

Policy: 1510.0, SWAT Medics Training Program

Effective Date: 9/22/2026

Distribution Group: Sworn Employees

Review Responsibility: SWAT Team Commander

Accreditation Chapter(s): 17

Chief of Police: Eric D. Smith

Contents

- I. PURPOSE**
- II. POLICY**
- III. DEFINITIONS**
- IV. PROCEDURES**
 - 1. OFD TRAINING PROGRAM**
 - 2. ONBOARDING AND CONFIDENTIALITY REQUIREMENTS**
 - 3. OPD LIAISON RESPONSIBILITIES**
 - 4. PROGRAM PARTICIPANT RESPONSIBILITIES**
- V. FORMS AND APPENDICES**
- VI. REFERENCES**

I. PURPOSE

The purpose of this Policy is to establish standardized procedures for members of the Orlando Police Department Special Weapons and Tactics ("SWAT") Tactical Emergency Medical Support Program ("SWAT TEMS Program") to obtain field experience and training opportunities from the Orlando Fire Department ("OFD Training Program" or "Program").

This Policy applies to all members of the Orlando Police Department SWAT TEMS Program.

II. POLICY

OPD shall only permit those personnel who are duly certified Emergency Medical Technicians or paramedics, approved by the Orange County EMS Medical Director, to participate in the OFD Training Program.

Program participants shall comply with OFD's policies and procedures including, but not limited to, those relating to confidentiality and disclosure of information, as well as the requirements related to - and responsibilities under – HIPAA.

OPD shall ensure that all members of the SWAT TEMS Program participating in the OFD Training Program have received, and are able to provide evidence to OFD of having received, all immunizations required by City policy and have completed any health examinations required by the City.

Program participants shall be subject to discipline for failure to comply with any policy or rule promulgated by OFD related to the Training Program.

III. DEFINITIONS

None

IV. PROCEDURES

1. OFD TRAINING PROGRAM

All OPD personnel participating in the OFD Training Program shall have the opportunity to ride with OFD paramedics at least once per fiscal quarter. Where schedules permit, OFD may offer such ride-along opportunities up to once per month. Such ride-along opportunities shall be 8-12 hours in duration, with rides concluding no later than 2200 hours.

During such ride-along periods, Program participants shall have the opportunity to perform services under the direction and supervision of an OFD paramedic.

OPD personnel participating in the Training Program shall be compensated for all ride-along time, and no work shall be done on a volunteer basis.

OPD personnel shall only participate in the Program during regularly scheduled work hours, and shall receive overtime pay for any time spent participating in the Program only as provided in their collective bargaining agreement.

OPD personnel participating in the Training Program shall be paid by OPD and shall not be considered members of OFD.

Program participants shall have the opportunity to attend Emergency Medical Services (EMS) training conducted by OFD, as it arises.

2. ONBOARDING AND CONFIDENTIALITY REQUIREMENTS

No OPD personnel may participate in the Program without completing OFD onboarding training.

All OPD personnel participating in the OFD Training Program must agree, by signing the Confidentiality Agreement attached to this Policy as Exhibit A, to keep all medical information relating to patient examination and/or treatment confidential.

While participating in the OFD Training Program, OPD personnel may not wear body-worn cameras during ride-along time and may not take photographs during ride-along time.

All OPD personnel participating in the Program shall comply with the confidentiality requirements of section [401.30\(4\)](#), Florida Statutes, the Health Insurance Portability and Accountability Act of 1996, as codified at 42 U.S.C. §1320d et seq. ("HIPAA"), and the requirements of any regulations promulgated thereunder including, without limitation, the federal privacy regulations as contained in 45 CFR Part 164.

3. OPD LIAISON RESPONSIBILITIES

The SWAT TEMS Team Leader shall serve as liaison ("OPD Liaison") with the Orlando Fire Department ("OFD") with regard to the OFD Training Program.

The OPD Liaison shall provide the OFD EMS Lieutenant, in writing, with the names and titles of the SWAT TEMS Program members assigned by OPD to participate in the OFD Training Program, prior to the start of participation. The OPD Liaison shall contact the OFD EMS Lieutenant to schedule ride-along time no less than fourteen (14) calendar days prior to the desired date.

In the event of the modification or cancellation of a scheduled ride-along, the OPD Liaison shall notify the OFD EMS Lieutenant as soon as possible.

4. PROGRAM PARTICIPANT RESPONSIBILITIES

All personnel participating in the OFD Training Program must provide evidence to the OFD EMS Lieutenant of having obtained annual Purified Protein Derivative/Tuberculin Skin testing.

All OPD personnel participating in the OFD Training Program shall comply with all applicable federal, state, and local law, ordinances, rules, and regulations.

All OPD personnel participating in the OFD Training Program shall wear appropriate attire or their assigned uniform while on duty, as determined by OFD.

All OPD personnel participating in the OFD Training Program shall comply with all EMS System Medical Treatment Protocols, as established by the Orange County Medical Director.

Program participants shall check in with the station company officer when first arriving at an OFD facility.

V. FORMS AND APPENDICES

ATTACHMENT A-Confidentiality Agreement-OFD Training Program

VI. REFERENCES

This policy rescinds: Not Applicable

Related Policies: Orlando Fire Department General Order 91

Related Laws: [Section 401.30\(4\)](#), Florida Statutes; 42 U.S.C. §1320d et seq. ("HIPAA")