

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, Chair – VFCA - GAB	John Bianco – At Large	Wayne Perry	
Matt Rickman, Vice Chair – At Large	Heather Campbell – At-Large	Chris Vernovai	
Cody Jackson, CAA	Steve Powell - VAGEMSA		
Christina Smith VACO	VACANT – VPFF		
Bruce Stratton - VAFR	VACANT – OEMS Regions		

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 first Workforce Resilience Committee meeting. Attendees introduced themselves and their represented organizations	
Approval of the Minutes	No minutes – new committee	
Chair's Report: Committee Transition and Background	Brian Frankel: provided background on the formation of the Workforce Resilience Committee, noting it is a merger of the former Health and Safety Committee and the Workforce Committee. The intent is to focus on workforce resiliency and safety, addressing mental health and training components. The new committee structure will utilize work groups to improve efficiency. All items on today's agenda will be considered NEW BUSINESS	Committee to establish Charter Chair to formalize the appointment of work groups for specific initiatives and meeting cadence outside of current quarterly schedule.
Committee Vacancies and Appointment of Recording Secretary	Brian Frankel announced current vacancies on the committee, specifically for representatives from regional councils and the VPFF Matt Rickman recommended Christina Smith as the recording secretary. Brian accepted the recommendation, and Christina Smith agreed to serve.	Chair to recruit representatives to fill vacancies for the Regional Councils and VPFF.

Vice Chair Report	Matt Rickman thanked former Workforce Development Committee members and highlighted the transition of some initiatives, such as recruitment and retention and fellowship programs, into work group functions. He noted the ongoing refinement of the EMS Officer One curriculum and the charge to develop Officer Two and Three curricula, Matt discussed the goals for the EMS Officer program, including developing a curriculum roadmap for Officer One, Two, and Three, and integrating EMS health and safety officer needs. He noted the recent release of NFPA EMS officer standards and the need to review them. The initial goal of having the program objectives ready by May 2026 or a full release by Rescue College in 2027 was deemed challenging due to leadership changes and the need for quality development.	
NEW BUSINESS		
EMS Officer (Transitioning from Workforce Development Committee)	EMS Safety Officer – proposal – integrate with EMS Officer program. Initial goal – May 2026 curriculum preview was planned for EMS Officer II and Rescue College in June. Will need to present a well-developed program, slow down the work plan to develop some curriculum to meet the needs of Virginia and our providers. Discussion: Cody agrees that the work plan should be developed by the current curriculum development team. Matt supports Cody’s recommendation to turn over development to Chris Vernovai. Comments from Chris Vernovai: confirmed that a steering group (Larry Oliver, Byron Andrews, John Bianco) is already in place and has begun cross-referencing existing Officer One content with new NFPA standards for Officer Two and Three. He emphasized the importance of not rushing the process to maintain credibility. He also mentioned the integration of the EMS Safety Officer program into the broader EMS Officer standards. Financial resources for development are currently unknown, but Moodle is available for	Steering Group to develop and present a roadmap for the EMS Officer curriculum development process at the May Advisory Board meeting.

the LMS. He clarified that the steering group is focused on road mapping, with course development to follow, requiring additional subject matter experts.

Motion to Formalize EMS Officer Curriculum Work Group

Motion: Matt Rickman moved to formalize an EMS Officer Curriculum Work Group. The initial work group would include John Bianco, Larry Oliver, and Byron Andrews, with Chris Vernovai to formalize the steering process of the EMS Officer Two and Three curricula and manage the EMS Officer One curriculum. The motion was to be flexible regarding participant numbers.

Clarification: Brian Frankel sought clarification on including names in the motion versus formalizing a work group with an OEMS representative and current steering members. Matt confirmed the intent to include the three steering members as the initial roster.

Second: Bruce Stratton seconded the motion.

Revised Motion: *To create an EMS officer curriculum work group with an OEMS rep and current steering committee members. To develop the roadmap for EMS officer two and three curriculum and continue to manage EMS officer one program oversight.*

Discussion:

Cody inquired if the named individuals were aware of their inclusion in the work group, to which Chris confirmed their willingness to serve on the steering group. Brian clarified that the program is specifically for EMS officers in Virginia, not a generic fire officer program, despite referencing NFPA guidelines.

Vote: The motion carried unanimously by acclamation ("Aye").

	Motion: to formalize a workgroup – EMS Officer Workgroup, with OEMS Rep and current steering committee members (John Bianco (from this committee), Larry Oliver and Byron Andrews) to develop roadmap for EMS Officer II/III Curriculum and continue to manage the existing EMS Officer I program oversight. Second by Bruce Stratton, <i>revision seconded by Stratton.</i> Clarification that this is for EMS Officer / Not Fire Officer Motion carried by unanimous vote.	
Decedent blood process (From Health and Safety Committee)	Work continues on establishing processes for testing deceased patients' blood to prevent infectious disease transfer to providers. Valerie Quick: Valerie expressed that a good process exists for blood testing, and guidance for performing venipuncture needs to be finalized. She noted communication gaps regarding how independent agencies access kits and coordination with funeral homes and the OCME. She suggested a broader infection control work group is needed to address these issues. Cody requested a report from actions taken to date. Workgroup was in development, and Valerie agreed. Brian suggested developing a larger infection control work group to address this and other statewide infection control challenges and agreed to include this in the next meeting.	Valerie Quick to compile and distribute a summary and talking points regarding the Decedent Blood Program to committee members.

	Dr. Allan Yee - Agency medical director perspective – suggested reengaging Valeries Committee for this program.	
Peer Support and Wellness program oversight (Transitioning from Health and Safety Committee)	Matt Rickman noted that the AG’s office was asked to provide a legal interpretation of whether the OEMS has the legal authority to conditionally approve CISM and peer support teams. Wayne Perry reported that the AG’s office indicated that the authority depends on existing policies and procedures. Matt request a formal written response from OEMS to clarify the process. Current operating procedures will remain in effect until a formal determination is made. Chris Vernovai: Provided the current Peer Support/CISM list to committee. Chris presented the application for the Eastern Virginia Regional Peer Support Team. This team is a combination CISM/peer support group covering Virginia Beach to Richmond, comprising multiple existing teams and clinicians. He explained that accreditation is voluntary but grants privileged information status, and OEMS is developing an LMS for accredited teams to share resources. Motion: Matt called for a motion <i>to approve the Eastern Virginia Regional Peer Support Team.</i> Second: Bruce Stratton seconded the motion. Discussion: Cody asked if the accreditation was required or voluntary, to which Chris confirmed it was voluntary, providing benefits like privileged information status. Vote: The motion carried unanimously by acclamation ("Aye")	

Public Comment/ Announcements	Kim Craig expressed disappointment regarding the EMS Officer curriculum, citing difficulties in getting Officer One taught due to instructor shortages and concerns that delaying Officer Two would exacerbate this issue.	
Dates for future Meetings	TBD	
Adjourn	The meeting was concluded at 13:46 AM 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
February 5, 2026
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 - Brian Frankel
 - i. Transition of ongoing topics from previous committees
 - ii. Committee Vacancy's
 - iii. Meeting cadence, Virtual Options
 - iv. Appointment of recording Secretary
 - v. Appointment of workgroups
 - b. Vice Chair Report – Matt Rickman
 - c. OEMS Update
- V. Old Business
- VI. New Business
 - a. EMS Officer Course Develop – Goal to develop curriculum roadmap for EMS Officer I, II, and III.
 - b. Chris Vernovai
 - i. Review of NFPA Standards, Framework, development, project management plan for continuity of Peer Support and CISM program – ongoing, Create an established process for Peer Support/CISM Team accreditation prior to coming to the committee for voting
 - c. Valerie Quick – Decedent Blood Draws
 - i. Decedent Blood Process – Move this to the Workforce Resilience Committee agenda as an open item - Follow up with Valerie regarding the decedent blood draws process and carry that under old business for future discussion
 - d. Legal Interpretation - Attorney General's 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 the Provider Health and Safety Committee.
 - e. Support / CISM Team approval (if any)
- VII. Public Comment
- VIII. Adjournment

Attachment 2

Eastern Virginia Regional Peer Support Team

Mission Statement- The Eastern Virginia Regional Peer Support Team is dedicated to fostering connection, care, and resilience among first responders. We provide essential peer support, focusing on self-care, peer care, and overall wellness, especially during critical incidents. Through education and training, we empower first responders with the tools they need to thrive in the face of challenges, ensuring they are cared for both on and off duty."

Attachment 3

Accredited Team Name	Current Expiration Date	Status
Arlington County Police Department	5/2/2020	
Chesapeake Police CISM Team	5/22/2022	
Chesterfield Co. Fire & EMS Peer Support Team	5/2/2028	
Chesterfield County Sheriff's Office Peer Support	5/2/2028	
Chesterfield Police Department	5/22/2022	
CIA Police Department Peer Support Team	4/8/2021	
City of Fairfax Police CISM & Peer Support Team	2/7/2028	
Culpeper Police Dept. CISM & Peer Support Team	8/1/2028	
Eastern Virginia Regional Peer Support Team	7/5/2029	2/2/2029
Fairfax County Fire & Rescue Peer Support Team	2/10/2026	
Fairfax County Police Peer Support Team / Incident Support	11/5/2028	
Fairfax County Public Safety Communications CISM & PS	8/1/2028	
Fairfax County Sheriff's Office Peer Support Team	7/5/2028	
Fredricksburg Sheriff's Office Peer Support Team	4/8/2021	
George Mason University Police Dept. Peer Support Team	5/10/2026	
Hampton Police CISM & Peer Support Team	1/5/2028	
James City County Public Safety Peer Support Team	2/7/2028	
Leeburg Police Peer Support Team	11/5/2028	
Loudoun County EMS Council CISM Team	9/28/2020	X
Loudoun County Combined Fire & Rescue System	8/1/2028	
Metropolitan Washington Airports Authority (MWAA) Fire	8/1/2028	
Metropolitan Washington Airports Authority (MWAA) Police	5/5/2027	
Monte Carlo Regional Jail	9/1/2027	
Newport News Police/Fire Department CISM Team	5/2/2028	
Norfolk Police Department CISM & Peer Support	2/7/2028	
Norfolk Police CISM and Peer Support Team	5/2/2028	
Portsmouth Fire Department Peer Support Team	11/7/2025	
Portsmouth Police CISM & Peer Support Team	5/2/2028	
Prince William County Dept. of Public Safety Communications Peer Support Team	2/7/2028	
Prince William County Fire and Rescue Peer Support Team	1/7/2027	
Prince William County Police Peer Support Team	4/8/2027	
Prince William County Sheriff's Office Peer Support Team	5/2/2026	
Prince William-Mansfield Regional Adult Detention Center Peer Support Team	8/4/2026	
Raeford City Police Department Peer Support	5/2/2028	
Rappahannock EMS Council CISM Team	8/1/2028	
Richmond Police Department	11/7/2025	
Roanoke City Sheriff's Office Peer Support Team	5/1/2027	
Spotsylvania County Sheriff's Office CISM Peer Support Team	11/7/2027	
Stafford County Chaplain Team	11/7/2027	
Stafford County Sheriff's Office CISM & Peer Support Team	2/7/2028	
Stafford Police Department Peer Support	11/7/2025	
Town of Henrico Police Peer Support Team	4/8/2027	
Town of Vienna Police Dept. Peer Support Team	8/1/2028	
Virginia Beach 311/311 EOCs Peer Support Team	1/2/2028	
Virginia Beach Commonwealth's Attorney's Office Peer Support Team	11/7/2027	
Virginia Beach CISM Peer Support Team	5/2/2025	
Virginia Beach Fire Department Peer Support Team	5/8/2027	
Virginia Beach Police Department	1/2/2028	
Virginia Law Enforcement Assistance Program CISM Team	1/5/2026	
Virginia Peer Support Association	11/7/2025	
Virginia State Police	5/2/2025	
Waynesboro Police Department Peer Support Team	9/1/2027	
York-Pocono Sheriff's Office CISM Team	8/1/2028	

Updated: 4/24/2020

*Dates may not reflect extensions or approximations currently under review.

52	Total
52	Current
4	Expired
1	Expiration > 90 days
1	Total
1	Current
-	Expired
0	Expiration