

# Did You Know?

## EMS Compact

### **When did Oklahoma become an EMS compact state?**

Oklahoma officially became the 24<sup>th</sup> EMS compact state on November 1, 2023. In 2023, House Bill 2422 created a law in Recognition of EMS Personnel Licensure Instate Compact (commonly referred to as REPLICA). The bill was codified in **63 O.S. § 1- 2550 et. seq.**

### **Is EMS compact participation the same as the Universal Licensing Act, commonly referred to as “reciprocity?”**

No, the Military Service Occupation, Education and Credentialing Act (59 O.S. § 4100 et. seq.) and the Universal Licensing Recognition Act (59 O.S. § 4150 et. seq.) provide a quick pathway for license holders from other states to become a license-holder in Oklahoma.

### **What does it mean to be a compact state?**

All compact states have enacted legislation allowing for license holders in compact states to have the “**privilege to practice**” in all compact states. This means that any license holder from another compact member State may enter Oklahoma and practice. They do not need an Oklahoma-specific license to do so. This is similar to how anyone with a U.S. driver’s license may drive through other states without a state-specific license for any U.S. state where they are driving.

### **Does this mean that once someone is licensed in a compact state, they never have to be licensed again?**

License holders from compact states must follow the designated process for renewal in their “home state.” In addition, if a license-holder has disciplinary action in another state, each compact state has the authority to access that information.

### **How does this affect Oklahoma EMS agencies?**

Oklahoma EMS agencies may utilize compact state license holders as employees in their agency. Agencies are not required to notify the Department when they utilize compact state license holders. However, during routine and complaint investigations, agencies must be prepared to provide documentation demonstrating that the employees at their agency meet the requirements to practice. For employees who are compact state license holders and are not licensed in the state of Oklahoma, agencies must have documentation demonstrating the employee’s “privilege to practice.”

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**How do I know if a compact state license holder currently has the “privilege to practice?”**

To determine if a license holder from a compact state has the privilege to practice, agencies may search the National EMS Coordinated Database on the EMS Compact’s website ([www.emscompact.gov](http://www.emscompact.gov),) and look up the license holder’s information with their unique 12-digit National EMS identification number.

**Are all compact states reporting licensure data to the National EMS Coordinated Database in real time?**

All fully onboarded states report data to the National EMS Coordinated Database in real-time. However, some states, including Oklahoma, have passed legislation to join the EMS Compact, but are still in the process of implementing real-time reporting.

**Are agencies required to utilize compact state license holders?**

Employment decisions are at the discretion of each agency. However, individuals with an Oklahoma-issued license or a valid EMS Compact Privilege to Practice are equally permitted to work for EMS agencies in Oklahoma.

**Are compact license holders required to become licensed in Oklahoma to work here long-term?**

To align with the EMS compact requirements, the Oklahoma State Department of Health does not limit the length of time compact state license holders can practice in Oklahoma under their home state license.

**What if I want EMS compact state license holders who work for my agency to become licensed in Oklahoma?**

Agencies can determine the requirements for their employees. The EMS compact privilege to practice is not a substitute for home-state licensure. Although nothing prevents long-term use of an out-of-state license in another compact state, many states require a minimum amount of time and/or number of shifts to be worked in their states to be eligible for licensure renewal. Each state has the authority to determine those state-specific requirements.

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