



State of New Jersey
DEPARTMENT OF HEALTH

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www.nj.gov/health

MIKIE SHERRILL
Governor

DR. DALE G. CALDWELL
Lt. Governor

DR. RAYNARD E. WASHINGTON
Commissioner

September 18, 2026

Paul Bush
[REDACTED]

Re: Notice of Summary Suspension of EMT Certification and EMT-Instructor Certification
EMS ID Number: 523618
Investigation Control # 25-0311

Dear Mr. Bush:

The New Jersey Department of Health (Department) is vested with the responsibility of carrying out the provisions of the Health Care Facilities Planning Act, N.J.S.A. 26:2H-1 et seq., which was enacted, in part, to ensure that all hospital and related health care services rendered in the State of New Jersey are of the highest quality. As defined at N.J.S.A. 26:2H-2(b), N.J.S.A. 26:2K-7 to 20, and N.J.S.A. 26:2K-35 to 38, health care services include any pre-hospital care rendered by Basic Life Support (BLS). In addition, the Emergency Medical Services Act, N.J.S.A. 26:2K-7 to 69, authorizes the Department to certify Emergency Medical Technicians (EMTs). In furtherance of the aforementioned statutory objectives, the Department has adopted rules that govern the training, certification, licensure, and professional conduct of EMTs and EMT-Instructors. See N.J.A.C. 8:40 and 8:40A.

On June 17, 2025, the Department's Office of Emergency Medical Services (OEMS) received information indicating that continuing education credits were awarded to an individual (the complainant) for a class they had not completed. Consistent with OEMS regulatory authority and policy, an investigation was opened in response to these allegations. The investigation did not rely solely upon the complainant's allegations. The Department also obtained documentary evidence and other witness information concerning the classes, attendance records, and your explanation of the discrepancies.

Upon opening the investigation, it was confirmed that you are currently certified by the OEMS as an EMT and have been certified as an EMT since February 17, 1998, and that you obtained certification as an EMT-Instructor on January 10, 2016. Additionally, our records indicate that the class in question was registered under your instructor account.

Among other things, N.J.A.C. 8:40A-3.3(b) authorizes Department staff to examine attendance records and documents relating directly to activities covered by the chapter and to request reports concerning training activities. Pursuant to this authority, on July 29, 2025, OEMS requested that you produce all records and documentation about the classes for which you applied and which you purported to conduct during April 2025.

The requested records were reviewed and verified for completeness and accuracy. Based on the Department's review, several discrepancies and inconsistencies were identified within the submitted documentation, specifically with the following classes:

EMT Refresher A – Class ID 162874, held on April 15, 2025

EMT Refresher B – Class ID 162887, held on April 16, 2025

EMT Refresher C – Class ID 162900, held on April 17, 2025

A review of the records related to the classes listed above determined that you recorded the complainant in the New Jersey Emergency Medical Services Provider Licensing and Learning Management System (Education LMS) as having successfully completed each class. However, no written psychomotor skills evaluation checklists or written examination answer sheets were provided for the complainant. Additionally, the complainant's name and signature do not appear on any of the corresponding class sign-in or sign-out sheets. Moreover, each attendance sheet shows that the entry on Line 7 had been removed using correction fluid prior to submission, obscuring the original name and signature. The same type of alteration appears on the records for each of the three classes.

These discrepancies are significant because an EMT-Instructor is responsible for accurately documenting an EMT's education and verifying completion of required education only when that education has actually been completed. The records submitted to the Department do not establish that the complainant attended or successfully completed the three New Jersey refresher classes, even though the Education LMS reflects successful completion.

During the investigation, OEMS interviewed the complainant. During the interview, the complainant alleged that you sent several text messages offering to record the complainant as having successfully completed the above-listed classes in exchange for sexual favors.

OEMS investigators then interviewed each student listed on the class roster for which you verified the complainant as having completed the class. Those students reported that no individual matching the complainant's description was present during the session. Specifically, they reported no female students were in attendance.

On May 7, 2026, you were interviewed by OEMS investigators. When questioned about line 7 on the sign-in and sign-out sheets for the classes, you did not have any explanation as to why the names were removed using correction fluid. When you were questioned why the complainant was listed as having completed the class in the Education LMS, you explained that this occurred due to a clerical error. You stated that the complainant had been enrolled in classes at your Philadelphia, Pennsylvania training location, operated by Patriot Ambulance, that were conducted on the same dates. You further explained that when you entered the completion information following each class, you inadvertently recorded the complainant under the incorrect class. At the conclusion of your interview, you agreed to provide OEMS with documentation substantiating this explanation by May 11, 2026.

OEMS investigators confirmed that you registered NREMT Refresher classes with the Pennsylvania Bureau of Emergency Medical Services (PBEMS) on April 15, 2025, April 16, 2025, and April 17, 2025. The investigators determined that these classes were not scheduled to be conducted at Patriot Ambulance in Philadelphia, as you stated, but were instead scheduled to take place at the Palmyra Ambulance Association (PAA) in Palmyra, New Jersey.

Through further inquiry, OEMS investigators found that the Pennsylvania/PAA classes scheduled for April 16, 2025, and April 17, 2025, were marked as canceled in the PBEMS license management system. Additionally, the complainant was the only student purportedly enrolled in the class listed on April 15, 2025, and the class was not registered in the PBEMS license management system until July 31, 2025.

In substance, the Department's investigation determined that on each of three consecutive days, the complainant was recorded as successfully completing a New Jersey EMT Refresher class despite the absence of attendance, examination, and psychomotor documentation. When questioned, you explained that the entries resulted from a clerical error because the complainant was actually enrolled in corresponding Pennsylvania classes. The Department's subsequent investigation, however, did not corroborate that explanation. The purported Pennsylvania class on April 15, 2025, was not registered until months after it allegedly occurred, while the purported Pennsylvania classes on April 16, 2025, and April 17, 2025, were marked as canceled. Moreover, the records concerning the location and nature of the Pennsylvania classes were inconsistent with your explanation.

Additionally, PAA confirmed that they have records of a Spring Hybrid EMT class scheduled across multiple days in April 2025, including April 15, 2025, and April 17, 2025. No classes were scheduled on April 16, 2025. Furthermore, PAA has no record of any EMT Refresher classes scheduled at their location for April 2025.

The OEMS investigators conducted a second interview with the complainant, who stated that they did not attend any classes at the PAA facility in April 2025. Additionally, on June 18, 2026, Department investigators were informed by your legal counsel that you were unable to provide the documentation for the class registered with

PBEMS and purportedly taught on April 15, 2025, as requested during your May 7, 2026, interview. Counsel indicated that PBEMS only requires class documentation to be retained for one (1) year from the date the class is conducted. However, 28 Pa. Code § 1025.22(f) maintains that class records must be retained for a minimum of four (4) years.¹

During your interview, you were questioned regarding the text message communications you sent to the complainant that referenced recording the complainant as having successfully completed classes in exchange for sexual favors. In response, you acknowledged sending the messages, but stated that they were intended as jokes and were exchanged as part of a consensual sexual relationship between you and the complainant, while you were serving as chief of the Hainesport Emergency Squad.

This information is inconsistent with your explanation regarding the context and timeframe in which the text message communications were allegedly exchanged. Indeed, records obtained during the investigation prove that the Hainesport Emergency Squad ceased operations in October 2024, which was prior to the events surrounding the classes at issue.

As you are aware, EMTs and EMT-Instructors must make important medical assessments and carry out appropriate medical interventions in difficult field locations for patients young and old, combative, and docile. In order to effectively care for all patients, EMTs must exercise good judgment and treat patients with dignity and respect. They are entrusted by the public to be there in times of need. Thus, EMTs must trust each other and be trusted by police officers, firefighters, doctors, and other professionals. In short, EMTs must be law-abiding and must be trusted to care for all patients in an appropriate, safe manner. Moreover, an EMT-Instructor oversees EMT education and must set an example by exercising good judgment, treating patients and students with dignity and respect, and being truthful. They must accurately document an EMT's education and verify it only if it is complete.

The evidence described above demonstrates that you recorded the complainant as having successfully completed three EMT refresher classes despite the absence of required examination and skills documentation, the absence of the complainant's name and signature from the attendance records, and alterations to those records. The Department's investigation further identified substantial evidence inconsistent with your explanation for those entries.

The integrity of EMT education and certification is directly related to public safety. EMTs are entrusted with providing emergency medical care to members of the public, often under circumstances in which patients cannot independently assess the

¹ Specifically, 28 Pa. Code § 1025.22 (f) states: "*Record retention.* The continuing education sponsor shall retain the completed course evaluation forms for each course it presents and the check-in/check-out record for each course it presents in a classroom setting. These records shall be retained for a minimum of 4 years from the completion of the course."

qualifications or competence of the person providing care. An EMT-Instructor likewise occupies a position of trust because the instructor's representations concerning an EMT's education and competency may determine whether that individual is recognized as having satisfied requirements necessary to provide emergency medical services.

The risk presented by the conduct at issue is therefore ongoing. While this investigation remains pending, continued certification would permit you to remain in a position in which the Department must rely upon your representations concerning EMT education and, depending upon your activities, your own qualifications to provide emergency medical services. The Department cannot adequately protect the public while permitting an individual whose honesty and reliability in performing these functions are presently in substantial question to continue exercising those responsibilities.

The Department has considered the nature of the conduct identified during the investigation and concludes that the risk cannot be adequately addressed while permitting you to retain your certifications pending completion of the investigation. The evidence demonstrates a present and serious concern regarding your ability to exercise the judgment, honesty, and reliability required of an EMT-Instructor and EMT.

Based upon the foregoing, the Department has determined that your EMT and EMT-Instructor status in New Jersey must be **summarily suspended**. Pursuant to N.J.A.C. 8:40A-10.2, "[t]he Commissioner, or his or her designee, may summarily suspend a person's EMT-Basic and/or EMT-Instructor certification when, in his or her opinion, the continued certification of that person poses an immediate or serious threat to the public health, safety or welfare." The above actions demonstrate that you not only have poor judgment and a lack of trustworthiness, but that you also pose a threat to vulnerable patients and EMT students. In addition, you have caused the abilities of EMTs who you trained to be called into question. These actions and behaviors are incompatible with the duties of an EMT and EMT-Instructor, and the Department finds that your continued certification as an EMT and EMT-Instructor constitutes an immediate and serious threat to public health, safety, and welfare. **Therefore, your status as an EMT and EMT Instructor is immediately suspended. You may not, under any circumstances, act in the capacity of, or perform the duties of, an EMT and EMT Instructor in New Jersey during this period of suspension.**

In the interim, the OEMS will continue to investigate this matter. After OEMS completes its investigation, you will be advised of what action, if any, the OEMS will take with respect to your EMT and EMT-Instructor certification.

Pursuant to N.J.A.C. 8:40A-10.3, you may appeal to the Commissioner of the Department of Health for emergency relief to contest this summary suspension. Your request for a hearing on this matter must be submitted in writing and must be accompanied by a response to the charges contained herein. Please include the control number **25-0311** on your correspondence, and forward your request to:

New Jersey Department of Health
Office of Legal & Regulatory Compliance
P.O. Box 360
Trenton, NJ 08625-0360

Failure to submit a written request for emergency relief within thirty (30) calendar days from the date of this Notice shall be interpreted as an acceptance of this Department's decision to summarily suspend your EMT and EMT-Instructor status pending completion of its investigation, thereby forfeiting all rights to emergency relief. If you have any questions concerning this matter, please contact Zachary Raab at (609) 633-7777 or at Zachary.Raab@doh.nj.gov.

Sincerely,



Candace Gardner, Paramedic
Director
Office of Emergency Medical Services

c: Daniel Kazar, Deputy Director of Operations, OEMS
Zachary Raab, Supervisor of Investigations, OEMS
Thomas Livecchi, Regulatory Officer, OEMS
Angela Krukowski, Investigator, CIU
Bianca Baroni, Investigator, CIU
New Jersey Division of Fire Safety
Pennsylvania Bureau of Emergency Medical Services
NREMT
File

SENT VIA REGULAR U.S. MAIL AND CERTIFIED MAIL # [REDACTED]
RETURN RECEIPT REQUESTED