

Vermont Emergency Medical Services Advisory Committee

Meeting Minutes

Date: August 20, 2025

Location: Chester Fire Department, Chester (VT), & Microsoft Teams

Meeting Called to Order: 10:03 AM by Pat Malone

Rollcall – Committee Members

Representative	Attendance	Representative	Attendance
District 1		District 2	
Kathy Jochim	Present	Adam Heuslein	Present
		Samantha Atwood	
District 3		District 4	
Leslie Lindquist	Present	Scott Brinkman	
Becky Alemy		Jeff Johansen	
District 5		District 6	
		Joe Aldsworth	
		David Danforth	Present
District 7		District 8	
Charlene Phelps		Matt Parrish	Present
Kate Rothwell	Present	Charles Piso	Present
District 9		District 10	
Alan Beebe		Michael Tarbell	Present
District 11		District 12	
		Bill Camarda	
		Bobby Maynard	Present
District 13		VAA	
Eric Wilson		Drew Hazelton	
IREMS		PFFV	
Pat Malone	Present	Mark Hachey	Present
Chris LaMonda	Present		
VCFC		VSFA	
Aaron Collette	Present		
Michael Randzio	Present		
VAHHS		VLCT	
		Lee Krohn	Present
VDH			
Will Moran	Present		
Chelsea Dubie			

Non-members in attendance: Mark Considine, Courtney Newman, Ray Walker, Inge Smith-Iuce, Dan Wolfson

Approval of July Meeting Minutes

The August 6th meeting minutes were previously distributed to committee members.

- Motion to approve the minutes by Michael Tarbell
- Seconded by Adam Heuslein
- No discussion.
- Result: The minutes were approved unanimously with no amendments.

Update - State EMS Office

- No new updates since our last meeting.

Update - Pat Malone

Has identified one intern (a UVM Rescue member developing a major in EMS) and is pursuing a second intern from the UVM Public Health graduate program. Interns will assist in compiling and synthesizing data to support the legislative report and the five-year EMS plan.

Education data collected by Cambridge Consulting Group was included in prior surveys but results were limited. Consultant efforts provided demographic information about instructors but not detailed course or budget data. Recognition that data gaps remain significant; moving forward, the committee must define what data should be systematically collected.

EMS Instructor System and Accountability – Presentation by Pat Malone

- 12 Senior Instructors currently licensed; seven are full-time educators.
 - They delivered:
 - 63% of EMT courses (2023–2024)
 - 78% of AEMT courses
 - Two of three Paramedic courses
- 56 Instructor Coordinators (ICs) licensed, but:
 - 79% did not teach any EMT courses during 2023–2024.
 - Only five ICs taught more than one EMT course.
 - 44 ICs did not appear in EMT course records.

Concerns raised -

Unlike the Fire Academy, which requires instructors to teach regularly or lose status, EMS ICs face no accountability for inactivity. Our education system, which is a legacy system, has allowed for individuals to be credentialed without teaching, reducing instructional reliability. Discussion emphasized the need for standards, evaluation, and performance tracking for educators, including QA/QI mechanisms.

Course Distribution and Access

- 62 EMT courses delivered in Vermont (2023–2024).
- 11 of 13 districts hosted EMT courses; District 8 had none, though students joined courses through neighboring districts or statewide partners.
- 18 AEMT courses were held in eight districts; three Paramedic courses were offered statewide.
- Geographic access analysis:
 - CCV reports 95% of Vermonters live within 12 miles of a CCV site, most of which hosted EMS courses.
 - Accessibility challenges are more about timing, frequency, and travel reluctance than geographic gaps.
 - Some courses had very low enrollment (fewer than 10 students), raising efficiency concerns.
- Alternative models discussed:
 - Regional career centers (e.g., Central Vermont Career Center) hosting district courses.
 - A rotational model similar to Firefighter I training, reducing duplication while ensuring regional coverage.

Cost of EMS Education

- Committee agreed that true program costs are largely unknown.
- Barriers identified:
 - Institutional accounting complexity.
 - Independent contractor models with limited transparency.
 - Inconsistent or incomplete reporting from ICs.
 - Hidden costs: insurance, equipment replacement, facilities, utilities, instructor continuing education.
- District 6 has collected course budgets and will share detailed reports (e.g., costs for exams, facilities, instructional stipends).
- Comparisons:
 - Firefighter I course costs $\approx$ \$25,000 for 24 students.
 - EMT course costs vary widely (\$800–\$3,000 per student depending on provider).
- Members stressed that without credible cost data, legislative funding requests are undermined.

Recruitment Pathways and VFR Program

- Vermont Emergency First Responder (VEFR) program has exceeded expectations:
 - Originally designed during COVID for ski patrol, wilderness, and non-traditional providers.
 - Now heavily adopted by volunteer fire departments as an entry point for EMS participation.
- Benefits:
 - Low time commitment ($\approx$ 16 hours of training).

- No National Registry exam requirement.
- Immediate community benefit by increasing responder presence.
- Has helped re-energize volunteer agencies.
- Debate:
 - Some argued scope should expand (e.g., vitals, basic assessments).
 - Others warned against overlapping EMR/EMT roles.
 - Consensus: VFR should remain limited but tracked as a recruitment pipeline into EMR/EMT training.

Key Takeaways

1. Senior Instructors carry most of the system's instructional burden.
2. Instructor Coordinators are underutilized, highlighting accountability gaps.
3. Course distribution is geographically adequate, but inefficiencies exist due to duplication and small class sizes.
4. The cost of EMS education remains undefined and must be clarified for legislative credibility.
5. VFR has proven a valuable recruitment tool, especially for rural districts and volunteer fire services.

Next Steps

- Meeting with CCV Workforce Education leadership scheduled to explore collaboration.
- Subcommittee to develop recommendations on workforce and education reform for inclusion in the legislative report.
- Collection of district-level cost data to continue.
- Further discussion of continuing education, specialty courses, and recertification at a future session.

Committee Schedule

- September 3 – White River Valley Ambulance – 10 AM to 2 PM
- September 17 – Waterbury State Office Complex – 1 PM to 3 PM

Adjournment

Meeting adjourned at 2:58 PM