

Executive Committee Agenda

Location: Virtual Attendance Only

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Date: March 12, 2028

Time: 3:00 p.m. (Eastern Time)

Meeting ID: 229 848 095 431

- I. Call to Order & Welcome - *Commissioner Kinney, Chair*
 - a. Roll Call - *Commissioner House, Secretary*
 - i. () Commissioner Kraig Kinney [IN], Chair
 - ii. () Commissioner Wayne Denny [ID], Vice Chair
 - iii. () Commissioner Joe House [KS], Secretary
 - iv. () Commissioner Brad Vande Lune [IA], Treasurer
 - v. () Commissioner Aaron Koehler [WY], Member-at-Large
 - vi. () Commissioner Joe Schmider [TX], Immediate Past Chair
- II. Public Comment
 - a. Matters Not on the Agenda – *Kinney*
- III. Old Business
 - a. February 2024 Meeting Summary – *House*
 - b. Stakeholder Advisory Committee Status / Update – *Woodyard*
- IV. Reports
 - a. Treasurer’s Report – *Vande Lune*
 - b. Chair’s Report – *Kinney*
 - c. Bylaws & Rules Committee Report – *Schmider*
 - d. Executive Director’s Report – *Woodyard*
 - e. National EMS Coordinated Database Administrator Update – *Ray Mollers*
- V. New Business
 - a. Draft Resolution: EMS Week 2025– *Woodyard*
 - b. Memo: New Working Group(s) – *Woodyard*
- VI. Partner Organization Updates
- VII. Adjourn Meeting

Future Executive Committee Dates	Future Commission Meeting Dates
April 2, 2025	May 14, 2025 (Grand Rapids, MI) **DATE CHANGE**
May 7, 2025	August 20, 2025
June 4, 2025	November 5, 2025 (Elections)
July 9, 2025	

Meeting Norms:

To allow for equal participation by all attendees during the meeting, please note the following guidelines for all attendees:

- Committee members are requested to join by video when possible.
- Public Attendees:
 - Public attendance is encouraged.
 - Microphones for all attendees will be muted upon arrival.
 - Please place your name and agency/organization in the chat.
 - Members of the public may request to speak during public comment periods by using the “raise hand” function that is found on the menu bar at the bottom of the screen. Staff will unmute your microphone. If you are attending by phone, press *9 to raise your hand and *6 to unmute.
 - Public attendees should announce their name and organization before speaking.
 - Public comments are limited to two minutes or less.
 - In the case of background noise, disruptive behavior, or comments exceeding two minutes, your microphone will be muted.

*All times are approximate. The chair may modify the agenda during the meeting at their discretion.

Executive Committee: February 2025 Meeting Summary

Meeting Details:

- **Chairperson:** Commissioner Kraig Kinney
- **Date & Time:** February 12, 2025 3:00 PM ET
- **Location:** Virtual Meeting via Zoom Conference

EC Member Attendees:

- Commissioner Kraig Kinney [IN], Chair
- Commissioner Wayne Denny [ID], Vice Chair
- Commissioner Joe House [KS], Secretary
- Commissioner Brad Vande Lune [IA], Treasurer
- Commissioner Aaron Koehler [WY], Member-at-Large
- Commissioner Joe Schmider [TX], Immediate Past Chair

Staff Attendees:

- Donnie Woodyard, Executive Director
- Doug Wolfberg, JD, Counsel
- Christie Mellott, JD, Counsel

Agenda & Discussions:

I. Call to Order & Roll Call

- Chair Kinney called the meeting to order, with roll call conducted by Secretary House.
- A quorum was confirmed with all members present.

II. Public Comment

- No public comments were made.

III. Old Business

- **January 2024 Meeting Summary:** Reviewed and approved unanimously.

IV. Reports

1. **Treasurer's Report:**
 - Presented by Commissioner Vande Lune and the report was accepted as presented.
2. **Chair's Report:**
 - Chair Kinney reminded all Commissioners of the upcoming Q1 Commission meeting and Administrative Rule.
3. **Bylaws & Rules Committee:**
 - Commissioner Schmider reported that the draft bylaws remain on track for public comment and final consideration at the February 2025 Full Commission meeting.
 - Reviewed the public comments received to date on the proposed rules.

4. Executive Director’s Report:

- Commissioner Jonathan Jones officially appointed as the new Commissioner for South Carolina. Appreciation was expressed for the past service of Mitch Stewart as South Carolina’s Commissioner. A certificate of service was issued to Commissioner Stewart, and a certificate of appointment was issued to Commissioner Jones.
- Welcomed Maria Beerman-Foat, PhD as the new State EMS Director for the Commonwealth of Virginia. The Commission is anticipating the future appointment of Dr. Beerman-Foat as Virginia’s Commissioner.
- Reviewed two versions of the “EMS Workforce Privacy Protection” position paper. Committee considered the two versions and voted to advance ‘Version B’ for consideration at the Q1 2025 Commission Meeting.
- EMS Compact legislation introduced as HB1253 in Arkansas.

V. New Business

1. ACEP EMS Week:

- Reviewed a proposed collaboration agreement with ACEP related to supporting and raising awareness of the 2025 National EMS Week. The no-cost agreement was considered, and via motion, the committee authorized the Executive Director to execute the agreement.

VI. Partner Organization Updates

No updates provided.

VII. Adjournment

- The meeting was adjourned following the completion of the agenda.

Summary of Motions:

Motion #	Motion Summary	1st	2nd	Vote
1	Approve January 2025 Meeting Summary	Koehler	Denny	Pass
2	Advance Version B of the “EMS Workforce Privacy Protection” to the Commission.	Vande Lune	Denny	Pass
3	Authorize Executive Director to enter into letter of agreement with ACEP for EMS Week.	Denny	Koehler	Pass

The official record of this meeting is an audio recording available on www.EMSCompact.gov.

To: Executive Committee, Interstate Commission for EMS Personnel Practice
From: Donnie Woodyard, Executive Director
Date: 5 MAR 2025
Subject: Determining the Next Priority for a Commission Position Paper

Background and Legal Foundation

The Interstate Commission for EMS Personnel Practice serves as the highest governmental regulatory body for EMS clinician practice in the United States, representing the unified authority of 24 states under the EMS Compact. As an Interstate Compact, the Commission operates independently, ensuring state-driven governance and collaboration in EMS licensure and practice.

Established under the authority of the United States EMS Compact, the Commission is responsible for overseeing interstate EMS licensure recognition, ensuring compliance with Compact provisions, and facilitating coordinated regulatory standards among member states. The legal foundation for the Commission's work is outlined in Section 1 of the Compact legislation, which defines the Commission's legislative mandate:

- Increase public access to EMS personnel;
- Enhance the states' ability to protect the public's health and safety, especially patient safety;
- Encourage the cooperation of member states in the areas of EMS personnel licensure and regulation;
- Support licensing of military members who are separating from an active-duty tour and their spouses;
- Facilitate the exchange of information between member states regarding EMS personnel licensure, adverse action, and significant investigatory information;
- Promote compliance with the laws governing EMS personnel practice in each member state; and
- Invest all member states with the authority to hold EMS personnel accountable through the mutual recognition of member state licenses.

As the Commission continues to fulfill its mandate, the development of position papers provides essential guidance on regulatory best practices, licensure standards, and policy considerations for EMS clinician practice across Compact states.

Request for Executive Committee Guidance

To continue advancing our mission, I am requesting the Executive Committee's guidance in determining the next priority for a Working Group to develop the next Commission position paper. Based on stakeholder feedback, below are three potential topics for the Commission to consider:

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Option 1: Standards for EMS Clinician

EMS Compact states have already made significant strides in standardizing licensure requirements, including the mandatory use of the National Registry of EMTs certification for all initial license applications. This requirement has created a strong foundation for competency verification across Compact states. However, there has not been a comprehensive study to determine whether additional licensure requirements vary across states. Further, no formal guidance document has been developed to outline a best-practice standard for EMS clinician licensure in the United States. This Working Group would examine how states—both Compact and Non-Compact—evaluate competency and morality, the two pillars of occupational and medical licensure as affirmed by the U.S. Supreme Court.

- **Competency:** Identify areas where licensure requirements are already uniform (e.g., NREMT certification) while also assessing whether additional variations exist among states.
- **Morality:** Examine how states assess character, criminal history, and moral fitness as part of the licensure process.
- **Additional Considerations:** Explore reciprocity agreements, advanced placement based on prior learning, and other pathways to licensure mobility to support a more seamless national EMS workforce.

The outcome of this Working Group would likely be a guidance document that could help states align with best practices in licensure standards, reinforcing state sovereignty while promoting greater consistency and clarity in the EMS clinician licensing process.

Option 2: Focused Evaluation of Morality and Criminal History Considerations for Licensure

This Working Group would focus on how states assess moral character and criminal history in EMS clinician licensure decisions. While states retain full sovereignty to determine whether an individual with a criminal history is eligible for licensure, no formal guidance currently exists to assist regulators in making these critical determinations.

To address this gap, the Working Group would develop a guidance document to help states evaluate criminal convictions and provide best practice recommendations for the most common offenses. This document would:

- Establish a standardized decision-making process, offering a structured approach for assessing applicants with criminal histories.
- Provide best practice recommendations for evaluating offenses such as violent crimes, drug-related offenses, and financial crimes, while recognizing the complexity of individual circumstances.
- Introduce a discretionary ranking system, ranging from “low discretion” (e.g., first-degree homicide—license should not be issued) to “high discretion” (e.g., minor non-violent offenses—license issuance at the state’s discretion) for the most common criminal offenses evaluated by state EMS officials.
- Offer best-practice guidelines on licensing restrictions, limitations, or probationary conditions, where applicable.

Importantly, this document would not impose mandatory standards but rather serve as a resource for state regulators, ensuring they have access to consistent, well-informed guidance while maintaining full authority over licensure decisions. This initiative aims to enhance clarity and consistency in licensing determinations while respecting state sovereignty.

Option 3: Evaluating License Reciprocity and Best Practice Standards

Under the provisions of the EMS Compact, a Member State license is immediately recognized in all other Member States through the Privilege to Practice (PTP) model. However, there remain circumstances where it is both appropriate and recommended for EMS clinicians to seek a new Home State license.

This Working Group would evaluate the current process of license reciprocity and identify:

- Areas of concurrence and best practice standards across Compact states.
- Areas of incongruence and inconsistency that may create barriers for EMS clinicians.
- Opportunities to streamline licensure processes between Member States and between Non-Compact and Compact Member States.

Key considerations may include:

- The process for an EMS clinician to transition from a PTP model to a full Home State license when relocating.
- Best practices for state-to-state reciprocity to minimize administrative burdens while maintaining public safety.
- The role of military personnel and separating service members, ensuring that pathways for licensure recognition remain clear and efficient.

This effort would reinforce the Compact's mission of workforce mobility, ensuring that processes align with best practices and regulatory efficiency while maintaining state sovereignty.

Next Steps




I ask the Executive Committee to review these options and provide guidance on which topic (if any of the above) should be prioritized for development. Once a decision is made, a Working Group will be established to research, draft, and refine the position paper for full Commission review and approval.

I appreciate your consideration and look forward to your insights.

To: Executive Committee, Interstate Commission for EMS Personnel Practice
From: Donnie Woodyard, Executive Director
Date: 6 MAR 2025
Subject: Proposed Agenda for Annual Meeting

Please find below the draft agenda for the Annual Compact Commission Meeting, scheduled for Wednesday, May 14, 2025, at the Amway Grand Hotel in Grand Rapids, MI. This agenda includes sessions designed to provide valuable education for State EMS Officials, support compliance with federal reporting requirements, and facilitate the in-person Q2 Commission Meeting. Please review and provide any feedback or recommendations for adjustments.

Annual Compact Commission Meeting

-  **Date:** Wednesday, May 14, 2025
-  **Time:** 2:00 PM – 5:00 PM (ET)
-  **Location:** Amway Grand Hotel | 187 Monroe NW, Grand Rapids, MI

2:00 PM – 3:00 PM | Interstate Compacts 101

This session, designed for all State EMS Officials, will provide a foundational understanding of interstate compacts and their critical role in modern governance. Attendees will gain insight into the legal foundation of compacts, their significance across multiple sectors, and their application in occupational licensing. The session will include a brief overview of the EMS Compact, highlighting how it facilitates multi-state EMS practice and enhances regulatory collaboration. A panel discussion with the Executive Committee of the EMS Compact will follow, offering perspectives on compact implementation, challenges, and future opportunities.

3:00 PM – 4:00 PM | Best Practices in EMS Personnel Licensure Discipline

This interactive workshop will explore best practices in EMS personnel licensure discipline, providing all State EMS Officials with practical tools for managing investigations effectively. The session will cover the disciplinary process, key considerations in communication with EMS Clinicians under inquiry, and the importance of clear, consistent documentation. Attendees will also review templates for official correspondence and discuss best practices for reporting to the National Practitioner Data Bank (NPDB) and the National EMS Coordinated Database (NEMSCD). All state EMS offices—Compact and non-Compact—are required by federal legislation to report EMS clinician discipline. If your office is not in compliance, this session is a valuable opportunity to learn about the requirement and how to properly report. This session is designed to enhance efficiency, transparency, and fairness in the licensure discipline process.

4:00 PM – 5:00 PM | Interstate Commission for EMS Personnel Practice – Q2 Commission Meeting

The Interstate Commission for EMS Personnel Practice will convene its official in-person Q2 Commission Meeting, bringing together governor-appointed delegates from the 24 EMS Compact states. This meeting serves as the Commission's annual in-person session, where delegates will discuss key updates, policy considerations, and ongoing initiatives related to the EMS Compact's implementation and operation. In accordance with Compact legislation and administrative rules, a public notice and meeting agenda will be displayed in advance. Members of the public, all State EMS Officials, and stakeholders are welcome to attend in accordance with established procedures.

EMS Week Resolution

To recognize the Week of May 18 - 24, 2025, as Emergency Medical Services Week

WHEREAS, emergency medical services is a vital public service; and

WHEREAS, EMS practitioners are professional medical providers that are ready to provide lifesaving care to those in need 24 hours a day, seven days a week; and

WHEREAS, access to quality emergency care dramatically improves the survival and recovery rate of those who experience sudden illness or injury; and

WHEREAS, emergency medical services has grown to fill a gap by providing important, out of hospital care, including preventative medicine, follow-up care, and access to telemedicine; and

WHEREAS, the emergency medical services system consists of first responders, emergency medical technicians, paramedics, emergency medical dispatchers, firefighters, police officers, educators, administrators, pre-hospital nurses, emergency nurses, emergency physicians, trained members of the public, and other out of hospital medical care providers; and

WHEREAS, the members of emergency medical services teams, whether career or volunteer, engage in thousands of hours of specialized training and continuing education to enhance their lifesaving skills; and

WHEREAS, the Interstate Commission for EMS Personnel Practice also recognizes State EMS Offices, which serve as the lead state executive branch offices responsible for ensuring a coordinated, systems approach to emergency medical services, overseeing the licensure of EMS personnel, administering the EMS system, and upholding public protection, thereby ensuring effective and responsive healthcare delivery; and

WHEREAS, it is appropriate to recognize the value and the accomplishments of emergency medical services providers by designating the Emergency Medical Services Week;

THEREFORE, BE IT RESOLVED that the Interstate Commission for EMS Personnel Practice, in recognition of this event, does hereby adopt the week of May 18 - 24, 2025, as EMERGENCY MEDICAL SERVICES WEEK, commemorating the 51st Anniversary of EMS Week.

BE IT FURTHER RESOLVED that the Commission encourages the community to observe this week with appropriate programs, ceremonies, and activities.

ADOPTED by the Interstate Commission for EMS Personnel Practice on this _____.





March 2025 NEMSCD Administrator Report

24

MEMBER STATES

283,867

COMPACT PROVIDERS
IN DATABASE

325,000

TOTAL ESTIMATED
COMPACT PROVIDERS

API Reporting NEMSCD

State EMS Office	Latest API Submission Date	First API Submission Date
COLORADO	03/04/2025	10/26/2020
GEORGIA	03/04/2025	10/05/2021
IDAHO	03/04/2025	02/07/2022
IOWA	03/04/2025	11/01/2023
KANSAS	03/04/2025	07/30/2021
LOUISIANA	03/04/2025	08/10/2021
MISSISSIPPI	03/04/2025	04/28/2022
NEVADA	03/04/2025	09/28/2023
SOUTH CAROLINA	03/04/2025	03/25/2021
TEXAS	03/04/2025	04/02/2021
UTAH	03/04/2025	09/29/2021
VIRGINIA	03/04/2025	04/01/2020
WEST VIRGINIA	03/04/2025	10/20/2021
MISSOURI	03/03/2025	10/20/2021
WYOMING	03/03/2025	06/16/2021
DELAWARE	02/28/2025	02/28/2025
ALABAMA	02/27/2025	02/25/2021
SOUTH DAKOTA	06/26/2024	08/27/2021
INDIANA		
NEBRASKA		
NORTH DAKOTA		
OKLAHOMA		
PENNSYLVANIA		
TENNESSEE		

State Discipline

State EMS Office	Most Recent Discipline Created Date	Cases Created Last Four Months
UTAH	03/03/2025	3
IDAHO	02/27/2025	2
TEXAS	02/27/2025	8
GEORGIA	02/26/2025	10
IOWA	02/20/2025	2
LOUISIANA	02/10/2025	18
KANSAS	01/11/2025	18
WYOMING	11/15/2024	1
MISSISSIPPI	11/01/2024	0
COLORADO	05/29/2024	0
SOUTH CAROLINA	10/12/2022	0
MISSOURI	01/14/2022	0
ALABAMA		0
DELAWARE		0
INDIANA		0
NEBRASKA		0
NEVADA		0
NORTH DAKOTA		0
OKLAHOMA		0
PENNSYLVANIA		0
SOUTH DAKOTA		0
TENNESSEE		0
VIRGINIA		0
WEST VIRGINIA		0

Highlights

Highlights

Delaware BLS Posting in NEMSCD

North Dakota started testing in QA

Indiana preparing to test in QA

Tennessee still working on issues

State Onboarding

Last Meeting/Coordination

State	Meeting/Coordination Date	Status
Indiana	3/5/2025	Preparing to Test
North Dakota	3/3/2025	Testing in QA
Delaware BLS	2/28/2025	Posted in Prod
Tennessee	2/12/2025	Testing in QA
South Dakota	1/9/2025	Preparing to Test
Oklahoma	11/15/2024	Nothing to update.
Nebraska	11/5/2024	Nothing to update.
Delaware ALS	5/14/2024	Nothing to update.
Pennsylvania	4/26/2024	Nothing to update.

Work Pending

Current NEMSCD Projects

Project	Status
EMS ID Primary Identifier	COMPLETE
NREMT# / EMS ID#	TBD Q1 2025
National Registry Data Tab	TBD Q1 2025
Report Functionality	TBD Q1 2025
NEMSCD Report Discipline updates	COMPLETE

PRESS RELEASE

Safeguarding EMS Clinician Data: A Critical Step in Protecting the Workforce

WASHINGTON, March 5, 2025 – As EMS Clinicians, we dedicate our lives to protecting others—but who is protecting us? In a world where cyber threats are becoming more sophisticated and relentless, safeguarding our personal and professional information is no longer optional—it’s essential. From identity theft to targeted attacks, the risks of exposed licensure data are real, and the consequences can be serious. Recognizing these threats, the Interstate Commission for EMS Personnel Practice is taking decisive action to ensure that EMS Clinicians receive the same level of data security protections afforded to other frontline professionals.

The Interstate Commission for EMS Personnel Practice has taken a bold step in this direction with the adoption of **Position Paper 2025-01: EMS Workforce Privacy Protection**. This paper establishes a national stance on protecting EMS Clinician licensure data, ensuring that while transparency in credential verification remains intact, the personal and professional security of EMS Clinicians is not compromised.

The Rising Threat to EMS Clinician Data

Over the past decade, cyber threats have intensified, with healthcare professionals increasingly targeted in data breaches, identity theft, and doxxing attacks. The COVID-19 pandemic further exposed these vulnerabilities, as frontline responders—already under immense pressure—became the victims of harassment, threats, and privacy violations due to the widespread exposure of their personal information. The lack of uniform, standardized safeguards for EMS licensure data has left clinicians exposed to exploitation in ways that other frontline professionals are not.

Recognizing this critical gap, the Interstate Commission for EMS Personnel Practice established a Data Protection Work Group, conducting a year-long, comprehensive review of how EMS licensure data is stored, accessed, and utilized across Compact member states. What they found was concerning:

- While general personally identifiable information (PII) protection laws exist, many professions—such as law enforcement, physicians, military personnel, and even elected officials—benefit from additional legal safeguards that restrict public access to their professional data. EMS Clinicians, despite their critical role in emergency response, are frequently excluded from these protections, leaving their licensure data more vulnerable to misuse and unauthorized access.
- Some states provide only essential licensure verification details, while others release bulk data sets—which, in the wrong hands, can be exploited for malicious purposes.
- In some states EMS Clinicians lack the same privacy protections afforded to law enforcement and other public safety officials, despite serving on the front lines of emergencies and disasters.

These findings underscore the urgent need for a nationwide, standardized approach to EMS licensure data protection—one that ensures clinicians’ safety, maintains public confidence, and prevents misuse of professional information.

Balancing Transparency and Security

The challenge lies in striking the right balance between public transparency and data security. The public and employers must have a reliable means of verifying an EMS Clinician’s credentials through primary source verification. However, unrestricted access to this data—especially when provided in bulk—creates an open door for cybercriminals, identity thieves, and bad actors.

As Donnie Woodyard, Executive Director of the United States EMS Compact, explains:

“The ability to verify an EMS Clinician’s credentials is essential, but it should never come at the cost of their safety. Just as we protect our first responders in the field, we must also protect their data. The adoption of Position Paper 2025-01 is a definitive statement that safeguarding the EMS workforce is non-negotiable.”

This sentiment is echoed by Kraig Kinney, Chair of the Commission:

“We must be proactive rather than reactive. Waiting until a major data breach or security incident affects EMS personnel is not an option. The Commission has taken a leadership role in setting best practices that prioritize both security and accessibility—ensuring that licensure verification remains robust without compromising personal safety.”

What Must Be Protected?

Position Paper 2025-01 sets clear, nationwide standards for data protection, aligning with federal definitions of PII. Under these guidelines, states should never disclose the following:

- ✗ Social Security numbers, passport numbers, driver’s license numbers, and taxpayer identification numbers.
- ✗ Personal addresses, phone numbers, and private email addresses.
- ✗ Biometric data, such as fingerprints, retina scans, or facial recognition details.
- ✗ Bulk datasets that could be combined to target individuals or groups of EMS Clinicians.

Additionally, the Commission urges states to standardize public licensure portals to ensure that verification remains possible without exposing sensitive data. These portals should:

- Allow searches by first and last name, state-issued EMS license number, or National EMS ID number.
- Restrict publicly displayed information to only what is necessary for credential verification, including:
 - First and last legal name
 - State/jurisdiction of licensure
 - License level
 - License expiration date
 - License status (active, expired, restricted, revoked)
 - Any final disciplinary actions, if legally required for public disclosure
- Prohibit wildcard or Boolean searches (e.g., “First Name: A*, Last Name: S*”), which can be used to generate massive lists of EMS Clinicians, putting them at risk.

A Matter of National Security

The protection of EMS Clinician data is not just a privacy issue—it is a matter of national security. Many EMS Clinicians also serve in critical roles within the military, law enforcement, and federal response agencies. Ensuring the confidentiality and security of their licensure records is essential to safeguarding both individual professionals and the integrity of emergency response operations. Moreover, the nation’s EMS system is a vital component of national security, preparedness, and response critical infrastructure. Any compromise to EMS workforce data could have far-reaching implications for emergency readiness and resilience. The Commission emphasizes the need for robust protections to prevent unauthorized access, reinforcing national preparedness and the stability of essential response systems.

Position Paper 2025-01 calls for additional safeguards to protect EMS Clinicians who serve in these critical roles, including:

- Vetting all bulk data requests to ensure they are not originating from foreign, local actors or those with malicious intent.
- Implementing rigorous verification procedures for data requestors.
- Strictly prohibiting the release of EMS Clinician PII through public records requests.
- Ensuring that military and federal employee EMS licensure data is handled in compliance with federal security laws.

By taking these precautions, states can help ensure that EMS Clinicians are not only protected from identity theft but also from foreign threats that seek to exploit critical response personnel.

The Call for Nationwide Adoption

While the United States EMS Compact currently includes 24 member states, the Commission is urging all states—Compact members and non-members alike—to adopt these vital protections.

The implementation of the National EMS Identification Number (NEMSID) is also a key initiative in this effort. By allowing states to securely share licensure data for workforce planning and credentialing, NEMSID eliminates bureaucratic barriers while maintaining data security.

With nationwide adoption, these policies will:

- Enhance public confidence in the integrity of EMS licensure systems.
- Reduce administrative burdens on state EMS offices.
- Strengthen cybersecurity protections against data breaches and targeted attacks.
- Provide EMS Clinicians with the same level of security afforded to law enforcement and other frontline professionals.

Moving Forward: A Unified Commitment to Protection

The adoption of Position Paper 2025-01 marks a pivotal moment in the effort to protect EMS Clinicians from unnecessary data exposure and security threats. The Interstate Commission for EMS Personnel Practice is leading the way, but state EMS offices, regulators, and policymakers must take action to implement these recommendations.

“EMS Clinicians stand ready to serve their communities in moments of crisis,” Woodyard adds. “It’s time we stand ready to protect them—not just in the field, but in every aspect of their professional and personal lives.”

By working together, states can uphold the dual imperatives of transparency and security—ensuring that EMS Clinicians can serve with confidence, knowing that their personal and professional information is safe.

The future of EMS workforce protection starts now—and it starts with decisive action by each State.

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About the Interstate Commission for EMS Personnel Practice

The Interstate Commission for EMS Personnel Practice, established under the Recognition of EMS Personnel Licensure Interstate Compact (REPLICA) legislation, is the governing body responsible for overseeing the operations of the EMS Compact. Comprised of appointed Commissioners from each member state, the Commission ensures compliance with the Compact's provisions, manages its operations, and resolves interstate disputes. ICEMSPP focuses on cross-border EMS activities, maintains a national database of EMS personnel, and upholds uniform practices across member states to enhance EMS care and public safety. Currently coordinating efforts in 24 states and overseeing nearly 400,000 EMS personnel, the Commission sets standards and regulations, promotes the profession, and ensures public protection. Interstate Compacts represent the gold standard for multistate professional licensure, facilitating seamless and efficient EMS practice across state lines.

PRESS RELEASE

Maria Beermann-Foat, PhD, Appointed as Virginia’s Commissioner for the Interstate Commission for EMS Personnel Practice

WASHINGTON, March 6, 2025 – The Interstate Commission for EMS Personnel Practice is pleased to announce the appointment of Maria Beermann-Foat, PhD as the new Delegate & Commissioner for the Commonwealth of Virginia, effective immediately. Dr. Beermann-Foat brings over 25 years of experience in prehospital emergency care, EMS leadership, and workforce development, making her a valuable addition to the Commission.

Dr. Beermann-Foat was recently appointed as the State EMS Director for the Commonwealth of Virginia, following her tenure as the EMS Training Coordinator for the Eugene Springfield Fire Department in Oregon. Prior to that, she served at Johnson County MED-ACT in Kansas, rising through the ranks from paramedic to Battalion Chief of Operations. Throughout her career, she has played key roles in EMS training, quality management, and community engagement.



At the national level, Dr. Beermann-Foat is deeply involved in advancing EMS through leadership, research, and workforce development. She has served as an At-Large Director on the National Association of Emergency Medical Technicians (NAEMT) Board of Directors, a columnist for EMS1.com, and a scientific reviewer for the International Journal of Paramedicine. Additionally, she is a frequent speaker at national conferences and an instructor for the National Fire Academy.

“We are honored to welcome Dr. Beermann-Foat to the EMS Compact,” said Kraig Kinney, JD, NRP, Chair of the Interstate Commission for EMS Personnel Practice. “Her extensive experience in EMS operations, training, and policy development will greatly contribute to the continued success of the Compact in supporting clinician mobility and public safety across state lines.”

The Commission also extends its appreciation to Virginia’s outgoing Commissioner for their dedication and service in advancing the EMS Compact’s mission. Dr. Beermann-Foat’s appointment reaffirms Virginia’s commitment to supporting a well-trained, responsive, and adaptable EMS workforce. The Commission looks forward to collaborating with her to enhance interstate EMS cooperation, licensure recognition, and clinician readiness.



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