



State of New Jersey
DEPARTMENT OF HEALTH
OFFICE OF EMERGENCY MEDICAL SERVICES
PO BOX 360
TRENTON, N.J. 08625-0360
www.nj.gov/health

PHILIP D. MURPHY
Governor

TAHESHA L. WAY
Lt. Governor

JEFFREY A. BROWN
Acting Commissioner

December 31, 2025

Joshua Snyder

Re: Notice of Summary Suspension of EMT Certification
EMS ID # 659235
Investigation Control # 25-0419

Dear Mr. Snyder:

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) and Advanced Life Support (ALS) providers. In addition, the Emergency Medical Services Act, N.J.S.A. 26:2K-7 et seq., authorizes the Department to certify Emergency Medical Technicians (EMTs) and Paramedics. In furtherance of the aforementioned statutory objectives, the Department has adopted regulations that govern the training, certification, and professional conduct of EMTs and Paramedics. (See N.J.A.C. 8:40-1.1 et seq., 8:40A-1.1 et seq., 8:41-1.1 et seq., and 8:41A-1.1 et seq.)

On July 31, 2025, the Department's Office of Emergency Medical Services (OEMS) received notification that you were partners with an individual who may have struck a patient while working as an EMT for Gloucester County Emergency Medical Services (GCEMS) on July 22, 2025. Consistent with OEMS regulatory authority and policy, the OEMS opened an investigation in response to this notification. On October 17, 2025, your partner was summarily suspended for striking the patient. At that time, the Department determined that you did not strike the patient, so no action was taken against you.

Upon opening the investigation, the OEMS investigator confirmed that you are currently certified by the OEMS as an EMT and have been certified as an EMT since June 5, 2024. The OEMS reviewed and analyzed the following related to the incident that occurred:

1. Electronic Patient Care Report (ePCR);
2. Dispatch report;
3. Law enforcement witnesses accounts; and
4. Video surveillance footage of the incident.

The OEMS determined that on July 22, 2025, you responded to a call for EMS assistance from the Township of Monroe Police Department involving a psychological emergency. Upon arrival, the patient was in the custody of law enforcement and secured to a bench within a holding room. The patient's hands were cuffed behind his back, leg restraints were in place, and a spit hood had been applied over the patient's head.

You and your partner began a patient assessment. At one point during the assessment, you witnessed the patient move his head into your partner's personal space, contacting your partner's right flank area. In response, your partner struck the patient's head with the back of his hand, causing the patient to fall back.

This interaction was not reported to GCEMS leadership, and the ePCR submitted does not accurately reflect the nature of your engagement with the patient during the encounter. In fact, the ePCR was written to reflect that no patient contact was made, when in fact you did make patient contact. The ePCR does not record that a patient was assessed. It simply states that at 22:55, "Crew arrived on scene and donned proper PPE," and at 23:07, it states, "Crew was made available as per Police." The critical fact that you and your partner assessed a patient was not documented, rendering the patient care report you did complete constructively useless from a patient care perspective. This is a violation of N.J.A.C. 8:40-3.6(a), which requires an EMT to complete a patient care report each time the EMT makes contact with a patient.

When the Department interviewed you about the incident on September 4, 2025, you reported being unaware that your partner struck the patient's head with the back of his hand. Instead, you reported hearing a "loud noise" which made you "nervous," but you stated you were unsure what the loud noise was until the interview. You reported that you and your partner did not discuss obtaining a "Refusal of Care" statement pursuant to N.J.A.C. 8:40A-3.6(c). You reported completing the ePCR during your shift, however, OEMS records indicate this to be false. You were asked why the ePCR was not completed during your shift, and you responded by stating, "that was negligence on my part," and attributed your failure to complete the ePCR during your shift to anxiety. You reported that you were having difficulties completing the ePCR because you were "nervous" but stated that you did not seek assistance from your partner or on-duty supervisor. It is a violation of N.J.A.C. 8:40A-10.2(b)9 to willfully prepare or file false medical reports.

You were questioned about any education that you had received in reference to completing an ePCR. You stated, "We didn't learn charting through the academy. It was mostly on the job training." Records obtained from your initial EMT training program indicate this to be false. Moreover, you stated that you discussed the incident with Assistant Chief Amos of Gloucester County EMS, who encouraged you to complete an addendum to the ePCR. However, you did not complete an addendum and indicated that you thought that your face-to-face conversation with Assistant Chief Amos would suffice in lieu of completing an addendum. When asked if the chart that you wrote described the events that transpired during the incident, you stated, "No," and further stated, "I was nervous." Providing false information to OEMS representatives constitutes obstruction of an investigation under N.J.A.C. 8:40A-10.2(b)17.

Pursuant to N.J.A.C. 8:40-1.3, "Patient means any person who is ill or injured, living or deceased, and with whom a crewmember has established physical or verbal contact." Additionally, a "Patient care report means the written documentation completed each time a crewmember makes physical or verbal contact with a patient."

Pursuant to N.J.A.C. 8:40-3.6(a) states, "The provider shall develop a patient care report to be utilized each time a crewmember makes physical or verbal contact with a patient."

Pursuant to N.J.A.C. 8:40A-10.2(a) states, "The 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."

Additionally, N.J.A.C. 8:40A-10.2(b) states, "The Commissioner, or his or her designee, may issue a formal written warning, impose a monetary penalty, place on probation, suspend, revoke and/or refuse to issue or renew the certification of any EMT-Basic or EMT-Instructor for violation of any of the rules set forth in this chapter. This includes, but is not limited to:

9. Willful preparation or filing of false medical reports, or the inducement of others to do so;
17. Willful obstruction of any investigation and/or representative of the Department or other agency empowered to enforce the provisions of this chapter or any applicable law, rule and/or regulation;"

EMTs must make important medical assessments and carry out appropriate medical interventions in difficult field locations for patients, young and old, combative and cooperative. In order to effectively care for all patients, EMTs must exercise good judgment and treat patients with dignity and respect, and document the interactions with patients truthfully. EMTs 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 and accurately depict all interactions with patients they contact.

Based upon the foregoing, pursuant to N.J.A.C. 8:40A-10.2(a), the Department has determined that your EMT certification must be **summarily suspended**. The above actions demonstrate that you not only have poor judgment and a lack of trustworthiness but that you pose a threat to vulnerable patients. These behaviors and actions are incompatible with the duties of an EMT, and the Department finds that your continued certification as an EMT constitutes an immediate and serious threat to public health, safety, and welfare. **Therefore, your certification as an EMT is immediately suspended. You may not, under any circumstances, act in the capacity of, or perform the duties of, an EMT in New Jersey during this period of suspension.**

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 **25-0419** 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 30 days from the date of this Notice shall be interpreted as an acceptance of this Department's decision to summarily suspend your EMT certification, thereby forfeiting all rights to emergency relief. The OEMS reserves the right to impose additional penalties in connection with this matter as provided by law. If you have any questions concerning this matter, please contact Zachary Raab at (609) 633-7777 or via email at Zachary.Raab@doh.nj.gov.

Sincerely,



Candace Gardner, Paramedic
Director
Office of Emergency Medical Service

c: Daniel Kazar, Program Manager, OEMS
Zachary Raab, Public Health Rep 1 - EMS, OEMS
Christian Rios, Health Care Manager, OEMS
Marlin Bullock, Investigator, CIU
Andy Lovell, Chief, Gloucester County EMS
NREMT
File

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