



Office of the Medical Director

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PROVIDING GOOD MEDICINE IN BAD PLACES

Date: February 28, 2025

To:

The Honorable Kevin Stitt, Governor of Oklahoma

The Honorable Matt Pinnell, Lieutenant Governor of Oklahoma

The Honorable Charles McCall Speaker of the Oklahoma House of Representatives

The Honorable Lonnie Paxton, President Pro Tempore of the Oklahoma Senate

Keith Reed, Commissioner of Health

Members of the Oklahoma State Board of Health

Subject: Vote of No Confidence in the Leadership of the EMS and Trauma Divisions

Governor Stitt, Lieutenant Governor Pinnell, Speaker McCall, President Pro Tempore Paxton, Commissioner Reed, and Members of the Oklahoma State Board of Health,

On behalf of EMS agency directors across Oklahoma, we write to formally express a **vote of no confidence** in the leadership of the **EMS and Trauma Divisions** within the **Oklahoma State Department of Health (OSDH)**. The ongoing mismanagement, regulatory failures, and lack of accountability have **jeopardized public safety, compromised emergency medical care, and created unnecessary burdens on EMS agencies** throughout the state.

Despite multiple attempts to engage in meaningful dialogue with OSDH leadership, there remains a persistent pattern of **inaction, inefficiency, and failure to fulfill statutory and regulatory obligations**. The following critical issues demonstrate an alarming lack of competency and oversight:

1. OERSSIRF Grant Mismanagement

The Oklahoma Emergency Response Systems Stabilization and Improvement Revolving Fund (OERSSIRF) grant process has been plagued by **delays, inconsistent communication, and administrative inefficiencies**, preventing agencies from accessing crucial funding for operational stability and patient care improvements.

2. Agency Licensing Failures

Licensing delays for EMS agencies have become routine, leading to operational uncertainty, service disruptions, and increased administrative burdens. These failures **directly impact public safety** by preventing agencies from providing lifesaving care.

3. Medic Licensing Issues

The EMS licensure process for emergency medical responders and paramedics has become **unpredictable, inefficient, and error-prone**. Numerous professionals have received the **wrong license level**, further complicating agency compliance and creating risk for patients. Additionally, recertification processing times have reached unacceptable levels, worsening the **ongoing workforce crisis** in EMS.

4. Lack of Stakeholder Engagement

EMS agencies have been systematically excluded from decision-making processes that directly affect emergency medical services across the state. Leadership has **failed to respond to concerns**, disregarded input from frontline EMS professionals, and ignored **solutions proposed by stakeholders** to address system-wide inefficiencies.

5. General Administrative Failures

Beyond specific issues, the **overall administration** of EMS and trauma oversight lacks strategic vision, urgency, and competence. **Regulatory and procedural mismanagement** has left agencies without clear guidance, causing widespread confusion and inefficiency.

6. Failure to Uphold Statutory and Regulatory Requirements for Continuous Quality Improvement (CQI)

Statutory and regulatory mandates require **Continuous Quality Improvement (CQI) activities** as part of the **Regional Trauma Advisory Boards (RTABs)**. However, these activities have been **halted without explanation or alternative guidance, putting trauma victims in Oklahoma at risk**. CQI programs are essential for system performance monitoring, data-driven improvements, and patient safety—yet leadership has allowed them to collapse without action.

7. Failure to Approve and Implement Required Psychomotor Examination Processes

The National Registry of Emergency Medical Technicians (NREMT) **requires state oversight and approval** for EMR and EMT **psychomotor examinations**. However, despite **clear requirements** and previous committee discussions, OSDH has **failed to approve or provide guidance** on the psychomotor testing process. This inaction has left training institutions without **a standardized process**, delaying certification for EMS professionals and further exacerbating the workforce shortage.

Call to Action: Immediate Leadership Change is Necessary

The current leadership of the **EMS and Trauma Divisions** has repeatedly demonstrated **an inability or unwillingness to effectively oversee the EMS system in Oklahoma**. Their mismanagement has directly impacted:

- The **stability and effectiveness of EMS agencies**,
- The **ability of professionals to obtain and maintain licensure**,
- The **safety of trauma victims and emergency patients statewide**.

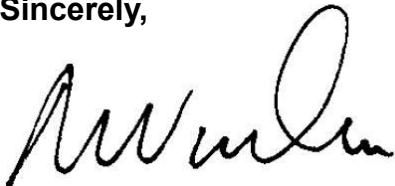
Given the severity of these issues, **we call upon state leadership to take immediate action** to:

1. **Intervene at the highest level** to address systemic failures.
2. **Replace current leadership** with individuals who have the necessary experience, competency, and vision to manage Oklahoma's EMS and trauma systems effectively.
3. **Ensure accountability** by mandating increased transparency, stakeholder engagement, and measurable performance improvements.

We request a formal response from your offices outlining **specific corrective actions and timelines** to address these concerns. The **lives of Oklahomans depend on a functioning and well-managed EMS system**—and immediate leadership intervention is required to restore **trust, stability, and regulatory compliance**.

We appreciate your prompt attention to this matter and look forward to your response.

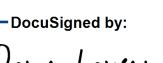
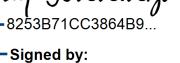
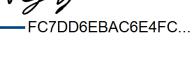
Sincerely,



R. William Worden, D.O., M.Ed.
Medical Director
Heartland Medical Direction

Please see attached signatures of support from EMS leaders from across Oklahoma.

We, the below signed individuals support the attached letter of NO CONFIDENCE

<p>DocuSigned by: Blake Braden 6A1B49499F3E470... Heartland Medical Direction - EMRA</p> <p>Signed by:  Alan Scott Kirby 84A5A9CA1353464... Johnston County EMS</p> <p>DocuSigned by:  Amanda Bandy 9627293A07A14F1... LeFlore County EMS</p> <p>DocuSigned by:  Annie Glover 1FC49ABB15C642A... Greer County EMS & Granite Fire Department</p> <p>Signed by:  Brandon Scott 5C0E00C247BD488... Hennessey Volunteer Fire Department</p> <p>Signed by:  Brett Conner 49A8C3A16FFD418... Luther Fire Department</p> <p>Signed by:  Brice Minor A0DA7840567D46A... Bridge Creek Fire Protection District</p> <p>Signed by:  Bruce Crowel C0C8BFD1112A48C... Kirks EMS</p> <p>Signed by:  Corey Conrad 357DE8C85B134E3... Courtney Fish 16B090F5C69948D... Craig Martin 42E6DE5C806C45A... Luther Fire Department</p> <p>Signed by:  Dane Lausen ADE2DA9A2AF64C9... Guthrie Fire & EMS</p> <p>Signed by:  David Pratt 5C5120E46A744CD... Kirks EMS</p> <p>DocuSigned by: Bryan Miller E6F98965354E4D9... Alva Fire Department</p> <p>Signed by:  Edward J Sorrels 5DF78EDB29E54F5... Anadarko Fire & EMS</p> <p>Signed by:  Elizabeth Sauls D9AE845E7FF3429... Rush Springs EMS</p> <p>Signed by:  Steve Galica C5CEE56515F04DC... Sasakwa Fire Department</p> <p>DocuSigned by:  Tim Gowan 327B60E06BE3428... Kirks EMS</p> <p>DocuSigned by:  Twila Ann Ashcraft 25665950F692496... Cheyenne & Arapahoe EMS</p> <p>Signed by:  William Smith 6BAF15A8C1C54D5... Tuttle Fire & EMS</p> <p>Signed by:  JW Snell F21577990CF4416... JW Snell cc/NRP</p> <p>Signed by:  Michele Zamora 87450B04677B4A1... Johnston Co EMS</p> <p>DocuSigned by:  Michelle Addington 3F789F4BE18B46C... Sinor EMS</p> <p>DocuSigned by:  Perry Scheffler 8CF3D466E7A84BE... Hitchcock FD</p> <p>Signed by:  Ray Jennings 8253B71CC3864B9... Altus Fire & EMS</p> <p>Signed by:  Roger Unruh 0659553CEB224A1... Alfalfa County EMS</p> <p>DocuSigned by:  Ryan Upchurch FC7DD6EBAC6E4FC... Altus Fire & EMS</p>

Signed by:

Forrest Baucom 43E0338613C44CF...

Valley View Fire Department

DocuSigned by:

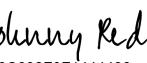
Jason Dobson 4B516BF43ACE483...

Olive Volunteer Fire Department

DocuSigned by:

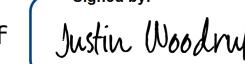
Jimmy Johnson 6725A00F36B14A9...

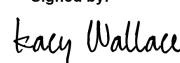
Life EMS

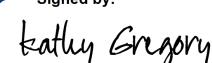
Signed by:

Johnny Red 6C602F0F1444438...
Senior Emergency Medical Service

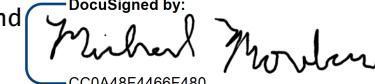
DocuSigned by:

Joseph Figueroa EE5929D467C348A...

Luther Fire Department
Signed by:

Justin Woodruff 23C8B772F413482...
Erick Ambulance Service

Kacy Wallace
Signed by:

Medford EMS 39203CB7035648D...

Signed by:

Kathy Gregory 90DB1C1416CC4D3...
Alfalfa County EMS

DocuSigned by:

Michael Moreland CC0A48F4466F480...
Elgin FD

DocuSigned by:

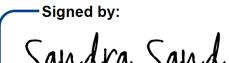
Michael Nichols F50FC40B62C14B8...
Community Ambulance Service

Signed by:

Lana Youngblood 2970F398DDFC4C8...
Hickory Hills Fire Department

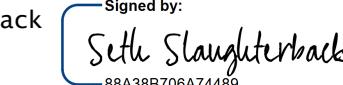
Signed by:

Leonard Boeckman B91670EE0D1849A...
Alfalfa County EMS

Signed by:

Sandra Sand 5B982F891C3946C...
Kirks EMS

Signed by:

Seth Brown 261E1DEED2AC43D...
Blackwell Fire & EMS

Signed by:

Seth Slaughterback 88A38B706A74489...
Cordell EMS