



MOUNTAIN BROOK FIRE DEPARTMENT

POLICY NO. 105.14 VOLUME: 1

SUBJECT: Tactical Emergency Medical Support Teams

SIGNED: _____ DATE: 7/6/2016
Chris J. Mullins, Fire Chief

SCOPE AND PURPOSE: The Tactical Emergency Medical Support (TEMS) Team will consist of Mountain Brook Fire Department Paramedics assigned to provide immediate medical care to the injured or ill within a tactical environment and to promote the safety and completion of the overall mission.

The purpose of the TEMS Team is to increase Tactical Team safety by providing the Mountain Brook Police Department with medical personnel who have specialized training and equipment to meet the unique needs of the tactical environment.

POLICY: TEMS personnel should accompany the Mountain Brook Police Department Tactical Team on missions and training. The role of the TEMS Team is to offer prevention and wellness care to team members, provide initial emergency medical care to casualties including (but not limited to) tactical operators, police officers, hostages, bystanders, civilians, victims, and suspects and to help coordinate emergency medical care transport to appropriate hospital facilities.

The purpose of this policy is to provide operational guidelines for the Tactical EMS Program.

Minimum Qualifications:

All TEMS personnel must meet the following minimum qualifications:

- a) Be a Nationally Registered and State of Alabama licensed paramedic in good standing.
- b) Have a minimum of 3 years of experience as a licensed paramedic.
- c) Meet a standard physical qualification and pass both a written and oral evaluation as administered by the Mountain Brook Police Department Tactical Team.

Appointments to the TEMS Team will be made through an application and evaluation process when openings become available.

Applicants will be nominated by the TEMS Team Leader for final approval by the Fire Chief, MBPD Tactical Commander, and the Chief of Police.

Upon assignment to the team, the Tactical Medic will complete a 1 year probationary period.

MOUNTAIN BROOK FIRE DEPARTMENT

POLICY NO. 105.14

VOLUME: 1

Training:

TEMS personnel should receive a minimum of 12 hours specialized training in tactical medicine and operations annually.

All training courses and conferences shall be requested and approved through the MBFD Training Request Form to ensure appropriate notification and staffing.

Tactical Medics should make a reasonable effort to participate in monthly training exercises regularly scheduled on the fourth Tuesday of every month (subject to change) as available staffing permits. Excused absences may be permitted by the TEMS Team Leader if notified in advance of the training date.

While on duty: Within two weeks of the training date, the Tactical Medic will be responsible for scheduling training time with their immediate supervisor ensuring Minimum Risk Level Staffing is maintained throughout the city.

While off duty: Comp time should be utilized for personnel classified as Executive Exempt Status (LT or higher). For Non-Exempt Status employees (FF or AO), time adjustments within the same FLSA cycle as the training dates should be arranged with their immediate supervisor when possible. If this is not possible, overtime can be approved prior to the training date through the TEMS Team Leader.

Staffing:

While on duty: In the event that Tactical Medics are requested to respond with the Mountain Brook Police Department (MBPD) to an active event while on duty:

- a) A minimum of one on-duty Tactical Medic should be provided to the MBPD tactical officer-in-charge immediately (Minimum Risk Level Staffing will not apply in this situation). The Tactical Medic will be permitted to leave their assigned unit and staffing will be adjusted within the city or through overtime call-in personnel. If more than one Tactical Medic is requested by MBPD, additional staffing adjustments should be made allowing this request to be granted in a timely manner. Immediate threats to life and safety should be prioritized in the consideration for allowing additional Tactical Medics to respond while placing Fire Department companies further below the Minimum Risk Level Staffing.
- b) In addition, when notified of an immediate and/or unanticipated operation, the on-duty Shift Commander should make contact with the TEMS Team Leader and Fire Chief in order to facilitate a direct line of communication and support for the management of the mission. The TEMS Team Leader should notify off-duty Tactical Medics as needed to provide support and sustainability during operations.

MOUNTAIN BROOK FIRE DEPARTMENT

POLICY NO. 105.14

VOLUME: 1

While off duty: Planned operations or those permitting advanced notification for off-duty TEMS personnel should be coordinated through the TEMS Team Leader in order to provide for the tactical response requirements while attempting not to disrupt normal Fire Department functions or staffing.

Operations:

All information involving tactical operations from the initial received call for Tactical Medics until the completion of the mission will be assumed mission sensitive and confidential. Some information may remain classified until directly informed otherwise. No unnecessary communication or information shall be disseminated. Only those involved in the coordination or execution of the mission should be informed of any knowledge of the action.

As necessary and when possible, a Warning Order should be given by the TEMS Team Leader to the team members as a means of notification to be on "Ready Status." No sensitive information should be given during this notification. This could include a request for response to a designated location.

When involved in a tactical response or training, Tactical Medics will be under the responsibility and supervision of the MBPD Tactical Section chain of command.

Tactical Medics are issued service weapons along with protective body armor consisting of ballistic torso and head protection. They are duly authorized to carry weapons in support of training or operations under the authority of the MBPD Tactical Section chain of command, to include travel to and from assignment locations.

Tactical Medics have undergone training to equip them for accompanying Police Department personnel and operating in dangerous environments traditionally not considered safe for Fire Department personnel.

Tactical Medics are authorized to use procedures and medications approved by the State of Alabama Paramedic Protocols and to operate in an expanded scope of practice as approved by the TEMS Medical Control Physician.

Tactical Medics will not be considered as part of any rehabilitative or logistical response by the Fire Department. Additional resources will be used as necessary to provide these services.

During significant incidents the TEMS Team Member can act as a liaison between the Police and Fire Departments in order to utilize available resources to ensure appropriate care and transport of patients. This may include (but is not limited to) establishing safety zones, determining casualty collection points and/or staging areas, and coordinating care and transport to hospital facilities.

During a late or extended operation in which the TEMS Team Member has cause to be involved past midnight, that member shall not be required to report to his normal Fire Department duty shift until

MOUNTAIN BROOK FIRE DEPARTMENT

POLICY NO. 105.14

VOLUME: 1

1500 hours on that same day. This is in order to provide sufficient rest prior to returning to normal work responsibilities. Overtime will be made available to cover staffing shortages on the basis of emergency operations.

Team Member Responsibilities:

Tactical Medics will maintain their paramedic licensure in good standing in accordance with the standards set forth by the State of Alabama and the NREMT.

Tactical Medics must sustain an acceptable physical fitness level as specified by the Tactical Team Functional Fitness Test Guidelines.

All TEMS personnel shall be required to maintain accountability, service, and security of their issue weapons, body armor, and specialty equipment at all times. When not actively involved in training or operations, weapons and body armor shall be secured in a locked storage area provided at the fire station.

It is the responsibility of the Tactical Medic to ensure that all individual equipment is available and maintained in a constant state of readiness.

Tactical Medics will be required to qualify with their issued weapons annually. Personal firearms will not be permitted for use on operations unless a current annual qualification with the weapon is passed and officially recorded.

Weapons shall be cleaned after firing and prior to reporting back to work.

A Medical Threat Assessment should be conducted and documented prior to any operation if time permits or during any extended operation.

All issued gear (including uniform items and medical supplies) should be maintained and inventoried as needed.

Training documents should be recorded and placed on file.

Personal Data Sheets for all Tactical Medics and Operators should be updated annually and kept on file for use during emergency situations. These records contain personal medical information and shall be kept confidential.

Team members shall uphold rigid team confidentiality and operational security (OPSEC) measures.