



Dudley H.A. Wright II, Chair  
Kent Appelhans, Vice Chair

Dr. Carol Cunningham, State Medical Director

## HUMAN RESOURCES AD HOC COMMITTEE

STATE BOARD OF EMERGENCY MEDICAL, FIRE AND TRANSPORTATION SERVICES  
OHIO DEPARTMENT OF PUBLIC SAFETY

### MEETING MINUTES

October 24, 2019

**Committee Meeting Date and Location:** Thursday, October 24, 2019, at the ODPS Shipley Building, Conference Room 1102, 1970 W. Broad Street, Columbus, OH 43223

**Committee Members Present:** Mark Resanovich (Chair), Kent Appelhans (Vice Chair), Richard Annen, Eric Burns, Dr. Thomas Charlton, Ken Crank, Patrick Ferguson, Chuck Sowerbrower

**Committee Members Absent:** Rachel Velasquez

**DPS and EMS Staff Members Present:** Mel House, EMS Executive Director and Liaison, Rob Wagoner, EMS Deputy Director, and Jayn Mayton, EMS Support

**Public Present:** None

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#### **Welcome and Opening Remarks**

The meeting began at 9:02 AM. Due to delay in Chair Resanovich's arrival, Executive Director House proceeded directly to the most urgent matter on the agenda which is the issue of certification reciprocity.

#### **Review and approval of Minutes**

The September 26, 2019 meeting minutes were not reviewed for approval. They will be discussed at the next meeting.

#### **Topics not covered in meeting:**

Staffing Needs – *Mr. Appelhans*

Safety/Health – *Mr. Ferguson*

Vehicle Accidents – *Mr. Annen*

Fatigue / Impaired Provider – *Dr. Charlton*

Workforce Resilience – *Dr. Charlton*

Quality CE – *Mr. Resanovich, Mr. Crank, Mr. Sowerbrower*

### **Recruitment / Retention / Reciprocity**

Addressing the issue of reciprocity, Executive Director House stated that the Division of EMS (DEMS) strives to make the reciprocity process as easy as possible while ensuring for our agencies that applicants have the appropriate knowledge and skills to work at the desired certification level. He reviewed a list of items which detail issues and concerns with the reciprocity process for EMS certifications. This list was compiled by Ms. Ellen Owens, EMS Chief of Grants and Certifications. Ms. Owens, along with the certification's team personnel and the Ohio Division of EMS (DEMS), are tasked with identifying certifications and trainings that are substantially similar to the curriculum and certification standards set forth in [Chapter 4765.01](#) of the Ohio Revised Code and [Chapters 4765-1 to 4765-19](#) of the Ohio Administrative Code. They are encountering an increasing number of challenges in this process.

To evaluate another state's training and to compare it to the same level in Ohio, an accurate and complete reciprocity application is required. Executive Director House shared multiple instances where incomplete, inaccurate, or contradictory information was provided from the other state. Ms. Owens and her staff must gather the correct information from the other state, resulting in delays in issuing the certification. In the event it is determined that there is a curriculum deficiency in the other state's training, additional training through an Ohio-accredited program is required. The amount and the type of training needed must be determined on a case-by-case basis.

Executive Director House requested that the committee members bring a discussion to the Emergency Medical, Fire and Transportation Services (EMFTS) Board retreat in February 2020 exploring modification of the reciprocity process. The DEMS needs to ensure that we can verify that applicants requesting reciprocity have the knowledge and skills they claim and that are needed keeping in mind we have no idea what they were taught in their state. Also, there needs to be a determination in the best way to fill in the gaps in their education.

A discussion ensued as to how reciprocity unfolds in Ohio. The applicant must have passed the National Registry exam and have a National Registry certification for the certificate level they are seeking, as well as an active certification from their state. Additional knowledge and skills of the applicants requesting reciprocity are evaluated at accredited schools around Ohio where the school provides a training program for the individual to cover missing knowledge. The school then notifies the DEMS of the candidate's successful test results which enables Ohio certificate to be issued upon approval.

Deputy Director Wagoner directed the members' attention to the facilitation of interstate transfer. Certification provides a level of insurance that the individual is skilled, but it is just one piece of the fundamental skills required. He advised the members not to forget about the piece that demonstrates the hands-on and eyes-on abilities. Additionally, he pointed out that there are some critical trainings specific to the state of Ohio, for example Ohio trauma triage or rescue task force trainings. It is imperative that reciprocity candidates are observed to make sure they understand the system and the places where they are working.

The committee members discussed their viewpoints of assessing, training, and testing reciprocity candidates under their current practices. The responsibility for further training at the school level versus at the agency of employment's level was explored. Chair Resanovich noted that our EMTs and paramedics receive a certification, which must function under the guidance of a licensed medical director. As it is the medical director who provides oversight on protocol, competencies can vary.

Suggestions were put forward for how to ensure on a statewide level that knowledge and skill gaps are addressed. If the candidates are issued an Ohio certification based on their National Registry status, they could be given a booklet of basic contact information and a quick 20-minute test. Developing an online module was also suggested, which would be taken prior to issuing the card. Chair Resanovich stated that this will work for the EMT basic level, but not for the Advanced EMT. There was agreement that the process for certification at the AEMT level needs to be reviewed and improved.

**ACTION ITEM:** To determine how many paramedics in the last year have come from other states through reciprocity. Executive Director House will speak with Ms. Owens for that number.

**New Business**

It was determined that the next meeting will be an all-day meeting to develop a detailed presentation for the EMFTS Board retreat. The selected date is Monday, December 16, 2019, from 8:30 a.m. to 5:00 p.m. Food will be allowed in the conference room. We have been approved for conference room 1102 as well as for the provision of coffee and pastries in the morning, and lunch from the cafeteria.

**ACTION ITEM:** Create a PowerPoint for the December 16, 2019 meeting which will serve as the basis of the presentation of recommendations which will be presented to the EMFTS Board at its February, 2020 retreat. Assigned to Chair Resanovich and Deputy Director Wagoner.

**Adjournment**

The meeting was adjourned at 10:30 a.m.

**Next meeting:**

Monday, December 16, 2019

8:30 a.m. – 5:00 p.m.

Conference Room 1102

Ohio Department of Public Safety

1970 West Broad Street, Columbus, OH 43218