SPECIALTY POSITION ANNOUNCEMENT

TEMS (Tactical Emergency Medical Support) Officer
Basic Life Support (BLS) + Advanced Life Support (ALS) Recruitment

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Position Summary
The Tactical EMS (TEMS) Officer or “TEMS Medic” will be a commissioned police officer (including Reserve Officers) with any Clark County Law Enforcement Council Agency, and trained to provide emergency medical support during SWAT tactical and training missions. Medical support may also be provided to other specialty units and patrol as needed under austere environments.

This position is open to all qualifying law enforcement officers who have:

1) Successfully completed either the CJTC Basic Law Enforcement Academy or a CJTC-sanctioned Reserve Academy,
2) Successfully completed probation as a sworn officer with their respective law enforcement agency, and
3) Currently employed as a law enforcement officer or, in the case of a Reserve Officer, have an active affiliation with a law enforcement agency in Clark County.

Length of Assignment
The length of assignment to this position is a minimum of five (5) years, and an indefinite period beyond that point. This could be adjusted based on member’s performance, the needs of the TEMS Unit, the member, and/or the TEMS Medic’s employer.

Supervision Received and Exercised
♦ Tactical Supervision
The TEMS Medic will follow the same chain of command as SWAT Officers during missions. In training exercises, TEMS Medics will report directly to the TEMS Cadre Leader or his/her designee.

♦ Medical Supervision
The TEMS Medic will be supervised by the TEMS Unit Cadre Leader for the Clark County Medical Program Director (MPD) or his/her designee.
**Administrative Supervision**
The TEMS Medic will be administratively supervised by the TEMS Unit Cadre Leader who will report directly to the SWAT Team Leader and to the County MPD for police and medical related issues respectively.

**Scope of Medical Practice**
Scope of Medical Practice will be governed by the County MPD’s Standing Orders for Basic Life Support (BLS) & Advanced Life Support (ALS) providers in accordance with respective established guidelines. BLS TEMS Medics may be authorized by the MPD to employ some advanced life support (ALS) procedures if they pass respective testing phases and receive specific MPD authorization.

The TEMS Unit Cadre Leader will be responsible to ensure that the MPD’s Standing Orders and competencies are adhered to by respective TEMS Medics.

**Hours of Work**
Work hours may vary to meet the needs of the Department and the community. The TEMS Medic may be called out with short notice to emergent situations.

Mandatory SWAT training is two days per month and one week during the year. It may also include planned and unplanned SWAT and/or TEMS missions.

Members must be available for callouts, unplanned and planned missions and other assigned training that take place. If member is a reserve officer/deputy, they must be available when not working at their primary employment.

**Medical Qualifications For This Recruitment**
The following are the minimum medical qualifications for the position. At the time of application, the applicant shall:

1. Be an EMT-Basic or Paramedic-level trained officer and certified in the State of Washington to practice as such, or be able to gain reciprocity through the county MPD’s office prior to being placed on the TEMS Unit, or

2. Have EMT-Basic level experience for a minimum of 1 year, and two years as an EMS/FIRE first responder. (Prior EMS or military related EMS service will count), or

3. Prior EMT certification; related Military or other equivalent medical experience will be considered, and

4. Have the ability to successfully complete the appropriate County MPD’s testing and qualifying exams (if not already done so) within the required time period. Have approval of the MPD’s office for independent/offline medical control.

Applicants must have the ability to perform medical duties under adverse conditions and must maintain Continuing Medical Education (CME) requirements as set forth by the County MPD.
**Law Enforcement Qualifications**

The following are the minimum law enforcement qualifications for the position. At the time of application, the applicant shall:

1. Be employed as a police officer in good standing (have an above-satisfactory performance record), with a Clark County law enforcement agency and have successfully completed the CJTC Academy and the probationary period with their employing agency.

   Reserve Police Officers within Clark County, who currently have an active affiliation, and are in good standing with a Clark County law enforcement agency, qualify for this application process. Reserve Officers will have successfully completed the CCSO Reserve Academy and be current in their certification, and duties and responsibilities of their respective Reserve program.

2. Be current with their Department firearms qualifications, and continually maintain that certification per their respective agency’s policy.

3. Must have a thorough understanding of the Use of Force Policy of their respective agency.

4. Must complete the TEMS physical ability test within the prescribed time limit.

**Preferred Qualifications**

The following qualifications are not required, but are preferred:

1. A certification in a Tactical Medic School such as, SOMEG, ISTM, Insights or other approved Tactical EMS course or equivalent military training.

2. Instructor ratings in:
   a. Basic Life Support (BLS: CPR + AED)
   b. Advanced Cardiac Life Support (ACLS)
   c. Pre-hospital Trauma Life Support (PHTLS)
   d. Basic Trauma Life Support (BTLS)
   e. Pediatric Advanced Life Support (PALS)

3. WA State Certified EMT instructor.

4. WA State Certified Paramedic with RN credentials.

**Essential Functions**

The ideal candidate for this position will be able to perform the following essential functions:

- Respond with SWAT, Civil Disturbance Team (CDT) or Mobile Response Team (MRT) on necessary training missions and callouts.
- Provide dedicated inner and outer perimeter emergency medical support to the SWAT Tactical Team, CDT/MRT Squads, other specialty units, and patrol as needed.
- Formulate medical threat assessments for missions.
- Help maintain medical records database on SWAT Team officers.
• Act as liaisons between staged Fire/EMS units.
• Enhance medical safety on Tactical Team by being pro-active and provide opportunities for emergency medical cross training to Tactical Team members.
• Prepare after-action reports.
• Other duties as assigned by the TEMS Cadre Leader, SWAT Team Leader or SWAT Commander.

**Essential Skills, Knowledge and Abilities**

The following skills, knowledge and abilities are essential to be successful as a Tactical Medic:

**Tactical**
- Above average officer safety skills.
- Proficiency in safe weapons handling.
- Knowledge in rendering safe weapon systems used by tactical team members.
- Knowledge of Department’s use of force guidelines
- Knowledge of RCWs as related to Use of Force and Arrest.

**Medical**
- Strong command of pre-hospital protocols and respective standing orders.
- Skills competency as set forth by the County MPD.
- Ability to facilitate Critical Incident Stress Debriefings (CISD).
- Ability to assist in TEMS training.

**Other Abilities**
- Work independently in absence of direct field supervision.
- Have a clear understanding of Chain of Command.
- Make decisions under extreme stress situations.
- Deliver effective emergency medical support in varying environmental and logistical conditions.
- Operate medically and tactically under austere environments.
- Execute & control emergency medical operations within the hot zone.

**Selection Process**

To be considered for the position, applicants must complete the following process for selection to the Tactical EMS Unit as a TEMS Medic:

1. Submit a resume *with* a letter of interest explaining the reason for application to the Unit. The letter of interest should include a narrative identifying what the applicant believes his/her particular strengths and challenges would be in the position. Letters of interest should be no longer than two pages.

2. Submit a letter of recommendation from the candidate’s current immediate law enforcement supervisor (e.g., Sergeant, Lieutenant, or Commander).

3. Submit copies of all appropriate medical certificates and licenses.

4. For Reserve Officer / non full-time LE candidates: Submit a letter of recommendation from the candidate’s medical supervisor (e.g., First-line supervisor, Training Officer, etc), in addition to the above.
5. Attend and pass a *non-medical* oral board interview with a panel that is comprised of SWAT Commander, SWAT Team Leader, TEMS Cadre Leader or his/her designee.

6. Attend and pass *medical* oral board interview with a panel of medical providers as approved by the MPD.

7. Pass SWAT Medical Program Director’s standing orders exam for appropriate certification level. Candidates who have already taken and passed these exams, (e.g., currently practicing Clark County EMT) do not have to retake this exam.

8. Pass a standardized background inquiry relating to past work-related history.

**How to Apply**

Interested qualified applicants must apply online at [http://www.cityofvancouver.us/hr/page/internal-job-opportunities](http://www.cityofvancouver.us/hr/page/internal-job-opportunities). Application materials must be received **no later than 5:00pm on Wednesday, October 1, 2014.** Application materials received after the deadline – even if the delay is caused by computer servers – will not be considered. All applicants will receive an electronic email following submission of an application. Any questions about the application process should be directed to Megan Mairs via email at [megan.mairs@cityofvancouver.us](mailto:megan.mairs@cityofvancouver.us)

Questions should be directed to Corporal Doug Rickard, 487-7400 ext 3080.

This announcement is meant only as a general descriptive recruitment guide. It does not constitute either an expressed or implied contract and is not a complete description of the job.