



GENERAL ORDER

GENERAL ORDER 320.16

Tactical Emergency Medical Support Program

EMERGENCY SERVICES BUREAU

Issue Date: 08/08/2013

Revision Date:

1 APPLICABILITY

2 All personnel.

3 POLICY

4 Tactical Emergency Medical Support (TEMS) has been widely established as an essential component of
5 an operational law enforcement tactical program. In support of the Howard County Police Department
6 (HCPD) Tactical Section, the Howard County Department of Fire and Rescue Services (HCDFRS), as the
7 lead agency responsible for providing pre-hospital emergency care in Howard County, will provide the
8 lead role in the TEMS program. This order shall be used as a guide to provide daily operational
9 supervision, quality management and establish training requirements related to the TEMS program.

10 DEFINITIONS

- 11 ➤ **HCPD-** Howard County Police Department
- 12 ➤ **TEMS-** Tactical Emergency Medical Support
- 13 ➤ **TEMS Provider-** The Tactical EMS provider assigned to the program.
- 14 ➤ **TEMS Program Manager-** Person assigned to oversee TEMS field operations by the HCDFRS
15 Emergency Services Bureau (ESB) Assistant Chief.
- 16 ➤ **Tactical Section Supervisor-** HCPD Sergeant assigned to the tactical section, considered the
17 tactical “team leader.”
- 18 ➤ **Medical Director-** Physician employed by HCDFRS for the purpose of providing medical direction
19 to the department and the TEMS Providers.

20 PROCEDURES

21 GENERAL INFORMATION

- 22 • Care provided by TEMS providers will be in accordance with the Maryland Medical Protocols and
23 the Maryland Optional Supplemental Program, Tactical Emergency Medical Services.
- 24 • Providers involved in the TEMS program shall be career employees of HCDFRS and will be selected
25 by HCPD and HCDFRS.
- 26 • Participation in the program is voluntary and the provider remains an employee of HCDFRS.
- 27 • Personnel shall be eligible for designation as TEMS Providers as long as they maintain their active,
28 fulltime employment with HCDFRS.
- 29 • TEMS Providers report to the Emergency Services Bureau (ESB) Assistant Chief or a designee for
30 issues related to the TEMS program.

- 31 • Each provider selected for the program must successfully complete a six month probationary
32 period from the time of placement on the team.
- 33 ○ A provider may be removed from the program during this period at the sole discretion of
34 the ESB Assistant Chief or designee, the HCPD Tactical Section Supervisor, the Medical
35 Director and the HCDFRS TEMS Program Manager.
- 36 • TEMS Providers will participate in tactical deployments, operations and designated training
37 exercises based on an established on call schedule.
- 38 ○ TEMS Providers will make themselves available pursuant to schedules established jointly
39 by the HCPD Tactical Section and the HCDFRS TEMS Program Manager to ensure 24/7
40 standby coverage.
- 41 ○ TEMS Providers on standby are expected to be at the designated rally location, ready for
42 operations within 45 minutes of notification.
- 43 ○ TEMS Providers on the standby schedule shall receive the appropriate Howard County
44 approved phone stipend and will maintain an HCDFRS portable and/or mobile radio when
45 responding and while on deployments to ensure communications with Howard County
46 Dispatch and the HCPD Tactical Section.

47 48 **TRAINING REQUIREMENTS**

- 49 • Members selected for the HCDFRS TEMS program shall not function in an operational capacity
50 that does not satisfy the training guidelines set forth in this policy. The HCDFRS Bureau of
51 Education and Training shall monitor training compliance for the TEMS Program. The following
52 training parameters shall be in effect for HCDFRS TEMS Providers:
- 53 ○ Initial training of HCDFRS personnel selected for the TEMS program required prior to being
54 considered operational and shall consist of;
 - 55 ■ The United States Park Police (USPP)/Department of Health and Human Services
56 (DHHS) 56-hour Counter Narcotics and Terrorism Operational Medical Support
57 (CONTOMS) EMT-Tactical course, **or**;
 - 58 ■ The Johns Hopkins University Center for Law Enforcement Medicine’s 40-hour
59 EMT-Tactical course, **or**;
 - 60 ■ Other courses with similar objectives and course hours as approved by the Office of
61 the Medical Director (OMD), **and**;
 - 62 ■ HCPD Tactical Section Weapons Familiarity and Safety course.
- 63 ○ Over each three (3) year period, each team member shall successfully complete 72 hours
64 of training that emphasizes the tactical components of the team.
 - 65 ■ The training shall be obtained by participation in at least three (3) eight hour
66 sessions, for a total of 24 hours a year, of joint HCPD-HCDFRS Tactical team
67 exercises and training.
 - 68 ■ TEMS Providers may be compensated by HCDFRS for up to 24 hours of completed
69 training.
 - 70 ■ Training opportunities will be advertised in advance by the HCDFRS Bureau of
71 Education and Training. TEMS Providers shall bear the responsibility to register and
72 attend the required number of training sessions. Topics may include, but are not
73 limited to;
 - 74 • Tactical team movements.
 - 75 • Defensive tactics.
 - 76 • Officer rescue.
 - 77 • Medicine “behind the barricade”.
 - 78 • Active shooter response.

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- Sick call medicine.
 - Mass casualty.
 - Weapons safety systems.
 - Use of force.
 - Courtroom testimony.
 - Office of Law topics.
- Over each three (3) year period, each team member shall successfully complete 36 hours of training that emphasizes environmental and traumatic emergencies, pharmacology, preventive medicine, and medical pre-planning.
 - Training shall be obtained by at least 12 hours each fiscal year of courses specifically targeted for this purpose and approved by the HCDFRS Office of the Medical Director.
 - These training opportunities shall be advertised in advance by the HCDFRS Bureau of Education and Training. TEMS Providers shall bear the responsibility to register and attend the required number of training sessions.
 - TEMS Providers may be compensated by HCDFRS for up to 12 hours of completed training each year.
 - Members who fail to complete at least 12 hours of this training shall be placed on non-operational status, until such time that the required training is completed.

APPLICATION PROCESS

- Personnel interested in the TEMS Program should refer to the applicable Special Order, when published, for announcement of vacancies on the team. The Special Order will establish selection criteria and an outline of the selection process.

REFERENCES

- Maryland Medical Protocols
- Maryland Optional Supplemental Program, Tactical Emergency Medical Services

SUMMARY OF DOCUMENT CHANGES

FORMS/ATTACHMENTS

APPROVED



John S. Butler
Deputy Chief
Operations Command