

Approved: 8-30-2021

SUBJECT: PROTECTIVE FORCE OPERATIONS

1. PURPOSE. This Order establishes requirements for the management and operation of the Department of Energy (DOE) Federal Protective Forces (FPF) and Contractor Protective Forces (CPF) under the cognizance of DOE.
2. CANCELLATIONS. DOE Order 473.3A, Change 1, Appendix A, *Federal Protective Force*, and Attachment 2, Contractor Protective Force, dated January 2, 2018, are canceled.

DOE O 470.4B, Change 2, Safeguards and Security Program, Appendix A, Section 1, Chapter III, Paragraph 4.b. and c., and Attachment 2, Section 1, Chapter III, Paragraph 4.b. and c. pertaining to performance test schedules are canceled. These requirements have been incorporated into this Order.

DOE O 470.4B, Change 2, *Safeguards and Security Program*, Attachment 4, Department of Energy Tactical Doctrine, is canceled. These requirements have been incorporated into this Order.

Existing equivalencies and exemptions must be reviewed to determine applicability under DOE O 473.2A. If applicable, the site must document the review was completed and the equivalency or exemption remains valid.

Cancellation of a directive does not, by itself, modify or otherwise affect any contractual or regulatory obligation to comply with the directive. Contractor Requirements Documents (CRD) that have been incorporated into a contract remain in effect throughout the term of the contract unless and until the contract or regulatory commitment is modified to either eliminate requirements that are no longer applicable or substitute a new set of requirements.

3. APPLICABILITY.

- a. Departmental Applicability. The requirements in this Order apply to all DOE elements with FPF or CPF unless exempted under paragraph 3.c.(6).

The Administrator of the National Nuclear Security Administration (NNSA) will assure that NNSA employees and contractors comply with their respective responsibilities under this directive. Nothing in this Order/Notice will be construed to interfere with the NNSA Administrator's authority under section 3212(d) of Public Law (P.L.) 106-65 to establish Administration-specific policies, unless disapproved by the Secretary.

- b. DOE Contractors. Except for the equivalencies/exemptions in paragraph 3.c., the CRD (Attachment 1) sets forth requirements of this Order that must apply to contracts that include the CRD.

- (1) The CRD must be included in contracts that involve CPF. Departmental elements must notify contracting officers of affected contracts to incorporate this directive into those contracts.
 - (2) Once notified, contracting officers are responsible for incorporating this directive into the affected contracts via the DOE Acquisition Regulations (DEAR) Clause 970.0470-2, Laws, Regulations, and DOE directives clause of the contracts.
- c. Equivalencies/Exemptions. Equivalencies and exemptions from the requirements of this Order are processed in accordance with DOE O 251.1, *Departmental Directives Program*, current version.
- (1) Equivalencies or exemptions from the requirements in this Order, must be supported by a vulnerability assessment (VA) or security risk assessment (SRA) when required by the assets being protected, or by sufficient analysis to form the basis for an informed risk management decision. This analysis must identify compensatory measures, if applicable, or alternative controls to be implemented.
 - (2) Equivalencies and exemptions from safeguards and security (S&S) requirements within DOE O 473.2A require formal consultation with the Office of Security. The Office of Security will respond to consultation requests within 45 business days from the receipt of the request.
 - (3) All approved equivalencies and exemptions under this Order must be entered in the Safeguards and Security Information Management System (SSIMS) database and incorporated into the affected site security plan(s) (SSPs). Approved equivalencies and exemptions become a valid basis for operation when they have been entered in SSIMS and documented in the appropriate SSP, and they must be incorporated into site procedures at that time.
 - (4) DOE S&S program requirements may also be located or based on regulations issued by Federal agencies and codified in the Code of Federal Regulations (CFR), or other authorities, such as Executive Orders or Presidential Directives. In such cases, the process for deviating from those requirements found in the source document must be applied. If the source document does not include a deviation process, the DOE Office of the General Counsel, or NNSA Office of the General Counsel (if an NNSA element is involved), must be consulted to determine whether the deviation from the source can be legally pursued.
 - (5) Equivalency. In accordance with the responsibilities and authorities assigned by Executive Order 12344, codified at 50 U.S.C. sections 2406 and 2511, and to ensure consistency throughout the joint Navy and DOE organization of the Naval Nuclear Propulsion Program, the Deputy

Administrator for Naval Reactors (Director) must implement and oversee all requirements and practices pertaining to this DOE Order for activities under the Director's cognizance, as deemed appropriate.

- (6) Exemption. The requirements established in this Order do not apply to Office of Inspector General (OIG) personnel. OIG arming and arrest authorities are established and administered by the Department of Justice in accordance with the Inspector General Act of 1978, as amended [Public Law 95-452; 5 U.S.C. App] [As amended through P.L. 115-254, enacted October 05, 2018].

4. REQUIREMENTS. Departmental Elements must establish and maintain standardized requirements for management direction, training program administration, maintenance of qualifications, and execution of operations for the various Protective Force (PF) activities within DOE.

a. General.

- (1) The requirements for FPF can be found in Appendix A and requirements for CPF are found in Attachment 1.
- (2) The requirements within 10 CFR Part 1046, 10 CFR Part 1047, and 10 CFR Part 1049, must be implemented, as applicable.
- (3) Whenever a legal, regulatory, or other external standard, or a DOE Policy, Order, Notice or Manual is referenced within this Order, and such standard is amended or superseded, the successor standard is applicable under this Order.
- (4) Any reference to a Program Secretarial Officer (PSO) in this Order is also applicable to the Deputy Administrator/Associate Administrators for the NNSA.

b. Planning.

- (1) PF planning must be based on the adversary capabilities outlined in DOE O 470.3, *Design Basis Threat (DBT) Order*, current version, and the results of SRAs and VAs, as applicable.
- (2) Field elements, such as the Power Marketing Administrations, that do not possess arming and arrest authority under section 161k, of the Atomic Energy Act (42 U.S.C.) (AEA) or Section 661 of the DOE Organization Act and that perceive a need to arm their security officers, may do so provided they comply with the requirements of the jurisdiction in which their officers will operate. Until such time as affected field elements are accorded DOE arming and arrest authority, and consistent with statutory authorities and local determination based on risk and/or VAs, selected provisions of this Order may be used as a

guide when approved by the Head of the Field Element or his/her designee.

c. Implementation.

- (1) Compliance with the requirements within this Order, including the appendices and attachments, must be accomplished within one (1) year of the issuance date.
- (2) If compliance cannot be accomplished within one (1) year, an implementation schedule must be submitted to the appropriate Program Secretarial Officer (or their designee), prior to the deadline stated in 4.c.(1) above. The documentation must include timelines and resources needed to fully implement this Order. The documentation must also include a description of the vulnerabilities and impacts created by delayed implementation of the requirements.

d. Contracting Officer (CO) Requirements.

- (1) The Head of the Departmental Element, or an appointed designee, must notify the CO and other appropriate subject matter experts in the organization that the directive applies to an existing contract or to a solicitation for a future contract. For existing contracts, the Head of Departmental Element must designate appropriate representatives to work with the CO to develop an appropriately tailored set of standards, practices, and controls.
- (2) For existing management and operating contracts, after being notified by the Head of the Departmental Element or an appointed designee, the CO must provide the contractor the opportunity to assess the effect of incorporating the CRD on contract cost, funding, schedule, and technical performance, and to provide input on the appropriately tailored set of requirements for the contract. All associated activities must be accomplished in accordance with the timelines established in DEAR 970.5204-2. The CO will incorporate the CRD without alteration unless the directive permits alteration and the appropriate process is followed.

5. RESPONSIBILITIES.

a. Office of Environment, Health, Safety and Security.

- (1) Reviews, develops, and coordinates policy requirements and guidance for the management, operation, training, equipping, and performance testing of DOE PFs based on authority and requirements derived from the AEA and DOE Organization Act.

- (2) The Headquarters PF program assumes responsibilities and authorities prescribed for heads of DOE Elements and heads of Field Elements.
 - (3) Implements the Department's Independent Review program for medically disqualified PF members, in accordance with the provisions in 10 CFR Part 1046.
 - (4) Develops and maintains, in coordination with the DOE National Training Center (NTC), the Department's Firearms Modifications List, PF Firearms Qualification Courses, and the Engagement Simulations Systems (ESS) Modification List.
- b. DOE Line Management. DOE line management refers to the unbroken chain of responsibility that extends from the Secretary of Energy to the Deputy Secretary, to the Secretarial Officers who set program policy and plans and develop assigned programs, and to the program and Field Element Managers who are responsible for execution of these programs.
- (1) Provide guidance and oversight to site and facility management and operations offices that oversee physical security, PF, and PF firearms programs, for the purposes of protecting S&S interests.
 - (2) Ensure that PFs under their cognizance are managed, trained, equipped, and provided facilities and logistical, intelligence, communications, and other support services to maintain adequate protection of S&S interests, as required by this and other S&S related directives.
 - (3) In coordination with their local Office of General Counsel, reviews and approves the following procedures for PF under their purview:
 - (a) Arming and arrest authorities guidelines;
 - (b) Fresh pursuit guidelines, including the use of vehicle ramming, pursuit intervention technique maneuvers, and tire deflation devices;
 - (c) Rules of engagement;
 - (d) Officer-involved shooting response procedures.
 - (4) Implements the DOE Tactical Doctrine for fixed sites or facilities containing Protection Level (PL) -1 through PL-4 assets, as defined in DOE O 470.3, current version.
 - (5) Implement the requirements in paragraphs 4.a. through 4.c.
 - (6) Approves memorandums of understanding (MOUs) with outside agencies for security related topics.

- c. Heads of Field Elements, Office of Secure Transportation (OST), Assistant Deputy Administrator (ADA), and Headquarters Departmental Elements.
 - (1) Administer DOE PF programs for the purposes of protecting S&S interests.
 - (2) Ensure COs of affected site/facility management contracts include the CRD into the contract.
 - d. Officially Designated Federal Security Authority (ODFSA) and Officially Designated Security Authority (ODSAs).
 - (1) Fulfill responsibilities as defined in this Order.
 - (2) Fulfill requirements and responsibilities that are delegated to them from DOE or NNSA.
 - e. Office of Enterprise Assessments/National Training Center.
 - (1) Develops CPF initial training curriculum to ensure personnel are appropriately trained to fulfill its mission within the Department's S&S program.
 - (2) Establishes the Department's Training Approval Program (TAP) for PF training.
 - (3) Assists the Office of Environment, Health, Safety and Security in the development of the Department's Firearms Modifications List, PF Firearms Qualification Courses and the ESS Modification List.
 - f. Contracting Officers.
 - (1) Upon notification of its applicability, incorporate the CRD into affected contracts via the appropriate process set forth in the Laws, Regulations, and DOE directives clause of site/facility management contracts.
 - (2) Assist originators of procurement requests who want to incorporate the requirements of this Order in non-site/facility management contracts, as applicable.
6. INVOKED STANDARDS. The following DOE technical standards and industry standards are invoked as required methods in this Order in accordance with the applicability and conditions described within this Order. Any technical standard or industry standard that is mentioned in or referenced by this Order, but is not included in the list below, is not invoked by this Order. Note: DOE O 251.1D, Appendix J provides a definition for "invoked technical standard."

- a. DOE-STD-1212-2019, *Explosives Safety*. This DOE technical standard provides the technical requirements for an explosives safety program necessary to ensure safe operations involving explosives and pyrotechnics.
- b. National Fire Protection Association 704, *Standard System for the Identification of the Hazards of Materials for Emergency Response*. This publication provides a simple, readily recognized, easily understood system for identifying the specific hazards of a material and the severity of the hazard that would occur during an emergency response.
- c. National Fire Protection Association 1971, *Standard on Protective Ensembles for Structural Fire Fighting and Proximity Fire Fighting*. This standard establishes minimum levels of protection from thermal, physical, environmental, and bloodborne pathogen hazards encountered during structural and proximity firefighting operations.
- d. National Institute of Justice Standard – 0101.06, *Ballistic Resistance of Body Armor*. This standard specifies the minimum performance requirements that equipment must meet to satisfy the requirements of criminal justice agencies and the methods that shall be used to test this performance.
- e. *United Nations Recommendations on the Transport of Dangerous Goods*. This publication prescribes detailed requirements applicable to the transport of dangerous goods.
- f. United States Police Canine Association publication *Governing Rules and Regulations for Certification – Explosive Detection Canines*. This document establishes criteria used to evaluate the ability of a trained canine team to detect and find explosives concealed in various locations.

7. REFERENCES.

- a. DOE Orders referenced in this Order can be located on the DOE Directives webpage, <https://www.directives.doe.gov/>.
- b. DOE Technical Standards referenced in this Order can be located on the DOE Technical Standards webpage, <https://www.standards.doe.gov/>.
- c. All other referenced material may be located at the Office of Environment, Health Safety and Security (AU) Policy Information Resource website, <https://pir.doe.gov/>.
- d. Gun Control Act of 1968, P.L. 90-618
- e. Law Enforcement Officers Safety Act, P.L. 111-272
- f. 2017 National Defense Authorization Act, P.L. 114-328

- g. Uniformed Services Employment and Reemployment Rights Act of 1994, P.L. 103-353
- h. 10 CFR Part 1046, Medical, Physical Readiness, Training, and Access Authorization Standards for Protective Force Personnel
- i. 10 CFR Part 1047, Limited Arrest Authority and Use of Force by Protective Force Officers
- j. 10 CFR Part 1049, Limited Arrest Authority and Use of Force by Protective Force Officers of the Strategic Petroleum Reserve
- k. 10 CFR Part 707, Workplace Substance Abuse Programs at DOE Sites
- l. 10 CFR Part 712, Human Reliability Program
- m. 10 CFR Part 851, Worker Safety and Health Program,
- n. 29 CFR Part 1910, Occupational Safety and Health Standards
- o. 49 CFR §Part 173, Shippers–General Requirements for Shipments and Packaging's
- p. Atomic Energy Act of 1954, as amended, 42 U.S.C. 2201
- q. Department of Energy Organization Act, as amended, 42 U.S.C. 7270a
- r. Inspector General Act of 1978, as amended, 92 Statute 1101
- s. Executive Order 12344, Naval Nuclear Propulsion Program
- t. Presidential Memorandum for Heads of Executive Departments and Agencies, subject: *Tracing of Firearms in Connection with Criminal Investigations*, dated January 16, 2013
- u. American National Standards Institute (ANSI)/International Safety Equipment Association (ISEA) Z87.1-2020, *American National Standard for Occupational and Educational Personal Eye and Face Protection Devices*
- v. Federal Specification AA-V-2737, *Modular Vault Systems*
- w. National Fire Protection Association 1971, Standard on Protective Ensembles for Structural Fire Fighting and Proximity Fire Fighting
- x. National Fire Protection Association 704, Standard System for the Identification of the Hazards of Materials for Emergency Response.
- y. National Institute of Justice Standard – 0101.06, *Ballistic Resistance of Body Armor*

- z. United States Police Canine Association, Governing Rules and Regulations for Certification – Explosive Detection Canines
 - aa. Department of Justice, Bureau of Alcohol, Tobacco, Firearms, and Explosives, *Police Officer's Guide to Recovered Firearms*
 - bb. Department of Justice, Bureau of Alcohol, Tobacco, Firearms, and Explosives, *OMB Form No. 1140-0043, National Tracing Center Trace Request*
 - cc. National Archives General Records Schedule 5.6, *Security Records*
 - dd. DOE O 251.1, *Departmental Directive Program*, current version
 - ee. DOE O 440.2, *Aviation Management and Safety*, current version
 - ff. DOE O 470.3, *Design Basis Threat*, current version
 - gg. DOE O 470.4B, *Safeguards and Security Program*, current version
 - hh. DOE-STD-1212-2019, *Explosives Safety*
 - ii. DOE-STD-1213-2014 Chg. 2, *Protective Force Contingency Planning Technical Standard*
 - jj. DOE-STD-1225-2017, *DOE Canine Performance Testing Protocol Standard*
 - kk. DOE-STD-1231-2018, *Preparation and Conduct of Protective Force Performance Testing*
8. DEFINITIONS. Terms commonly used in the program are defined in the AU Policy Information Resource website, <https://pir.doe.gov/>.
9. CONTACT. Questions concerning this Order should be addressed to the Office of Security Policy, within the Office of Security, Office of Environment, Health, Safety and Security at security.directives@hq.doe.gov.

Formal Policy clarifications should be directed to the Director, Office of Security, Office of Environment, Health, Safety and Security.

BY ORDER OF THE SECRETARY OF ENERGY:



DAVID M. TURK
Deputy Secretary

CONTENTS

PROTECTIVE FORCE OPERATIONS	1
APPENDIX A. FEDERAL PROTECTIVE FORCE.....	A-i
CHAPTER I. MANAGEMENT.....	A-1
CHAPTER II. TRAINING	A-1
CHAPTER III. DUTIES	A-1
CHAPTER IV. WEAPONS AND MUNITIONS.....	A-1
CHAPTER V. FACILITIES AND EQUIPMENT	A-1
CHAPTER VI. PERFORMANCE TESTING.....	A-1
ATTACHMENT 1. CONTRACTOR REQUIREMENTS DOCUMENT	1-1
CHAPTER I. MANAGEMENT	1-1
CHAPTER II. TRAINING AND QUALIFICATIONS	1-1
SECTION A. FIREARMS TRAINING.....	1-1
SECTION B. FIREARMS QUALIFICATIONS	1-1
CHAPTER III. DUTIES	1-1
CHAPTER IV. WEAPONS AND MUNITIONS.....	1-1
CHAPTER V. FACILITIES AND EQUIPMENT	1-1
CHAPTER VI. PERFORMANCE TESTING.....	1-1
ANNEX 1. LEGAL AUTHORITY/FRESH PURSUIT/RULES OF ENGAGEMENT	1-1
ANNEX 2. DEPARTMENT OF ENERGY TACTICAL DOCTRINE	1-1

APPENDIX A. FEDERAL PROTECTIVE FORCE

- Chapter I – Management
- Chapter II – Training
- Chapter III – Duties
- Chapter IV – Weapons and Munitions
- Chapter V – Facilities and Equipment
- Chapter VI – Performance Testing

CHAPTER I. MANAGEMENT

1. MISSION AND RESOURCE PLANNING. In accordance with DOE S&S Protection Program Management requirements, FPF programs, functions, and activities must incorporate basic planning principles to ensure they accomplish their intended purpose.
 - a. Mission. FPF programs must clearly identify the mission to be fulfilled by the organization.
 - b. Resource Requirements. Resource requirements must be documented in an approved security plan (SP) based on the results of the applicable analysis.
 - c. Authorizations. Authorizations may be identified in terms of full-time equivalents (FTEs), the total number of personnel needed, total number of direct man-hours, and/or quantities of equipment items needed to perform work.
 - d. Actuals. FPF programs must track the total number of assigned personnel and personnel currently qualified for duty (e.g. who are available for mission assignment).
 - e. Funding. FPF programs must develop funding requirements that provide direct relationships between costs and identified personnel and equipment authorizations.

2. LEGAL AUTHORITY, USE OF FORCE / RULES OF ENGAGEMENT, AND FRESH PURSUIT. FPF programs must develop, maintain, and implement formal written guidance governing arrest authority, the use of force, operational rules of engagement (ROE), and fresh pursuit. This guidance must be coordinated with the respective Office of General Counsel and address:
 - a. Applicable laws, including enforceable criminal statutes contained in Title 18, *Crimes and Criminal Procedure*, and Title 42, *The Public Health and Welfare*, of the U.S. Code, and implementing regulations contained in 10 CFR Part 1047.
 - b. Determination of hostile intent.
 - c. Fresh pursuit procedures, responsibilities, and safety considerations.
 - d. Mission-specific ROE governing the use of force in accordance with the type of materials or other assets being protected, adversarial task times, characteristics, and capabilities as described in the current version of DOE O 470.3. *Design Basis Threat*, current version, and the consequences of asset loss.
 - e. This Order does not extend criminal law enforcement authority and jurisdiction beyond what is permissible under Section 161k of the AEA) (42 U.S.C. 2201(k)) or that is provided pursuant to deputation by the U.S. Marshals Service.

3. OPERATIONAL GUIDANCE AND WRITTEN DIRECTIVES SYSTEM. The intent of plans and procedures is to ensure that FPF mission-support functions are accomplished as intended.
 - a. Development.
 - (1) FPF programs shall develop written plans and procedures covering routine, emergency, and administrative duties; and other operational requirements where needed.
 - (2) Plans and procedures must be clear and concise.
 - b. Response Plans. FPF programs must maintain written Response Plans to address the potential adversaries identified in DOE O 470.3, current version (e.g., demonstrator, active assailant, terrorist, etc.).
 - c. Mission Planning and Tactical Response.
 - (1) Mission planning and execution must be in accordance with the principle of neutralizing any threat in the earliest possible phase of response.
 - (2) FPF programs must ensure that FPF personnel are knowledgeable of current doctrine, Mission Essential Task List (METL) requirements, and threats.
 - (3) FPF personnel must be prepared to execute decentralized, initiative-based decision-making during tactical response in accordance with response plans and/or standard operating procedures (SOPs).
 - d. Standard Operating Procedures. Program specific requirements for the FA and SA programs must be provided in SOPs developed and approved by the Office of Secure Transportation (OST) and the Office of Special Operations (OSO) respectively.
 - e. Agent-Involved Shooting (AIS) Procedures. FPF programs must develop procedures to address AISs. These procedures must include roles and responsibilities for pre-incident preparations, incident scene procedures and post-incident procedures.
 - f. Configuration Control. The written directives system must incorporate a formal controlled and documented configuration control process to ensure that accurate information is available, in a timely manner, for FPF to perform their functions effectively under both normal and emergency situations.
 - g. Availability. Written directives must be available to FPF personnel for reference and guidance in the performance of routine and emergency duties. The directives may be available either electronically or hardcopy.

- h. Review. Operational and emergency response guidance must be reviewed at least every 12 months or upon a requirement change. The review must be documented.
4. DOE FEDERAL PROTECTIVE FORCE PERSONNEL MANAGEMENT.
 - a. FPF Positions. FPF positions are those used in either an armed or unarmed status for the purpose of protecting and/or investigating offenses against DOE assets including facilities, personnel, sensitive materials, and other property.
 - (1) Federal Officers (FOs) (unarmed) are Federal employees who conduct interviews, inquiries, inspections, surveys, investigations, and liaison activities with law enforcement officials. These FOs are not authorized to carry firearms and have no arrest authority. Personnel must meet the following conditions for initial assignment to and retention in an FO (unarmed) position.
 - (a) Security Clearance
 - (b) Certification in Human Reliability Program (HRP), if required by 10 CFR 712, *Human Reliability Program*
 - (2) FOs (armed) are Federal employees who require firearms/arrest authority pursuant to Section 161k of the AEA or section as an official function or duty. Personnel must meet the following conditions for initial assignment to and retention in an FO (armed) position.
 - (a) Security Clearance
 - (b) Certification in HRP, if required by 10 CFR 712
 - (c) Medical Standards
 - (d) Physical Fitness
 - (e) Firearms Qualification
 - (f) Initial Training
 - (g) Sustainment Training
 - (3) Special Agents (SAs) are Federal employees of the OSO who require firearms/arrest authority pursuant to Section 161k of the AEA, while participating in special operations such as executive protection, making an arrest, or conducting an investigation. Personnel must meet the following conditions for initial assignment to and retention in an SA position.
 - (a) Security Clearance
 - (b) Medical Standards

- (c) Physical Fitness
 - (d) Firearms Qualification
 - (e) Driver's License
 - (f) Initial Training
 - (g) Sustainment Training
- (4) OST Federal Agents (FAs), i.e., Nuclear Materials Couriers, are armed DOE FPF employees of NNSA, under the authority of the ADA for OST, who provide safe off-site domestic transportation of materials. Personnel must meet the following conditions for assignment to Nuclear Transportation Duties, and retention in an FA position.
- (a) Security Clearance
 - (b) Certification in HRP
 - (c) Medical Standards
- (a) Physical Fitness
 - (b) Firearms Qualification
 - (c) Driver's License - FAs must maintain a valid state driver's (operator's) license and all required endorsements and classifications.
 - (d) Initial Training
 - (e) Sustainment Training

b. Authority to Carry Firearms on Duty.

- (1) No person will be authorized to carry a firearm as a FPF officer until the individual is qualified in accordance with the approved firearms standard, appropriate Federal firearms restrictions defined in the Gun Control Act of 1968¹, as amended, and is issued a credential.
- (2) Written documentation must be maintained indicating each individual who is authorized to carry firearms and make arrests without warrant while performing official duties.

¹ Pub. L. No. 90-618, 82 Stat. 1213 (1968). Gun Control Act of 1968

- (3) Off-duty use of FPF credentials, shields, firearms and equipment is generally prohibited by the AEA.
 - (a) FPF deputized as U.S. Marshals may remain armed when off-duty with the approval of the appropriate arming authority.
 - (b) OST FPF may remain armed off-duty with the approval of the OST arming authority only when no reasonable storage facility can be identified, or other identified mission-specific circumstances require off-duty carry. The approval authority shall record the basis and circumstances for authorizing such approval at the time of approval.
 - (c) When the off duty carrying of firearms is authorized, protection and control measures must be established and approved by the appropriate arming authority.
 - (4) Off-duty FPF have no arrest authority granted by the AEA; other arrest authorities may still apply, e.g., special deputation from the U.S. Marshals Service.
 - (5) When on duty, carrying and use of privately owned weapons, pyrotechnics and ammunition is prohibited.
- c. Authority to Use Firearms on Duty.
- (1) Firearms instructors who do not have arrest authority are authorized to use firearms with which they are currently qualified, only when performing their instructional duties.
 - (2) Unqualified personnel are authorized to use firearms only as needed for firearms proficiency training prior to firearms qualification.
 - (3) Armorers are authorized to conduct firearms test fire.
- d. Human Reliability Program. FPF programs must identify HRP positions in accordance with 10 CFR Part 712. FPF programs must develop, maintain, and implement written guidance in the form of an HRP Implementation Plan defining roles, responsibilities, requirements, authority, and procedures for administration of the HRP in accordance with 10 CFR Part 712.
- e. Records. FPF records management must comply with Schedule 5.6 of the General Records Schedule, or the DOE Records Schedules.
5. QUALIFICATION REQUIREMENTS. FPF personnel must comply with the Departmental medical, physical readiness, firearms qualifications and training requirements as appropriate for their respective position.

- a. Drug and Alcohol Testing.
 - (1) FPF personnel are subject to Federal and Departmental drug testing requirements found in DOE O 343.1, *Federal Substance Abuse Testing Program*, current version.
 - (2) FPF personnel, enrolled in HRP, are also subject to the drug and alcohol testing requirements found in 10 CFR Part 712.
- b. Security Clearance/Access Authorization. FPF personnel must possess a security clearance/access authorization commensurate with the highest level of classified information or matter to which they need access.
- c. Medical and Physical Readiness Standards. Armed FPF personnel must meet and maintain the medical and physical readiness standards as contained in 10 CFR Part 1046, *Protective Force Personnel Medical, Physical Readiness, Training, and Access Authorization Standards*, or more stringent standards as required by their organization.
- d. Firearms Qualification Requirements. Armed FPF must qualify with an approved course for each firearm that is reasonably expected to be used during duty assignment.
 - (1) Approved Qualification Courses.
 - (a) DOE approves firearms qualification courses to ensure that personnel are uniformly qualified with the firearms they are authorized to carry.
 - (b) FPF program offices must identify in writing, the specific approved DOE or Federal Law Enforcement Training Center (FLETC) qualification courses and standards to be used for FPF.
 - (c) Where DOE standardized firearms qualification courses are unsuitable or do not exist for a firearm or weapons system, FPF programs are required to address site/organization-specific qualifications.
 - 1 Daylight and reduced light qualification courses must be developed.
 - 2 These courses must include minimum scoring requirements constrained by time limits.
 - 3 The developed courses must be submitted for DOE approval using the process established by DOE.

- (d) An FPF member may be required to demonstrate the ability to meet qualification standards during an inspection, survey, review, audit, or otherwise as directed by DOE line management. Failure to meet the performance standard must be treated as if the individual failed the first attempt during semi-annual requalification.

(2) Qualification Standard.

- (a) FPFs must achieve passing scores on both daylight and reduced lighting qualification course with each individually assigned firearm.
- (b) OST FAs must achieve passing scores on the daylight 40 mm qualification course to be assigned/issued a grenade launcher for mission operations. When OST has fielded a suitable night optic, a reduced-light qualification must also be developed and required.
- (c) OST FAs assigned to Special Response Force duties must also achieve passing scores on the Shooting-on-the-Move Handgun and Rifle Qualification Courses (or OST approved alternative) and the Skills Test of the Live-Fire Shoot House (LFSH) Qualification Course.

(3) Qualification Frequency. FPF members must qualify with assigned firearms prior to their initial assignment to duty and at least every 6 months thereafter.

(4) Failure and Remediation.

- (a) An individual who fails to qualify on the first attempt at any qualification course of fire may be afforded an opportunity for immediate retest if practical. (e.g. subject to range availability, conditions, scheduling, and other constraints)
- (b) If an immediate retest is not practical, or the individual was given an immediate retest and failed, the organization must immediately suspend the individual's authority to carry firearms. The individual must also surrender any related law enforcement credentials, until such time as the individual successfully requalifies.
- (c) The individual must receive remedial firearms training designed to address his or her identified deficiencies. Following remediation, the individual must reattempt to qualify within 30 days of failure.
- (d) FPF personnel that are unable to successfully complete a required firearms qualification after remedial training are subject to revocation of the FPF members credentials. Management has the

discretion to extend the suspension period where illness or injury prevents the FPF member from attempting to requalify.

- e. FPF Training. FPF personnel must complete a formal training program before assignment to duties and sustainment training as established by their respective line management.
 - f. Rehire/Return to Duty. FPF Programs must develop, maintain, and ensure implementation of written guidance that defines the retraining, qualifications, and certifications required to perform assigned duties. The written guidance will address any break in service that results in a lapse in qualification.
 - g. Special Skills Qualifications.
 - (1) Organization/mission-specific conditions may require FPF personnel to possess special skills for which they must train and qualify.
 - (2) Responsible line management must ensure that personnel assigned to these duties are trained, formally evaluated, qualified, and, if required, certified by an appropriate accrediting authority before performing those duties.
 - (3) Certifications required by specific job functions (e.g., National Registry of Emergency Medical Technicians for Medics, a Federal Aviation Administration license for UAV pilots) must be kept current.
6. SHIELDS AND CREDENTIALS. FPF programs must develop, maintain, and implement formal written guidance defining roles, responsibilities, and requirements for shields and credentials. Suspension and revocation actions must occur in accordance with written guidance.
- a. Suspension Authority. The employing organizations' formal written guidance must identify the appropriate suspension authority. The suspension authority must suspend shields and credentials when any of the below circumstances exist:
 - (1) The FPF member is no longer eligible to carry a firearm due to a lapse or failure to qualify.
 - (2) The FPF member is suffering from a medical, physical, or emotional condition that may impair his/her judgment or ability to properly deploy a firearm.
 - (3) The FPF member has made an unauthorized discharge of his/her issued firearm.
 - (4) The FPF member has demonstrated poor judgment in handling or safeguarding a firearm in accordance with DOE directives, policies and guidelines.

- (5) The FPF members' security clearance has been suspended.
 - (6) The FPF member threatens/causes physical harm towards self or others.
- b. Revocation Authority. The employing organizations' formal written guidance must identify the appropriate revocation authority. The revocation authority must revoke shields and credentials and use of any/all firearms when any of the below circumstances exist.
- (1) The revocation authority has considered the facts related to suspension of a FPF members' shield and credentials and determined that the FPF member is unsuitable for armed duty.
 - (2) The FPF members' security clearance has been revoked.
 - (3) The FPF member has been convicted of a misdemeanor charge of domestic violence.
- c. Suspension/Revocation of Other Credentials. In the event that credentials are suspended or revoked, the FPF member must also surrender any other issued arming and arrest credentials (e.g., U.S. Marshals Service Special Deputation).
- d. Reissuance of Suspended/Revoked Credentials. Credentials will be reissued in accordance with the employing organizations' written guidance.

CHAPTER II. TRAINING

1. FPF TRAINING PROGRAM REQUIREMENTS.

- a. Training programs must be established and implemented based on mission requirements established by their respective organizations and this Order
- b. FPF training programs must be based on DOE TAP criteria.
- c. DOE personnel responsible for training FPF members must prepare a Job Analysis (JA) that identifies the individual tasks required for job proficiency. The JA will be based on position description and mission requirements for each individual position. The JA must be reviewed at least every 12 months.
- d. FPF organizations must prepare a METL which identifies the collective tasks that are essential to mission success. The METL provides the basis for collective training and testing. It must be reviewed at least every 12 months.
- e. The JA and METL must be approved by the ADA for OST, or appropriate authority for other FPF programs.
- f. FPF programs must identify training requirements through the analysis of threat, METL, job analyses, impacts of new equipment, previous training outcomes, results of surveys, validation exercises, inspection results, and other inputs. Initial and sustainment training at all levels must be based upon mission requirements.
- g. FPF personnel must demonstrate proficiency in the skills and abilities necessary to perform required assigned job tasks.
- h. Armed FPF Officers must demonstrate appropriate use of force based on objective reasonableness, legal authority, and ROE governing the application of lethal and less-lethal force.

2. OST FEDERAL PROTECTIVE FORCE TRAINING REQUIREMENTS.

- a. Initial Training. OST must develop an FA recruit training program based on a JA of assigned tasks and functions. Recruit training will be conducted at a frequency dictated by workload projections, manpower needs, and recruiting efforts. Pass/fail criteria must be published in formal written guidance and must, at a minimum, require that trainees:
 - (1) Qualify, demonstrate safe handling, and pass manipulation tests with issued FA weapons.
 - (2) Achieve passing scores on written and practical tests in Law Enforcement Control Tactics and legal authorities, to include the use of force, and ROE.

- (3) Achieve passing scores on written tests to demonstrate competency in classroom subjects.
 - (4) Obtain a state Commercial Driver's License with required endorsements and classifications.
 - (5) Meet OST approved FA physical fitness standards.
 - b. On the Job Training (OJT). OST must maintain an OJT program to advance FA competency. The OJT program will reinforce knowledge, skills, and abilities gained in the initial training program and introduce additional skills as appropriate. OST must identify standardized FA OJT tasks.
 - c. Sustainment Training. OST shall analyze and identify individual and collective training that must be conducted on an ongoing basis to maintain and improve FA knowledge, skills, and abilities, through both formal training programs and decentralized, Unit-based training.
 - (1) Prioritization and frequency of specific task and skill-set training must be based upon analysis.
 - (2) The analysis will consider the criticality, complexity and perishability of the skill and its relevance to mission success.
3. FPF FIREARMS TRAINING.
 - a. Requirements. FPF firearms training programs must be based on the following criteria:
 - (1) Participants must demonstrate both technical and practical knowledge necessary for the safe use of all firearms they are issued for duty.
 - (2) Training records for personnel authorized to carry firearms must be available for review by appropriate safety and security personnel.
 - (3) Live-fire activities must be preceded by a safety briefing for all participants and authorized observers. The briefing must be conducted by personnel with knowledge of the firearms to be used and the nature of the activity.
 - (4) Firearms training which imparts new skills to the training audience must be conducted in accordance with current approved Lesson Plans or instructional guidelines that incorporate safety requirements, training objectives, and task performance standards. Lesson Plans or instructional guidelines must be available during the conduct of training, for review by appropriate safety and security personnel.

- (5) Firearms practice that sustains existing skill sets must be conducted in accordance with all applicable range procedures, safety and risk management requirements, site or organization SOPs, and other applicable written guidance.
- b. Standard Operating Procedures (SOPs).
 - (1) FPF programs must develop, maintain, and implement SOPs or other written directives to ensure firearms training/range operations are conducted safely. Specific site/range procedures established by the owning organization must be applied to address unique conditions and requirements.
 - (2) Firearms training/range operation SOPs must be reviewed and approved by appropriate safety and management personnel at intervals defined by departmental policy, or more frequently if significant revisions are made to the firearms facilities or training program.
 - (3) SOPs must include all general and specific range safety rules, instructor-to-shooter ratios, and range operation procedures.
4. SPECIAL SKILLS TRAINING. FPF must develop and implement written guidance in the form of policies, SOPs, manuals, or other documentation addressing special skill sets required for successful mission performance. This guidance will include selection, initial and sustainment training requirements, and qualification standards.
5. TRAINING INSTRUCTORS.
 - a. Training instructors must have the requisite qualifications and certifications for their jobs.
 - b. Personnel assigned instructor duties must be currently qualified to the level of training delivered in accordance with this order, their respective FPF program, and any other applicable requirements.
 - c. Supervisors must regularly evaluate training staff performance and must ensure that each instructor is evaluated for competency at least every 12 months. Instructors whose performance is less than satisfactory, must receive remedial training to correct deficiencies, or be removed from instructor duties.
6. FIREARMS INSTRUCTORS.
 - a. Personnel assigned as firearms instructors must have completed the DOE National Training Center (NTC) Firearms Instructor Certification (FIC) course, a FLETC, Military, other Federal Agency's equivalent course certification, or an OST-developed course approved by the OST ODFSA with concurrence of the Office of Security.

- b. Firearms instructors certified by the DOE NTC must meet DOE NTC recertification standards.
 - c. Instructors who are required to train FPF personnel on weapons other than the handgun and rifle must complete the DOE NTC Advanced Weapons Systems Instructor Certification course, an OST-developed course approved by the OST ODFSA with concurrence of the Office of Security, or manufacturers training on non-standard weapons systems, in addition to the FIC or equivalent.
 - d. Firearms Instructors must qualify on both daylight and reduced lighting course of fire at least every 12 months on any weapons with which they will provide instruction and demonstrate competency in assigned Firearms Instructor duties.
 - e. Evaluation of the currency and competency of FAs who have completed FIC and their continued assignment to Firearms Instructor duties is the responsibility of their line management.
7. OST LIVE FIRE SHOOT HOUSE INSTRUCTORS.
- a. The LFSH Officer in Charge and instructors must successfully complete a DOE NTC-approved instructor certification course, or an OST-developed course approved by the OST ODFSA with concurrence of the Office of Security and meet the requirements for the duties they are assigned to perform.
 - b. LFSH Instructors must be currently qualified on either the DOE LFSH Qualification Course or the OST-developed LFSH Qualification Course.
8. OST DRIVER INSTRUCTORS/CERTIFIERS. OST Federal or contractor employees who provide initial, remedial, and rehabilitation training in the operation of OST vehicles, administer OST Check Rides, or sign certification documents must:
- a. Meet the general instructor qualification requirements and possess a Commercial Driver's License from their state of residence.
 - b. Meet the drive certifier requirements established by OST.
9. LAW ENFORCEMENT CONTROL TACTICS (LECT) INSTRUCTORS.
- a. LECT instructors be certified by completing the FLETC LECT Instructor Training Program.
 - b. Must be currently qualified in accordance with organizational SOPs to perform instructor duties.
10. ARMORERS. FPF Armorers must have the knowledge, capability, and be assigned responsibility for inspecting, maintaining, and repairing all firearms available for use.

a. Armorer Certification.

- (1) FPF Armorers must be certified in accordance with the DOE NTC Armorer Certification requirements.
- (2) FPF Armorers must successfully complete a manufacturers or military Armorer course for the specific weapons employed for site use when such courses are available.

b. Armorer Proficiency.

- (1) FPF Armorers must maintain proficiency through the performance of their duties and practical training.
- (2) FPF Armorers must demonstrate proficiency in the performance of assigned duties in accordance with established procedures.
- (3) FPF Armorers must attend manufacturers or military Armorer currency training courses as soon as practicable after they become available.
- (4) For demonstration and training firearms where no military or factory Armorer course is available, the Senior Armorer must develop a course of instruction to include:
 - (a) Operation of the firearm, including loading, unloading, malfunction clearance, and cycle of operations of the firearm.
 - (b) Disassembly.
 - (c) Assembly.
 - (d) Critical tolerances to include minimum and maximum trigger pull, headspace, timing, barrel erosion, and wear points.
 - (e) Repair of all parts and components.
 - (f) Cleaning.
 - (g) Storage condition to prevent deterioration, i.e., action open or closed, dust covers in place, rust preventive measures, etc.
- (5) Armorers who work on Engagement Simulation System (ESS) firearm systems must have specific training on the modifications of these firearms and understand all DOE documentation regarding their operation and maintenance. They must also know their site's specific rules pertaining to ESS firearms.
- (6) Supervisors must formally evaluate FPF Armorers at least every 12 months.

- (7) Armorer evaluation must consist of observation of armorer performance during actual duties and/or by performance testing activities, as well as inspection of required armory firearms records and other applicable documentation.
 - (8) If an FPF Armorer's performance does not meet supervisory expectations, the supervisor may:
 - (a) Direct remedial training to correct deficiencies.
 - (b) Temporarily restrict or remove the Armorer from duties until remedial or developmental training is complete.
 - (c) Permanently remove the Armorer from duty.
11. FORCE ON FORCE (FOF) CONTROLLERS. Personnel performing controller duties in FoF training, performance testing (PT) and validation events must have completed formal controller training including at a minimum:
 - a. Control of FoF participant activities in accordance with scenario requirements,
 - b. Exercise ROE,
 - c. Pyrotechnics Safety, if applicable,
 - d. ESS, if applicable, and,
 - e. Site and scenario-specific training for the activity, as approved in specified plans and other guidance.
12. OPPOSING FORCE. Personnel performing Opposing Force (OPFOR) duties must be selected and trained to represent a credible adversary in order to measure and increase the performance of FPF members. OPFOR will possess the following knowledge, skills, and abilities:
 - a. Proficiency in the tactics, techniques, and equipment necessary to meet FoF objectives.
 - b. Knowledge of FPF operations as necessary to meet objectives.
 - c. The knowledge of exercise ROE, safety controls, and other guidelines to ensure the health and safety of all persons in the exercise area.
 - d. The physical ability to perform the required activities.
 - e. Procedures for accountability, issue, and turn-in of equipment.
 - f. OPFOR Lead must complete site specific OPFOR Controller training requirements.

13. NON-DOE TRAINING COURSES. Attendance of FPF members at non-DOE-sponsored training courses must be approved by the ADA or designee for OST, or appropriate authority for other FPF programs. Use of non-DOE sponsored training courses must be consistent with applicable mission requirements.

14. FORCE-ON-FORCE EXERCISES. The types and frequency of training exercises must be based on the training needs analysis and approved by the FPF line management. FoF exercises used for training, or performance testing, must be based on mission-specific tactics, techniques, procedures, and operational practices. FPF programs must maintain formal written guidance for the implementation of FoF exercises and performance tests. This guidance must include:
 - a. Execution Plan. An Execution Plan must be developed and approved for all off-site exercise events, describing necessary requirements and actions. It must include a schedule, Safety Plan, Security Plan, all pertinent Exercise and/or instructional guidelines, and coordinating instructions covering personnel, logistics, load plans, travel, and staging of equipment.

 - b. Exercise Plan. All FoF events must be planned and conducted according to a formal written Exercise Plan that addresses each of the following, and, if an item is not applicable, this must be indicated in the plan:
 - (1) Objective(s) of the exercise
 - (2) Scenario/activity description
 - (3) Exercise control measures to include participant ROE
 - (4) Resource requirements
 - (5) Training requirements
 - (6) OPFOR Coordination.
 - (7) Safe exercise halt procedures
 - (8) End of exercise accountability
 - (9) Coordination and approval
 - (10) Evaluation

 - c. Command and Control.
 - (1) Controller staff must be organized in a manner that facilitates the control of all affected locations and the control and coordination of all events to be initiated during the exercise.

- (2) Controller staff are responsible for ensuring safety during exercise activities.
 - (3) Controllers must ensure that: exercise ROE are followed, all approved safety controls for hazards identified in the Safety Plan are implemented, exercise continuity is maintained, and exercise objectives are met.
 - (4) Any controller, evaluator or participant may call a stop to the exercise for safety reasons.
 - (5) Individual Controllers may have several duties assigned depending on where they are and what activities are occurring in their areas of responsibility.
- d. Command and Control Positions. Every FoF exercise must be regulated by Controllers under the supervision of an Exercise Director.
- (1) Exercise Director. The exercise director is a senior Federal official charged with overall responsibility for the exercise, to include pre-planning activities, assuring command and control during the exercise, and follow-up for any lessons learned.
 - (2) Senior Controller. The senior controller reports directly to the exercise director and is responsible for coordinating, establishing, and supervising the exercise controller staff; identifying the number of personnel required to control the exercise; ensuring that appropriate controller training is conducted; and developing and implementing the concept of operation for the exercise director.
 - (3) Safety Controller. The safety controller is responsible for assessing the exercise plan and ensuring that walk downs of the exercise area and safety briefings are conducted. The safety controller also ensures that safety briefings address; exercise ROE, medical response, munitions, firearms, vehicle and personnel safety. The safety controller provides support to the senior controller and must remain in contact with the senior controller at all times during the exercise.
 - (4) ESS Controller. The ESS controller is responsible for controlling the issuing and accounting for all ESS and support equipment.
 - (5) OPFOR Controller. The OPFOR controller must possess sufficient tactical expertise, knowledge, and physical ability to ensure that his/her presence does not interfere with the actions of the OPFOR.
 - (6) Evaluators. Evaluators are observers with responsibility to record exercise progress, the actions of participants, and the results of actions, in accordance with the objectives and evaluation methodology in use.

- (7) Trusted Agents (TAs). The TA works with the testing organization to develop realistic PT scenarios. TAs must not divulge sensitive information to participants.

e. FoF Evaluation.

- (1) Evaluation criteria must be derived from established task standards where possible.
- (2) Evaluation teams must incorporate After-Action Reviews (AARs) and produce After-Action Reports based on evaluation criteria for FoF exercises.

f. Safety.

- (1) FPF programs must identify hazards associated with FoF exercises and take all actions that are necessary, yet practical, to ensure the safety and health of participants, while providing the most realistic training experience possible.
- (2) Specific exercise ROE must be developed and documented for each FoF, as applicable. See DOE STD 1231-2018 for detailed guidance.
- (3) A site/facility "walk down" must be conducted to identify all hazards that may impact the safety of participants. A risk assessment and formal written procedures addressing all safety considerations must be prepared by the appropriate risk level approving authority and included in the exercise Safety Plan.
- (4) Participants must receive a briefing on identified hazards and safety control measures to include exercise ROE.

15. ENGAGEMENT SIMULATION SYSTEM SAFETY. ESSs must be used in a manner consistent with the participant's safety, health, and most beneficial training experience possible.

a. Personnel Safety. A designated controller must address the following safety related controls to all personnel participating in ESS FoF exercises or PTs. The participants must:

- (1) Avoid hazardous areas;
- (2) Monitor their own physical condition for signs of overexertion;
- (3) Watch for other participants who appear injured or otherwise are in need of assistance, and immediately ceasing ESS activities in order to render aid and notify a controller or instructor;

- (4) Report injuries, regardless of severity, to the nearest controller, instructor, or safety representative;
- (5) Handle and use all ESS firearms and weapons safely as though they were live fire weapons;
- (6) Inspect their issued ESS weapons and ammunition to ensure appropriate ESS ammunition (no live) and that the ESS weapons and magazines are properly color coded;
- (7) Limit physical contact during an arrest scenario to searching and handcuffing, and refrain from violent physical contact;
- (8) Not attempt to disarm a participant by grabbing their firearm or person;
- (9) Ascend or descend from elevated positions by ladder, stairway, or other safe method; only jump from elevated positions if necessary and safe;
- (10) Avoid hot propellant gases vented from weapons systems; and
- (11) Avoid taking positions within 10 feet of a vehicle hit indicator system that contain an explosive charge.

b. ESS Firearms Safety. All firearms, ammunition and equipment used in ESS activities must meet the following requirements.

(1) General Requirements.

- (a) ESS equipment capable of allowing a lethal projectile to exit the muzzle is not authorized for use during training or PTs.
- (b) ESS firearms and equipment must be distinctively marked; marking must be at least one square inch, located in a conspicuous location, and color coded as indicated:
 - 1 Orange – multiple integrated laser engagement system (MILES)/blank fire firearms, magazines, and speed loaders;
 - 2 Blue – Dye marking cartridge (DMC) firearms, magazines, speed loaders, and paintball (PB) systems;
 - 3 Blue and orange – DMC/MILES hybrid firearms;
 - 4 Red or Blue – Inert/simulated firearms, weapons and training aides; and
 - 5 Green – Airsoft systems.

- (c) ESS controller/instructor and participants must verify that the proper exercise firearms and ammunition are in use prior to the exercise.
 - (d) ESS firearms must not be loaded until authorized by a controller or instructor.
- (2) MILES/Blank Fire Safety.
- (a) MILES firearms must be equipped with:
 - 1 Approved blank fire adapters or blast deflectors, with the exception of single shot grenade launchers and long range rifles; and
 - 2 Live round inhibiting devices and/or ported chambers, plus one or more additional engineered safety controls,
 - (b) MILES firearms must only be fired at participant who are 10 feet or more away.
 - (c) Maintenance and adjustments to laser transmitters must be performed only by the supplier or by qualified site personnel approved by the supplier.
- (3) DMC/PB Safety. DMC firearms must meet the following requirements:
- (a) DMC firearms, conversion kits, and ammunition must be approved by the ODFSA.
 - (b) Manufacturers' recommendations for the shelf life of DMC/PB ammunition must be followed.
 - (c) All DMC/PB equipment must be maintained and tested in accordance with manufacturers' specifications.
 - (d) DMC/PB rounds are not allowed in MILES exercises unless one of the following safety measures is in place:
 - 1 Approved hybrid weapons are used, or
 - 2 MILES and DMC/PB engagement areas are physically separated; e.g., MILES employed for containment and longer distance engagements, and DMC/PB for interior close quarter battle engagements and room clearing, provided proper personal protective equipment (PPE) is worn for the respective ESS being used.

- (e) Instructor/controller to shooter ratios must be dictated by the type of PT scenario. Participants must be familiar with the DMC firearm/PB system to be used in the PT.
 - (f) DMC/PB PPE requirements include:
 - 1 All DMC/PB PPE must be visually inspected by a controller or instructor before each use.
 - 2 Helmets with spring loaded face shields must not be used during DMC or PB activities.
 - 3 Protective eyewear must meet ANSI/ISEA Z87.1 standard or weapon/ammunition manufacturers' specifications, whichever is more stringent.
 - 4 Face protection must provide protection from DMC/PB projectiles entering under the face mask when the wearer tilts his/her head back or looks upward.
 - 5 Clothing with a tight weave fabric, such as that in military type/field uniforms or coveralls, is recommended to cover and protect any exposed skin.
 - (g) DMC/PB systems must not be fired at personnel closer than one meter or in accordance with manufacturer specification, if more restrictive.
- (4) ESS Light Anti-Tank Weapon (LAWs)/Rocket Propelled Grenades (RPGs) Safety.
- (a) LAWs/RPGs must be used only in designated areas.
 - (b) LAWs/RPGs must not be cocked until the target is identified.
 - (c) LAWs/RPGs simulators must comply with exclusion distances and conditions applicable for the actual weapon systems. The exclusion distance for the LAW/RPG is 5 feet to either side and 30 feet to the rear.
- c. Pyrotechnics, Noise and Flash Diversionary Devices (NFDDs), and Obscurants.
- (1) NFDDs may be used in PTs with the following conditions:
 - (a) NFDDs that are designed and intended to be employed in real-world tactical situations must not be deployed into occupied rooms or hallways.

- (b) NFDDs that are designed and intended to be employed in training events may be deployed into occupied areas during training activities, if approved by the site safety organization.
- (2) Procedures for handling duds and expended devices must be included in the PT plan and applicable lesson plans.
- (a) These procedures must follow the manufacturer's disposal recommendations or site approved procedures,
 - (b) Participants must never pick up thrown pyrotechnics, NFDDs, or chemical agents, even those that appear to be duds.
 - (c) Duds must be reported, as soon as possible after discovery, to the Senior Controller.
 - (d) Duds and expended devices must be disposed of by properly trained personnel.
- (3) Procedures for activities such as wiring pyrotechnics into vehicle electrical systems and the use of booby traps and trip wires must be included or referenced in PT plans/procedures.
- (a) These activities must follow manufacturer's recommendations or site approved procedures.
 - (b) These activities must be conducted by properly trained personnel.
- (4) Smoke and obscurant generating pyrotechnics.
- (a) Smoke and obscurant generating pyrotechnics must not be used indoors or in confined spaces.
 - (b) Participants must attempt to avoid unnecessary exposures to smoke systems.
 - 1 Full immersion in high density smoke for extended periods must be avoided where possible.
 - 2 If immersion cannot be avoided, respiratory protection must be used as defined in the risk analysis.
 - (c) Thrown smoke grenades must be deployed by persons trained in their safe deployment methods and knowledgeable of their potential hazards.
 - (d) When thrown smoke grenades and other pyrotechnics are deployed in PT activities, adequate firefighting equipment and persons knowledgeable in their use must be readily available.

- (e) Pre-activity safety briefings must address the safety concerns related to the use of smoke and obscurants, the controls for the deployment of smoke, and the safety controls established to control and limit personnel exposures.
- d. Vehicle Safety. The following requirements apply to the use of vehicles during an exercise.
- (1) Vehicles must not be mounted or dismounted until after they come to a complete stop.
 - (2) All personnel in moving vehicles must wear seat belts at all times, when available.
 - (a) Due to the configuration of OST response vehicles, seat belts may not be available for all passengers. Alternative safety controls must be addressed in an approved safety plan.
 - (b) Passengers may ride in the back of moving open vehicles provided that they remain seated within the vehicle and restraint devices are installed and used.
 - (3) Vehicle maneuvers (e.g., accelerations and decelerations, cruising, turns, etc.) must be made in accordance with local vehicle operating procedures.
 - (4) When a PT scenario requires a roadblock, it must be simulated by placing a blocking vehicle on the shoulder of the road and by ensuring that a controller is notified that a roadblock has been established.

CHAPTER III. DUTIES

1. FEDERAL AGENTS, FEDERAL OFFICERS, SPECIAL AGENTS.

a. Assignments.

- (1) Assignments must be established by DOE Line Management based on mission-specific needs.
- (2) FPF Officers should not be assigned other duties that have the potential to impact their ability to perform their primary role.

b. Knowledge, Skills, and Abilities. FPF Officers, upon request or when required, must be able to demonstrate a working level knowledge of the essential functions of their assignment and of applicable patrol orders (POs)/general orders (GOs) and SPs.

CHAPTER IV. WEAPONS AND MUNITIONS

1. GENERAL REQUIREMENTS.

- a. All personnel covered by this Appendix are required to comply with the requirements contained in DOE O 440.1, *Worker Protection Program for DOE (Including the National Nuclear Security Administration) Federal Employees*, current version and Technical Standard 1212-2019, *Explosives Safety*.
- b. FPF programs must determine the firearms, ammunition, explosive, and pyrotechnic capabilities that meet their mission requirements. FPF programs must evaluate, select, and procure firearms and munitions as appropriate to meet those requirements.
- c. Firearms, ammunition, pyrotechnics, and explosives used by FPF must be based on the adversary capabilities outlined in DOE O 470.3, *Design Basis Threat (DBT)*, current version, or successor document and the results of SRAs and VAs, as applicable.
- d. Firearms, ammunition, pyrotechnics, and explosives must be available in sufficient quantity, to include spares, to permit FPF personnel to act according to response plans.
- e. Use of fully automated Directed Energy and Remotely Operated Weapons Systems (ROWS) is not permitted within DOE. It is DOE policy that a human being must make a conscious decision to employ all weapon systems capable of delivering deadly force before each operation of such equipment.
- f. Any discharge of a firearm, pyrotechnic, or explosive for other than training purposes must be reported in accordance with the organization's Incidents of Security Concern (IOSC) program. Unauthorized discharges must result in the immediate removal of the FPF Officer until the cause has been determined and any required corrective actions have been completed.
- g. If the presence of alcohol or drugs is detected on an individual, they must be denied the issuance of a firearm and/or be disarmed and removed from duty.
- h. Personnel handling firearms, ammunition, pyrotechnics, and explosives must be fit for duty.

2. FIREARMS.

- a. Duty Use.
 - (1) Routine loading or clearing of firearms must take place only in an approved area or when the barrel of the firearm is in or pointing toward a bullet containment device. Loading and clearing of firearms under field conditions or where a bullet containment device is not available must be

performed with the firearm pointed in a safe direction according to approved safety procedures.

- (2) Routine loading and clearing of any firearm must be witnessed by an FPF supervisor or designee.
- (3) All duty firearms must be carried in the manner approved by organizational guidance.
 - (a) Unless otherwise stated in local procedures, from check-out to check-in, a handgun must be holstered with a round in the chamber and external safety engaged, if so equipped.
 - (b) A rifle, shotgun, or submachine gun must be carried on an appropriate sling with the muzzle pointed up or down, except where the firearm is designed to be carried in a different manner or operational conditions dictate otherwise.
 - (c) Firearms must not be carried with a finger on the trigger or inside the trigger guard.
- (4) Duty firearms, that are maintained for use during response to security incidents must be under the direct control of, and readily accessible to, on-duty FPF personnel. They must be secured in such a manner that they are inaccessible to and cannot be removed by unauthorized personnel.
- (5) When firearms are transported in vehicles or aircraft and are not carried by an individual, they must be mounted in an appropriate rack or secured in a manner that prevents them from becoming projectiles. During such transportation, the firing chamber must be empty. Weapons firing from the open bolt position must be maintained in the closed bolt configuration.
- (6) Weapons taken offsite in the performance of assigned duties (mission or training) are considered in-use. Interim protection strategies must be employed to prevent theft or loss of the firearms.

b. Transportation. Firearms must be carried and transported safely and securely.

- (1) Any firearm (live or ESS) transported must be attended by authorized individuals.
- (2) Weapons transported off-site for training or other non-mission activities must be covered by an SP or procedure approved by the ODFSA.
- (3) While the weapon is within the residence, use of firearm trigger safety locks on weapons authorized to be taken home is mandatory for OSO SAs.

- c. Shipment. Any firearm(s), including ESS, shipped by a commercial carrier must be unloaded and placed in a locked or banded container.

- d. Armorer Maintenance and Inspections.
 - (1) An Armorer who is certified and currently assigned to Armorer duties is the only individual authorized to perform the following firearms activities:
 - (a) Firearms inspections,
 - (b) Any firearms repairs that affect the function or safe operation,
 - (c) Any firearms modification or component alteration, and,
 - (d) Any disassembly beyond the manufacturer's recommended "field strip" for cleaning purposes.

 - (2) An Armorer must inspect all live firearms before initial use and at least every other quarter thereafter to determine serviceability.
 - (a) Inspections must consist of a detailed disassembly of the firearm's components.
 - (b) The Armorer must inspect the components for excessive wear, cracks, or breaks.
 - (c) The Armorer must ensure the firearm meets all manufacturing tolerances relevant to the maintenance of that firearm, guaranteeing function and safe operation.
 - (d) Stored firearms must be visually inspected every 12 months, plus or minus 30 days. The inspection will not include any disassembly beyond a field strip. Stored firearms must be given a complete inspection before being issued.

 - (3) The minimum trigger pull for firearms must not be less than the requirement specified by the manufacturer, unless the lighter trigger pull is approved by the ODFSA.

 - (4) ESS firearms must be inspected every 12 months, plus or minus 30 days.
 - (a) Inspections must consist of a detailed disassembly of the firearm's components.
 - (b) The Armorer must inspect the components for excessive wear, cracks, or breaks.

- (c) The Armorer must ensure the engineered controls that prevent the accidental introduction of live ammunition into the firearm are within specifications and function properly.
 - (d) These inspections must be documented.
 - (5) Armorer must also inspect ESS firearms prior to issuance to ensure the required engineered safety controls are in place.
 - (6) The Armorer must maintain accurate individual records for all firearms including manufacturer, model type or number, serial number, inspection dates, and the nature and date of any repair or modification. Records of any unusual occurrence and subsequent inspection/test firing must be maintained in accordance with prescribed schedules.
 - (7) Any firearm that has experienced an unusual operation must be tagged "out-of-service" and segregated from operational firearms until certified by an Armorer as safe to operate.
 - (8) All firearms must be inspected and test-fired following:
 - (a) All firearms repairs that affect the function or safe operation.
 - (b) Unusual operation/occurrence.
 - (c) Replacement of components involving weapon functions listed in FPF program Armorer guidance.
 - (9) Test firing may be accomplished in a test-fire chamber designed to safely stop the projectile being fired. Local procedures must be developed and implemented to ensure the safe operation of the site test-fire chamber.
- e. Modifications.
 - (1) The ODFSA must approve, in writing, all firearms modifications, including ESS modifications.
 - (a) Coordination with the Office of Security is required prior to modifications not included in the Firearms Modification List (FML).
 - (b) Modifications to firearms are physical and dimensional changes to the components of a firearm.
 - (c) Testing must be developed to ensure the firearm will function safely.

- (2) All firearms and weapons used in ESS exercises and training activities must be modified and dedicated for ESS use only.
- (3) Dedicated ESS firearms must not be reactivated for live fire usage without the approval of the ODFSA.
- (4) Only certified Armorerers may install a factory ESS conversion kit.
- (5) ESS firearm modifications include any changes made to a firearm system, magazine, clip, feeding assembly, or blank-fire adaptor.
- (6) Factory parts and accessories available from the specific manufacturer of the firearm are not considered modifications and may be used.
- (7) The ODFSA must approve, in writing, the installation of accessories.
 - (a) The approval will identify who is authorized to install the accessory.
 - (b) Accessories are replacement parts or components that may enhance or change the operation or ergonomics of a firearm.
 - (c) Testing protocol must be developed and accessories proven before they may be installed and issued for use.

f. Inventory.

- (1) All individually assigned firearms must be inventoried by a number count at the beginning of each shift or mission segment. Those firearms checked out for use may be inventoried by a record that identifies the responsible party.
- (2) Firearms in storage, at a minimum, must be inventoried by a number count weekly.
- (3) An inventory of all firearms (live and ESS) listing the type of firearm, the manufacturer, and its serial number must be conducted monthly.
- (4) Firearms that are not identified for duty or contingency use may be inventoried by container in the event a complete container inventory has been conducted previously and the container is secured by a serial-numbered security seal.
- (5) Any missing firearm must be immediately reported to the ODFSA through the FSO after an inventory and a preliminary investigation cannot account for the firearm.

g. Storage.

- (1) Firearms must be stored in a vault-type room with an intrusion detection system with an alarm response capability so that unauthorized removal is unlikely.
- (2) When firearms are not in storage as above, they must be stored in accordance with an approved SP signed by the ODFSA.
- (3) All offsite storage must be approved by the ODFSA.
- (4) Dedicated ESS firearms must be stored separately from live firearms. Separate storage may be attained by placing live firearms and ESS firearms in separate, secured storage in the same location or storing them in separate locations to prevent inadvertent issue of the wrong weapon type.

3. MUNITIONS.

a. General.

- (1) All ammunition must be of high quality. Reloaded, reprocessed, modified, or military surplus ammunition must not be used.
- (2) Smoking is prohibited when handling, transporting, or storing munitions.
- (3) Ammunition must not be unboxed and placed in bulk containers. Munitions must be protected from abnormal stimuli or environments such as impact, shock, high temperatures, or open flames.
- (4) Duty ammunition must be exchanged for fresh ammunition at least every 12 months, except where impractical due to prohibitive costs for replacement ammunition (e.g., 40mm and armor piercing rounds).

b. Transportation.

- (1) Ammunition, pyrotechnics, and explosives must be carried and transported safely and securely in accordance with policies and procedures approved by the ODFSA.
- (2) FPF munitions transported by government employees, in a government vehicle, for a government purpose are considered "in use" and not subject to the DOT hazardous material regulation that apply to commerce.
- (3) Transportation of Munitions "in use" (for FPF operations or training) must be in accordance with the following requirements:

- (a) FPF duty vehicles are authorized to transport the quantity of munitions needed to support and execute FPF duties.
 - (b) FPF vehicles loaded with a combination of up to 25 pounds net explosive weight of Hazard Class/Division 1 munitions are exempt from explosives quantity-distance requirements while executing FPF duties.
 - (c) Explosives must be safely secured within the vehicle to prevent unsafe movement and unauthorized removal.
 - (d) The munitions in these vehicles must be offloaded into an approved container when not "in use" or attended by FPF personnel.
 - (e) Munitions in the vehicle must not be exposed to temperatures that exceed the criteria stated on the material safety data sheet or manufacturer's recommendation.
- (4) Transportation of munitions in commerce (e.g., by common carrier or by OST contractor personnel) on public highways is governed by 49 CFR Part 173, *Shippers—General Requirements for Shipments and Packaging*. Munitions must be given Department of Transportation hazard class designations. In commerce transportation on DOE sites must also meet the requirements in DOE-STD-1212-2019, *Explosives Safety*.
- (5) FPF personnel and Federal training staff may be allowed to carry hazard Class/Division 1 munitions on their person or secured in a training vehicle (including government leased) in the conduct of training operations as approved in written guidance.
- c. Inspection.
- (1) Pyrotechnics, explosives, and any associated equipment available for issue must be inspected by qualified personnel before each issue and at least every three months to ensure they are properly stored, stable, and within current shelf-life and use requirements.
 - (2) Manufacturers' recommendations for the shelf life of DMC/PB ammunition must be followed.
 - (3) Pyrotechnic and explosives inspections are further addressed in DOE-STD-2019, *Explosives Safety*.
- d. Inventory.
- (1) Ammunition must be inventoried at least every 12 months.

- (2) Pyrotechnics and explosives must be inventoried every month.
- (3) Pre-positioned pyrotechnics and explosives must be inventoried by a number count at the beginning of each shift.
- (4) Pyrotechnics and explosives stored in bulk and which are not identified for duty or contingency use may be inventoried by container if a complete container inventory has been conducted previously and the container is secured by a serial-numbered security seal.

e. Storage.

- (1) Applicable requirements for the storage of commonly used FPF munitions can be found in DOE-STD-1212-2019, *Explosives Safety*, and in Department of Defense (DoD) guidance (currently DoD 6055.09-STD, DoD Ammunition and Explosives Safety Standards).
- (2) For the purpose of placarding, the United Nations Organization or the National Fire Protection Association hazard classification systems must be used.
- (3) Ammunition, pyrotechnics and explosives must be stored in a vault-type room with an intrusion detection system with an alarm response capability so that unauthorized removal is unlikely.
- (4) When ammunition, pyrotechnics and explosives are not in storage as above, they must be stored in accordance with an approved SP signed by the ODFSA.
- (5) All offsite storage must be approved by the ODFSA.
- (6) Matches, lighters, other fire-, flame-, or spark-producing devices must not be taken into a munition's storage area; appropriate signs or markings must be posted at such areas.
- (7) Live and ESS ammunition must be stored separately. Separate storage could be placing live and ESS ammunition in separate, secured storage containers in the same location or storing them in separate locations.

4. INVENTORY SHORTAGES.

- a. Discrepancies must be immediately reported to the ODFSA in accordance with DOE O 470.4, current version, IOSC reporting requirements when a preliminary investigation indicates that any of the following are unaccounted for:
 - (1) Firearm(s).
 - (2) Any quantity of explosive.

- (3) 100 rounds or more of any live-fire rifle or pistol ammunition.
 - (4) Any pyrotechnic, ammunition, or training device not legal for civilian sale, purchase, or use.
- b. In addition, the ODFSA must report the loss of any firearm or explosive to the DOE Headquarters Operations Center within 24 hours.
- c. The ODFSA must prepare and transmit an Incident of Security Concern Report (see DOE O 470.4, current version), if there is reason to believe that an item has or items have been stolen, or other criminal activity is involved. Law enforcement authorities must be notified in accordance with DOE O 221.1, *Reporting Fraud, Waste and Abuse, to the Office of Inspector General*, current version.

CHAPTER V. FACILITIES AND EQUIPMENT

1. FACILITIES.

- a. Suitable DOE facilities to support applicable FPF activities must be provided and maintained based on mission-specific needs.
- b. Law Enforcement, Department of Defense and other training facilities that meet and maintain applicable DOE safety and security requirements are acceptable alternatives to DOE-owned facilities.
- c. A memorandum of understanding (MOU) delineating such use must be completed by the ODFSA and approved by DOE line management. [See DOE O 440.1, *Worker Protection Program for DOE (Including the National Nuclear Security Administration) Federal Employees*, current version.] The MOU must be reviewed annually by all parties and updated on a periodic basis not to exceed five years.

2. EQUIPMENT.

a. General Requirements.

- (1) FPFs must be equipped and provided with the necessary resources to perform both routine and emergency duties based on the adversary capabilities identified in the DOE O 470.3, current version, during all environmental conditions (e.g., reduced visibility, no light, etc.), site-specific threat guidance and site operational conditions.
- (2) Issued equipment is the property of the U.S. Government and must be returned when an employee transfers, terminates or the equipment is no longer required.
- (3) Equipment must be maintained in a serviceable condition in keeping with generally accepted practices and/or the manufacturer's recommendations for the particular type of equipment.
- (4) Equipment inventories must occur at a frequency not to exceed 12 months.

b. Optical Devices/Corrective Lenses.

- (1) Eyeglasses worn by FPF personnel to meet medical standards must meet ANSI/ISEA Z87.1+ Standard.
- (2) FPF whose uncorrected distant vision in the better eye is less than 20/40 must carry an extra pair of eyeglasses or corrective lenses.

c. Alternative to Deadly Force. FPFs must be trained on and assigned an alternative weapon (i.e., intermediate force) to the use of deadly force.

- d. Unmanned Aircraft Systems (UAS).
 - (1) The use of UAS used for security purposes must be documented in the SP.
 - (2) If used, sites must comply with DOE O 440.2, *Aviation Management and Safety*, current version, as well as applicable FAA regulations.
- e. Counter UAS. The ODFSA must approve the use of counter UAS in accordance with the provisions in 50 USC 2661 as delegated by the Secretary.

CHAPTER VI. PERFORMANCE TESTING

1. PERFORMANCE TESTS (PTS). All major FPF functions must be tested. PTs must be used to realistically evaluate and verify the effectiveness of FPF programs, identify and provide needed training for personnel, identify areas requiring system improvements, and validate implemented improvements. PTs involving FoF exercises or ESSs must be developed and implemented in accordance with Chapter II of this Order.
 - a. Limited Scope Performance Tests (LSPTs).
 - (1) LSPTs may be either scheduled or unannounced.
 - (2) LSPTs must be used to determine the level of FPF skills or capabilities or to verify specific elements of the FPF program.
 - (3) LSPTs must be conducted to realistically test any operation or procedure, verify the performance of a policy requirement, or verify possession of a requisite knowledge or skills to perform a specific task that falls within the scope of FPF members' responsibility.
 - (4) Any element of FPF members' responsibility, as determined by METL, mission procedures, or JA, may be tested.
 - b. Comprehensive Force on Force (CFoF). A CFoF exercise is a major, integrated test used to assess all elements involved in response to threats identified in the DOE 470.3 and mission-specific threats. The intent is to evaluate the response to malevolent events based on the adversary capabilities in DOE O 470.3, current version, and the associated protection strategies.
 - (1) CFoF exercises must be held at least every calendar year.
 - (2) Baseline scenarios, as defined by the DBT, must be used for CFoFs conducted for the purposes of evaluating the effectiveness of the protection strategy to meet DOE requirements.
 - c. Command Post Exercises (CPXs).
 - (1) A CPX is conducted to observe and evaluate a crisis management team's overall handling of simulated safeguards and/or security or a natural disaster incident. OST CPXs must include (but are not limited to) Transportation and Emergency Control Center and Emergency Operation Center (EOC) operations in support of a mission-related incident or emergency, as well as training activities for simulated incidents.
 - (2) CPXs may be either announced or unannounced and may vary in scope and time as dictated by the purpose of the exercise.

- d. Command Field Exercise (CFX). A CFX is an extension of a CPX and is conducted to test the interaction among various support organizations, OST management, and the FA force to a simulated incident.
2. TESTING FREQUENCY. Performance testing must be conducted at the frequency shown in the following table:

Table 1: Testing Frequency

Type of Performance Test	Minimum Performance Test Frequency
LSPT	As required by the Performance Assurance Program
CFoF	1/ calendar year*
CPX	1/ calendar year*
CFX	1/ calendar year*

* Note: Annual requirements for these PTs may be met in combined exercises.

3. PERFORMANCE TEST PLANNING.
 - a. PT Plans.
 - (1) The PT Plan and associated documents (e.g., Execution Plan, Exercise Plan, Safety and Security Plans) must be developed and approved per local procedures and define the scenario/activity and the area utilized in sufficient detail to allow a valid hazard assessment to be performed.
 - (2) Approved safety, ESS and other procedures may be referenced in the PT Plan and are not required to be repeated in their entirety.
 - (3) DOE-STD-1231-2018, *Preparation and Conduct of Protective Force Performance Testing*, provides additional planning guidance.
 - b. PT Planning. As applicable, PT planning must address the following topics:
 - (1) The specific element being evaluated.
 - (2) The objective(s) of the test, e.g., to evaluate personnel, equipment, and/or systems against established requirements.
 - (3) The scenario designed to ensure that the objectives of the test are met.
 - (4) The applicable criteria to describe the standards for evaluation as derived from appropriate source documents.

- (5) A Safety Plan specific to the site and activities planned.
- (6) Information such as required compensatory measures that are in place during the PT.
- (7) The test results documentation and after-action reviews (AARs) to include a summary of Controller and Evaluator information and conclusions derived from this information.
- (8) The process in place to allow for AARs by appropriate personnel.
- (9) A classification review of the PT Plan, documentation of the PT results, and the AAR.

ATTACHMENT 1. CONTRACTOR REQUIREMENTS DOCUMENT
DOE O 473.2A, *PROTECTIVE FORCE OPERATIONS*

Regardless of the performer of the work, the contractor is responsible for complying with the requirements of this CRD and flowing down CRD requirements to subcontractors at any tier to the extent necessary to ensure contractor compliance. Whenever a DOE Order, Notice or Manual is referenced within the CRD, the intent is to include reference to the CRD of that directive applicable to the contract.

This CRD is issued to identify requirements applicable to contractors. U.S. DOE contractors must adhere to PF program standards for protecting S&S interests identified in DOE O 470.3, *Design Basis Threat (DBT) Order*, current version.

This attachment establishes the requirements for DOE CPF.

- Chapter I – Management
- Chapter II – Training
- Chapter III – Duties
- Chapter IV – Weapons and Munitions
- Chapter V – Facilities and Equipment
- Chapter VI – Performance Testing
- Annex 1 – Legal Authority/Rules of Engagement/Fresh Pursuit
- Annex 2 – Tactical Doctrine

CHAPTER I. MANAGEMENT

1. MISSION AND RESOURCE PLANNING. In accordance with DOE S&S Protection Program Management requirements, CPF programs, functions, and activities must incorporate basic planning principles to ensure they accomplish their intended purpose.
 - a. Mission. CPF programs/elements, regardless of size, must clearly identify the mission to be fulfilled by the organization.
 - b. Resource Requirements. Resource requirements must be documented in a federally approved SSP based on the results of the applicable analysis.
 - c. Authorizations. Authorizations may be identified by FTEs, the total number of personnel needed, total number of direct labor hours, and/or quantities of equipment items to perform work.
 - d. Actuals. CPF programs/elements must maintain a process that monitors and periodically tracks numbers of assigned personnel and sensitive equipment items currently on hand.
 - e. Funding. CPF programs/elements must develop funding requirements that provide direct relationships between costs and identified personnel and equipment authorizations.

2. OPERATIONAL GUIDANCE AND WRITTEN DIRECTIVES. The intent of written guidance and directives is to ensure that CPF missions/functions are understood and accomplished as intended.
 - a. Development.
 - (1) Written plans, POs, GOs, and procedures covering CPF routine, emergency, and administrative duties; tactical deployment, and other operational requirements must be developed.
 - (2) Plans, POs, GOs, and procedures must be clear, concise, and current.
 - b. Response Plans.
 - (1) Response plans must address the appropriate potential adversary addressed in DOE O 470.3, current version, e.g., demonstrator, active shooter (assailant), terrorist, etc.
 - (2) Number of CPF personnel required to implement protection strategies; tactical response options, actions, and times; and other applicable response requirements must be addressed in response plans. Response times may be dictated by VAs, DOE directives, or other National drivers.

- c. Procedures. Administrative, training, and other non-response related operational requirements must be addressed in written procedures.
- d. Officer-Involved Shooting (OIS) Procedures.
 - (1) Armed CPF management must develop site-specific OIS procedures which include, but are not limited to, the following:
 - (a) Pre-incident preparations, to include MOU(s) with applicable local and State law enforcement/investigative entities that establish:
 - 1 Investigatory jurisdiction;
 - 2 Roles and crime scene responsibilities;
 - 3 Appointment of site OIS response team members; and,
 - 4 Protocols for addressing the media.
 - (b) Incident scene procedures, to include:
 - 1 Officer involved responsibilities and legal rights/protections;
 - 2 Preservation of evidence (to include CPF firearm(s) and ammunition) and protection of the incident scene;
 - 3 Incident Command responsibilities, to include ensuring communication can be established with multiple dispatch centers/responding agencies;
 - 4 Medical evaluation of all personnel directly involved in the incident; and,
 - 5 Provisions for immediate Security Police Officer (SPO) legal consultation and representation.
 - (c) Post-incident actions, to include:
 - 1 Notification of family members/significant others;
 - 2 Collection and examination of evidence, to include timelines for providing official statements (e.g. up to 72 hours for officer(s) involved) and collection of witness statements;
 - 3 Officer(s)-involved mental health and wellness;
 - 4 Post-incident leave policies;

- 5 For cause testing as specified in 10 CFR Part 707; and,
 - 6 Provisions for ongoing SPO legal consultation and representation.
 - (2) Additional guidance is located on the Office of Security Policy Powerpedia Page:
https://powerpedia.energy.gov/wiki/Office_of_Security_Policy#Protective_Force_supplemental_documents
- e. Memorandums of Understanding (MOU).
 - (1) If local, State, or Federal or other agencies support the implementation of this Order, sites must establish cooperative agreements, e.g., Memorandums of Understanding (MOUs) outlining the specific support to be provided and how the external support will be integrated into CPF operations.
 - (2) All MOUs must be documented in the appropriate SSP; reviewed annually by all parties and updated on a periodic basis not to exceed five years.
 - (3) CPF arming and arrest authority is limited to the performance of official duties on DOE property or while escorting certain DOE property off site.
 - (a) Fresh pursuit, under very specific circumstances, may be authorized to enable the off-site apprehension of someone suspected of having committed an offense on-site.
 - (b) Off-site assistance to local law enforcement authorities by DOE CPF is not permitted by existing laws and regulations.
- f. Configuration Control. The written directives system must incorporate a formal controlled and documented configuration control process to ensure that accurate information is available, in a timely manner, for CPF to perform their functions effectively under both normal and emergency situations. The configuration control process should ensure:
 - (1) CPF management:
 - (a) Approves documents for adequacy prior to issue.
 - (b) Coordinates documented reviews among relevant stakeholders, as needed, to ensure plans and procedures are current and accurate; at a minimum, written directives must be reviewed annually (at least every 12 months).
 - (c) Updates as necessary and re-approves documents.

- (d) Makes relevant documents available at points of use either electronically or in hardcopy.
- (2) Changes and current document revision status are listed in each document.
- (3) CPF documents remain legible and readily identifiable.
- (4) Relevant external documents are identified and distribution is controlled.
- (5) Obsolete documents are prevented from unintended use.
- g. Availability. Written directives must be available to CPF officers for reference and guidance in the performance of routine and emergency duties. The directives may be available either electronically or hardcopy.
- h. Review. Written directives must be reviewed annually (at least every 12 months) to ensure they are current. The review must be documented.

3. DOE CONTRACTOR PROTECTIVE FORCE PERSONNEL MANAGEMENT.

- a. CPF Positions. CPF positions include armed and unarmed positions used for the purpose of protecting and/or investigating offenses against DOE assets including facilities, personnel, security assets, and other property.

DOE CPF positions, as defined in 10 CFR §1046.3 *Definitions*, include Security Officers (SOs), SPOs, and Special Response Teams (SRTs). Use of the term "CPF Officers" includes SOs, SPOs, and SRT.

SPOs are further characterized as meeting the Fixed Post Readiness Standard (FPRS), Basic Readiness Standard (BRS), and/or Advanced Readiness Standard (ARS). SRTs are comprised of SPOs who meet the ARS and additional training and qualification standards.

- (1) SOs are unarmed uniformed contractor employees who support SPOs and/or conduct security duties at DOE facilities where an armed presence is not required. SOs are not authorized to carry firearms and are not empowered with any arrest authority.
- (2) SPOs are uniformed contractor employees who are authorized under section 161(k) of the AEA of 1954, as amended; section 661 of the DOE Organization Act; or other statutory authority, to carry firearms and to make arrests without warrant for specifically enumerated offenses and who are employed for, and charged with, the protection of Departmental security interests.

- (3) Armed SPOs must be assigned to protect security areas that:
 - (a) Receive, use, process, or store Category I or II quantities of special nuclear material (SNM) or credible roll-up of quantities of Category I or II SNM;
 - (b) Manufacture, store, or test nuclear weapons, nuclear test devices, or complete nuclear assemblies; and/or,
 - (c) Contain a unique capability in DOE that must be protected for purposes of program continuity or to preclude an unacceptable impact on national security, the health and safety of DOE and contractor employees, the public, or the environment when the need has been so designated by DOE line management.
- (4) An SRT is required for sites with PL-1 and PL-2 assets implementing the DOE Tactical Doctrine and for intra-site transport of PL-1 and PL-2 assets.
 - (a) A dedicated recapture/recovery element must be equipped and staffed to ensure these capabilities continue to exist if the primary strategy of denial fails.
 - (b) A request for authorization to deploy an SRT capability at a site or facility that does not have PL-1 or PL-2 assets must be approved by DOE line management.

b. Authority to Carry Firearms.

- (1) No person will be authorized to carry a firearm as a CPF officer until the individual is qualified in accordance with the approved firearms standard, appropriate Federal firearms restrictions defined in the Gun Control Act of 1968², as amended, and is issued a SPO credential.
- (2) The employing organization must maintain written documentation indicating each individual who is authorized to carry firearms and make arrests without warrant while performing official duties.
- (3) Firearms instructors may carry firearms when performing their instructional duties if authorized by DOE line management. These instructors must pass the firearms qualification courses for assigned firearms and for firearms that are the subject of instruction.
- (4) The Law Enforcement Officers Safety Act Improvements Act of 2010 [P.L. 111-272] does not apply to DOE's contractor SPOs. To be considered as a "qualified law enforcement officer" under this Act, a

² Pub. L. No. 90-618, 82 Stat. 1213 (1968). Gun Control Act of 1968

person must, among other requirements, be an employee of a governmental agency. CPF officers are not Federal employees.

- (5) Off-duty use of CPF credentials, shields, firearms and equipment is prohibited.
 - (6) When on duty, carrying and use of privately-owned weapons, pyrotechnics and ammunition is prohibited.
- c. Armorsers. Sites with an armed CPF must have (onsite, under contract offsite, or in association with another DOE site) an armorer with the knowledge, capability, and responsibility for inspecting, maintaining, and repairing all firearms available for use.
 - d. Human Reliability Program (HRP). HRP positions must be identified in accordance with 10 CFR Part 712, *Human Reliability Program*. At locations where the CPF is in HRP, armorers must be analyzed for inclusion in HRP in accordance with 10 CFR §712.10(a)(4).
 - e. Records. See 10 CFR Part 1046, *Medical, Physical Readiness, Training, and Access Authorization Standards for Protective Force Personnel*, Schedule 5.6 of the General Records Schedule, or the DOE Records Schedules.
4. QUALIFICATION REQUIREMENTS. CPF officers must comply with the Departmental medical, physical readiness, and firearms qualifications and training requirements as appropriate in 10 CFR Part 1046, *Medical, Physical Readiness, Training, and Access Authorization Standards for Protective Force Personnel*.
- a. Drug and Alcohol Testing.
 - (1) CPF officers are subject to both Federal and additional Departmental drug testing requirements as found in 10 CFR Part 707.
 - (2) CPF officers, enrolled in HRP, are subject to the drug and alcohol testing requirements found in 10 CFR Part 712.
 - b. Security Clearance/Access Authorization.
 - (1) CPF officers are subject to both Federal and additional Departmental drug testing requirements as found in 10 CPF security clearance/access authorization requirements are established in 10 CFR §1046.18, *Access Authorization*.
 - (2) Personnel with access to firearms such as Armorers and non-SPO firearm instructors must meet SPO access authorization requirements established in 10 CFR § 1046.18, *Access Authorization*.

c. Medical, Physical Readiness, Firearms, and Training Standards.

- (1) SOs. SOs must meet and maintain the training, qualification, and medical requirements in 10 CFR §1046, Subpart B, Protective Force Personnel.
- (2) SPOs. SPOs must meet and maintain the medical, readiness, firearms, and training and qualifications requirements in 10 CFR §1046, Subpart B, Protective Force Personnel.
- (3) Physical Readiness Standards. CPF officers must meet and maintain the physical readiness standards appropriate to their assigned duties as set forth in 10 CFR Part 1046.
- (4) The maximum amount of weight or resistance to be used during DOE related physical readiness training is 70 percent of the individual's bodyweight, unless a greater requirement is established by a site-specific JA/METL.
- (5) Return to Work Medical Clearance. When return to work after an illness or injury requires medical clearance by the DOE Designated Physician, the medical clearance must address the ability to meet the applicable requirements identified in 10 CFR Part 1046.
- (6) Physical Protection Medical Director (PPMD). PPMDs must meet the requirements of 10 CFR Part 1046.
- (7) Designated Physician. Designated Physicians must meet the requirements of 10 CFR Part 1046.
- (8) Psychologist and Psychiatrist. All psychologists or psychiatrists performing evaluations pursuant to 10 CFR §1046.13 must be current in licensure for the state in which those evaluations are conducted, be a member in good standing of all applicable boards and document all restrictions or limitations of practice (past and present). The PPMD may instruct the individual to authorize such licensing agencies and boards to provide such certifications or documents to the PPMD.
- (9) Confidentiality of Medical Information. Medical information must be protected to ensure confidentiality in accordance with 10 CFR §1046.20.

d. Special Skills Qualifications.

- (1) Personnel assigned special skills duties must meet and maintain the training qualifications and certifications requirements in 10 CFR 1046 17(h).
- (2) Explosive breaching programs must be approved by DOE line management.

- (a) Personnel must be certified by a Nationally recognized entity approved by the Program Secretarial Office prior to assignment to explosive breaching duties.
 - (b) Personnel must maintain their certification in accordance with the original certifying entity's requirements.
5. SPO CREDENTIALS. SPO credentials must be issued to qualified CPF to identify the bearer as having the authority to perform assigned duties. A standard credential template is available by email at security.directives@hq.doe.gov.
 - a. Issuance of Credentials.
 - (1) The issuance authority for contractor security credentials is the ODFSA or designee.
 - (2) Training and qualification must be verified before issuance of a credential.
 - (3) Credentials must contain an expiration date not to exceed three years from the date of issue.
 - b. Recovery of Contractor Credentials.
 - (1) Credentials are the property of the U.S. Government and must be returned to the issuing office when an employee transfers, terminates or no longer requires the credential.
 - (2) Credentials for individuals who fail to maintain training and qualification requirements must be revoked and retrieved.
 - (3) Expired credentials must be returned to the cognizant security office for disposition.
 - (4) Recovered credentials must be destroyed unless being held as evidence in a security investigation or if the revocation is temporary such as in 5.b.(2) above.
 - c. Accountability of Credentials.
 - (1) Issuing offices must maintain records showing the disposition of credentials, in accordance with the General Records Schedule.
 - (2) A record of missing credentials must be maintained and updated on an annual basis. The loss or recovery of credentials must be reported immediately to DOE line management.

- (3) Unless otherwise approved by the ODFSA SPO credentials must be retained on site (i.e., issued when drawing firearm(s) and relinquished upon turning in firearm(s) at end of shift).

- d. Storage of Blank Security Credentials. Blank credentials must be stored in a manner that ensures their protection against loss, theft, or unauthorized use.

6. ALLOCATION OF PERSONNEL RESOURCES.

a. Location, Manning, and Scheduling.

- (1) The location and manning of fixed and mobile posts must be determined using DOE O 470.3, current version, local threat statements, VAs, SRAs, SSPs, SPs and appropriate DOE directives. This includes the determination of the appropriate mix of CPF positions, i.e., the use of SOs, SPOs and SRT, if applicable.
- (2) Post/patrol names, vehicle requirements, description of primary duties, post/patrol characterization, type of officer, post hours of operation, weapon requirements, and equipment requirements must be documented in appropriate SPs.
- (3) In the event there are requirements for a certain category of SPO, a relief must be qualified at the appropriate level (i.e., a post requiring an ARS SPO cannot be relieved by a BRS SPO), unless authorized by the ODFSA.
- (4) CPF work schedules should be based on the following guidelines:
 - (a) No more than 12 total hours per workday, excluding shift change and equipment issuing activities.
 - (b) No more than 60 total hours per work week, excluding shift change and equipment issuing activities.
 - (c) The above, total hour guidelines reflect baseline/routine scheduling. In accordance with (IAW) site-specific security conditions, operational requirements and local collective bargaining agreements, additional (overtime) hours may be scheduled.
 - (d) Work schedules must be available for review upon request.

- b. Supervision. Supervision of CPF officers must be provided to the extent required to ensure performance of duties.

- (1) The SSP and appropriate SPs must list supervisory positions not on shift (e.g., planning, training, administrative, etc.) and supervisory positions assigned to each shift.

- (2) For each supervisory position, the type of supervisor (SO, SPO, SRT), description of primary duties, weapon requirements, and vehicle and equipment requirements must be documented.

7. CONTINGENCY PLANNING.

- a. Due to the national security sensitivity of its various facilities, the Department is responsible for enacting measures that prevent disruptions in CPF staffing that could subject sensitive facilities to periods of significant vulnerability. Additional guidance to contingency force planning can be found in DOE-STD-1213-2014 Chg. Notice 2, *Protective Force Contingency Planning Technical Standard*.
- b. Sites must have an approved work stoppage contingency plan in place, no less than six months prior to the end of the collective bargaining agreement.

8. CANINE PROGRAM.

- a. Program Approval. Canine programs must be documented and approved by the ODFSA and must include plans for operations, training and maintenance, training aid storage and handling, canine kenneling and healthcare, and canine/handler team certification.
- b. Outside Contractor Support. Canine programs under contracts/subcontracts with outside companies/ organizations must meet the DOE canine requirements and be approved by the ODFSA.
- c. Law Enforcement Agency (LEA) Canine Support. When sites use canine programs that rely upon other LEA to provide canine support, MOUs must be developed.

9. CRISIS NEGOTIATORS.

- a. Program Approval. Personnel assigned as crisis negotiators must have successfully completed an ODFSA-approved crisis negotiation course. If applicable, crisis negotiation team members must be integrated into exercises at sites implementing the DOE Tactical Doctrine at a frequency not to exceed 12 months. Members of crisis negotiation teams must be familiar with CPF operations, including SRT tactics and operations, but do not need to be SPO trained and certified.
- b. LEA Support. When sites rely upon other LEA to provide crisis negotiating support, MOUs must be developed.

10. SECURITY HELICOPTER FLIGHT OPERATIONS.

- a. Program Approval. The use of helicopters for security operations must be approved by the cognizant Program Secretarial Office.

- b. Program Requirements. Requirements for helicopter operations are covered in DOE O 440.2, Aviation Management and Safety, current version.
 - (1) Aviation Implementation Plan (AIP).
 - (a) Site-specific security helicopter operational mission requirements, including emergency response functions, must be documented in an AIP.
 - (b) The AIP must be approved by the ODFSA.
 - (2) Use of Helicopters as Weapons Firing Platforms.
 - (a) The ODFSA must approve the use of a helicopter as a weapons firing platform.
 - (b) Site-specific aerial firing qualification and/or familiarization courses must be developed and submitted, through the ODFSA to the cognizant Program Secretarial Office for review and approval.
 - (c) A Safety Analysis Review (SAR) of aerial firing must be completed. The SAR must be reviewed annually, and any time aerial firing requirements are changed. The review must be documented.
 - (d) The technical and operational procedures and SAR for aerial firing must be submitted in writing to the cognizant DOE safety officer for approval.
 - (e) Copies of the approved technical and operational procedures and SAR for aerial firing must be provided to the Senior DOE Aviation Management Official and the cognizant Program Secretarial Office.
11. PROTECTIVE FORCE SAFETY COMMITTEE. Managers of DOE offices and contractors providing CPF functions on, at, or for a DOE site, must have a Protective Force Safety Committee (PFSC) formally organized and chartered to assist management in providing safe CPF activities.
- a. Committee members attend the appropriate NTC safety courses or an ODFSA-approved course.
 - b. The committee should include a mix of personnel with safety and PF experience.

CHAPTER II. TRAINING AND QUALIFICATIONS

1. CPF TRAINING PROGRAM.

- a. Training programs must be established and implemented in accordance with the requirements in 10 CFR §1046.17 and site-specific operational needs.
- b. CPF Training programs must be DOE NTC TAP certified.

2. PROTECTIVE FORCE TRAINING REQUIREMENTS.

- a. Before initial assignment to duty, SOs, SPOs and SRT members must meet the requirements of 10 CFR §1046.17 and this Order by completing applicable training, as approved by the Director, NTC.
- b. Initial training requirements for CPF officers are outlined in Table 2.

Table 2: CPF Initial Training Requirements

Training Requirement	SO	FPRS SPO	BRS SPO	ARS SPO	SRT
Initial Training – PFT-110	X				
Initial Training – TRF-100		X	X	X	
Initial Training – TRF-200					X

- c. CPF officers must meet site-specific training requirements based on a site-specific needs analysis and/or JA/METL, as applicable.
- d. All armed SPOs must demonstrate knowledge and proficiency in:
 - (1) The use, safety, and care of all intermediate force and deadly force weapons required by duty assignment;
 - (2) Weapons effects, capabilities, and the proper application of various types of ammunition; and,
 - (3) Appropriate use of force based on objective reasonableness, legal authority, and ROE governing the application of lethal and less-lethal force.
- e. Consistent with 10 CFR §1046.17, CPF officers must successfully complete formal annual refresher training to maintain the level of competency required for

the successful performance of essential functions and tasks associated with their respective job responsibilities.

- f. CPF officers, who fail to demonstrate the required level of competency upon completion of formal annual refresher training, must be entered into a remedial training program.
 - (1) CPF officers must not be permitted to perform the duties of the respective CPF position until they successfully complete the remedial training program.
 - (2) The remedial training program must be approved by the cognizant CPF training manager and must be focused on the specific deficiencies identified by the instructor(s) during refresher training.
 - (3) Failure to demonstrate required competency at the completion of remedial training must result in removal from the respective CPF position.
 - (4) CPF officers requiring remedial training for the same deficiency during three consecutive annual refresher training periods must be removed from the applicable CPF position without a fourth remedial training period.

3. TRAINING EXERCISES.

- a. Exercises of various types (e.g., tactical exercises, FoF exercises) must be included in the training process to meet the requirements of 10 CFR §1046.17(j). The types and frequency of training exercises must be based on the JA/METL and designed to practice, achieve, and maintain individual, leader, and collective task performance.
- b. Tactical training exercises involving each CPF shift and each SRT shift must be conducted at least twice monthly for sites implementing the DOE Tactical Doctrine and monthly for other facilities.

4. RETURNING CPF OFFICER TRAINING REQUIREMENTS. These requirements apply for former CPF officers returning to the same facility, either as a re-hire or for use in contingency force operations. The training requirements for CPF officers returning from military service are addressed in paragraph 6. below. The term "active service" in the context of these requirements is defined as "employed as a CPF officer."

- a. Re-hired CPF Officers.
 - (1) Former CPF officers who have been out of active status for less than 12 months may return to active status for their last assigned level of duty after completing an ODFSA-approved training course, consistent with the training requirements in 10 CFR Part 1046.

- (2) Former CPF officers who have been out of active status for 12 months or more must complete all initial training requirements.
 - b. Former CPF Officer Used in Contingency Force Operations.
 - (1) Former CPF officers who have been out of active status for less than 12 months may return to active status for their last assigned level of duty after completing an ODFSA-approved training course, consistent with the training requirements in 10 CFR Part 1046.
 - (2) Former CPF officers who have been out of active status for 12 months or more must complete all initial training requirements, unless the site has an ODFSA-approved refresher training program for potential contingency force members, consistent with the training requirements in 10 CFR Part 1046.
 - c. Returning CPF officers must meet all required security clearance, medical, HRP, physical readiness, and firearms qualification requirements, as applicable, prior to re-assignment to active status.
- 5. FORMER CPF OFFICERS FROM ANOTHER DOE FACILITY. These requirements apply for former CPF officers hired at a different DOE facility.
 - a. Former CPF officers who have been out of active status for 12 months or less may return to active status for their last assigned level of duty after:
 - (1) Meeting all required security clearance, medical, HRP, physical readiness, and firearm qualification requirements, as applicable; and
 - (2) Completion of an ODFSA-approved training course consistent with the training requirements in 10 CFR Part 1046.
 - b. Former CPF officers who have been out of active service for more than 12 months must complete all initial training requirements.
- 6. RETURNING CPF OFFICERS FROM MILITARY SERVICE.
 - a. CPF officers performing military duties protected by the Uniformed Services Employment and Reemployment Rights Act (USERRA) may return to active status after:
 - (1) Completing prescribed refresher training for the previously assigned position or to a position requiring less stringent qualifications, if the absence has been less than 36 months;
 - (2) Completing the applicable initial training course(s) for the previously assigned position or to a position requiring less stringent qualification, if the absence has been more than 36 months; and,

- (3) Completing all required security clearance, medical, HRP, physical readiness, and firearms qualification requirements, as applicable.
- b. A 5-year limit is imposed on the cumulative length of time a person may serve in the military and remain eligible for reemployment rights with the pre-service employer. Refer to 38 U.S.C. §4312 for exemptions to the 5-year limit.
- c. Refer to USERRA for additional protections and rights afforded to CPF officers returning from military service.
<https://www.justice.gov/servicemembers/employment>.

7. TRAINING REQUIREMENTS FOR SPECIAL SKILLS.

- a. Personnel assigned specialized responsibilities outside the scope of normal SO, SPO, and SRT duties must successfully complete the appropriate basic, refresher, and annual/semi-annual training. As defined in 10 CFR 1046.17(h) specialized skills/responsibilities include, but are not limited to, flight crews, central alarm station (CAS) operators, crisis negotiators, investigators, canine handlers, exercise controllers/evaluators, and law enforcement specialists.
- b. Training must be designed to enable the individual to achieve and maintain the level of skill and knowledge needed to competently perform the tasks associated with the specialized job responsibilities and to maintain requisite certification(s), as applicable.

8. SUPERVISORS.

- a. Consistent with §1046.17(i), prior to assignment to supervisory duties, CPF supervisors must successfully complete the appropriate basic and annual training necessary to competently perform their responsibilities.
- b. The essential functions and minimum levels of competency must be based on a site-specific JA or METL and the specialized task areas listed in this Attachment.
- c. CPF supervisors, located at sites with an armed CPF, must successfully complete the DOE NTC or an ODFSA-approved Tactical Leadership course, within two years of being assigned a supervisory position.

9. INSTRUCTORS.

- a. Instructors must successfully complete an NTC-approved Basic Instructor Training (BIT) course or NTC-approved equivalent.
- b. Instructors must have current certification to the level of training delivered, e.g., SRT instructors must be SRT certified.
- c. Cardiopulmonary resuscitation (CPR)/first aid or Tactical Casualty Care (TCC) training must be conducted by certified instructors.

- d. Instructor certification and recertification must occur according to current DOE requirements established by the NTC.

10. FIREARMS INSTRUCTORS.

- a. Personnel assigned as firearms instructors must successfully complete the DOE NTC FIC prior to providing instruction.
- b. Instructors who are required to train SPOs on any weapons other than the handgun and rifle must complete the Advanced Weapons Systems Instructor Certification course or manufacturers training on non-standard weapons systems, in addition to the FIC.
- c. Firearms instructors must successfully qualify on both daylight and reduced lighting courses of fire annually on each firearm for which they provide instruction.
- d. Firearms instructors must conduct at least one live-fire safety briefing and teach no less than 20 hours on the live-fire range annually to maintain certification.
- e. DOE firearms instructors must be recertified according to the requirements established by the NTC, at a frequency not to exceed 36 months.
 - (1) Recertification can be accomplished by attending the NTC Firearms Update Training or the NTC Instructor Compliance Program.
 - (2) If after 36 months the instructor has not recertified, the firearms instructor must not perform firearms instructor duties until recertification occurs.
 - (3) If after 48 months the instructor has not recertified, the firearms instructor will lose certification and must attend the NTC FIC program.

11. LIVE FIRE SHOOT HOUSE (LFSH) INSTRUCTOR. INSTRUCTOR QUALIFICATIONS FOR LFSH TRAINING AND TESTING.

- a. Before conducting live-fire training within the LFSH, instructors must have:
 - (1) completed Tactical Response Force (TRF) II training,
 - (2) possess a current TRF II Instructor Certificate and
 - (3) possess a LFSH Instructor Certificate.
- b. Forty hours of assistant instructor duties must be completed under the direct supervision of a certified LFSH Instructor.
- c. Additional requirements include annual (not to exceed a 12-month period) completion of 20 hours of live fire operations within the LFSH and semi annual completion (at least once every six months) of both the LFSH Qualification Test

(TRF II Course) and the respective DOE Combined Handgun/Rifle Qualification Course with a minimum score of 90 percent.

12. INTERMEDIATE FORCE INSTRUCTORS.

- a. Personnel assigned as intermediate force instructors must successfully complete the NTC-approved Intermediate Force Instructor Certification (IFIC) course or NTC-approved equivalent.
- b. Intermediate force instructors must successfully complete annual refresher training; this training must include current IFIC LSPTs, as appropriate.
- c. Intermediate force instructors must teach at least 20 hours annually as an intermediate force instructor to maintain their certification.
- d. Intermediate force instructors must be recertified according to the requirements established by the NTC, at a frequency not to exceed 36 months. Recertification can be accomplished by attending the IFIC Update Training, Instructor Compliance Program or an ODSFA-approved course.
 - (1) If after 36 months the instructor has not recertified, the intermediate force instructor must not perform intermediate force instructor duties until recertification occurs.
 - (2) If after 48 months the instructor has not recertified, the intermediate force instructor will lose certification and have to attend the NTC IFIC program.

13. ARMORERS.

- a. Armorer certification must be in accordance with DOE NTC requirements. The DOE armorer must successfully complete the DOE Armorer Certification Course as approved by the Director, NTC, or a manufacturers or military armorer course for the specific weapons employed for site use, where available and when such courses are not offered by the NTC.
- b. Armorers must be recertified in accordance with NTC requirements, at a frequency not to exceed 36 months.

14. CONTROLLER AND EVALUATOR TRAINING. All personnel assigned controller or evaluator duties must receive formal documented training for the safe conduct of a PT.

- a. The controller and evaluator training program must be approved by the ODFSA.
- b. The training program must include the control of exercise participants in accordance with scenario requirements.

- c. Controllers may require additional training for shadow force implementation, ESS equipment issue and accountability, and special or high-risk activities (e.g., specialty weapons, explosive breaching, pyrotechnics, etc.).
 - d. In addition to the formal training discussed above, controllers/evaluators must receive PT and scenario specific briefings before each PT.
15. OPPOSITION FORCE. Personnel participating in CPF performance tests, as DBT comparable adversary combatants, must be trained in the adversary capabilities, tactics, and techniques described in DOE O 470.3, current version. Use of the NTC Opposition Force course is encouraged.
16. NON-DOE TRAINING COURSE ATTENDANCE. The ODFSA or their designee must approve CPF officer attendance at non-DOE training courses. These courses must be applicable and relevant to the site's mission.

SECTION A. FIREARMS TRAINING

1. GENERAL REQUIREMENTS.

- a. Firearms training programs must be established and implemented in accordance with the requirements in 10 CFR §1046.17 and site-specific operational needs.
- b. If supplemental sighting systems are installed on a firearm, CPF officers must be trained on all sighting systems.
- c. Firearms training must be conducted at a location approved by the ODFSA.
- d. Firearms safety training, demonstrated technical knowledge, and practical proficiency is required to be demonstrated semi-annually in accordance with 10 CFR Part 1046.
- e. Formal site-specific range safety rules and regulations must be developed and implemented by the organization designated to be responsible for operating a live fire range.
- f. A formal risk analysis or a safety analysis report must be prepared for each live fire range and/or LFSH and approved by the ODFSA. The analysis must be reviewed by the PFSC at a frequency not to exceed 12 months. The basis for the risk identification and mitigation measures must be included in the review; any changes must be communicated to the ODFSA.
- g. An ODFSA-approved plan must be developed and implemented for handling, treating, and evacuating injured personnel.
 - (1) Emergency response drills must be conducted to test the plan at a frequency not to exceed 12 months.
 - (2) Tourniquets, hemostatic dressings, and other medical equipment must be available during live-fire activities as determined by the cognizant site PPMD.
 - (3) If professional medical personnel are not readily available, firearms instructors must be trained and currently qualified in CPR and first aid or TCC. Training should include injuries that could occur on a range (e.g., gunshot wounds, explosive impact wounds, etc).
- h. Employee health hazards must comply with the requirements to 10 CFR Part 851, Worker Safety and Health Program, (e.g., employee exposure to lead must follow the requirements in 29 CFR §1910.1025; and for noise exposures, the requirements in 29 CFR §1910.95).

- i. Training records for personnel authorized to carry firearms must be retained in accordance with Schedule 5.6 of the General Records Schedule, or the DOE Records Schedules, and available for review.
 - j. Lesson plans or instructional guidelines for all firearms training must be available for review.
 - (1) Lesson plans or instructional guidelines must incorporate safety protocols in addition to training objectives and task performance standards.
 - (2) Lesson plans or instructional guidelines must include a safety briefing for all participants and authorized observers.
2. STANDARD OPERATING PROCEDURES (SOPS). All firearms training must be conducted in accordance with 10 CFR §1046.17, this Attachment and local SOPs developed in response to specific site needs and tactics as designated and approved by the ODFSA.
- a. SOPs must include detailed procedures emphasizing the safety of participants (including PPE appropriate for that course of fire), observers, and bystanders, to include the handling of duds and misfires.
 - b. SOPs for LFSH operations must include the following, in addition to other requirements:
 - (1) The weapons and ammunition permitted for use within the LFSH;
 - (2) The use of noise and flash diversionary devices;
 - (3) The PPE required for LFSH activities; and
 - (4) The locations of instructors:
 - (a) A minimum of one instructor must be positioned on the Elevated Observation Control Platform (EOCP).
 - (b) One instructor on the floor during the conduct of live fire operations.
 - (c) Instructors must be positioned to observe shooters' actions at all times.
 - (5) SRT personnel must demonstrate proficient minimum marksmanship skills of 90 percent accuracy on the respective DOE Combined Handgun/Rifle Qualification Course prior to participating in LFSH activities;
 - (6) Procedures for non-DOE users of the LFSH.

- (a) A lead instructor from the user agency must be designated before that agency uses a DOE LFSH.
 - (b) The ODFSA must approve all instructor qualifications with oversight of LFSH operations.
 - c. SOPs must be reviewed and approved by appropriate PFSC and CPF management personnel at least annually (every 12 months) or more frequently if significant revisions are made in the training program.
 - d. SOPs must be available while the range is in operation.
3. **FIREARMS INSTRUCTOR RATIOS.** All firearms training, proficiency testing, and qualifications require instructor to shooter ratios as outlined in Table 3 below. The shooter ratios identified are the maximum number of shooters per instructor.

Table 3: Instructor to Shooter Ratios

Course of Fire	Instructor to Shooter Ratios		
	1 to 1	1 to 4	1 to 8
Initial Semiautomatic Fire		X	
Incumbent Semiautomatic Fire (Outdoors/Daylight)			X
Initial Automatic Fire (Rifle or Machine Gun)	X		
Incumbent Automatic Fire (Rifle or Machine Gun)		X	
Initial Shoot on the Move	X		
Incumbent Shoot on the Move		X	
Any Shoot on the Move with Sideways Movement	X		
Any Shoot on the Move with Fan of Fire Greater than 15 Degrees	X		
Any TRF and LFSH Courses		X	
Any Explosive Projectile	X		
Any Indoor Range		X	
Outdoor Range with Reduced Lighting		X	

- a. When introducing shooting on the move courses of fire, firearms instructors will conduct dry practice with the students using a 1:4 ratio. The Lead Instructor will determine when students are safe to conduct live fire training.
- b. An instructor with specific delineated responsibilities for range safety (e.g., to monitor the safety performance of the shooters and overall safety of the firing range) must be present during all firearms training and qualification activities.
 - (1) When the instructor-to-shooter ratio requires only one instructor on the firing line, he or she may be assigned range safety responsibilities.

- (2) When the instructor-to-shooter ratio requires two or more instructors on the firing line, a lead instructor must preside over the firing activities (i.e., "calling the line").
 - (a) The lead instructor must not be assigned additional instructional duties or be included in the instructor-to-shooter ratio, but may be assigned range safety responsibilities.
 - (b) The lead instructor may be positioned behind the firing line, in a booth, or in a tower, whichever location provides the greatest safety and control.

4. FIREARMS SAFETY.

- a. The four general firearms safety rules are:
 - (1) All firearms are always loaded.
 - (2) Never point a firearm at anything you are not willing to destroy.
 - (3) Keep your finger off the trigger until your sights are on the target.
 - (4) Be sure of your target.
- b. The following range safety rules must be adhered to during firing range activities:
 - (1) Appropriate personal protective equipment (PPE) for specific live fire range activities must be worn at all times.
 - (2) A firearm may only be exchanged with another shooter under the direct supervision of an instructor.
 - (3) Firearms must not be left unattended or unsecured.
 - (4) Firearm loading and firing may commence only in accordance with firearms instructor instructions.
 - (5) Shooters are not permitted to talk during a firing activity except in reply to an instructor, to communicate tactically as a part of the activity, or to shout "cease fire" in an unsafe situation.
 - (6) All shooters must be trained on what constitutes an unsafe condition and to shout "cease fire" when such a condition is observed.
 - (7) When conducting initial shooting on the move courses of fire, firearms instructors must conduct dry practice with the students.
 - (8) Smoking, eating, or drinking are prohibited while shooting.

- (9) Alcoholic beverages and drugs are prohibited on firing ranges.
 - (a) Shooters taking medication must report this fact to the firearms instructor before reporting to the firing range and confirm that they have reported this fact to the Designated Physician.
 - (b) Where the firearms instructor has reason to believe a shooter is unfit to use the range, the firearms instructor has the authority to remove the shooter from the line and take appropriate action.
- (10) Shooters must take precautions to prevent hot spent cartridge and gunshot residues from getting inside their clothing.
- (11) When a training session is completed, each firearm must be physically examined by the shooter and by a designated range safety officer or certified firearms instructor to ensure that it is unloaded and in safe condition before leaving the range. If the shooter is using a duty firearm on the range, he or she may reload that weapon at the firing line if returning directly to duty.
- (12) Shooters must collect unexpended ammunition and return it to a firearms instructor.
- (13) Live ammunition must not be allowed in a designated firearms cleaning area.

5. FIREARMS SAFETY TRAINING. Firearms safety training must include the following:

- a. The four general firearms safety rules;
- b. Firearms safety information for each type of firearm required by duty assignment;
- c. Range safety procedures and demonstration of safe firing techniques on the range;
- d. Practice with the unloaded firearm in the teaching environment;
- e. Dry firing techniques and hazards associated with dry firing;
- f. Handling of misfires/duds;
- g. Detailed procedures on clearing, handling of malfunctions, inspecting, cleaning, loading, unloading, and other specific tasks related to each firearm for which the student receives training. This may include instruction and practice in assembly/disassembly but must not include repair, modification, or replacement of parts;
- h. Details of previous firearms accidents and how they could have been prevented; and

- i. The consequences associated with the impact of projectiles on nuclear explosives, nuclear weapons, explosives, and other site-specific assets, as applicable.
6. SAFETY VIOLATIONS. Shooters and instructors must adhere to established safety policies and procedures at all times.
 - a. Shooters and/or instructors must be evaluated to determine causal factors for all safety violations.
 - b. Shooters and/or instructors may be removed from training activities if safety policies or procedures are violated.
 - c. Shooters and/or instructors must be removed from training and placed in remedial training if identified as repeat violators of safety policies.
 7. RANGE OPERATIONS AND PROCEDURES.
 - a. Range safety rules must be conspicuously posted at each DOE-controlled live-fire range or range complex.
 - b. Before firing commences, a safety briefing must be conducted for all participants that must include the basic range safety rules and the safe operating procedures for the course of fire to be undertaken.
 - c. Dry fire practice must be conducted only in an approved area under the direct supervision of a firearms instructor.
 - d. A scarlet streamer must be prominently displayed at outdoor live fire ranges at all times during daylight firing; a pulsating red light must be used during reduced light firing.
 - e. A pulsating red light must be used at all entry points offering direct access to an indoor firing range during any firing activities.
 - f. A redundant communications system (e.g., telephone/ cell phone and two-way radio) must be available at each live fire range.
 - g. Live fire ranges must be equipped with sufficient lighting to ensure reduced-light firing exercises are conducted safely and in accordance with reduced-lighting requirements.
 - h. Additional range design criteria is located on the Office of Security Policy Powerpedia page:
https://powerpedia.energy.gov/wiki/Office_of_Security_Policy#Protective_Force_supplemental_documents.

8. LIVE-FIRE SHOOT HOUSE OPERATIONS.

a. Responsibilities.

- (1) Range Master. The range master is responsible for the safe operation and coordination of maintenance for the LFSH operations and all activities at the live fire range.
- (2) Safety Officer. The safety officer is specifically responsible for safety during LFSH operations.
- (3) Lead Instructor/Range Master/Officer in Charge (OIC). The lead instructor/range master/OIC is responsible for the overall conduct of a specific course and must:
 - (a) Be a certified LFSH Instructor that has successfully completed the LFSH Instructor Certification course;
 - (b) Ensure all participants are qualified to engage in LFSH activities;
 - (c) Ensure the required instructor to shooter ratio is met;
 - (d) Ensure everyone in the LFSH and on the EOCP during a live-fire exercise is wearing appropriate PPE as determined by the range safety analysis/risk assessment;
 - (e) Ensure all participants have received a safety briefing; and
 - (f) Delegate and assign responsibilities to other instructors.
- (4) Instructor. All activities conducted within the LFSH, whether live or dry fire, must be under the direct supervision of a LFSH-certified instructor who must:
 - (a) Position targets and bullet traps to prevent an errant round from crossing the path of another shooter's movement within the target room;
 - (b) Blow the "stop" whistle and/or announce "cease fire" in the event of any observed safety violation;
 - (c) Observe the loading and unloading of weapons;
 - (d) Clear the LFSH of personnel before the exercise begins;
 - (e) Conduct demonstrations for students as appropriate;
 - (f) Ensure there is no debris, pooled water, or ice on the floor; and

(g) Supervise and control the issue, deployment, and disposal of all ammunition and diversionary devices used during training exercises.

(5) Shooters. A shooter is any training participant who enters the LFSH as a member of an entry team, regardless of whether the individual's weapon is loaded or unloaded. Shooters must follow the directions of the instructors at all times.

(6) Observers. Observers must follow the established safety rules.

b. Operations.

(1) Safety Briefing. Shooters must receive a safety briefing before participating in training. The briefing must include:

(a) The four general firearms safety rules;

(b) Specific range safety rules;

(c) Instructions to keep the weapon at the low ready unless engaging a target;

(d) Instructions to de-cock or safe the firearm as soon as offensive actions have stopped, or anytime the shooter plans to move a significant distance;

(e) Instructions on actions to take when an operation has ended;

(f) Safety is the responsibility of every participant;

(g) Instruction that when a whistle blast is heard and/or a verbal command of "cease fire" is given, the shooter is to freeze and keep the trigger finger straight along the frame of the weapon;

(h) Direction that the one-meter rule must be enforced (i.e., a round must not be discharged if the shooter is within one meter of the target or if the line of fire would pass within one meter of another shooter);

(i) Instruction not to shoot unless the shooter is certain that a shot is safe;

(j) Instruction that a shooter must not turn back after turning in the wrong direction (i.e., the shooter is committed to the new area of responsibility);

- (k) Direction that the shooter must not exceed their area of responsibility;
 - (l) Instructions to exercise fire discipline using the fewest number of rounds to solve the problem; and
 - (m) Instructions to take appropriate action in the event of a malfunction.
- (2) Targets and Bullet Traps. Various types of targets may be used within the LFSH.
- (a) Target placement must meet the requirements of this Section. A target or target system that fails these requirements may not be used within the LFSH.
 - (b) Targets must be placed on bullet traps so the maximum effective area of the trap is used to contain rounds to prevent rounds from penetrating the trap's construction joints.
 - (c) Three dimensional targets may be used with the approval of the range master.
 - (d) Firing angles must be verified by the lead instructor to ensure rounds are contained within approved bullet traps or backstops.

Bullet traps must be approved by the range master before use within the LFSH. Additional guidance may be found in the Use of Bullet Traps and Steel Targets document.
https://powerpedia.energy.gov/wiki/Office_of_Security_Policy#Protective_Force_supplemental_documents.

- (3) Reduced Lighting Operations. For reduced lighting operations, ensure that:
- (a) The LFSH lighting system is operational;
 - (b) The shooters' lighting systems are operational;
 - (c) Chemical light sticks or other effective means are available for identification of both shooters and instructors. Chemical lights for instructors must be a different color from those worn by shooters so instructors may be easily identified; and
 - (d) The assault is practiced during lighted conditions before conducting the assault under no or low light conditions.

- (4) Elevated Observation Control Platform (EOCP). All LFSHs must be equipped with an EOCP to maintain positive observation of live fire activities.
- (5) Administrative Loading and Unloading. Initial loading and post-training scenario unloading must be done under the supervision of an instructor at a specially designated area in the vicinity of the LFSH.

SECTION B. FIREARMS QUALIFICATIONS

1. **REQUIREMENTS.** Firearms qualifications must be completed in accordance with the requirements in 10 CFR §1046.17(k). The applicable standard DOE firearms qualification courses are located on the Office of Security Policy Powerpedia page: https://powerpedia.energy.gov/wiki/Office_of_Security_Policy#Protective_Force_supplemental_documents.
 - a. If supplemental sighting systems are installed on a firearm, CPF officers must qualify with the primary sighting system. If more than one sight is used, one must be designated as the primary sight.
 - b. Site-specific conditions and the deployment of specialized firearms/weapons may justify requirements for developing and implementing supplementary special training and qualification and proficiency courses (e.g., aerial firing platforms, vehicle mounted firearms, fragmentation grenades).
2. **FIREARMS QUALIFICATION COURSES DEVELOPMENT PROCESS.**
 - a. The firearms qualification courses of fire (COF) must be reviewed annually (not to exceed 12 months) by the DOE Training Managers Working Group (TMWG), which may recommend changes to the Office of Security.
 - b. The Office of Security, in consultation with the NTC, TMWG, and Program Secretarial Office representatives, will recommend modifications to be entered in to the validation and approval stages of the process. The Office of Security will disseminate instructions for the conduct of the validation stage.
 - c. Sites must be offered the opportunity to participate, under the oversight of the NTC, in the validation of COF that have been modified or newly developed.
 - d. For purposes of validation, the proposed courses can be used in lieu of the current DOE-approved COF that are to be replaced.
 - (1) CPF officers who complete the new courses successfully will be considered qualified as if they had completed the standard DOE COF.
 - (2) Officers who do not successfully complete the new COF will not be penalized and must be given the opportunity to qualify using the current approved DOE standard COF.
 - e. The Director, NTC must submit a report, with recommended modifications to the COF to the Director, Office of Security.
 - f. The Office of Security, in coordination with the TMWG and Program Secretarial Office representatives, is the final approval authority for modifications to the COF. If modifications are approved, the DOE Firearms Qualification Courses document must be updated to reflect the modifications.

- g. A phase-in period of one year for approved COF (two semi-annual requalification cycles) must be prescribed to permit sufficient opportunity for training to the new course.
3. GENERAL INSTRUCTIONS FOR FIREARMS QUALIFICATION. General instructions for firearms qualification courses are found in the DOE Firearms Qualification Manual located at https://powerpedia.energy.gov/wiki/Office_of_Security_Policy#Protective_Force_supplemental_documents.
4. REMEDIAL FIREARMS TRAINING PROGRAM.
 - a. The remedial firearms training program must be developed and implemented in accordance with the requirements in 10 CFR §1046.17.
 - b. Firearms instructors should focus instruction on previously identified problem areas for individual shooters, while reinforcing the principles of marksmanship, firearms manipulation, and safety in accordance with approved instruction plans.

CHAPTER III. DUTIES

1. CPF SUPERVISOR.

- a. Assignments. CPF supervisors direct the actions of assigned personnel and manage and/or evaluate CPF job knowledge and qualifications/certifications, access authorization, fitness for duty and readiness, equipment and the ability of CPFs to implement site-specific security and response duties. CPF supervisors should not be assigned other duties that have the potential to impact their ability to perform their primary role.
- b. Qualifications. CPF supervisors must meet all qualifications requirements outlined in 10 CFR Part 1046, have successfully completed all initial SO and/or SPO qualifications, and have successfully completed a site-specific CPF supervisory program course, based on the JA/METL, prior to performing assigned duties.
- c. Knowledge, Skills, and Abilities. CPF supervisors must possess and demonstrate the skills necessary to effectively implement applicable site-specific POs/GOs, and SPs, and effectively direct the actions of assigned personnel to demonstrate proficiency with the responsibilities identified in the site-specific JA/METL.

2. CPF OFFICER DUTIES:

- a. Assignments.
 - (1) Assignments must be made consistent with the applicable essential functions in 10 CFR Part 1046.
 - (2) CPF officers should not be assigned other duties that have the potential to impact their ability to perform their primary role.
- b. Knowledge, Skills, and Abilities. CPF officers, upon request or when required, must be able to demonstrate a working level knowledge of the applicable essential functions in 10 CFR Part 1046, and applicable site-specific POs/GOs, and SPs.

3. ALARM STATION OPERATORS.

- a. Assignments. Prior to initial assignment, operators must have successfully completed a training program designed to ensure each operator has the required job knowledge and qualifications to effectively implement site-specific security and response duties. Alarm station operators should not be assigned other duties that have the potential to impact their ability to perform their primary role.
- b. Knowledge, Skills, and Abilities. Operators upon request or when required, must be able to effectively demonstrate a working level knowledge of applicable site-specific POs/GOs, and SPs.

4. CANINE HANDLER.

- a. Assignments. Prior to assignment, canine handlers must successfully complete an ODSFA-approved training program designed to ensure the canine handler possesses the required job knowledge and qualifications, fitness for duty, equipment, and procedures to effectively implement site-specific security and response duties.
- b. Qualifications.
 - (1) Canine handlers must complete an ODSFA-approved canine training program, which includes training and working level knowledge with DOE-STD-1225-2017, *DOE Canine Performance Testing Protocol Standard*.
 - (2) All DOE canines, used for explosive detection, must be trained and certified to the standards set by the United States Police Canine Association (USPCA), i.e., *Governing Rules and Regulations for Certification – Explosive Detection Canines*.
 - (3) Canine handlers must have the authority to make arrests (e.g., SPO qualified) or be equipped to initiate a timely response by an individual who has arrest authority.
- c. Knowledge, Skills, and Abilities. The canine handler, upon request or when required, must be able to effectively demonstrate a working level knowledge of applicable site-specific POs/GOs, and SPs.

5. PATROL DUTIES.

- a. Specific patrol duties must be consistent with SSPs, VAs, or SRAs and be documented in locally approved CPF POs.
- b. Patrols provide an increased mobile presence of the CPF at a site/facility and should be conducted randomly to avoid establishing patterns.
- c. Patrols schemes and frequencies must be based on site-specific needs/requirements to increase opportunities for identifying security posture anomalies and potential security breaches.
- d. Patrols may also be dedicated as first responders to site emergencies (of all types), and must be appropriately trained to provide sufficient support for these types of events.
- e. Patrols may be locally assigned to provide relief to static posts as necessary. In the event that there are requirements for a certain category of SPO at the post, the relief patrol must be qualified at the appropriate level (i.e., a post requiring an ARS SPO cannot be relieved by a BRS SPO).

6. ALARM RESPONSE.

- a. Alarm response must include dedicated communications, individual and team tactical movement, and strategic positioning of responders to provide the CPF with increased protection and successful assessment of the alarm location(s).
- b. Specific alarm response strategies must be documented in locally approved CPF POs/GOs and/or applicable SPs approved by the ODFSA.
- c. Alarm response plans must address alarmed locations where SPOs may not be granted access, e.g., alarm response to a vault type room (VTR) may include securing the perimeter of the VTR until an authorized individual can escort the SPO or investigate the cause of the alarm.

7. SITE-SPECIFIC DUTIES. Site-specific duty requirements that are not captured herein must be incorporated into local JAs/METL, POs/GOs, and/or applicable SPs.

CHAPTER IV. WEAPONS AND MUNITIONS

1. GENERAL REQUIREMENTS.

- a. All personnel covered by this Attachment are required to comply with the requirements contained in 10 CFR Part 851, *Worker Safety and Health Program* and DOE Technical Standard DOE-STD-1212-2019, *Explosives Safety*.
- b. Firearms, ammunition, and explosives used by CPF must be based on the adversary capabilities outlined in DOE O 470.3, *Design Basis Threat (DBT)*, current version, and the results of SRAs and VAs, as applicable.
 - (1) Firearms, ammunition, pyrotechnics, and explosives must be available in sufficient quantity, to include spares, to permit CPF officers to act according to response plans.
 - (2) The firearms, ammunition, pyrotechnics, and explosives used must pose the minimum danger to personnel and facilities commensurate with the success of the CPF mission.
- c. The use of fully autonomous Directed Energy and ROWS weapons is not permitted within DOE; it is DOE policy that a trained and qualified SPO must perform as an operator to make a conscious decision to employ all weapons systems capable of delivering deadly force.
- d. Commission of an unauthorized discharge, as defined in 10 CFR Part 851, must result in immediate removal of the SPO from armed status until the cause has been determined and any required corrective actions have been completed. Unauthorized discharges must be reported in accordance the site's IOSC program.
- e. If the presence of alcohol or drugs is detected on an individual, they must be denied the issuance of a firearm and/or be disarmed and removed from duty.
- f. Personnel handling firearms, ammunition, pyrotechnics and explosives must be fit for duty.

2. AUTHORIZED FIREARMS.

- a. The following weapons-systems are authorized:
 - (1) Handgun: semi-automatic, 9mm or greater.
 - (2) Duty rifle: 5.56mm or greater.
 - (3) Shotgun: 12 gauge.
 - (4) Precision rifle: 5.56mm or greater.

- (5) 40mm grenade launcher: shoulder fired or belt-fed.
 - (6) Machine gun: 5.56mm or greater.
 - b. Deviations to the above list must be approved by the Office of Security, or the Associate Administrator for Defense Nuclear Security, as applicable.
 - c. When possible, centralized procurement, e.g., existing Indefinite Delivery Indefinite Quantity (IDIQ) procurement contracts and Federal interagency agreements (IAs), should be considered for the acquisition of weapons.
- 3. AUTHORIZED AMMUNITION.
 - a. Ammunition and explosives used by CPF officers must be based on consideration of DOE O 470.3, *Design Basis Threat*, current version, assigned missions, the SSP, the VA/SRA, and approved by the ODFSA.
 - b. Ammunition used for duty, live-fire training and qualification, ESS training and other non-lethal training must be of high quality and factory new.
 - (1) When possible, procure military-specification, lot accepted and approved ammunition from the Department of Defense (DoD).
 - (2) When ammunition is unavailable from DoD, ammunition must be procured from commercial manufacturers and/or vendors that meet quality specifications identified through the International Organization for Standardization (ISO), ANSI, or Sporting Arms and Ammunition Manufacturer Institute Inc. (SAAMI).
 - (3) Reloaded, reprocessed, personally owned, or military surplus ammunition must not be used.
- 4. FIREARMS AND MUNITIONS OPERATIONS.
 - a. Specific site policies and procedures must be developed covering the safe transportation, handling, use and storage of live ammunition, blank ammunition, chemical munitions, pyrotechnic devices, and explosives.
 - b. CPF management/supervisors must establish and ensure a clear chain of custody for all firearms, ammunition, explosives, and any other sensitive ordnance items. Loans to organizations outside of the responsible organization's custody must be documented and approved by the ODFSA.
 - c. Procedures for loading and unloading of firearms under routine and field conditions must be developed. These procedures must address the following, at a minimum:
 - (1) The four general firearms safety rules,

- (2) A qualified CPF supervisor; a designated trained and knowledgeable protective force member; a State or Federal LEA-certified firearms instructor; or, an NTC-certified firearms instructor must witness loading/clearing of firearms,
 - (3) Procedures, to include when preparing for and at completion of duty, must mimic/replicate live-fire training procedures for loading and unloading (e.g., if SPOs are issued handguns already holstered, the SPO must be required to upload when drawing the handgun and download prior to turn-in, unless otherwise approved by the ODFSA).
 - (4) Procedures for loading and clearing firearms under field conditions when no bullet containment device is available.
- d. Duty and contingency-use firearms must be in serviceable condition and carried or stored in the manner approved by the ODFSA.
- (1) Unless otherwise stated, from check-out to check-in a handgun must be holstered unless operational conditions dictate otherwise.
 - (2) Semiautomatic handguns must be carried with a round in the chamber and external safety engaged, if so equipped.
 - (3) During normal operations, long guns (e.g., rifles, shotguns, machine guns, grenade-launching devices) must not be carried with a round in the firing chamber.
 - (4) Rifles and shotguns must be carried on an appropriate sling except when the firearm is designed to be carried in a different manner or operational conditions dictate otherwise.
 - (5) Weapons firing from the open bolt position must be maintained in the closed bolt configuration.
 - (6) The use of live round excluders must be authorized by the ODFSA.
- e. When firearms are transported in vehicles, watercraft, or aircraft and are not carried by an individual, they must be mounted in an appropriate rack or container with the firing chamber empty.
- f. Unassigned firearms with adjustable sights must have the sights set in a manner to ensure that CPF officers who may use these firearms know the point of impact and can make point of aim adjustments quickly and consistently to permit accurate initial fire.
- g. Duty weapons sight adjustment and bullet impact must be verified semi-annually by live-fire or sighting device.

- h. Firearms safety locks must be:
 - (1) Issued to contractor employees who are permitted to take the firearms offsite;
 - (2) Installed and locked any time a firearm is taken offsite and out of the immediate physical possession or control of the individual to whom the firearm was issued;
 - (3) Installed on firearms shipped or transported offsite (e.g., via Federal Express, in checked baggage, etc.).
 - (a) Firearms may also be unloaded and secured in a locked container.
 - (b) Firearms that cannot fire live ammunition (e.g., ESSs including dedicated blank fire, MILES, airsoft, and DMC firearms) are not required to be individually locked with a firearms safety lock but must be secured in a locked or banded container.
- i. Firearms shipped in bulk must be secured in a locked or banded container.

5. FIREARMS MODIFICATIONS.

- a. Armorers and other personnel are prohibited from modifying the basic design of a firearm or any of the firearm's operating or safety components without explicit written approval from the Program Secretarial Office, in coordination with the Director, Office of Security.
- b. Factory parts and accessories available from the specific manufacturer of the firearm are not considered modifications and may be used.
- c. Written approval must be requested and received from the ODFSA prior to installation of accessories.
 - (1) The approval must identify who is authorized to install the accessory. Accessories are replacement parts or components that may enhance or change the operation or ergonomics of a firearm.
 - (2) The addition of accessories is not considered a modification but must be tested to ensure function and safety. Testing protocol must be developed and accessories proven before they may be installed and issued for use.
- d. Sniper/Designated Marksman rifles may have ODFSA-approved aftermarket triggers.
- e. The DOE FML is developed by the Office of Security, in coordination with the NTC, and is available here:
https://powerpedia.energy.gov/wiki/Protective_force_supplement_documents.

- (1) Requests for modifications not on the FML must be submitted in writing to the Office of Security, via their respective Program Office, with the following:
 - (a) a general description of the proposed modification;
 - (b) the purpose/objective of the modification;
 - (c) a detailed description of the process used to make the modification, with mechanical and/or illustrative drawings;
 - (d) a description of the post modification testing to be conducted; and
 - (e) The number of firearms to be modified.
 - (2) The Office of Security must forward the request to the NTC for review.
 - (a) The NTC will provide written comments and/or a recommendation to the Office of Security.
 - (b) The Office of Security will provide a formal response to the respective Program Office.
 - (c) The Program Office will then provide formal approval/guidance to the requesting field site.
 - (3) Once approved, the modification must be added to the FML.
- f. Modifications to live fire weapons must be completed by a DOE certified armorer and comply with the FML. In order to perform these modifications, site armorers must possess:
- (1) NTC Armorer certification
 - (2) Blueprints of the modifications to be performed (FML), and,
 - (3) Approval of the ODFSA
- g. ESS modifications include any changes made to a firearm system, magazine, clip, feeding assembly, or blank fire adaptor.
- (1) ESS modifications, excluding factory "drop in" kits, must be completed by the NTC Live Fire Range Armory gunsmiths or an organization approved by the DOE NTC and comply with the FML. In order to perform these modifications, site armorers must possess:
 - (a) Approval from NTC through the DOE Office of Security,
 - (b) Blueprints of the modifications to be performed (FML), and,

(c) Approval of the ODFSA.

(2) Factory "drop in" conversion kits must be installed by a DOE certified armorer. No additional approvals from the NTC is required to install "drop in" kits, however, ODFSA approval is required.

(a) Conversion kits must be installed and maintained according to the manufacturer's instructions.

(b) Prior to use, the armorer must ensure that the conversion kit is properly installed, and the components are in good working order.

6. FIREARMS AND AMMUNITION MAINTENANCE/INSPECTION.

a. Firearms must be cleaned and maintained in a manner that meets the manufacturer's recommendations.

b. Firearms available for duty or contingency operations must be inspected for serviceability by a DOE certified armorer before initial use, and at a frequency not to exceed six months, thereafter. For the purpose of this requirement, duty firearms are those weapons used for training, available for duty issuance, individually assigned, or post assigned.

c. Inspections must consist of a detailed disassembly of the firearm's components.

(1) The armorer must inspect the components for excessive wear, cracks, breaks, and unapproved modifications and components.

(2) The firearm must meet all manufacturing tolerances relevant to the maintenance of that firearm.

(3) The minimum trigger pull for firearms must not be less than the requirement specified by the manufacturer unless approved by the ODFSA.

(4) Aftermarket accessories (i.e., drop-in triggers, ambidextrous safeties) must meet the recommendations/tolerances of the manufacturer of those parts.

d. Stored firearms must be inspected before return to active inventory.

e. Any firearm that has experienced an unusual operation must be tagged "out of service" and segregated from operational firearms until certified by the armorers as being safe to operate. For the purposes of this requirement, operational firearms are functional weapons available for duty or contingency operations.

f. Firearms must be inspected, and test fired following any unusual operation of, occurrence with, or functional repairs made to that firearm. Functional repairs are those that affect the safe operation or reliability (i.e., cycle of operation) of the

firearm. The need for test firing of firearms following other repairs must be according to local site standard operating procedures. Test firing may be accomplished in a test-fire chamber designed to safely stop the projectile being fired. Local procedures must be developed and implemented to ensure the safe operation of the site test-fire chamber.

- g. Duty ammunition must be inspected, at a frequency not to exceed 12 months, for serviceability IAW physical condition, Department of Defense identification code (DoDIC) lot number shelf life, available manufacturer technical data, etc.
- h. Pyrotechnics, explosives, and any associated equipment available for use during routine or contingency operations must be inspected by qualified CPF officers before each use and at least every three months to ensure they are properly stored, stable, and within current shelf life and use requirements. Pyrotechnic and explosives inspections are further addressed in DOE-STD-1212-2019, Explosives Safety.
- i. Records must be maintained for all firearms, pyrotechnics, and explosives including manufacturer, model type or number, serial number, inspection dates, the nature and date of any repair or modification, and the name of the armorer who performed the inspection or repairs, if applicable. Records of any unusual occurrence and subsequent inspection/test firing must be maintained in accordance with prescribed authorized schedules.

7. FIREARMS AND MUNITIONS HANDLING AND STORAGE.

a. General Requirements.

- (1) Firearms, ammunition, pyrotechnics, and explosives must be stored in one of the following manners:
 - (a) General Services Administration (GSA)-approved storage containers which include:
 - 1 GSA Class 5W Weapons Containers meeting Federal Specification AA-C-2859, Class 5-W drawer-type weapons meeting Federal Specification AA-F-358J, or
 - 2 Storage containers meeting Federal Specification AA-V-2737, *Modular Vault Systems* (including amendments);
 - 3 Such containers must be bolted or otherwise secured to the structure, unless the weight of the storage container would deter its removal.
 - (b) A VTR, or
 - (c) Under the direct control of CPF officers.

- (2) Firearms, ammunition, pyrotechnics, and explosives in storage must be protected by intrusion detection systems unless under the control of CPF officers.
- (3) The ODFSA may approve non-conforming storage for limited quantities of firearms, ammunition, pyrotechnics, or explosives.
- (4) CPF personnel responsible for, or the oversight of, the storage of pyrotechnics and explosives must be trained (see DOE-STD-1212-2019, *Explosives Safety*).
- (5) Placarding must be in accordance with the United Nations publication, *UN Recommendations on the Transport of Dangerous Goods* or the National Fire Protection Association publication NFPA 704, *Standard System for the Identification of the Hazards of Materials for Emergency Response*.
- (6) Smoking is prohibited when handling, transporting, or storing munitions.
- (7) Matches, lighters, other fire, flame, or spark producing devices must not be taken into a munition's storage area; appropriate signs or markings must be posted at such areas.
- (8) The method of storage must be documented in the site's SSP.

b. Storage of Firearms.

- (1) Firearms must not be stored with a round in the chamber or magazine inserted.
- (2) Dedicated ESS and simulator firearms must be stored separately from live firearms. Separate storage may be attained by placing live firearms and ESS firearms in separate marked, secured storage containers in the same location or by storing in separate locations.
- (3) Auxiliary firearms, ammunition, pyrotechnics, and explosives that are maintained at approved locations (e.g., CPF posts, response vehicles, etc.) for use during response to security incidents must be under the direct control of, and readily accessible to, on-duty CPF officers. Firearms, ammunition, pyrotechnics, and explosives must be secured in such a manner that they are inaccessible to and cannot be removed by unauthorized persons.
- (4) Firearms not identified for duty or contingency use must be stored in a manner that prevents deterioration due to environmental conditions.

- c. Storage of Ammunition, Pyrotechnics, or Explosives.
 - (1) Ammunition, pyrotechnics, or explosives must be stored in accordance with DOE-STD-1212-2019, *Explosives Safety*.
 - (2) Live ammunition and ESS-related ammunition (i.e., blank fire, DMC, dummy rounds, etc.) must be stored separately. Separate storage could be placing live and ESS ammunition in separate marked, secured storage containers in the same location or storing them in separate locations.

- d. On-Post Ammunition, Pyrotechnics, and Explosives.
 - (1) Handling of Munitions.
 - (a) CPF officers may be allowed to carry on their person, as identified in the SSP, Hazard Class/Division 1.1 and 1.2 munitions issued to them for use in the execution of approved contingency plans without regard to explosives quantity distance requirements.
 - (b) Munitions must be protected from abnormal stimuli or environments such as impact, shock, high temperatures, or open flames.
 - (2) Transportation of Munitions.
 - (a) Transportation of munitions on public highways are governed by Department of Transportation (DOT) regulations [49 CFR Part 173, *Shippers–General Requirements for Shipments and Packagings*].
 - (b) Transportation of munitions onsite must be performed in accordance with DOE-STD-1212-2019, *Explosives Safety*.
 - (c) CPF duty vehicles are authorized to transport the quantity of munitions needed to support approved contingency plans and to execute CPF duties.
 - (d) CPF vehicles loaded with a combination of up to 25 pounds net explosive weight of Hazard Class/Division 1.1 and 1.2 munitions are exempt from explosives quantity distance requirements when executing approved contingency plans or CPF duties.
 - 1 These vehicles must not be used for administrative purposes.
 - 2 These vehicles must be separated from inhabited facilities and property lines by a minimum of 125 feet when temporarily out of CPF service.

3 These vehicles must be off loaded into approved storage locations when parked for periods in excess of one CPF shift.

4 These vehicles must be off loaded into approved storage locations before the vehicle undergoes repair or maintenance.

(e) Operation of explosives loaded vehicles must be restricted to onsite locations unless involved in a pursuit role.

(f) The explosives must be secured within the vehicle to prevent movement and to preclude unauthorized removal.

(g) Munitions in the vehicle must not be exposed to temperatures that exceed the criteria stated on the material safety data sheet or manufacturer's recommendation.

8. FIREARMS AND MUNITIONS INVENTORY.

a. Firearms Inventory Annual Reporting.

(1) A complete inventory of all firearms must be conducted and documented on an annual basis not to exceed 13 months between inventories. The inventory must be conducted by at least two individuals, one of whom is not directly responsible for the accountability of firearms in the storage area. The inventory must include the following for each firearm:

(a) The type (e.g., live-fire, ESS-blank, ESS-DMC, inert),

(b) Model,

(c) Manufacturer,

(d) Caliber,

(e) Serial number, and

(f) Designated storage location.

(2) The inventory must be updated each time firearms are received, removed, or temporarily transferred from CPF control.

b. Live Firearms Daily Count.

(1) Whenever a firearms storage area is opened/accessed, all accessible firearms stored in that area must be inventoried by a number count. Firearms in locked or sealed containers are exempt from this requirement.

- (2) All issued and received firearms must be inventoried at the completion of each shift change and verified against the most current firearms inventory. This inventory can be accomplished manually or by automatic means.
 - (3) This count must be documented per site-specific procedures.
- c. Live Firearms Weekly Count.
- (1) Each firearms storage area must be inventoried at least weekly by a number count and verified against the most current firearms inventory.
 - (2) Firearms may be inventoried by container if a complete container inventory has been conducted previously and the container has remained sealed with a serial number seal.
 - (3) This count must be documented per site-specific procedures.
- d. Live Firearms Monthly Inventory.
- (1) All firearms must be inventoried by serial number and verified against the most current firearms inventory at least monthly.
 - (2) This inventory verification must be completed by two personnel.
 - (3) The inventory of all firearms must be documented and available for review upon request.
 - (4) Firearms that are not identified for duty or contingency use may be inventoried by container if a complete container inventory has been conducted previously and the container has remained sealed with a serial number seal.
- e. ESS Firearms Inventory.
- (1) ESS firearms must be inventoried by a number count before and after each use.
 - (2) An inventory of dedicated ESS firearms listing the type of firearm, the manufacturer, and its serial number must be conducted monthly.
 - (3) ESS firearms that are not in continual use may be inventoried by container in the event a complete container inventory has been conducted previously and the container is secured by a serial-numbered security seal.
- f. Inventory of Ammunition, Pyrotechnics, and Explosives.
- (1) A complete inventory of all ammunition, pyrotechnics, and explosives must be conducted and documented on an annual basis not to exceed 13 months between inventories. The inventory must include the

nomenclature, caliber, manufacturer, and quantity for each type of ammunition, pyrotechnic, and/or explosive.

- (2) Pyrotechnics and explosives (including hand grenades) must be inventoried monthly. Pre-positioned pyrotechnics and explosives must be inventoried by a number count at the beginning of each shift, unless stored in a container with a recorded, serial numbered security seal.
- (3) Whenever the seal on a pre-positioned container has been broken, the contents must be re-inventoried and compared to the last inventory record and a new seal must be applied. Pre-positioned pyrotechnics and explosives stored in approved containers and secured with recorded security seals must be inventoried by number count at least annually.
- (4) Pyrotechnics and explosives stored in bulk, which are not identified for duty or contingency use, may be inventoried by container if a complete container inventory has been conducted previously and the container is secured by a recorded, serial numbered security seal.

g. Inventory Shortages.

- (1) Discrepancies must be immediately reported in accordance with DOE O 470.4, current version, IOSC reporting requirements when a preliminary investigation indicates that any of the following are unaccounted for:
 - (a) Firearm(s).
 - (b) Any quantity of explosive.
 - (c) 100 rounds or more of any live-fire rifle or pistol ammunition.
 - (d) Any pyrotechnic, ammunition, or training device not legal for civilian sale, purchase, or use.
- (2) In addition, the ODFSA must report the loss of any firearm or explosive to the DOE Headquarters Operations Center within 24 hours.

CHAPTER V. FACILITIES AND EQUIPMENT

1. FACILITIES.

- a. Permanent Posts. Permanent CPF posts that control access to sites must be designed based on a safety analysis and provide adequate human engineering. In addition to the design criteria for DOE O 473.1, *Physical Protection Program*, current version, permanent CPF posts protecting PL-1 through PL-4 assets must also meet the following requirements.

Tactical fighting positions must be in locations that command significant fields of fire and must be able to serve as bases of maneuver for CPF tactical units.

- b. Assigned Posts. Individuals assigned to a post are responsible for the procedural activities, cleanliness, organization, and proper care of the equipment associated with that post.
- (1) Inspection. Posts must be inspected at the beginning of each assignment to ensure they are safe and proper care has been taken by the previous assignee.
 - (2) Maintenance. Posts must be maintained in serviceable condition, e.g.; cleanliness and organization, lighting, heating, ventilation and air-conditioning, water, and restroom facilities, if so equipped.
- c. Training Facilities.
- (1) Suitable facilities to support applicable CPF activities must be provided and maintained based on site-specific needs.
 - (2) Other non-DOE owned facilities may be an acceptable alternative if they meet DOE requirements and are approved by the ODFSA. If used, a MOU outlining the terms of use must be approved by the ODFSA.

2. EQUIPMENT.

- a. General Requirements.
- (1) CPFs must be equipped and provided with the necessary resources to perform both routine and emergency duties based on the adversary capabilities identified in the DOE O 470.3, current version, during all environmental conditions (e.g., reduced visibility, no light, etc.), site-specific threat guidance and site operational conditions. The equipment issued to CPF officers must be documented in the SSP.
 - (2) Issued equipment is the property of the U.S. Government and must be returned when an employee transfers, terminates or the equipment is no longer required.

- (3) Equipment must be maintained in a serviceable condition in keeping with generally accepted practices and/or the manufacturer's recommendations for the particular type of equipment.
- (4) Equipment, when worn, must be secured to the CPF member so that it is easily accessible and does not hamper tactical movement.
- (5) Equipment must be stored or carried so it is readily available within response timelines for use as intended according to approved procedures.
- (6) Equipment inventories must occur at a frequency not to exceed 12 months.

b. Uniforms.

- (1) CPF officers must be distinctly uniformed while on duty and be identified with their function by appropriate emblems, badges or shields.
- (2) Shields must be issued to qualified CPF to identify the bearer as having the authority to perform assigned duties; the issuance of metal or cloth/embroidered shields is left to the discretion of DOE line management.
 - (a) Issuing offices must maintain records showing the disposition of shields (see General Records Schedule). Tracking of cloth shields/patches through uniform issuance accountability meets the intent of this requirement.
 - (b) A record of missing serialized shields (if issued) must be maintained and updated on an annual basis. The loss or recovery of shields (if issued) must be reported immediately to DOE line management. Recovered shields may be retained and reissued.
 - (c) Unissued shields, including cloth/embroidered uniform items must be stored in a manner that ensures their protection against loss, theft, or unauthorized use.

c. Eyeglasses/Corrective Lenses.

- (1) Eyeglasses worn by CPF officers must meet ANSI/ISEA Z87.1 Standard.
- (2) CPF officers whose uncorrected distant vision in the better eye is less than 20/40 must carry an extra pair of eyeglasses or corrective lenses (e.g., contact lenses).

d. Firearms and Ammunition. SPOs must be assigned, and while on duty be required to carry a firearm (with holster/sling), ammunition and an ammunition carrying device of sufficient capacity.

- e. Communications.
 - (1) CPF communication design and operating criteria are located in DOE O 473.1, *Physical Protection Program*, current version.
 - (2) CPF officers with response duties must be issued individual radios while on shift.
 - (3) Tests of communication systems must be conducted daily. If applicable, daily tests of communications systems must be conducted with local law enforcement agencies (LLEAs) unless a different rate is required by MOU and documented in the SP.
 - (4) Duress systems, fixed post and portable, must be tested weekly.
 - (5) All CPF responders designated for fresh pursuit/response/recovery must be capable of communicating with supporting LEAs either directly or through the CAS.
- f. Flashlight. All CPF officers must be issued a flashlight and carrier.
- g. Handcuffs/Restraining Devices. SPOs must be issued handcuffs or restraining devices and associated equipment.
- h. Alternative to Deadly Force. SPOs must be trained on and assigned an alternative weapon (i.e., intermediate force) to the use of deadly force. SPOs may be issued these types of weapons based on local guidance and the completion of all applicable training requirements.
- i. Personal Protective Armor. Personal protective armor must be issued for all SPOs.
 - (1) Protective armor for SPOs must provide Type III protection, at a minimum, as established by the current National Institute of Justice (NIJ) Standard.
 - (2) Protective armor must be worn at all times by:
 - (a) SPOs assigned posts that interact with the general public, e.g., entry control points.
 - (b) SPOs at sites with PL 1-4 assets. The ODFSA may waive this requirement for specific posts, if a site determination is made that the SPO is sufficiently protected, e.g., manning a post situated behind a concrete wall. This waiver must be documented in the SSP.

- (c) SPOs at sites with PL-5 through PL-7 assets. The ODFSA may approve modifying this requirement for posts that do not interact with the general public.
 - (d) When not worn, protective armor must be stationed or positioned so it can be donned without impacting response times.
 - (3) The issuance and use of ballistic helmets and/or Type IIIA soft body armor as a complement to Type III protection is an ODFSA determination based on the results of the VA or SRA, as applicable, and must be documented in the SSP.
 - (4) If protective armor is issued to SOs, based on Site/Program Office decision, the above requirements (2.i. (1) and (2)) apply.
- j. Optics/Observation Devices. The issuance and use of optics/observation devices, e.g., binoculars, sighting devices, night vision devices, etc., is based on the results of the VA or SRA, as applicable, and must be documented in the SSP.
- k. Chemical Personal Protective Equipment (PPE).
 - (1) The deployment and use of chemical PPE must be based on the results of a VA, SRA, or site operational consideration.
 - (2) If required, chemical PPE must be stationed or positioned so it can be donned without unnecessarily impacting response times.
- l. Protective Masks.
 - (1) Protective masks must be issued for CPF officers at sites with PL-1 – PL-4 assets.
 - (2) Sites with PL-5 – PL-7 assets must determine the need for protective masks based on:
 - (a) On-site chemical, biological, or radiological assets;
 - (b) Site operating environment;
 - (c) CPF response in support of the site's protection strategies; and
 - (d) In consultation with their respective Respiratory Program personnel.
 - (3) Protective masks must be individually fit tested, in accordance with 29 CFR §1910.134.
 - (4) Protective masks must be rated for the specific radiological, biological, and/or chemical assets at the site.

- (5) Protective masks, when required, must be carried, stationed or positioned so they can be donned effectively while performing response duties. The mask must be donned within a maximum of 14 seconds under static/nonresponse conditions unless a shorter duration is established by site requirements.
 - (6) Protective masks must be of a type that does not hinder performance of emergency duties, including accurate firing of all assigned firearms.
 - (7) CPF officers, whose uncorrected distant vision in the better eye is less than 20/40, must be provided with corrective lens inserts that are compatible with issued mask.
- m. Noise and Flash Diversionary Devices (NFDDs). The deployment and use of NFDDs must be based on the results of a VA, SRA, or site operational consideration.
- (1) If used, training must be provided on the safe use of NFDDs. Procedures must be developed for the safe handling of dud NFDDs.
 - (2) CPF personnel must wear approved fire-resistant gloves during NFDD deployment.
- n. SRT-Specific Equipment. In addition to the equipment required for all SPOs, the following duty equipment must also be provided to SRT members.
- (1) Fire-resistant hood or balaclava and gloves that meet National Fire Protection Association 1971, *Standard on Protective Ensembles for Structural Fire Fighting and Proximity Fire Fighting*.
 - (2) Tactical vests designed to accommodate the duty functions of the SRT team member.
 - (3) Communications equipment that provides the capability for the SRT team to communicate separate from the rest of the communications system.
 - (4) Site-specific equipment necessary for the entry into specific target areas and/or through barriers.
- o. Vehicles.
- (1) Vehicles must be of a type and size suitable and equipped for the intended use.
 - (2) Armored vehicles must provide, at a minimum, NIJ Level III protection.

- (3) Vehicles must be maintained in serviceable condition, with preventive maintenance performed at intervals that meet or exceed the manufacturer recommendations.
 - (4) Vehicles must be inspected at the beginning of each shift to ensure they are in safe, operating condition.
- p. Non-Lethal Area Weapons. If used, non-lethal area weapons such as chemical agents must be of the type commensurate with the intended use and must not pose danger to personnel or facilities beyond that required for the success of the CPF mission.
- q. Unmanned Aircraft Systems.
 - (1) The use of UAS used for security purposes must be documented in the SP.
 - (2) If used, sites must comply with DOE O 440.2, *Aviation Management and Safety*, current version, as well as applicable FAA regulations.
- R. Counter Unmanned Aircraft Systems. The ODFSA must approve the use of counter unmanned aircraft systems in accordance with the provisions in 50 USC 2661 as delegated by the Secretary.

CHAPTER VI. PERFORMANCE TESTING

1. PERFORMANCE TESTS (PT). All major CPF functions must be tested. PTs must be used to realistically evaluate and verify the effectiveness of CPF programs, identify and provide needed training for personnel, identify areas requiring system improvements, validate implemented improvements, and motivate personnel. Such tests must adhere to the requirements found in DOE O 470.4, *Safeguards and Security Program*, current version, and in this Attachment. For the purposes of PT requirements, the term site refers to an entire site, campus, or complex. The term facility is a building or area containing a specific asset.
 - a. Limited Scope Performance Tests (LSPTs).
 - (1) LSPTs may be either scheduled or unannounced.
 - (a) The tests must be used to determine the level of CPF skill or capability or to verify different elements of the CPF program.
 - (b) LSPTs must be conducted to realistically test any operation or procedure, verify the performance of a policy requirement, or verify possession of a requisite knowledge or skill to perform a specific task that falls within the scope of CPF responsibility.
 - (2) Any element of CPF responsibility, as determined by site procedures and JA/METL, may be tested.
 - (3) LSPTs may involve the use of dedicated ESS [e.g., MILES, DMC, blank fire, or inert systems]. Such use must meet the operational and safety requirements involving the conduct of FoF exercises in paragraph 1.c., below, where applicable.
 - b. Alarm Response and Assessment Performance Test.
 - (1) Alarm response and assessment performance tests (ARAPT) are conducted to evaluate CPF readiness and response to a specific location under alarm protection [e.g., a building, vault/VTR, or other area that has a site-specific security interest identified in the SSP].
 - (2) These tests must consider all aspects of response including communications, individual and team tactics, decision making, personal protective measures, equipment availability and serviceability, and any CPF and facility coordination activities that may be necessary to mitigate a security incident.
 - (3) ARAPT scenarios must be based on simulated adversary actions consistent with DOE O 470.3, *Design Basis Threat (DBT)*, current version, and site-specific VA or SRA results.

- (4) ARAPTs must be coordinated with facility representatives and Trusted Agents (TA) as necessary to ensure that safety requirements are fulfilled, security is not compromised, and operational disruption is minimized.
- (5) ARAPTs are conducted with no prior notice; however, responding CPF officers must be advised of the test prior to any exercise inject that could warrant escalation of the use of force.

c. Comprehensive Force on Force (CFoF).

- (1) A CFoF is a major integrated test to facilitate assessment of all the elements employed in response to DBT and site-specific threats. The intent is to evaluate the response to malevolent events based on the adversary capabilities in DOE O 470.3, current version, and the associated protection strategies. The CFoF must include both the exterior and interior facility response, e.g., exterior fight and recapture or recovery activities, as applicable.
 - (a) CFoF exercises must be held at all sites having an armed CPF at least annually, not to exceed 12 months between exercises. Extensions of the 12-month requirements may be granted by the ODFSA on a case by case basis. Example: a CFoF involving an active shooter (assailant) at DOE Headquarters.
 - (b) Facilities with PL-3 and/or PL-4 assets must conduct a CFoF annually, not to exceed 12 months between exercises. Extensions of the 12-month requirements may be granted by the ODFSA on a case by case basis. Example: a CFoF at a facility with PL-4 assets evaluating the containment protection strategy.
 - (c) Facilities with PL-1 and/or PL-2 assets must conduct a CFoF semi-annually, not to exceed 6 months between exercises. Extensions of the 6-month requirements may be granted by the ODFSA on a case by case basis. Example: a CFoF at a facility with PL-2 assets evaluating the denial of task strategy and associated recapture/recovery activities.
 - (d) Facilities may be bound based on the required protection strategy, e.g., denial of task, and similar delay and response requirements. For example, for a site with two facilities with denial of task protection strategies and similar delay and response requirements; one CFoF could meet the intent for both facilities. The location of CFoFs must rotate between the two facilities, thereafter.
- (2) Scenario objectives for these CFoF exercises must be based upon the assessment of training and operational performance and information derived from VAs and/or SRAs.

- (3) Baseline scenarios, as defined by the DBT, must be used for CFoFs conducted for the purposes of evaluating the effectiveness of the protection strategy of a given facility to meet DOE requirements.
 - (4) The conduct of CFoFs within operational facilities is optimal to minimize artificialities and maximize familiarity within target facilities, but surrogate facilities that reasonably replicate the layout and challenges of operational facilities may be used if operational restrictions preclude the conduct of effective exercise play. CPF are required to conduct annual familiarization walk-throughs at facilities that cannot be used for CFoFs.
 - (5) All weapons used by exercise participants must be dedicated ESS weapons.
 - (6) Exercises in operating facilities must incorporate a "shadow force" of CPF personnel for the protection of the S&S interests.
 - (a) Interface procedures, including rules of conduct for all participants, controller actions, exercise boundaries, and off limit areas must be developed and documented.
 - (b) Procedures for communication between the simulated and shadow forces must be developed to ensure S&S interests are protected during the exercise.
 - (c) All exercise participants, controllers, and the Shadow Force must be briefed on the interface and communication procedures.
- d. Command Post Exercise (CPX).
- (1) A CPX is conducted to observe and evaluate a crisis management team's handling of a simulated safeguards and/or security event or a natural disaster incident.
 - (2) The exercise may involve a local Emergency Operations Center or multiple centers to include the DOE Emergency Operations Center.
 - (3) CPXs may be either announced or unannounced and may vary in scope and time as dictated by the purpose of the exercise.
 - (4) A security command post exercise must be based upon the DBT and site-specific threat information.
 - (5) Lines of authority; the interrelationship of various organizational components in crisis mitigation; the timeliness of reporting and decision making; and the availability of appropriate facilities and equipment must be considered in the evaluation.

- e. Command Field Exercise (CFX).
 - (1) A CFX is an extension of a CPX and is conducted to test the interaction among various support organizations, site management, and the CPF to a simulated incident.
 - (2) CFX must be announced in advance to all participating personnel.
 - (3) Procedures, tactical intelligence, communications, logistics, and the interfaces between field and site support systems must be considered in the evaluation.
 - f. Joint Training Exercise (JTX).
 - (1) A JTX is conducted when an MOU exists for required outside agency support to mitigate a security incident.
 - (2) The ODFSA or their designee must request the FBI and other Federal, State, and local LEAs that would assist the CPF during a site security incident to participate in training exercises at least every 12 months.
 - (3) Procedures, tactical intelligence, communications, logistics, and the interfaces between CPF and the relevant outside agencies must be considered in the evaluation.
2. COORDINATION. When a CPX, CFX or JTX involves a demonstration of site-level emergency response capabilities, the development and conduct of the exercise must be coordinated with the appropriate site-level emergency management organizations.
3. TESTING FREQUENCY.
- a. Performance testing must be conducted at the frequency stated in Table 4.
 - b. CFoF, CPX, CFX, and JTX exercises may be combined, provided the objectives for each type of exercise are met.
 - c. Requirements for LSPTs or ARAPTs may be satisfied through combined testing of multiple alarms in the same or proximate locations or through required monthly CPF and SRT training exercises.
 - d. CPX and CFX exercises are required to be conducted annually; however, the specific facility included in the exercise should be varied to ensure the response procedures are tested in various locations.

Table 4: Performance Testing Frequency

Type of Performance Test	Minimum Performance Test Frequency
LSPT	PL-1 – PL-4 facilities: Weekly PL-5 and PL-6 facilities: Monthly PL-7 and PL-8: As required by the Performance Assurance Plan.
ARAPT	PL-1 – PL-4 facilities: Two per quarter per alarmed SNM locations One per quarter at all other alarmed locations PL-5 and PL-6 facilities: Once per quarter PL-7 and PL-8 facilities: As required by the Performance Assurance Plan.
CFoF	PL-1 – PL-2 facilities: Semi-annually PL-3 – PL-4 facilities: Annually Sites with SPOs: One per year
CPX	One per year per site
CFX	One per year per site
JTX	Annually, if applicable

4. PERFORMANCE TEST PLANNING.

a. Performance Testing Plans.

- (1) Performance test plans must be developed and approved per local procedures and must define the scenario/activity and the exercise area in sufficient detail to allow a valid hazard assessment to be performed.
- (2) Approved safety, ESS and other procedures may be referenced in the PT plan and are not required to be restated in their entirety unless required by local implementing procedures.
- (3) DOE-STD-1231-2018, Preparation and Conduct of Protective Force Performance Testing provides additional planning guidance.

b. PT Planning. As applicable, PT planning must address the following topics:

- (1) The specific element being tested, e.g., it must identify the specific element of the protection posture, training program, etc., being evaluated;
- (2) The objectives of the test; e.g., to evaluate personnel, equipment, and systems against established requirements;
- (3) The scenario is designed to ensure the objectives of the test are met. For CFoF, the adversary plan must be validated as credible by the ODFSA and the TAs. This validation includes all aspects of conducting the attack.
- (4) The specific safety considerations, consisting of a safety plan that contains information derived from the risk assessment, the facility safety walk down, and specific safety requirements that may apply to the PT being conducted;

- (5) The specific S&S considerations, to include information such as required compensatory measures that are in place during the PT;
 - (6) The test results, documentation, and AARs, including a summary of controller and evaluator information, and conclusions derived from this information. A process must be in place to allow for AARs by appropriate personnel as determined by the ODFSA; and
 - (7) A classification review of the PT plan, documentation of the PT results, and completion of an AAR.
- c. Force on Force Exercise Plans.
- (1) The TA, and the OFDSA as applicable, must review and approve the FoF test plan for safety and exercise credibility.
 - (2) See DOE-STD-1231-2018, *Preparation and Conduct of Protective Force Performance Testing*, for detailed recommendations on developing an effective test plan.
- d. Performance Test Report. The PT report must address the following:
- (1) Detailed results of the exercise, including evaluation of applicable criteria;
 - (2) Lessons learned; and
 - (3) Required corrective actions and/or mitigation factors to address identified vulnerabilities and performance shortcomings.
5. SAFETY.
- a. PTs must be conducted with the highest regard for the safety and health of personnel, protection of the environment, and protection of Government property.
 - b. Specific safety considerations and requirements for conducting PTs are found in this Attachment.
 - c. Site-specific procedures addressing the conduct of PTs, the use of ESS, and safety considerations must be submitted to the ODFSA for review and approval and incorporated into the site performance assurance program.
6. COMMAND AND CONTROL.
- a. Command and Control System.
 - (1) A command-and-control system must ensure ESS safety and other requirements of this Chapter are met.

- (2) The command-and-control system must ensure that exercise ROE are followed; specific hazards and safety concerns, as identified in a risk assessment, are appropriately addressed; and exercise continuity is maintained.

b. Command and Control Responsibilities.

- (1) The controller staff must be organized in a manner that facilitates the control of all affected locations, and the control and coordination of all events to be initiated during the exercise.
- (2) Controllers must ensure the following requirements are enforced and implemented during exercises:
 - (a) Ensuring the safety of exercise participants during exercise activities.
 - (b) Ensuring that personnel under their control comply with the PT plan to include the exercise ROE and the safety regulations.
 - (c) Conducting safety checks and inspections of all personnel under their control for live rounds; prohibited ammunition in DMC/PB or MILES PTs/exercises; other general prohibited articles and overall safety. The results of these checks and inspections must be reported to the senior controller before the PT begins.
 - (d) Ensuring no live firearms or ammunition are allowed within the ESS PT area, except those under the direct supervision of the shadow force controller.
 - (e) Ensuring PT participants and observers wear and use appropriate safety equipment.
 - (f) Ensuring that ESS firearms handling, and manipulation procedures comply, or are compatible, with procedures for live fire training/operations.
 - (g) Terminating a specific activity or the entire PT if unsafe conditions or acts are observed.

Ensuring the accountability of personnel and equipment at the termination of the PT and reporting the results to the senior controller.

c. Command and Control Positions.

- (1) FoF PTs and related activity must be regulated by controllers under the supervision of an exercise (or test) director, who is responsible for overall control of the PT.
- (2) The exercise director must be supported by a senior controller, a safety controller, an ESS controller, a shadow force controller if applicable, and specific event controllers.
- (3) These individuals must be trained to fulfill their responsibilities to ensure activities are undertaken safely.
- (4) See DOE Standard DOE-STD-1231-2018, *Preparation and Conduct of Protective Force Performance Testing*, for detailed descriptions of each required position.

7. ENGAGEMENT SIMULATION SYSTEM (ESS).

- a. ESS equipment capable of allowing a lethal projectile to exit the muzzle is not authorized for use during CPT PTs.
- b. There are six major types of ESS approved for use within DOE for the conduct of simulated engagements during CPF PTs and training activities.
 - (1) Multiple Integrated Laser Engagement System (MILES). MILES systems typically use blank fire weapons, lasers and sensors to simulate the firing and impact of a live round.
 - (2) Marking Systems.
 - (a) DMC systems consist of specially modified or manufactured weapons and non-lethal DMCs designed to allow for realistic decisional shooting situations.
 - (b) PB systems consist of paintball guns, also called "markers," that come in a variety of shapes and styles.
 - (3) Hybrid Dye Marking Cartridge/ESS Firearm. A hybrid DMC/MILES firearm is a firearm that has been modified or manufactured as a DMC weapon that feeds, fires, and functions DMC or blank ammunition. The weapon may be mounted with a MILES transmitter.
 - (4) Blank Fire Systems. Blank fire equipment consists of specially modified firearms (that cannot fire live ammunition or projectiles) and blank fire cartridges (loaded with powder but containing no projectile).

- (5) Inert Weapons Systems. Inert weapon systems consist of simulated weapons or actual firearms that have been rendered incapable of firing live or blank fire ammunition.
 - (6) Airsoft Systems. Airsoft systems are replica duty weapons that propel 6mm plastic or biodegradable BBs by means of either rechargeable batteries or compressed air/gas. This system can also be modified to be used with MILES equipment without the use of BBs.
- c. Other types of ESS and associated equipment may be used to simulate adversary and CPF actions and real-world incidents.
- (1) Pyrotechnics and smoke generators may be used to simulate fires and chemical agents.
 - (2) Hand thrown smoke grenades may be used to cover adversary and CPF tactics, provide diversions, and simulate fires and chemical agents.
 - (3) Practice or inert grenade systems, NFDDs, air horns and other devices may be used to simulate explosions.
- d. Training aids, not identified above, with the appearance and handling characteristics of a real weapon.
- (1) These training aids must be distinctly colored for identification purposes and may be used where the use of a training aid mitigates risk.
 - (2) Training aids can be used when they present a safer environment than using live weapons and must be incorporated into a risk analysis which addresses their use.

8. ENGAGEMENT SIMULATION SYSTEM SAFETY.

- a. Personnel Safety. Personnel acting as adversary/opposition force team and response force members must be briefed as to their individual responsibilities to include:
- (1) Avoiding hazardous areas;
 - (2) Monitoring their own physical condition for signs of overexertion;
 - (3) Watching for other participants who appear injured or otherwise are in need of assistance, and immediately ceasing ESS activities in order to render aid and notify a controller or instructor;
 - (4) Reporting injuries, regardless of severity, to the nearest controller, instructor, or safety representative;

- (5) Handling and using all ESS firearms and weapons safely as though they were live fire weapons;
- (6) Inspecting issued ESS weapons and ammunition to ensure that no live ammunition and the proper ESS ammunition, if applicable, is present, and that the ESS weapons and magazines, where used, are properly color coded (see 8.b(1)(c) below);
- (7) Understanding the actions to take in the event the CPF Shadow Force is deployed and actions of the Shadow Force;
- (8) Limiting physical contact, during an arrest scenario, to the minimal force necessary to safely search and handcuff an individual, while refraining from violent physical contact;
- (9) Refraining from attempts to disarm a participant by grabbing their firearm or person;
- (10) Ascending or descending from elevated positions by ladder, stairway, or other safe method; jumping from elevated positions only if necessary and safe;
- (11) Avoiding hot propellant gases vented from weapons systems; and
- (12) Avoiding taking positions within 10 feet of a vehicle hit indicator system that contain an explosive charge.

b. ESS Firearms Safety. All firearms, ammunition and equipment used in ESS activities must meet the following requirements.

- (1) General Requirements. All firearms and weapons used in ESS exercises and training activities must be modified and dedicated for ESS use only.
 - (a) Dedicated ESS firearms must not be reactivated for live fire usage without the written approval of the ODFSA or their designee.
 - (b) ESS firearms and equipment must be distinctively marked; marking must be at least one square inch, located in a conspicuous location, and color coded as indicated:
 - 1 Orange – MILES/blank fire firearms, magazines, and speed loaders;
 - 2 Blue – DMC firearms, magazines, speed loaders, and PB systems;
 - 3 Blue and orange – DMC/MILES hybrid firearms;

- (b) Manufacturers' recommendations for the shelf life of DMC/PB ammunition must be followed.
- (c) All DMC/PB equipment must be maintained and tested in accordance with manufacturers' specifications.
- (d) DMC/PB rounds are not allowed in MILES exercises unless one of the following safety measures is in place:
 - 1 Approved hybrid weapons are used, or
 - 2 MILES and DMC/PB engagement areas are physically separated; e.g., MILES employed for containment and longer distance engagements, and DMC/PB for interior close quarter battle engagements and room clearing, provided proper PPE is worn for the respective ESS being used.
- (e) Instructor/controller to shooter ratios must be dictated by the type of PT scenario. Participants must be familiar with the DMC firearm/PB system to be used in the PT.
- (f) DMC/PB PPE requirements include:
 - 1 All DMC/PB PPE must be visually inspected by a controller or instructor before each use.
 - 2 Helmets with spring loaded face shields must not be used during DMC or PB activities.
 - 3 Protective eyewear must meet ANSI/ISEA Z87.1 standard or weapon/ammunition manufacturers' specifications, whichever is more stringent.
 - 4 Face protection must provide protection from DMC/PB projectiles entering under the face mask when the wearer tilts his/her head back or looks upward.
 - 5 Clothing with a tight weave fabric, such as that in military type/field uniforms or coveralls, is recommended to cover and protect any exposed skin.
- (g) DMC/PB systems must not be fired at personnel closer than 1 meter or in accordance with manufacturer specification, if more restrictive.

(4) ESS LAWs/Rocket Propelled Grenades (RPGs) Safety.

- (a) LAWs/RPGs must be used only in designated areas.
- (b) LAWs/RPGs must not be cocked until the target is identified.
 - 1 If the simulator is not fired at a given target but is anticipated to be fired at another target during the exercise, it must be returned to the uncocked position until the target is sighted.
 - 2 If the simulator is not fired, it must be returned to an unloaded/tube empty position before being turned in.
- (c) LAWs/RPGs simulators must comply with exclusion distances and conditions applicable for the actual weapon systems. The exclusion distance for the LAW/RPG is 5 feet to either side and 30 feet to the rear.

c. Pyrotechnics, Noise and Flash Diversionary Devices (NFDDs), and Obscurants.

- (1) NFDDs may be used in PTs with the following conditions:
 - (a) NFDDs that are designed and intended to be employed in real-world tactical situations must not be deployed into occupied rooms or hallways.
 - (b) NFDDs that are designed and intended to be employed in training events may be deployed into occupied areas during training activities, if approved by the site safety organization.
- (2) Procedures for handling duds and expended devices must be included in the PT plan and applicable lesson plans.
 - (a) These procedures must follow the manufacturer's disposal recommendations or site approved procedures,
 - (b) Participants must never pick up thrown pyrotechnics, NFDDs, or chemical agents, even those that appear to be duds.
 - (c) Duds must be reported, as soon as possible after discovery, to the Senior Controller.
 - (d) Duds and expended devices must be disposed of by properly trained personnel.

- (3) Procedures for activities such as wiring pyrotechnics into vehicle electrical systems and the use of booby traps and trip wires must be included or referenced in PT plans/procedures.
 - (a) These activities must follow manufacturer's recommendations or site approved procedures.
 - (b) These activities must be conducted by properly trained personnel.
- (4) Smoke and obscurant generating pyrotechnics.
 - (a) Smoke and obscurant generating pyrotechnics must not be used indoors or in confined spaces.
 - (b) The effects of smoke and obscurants on facilities, production processes, workers, and other parties (e.g., nearby roads and vehicle drivers, adjacent facilities and workers, air intake systems) must be addressed in the PT plan or lesson plan.
 - (c) Participants must avoid unnecessary exposures to smoke systems by staying upwind of the smoke, where possible; by avoiding entry to the smoke cloud; by limiting the time traversing the cloud; and by choosing routes involving the least densities of smoke consistent with the tactical objective.
 - 1 Full immersion in high density smoke for extended periods must be avoided where possible.
 - 2 If immersion cannot be avoided, respiratory protection must be used as defined in the risk analysis.
 - (d) Thrown smoke grenades must be deployed by persons trained in their safe deployment methods and knowledgeable of their potential hazards.
 - (e) When thrown smoke grenades and other pyrotechnics are deployed in PT activities, adequate firefighting equipment and persons knowledgeable in their use must be readily available.
 - (f) Pre-activity safety briefings must address the safety concerns related to the use of smoke and obscurants, the controls for the deployment of smoke, and the safety controls established to control and limit personnel exposures.

- d. Vehicle Safety. The following requirements apply to the use of vehicles during an exercise.
- (1) Vehicles must not be mounted or dismounted until after they come to a complete stop.
 - (2) All personnel in moving vehicles must wear seat belts at all times. Passengers may ride in the back of moving open vehicles provided that they remain seated within the vehicle and restraint devices are installed and used.
 - (3) Vehicle maneuvers (e.g., accelerations and decelerations, cruising, turns, etc.) must be made in accordance with local vehicle operating procedures.
 - (4) When a PT scenario requires a roadblock, it must be simulated by placing a blocking vehicle on the shoulder of the road and by ensuring that a controller is notified that a roadblock has been established.
- e. Exercise Rules of Engagement. Specific exercise ROE must be developed and documented for FoF or man on man PT activities, as applicable. See DOE STD 1231-2018 for detailed guidance.

ANNEX 1. LEGAL AUTHORITY/FRESH PURSUIT/ RULES OF ENGAGEMENT

This Annex provides information and/or requirements associated with DOE O 473.2A as well as information and/or requirements applicable to contracts in which the associated CRD (Attachment 1 to DOE O 473.2A) is inserted.

1. LEGAL AUTHORITY, FRESH PURSUIT, RULES OF ENGAGEMENT.

a. Applicable Legal Terms.

- (1) Felony. For the purposes of these guidelines, felony refers to any offense enumerated in 10 CFR §1047.4(a)(1)(i), (a)(2)(i) or as referenced in 10 CFR Part 1049.
- (2) Fresh Pursuit. Pursuit (with or without a warrant) for the purpose of preventing the escape or effecting the arrest of any person who commits a misdemeanor or felony or is suspected of having committed a misdemeanor or felony.
- (3) Hostile Intent. Hostile intent is the threat of imminent use of force against DOE interests, property and/or personnel.
- (4) In the Presence. The criminal act must have taken place in the physical presence of (under the observation of) the CPF officer.
- (5) Jurisdictional Lines. For the purposes of these guidelines, jurisdictional lines for fixed sites must include, but are not limited to, the property lines of a DOE facility/site.
- (6) Misdemeanor. Any offense enumerated in 10 CFR §1047.4(a)(1)(ii), (a)(2)(i) or as referenced in 10 §Part 1049.
- (7) PF Officer. Any person authorized by DOE to carry firearms under section 161.k of the AEA of 1954, (defined in 10 CFR §1047.3(g)), and any person authorized by DOE to carry firearms under section 661 of the DOE Organization Act (defined by 10 CFR §1049.3(e)).

NOTE: Although Security Officers are members of the CPF, they do not have Federal arrest or detention authority.

- (8) Reasonable Suspicion. The common-sense conclusion about human behavior upon which practical people are entitled to rely requiring only something more than an unarticulated hunch. It requires facts or circumstances that give rise to more than a bare, imaginary, or purely conjectural suspicion.

- (9) Reasonable Grounds to Believe. Information that establishes sufficient articulable facts that forms a reasonable basis to believe that a definable criminal activity or enterprise is, has been, or may be committed, e.g. information from another CPF or law enforcement officer, communications from a CPF dispatchers or CAS operations, etc.)
 - (10) Probable Cause. Probable cause is a level of reasonable belief, based upon the facts and circumstances, that would lead a reasonable person in that situation to believe a suspect has committed, is committing, or is about to commit a crime. Probable cause is the standard by which an officer has the grounds to arrest without a warrant.
 - b. Arrest Authority. The authority for CPF SPOs to make arrests without warrant stems from two sources:
 - (1) Section 161k of the AEA of 1954 [42 U.S.C. 2201(k)] provides for the authority to carry weapons and make arrests in the protection of DOE assets.
 - (2) Section 661 of the DOE Organization Act (42 U.S.C. 7270a) applies only to the Strategic Petroleum Reserve (SPR) and provides CPF SPOs authority to carry weapons and make arrests in the protection of DOE assets on the SPR.
 - c. Arrest Procedures. Broad guidelines for effecting an arrest are established in 10 CFR Part 1047 and 10 CFR Part 1049, respectively.
 - (1) Sites must develop, in consultation with local DOE General Counsel, site-specific arrest procedures, including additional guidance on the use of non-deadly force in the exercise of arrest authority.
 - (2) These procedures must be approved by the ODFSA.
 - d. Tracing of Seized or Confiscated Firearms. Pursuant to Presidential Memorandum - *Tracing of Firearms in Connection with Criminal Investigations*, dated January 16, 2013, all firearms seized or recovered in the course of criminal investigations must be traced through the Bureau of Alcohol, Tobacco and Firearms. This information must also be submitted to the ODFSA. See *Firearms Tracing Form* at <http://www.atf.gov/files/forms/download/atf-f-3312-1.pdf> and the *ATF Police Officer's Guide to Recovered Firearms* at <http://www.atf.gov/files/publications/download/p/atf-p-3312-12.pdf>.
2. FRESH PURSUIT. The purpose of these guidelines is to set forth the procedures to be followed by DOE CPF officers when pursuing suspected criminals across jurisdictional lines.
 - a. Policy. It is DOE policy to prevent the escape and to effect the arrest of fleeing suspected criminals in a safe and expeditious manner.

- (1) Sites must develop, in consultation with local DOE General Counsel, site-specific fresh pursuit procedures.
 - (2) The ODFSA must approve the site-specific fresh pursuit procedures.
- b. Conditions. The following information is provided to assist with the development of site-specific procedures.
- (1) Misdemeanors.
 - (a) It is not recommended that CPF engage in fresh pursuit for misdemeanors. If a site determines a need to engage in fresh pursuit for misdemeanors, the following conditions apply:
 - 1 A CPF officer may engage in the fresh pursuit of a suspected misdemeanant across jurisdictional lines only if the alleged misdemeanor was committed or is being committed in his or her presence or the presence of another CPF officer.
 - 2 If the alleged misdemeanor was not committed in the presence of a CPF officer, CPF officers must not pursue the suspected misdemeanant across jurisdictional lines.
 - (b) Instead, the CPF officers must attempt to obtain a description of the suspected misdemeanant and a description and license tag number of any vehicle being used by the suspected misdemeanant and must convey this information (in accordance with the specific notification procedures issued by DOE line management) to the State and other LEAs for the jurisdiction into which the suspected misdemeanant has fled.
 - (2) Felonies. CPF officers may engage in the fresh pursuit of a suspected felon across jurisdictional lines if:
 - (a) The alleged felony is being committed, or was committed, in the presence of a CPF officer; or
 - (b) Any CPF officer has reasonable grounds to believe that the person pursued is committing, or has committed, the alleged felony.
- c. Fresh Pursuit Procedures.
- (1) Responsibility.
 - (a) Responsibility for decisions with respect to fresh pursuit must follow the CPF command structure.

- (b) In making fresh pursuit decisions, CPF officers must consider applicable Federal and State laws; Departmental directives, guidelines, and regulations; and CPF plans, post orders (POs), general orders (GOs), guidelines, and training.
- (2) Safety Considerations.
- (a) Safety is a primary consideration when engaged in fresh pursuit of a suspected criminal.
 - (b) In determining whether to pursue and the method and means of pursuit, a CPF officer must weigh the seriousness of the alleged offense and the necessity for immediate apprehension against the risk of injury to himself/herself, other CPF officers, and the public.
 - (c) If at any time during the pursuit, the risk of injury to pursuing CPF officers or the public surpasses the necessity for immediate apprehension, efforts to effect immediate apprehension must be terminated. See subparagraph 2.c.(12)(b) below.
- (3) Use of Force. CPF officers must use the objectively reasonable force necessary under the circumstances to apprehend a suspected criminal.
- (4) Jurisdictional Lines. Regulations in 10 CFR §1047.6 and 7 and §1049.6 and §1049.7 address the applicability of physical and/or deadly force in a fresh pursuit situation, regardless of whether jurisdictional lines have been crossed.
- (5) Hostages. If hostages are present in a pursuit situation in which recovery of Category I SNM, nuclear weapons and/or components are involved, the safety and welfare of the hostages must be considered; however, due to the consequences of misuse or loss of those assets to national security, the public, and the environment, the hostages' presence must not deter or impact immediate pursuit and recovery of the SNM.
- (6) Vehicular Pursuit.
- (a) Vehicles used in fresh pursuit must be operated in as safe a manner as is practicable.
 - (b) Sites with recapture, recovery, fresh pursuit plans must have vehicles identified and available for that mission.
- 1 At a minimum when these identified vehicles have Federal license plates they must be: placarded as security police vehicles, equipped with emergency lights and sirens, and have two-way radio communications capability with site CPF CAS/SAS and/or tactical commanders.

- 2 Direct two-way communication capability (e.g., access to a common use law enforcement frequency) with State, County, and local LEAs is preferred.
 - 3 If the pursuit vehicles have state license plates, state emergency equipment/lights and marking requirements must be met.
 - 4 If use of these identified vehicles is not practical due to exigent circumstances, other vehicles may be used as a last resort.
- (c) Vehicles occupied by non-CPF officers must not be used in fresh pursuit situations unless the situation mandates an immediate pursuit, and the extreme circumstances prohibit the occupant's disembarkation.
- (d) The number of pursuing vehicles that cross a jurisdictional line must be limited to that necessary to provide sufficient personnel to deal with the situation. Under no circumstance must the number of pursuing CPF officers be such that the facility is left without sufficient security protection.
- (7) Use of Roadblocks.
- (a) There are inherent dangers associated with the use of roadblocks; thus, unless exigent circumstances mandate immediate apprehension of the suspected criminal (e.g., unauthorized control of Category I SNM), CPF officers generally must not attempt roadblocks without the authorization of the appropriate law enforcement officials of the jurisdiction entered.
 - (b) Roadblocks must not be used to apprehend persons suspected of committing a misdemeanor
 - (c) Roadblocks must not be used without the concurrence of the supervisor of the pursuing CPF officers.
- (8) Vehicle Ramming/Pursuit Intervention Technique (PIT) Maneuver/Tire Deflation Devices.
- (a) There are inherent dangers associated with the use of vehicle ramming, PIT maneuvers and tire deflating devices; thus, unless exigent circumstances mandate immediate disabling of the suspect vehicle (e.g., unauthorized control of Category I SNM), CPF officers generally must not attempt vehicle ramming, PIT maneuvers or use tire deflation devices without the authorization

of a CPF supervisor. However, such authorization is not required if it affects the timely termination of the pursuit.

- (b) Vehicle ramming, PIT maneuvers and tire deflation devices must not be used to apprehend persons suspected of committing a misdemeanor.
- (c) Specific guidelines regarding the training and use of vehicle ramming, PIT maneuvers and tire deflation devices in fresh pursuit situations must be included in the site-specific guidelines submitted to the Program Office for approval.

(9) Aviation Assistance.

- (a) Where DOE has aviation capability (e.g., helicopters, fixed wing aircraft, UAS), specific guidelines regarding the use of aircraft in fresh pursuit situations must be coordinated with appropriate State and other local officials.
- (b) This information must be included in the site-specific guidelines submitted to the Program Office for approval.

(10) Watercraft Assistance.

- (a) Where DOE has waterborne capability, specific guidelines regarding the use of watercraft in fresh pursuit situations must be coordinated with appropriate State and other local officials.
- (b) This information must be included in the site-specific guidelines submitted to the Program Office for approval.

(11) Communications.

- (a) CPF officers, involved in fresh pursuit activities, must make every attempt practicable to maintain open communications and to relay as much information as possible to the CPF dispatcher and/or CPF chain of command.
- (b) Upon the initiation of a fresh pursuit situation, the CPF dispatcher must immediately notify supervisors in the CPF command structure and the officer in charge of onsite CPF operations.
- (c) When it becomes apparent to the pursuing CPF officers that jurisdictional lines might be crossed, this information must be transmitted immediately to the law enforcement authorities of the jurisdiction to be entered in accordance with the mission specific emergency notification procedures. To the extent possible, such notification must include a description of the fleeing suspect and/or

vehicle, the alleged criminal violation for which the suspect is being pursued, and the location and direction of travel of the suspect.

- (12) Coordination with Other Law Enforcement Agencies (LEAs). When other Federal, State or local LEAs with jurisdiction in the area into which the suspected criminal has fled join the pursuit, they must be primarily responsible for the continued pursuit.
- (a) The CPF dispatcher, supervisors in the CPF command structure, and the officer in charge of onsite CPF operations must coordinate the pursuit efforts of CPF officers with other Federal, State, and/or other local LEAs who assume primary responsibility.
 - (b) CPF officers participating in the pursuit must continue to participate in pursuit operations until otherwise instructed by the CPF dispatcher, respective supervisors in the CPF command structure, or the officer in charge of onsite CPF operations.
 - (c) At least one CPF officer unit must remain available to assist the other pursuing Federal or State and other local LEAs until the pursuit is concluded or otherwise terminated.

3. GUIDELINES FOR RULES OF ENGAGEMENT (ROES).

- a. Purpose. The purpose of this section is to provide the DOE/NNSA Headquarters and field elements guidance in developing the ROEs for use of deadly force as established in 10 CFR Part 1047 and 10 CFR Part 1049.

DOE's Use of Deadly Force Policy, as set forth in 10 CFR Part 1047, defines the circumstances when deadly force is authorized; i.e., self-defense; serious offenses against persons; theft, sabotage, or unauthorized control of nuclear weapons, nuclear explosive devices, or Category I and II SNM; and apprehension.

The CFR also states, "Its use may be justified only under conditions of extreme necessity, when all lesser means have failed or cannot reasonably be employed." DOE has determined that the CFR's concept of, "or cannot reasonably be employed," needs further site-specific amplification in the post September 11, 2001, environment.

- b. Rules of Engagement.
- (1) Each DOE site, with an armed CPF must develop site-specific ROEs that incorporate the concept of hostile intent.
 - (2) Site-specific ROEs must consider the assets being protected, the consequences of the loss or misuse of the asset, site geography, building

construction, CPF strength and capability, adversarial task times, and adversarial capabilities outlined in DOE O 470.3, current version.

- (3) ROEs must address the spectrum of postulated acts outlined in DOE O 470.3, current version.
- (4) ROEs must clearly state under what conditions the circumstances of hostile intent have been met and include site-specific elements that ensure site security and officer safety by requiring that the situations are quickly analyzed, controlled, and neutralized using reasonable force.
- (5) Hostile intent may be indicated by the following factors: an intruder inside the perimeter intrusion detection assessment system of or in a protected area and/or material access area; the presence of any number of armed intruders onsite; vehicles crashing or failing to stop at a gate; and/or a perceived aerial insertion of any number of intruders by helicopter or other methods.
- (6) ROEs must include site-specific examples of likely scenarios where the use of deadly force may or may not be authorized.
- (7) ROEs must be available for on-shift review by CPF officers
- (8) ROEs must be approved by the ODFSA, in consultation with the local Office of General Counsel.

c. Rules of Engagement in Use of Helicopters as Firing Platforms.

- (1) Site-specific ROE must be developed consistent with DOE policy on the use of force.
- (2) Firing must be done only by specifically trained and qualified personnel with weapons attached to gun mounts that provide field of fire limitations which protect the aircraft from self-inflicted damage.
- (3) ROEs must be approved by the ODFSA, in consultation with the local Office of General Counsel.

ANNEX 2. DEPARTMENT OF ENERGY TACTICAL DOCTRINE

This Annex provides information and/or requirements associated with DOE O 473.2A as well as information and/or requirements applicable to contracts in which the associated CRD (Attachment 1 to DOE O 473.2A) is inserted.

1. INTRODUCTION.

- a. Overview. The establishment of Departmental doctrine governing the defense of PL-1 through PL-4 assets to ensure the uniform application of effective security measures throughout the complex. The concepts of the tactical doctrine must be evaluated and employed as applicable in the development of defensive planning for the protection of these assets at fixed sites.

The intent of the DOE Tactical Doctrine is to ensure sensitive national security assets are protected and to enhance PF survivability by detecting the adversary as far away from the target as reasonably possible; placing barriers and obstacles in their path to slow them down; and making the adversary fight their way to the target.

Application of the elements of this doctrine at other facilities or sites is optional.

- b. Purpose of an Armed CPF. Within DOE, armed CPFs exist to deter and to defeat terrorist or other adversarial actions that could have major national security consequences; primarily, unauthorized access to nuclear weapons and components and SNM.

The tactical team, consisting of two or more SPOs is the foundation of the Tactical Doctrine's PF element, enabling more effective command, control, and communications. Given the limited availability of armed CPFs, they should not be used to:

- (1) Perform access control functions that can be better accomplished through automation;
- (2) Act as administrative escorts for construction projects or service personnel (unless required for the protection of the asset); or
- (3) Staff unnecessary posts that offer convenience to management and/or employees.

2. TACTICAL DOCTRINE. Generally, defensive plans involve an area defense with fixed strong points, or fighting positions, that encompass a target and lie within a concentric arrangement of intrusion detection systems and barriers designed to detect, delay, and engage the adversary as far from the target as possible. Armed CPF tactical units are positioned on, or in proximity to, each target when practical. Early detection permits interdiction by fixed and/or mobile response teams using fire and maneuver techniques to

deny further access to adversaries and/or to channel them into attrition areas covered by interlocking bands of fire from hardened fighting positions.

a. Defensive Planning Principles.

(1) Prepare the Defensive Area.

(a) Prepare a barrier plan to:

- 1 Minimize the number of access points and/or avenues of approach.
- 2 Channel the adversary into attrition areas by use of barriers and preplanned, interlocking bands of fire.
- 3 Control the high ground, either by physical presence or by weapons fire.

(b) Prepare a defensive fire plan to ensure that:

- 1 Clear fields of fire and observation across the battlespace are maintained;
- 2 Defensive positions are mutually supporting;
- 3 High volumes of fire can be brought onto key terrain features, obstacles, and along expected routes of approach; and
- 4 The volume of fire brought upon an adversary increases as a target area is approached.

(2) Integrate All Aspects of the Defensive Plan.

- (a) Employ multiple layers of detection.
- (b) Employ multiple layers of delay (e.g., barriers/obstacles).
- (c) Integrate technology, such as ROWS, active denial systems, and advanced detection and observation systems, with response force tactics.
- (d) Ensure that barriers are covered by weapons fire.
- (e) Ensure that the entire defensive perimeter is covered by interlocking fields of fire from mutually supporting positions.

- (f) Where feasible, control the configuration of the battlespace by eliminating anything that could provide potential adversary cover and/or concealment.
 - (g) Ensure that likely avenues of approach are defended with sufficient force to compel decisive engagements with the adversary.
 - (h) Protect defenders by employing hardened fighting positions situated for mutual support.
 - (i) Establish supplementary defensive positions.
 - (j) Prepare to maneuver forces to attack and to defeat an adversary whose progress is delayed by engagement with defensive fire.
- (3) Make the Adversary Fight to the Target.
- (a) Adversary detection and engagement must occur as far from the target as possible.
 - (b) Plan for the assessment of remote alarms to identify the number of adversaries, thereby helping to differentiate between diversionary attacks and the main force. If CPF are used for assessment:
 - 1 Plan for staged withdrawal of forces dispatched to assess remote alarms to prepared supplementary defensive positions.
 - 2 Plan for overwatch of assessment forces with long range weapons from within the defensive perimeter.
 - (c) Coordinate barrier and fire control planning to ensure that the adversary is subjected to high volumes of fire in exposed positions prior to entry into the defensive perimeter.
 - (d) Ensure adequate standoff for vehicle-borne improvised explosive devices.
- (4) Make the Target Location Deadly.
- (a) Use technology to distract, interrupt, disable, or neutralize anyone who has obtained unauthorized access to target locations.
 - (b) Include considerations for re-entry and recapture of target locations in all barrier and response plans.

(5) Manage the Site Population.

- (a) Limit the number of personnel, vehicles, and equipment in the target areas at all times.
- (b) Develop formal site-specific procedures for the disposition of workers in the event of an attack.
 - 1 If the tactical conditions permit, workers may be evacuated to safe areas from prospective target locations and likely avenues of approach.
 - 2 Sheltering in place may be the best option. Workers should be provided with specific instructions, such as to remain off the phone unless they possess information about the event, to lie on the floor, and, if CPF enter their location, to keep their hands and security badges visible.

b. Tactical Application. The CPF is deployed in a strategic posture composed of both fixed and mobile posts to interrupt, interdict, deny, and neutralize an adversary force attack. The CPF is adept at implementing approved response plans under adverse emergency conditions. The CPF consists of a mix of Fixed Post Readiness Standard (FP), Basic Readiness Standard (BRS) and Advanced Readiness Standard (ARS) SPOs. The specific mix of SPO categories is based on the site's respective protection strategy. An SRT capable of performing recapture operations is available in the event that denial of access was ineffective.

(1) Response Force Characteristics.

- (a) Survivability
- (b) Mobility
- (c) Lethality
- (d) Flexibility
- (e) Speed
- (f) Adaptability
- (g) Mutual Support
- (h) Reliable communications

(2) Response Force Element Missions. A site CPF response force is composed of small units/teams of no fewer than two SPOs, deployed in configurations that provide tactical advantages for both defensive and

offensive operations. In the event that facility CPF deployment consists of single-person patrol units or posts, plans must require consolidation into small unit tactical teams with a designated leader during the response.

(a) Special Response Team.

1 Mission. The SRT executes recapture operations and conducts or supports pursuit and recovery operations as well as interruption, interdiction, neutralization, containment, and denial strategies.

2 Capabilities. SRT qualified personnel are deployed as one or more dedicated teams with specialized weapons and equipment, operating from mobile tactical vehicles, as ground assault forces, or a combination of both.

(b) Advance Readiness Standard SPO.

1 Mission. Executes interruption, interdiction, neutralization, containment, and denial strategies and supports recapture, fresh pursuit, and recovery operations.

2 Capabilities. ARS SPO personnel operate in small units with specialized weapons and equipment from mobile patrols/tactical vehicles and fixed posts.

(c) Basic Readiness Standard SPO.

1 Mission. Executes interruption, interdiction, neutralization, containment, and denial strategies and supports recapture, fresh pursuit, and recovery operations.

2 Capabilities. BRS SPO personnel operate in small units with specialized weapons and equipment from mobile patrols/tactical vehicles and fixed posts.

(d) Fixed Post Readiness Standard SPO.

1 Mission. Executes interruption, interdiction, neutralization, containment, and denial strategies. May be required to support recapture, fresh pursuit, and recovery operations in emergency conditions, as outlined in 10 CFR §1046.11.

2 Capabilities. FPRS SPO are assigned to fixed posts and may be assigned specialized weapons.

(e) Security Officer.

- 1 Mission. Performs routine security-related functions (e.g., access/egress control, escort duties, CAS operations).
- 2 Capabilities. SOs may perform observation and reporting activities, logistical re-supply to other CPF elements, message courier duties, and provide transportation support.

(3) Deployment Considerations.

- (a) Each armed CPF member is issued at least one primary weapon along with a secondary firearm, such as a handgun, used principally for close-quarters engagement or to transition to in the event of a stoppage of the primary weapon.
- (b) CPF weapons systems capabilities support tactical operations in both day and night conditions.
- (c) The CPF employs direct-fire weapons to engage and to neutralize adversary forces out to the maximum effective range of the weapon.
- (d) As prescribed by the facility or site SP, the CPF employs indirect-fire or explosive projectile weapons to deny access to target locations and to suppress and to neutralize adversary forces occupying positions of cover and/or concealment.
- (e) CPF members are knowledgeable of adversary attack methods identified in DOE O 470.3, current version, and critical pathways documented in site-specific VA reports.
- (f) A secure tactical command post is identified to ensure that command, control, and communications links are maintained and that backup systems are available.
- (g) Command and control is structured down to the lowest unit/team level. Operational control of forces includes organizing and employing of forces, designating combat objectives, assigning individual and unit tasks, and issuing orders and directions necessary for mission accomplishment.
- (h) Accurate adversary and battle information is relayed to command/control centers as it occurs.
- (i) A system for Identification, Friend or Foe is employed to minimize incidents of casualties from "friendly fire."

- (j) Highly mobile tactical vehicles (armored and/or unarmored) mounted with light and/or heavy weapon systems are deployed to support combat operations, conduct reconnaissance operations, control avenues of approach, maneuver to suppress and destroy hostile threats, and to provide mutual support for other tactical vehicles.
 - (k) A commander is designated for each tactical armored vehicle.
 - (l) CPF teams, using suppressive fire weapons, maneuver in force against adversaries occupying covered positions.
 - (m) The CPF has plans in place to transition quickly from defensive to offensive operations.
- (4) Recapture Operations.
- (a) SRT is established with sufficient resources to ensure that recapture capabilities continue to exist in the event that the denial strategy fails.
 - (b) SRT training is focused on site-specific targets and ensures that SRTs are adequately prepared to conduct recapture operations within identified target locations.
 - (c) SRTs possess the site-specific tactics, tools, and techniques necessary to gain entry, neutralize the adversary threat, control the situation, and secure national security assets.
 - (d) If hostages are involved regaining control of the asset is the primary consideration.
 - (e) SRTs are supported by other CPF elements to the maximum extent possible as they move toward the target objective.
 - (f) CPF members provide overwatch for the assault team(s) movement, cover avenues of approach, and provide support by fire to the recapture team as they breach/enter the target location.
 - (g) All CPF officers are capable of providing direct support to the recapture mission by supplementing the main assault force, controlling the target area, and suppressing enemy defensive positions.
- (5) Pursuit and Recovery Operations.
- (a) CPF members are trained and equipped to conduct fresh pursuit and recovery operations, on and off DOE property.

- (b) Fresh pursuit and recovery operations are coordinated with responding Federal, State, and local LEAs according to approved agreements.
- (c) CPF members use vehicle immobilization techniques and/or other means of applying deadly force to terminate the pursuit.
- (d) CPF members maintain control of DOE assets until relieved by cognizant Federal authorities.