

## Q & As - California Medical Assistance Teams (CAL-MAT) February 2022

**Question:** What are CAL-MATs?

**Answer:** CAL-MATs are state-coordinated, rapid deployment Teams of health care and support professionals modeled after Federal teams (DMATs) for use in catastrophic and other local emergency or potential emergency events.

CAL-MATs are NOT “interests groups”, social clubs or a forum for casual connection. They are a groups of dedicated professionals committed to serving communities in times of major disaster.

**Question:** What determines the types of medical missions for which teams can deploy?

**Answer:** While a state-controlled asset, response and management of emergency and disaster events are a local responsibility. Thus CAL-MAT Missions will largely be determined by medical response needs as determined by local government.

**Question:** What determines a CAL-MAT deployment configuration?

**Answer:** CAL-MAT deployment configurations are driven by the anticipated disaster medical response need as determined by the requesting agency and as approved by EMSA. Configurations will generally be of two types:

For larger medical deployments, the configuration consists of Physicians, Registered Nurses, Respiratory Therapists, Pharmacists, EMTs and other healthcare professionals supported by Administrative, Safety, Communications, Mental Health, Logistics and others to form a 40+ member Team. This Team can function as a “stand-alone” medical unit to provide medical care in any of the following:

- CAL-MAT Base of Operations (BoO) to support multiple simultaneous missions
- Replacement/augmentation of staff at an affected fixed-facility medical institution
- Patient evacuation
- Staffing for the medically fragile
- Staffing for a federal medical operation (under EMAC)

The second deployment configuration consists of a smaller (5+ person) Medical Response Team – rapid and more mobile – designed to provide medical care in any of the following:

- Wild Land Fire Medical Units
- Medical care in shelters
- Clinics
- Other needs dictated by the emergency

The EMSA website <http://www.emsa.ca.gov/CAL-MAT> lists the various CAL-MAT positions which could be utilized for a response.

**Question:** Where will the CAL-MAT Units be located?

**Answer:** Currently there are two Divisions, one in Northern California, and one in Southern California, each with anticipated Units geographically located. In Southern California Units are anticipated for Los Angeles County, San Diego/Imperial Counties, Orange County, and San Bernardino/Riverside Counties.

Northern California anticipates Units in Sacramento County, the Central Valley, Redding area and the San Francisco Bay Area. When deployed, CAL-MAT Teams may be formed from available personnel across one or more units.

**Question:** How will the CAL-MAT Units be managed?

**Answer:** EMSA will provide direct overall management to the CAL-MAT Program. In addition to an overall Program Manager, the Northern and Southern Divisions will also have Manager. EMSA will also provide an Administrative Specialist to support the volunteer Administrative Specialists in each Unit. In addition to the Administrative Specialist position, each Unit will also have a Training Officer and a Physician Medical Director. These will be volunteer positions.

**Question:** How will CAL-MAT Units be activated for emergency responses?

**Answer:** Utilizing the Standardized Emergency Medical System (SEMS), CAL-MAT Units would be activated at the request of local government, or at the State-level through the State Medical and Health Coordination Center in conjunction with the Governor's Office of Emergency Services. The response time standard for Team mobilization is 12 hours (or less) from activation.

**Question:** Under whose authority will teams function?

**Answer:** The teams will provide services under the authority of the California Emergency Medical Services Authority (EMSA) in coordination with the Governor's Office of Emergency Services (OES) and in accordance with SEMS.

**Question:** Will these teams be utilized outside the State?

**Answer:** It is possible that they could be made available under the Emergency Management Assistance Compact (EMAC) for use in other states.

**Question:** Can out of state medical licensed professionals join CAL-MAT?

**Answer:** If there is an Executive Order one may join with a valid medical license and an Out of State Authorization will need to be completed by EMSA.

**Question:** What type of settings might the team be responding to?

**Answer:** Settings might include disaster triage sites, field hospitals, clinics, hospitals, and other medical/hospital care systems providing first aid, triage, treatment, nursing care, medical care, immunizations, or prescribing and dispensing medications.

**Question:** Are the volunteers on these teams paid?

**Answer:** Upon activation and arrival at the mobilization center, CAL-MAT members become "Emergency State Hires" and receive a salary equivalent to the State classification to which they are assigned. The EMSA website <http://www.emsa.ca.gov/CAL-MAT> has a complete listing of State classifications for each CAL-MAT position.

**Question:** Where do you obtain your CAL-MAT W2?

**Answer:** You can obtain your W2 on <https://connect.sco.ca.gov/> or may have been mailed to your address given at the time of onboarding.

**Question:** Who do CAL-MAT Members contact about pay issues?

**Answer:** CAL-MAT Members can email [Payissues@emsa.ca.gov](mailto:Payissues@emsa.ca.gov) for pay related issues.

**Question:** Who do CAL-MAT Members contact about Travel Expense Claim Reimbursements (TECs)?

**Answer:** CAL-MAT Members can email [Travel.doc@emsa.ca.gov](mailto:Travel.doc@emsa.ca.gov) for status on their reimbursement claims.

**Question:** How are the volunteers covered for liability and Worker's Compensation?

**Answer:** All volunteers are annually sworn in as Disaster Service Workers (DSW). This program provides limited Workers Compensation insurance for Non-Deployment activities, e.g., Training. Complete information can be found on the OES website here: <http://www.caloes.ca.gov/cal-oes-divisions/planning-preparedness/disaster-service-worker-volunteer-program>. During a deployment and as an Emergency State Hire, the team members will have coverage for liability, malpractice and Worker's Compensation as provided by the State of California.

**Question:** Are there employment protections similar to federal USERRA (*Uniformed Services Employment and Reemployment Rights Act of 1994*)?

**Answer:** Section 230.3 of the California Labor Code provides employment protections for persons who are members of a disaster medical response entity sponsored or requested by this state.

**Question:** What equipment does the team have?

**Answer:** EMSA has supply and equipment caches, and vehicles to support CAL-MAT training and deployment.

**Question:** What is the difference between CAL-MAT and other State volunteer medical groups such as Disaster Healthcare Volunteers (DHV) and the Medical Reserve Corps?

**Answer:** DHV is a registry of pre-credentialed medical professionals assigned to a specific Operational Area (OA) who could respond to a disaster if requested by that OA. They are individuals rather than a trained team and rely on supplies, equipment and management of other organizations. The Medical Reserve Corps consists of community teams that are activated by their Medical Health Operational Area Coordinator (MHOAC) in times of emergency and generally respond to their local community's needs. CAL-MAT Units are not tied to a specific OA, but are state managed. All CAL-MAT members will be registered in DHV, train as a Unit and work with pre-staged and maintained medical supplies and equipment caches.

**Question:** How do interested individuals join a CAL-MAT?

**Answer:** For the current phase of implementation, priority consideration is being given to persons who are already associated and/or participate with a Federal California DMAT Team. There are two steps in the process: 1). Go to <https://jobs.ca.gov/pdf/std678.pdf> to complete the State Standard Application. **PRINT AND SIGN THIS FORM (blue ink) and mail to EMSA** (California EMSA Authority 101901 Gold Center Dr. 4<sup>th</sup> Floor Rancho Cordova, Ca. 95742 Attention: CAL-MAT Program). Note: You may apply for multiple positions on the same application, e.g., Registered Nurse and Team Leader, assuming you meet the minimum qualifications for those positions. 2). Go to the CAL-MAT Page on EMSA's website (<http://www.emsa.ca.gov/CAL-MAT>) and click on the Phase I Registration Information link. Follow the instructions for DHV registration.

Other interested persons should contact EMSA <http://www.emsa.ca.gov/CAL-MAT>  
CA Emergency Medical Services Authority

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**Question:** Who is eligible to apply for CAL-MAT membership?

**Answer:** Persons 18 years of age and over, eligible to work in the United States, with no negative license/certification actions (for licensed/certified professionals) are eligible to apply to join CAL-MAT.

**Question:** What is a typical deployment for a CAL-MAT?

**Answer:** Deployment duration is mission dependent, however they will not exceed 14 days. Team members will also have the ability to rotate in and out for periods shorter than the 14 day max deployment.

**Question:** Do CAL-MAT members receive uniforms?

**Answer:** Upon acceptance into a CAL-MAT unit, EMSA will provide the member with an official uniform T-shirt. Additional items may be provided as supplies permit, however member should anticipate having to purchase their own shoes, belts, pants, sleeping bag, duffel bag and personal effects. Uniform specifics can be found on the EMSA website <http://www.emsa.ca.gov/CAL-MAT>.

**Question:** What out of pocket expenses should CAL-MAT members expect?

**Answer:** Members will be required to fund their own travel to trainings, and to the mobilization center for deployments. They should also expect to pay for their own shoes, belts, pants, sleeping bag, duffel bag and personal effects.

**Question:** What is the meeting frequency for CAL-MAT?

**Answer:** It is anticipated that individual Units will meet no more frequently than monthly and no less frequently than quarterly. Each Unit will have the flexibility set its specific meeting schedule.

**Question:** What is the training commitment for CAL-MAT?

**Answer:** All active CAL-MAT members must complete a 72 hr. Field Training Exercise (FTX) within two years of acceptance. The FTX focuses on EMSA specific equipment (Base of Operations, Patent In-Take, Generator, HVAC, etc). Members who can demonstrate prior training and proficiency in these elements as documented Emergency Resource Directory (ERD) may be excused from this requirement. In addition, individual Units will have on-going periodic meetings and trainings which will generally tag on to DMAT training to avoid duplication of work. EMSA will work with the Unit Training Specialists to develop standardized on-going training topics for the CAL-MAT Units.

**Question:** What are your renter requirements?

**Answer:** You must be between 21 and 80 years of age and hold a full, valid driving license for a minimum of one year.

**Question:** Can EMSA or CAL-MAT staff use the State fuel card to fill up personal vehicles?

**Answer:** No, using State resources for personal use is prohibited.

**Question:** Can EMSA or CAL-MAT staff use the rental car or State-owned vehicle for personal use or to travel home?

**Answer:** No, using rental cars or State-owned vehicles for personal use is prohibited.

**Question:** Can EMSA or CAL-MAT staff upgrade rental cars without authorization?

**Answer:** No, upgrades are not permitted unless prior approval has been obtained from EMSA Admin/Travel staff. Admin/Travel staff will make the contact with the rental car company.

**Question:** Can EMSA or CAL-MAT staff use rental car or State-owned vehicles to go sight-seeing on time off?

**Answer:** No, only State business use is authorized for all State rental and State-owned vehicles. If you have time off and you want to go site-seeing you must rent your own vehicle at your own cost.

**Question:** What happens if an EMSA or CAL-MAT staff member is involved in an accident?

**Answer:** If an EMSA or CAL-MAT staff are involved in a state rental or State-owned vehicle you must call the local law enforcement jurisdiction and file a report. If the vehicle is not drivable, contact Admin/Travel staff for further instructions for towing service and vehicle replacement.

In addition, the involved party must fill out the proper forms for DGS Office of Risk and Insurance Management. All forms must be turned into your supervisor/manager for review within 24 hours.

**Question:** What happens if an EMSA or CAL-MAT staff member is involved in any damage to a rented or State-owned vehicle other than an accident on a public roadway?

**Answer:** If involved in any damage to a rental or State-owned vehicle the involved party must fill out the proper forms, notify your supervisor/manager and Admin/Travel staff. At that point the determination will be made for notifications, and/or repair to rental or State-owned vehicle.

**Question:** Who do I contact for employment verification?

**Answer:** You may email [cal.mat@emsa.ca.gov](mailto:cal.mat@emsa.ca.gov) and your request will be reviewed and completed.

