

EMS Workforce Resilience Committee Meeting Minutes

Virginia Office of Emergency Medical Services
Public Safety Training Center
7093 Broadneck Road, Hanover, VA 23069
February 5, 2026

Members Present	Members Absent	Staff	Guests
Brian Frankel (VFCA) — Chair	Christina Smith VACO	Kari Magner (OEMS Liaison)	Byron Andrews (EMS Officer Curriculum Work Group)
Matt Rickman (Co-chair, virtual)	Heather Campbell – at large		
Cody Jackson (Commercial Ambulance)	Steve Powell - VAGEMSA		
Chris Vernovai (Regional Council)	David Hupp – VPPF		
Derek Fuller (Virginia Recruitment and Retention Network)			
Bruce Stratton (Virginia Association of First Responders)			
John Bianco (At-Large)			

AGENDA ITEM	NOTES	ACTIONS
Call to Order and Introductions	<p>The meeting was called to order. Brian Frankel, representing the Virginia Fire Chiefs and the Governor's Advisory Board, welcomed attendees to the Workforce Resilience Committee meeting after confirming a quorum was established. Approved motion to allow Matt Rickman to attend virtually. Chair reminded attendees about the public comment signup sheet at the podium.</p> <p>Attendees introduced themselves and their represented organizations</p>	
Approval of the Minutes	<p>Approved meeting notes from 2026-02-05. Chair noted two motions would be handled together: (1) allow virtual attendance for Matt Rickman and (2) approve minutes from February 5.</p>	
Chair's Report:	<p>Chair Brian Frankel corrected the agenda:</p> <ul style="list-style-type: none"> - Removed a planned discussion on transition from merger committee. - Removed "support CISM team approval" (explained later under Old Business). <p>o Regional Council vacancy is now filled by Chris Vernovai (no motion required per committee process).</p> <p>o Welcomed Chris Vernovai and Derek Fuller.</p>	None stated
Vice Chair Report	Matt Rickman no report	

<p>OEMS Update</p>	<p>OEMS update was deferred to Old Business regarding Attorney General guidance on peer support/CISM team approvals.</p> <ul style="list-style-type: none"> - OEMS noted a contact assigned to the EMS Officer Program 	
<p>OLD BUSINESS</p>		
<p>EMS Officer (Transitioning from Workforce Development Committee)</p>	<p>Background (Chair):</p> <ul style="list-style-type: none"> - Work group established at the prior meeting. - EMS Board previously asked for a finalized roadmap for developing EMS Officer II and to announce pilot dates; committee is not currently positioned to meet that request due to resource and process constraints. <p>Byron Andrews</p> <ul style="list-style-type: none"> - Participated in an OEMS meeting in December (year not explicitly stated) with discussion of new NFPA standards released in Fall 2025. - Performed a crosswalk comparing NFPA Fire Officer (I/II/III) against EMS Officer (I/II/III) to identify reusable content and gaps/opportunities (with intent to keep materials EMS-centric, not fire-department-centric). <p><u>Recommended sequence:</u></p> <ol style="list-style-type: none"> 1. Develop EMS Officer II curriculum. 2. Revisit/refresh EMS Officer I (program ~8 years old per discussion). 3. Consider bridge opportunities later (e.g., Fire Officer → EMS Officer bridging), but not as a near-term priority. <p>Highlighted constraints:</p> <ul style="list-style-type: none"> - No dedicated resources to build a 40-hour curriculum efficiently. - Need support for in-person curriculum development sessions (travel/meeting costs). 	<p>Brian Frankel: Prepare a report for August EMS Board – Report should include update describing (1) roadmap status, (2) funding/support needs, and (3) program “ownership/residency” and coordination needs.</p> <p>Chris Vernovai: Coordinate with Sam Burnett to share the previously established scheduling/request process and improve discoverability/ usability.</p> <p>Work group (John/Byron + stakeholders): Continue offline work to</p>

	<ul style="list-style-type: none"> - Instructor sustainability issues: some instructors have significant out-of-pocket travel/hotel expenses and are requesting at least cost recovery. - Platform issues: Moodle noted as clunky; LMS changes have affected usability; recurring negative feedback in evaluations. <p>John Bianco Emphasized sustainability concerns:</p> <ul style="list-style-type: none"> - Need funding/support not only to develop EMS Officer 2 but to sustain delivery of EMS Officer 1 as the prerequisite pipeline. - Raised questions about where the program should “reside” administratively/operationally. <p>Chris Vernovai</p> <ul style="list-style-type: none"> - The committee previously communicated to the advisory board that timelines would slip due to staffing and related constraints. - Some LMS/module updates are in progress; one module still needs final updates. Potential resources/tools may be available through other systems. <p>OEMS Coordination POC: Kari Magner stated Sam Burnett at OEMS has been assigned to take over running the EMS Officer Program.</p> <p>Scheduling/process feedback: Chair referenced prior public comment about scheduling frustrations; noted the need for clear coordination and a request intake/management function.</p>	<p>turn the crosswalk into roadmap objectives/options for EMS Officer II and recommended updates to EMS Officer I.</p>
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OLD BUSINESS		
<p>Decedent blood process (From Health and Safety Committee)</p>	<p>No update was received; Chair stated Valerie was expected to brief the committee and that a few items remain to be cleaned up.</p>	<p>Chair (Brian Frankel): Reach out to Valerie Quick to obtain an update and schedule a briefing back to the committee</p>
<p>CISM/Peer Support</p>	<p>Attorney General guidance / OEMS authority regarding conditional approvals for CISM and peer support teams; current status; communications to teams; website updates.</p> <p>Background: While Health and Safety Committee existed, OEMS sought an Attorney General's Office legal interpretation on OEMS authority to grant conditional approval for CISM/peer support teams prior to committee vote.</p> <p>Kari Magner read the Attorney General's Office-related statement:</p> <ul style="list-style-type: none"> - Virginia Code requires VDH to have an EMS plan that includes a process addressing accredited CISM teams. - OEMS must have a policy to meet requirements for accredited teams. - OEMS (as a state entity) is not positioned to accredit teams; accreditation must be by an independent external entity. - OEMS recognizes all previously accredited/approved teams as maintaining accredited status as of March 26, 2026, until further notice. - OEMS is reconciling files to ensure required accreditation documentation is on file. - OEMS is exploring external organizations authorized to accredit programs/teams and is contacting other states regarding their processes. 	<p>OEMS (Kari Magner / OEMS team):</p> <ul style="list-style-type: none"> - Continue reconciling team files and outreach to ensure accreditation documentation is complete. (No date stated.) - Update OEMS website to reflect team names (without expiration dates) and current status language. (No date stated.) - Continue exploring external accrediting organizations and other states' approaches; report

	<p>Pending/new teams:</p> <ul style="list-style-type: none"> - OEMS has received inquiries about forming new teams; these are on hold until program concerns are addressed. - No new applications are pending; inquiries were largely for clarification (e.g., clinical coordinator/clinician/mental health professional wording). <p>Communications:</p> <ul style="list-style-type: none"> - OEMS has emailed teams based on contact information on file; if emails bounce, OEMS is working to identify contacts within agencies. <p>Website:</p> <ul style="list-style-type: none"> - OEMS is updating its website to list team names only and remove expiration dates, because currently approved teams maintain status "until further notice." 	<p>updates back to committee. (No date stated.)</p> <p>Committee/Chair: Keep this topic on the agenda for ongoing transparency and status updates.</p>
<p>New Business</p>		
<p>Infection Control Workgroup</p>	<p>Chair proposed creating an infection control workgroup to address evolving infection control challenges and disseminate current information and suggested keeping the item open until coordination occurs with Valerie Quick because she was working on this with Health and Safety.</p> <p>Bruce Stratton stated his organization has a training officer who would be willing to support infection control work, and offered to share the individual's name for coordination with health services/workgroup.</p>	<p>Bruce Stratton: Provide the name/contact of the training officer willing to participate.</p> <p>Chair (Brian Frankel): Coordinate with Valerie Quick and stakeholders to form the infection control workgroup and define scope/membership.</p>

Public Comment/ Announcements	None	
Dates for future Meetings	TBD	
Adjourn	The meeting was concluded at 13:00 PM following the completion of the full agenda.	

Respectfully submitted by: Christina Smith
Committee Secretary

Attachment 1

EMS Advisory Board
Workforce Resilience Committee
Public Safety Training Center (PSTC)
7093 Broad Neck Road
Hanover, Virginia 23069
April 30, 2027
12:45 p.m.

- I. Call to order
- II. Introductions
- III. First Meeting of Committee
 - a. Brief discussion of transition from merged committees
- IV. Committee Member Reports:
 - a. Chairmans Report -
 - i. Committee Vacancy's – Regional Councils Vacancy – Chris Vernovai
 - ii. VPFF - David Hupp
 - b. Vice Chair Report – Matt Rickman
 - c. OEMS Update
 - d. Workgroup Updates:
 - i. EMS Officer Curriculum Workgroup
 - (John Bianco) - Present roadmap for EMS Officer Curriculum Development Process (EMS Advisory Board Presentation)
 - Notes for me: The workgroup will develop a curriculum roadmap for EMS Officer I, II, and III. With the recent release of new NFPA EMS Officer standards, the group needed time to review those standards as well.
 - The finalized roadmap, along with plans to begin developing and announcing pilot dates for the Officer II program, will be presented at the May 2026 State EMS Advisory Board meeting.
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- ii. Decedent Blood Process Workgroup– Valerie Quick to compile and distribute a summary and talking points regarding the Decedent Blood Program for new committee members.
- V. Old Business
- a. Legal Interpretation - Attorney General's Office Office was asked to provide a legal interpretation of whether OEMS has the legal authority to approve a conditional approval for CISM and peer support teams prior to it being voted on by EMS Advisory Committee.
- VI. New Business
- a. Creation of Infection Control Workgroup- Discussion
 - b. Support / CISM Team approval (if any)
- VII. Public Comment
- VIII. Adjournment