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INTRODUCTION

Security personnel who are responsible for the protection of special nuclear material at an operating nuclear electric generating station are required to meet minimum criteria to assure that they will effectively perform their assigned security related job duties. The Nuclear Regulatory Commission developed general criteria which have been identified in Appendix B, "General Criteria for Security Personnel," to Title 10 of the Code of Federal Regulations, Part 73. Appendix B outlines employment suitability and qualification requirements, general training and qualification requirements, and weapons training and qualification requirements.

This Training and Qualification Plan specifies how the Security Force personnel at the V.C. Summer Nuclear Station shall be selected, trained and qualified for those security related duties which have been identified as "crucial." No member of the Security Force shall be assigned to a shift until he/she has successfully completed all training requirements for on-duty assignment. No member of the Security Force shall be assigned to a post until qualified to perform the "crucial" tasks required for that post.

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1.0 EMPLOYMENT SUITABILITY AND QUALIFICATIONS

Prior to employment or assignment, applicants for Security Force positions are subjected to a screening program to determine if their backgrounds and physical/mental qualifications are such that they meet the criteria identified in this Chapter.

1.1 SUITABILITY

1.1.1 EDUCATIONAL DEVELOPMENT

Prior to assignment to the security organization, an individual shall present evidence that (s)he is a high school graduate or pass an equivalent performance examination designed to measure basic job-related mathematical, language, and reasoning skills, ability, and knowledge, required to perform security job duties, or have educational achievements above the high school level.

1.1.2 FELONY CONVICTIONS

No individual shall be assigned to the security organization who has been convicted of a felony involving the use of a weapon, or a felony conviction that relates to the individual's reliability. The results of a background investigation and/or polygraph examination conducted on each individual prior to assignment to the security organization may be used to determine and verify this requirement.

1.1.3 AGE REQUIREMENT

No individual shall be assigned to the security organization in an armed capacity until (s)he presents evidence that (s)he is 21 years of age or older. Watchpersons must be 18 years of age or older.

1.2 PHYSICAL AND MENTAL QUALIFICATIONS

1.2.1 PHYSICAL QUALIFICATIONS

1.2.1.1 GENERAL PHYSICAL QUALIFICATIONS

Security Force personnel whose duty assignment position

1.2.2.2 EMOTIONAL STABILITY

Armed personnel, and alarm station operators, in addition to meeting the requirement stated in Section 1.2.2.1 above, shall have no emotional instability that would interfere with the effective performance of assigned security job duties. Prospective Security Force personnel shall have no emotional instability that would interfere with the effective performance of assigned duties; this determination shall be made by a M.D. or other person professionally trained in the detection of aberrant behavior, in accordance with the screening program set forth in the Station's Physical Security Plan.

A program of continued observation of security personnel by responsible supervisors shall be implemented to detect indications of emotional instability in the course of performing assigned security job duties. Identification of emotional instability by responsible supervisors shall result in referral of the individual to a medical doctor or a person trained to identify emotional instability for evaluation. Upon detection of any aberrant behavior or indication of emotional instability which might interfere with the effective performance of duties or raise concerns relating to the individual's trustworthiness, the individual's licensee supervisor shall insure that the SM or his DA is notified, and submit a written evaluation of the individual's emotional stability. The SM or his DA shall remove the individual's unescorted access privileges to the Station if the circumstances warrant such action, thus removing him/her from his assigned job duties, subject to the results of verification of instability by the licensed person as noted above.

1.3 PHYSICAL FITNESS QUALIFICATIONS

Subject to a prior medical examination conducted within the preceding 30 days and to a determination and written certification by a licensed physician that there are no medical contraindications to participation by the individual as disclosed by the medical examination, armed personnel shall demonstrate their

physical fitness for assigned job duties by performing a practical physical exercise program within a specified time period. The examination, as reflected at Figure 1-1, is designed to simulate one of the most physically demanding situations that may be encountered during an individual's assignment to any of the armed duty assignment positions on the Security Force.

The results of the physical fitness examination are acceptable only if the following conditions are met:

(1) Weather conditions must not be extreme. Failure to meet the time limit during high winds, heavy rain, icy conditions, very high or very low temperatures, etc., is not to be disqualifying.

(2) There must be sufficient lighting to allow the subject to perform the task in a safe manner.

(3) The subject is to be dressed and equipped in a manner similar to that routinely encountered during his job assignment.

(4) The performance of this task must be observed and documented by a person authorized to administer the examination.

The physical fitness examination shall be certified to by the Associate Manager, Station Security, or his licensee DA who is a member of the supervisory staff of the security organization.

The duties of unarmed personnel are limited to office functions and physical exertion requirements are minimal; therefore, they may be exempted from the physical fitness examination.

1.4 CONTRACT SECURITY PERSONNEL

Contract security personnel shall be required to meet the suitability, physical, and mental requirements as outlined in Sections 1.1, 1.2, and 1.3 of this Plan.

1.5 PHYSICAL REQUALIFICATIONS

At least every 12 months, alarm station operators, guards, and armed response personnel shall be required to pass a physical examination in accordance with Section 1.2.1.2 and Section 1.2.1.3. Armed personnel shall be required, at least every 12 months, to pass a physical fitness examination.

1.6 DOCUMENTATION

The results of suitability, physical, and mental qualification evaluations shall be documented and retained in site licensee files for a minimum of two years. The documents actually completed during the examinations, demonstrations, or evaluations may not be retained.

2.0 TRAINING AND QUALIFICATION

The implementation of the Physical Security Plan and Safeguards Contingency Plan at the V.C. Summer Nuclear Station is predicated upon the provision of a Security Force trained and qualified in the application of procedural requirements necessary to enforce the provisions of those plans. The training and qualification of personnel assigned to the Security Force, as outlined in this Chapter, provides the qualified personnel necessary to meet this responsibility.

2.1 TRAINING AND QUALIFICATION PROGRAM

The Physical Security Plan identifies types of duty positions on the Station Security Force. Personnel selected for positions on the Security Force may be assigned to one of the following job designations:

- (1) Security Operations Supervisor (CPT)
- (2) Security Shift Leader (LT)
- (3) Shift Sergeant
- (4) Alarm Station Operator
- (5) Armed Response Person
- (6) Armed Guard
- (7) Watchperson

Personnel filling these job designations may be required to fill one or more of the following type of duty assignments while on-duty at the V.C. Summer Nuclear Station:

- (1) Security Operations Supervisor
- (2) Security Shift Leader
- (3) Access Control Officer
- (4) Badging Control Officer
- (5) Exit Control Officer

- (6) Personnel Search Officer
- (7) Vehicle Search Officer
- (8) Central Alarm Station Operator
- (9) Secondary Alarm Station Operator
- (10) Guard Tower Officer
- (11) Patrol Officer
- (12) Armed Response Person
- (13) Escort Officer

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In order to insure that only trained and qualified personnel are assigned to the Security Force, the Security Force Training and Qualification Program is based upon courses of instruction which qualify assigned personnel to their job designation on the Security Force. These courses of instruction are identified at Figure 2-1. Specific course topics, because they are subject to change, are not submitted herein, but are a matter of record maintained in site licensee files available for NRC inspection for a period of two years.

Each course of instruction consists of sub-courses based upon those functional areas necessary for the training and qualification of Security Force personnel to insure their capability to effectively perform the duty assignments to which they may be posted while on-duty. Each sub-course is made up of individual blocks of instruction, for which lesson plans are prepared.

All courses of instruction, to include each block of instruction therein, are reviewed a minimum of once annually, and modified as necessary to include the most recent information available as a result of program refinement; equipment additions, deletions, or changes; regulatory modifications; procedural changes; changes to the Station Physical Security Plan or Safeguards Contingency Plan; or other data received as a result of technological or tactical changes

in the field of nuclear security. The Associate Manager, Station Security, or his licensee DA who is a member of the supervisory staff of the security organization, shall certify in writing the accomplishment of the review process. Such certification shall be retained in site licensee files for a minimum of two years.

2.2 TRAINING REQUIREMENTS

Each individual requiring training to perform security-related functions necessary to implement the Physical Security Plan and Safeguards Contingency Plan shall, prior to on-duty assignment to the Security Force, be trained to perform such functions through his/her attendance to the applicable course(s) of instruction of the Training and Qualification Program. The matrix reflected at Figure 2-2 identifies those courses of instruction which include subcourses required by personnel assigned to each job designation on the Security Force.

Newly assigned personnel to the Security Force will be placed in a Watchperson job designation in a probationary unqualified status, until such time that a course of instruction is administered. Such personnel will not be placed in a duty assignment position on the Security Force requiring the accomplishment of crucial tasks until trained and qualified for such assignment. Retention in a Watchperson or higher job designation assignment is predicated upon his/her successful completion of the applicable course(s) of instruction.

Personnel assigned to the Security Operations Supervisor, Security Shift Leader, Shift Sergeant, or Corporal positions may be placed in those job designations in an on-the-job training (OJT) status pending attendance to and successful completion of training in the required courses of instruction, based upon an

evaluation of their prior education and background of experience as adjudicated by the Associate Manager, Station Security, or a licensee DA who is a member of the supervisory staff of the security organization.

The Training and Qualification Program outlined herein is designed for those individuals with no background of experience or education in the field of security. Personnel with prior education and/or a background of experience providing an equivalent degree of security knowledge, skills, and abilities, may be tested and certified as qualified for assignment to a job designation with the approval of the Associate Manager, Station Security, or a licensee DA who is a member of the supervisory staff of the security organization. Personnel so qualified are exempted from attendance to the applicable courses of instruction of the Training and Qualification Program.

The Associate Manager, Station Security, or his licensee DA who is a member of the supervisory staff of the security organization, shall certify in writing the attendance and training of all Security Force personnel participating in courses of instruction of the Training and Qualification Program. Such Certification shall be retained in site licensee files for a minimum of two years.

2.3 QUALIFICATION REQUIREMENTS

Each individual requiring qualification to perform security-related functions necessary to implement the Physical Security Plan and Safeguards Contingency Plan shall, prior to on-duty assignment to the Security Force, be qualified in accordance with this plan.

To qualify for a given duty assignment position, an individual must demonstrate that he can perform all crucial tasks identified for that position, under the conditions established, and to the standards specified.

All tasks required for the qualification of an individual for placement in a given duty assignment are identified in applicable courses of instruction of the Training and Qualification Program. All tasks are reviewed a minimum

of once annually, and modified as necessary to reflect the most recent information available as a result of program refinement; equipment additions, deletions, or changes; regulatory modifications; procedural changes; changes to the Station Physical Security Plan or Safeguards Contingency Plan; or other data received as a result of technological or tactical changes in the field of nuclear security. The Associate Manager, Station Security, or his licensee DA who is a member of the supervisory staff of the security organization, shall certify in writing the accomplishment of the review process. Such certification shall be retained in site licensee files for a minimum of two years.

Newly assigned personnel to the Security Force will be placed in a Watchperson job designation in a probationary unqualified status until such time that (s)he qualifies for that position. Such personnel will not be placed in a duty assignment position on the Security Force requiring the accomplishment of crucial tasks until qualified for such assignment. Retention in a Watchperson or or higher job designation is predicated upon his/her qualification for that position.

Personnel assigned to the Security Operations Supervisor, Security Shift Leader, Shift Sergeant, or Corporal positions may be placed in those job designations in an OJT status pending qualification for those positions, based upon an evaluation of their prior education and background of experience as adjudicated by the Associate Manager, Station Security, or a licensee DA who is a member of the supervisory staff of the security organization.

The Training and Qualification Program outlined herein is designed for

those individuals with no background of experience or education in the field of security. Personnel with prior education and/or a background of experience providing an equivalent degree of security knowledge, skills, and abilities, may be tested and certified as qualified for duty assignment with the approval of the Associate Manager, Station Security, or his licensee DA who is a member of the supervisory staff of the security organization.

The administration of qualification tests will be conducted and attested to by training personnel or personnel assigned to supervisory positions within the security organization.

The Associate Manager, Station Security, or his licensee DA who is a member of the supervisory staff of the security organization, shall certify in writing the qualification of all Security Force personnel. Such certification shall be retained in site licensee files for a minimum of two years.

2.3.1 CRUCIAL TASKS

The Training and Qualification Program developed under the provisions of this Plan is designed to provide all necessary training and qualification required to insure each assigned individual's ability to perform those tasks applicable to his/her duty assignment. Certain tasks have been identified as "crucial" to each duty assignment position, as a result of an evaluation of the Station Physical Security Plan and Safeguards Contingency Plan in accordance with NRC guidance. A task is considered to be crucial if:

(1) Its proper performance is essential for successful implementation of the site physical security and contingency plans when needed, even if it is performed only during contingencies.

(2) It is not simple and an individual could make mistakes involving lack of knowledge, skills, or ability that affect security.

signature of the certifying supervisor. Task Qualification Records certify that the individual has been tested and qualified in the applicable crucial task and is certified by the attesting supervisor as being able to perform his/her assigned duties. Certain detailed testing materials or evaluation forms utilized in the certification and qualification process may not be retained subsequent to administration of the examination and certification of task qualification by the appropriate supervisor.

The Associate Manager, Station Security, or his licensee DA who is a member of the supervisory staff of the security organization, shall certify in writing on the Task Qualification Record the qualification of the individual assigned to the Station Security Force. Task Qualification Records shall be retained in site licensee files for a minimum of two years.

2.4 RETRAINING/REQUALIFICATION

Modifications to the Training and Qualification Program as a result of those review processes identified in Sections 2.1 and 2.3 will be reflected in revisions to the applicable lesson plans, blocks of instruction, subcourses, and courses of instruction of the Training and Qualification Program. Additionally, surveys of the security system may be made to detect an individual or Training and Qualification Program deficiency. Such surveys may consist of announced and unannounced written or practical examinations and drills, or supervisory evaluation of individual and shift duty performance. Modifications made to the Training and Qualification Program, to include task qualification requirements, will result in the provision of that training and qualification necessary to insure each assigned individual's ability to meet the requirements modified. Such training and qualification may take the form of supplemental instruction, procedure changes, on-the-job training and evaluation, etc.

All assigned personnel are required to requalify on all crucial tasks

at least every 12 months subsequent to their initial qualification. The routine performance of a task while on-duty may meet this requirement, as long as the task is performed to the standards identified by the applicable performance objective/criterion and documented by the testing materials and forms identified for the task by the Training and Qualification Program. The administration of requalification tests will be conducted and attested to by training personnel or personnel assigned to supervisory positions within the security organization. All requalification evaluations will be documented on the assigned individual's Task Qualification Record in the manner specified in Section 2.3.

The Associate Manager, Station Security, or his licensee DA who is a member of the supervisory staff of the security organization, shall certify in writing on the Task Qualification Record the requalification of each individual assigned to the Station Security Force. Task Qualification Records shall be retained in site licensee files for a minimum of two years.

Failure of an individual to perform a crucial task during requalification requires either immediate instruction and requalification; restricting on-duty employment to those job designations or duty assignments for which the individual is qualified/requalified; or complete removal from shift assignment and implementation of compensatory measures, as required.

2.5 CONTRACT SECURITY PERSONNEL

All contract security personnel assigned to the Station Security Force shall be trained and qualified in accordance with this Training and Qualification Plan. The training and qualification of contract personnel shall be documented, and certified by the Associate Manager, Station Security, or his licensee DA who is a member of the supervisory staff of the security organization, in accordance with the provisions set forth in Sections 2.2, 2.3, and 2.4.

COURSE NUMBER	COURSE TITLE
1000	BASIC TRAINING
2000	ADVANCED TRAINING
3000	WEAPONS TRAINING AND QUALIFICATION
4000	SUPERVISOR TRAINING

VIRGIL C. SUMMER NUCLEAR STATION
SECURITY FORCE TRAINING AND QUALIFICATION PROGRAM

FIGURE 2-1

COURSE	JOB DESIGNATION	Security Ops Supervisor	Security Shift Leader	Shift Sergeant	Alarm Station Operator	Armed Response Person	Armed Guard	Watchperson
1000		•	•	•	•	•	•	•
2000		•	•	•	•	•		
3000		•	•	•	• ¹	•	•	
4000		•	•	•				

1 - If armed with a weapon

VIRGIL C. SUMMER NUCLEAR STATION
SECURITY FORCE TRAINING REQUIREMENTS

FIGURE 2-2

V. C. SUMMER NUCLEAR STATION
TRAINING AND QUALIFICATION
PLAN

INDIVIDUAL RESPONSIBILITY
MATRIX

FIGURE 2-3

TASK	DUTY ASSIGNMENT											
	Security Shift Leader	CAS/SAS Operator	Guard Tower Officer	Armed Response Program	Access Control Officer	Badging Control Officer	Exit Control Officer	Personnel Search Officer	Vehicle Search Officer	Patrol Officer	Escort Officer	
01 - Control Security Keys	•											
02 - Operate Alarm System Equipment		•										
03 - Operate Communications Equipment		•										
04 - Operate CCTV Equipment		•										
05 - Determine Safeguards Contingency Events	•	•										
06 - Direct Response Force	•	•										
07 - Assess Response to Safeguards Contingency Events	•	•										
08 - Perform Surveillance of Protected/Vital Area Boundary			•						•			
09 - Respond to and Assess Alarms				•					•			
10 - Conduct Searches of Protected/Vital Areas				•								
11 - Apprehend/Detain Unauthorized Personnel				•								
12 - Respond to Safeguards Contingency Events				•								
13 - Direct Response Team Activities				•								
14 - Verify Visitor/Employee Identification and Access Authorization						•						
15 - Ensure Authorized Escorts, As Required						•						

V. C. SUMMER NUCLEAR STATION
TRAINING AND QUALIFICATION
PLAN

INDIVIDUAL RESPONSIBILITY
MATRIX

FIGURE 2-3

TASK	DUTY ASSIGNMENT																	
	Security Shift Leader	CAS/SAS Operator	Guard Tower Officer	Armed Response Officer	Access Control Officer	Badging Control Officer	Exit Control Officer	Personnel Search Officer	Vehicle Search Officer	Patrol Officer	Escort Officer							
16 - Issue Appropriate Access Control Badge						•												
17 - Control Site Access					•													
18 - Control Site Egress							•											
19 - Recognize Unauthorized Materials								•	•									
20 - Conduct Hands-On Pat-Down Personnel Search								•										
21 - Conduct Hand-Held or Control Walk-Through Metal Detector Search								•										
22 - Control Walk-Through Explosive Detector Search								•										
23 - Conduct Package Search								•										
24 - Conduct Vehicle Search									•									
25 - Conduct Patrol of Protected/Vital Areas										•								
26 - Escort Personnel and/or Vehicles within the Protected Area											•							

V. C. SUMMER NUCLEAR STATION
TRAINING AND QUALIFICATION PLAN

PERFORMANCE OBJECTIVE/CRITERION
FIGURE 2-4

DUTY ASSIGNMENT: Access Control Officer

TASK: 17 - Control Site Access

CONDITIONS: Section 2.3.3

STANDARDS: The Access Control Officer (ACO) shall strictly control all personnel, vehicle, and material access to the protected area. Prior to entrance into the protected area, the Access Control officer shall ensure that all personnel are badged, searched, and when required, appropriately escorted by authorized personnel; all vehicles are identified, authorized, searched, and, when required, properly escorted; and all materials transported by personnel and/or vehicles are properly identified, authorized, and searched. The ACO shall ensure that a security officer is physically present in the appropriate search area prior to the deactivation of intrusion detection devices for the purpose of processing vehicles for entry or exit of the protected area. During security or emergency events, the ACO shall control access to the protected area by allowing access only to those specifically authorized individuals and off-site emergency response personnel and vehicles in accordance with 10CFR73.55(d)(4) and site procedures.

V. C. SUMMER NUCLEAR STATION
TRAINING AND QUALIFICATION PLAN

PERFORMANCE OBJECTIVE/CRITERION
FIGURE 2-4

DUTY ASSIGNMENT: Badging Control Officer

TASK: 14 - Verify Visitor/Employee Identification and Access
Authorization

CONDITIONS: Section 2.3.3

STANDARDS: The Badging Control Officer shall establish the identity of employees and visitors in accordance with site procedures and determine the authorized access level to specific areas for visitors.

V. C. SUMMER NUCLEAR STATION
TRAINING AND QUALIFICATION PLAN

PERFORMANCE OBJECTIVE/CRITERION
FIGURE 2-4

DUTY ASSIGNMENT: Badging Control Officer

TASK: 15 - Ensure Authorized Escorts, As Required

CONDITIONS: Section 2.3.3

STANDARDS: The Badging Control Officer shall ensure authorized escort is provided for visitors in accordance with regulations and site procedures; and brief escort(s) and visitor(s) on the subject of emergency procedures, areas of access authorization, unauthorized activities, and the responsibilities of the escort.

V. C. SUMMER NUCLEAR STATION
TRAINING AND QUALIFICATION PLAN

PERFORMANCE OBJECTIVE/CRITERION
FIGURE 2-4

DUTY ASSIGNMENT: Badging Control Officer

TASK: 16 - Issue Appropriate Access Control Badge

CONDITIONS: Section 2.3.3

STANDARDS: The Badging Control Officer shall utilize and maintain authorization rosters for site access; maintain access control logs in accordance with 10CRF73.55(d)(6) and site procedures, as required; and issue appropriate access control badges, in conjunction with Tasks 14 and 15, as appropriate, and site procedures.

4.0 WEAPONS QUALIFICATION/REQUALIFICATION

Each individual assigned to the VCSNS Security Force who, by virtue of his job designation, is authorized and/or required to carry a weapon, will be trained, qualified, and requalified on the type of weapon(s) assigned under the auspices of the Training and Qualification Program as set forth in Chapter 2 and further described herein.

The results of weapons qualification and requalification shall be documented and certified to by the Associate Manager, Station Security, or his licensee DA who is a member of the supervisory staff of the security organization. Such certification shall be retained in site licensee files for a minimum of two years.

4.1 HANDGUN QUALIFICATION

Personnel armed with a handgun will qualify with a revolver or semiautomatic pistol of the same type and model assigned, by firing the NRA Modified Police Course or an equivalent nationally recognized course, and by participating in night firing for familiarization. Figure 4-1 reflects the NRA Modified Police Course utilized for qualification purposes at the V.C. Summer Nuclear Station. Qualifying score shall be an accumulated total of 70% of the maximum obtainable score.

4.2 SEMIAUTOMATIC RIFLE QUALIFICATION

Personnel armed with a semiautomatic rifle will qualify with a rifle of the same type and model assigned, by firing the 100-yard Department of Energy (DOE) Day Rifle Course or an equivalent nationally recognized course, and by participating in night firing for familiarization. Figure 4-2 reflects the 100-yard DOE Day Rifle Course utilized for qualification purposes at the V.C. Summer Nuclear Station. Qualifying score shall be an accumulated total of 80% of the maximum obtainable score.