


| Atlanta Police Department – Standard Operating Procedure                          |  |   |
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|  | <b>APD.SOP.4044 - Tactical Field Operator</b><br><b>Effective Date: June 4, 2024</b> |  |
| <b>Chief Darin Schierbaum</b>   | <b>Signature by: DS</b>  | <b>Date Signed: 6/4/2024</b>  |

## SIGNIFICANT CHANGES

APD Staff,

The Policy and Standards Section is dedicated to providing the department, and its employees, with accurate, understandable and transparent policies. In order to publish policies that reflect the most up-to-date standards, the Policy and Standard Section regularly reviews all policies to ensure that they are reflective of the current mission and objectives of the Atlanta Police Department.

During the review and renewal of APD.SOP.4044 Tacitcal Field Operator, the following updates have been made to the policy:

- The semi-annual physical fitness test will require TFO's to complete the Obstacle Course in under 3 minutes while wearing a plate carrier and carrying a simulated rifle.
- TFO's will be required to complete the Patrol Rifle Course and the 30-Round Quick-fire Course with a minimum score of 80%.
- TFO's can be removed from the program due to missing more than 5 training days in a year, by the Chief of Police (or their designee), by the Training Academy Director or by the TFO Training Coordinator.

We continue to encourage you to read the policy below in its entirety to better understand the importance of the TFO's and the TFO Program.

**Thank you and stay informed!**

**Policy and Standards Section**  
**Planning, Research, and Accreditation Unit**

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**1. PURPOSE**

To establish the specific duties and responsibilities for employees designated as Tactical Field Operators (TFO).

**2. POLICY**

The Atlanta Police Department will select qualified officers assigned to the Field Operations Division (FOD) who will be trained and equipped to provide enhanced response capabilities to violent events and other emerging crises.

**3. RESPONSIBILITIES**

- 3.1 The FOD commander will manage the collective response capabilities of each zone's TFO resources.
- 3.2 The Section Commander will ensure that each watch maintains an optimum TFO response capability.
- 3.3 The Training Section Commander will designate a TFO Training Coordinator responsible for scheduling and conducting monthly training.
- 3.4 The TFO Training Coordinator will:
  - 1. Vette candidates for the TFO program.
  - 2. Develop the TFO training curriculum.
  - 3. Procure, inspect, distribute, and collect TFO issued equipment.
  - 4. Coordinate TFO training.
  - 5. Ensure TFOs are utilized in qualified assignments.
- 3.5 Unit supervisors will direct and instruct TFOs under their supervision and ensure that TFO specialty vehicles are available for use, and all equipment is inspected, maintained, and operationally ready for deployment.
- 3.6 Supervisors designated as TFOs are responsible for performing the same duties as other supervisors holding the same rank.
- 3.7 TFOs are responsible for performing the same duties as uniformed patrol officers.

**4. ACTION**

**4.1 GENERAL**

Officers and supervisors designated as TFOs have enhanced training and equipment enabling them to offer a more sophisticated response to high-priority incidents to include barricaded subjects, hostage situations, civil disorders, sniper fire, and civil defense emergencies or incidents determined by departmental command to be beyond the scope or capability of uniform patrol elements.



## **4.2 SELECTION CRITERIA**

In order to be considered for the position of TFO, an employee must:

1. Hold the rank of Officer up to, and including, Sergeant.
2. Hold an assignment in FOD that is field based; excluding administrative details.
3. Have a City of Atlanta patrol rifle certification.
4. Demonstrate sound decision-making skills to their supervisor as documented in their annual performance appraisal.
5. Demonstrate a sound working knowledge of criminal procedure to their supervisor as documented in their annual performance appraisal.
6. Maintain solid physical conditioning and be able to complete all phases of training.
7. Successfully complete the initial physical fitness assessment which is comprised of the following:
  - a. Calisthenics/Warm-up (Flexibility and body weight leverage/manipulation).
  - b. One-mile run (Cardio – respiratory endurance); and
  - c. Simulated downed officer rescue with PPE (Practical application of strength and balance).

Times and repetitions on all phases will be established by the TFO Training Coordinator.

## **4.3 ASSIGNMENT**

- 4.3.1 When possible, Zones will maintain a minimum of three TFOs on each watch.
- 4.3.2 TFO designations will be made as the needs of the Department dictate. Employees accepting the TFO designation are subject to reassignment.
- 4.3.3 TFOs transferred to another qualifying assignment within FOD will maintain their designation and will be utilized as a TFO.
- 4.3.4 The Chief of Police has discretion to designate and utilize TFOs as deemed necessary.

## **4.4 DUTIES OF TACTICAL FIELD OPERATORS**

1. Tactical Field Operators perform active law enforcement duties in the field and shall handle calls for service as dispatched by communications. Upon arriving on the scene, if necessary, TFOs will conduct the following response protocols, including but not limited to the following:
  - a. Mitigate any threats by organizing contact and counter assault teams during active shooter events.
  - b. Assess the scene of a crisis, identify hazards, and assist in vetting the incident for potential SWAT response
  - c. Rescue downed officers and other survivors.



- d. Begin to isolate and secure the immediate area of danger (“hot zone”) through self-deployment to tactically advantageous positions.
  - e. Form immediate action (“hasty”) teams to ensure an organized response option is available if exigent circumstances arise prior to the arrival of SWAT and/or other specialized emergency responders.
  - f. Assist in developing a perimeter plan and prepare to transition the site to SWAT and other specialized emergency responders per APD.SOP.4043 Special Weapons and Tactics (SWAT); and
  - g. Assist SWAT with containment and ancillary duties during a SWAT activation.
2. In the event of a large-scale crisis that requires personnel augmentation from other zones, TFOs will be considered the primary response option. TFOs have been trained to operate as a team, and will work together to establish the control, tempo, and initiative required for a timely resolution.
3. During SWAT activations, on-duty TFOs at the scene of a crisis will fall under the command of SWAT, and will remain so, until relieved by a SWAT supervisor.

#### **4.5 TRAINING REQUIREMENTS, PHYSICAL FITNESS AND FIREARMS ASSESSMENTS**

1. TFOs are required to successfully complete the 80-hour POST credited AFD 18F-Tactical Field Operator training course.
2. TFOs are required to attend 16 hours of recurring monthly training.
3. TFO's are required to successfully complete a physical fitness and firearms assessment semi-annually as scheduled by the TFO Training Coordinator. The physical fitness and firearms assessment will include the following:
  - a. Physical Fitness Assessment – Complete a cycle through the Academy Obstacle Course in under 3 minutes while wearing a plate carrier, carrying a simulated AR-15 Rifle, and scaling the 6-foot wall of the course unassisted.
  - b. Firearm Assessment – Complete the Patrol Rifle Course and the 30-Round Quick-fire Course with a minimum score of 80%.

Should a TFO fail to meet the minimum standard on either phase of (re)qualification, they will be allowed an opportunity for reassessment within 60 days of their initial failure. If the TFO does not successfully complete the assessment within 60 days, the TFO Training Coordinator will review the circumstances and make recommendations for possible revocation of their TFO designation.

#### **4.6 EQUIPMENT**

4.6.1 TFOs will be issued the following specialized equipment:

1. Plate carrier with lightweight polyethylene ballistic plates with an NIJ rating of Level III
2. Ballistic helmet
3. Air Purifying Respirator (APR)
4. Tactical Emergency Medical Kit



- 4.6.2 TFOs are responsible for the maintenance and security of all issued equipment.
- 4.6.3 All equipment issued will be inspected during scheduled recurring training.
- 4.6.4 TFOs will ensure that all equipment transported in designated TFO vehicles is properly maintained, properly secured, and in good working order.

#### **4.7 PAY ADJUSTMENT ELIGIBILITY**

In order to receive a pay adjustment for the position of TFO, an employee must:

- 1. Be assigned to the Field Operations Division (FOD).
- 2. Be TFO certified.
- 3. Maintain the monthly TFO training requirements.
- 4. Work a beat car (roustabout or assigned beat), be assigned to a Field Investigation Team (FIT), or Crime Suppression Unit (CSU).
- 5. Be responsible for maintaining physical, technical, and tactical skills that will be assessed on a semi-annual basis; and
- 6. Not be assigned to an administrative assignment (i.e., Repeat Offender, Crime Analysis, Front Desk, Fleet Manager).

#### **4.8 REMOVAL OF TFO DESIGNATION**

- 4.8.1 The designation of TFO shall be removed under the following circumstances:
  - 1. Failure to successfully complete any phase of the 80-hour APD 18F-Tactical Field Operator training course.
  - 2. Failure to attend the TFO recurring training. Specifically, TFOs may only miss a maximum of five training days per year.
  - 3. Failure to successfully complete any phase of semi-annual requalification.
  - 4. Transfer to a non-qualifying assignment.
  - 5. Voluntary relinquishment.
  - 6. Discretionary removal by the Chief of Police (or designee), Training Academy Director, or TFO Training Coordinator.
- 4.8.2 Once the designation of TFO is removed, the employee will be required to return the assigned TFO vehicle to their supervisor. Once the vehicle is returned, the supervisor will make notification to the AOS/Fleet Management.

#### **5. DEFINITIONS**

APR: Air Purifying Respirator – a device designed to protect the wearer from inhaling harmful dusts, fumes, vapors, or gases.



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Qualifying Assignment – an officer assigned to the Field Operations Division who is working in an enforcement capacity and has successfully completed the Tactical Field Operator Basic 80-hour training (POST course AFD 18F-Tactical Field Operator).

#### 6. CANCELLATIONS

APD.SOP.4044 “Tactical Field Operator,” effective June 1, 2016

#### 7. REFERENCES

Subject Matter Expert: Sergeant S.N. Krieger, Critical Incident Training Unit, Training Section, Professional Development Division.