

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	Cody Jackson Commercial Ambulance (excused)	Kari Magner OEMS Liaison	Heather Nelson , ODEMSA
Matt Rickman Co-chair	Steve Powell – VAGEMSA (excused)		Karen Owens , NVERS
Bruce Stratton Virginia Association of First Responders			Chris Craft , VAFR
David Hupp - VPFF			Ray Whatley , NVERS
Chris Vernovai – Regional Council			Gary Samuels , Bon Secours
Derek Fuller Virginia Recruitment and Retention Network			
Christina Smith VACO			

AGENDA ITEM	NOTES	ACTIONS
Call to Order and Introductions	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. Chair reminded attendees about the public comment signup sheet at the podium. Attendees introduced themselves and their represented organizations	
Approval of the Minutes	Approved meeting minutes from 30APR26.	
Chair's Report:	Chair Brian Frankel - Membership – current at 11, bylaws state 10 or fewer. With combination of Health and Safety and Workforce Development, justifies request for exemption from Chairman to increase membership. - CISM/PEER Support Accreditation –OEMS/AG feedback indicates committee approval is not required; OEMS will conduct approvals based on minimum standards and report outcomes. - EMS Officer Training – EMS Officer II/III program review. Several obstacles identified by workgroup include to: - No dedicated curriculum-development personnel or members with formal curriculum-design expertise. - No funding to support in-person curriculum-development meetings, including travel and lodging for work group members. - Insufficient full-time administrative and program-management support.	Chair to consult Advisory Board Chair regarding exemption; revisit if reduction is required. Continued discussion under Old Business to define committee's role in oversight/awareness.

	• No clearly defined process for developing, approving, and maintaining the curriculum. • No established pathway for selecting, preparing, certifying, and sustaining qualified instructors. • Limited coordination for scheduling, advertising, and managing course requests. • Inadequate reimbursement for instructors who currently incur substantial travel and lodging expenses. • Continued concerns regarding the usability and reliability of the current learning-management platform. ○ Collaboration with VAFR to move program forward to overcome some of these obstacles. Chris Kraft overseeing project as representative to this committee. Will be added to current workgroup with OEMS and VAFR support to move initiative forward. ○ EMS Fellowship initiative with Virginia Works – Chairman Frankle expressed a desire to re-engage Virginia Works to support EMS fellowships for initial certifications and recruitment/retention; aim for a deliverable in 3–6 months. ○ Partnership with Virginia Tech (Gavin Luder) - Met with Gavin Luder from VA Tech – discussed program availability to support EMS agencies in the commonwealth. Will be invited to November meeting to share his vision and ideas with the committee for consideration of opportunities.	Chair and Vice-Chir to meet with Gavin Luder on 16OCT26, a follow-on presentation to be coordinated for the November meeting.
Vice Chair Report	Matt Rickman ○ Strategizing with Chairman Frankel on initiatives to be pulled from both prior committees	

	○ Desire to re-engage Virginia Works to support EMS fellowships for initial certifications and recruitment/retention; aim for a deliverable in 3–6 months. ○ Seeking to form a relationship with VA Tech, 1. - - Emphasis on bridging gaps, data support, recruitment/retention services for EMS agencies; plan to have Gavin present to committee	Meeting scheduled October 16, 2026 3-6 months-VA Works program development
OEMS Update	Kari Magner ○ CISM/Peer Support accreditation workgroup ○ OEMS formed a multi-disciplinary workgroup (EMS, law enforcement, fire—paid/volunteer—plus mental health professionals) to define recognized training standards (national/international), minimum standards, and program structure. Accreditation terminology will remain until code changes possibly allow “designation/recognition.” OEMS to approve teams meeting standards; publish approvals on website; no committee voting required to expedite recognition and privileged communication coverage. ○ Division transition ○ Emergency Operations Division transitioned to Emergency Coordination Health Operations Support Team (ECHO), reflecting broader scope. Website updates in progress (Sam Burnett).	OEMS to continue workgroup progress; maintain website updates; provide periodic information to committee. OEMS to update website; committee/agencies to contact ECHO for assistance as needed.
WORKGROUP UPDATES		
EMS Officer Curriculum (Transitioning from Workforce Development Committee)	No additional updates beyond Chair’s Report; optimism expressed about VAFR/OEMS collaboration.	Continue workgroup efforts; integrate Chris Kraft; report back at future meetings.

Decedent blood process (From Health and Safety Committee)	Valerie not present; plan for her to brief committee (especially members new to Health & Safety) on the process and obstacles; intent to transition the decedent blood process under a newly formed Infection Control Workgroup and align with broader infection control issues. Stakeholder recruitment ongoing; Chris Kraft offered to join.	Keep as Old Business; schedule Valerie to present in November; collect stakeholder nominations; Chair to coordinate outreach.
OLD BUSINESS		
CISM/Peer Support	Consensus to have OEMS manage approvals and provide periodic updates; committee prefers focusing on macro-level metrics (number of teams, geographic gaps, outreach opportunities) rather than quarterly team-by-team updates. Advisory Board member is contributing input into OEMS process. - Brian Frankel requested annual report rather than quarterly - With the number of programs seeking accreditation, the committee does not need to vote. - OEMS Workgroup does have an advisory board member - Derek Fuller in support	Define frequency of OEMS updates (annual or periodic); committee to use data to identify gaps and support awareness/outreach
New Business		
Infection Control Workgroup	BRUCE STRATTON – asked about infection control workgroup. VAFR Chris Kraft offered to serve on Infection Control workgroup. Request for additional stakeholders.	Chair to coordinate with Valerie Quick and onboarding of proposed members; define scope and membership

		Progress update in November.
Recruitment and Retention Network	Vice Chair emphasized preserving legacy initiatives (toolkits, network); Derek Fuller reported ongoing efforts with meetings, training via IAFC, statewide networking; requested support via hosting classes, bringing speakers, and expanding instructor cadre. Christina Smith noted Dave Tesh remains willing to support; John Bianco to be invited to brief next meeting on toolkit/status. Keeping the Best Toolkit– ask John Bianco to brief out the committee on opportunities to support.	Add Recruitment & Retention Network as ongoing agenda item. Invite John Bianco to brief in November; Explore connections with Virginia Tech (Gavin) for recruitment/retention services.
Public Comment/Announcements	None	
Dates for future Meetings	05 NOV 26	
Adjourn	The meeting was concluded at 1:20PM 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
August 6, 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 Membership
 - ii. EMS Officer discussion with stakeholders
 - iii. Statement to EMS board regarding EMS Officer Curriculum
 - iv. CISM/PEER Support Accreditation Update
 - b. Vice Chair Report – Matt Rickman
 - c. OEMS Update
 - d. Workgroup Updates:
 - i. EMS Officer Curriculum Workgroup
 - o (John Bianco) - Present roadmap for EMS Officer Curriculum Development Process (EMS Advisory Board Presentation)
 - ii. Decedent Blood Process Workgroup– No Report
 - iii. Infection Control Workgroup
- V. Old Business
 - a. CISM and Peer Support Teams approval
- VI. New Business
 - a. Creation of Infection Control Workgroup- Discussion
- VII. Public Comment
- VIII. Adjournment

Attachment 2

Sign In Sheet

Please select the meeting you are attending	Today's Date	Please select your role in this meeting.	Last Name	First Name	Email Address	Phone Number	Affiliation / Agency Represented
EMS Workforce Resilience	8/6/2026	Board Member	Stratton	R. Bruce	Strattonrb@msn.com	4345098778	VAFR
EMS Workforce Resilience	8/6/2026	General Public	Nelson	Heather	hnelson@vaems.org	8043808640	ODEMSA
EMS Workforce Resilience	8/6/2026	Committee Member	Smith	Christina	Smithchri@chesterfield.gov	804-387-0479	VACO
EMS Workforce Resilience	8/6/2026	Committee Member	Vernovai	Chris	Cvernova@vaems.org	8043164616	Regional Council
EMS Workforce Resilience	8/6/2026	General Public	Owens	Karen	karen.owens@nvers.org	517-373-1662	NVERS
EMS Workforce Resilience	8/6/2026	Committee Member	Fuller	Derek	DGFuller@vbgov.com	7572746801	Virginia Fire and EMS RNR Network
EMS Workforce Resilience	8/6/2026	General Public	Craft	Chris	chriscraft@vafr.org	8044790063	Virginia Association of First Responders
EMS Workforce Resilience	8/6/2026	General Public	Whatley	Ray	Ray.whatley@nvers.org	5715676204	NVERS
EMS Workforce Resilience	8/6/2026	Committee Member	Hupp	David	dhupp@rcva.us	5403359202	VPFF
EMS Workforce Resilience	8/6/2026	General Public	Samuels	Gary	Gary_samuels@bshsi.org	8048402763	Bon Secours
EMS Workforce Resilience	8/6/2026	Committee Member	Rickman	Marlon	mrickman@salemva.gov	5405888296	Region 2