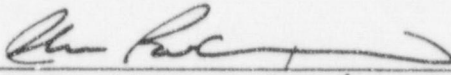
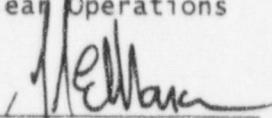
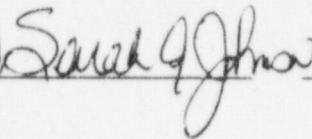


CRYSTAL RIVER UNIT 3
SECURITY TRAINING AND QUALIFICATION PLAN
REVISION 8-0

APPROVED BY:  9/25/98
Vice President, Nuclear Operations Date

INTERPRETATION CONTACT: **FRED E. MARCUSSEN**  9/11/98
Manager, Nuclear Security Date

PRC CHAIRMAN: SARAH G JOHNSON  9/24/98
Date

PRC MEETING #: 98-073

Copy #: 1242

A Safety Assessment was performed for this Plan and is determined to be outside the scope of 10 CFR 50.59.

CHANGE INSTRUCTIONS

Holders of the CR-3 Security Training and Qualification Plan, Revision 7.1 are recipients of Revision 8-0.

Recipients are requested to remove and discard Revision 7.1 in its entirety and replace it with Revision 8-0.

STATEMENT OF CHANGE

The currently approved CR-3 Security Training and Qualification Plan is Revision 7.1, effective date March 18, 1996. This submittal has been prepared pursuant to the provisions of 10 CFR 50.54(p) and will be effective upon signature approval by FPC Management.

DESCRIPTION AND DISCUSSION OF CHANGES

Revision 8-0 of the CR-3 Security Training and Qualification Plan constitutes a major re-write consisting of numerous formatting changes throughout the document. All current commitments continue to be met as a result of this major revision.

JUSTIFICATION FOR CHANGES

10 CFR 50.54(p) evaluations and other supporting documentation for this revision are maintained in Security files.

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INTRODUCTION

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The Security Training and Qualification Plan (TQP) states the policies and commitments of Florida Power Corporation (FPC) to the requirements of 10 CFR 73.55(b)(4) and Appendix B to 10 CFR Part 73, for Crystal River Unit 3 (CR-3). As such, it outlines the measures to be taken by FPC to assure that members of the CR-3 Security Force are suitably trained, equipped and qualified to perform their assigned Security duties to protect the Plant against radiological sabotage as indicated by the threat level specified in 10 CFR 73.55(a).

The objective of the TQP is to provide a mechanism by which uniformed members of the Security Force can be trained, equipped and qualified to assure they will perform their duties and carry out their responsibilities in the most efficient and effective manner.

The CR-3 Director, Nuclear Site and Business Support is responsible for the training and qualification of Security Force personnel.

The Manager, Nuclear Security (MNS), as a designee of the Director, Nuclear Site and Business Support, is responsible for the implementation of the entire CR-3 Security program to include implementation of this Plan.

1 CHAPTER ONE

2
3
4 1.0 EMPLOYMENT SUITABILITY AND QUALIFICATION

5
6 This Section outlines the suitability, physical and mental
7 requirements that shall be met by all uniformed members of the
8 CR-3 Security Force, and outlines documentation and
9 requalification requirements relating to such criteria.
10

11 1.1 SUITABILITY

12
13 Prior to assignment to the CR-3 Security Force an individual
14 shall, at a minimum, be declared fit for duty in accordance with
15 the CR-3 Physical Security Plan.
16

17 1.2 PHYSICAL AND MENTAL QUALIFICATIONS

18
19 The criteria indicated below shall be met prior to assignment to
20 the CR-3 Security Force.
21

22 1.2.1 Physical Qualifications

23
24 1.2.1.1 General Physical Qualifications

25
26 Individuals assigned to the Security Force shall have no physical
27 weaknesses or abnormalities that would adversely affect their
28 performance of assigned Security Force duties. In addition,
29 Security supervisors shall observe members of the Security Force
30 for any indications of physical weaknesses or abnormalities which
31 may adversely affect daily job performance.
32

33 1.2.1.2 Physical Examination

34
35 Prior to assignment to the Security Force, all personnel shall:

- 36
37 o Successfully pass a physical examination administered by a
38 licensed health professional with final determination being
39 made by a licensed physician to verify that the applicant
40 does meet the physical requirements delineated in this
41 Section.
42
43 o Drug screening and detection for drug abuse will be
44 completed by a certified urinalysis testing laboratory to
45 determine Fitness-For-Duty.
46

47
48 When continued observation by Security supervisory personnel
49 reveals a possible physical defect, the individual is
50 referred to a licensed physician who verifies the presence
51 or absence of such defect. All examinations provided under
52 this Section are designed to measure physical ability to
perform Security duties.

1 1.2.1.3 Requirements for Armed Personnel
2

3 Armed Security personnel shall meet the following physical
4 requirements:
5

6 **Vision-**
7

- 8 o For each individual, distant visual acuity in each eye shall
9 be correctable to 20/30 (Snellen or equivalent) in the
10 better eye, and 20/40 in the other eye with eyeglasses or
11 contact lenses. If uncorrected distance vision is not at
12 least 20/40 in the better eye, the individual must carry an
13 extra pair of corrective lenses.
14
15 o Near visual acuity, corrected or uncorrected, shall be at
16 least 20/40 in the better eye. Field of vision must be at
17 least 70° horizontal meridian in each eye.
18
19 o The ability to distinguish red, green and yellow colors is
20 required. On-the-job evaluation is used for individuals who
21 exhibit a mild color vision defect.
22
23 o Loss of vision in one (1) eye is disqualifying.
24
25 o Glaucoma is disqualifying unless controlled by acceptable
26 medical or surgical means, provided such medications do not
27 cause undesirable side effects which adversely affect the
28 individual's ability to perform assigned Security duties,
29 and provided the visual acuity and field of vision
30 requirements as stated above are met.
31
32 o The use of corrective eyeglasses or contact lenses shall not
33 interfere with an individual's ability to effectively
34 perform assigned Security duties. When corrective
35 eyeglasses are required, they are to be safety glass or high
36 impact safety type lenses.
37

38 **Hearing-**
39

- 40 o Individuals shall have no hearing loss in the better ear
41 greater than thirty (30) decibels average at 500 Hz., 1000
42 Hz. and 2000 Hz. with no level greater than forty (40)
43 decibels at any one (1) frequency [by ISO 389, "Standard
44 Reference Zero for the Calibration of Purtone Audiometer"
45 (1975), or ANSI S3.8 - 1969 (R 1973), "Specifications for
46 Audiometers"].
47
48 o A hearing aid is acceptable provided suitable testing
49 procedures demonstrate auditory acuity equivalent to the
50 above stated requirements and its use shall not decrease the
51 effective performance of the individual's assigned Security
52 duties.

1 **Diseases-**
2

- 3 o Individuals shall have no established medical history,
4 medical diagnosis or other medical condition which would
5 affect their performance of assigned duties. Where such
6 condition exists, the individual shall provide medical
7 evidence that the condition can be controlled with proper
8 medication so that the individual will not be affected while
9 performing assigned Security duties.
10

11 **Addiction-**
12

- 13 o Individuals shall be tested to be drug free within the
14 guidelines of 10 CFR Part 26 and have no established medical
15 history or medical diagnosis of habitual alcoholism or drug
16 addiction.
17
18 o In the event alcoholism or drug addiction has existed, the
19 individual shall provide certified documentation of having
20 completed a rehabilitation program which would give a
21 reasonable degree of confidence that the individual would be
22 capable of performing assigned Security duties.
23

24 **Recovery From Incapacitation-**
25

26 An individual who has been incapacitated due to serious illness,
27 injury, disease or operation which could interfere with the
28 effective performance of assigned Security duties shall, prior to
29 resumption of such duties, provide medical evidence of recovery
30 and ability to perform such Security duties.
31

32 **1.2.2 Fitness-For-Duty**
33

34 Members of the Security Force shall successfully participate in a
35 Fitness-For-Duty Program that supports the requirements of
36 10 CFR Part 26. FPC's program is designed to ensure that all
37 members of the Security Force are drug free and do not exhibit
38 any alcohol dependence. This will be verified by a pre-
39 employment drug and alcohol test and be followed by an
40 unannounced random drug and alcohol testing program.
41

42 **1.2.3 Mental Qualifications**
43

44 **1.2.3.1 General Mental Qualifications**
45

46 Individuals whose Security tasks and job duties are directly
47 associated with the effective implementation of the CR-3 Physical
48 Security Plan and the Safeguards Contingency Plan shall
49 demonstrate prior to assignment:
50

- 51 o Mental alertness.
52
53 o The capability to exercise good judgment.
54
55 o The ability to implement instructions.
56

- 1 o The ability to assimilate assigned Security tasks.
2
3 o Possess the acuity of senses and ability of expression
4 sufficient to permit accurate communication by written,
5 spoken, audible, visible or other signals required by
6 assigned duties.
7

8 1.2.3.2 **Professional Mental Examination**
9

10 Prior to assignment to the Security Force, personnel shall:

- 11
12 o Meet the requirements of the **General Mental Examination** sub-
13 Section above.
14
15 o Have no emotional instability that would interfere with the
16 effective performance of assigned Security duties. This
17 determination shall be made by a psychologist or other
18 person trained to identify emotional instability through an
19 administered psychological test.
20

21 1.2.3.3 **Continued Behavioral Observation**
22

23 Security supervisory personnel observe members of the Security
24 Force for indications of emotional instability in the course of
25 performing assigned duties. Identification of emotional
26 instability by a responsible Supervisor is subject to
27 verification by a person trained to identify emotional
28 instability through the use of an administered psychological
29 test. In the event such test and examiner interpretation detects
30 no conditions that would interfere with the performance of
31 assigned Security duties, the individual is permitted to continue
32 those duties.
33

34 **1.3 PHYSICAL FITNESS QUALIFICATION**
35

- 36 1.3.1 Prior to initial Security Force assignment, each individual shall
37 demonstrate their physical fitness for Security related duties
38 through performance of a practical, time phased Physical Fitness
39 Test (Physical Agility).
40

41 **1.4 CONTRACT SECURITY PERSONNEL**
42

- 43 1.4.1 Contract personnel employed on the CR-3 Security Force are
44 required to meet the suitability, physical and mental
45 requirements appropriate to their assigned duties as delineated
46 in this Plan.

1 1.5 ANNUAL PHYSICAL REQUALIFICATION

2
3 1.5.1 At least annually, Security Force personnel shall pass a physical
4 examination that certifies each individual meets the requirements
5 of the **General Physical Qualifications** Section of this Plan.
6 This physical examination shall be administered by a licensed
7 health professional with final determination being made by a
8 licensed physician. Armed personnel must meet the **Vision** and
9 **Hearing** requirements as listed in the **Armed Personnel**
10 **Requirements** Section of this Plan and the provisions of the
11 **PHYSICAL FITNESS QUALIFICATION** Section of this Plan at least
12 annually.
13

14 1.5.2 **Requalification Following Absence**

15
16 Members of the Security Force shall be subject to training and
17 requalification following periods of absence as deemed
18 appropriate by the Manager, Nuclear Security or designee.
19

20 1.6 DOCUMENTATION

21
22 1.6.1 Documentation generated as a result of the provisions of this
23 Chapter of this Plan shall be certified by an FPC designee. This
24 documentation shall be retained per the provisions of the CR-3
25 Physical Security Plan.

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1 CHAPTER TWO

2
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4 2.0 TRAINING AND QUALIFICATION

5
6 This Section outlines the program followed by CR-3 to ensure that
7 all members of the Security Force are capable of performing their
8 assigned duties during normal operations and contingency events.
9

10 2.1 TRAINING REQUIREMENTS

11
12 2.1.1 Prior to assignment to the Security Force, each individual is
13 trained to perform Tasks associated with their Duty Position.
14 The training program includes an entry level module and an annual
15 cycle of retraining/requalification. A program exists whereby
16 observed deficiencies are corrected through retraining as needed.
17

18 2.2 QUALIFICATION REQUIREMENTS

19
20 2.2.1 Qualification requirements are to be met by all uniformed members
21 of the Security Force. Non-uniformed members of the Contractor's
22 Staff are not required to be certified. A **CRUCIAL TASK/DUTY**
23 **MATRIX** follows which shows which Tasks/Duties must be performed
24 by each Duty Position listed.
25

26 2.3 TASKS, CONDITIONS AND STANDARDS

27
28 2.3.1 A **TASKS, CONDITIONS AND STANDARDS** Section follows which describes
29 the criteria upon which the CR-3 Security Training and
30 Qualification Program and Plan are based. Prior to assignment on
31 the Security Force, and at least annually thereafter, individuals
32 must qualify by demonstrating proficiency under the Conditions
33 specified in accordance with the individual's Duty Position.
34 Except for firearms requalification, and if operational needs
35 dictate, proficiency may be evaluated through simulation (verbal
36 and/or performance) methods which satisfy the intent of the
37 Conditions and Standards.
38

39 2.4 DOCUMENTATION

40
41 2.4.1 Documentation generated as a result of the provisions of this
42 Chapter of this Plan shall be certified by an FPC designee. This
43 documentation shall be retained per the provisions of the CR-3
44 Physical Security Plan.
45

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CRUCIAL TASK/DUTY MATRIX		DUTY POSITION			
	TASK NO.	A	B	C	D
Process and Control Personnel Access to the Protected Area	1	X	X	X	X
Operate and Conduct a Search Using a portal Metal Detector, a hand-held Metal Detector, and a portal Explosive Detector	2	X	X	X	X
Operate and Conduct a Search Using a Package X-ray Examination Device	3	X	X	X	X
Recognize Contraband or a Potential Sabotage Device	4	X	X	X	X
Conduct a Hands-on Search	5	X	X	X	X
Conduct a Package Search	6	X	X	X	X
Conduct a Vehicle Search	7	X	X	X	X
Process Vehicles in/out of the Protected Area	8	X	X	X	X
Secure Protected Area Portals	9	X	X	X	X
Assess Cause of Protected Area Alarm	10	X	X	X	X
Detect Tampering/Sabotage of Devices or Equipment	11	X	X	X	X
Conduct a Bomb Search	12	X	X	X	X
Escort and Control Vehicles	13		X	X	X
PA/VA Alarm Response	14		X	X	X
Process and Control Access to a Vital Area	15		X	X	X
Conduct a Patrol of Designated Areas	16		X	X	X
Perform Security Equipment Testing and Inspection	17		X	X	X
Be a Response Team Member	18		X	X	X
Determine Amount of Force Required to Prevent Unauthorized Acts	19		X	X	X
Utilize an Intermediate Weapon	20		X	X	X
Qualify with a handgun	21		X	X	X
Qualify with a shotgun	22		X	X	X
Qualify with a rifle	23		X	X	X
Physical Fitness Qualifications	24		X	X	X
Operate the Security Alarm Stations	25			X	
Ensure Proper Response to PA/VA Alarms	26			X	
Lead a Response Team	27				X

2

3

DUTY POSITIONS:

4

A. WP (Watchperson)

5

B. RTM (Response Team Member)

6

C. ASO (Alarm Station Operator)

7

D. Supervisors

8

9

TASK #1

PROCESS AND CONTROL PERSONNEL ACCESS
TO THE PROTECTED AREA

1
2
3
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5
6
7 **CONDITIONS:** Given a position at a Protected Area (PA) access point and
8 the requirement to control personnel access into the
9 Protected Area.
10

11 **STANDARDS:** Perform the following:

- 12
13 o Verify the identity of individual(s) and ensure that they
14 are authorized entry into the PA.
15
16 o Describe the procedure for logging personnel in/out of
17 the PA.
18
19 o Issue Security or Visitor badges when appropriate.
20
21 o Deny PA access as warranted.

TASK #2

1
2
3
4 OPERATE AND CONDUCT A SEARCH USING A PORTAL METAL DETECTOR, A HAND-HELD
5 METAL DETECTOR, AND A PORTAL EXPLOSIVE DETECTOR
6

7 CONDITIONS: Given an operational portal Metal Detector, a portal
8 Explosive Detector, a hand-held Metal Detector, and the
9 requirement to process individuals prior to entry into the
10 Protected Area.
11

12 STANDARDS: Perform the following:
13

- 14 o Operate and conduct a search(s) using the portal
15 Explosive Detector.
16
17 o Operate and conduct a search(s) using the portal Metal
18 Detector.
19
20 o Operate and conduct a search(s) using the hand-held Metal
21 Detector.
22
23 o Conduct physical searches as necessary.
24
25 o Make proper notifications as needed.

TASK #3

OPERATE AND CONDUCT A SEARCH USING A
PACKAGE X-RAY EXAMINATION DEVICE

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CONDITIONS: Given a position with access to the X-ray system controls and monitor and a requirement to operate the system.

STANDARDS: Perform the following:

- o Operate and conduct a search(s) using the package X-ray device and its various features.
- o Inspect package(s) and determine if the contents are void of any contraband.
- o Conduct physical search(s) as necessary.
- o Make proper notifications as needed.

TASK #4

RECOGNIZE CONTRABAND OR A POTENTIAL SABOTAGE DEVICE

1
2
3
4
5
6 **CONDITIONS:** Given a position and a requirement to detect or describe
7 contraband or a suspected sabotage device. (May be
8 performed in conjunction with TASKS #2 and 3.)
9

10 **STANDARDS:** Perform and/or describe the following:
11

- 12 o Identify contraband.
- 13
- 14 o Identify sabotage devices.
- 15
- 16 o Respond to a discovery of contraband.
- 17
- 18 o Respond to a discovery of a sabotage device.
- 19
- 20 o Make proper notifications as needed.

TASK #5

CONDUCT A HANDS-ON SEARCH

1
2
3
4
5
6 **CONDITIONS:** Given the requirement to conduct a hands-on search of an
7 individual for contraband. (May be performed in conjunction
8 with TASK #2.)
9

10 **STANDARDS:** Perform the following:
11

- 12 o Obtain individual's consent to perform the search.
- 13
- 14 o Conduct a hands-on search of an individual, covering
15 designated areas of the body and articles of clothing.
16
- 17 o Direct individual to produce for inspection any
18 unidentifiable objects.
19
- 20 o Maintain control of the Search Lane while conducting
21 search.
22
- 23 o Make proper notifications as needed.

TASK #6

CONDUCT A PACKAGE SEARCH

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CONDITIONS: Given a position and a requirement to conduct a physical package search. (May be performed in conjunction with TASK #3.)

STANDARDS: Perform the following:

- o Obtain consent to search the package(s).
- o Conduct a search of the package(s).
- o Make proper notifications as needed.

TASK #7

CONDUCT A VEHICLE SEARCH

1
2
3
4
5
6 **CONDITIONS:** Given a position at a Protected Area access point and a
7 requirement to conduct a physical vehicle search. (Area may
8 be simulated).
9

10 **STANDARDS:** Perform the following:

- 11
12 o Ask the driver the "contraband questions".
13
14 o Instruct the driver to open all doors/compartments and to
15 remove any items that can be brought through the Search
16 Area.
17
18 o Utilizing a search mirror and flashlight as needed,
19 conduct a vehicle search to include the cab, engine
20 compartment, cargo area, undercarriage and any remaining
21 cargo for any unauthorized material.
22
23 o Make proper notifications as needed.

TASK #8

PROCESS VEHICLES IN/OUT OF THE PROTECTED AREA

1
2
3
4
5
6 CONDITIONS: Given a position and a requirement to process a vehicle
7 in/out of the Protected Area.
8

9 STANDARDS: Perform the following:

- 10
11 o Identify the vehicle and ensure proper authorization.
12
13 o Ensure appropriate Security personnel are present at the
14 gate.
15
16 o Make proper radio notifications to allow gate openings
17 and closings.
18
19 o Ensure appropriate log entries are made.
20
21 o Maintain control/surveillance of the gate, zone and
22 vehicle.
23
24 o Ensure gate and zone are properly secured upon
25 completion.

TASK #9

SECURE PROTECTED AREA PORTALS

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CONDITIONS: Given a situation that all Protected Area (PA) portals be secured, including Entry and Exit Turnstiles in the Nuclear Security Operations Center (NSOC).

STANDARDS: Perform the following:

- o Describe procedure and/or secure assigned PA access portals.
- o Ensure entry/exit is granted only after directed by appropriate Security Supervision.
- o Perform Final Access Control functions.
- o Restore normal access.
- o Make proper notifications as needed.

TASK #10

ASSESS CAUSE OF PROTECTED AREA ALARM

1
2
3
4
5
6 **CONDITIONS:** Given a position and a requirement to assess a Perimeter
7 Intrusion Detection System (PIDS) alarm.
8

9 **STANDARDS:** Perform the following:
10
11 o Acknowledge receipt of alarm indication from an Alarm
12 Station.
13
14 o Assess the alarm area and report findings.
15
16 o Make proper notifications as needed.
17

18 **NOTE:** Various alarm types (Tamper, Intrusion, Supervisor, etc.) should be
19 discussed with each individual performing this TASK to ensure
20 understanding of proper responses.

TASK #11

DETECT TAMPERING/SABOTAGE OF DEVICES OR EQUIPMENT

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18

CONDITIONS: Given a position and a requirement to inspect a security device or equipment that may have been tampered with or act of sabotage committed, and the requirement to confirm the tampering or sabotage.

STANDARDS: Perform the following:

- o Inspect a security device or equipment to confirm any external signs of tampering or sabotage.
- o Describe compensatory measures if required.
- o Make proper notifications if needed.

TASK #12

CONDUCT A BOMB SEARCH

1
2
3
4
5
6 **CONDITIONS:** Given an area or series of rooms to search and the
7 requirements to recognize and report any suspicious objects
8 or devices.
9

10 **STANDARDS:** As part of a team or as an individual, perform the
11 following:
12

- 13 o Conduct a methodical search of the area or rooms
14 assigned.
15
16 o Recognize and report (without using a hand-held radio)
17 any suspicious object that might be a sabotage device or
18 might conceal a sabotage device.
19
20 o Clear and cordon off an appropriate area. (May be
21 simulated.)

TASK #13

ESCORT AND CONTROL VEHICLES

1
2
3
4
5
6 **CONDITIONS:** Given a vehicle granted access to the Protected Area and the
7 requirement to escort and control the vehicle
8

9 **STANDARDS:** Perform the following:
10

- 11 o Escort a vehicle and unsearched material/cargo (if any)
12 to the on-site destination.
- 13
- 14 o Secure the vehicle if required.
- 15
- 16 o Search any previously unsearched cargo (if any) as it is
17 off-loaded.
- 18
- 19 o Return any chains, locks and passes upon vehicle exit.
- 20
- 21 o Make proper notifications as needed.
- 22
- 23 o Maintain control of Visitor/Driver as needed.

TASK #14

PROTECTED AREA (PA)/VITAL AREA (VA) ALARM RESPONSE

1
2
3
4
5
6 **CONDITIONS:** Given a position and a requirement to respond to the report
7 of a PA or VA alarm.
8

9 **STANDARDS:** Perform the following:

- 10
- 11 o Acknowledge receipt of alarm indication from an Alarm
- 12 Station.
- 13
- 14 o Notify Alarm Station of location responding from.
- 15
- 16 o Notify Alarm Station of arrival.
- 17
- 18 o Assess the alarm area and report.
- 19
- 20 o Make proper notifications as needed.
- 21

22 **NOTE:** Various alarm types (TIMEOUT, DOOR OPEN, TAMPER, ADVISORY, etc.)
23 should be discussed with each individual performing this TASK to
24 ensure understanding of proper responses.

TASK #15

PROCESS AND CONTROL ACCESS TO A VITAL AREA

1
2
3
4
5
6 **CONDITIONS:** Given a position at a Vital Area (VA) access point and the
7 requirement to control personnel access into a VA.
8

9 **STANDARDS:** Perform the following:

- 10
11
12
13
14
15
16
17
18
- o Ensure entrant is authorized unescorted PA/VA access.
 - o Ensure any Visitors requiring VA access are properly escorted.
 - o Log personnel in and out of a VA.
 - o Make proper notifications as needed.

TASK #16

CONDUCT A PATROL OF DESIGNATED AREAS

1
2
3
4
5
6 CONDITIONS: Given a position and a requirement to conduct a patrol by
7 foot or in a vehicle and provide surveillance of an area(s).
8

9 STANDARDS: Perform the following:
10

- 11 o A Protected Area Patrol to include inspection of Security
12 equipment located in the patrol area and any unauthorized
13 personnel or materials.
- 14
- 15 o A Vital Area Patrol to include inspection of Security
16 equipment located in the patrol area and any unauthorized
17 personnel or materials.
- 18
- 19 o Make proper notifications as needed.

TASK #17

PERFORM SECURITY EQUIPMENT TESTING AND INSPECTION

1
2
3
4
5
6 **CONDITIONS:** Given appropriate test samples, devices, forms/logs and the
7 requirement to have properly trained and equipped Security
8 personnel to perform and record Security equipment tests and
9 inspections.
10

11 **STANDARDS:** Perform the following:

- 12 o Identify various test samples and devices.
- 13
- 14 o Perform Field Test of a Perimeter Intrusion Detection
- 15 System (PIDS) Zone (to include associated CCTV
- 16 equipment).
- 17
- 18 o Perform Operational Test of a PIDS Zone (to include
- 19 associated CCTV equipment).
- 20
- 21 o Perform Operational Test of a Security Portal.
- 22
- 23 o Perform Operational Test of Security Communications
- 24 equipment.
- 25
- 26 o Perform Operational Tests of Search Area equipment to
- 27 include any disable/enable functions.
- 28
- 29 o Properly record Test results.
- 30
- 31 o Describe PIDS Probability (30/30) Testing.
- 32
- 33 o Describe appropriate compensatory measures in the event
- 34 of unsatisfactory Test results.
- 35
- 36 o Make proper notifications if needed.
- 37

TASK #18

BE A RESPONSE TEAM MEMBER

1
2
3
4
5
6 CONDITIONS: Given a position and a requirement to be a Response Team
7 Member.
8

9 STANDARDS: Perform the following:
10

- 11 o Move to a point of contact or search for an adversary
12 using tactical movements.
13
- 14 o Interpose or assume a position between the adversary and
15 Vital Area.
16
- 17 o Describe proper fire discipline procedures.
18
- 19 o Respond to contact with an adversary and conduct a
20 tactical response to direct fire.

TASK #19

DETERMINE AMOUNT OF FORCE REQUIRED
TO PREVENT UNAUTHORIZED ACTS

1
2
3
4
5
6
7 **CONDITIONS:**

8 Given situations where the use of force may be permitted,
9 use of force guidelines contained in the CR-3 Physical
10 Security Plan, and the requirement to determine the amount
11 of force required to prevent unauthorized acts.

12 **STANDARDS:**

13 With regard to threat to property, threat to self and threat
14 to others, describe the following:

- 15
- 16 o Determine whether the use of force is
 - 17 authorized/justified.
 - 18 o The degree of force permitted
 - 19 o Whether relocation is permitted.
 - 20

TASK #20

UTILIZE AN INTERMEDIATE WEAPON

1
2
3
4
5
6 **CONDITIONS:** Given a standard straight baton or other appropriate
7 intermediary weapon(s), and the requirement to perform
8 defensive combinations or holds, in a situation requiring
9 submission of an assailant.
10

11 **STANDARDS:** Perform the following:
12
13 o Demonstrate proper use of the baton or other intermediate
14 weapon(s).
15
16 o Demonstrate defensive combinations.

TASK #21

QUALIFY WITH A HAND GUN

1
2
3
4
5
6 **CONDITION:** Given a position and a requirement to qualify with a hand gun.
7

8 **STANDARDS:** Perform the following:
9

- 10 o Fire a hand gun for qualification.
11 o Fire a hand gun after exertion.
12 o Fire a hand gun for night familiarization.
13 o Fire a hand gun for night familiarization.
14 o Fire a hand gun for night familiarization.
15 o Fire a hand gun for night familiarization.
16 o Conduct maintenance and inspect a hand gun.
17

18 **Note:** The hand gun qualification course of fire will be in accordance with
19 an approved National Rifle Association (NRA) Proficiency Course. The
20 course of fire is found in Chapter 3 of this Plan.

TASK #22

QUALIFY WITH A SHOTGUN

1
2
3
4
5
6 **CONDITION:** Given a position and a requirement to qualify with a shotgun.
7

8 **STANDARDS:** Perform the following:
9

- 10 o Fire a shotgun for qualification.
11 o Fire a shotgun after exertion.
12 o Fire a shotgun for night familiarization.
13 o Fire a shotgun for night familiarization.
14 o Fire a shotgun for night familiarization.
15 o Fire a shotgun for night familiarization.
16 o Conduct maintenance and inspect a shotgun.
17

18 **Note:** The shotgun qualification course of fire will be in accordance with
19 an approved National Rifle Association (NRA) Proficiency Course. The
20 course of fire is found in Chapter 3 of this Plan.

TASK #23

QUALIFY WITH A RIFLE

1
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3
4
5
6 **CONDITION:** Given a position and a requirement to qualify with a rifle.
7

8 **STANDARDS:** Perform the following:
9

- 10 o Fire a rifle for qualification.
11 o Fire a rifle after exertion.
12 o Fire a rifle for night familiarization.
13 o Fire a rifle for night familiarization.
14 o Fire a rifle for night familiarization.
15 o Fire a rifle for night familiarization.
16 o Conduct maintenance and inspect a rifle.
17

18 **Note:** The rifle qualification course of fire will be in accordance with an
19 approved National Rifle Association (NRA) Proficiency Course. The
20 course of fire is found in Chapter 3 of this Plan.

TASK #24

PHYSICAL FITNESS QUALIFICATION

1
2
3
4
5
6 **CONDITIONS:** Give a position and a requirement to perform a physical
7 fitness test.
8

9 **STANDARDS:** Perform all of the following within a total of five (5)
10 minutes:
11

- 12 o Climb up and down a twenty (20) foot ladder.
- 13 o Drag 150 pounds ten (10) feet.
- 14 o Carry forty (40) pounds fifteen (15) yards.
- 15 o Climb up and down one (1) flight of stairs.
- 16 o Run 440 yards.
- 17
- 18
- 19
- 20

TASK #25

OPERATE THE SECURITY ALARM STATION(S)

1
2
3
4
5
6 **CONDITION:** Given a position of CAS/SAS Operator and a requirement to
7 operate the Plant Security Computer System (PSCS) and
8 respond to any condition. (A PSCS simulator may be used).
9

10 **STANDARDS:** Perform the following:

- 11 o Monitor the PSCS.
- 12 o Perform or describe various database manipulations.
- 13
- 14 o Monitor and control Vital Area (VA) portals via the PSCS.
- 15
- 16 o Monitor and operate the Perimeter Intrusion Detection and
- 17 CCTV Systems.
- 18
- 19 o Describe actions during a "CAS Fails to Respond"
- 20 scenario.
- 21
- 22 o Detect and respond to Security system(s) failures.
- 23
- 24 o Make proper notifications as needed.
- 25
- 26

TASK #26

ENSURE PROPER RESPONSE TO PROTECTED AND VITAL AREA ALARMS

1
2
3
4
5
6 **CONDITIONS:** Given a fully operational Plant Security Computer System
7 (PSCS) console, an alarm indication, a Security Force
8 response, and the requirement to ensure that a response
9 assessment is timely and accurate. (May be performed in
10 conjunction with TASK #25.)
11

12 **STANDARDS:** Perform the following:
13
14 o Direct an alarm response.
15
16 o Receive assessment reports.
17
18 o Detect and respond to a failure of Security personnel to
19 report.

TASK #27

LEAD A RESPONSE TEAM

1
2
3
4
5
6 CONDITIONS: Given a position and a requirement to lead the Response
7 Team.
8

- 9 STANDARDS: Perform duties of a Response Team Leader in tactical
10 situations which may include:
11
12 o Notify Security Force personnel and Plant management of
13 the threat and assist in the assessment of the situation
14 and appropriate Security response
15
16 o Conduct a pre-deployment briefing.
17
18 o Direct Tactical Response Team appropriate to the threat.
19
20 o Interpose Response Officers between Vital Areas and the
21 adversaries.
22
23 o Utilize tactical maneuvers, cover and concealment, as
24 appropriate.
25
26 o Contain and/or isolate adversaries from Vital Areas until
27 arrival of LLEA.
28
29 o Maintain communications between Response Team Members and
30 appropriate elements of supervision.
31
32 o Conduct after-action critique.

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1 CHAPTER THREE

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3
4 3.0 FIREARMS QUALIFICATION/REQUALIFICATION

5
6
7 3.1 TRAINING

8
9 3.1.1 Prior to firing assigned firearms for qualification, each
10 individual receives training in and must demonstrate knowledge
11 of:

- 12 o Mechanical assembly and disassembly of the firearm.
- 13 o Standing and kneeling firing positions.
- 14 o Range penetration capability of the firearm.
- 15 o Bullseye firing.
- 16 o Multiple target engagement.
- 17 o Firearm cleaning and storage.
- 18 o Safe firearm handling.
- 19 o Clearing, loading, unloading and reloading (malfunctions).
- 20 o Transition to an alternate weapon.
- 21 o When to draw and point a firearm.
- 22 o Rapid fire techniques.
- 23 o Close quarter firing.
- 24 o Cover and concealment techniques.
- 25 o Range Safety Rules.

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40
41 3.2 DIM LIGHT AND STRESS FIRING

42
43 3.2.1 Armed members of the Security Force are instructed in Dim Light
44 Fire and Stress Fire techniques during initial firearms training
45 and on an annual basis thereafter. Both are structured courses
46 of fire. Dim Light Fire is conducted during the hours of
47 darkness and demonstrates the effects of dim light conditions on
48 marksmanship. Stress Fire exercises are performed to demonstrate
49 the effects of physical stress on marksmanship.

- 1 3.2.2 Dim Light Fire and Stress Fire are performed for familiarization
2 and may be combined with a Tactical Stress Fire Familiarization
3 Course as outlined in the Training and Qualification
4 Implementation Guideline.
5
- 6 3.2.3 Tactical Stress Fire Familiarization is performed within
7 appropriate safety and environmental conditions.
8
- 9 3.3 REQUALIFICATION
10
- 11 3.3.1 Armed members of the Security Force are requalified on their
12 assigned firearms at least once annually in accordance with the
13 applicable provisions of this Plan.

HANDGUN PROFICIENCY COURSE

Firearm	Rounds	Timing	Position/Action	Distance	Target
9mm	6	4 sec.	Smooth draw to one hand hip shooting position. Fire 2 rounds in 4 seconds. Stay on target. Upon command, holster weapon. REPEAT TWO (2) MORE TIMES	1-3 yds.	T-1 B-27
9mm	6	2 sec.	Assume two hand low ready position. Upon command, assume two hand high-point position and fire 2 rounds in 2 seconds. Stay on target. On command, return to low ready position. REPEAT TWO (2) MORE TIMES	3 yds.	T-2 B-27
9mm	8	5 sec.	Smooth draw to two hand high-point position. Fire 2 rounds in 5 seconds. Stay on target. On command, holster weapon. REPEAT THREE (3) MORE TIMES	7 yds.	T-1 B-27
9mm	6	6 sec.	Smooth draw to two hand high-point position. Fire 1 round on first target, and 1 round in second target, in 6 seconds. Stay on target. On command, holster weapon. REPEAT TWO (2) MORE TIMES	7 yds.	T-1,T-2 B-27
9mm	6	6 sec.	On command, smooth draw to two hand high-point and fire 3 rounds in first target, in 6 seconds. On command, return to low ready. Repeat step, second target. On command, holster weapon.	7 yds.	T-1,T-2 B-27
9mm	12	45 sec.	On command, smooth draw to two hand high-point and fire 3 rounds in first target, 3 rounds in second target, reload, fire 3 rounds in first target, 3 in second target in 45 seconds. Reload and cover target. On command, holster weapon.	15 yds.	T-1,T-2 B-27
9mm	6	20 sec.	On command, move to cover, smooth draw to two hand high-point position and fire 3 rounds at first target, then fire 3 rounds at second target in 20 seconds. On command, safety check and return to holster.	25 yds.	T-1,T-2 B-27

2

3 Scoring: 70% and above = Pass

SHOTGUN PROFICIENCY COURSE

Firearm	Rounds	Timing	Position/Action	Distance	Target
12 GAUGE "00"	5	30 sec.	While standing, combat load and fire 3 rounds in T-1, assume kneeling position and fire 2 rounds in T-2 in 30 seconds.	15 yds.	T-1,T-2 B-27
12 GAUGE "00"	5	30 sec.	While standing, assume cover, combat load and fire 2 rounds in T-1, assume kneeling position and fire 3 rounds in T-2 in 30 seconds.	25 yds.	T-1,T-2 B-27

2

3 Scoring: 70% and above = Pass

RIFLE PROFICIENCY COURSE

Firearm	Rounds	Timing	Position/Action	Sling	Distance	Target
AR-15	10	90 sec.	Upon command, assume the prone position and fire 5 rounds at target one, reload, fire 5 more rounds at target two in 90 seconds.	choice	50 yds.	T-1,T-2 B-27
AR-15	10	75 sec.	Upon command, assume a kneeling position, fire 5 rounds at target one, reload, and fire 5 more rounds at target two in 75 seconds.	choice	50 yds.	T-1,T-2 B-27
AR-15	10	75 sec.	Upon command, fire 5 rounds at target one, reload, fire 5 rounds at target one in 75 seconds.	choice	50 yds.	T-1 B-27
AR-15	10	75 sec.	Starting with magazine out and chamber empty, upon command, assume cover, load rifle, fire 5 rounds at target two, reload, fire 5 more rounds at target two in 75 seconds.	choice	50 yds.	T-2 B-27
AR-15	10	75 sec.	Utilizing cover, fire 5 rounds at target one from strong side of cover, reload, fire 5 more rounds at target two from weak side of cover in 75 seconds.	choice	50 yds.	T-1,T-2 B-27

2

3 Scoring: 80% and above = Pass

1

3.7

STRESS FIRE FAMILIARIZATION

2

FIREARM	STAGE	DISTANCE	POSITION	ROUNDS	TARGET
HANDGUN	1	7 Yards	standing	6	B-27
SHOTGUN	1	25 Yards	kneeling	4-12 gauge slugs	B-27
SEMI-AUTOMATIC RIFLE	1	50 Yards	standing	5	B-27

3

NOTE: STRESS COURSE WILL BE FIRED AFTER RUNNING 100 YARDS.

SCORING: ONE (1) HIT PER FIREARM.

NOTE: STRESS FIRE AND DIM LIGHT FIRE CAN BE PERFORMED SIMULTANEOUSLY.

1

3.8

DIM LIGHT FIRE FAMILIARIZATION

FIREARM	STAGE	DISTANCE	POSITION	ROUNDS	TARGET
HANDGUN	1	7 Yards	standing	6	B-27
SHOTGUN	1	25 Yards	kneeling	4-12 gauge slugs	B-27
SEMI-AUTOMATIC RIFLE	1	50 Yards	standing	5	B-27

2

SCORING: ONE (1) HIT PER FIREARM.

NOTE: DIM LIGHT AND STRESS FIRE CAN BE PERFORMED SIMULTANEOUSLY.

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1 CHAPTER FOUR

2
3 4.0 SECURITY FORCE EQUIPMENT

4
5 4.1 EQUIPMENT

6
7 4.1.1 Armed personnel are equipped with, or have available to them,
8 Security equipment appropriate to the individual's assigned
9 duties as described in the CR-3 Physical Security and Safeguards
10 Contingency Plans.
11

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1 CHAPTER FIVE

2
3 5.0 AUDITS

4
5 5.1 Audits of this Plan and the program that it implements, shall be
6 conducted in accordance with provisions delineated in the CR-3
7 Physical Security Plan.

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APPENDIX A

Terms & Definitions

The following terms and definitions apply to the CR-3 Security Force Training and Qualification Plan and Program:

- o **Annually** - Not less than once every twelve (12) month period.
- o **Crucial Task(s)** - An act or series of acts performed by a member of the Security Force that produces a product or an achievable result crucial to the implementation of the CR-3 Physical Security or Safeguards Contingency Plans.
- o **Dim Light** - Lighting that reflects actual on-site night conditions at a minimum of 0.2 foot-candles of illumination.
- o **Duty Position** - Organizational elements within the Security Department that denote a general statement of a group or series of Tasks conducted within a single position. Examples include the Security Supervisors, Response Team Members, etc.
- o **Qualification** - Demonstrated successful performance of a given Crucial Task by a member of the Security Force that meets the minimum Standards and stated Conditions for that Task.
- o **Alarm Station Operator** - A uniformed, armed member of the Security Force fully trained and qualified to perform assigned duties in accordance with the CR-3 Security Training and Qualification Plan primarily involving operation of the Plant Security Computer System (PSCS) and related equipment.
- o **Security Officer** - A uniformed, armed member of the Security Force, fully trained and qualified to perform assigned duties in accordance with the CR-3 Security Training and Qualification Plan to include patrols, alarm response and assessment, and compensatory posting. Security Officers may be referred to by one or their functional titles, such as Response Team Member.
- o **Standards** - Those measurable and observable characteristics of a Task that tell how well it is being, or has been, performed.
- o **Task and Duty Summary** - A matrix comparing actual Duty positions to Crucial Tasks.
- o **Watchperson** - A uniformed, unarmed, member of the Security Force who is trained and qualified to perform certain tasks in accordance with the CR-3 Security Training and Qualification Plan that primarily entail search and control of personnel, material, and vehicles entering the Protected Area. Watchpersons may perform any Security Task not requiring a firearm.
- o **Security Supervisor** - Directs the daily activities of the Security Force. Ensures that personnel assigned Security Tasks act in accordance with approved Plans, Procedures, and Instructions. Directs Response Team actions during contingency events.

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