



2012 ROGERS FIRE DEPARTMENT SPECIAL OPERATIONS ANNUAL TRAINING PLAN

The purpose of the Special Operations Training Plan (SOT-ATP) is to serve as a supplement to the Rogers Fire Department Annual Training Plan. This plan is designed to inform all Special Operations Team (SOT) members of the training that will be occurring during the 2012 calendar year. Rogers Fire Department Standard Operating Procedure (RFD SOP) 621 establishes the necessity of the SOT-ATP. Implementing a multi-tiered training approach to special operations will increase the requisite knowledge and skills of personnel responding to these types of incidents and ultimately increase the level of service within the community.

The SOT-ATP mandates a comprehensive all-hazards approach that complies with federal, state, and local regulations. This design will allow personnel to increase their abilities in all SOT disciplines, which will increase the overall capabilities of the organization. The SOT-ATP will ensure that all members are provided the necessary training to establish a strong foundation in technical rescue and hazardous materials, and can perform the minimum competencies required of the SOT. The SOT specific training will be complimented by the ATP which establishes four sessions of technical rescue training and 4 sessions of hazardous materials training for all department personnel on an annual basis. This training allows all members to receive 36 hours of special operations training which will allow for better integration of resources during emergency operations.

The 2012 SOT-ATP demonstrates a major transition in the design of team training as members complete all required training as established by RFD SOP 611 Special Operations Team Training Requirements. The completion of these requirements allows the SOT to conduct bi-monthly training on shift which will allow for more efficient use of shift resources and allow standing fireground orders for both technical rescue and hazardous materials responses to be practiced utilizing the shift personnel as normally assigned and operate. The team will continue to train as a specialized function of the department on a bi-monthly basis to focus on technician level skills and advanced best industry practices that will be coordinated with the ATP.

The transition to bi-monthly training will require accountability on the part of shift personnel as the dates for team training are established within the SOT-ATP. However, the dates for SOT training to be conducted on shift will be left to the management of the members of each shift. This will require that all SOT members assigned to a shift are present and participate in the established training. In order to ensure coordination between all members of the SOT, the training division will prepare a comprehensive lesson plan and skill sheet that will enable each shift to conduct the training using their own methodology but ensure that all shifts receive and perform identical monthly foundation training. It is expected that each shift will also identify and address individual weaknesses and deficiencies of the individual team members assigned within their shift.

The SOT-ATP details the scheduled training topics and objectives for each month and may be modified as the year progresses to include other training opportunities that are made available or organizational directions or capabilities that are identified. The SOT will receive additional emphasis in 2012 in order to further establish its capability, standardize its performance, and meet applicable National Fire Protection Association (NFPA) standards. The SOT-ATP serves as an informational resource so that SOT members remain aware of the training requirements and opportunities for the year 2012. This is a critical component as time management on the part of the department and the individual are critical for success.

There will be little flexibility in the 2012 version of the SOT-ATP as time and scheduling are critical to success. The annual SOT-ATP will remain the ultimate authority for training topics as they are established in

coordination with the ATP. Any changes to the SOT-ATP shall require the approval of the Fire Chief and Deputy Fire Chief of Special Operations and Training.

All SOT members will be required to operate at a technician level or higher in all identified disciplines. Operating at this level will not only require initial certification training but on-going refresher training and evaluations to ensure that this level is maintained at all times. The Rogers Fire Department will utilize the following NFPA standards for the foundation of all training certifications and job performance requirements (JPR).

- 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

SPECIAL OPERATIONS 2012	
Hazardous Materials Technician	Trench Rescue Technician
Rope Rescue Technician	Swift Water Rescue Technician
Confined Space Rescue Technician	Structural Collapse Technician
Vehicle Extrication Technician	Wilderness Search and Rescue Technician

By utilizing the identified NFPA standards as a training framework, The Rogers Fire Department will provide technician level response capability in both hazardous materials and technical rescue to the city of Rogers.

Although not every team member can perform as a specialist in all disciplines, all members will be required to receive the same level of training in all disciplines according to RFD SOP 605 Special Operations Team Membership. This policy states that the department will ultimately train and respond at the technician level but will also utilize Subject Matter Experts (SME) for each response discipline as identified within the designated NFPA standards. The identified SME will receive advanced training and serve as force multipliers during emergency responses, serve as instructors in their respective disciplines, and ultimately enhance the level of response and the proficiency of SOT members.

The SOT-ATP for 2012 designates the following disciplines as a priority for SME training.

- Rope Rescue Technician
- Swiftwater Rescue Technician
- Trench Rescue Technician
- Search and Rescue Technician

SME selection and training will be coordinated by the DFC-SOT and scheduled according to class availability and specific requirements of the SME. These disciplines were identified in 2010 as a priority and will be completed prior beginning addition SME training in other disciplines. Hazardous Materials SME will be a yearly process to meet the requirements of the Arkansas Department of Emergency Management in addition to simply adding additional hazardous materials instructors to meet the annual training requirements of the department.

Additional training in the form of team evolutions, impromptu scenarios, and spontaneous drills will be scheduled throughout the course of the year to increase the capabilities of shift personnel and SOT members in order to identify operational deficiencies and further meet the requirements necessary of an all-hazards team. These sessions will evaluate the application of knowledge and skills in addition to response capabilities in special operations emergencies. Simulating the application of decision-making is a critical aspect to the success of the Rogers Fire Department Special Operations Team. These drills will be scheduled and evaluated by the Training Division in coordination with the city wide tour commander.

The Rogers Fire Department realizes that additional training classes are required throughout the year for individual needs for certification, subject matter experts, specialized disciplines, and simply the technical development of SOT personnel. Throughout the course of the year additional classes will be offered to assist in the development of the team’s capability and personnel and allow personnel who are not a member of the SOT to attend and participate which increases the technical knowledge and skill throughout the department.

In order to meet the training requirements for all disciplines, the SOT-ATP will offer a balance between technical rescue and hazardous materials training. These disciplines will serve to compliment certification training required of SOT personnel and ensure that all SOT meet the requirements set forth by the Rogers Fire Department. Standard training will be a multi tiered plan for 2012 that allows for individual, company, shift, and team training to be addressed.

The primary aspect of SOT training is team specific training which will be conducted primarily on the second Thursday of every other month and will be scheduled from 9:00 am – 5:00 pm. This training requires that all SOT personnel, regardless of shift or level of training, are present and participate. This training will be conducted by assigned personnel within the Rogers Fire Department Annual Training Plan and coordinated by the Training Division and SOT director. Due to the importance of this training, all SOT members shall be present throughout the course of the day as accountability is critical to ensure all members are exposed to the same training for consistency of operations throughout the department.

The SOT training sessions are primarily scheduled on the second Thursday of each month however, the Annual Training Plan (ATP) dictates that certain sessions be re-scheduled. These dates may be subject to further changed throughout the course of the year but must be approved by the DFC-SOT. The following is a list of SOT training dates for 2011.

- January 12 Thursday
- March 15 Thursday
- May 3 Thursday
- July 12 Thursday
- September 7 Friday
- November 1 Thursday

Topics for these training sessions are established by the SOT Director, the SOT coordinators as well as the Training Division. The topics for the team training sessions will be coordinated with the SOT training requirements for shift personnel as well as the ATP topics for all department members. It shall be the responsibility of the members of each shift to complete the SOT monthly training with all members present. The agenda and all other training requirements for these sessions will be provided by the Training Division.

This SOT-ATP will be re-evaluated on a monthly basis by Command Staff and the SOT Director to ensure it is as effective and receiving the commitment that is necessary for success. The following training topics will be utilized for 2012. SME and SOT company officers as well as the Training Division will be utilized to instruct and oversee the course sessions as assigned by the DFC-SOT for each discipline.

SPECIAL OPERATIONS TEAM (SOT) ANNUAL TRAINING PLAN 2012	
<p>Critical Incident Stress Debriefing</p> <ul style="list-style-type: none"> ▪ Objectives include the recognition and use of critical incident stress debriefing by team members as well as the steps in providing the appropriate resources in a CISD. <p>Hazardous Materials Tabletop</p> <ul style="list-style-type: none"> ▪ Objectives include the application of knowledge and skills to various hazardous materials incidents within the city of Rogers utilizing RFD personnel and resources. 	January

SPECIAL OPERATIONS TEAM (SOT) ANNUAL TRAINING PLAN 2012

<p>Technical Rescue Victim Packaging <i>(SOT Company Training)</i></p> <ul style="list-style-type: none"> ▪ Objectives include the various methods of patient packaging for various emergencies and situations utilizing Rogers Fire Department specific equipment and techniques. <p>Hazardous Materials Resource Utilization</p> <ul style="list-style-type: none"> ▪ Objectives to include the utilization of hazardous materials IQ as well as the use of other resources to knowledge to identify products and actions during an incident. 	February
<p>Trench Rescue</p> <ul style="list-style-type: none"> ▪ Objectives include response to various trench rescue situations and types to include technician level skills and knowledge on an individual, company, and team response. <p>Hazardous Materials Unknown Substances</p> <ul style="list-style-type: none"> ▪ Objectives for this session include RFD response to unknown and white powder incidents and the methodology and equipment for substance identification. 	March
<p>Swiftwater Response Operations <i>(SOT Company Training)</i></p> <ul style="list-style-type: none"> ▪ Objectives will include operations and response to swift water rescue involving single and multiple victims utilizing standard fireground orders for swiftwater response. <p>Hazardous Materials Identification and Recognition</p> <ul style="list-style-type: none"> ▪ Objectives will focus the identification and recognition of hazardous materials containers both fixed and transport and the hazards and response associated with each. 	April
<p>Large Vehicle Auto Extrication</p> <ul style="list-style-type: none"> ▪ Objectives for large vehicle extrication include the recognition of hazards associated with large vehicles including vehicle assessment, stabilization, and extrication. <p>Offensive Interventions</p> <ul style="list-style-type: none"> ▪ Objectives include operations within appropriate PPE while performing offensive operations to include product control methods and offensive product control methods. 	May
<p>Technical Rescue Response <i>(SOT Company Training)</i></p> <ul style="list-style-type: none"> ▪ Objectives include response to a wide array of technical rescue emergencies within the city of Rogers utilizing Rogers Fire Department specific techniques and equipment <p>Hazardous Materials Target Hazards</p> <ul style="list-style-type: none"> ▪ Objectives will include a review of specific target hazards within the city of Rogers and the specific hazards associated with each as well as appropriate response for each. 	June
<p>Tower Rescue / High Angle Rescue</p> <ul style="list-style-type: none"> ▪ This training session will be conducted on the operations and techniques necessary for tower operations and high angle rescue utilizing rope rescue technician skills and Knowledge. This session will include water towers, cell phone, and radio towers and will utilize Rogers Fire Department standard fireground orders and equipment. 	July
<p>Confined Space Rescue <i>(SOT Company Training)</i></p> <ul style="list-style-type: none"> ▪ Objectives include the application of standard fireground orders specific to hazards within the city of Rogers and review of skills and equipment necessary for response. <p>Hazardous Materials Documentation / Large Incident Response</p> <ul style="list-style-type: none"> ▪ The objectives for this session will include a review of the paperwork for all hazardous materials incident and expand into mitigation of a large scale emergency. 	August
<p>Structure Collapse Technician Refresher</p> <ul style="list-style-type: none"> ▪ The objectives for this session will include the knowledge and skills to deliver emergency response to a structure collapse incident as a structure collapse technician. <p>Hazardous Materials Olymics</p> <ul style="list-style-type: none"> ▪ The objectives for this session will include an overview and the performance of hazardous materials skills in an environment utilizing current policy and procedures. 	September

SPECIAL OPERATIONS TEAM (SOT) ANNUAL TRAINING PLAN 2012

<p>Hazardous Materials Technician Refresher (SOT Personnel Shift Training)</p> <ul style="list-style-type: none"> ▪ Objectives will include technician level requisite knowledge and skills required by Arkansas Department of Emergency Management as necessary for the annual technician refresher. This training session will serve to compliment and reinforce the technician level refresher required of all department personnel certified as a technician 	<p align="center">October</p>
<p>Special Operations Team Requisite Knowledge and Skills Review</p> <ul style="list-style-type: none"> ▪ The objectives for this session will include a review of all technician level competencies required for special operations team members for the Rogers Fire Department as required by RFD SOP 605 Special Operations Team Membership. This training session allows all team members to prepare for the annual special operations team evaluation per RFD SOP 620 will serve as a priority as members review all aspects of the SOT-ATP. 	<p align="center">November</p>
<p>Special Operations Team Evaluations</p> <ul style="list-style-type: none"> ▪ Objectives include proficiency in responses in each discipline; hazardous materials and technical rescue. These will be team scenarios in which response capability will be evaluated. Outside evaluators will be utilized for the evaluation process per the SOT-ATP. Evaluations will be in accordance with RFD Sop 621 Special Operations Team Evaluations and will measure both individual and company knowledge and skills. 	<p align="center">December</p>

The 2012 process for team training has altered which allows for bi-monthly shift training. The management of the ATP allows for dates to be pre-scheduled for all SOT personnel assigned to a shift to come together and train on the assigned topic. This training requires that all members be present and if they are absent, each individual must make arrangements with Station 5 to oversee and complete the training. The SOT ATP contains assigned dates for this training to occur as well as being recognized within the ATP.

- February 7-9
- April 17-19
- June 5-7
- August 6-8
- October 16-18
- December 4-6

Special Operations training will be delivered to all shift personnel on a quarterly basis in an effort to increase the requisite knowledge and skills of all Rogers Fire Department personnel. This will increase the operational capacity of the organization within the city of Rogers as well as Northwest Arkansas. Each of these sessions will be delivered in four hour sessions and will be instructed by SOT personnel and the Training Division. Company level training will ensure a coordinated response between department personnel trained at the operations level and SOT members.

- | | |
|---|----------------------|
| • Radiation Awareness | February 21-23 |
| ▪ Technical Rescue Awareness | February 28-March 1` |
| ▪ Hazard Recognition | May 15-17 |
| ▪ Large Vehicle Extrication | May 22-24 |
| ▪ Hazardous Materials Large Scale Response and Mitigation | August 21-23 |
| ▪ Structure Collapse Rescue | August 28-30 |
| ▪ Hazardous Materials Refresher | November 20-22 |
| ▪ Wilderness Search and Rescue | November 27-29 |

In addition the monthly training, specialized courses and certification classes will be conducted to meet the training standards established by the Rogers Fire Department as established within RFD SOP 631 Special Operations Team Minimum Training Standards. The following classes will be held in 2012 in order to increase the response capability of the Special Operations team and its members.

- | | |
|--|-----------------|
| ▪ Arkansas Fire Academy Rope Rescue Technician | March 5-9 |
| ▪ Arkansas Fire Academy Trench Rescue Technician | April 2-6 |
| ▪ Arkansas Department of Emergency Management Basic Air Monitoring | March 19-21 |
| ▪ Arkansas Department of Emergency Management Advanced Air Monitoring | March 22 |
| ▪ Swiftwater I | April 13-14 |
| ▪ Swiftwater Rescue II | April 27-28 |
| ▪ Arkansas Department of Emerg. Management Hazardous Materials Chemistry | July 16-20 |
| ▪ Los Alamos National Laboratory Hazardous Materials Challenge | August 2-5 |
| ▪ Arkansas Fire Academy Confined Space Technician | September 10-14 |
| ▪ The Challenge Hazardous Materials Workshop | September 4-7 |
| ▪ Structure Collapse Technician | October 1-12 |
| ▪ HotZone | October 18-21 |
| ▪ Search and Rescue Technician | TBD |

Each team member will also complete quarterly minimum training standards in accordance with RFD-SOP 631 Special Operations Team Minimum Training Standards. In order to further skills and knowledge on an individual and company basis, each SOT member will be responsible for completing quarterly task books. The minimum training standards quarterly task books will be developed by the training division and will consist of knowledge and skills that is coordinated with the subjects contained within the ATP and the SOT-ATP. It is the responsibility of each individual to complete these task books in accordance with standard operating procedures and to the standard set forth by the Rogers Fire Department.

In addition to the SOT-ATP, each member of the SOT team will be required to complete an annual task book that consists of job performance requirements (JPR) established by the Rogers Fire Department, in accordance with state and federal regulations. These competencies will be evaluated on a yearly basis. This balance between the SOT-ATP, the annual task book, quarterly minimum training standards, and annual evaluations will ensure that SOT members receive the necessary training to maintain skill proficiency and technical knowledge required of RFD-SOT members in accordance with the specified NFPA standards.

Continuous evaluation of team and individual competencies is a critical component for the success of any program. Evaluations will be conducted on an on-going basis for team operations as well as the specific evaluation of team members knowledge and skills as specified in RFD SOP 620 Special Operations Team Annual Evaluations. This process serves multiple functions for the team and its membership to include skill proficiency, establishment of performance benchmarks, and identify deficiencies that may be addressed on an individual or team basis that can be addressed through the ATP. The team evaluations for 2012 will be conducted by outside evaluators chosen from surrounding states based upon the technical expertise with emphasis on evaluators being a primary member of a federal US&R Task Force. This process will still follow RFD policy but utilize these evaluators for a critical, unbiased evaluation process to validate the competency of each individual as well as the ability of the SOT to respond to both technical rescue and hazardous materials incidents.

The final ingredient to the SOT-ATP is the hard work and dedication on the part of the SOT members. Dedication to the mastery of the requisite knowledge and skills is critical to team and departmental success.

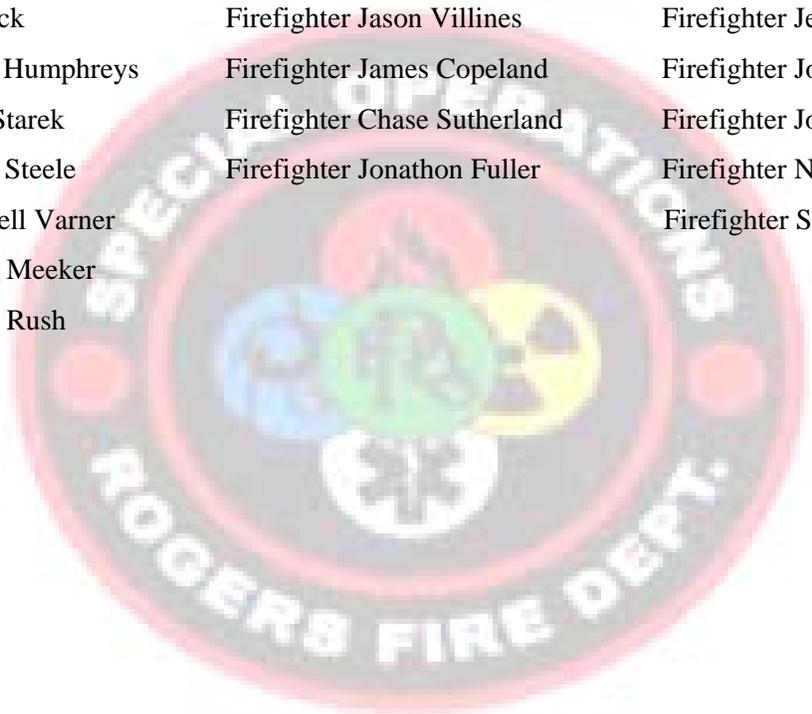
The end result of the SOT ATP is to ensure that each SOT member has the knowledge, skills, and abilities to perform technical skills for the City of Rogers and Benton County.

The Special Operations Team is lead by a director who is responsible for all operations and training of the team. There are two primary disciplines that make up our team., hazardous material rescue/confinement and technical rescue. Both of these disciplines are lead by subject matter experts. These experts manage the training and testing necessary to maintain team skill levels.

<i>RFD Director</i>	<i>RFD Hazmat Coordinator</i>	<i>RFD Rescue Coordinator</i>
Captain Clint Bowen	Firefighter Bill Hellard	Firefighter Dennis Thurman

2012 Special Operations Team Roster

A Shift	B Shift	C Shift
Capt. Scot Mason	Capt. Mike Braswell	Capt. Bill Huntington
Capt. Mike Cerasale	Capt. Jeremy Criner	Firefighter Adam Frederking
Capt. Nathan Keck	Firefighter Jason Villines	Firefighter Jeff Parks
Firefighter Tony Humphreys	Firefighter James Copeland	Firefighter Jonathon Born
Firefighter Rob Starek	Firefighter Chase Sutherland	Firefighter Joey Everhart
Firefighter Tyler Steele	Firefighter Jonathon Fuller	Firefighter Nathan Meeks
Firefighter Kendell Varner		Firefighter Scott Mendham
Firefighter Andy Meeker		
Firefighter Brent Rush		



Vision Statement

It is the vision of the Rogers Fire Department to be an established authority, nationally recognized in every risk-related discipline.

Mission Statement

It is the mission of the Rogers Fire Department to provide exceptional risk-related services to our customers.



ROGERS FIRE DEPARTMENT
Established 1888

January 2012						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

SOT Training

Sot Training



ROGERS FIRE DEPARTMENT
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February 2012						
			1	2	3	4
5	6	7	8	9	10	11
		Special Ops Team Shift Training				
12	13	14	15	16	17	18
19	20	21	22	23	24	25
		Radiation Awareness				
26	27	28	29			
		Technical Rescue Awareness				

Special Ops Team Shift Training

Radiation Awareness

Technical Rescue Awareness



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March 2012								
					1	2	3	
					Technical Rescue Awareness			
4	5	6	7	8	9	10		
11	12	13	14	15	SOT Training	16	17	
Arkansas Fire Academy Rope Rescue Technician								
18	19	20	21	22	AR Dept of Emergency Mngmt Advanced Air Monitoring	23	24	
AR Dept of Emergency Mngmt Basic Air Monitoring								
25	26	27	28	29	30	31		

Technical Rescue Awareness

Arkansas Fire Academy Rope Rescue Technician

SOT Training

AR Dept of Emergency Management Basic Air Monitoring

AR Dept of Emergency Management Advanced Air Monitoring



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April 2012

April 2012						
1	2	3	4	5	6	7
	Arkansas Fire Academy Trench Rescue Technician					
8	9	10	11	12	13	14
					Swiftwater I	
15	16	17	18	19	20	21
	Special Ops Team Shift Training					
22	23	24	25	26	27	28
					Swiftwater Rescue II	
29	30					

Arkansas Fire Academy Trench Rescue Technician

Swiftwater I

Special Ops Team Shift Training

Swiftwater Rescue II



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May 2012						
		1	2	3	4	5
				SOT Training		
6	7	8	9	10	11	12
13	14	Hazard Recognition			18	19
20	21	Large Vehicle Extrication			25	26
27	28	29	30	31		

SOT Training

Hazard Recognition

Large Vehicle Extrication



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June 2012						
					1	2
3	4	Special Ops Team Shift Training			8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

Special Ops Team Shift Training



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July 2012						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
				SOT Training		
15	16	17	18	19	20	21
	Arkansas Department of Emergency Management Hazardous Materials Chemistry					
22	23	24	25	26	27	28
29	30	31				

SOT Training

Arkansas Department of Emergency Management Hazardous Materials Chemistry



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August 2012							
				1	2	3	4
					Los Alamos National Laboratory Hazardous Materials Challenge		
5	6	7	8	9	10	11	
Los Alamos Nat Lab Hazardous Mat Challenge	Special Ops Team Shift Training						
12	13	14	15	16	17	18	
19	20	21	22	23	24	25	
	Hazardous Materials Lg Scale Response & Mitigation						
26	27	28	29	30	31		
	Structure Collapse Rescue						

Los Alamos National Laboratory Hazardous Materials Challenge

Special Ops Team Shift Training

Hazardous Materials Large Scale Response and Mitigation

Structure Collapse Rescue



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September 2012							
							1
2	3	4	5	6	7	8	
					SOT Training		
	The Challenge Hazardous Materials Workshop						
9	10	11	12	13	14	15	
	Arkansas Fire Academy Confined Space Technician						
16	17	18	19	20	21	22	
23	24	25	26	27	28	29	
30							

SOT Training

The Challenge Hazardous Materials Workshop

Arkansas Fire Academy Confined Space Technician



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October 2012						
	1	2	3	4	5	6
	Structure Collapse Technician					
7	8	9	10	11	12	13
	Structure Collapse Technician					
14	15	16	17	18	19	20
	Special Ops Team Shift Training			HotZone		
21	22	23	24	25	26	27
28	29	30	31			

Structure Collapse Technician

Special Ops Team Shift Training

HotZone



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November 2012						
				1	2	3
				SOT Training		
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
		Hazardous Materials Refresher				
25	26	27	28	29	30	
		Wilderness Search and Rescue				

SOT Training

Hazardous Materials Refresher

Wilderness Search and Rescue



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December 2012						
						1
2	3	4	5	6	7	8
		Special Ops Team Shift Training				
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Special Ops Team Shift Training

