



Stipulation and Consent Order for Voluntary Surrender

In the Matter of Michael J. Cuppy

Paramedic, 221891

Stipulation and Consent Order:

IT IS STIPULATED AND AGREED by Michael J. Cuppy ("Respondent") and the Minnesota Office of Emergency Medical Services ("OEMS") Complaint Review Panel ("Panel"), and that this matter may be resolved without trial or adjudication of any issue of fact or law:

Jurisdiction

1. OEMS, by and through its Director, is authorized pursuant to Minnesota Statutes sections 144E.001 to 144E.53 to register, certify, and regulate emergency medical service providers, including paramedics, in Minnesota and take disciplinary action as appropriate.
2. Respondent holds certification from OEMS to practice as a Paramedic in the State of Minnesota and is subject to the jurisdiction of the Board with respect to the matters referred to in this Stipulation and Consent Order.

Statements of Facts

1. Respondent renewed his Minnesota Paramedic certification, 221891, on March 27, 2025. The certification is set to expire on March 31, 2027.
2. On December 16, 2025, OEMS received a complaint that Respondent engaged in unethical conduct.
3. On January 6, 2026, Respondent notified OEMS that he would like to voluntarily surrender his certification, as Respondent stated he had fully retired from emergency medical services on December 31, 2025.

Violations

Respondent acknowledges the Facts described above constitutes a violation of Minnesota Statutes sections 144E.28, subdivision 5(a)(5) (unethical conduct), and justifies the disciplinary action described below.

Respondent Requirements

The parties agree the Director may take the following disciplinary action and require compliance with the following terms:

Voluntary Surrender

The Director accepts Respondent's **VOLUNTARY SURRENDER** of his paramedic certification. Respondent shall not engage in any act which constitutes the practice of a paramedic as defined in Minnesota Statutes section 144E.28 and shall not imply by words or conduct that Respondent is authorized to practice emergency medical services. Respondent agrees never to reapply for certification to the Director.

No Application for Recertification

Respondent understands that should he apply for certification as a paramedic, at any time in the future, the Board will summarily deny his application.

Rights, Obligations, and Waivers

1. OEMS has advised Respondent that they have the right to be represented by counsel in this matter. Respondent has chosen not to be represented by counsel. Assistant Attorney General Jamal Zayed represented the Panel.
2. Respondent waives the contest case hearing and all other procedures before the Director to which Respondent may be entitled under the Minnesota and United States constitutions, statutes, or rules.
3. Respondent waives any claims against OEMS, the Director, the Minnesota Attorney General's Office, the State of Minnesota, and their agents, employees, and representatives related to the investigation of the conduct herein, or the negotiation or execution of this Stipulation and Consent Order, which may be otherwise available to Respondent.
4. Either party may seek enforcement of this Stipulation and Consent Order in any appropriate civil court.
5. This Stipulation contains the entire agreement between the Panel and Respondent, there being no other agreement of any kind, verbal or otherwise, which varies this Stipulation. Respondent understands that this agreement is subject to the Director's approval.
6. This Stipulation and Consent Order, the files, records, and proceedings associated with this matter shall constitute the entire records and may be reviewed by the Director in its consideration of this matter.
7. Respondent is responsible for all costs incurred as a result of compliance with this Stipulation and Consent Order.

Binding Effect

Respondent has read, understands, and agrees to this Stipulation and has voluntarily signed the Stipulation and Consent Order. Respondent is aware this Stipulation and Consent Order must be approved by the Director before it goes into effect. The Director may either approve the Stipulation and Consent Order as proposed or reject it. Respondent agrees that if the Director rejects this Stipulation and Consent Order and this case comes again before the Director, Respondent will assert no claim that the Director was prejudiced by its review and discussion of this Stipulation and Consent Order or of any records relating to it.

Other Remedies Reserved

This Stipulation does not in any way or manner limit or affect the authority of OEMS to proceed against Respondent based on any act, conduct or admission which justifies disciplinary action and occurred either before or after the date of this Stipulation and which is not directly related to the facts and circumstances covered in this Stipulation.

Other Applicable Laws and Permits

All actions required pursuant to this Stipulation shall be undertaken in accordance with the requirements of all applicable local, State and Federal laws and regulations. This includes laws and regulations related to emergency medical services

Effective Date

This Agreement shall be effective upon the date it is signed by all parties and the Director.

Service of Agreement:

By this Stipulation, Respondent agrees that a fully executed copy of the same will be sent to their email address. Service at the email address shall be considered personal service upon reception, at which time this Stipulation will become effective.

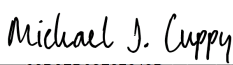
Data Practices

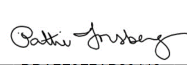
This Stipulation and Consent Order constitutes disciplinary action by the Director and is classified as public data pursuant to Minnesota Statutes section 13.41, subdivision 5. Therefore, employers and other individuals will be able to see this entire Stipulation and Consent Order by searching Respondent's Michael J. Cuppy on the Director's website or by requesting a copy of this Order from the Director. Data regarding this action will be provided to data banks as required by federal law and consistent with Director policy. While this Stipulation and Consent Order is in effect, information obtained by the Director pursuant to this Order is considered active investigative data and is classified as confidential data pursuant to Minnesota Statutes section 144E.305, subdivision 3(a).

Execution

This Stipulation and Consent Order contains the entire agreement between the parties, there being no other agreement of any kind, verbal or otherwise, which varies this Stipulation.

Consent:

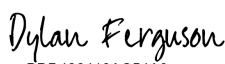
Signed by:

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Michael J. Cuppy, Paramedic 221891
Respondent
Dated: 1/14/2026

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Pattie Forsberg
Deputy Director of EMS Providers
Dated: 1/14/2026

Order

Upon consideration of this Stipulation, by the Director, it is ordered that the terms in this Stipulation are adopted on this 14th day of January, 2026.

Minnesota Office of Emergency Medical Services

Signed by:

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Dylan Ferguson
Director