

FINAL PUBLISHED
11/14/2023

2023

Q4 MEETING

NOVEMBER 15, 2023



INTERSTATE COMMISSION FOR
EMS PERSONNEL PRACTICE

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Purpose and Objectives:

This Compact is designed to achieve the following purposes and objectives:

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



INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

Q4 2023 Meeting Agenda

Location: Virtual Attendance Only Date: November 15, 2023 Time: 3:00 p.m. (Eastern Time)
Meeting Registration Link: [Microsoft Teams Meeting Registration](#)

- I. Call to Order & Welcome - *Commissioner Kinney (IN), Chair*
 - a. Commissioner Roll Call - *Commissioner House (KS), Secretary*
 - b. Declare Quorum Present - *Kinney*
 - c. Introduce New Commissioners - *Kinney*
 - d. Adopt Business Agenda - *Kinney*
- II. Public Comments Regarding Matters Not on the Agenda - *Kinney*
- III. Old Business
 - a. Action: Review June 2023 Meeting Minutes - *House*
- IV. New Business
 - a. Treasurer's Report- Commissioner *Vande Lune (IA)*
 - b. Officer Election (Secretary Position) – *Kinney*
 - i. Nominating Committee Report - Commissioner *Schmider (TX), Committee Chair*
 - c. Chair's Report - *Kinney*
 - d. Executive Director's Report (Part 1) – *Donnie Woodyard, Executive Director*
 - e. National EMS Coordinated Database, Administrator Update – *Ray Mollers, NREMT*
 - f. Bylaws Committee Report –*Schmider*
- V. Bylaws Change Hearing - *Kinney*
 - a. Proposed Change
 - b. Public Comment on Proposed Change
 - c. Vote
- VI. Federal Partners Update
- VII. NGO & Professional Organizations Update
- VIII. Executive Director Report (Part 2) - *Woodyard*
 - a. Review / Discuss Position Paper 2023-01: Biometric Background Checks
 - b. Review / Discuss Position Paper 2023-02: Professional Code of Conduct
 - c. Review / Discuss Position Paper 2023-03: Workforce Protection & PII
 - d. Review 2024 Commission Meeting Schedule
- IX. Adjourn Meeting

Meeting Norms:

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

- Commissioners and Presenters are requested to join with the camera on when possible.
- Public Attendees:
 - Public attendance is encouraged.
 - Microphones for all attendees will be muted upon arrival.
 - 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. 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.



INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

Commissioner Roll Call – November 15, 2023

State	Commissioner	Seated	Elected Role	Present Absent
Alabama	Jamie Gray	10/04/2021		<input type="checkbox"/> Present <input type="checkbox"/> Absent
Colorado**	Michael Bateman	11/15/2023		<input type="checkbox"/> Present <input type="checkbox"/> Absent
Delaware**	Britany Huss	11/15/2023		<input type="checkbox"/> Present <input type="checkbox"/> Absent
Georgia	Michael Johnson	08/01/2022		<input type="checkbox"/> Present <input type="checkbox"/> Absent
Idaho	Wayne Denny	10/07/2017		<input type="checkbox"/> Present <input type="checkbox"/> Absent
Indiana	Kraig Kinney	04/28/2020	Chairperson	<input type="checkbox"/> Present <input type="checkbox"/> Absent
Iowa	Brad Vande Lune	06/14/2022	Treasurer	<input type="checkbox"/> Present <input type="checkbox"/> Absent
Kansas	Joe House	10/07/2017	Secretary	<input type="checkbox"/> Present <input type="checkbox"/> Absent
Louisiana	Susan Bailey	11/11/2020		<input type="checkbox"/> Present <input type="checkbox"/> Absent
Mississippi	Teresa Windham	11/15/2023		<input type="checkbox"/> Present <input type="checkbox"/> Absent
Missouri	Taz Meyer	05/12/2021		<input type="checkbox"/> Present <input type="checkbox"/> Absent
Nebraska	Tim Wilson	02/07/2019		<input type="checkbox"/> Present <input type="checkbox"/> Absent
Nevada**	Bobbie Sullivan	10/1/2023		<input type="checkbox"/> Present <input type="checkbox"/> Absent
North Dakota	Christopher Price	08/01/2019		<input type="checkbox"/> Present <input type="checkbox"/> Absent
Oklahoma**	Dale Adkerson	11/01/2023		<input type="checkbox"/> Present <input type="checkbox"/> Absent
Pennsylvania	Jay Taylor	06/08/2023		<input type="checkbox"/> Present <input type="checkbox"/> Absent
South Carolina**	Mitch Stewart	11/15/2023		<input type="checkbox"/> Present <input type="checkbox"/> Absent
South Dakota	Marty Link	03/28/2022		<input type="checkbox"/> Present <input type="checkbox"/> Absent
Tennessee	Brandon Ward	04/06/2022		<input type="checkbox"/> Present <input type="checkbox"/> Absent
Texas	Joseph Schmider	10/07/2017	Immediate Past Chair	<input type="checkbox"/> Present <input type="checkbox"/> Absent
Utah	Mark Herrera	04/26/2022		<input type="checkbox"/> Present <input type="checkbox"/> Absent
Virginia	VACANT			<input type="checkbox"/> Present <input type="checkbox"/> Absent
West Virginia	David Jamie Weller	10/21/2021		<input type="checkbox"/> Present <input type="checkbox"/> Absent
Wyoming	Aaron Koehler	06/01/2022	At-Large	<input type="checkbox"/> Present <input type="checkbox"/> Absent

** Newly seated Commissioner

Ex-Officio & Staff

Role	Name	Present Absent
Executive Director	Donnie Woodyard, Jr	<input type="checkbox"/> Present <input type="checkbox"/> Absent
Counsel	Doug Wolfberg, JD / Page, Wolfberg & Wirth	<input type="checkbox"/> Present <input type="checkbox"/> Absent
Counsel	Christie Mellott, JD / Page, Wolfberg & Wirth	<input type="checkbox"/> Present <input type="checkbox"/> Absent
Database Admin	National Registry of EMTs	<input type="checkbox"/> Present <input type="checkbox"/> Absent



INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

June 13, 2023 Meeting Minutes

Commissioner Roll Call – June 13, 2023

State	Delegate / Commissioner	Present / Absent
Alabama	Jamie Gray	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
Colorado	Donnie Woodyard, Jr	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
Delaware	Diane McGinnis-Hainsworth	<input type="checkbox"/> Present <input checked="" type="checkbox"/> Absent
Georgia	Michael Johnson	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
Idaho	Wayne Denny	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
Indiana	Kraig Kinney	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
Iowa	Brad Vande Lune	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
Kansas	Joe House	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
Louisiana	Susan Bailey	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
Mississippi	David Hall	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
Missouri	Taz Meyer	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
Nebraska	Tim Wilson	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
North Dakota	Christopher Price	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
Pennsylvania	Jay Taylor	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
South Carolina	Eric McFarland	<input type="checkbox"/> Present <input checked="" type="checkbox"/> Absent
South Dakota	Marty Link	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
Tennessee	Brandon Ward	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
Texas	Joseph Schmider	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
Utah	Mark Herrera	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
Virginia	Gary Brown	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent
West Virginia	David Jamie Weller	<input type="checkbox"/> Present <input checked="" type="checkbox"/> Absent
Wyoming	Aaron Koehler	<input checked="" type="checkbox"/> Present <input type="checkbox"/> Absent

Interstate Commission for EMS Personnel Practice Meeting Summary June 13, 2023

Date: June 13, 2023

Time: 2:00 PM Pacific

Location: Hybrid - Reno, NV and via Zoom

I. Call to Order & Welcome - Commissioner Woodyard, Chair

- The meeting of the Interstate Commission for EMS Personnel Practice was convened in Reno, Nevada on June 13, 2023, at 2:00 p.m. Chairman Woodyard presided over the meeting, welcoming all attendees.

II. Roll Call - Commissioner House, Secretary

- Secretary House conducted a roll call, confirming a quorum was present as recorded on the attached roster.

III. Public Comments Regarding Matters Not on the Agenda – Woodyard

- No public comments were received or presented during this segment.

IV. Old Business

- The meeting proceeded with the review and approval of the March 15, 2023, Meeting Minutes, presented by Commissioner House. The minutes were unanimously approved.

V. New Business A. Election of New Officers - Chairman Woodyard announced his resignation as a Commissioner (CO) and Chairperson, effective June 30, 2023, necessitating the election of new officers.

The Nominations Committee, under Commissioner Schmider's leadership, presented their report.

- Election proceedings were initiated:

- Kraig Kinney (IN) was nominated for the position of Chair by the Nominations Committee. Nominations were closed with no additional nominations, and Kraig Kinney was unanimously elected as Chair, effective July 1, 2023, through the Fall of 2024.
- With the Chair's election, a vacancy was created for the position of Vice-Chair. Wayne Denny (ID) was nominated for this role and unanimously elected to serve from July 1, 2023, through the Fall of 2025.
- Brad Vande Lune (IA) was nominated as Treasurer due to the vacancy created by the Vice-Chair's election. Brad Vande Lune was unanimously elected to serve from July 1, 2023, through the Fall of 2024.
- Aaron Koehler (WY) was unanimously elected as At-Large Member, serving until the Fall of 2024.
- The election for the Secretary's position was deferred to the upcoming Fall 2023 Commission meeting.

B. Committee Reports

- Bylaws & Rules – Kinney - Vice-Chair Kinney presented the Bylaws and Rules Committee's report, highlighting discussions on key issues and their referral for further consideration. Rules and bylaws changes were postponed for future discussion.
- Treasurer's Report- Denny - Treasurer Denny provided a Budget and Finance report, showcasing a balanced budget with a surplus. The budget was unanimously approved.
- Technology – Woodyard - Chairman Woodyard emphasized the need for system enhancements, data collection from all states, and potential revenue opportunities.
- Communications - House - The Communications Committee report was deferred to Ray Mollers, who also reported on administrative activities.

VI. Executive Director's Report - Mollers

- Ray Mollers discussed the transition of the Executive Director role, providing updates on administrative matters and expressing gratitude for the support.

VII. Chair's Report

- Outgoing Chair Comments - Woodyard - Chairman Woodyard shared his vision for the organization's future and his commitment to working towards nationwide adoption of the EMS Compact. Additional comments were provided about the transition of the Executive Director role, acknowledging Ray Mollers' contributions.
- New Chair Comments - Kinney - Incoming Chair Kinney expressed his readiness to lead the Commission and his vision for its future.

VIII. Public Comment – Rules & Bylaw Changes

- Proposed rule and bylaw changes were discussed.
 - The proposed rule change to the definition of an EMS Agency, per the public notice, was discussed. However, after deliberation, the Commission did not adopt the proposed definition. A motion was made by Virginia, seconded by Nebraska to return the definition to the bylaws committee for further consideration. The motion passed unopposed.
 - The proposed rule change to add a definition for the National EMS ID Number in Section 2 was discussed. A motion to approve the change was made by Tennessee, seconded by Missouri. The motion passed unopposed. The definition, as approved, is below:
 - 2.11 “National EMS ID number” means: a randomly generated, unique 12-digit identification number issued by the National Registry of EMTs.
 - The proposed change to Section 11, Uniform Data Set, per the public notice, was discussed and adopted with a modification to read:
 - d) identification number (one or both of the following): (i) social security number, (ii) National EMS ID number.
 - The proposed bylaws changes, per the public notice, were discussed. The Commission approved the bylaws changes as published via a motion by Alabama, seconded by Indiana and approved by unanimous vote.

X. Partner Organization Updates

- There were no updates from partner organizations.

XI. Q&A session for State EMS Officials

- An informal question and answer session was held for State EMS Officials, providing an opportunity for clarification and discussion.

XII. Adjourn Meeting - The meeting was adjourned at 5:30 p.m.



INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

Treasurer's Report: FY2024



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FY Q1 Treasurers Report

FY23 Ending Balance	82,890.13	6/30/2023
Debits	37,573.88	
Subtotal	82,890.13	
Credits	40,000.00	NREMT
Current Balance	85,316.25	9/30/2023
Pending Debits	0.00	
Pending Credits	0.00	
Pending Balance	85,316.25	9/30/2023

Respectfully submitted,

Brad Vande Lune

Brad Vande Lune,
Iowa Commissioner | Treasurer



INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

Officer Election: Secretary

The Secretary shall keep minutes of all Commission meetings and shall act as the custodian of all documents and records pertaining to the status of the Compact and the business of the Commission.

The Secretary is a member of the Executive Committee.

AUTHORITY

ARTICLE III.

OFFICERS

Section 1. Election and Succession.

The officers of the Commission shall include a chairperson, vice chairperson, secretary, and treasurer. The officers shall be duly appointed Commissioners. **Officers shall be elected by the Commission at the full Commission meeting held in the last quarter of each year** or any special meeting as provided by the bylaws. The chairperson and treasurer shall be elected in even numbered calendar years and **the vice-chairperson and secretary shall be elected in odd numbered calendar years.** All terms shall be two years. Officers shall take office immediately following the close of the meeting at which they are elected. No commissioner shall serve more than two (2) full consecutive terms in a single elected office. Fulfilling an incomplete term is not considered part of the term limit. At the end of their term, officers are eligible for re-election. The elected officers shall serve without compensation or remuneration, except as provided by the Compact.



INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

Executive Director Report

Quarterly Report: July - November 2023

Dear Commissioners and Stakeholders,

I am pleased to provide you with the Quarterly Report for the Interstate Commission for EMS Personnel Practice for the period of July to November 2023. During this quarter, we have made significant progress in our mission to enhance EMS personnel licensure nationwide and strengthen our collaborative efforts within the EMS community.

Key Updates

1. **Onboarding of Nevada and Oklahoma:** We are delighted to welcome Nevada and Oklahoma as new Member States to the Interstate Compact for EMS Personnel Practice. Nevada has successfully connected to the Coordinated Database, while Oklahoma is currently receiving additional technical assistance to ensure full connectivity.
2. **Commissioner Term Endings:** The terms of the following Commissioners have ended: Gary Brown (VA), Donnie Woodyard (CO), Eric McFarland (SC), David Hall (MS), and Diane McGinnis-Hainsworth (DE). We extend our gratitude for their dedicated service and contributions.

Key Meetings

- **Strategic Planning with National Registry of EMTs:** We continued our collaboration with the National Registry of EMTs to align our goals and objectives, ensuring a harmonized approach to EMS personnel licensure.
- **EMS World Expo and Joint National EMS Leadership Forum:** Our participation in these events allowed us to engage with EMS leaders, share insights, and foster partnerships to advance our mission.
- **NREMT Board of Director Meeting:** We maintained a strong connection with the National Registry of EMTs to coordinate efforts and streamline EMS licensure processes.
- **US Fire Administration:** Our continued engagement with the US Fire Administration further solidified our commitment to the EMS community and our shared goals.

Website Updates

We continued to enhance our website, www.EMSCompact.gov, to provide up-to-date information, resources, and a user-friendly experience for all stakeholders.

Draft Position Papers

We drafted, for stakeholder discussion, three important position papers:

- **Biometric Fingerprinting Requirement:** We addressed the need for biometric fingerprinting as a minimum standard for EMS personnel licensure nationwide.
- **Uniform Code of Conduct:** We recognized the need for a Uniform Code of Conduct adopted by state licensing bodies and the profession to document and set professional expectations related to cross-border practice of Emergency Medical Services.

- **EMS Workforce Privacy:** We focused on bulk information protection for EMS personnel and raised awareness about the importance of cybersecurity in our field.

Webinar and Training

We provided a webinar and training session on the EMS Compact for the National Association of EMS Educators, contributing to a better understanding of our organization's mission and objectives.

Collaboration with Department of Interior and US Forest Service

We collaborated with representatives from the Department of Interior and US Forest Service on best practices for the mobility of EMS Personnel during wildland fire responses. Conversations are continuing and a resource guide is currently in development to support these efforts.

Technical Assistance and Mentoring

Our team offered technical assistance sessions to multiple Compact Member States, addressing a range of topics from Coordinated Database setup to EMS personnel licensure standards. We also continued our mentoring program for new state officials, ensuring a smooth transition into their roles.

Commitment to Overarching Themes

In addition to our quarterly updates, we want to reaffirm our commitment to three overarching themes that will guide our future efforts:

1. OneVoice: Fostering a Unified Voice of the EMS Industry

It is essential that we strive to foster a unified voice of the EMS industry. We are committed to identifying and unifying around topics of mutual interest with our stakeholders and partners to advance the EMS profession. By working together with a unified voice, we can address challenges, advocate for needed changes, and promote the highest standards of EMS care nationwide.

2. Operational Integrity: Preserving the Integrity of the EMS Compact

Preserving the operational integrity of the EMS Compact is of paramount importance. We recognize that EMS practitioners, employers, and stakeholders must have absolute confidence and assurance that all Member States uphold the requirements of the EMS Compact. Our commitment to operational integrity means that we will maintain rigorous standards, promote transparency, and hold ourselves and our Member States accountable to the highest levels of professionalism and compliance.

3. Leveraging the EMS Compact as a Solution for Workforce Challenges

The EMS Compact offers a new and powerful tool at a critical time when the EMS workforce is facing unprecedented levels of attrition and burnout. We are actively working with employers to identify new mechanisms to leverage the EMS Compact as a solution to combat burnout and attrition within the EMS workforce. More details on these efforts will be forthcoming as we continue to explore innovative solutions to this critical issue.

In conclusion, I am proud of our progress and accomplishments during this quarter. Our commitment to advancing EMS personnel licensure standards and strengthening our partnerships within the EMS community remains unwavering. I look forward to the continued growth and success of the Interstate Commission for EMS Personnel Practice in the coming months.

Thank you for your dedication and support.



INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

DRAFT POSITION PAPER

Draft Position Paper 2023-01

Biometric Background Checks for EMS Personnel

Introduction

EMS Practitioners, including Emergency Medical Technicians (EMTs), Advanced EMTs, and Paramedics, are integral to the health and safety of the American public and visitors. The practice of EMS requires frequent unscheduled interactions with patients in a variety of settings, and frequently the encounters may require individual, one-on-one care of vulnerable populations. As such, a high level of trust is placed in every EMS professional. This position paper reinforces the need for all states, territories, and jurisdictions to urgently implement uniform FBI-compliant biometric criminal background checks for all individuals seeking licensure as an EMS Practitioner in the United States.

The Imperative for Uniform Standards

Multiple Supreme Court decisions has clearly established that states have the authority and responsibility to protect the public, and this is – in part – accomplished through the formal issuance of licenses to medical professionals, including EMS practitioners. The Supreme Court has affirmed that a state's licensing responsibility not only includes evaluating an individual's knowledge, skill, and ability but also their character attributes. Today, meeting this standard and public expectation requires a comprehensive biometric criminal background check. Reliance on self-disclosure for criminal background is both ineffective and unreliable.

In 2014, national EMS leadership organizations collaborated to write the Model Legislation for the Recognition of EMS Personnel Practice Interstate Compact (REPLICA) – the EMS Compact. This legislation requires all Compact Member States to perform a Federal Bureau of Investigation compliant biometric criminal background check, as a prerequisite for state licensure. In November 2023, 24 states have adopted this Model Legislation. While the majority of Compact Member States have already implemented this requirement, the remainder of Member States have until March 2025 to achieve compliance with this requirement. While some non-Compact states have voluntarily implemented this requirement, there is currently no uniform requirement for non-Compact states. The EMS Compact urges all states, territories, and jurisdictions to urgently implement uniform FBI-compliant biometric criminal background checks for all individuals seeking licensure as an EMS Practitioner in the United States.

Core Justifications

- Commitment to Public Health, Safety, and Welfare
 - The foremost priority of the collective profession is to protect the public. A uniform background check ensures that state/territory personnel have reliable, primary-source information available when making licensure decisions.
- Upholding Professional Standards and Ethics
 - EMS personnel are expected to adhere to a professional standard. Uniform background checks enhance the credibility and trustworthiness of the profession.

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- Necessity of Public Trust
 - Emergency medical services operate on the premise of public trust. Standardized background checks are vital for maintaining this trust and enabling informed decisions by state licensing officials.
- Unique Challenges of EMS Service Delivery
 - Unlike other professions, EMS personnel often serve patients in unscheduled, urgent situations where individuals are extremely vulnerable and cannot pre-research or choose their EMS providers.

Recommendations

- **Uniform Standard:** A biometric, FBI-compliant criminal background check should be universally required as a prerequisite prior to issuing new licenses (including state-issued certifications) for EMS Personnel in all states and territories.
- **Primary Source Data:** States should make licensing decisions based on primary source data that is securely transferred directly from the primary source (FBI) to the state licensing office. The primary source data evaluated by the state/territory licensing official should include, at minimum, the results of an FBI compliant biometric background check.
- **Continual Feedback:** State and territory licensing offices should, when possible, enroll in the FBI Rap-Back service so that the licensing official is notified if the applicant engages in criminal activity where fingerprints are taken and reported to the national system. Rap-Back reduces the need to re-fingerprint EMS personnel and saves time and money.
- **State Sovereignty:** The mere presence of a criminal conviction should not serve as an automatic disqualification. States should have the ability to make informed decisions based on their adopted policies and practices.

Call For Action

Throughout history, our legal system and Supreme Court decisions dating back to the 1800s have consistently emphasized that state licensure for medical professionals goes beyond mere knowledge, skills, and abilities. It necessitates a thorough consideration of additional factors, all in the interest of safeguarding the public's health, safety, and welfare. This commitment is especially crucial in the realm of emergency medical services, where the unpredictability and urgency of patient needs demand unwavering trust from the public.

While the majority of states have recognized this commitment by incorporating FBI-compliant biometric criminal background checks into their licensure processes, it is now imperative that we elevate this requirement to a national standard.

We, as a united voice representing 24 EMS Compact Member States that have already embraced biometric background checks, implore all states and territories in the United States licensing EMS Personnel to enact legislation that mandates this minimum standard for the sake of public health, safety, and welfare. Doing so not only aligns with the well-established practices of the broader medical profession in terms of rigorous credentialing and self-regulation but also reaffirms our industry's unwavering dedication to upholding public trust and the integrity of our profession.

We call upon state legislative bodies to swiftly revisit their statutes and regulations, ensuring that biometric, FBI-compliant criminal background checks become an integral component of state EMS licensure procedures. This unified approach is indispensable in maintaining the highest standards of safety and trust within the EMS profession. Stand with us in this vital endeavor today.



INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

Draft Position Paper 2023-02 Privilege to Practice Code of Conduct

Introduction

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Medical professions adopt codes of conduct to reinforce expectations, establish, and maintain professional standards of behavior and ethical conduct. These codes serve as guidelines that outline the expected conduct, responsibilities, and ethical principles that healthcare professionals should adhere to in their practice. The Hippocratic Oath, which is one of the oldest and most well-known codes of conduct in healthcare, has been a guiding principle for physicians for centuries. Its emphasis on ethical principles such as confidentiality, honesty, and respect for patients has influenced the development of modern codes of conduct for healthcare professionals.

The EMS Compact has nearly 400,000 individual EMS Practitioners with a Privilege to Practice in 24 Member States. There is a need for a unified Code of Conduct that is adopted and implemented by all states and jurisdictions licensing EMS personnel. Codes of conduct help in ensuring high standards of behavior and ethical conduct in the field and they serve as a critical tool in maintaining public trust in the profession. Therefore, the EMS Compact is calling upon State Licensing authorities to collaborate in the development and adoption of a Uniform EMS Code of Conduct.

Sample Uniform Code of Conduct

To assist with this process, the following Sample Uniform EMS Code of Conduct is being offered as a starting point:

As a professional EMS Practitioner, I commit to upholding the following code of conduct:

- Promote professionalism and provide competent emergency medical care to all people.
- Use my professional knowledge and skills to promote health, alleviate suffering, and do no harm.
- Treat all patients with respect, compassion, and dignity.
- Assume responsibility to uphold professional standards and education, striving to provide competent medical care to every patient that I encounter.
- Advocate for patients that lack medical decision-making capacity and ensure equal access to medical services.
- Act responsibly, ethically, and lawfully to enhance the reputation of the profession.
- Work cooperatively with other healthcare professionals in the best interests of our patients.
- Act with honesty by being objective, truthful, and complete. I will include all relevant information in data collection and reporting, statements, applications, and testimony.
- Acknowledge errors and will not distort or alter facts.
- Exercise a level of care and judgment consistent with my level of licensure, certification, and training.
- Abide by all applicable state and federal laws, rules, regulations, and permits.

Furthermore, I understand that as an EMS Practitioner licensed in the state of << State >>:

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- It is my professional responsibility and obligation to read, understand, and comply with all << State >> statutes and regulations related to the provision of Emergency Medical Services.
- I can only function as an EMS Practitioner if my license is current, and I have authorization from an EMS Medical Director.
- Maintaining my license and tracking my expiration date is my individual responsibility.

As an EMS Practitioner, I acknowledge and understand that:

- The State may review and request further information for consideration about any violation of any state or federal law, rules, regulations including but not limited to violations that have been dismissed, deferred, or sealed when determining my fitness to practice as an EMS Practitioner.
- Failure to follow this code of conduct provides just cause for disciplinary action by the Department.
- Sanctions or discipline imposed on my license will be a public record and final dispositions will be reported to the National Practitioner Data Bank, the Interstate Commission for EMS Personnel Practice, and the National Registry of Emergency Medical Technicians.

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INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

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Draft Position Paper 2023-03 EMS Workforce Privacy Protection

Introduction

The Interstate Commission for EMS Personnel Practice recognizes the importance of balancing public access to EMS personnel licensure data while concurrently protecting the privacy and security of the workforce. Considering increasing threats of doxxing, especially targeting public health, healthcare, and government employees following the COVID-19 pandemic, and heightened concerns about terrorism threats (domestic and global), cybersecurity, and national security, there is a pressing need to ensure reasonable safeguards are in place to protect EMS personnel's personal information. This position paper aims to address these concerns by proposing guidelines for states to protect bulk access to EMS personnel data, ensuring primary source validation of EMS practitioners' licenses while safeguarding their individual privacy and security.

Background:

EMS personnel play a crucial role in public health and safety, and their license credentials must be verifiable. However, the exposure of personal information poses a significant risk to their safety, especially in the current environment of increased doxxing and security threats. Balancing the need for public and employer access to EMS personnel data with privacy and security concerns is essential.

Public Access to Licensing Systems:

The public should have access to perform queries of licensing systems to verify EMS practitioners' credentials. This access can be facilitated by providing options to validate an EMS practitioner's license status by using the practitioner's name, National EMS ID number, or state issued license number. The information displayed to the public should include:

1. Provider's name
2. License level
3. National EMS ID number
4. Expiration date of the license
5. License status (active, inactive, restricted, expired, etc.)

Protection of Personal Identifiable Information (PII):

To safeguard EMS personnel's Personal Identifying Information (PII), privacy and security, certain information should be restricted. Restricted information should include: residential addresses, phone numbers, email addresses, and other PII. The exposure of this information is not necessary to validate a license and poses a direct risk to the safety and well-being of EMS responders, especially in cases of doxxing or harassment.

DRAFT POSITION PAPER - DRAFT POSITION PAPER

Bulk Release of Records:

The bulk release of EMS personnel records, including the release of all EMS practitioners licensed in a particular state or region, should be restricted and limited to cases where it is absolutely necessary for the public's health, safety and welfare. When such releases are determined to be justified, minimum data sets necessary to fulfill the justified purpose are encouraged. For example, a minimum data set may include:

1. EMS Practitioner's First Initial and Last Name
2. License level
3. License status
4. Expiration date of the license

This minimal data set is sufficient for most verification and reporting needs, while minimizing the risk associated with the exposure of additional personal information.

National Security Implications:

Exposing full datasets that include home addresses of EMS personnel and other PII presents a significant security risk. In an era of increasing cyber threats and the potential for hostile actors to exploit large datasets, the protection of this sensitive information is paramount. Ensuring that EMS personnel's personal data is secure is not only in the interest of individual responders but also critical for national security.

Conclusion:

The Interstate Commission for EMS Personnel Practice urges all states (Compact and Non-Compact) to take immediate action by reevaluating and strengthening their data security policies. This initiative is crucial to ensure the comprehensive protection of Personal Identifiable Information (PII) and sensitive data related to EMS Practitioners. Striking a balance between public and employer access to EMS personnel data is paramount, especially in light of the growing threats of doxing and the escalating concerns surrounding cyber and national security.

States must act swiftly to implement these measures. By doing so, they not only uphold the integrity of EMS personnel licensing systems but also safeguard the privacy and security of those who tirelessly serve on the frontlines of public health and safety. Join us in this vital mission to secure the data of EMS personnel and fortify our nation's defenses.



INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

2024 Commissioner Meeting Schedule

Date	Time	Type	Audience
February 21, 2024	3PM (ET)	Virtual	All Commissioners
May 14, 2024	3PM (ET)	Hybrid – Pittsburg, PA	All Commissioners
October 9, 2024**	3PM (ET)	Virtual	All Commissioners
** Annual Elections Meeting: Chairperson, Treasurer, Commissioner At-Large			



INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

Timeline & Key Dates

2013	January & March	National Advisory Panel Meetings
	June, August & October	Drafting Team
2014		Model Legislation
2017	May 8	Georgia – as the 10 th state – enacted REPLICA legislation, triggering the EFFECTIVE date of EMS Compact.
	October 7	Inaugural meeting of the Interstate Commission for EMS Personnel Practice.
2020	March 15	EMS Compact fully ACTIVATED including the Privilege to Practice. This activation date triggered the five (5) year compliance clock on biometric background checks.
2025	March 15	All Members States shall be in compliance with FBI biometric background checks as a prerequisite for the issuance of initial state EMS licenses for EMT, Paramedic and levels between EMT & Paramedic.
		States enacting the REPLICA legislation after this date are required to have biometric background checks implemented prior to acceptance into the EMS Compact.

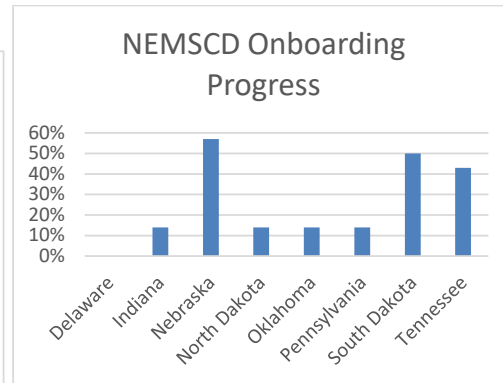
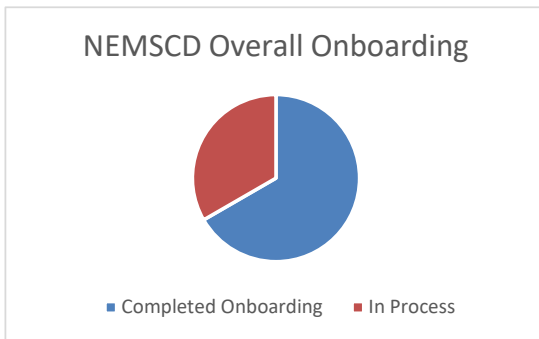
State	NEMSCD Status	Notes
Alabama	Integrated	
Colorado	Integrated	
Delaware	Not Integrated	
Georgia	Integrated	
Idaho	Integrated	
Indiana	Not Integrated	API not available, will need a custom software solution
Iowa	Integrated	** Integration "Go-Live" on Nov 1, 2023 **
Kansas	Integrated	
Louisiana	Integrated	
Mississippi	Integrated	
Missouri	Integrated	
Nebraska	Not Integrated	Ongoing technical discussions.
Nevada	Integrated	
North Dakota	Not Integrated	Ongoing technical discussions.
Oklahoma	N/A*	New state, in on-boarding period.
Pennsylvania	Not Integrated	Initial discussions
South Carolina	Integrated	
South Dakota	Partial Integration	
Tennessee	Not Integrated	** Pending
Texas	Integrated	
Utah	Integrated	
Virginia	Integrated	
West Virginia	Integrated	
Wyoming	Integrated	



November 2023 NEMSCD Administrator Report

State EMS Statistics - NEMSCD

State EMS Office	Latest API Submission Date	First API Submission Date	Most Recent Discipline Created Date	Cases Created Last Four Months	Most Recent Discipline Update Date	Cases Updated Last Four Months
ALABAMA	11/09/2023	02/25/2021		0		0
COLORADO	11/09/2023	10/26/2020	11/02/2023	12	10/09/2023	12
DELAWARE				0		0
GEORGIA	11/09/2023	10/05/2021	08/03/2023	1	10/13/2021	1
IDAHO	11/09/2023	02/07/2022	10/17/2023	1		1
INDIANA				0		0
IOWA	11/05/2023	11/01/2023		0		0
KANSAS	11/09/2023	07/30/2021	07/31/2023	1		1
LOUISIANA	11/09/2023	08/10/2021	10/26/2023	15	10/27/2023	15
MISSISSIPPI	11/09/2023	04/28/2022		0		0
MISSOURI	11/07/2023	10/20/2021	01/14/2022	0		0
NEBRASKA				0		0
NEVADA	11/02/2023	09/28/2023		0		0
NORTH DAKOTA				0		0
OKLAHOMA				0		0
PENNSYLVANIA				0		0
SOUTH CAROLINA	11/09/2023	03/25/2021	10/12/2022	0		0
SOUTH DAKOTA	11/06/2023	08/27/2021		0		0
TENNESSEE				0		0
TEXAS	11/09/2023	04/02/2021	04/27/2023	0	09/19/2022	0
UTAH	11/09/2023	09/29/2021	07/25/2023	66	07/25/2023	66
VIRGINIA	11/09/2023	04/01/2020		0		0
WEST VIRGINIA	11/09/2023	10/20/2021		0		0
WYOMING	11/08/2023	06/16/2021	10/09/2023	1		1



Current NEMSCD Enhancement Projects	
EMS ID Primary Identifier	
National Registry Data Tab	
Seeking Software Solution/API	
	Delaware
	Indiana
	Oklahoma
	South Dakota



INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

Proposed Bylaws Change

Public Notice: October 9, 2023

Written Comments Due By: November 14, 2023 5:00PM (EDT)

Public Hearing: November 15, 2023 3:00PM (EDT)

ARTICLE I.

Commission Purpose, Function and Bylaws

Section 1. Purpose

Pursuant to the terms of the Recognition of Emergency Medical Services (EMS) Personnel Licensure Interstate Compact (the "Compact"), The Interstate Commission for EMS Personnel Practice (the "Commission") is established as a body ~~corporate~~ **POLITIC AND AN INSTRUMENTALITY OF THE COMPACT STATES** to fulfill the objectives of the Compact through a means of joint cooperative action among the Member States: to develop a comprehensive process that complements the existing licensing and regulatory authority of the State EMS Authority and extends to EMS personnel a Privilege to Practice across state boundaries in Member States, thereby providing immediate legal recognition to EMS personnel and ensuring the safety of patients.

Background and justification on the proposed change:

The Commission identified a discrepancy between the REPLICIA Model Legislation, as enacted in 24 Member States, and the Bylaws. The enabling legislation specifies the Commission shall be established as a "Body Politic and an instrumentality of the Compact States". This proposed change will align the phraseology in the Bylaws with the Model Legislation.

Public Comments Received

Cooper Wilson National EMS; dba Priority Ambulance It's great you're fixing the language to match. Now, can member states actually align when, how long, and even IF an actual privilege to practice is granted? A member state EMT cannot come to GA and actually work without obtaining a GA license. Many other states also still have no enabling rules that define how long that privilege to practice is good for. Please, fix this.



INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE





INFORMATIONAL

Published Press Releases

6/13/2023

ICEMSPP Elects New Executive Committee

The Interstate Commission for EMS Personnel Practice Commission held their annual meeting in Reno, Nevada on 6/13/2023. The event was held during the National Association of State EMS Officials annual meeting at the Silver Legacy Reno Conference Center. Elections were held resulting in Indiana's Commissioner Kraig Kinney elected as the Chairperson, Idaho's Commissioner Wayne Denny elected as Vice Chair, Iowa's Commissioner Brad Vande Lune elected as Treasurer, and Wyoming's Commissioner Aaron Koehler elected as the At Large member of the Executive Committee. Kansas Commissioner Joe House and Texas Commissioner Joe Schmider remain on the Executive Committee as Secretary and Past Chair respectively. The new leadership of the Commission begin their term on July 1, 2023 which coincides with the start of the new Executive Director Donnie Woodyard.

	Executive Committee Chair		Executive Committee Treasurer
	Executive Committee Vice Chair		Executive Committee At Large
	Executive Committee Secretary		Executive Committee Past Chair

2023-2024 Meeting Schedule

The Interstate Commission for EMS Personnel Practice publishes the dates for its Executive Committee and Full Commission meetings, ensuring transparency and accessibility. These meetings are open to all Commissioners, State EMS Officials, stakeholders, as well as the general public. This allows for broad participation and ensures that individuals with an interest in the EMS Compact can stay informed and contribute to the discussions and decisions made during these meetings.

Meeting of the Executive Committee and the Full Commission for the remainder of 2023 and all 2024 include:

Commission Meeting Dates:

- November 15, 2023 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
 - **** Annual Elections Meeting: Secretary ****
- February 21, 2024 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
- May 14, 2024 Pittsburgh, PA Tuesday 14:00 Eastern
 - **** Annual In-Person Meeting, Co-located with the Annual NASEMSO meeting ****
- October 9, 2024 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
 - **** Annual Elections Meeting: Chairperson & Treasurer, At-Large ****

Full Commission Meeting agenda are published at least 10 days in advance [here](#).

Executive Committee Meeting Dates:

- August 2, 2023 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
- September 6, 2023 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
- October 4, 2023 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
- November 1, 2023 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
- December 6, 2023 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
- January 10, 2024 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
- February 7, 2024 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
- March 6, 2024 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
- April 3, 2024 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
- May 1, 2024 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
- June 5, 2024 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
- July 10, 2024 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
- August 7, 2024 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
- September 4, 2024 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
- October 2, 2024 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
- November 6, 2024 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain
- December 4, 2024 Virtual/Zoom Wednesday 15:00 Eastern 13:00 Mountain

Executive Committee Meeting agendas are published at least three days in advance [HERE](#).

Nevada Unifies EMS Standards with Assembly Bill 158, the 23rd State to Join EMS Compact

Nevada proudly stands as the 23rd state to unify its Emergency Medical Services (EMS) personnel standards with the Recognition of EMS Personnel Practice Interstate Compact (EMS Compact). Assembly Bill 158, approved unanimously by the Assembly and Senate and signed by Governor Joe Lombardo on June 12, 2023, is set to take effect on October 1, 2023.

This inclusion in the EMS Compact allows licensed EMS personnel from Nevada to practice across other member states without the need for separate licensing. More critically, it extends Nevada's reach into a pool of over 400,000 EMS personnel, all sharing the same licensure standards across compact states. Nevada will also gain access to the National EMS Coordinated database, a significant step in fortifying public protection through the sharing of EMS licensure data amongst member states. This database will empower Nevada with information on adverse actions taken against any individual's EMS license in other states, thus promoting public safety and advancing professional accountability.



INFORMATIONAL

Assembly Bill 158, a collaborative effort by Assemblyman Philip P.K. O'Neill, Assemblyman Ken Gray, and Assemblywoman Heidi Kasama, will also pave the way for an expedited licensing process for discharged service military personnel and their EMS-qualified spouses.

Bobbie Sullivan, Nevada's Emergency Medical Services Program Manager, and newly appointed Commissioner to the EMS Compact, expressed enthusiasm, stating, "I am thrilled about the benefits this will bring to Nevada, especially for our rural and frontier areas grappling with the recruitment and retention of EMS Personnel." Commissioner Sullivan also highlighted the EMS Compact's role in streamlining the process for the deployment of wildland firefighter EMS personnel in states like Utah by eliminating licensing delays.

Donnie Woodyard, the Executive Director of the EMS Compact, affirmed, "Nevada joining the EMS Compact is a crucial leap forward in advancing the EMS profession and harmonizing EMS standards nationwide." He further noted that when states join the EMS Compact, they don't merely tap into a national pool of uniformly licensed and qualified EMS personnel; they also reduce administrative burdens. Woodyard stressed that all EMS providers would continue practicing with a state-authorized EMS agency under the supervision of a physician EMS medical director.

Nevada's inclusion in the Compact signals a nationwide reinforcement of professionalism, the significance of national standards, public protection, and accountability. Furthermore, the EMS Compact legislation necessitates that all Compact member states adopt uniform minimum standards for the licensure of EMS personnel.

The EMS Compact propels the day-to-day movement of EMS personnel licensed in one Compact state to all other compact states, extending the privilege to practice across all member states. As a result, the EMS Compact bolsters access to patient care, safeguards the public, alleviates administrative pressures for EMS personnel and states, and ultimately enhances the Emergency Medical Services system in the United States.

Oklahoma, the 24th State to Enact the EMS Compact

Advancing Emergency Medical Services Nationwide

The EMS Compact proudly announces that effective November 1, 2023, the State of Oklahoma is officially a member of the Emergency Medical Services Compact, marking a significant leap forward in advancing emergency medical services. Earlier this year Governor J Kevin Stitt signed the Recognition of EMS Personnel Licensure Interstate Compact legislation (House Bill 2422) into law with an effective date of November 1, 2023, making Oklahoma the 24th state to join the EMS Compact.

The EMS Compact harmonizes EMS personnel licensure regulations and facilitates the seamless mobility of licensed EMS personnel across state boundaries. Oklahoma's inclusion in the Compact means that Oklahoma's EMS agencies will gain access to an expanded EMS workforce of 400,000 EMS personnel. Furthermore, licensed EMS professionals from the state can now practice in other member states without the need for additional licensing. By adopting uniform EMS personnel licensure standards, the EMS Compact states have significantly reduced administrative burdens while enhancing access to the national EMS workforce.

In addition to easing administrative burdens for EMS personnel, Oklahoma's State EMS Office will gain access to the National EMS Coordinated database. This database plays a pivotal role in enhancing public protection by enabling the sharing of EMS licensure data among member states. Oklahoma will now have access to information on any adverse actions taken against an individual's EMS license in other states, further promoting public safety and accountability within the profession.

Donnie Woodyard, the Executive Director of the EMS Compact, emphasized the significance of this moment, stating, "Oklahoma's embrace of the EMS Compact signifies a monumental step forward in our collective effort to establish consistent standards and ensure the highest level of care in emergency medical services across state lines. This unity strengthens our profession, promotes accountability, and ultimately benefits the communities we serve."

Oklahoma's inclusion in the Compact signifies a nationwide commitment to professionalism, the importance of national standards, public protection, and accountability. Furthermore, the EMS Compact legislation mandates that all member states adopt uniform minimum standards for EMS personnel licensure, further enhancing the quality and consistency of emergency medical services across the country.

The EMS Compact not only streamlines the mobility of EMS personnel but also strengthens access to patient care, safeguards the public, reduces administrative burdens for EMS personnel and states, and ultimately enhances the Emergency Medical Services system in the United States.

Oklahoma's decision to become a member of the EMS Compact underscores the state's dedication to improving healthcare and emergency response services. This milestone reinforces the state's commitment to providing high-quality care to its residents while collaborating with other states to uphold the highest standards of professionalism and public safety.

For more information about the EMS Compact and its benefits, please visit www.emscompact.gov.





INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

INFORMATIONAL

Updated Commissioner Appointment Memo

*** TEMPLATE ***

To: Donnie Woodyard, Jr., Executive Director
Interstate Commission for EMS Personnel Practice
5010 E. Trindle Rd, Suite 202
Mechanicsburg, PA 17050

FROM: Governor, Cabinet Secretary or Signature Authority Delegee

Subject: Notification of Commissioner Appointment Memo

In accordance with Section 10.B.1 of the Recognition of EMS Personnel Interstate Compact ("REPLICA") model legislation, as enacted in <<STATE CODE REFERENCE>>, the State of <<STATE>> hereby designates <<NAME>> as the delegate ("Commissioner") to the Interstate Commission of EMS Personnel Practice.

<<STATE CODE REFERENCE>> outlines the guidelines for the appointment of the delegate as follows:

"Each member state shall have and be limited to one (1) delegate. The responsible official of the state EMS authority or his designee shall be the delegate to this compact for each member state. Any delegate may be removed or suspended from office as provided by the law of the state from which the delegate is appointed. Any vacancy occurring in the Commission shall be filled in accordance with the laws of the member state in which the vacancy exists. In the event that more than one board, office, or other agency with the legislative mandate to license EMS personnel at and above the level of EMT exists, the governor of the state will determine which entity will be responsible for assigning the delegate."

This appointment is effective [Effective Date]. If you need additional information regarding this appointment, please contact [Contact Name] in my office at [Contact Phone Number] or [Contact Email Address].

Please make the necessary updates to your records to reflect this appointment. If you require any additional information or documentation regarding this appointment, please do not hesitate to contact us at [Your Contact Information].

We appreciate your attention to this matter and look forward to <<name>>'s active participation in the Interstate Commission for EMS Personnel Practice.



INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

Example Privilege to Practice Scenarios

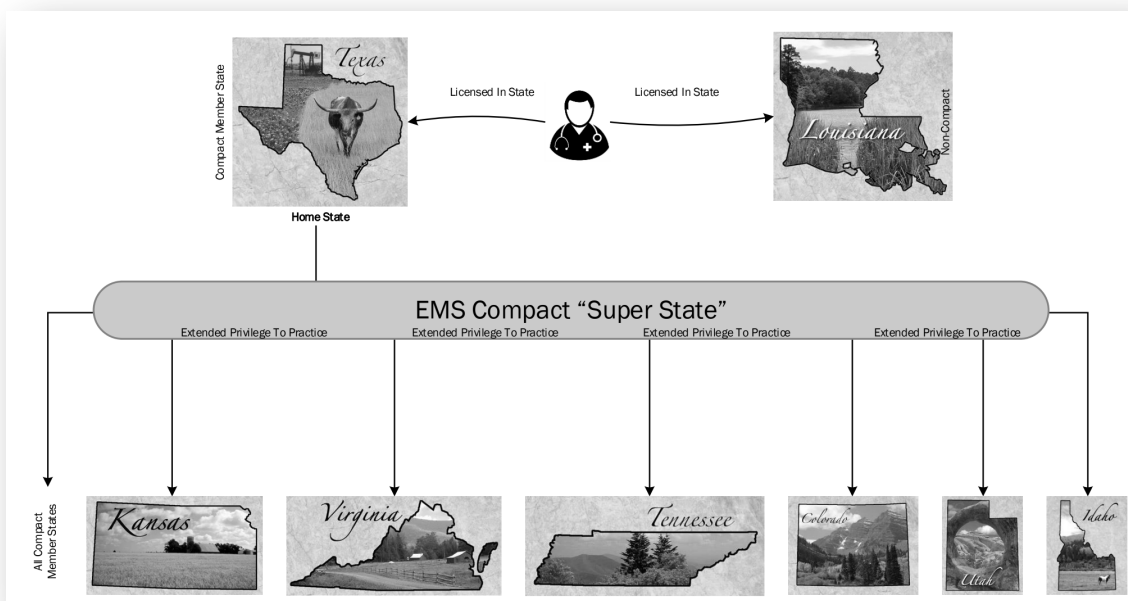
Introduction & Background

In an effort to provide valuable insights to Commissioners, State EMS Licensing Officials, Employers, and Stakeholders regarding the EMS Compact and the Privilege to Practice, the Commission has developed a range of illustrative scenarios. These scenarios have been instrumental since 2014 in enhancing comprehension and facilitating discussions around these critical topics.


In our continuous commitment to refine and standardize these illustrative scenarios, six revised scenarios are provided in this document, designated as Scenario A through F. These scenarios aim to maintain consistency while offering a deeper understanding of the subject matter through nuanced details.

It is important to acknowledge that fictional scenarios, by their nature, have certain limitations. However, we have endeavored to ensure that these examples remain grounded in reality and are relatable to the various stakeholders involved in EMS Compact discussions.

Please note: The sample scenarios provided are not exhaustive but represent some of the most prevalent use-case scenarios for the EMS Compact.



(Above image from the 2016 Scenarios)

Scenario A			
Description	Bob lives, works, and is licensed as an EMT in Colorado (a Compact Member State). Bob obtained his EMT license 25 years ago, before the state required NREMT certification. Bob has never had an FBI fingerprint background check. Bob works for the Big Blue Ambulance Service. Big Blue Ambulance Service is dispatched into Kansas (also a Compact Member State). Bob is not licensed as an EMT in Kansas. Bob treats and transports a patient to a hospital in Kansas. Before returning to Colorado, Big Blue Ambulance Service picks up another patient in Kansas and transports that patient to a hospital in Colorado.		
EMS Practitioner	<p>"Bob" is:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> An EMT with a valid, unrestricted license issued by Colorado <input checked="" type="checkbox"/> Over 18 years old <input checked="" type="checkbox"/> Is employed by the Big Blue Ambulance Service (paid or volunteer). <input checked="" type="checkbox"/> Is properly credentialed by Big Blue Ambulance Service. <input checked="" type="checkbox"/> Able to use their EMSID to validate a Privilege to Practice status at www.emscompact.gov 	Agency / Appropriate Authority	Big Blue Ambulance Service, assumptions: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Is operating in accordance with all applicable laws and regulations in Colorado. <input checked="" type="checkbox"/> Is authorized to hire (paid/un-paid), supervise, and utilize EMS practitioners in Colorado. <input checked="" type="checkbox"/> Has a physician medical director <input checked="" type="checkbox"/> Is <i>a/so</i> operating in accordance with all applicable laws and regulations in Kansas.
Home State	Colorado is a Compact Member State and Bob's Home State. Colorado is: <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In compliance with all EMS Compact requirements <input checked="" type="checkbox"/> Is submitting license data to the National EMS Coordinated Database (NEMSCD) <p>Colorado requires all initial EMT applicants seeking a license to adhere to the following:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Successful completion of the NREMT exam <input checked="" type="checkbox"/> Completion and review of an FBI Biometric Criminal History Background Check 	Medical Director	<ul style="list-style-type: none"> • The physician medical director is provided by Big Blue Ambulance Service. • Big Blue Ambulance Service is responsible for employing/contracting with a physician medical director in accordance with the laws, rules, regulations of Colorado & Kansas.
Remote State	<ul style="list-style-type: none"> • Kansas is a Compact Member State. • Kansas is required to recognize Bob's Privilege to Practice. • Kansas has the full authority to investigate, sanction and discipline Bob for violations of law, administrative rules or practice standards. 	Scope of Practice	Defined by the laws and rules of Colorado, the Home State, in addition to what Big Blue Ambulance Service (and Medical Director) may limit or modify (in accordance with local requirements).
Protocols	Big Blue Ambulance Service's protocols.		
Privilege to Practice 	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Bob has a Valid Privilege to Practice <input checked="" type="checkbox"/> The Privilege to Practice does not require an application or pre-approval authorization. <input checked="" type="checkbox"/> Bob is authorized to utilize the Privilege to Practice in the Remote State <input checked="" type="checkbox"/> Bob's employer can be confident Bob is legally valid to function as an EMT in the Remote State <input checked="" type="checkbox"/> Kansas state law requires the Remote State to honor Bob's EMT PTP 	Notes	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> NREMT certification as a prerequisite for State Licensure is a requirement for all new initial licenses issued by the Home State, moving forward from the date the Compact Legislation was enacted. <input checked="" type="checkbox"/> The FBI Background check is also a license prerequisite for all new initial licenses issued by the Home State. States have until March 2025 to implement this requirement.
Discussion	This example illustrates a valid multistate Privilege to Practice under the EMS Compact. It allows EMS Practitioners to perform their professional duties across state lines without requiring a license from the Remote State. The Remote State can still investigate complaints or violations, even if the practitioner isn't licensed there. Note that the scenario assumes the EMS Agency is operating in compliance with all applicable state regulations; the EMS Compact is for personnel not agencies.		

Scenario B			
Description	Jane is licensed as a Paramedic in Texas (a Compact Member State). Jane works for the Big Blue Ambulance Service, a busy urban service. Jane is experiencing burnout and wants a change of pace. Jane has family that lives in rural Wyoming with skiing, mountains, and hiking nearby. Jane is not licensed in Wyoming. EMS in the local area is provided by XYZ Fire Department, and they have a staffing shortage. Jane takes a leave of absence from Big Blue Ambulance and starts working part-time for XYZ Fire Department in Wyoming as a Paramedic.		
EMS Practitioner	<p>“Jane” is:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> A Paramedic with a valid, unrestricted license issued by Texas <input checked="" type="checkbox"/> Over 18 years old <input checked="" type="checkbox"/> Is employed by the XYZ Fire Department (paid or volunteer). <input checked="" type="checkbox"/> Is properly credentialed by XYZ Fire Department. <input checked="" type="checkbox"/> Able to use their EMSID to validate a Privilege to Practice status at www.emscompact.gov 	Agency / Appropriate Authority	<p>In this scenario, Big Blue Ambulance Service has no responsibilities for Jane in Wyoming.</p> <p>XYZ Fire Department assumptions:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Is operating in accordance with all applicable laws and regulations in Wyoming. <input checked="" type="checkbox"/> Is authorized to hire (paid/un-paid), supervise, and utilize EMS practitioners in Wyoming. <input checked="" type="checkbox"/> Has a physician medical director
Home State	<p>Texas is a Compact Member State and Jane’s Home State. Texas is:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In compliance with all EMS Compact requirements <input checked="" type="checkbox"/> Is submitting license data to the National EMS Coordinated Database (NEMSCD) <p>Texas requires all initial Paramedic applicants seeking a license to adhere to the following:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Successful completion of the NREMT exam <input checked="" type="checkbox"/> Completion and review of an FBI Biometric Criminal History Background Check 	Medical Director	<ul style="list-style-type: none"> • The physician medical director for Big Blue Ambulance Service has no responsibility for Jane in Wyoming. • The physician medical director for Jane will be provided by XYZ Fire Department in Wyoming.
Remote State	<ul style="list-style-type: none"> • Wyoming is a Compact Member State. • Wyoming law requires the state to recognize Jane’s Privilege to Practice. • Wyoming has the full authority to investigate, sanction and discipline Jane for violations of law, administrative rules or practice standards. • Wyoming can request Texas Office of EMS to assist with any enforcement or investigation actions, should they arise. 	Scope of Practice	Defined by the laws and rules of Wyoming (the Remote State), in addition to what XYZ Fire Department (and Medical Director) may limit or modify (in accordance with local requirements).
Protocols	XYZ Fire Department protocols.		
Privilege to Practice	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Jane has a Valid Privilege to Practice <input checked="" type="checkbox"/> The Privilege to Practice does not require an application or pre-approval authorization. <input checked="" type="checkbox"/> Jane is authorized to utilize the Privilege to Practice in the Remote State <input checked="" type="checkbox"/> Jane’s employer can be confident Jane is legally valid to function as an EMT in the Remote State <input checked="" type="checkbox"/> The Remote State’s law requires the State to honor Jane’s Paramedic PTP 		
Discussion	<p>This example highlights the value of the multistate Privilege to Practice offered by the EMS Compact. Given the high rate of burnout among EMS workers and the challenges faced by communities in recruiting and retaining EMS Practitioners, the Compact presents valuable tools for EMS agencies. In this scenario, Jane can transition to a new work environment, potentially rejuvenating her career without leaving the profession. The local EMS agency gains the benefit of immediately credentialing Jane and putting her to work. This arrangement allows Jane to apply her skills in a fresh setting, and her Home State employer may even have the opportunity to welcome her back revitalized in the future. It is important to note the critical steps taken by the XYZ Fire Department: they interview, affiliate, and locally credential Jane.</p>		

Scenario C			
Description	Sam is a licensed as a Paramedic in Virginia (a Compact Member State). Sam works for an aeromedical service (“We-Fly”) located in Virginia, but the aeromedical service has multiple bases in other Compact Member States including West Virginia. Sam is not licensed in any other state. We-Fly has a staffing shortage in West Virginia (a Compact State) and Sam accepts the overtime shift. Sam, an employee of “We-Fly (Virginia)” drives to the base of “We-Fly (West Virginia)” to cover a shift as a Paramedic.		
EMS Practitioner	<p>“Sam” is:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> A Paramedic with a valid, unrestricted license issued by Virginia <input checked="" type="checkbox"/> Over 18 years old <input checked="" type="checkbox"/> Is employed by the We-Fly in Virginia. <input checked="" type="checkbox"/> Able to use their EMSID to validate a Privilege to Practice status at www.emscompact.gov 	Agency / Appropriate Authority	<p>When Sam goes to the base in West Virginia (the State), the agency is the We-Fly entity that is licensed and regulated by West Virginia (which may be a different entity than the We-Fly that Sam routinely works for).</p> <p>We-Fly (in West Virginia) assumptions:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Is operating in accordance with all applicable laws and regulations in West Virginia. <input checked="" type="checkbox"/> Is authorized to hire (paid/un-paid), supervise, and utilize EMS practitioners in West Virginia. <input checked="" type="checkbox"/> Has a physician medical director
Home State	<p>Virginia is a Compact Member State and the Home State. Virginia is:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In compliance with all EMS Compact requirements <input checked="" type="checkbox"/> Is submitting license data to the National EMS Coordinated Database (NEMSCD) <p>Virginia requires all initial Paramedic applicants seeking a license to adhere to the following:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Successful completion of the NREMT exam <input checked="" type="checkbox"/> Completion and review of an FBI Biometric Criminal History Background Check 	Medical Director	<ul style="list-style-type: none"> • Paramedic Sam needs to determine who is the physician medical director for We-Fly (West Virginia). It may be the same Medical Director for We-Fly (Virginia), or it may be different. • If it is a different Medical Director, Sam must ensure she is properly credential by the new Medical Director.
Remote State	<ul style="list-style-type: none"> • West Virginia is a Compact Member State. • West Virginia is required to recognize Sam’s Privilege to Practice. • West Virginia has the full authority to investigate, sanction and discipline Sam for violations of law, administrative rules or practice standards. 	Scope of Practice	Sam will be responsible for operating under the Scope of Practice established by West Virginia (the Remote State), in addition to what We-Fly (West Virginia) and the local Medical Director may limit or modify (in accordance with local requirements).
Protocols	Sam will operate under the Protocols used by We-Fly (West Virginia). Because it is the same parent company the protocols may be standardized, but it’s Sam’s responsibility to know and abide by any differences.		
Privilege to Practice	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Sam has a Valid Privilege to Practice <input checked="" type="checkbox"/> The Privilege to Practice does not require an application or pre-approval authorization. <input checked="" type="checkbox"/> Sam is authorized to utilize the Privilege to Practice in the Remote State <input checked="" type="checkbox"/> Sam’s employer can be confident Sam is legally valid to function as an EMT in the Remote State <input checked="" type="checkbox"/> The Remote State’s law requires the State to honor Sam’s Paramedic PTP 		
Discussion	This scenario highlights the complexities of workforce mobility enabled by the EMS Compact. While Sam’s Privilege to Practice is valid, it’s crucial to note that all EMS Practitioners must be affiliated (Credentialed) with a local EMS agency and have an appropriate medical director. Given that the aeromedical base is in a different state, variations in medical directors, scope of practice, or protocols may exist, potentially affecting Sam’s ability to work seamlessly across state lines. Once these factors are confirmed and aligned, Sam can confidently work shifts, knowing that their Home State Paramedic License is recognized, and they have a valid Privilege to Practice.		

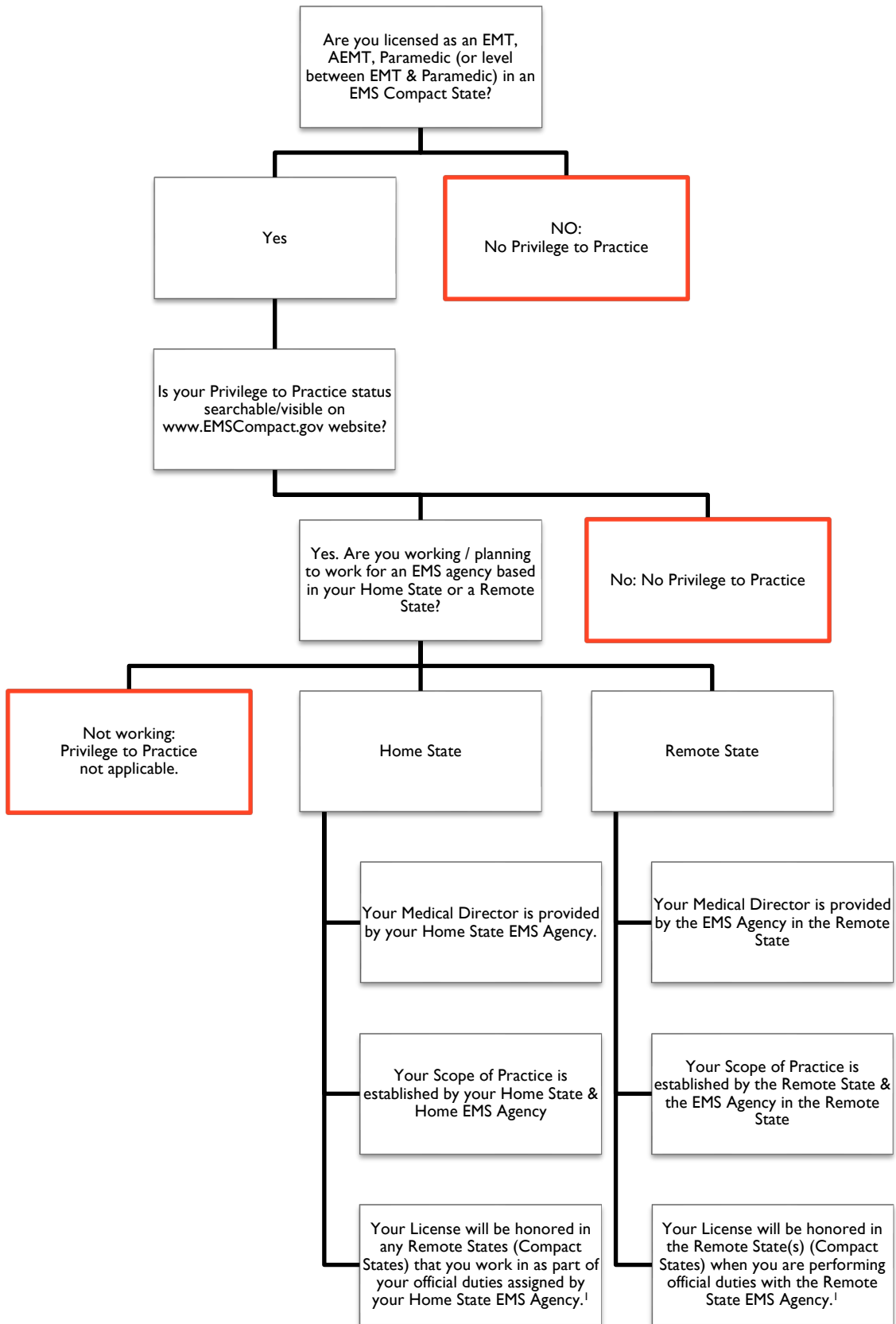


Scenario D			
Description	Jane is a licensed as an EMT in Georgia (a Compact Member State), but Jane is not currently employed as an EMT. Jane is not licensed in any other state. Jane sees an ad calling for EMTs to assist with a large music festival in Louisiana (a Compact Member State. Jane completes a virtual interview and is offered a temporary position with EMTs"R"US. While Jane will not be paid for her work at the festival, the agreement includes a free 4-day pass to the festival in exchange for 24 hours of volunteer work as an EMT. Jane goes to the festival. At the festival Jane meets the Physician Medical Director, is provided EMT protocols, and is briefed on the operational expectations. Later that day Jane is required to complete a series of practice scenarios and take a protocol quiz. The team coordinator reminds the EMTs of the applicable state and local rules and regulations related to event medicine.		
EMS Practitioner	<p>"Jane" is:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> An EMT with a valid, unrestricted license issued by Georgia <input checked="" type="checkbox"/> Over 18 years old <input checked="" type="checkbox"/> Is employed by "EMTs'R'US (although not paid). <input checked="" type="checkbox"/> Able to use their EMSID to validate a Privilege to Practice status at www.emscompact.gov 	Agency / Appropriate Authority	<p>EMTs"R"US assumptions:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Is operating in accordance with all applicable laws and regulations in Louisiana. <input checked="" type="checkbox"/> Is authorized to hire (paid/un-paid), supervise, and utilize EMS practitioners in Louisiana. <input checked="" type="checkbox"/> Has a physician medical director
Home State	<p>Georgia is a Compact Member State and the Home State. Georgia is:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In compliance with all EMS Compact requirements <input checked="" type="checkbox"/> Is submitting license data to the National EMS Coordinated Database (NEMSCD) <p>Georgia requires all initial Paramedic applicants seeking a license to adhere to the following:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Successful completion of the NREMT exam <input checked="" type="checkbox"/> Completion and review of an FBI Biometric Criminal History Background Check 	Medical Director	EMT Jane met the Physician Medical Director for EMTs"R"US.
Remote State	<ul style="list-style-type: none"> • Louisiana is a Compact Member State. • Louisiana state law requires the state to recognize Jane's Privilege to Practice. • Louisiana has the full authority to investigate, sanction and discipline Jane for violations of law, administrative rules or practice standards. 	Scope of Practice	Jane will be responsible for operating under the Scope of Practice established by Louisiana (the Remote State), in addition to what EMTs"R"US and the local Medical Director may limit or modify (in accordance with local requirements).
Protocols	Jane will operate under the Protocols used by EMTs"R"US.		
Privilege to Practice	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> Jane has a Valid Privilege to Practice <input checked="" type="checkbox"/> The Privilege to Practice does not require an application or pre-approval authorization. <input checked="" type="checkbox"/> Jane is authorized to utilize the Privilege to Practice in the Remote State <input checked="" type="checkbox"/> Jane's employer can be confident Jane is legally valid to function as an EMT in the Remote State <input checked="" type="checkbox"/> The Remote State's law requires the State to honor Jane's EMT PTP 		
Discussion	<p>This scenario underscores several critical factors, particularly the absence of independent practice authority for EMS practitioners. EMS practitioners do not have autonomous practice, and the EMS Compact does not grant them independent practice rights. EMS practitioners are employed by EMS agencies that must be duly authorized to hire EMS personnel and deliver medical services in the jurisdiction where they operate. In this situation, it's apparent that the local EMS entity was complying with local laws, including having a physician medical director, established protocols, and Jane undergoing a local credentialing process.</p>		



Scenario E			
Description	Jane is a licensed as an EMT in Tennessee (a Compact Member State) and works for Big Blue Ambulance Service. Jane is not licensed in any other state. Jane sees an ad calling for EMTs to assist with a sporting event and festival in Alabama (a Compact Member State). Jane completes a virtual interview and is offered a temporary position with Festive-Medics. While Jane will not be paid for her work at the festival, the agreement includes a free 4-day pass to the festival in exchange for 24 hours of volunteer work as an EMT. Jane sees that Festive-Medics is a non-profit organization but is not able to find a state issued license. When Jane arrives at the festival, she is provided an access badge and a medical bag. When Jane asks about protocols and medical direction the Festive-Medics supervisor tells Jane, "We only use EMS Compact EMTs, so use your Home State protocols and medical director."		
EMS Practitioner	<p>"Jane" is:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> An EMT with a valid, unrestricted license issued by Tennessee <input checked="" type="checkbox"/> Over 18 years old <input checked="" type="checkbox"/> Is employed by Festive-Medics (although not paid. <input checked="" type="checkbox"/> Able to use their EMSID to validate a Privilege to Practice status at www.emscompact.gov 	Agency / Appropriate Authority	<p>Festive-Medics is registered as a Non-Profit volunteer entity in Alabama, but:</p> <ul style="list-style-type: none"> • notes that non-transport agencies are not regulated in Alabama. • does not have agency-approved protocols or a designed physician medical director.
Home State	<p>Tennessee is a Compact Member State and the Home State. Tennessee is:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> In compliance with all EMS Compact requirements <input checked="" type="checkbox"/> Is submitting license data to the National EMS Coordinated Database (NEMSCD) <p>Tennessee requires all initial Paramedic applicants seeking a license to adhere to the following:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Successful completion of the NREMT exam <input checked="" type="checkbox"/> Completion and review of an FBI Biometric Criminal History Background Check 	Medical Director	<p>Festive-Medics tells Jane to use her Home State Medical Director.</p> <p>This is not permitted because the Medical Director services are being provided to Jane in her official capacity with Big Blue Ambulance Service, not as an individual practitioner.</p>
Remote State	<ul style="list-style-type: none"> • Alabama is a Compact Member State. • Alabama has the full authority to investigate, sanction and discipline Jane for violations of law, administrative rules or practice standards. 	Scope of Practice	<p>In theory Jane's EMT scope of practice has not been modified by an Appropriate Authority in the Remote state, so Jane's Scope of Practice will remain the same as the Home State Scope of Practice. But...there are bigger problems with this scenario.</p>
Protocols	None. Festive-Medics tells Jane to just follow her 'normal' protocols used when working for Big Blue Ambulance Service. This is not acceptable because Jane is not working as an agent/employee of Big Blue Ambulance Service at the festival.		
Privilege to Practice	<div style="display: flex; align-items: center;"> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Jane has not established that she is working for an Agency authorized in the Remote State. <input checked="" type="checkbox"/> Jane has not established a valid Physician Medical Director in the Remote State. </div>		
Discussion	<ul style="list-style-type: none"> - This scenario involves misconceptions related to EMS Compact, local credentialing, and medical direction. EMS Practitioners work within a defined scope of practice under agency affiliation, following medical protocols. EMS Agencies, including non-traditional employers of EMS practitioners, are required to comply with state and local regulations. - Physician Medical Directors are generally employed/contracted by EMS agencies or municipalities, not individual EMS practitioners. - Properly credentialed EMS Practitioners are permitted to practice when affiliated with an agency with physician medical direction, authorization to use agency/employer protocols, medications, and supplies outside official agency work is generally not permitted. - This scenario also highlights an example where a local agency lacks legal status due to deficient credentialing, medical direction, protocols, and other essential elements. 		

Privilege to Practice Flowchart



¹ - EMS Personnel licenses are recognized and valid across all EMS Compact jurisdictions. However, it is the responsibility of EMS Agencies to ensure they are well-informed about and in compliance with all relevant laws and regulations pertaining to EMS agencies in the jurisdictions where they operate.



Member State Survey

Which of the following EMS Practitioner levels does your state license (or certify)? (Please indicate all levels licensed, even if the license is issued by an entity other than your office.)

[More Details](#)

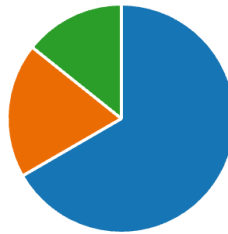
● EMR	18
● EMT	21
● Advanced-EMT	21
● Paramedic	21
● Other	11



Are EMS Practitioners in your state permitted to use their EMS License to work in non-traditional EMS settings (like hospitals, clinics, etc.)?

[More Details](#)

● Yes	14
● No	4
● Other	3





Executive Committee Service Dates

Chairperson

Kraig Kinney	Indiana	July 1, 2023-Present
Donnie Woodyard, Jr	Colorado	Oct 22, 2022 – June 30, 2023
Joseph Schmider	Texas	Oct 7, 2017 - October 22, 2022
Doug Wolfberg, JD	Inaugural Chair	Oct 7, 2017

Vice Chairperson

Wayne Denney	Idaho	July 1, 2023-Present
Kraig Kinney	Indiana	Nov 2, 2022 – June 30, 2023
Donnie Woodyard, Jr	Colorado	Sept 18, 2020 – Oct 22, 2022
Jeanne Marie Bakehouse	Colorado	Oct 7, 2017 – Sept 18, 2020

Treasurer

Brad Vande Lune	Iowa	July 1, 2023 – Present
Wayne Denney	Idaho	Nov 6, 2020 – July 2023
Stephen Wilson	Alabama	Oct 7, 2017 – October 2020

Secretary

Joseph House	Kansas	April 3, 2020- Present
Andy Gienapp	Wyoming	Oct 7, 2017 – April 2020

Commissioner-At-Large

Aaron Koehler	Wyoming	June 2023 - Present
Aaron Rhone	Pennsylvania	Dec 12, 2022 – June 2023
Gary Brown	Virginia	Sept 23, 2021- Dec 2022
Justin Romanello	New Hampshire	June 16, 2020 – Sept 2021
Donna G. Tidwell	Tennessee	Oct 7, 2017 – June 2020

REPLICA*

Recognition of EMS Personnel Licensure Interstate CompAct

Model Legislation

As Enacted In:

State	Reference	Effective Date
Alabama	AL Code § 22-18-50 (2022)	May 17, 2017
Colorado	CO Rev Stat § 24-60-3502 (2017)	May 8, 2015
Delaware	16 DE Code § 98A-100 (2017)	September 15, 2017
Georgia	O.C.G.A. Title 38, Ch. 3, Art. 4	May 8, 2017
Idaho	ID Code § 56-1013B (2018)	March 16, 20216
Indiana	IN Code § 16-31.5 (2021)	March 11, 2020
Iowa	IA Code § 147D.1 (2020)	March 11, 2020
Kansas	KS Stat § 65-6158 (2021)	March 31, 2016
Louisiana	LA Rev Stat § 40:1141 (2020)	July 1, 2021
Mississippi	MS Code § 41-59-101 (2018)	March 20, 2017
Missouri	MO Rev Stat § 190.900 (2019)	July 9, 2018
Nebraska	NE Code § 38-3801 (2018)	March 20, 2017
Nevada	Nev. Rev. Stat. § 450B	October 1, 2023
North Dakota	ND Century Code § 23-27.1 (2018)	April 1, 2019
Oklahoma	OK Title 63 Section 1-2205	November 1, 2023
Pennsylvania	Pa. Act 35 of 2022	July 7, 2022
South Carolina	SC Code § 44-61-710 (2018)	May 18, 2017
South Dakota	SD Codified L § 34-11C-1 (2022)	March 25, 2021
Tennessee	TN Code § 68-140-602 (2019)	April 19, 2016
Texas	TX Health & Safety Code § 778A.001 (2021)	September 1, 2015
Utah	UT Code § 26-8c-101 (2017)	March 21, 2016
Virginia	VA Code § 32.1-371 (2020)	March 1, 2016
West Virginia	WV Code § 16-60-1 (2020)	March 5, 2020
Wyoming	WY Stat § 33-36-201 (2022)	March 21, 2016

INFORMATIONAL

REPLICA

Recognition of EMS Personnel Licensure Interstate CompAct

SECTION 1. PURPOSE

In order to protect the public through verification of competency and ensure accountability for patient care related activities all states license emergency medical services (EMS) personnel, such as emergency medical technicians (EMTs), advanced EMTs and paramedics. This Compact is intended to facilitate the day to day movement of EMS personnel across state boundaries in the performance of their EMS duties as assigned by an appropriate authority and authorize state EMS offices to afford immediate legal recognition to EMS personnel licensed in a member state. This Compact recognizes that states have a vested interest in protecting the public's health and safety through their licensing and regulation of EMS personnel and that such state regulation shared among the member states will best protect public health and safety. This Compact is designed to achieve the following purposes and objectives:

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

SECTION 2. DEFINITIONS

In this compact:

1. "Advanced Emergency Medical Technician (AEMT)" means: an individual licensed with cognitive knowledge and a scope of practice that corresponds to that level in the National EMS Education Standards and National EMS Scope of Practice Model.
2. "Adverse Action" means: any administrative, civil, equitable or criminal action permitted by a state's laws which may be imposed against licensed EMS personnel by a state EMS authority or state court, including, but not limited to, actions against an individual's license such as revocation, suspension, probation, consent agreement, monitoring or other limitation or encumbrance on the individual's practice, letters of reprimand or admonition, fines, criminal convictions and state court judgments enforcing adverse actions by the state EMS authority.
3. "Alternative program" means: a voluntary, non-disciplinary substance abuse recovery program approved by a state EMS authority.
4. "Certification" means: the successful verification of entry-level cognitive and psychomotor competency using a reliable, validated, and legally defensible examination.
5. "Commission" means: the national administrative body of which all states that have enacted the compact are members.
6. "Emergency Medical Technician (EMT)" means: an individual licensed with cognitive knowledge and a scope of practice that corresponds to that level in the National EMS Education Standards and National EMS Scope of Practice Model.
7. "Home State" means: a member state where an individual is licensed to practice emergency medical services.
8. "License" means: the authorization by a state for an individual to practice as an EMT, AEMT, paramedic, or a level in between EMT and paramedic.
9. "Medical Director" means: a physician licensed in a member state who is accountable for the care delivered by EMS personnel.
10. "Member State" means: a state that has enacted this compact.
11. "Privilege to Practice" means: an individual's authority to deliver emergency medical services in remote states as authorized under this compact.

12. "Paramedic" means: an individual licensed with cognitive knowledge and a scope of practice that corresponds to that level in the National EMS Education Standards and National EMS Scope of Practice Model.
13. "Remote State" means: a member state in which an individual is not licensed.
14. "Restricted" means: the outcome of an adverse action that limits a license or the privilege to practice.
15. "Rule" means: a written statement by the interstate Commission promulgated pursuant to Section 12 of this compact that is of general applicability; implements, interprets, or prescribes a policy or provision of the compact; or is an organizational, procedural, or practice requirement of the Commission and has the force and effect of statutory law in a member state and includes the amendment, repeal, or suspension of an existing rule.
16. "Scope of Practice" means: defined parameters of various duties or services that may be provided by an individual with specific credentials. Whether regulated by rule, statute, or court decision, it tends to represent the limits of services an individual may perform.
17. "Significant Investigatory Information" means:
 - investigative information that a state EMS authority, after a preliminary inquiry that includes notification and an opportunity to respond if required by state law, has reason to believe, if proved true, would result in the imposition of an adverse action on a license or privilege to practice; or
 - investigative information that indicates that the individual represents an immediate threat to public health and safety regardless of whether the individual has been notified and had an opportunity to respond.
18. "State" means: means any state, commonwealth, district, or territory of the United States.
19. "State EMS Authority" means: the board, office, or other agency with the legislative mandate to license EMS personnel.

SECTION 3. HOME STATE LICENSURE

- A. Any member state in which an individual holds a current license shall be deemed a home state for purposes of this compact.
- B. Any member state may require an individual to obtain and retain a license to be authorized to practice in the member state under circumstances not authorized by the privilege to practice under the terms of this compact.
- C. A home state's license authorizes an individual to practice in a remote state under the privilege to practice only if the home state:
 1. Currently requires the use of the National Registry of Emergency Medical Technicians (NREMT) examination as a condition of issuing initial licenses at the EMT and paramedic levels;
 2. Has a mechanism in place for receiving and investigating complaints about individuals;
 3. Notifies the Commission, in compliance with the terms herein, of any adverse action or significant investigatory information regarding an individual;
 4. No later than five years after activation of the Compact, requires a criminal background check of all applicants for initial licensure, including the use of the results of fingerprint or other biometric data checks compliant with the requirements of the Federal Bureau of Investigation with the exception of federal employees who have suitability determination in accordance with US CFR §731.202 and submit documentation of such as promulgated in the rules of the Commission; and
 5. Complies with the rules of the Commission.

SECTION 4. COMPACT PRIVILEGE TO PRACTICE

- A. Member states shall recognize the privilege to practice of an individual licensed in another member state that is in conformance with Section 3.
- B. To exercise the privilege to practice under the terms and provisions of this compact, an individual must:
 1. Be at least 18 years of age;
 2. Possess a current unrestricted license in a member state as an EMT, AEMT, paramedic, or state recognized and licensed level with a scope of practice and authority between EMT and paramedic; and
 3. Practice under the supervision of a medical director.
- C. An individual providing patient care in a remote state under the privilege to practice shall function within the scope of practice authorized by the home state unless and until modified by an appropriate authority in the remote state as may be defined in the rules of the commission.
- D. Except as provided in Section 4 subsection C, an individual practicing in a remote state will be subject to the remote state's authority and laws. A remote state may, in accordance with due process and that

state's laws, restrict, suspend, or revoke an individual's privilege to practice in the remote state and may take any other necessary actions to protect the health and safety of its citizens. If a remote state takes action it shall promptly notify the home state and the Commission.

- E. If an individual's license in any home state is restricted or suspended, the individual shall not be eligible to practice in a remote state under the privilege to practice until the individual's home state license is restored.
- F. If an individual's privilege to practice in any remote state is restricted, suspended, or revoked the individual shall not be eligible to practice in any remote state until the individual's privilege to practice is restored.

SECTION 5. CONDITIONS OF PRACTICE IN A REMOTE STATE

An individual may practice in a remote state under a privilege to practice only in the performance of the individual's EMS duties as assigned by an appropriate authority, as defined in the rules of the Commission, and under the following circumstances:

1. The individual originates a patient transport in a home state and transports the patient to a remote state;
2. The individual originates in the home state and enters a remote state to pick up a patient and provide care and transport of the patient to the home state;
3. The individual enters a remote state to provide patient care and/or transport within that remote state;
4. The individual enters a remote state to pick up a patient and provide care and transport to a third member state;
5. Other conditions as determined by rules promulgated by the commission.

SECTION 6. RELATIONSHIP TO EMERGENCY MANAGEMENT ASSISTANCE COMPACT

Upon a member state's governor's declaration of a state of emergency or disaster that activates the Emergency Management Assistance Compact (EMAC), all relevant terms and provisions of EMAC shall apply and to the extent any terms or provisions of this Compact conflicts with EMAC, the terms of EMAC shall prevail with respect to any individual practicing in the remote state in response to such declaration.

SECTION 7. VETERANS, SERVICE MEMBERS SEPARATING FROM ACTIVE DUTY MILITARY, AND THEIR SPOUSES

- A. Member states shall consider a veteran, active military service member, and member of the National Guard and Reserves separating from an active duty tour, and a spouse thereof, who holds a current valid and unrestricted NREMT certification at or above the level of the state license being sought as satisfying the minimum training and examination requirements for such licensure.
- B. Member states shall expedite the processing of licensure applications submitted by veterans, active military service members, and members of the National Guard and Reserves separating from an active duty tour, and their spouses.
- C. All individuals functioning with a privilege to practice under this Section remain subject to the Adverse Actions provisions of Section VIII.

SECTION 8. ADVERSE ACTIONS

- A. A home state shall have exclusive power to impose adverse action against an individual's license issued by the home state.
- B. If an individual's license in any home state is restricted or suspended, the individual shall not be eligible to practice in a remote state under the privilege to practice until the individual's home state license is restored.
 1. All home state adverse action orders shall include a statement that the individual's compact privileges are inactive. The order may allow the individual to practice in remote states with prior written authorization from both the home state and remote state's EMS authority.
 2. An individual currently subject to adverse action in the home state shall not practice in any remote state without prior written authorization from both the home state and remote state's EMS authority.
- C. A member state shall report adverse actions and any occurrences that the individual's compact privileges are restricted, suspended, or revoked to the Commission in accordance with the rules of the Commission.
- D. A remote state may take adverse action on an individual's privilege to practice within that state.

- E. Any member state may take adverse action against an individual's privilege to practice in that state based on the factual findings of another member state, so long as each state follows its own procedures for imposing such adverse action.
- F. A home state's EMS authority shall investigate and take appropriate action with respect to reported conduct in a remote state as it would if such conduct had occurred within the home state. In such cases, the home state's law shall control in determining the appropriate adverse action.
- G. Nothing in this Compact shall override a member state's decision that participation in an alternative program may be used in lieu of adverse action and that such participation shall remain non-public if required by the member state's laws. Member states must require individuals who enter any alternative programs to agree not to practice in any other member state during the term of the alternative program without prior authorization from such other member state.

SECTION 9. ADDITIONAL POWERS INVESTED IN A MEMBER STATE'S EMS AUTHORITY

A member state's EMS authority, in addition to any other powers granted under state law, is authorized under this compact to:

- 1. Issue subpoenas for both hearings and investigations that require the attendance and testimony of witnesses and the production of evidence. Subpoenas issued by a member state's EMS authority for the attendance and testimony of witnesses, and/or the production of evidence from another member state, shall be enforced in the remote state by any court of competent jurisdiction, according to that court's practice and procedure in considering subpoenas issued in its own proceedings. The issuing state EMS authority shall pay any witness fees, travel expenses, mileage, and other fees required by the service statutes of the state where the witnesses and/or evidence are located; and
- 2. Issue cease and desist orders to restrict, suspend, or revoke an individual's privilege to practice in the state.

SECTION 10. ESTABLISHMENT OF THE INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

- A. The Compact states hereby create and establish a joint public agency known as the Interstate Commission for EMS Personnel Practice.
 - 1. The Commission is a body politic and an instrumentality of the Compact states.
 - 2. Venue is proper and judicial proceedings by or against the Commission shall be brought solely and exclusively in a court of competent jurisdiction where the principal office of the Commission is located. The Commission may waive venue and jurisdictional defenses to the extent it adopts or consents to participate in alternative dispute resolution proceedings.
 - 3. Nothing in this Compact shall be construed to be a waiver of sovereign immunity.
- B. Membership, Voting, and Meetings
 - 1. Each member state shall have and be limited to one (1) delegate. The responsible official of the state EMS authority or his designee shall be the delegate to this Compact for each member state. Any delegate may be removed or suspended from office as provided by the law of the state from which the delegate is appointed. Any vacancy occurring in the Commission shall be filled in accordance with the laws of the member state in which the vacancy exists. In the event that more than one board, office, or other agency with the legislative mandate to license EMS personnel at and above the level of EMT exists, the Governor of the state will determine which entity will be responsible for assigning the delegate.
 - 2. Each delegate shall be entitled to one (1) vote with regard to the promulgation of rules and creation of bylaws and shall otherwise have an opportunity to participate in the business and affairs of the Commission. A delegate shall vote in person or by such other means as provided in the bylaws. The bylaws may provide for delegates' participation in meetings by telephone or other means of communication.
 - 3. The Commission shall meet at least once during each calendar year. Additional meetings shall be held as set forth in the bylaws.
 - 4. All meetings shall be open to the public, and public notice of meetings shall be given in the same manner as required under the rulemaking provisions in Section XII.
 - 5. The Commission may convene in a closed, non-public meeting if the Commission must discuss:
 - a. Non-compliance of a member state with its obligations under the Compact;
 - b. The employment, compensation, discipline or other personnel matters, practices or procedures related to specific employees or other matters related to the Commission's internal personnel practices and procedures;
 - c. Current, threatened, or reasonably anticipated litigation;

- d. Negotiation of contracts for the purchase or sale of goods, services, or real estate;
 - e. Accusing any person of a crime or formally censuring any person;
 - f. Disclosure of trade secrets or commercial or financial information that is privileged or confidential;
 - g. Disclosure of information of a personal nature where disclosure would constitute a clearly unwarranted invasion of personal privacy;
 - h. Disclosure of investigatory records compiled for law enforcement purposes;
 - i. Disclosure of information related to any investigatory reports prepared by or on behalf of or for use of the Commission or other committee charged with responsibility of investigation or determination of compliance issues pursuant to the compact; or
 - j. Matters specifically exempted from disclosure by federal or member state statute.
6. If a meeting, or portion of a meeting, is closed pursuant to this provision, the Commission's legal counsel or designee shall certify that the meeting may be closed and shall reference each relevant exempting provision. The Commission shall keep minutes that fully and clearly describe all matters discussed in a meeting and shall provide a full and accurate summary of actions taken, and the reasons therefore, including a description of the views expressed. All documents considered in connection with an action shall be identified in such minutes. All minutes and documents of a closed meeting shall remain under seal, subject to release by a majority vote of the Commission or order of a court of competent jurisdiction.
- C. The Commission shall, by a majority vote of the delegates, prescribe bylaws and/or rules to govern its conduct as may be necessary or appropriate to carry out the purposes and exercise the powers of the compact, including but not limited to:
- 1. Establishing the fiscal year of the Commission;
 - 2. Providing reasonable standards and procedures:
 - a. for the establishment and meetings of other committees; and
 - b. governing any general or specific delegation of any authority or function of the Commission;
 - 3. Providing reasonable procedures for calling and conducting meetings of the Commission, ensuring reasonable advance notice of all meetings, and providing an opportunity for attendance of such meetings by interested parties, with enumerated exceptions designed to protect the public's interest, the privacy of individuals, and proprietary information, including trade secrets. The Commission may meet in closed session only after a majority of the membership votes to close a meeting in whole or in part. As soon as practicable, the Commission must make public a copy of the vote to close the meeting revealing the vote of each member with no proxy votes allowed;
 - 4. Establishing the titles, duties and authority, and reasonable procedures for the election of the officers of the Commission;
 - 5. Providing reasonable standards and procedures for the establishment of the personnel policies and programs of the Commission. Notwithstanding any civil service or other similar laws of any member state, the bylaws shall exclusively govern the personnel policies and programs of the Commission;
 - 6. Promulgating a code of ethics to address permissible and prohibited activities of Commission members and employees;
 - 7. Providing a mechanism for winding up the operations of the Commission and the equitable disposition of any surplus funds that may exist after the termination of the Compact after the payment and/or reserving of all of its debts and obligations;
 - 8. The Commission shall publish its bylaws and file a copy thereof, and a copy of any amendment thereto, with the appropriate agency or officer in each of the member states, if any.
 - 9. The Commission shall maintain its financial records in accordance with the bylaws.
 - 10. The Commission shall meet and take such actions as are consistent with the provisions of this Compact and the bylaws.
- D. The Commission shall have the following powers:
- 1. The authority to promulgate uniform rules to facilitate and coordinate implementation and administration of this Compact. The rules shall have the force and effect of law and shall be binding in all member states;
 - 2. To bring and prosecute legal proceedings or actions in the name of the Commission, provided that the standing of any state EMS authority or other regulatory body responsible for EMS personnel licensure to sue or be sued under applicable law shall not be affected;
 - 3. To purchase and maintain insurance and bonds;
 - 4. To borrow, accept, or contract for services of personnel, including, but not limited to, employees of a member state;

5. To hire employees, elect or appoint officers, fix compensation, define duties, grant such individuals appropriate authority to carry out the purposes of the compact, and to establish the Commission's personnel policies and programs relating to conflicts of interest, qualifications of personnel, and other related personnel matters;
 6. To accept any and all appropriate donations and grants of money, equipment, supplies, materials and services, and to receive, utilize and dispose of the same; provided that at all times the Commission shall strive to avoid any appearance of impropriety and/or conflict of interest;
 7. To lease, purchase, accept appropriate gifts or donations of, or otherwise to own, hold, improve or use, any property, real, personal or mixed; provided that at all times the Commission shall strive to avoid any appearance of impropriety;
 8. To sell convey, mortgage, pledge, lease, exchange, abandon, or otherwise dispose of any property real, personal, or mixed;
 9. To establish a budget and make expenditures;
 10. To borrow money;
 11. To appoint committees, including advisory committees comprised of members, state regulators, state legislators or their representatives, and consumer representatives, and such other interested persons as may be designated in this compact and the bylaws;
 12. To provide and receive information from, and to cooperate with, law enforcement agencies;
 13. To adopt and use an official seal; and
 14. To perform such other functions as may be necessary or appropriate to achieve the purposes of this Compact consistent with the state regulation of EMS personnel licensure and practice.
- E. Financing of the Commission
1. The Commission shall pay, or provide for the payment of, the reasonable expenses of its establishment, organization, and ongoing activities.
 2. The Commission may accept any and all appropriate revenue sources, donations, and grants of money, equipment, supplies, materials, and services.
 3. The Commission may levy on and collect an annual assessment from each member state or impose fees on other parties to cover the cost of the operations and activities of the Commission and its staff, which must be in a total amount sufficient to cover its annual budget as approved each year for which revenue is not provided by other sources. The aggregate annual assessment amount shall be allocated based upon a formula to be determined by the Commission, which shall promulgate a rule binding upon all member states.
 4. The Commission shall not incur obligations of any kind prior to securing the funds adequate to meet the same; nor shall the Commission pledge the credit of any of the member states, except by and with the authority of the member state.
 5. The Commission shall keep accurate accounts of all receipts and disbursements. The receipts and disbursements of the Commission shall be subject to the audit and accounting procedures established under its bylaws. However, all receipts and disbursements of funds handled by the Commission shall be audited yearly by a certified or licensed public accountant, and the report of the audit shall be included in and become part of the annual report of the Commission.
- F. Qualified Immunity, Defense, and Indemnification
1. The members, officers, executive director, employees and representatives of the Commission shall be immune from suit and liability, either personally or in their official capacity, for any claim for damage to or loss of property or personal injury or other civil liability caused by or arising out of any actual or alleged act, error or omission that occurred, or that the person against whom the claim is made had a reasonable basis for believing occurred within the scope of Commission employment, duties or responsibilities; provided that nothing in this paragraph shall be construed to protect any such person from suit and/or liability for any damage, loss, injury, or liability caused by the intentional or willful or wanton misconduct of that person.
 2. The Commission shall defend any member, officer, executive director, employee or representative of the Commission in any civil action seeking to impose liability arising out of any actual or alleged act, error, or omission that occurred within the scope of Commission employment, duties, or responsibilities, or that the person against whom the claim is made had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities; provided that nothing herein shall be construed to prohibit that person from retaining his or her own counsel; and provided further, that the actual or alleged act, error, or omission did not result from that person's intentional or willful or wanton misconduct.

3. The Commission shall indemnify and hold harmless any member, officer, executive director, employee, or representative of the Commission for the amount of any settlement or judgment obtained against that person arising out of any actual or alleged act, error or omission that occurred within the scope of Commission employment, duties, or responsibilities, or that such person had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities, provided that the actual or alleged act, error, or omission did not result from the intentional or willful or wanton misconduct of that person.

SECTION 11. COORDINATED DATABASE

- A. The Commission shall provide for the development and maintenance of a coordinated database and reporting system containing licensure, adverse action, and significant investigatory information on all licensed individuals in member states.
- B. Notwithstanding any other provision of state law to the contrary, a member state shall submit a uniform data set to the coordinated database on all individuals to whom this compact is applicable as required by the rules of the Commission, including:
 1. Identifying information;
 2. Licensure data;
 3. Significant investigatory information;
 4. Adverse actions against an individual's license;
 5. An indicator that an individual's privilege to practice is restricted, suspended or revoked;
 6. Non-confidential information related to alternative program participation;
 7. Any denial of application for licensure, and the reason(s) for such denial; and
 8. Other information that may facilitate the administration of this Compact, as determined by the rules of the Commission.
- C. The coordinated database administrator shall promptly notify all member states of any adverse action taken against, or significant investigative information on, any individual in a member state.
- D. Member states contributing information to the coordinated database may designate information that may not be shared with the public without the express permission of the contributing state.
- E. Any information submitted to the coordinated database that is subsequently required to be expunged by the laws of the member state contributing the information shall be removed from the coordinated database.

SECTION 12. RULEMAKING

- A. The Commission shall exercise its rulemaking powers pursuant to the criteria set forth in this Section and the rules adopted thereunder. Rules and amendments shall become binding as of the date specified in each rule or amendment.
- B. If a majority of the legislatures of the member states rejects a rule, by enactment of a statute or resolution in the same manner used to adopt the Compact, then such rule shall have no further force and effect in any member state.
- C. Rules or amendments to the rules shall be adopted at a regular or special meeting of the Commission.
- D. Prior to promulgation and adoption of a final rule or rules by the Commission, and at least sixty (60) days in advance of the meeting at which the rule will be considered and voted upon, the Commission shall file a Notice of Proposed Rulemaking:
 1. On the website of the Commission; and
 2. On the website of each member state EMS authority or the publication in which each state would otherwise publish proposed rules.
- E. The Notice of Proposed Rulemaking shall include:
 1. The proposed time, date, and location of the meeting in which the rule will be considered and voted upon;
 2. The text of the proposed rule or amendment and the reason for the proposed rule;
 3. A request for comments on the proposed rule from any interested person; and
 4. The manner in which interested persons may submit notice to the Commission of their intention to attend the public hearing and any written comments.
- F. Prior to adoption of a proposed rule, the Commission shall allow persons to submit written data, facts, opinions, and arguments, which shall be made available to the public.
- G. The Commission shall grant an opportunity for a public hearing before it adopts a rule or amendment if a hearing is requested by:
 1. At least twenty-five (25) persons;

2. A governmental subdivision or agency; or
 3. An association having at least twenty-five (25) members.
- H. If a hearing is held on the proposed rule or amendment, the Commission shall publish the place, time, and date of the scheduled public hearing.
 1. All persons wishing to be heard at the hearing shall notify the executive director of the Commission or other designated member in writing of their desire to appear and testify at the hearing not less than five (5) business days before the scheduled date of the hearing.
 2. Hearings shall be conducted in a manner providing each person who wishes to comment a fair and reasonable opportunity to comment orally or in writing.
 3. No transcript of the hearing is required, unless a written request for a transcript is made, in which case the person requesting the transcript shall bear the cost of producing the transcript. A recording may be made in lieu of a transcript under the same terms and conditions as a transcript. This subsection shall not preclude the Commission from making a transcript or recording of the hearing if it so chooses.
 4. Nothing in this section shall be construed as requiring a separate hearing on each rule. Rules may be grouped for the convenience of the Commission at hearings required by this section.
 - I. Following the scheduled hearing date, or by the close of business on the scheduled hearing date if the hearing was not held, the Commission shall consider all written and oral comments received.
 - J. The Commission shall, by majority vote of all members, take final action on the proposed rule and shall determine the effective date of the rule, if any, based on the rulemaking record and the full text of the rule.
 - K. If no written notice of intent to attend the public hearing by interested parties is received, the Commission may proceed with promulgation of the proposed rule without a public hearing.
 - L. Upon determination that an emergency exists, the Commission may consider and adopt an emergency rule without prior notice, opportunity for comment, or hearing, provided that the usual rulemaking procedures provided in the Compact and in this section shall be retroactively applied to the rule as soon as reasonably possible, in no event later than ninety (90) days after the effective date of the rule. For the purposes of this provision, an emergency rule is one that must be adopted immediately in order to:
 1. Meet an imminent threat to public health, safety, or welfare;
 2. Prevent a loss of Commission or member state funds;
 3. Meet a deadline for the promulgation of an administrative rule that is established by federal law or rule; or
 4. Protect public health and safety.
 - M. The Commission or an authorized committee of the Commission may direct revisions to a previously adopted rule or amendment for purposes of correcting typographical errors, errors in format, errors in consistency, or grammatical errors. Public notice of any revisions shall be posted on the website of the Commission. The revision shall be subject to challenge by any person for a period of thirty (30) days after posting. The revision may be challenged only on grounds that the revision results in a material change to a rule. A challenge shall be made in writing, and delivered to the chair of the Commission prior to the end of the notice period. If no challenge is made, the revision will take effect without further action. If the revision is challenged, the revision may not take effect without the approval of the Commission.

SECTION 13. OVERSIGHT, DISPUTE RESOLUTION, AND ENFORCEMENT

- A. Oversight
 1. The executive, legislative, and judicial branches of state government in each member state shall enforce this compact and take all actions necessary and appropriate to effectuate the compact's purposes and intent. The provisions of this compact and the rules promulgated hereunder shall have standing as statutory law.
 2. All courts shall take judicial notice of the compact and the rules in any judicial or administrative proceeding in a member state pertaining to the subject matter of this compact which may affect the powers, responsibilities or actions of the Commission.
 3. The Commission shall be entitled to receive service of process in any such proceeding, and shall have standing to intervene in such a proceeding for all purposes. Failure to provide service of process to the Commission shall render a judgment or order void as to the Commission, this Compact, or promulgated rules.
- B. Default, Technical Assistance, and Termination

1. If the Commission determines that a member state has defaulted in the performance of its obligations or responsibilities under this compact or the promulgated rules, the Commission shall:
 - a. Provide written notice to the defaulting state and other member states of the nature of the default, the proposed means of curing the default and/or any other action to be taken by the Commission; and
 - b. Provide remedial training and specific technical assistance regarding the default.
 2. If a state in default fails to cure the default, the defaulting state may be terminated from the Compact upon an affirmative vote of a majority of the member states, and all rights, privileges and benefits conferred by this compact may be terminated on the effective date of termination. A cure of the default does not relieve the offending state of obligations or liabilities incurred during the period of default.
 3. Termination of membership in the compact shall be imposed only after all other means of securing compliance have been exhausted. Notice of intent to suspend or terminate shall be given by the Commission to the governor, the majority and minority leaders of the defaulting state's legislature, and each of the member states.
 4. A state that has been terminated is responsible for all assessments, obligations, and liabilities incurred through the effective date of termination, including obligations that extend beyond the effective date of termination.
 5. The Commission shall not bear any costs related to a state that is found to be in default or that has been terminated from the compact, unless agreed upon in writing between the Commission and the defaulting state.
 6. The defaulting state may appeal the action of the Commission by petitioning the U.S. District Court for the District of Columbia or the federal district where the Commission has its principal offices. The prevailing member shall be awarded all costs of such litigation, including reasonable attorney's fees.
- C. Dispute Resolution
1. Upon request by a member state, the Commission shall attempt to resolve disputes related to the compact that arise among member states and between member and non-member states.
 2. The Commission shall promulgate a rule providing for both mediation and binding dispute resolution for disputes as appropriate.
- D. Enforcement
1. The Commission, in the reasonable exercise of its discretion, shall enforce the provisions and rules of this compact.
 2. By majority vote, the Commission may initiate legal action in the United States District Court for the District of Columbia or the federal district where the Commission has its principal offices against a member state in default to enforce compliance with the provisions of the compact and its promulgated rules and bylaws. The relief sought may include both injunctive relief and damages. In the event judicial enforcement is necessary, the prevailing member shall be awarded all costs of such litigation, including reasonable attorney's fees.
 3. The remedies herein shall not be the exclusive remedies of the Commission. The Commission may pursue any other remedies available under federal or state law.

SECTION 14. DATE OF IMPLEMENTATION OF THE INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE AND ASSOCIATED RULES, WITHDRAWAL, AND AMENDMENT

- A. The compact shall come into effect on the date on which the compact statute is enacted into law in the tenth member state. The provisions, which become effective at that time, shall be limited to the powers granted to the Commission relating to assembly and the promulgation of rules. Thereafter, the Commission shall meet and exercise rulemaking powers necessary to the implementation and administration of the compact.
- B. Any state that joins the compact subsequent to the Commission's initial adoption of the rules shall be subject to the rules as they exist on the date on which the compact becomes law in that state. Any rule that has been previously adopted by the Commission shall have the full force and effect of law on the day the compact becomes law in that state.
- C. Any member state may withdraw from this compact by enacting a statute repealing the same.
 1. A member state's withdrawal shall not take effect until six (6) months after enactment of the repealing statute.
 2. Withdrawal shall not affect the continuing requirement of the withdrawing state's EMS authority to comply with the investigative and adverse action reporting requirements of this act prior to the effective date of withdrawal.

- D. Nothing contained in this compact shall be construed to invalidate or prevent any EMS personnel licensure agreement or other cooperative arrangement between a member state and a non-member state that does not conflict with the provisions of this compact.
- E. This Compact may be amended by the member states. No amendment to this Compact shall become effective and binding upon any member state until it is enacted into the laws of all member states.

SECTION 15. CONSTRUCTION AND SEVERABILITY

This Compact shall be liberally construed so as to effectuate the purposes thereof. If this compact shall be held contrary to the constitution of any state member thereto, the compact shall remain in full force and effect as to the remaining member states. Nothing in this compact supersedes state law or rules related to licensure of EMS agencies.



INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

Administrative Rules

Originally Drafted: March 15, 2019
Public Hearing: June 13, 2023
Effective: June 13, 2023
Amended: August 30, 2019, June 13, 2023

SECTION 1. Purpose and Authority

These rules are promulgated by the Interstate Commission for Emergency Medical Services Personnel Practice pursuant to the Recognition of Emergency Medical Services Personnel Licensure Interstate Compact (REPLICA). These rules shall become effective upon adoption by the Commission. Nothing in the compact or these rules authorizes an individual to practice in a non-member state.

SECTION 2. Definitions

For the purposes of the rules adopted by the Interstate Commission for Emergency Medical Services Personnel Practice, the following definitions shall apply. Terms not specifically defined in these rules shall have the definitions as set forth in the compact. 2.0 “Adverse Action” means: any administrative, civil, equitable or criminal action permitted by a state’s laws which may be imposed against licensed EMS personnel by a state EMS authority or state court, including, but not limited to, actions against an individual’s license such as revocation, suspension, probation, consent agreement, monitoring or other limitation or encumbrance on the individual’s practice, letters of reprimand or admonition, fines, criminal convictions and state court judgments enforcing adverse actions by the state EMS authority.

2.1 “Commission” means: the national administrative body of which all states that have enacted the Compact are members.

2.2 “Commissioner” means: the appointed delegate from each state as described in Section 10.B.1. of the Compact.

2.3 “Compact”, hereinafter “the Compact” means: The Recognition of Emergency Medical Services Personnel Licensure Interstate Compact (REPLICA) as enacted by a Member State.

2.4 “Compact Data Participation Agreement” means: the agreement established between the Commission and the Coordinated Database Administrator.

2.5 “Conditions of Practice” means: the circumstances under which an individual is authorized to practice in a remote state under a privilege to practice.

2.6 “Coordinated Database” means: the information system established and maintained by the Commission as set forth in the compact.

2.7 “Coordinated Database Administrator” means: the contractor, person or employee named by the Commission to provide oversight and management of the coordinated database.

2.8 “EMS Agency” means: an organization that is authorized by a state EMS authority to operate an ambulance service, or non-transport service.

2.9 “License” means: the authorization by a state for an individual to practice as an EMT, AEMT, Paramedic, or a level in between EMT and Paramedic.

2.10 “Member State” means: a state that has enacted the Compact.

2.11 “National EMS ID number” means: a randomly generated, unique 12-digit identification number issued by the National Registry of EMTs.

2.12 “Notify the Commission” means: communication whether written, verbal or through submission of information through the coordinated database. For the purposes of these rules, submission of information to the coordinated database shall be deemed to have satisfied any requirements under the Compact to a home state or member state. Nothing in the Commission rules shall be construed as prohibiting the sharing of information directly between member states, assuming all other requirements for submission to the coordinated database are satisfied.

2.13 “Non-Member State” means: a state, territory or jurisdiction of the United States that has not enacted the Compact.

2.14 “Privilege to Practice” means: an individual’s authority to deliver emergency medical services in remote states as authorized under this compact.

2.15 “Rule” means: a written statement by the Commission promulgated pursuant to Section 12 of the Compact that is of general applicability; implements, interprets, or prescribes a policy or provision of the Compact; or is an organizational, procedural, or practice requirement of the Commission and has the force and effect of statutory law in a member state and includes the amendment, repeal, or suspension of an existing rule.

2.16 “State” means: any state, commonwealth, district, or territory of the United States.

2.17 “State EMS Authority” means: the board, office, or other agency with the legislative mandate to license EMS personnel.

2.18 “Subject” means: an individual who is under investigation by a state EMS authority for alleged misconduct.

SECTION 3. Not Used

SECTION 4. Privilege to Practice

4.0 Recognition of privilege to practice.

A remote state shall recognize the privilege to practice of an individual who is licensed in another member state, provided that:

- a) the home state complies with section 3 of the Compact; and
- b) the individual is performing EMS duties that are assigned by an EMS agency that is authorized in the remote state (for purposes of this section, such duties shall include the individual's travel to, from and between the location(s) in the remote state at which the individual's assigned EMS duties are to be performed); and
- c) the results of the individual’s criminal history background check are documented by all home states where the individual is licensed as qualified; and
- d) the individual has an unrestricted license issued by the home state wherein the EMS agency for which the individual is practicing in the remote state; and
- e) the individual’s privilege to practice has not been restricted or revoked by any member state (except as provided in section 4.2 of these rules).

4.1 Notification of privilege to practice status

a) Home states shall notify the Commission of the privilege to practice status for each individual licensed by the home state to the Commission as described in section 11.4 of these rules as unrestricted, restricted, suspended, revoked or denied.

b) When a home state restricts, suspends, or revokes an individual's license, the home state shall notify the Commission of the individual's eligibility to request restoration of the privilege to practice on the adverse action order as:

(i) Eligible for privilege to practice restoration. The home state EMS authority where the action was taken authorizes the individual to request reinstatement of the privilege to practice in remote states, or

(ii) Ineligible for privilege to practice restoration. The home state EMS authority where the action was taken does not authorize the individual to request reinstatement of the privilege to practice in remote states.

4.2 Restoration of privilege to practice.

The restoration of the privilege to practice shall only occur when:

a) the home state license is restored or unrestricted; or

b) the privilege to practice restoration is authorized as stated in section 4.1(b)(i) of these rules and

(i) the remote state restores the privilege to practice or removes the restriction of the privilege to practice; and

(ii) the individual whose license or privilege to practice in any member state is restricted, suspended, or revoked has submitted a request to each remote state wherein the individual wishes to have a privilege to practice.

4.3 Individuals licensed in non-reporting home states.

Individuals licensed in a home state that does not collect and submit all elements of the uniform data set are not eligible to practice in a remote state under the privilege to practice until the home state has submitted all elements of the uniform data set in the manner prescribed by the Commission.

4.4 Scope of practice.

An individual providing patient care in a remote state under the privilege to practice shall function within the scope of practice authorized by his or her home state unless or until modified by the appropriate authority in the remote state.

a) Each member state EMS authority that chooses to modify the scope of practice of individuals who are functioning in the state under a privilege to practice must report the specific modifications to the Commission for publication as described in these rules.

b) If the statutes and rules in the remote state allows further modification of the scope of practice, an EMS agency may further modify an individual's scope of practice.

c) If the EMS authority of the member state in which patient care is provided specifies a scope of practice that the EMS agency must follow, the individual will follow the scope of practice for the EMS agency for which the individual is providing patient care.

4.5 Notification.

A member state shall notify the Commission of any scope of practice modifications or limitations for individuals (from November 15, 2023 + Commission Meeting

another member state) providing patient care in the state under the privilege to practice.

4.6 Publication of scope of practice.

The Commission shall publish the scope of practice limitations and modifications for all member states in the Commission's standards manual that is incorporated in these rules.

- a) Updates to the standards manual will be published each year on July 1.
- b) The standards manual will be made available on the Commission website.

4.7 Individual responsibility.

An individual providing patient care in a remote state under the privilege to practice is responsible for adhering to the scope of practice modifications or limitations for that remote state as described in the most current version of the Commission's standards manual.

SECTION 5. Not Used

SECTION 6. Not Used

SECTION 7. Not Used

SECTION 8. Adverse Actions

8.0 Investigation.

Member states may collaborate in investigating alleged individual misconduct.

In those cases where the subject is licensed by one or more member states and therefore has more than one home state, the responsibility for the investigation shall fall to the home state that licenses, certifies, commissions, or otherwise authorizes the agency or appropriate authority for which the subject was providing patient care when the alleged misconduct occurred.

Upon discovery that an individual is under investigation in another member state, the member state may contact the investigating member state and request investigative documents and information.

This section shall not be construed as limiting any member state's authority to investigate any conduct within that state, or to investigate any licensee.

8.1 Reporting of adverse actions.

- a) A remote state that imposes adverse action against an individual's privilege to practice, shall notify the Commission as soon as possible, but no later than two (2) business days after the imposition of the adverse action.
- b) A home state that imposes adverse action against an individual's license shall notify the Commission as soon as possible, but no later than two (2) business days after the imposition of the adverse action and notify the individual in writing that the individual's remote state privilege to practice is revoked.
- c) Member states are not required to report any other information regarding adverse actions to the Commission other than what is available in the public record of the reporting member state though nothing herein shall prohibit a member state from sharing with another member state, or a non-member state, such additional information as the member state concludes is appropriate.

SECTION 9. Not Used

SECTION 10. Coordinated Database – General

10.0 Method of data submission.

Member states shall submit the uniform data set described in section 11 of these rules to the coordinated database in accordance with the Compact Data Participation Agreement.

10.1 Data ownership.

All data submitted by a member state to the coordinated database remains the property of the member state.

a) Any use of the data in the coordinated database other than that expressly allowed by the Commission is prohibited.

b) A member state may designate member state information that may not be shared with the public without the express permission of the contributing state.

10.2 Access to the coordinated database.

Member states shall have access to the uniform data set submitted by other member states.

10.3 Implementation.

A member state shall have thirty (30) days to initially provide the member state's uniform data set to the coordinated database. In the event a member state does not collect one or more elements of the uniform data set, the member state shall initially submit all elements currently collected within thirty (30) days and shall collect and submit any missing elements within eighteen (18) months.

10.4 Maintenance of uniform data set.

The accuracy of information maintained in the coordinated database, to the extent it is possible, shall be the responsibility of member states.

10.5 Correction of records.

In the event an individual asserts that the individual's uniform data set information is inaccurate, the individual shall provide evidence in a manner determined by the individual's home state that substantiates such claim. A home state shall verify and submit to the Commission an amendment to correct the uniform data set of an individual.

SECTION 11. Coordinated Database - Uniform Data Set.

Member states must submit the following uniform data set to the coordinated database at the frequency indicated.

11.0 Identifying information.

The following information for each individual who is licensed must be reported within ten (10) business days of completion of licensure application process. Any changes must be reported within ten (10) business days of the change being processed by the member state.

- (a) Full legal name (first, middle, last); and
- (b) suffix (if applicable); and
- (c) date of birth (month, day, year); and
- (d) identification number (one or both of the following):

- (i) social security number
- (ii) National EMS ID number.

11.1 Licensure data.

The following information for each individual who is licensed in the member state must be reported within ten (10) business days of completion of licensure process. Any changes must be reported within ten (10) business days of the change being processed by the member state.

- a) State of licensure; and
- b) license level; and
- c) effective date of license; and
- d) expiration date of license; and
- e) license number; and
- f) license status (if applicable, i.e. inactive, temporary, etc.)

11.2 Significant investigative information.

The following information must be reported as soon as possible, but no later than two (2) business days of the member state completing the preliminary inquiry:

- a) subject's identifying information as stated in section 11.0 of these rules; and
- b) declaration of the existence of an investigation or pending adverse action related to the incident or act of misconduct.

11.3 Adverse actions imposed on an individual's license.

The following information must be reported as soon as possible, but no later than two (2) business days of imposition of the adverse action. Any changes to the status of the adverse action must be reported as soon as possible, but no later than two (2) business days of the change being processed by the member state:

- a) subject's identifying information as stated in section 11.0 of these rules; and
- b) summary description of the incident or act of misconduct; and
- c) declaration of the existence of a criminal investigation or pending criminal charges related to the incident or act of misconduct; and
- d) declaration of the action taken by the member state; and
- e) effective date of the action taken; and
- f) duration of the action.

11.4 Privilege to practice status.

The information as described in section 4.1 of these rules for each individual licensed by the member state must be reported within one (1) month of the effective date of the privilege to practice status. Any changes to the privilege to practice status must be reported as soon as possible, but no later than two (2) business days of the change being processed by the member state.

11.5 Non-confidential alternative program participation information.

To the extent allowed by a member state's laws, non-confidential information concerning an individual's participation in an alternative program will be reported.

11.6 Any denial of applications for licensure.

The following information must be reported within one month of the denial:

- a) applicant's identifying information as stated in section 11.0 of these rules; and
- b) summary of the reason for denial; and
- c) declaration of the existence of a criminal investigation or pending criminal charges related to the denial; and
- d) declaration of the duration of the denial.

11.7 (Section repealed April 9, 2021)

11.8 Other acts of misconduct or criminal convictions.

Individual acts of misconduct or criminal convictions that a member state becomes aware of, from sources other than the FBI background check that may result in action against an individual's license or privilege to practice in any member state must be reported as soon as possible, but no later than two (2) business days of discovery by the state making the discovery.

11.9 Compliance with 28 C.F.R. §20.3.

Nothing in these Rules shall require or permit the sharing or reporting of Criminal History Record Information as that term is defined in 28 C.F.R. §20.3 in a manner that is prohibited by law.

SECTION 12. Rulemaking

12.0 Proposed rules or amendments.

Proposed rules or amendments to the rules shall be adopted by majority vote of the members of the Commission. Proposed new rules and amendments to existing rules shall be submitted to the Commission office for referral to the rules committee as follows:

- a) Any Commissioner may submit a proposed rule or rule amendment for referral to the rules committee during the next scheduled Commission meeting. This proposal shall be made in the form of a motion and approved by a majority vote of a quorum of the Commission members present at the meeting.
- b) Standing committees of the Commission may propose rules or rule amendments by majority vote of that Committee.

12.1 Preparation of draft rules.

The rules committee shall prepare a draft of all proposed rules and provide the draft to all Commissioners for review and comments. Based on the comments made by the Commissioners the Rules Committee shall prepare a final draft of the proposed rule(s) or amendments for consideration by the Commission not later than the next Commission meeting.

12.2 Publication of draft rules.

Prior to promulgation and adoption of a final rule (in accordance with Section 12 of the Compact) the Commission shall publish the text of the proposed rule or amendment prepared by the rules committee not later than sixty (60) days prior to the meeting at which the vote is scheduled, on the official website of the Commission and in any other official publication that may be designated by the Commission for the publication of its rules. All written comments received by the rules committee on proposed rules shall be posted on the Commission's website upon receipt. In addition to the text of the proposed rule or amendment, the reason for the proposed rule shall be provided.

12.3 Notification.

Each administrative rule or amendment shall state:

- a) The place, time, and date of the scheduled public hearing, if any;
- b) The manner in which interested persons may submit notice to the Commission of their intention to attend the public hearing and any written comments; and
- c) The name, position, physical and electronic mail address, telephone, and telefax number of the person to whom interested persons may respond with notice of their attendance and written comments.

12.4 Public Hearings.

Every public hearing shall be conducted in a manner guaranteeing each person who wishes to comment a fair and reasonable opportunity to comment. In accordance with Section 12.H. of the Compact, specifically:

- a) If a hearing is held on the proposed rule or amendment, the Commission shall publish the place, time, and date of the scheduled public hearing.
- b) All persons wishing to be heard at the hearing shall notify the Chairperson of the Commission or other designated member in writing of their desire to appear and testify at the hearing not less than five (5) business days before the scheduled date of the hearing.
- c) Hearings shall be conducted in a manner providing each person who wishes to comment a fair and reasonable opportunity to comment orally or in writing.
- d) No transcript of the public hearing is required, unless a written request for a transcript is made; in which case the person or entity making the request shall pay for the transcript. A recording may be made in lieu of a transcript under the same terms and conditions as a transcript. This subsection shall not preclude the Commission from making a transcript or recording of the public hearing.
- e) Nothing in this section shall be construed as requiring a separate hearing on each rule. Rules may be grouped for the convenience of the Commission at hearings required by this section.
- f) Following the scheduled hearing date, or by the close of business on the scheduled hearing date if the hearing was not held, the Commission shall consider all written and oral comments received.
- g) The Commission shall, by majority vote of a quorum of the Commissioners, take final action on the proposed rule and shall determine the effective date of the rule, if any, based on the rulemaking record and the full text of the rule.

12.5 Status of rules upon adoption of additional member states.

Any state that joins the Compact subsequent to the Commission's initial adoption of the rules shall be subject to the rules as they exist on the date on which the Compact becomes law in that state. Any rule that has been previously adopted by the Commission shall have the full force and effect of law on the day the Compact becomes law in that state.

12.6 Emergency Rulemaking.

Upon determination that an emergency exists, the Commission may consider and adopt an emergency rule that shall become effective immediately upon adoption, provided that the usual rulemaking procedures provided in the Compact and in this section shall be retroactively applied to the rule as soon as reasonably possible, in no event later than ninety (90) days after the effective date of the rule. An emergency rule is one that must be made effective immediately in order to:

- a) Meet an imminent threat to public health, safety, or welfare;
- b) Prevent a loss of federal or state funds;
- c) Meet a deadline for the promulgation of an administrative rule that is established by federal law or rule; or
- d) Protect public health and safety.

SECTION 13. Not Used

SECTION 14. Not Used

SECTION 15. Not Used



INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

Bylaws

Adopted: October 17, 2017

Amended: June 13, 2023

ARTICLE I.

COMMISSION PURPOSE, FUNCTION AND BYLAWS

Section 1. Purpose

Pursuant to the terms of the Recognition of Emergency Medical Services (EMS) Personnel Licensure Interstate Compact (the "Compact"), The Interstate Commission for EMS Personnel Practice (the "Commission") is established as a body corporate to fulfill the objectives of the Compact through a means of joint cooperative action among the Member States: to develop a comprehensive process that complements the existing licensing and regulatory authority of the State EMS Authority and extends to EMS personnel a Privilege to Practice across state boundaries in Member States, thereby providing immediate legal recognition to EMS personnel and ensuring the safety of patients.

Section 2. Functions.

In pursuit of the fundamental objectives set forth in the Compact, the Commission shall, as necessary or required, exercise all of the powers and fulfill all of the duties as provided by the Compact. The Commission's activities shall include, but are not limited to, the following: the promulgation of binding rules and operating procedures; equitable distribution of the costs, benefits and obligations of the Compact among the Member States; enforcement of Commission Rules, Operating Procedures and Bylaws; provision of dispute resolution; sharing of licensure history of Member State EMS personnel and coordination of significant investigatory information; and the collection and dissemination of information concerning the activities of the Compact, as provided by the Compact, or as determined by the Commission to be warranted by, and consistent with, the objectives and provisions of the Compact. The provisions of the Compact shall be reasonably and liberally construed to accomplish the purposes and policies of the Compact.

Section 3. Bylaws.

As required by the Compact, these Bylaws shall govern the management and operations of the Commission. As adopted and subsequently amended, these Bylaws shall remain at all times subject to, and limited by, the terms of the Compact.

ARTICLE II.

MEMBERSHIP

The Commission Membership shall be comprised as provided by the Compact. Each Member State shall have and be limited to one appointed voting representative. The appointees shall be the Commissioners of the Member States. Each Member State shall forward the names of its Commissioners to the Commission chairperson. The Commission chairperson or their designee shall promptly advise the State EMS Authority of the Member State of the need to appoint a new Commissioner whenever a vacancy occurs.

ARTICLE III.

OFFICERS

Section 1. Election and Succession.

The officers of the Commission shall include a chairperson, vice chairperson, secretary, and treasurer. The officers shall be duly appointed Commissioners. Officers shall be elected by the Commission at the full Commission meeting held in the last quarter of each year or any special meeting as provided by the bylaws. The chairperson and treasurer shall be elected in even numbered calendar years and the vice-chairperson and secretary shall be elected in odd numbered calendar years. All terms shall be two years. Officers shall take office immediately following the close of the meeting at which they are elected. No commissioner shall serve more than two (2) full consecutive terms in a single elected office. Fulfilling an incomplete term is not considered part of the term limit. At the end of their term, officers are eligible for re-election. The elected officers shall serve without compensation or remuneration, except as provided by the Compact.

Section 2. Removal of Officers.

Any officer may be removed from office by a majority vote of the Commission.

Section 3. Duties

The officers shall perform all duties of their respective offices as provided by the Compact and these Bylaws. Such duties shall include, but are not limited to, the following:

Chairperson. The chairperson shall call and preside at all meetings of the Commission and in conjunction with the Executive Committee, the chairperson shall prepare agendas for such meetings. The chairperson shall make appointments to all committees of the Commission, and, in accordance with the Commission's directions, or subject to ratification by the Commission, shall act on the Commission's behalf during the interims between Commission meetings as delegated by the Commission.

Vice Chairperson. The vice chairperson shall, in the absence or at the direction of the chairperson, perform any or all of the duties of the chairperson. In the event of a vacancy in the office of chairperson, the vice chairperson shall serve as acting chairperson until a new chairperson is elected by the Commission.

Secretary. The secretary shall keep minutes of all Commission meetings and shall act as the custodian of all documents and records pertaining to the status of the Compact and the business of the Commission.

Treasurer. The treasurer shall act as custodian of all Commission funds and shall be responsible for monitoring the administration of all fiscal policies and procedures set forth in the Compact or adopted by the Commission. Pursuant to the Compact, the treasurer shall execute such bond as may be required by the Commission covering all officers, Commissioners and Commission personnel, as determined by the Commission, who may be responsible for the receipt, disbursement, or management of Commission funds.

Section 4. Costs and Expense Reimbursement.

Subject to the availability of budgeted funds, the officers shall be reimbursed for any actual and necessary costs and expenses incurred by the officers in the performance of their duties and responsibilities as officers of the Commission.

Section 5. Vacancies

Upon the resignation, removal, or death of an officer of the Commission before the next annual meeting of the Commission, a majority of the Executive Committee shall appoint a successor to hold office either (1) for the unexpired portion of the term of the officer whose position shall so become vacant if there is under a year left in the term or (2) until the next regular or special meeting of the Commission at which the vacancy is filled by majority vote of the Commission should greater than a year remain on the original term with said election being for the unexpired portion of the term of the vacant position.

Section 6. Resignation

An officer may resign at any time by filing a written resignation with the chairperson.

ARTICLE IV.

COMMISSION OFFICES AND PERSONNEL

Section 1. Commission Staff and Offices.

Contractual arrangements may be made with a professional management firm to act or serve as an authorized agent on behalf of the Commission. The management firm must be approved by the Commission and serves under a contract that is legal and binding under law. The Commission may contract for administrative and management functions and tasks that further the purposes and objectives of the Compact but that do not replace the powers of the Commission as delineated by these bylaws. The management firm designates one professional employee as executive director. The executive director an ex-officio member of the Commission without voting rights.

- A. Operations: The Executive Committee oversees management firm operations and, from time to time, receives reports on the administration of the organization.
- B. Obligation: The management firm must be bonded if the person or firm performs any fiduciary or financial functions on behalf of the Commission.
- C. Meeting Attendance: The executive director is required to attend the Commission meetings and present reports of activities carried out on behalf of the Commission.

ARTICLE V.

Qualified Immunity, Defense and Indemnification

The members, officers and authorized agents such as an executive director, other personnel acting on behalf of the Commission shall be immune from suit and liability, either personally or in their official capacity, for any claim for damage to or loss of property or personal injury or other civil liability caused by or arising out of any actual or alleged act, error or omission that occurred, or that the person against whom the claim is made had a reasonable basis for believing occurred within the scope of Commission employment, duties or responsibilities; provided that nothing in this paragraph shall be construed to protect any such person from suit and/or liability for any damage, loss, injury, or liability caused by the intentional or willful or wanton misconduct of that person.

The Commission shall defend any member, officer and other authorized agent of the Commission in any civil action seeking to impose liability arising out of any actual or alleged act, error, or omission that occurred within the scope of Commission employment, duties, or responsibilities, or that the person against whom the claim is made had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities;

provided that nothing herein shall be construed to prohibit that person from retaining his or her own counsel; and provided further, that the actual or alleged act, error, or omission did not result from that person's intentional or willful or wanton misconduct.

The Commission shall indemnify and hold harmless any member, officer and other authorized agent of the Commission for the amount of any settlement or judgment obtained against that person arising out of any actual or alleged act, error or omission that occurred within the scope of Commission employment, duties, or responsibilities, or that such person had a reasonable basis for believing occurred within the scope of Commission employment, duties, or responsibilities, provided that the actual or alleged act, error, or omission did not result from the intentional or willful or wanton misconduct of that person.

ARTICLE VI.

MEETINGS OF THE COMMISSION

Section 1. Meetings and Notice.

The Commission shall meet at least once each calendar year at a time and place to be determined by the Commission. Commissioners may participate in meetings by telephone or other means of virtual participation. Additional meetings may be scheduled at the discretion of the chairperson and must be called upon the request of a majority of Commissioners, as provided by the Compact. All Commissioners shall be given written notice of Commission meetings at least thirty (30) days prior rules will be considered and voted on by the Commission. Final agendas shall be provided to all Commissioners no later than ten (10) days prior to any meeting of the Commission. Thereafter, additional agenda items requiring Commission action may not be added to the final agenda. Discussion items not requiring action may be added to the agenda at any time upon a majority vote of the Commissioners. All Commission meetings shall be open to the public except as set forth in the Compact Section 10, B, 5. Public notice will be made to announce the meeting at least 30 days prior to any meeting. A meeting may enter closed session if the Commission determines by a majority vote of the Commissioners present that there exists at least one of the conditions for closing a meeting, as provided by the Compact or authorized Rules.

Section 2. Quorum.

A majority of Commissioners shall constitute a quorum for the transaction of business, except as otherwise required in these bylaws. The presence of a quorum must be established before any vote of the Commission can be taken.

Section 3. Voting.

Each Commissioner is entitled to one vote. A Commissioner shall vote on such member's own behalf and shall not delegate such vote to another Commissioner. Except as otherwise required by the Compact or these Bylaws, any question submitted to a vote of the Commission shall be determined by a simple majority.

Section 4. Procedure.

Matters of parliamentary procedure not covered by these bylaws shall be determined by the chairperson.

Section 5. Public Participation in Meetings.

With the exception as written under Section 12 of the Compact, upon prior written request to the Commission, any person who desires to present a statement on a matter that is on the agenda shall be afforded an opportunity to present an oral statement to the Commission at a time designated on the meeting's agenda.

Commission meetings will have a designated time for public comment on items not on the agenda. The chairperson may limit the time and manner of any such statements.

The chairperson may, depending on the circumstances, afford any person who desires to present a statement on a matter that is on the agenda an opportunity to be heard absent a prior written request to the Commission. The chairperson may limit the time and manner of any such statements at any open meeting and at the beginning of the meeting.

ARTICLE VII.

COMMITTEES

Section 1. Executive Committee.

The Commission may establish an Executive Committee which shall be empowered to act on behalf of the Commission during the interim between Commission meetings, except for rulemaking or amendment of the Compact or these bylaws. The Executive Committee shall be composed of all officers of the Commission, the immediate past chairperson and one member At-Large. A Commissioner-At-Large will be elected by the membership of the Commission as a whole to an initial two- year term. The At-Large position will be elected concurrent with the chairperson and Treasurer.

The immediate past chairperson is a non-voting member of the Executive Committee. The procedures, duties, budget, and tenure of such an Executive Committee shall be determined by the Commission. The power of such an Executive Committee to act on behalf of the Commission shall be subject to any limitations imposed by the Compact. Public notice of all Executive Committee meetings must be made at least three (3) days prior to the meeting date and the meeting agenda must be made public 24 hours prior to the meeting date.

Section 2. Committees.

The Commission may establish such Committees as it deems necessary to advise it concerning the fulfillment of its objectives, which may include but not be limited to a Budget-Finance Committee, Technology Committee, Bylaws and Rules Committee and Communications and Education and Training Committee. The composition, procedures, duties, budget and tenure of such committees shall be determined by the Commission. The Commission may dissolve any committee it determines is no longer needed.

ARTICLE VIII.

FINANCE

Section 1. Fiscal Year.

The Commission's fiscal year shall begin on July 1 and end on June 30.

Section 2. Budget.

The Commission shall operate on an annual budget cycle and shall, in any given year, adopt budgets for the following fiscal year or years as provided by the Compact.

Section 3. Accounting and Audit.

The Commission will arrange for an independent audit or financial review at least once a year or as required by the Compact. The results of the audit or financial review are presented as part of the Treasurer's report during the annual meeting of the Commission.

The Commission's internal accounts, any documents related to any internal audit, and any documents related to the independent audit shall be confidential; provided, that such materials shall be made available:

- i) in compliance with the order of any court of competent jurisdiction;

- ii) pursuant to such reasonable rules as the Commission shall promulgate; and
- iii) to any Commissioner of a Member State, or their duly authorized representatives.

Section 4. Debt Limitations.

The Commission shall monitor its own and its committees' affairs for compliance with all provisions of the Compact, its rules, and these bylaws governing the incursion of debt and the pledging of credit.

Section 5. Travel Reimbursements.

Subject to the availability of budgeted funds and unless otherwise provided by the Commission, Commissioners shall be reimbursed for any actual and necessary expenses incurred pursuant to their attendance at all duly convened meetings of the Commission or its committees as provided by the Compact.

ARTICLE IX

WITHDRAWAL, DEFAULT AND TERMINATION

Member States may withdraw from the Compact only as provided by the Compact. The Commission may terminate a Member State as provided by the Compact.

ARTICLE X

ADOPTION AND AMENDMENT OF BYLAWS

Any bylaw may be adopted, amended or repealed by a majority vote of Commissioners, provided that written notice and the full text of the proposed action is provided to all Commissioners at least thirty (30) days prior to the meeting at which the action is to be considered. Failing the required notice, a two-third (2/3rds) majority vote of Commissioners shall be required for such action.

ARTICLE XI

DISSOLUTION OF THE COMPACT

The Compact shall dissolve effective upon the date of the withdrawal or the termination by default of a Member State which reduces Membership in the Compact to one Member State as provided by the Compact.

Upon dissolution of the Compact, the Compact becomes null and void and shall be of no further force or effect, and the business and affairs of the Commission shall be concluded in an orderly manner and according to applicable law. Each Member State in good standing at the time of the Compact's dissolution shall receive a pro rata distribution of surplus funds based upon a ratio, the numerator of which shall be the amount of its last paid annual assessment, and the denominator of which shall be the sum of the last paid annual assessments of all Member States in good standing at the time of the Compact's dissolution. A Member State is in good standing if it has paid its assessments timely.



INTERSTATE COMMISSION FOR EMS PERSONNEL PRACTICE

Scheduled 2024 Legislative Session Calendar

Last updated: October 27, 2023.

State	Session Dates												Profile Date	Carryover		
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec		'23 to '24	'24 to '25	
Alabama		2/6/24			5/20/24								9/5/23	No	No	
Alaska	1/16/24				5/15/24								1/8/24	Yes	No	
Arizona	1/8/24			4/20/24									11/15/23	No	No	
Arkansas				4/10/24	5/9/24								3/11/24	No	No	
California	1/3/24							8/30/24						Yes	No	
Colorado	1/10/24				5/8/24								12/1/23	No	No	
Connecticut		2/7/24			5/8/24									No	No	
Delaware	1/9/24					6/30/24							9/1/23	Yes	No	
Florida	1/9/24		3/8/24										8/4/23	No	No	
Georgia	1/8/24		3/27/24										11/15/23	Yes	No	
Hawaii	1/17/24				5/2/24								1/8/24	Yes	No	
Idaho	1/8/24		3/29/24											No	No	
Illinois	1/10/24				5/31/24									Yes	No	
Indiana	1/9/24		3/14/24											No	No	
Iowa	1/8/24			4/16/24										Yes	No	
Kansas	1/8/24				5/17/24								11/15/23	Yes	No	
Kentucky	1/2/24			4/12/24									10/2/23	No	No	
Louisiana			3/11/24			6/3/24							1/10/24	No	No	
Maine	1/3/24			4/17/24									9/29/23	Yes	No	
Maryland	1/10/24		4/8/24										11/1/23	No	No	
Massachusetts	1/3/24							7/31/24						Yes	No	
Michigan	1/10/24											12/31/24		Yes	No	
Minnesota		2/12/24			5/20/24									Yes	No	
Mississippi	1/2/24				5/5/24								11/1/23	No	No	
Missouri	1/3/24				5/10/24								12/1/23	No	No	
Montana									No regular session in even-numbered years							
Nebraska	1/3/24			4/18/24										Yes	No	
Nevada									No regular session in even-numbered years							
New Hampshire	1/3/24					6/28/24							9/11/23	Yes	No	
New Jersey	1/9/24											12/31/24		11/15/23	No	Yes
New Mexico	1/16/24	2/15/24											1/2/24	No	No	
New York	1/3/24					6/6/24							11/15/23	Yes	No	
North Carolina				4/24/24				7/31/24						Yes	No	
North Dakota									No regular session in even-numbered years							
Ohio	1/2/24											12/31/24		Yes	No	
Oklahoma		2/5/24			5/31/24								12/8/23	Yes	No	
Oregon		2/5/24	3/10/24										11/9/23	No	No	
Pennsylvania	1/2/24											11/30/24		Yes	No	
Rhode Island	1/2/24					6/30/24								No	No	
South Carolina	1/9/24				5/9/24								11/16/23	Yes	No	
South Dakota	1/9/24		3/25/24										12/10/23	No	No	
Tennessee	1/9/24			4/25/24									11/8/23	Yes	No	
Texas									No regular session in even-numbered years							
Utah	1/16/24		3/1/24										5/3/23	No	No	
Vermont	1/2/24				5/9/24									Yes	No	
Virginia	1/10/24		3/9/24										11/20/23	No	Yes	
Washington	1/8/24		3/7/24										12/1/23	Yes	No	
West Virginia	1/10/24		3/9/24										12/10/23	Yes	No	
Wisconsin	1/16/24		3/14/24											Yes	No	
Wyoming		2/12/24	3/8/24										12/1/23	No	No	

INFORMATIONAL