

THE GEORGIA POWER COMPANY
SECURITY DEPARTMENT
VOGTLE ELECTRIC GENERATING PLANT
NUCLEAR SECURITY TRAINING
AND QUALIFICATION PLAN

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STATEMENT OF INTENT

The qualification standards and training materials presented herein are intended to provide the Vogtle Electric Generating Plant (VEGP) with a security force of the highest degree of fitness for duty.

It is the intent of the Georgia Power Company (GPC) Security Department to adhere to the spirit of nuclear regulatory requirements while retaining sufficient flexibility for daily operational functions.

To this end, the qualification standards described and the functional tasks and duties to be performed will result in three products:

1. A level of security higher than that required by Federal regulations.
2. A well-trained, self-confident, professional security force, capable of discharging all of its functions.
3. Effective integration of the security force into overall plant operations.

The Vogtle Training and Qualification Plan shall meet the standards of 10 CFR 73.55 Appendix B and Regulatory Guide 5.66 (June 1991) as outlined in this plan.

1.0 IMPLEMENTATION OF PLAN

Security personnel will be trained and qualified for an assigned specific security duty prior to assuming that duty. A person may be assigned to perform specific security duties even though that person is not qualified to perform all security duties. This would allow for a rapidly responsive emergency assignment of other Georgia Power Company (nonnuclear) security personnel to Plant Vogtle as necessary. It would also allow newly hired personnel to be utilized on individual posts, for which they have been properly trained and qualified. In all cases, personnel shall be qualifiable, under chapter 3 of this plan.

2.0 SUITABILITY OF PERSONNEL

Prior to employment or assignment to the VEGP security force, an individual shall meet the access authorization requirements of Regulatory Guide 5.66 (June 1991) and the following suitability criteria:

A. Pre-employment criteria

Before being assigned to the VEGP uniformed security force, an individual will possess a high school diploma or equivalent (e.g., G.E.D). The individual must also have the ability and knowledge required to perform security job duties.

B. Felony Convictions

Prospective uniformed security personnel will have no history of felony convictions that involve the use of a weapon or that reflect on the individual's reliability. Where there is evidence of a felony conviction, complete documentation will be obtained, and an individual assessment of the case will be made by appropriate management officials. Investigations of security personnel will be conducted which include, but may not be limited to, a background check, and financial records check.

C. Age Requirement

All individuals assigned to the VEGP uniformed security force will be at least 21 years of age.

3.0 PHYSICAL AND MENTAL QUALIFICATIONS

3.1 GENERAL PHYSICAL QUALIFICATIONS

Individuals assigned to the VEGP uniformed security force shall have no physical weakness or abnormalities that would adversely affect the performance of assigned duties.

3.2 PHYSICAL EXAMINATION

A prospective member of the uniformed security force will be given a pre-employment physical examination administered by a GPC-retained, licensed physician. After conducting the physical examination, the physician will attest that no condition exists that would render the individual incapable of performing his or her required security duties.

3.2.1 PHYSICAL FITNESS QUALIFICATION

All armed members of the security force will demonstrate their physical fitness by performing a physical fitness test. A copy of this test is included in annex 1-1.

The test will be administered to the individual subsequent to the physical examination. The results of the test will be documented as stated in section 4.4 of this plan.

3.2.2 DISQUALIFYING ILLNESS

Individuals who have a medical history of medical diagnosis of epilepsy, diabetes, or other incapacitating disease or physical injury as prescribed by GPC medical standards, will be evaluated by a GPC-retained, licensed physician to determine fitness for duty.

3.2.3 DRUG OR ALCOHOL ABUSE

Individuals who have a history or medical diagnosis of drug or alcohol abuse shall provide certified documentation of having completed a rehabilitation program; such information will be presented to appropriate management for evaluation.

3.3 VISION

For each individual, distant visual acuity in each eye shall be correctable to 20/30 (Snellen or equivalent) in the better eye and 20/40 in the other eye with eyeglasses or contact lenses. If uncorrected distance vision is not at least 20/40 in the

better eye, the individual shall carry an extra pair of corrective lenses. Near visual acuity, corrected or uncorrected, shall be least 20/40 in the better eye. Field of vision must be at least 70 horizontal meridian in each eye. The ability to distinguish red, green, and yellow colors is required. Loss of vision in one eye is disqualifying. Glaucoma shall be disqualifying, unless controlled by acceptable medical or surgical means, provided such medication as may be used for controlling glaucoma does not cause undesirable side effects which adversely affect the individual's ability to perform assigned security job duties and provided the visual acuity and field of vision requirements stated above are met. On-the-job evaluation shall be used for individuals who exhibit a mild color vision defect.

Where corrective eyeglasses are required, they shall be of the safety glass type. The use of corrective eyeglasses or contact lenses shall not interfere with an individual's ability to effectively perform assigned security job duties during normal or emergency operations.

3.4 HEARING

Each individual shall have no hearing loss in the better ear greater than 30 decibels average of 500 Hz, 1000 Hz, and 2000 Hz, with no level greater than 40 decibels at any one frequency (by ISO 389, "Standard Reference Zero For The Calibration of The Purtone Audiometer," [1973] or ANSI S3.6-1969 [R1973], "Specifications For Audiometers").

A hearing aid is acceptable provided suitable testing procedures demonstrate auditory acuity equivalent to the above stated requirement. The use of a hearing aid shall not decrease the effective performance of the individual's assigned security job duties during normal or emergency operation.

3.5 INCAPACITATION

An individual that has been incapacitated by a serious illness or injury will be examined by a licensed physician prior to being reassigned to security duty. The physician will attest that the individual is medically capable of performing specifically assigned security duties. An individual recuperating from an illness or injury may be assigned specific, dedicated security duties, as long as the incapacitating factor does not hinder the performance required for the accomplishment of the assigned duty. Individual will provide evidence of recovery and ability to perform security job duties.

In all circumstances concerning patrolling, personnel search/escort, primary containment access control, vehicle search/escort, or response force duties, the individual must be

in full health; i.e., "Class A" physical condition, before assuming those duties.

3.6 MENTAL QUALIFICATION

Individuals assigned as members of the uniformed security force will have their reliability and stability indicated by the results of a reliable and valid written personality test or by another professionally accepted clinical assessment procedure. Tests of this type are administered by the Plant Vogtle Human Resources Department and are reviewed and evaluated by a GPC-retained, licensed psychologist or psychiatrist.

Each individual shall demonstrate mental alertness and the capability to exercise good judgement, implement instructions, assimilate assigned security task, and possess the acuity of senses and ability of expression sufficient to permit accurate communication by written, spoken, or audible, visible, or other signals required by assigned job duties.

Armed individuals shall have no emotional instability that would interfere with the effective performance of assigned security job duties. This determination shall be made by a licensed psychologist or psychiatrist.

Each individual shall be continually observed to allow for appropriate corrective measures in the event of emotional instability while performing assigned security job duties. Identification of emotional instability by responsible supervision shall be subject to verification by a GPC-retained, licensed psychiatrist or psychologist.

3.7 ANNUAL PHYSICAL AND MENTAL REQUALIFICATION

All uniformed security force personnel will be required to pass a physical examination annually in accordance with section 3.2 of this plan. Physical fitness testing will be required annually in accordance with subsection 3.2.1 of this plan. "Annually" and/or "once each 12 months" shall mean not later than the last day of the twelfth month following the month during which the previous qualification took place.

3.8 DOCUMENTATION

Documentation concerning an individual's suitability, medical/mental status, and physical fitness test will be maintained at the site. This information will be available for inspection purposes in accordance with applicable requirements.

4.0 TRAINING REQUIREMENTS

4.1 INITIAL TRAINING AND QUALIFICATION

Uniformed security personnel will be trained on the tasks prescribed by the Training and Qualification Plan. Where officers fail to meet the performance objectives of the Training and Qualification Plan, they will be retrained and retested.

4.2 REQUALIFICATION

Requalification in selected tasks or elements of tasks will be given to uniformed security personnel as indicated in annex 1-2 (Task and Duty Summary). Requalification will normally be done in a training environment; however, some requalification will be accomplished in the working environment. If during these processes an individual is found deficient in a specific task and/or element, he or she will be retrained and requalified in the task and/or element. A deficiency in a particular task and/or element shall not restrict a person from being assigned to other specific security duties which do not require the performance of the task and/or element in which that person was found to be deficient.

Documentation attesting to requalification will be in accordance with section 4.4. Annually shall be as defined in section 3.7.

4.3 PERFORMANCE DEFICIENCIES

If an officer is found to be deficient in the performance of a listed task or elements of a task while on duty, the officer will be requalified in the task or elements before being reassigned to those duties in which that person was found to be deficient. Requalification will be in accordance with section 4.2.

4.4 TRAINING DOCUMENTATION

Each individual's training record will have each task qualification annotated on a printed record form. Attestation of performance will be by initials or signature of certified training personnel (instructor) or other designated representatives (supervisory personnel) of the Nuclear Security Manager. Class attendance documents (rosters) and test/task qualification forms will show the date of attendance/task performance and will be attested to by the examinee's signature and the signature of the person assigned to give the class and/or administer the test. On all cognitive testing, a minimum score of 70 percent must be attained. On all demonstrative testing, the student will

correctly demonstrate elements of the particular task being tested, in accordance with the Security Plan and applicable site procedures. For inspection purposes, documentation will be maintained and retained at the site for not less than 3 calendar years.

4.5 LESSON PLANS

A copy of all lesson plans and tests developed for the implementation of the Training and Qualification Plan will be kept at the site for inspection purposes.

4.6 SECURITY EQUIPMENT

Officers will be trained in the use of site-issued security equipment applicable to their job performance duties.

4.7 SECURITY DUTIES

The VEGP Training and Qualification Plan reflect requirements in the Physical Security Plan and selected tasks in 10 CFR 73.55 Appendix B.

Task 1 Site Threat Assessment

1. Elements

A. Natural threats

B. Man-made threats

2. Performance Objectives

On a written examination, the trainee will identify the different types of natural threats, the difference between radical protestors and terrorists, the characteristics of a terrorist attack, and the types of groups that may attempt an attack on a nuclear power plant.

Task 2 Security Features

1. Elements

A. Special construction features

B. Security systems

2. Performance Objectives

On a written examination, the trainee will identify the special construction features and security systems utilized to neutralize potential threats to a nuclear power plant.

Task 3 Site Security Organization

1. Elements

A. Security organization and chain of supervision

B. Security posts and duties

2. Performance Objectives

On a written examination, the trainee will identify the site security organization and chain of supervision and types of security posts and duties.

Task 4 Personnel Access Control

1. Elements

A. Methods of positive identification

B. Access control procedures/equipment

C. Escort procedures

D. Search procedures/equipment

E. Administrative controls/logs/related reports

2. Performance Objectives

On a written examination, the trainee will identify methods of positive personnel identification, proper escort procedures, and administrative controls.

In a practical exercise, demonstrate proper use of access control and search procedures and related equipment.

Task 5 Package and Material Control

1. Elements

- A. Physical controls
- B. Search procedures/equipment
- C. Administrative controls/logs/related reports

2. Performance Objectives

On a written examination, the trainee will identify physical and administrative controls utilized to process packages and materials.

In a practical exercise, demonstrate proper search procedures and the use of related equipment.

Task 6 Vehicle Control

1. Elements

- A. Physical controls
- B. Search procedures/equipment
- C. Escort procedures
- D. Administrative controls/logs/related reports

2. Performance Objectives

On a written examination, the trainee will identify methods of proper physical and administrative controls and vehicle escort procedures.

In a practical exercise, demonstrate proper vehicle search procedures and use of related equipment.

Task 7 Conduct a Patrol

1. Elements

- A. Methods of patrol
- B. Site-specific patrol methods

2. Performance Objectives

On a written examination, the trainee will identify general methods and elements of patrol, site-specific patrol methods, and administrative controls in accordance with the Security Plan and Site Security Procedures.

Task 8 Communications

1. Elements

- A. Site communications equipment
- B. Communications procedures

2. Performance Objectives

On a written examination, the trainee will identify the types of site communications equipment and proper use of communications procedures in accordance with the Security Plan and other applicable Site Security Procedures.

Task 9 Security Law

1. Elements

- A. Criminal law
- B. Laws of arrest, search, and seizure
- C. Use of force
- D. Code of Federal Regulations

2. Performance Objectives

On a written examination, the trainee will identify State and Federal criminal violations, laws of arrest, search and seizure, and the use of force.

Task 10 Defensive Tactics

1. Elements

- A. Armed defensive tactics
- B. Unarmed defensive tactics

2. Performance Objectives

In a practical exercise, the trainee will demonstrate armed and unarmed defensive tactics.

Task 11 Weapons Training - Handgun

1. Elements

A. Service handgun familiarization

B. Fire the service handgun for qualification

2. Performance Objectives

In a practical exercise, the trainee will clean, inspect, and functionally check the service handgun, demonstrate proper firing positions, and fire a qualifying score.

In a practical exercise, for familiarization only, the trainee will demonstrate proper night firing techniques and fire the service handgun while wearing a protective gas mask.

Task 12 Weapons Training - Shotgun

1. Elements

A. Shotgun familiarization

B. Fire the shotgun for qualification

2. Performance Objectives

In a practical exercise, the trainee will clean, inspect, and functionally check the shotgun, demonstrate proper firing positions, and fire a qualifying score.

In a practical exercise, for familiarization only, the trainee will demonstrate proper night firing techniques and fire the shotgun while wearing a protective gas mask.

Task 13 Weapons Training - Rifle

1. Elements

A. Rifle Familiarization

B. Fire the rifle for qualification

2. Performance Objectives

In a practical exercise, the trainee will clean, inspect, and functionally check the rifle, demonstrate proper firing positions, and fire a qualifying score.

In a practical exercise, for familiarization only, the trainee will demonstrate proper light firing techniques and fire the rifle while wearing a protective gas mask.

Task 14 Chemical Agents

1. Elements

- A. Types of chemical agents
- B. Use of chemical agents
- C. Use of protective equipment

2. Performance Objectives

On a written examination, the trainee will identify the different types of chemical agents.

In a practical exercise, the trainee will demonstrate the use of chemical agents (simulated) and the proper use of site-issued protective equipment.

Task 15 React to a Bomb Threat or Suspected Bomb

1. Elements

- A. Explosive devices
- B. Receive a bomb threat
- C. Conduct a bomb search

2. Performance Objectives

In a written examination, the trainee will identify the different types of explosives and their components.

In a practical exercise, the trainee will demonstrate proper techniques for receiving a bomb threat and searching for a bomb/explosive device.

Task 16 Security Contingency Events

1. Elements
 - A. Localized events
 - B. Generalized events
2. Performance Objectives

In a written examination, the trainee will demonstrate the proper responses to localized and generalized contingency events in accordance with the Security Contingency Plan and other applicable Site Security Procedures.

Task 17 Central/Secondary Alarm Station Operations

1. Elements
 - A. Use alarm station equipment
 - B. Alarm assessment
 - C. Security net operations
2. Performance Objectives

In a practical exercise, the trainee will demonstrate the proper use of alarm station equipment, assessment of alarms, and security net operations in accordance with the Security Plan and other Site Security Procedures.

Task 18 Uniformed Supervisor

1. Elements
 - A. Normal operational duties
 - B. Administrative duties
2. Performance Objectives

On a written examination, the trainee will describe the responsibilities of the uniformed supervisor in accordance with the Security Plan and other Site Security Procedures.

Task 19 Armed Responder

1. Elements

A. React to an attack or suspicious event

B. React to direct fire weapons

2. Performance Objectives

In a practical exercise, the trainee will demonstrate the proper reaction to an attack or suspicious event and react to direct fire weapons.

Task 20 Crowd and Mob Control

1. Elements

A. Principles of crowd and mob control

B. Crowd and mob control techniques

2. Performance Objectives

In a practical exercise, the trainee will demonstrate the proper principles of crowd and mob control and crowd and mob control techniques.

ANNEX 1-1

PHYSICAL FITNESS TEST

PLANT VOGTLE SECURITY DEPARTMENT

Name _____ Soc. Sec. No. _____ Employee No. _____ Date _____

For: _____ Annual Physical _____ Basic School _____ Re-entry Physical PASS _____ FAIL _____

PHYSICAL FITNESS TEST

1. Prior to assignment to an armed security position, all individuals will demonstrate his or her physical fitness qualification by successfully performing all the tasks identified, within the period of time, under the conditions, and to the standards specified.
2. The following tasks have been determined to simulate the physical demands and mental stress associated with responses to alarm activations.

<u>Action</u>	<u>Standard</u>	<u>Time of Performance/Score</u>	<u>Pass</u>	<u>Fail</u>
300 yard run to the 15 yd line				
Engage B-27 target with 6 rounds	Complete all actions			
Reload and proceed to the 7 yard line	within 3 minutes 15 seconds.			
Engage B-27 target with 6 rounds	Score 70% or better on			
	the B-27 target.			
Complete simulated radio transmission				

STANDARD: The examinee is scored PASS if he/she performs all four actions according to their listed standard. If the examinee fails to complete any action or scores less than 70 percent on the B-27 target, the test is scored FAIL.

SCORER'S COMMENTS _____

Examinee's Signature

Scorer's Signature

ANNEX 1-2

TRAINING AND DUTY SUMMARY

<u>Task and Duty Summary</u>	<u>Armed Officer</u>	<u>CAS/SAS</u>	<u>Uniformed Supervisory Personnel</u>	<u>Unarmed Officer</u>	<u>Regualification</u>
1. Site threat assessment	X	X	X	X	X
2. Security features	X	X	X	X	X
3. Site security organization	X	X	X	X	X
4. Personnel access control	X	X	X	X	X
5. Package and material control	X	X	X	X	X
6. Vehicle control	X	X	X	X	X
7. Conduct a patrol	X	X	X	X	X
8. Communications	X	X	X	X	X
9. Security law	X	X	X	X	X
10. Defensive tactics	X	X	X	X	X
11. Weapons training - handgun	X	X	X		X
12. Weapons training - shotgun	X	X	X		X
* 13. Weapons training - rifle	X		X		X
14. Chemical agents	X	X	X	X	X
15. React to a bomb threat or suspected bomb	X	X	X	X	X
16. Security contingency events	X	X	X	X	X
17. Central/secondary alarm station operations		X			X
18. Uniformed supervisor			X		X
19. Armed responder	X	X	X		X
20. Crowd and mob control	X	X	X	X	X

* Training on rifle for selected TRT personnel.

ANNEX 1-3

TYPICAL FIREARMS QUALIFICATIONS COURSES

ANNEX 1-3.1

TYPICAL HANDGUN QUALIFICATION COURSE

<u>Weapon</u>	<u>Time</u>	<u>Number of Rounds Fired</u>	<u>Position</u>	<u>Distance</u>
Revolver (6-shot)				
4-in. BBL	25 sec	12	FBI stance	7 yards
4-in. BBL	50 sec	6	Standing	
		6	Kneeling	15 yards
		6	1/2 barricade	
4-in. BBL	12 sec	6	Standing	25 yards
4-in. BBL	120 sec	6	Kneeling	
		6	Prone	25 yards
		6	L/H barricade	
		6	R/H barricade	

Targets will be the NRA B-27 or other comparable silhouette target.

Qualification score will be 70 percent of maximum score.

ANNEX 1-3.2

TYPICAL SHOTGUN QUALIFICATION COURSE

<u>Weapon</u>	<u>Type of Rounds Fired</u>	<u>Time</u>	<u>Number of Rounds Fired</u>	<u>Position</u>	<u>Distance</u>
12-gauge pump	Rifled slugs	4 sec	1	Standing/ shoulder	50 yards
12-gauge pump	Rifled slugs	10 sec	1	Standing/ shoulder	40 yards
			1	Kneeling/ shoulder	40 yards
12-gauge pump	Rifled slugs	10 sec	1	Standing/ shoulder	25 yards
			1	Kneeling/ shoulder	25 yards
12-gauge pump	"00" buckshot 9-pellet	10 sec	4	Standing/ shoulder	25 yards
12-gauge pump	"00" buckshot 9-pellet	10 sec	4	Hip fire point	15 yards

Targets will be the NRA B-27 or other comparable silhouette target.

00-gauge (9-pellet) round shall be fired at 4 separate targets.

Qualification score will be 50 percent of maximum score with "00"-gauge rounds and 50 percent of maximum score with rifled slugs.

ANNEX 1-3.3

TYPICAL RIFLE QUALIFICATION COURSE

<u>Weapon</u>	<u>Time</u>	<u>Number of Rounds Fired</u>	<u>Position</u>	<u>Distance</u>
Semi-auto .223 rifle	5 min	10	Standing (Reload after fifth round)	100 yards
Semi-auto .223 rifle	1 min	10	Standing to kneeling	100 yards
Semi-auto .223 rifle	1 min 10 sec	10	Standing to prone	100 yards
Semi-auto .223 rifle	10 min	20	Prone (Reload after tenth round)	100 yards

Targets will be the NRA B-27 or other comparable silhouette target.

Position standing to kneeling/prone will start in the upright/standing moving to kneeling/prone at the start of time fire.

Qualification score will be 80 percent of the maximum score.