



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Related SOP(s), Form(s), Other Resource(s), and Rescinded Special Order(s):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D. Rescinded Special Order(s)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

1-91-1 Purpose

The purpose of this policy is to outline the requirements for providing medical interventions that protect the health and safety of all people through TEMS Unit operations.

1-91-2 Policy

It is the policy of the Albuquerque Police Department (Department) to use Tactical Emergency Medical Support (TEMS) Unit personnel during critical incidents where a threat to life is present.

N/A 1-91-3 Definitions

None

7 1-91-4 Rules and Responsibilities

A. Chain of Command and Composition

- 1. The TEMS Unit shall be comprised of a medical director/physician, one supervisor, and EMT-B or above certified officers.

- a. TEMS Unit sworn personnel may work as a collateral duty officer in the TEMS Unit based on the needs of the Department.



2. Medical Director

- a. The Medical Director for the TEMS Unit shall:
 - i. Be a board-certified emergency medicine physician who has completed an Emergency Medicine residency training program and fellowship;
 - ii. Respond to call-outs;
 - iii. Attend training days when available
 - iv. Be available for direction either in-person or over a Department-issued cellular telephone; and
 - v. Provide both direct and indirect care while functioning as the onsite Medical Control and Emergency Physician (MCEP).
 1. When working as the MCEP, the Medical Director shall coordinate with local emergency medical services (EMS) and fire services personnel to provide safe and effective care to those individuals that are injured during tactical activations.

3. TEMS Unit sworn personnel shall:

- a. At a minimum, maintain a current EMT-B license;
- b. Maintain a current State of New Mexico Law Enforcement Instructor Certification;
- c. Follow Bernalillo County EMS protocols; and
- d. Meet the requirements of the Medical Director.

6

B. Training

1. TEMS Unit sworn personnel shall:

- a. Attend monthly, specialized training or any other training as directed by the Division Commander; and
- b. Once a year, participate in the Department-mandated physical fitness assessment to ensure they meet the minimum performance requirements, consistent with SOP Physical Fitness Assessment.
 - i. TEMS Unit sworn personnel shall be allowed to re-test within one (1) month of failing a physical fitness assessment.
 - ii. If TEMS Unit sworn personnel do not pass the physical fitness assessment within one (1) month of re-testing, they shall be removed from the TEMS Unit, unless there is a documented injury.

6

C. Uniforms

1. The Commander over the TEMS Unit shall determine the appropriate uniform for TEMS Unit personnel.
2. Collateral TEMS Unit sworn personnel shall wear the uniform designated for their regular assignment when not acting in a TEMS Unit capacity, unless their immediate supervisor approves of them wearing the TEMS Unit uniform.



D. TEMS Unit Sworn Personnel Responsibilities

1. TEMS Unit sworn personnel shall abide by the rules set forth in this Standard Operating Procedure (SOP).
 - a. Any violation of the rules shall result in disciplinary action and/or removal from the TEMS Unit.
2. TEMS Unit sworn personnel shall not:
 - a. Be the primary responding officer for a call for service when medical interventions, beyond basic assessments of life, are performed and criminal charges are present, so that criminal investigations are not compromised by medical privacy laws;
 - i. When two TEMS Unit officers are the only officers on scene, one may retain the role of primary officer when the situation allows.
 - b. Be used as part of the entry team during tactical activations or as supplemental personnel during tactical activations; or
 - c. Discuss mission assignment details with Department personnel who are not assigned to the TEMS Unit beyond what is required to provide adequate medical care for patients.

5



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

1-91~~2~~-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 through TEMS Unit operations.

1-91~~2~~-2 Policy

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

N/A

1-91~~2~~-3 Definitions

None

7

1-91~~2~~-411 Tactical Emergency Medical Support (TEMS) Rules and Responsibilities

- TEMS Organization General Rules Chain of Command and Composition



ALBUQUERQUE POLICE DEPARTMENT
GENERAL ORDERS

SOP 1-91 (Currently 1-92)

P&P Draft 05/04/2022

~~The Tactical Commander shall oversee TEMS sworn personnel while present on during a tactical activation.~~

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

N/A

a. ~~TEMS Unit sworn personnel may work as a collateral duty officer in the TEMS Unit,~~ based on the needs of the Department.

2. Medical Director

a. ~~The Medical Director for the TEMS Unit shall:~~

i. ~~Be a residency trained, board certified board-certified emergency medicine physician who has completed an Emergency Medicine residency training program and fellowship; Emergency Medical Services (EMS) fellowship.~~

ii. ~~The Medical Director will~~ Respond to call-outs;

iii. ~~and~~ Attend training days when available

iv. Be available for direction either in-person or over a Department-issued cellular telephone; and

~~;~~ and

v. ~~The Medical Director will~~ Provide both direct and indirect care while functioning as the onsite Medical Control and Emergency Physician (MCEP).

1. ~~When working as the MCEP, the Medical Director when working as the MCEP will~~ shall coordinate with local emergency medical services (EMS) and fire services personnel ~~EMS/Fire Services~~ to provide safe and effective care to those individuals that are injured during tactical activations.

~~The Medical Director for TEMS is to be available for Medical direction either in person or over a Department issued cellular telephone.~~

~~The TEMS shall be comprised of a:~~

~~A medical director or /physician who completed a fellowship in emergency medical services and who is board certified in emergency medicine; and~~

1. ~~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.~~

~~A~~ ~~That~~ 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.~~

7

Professional Licensure

- ~~The Medical Director shall:~~
 - ~~Maintain an unrestricted medical license that is issued by the State of New Mexico; and~~
 - ~~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:~~
 - ~~Shall be willing to be on an on-call status.~~

3. TEMS Unit 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. Maintain a current State of New Mexico Law Enforcement Instructor Certification; =~~
- ~~c. Follow Bernalillo County EMS protocols; and=~~
- ~~d. Meet the requirements of the Medical Director.~~
- ~~Meet the continuing medical education requirements as set forth by state requirements; during each biennial renewal cycle.~~

6

B. Training

6

1. TEMS Unit 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;~~

~~— Maintain proficiency on all assigned weapons, consistent with SOP Firearms and Ammunition Authorization;~~

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

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

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

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

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

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

6

~~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.~~

~~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.~~

C. Uniform Tactical Activations: Uniforms

1. The Commander over the TEMS Unit shall determine the appropriate uniform for TEMS Unit personnel.



~~2. Collateral TEMS Unit sworn personnel officers shall wear where the uniform designated for their regular assignment when not acting in a TEMS Unit capacity, unless their immediate supervisor approves of them the wearing of wearing the TEMS Unit uniform is approved by their regular supervisor.~~

~~TEMS sworn personnel shall wear:~~

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

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:~~

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

Medical Director Responsibilities

~~The Medical Director shall:~~

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

D. TEMS Unit Sworn Personnel Responsibilities

~~A. TEMS Unit Rules and Responsibilities sworn personnel shall :~~

~~1. A abide by the rules set forth in this Standard Operating Procedure (SOP).~~

- ~~a. Any violation of the rules shall result in disciplinary action and/or and/or removal from the TEMS Unit.~~

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



ALBUQUERQUE POLICE DEPARTMENT
GENERAL ORDERS

SOP 1-91 (Currently 1-92)

P&P Draft 05/04/2022

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

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

7 ~~TEMS personnel shall cCommunicate by using the call number assigned to them, or be properly logginggged on to the mMobile Dispatch Tdigital terminal (MDT)KDT system.;~~

6 ~~TEMS personnel shall pProvide the SOD Aadministrative supervisor a written inventory of Department issued property and personal property that (Departmental and personal) that isthey carried in their assigned vehicle for tactical activations; and.~~

6 ~~TEMS personnel shall lImmediately report any losts or damaged of SOD property to the SOD aAdministrative sSupervisor.;~~

~~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 AAdministrative sSupervisor.~~

~~4.~~

~~5. At the direction of the Tactical Commander, TEMS may be utilized used for the following assignments:~~

~~Public events involving a significant numbers of spectators;~~

~~a. Dignitary protection details; and~~

~~a. As requested by the Chief of Police or their designee.~~

7 2. TEMS Unit sworn personnel ~~will~~shall not:

7 a. ~~Take primary~~ Be the primary responding officer for on the CFS a call for service when medical interventions, beyond basic assessments of life, are performed and criminal charges are present, so that criminal investigations are not compromised by medical privacy laws.;

i. When two TEMS Unit officers are the only officers on scene, one may retain the role of primary officer when the situation allows.

6-b. ~~Be used as part of the entry team during SWAT tactical activations or as supplemental personnel during tactical activations.;~~ or TEMS personnel willshall not perform any duties not part of the TEMS' job description.

5 8. ~~TEMS personnel willshall maintain communication with the supervisor or team members while on assignment.~~



ALBUQUERQUE POLICE DEPARTMENT
GENERAL ORDERS

SOP 1-91 (Currently 1-92)

P&P Draft 05/04/2022

~~10. TEMS personnel will shall communicate by using the call number assigned to them, or be properly logged on to the KDT system.~~

5

~~12.c. TEMS personnel will shall not d~~ Discuss mission assignment details with Department personnel who are not assigned to the the team TEMS Unit, beyond what is required to provide adequate medical care for patients.

N/A

~~13. TEMS personnel are expected to keep themselves in good physical condition.~~

7

~~14. 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.

6

6

~~15. 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.

~~16. Any violation of the rules set forth above will shall result in disciplinary action and/or removal from TEMS.~~

7

7

~~17. TEMS personnel will shall be prepared to stand for formal and informal inspections of their person and equipment upon request by their supervisor.~~

~~B. 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.~~



~~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.~~

7
7

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

- ~~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.~~

~~C. Training~~

6
6

- ~~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.~~



ALBUQUERQUE POLICE DEPARTMENT
GENERAL ORDERS

SOP 1-91 (Currently 1-92)

P&P Draft 05/04/2022

- ~~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.~~

~~D. 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.~~

~~E. 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 diccominating information so that the integrity of the mission is not compromised.~~

~~F. 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:~~



ALBUQUERQUE POLICE DEPARTMENT
GENERAL ORDERS

SOP 1-91 (Currently 1-92)

P&P Draft 05/04/2022

- ~~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.~~

REDLINED