

PGE-1059
Revision 0

TROJAN NUCLEAR PLANT
SECURITY FORCE
TRAINING AND QUALIFICATION PLAN
(DEFUELED CONDITION)

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TROJAN NUCLEAR PLANT

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CHAPTER 1 - EMPLOYMENT SUITABILITY AND QUALIFICATION

1.1 SUITABILITY

- 1.1.1 The Security Department is responsible for selecting security personnel at the Plant and for administration of the access authorization program, conducted in accordance with the requirements of the defueled condition Security Plan, PGE-1058.
- 1.1.2 Security personnel shall meet the Suitability, Mental and Physical protocol qualifications as outlined in 10 CFR 73, Appendix B, Section I, dated January 1, 1992.

1.2 PHYSICAL FITNESS TESTING AND QUALIFICATION

- 1.2.1 To meet the physical requirements of this section, personnel are subject to a medical examination conducted within the preceding 30 days and to a determination and written certification by a licensed physician that the medical examination disclosed no medical contraindications to participation by the individual.
- 1.2.2 Prior to initial assignment to the security force, armed security personnel shall demonstrate physical fitness by performing the following exercises in the specified time periods and by completing all events within 15 minutes. Alternatively, a stress test meeting the criteria described in Section 1.2.2.3 may be performed. These exercises shall be performed while carrying normal/contingency security equipment, except body armor.
 - 1.2.2.1 Running - Security personnel to be employed in an armed capacity shall demonstrate their ability to perform those critical tasks identified in the Safeguards Contingency Plan (Chapter 11 of the Defueled Condition Security and Contingency Plan) by running 200 yards in less than one minute and performing a job-related task (e.g., communicate with a radio) at the end of the run.
 - 1.2.2.2 Stair Climb - Security personnel to be employed in an armed capacity shall complete a stair climb of 48 vertical feet in 30 seconds and perform a job-related task (e.g., communicate with a radio) at the top of the stairs.

1.2.2.3 Alternative Stress Test - A stress test may be administered under medically controlled conditions. The stress test shall approximate, to the degree possible, the exercises listed in Sections 1.2.2.1 and 1.2.2.2 in terms of energy expended and oxygen intake and shall be certified as such by competent medical or physiological authority. As an equivalent test, time frames and equipment commitments contained in the exercises described above will be incorporated into testing conditions and standards of performance. Successful performance of the alternative stress test shall be considered equivalent to meeting the standards and performance of the exercises described in Sections 1.2.2.1 and 1.2.2.2.

1.2.3 Results of such testing shall be documented and maintained in accordance with Section 2.9.

1.3 ANNUAL PHYSICAL QUALIFICATION

Security personnel to be employed in an armed capacity shall receive a physical examination as specified in Section 1.1 and must successfully complete the physical fitness qualifications of Section 1.2 each 12 months*.

1.4 DOCUMENTATION

Duty qualification records shall be maintained in accordance with Section 2.9. Suitability documentation, consisting of employment screening data, education, criminal history, verification of age, and physical and mental examinations, shall also be maintained for each individual. Verification of suitability, physical, and mental qualifications data and test results shall be documented, attested by the Supervisor, Security Operations (or designee), or a licensed physician (as appropriate), and maintained in the individual's training and qualifications file. Such files shall be maintained for each individual's period of employment plus three years.

* Unless otherwise noted, the time periods specified throughout this Plan are considered to mean +25% such that the frequency does not exceed 3.25 times the specified period over three successive frequency intervals.

CHAPTER 2 - TRAINING AND QUALIFICATION

2.1 GENERAL

- 2.1.1 The Trojan defueled condition Security Plan is based on properly trained and qualified security officers. The specific training and qualification procedures of personnel assigned to security duties are outlined in this Chapter.
- 2.1.2 The Defueled Condition Security Plan identifies duty assignments for security personnel. Security personnel may be assigned to one of the following job classifications:
- (1) Security Watch Supervisor
 - (2) Security Officer
- 2.1.3 Personnel filling these job classifications may be required to accomplish one or more of the following types of duty assignments.
- (1) Shift Leader
 - (2) Alarm Station Operator
 - (3) Alarm Response
 - (4) Access Control
 - (5) Personnel/Vehicle Search
 - (6) Routine Patrol
 - (7) Compensatory Post
 - (8) Personnel Escort
- 2.1.4 Training materials are not submitted with this Plan, but are maintained on file by Security Operations.

2.2 TRAINING REQUIREMENTS

- 2.2.1 Prior to being assigned to security duties, each individual shall be trained and qualified in the critical tasks required by their duty assignment. The training and qualification shall be conducted in accordance with this Training and Qualification Plan. New security officers may be placed in a supervised training status with an experienced posted officer.
- 2.2.2 The T&Q Program is designed for individuals with no previous background, experience, or education in the field of Nuclear Security.
- 2.2.3 Personnel with prior education or experience in a security-related field may be tested on security knowledge, skills, and abilities. Based on successful testing and evaluation, a Nuclear Security supervisor may qualify an officer for assignment to a job classification.
- 2.2.4 Personnel qualified by testing may be exempted from instruction described in this Plan by the Supervisor, Security Operations.
- 2.2.5 A Nuclear Security supervisor shall certify the attendance and performance of personnel participating in initial instruction described by the Training and Qualification Program. Certification shall be retained on file as described in Section 2.9.

2.3 QUALIFICATION REQUIREMENTS

- 2.3.1 To qualify for assignment in a given job, individuals must demonstrate they can perform all duties identified in the Security Operating Instructions for the position.
- 2.3.2 Position duties shall be reviewed at least every 12 months. Training materials shall be modified as necessary to reflect the most recent information available. A Nuclear Security supervisor shall certify the accomplishment of the review process.
- 2.3.3 Evaluation of competency may be accomplished by:
 - (1) Written examination - officers must complete the examinations without source documents and score a minimum 70 percent in order to be qualified. Tests will be critiqued to 100 percent.

OR

- (2) Performance evaluation/oral examination - the officer must demonstrate the steps and/or answer questions related to the accomplishment of the task. Only those source documents normally available on the specific post may be used during the evaluation. The officer must successfully complete all critical aspects of the post.

2.3.4 A Nuclear Security supervisor shall certify the qualification of each security officer. Such certification shall be retained on file as described in Section 2.9.

2.4 IDENTIFICATION OF TASKS

As a result of an evaluation of the Security Plan, tasks have been identified for each security duty assignment. Tasks are incorporated into training materials for each duty assignment.

2.5 PERFORMANCE CRITERIA

2.5.1 Performance Criteria have been developed for all tasks.

2.5.2 An individual's ability to meet standards shall be evaluated for each task. There are basic conditions and standards for task performance qualification. The following conditions and standards apply to all task cases unless otherwise noted:

- (1) There must be sufficient lighting to allow the individual to perform the task required in a safe manner.
- (2) When the evaluation involves the actual performance of the task, the individual is to be dressed and equipped in a manner similar to that routinely encountered during the duty assignment.
- (3) The performance of the task must be observed and documented by an individual authorized to administer the examination.
- (4) The individual being tested shall have access to reference materials routinely available to them on post, unless specifically prohibited.

- (5) Security equipment used on duty to accomplish tasks, or training items used to simulate such activities, shall be operational and available to the individual performing the task.

2.6 TASK QUALIFICATIONS

- 2.6.1 Prior to assignment, security officers shall successfully demonstrate performance of tasks associated with a duty assignment.
- 2.6.2 Unqualified individuals may be assigned duties for the purpose of on-the-job training (OJT). OJT shall be under the continuous observation of an individual qualified for those duties. Responsibility remains with the qualified person during on-the-job training.

2.7 ANNUAL QUALIFICATION

- 2.7.1 All assigned security officers shall be required to demonstrate competency on their duties every 12 months following their initial and subsequent annual qualifications.
- 2.7.2 The routine performance of duties may meet this requirements as long as duties are performed to established standards and documented.

2.8 FAILURE TO DEMONSTRATE QUALIFICATION

Failure of an individual to pass a written or performance-based evaluation during qualification, shall require immediate instruction and qualification, or restriction from associated duties until the individual is qualified.

2.9 DOCUMENTATION

- 2.9.1 Qualification records shall be prepared for each individual assigned security duties. Such records shall contain the date each task was successfully performed, the initials of an authorized evaluator, the initials of the examinee, and the record approval signature of a Nuclear Security supervisor.
- 2.9.2 Annual qualification shall be conducted and documented by an authorized evaluator. The qualification shall be certified by a Nuclear Security supervisor.

- 2.9.3 Documentation of initial qualification shall include:
- (1) Personnel reliability screening documentation as required by PGE-1058.
 - (2) Medical examination
 - (3) Physical performance evaluation
 - (4) Weapons qualification
 - (5) Completion of Training and Qualification requirements

- 2.9.4 Documentation of Annual Qualification shall include:
- (1) Medical evaluation
 - (2) Behavioral evaluation
 - (3) Physical qualification test
 - (4) Weapons qualification
 - (5) Completion of Training and Qualification requirements

- 2.9.5 Record retention periods shall be as follows:
- (1) Initial qualification records - length of employment plus three years.
 - (2) Annual qualification records - three years.
 - (3) Training materials - three years after last changes.
 - (4) Qualification materials - three years after last changes.

- 2.9.6 Once a Nuclear Security supervisor certifies training or qualification, the original answer sheets and evaluation forms may be destroyed.

CHAPTER 3 - SECURITY TASKS

3.1 SECURITY OFFICER TASKS

3.1.1 Initial training of security officers shall include specific tasks related to duty assignments. Training shall consist of the tasks identified in the subsequent paragraphs of this section.

3.1.1.1 Plant/Security Overview - Instruction shall be provided to newly hired security officers in the following areas related to an overview of the Trojan Plant and Security in general.

- (1) Plant and site layout, including barrier and alarm locations
- (2) The position of Nuclear Security in Trojan's organization
- (3) Security requirements at Trojan
- (4) The Security Plan
- (5) Compensatory posts

3.1.1.2 Routine Patrols - Patrols shall be conducted within the Industrial and Protected Areas. Training shall include:

- (1) Patrol routes
- (2) Observation and detection skills
- (3) Documentation of observations and checks
- (4) Deficiency reporting of equipment, alarms and barriers
- (5) Response to security alarms and intruders

3.1.1.3 Communications Basics - The following instruction shall be provided related to proficiency in required communications equipment:

- (1) The operation of radios
- (2) Use of security call signs
- (3) Use of radio communications

- (4) Use of Plant phone systems
- (5) Report writing
- 3.1.1.4 Response to Contingencies - Instruction shall be provided in the following areas related to on-site events as described in the Contingency Plan:
 - (1) Security contingencies in the Industrial and Protected Area
 - (2) Site emergencies such as radiation, fire, and medical incidents
- 3.1.1.5 Use of Force, Apprehension and Detention - Instruction shall be provided related to the use of force, apprehension, and detention procedures:
 - (1) Physical search of personnel
 - (2) Use of security safety equipment
 - (3) Laws of arrest
 - (4) Company policy in the Use of Force including Deadly Force
- 3.1.1.6 Access Control - Instruction shall be provided related to controlling access to the Industrial and Protected Areas:
 - (1) Verifying personnel identity
 - (2) Controlling personnel portals
 - (3) Processing visitors
 - (4) Escorting visitors
 - (5) Processing vehicles
 - (6) Controlling vehicle portals
 - (7) Escorting vehicles

3.1.1.7 Searches - Training shall be provided to ensure personnel and containers are searched prior to entering the Protected Area.

- (1) Knowledge of prohibited items
- (2) Visual search procedures for containers
- (3) Hands-on search procedures for personnel and packages
- (4) Operation of metal detectors
- (5) Operation of explosive detectors
- (6) Use of X-ray machines

3.1.1.8 Alarm Station Operator - Instruction shall be provided related to Alarm Station operational responsibilities:

- (1) Coordinating with external agencies
- (2) Monitoring security of Industrial and Protected Areas
- (3) Controlling access of personnel, vehicle, and cargo
- (4) Responding to safeguards contingency events (e.g., security degradations, threats, and adversary actions)
- (5) Responding to site emergencies
- (6) Dispatch techniques
- (7) Monitoring Alarm Station systems
- (8) Knowledge of Security Control computer equipment

3.2 SUPERVISION TASKS

3.2.1 Officers selected for supervision shall be experienced personnel trained and qualified in the objectives listed below. Supervisor candidates shall be fully qualified in the security officer qualifications.

3.2.1.1 Supervisors shall receive training in the following areas related to their operational responsibilities:

- (1) Coordinating with external agencies
- (2) Monitoring security of Industrial and Protected Areas
- (3) Controlling access of personnel, vehicle, and cargo
- (4) Responding to safeguards contingency events (e.g., security degradations, threats, and adversary actions).
- (5) Responding to site emergencies
- (6) Principles of supervision

3.2.1.2 Supervisors shall receive additional training in the following areas related to their administrative responsibilities:

- (1) Interfacing with Plant personnel
- (2) Ensuring security personnel are trained and qualified to perform assigned duties
- (3) Inspecting and testing security equipment
- (4) Responding to radiological emergencies, Unusual event and Alert
- (5) Operational documentation and record keeping

CHAPTER 4 - WEAPONS TRAINING AND QUALIFICATION

4.1 WEAPONS TRAINING

Security personnel performing duties and functions in an armed capacity shall be trained and proficient in the care and use of duty weapon(s) and shall meet the standards prior to shift assignment. The individual's training shall include:

- 4.1.1 Weapons cleaning and storage
- 4.1.2 Safe weapons handling
- 4.1.3 Clearing, loading, unloading, and reloading
- 4.1.4 Mechanical assembly and disassembly; as applicable to the type of weapon assigned
- 4.1.5 Use of Force and Deadly Force issues

4.2 SECURITY SAFETY EQUIPMENT

All security personnel performing security duties in an armed capacity shall be knowledgeable in assigned security safety equipment. This training shall be conducted initially for security personnel prior to assignment and as needed thereafter.

4.3 WEAPONS QUALIFICATION

Qualification shall be with duty weapon(s). The course of fire used for qualification shall be in accordance with a nationally recognized qualification course of fire (e.g., National Rifle Association, Federal Bureau of Investigation Academy, Bureau of Police Standards and Training Academy, American Society of Law Enforcement Trainers, Practical Police Course, and International Practical Shooting Competition). The qualifying score with the duty weapon will be 70 percent of the maximum obtainable score.

The course of the fire will be conducted on a compatible indoor or outdoor range. Security personnel shall qualify with duty weapon(s) every 12 months. Completion of weapons firing qualification shall be documented and signed by a Nuclear Security supervisor.

4.4 DOCUMENTATION

Documentation of weapons training and qualification shall include:

- 4.4.1 Description of the course of fire approved by the Supervisor, Security Operations, or designee.
- 4.4.2 Certification of officer proficiency, including firearms scores, shall be by a Nuclear Security supervisor.
- 4.4.3 Training and qualification documents are maintained in accordance with Section 2.9.
- 4.4.4 Firearms training shall be conducted utilizing lesson plans or activity descriptions approved by the Supervisor, Security Operations, or designee.