

**BEFORE THE STATE FIRE PREVENTION COMMISSION
OF THE STATE OF DELAWARE**

IN RE: TED SNYDER

EMT I.D. NO. 14608

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Case No.: 2364

CONSENT AGREEMENT

A written Complaint has been filed with the Delaware State Fire Prevention Commission ("Commission") alleging that Ted Snyder ("Respondent"), an emergency medical technician ("EMT") in the State of Delaware, has engaged in conduct which constitutes grounds for discipline under 16 *Del. C. Ch. 67* and the Delaware State Fire Prevention Regulations.

Respondent and the State enter into this Consent Agreement and submit it to the Commission for review and approval as a means of resolving the pending administrative prosecution against Respondent pursuant to 16 *Del. C. Ch. 67* and 29 *Del. C. Ch. 101*.

IT IS UNDERSTOOD AND AGREED THAT:

1. Ted Snyder ("Respondent") is a resident of Milford, Delaware and is certified as an emergency medical technician ("EMT") in Delaware pursuant to the provisions of 16 *Del. C. Ch. 67*.
2. Respondent's EMT certification, I.D. Number 14608 was originally issued on June 6, 2023, and expires on March 31, 2024. His certification is temporarily suspended as a result of a Motion for Temporary Suspension which was granted on November 21, 2023. Respondent holds a Maryland EMT certification and a Virginia EMT certification. Respondent obtained his Delaware EMT certification through reciprocity.
3. At all times relevant, Respondent was working with AEC Medical Transport

and Rapid Response (“AEC”) as an EMT.

4. Respondent was hired by AEC on June 1, 2023 and was placed on administrative leave on September 11, 2023.

5. Between June 14, 2023 and September 10, 2023, Respondent transported forty-eight (48) patients from an originating medical facility to a destination medical facility.

6. Between June 14, 2023 and June 16, 2023, Respondent completed five (5) Patient Care Reports (“PCR”) in the AngelTrack¹ system.

7. On September 11, 2023, Respondent completed PCRs in the Delaware Emergency Medical Reporting System (“DEMRS”) for one transport which occurred on June 22, 2023 and one transport which occurred on June 29, 2023.

8. During an interview with Respondent on September 29, 2023, Respondent admitted:

a. He had not completed the PCRs within four (4) hours of the call or by the end of his shift.

b. He would be unable to complete parts of the PCRs such as vital signs.

9. During the interview, Respondent said that he would complete the PCRs once AEC decided they would pay him for completing the reports.

10. Respondent was given until the following Monday, October 2, 2023, to complete the PCRs. Respondent failed to complete any of the PCRS by October 2, 2023.

11. As of November 16, 2023, Respondent has failed to complete PCRs for the remaining forty-one (41) patients that he transported.

12. *Delaware Basic Life Support Protocols, Guidelines and Standing Orders for*

¹ AngelTrack was the software program used by AEC to complete PCRs until it was mandatory for all PCRs to be completed in Delaware Emergency Medical Reporting System (“DEMRS”).

Prehospital and Interfacility Patients ("BLS Protocols") provides as follows:

- a. An essential part of prehospital medical care is the completion of a Patient Care Report (PCR). The PCR provides written documentation of patient condition and treatment for medical and legal purposes. EMS personnel shall be responsible for providing clear, concise, complete and accurate documentation.
- b. EMS providers must complete, without exception, a State of Delaware PCR on each patient contact, and shall document all relevant findings, and treatments.
 - In the absence of extraordinary circumstances, a PCR should be submitted to the receiving facility within four (4) hours of patient disposition.
 - EMS providers must complete and submit a PCR to the receiving facility prior to going off duty.
 - EMS calls should only be entered into the PCR system as a "service call" or "public assist" if the person does not meet the definition of a patient after an assessment. A patient is an individual who is sick, injured, wounded or otherwise incapacitated or helpless and seeks immediate medical attention for whom EMS has been activated. A person that denies the need for medical treatment and/or transport, but any reasonable EMS provider can see that a person(s) has an obvious injury or illness, should be considered a patient and treated as such.

- If the reasonable EMS provider on scene determines that a person (s) is a patient, the person (s) should be treated as a patient and a patient refusal is needed.
 - A PCR entry is not needed for any Good Samaritan occurrences. Providers are encouraged to leave their information with the transporting agency.
- c. A completed PCR is also necessary to identify EMS providers in the event of a potential infectious disease exposure.

13. Respondent violated Regulation 14.4.1.3 of the Delaware State Fire Prevention Regulations in that he has demonstrated gross negligence, a pattern of negligence, or has proved otherwise grossly incompetent.

14. Respondent violated Regulation 14.4.1.4 of the Delaware State Fire Prevention Regulations in that he violated Protocols.

15. Respondent violated Regulation 14.4.1.5 of the Delaware State Fire Prevention Regulations in that he has violated any provision of these regulations.

16. Respondent has violated Part 710, Section 14.4.1.9 of the Delaware State Fire Prevention Regulations in that he has engaged in “unprofessional conduct”.

17. Respondent violated Regulation 14.4.2.3 of the Delaware State Fire Prevention Regulations because Respondent’s above-described conduct was “dishonorable, unethical, or other conduct likely to deceive, defraud, or harm the public.”

18. Respondent violated Regulation 14.4.2.16 of the Delaware State Fire Prevention Regulations in that he failed to cooperate in a Commission investigation.

19. Respondent hereby admits that the allegations set forth in paragraphs one (1)

through eighteen (18) above are true and correct.

20. Respondent and the State agree that the appropriate disciplinary sanctions shall be as follows:

- a. Respondent's Delaware EMT certification shall be suspended for a period of three (3) months from the date the Motion for Temporary Suspension was granted, November 21, 2023;
- b. After the completion of the three-month suspension, Respondent's Delaware EMT certification shall be placed on probation for one year.
- c. Within the first 30 days of the period of probation, Respondent shall take a remedial protocols course and a remedial documentation course through the Delaware State Fire School and provide proof of such remediation to the Fire Commission Investigators within 5 days of the completion of the courses; and
- d. During the term of probation, any complaint regarding failure to submit completed Patient Care Reports pursuant to BLS Protocols or violation of protocols may result in further discipline, including suspension or revocation of Respondent's Delaware EMT certification, without further hearing.

21. The parties to this Consent Agreement are the State of Delaware and Respondent.

22. The parties agree and acknowledge that nothing contained in this Consent Agreement shall affect any rights or interests of any person not a party to this Consent Agreement.

23. Respondent acknowledges that he is waiving his rights under the State Fire Prevention Regulations and 29 *Del. C.* Ch. 101 to a hearing before the Commission prior to the imposition of disciplinary sanctions.

24. Respondent acknowledges that he has carefully read and understands this Consent Agreement, and is entering into this Consent Agreement freely, knowingly, voluntarily, and after having received or having been afforded the opportunity to receive the advice of counsel.

25. Respondent acknowledges that this Consent Agreement is a public record within the meaning of 29 *Del. C.* § 10002 and will be available for public inspection and copying as provided for by 29 *Del. C.* § 10003.

26. The parties acknowledge and agree that this Consent Agreement is subject to approval by the Commission.

27. The parties acknowledge and agree that if the Commission does not accept this Consent Agreement, it shall have no force or effect, except as follows:

- a. Neither Respondent, nor anyone on his behalf, will in any way or in any forum challenge the ability of the Commission or any of its members to conduct an evidentiary hearing relating to the allegations in the subject Complaint;
- b. The Consent Agreement, or conduct or statements made in negotiating the Consent Agreement, will be inadmissible at any administrative, civil or criminal legal proceeding; and
- c. No provision contained in the Consent Agreement shall constitute or have the effect of an admission by the Respondent as to any fact alleged

in the Complaint in this matter or in this Consent Agreement.


28. If the Commission accepts the Consent Agreement and enters it as an Order, the Consent Agreement shall be admissible as evidence at any future proceedings before the Commission.

29. The parties acknowledge and agree that this Consent Agreement, along with any exhibits, addendums, or amendments hereto, encompasses the entire agreement of the parties and supersedes all previous understandings and agreements between the parties, whether oral or written. There are no other terms, obligations, covenants, representations, statements or conditions, or otherwise, of any kind whatsoever concerning this agreement.

30. This Consent Agreement shall be effective upon acceptance by the Commission and entry of the Commission's Order.



Ted Snyder
Respondent



Renee Hrivnak
Deputy Attorney General
Delaware Department of Justice

Dated: 01/12/2024

Dated: 1/12/2024

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ORDER

WHEREAS, the Delaware State Fire Prevention Commission has reviewed this matter and hereby approves the Consent Agreement of the parties, and enters it now as an Order of the Delaware State Fire Prevention Commission;

IT IS SO ORDERED this 23rd day of January, 2024.

Ronald H. Marvel
Ronald H. Marvel, Chairman

William Kelly
William Kelly, Vice Chairman

Lynn Truitt
Lynn Truitt

Jeff Eisenbrey
Jeff Eisenbrey

Richard T. Perillo
Richard T. Perillo

Joseph J. Leonetti, Sr.
Joseph J. Leonetti, Sr.

Ken Ryder
Ken Ryder