

LFC Requestor: MONTANO, Noah

2025 LEGISLATIVE SESSION  
AGENCY BILL ANALYSIS

Section I: General

Chamber: House  
Number: HB412

Category: Bill  
Type: Introduced

Date (of THIS analysis): 02/13/2025  
Sponsor(s): Armstrong, Vincent, Jones  
Short Title: Emergency Medical Services (EMS) Licensure Compact

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Section II: Fiscal Impact

APPROPRIATION (dollars in thousands)

Appropriation Contained		Recurring or Nonrecurring	Fund Affected
FY 25	FY 26		
\$0	\$0	N/A	N/A

REVENUE (dollars in thousands)

Estimated Revenue			Recurring or Nonrecurring	Fund Affected
FY 25	FY 26	FY 27		
\$	\$	\$		

ESTIMATED ADDITIONAL OPERATING BUDGET IMPACT (dollars in thousands)

	FY 25	FY 26	FY 27	3 Year Total Cost	Recurring or Non-recurring	Fund Affected
Total	\$0	\$0	\$0	\$0		

Section III: Relationship to other legislation

Duplicates: None

Conflicts with: None

Companion to: None

Relates to: None

Duplicates/Relates to an Appropriation in the General Appropriation Act: No

## Section IV: Narrative

### 1. BILL SUMMARY

a) Synopsis

House Bill 412 (HB412) proposes to create the Emergency Medical Services Personnel Licensure Compact.

Key provisions of HB412:

- Allows EMS personnel who are licensed in a compact state to provide services in other states subject to each compact member's state law and regulations.
- Provides requirements for the home state to be able to participate in the compact.
- Outlines how adverse actions against an EMS license holder are handled.
- Establishes an interstate commission for EMS personnel services and invests rulemaking authority in the interstate commission.
- Establishes a coordinated database system which contains licensure, adverse action, and information on investigations related to all licensed individuals in a member state.
- Outlines a dispute resolution and enforcement provision in the event of a dispute between member states.

Is this an amendment or substitution?  Yes  No

Is there an emergency clause?  Yes  No

b) Significant Issues

HB412 proposes that an individual that is licensed in their "home" state may have privilege to practice in another compact state as long as their home state meets the following four standards in issuing a license:

- 1) that the home state requires the use of the National Registry of Emergency Medical Technician (NREMT) certification exam for all levels of emergency medical technicians (EMT), including paramedic;
- 2) has a mechanism for receiving complaints;
- 3) will notify the compact's commission of licensure investigation or discipline of an individual, and
- 4) performs a NCIC criminal background check.

- There needs to be a mechanism to address how an individual maintains their license in their home state. If an individual from their home state were to come to New Mexico to practice, a procedure would need to be established to ensure the person had acquired continuing education to renew their license, or if any other requirements of maintenance or licensure renewal exists in the home state.
- An individual licensed in a compact state will have the privilege to practice in another compact state if the individual is 1) 18 years of age, 2) has an unrestricted license in their

home state as an EMT or paramedic, and 3) is practicing under the supervision of a medical director.

- HB412 does not indicate if this medical director must be from the state in which they are exercising their privilege to practice, or if they may continue to practice under the medical direction of a physician from their home state.
- While the compact requires the home state to use the NREMT exam as a licensing exam for the Basic and advanced emergency medical technician (AEMT)/Intermediate level, it does not address further education standards for the home state EMS Program from which the individual graduated. An individual must have graduated from a nationally accredited paramedic program to take the NREMT paramedic exam; however, there is no accreditation requirement for individuals taking the NREMT exams for advanced EMT or basic EMT.
  - In New Mexico, all levels of EMT and paramedic education are required to originate from EMS educational programs that have received national accreditation. The same guarantee of quality education is not required by the compact. It is important to determine whether the program was taught by an educational institution or by an individual with no quality assurance.
- The compact language on page 7 line 25 appears to require a remote state recognizes an individual's privilege to practice. It is not clear if the compact would allow New Mexico to require New Mexico EMS licensure to practice here, nor is it clear that an individual must have a New Mexico physician to provide medical direction. Current statute requires both for an EMT or paramedic to practice in NM.
- There is no notification requirement of the NM DOH's EMS Bureau of an individual exercising their privilege to practice in our state, which is not consistent with other caregiver compacts, such as the nursing compact, which require notification of the licensing and regulatory entity.
- There are statutes and regulations in place that require the NMDOH to use due diligence to assure the quality of EMS education, scopes of practice, veterans and other EMS caregivers seeking reciprocity from other states, medical direction, data, and scopes of practice.
- The International Association of Fire Fighters has a publication addressing their concerns regarding this legislation; this can be found at <https://www.iaff.org/wp-content/uploads/Talking-Points-REPLICA.pdf>.

## 2. PERFORMANCE IMPLICATIONS

- Does this bill impact the current delivery of NMDOH services or operations?

Yes  No

If yes, describe how.

- Is this proposal related to the NMDOH Strategic Plan?  Yes  No

**Goal 1:** We expand equitable access to services for all New Mexicans

**Goal 2:** We ensure safety in New Mexico healthcare environments

**Goal 3:** We improve health status for all New Mexicans

**Goal 4:** We support each other by promoting an environment of mutual respect, trust, open communication, and needed resources for staff to serve New Mexicans and to grow and reach their professional goals

## 3. FISCAL IMPLICATIONS

- If there is an appropriation, is it included in the Executive Budget Request?  
 Yes  No  N/A
- If there is an appropriation, is it included in the LFC Budget Request?  
 Yes  No  N/A
- Does this bill have a fiscal impact on NMDOH?  Yes  No

**4. ADMINISTRATIVE IMPLICATIONS**

Will this bill have an administrative impact on NMDOH?  Yes  No

The NM DOH Bureau will not have the opportunity to vet EMS caregivers from other states.

**5. DUPLICATION, CONFLICT, COMPANIONSHIP OR RELATIONSHIP**

None

**6. TECHNICAL ISSUES**

Are there technical issues with the bill?  Yes  No

**7. LEGAL/REGULATORY ISSUES (OTHER SUBSTANTIVE ISSUES)**

- Will administrative rules need to be updated or new rules written?  Yes  No
- Have there been changes in federal/state/local laws and regulations that make this legislation necessary (or unnecessary)?  Yes  No
- Does this bill conflict with federal grant requirements or associated regulations?  
 Yes  No
- Are there any legal problems or conflicts with existing laws, regulations, policies, or programs?  Yes  No

NMSA 24-10B and NMAC 7.27.2 already governs licensure of EMS personnel in New Mexico. HB412 would interfere with the ability of New Mexico to monitor all EMS personnel practicing in New Mexico.

**8. DISPARITIES ISSUES**

None

**9. HEALTH IMPACT(S)**

None

**10. ALTERNATIVES**

None

**11. WHAT WILL BE THE CONSEQUENCES OF NOT ENACTING THIS BILL?**

If HB417 is not enacted, current statute and rule will continue to allow regulation of the New Mexico EMS industry by New Mexico's Department of Health, and the interstate EMS Compact will not go into effect.

**12. AMENDMENTS**

None