

**Interstate Commission for EMS Personnel Practice
Official Meeting Minutes
Q1 2026 Full Commission Meeting****Date:** February 11, 2026**Time:** 3:00 PM Eastern**Location:** Virtual Attendance Only (Microsoft Teams)**I. Call to Order & Welcome****Chairperson:** Commissioner Kraig Kinney (IN)

The Q1 2026 Full Commission Meeting of the Interstate Commission for EMS Personnel Practice was called to order on February 11, 2026, at 3:00 p.m. Eastern Time via Microsoft Teams. Chairperson Kinney presided over the meeting, welcomed all attendees, and reviewed the participation guidelines and meeting protocols for Commissioners and public attendees.

Roll Call - Secretary: Commissioner Mark Herrera (UT)

Secretary Herrera conducted the roll call (as noted). Vice Chairperson Wayne Denny (ID) was excused due to illness. Commissioner Weller (WV) and Commissioner Ward (TN) joined after the initial roll call and were noted as present by Executive Director Woodyard. With 3 absent members, Chairman Kinney declared a quorum present.

Present (22): Arkansas (Kresse), Colorado (Bateman), Georgia (Johnson), Indiana (Kinney), Iowa (Vande Lune), Kansas (House), Louisiana (Bailey), Mississippi (Windham), Missouri (Vance), Nebraska (Wilson), Nevada (Sullivan), North Dakota (Price), Oklahoma (Robinson), Pennsylvania (Martin), South Carolina (Jones), South Dakota (Hansen), Tennessee (Ward), Texas (Schmider), Utah (Herrera), Virginia (Beermann-Foat), West Virginia (Weller), Wyoming (Neugebauer)

Absent (2): Alabama (Gray), Delaware (Huss)

Excused (1): Idaho (Denny)

Introduction of New Commissioners - Chairman Kinney (IN)

Introduced and welcomed Commissioner Sam Vance of Missouri. Commissioner Vance noted he previously served in this role from 2019 to 2021 and expressed his enthusiasm for returning to serve the Commission.

Introduced and welcomed Commissioner Susan Neugebauer of Wyoming. Commissioner Neugebauer shared her background as a paramedic with nearly 15 years at Denver Health and her current role as EMS program supervisor, having promoted into the Commissioner role following the departure of former Commissioner Koehler.

Adoption of Business Agenda - Chairman Kinney (IN)

Commissioner Michael Bateman (CO) motioned to adopt the business agenda. Commissioner Jonathan Jones (SC) seconded. The business agenda was adopted without opposition.

Executive Director Woodyard noted that Commissioner Weller (WV) and Commissioner Ward (TN) had joined and should be recorded as present.

II. Public Comments Regarding Matters Not on the Agenda**Chairperson:** Commissioner Kinney (IN)

Chairman Kinney noted public comments were deferred to after the reports section. No public comments were received when the floor was opened.

III. Reports**Chairperson's Report:** Commissioner Kinney (IN)

Chairman Kinney outlined the Commission's priorities for 2026, including streamlining operations, continued growth through state outreach and legislative engagement, and ensuring Commissioner relevance and engagement. He noted the Commission currently has 25 member states with several additional states actively pursuing legislation. He publicly commended Executive Director Woodyard for his dedication in advancing the mission of the Compact, including fiscal responsibility during travel. He noted the Executive Committee recognized the Executive Director with a performance bonus at year-end. Chairman Kinney highlighted the successful adoption of administrative rules in 2025 and the strong work of all committees.

Treasurer's Report: Commissioner Brad Vande Lune (IA)

Treasurer Vande Lune reported the Q4 2025 financial standing: previous balance of \$97,913.90, debits of \$50,751.18, credits of \$47,500.00, with a closing balance of \$94,662.72 as of January 2, 2026. No questions were raised. Report accepted as provided.

Executive Director's Report: Executive Director Donnie Woodyard

Executive Director Woodyard provided a comprehensive report. Highlights included:

- Federal Recognition: The Rural Health Transformation Grant (\$50 billion over five years) specifically names the EMS Compact in the application scoring criteria. States that are members of the EMS Compact receive baseline points; states that are not members lose points, directly impacting funding amounts. Individual state grants range from approximately \$166 million to \$250 million per state for Year 1.
- Department of Defense Integration: The Department of War and Department of the Air Force have specifically included the EMS Compact on Military Base Assessment scorecards. Military bases in compact member states receive preferential points in base rankings, representing a significant shift from the Compact being a priority to a federal mandate for health, safety, and welfare.

State Legislative Update:

- Florida: EMS Compact bill passed the House as part of an omnibus bill, headed to the Senate.
- Ohio: Governor committed to the EMS Compact as part of Rural Health Transformation Funding, targeting enactment by next year.
- Massachusetts: Bill currently in study; anticipated motion next year.
- New Jersey: EMS Compact bill filed.
- New Mexico: Bill passed out of the House, headed to the Senate.
- Arizona: EMS Compact bill anticipated to be reheard in committee the following week.
- Montana: Pre-filing stage with an identified sponsor; bill number anticipated soon.
- Oregon: Governor's office committed to joining the Compact; anticipated next legislative session.
- Alaska: Governor committed to joining; sponsor identified with bill number anticipated imminently.
- Department of Defense state liaison officers have been testifying in support of the EMS Compact in multiple states.

Rural Health Transformation Grant Analysis:

Executive Director Woodyard reported that his office analyzed all 50 state grant applications. Approximately 10 of 50 states did not explicitly reference EMS in their submissions, which he characterized as extremely troubling. He is developing a policy and intergovernmental recommendation to ensure a minimum allocation of Rural Health Transformation Grant funding is designated to EMS nationally. He specifically commended Wyoming, whose application allocated approximately 48% of total submitted funding (approximately \$100 million in Year 1) directly to EMS, compared to some states with zero EMS allocation. Commissioner Schmider (TX) noted that in some states, the EMS office advocated for inclusion but external agencies controlled grant priorities. Chairman Kinney indicated he would likely designate a committee to conduct a deeper review of the proposal and invited Commissioner interest.

Additional Items:

- Continued work with federal partners on upgrades to the National EMS Coordinated Database (NEMSCD); project remains active.
- Added a Medical Director Q&A resource to the EMS Compact website to address commonly received questions from medical directors.
- Upcoming webinar sponsored by CoAEMSP targeting educational institutions and program directors on the EMS Compact.
- Noted that EMS Compact educational session proposals have been declined by EMS World Expo for the 10th consecutive year, despite the Compact covering over 450,000 EMS clinicians. Continuing to seek alternative mechanisms for education delivery.

Committee Reports**Stakeholder Advisory Committee - Executive Director Woodyard**

Executive Director Woodyard reported the committee has a meeting scheduled for the following week but noted a vacancy in the committee chair position following Commissioner Koehler's departure from Wyoming. Chairman Kinney invited interested Commissioners to reach out to serve as the new chair. Chairman Kinney noted he would sit in on the next meeting and committed to ensuring continuity of the committee's work.

Criminal History and Fitness to Practice Evaluation Committee - Commissioner Jonathan Jones (SC)

Commissioner Jones deferred the detailed report to the new business agenda item on Position Paper 2601. He noted the committee's draft document and proposed amendments would be reviewed during new business.

Rules & Bylaws Committee - Commissioner Joe Schmider (TX)

Commissioner Schmider reported the committee has not met since the end of 2025. Meetings will resume in March. He invited interested Commissioners to join the committee.

Compliance Committee - Commissioner Joe House (KS), Chair (Designee)

Chairman Kinney announced the formation of a new Compliance Committee, designated during a prior Executive Committee meeting, to be chaired by Commissioner House. The committee will assist the Executive Director with compliance matters related to newly adopted rules and state engagement. Commissioners interested in serving were asked to notify the Chair or Executive Director.

Database Administrator Report: Ray Mollers (NREMT)

Mr. Mollers reported on the status of state reporting to the National EMS Coordinated Database:

- Tennessee: Encountered difficulties since September; last correspondence January 21st, working through issues.
- Oklahoma: Working with ImageTrend as a statewide vendor; Commissioner Robinson reported anticipating a contract by the April meeting with an 8-9 month integration timeline including historical data migration.
- Pennsylvania: Commissioner Martin reported via chat that Pennsylvania anticipates having their vendor agreement signed within the next month.
- Delaware: Encountered an ALS issue as of November 20th; can send individual records but not batch submissions.
- Indiana: Very close to going live; added four more paramedics to QA environment today with credentials to begin loading records imminently.
- Nebraska: Experienced personnel changes; Commissioner Wilson confirmed testing expected to resume soon.

Commissioner Schmider (TX) requested that future database reports include the date of last communication with each non-reporting state to provide the Commission with better visibility into progress. Mr. Mollers agreed and also requested Commission assistance in following up with non-compliant states. Chairman Kinney indicated the new Compliance Committee would coordinate with Mr. Mollers on these matters.

IV. Old Business

Action: Approval of Q4 2025 Meeting Minutes - Commissioner Herrera (UT)

Commissioner Margaret Hansen (SD) moved to approve the Q4 2025 meeting minutes from November 5, 2025. Secretary Mark Herrera (UT) seconded the motion.

Vote: The minutes were approved without opposition or abstention.

V. New Business

Action: Position Paper 2601 - Criminal Convictions and Licensure of EMS Personnel

Executive Director Woodyard provided extensive background on the position paper, noting it is an advisory document representing the collective position of the EMS Compact member states, not an administrative rule or binding regulation. The paper addresses how state EMS offices should evaluate criminal history when making licensure determinations, an issue the industry has not fully standardized in over 50 years. He referenced the Hawker v. New York Supreme Court precedent establishing the legal authority for state licensing bodies to make morality-based determinations.

The four-tier framework provides guidance as follows:

- Tier 1 - Permanent Disqualifiers: Most serious offenses (life imprisonment, death sentences, capital crimes). Recommendation: automatic denial with no rehabilitation review.
- Tier 2 - Serious Felonies and Misdemeanors: Very serious offenses with significant sentences. Recommendation: 7-year look-back period from completion of sentence and debt to society; states may consider licensure with extreme caution under their local laws.
- Tier 3 - Discretionary Review: Moderate offenses requiring case-by-case evaluation. May result in denial, limitation, or approval depending on circumstances and state law.
- Tier 4 - Generally Non-Considered: Minor offenses including dismissed charges, expunged records, juvenile records, traffic infractions, and convictions for conduct no longer criminalized. Generally not a barrier, with exceptions for Tier 1-level juvenile offenses.

Amendments Incorporated:

Based on feedback from NASEMSO and the State of Nevada, the following amendments were incorporated:

- Removed specific state names under recommended best practices to avoid potential inaccuracies in categorizing individual state positions.
- Added pre-trial intervention program guidance, recognizing that individuals entering such programs would be evaluated on public risk, with compact privilege designated as provisional when the underlying conduct does not preclude EMS practice.
- Clarified that state versus Member State references reflect the advisory nature of the paper for all states, compact and non-compact alike.
- Added pattern assessment criteria, recognizing the distinction between isolated offenses and patterns of repeat conduct that may change the risk determination.

- Added additional footnotes, resources, and documentation references.

Commissioner Jones (SC) made a motion to adopt the position paper as amended. Commissioner Beermann-Foat (VA) seconded the motion. Commissioner Bateman (CO) expressed appreciation for the document, noting Colorado has been searching for this kind of guidance. Chairman Kinney clarified that as a position paper, states are not required to adopt all elements, but the document provides a reliable best-practice resource.

Vote: The position paper was adopted as amended without opposition or abstention.

VI. NGO / Stakeholder Partner Updates

NASEMSO - Dia Gainor, Executive Director

Ms. Gainor thanked the Commission for consideration of NASEMSO's comments on the criminal convictions position paper. She reminded Commissioners of the upcoming NASEMSO Annual Meeting during the week of April 26, 2026, in Kansas City, Missouri, which will include the Commission's in-person meeting. Chairman Kinney noted the Commission meeting is scheduled for Tuesday, April 28, 2026, in the afternoon and encouraged all Commissioners to attend in person.

VII. Adjournment

Having reached the end of the published agenda and with no further business before the Commission, Chairman Kinney thanked all attendees for their participation and engagement, noting only 3 Commissioners were absent, with Vice Chairperson Denny (ID) having communicated his illness in advance. The meeting was adjourned.

Adjournment Time: The meeting was adjourned at approximately 4:09 p.m. Eastern Time.

Commissioner Roll Call - FEBRUARY 11, 2026

State	Commissioner	Elected Role	Present	Absent
Alabama	Jamie Gray		Present	☒ Absent
Arkansas	Christy Kresse		☒ Present	Absent
Colorado	Michael Bateman		☒ Present	Absent
Delaware	Britany Huss		Present	☒ Absent
Georgia	Michael Johnson	At-Large	☒ Present	Absent
Idaho	Wayne Denny	Vice Chairperson	Present	☒ Excused
Indiana	Kraig Kinney	Chairperson	☒ Present	Absent
Iowa	Brad Vande Lune	Treasurer	☒ Present	Absent
Kansas	Joe House		☒ Present	Absent
Louisiana	Susan Bailey		☒ Present	Absent
Mississippi	Teresa Windham		☒ Present	Absent
Missouri	Sam Vance *NEW*		☒ Present	Absent
Nebraska	Tim Wilson		☒ Present	Absent
Nevada	Bobbie Sullivan		☒ Present	Absent
North Dakota	Christopher Price		☒ Present	Absent
Oklahoma	Lewis Robinson		☒ Present	Absent
Pennsylvania	Anthony Martin		☒ Present	Absent
South Carolina	Jonathan Jones		☒ Present	Absent
South Dakota	Margaret B. Hansen		☒ Present	Absent
Tennessee	Brandon Ward		☒ Present	Absent
Texas	Joseph Schmider	Immediate Past Chair	☒ Present	Absent
Utah	Mark Herrera	Secretary	☒ Present	Absent
Virginia	Maria Beermann-Foat		☒ Present	Absent
West Virginia	David Jamie Weller		☒ Present	Absent
Wyoming	Susan Neugebauer *NEW*		☒ Present	Absent

Ex-Officio & Staff

Role	Name	Present	Absent
Executive Director	Donnie Woodyard, Jr	☒ Present	Absent
Counsel	Doug Wolfberg, JD / Christie Mellott, JD - Page, Wolfberg & Wirth	☒ Present	Absent
Database Administrator	Ray Mollers / National Registry of EMTs	☒ Present	Absent