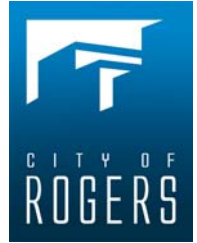




**Rogers Fire Department**  
**Special Operations**  
**611 Special Operations Team Training Requirements**  
**LAST REVISED: April 2011**  
**Page 1 of 3**



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## **PURPOSE**

Rogers Fire Department's Special Operations Team (SOT) strives to provide the highest quality training possible for its team members. This policy will provide the framework for delivery Special Operations Team training.

## **POLICY**

Training for the SOT will be delivered on the second Thursday of each month and is scheduled from 9:00 am – 5:00 pm. Meetings will consist of both Hazardous Materials and Rescue training unless otherwise noted. Instructors will be designated by the SOT Coordinators from the SOT Members, outside entities, or Subject Matter Experts.

### **Team Training**

The team training will be in accordance with the SOT Annual Training Plan (SOT ATP). This plan will be established prior to January of each year in accordance with Standard Operating Procedure 621 Special Operations Team Annual Training Plan.

SOT Members will be required to complete Job Performance Requirements (JPR) based on the following NFPA Standards:

- NFPA 472 Standard for Competence of Responders to Hazardous Materials/Weapons of Mass Destruction Incidents
- NFPA 1006 Standard for Technical Rescuer Professional Qualifications
- NFPA 1670 Standard on Operations and Training for Technical Search and Rescue Incidents

It is the responsibility of all SOT members to ensure that all requisite skills and competencies are being performed at the highest level possible and any deficiencies that they have are self addressed prior to training or emergency response. The SOT ATP will ensure that all members receive the required training in order to perform their duties in accordance with the established performance standards established for all SOT members.

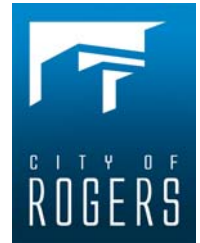
The SOT ATP accounts for training to be completed in the following formats:

- SOT Annual Task Book
- SOT Minimum Training Standards
- Prescheduled Monthly Training Sessions
- City wide SOT Training
- Minimum Company Standards
- Impromptu Response Drills / Scenarios

All requisite skills and knowledge will be clearly defined in the SOT Annual Task Book and delivered throughout the course of the year by qualified members of the SOT, or by instructors brought in from outside entities. Completion of all JPR's will be documented according to Standard Operating Procedure 631 Special Operations Team Minimum Training Standards.



**Rogers Fire Department**  
**Special Operations**  
**611 Special Operations Team Training Requirements**  
**LAST REVISED: April 2011**  
**Page 2 of 3**



It will be the responsibility of each SOT Director to maintain each SOT member's task book and to ensure they can proficiently perform the requisite skills and knowledge.

Training by the SOT will be available for all SOT members and regular members of the Rogers Fire Department. All reasonable efforts will be made to accommodate the SOT members but adequate training is a personal responsibility. If a training date is missed it falls on the individual to make arrangements to obtain the skills missed.

### **Skill Proficiency**

Members of the SOT shall demonstrate proficiency in both Hazardous Materials and Technical Rescue disciplines on an annual basis. This proficiency exam will include random skill stations and a written exam to be administered by the SOT Coordinators. These evaluations will be completed in accordance with Standard Operating Procedure 620 Special Operations team Annual Evaluations.

A study guide will be provided to all SOT members who are eligible for the annual examination process at least one month prior to testing to ensure that they are adequately prepared and are aware of the materials they will be tested in. The written examination may include any information covered in team training, or written assignments throughout the current calendar year. The tests may be in any format. A passing grade of 90% is required by all SOT Members. These examinations will also be required of the SOT Coordinators and SOT Director.

Practical exams will also be chosen and administered by the SOT Coordinators, the SOT Director and the Deputy Chief of Special Operations and Training (DFC-SOT) and will be graded on a pass/fail basis. These skills will be based on the proficiency for the particular skill. Any skills required for emergency response at the technician level is eligible for use during the practical examination. The practical skills examination will include a combination of individual and team level skills.

All proficiency exam results will be kept private. Only the individual SOT member, Team Coordinators, the Director, and Chief Officers are entitled to the test results.

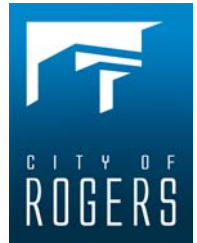
All proficiency exams will be reviewed by the DFC-SOT before their administration. All results of proficiency exams will be verified by the SOT Director and the DFC-SOT. Coordinators will be made aware of training deficiencies that are identified during the evaluation process.

If a member is unable to successfully complete any aspect of the annual evaluation process, the remediation process that will begin immediately. The individual will only re-test the areas that were deficient. However, if the DFC-SOT determines that the individual's requisite skills and knowledge are deficient, the individual may be required to repeat the entire evaluation process.

The SOT Coordinators will provide the individual with a list of the skills to be re-tested. The failing member will be allotted a thirty (30) day period to seek additional training opportunities and subsequently achieve a passing test. Any SOT resources requested by the individual will be made available by the SOT Director and SOT Coordinators. At the end of the remediation period



**Rogers Fire Department**  
**Special Operations**  
**611 Special Operations Team Training Requirements**  
**LAST REVISED: April 2011**  
**Page 3 of 3**



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the member will be re-tested using new materials that test the same knowledge and skills in which the individual was deficient. The re-examination will be administered using the same standards and processes as above. If during the second evaluation, the skills are not successfully completed, the member will be removed from the SOT.