



1-91 TACTICAL EMERGENCY MEDICAL SUPPORT (TEMS)

Related SOP(s), Form(s), Other Resource(s), and Rescinded Special Order(s):

A. Related SOP(s)

- 1-92 Special Weapons and Tactics (Formerly 6-8) (Currently Specialized Tactical Units)
- 2-3 Firearms and Ammunition Authorization
- 3-31 Physical Fitness Assessment

B. Form(s)

None

C. Other Resource(s)

None

D. Rescinded Special Order(s)

None

1-92-1 Purpose

The purpose of this policy is to outline the requirements for providing medical interventions that protect the health and safety of all people during tactical activations.

1-92-2 Policy

It is the policy of the Albuquerque Police Department (Department) to use Tactical Emergency Medical Support (TEMS) sworn personnel during tactical activations and to assist Tactical/Open Space Section personnel.

N/A

1-92-3 Definitions

None

1-92-4 Rules and Responsibilities

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A. Chain of Command and Composition

1. The Tactical Commander shall oversee TEMS sworn personnel during a tactical activation.
2. TEMS shall be comprised of:



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- a. A medical director or physician who completed a fellowship in emergency medical services and who is board certified in emergency medicine; and
- b. A collateral duty officer who is licensed as an Emergency Medical Technician-Basic (EMT-B).
 - i. The officer shall meet the approval of the Tactical Commander and Medical Director to work with TEMS.

B. Professional Licensure

1. The Medical Director shall:

- a. Maintain an unrestricted medical license that is issued by the State of New Mexico; and
- b. Meet the continuing medical education requirements during each triennial renewal cycle.

2. TEMS sworn personnel shall:

- a. At a minimum, maintain a current EMT-B license; and
- b. Meet the continuing education requirements during each biennial renewal cycle.

C. Training

1. TEMS sworn personnel shall:

- a. Maintain proficiency on all assigned weapons, consistent with SOP Firearms and Ammunition Authorization;
 - i. Firearms Range personnel who work at the west side shooting range park shall score and record weapons qualifications for TEMS sworn personnel.
- b. Participate in Department-mandated in-service training;
- c. Attend monthly, specialized training or any other training as directed by the Special Operations Division (SOD) Commander; and
- d. Once a year, participate in the Department-mandated physical assessment to ensure they meet the minimum performance requirements, consistent with SOP Physical Fitness Assessment.
 - i. TEMS sworn personnel shall be allowed to re-test within one (1) month of failing a physical fitness assessment.
 - ii. If TEMS sworn personnel do not pass the physical fitness assessment within one (1) month of re-testing, they shall be removed from TEMS, unless there is a documented injury.

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D. Uniforms

1. TEMS sworn personnel shall wear:



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- a. The Department-approved alternate duty uniform, consistent with SOP Uniforms;
- b. A black tactical armor carrier during call-outs; and
- c. A black helmet.

E. Medical Director Responsibilities

1. The Medical Director shall:

- a. Respond to ninety percent (90%) of all tactical activations;
- b. Coordinate with local emergency medical services and fire services to provide safe and effective care to individuals who were injured during a tactical activation;
- c. Be willing to be on an on-call status; and
- d. Attend training days.

F. TEMS Sworn Personnel Responsibilities

1. TEMS sworn personnel shall:

- a. Abide by the rules set forth in this Standard Operating Procedure (SOP).
 - i. Any violation of the rules shall result in disciplinary action and/or removal from TEMS.
- b. Be primarily responsible for supporting Tactical/Open Space Section personnel in resolving situations requiring a tactical emergency medical response;
- c. Respond to all tactical activations;
- d. Maintain communication with the supervisor or team members while on assignment;
- e. Communicate by using the call number assigned to them, or be properly logging on to the mobile digital terminal (MDT) system;
- f. Provide the SOD administrative supervisor a written inventory of Department-issued property and personal property that they carry in their assigned vehicle for tactical activations; and
- g. Immediately report any lost or damaged SOD property to the SOD Administrative Supervisor.
 - i. TEMS sworn personnel shall be prepared to undergo formal and informal inspections of their person and SOD equipment upon request by their SOD Administrative Supervisor.

2. At the direction of the Tactical Commander, TEMS may be used for the following assignments:

- a. Public events involving a significant number of spectators;
- b. Dignitary protection details; and
- c. As requested by the Chief of Police or their designee.

3. TEMS sworn personnel shall not:

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- a. Be used as part of the entry team during tactical activations or as supplemental personnel during tactical activations; or
- b. Discuss mission assignment details with Department personnel who are not assigned to TEMS.

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1-91 TACTICAL EMERGENCY MEDICAL SUPPORT (TEMS)²
~~SPECIALIZED TACTICAL UNITS~~

Related SOP(s), Form(s), Other Resource(s), and Rescinded Special Order(s):

A. Related SOP(s)

1-92 Special Weapons and Tactics (Formerly 6-8) (Currently Specialized Tactical Units

2-3 Firearms and Ammunition Authorization

3-31 Physical Fitness Assessment

B. Form(s)

None

C. Other Resource(s)

None

D. Rescinded Special Order(s)

None

1-92-1 Purpose

The purpose of this policy is to outline the requirements for providing medical interventions that further protect the health and safety for of all persons/people associated with police operations and during tactical activations.

1-92-2 Policy

It is the policy of the Albuquerque Police Department (Department) to utilize Tactical Emergency Medical Support (TEMS) sworn Officers/personnel during tactical activations and during calls for service that are handled by to assist Tactical/Open Space Section personnel.

N/A

1-92-3 Definitions

None

1-92-4 ~~11~~ Tactical Emergency Medical Support (TEMS) Rules and Responsibilities

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A. ~~TEMS Organization~~ General Rules Chain of Command and Composition



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1. The Tactical Commander shall oversee TEMS sworn personnel while present on during a tactical activation.
2. The TEMS shall be comprised of a:
 - a. A medical director or physician who completed a fellowship in emergency medical services and who is board certified in emergency medicine; and
 - ~~1-b. An collateral duty officer who is licensed as an Emergency Medical Technician-Basic (collateral EMT-B) certified and who is working in a collateral duty capacity sworn personnel.~~
 - i. A officer shall meet the approval of the Tactical Commander, and Medical Director to work with TEMS.

Medical Director

The Medical Director shall:

The Medical Director for TEMS shall be a residency trained, board certified emergency medicine physician who has completed an Emergency Medical Services (EMS) fellowship.

The Medical Director shall respond to ninety percent (90%) of all tactical activations; and

Coordinate with local emergency medical services and fire services to provide safe and effective care to those individuals who are injured during a tactical activations; and

Attend training days.

The Medical Director shall coordinate with local EMS/Fire Services to provide safe and effective care to those individuals that are injured during tactical activations.

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B. Professional Licensure

1. The Medical Director shall:

a. Maintain an unrestricted medical license that is issued by the State of New Mexico; and

b. Meet the Triennial Continuing medical education requirements during each triennial renewal cycle.

Requirements and Selection

Shall maintain all medical licenses and certifications to include but not limited to:

New Mexico medical licensure; or

Emergency Medical Technician (EMT) licensure.

Maintain Yearly Continuing Medical Education:



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~~Shall be willing to be on an on-call status.~~

2. TEMS sworn personnel shall:

- ~~a. At a minimum, TEMS sworn personnel shall maintain a current New Mexico Emergency Medical Technician (EMT) EMT-B license; and~~
- ~~b. Meet the continuing medical education requirements as set forth by state requirements; during each biennial renewal cycle.~~

C. Training

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1. TEMS sworn personnel shall:

~~a. At a minimum, maintain a current New Mexico Emergency Medical Technician (EMT) license and continuing medical education as set forth by state requirements;~~

a. Maintain proficiency on all assigned weapons, consistent with SOP Firearms and Ammunition Authorization;

i. Firearms Range personnel who work at the west side shooting range park shall score and record weapons qualifications for TEMS sworn personnel.

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~~2. All TEMS personnel shall participate in required Department-mandated in-service training;~~

b.

c. Attend monthly, specialized training or any other training as directed by the Special Operations Division (SOD) Commander; and

~~d. Once a year, TEMS sworn personnel shall participate in the Department-mandated physical assessment to ensure that each officer meets the threshold minimum performance requirements, consistent with SOP Physical Fitness Assessment.~~

i. TEMS sworn personnel shall be allowed to re-test within one (1) month of failing a physical fitness assessment.

ii. If TEMS sworn personnel do not comply with standards pass the physical fitness assessment within one (1) month of re-testing, they shall be removed from TEMS, unless there is a documented injury.

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~~3. TEMS shall be required to attend monthly, specialized training or any other training as directed by the Special Operations Division Commander;~~

~~All personnel shall maintain proficiency with their on all assigned weapons, consistent with SOP Firearms and Ammunition Authorization; TEMS weapons qualifications will be scored, and recorded by Westside Range Staff personnel.~~



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- ~~TEMS sworn personnel shall be required to maintain proficiency on all assigned weapons in accordance with SOP 2-3 Firearms and Ammunition Authorization.~~
- ~~At a minimum, TEMS sworn personnel shall be required to maintain a current NM EMT License and continuing medical education as set by State requirements.~~
- ~~a. TEMS weapons qualifications will be scored, and recorded by Westside Range Staff personnel.~~

D. ~~Uniform Tactical Activations:~~ Uniforms

1. TEMS sworn personnel shall wear:

- ~~a. The approved navy blue a Department-approved Alternate duty uniform, consistent with SOP Uniforms as outlined in the Department Uniform Policy.~~
- ~~b. A Black tactical armor carrier will be utilized during on-call-outs; and~~
- ~~c. A Black helmet.~~

A. ~~Requirements and Selection~~

1. ~~Shall maintain all medical licenses and certifications to include but not limited to:~~

- ~~a. New Mexico medical licensure; or~~
- ~~a. Emergency Medical Technician (EMT) licensure.~~

1. ~~Maintain Yearly Continuing Medical Education:~~

- ~~a. Meet the approval of the Tactical Commander, and Medical Director.~~
- ~~a. Shall be willing to be on an on-call status.~~

E. Medical Director Responsibilities

1. The Medical Director shall:

- a. Respond to ninety percent (90%) of all tactical activations;
- b. Coordinate with local emergency medical services and fire services to provide safe and effective care to individuals who were injured during a tactical activation;
- c. Be willing to be on an on-call status; and
- d. Attend training days.

F. TEMS Sworn Personnel Responsibilities

B.1. TEMS Rules and Responsibilities sworn personnel shall:



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a. Abide by the rules set forth in this Standard Operating Procedure (SOP).

i. Any violation of the rules shall result in disciplinary action and/or removal from TEMS.

b. ~~TEMS will shall~~ Be primarily responsible for supporting the Tactical/Open Space Section personnel in resolving situations requiring a tactical emergency medical response;

c. ~~TEMS will shall~~ Respond to all tactical activations, or when requested by the EOD Sergeant to EOD activations at the direction of the Tactical Commander;

d. ~~TEMS personnel shall~~ Maintain communication with the supervisor or team members while on assignment;

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e. ~~TEMS personnel shall~~ Communicate by using the call number assigned to them, or be properly logging on to the m Mobile Dispatch T digital terminal (MDT) KDT system;

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f. ~~TEMS personnel shall~~ Provide the SOD Administrative supervisor a written inventory of Department-issued property and personal property that (Departmental and personal) that is they carried in their assigned vehicle for tactical activations; and

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g. ~~TEMS personnel shall~~ Immediately report any losses or damaged of SOD property to the SOD Administrative Supervisor;

i. ~~TEMS sworn personnel shall be prepared to undergo stand for~~ formal and informal inspections of their person and SOD equipment upon request by their SOD Administrative Supervisor.

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2. At the direction of the Tactical Commander, TEMS may be ~~utilized~~ used for the following assignments:

- a. Public events involving a significant numbers of spectators;
- b. Dignitary protection details; and
- c. As requested by the Chief of Police or their designee.

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3. TEMS sworn personnel ~~will~~ shall not:

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3.a. ~~Be~~ Be used as part of the entry team during ~~SWAT tactical~~ tactical activations or as supplemental personnel during tactical activations; ~~or TEMS personnel~~

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~~will shall not perform any duties not part of the TEMS' job description.~~



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4. ~~TEMS personnel will~~ shall maintain communication with the supervisor or team members while on assignment.

5. ~~TEMS personnel will~~ shall communicate by using the call number assigned to them, or be properly logged on to the KDT system.

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6. ~~TEMS personnel will~~ shall not discuss mission assignment details with Department personnel who are not assigned to the team TEMS.

N/A

7. ~~TEMS personnel are expected to keep themselves in good physical condition.~~

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8. ~~TEMS personnel will~~ shall provide the SOD ~~ir supervisor~~ Administrative supervisor a written inventory of property (Departmental and personal) that is carried in their assigned vehicle for tactical activations.

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9. ~~TEMS personnel will~~ shall immediately report any loss or damage of SOD property to the SOD Administrative supervisor. ~~Department property to their supervisor so that it can be replaced.~~ TEMS personnel shall be prepared to stand for formal and informal inspections of their person and SOD equipment upon request by their SOD Administrative supervisor.

10. ~~Any violation of the rules set forth above will~~ shall result in disciplinary action and/or removal from TEMS.

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11. ~~TEMS personnel will~~ shall be prepared to stand for formal and informal inspections of their person and equipment upon request by their supervisor.

~~C. TEMS Organization~~

~~The Tactical Commander will~~ shall oversee TEMS supervisors and officers sworn personnel while present on a tactical activation.

1. ~~The TEMS will~~ shall be comprised of a medical director/physician, one collateral EMT-B certified supervisor, and collateral EMT-B certified officers sworn personnel.

~~2. Medical Director~~

~~The Medical Director for TEMS will~~ shall be a residency trained, board certified emergency medicine physician who has completed an Emergency Medical Services (EMS) fellowship.

~~The Medical Director will~~ shall respond to 90% of tactical activations call-outs and attend training days when available.



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- ~~a. The Medical Director willshall provide both direct and indirect care while functioning as the onsite Medical Control and Emergency Physician (MCEP). The MCEP willshall coordinate with local EMS/Fire Services to provide safe and effective care to those individuals that are injured during tactical activations.~~

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- ~~3. TEMS Supervisor duties shall include, but are not limited to the following:~~

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- ~~a. The TEMS Supervisor shall be directly responsible to the Tactical Commander.~~
~~b. The TEMS Supervisor shall be assigned to TEMS on a voluntary basis only;~~
~~c. The TEMS Supervisor shall be prepared to work alone if required;~~
~~d. The TEMS Supervisor shall maintain a professional working relationship with other members of TEMS as well as members of other Divisions of the Department in the interest of a coordinated police effort;~~
~~e. The TEMS Supervisor shall be responsible for the on-call schedule and ensure it is distributed to all other TEMS OfficersSworn personnel;~~
~~f. The TEMS Supervisor shall be responsible for personnel reporting to their assignments properly equipped and on time;~~
~~g. The TEMS Supervisor shall maintain an up-to-date list of phone numbers and addresses of team members; and~~
~~h. The TEMS Supervisor shall be responsible for training subordinates in leadership in the event of their absence.~~

~~D. Training~~

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- ~~1. All TEMS personnel willshall participate in required department in-service training.~~
- ~~2. Once a year, TEMS officers willsworn personnel shall participate in the Department's physical assessment to ensure that each officer meets the threshold performance requirements.~~
- ~~a. Personnel failing to meet minimum standards willshall be given three months to successfully complete the test. If the agility test is failed the second time, the officer willshall be removed from the team.~~
- ~~b. TEMS officers mustsworn personnel shall complete each category of the assessment with a minimum rating of sixty percent (60%).~~
- ~~c. TEMS officers willsworn personnel shall be allowed to re-test within three one months of failing a physical fitness assessment. If TEMS officerssworn personnel do not comply with standards within three one months, they willshall be removed from TEMS, unless there is a documented injury.~~
- ~~3. TEMS willshall be required to attend monthly specialized training or any other training as directed by the SOD Commander.~~
- ~~4. All personnel willshall maintain proficiency with their assigned weapons.~~



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- ~~a. TEMS officers willsworn personnel shall be required to maintain proficiency on all assigned weapons in accordance with SOP 2-3 Firearms and Ammunition Authorization.~~
- ~~At a minimum, TEMS officers willsworn personnel shall be required to maintain a current NM EMT License and continuing medical education as set by State requirements.~~
- ~~b. TEMS weapons qualifications will be scored, and recorded by Westside Range Staff personnel.~~

~~E. Uniform Tactical Activations:~~

- ~~TEMS willshall wear the approved navy blue alternate uniform as outlined in follow the same uniform requirements as the Tactical Section. Refer to the Department Uniform Policy.~~
- ~~Black tactical armor carrier will be utilized on callouts.~~
- ~~1. Black helmet.~~

~~F. Cooperation and Coordination~~

- ~~1. TEMS personnel within the inner perimeter willshall function to allocate, manage, and provide intelligence to responding Fire/EMS services at the outer perimeter. Albuquerque Fire Rescue (AFR) personnel willshall remain on scene to transport officerssworn personnel in need of hospital medical care and coordinate Albuquerque Ambulance Service transport for non-city employees. Information provided willshall be:~~
 - ~~a. Ingress/egress routes;~~
 - ~~b. Number of victims;~~
 - ~~c. Nature of injuries;~~
 - ~~d. Need for additional resources; and~~
 - ~~e. Threat assessment.~~
- ~~2. When possible, the supervisor in charge of the operation willshall attend the appropriate briefing sessions in the concerned area command. Care mustshall be used when disseminating information so that the integrity of the mission is not compromised.~~

~~G. Requirements and Selection~~

- ~~1. MustShall maintain all medical licenses and certifications to include but not limited to:~~
 - ~~NMNew Mexico medical licensure; or~~
 - ~~a. Emergency Medical License/Technician (EMT License) licensure.~~
- ~~2. Maintain Yearly Continuing Medical Education:~~



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- ~~a. Meet the approval of the Tactical Section Sergeants, Tactical Commander, and Medical Director.~~
 - ~~b. Must Shall be willing to be on an on-call status.~~
 - ~~c. Candidate must shall be willing to adjust hours and workdays to fit the needs of the Department. The candidate must shall be willing to purchase additional uniforms required for the job and must shall stay in good physical condition.~~
- ~~3. EMTs will shall follow Bernalillo County EMS Protocols.~~

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