



DEPARTMENTAL REGULATIONS

CONCORD POLICE DEPARTMENT

GENERAL ORDER 92
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Chief of Police

TACTICAL MEDIC UNIT PROGRAM

A. POLICY STATEMENT

The mission of the Special Weapons and Tactics Team (SWAT) is to provide ready response to unusually hazardous situations or those events beyond the capabilities of normally equipped and trained law enforcement personnel and work groups. Due to the nature of the missions, very dangerous conditions and unconventional hazards are commonplace. Therefore, it is only natural to include immediate medical support as a component of the SWAT team and integrate medical care into any SWAT operation, or training environment.

B. GENERAL

1. Purpose

- .1 The Tactical Medic Unit (TMU) includes both components of advanced life support (ALS) and basic life support (BLS) personnel; licensed paramedics and emergency medical technicians, to ensure consistent delivery for all identified operations. TMU members will provide the highest level of pre-hospital, non-transport emergency medical care in the hazardous or tactical environment with the intent of reducing or preventing death, injury, illness and related effects among employees, civilians and suspects.
- .2 The basic mission of the TMU and its members is to serve directly attached to assault / entry elements of SWAT, working in areas forward of the inner perimeter lines where traditional EMS teams will not operate.

2. Program Goals

- .1 To enhance the Police Department mission accomplishment by providing immediate medical intervention for officers, suspects and civilians
- .2 Conduct medical threat assessment, gather medical intelligence and formulate plans to incorporate injury control strategies during operations and training sessions
- .3 Reduce the potential for death, injury and illness as it relates to tactical operations and scene safety
- .4 Reduce line of duty injury and disability costs by providing an injury prevention plan, thus reducing lost work time for employees
- .5 Reduce the risk of injury to civilian EMS personnel in tactical or hazardous environments
- .6 Increase the ability of operational teams within the Field Operations and Support Operations Divisions to deploy as a complete, self-contained unit, assuring the greatest potential for a successful, secure and injury free mission
- .7 Support employees with a "team" approach by acting as a patient advocate during illness or injury that requires medical treatment by other medical providers
- .8 Act as a liaison and coordinator between EMS, fire and hospital healthcare providers during pre-hospital treatment, patient extrication and patient transfer to transporting EMS personnel

3. Definitions

- .1 Tactical Medical Unit (TMU) Manager – The SWAT Command Officer
- .2 TMU Medical Director – A designated physician by agreement with the Contra Costa County Emergency Medical Services Agency who has the responsibility of conducting post incident patient care review (reference Contra Costa County EMS policy #12)
- .3 TMU Medical Advisor – A physician designated by the SWAT Command Officer and approved by the Contra Costa County Emergency Medical Services Agency, who serves as a professional advisor to the TMU paramedics and emergency medical technicians; serves in the capacity of a local hospital liaison and general resource for maintaining patient care skills and medical certification currency
- .4 TMU EMT-Paramedic – A California licensed Paramedic with a paramedic accreditation in Contra Costa County, in accordance with California Code of Regulations (Title 22 – Division 9 – Chapter 4) and who possesses a current Emergency Medical Technician – Tactical (EMT-T) certificate of training from any California POST approved course.
- .5 TMU Emergency Medical Technician (EMT) – A certified EMT-I in Contra Costa County, in accordance with California Code of Regulations (Title 22 – Division 9 – Chapter 4) and who possesses a current Emergency Medical Technician – Tactical (EMT-T) certificate of training from any California POST approved course.

C. TEAM COMPOSITION/MEMBER QUALIFICATIONS

1. To sufficiently and consistently ensure tactical emergency medical care, the Tactical Medical Unit Manager will strive to maintain a team of at least four members; two EMT-Paramedics and two EMTs. This level of staffing and medical expertise would allow constant team coverage even in the event of team member's inability to respond to a call-out operations or training.
 - .1 Medical Qualifications
 - .01 Paramedic – A valid California paramedic license in good standing, current Contra Costa County accreditation, or the ability to obtain accreditation, and initial certification in Basic Trauma Life Support (BTLS) or Pre-hospital Trauma Life Support (PHTLS) certification, CPR healthcare provider certification and ACLS certification.
 - .001 Three years field experience within the last 5 years as a practicing paramedic
 - .002 Alternative paths of instruction and experience can be approved by the Medical Director
 - .02 EMT – A valid California EMT certification in good standing, or the ability to qualify for certification, and initial certification in Basic Trauma Life Support (BTLS) or Pre-hospital Trauma Life Support (PHTLS) certification, and CPR healthcare provider certification.
 - .001 One year field experience within the last three years as a practicing EMT
 - .002 Alternative paths of instruction and experience can be approved by the Medical Director
 - .2 Law Enforcement Qualifications – All TMU candidates must meet the listed medical qualifications in addition to the following:

- .01 TMU Officer Selection and Criteria
 - .001 Have completed probation with at least two year's experience as a police officer
 - .002 Have demonstrated compatibility in terms of personality and team, peer and supervisory harmony (*prior to selection to the TMU, candidates will be reviewed for compatibility by existing SWAT team members*)
 - .003 The candidates most recent performance appraisal must rate him / her performance at a Meets Standards level or above in all performance dimensions
 - .004 Have demonstrated personal discipline and the ability to remain calm and decisive under extreme stress
 - .005 Demonstrated mental alertness and ability to concisely follow orders
 - .006 Ability to pass physical and cardiovascular fitness standards as established by the SWAT Team Command Officer before selection (attachment – A). Passing the physical and cardiovascular fitness standards before being considered for selection to the TMU is mandatory. Once assigned to the TMU, members will be required to pass the established physical and cardiovascular fitness standards four times a year. Failure to achieve proficiency during testing either due to an absence from training or lack of ability will be met with the same time requisite for re-qualifications and consequences as the SWAT Team (General Order 45)
 - .007 Refer to General Order 45, Section E 4.6.12.01 for *Permissible and Prohibited Activities*, as they related to maintaining fitness standards
 - .008 Candidates who are found to be compatible with team members will be evaluated by the SWAT Team Leaders and SWAT Command Officer. Included in the evaluation process will be an assessment of each candidate's firearm's proficiency
 - .0001 Candidates who are selected to the TMU will be expected to pass established SWAT Team pistol qualifications, in accordance with General Order 45, three times a calendar year. Failure to achieve proficiency during testing either due to an absence from training or lack of ability will be met with the same time requisite for re-qualifications and consequences as the SWAT Team. In addition, TMU members will show proficiency in the ability to safely handle, load and unload, and render safe the MP5 and M4 sub machine gun, as well as the primary weapon of the Sniper Team, to the satisfaction of the SWAT Team Command Officer or his / her designee. This proficiency will be tested and documented at the time of the pistol qualifications
 - .009 The SWAT Command Officer will make a recommendation to the Field Operations Division Commander who will review the candidate's performance and make a recommendation to the Chief of Police. The Chief of Police will make the final selection of officers to the TMU.
 - .0010 Candidates who are selected by the Chief of Police will attend and successfully pass a California POST approved EMT-Tactical Certification course before activation to the SWAT Team. The EMT-Tactical Certification shall be renewed in accordance with California standards. No TMU member shall be utilized or deployed within an active tactical perimeter until EMT-T Certification is obtained. However, any TMU member without EMT-T Certification may participate in training exercises and function as medical support staged at an incident command post during tactical operations as directed and approved by the SWAT Command Officer
- 3. In order to maintain sufficient staffing within the TMU, the SWAT Command Officer, with the authority of the Field Operation Division Commander may consider selecting existing SWAT Team

members for EMT training when there are no existing candidates who already possess these certifications

.1 This provision does not apply to paramedic training / license

4. Chain of Command and Supervision

.1 The TMU members will report directly to the SWAT Command Officer during non-mission status and training exercises

.2 When activated at the Tactical Command Post level during critical incidents (mission status), and while operating forward of inner perimeter lines, TMU members will be assigned to Assault Team Leaders by the Tactical Command Officer

.3 The SWAT Command Officer will appoint a "Lead" TMU team member who will serve as a point of contact for the Unit. This TMU team member will work closely with the SWAT Command Officer in recommending necessary continuing education courses / experiences for team members and when making tactical assignments of TMU members during missions, when priorities and multiple team members being called out dictate. Other duties may include:

.01 Maintenance of all records related to team member certifications and continuing education requirements

.02 Inventory and maintenance of team equipment, medications and narcotics

.03 Medical Threat Assessments for missions / event sites and training sites

.04 Hospital Site Surveys

.05 Completion of an annual report to SWAT Command Officer and Medical Director to minimally include: deployment statistics, equipment and personnel needs and readiness, controlled substance inventory, financial report and budgetary considerations

D. PROCEDURES FOR IMPLEMENTATION

1. TMU team members are direct support members of the Department's SWAT Team and report directly to the SWAT Command Officer. They are issued SWAT pagers and will respond to critical events under the same authority for implementation as the SWAT team.

2. The TMU or its members may also be activated with the authority of the SWAT Command Officer or Field Operations Division Commander separate from SWAT, when there is a potential need for immediate medical support based on the size and complexity of a planned / unplanned event, or the number of city employees that are dedicated to an event. Under these circumstances TMU members report directly to the Incident Commander of an event or when assigned, to Team Leaders or Supervisors when delegated by the Incident Commander. This proviso is not intended to circumvent the need to utilize or stage full-time Contra Costa County EMS personnel and should only be implemented when full-time EMS personnel are not immediately available or the potential hazardous environment dictates. Examples of events separate from SWAT missions may include:

.1 City sponsored / permitted public events when there is a significant number of city staff and / or police department employees on-sight

.2 Parades

.3 Charity Runs

.4 Planned and unplanned public rallies or acts of civil disobedience

E. CONTINUAL MEDICAL EDUCATION

1. Each team member is required to attend continuing education programs directed to maintain proficiency of clinical skills and adjunct to certifications. The minimum requirements to maintain a valid state license and local accreditation are the minimum standards to be met and maintained by each TMU member.
 - .1 For Basic Life Support TMU members, 24 hours of continuing education is required each 24 months
 - .2 For Advanced Life Support TMU members, 48 hours of continuing education is required for each 24 months
2. In addition, each Advanced Life Support team member will successfully complete the Contra Costa County EMS Optional Paramedic Scope and Skills Verification form as required by Contra Costa County EMS policy.
 - .1 It is agreed by memorandum of understanding that the Contra Costa County Fire Protection District (CCCFPD) will provide TMU member with access to all continuing education programs offered or sponsored by them, which could include the following courses:
 - .01 Advanced Cardiac Life Support (ACLS)
 - .02 Basic Cardiac Life Support (BCLS)
 - .03 Basic Trauma Life Support (BTLS)
 - .04 Pre-Hospital Trauma Life Support (PHTLS)
 - .05 Pediatric Education Pre-hospital Personnel (PEPP)
 - .06 Any topic authorized by the Contra Costa County EMS agency for continuing education
 - .07 Any mandated training ordered by Contra Costa County EMS
 - .08 Ride-a-longs with an approved Contra Costa County Fire Protection District evaluator to maintain skill proficiency
3. Each Advanced Life Support TMU member is also required to perform the following clinical skills each year:
 - .1 A minimum of two endotracheal intubations or advanced airway placements under the direct supervision of the team Medical Director or his / her designee
 - .2 Ten successful intravenous starts under the direct supervision of the team Medical Director or his / her designee
 - .3 Clinical rotations in an emergency department equating to 10 hours per quarter may be considered in completing the clinical skills requirement
4. All medical license application fees, continuing education course fees, medical certification fees and hourly compensation during training by each TMU member shall be paid by the City of Concord when approved by the SWAT Command Officer

F. QUALITY IMPROVEMENT (QI)

1. When delivering patient care, all ALS and BLS TMU members shall follow existing Contra Costa County EMS field treatment guidelines, policies and procedures, including base hospital contact requirements and the completion of Patient Care Reports (PCR)

- .1 The Contra Costa County Health Services Prehospital Care Manual provides the standard of care to be followed by TMU members
 - .01 All modifications to Contra Costa County care standards as they relate to equipment, medications and narcotics carried and used by TMU members will be approved in writing by the TMU Medical Director
 - .02 All records and reports pertaining to patient care, training and controlled substances, as well as the year end summary report, shall be maintained and stored for no less than three calendar years within the Field Operations Division of the Police Department
2. The Contra Costa County Fire Protection District Quality Improvement (QI) personnel shall review each individual Patient Care Report (PCR) that is completed by the treating TMU member to assure compliance with EMS patient care treatment policies and recommend any necessary Performance Improvement Plan (PIP) or change in standard operating procedures as it relates to TMU deployment
 - .1 It is the responsibility of the Lead TMU team member to submit all Patient Care Reports to the appropriate Contra Costa County Fire Protection District QI personnel within 7 calendar days of when the care was provided
 - .2 All recommendations by QI personnel will be reviewed and approved by the Medical Director who will have final authority for action and / or changes to TMU care procedures
 - .3 The Medical Director or his / her designee will report recommendations for change in writing to the SWAT Command Officer for action
3. The SWAT Command Officer will maintain a patient care file of all Patient Care Reports completed by TMU members and reviewed by QI personnel and the Medical Director. These files will be maintained within SWAT training and mission files at Concord Police Headquarters. Access to Patient Care Reports or any and all records pertaining to patient care will be controlled by the SWAT Command Officer and restricted internally to active TMU members, the Field Operations Division Commander and Chief of Police. Access or release of these records beyond this requires approval by the City Attorneys Office.
4. Pursuant to Contra Costa County EMS Policy, the TMU will function with a structured Quality Improvement (QI) and Performance Improvement Plan (PIP) program. The Contra Costa County Fire Protection District provides QI and PIP oversight in concurrence with the TMU Medical Director.

G. MEDICATIONS AND MEDICAL EQUIPMENT

1. Advanced Life Support – The TMU Medical Director possesses the requisite Drug Enforcement Administration (DEA) license and grants authority to the TMU – ALS team members to purchase, possess and administer narcotics necessary for ALS treatment.
 - .1 As agreed upon by memorandum of understanding with the Contra Costa County Fire Protection District, the TMU will participate in an ALS medications exchange program that prevents waste and costly replacement expenses due to drug expiration dates
 - .2 A separate controlled substance policy (Controlled Substance – Medical Use, Procedure 88) exists for the proper handling of all narcotics controlled by the TMU
2. Advanced / Basic Life Support Equipment
 - .1 All TMU equipment shall meet or exceed the minimum standards as specified in the Contra Costa County EMS Tactical First Responder Paramedic Equipment List.

H. TACTICAL EQUIPMENT AND TRAINING

1. All safety equipment and uniforms related to the tactical and medical mission of the TMU is issued by the SWAT Command Officer
2. Any California POST approved EMT – T course serves as the preferred basic tactical course for all TMU members. A tactical medic course not approved by POST maybe utilized for continuing education requirements
 - .1 TMU members will additionally attend monthly department SWAT training to augment and further expose them to the philosophies and tactics of our SWAT Team
 - .2 The SWAT Command Officer may also consider sending TMU members to a Basic SWAT Officer Course as needed