wisconsin.gov/lc](http://www.legis.wisconsin.gov/lc)]*

### July 26, 2016 Meeting

- PowerPoint Presentation, Study Committee on Volunteer Firefighter and Emergency Medical Technician Shortages, by Margit Kelley and Andrea Brauer, Legislative Council (July 26, 2016).
- Presentation, Wisconsin Emergency Medical Service Report to Joint Legislative Council, by Thomas Engels, Bill Oemichen, and James Newlun, DHS.
- Letter from Senator Bewley (July 25, 2016).
- Letter from Representative Kremer (July 25, 2016).
- Staff Brief 2016-02, Volunteer Firefighter and Emergency Medical Technician Shortages (July 13, 2016).
- Minutes of the July 26, 2016 meeting.

### August 30, 2016 Meeting

- Document, submitted by Representative Kerkman, "Ky. bill to offer tax credit for volunteer firefighters filed" (July 23, 2016).
- PowerPoint Presentation from Jim Aanstad, Chief, Iola Fire Department and Ambulance Service.
- Presentation by Dr. Marvin Birnbaum, Professor Emeritus of Medicine and Physiology, UW School of Medicine and Physiology.
- Letter, submitted by Representative Tauchen, regarding firefighter recruitment and retention (July 15, 2016).
- Testimony from Dan Clark, Ambulance Director, Washburn Area Ambulance Service, Washburn.
- Presentation by Edward Conlin, Division Manager, Public Fire Protection Division, National Fire Protection Association, "NFPA Standards & Firefighter Training" (August 30, 2016).
- Testimony by Stacy Craig, EMT-Basic, Mason Ambulance Service.
- Report, submitted by Dan Williams, "Ambulance Providers: Costs and Medicare Margins Varied Widely; Transports of Beneficiaries Have Increased" (October 2012).
- Report, submitted by Dan Williams, "Emergency Medical Services Education Agenda for the Future: A Systems Approach," NHTSA Task Force (2000).
- Report, submitted by Dan Williams, "The Emergency Medical Services Workforce Agenda for the Future," by the National Highway Traffic Safety Administration (NHTSA) (May 2011).

- Report, submitted by Dan Williams, "Report to the Wisconsin Emergency Medical Services Board: Funding of Emergency Medical Services in Wisconsin," by the Wisconsin Systems Management Committee, Wisconsin EMS Board, Department of Health and Family Services (July 2, 2003).
- Article, submitted by Dan Williams, "Talking Points for the EMS Education Agenda for the Future – A Systems Approach," by the National Association of State EMS Officials (March 23, 2009).
- Handout, from Dan Williams, Door County Emergency Services, "EMS in Wisconsin Workforce Shortage" (August 29, 2016).
- PowerPoint from the Wisconsin Technical College System, "Wisconsin's Technical Colleges: Delivering Talent for Wisconsin Communities" (August 30, 2016).
- Minutes of the August 30, 2016 meeting.

### **September 20, 2016 Meeting**

- Testimony from Chief Timothy Bantes, Grand Chute Fire Department (September 20, 2016).
- Testimony from Michael Fraley, EMS Coordinator, Portage County EMS.
- Portage County Ambulance Service Provider Agreement With the City of Stevens Point and the Amherst Fire and Safety Commission for 2013-2015, submitted by Michael Fraley, EMS Coordinator, Portage County EMS.
- North Central Wisconsin Healthcare Coalition EMS Engagement Strategy, Report of Findings and Recommendations by SafeTech Solutions, submitted by Michael Fraley, EMS Coordinator, Portage County EMS.
- Testimony from Barry Kuenkel, Fire Chief, Cumberland Fire District, Barron County.
- Testimony by Nathaniel J. Melby, Fire Chief, Town of Campbell Fire Department (September 20, 2016).
- Memo No. 1, "Options for Legislation Regarding Training Requirements" (September 9, 2016).
- Brochure, "Town of Spider Lake Volunteer Fire Department," submitted by Kathy Overman, Treasurer, Town of Spider Lake, Sawyer County.
- Testimony from Larry Ullmer, Director of Operations for County Rescue Services, Brown County.
- "WTA Fire/EMS Roundtable Session," submitted by the Wisconsin Towns Association.
- Minutes of the September 20, 2016 meeting.

### **October 18, 2016 Meeting**

- LRB-0235/P1, relating to minimum enrollment requirements for certain courses offered at technical colleges.
- LRB-0236/P1, relating to registration priority for certain courses offered at technical colleges.
- LRB-0245/P1, relating to community emergency medical technician and community paramedic endorsements.

- LRB-0246/P1, relating to intravenous technician endorsement for emergency medical technicians.
- LRB-0247/P1, relating to licensure or certificate renewal for certain emergency medical services personnel.
- LRB-0248/P1, relating to allowance of skills redevelopment instructional programs for reinstatement of a license or certificate for certain individuals who previously held a license or certificate as emergency medical services personnel and requiring the exercise of rule-making authority.
- PowerPoint Presentation by Severo Rodriguez, Executive Director and CEO, National Registry of Emergency Medical Technicians.
- Testimony by David Finger, Chief of Legislative and Regulatory Affairs, National Volunteer Fire Council (October 18, 2016).
- "High School-Based Emergency Medical Technician-Basic Educational Program Guide," DHS (December 2013).
- Wisconsin Emergency Medical Services Report to Joint Legislative Council by Jon Hoelter, Legislative Advisor, Department of Human Services, Bill Oemichen, Director, Office of Preparedness and Emergency Health Care, and James Newlun, Director, Emergency Medical Services (October 18, 2016).
- Letter to Representative Kathleen Bernier, from Robert Ebben, Thorp Fire Chief, Thorp Area Fire and Ambulance District (August 12, 2016).
- Correspondence from Dave Finger, Chief of Legislative and Regulatory Affairs (October 29, 2016).
- PowerPoint Presentation by Dave Finger, National Volunteer Fire Council, "Volunteer Emergency Services Recruitment and Retention."
- Report from Dave Finger, National Volunteer Fire Council (March 2015).
- Draft/1, Letter to the Wisconsin Technical College System and the Wisconsin Technical College District Boards Association, Inc.
- Handout, from the Department of Health Services, Survey Results (Oct. 18, 2016).
- Memo No. 2, "Options for Legislation Regarding Volunteer Recruitment and Retention, and Collaborative Organizations" (October 6, 2016).
- Article, submitted by Greg Michalek, "Evidence-based hiring practices for fire, EMS departments."
- Article, submitted by Greg Michalek, "Ind. township fire departments 'need people,' officials tell tax council."
- Handout from James Newlun, EMS Director, Department of Health Services.
- Handout, Descriptive Tables (EMT), from Severo Rodriguez, Executive Director and CEO, National Registry of Emergency Medical Technicians.
- Handout, Descriptive Tables (Paramedic), from Severo Rodriguez, Executive Director and CEO, National Registry of Emergency Medical Technicians.
- "Baraboo District Ambulance Service Bylaws (Revised Through 1/29/14)," submitted by Dana Sechler, Chief, Baraboo District Ambulance Service.

- Handout, "EMS Leadership and Management," submitted by Waukesha County Technical College.
- Minutes of the October 18, 2016 meeting.

### **November 15, 2016 Meeting**

- LRB-0246/P1, relating to intravenous technician endorsement for emergency medical technicians.
- LRB-0247/P1, relating to licensure or certificate renewal for certain emergency medical services personnel.
- LRB-0567/P1, relating to authorizing the creation of a fire service district, authorizing a fire service district to levy a property tax, and authorizing a fire service district to impose special charges and issue debt.
- LRB-0589/P1, relating to funding for first responder training and certification and making an appropriation.
- LRB-0590/P1, relating to reinstatement of a lapsed emergency medical technician license or first responder certification.
- LRB-0595/P1, relating to revising the length-of-service awards program in the Department of Administration for volunteer emergency response personnel.
- LRB-0596/P1, relating to prohibiting local units of government from prohibiting their employees who are emergency responders from volunteering to serve in that same capacity in a different jurisdiction.
- LRB-0683/P1, relating to creating a refundable individual income tax credit for emergency responders.
- LRB-0685/P1, relating to creating an individual income tax credit for certain expenses incurred by an emergency responder.
- Draft/1, Letter to the Wisconsin Technical College System and the Wisconsin Technical College District Boards Association, Inc.
- Memorandum to Senator Stephen Nass from Rick Olin, Fiscal Analyst, Legislative Fiscal Bureau, "Tax Credit Proposals for Volunteer Firefighters and Emergency Medical Services Personnel" (October 27, 2016).
- Legislative Fiscal Bureau memorandum to Senator Stephen Nass, from Rick Olin, Emma Schumann, and Kendra Bonderud, "Property Tax and State Aid Implications Related to the Creation of Fire Service Districts Under LRB-0567/P1" (November 8, 2016).
- Article, "Wis. fire dept. seeks to enhance EMS services", submitted by Chief Gregory Michalek (November 6, 2016).
- Article, "Fire service leaders talk President Trump", submitted by Chief Gregory Michalek (November 14, 2016).
- Article, "Containing Fire Costs", submitted by Chief Gregory Michalek (November 2014).
- Draft/1, Letter to Linda Seemeyer, Secretary, Department of Health Services.
- Minutes of the November 15, 2016 meeting.

## December 14, 2016 Mail Ballot

- LRB-0246/1, relating to intravenous technician endorsement for emergency medical technicians.
- LRB-0247/1, relating to licensure or certificate renewal for certain emergency medical services personnel.
- LRB-0567/1, relating to authorizing the creation of a fire service district, authorizing a fire service district to levy a property tax, and authorizing a fire service district to impose special charges and issue debt.
- LRB-0589/1, relating to funding for first responder and emergency medical technician training and certification and making an appropriation.
- LRB-0595/1, relating to revising the length-of-service awards program in the Department of Administration for volunteer emergency response personnel.
- LRB-0596/1, relating to prohibiting local units of government from prohibiting their employees who are emergency responders from volunteering to serve in that same capacity in a different jurisdiction.
- LRB-0683/1, relating to creating a refundable individual income tax credit for emergency responders and making an appropriation.
- LRB-0685/1, relating to creating an individual income tax credit for certain expenses incurred by an emergency responder and making an appropriation.
- Letter, from William L. Oemichen, Director, Office of Preparedness and Emergency Healthcare, Division of Public Health, Department of Health Services (December 14, 2016).
- Draft/2, Letter to the Wisconsin Technical College System and the Wisconsin Technical College District Boards Association, Inc.
- Mail Ballot of the Study Committee on Volunteer Firefighter and Emergency Medical Technician Shortages (December 14, 2016).
- Memo No. 3, "LRB-0246/1, Relating to Intravenous Technician Endorsement for Emergency Medical Technicians" (December 13, 2016).
- Draft/2, Letter to Linda Seemeyer, Secretary, Department of Health Services.
- Results of the December 14, 2016 Mail Ballot.